

INTERIM GUIDANCE FOR SPECIAL PAY FOR  
NAVY HEALTH PROFESSIONS OFFICERS

700. Purpose.

1. Establishes Navy policy, assigns responsibilities, and implements sections 335, 371, and 373 of title 37 of the United States Code (USC) as enacted by section 661 of Public Law 110-181, DoD Instruction 6000.13, "Medical Manpower and Personnel," June 30, 1997.
2. Prescribes procedures by which the Navy may pay special bonus and incentive pay (IP) to licensed clinical psychologists, licensed clinical social workers, and physician assistants.
3. Is effective immediately; it shall be incorporated into OPNAV Instruction 7220.17.

701. Policy. It is Navy policy that a compensation program be established and managed to provide the Navy with sufficient military medical personnel to meet all mission requirements. Bureau of Medicine and Surgery (BUMED) M1 shall be responsible for establishing procedures for the administration of the Health Professions Officers Special Pay that shall be consistently applied to all officers in similar circumstances.

## Section 1 - Accession Bonus (AB)

710. Definition and Eligibility. The Secretary of the Navy may, upon acceptance of the written agreement described in paragraph 710 through 713 of this chapter, pay AB to an eligible officer in the amount listed in the annual fiscal year health professions special pay plan for a 3-, or 4-year obligation. Eligible officers who sign a written agreement to serve on active duty in exchange for receiving AB are authorized to receive AB. Based on Service-unique requirements, the Navy may decline to offer AB to any specialty that is otherwise eligible or may restrict the length of an AB contract for a specialty to less than 4 years. To be eligible for AB, an officer must:

1. Be a graduate of an accredited school(s) in his or her clinical specialty.
2. Have the current qualifications for appointment as a commissioned officer on the active duty list (ADL).
3. Execute a written agreement to accept a commission as a Health Professions Officer (HPO) in the Navy to serve on active duty for a period of not less than 3 consecutive years. An officer who holds an appointment in either the Active or Reserve Component is not eligible for AB. A former HPO 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 AB.
4. Have completed all mandatory service obligations if financial assistance was received from the Department of Defense in order to pursue a course of study as an HPO. This includes but is not limited to participants and former participants of the Reserve Officers Training Corps, Armed Forces Health Professions Scholarship Program, Financial Assistance Program, and Uniformed Services University of the Health Sciences.

711. Healthcare Providers (HCPs). In addition to the requirements in paragraphs 1 through 4 above, HPOs who are HCPs must possess an unrestricted license and be qualified in their respective specialties.

712. AB Amounts. HPOs who meet the conditions in paragraphs 1 through 4 in paragraph 710 and paragraph 711, and who are listed in the fiscal year health profession special pay plan, are eligible for AB payable for written agreements entered into during that Fiscal Year (FY) in the amounts listed in the fiscal year health profession special pay plan.

713. Service Obligations. During the discharge of the service obligation associated with AB, HPOs are eligible for Incentive Pay (IP) and Board Certified Pay (BCP). Any additional obligation incurred by these pays shall be served concurrently.

714. Submission Requirements. Applicants must complete and forward a letter of request to Navy Recruiting Command.

715. Repayment Obligation.

1. Except as provided in paragraphs 2 and 3 below, an officer who is paid an AB, the receipt of which is contingent upon the officer fulfilling specified conditions of eligibility, service, or assignment, shall repay the United States any unearned portion of the bonus, or special or incentive pay if the officer fails to fulfill the conditions of eligibility, service, or assignment and may not receive any unpaid amount of the bonus after failing to fulfill such specified conditions. Situations requiring repayment include, but are not limited to:

a. An approved request for voluntary release from the written agreement specifying the conditions for receipt of the bonus or pay if, due to unusual circumstances, it is determined by the designated competent authority of the Navy that such release would clearly be in the best interests of the of both the Navy and the officer concerned;

b. An approved voluntary separation from the naval service, or from active duty in the naval service, or release from an active status in the Navy Reserve prior to fulfillment of the terms and conditions such as the period of service obligation required for receipt of the bonus or special or incentive pay;

c. An approved voluntary request for relief from an assignment;

d. Failure to execute orders to a billet commensurate with the officer's specialty or skill, grade, or career progression;

e. Disability or physical disqualification resulting from misconduct, willful neglect, or incurred during a period of unauthorized absence;

f. Separation for cause, including misconduct;

g. Separation from the naval service by operation of laws or regulations independent of misconduct;

h. An approved detachment for cause; and

i. Separation by reason of weight control and/or physical readiness test failure.

