



THE ASSISTANT SECRETARY OF DEFENSE

1200 DEFENSE PENTAGON
WASHINGTON, DC 20301-1200

HEALTH AFFAIRS

MAR - 9 2009

MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (M&RA)
ASSISTANT SECRETARY OF THE NAVY (M&RA)
ASSISTANT SECRETARY OF THE AIR FORCE (M&RA)

SUBJECT: Diplomat Pay for Psychologists and Board Certification Pay for Non-Physician Health Care Providers

This memorandum promulgates policy guidance for the implementation of Non-Physician Health Care Provider Board Certified Pay (NPBCP) for Army, Navy and Air Force officers designated as Psychologists and Non-Physician Health Care Providers. Assistant Secretary of Defense for Health Affairs (HA) memoranda of September 22, 1994; September 6, 1995 (HA Policy 95-013); May 30, 1996 (HA Policy 96-047); January 22, 1997 (HA Policy 97-026); March 12, 1997 (HA Policy 97-037); November 26, 1997 (HA Policy 98-003); April 27, 1998 (HA Policy 98-035); and October 20, 2003 (HA Policy 03-019), concerning Diplomat Pay and NPBCP, are hereby rescinded.

NPBCP shall be awarded only to those designated non-physician health care providers (Attachment 1) who are certified in their particular specialty by an approved board (Attachment 2). The Service Surgeons General have reviewed, validated, and concurred with these revised lists.

My point of contact for this action is Dr. Gary Matteson, (703) 681-8890 or gary.matteson@ha.osd.mil.

A handwritten signature in black ink, appearing to read "S. Ward Casscells".

S. Ward Casscells, MD

Attachments:
As stated

GUIDANCE FOR THE ADMINISTRATION OF NON-PHYSICIAN BOARD CERTIFIED PAY

Guidance: It is Department of Defense (DoD) guidance to administer Non-Physician Health Care Provider Board Certified Pay (NPBCP), as prescribed by Title 37 of the U.S. Code, Section 302c, in a manner that will enhance the professional environment for non-physician providers, and thereby help to ensure the highest quality of care is provided to DoD beneficiaries. The pay also serves as an incentive to retain sufficient numbers of high-quality health care providers in the Military Departments.

ELIGIBILITY: To be eligible for NPBCP, an officer must:

- 1) Be an officer in the Army or Navy, or an officer of the Air Force designated as a Psychologist or Non-Physician Health Care Provider;
- 2) Be a health care provider in a clinical specialty that is privilegeable;
- 3) Have a post-baccalaureate degree in their clinical specialty; and
- 4) Be certified by a professional board in their clinical specialty.

AWARD: The annual awards, as specified below, shall be paid in equal monthly amounts:

Years of Creditable Service	Annual Payment
Less than 10 years	\$2,000
At least 10 but less than 12 years	\$2,500
At least 12 but less than 14 years	\$3,000
At least 14 but less than 18	\$4,000
18 or more years	\$5,000

NOTE: Creditable Service, for purposes of NPBCP, is defined as all periods of active service after the officer was qualified in the health care provider specialty for which NPBCP is being received.

NON-PHYSICIAN SPECIALTY BOARDS

Audiology/Speech Pathology: (Board Certified)

Sponsor: American Speech-Language Hearing Association

Responsibility: Clinical Certification Board

Boards: Clinical Certification in—

- 1) Audiology
- 2) Hearing
- 3) Speech-Language

Biochemistry: (Board Certified)

Sponsor: Commission on Accreditation in Clinical Chemistry (COMACC)

Responsibility: American Board of Clinical Chemistry (DABCC)

Board: Fellow of the Academy of Clinical Biochemistry (FACB)

Dietitians: (Board Certified)

Sponsor: American Dietetic Association

Responsibility: Commission on Dietetic Registration

Boards:

- 1) Pediatric Nutrition
- 2) Renal Nutrition
- 3) Metabolic Nutrition
- 4) Sports Dietetics
- 5) Fellow of the American Dietetic Association

Dietitians: (Board Certified)

Sponsor: American Society of Parenteral and Enteral Nutrition

Responsibility: The National board of Nutrition Support Certification

Board: Certified Nutrition Support Dietitian

Dietitians: (Board Certified)

Sponsor: National Certification Board for Diabetes Educators

Responsibility: National Certification Board for Diabetes Educators

Board: Certified Diabetes Educators

Dietitians: (Board Certified)

Sponsor: National Commission for Health Education Credentialing

Responsibility: National Commission for Health Education Credentialing

Boards: Certified Health Education Specialists (with Masters, PhD, or Clinical Doctorate in Health Education, Community Health Education, Public Health Education, School Health Education)

Dietitians: (Board Certified)

Sponsor: American College of Sports Medicine

Responsibility: American College of Sports Medicine

Boards:

- 1) Registered Clinical Exercise Physiologist (with Masters, PhD, or Clinical Doctorate in Nutrition, exercise Science, Health Promotion)
- 2) Exercise Specialist Physiologist (with Masters, PhD, or Clinical Doctorate in Nutrition, exercise Science, Health Promotion)

Occupational Therapy: (Board Certified)

Sponsor: American Occupational Therapy Association

Responsibility: American Occupational Therapy Certification Board

Boards:

