



THE ASSISTANT SECRETARY OF DEFENSE

1200 DEFENSE PENTAGON
WASHINGTON, DC 20301-1200

HEALTH AFFAIRS

OCT 27 2008

MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (M&RA)
ASSISTANT SECRETARY OF THE NAVY (M&RA)
ASSISTANT SECRETARY OF THE AIR FORCE (M&RA)
DIRECTOR, DEFENSE FINANCE AND ACCOUNTING
SERVICE

SUBJECT: Policy for Implementing the Critical Wartime Skills Accession Bonus for
Physician and Dental Specialists for Fiscal Year 2009

Attached is policy guidance for implementation of the Critical Wartime Skills Accession Bonus for active duty physician and dental specialist officers in accordance with the authorities provided under Section 617 of the Fiscal Year 2007 National Defense Authorization Act.

The Secretary of each Department concerned shall establish implementing guidance based on each Department's own accession requirements and capabilities.

Please provide this office with a copy of your implementing guidance within 30 days of the date of this memorandum.

My point of contact is Dr. Gary Matteson, Policy Analyst for Health Professions Accession/Retention Incentives, who may be reached at (703) 681-8890.

S. Ward Casscells, MD

Attachment:
As stated

cc:
Principal Deputy Under Secretary of Defense (Personnel & Readiness)
Assistant Secretary of Defense (Reserve Affairs)
Surgeon General of the Army
Surgeon General of the Navy
Surgeon General of the Air Force

HA POLICY: 08-016

**Policy for Implementing the Critical Wartime Skills Accession Bonus
For Physician and Dental Specialist Officers for Fiscal Year 2009**

A. Eligibility: To be eligible for the accession bonus, an individual must:

1. Be a graduate of an accredited school of:
 - (a) Medicine or osteopathy in a specialty listed on Table 1
 - (b) Dentistry in a specialty listed on Table 1
2. Have a full and unrestricted license and be fully qualified to remain a licensed physician or dentist, as determined by the Secretary of the military department (or designee) concerned in a specialty listed on Table 1.
3. Be fully qualified to hold an appointment as a commissioned officer.
4. Execute a written agreement to accept a commission as an officer of the Medical or Dental Corps of the Army or the Navy, an officer of the Air Force designated as a medical or dental officer to serve on active duty for a period of not less than four consecutive years. An individual who holds an appointment as a medical or dental officer in either the active duty or Reserve Component is not eligible for this accession bonus. A former medical or dental officer who no longer holds an appointment, and is otherwise qualified and eligible, must have been discharged from any Uniformed Service at least 24 months prior to execution of the written agreement to receive the accession bonus. A dental officer eligible to receive special pay; accession bonus for dental officers under 37 USC 302h, shall elect whether to execute an agreement for the Critical Wartime Skills Accession Bonus or the Special Pay-Accession Bonus under 37 USC 302h, but not both.
5. Have not received financial assistance from the Department of Defense to pursue a course of study in medicine, osteopathy, or dentistry in exchange for an agreement to accept an appointment as a medical or dental officer. This includes, but is not limited to, participants and former participants of the Armed Forces Health Professions Scholarship Program, Financial Assistance Program, and the Uniformed University of Health Sciences.
6. During the discharge of this Active Duty Service Obligation, individuals will not be eligible for the Multi-year Incentive Special Pay or Multi-year Special Pay.
7. Have the specialty on Table 1 designated as Critically Short Wartime Specialty as determined by the Secretary of the military department (or designee) concerned.

B. Bonus Authorized: The Secretary of the military department concerned may, upon acceptance of the written agreement described in paragraph A.4., pay an accession bonus to an eligible individual in an amount as specified in Table 1 for a four year obligation. Eligible individuals who sign a written agreement, on or after October 1, 2008, to serve on active duty in exchange for receiving the accession bonus are authorized to receive the accession bonus.

C. Repayment: All participants in the Critical Wartime Skills Accession Bonus are required to sign a service agreement. All service agreements must contain repayment language consistent with Section 303a(e) of Title 37, United States Code and be in accordance with the repayment policy guidance established by the Principal Deputy Under Secretary of Defense (Personnel and Readiness) policy memorandum, "Repayment of Unearned Portions of Bonuses, Special Pay, and Educational Benefits or Stipends," dated May 21, 2008.

D. Responsibilities: The individual military departments shall be responsible for establishing and implementing procedures for the administration of Critical Wartime Skills Accession Bonuses that shall be consistently applied to all officers in similar circumstances. The Department of Health and Human Services will promulgate corresponding policy and procedures for United States Public Health Service officers.

E. Authority: The Critical Wartime Skills Accession Bonus is under the authority of Title 37, United States Code, Sections 302k and 302l, as added by Section 617 of the National Defense Authorization Act for Fiscal Year 2007.

TABLE 1

Policy for Implementing the Critical Wartime Skills Accession Bonus
For Physician and Dental Specialists for Fiscal Year 2009

| Medical Specialties | Bonus Amount |
|----------------------------|---------------------|
| Anesthesia | \$396,000 |
| Neurosurgery | \$400,000 |
| Diagnostic Radiology | \$364,000 |
| General Surgery | \$400,000 |
| Vascular Surgery | \$400,000 |
| Pulmonary Medicine | \$292,000 |
| Orthopedics | \$356,000 |
| Otolaryngology | \$252,000 |
| Aerospace Medicine | \$180,000 |
| Emergency Medicine | \$276,000 |
| Family Practice | \$252,000 |
| Obstetrics/Gynecology | \$240,000 |
| Psychiatry | \$272,000 |
| Urology | \$280,000 |
| Internal Medicine | \$240,000 |
| Ophthalmology | \$200,000 |
| Preventive Medicine | \$220,000 |
| Pediatrics | \$220,000 |

| Dental Specialties | Bonus Amount |
|--------------------------------|---------------------|
| Oral and Maxillofacial Surgery | \$300,000 |
| Comprehensive Dentistry | \$300,000 |
| Endodontics | \$300,000 |
| Prosthodontics | \$300,000 |