MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (MANPOWER AND RESERVE AFFAIRS)  
ASSISTANT SECRETARY OF THE NAVY (MANPOWER AND RESERVE AFFAIRS)  
ASSISTANT SECRETARY OF THE AIR FORCE (MANPOWER AND RESERVE AFFAIRS)  

SUBJECT: 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 for Army, Navy, and Air Force officers designated as Non-Physician Health Care Providers. The Assistant Secretary of Defense for Health Affairs memorandum of March 9, 2009, is hereby rescinded.  

Non-physician health care provider board certified pay 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 Deputy Surgeons General have reviewed, validated, and concurred with these revised lists.  

The point of contact for this action is Dr. Gary Matteson. Dr. Matteson may be reached at (703) 681-8890, or Gary.Matteson@ha.osd.mil.  

Jonathan Woodson, M.D.  

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, United States 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 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:

<table>
<thead>
<tr>
<th>Years of Creditable Service</th>
<th>Annual Payment</th>
</tr>
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<tbody>
<tr>
<td>Less than 10 years</td>
<td>$2,000</td>
</tr>
<tr>
<td>At least 10, but less than 12 years</td>
<td>$2,500</td>
</tr>
<tr>
<td>At least 12, but less than 14 years</td>
<td>$3,000</td>
</tr>
<tr>
<td>At least 14, but less than 18</td>
<td>$4,000</td>
</tr>
<tr>
<td>18 or more years</td>
<td>$5,000</td>
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</tbody>
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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

Audiology/Speech Pathology:
Sponsor: American Board of Audiology
Responsibility: Clinical Certification Board
Boards:
   1) Audiology
   2) Advanced Certification with Specialty Recognition (various)

Biochemistry: (Board Certified)
Sponsor: Commission on Accreditation in Clinical Chemistry
Responsibility: American Board of Clinical Chemistry
Board: Fellow of the Academy of Clinical Biochemistry

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 (AOTA)
Responsibility: AOTA Board for Advanced and Specialty Certification
Boards:
1) Gerontology
2) Mental Health
3) Pediatrics
4) Physical Rehabilitation

Occupational Therapy: (Board Certified)
Sponsor: Hand Therapy Certification Commission
Responsibility: Hand Therapy Certification Commission
Board: Certified Hand Therapist

Occupational Therapy: (Board Certified)
Sponsor: Board of Certification in Professional Ergonomics
Responsibility: Board of Certification in Professional Ergonomics
Boards:
Certified Professional Ergonomist
Certified Human Factors Professional
Certified User Experience Professional

Occupational Therapy: (Board Certified)
Sponsor: Academy of Certified Brain Injury Specialists
Responsibility: Academy of Certified Brain Injury Specialists
Board: Certified Brain Injury Specialist Trainer

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) Ambulatory Care Pharmacy
2) Nuclear Pharmacy
3) Pharmacotherapy
4) Nutrition Support Pharmacy
5) Oncology Pharmacy
6) 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

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

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

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