- 1) Pediatrics
- 2) Hand Therapy (Recognized by AOTA, but part of American Society of Hand Therapy)

Occupational Therapy: (Board Certified)

Sponsor: American Occupational Therapy Certification Board (AOTA)

Responsibility: American Occupational Therapy Association

Board:

- 1) Pediatrics
- 2) Neurorehabilitation

Occupational Therapy: (Board Certified)

Sponsor: American Occupational Therapy Association

Responsibility: American Occupational Therapy Association Specialists Board

Board:

- 1) Mental health
- 2) Physical Rehabilitation
- 3) Pediatrics

Occupational Therapy: (Board Certified)

Sponsor: U.S. Psychiatric Rehabilitation Association

Responsibility: U.S. Psychiatric Rehabilitation Association

Board: Psychiatric Rehabilitation Practitioner

Occupational Therapy: (Board Certified)

Sponsor: Board of Certification in Professional Ergonomics

Responsibility: Board of Certification in Professional Ergonomics

Board: Ergonomics

Occupational Therapy: (Board Certified)

Sponsor: American Society of Hand Therapists

Responsibility: Hand Therapy Certification Commission

Board: Hand Therapy

Optometry: (Fellow)

Sponsor: American Academy of Optometry

Responsibility: American Academy of Optometry

Board: Fellow in the American Optometric Association

Pharmacy: (Board Certified)

Sponsor: American Pharmacists Association

Responsibility: Board of Pharmacist Specialties

Boards:

- 1) Nuclear Pharmacy
- 2) Pharmacotherapy
- 3) Nutrition Support Pharmacy
- 4) Oncology Pharmacy
- 5) Psychiatric Pharmacy

Physical Therapy: (Board Certified)

Sponsor: American Physical Therapy Association

Responsibility: American Board of Physical Therapy Specialists

Boards:

- 1) Cardiopulmonary
- 2) Clinical Electrophysiology
- 3) Geriatrics
- 4) Neurology
- 5) Orthopedics
- 6) Pediatrics
- 7) Sports

Physician Assistant: (Board Certified)

Sponsor: National Commission on Certification of Physician Assistants

Responsibility: National Commission on Certification of Physician Assistants

Board: National Commission on Certification of Physician Assistants

Podiatry: (Board Certified)

Sponsor: American Podiatric Medical Association

Responsibility: The Council on Podiatric Medical Education

Boards:

- 1) American Board of Podiatric Orthopedics and Primary Podiatric Medicine

- 2) American Board of Podiatric Public Health
- 3) American Board of Podiatric Surgery

Psychology: (Diplomate)

Sponsor: American Psychological Association

Responsibility: American Board Of Professional Psychology

Board: Diplomate

Public Health Officers or Veterinary Officers holding a Doctor of Veterinary Medicine or VMD degree: (Board Certified)

Sponsor: American Veterinary Medical Association

Responsibility: American College of Veterinary Preventive Medicine

Medical Physicists: (Board Certified)

Sponsor: American Board of Radiology

Responsibility: National Certification Board for Medical Physicists

Board: Subspecialties of nuclear medicine physics, diagnostic radiologic physics, and therapeutic radiological physics

Social Work: (Diplomate)

Sponsor: American Board of Examiners in Clinical Social Work

Responsibility: American Board of Examiners in Clinical Social Work

Board: Diplomate in Clinical Social Work (BCD)

OR

Sponsor: National Association of Social Workers

Responsibility: Competence Certification Commission

Board: Diplomate in Clinical Social Work (DCSW)

Nurse Anesthetist: (Board Certified)

Sponsor: American Association of Nurse Anesthetists

Responsibility: Council on Certification of Nurse Anesthetists

Board: Nurse Anesthetist

Nurse Practitioners: (Board Certified)

Sponsor: American Nurses Association

Responsibility: American Nurses Credentialing Center, American Academy of Nurse Practitioners or Pediatric Nursing Certification Board

Boards:

- 1) Adult Health Nurse Practitioner
- 2) Family Nurse Practitioner
- 3) Pediatric Nurse Practitioner
- 4) Psychiatric/Mental Health Practitioner
- 5) Acute Care Nurse Practitioner

6) Primary Care Nurse Practitioner

Women's Health Care Nurse Practitioner (OB/GYN & GYN): (Board Certified)

Sponsor: National Certification Corporation for the Obstetric, Gynecologic, and Neonatal Nursing Specialties

Responsibility: National Certification Corporation for the Obstetric, Gynecologic, and Neonatal Nursing Specialties

Boards: Women's Health Care Nurse Practitioner (for OB/GYN and GYN Nurse Practitioners)

Nurse Midwife: (Board Certified)

Sponsor: National Commission for Certifying Agencies

Responsibility: American Midwifery Certification Board

Board: Nurse Midwife

Clinical Nurse Specialist: (Board Certified)

Sponsor: American Nurses Association

Responsibility: American Nurses Credentialing Center or American Association of Critical Care Nurses Certification Corporation

Board: Clinical Nurse Specialist

Public Health Nurse: (Board Certified)

Sponsor: American Nurses Association

Responsibility: American Nurses Credentialing Center

Board: Public Health Nurse