2. If for any of the following reasons an officer fails to fulfill the specified conditions of eligibility, service, or assignment for which an AB is paid to the officer, repayment of the

unearned portion of the pay or bonus is not required, but any remaining unpaid amount shall not be paid:

a. Separation from the naval service under a hardship separation or sole survivor discharge as defined under section 303a(e)[(3)](2)(B) of title 37, USC. (Note: the bracketed paragraph marking “[3]” has been inserted in order to maintain numerical continuity in the subsection and to correct the error in labeling two paragraphs as “(2)” as a result of enactment of separate amendments.)

b. Where the Secretary of the Navy or his/her designee determines that repayment of the unearned portion of the pay or bonus would be contrary to a personnel policy or management objective, against equity or good conscience, or contrary to the best interests of the United States.

3. If for any of the following reasons an officer fails to fulfill the specified conditions of eligibility, service, or assignment for which an AB is paid to the officer, repayment of the unearned portion of the bonus is not required, and any remaining unpaid amount will be paid to the member’s final pay account or upon separation:

a. Disability separation or retirement under chapter 61 of title 10, USC, where such disability is not the result of the officer’s misconduct, willful neglect, or incurred during a period of unauthorized absence;

b. Death in which the proximate cause is not misconduct on the part of the officer or officer; or

c. Where the Secretary of the Navy or his/her designee determines that repayment of the unearned portion of the pay or bonus received by the officer and to refrain from paying any remaining unpaid amount to the officer would be contrary to a personnel policy or management objective, against equity or good conscience, or contrary to the best interests of the United States.

4. An obligation to repay the United States as described herein is, for all purposes, a debt owed to the United States. A discharge in bankruptcy under title 11, USC does not discharge a person from such debt if the discharge order is entered less than 5 years after:

a. The date of termination of the written agreement or “contract” on which the debt is based; or

b. In the absence of such written agreement or “contract”, the date of termination of the eligibility, service, or assignment on which the debt is based.

## Section 2 – Incentive Pay (IP)

720. Definition and Eligibility. The Secretary of the Navy may pay IP to an eligible officer in a targeted population. IP is an award to HPOs intended to reduce the pay gap between military HPOs who meet specified criteria and civilian specialists. The IP program can be conducted in conjunction with the retention bonus (RB) program as shown in Section 3, paragraph 735 of this chapter.

1. An HPO is eligible for IP if he or she:

a. Is not under a RB agreement, unless terminated pursuant to paragraph 723 of this chapter.

b. Has completed specialty qualification before October 1 of the fiscal year for which the IP plan is approved.

c. Has signed a written agreement to remain on active duty in a designated health profession specialty for a period of not less than 1 year beginning on the date the contract is signed.

d. Is mobilized, recalled or under orders for active duty for special work (ADSW). Reserve members are eligible for IP if they are serving more than 30 days on active duty and not for training only.

e. Is also an HCP, possesses an unrestricted license, and is qualified in his or her specialty as specified in the Health Professions Officer Special Pay Plan. An HCP must be currently credentialed, privileged and practicing at a military treatment facility in the specialty for which the IP is to be paid. These requirements should be addressed in the endorsement. The Navy may also approve recommendations for IP payments to fully qualified HCPs assigned to positions requiring a substantial portion of time performing military-unique duties under adverse conditions or in remote locations outside the United States, or that preclude the ability to spend appropriate time in a clinical setting.

f. Have demonstrated adequate levels of military and professional performance as outlined in paragraph 723 of this chapter.

2. The effective date of eligibility for IP is as follows:

a. The date of privileging or licensure as a HPO, which ever comes last, in the specialty for which IP is to be awarded, if not in internship or initial residency.

b. Not earlier than 1 October of the fiscal year for which the IP plan is approved, if not under an RB agreement.

c. Not earlier than 1 October of the fiscal year following completion of initial residency while on active duty or return to active duty from the Navy Active Duty Delayed Specialists Program (NADDS) or the Financial Assistance Program (FAP).

d. IP will not be paid in the same fiscal year in which the qualifying residency training is completed. However, if the qualifying training is completed out of cycle (prior to the end of June) the BUMED Deputy Chief of Staff, Human Resources has the authority to waive the DOD policy and grant IP during the same fiscal year in which the qualifying residency is completed. The effective date for IP must be calculated from the completion of the qualifying training plus 3 months.

3. Officers who do not have at least 1 year of active duty remaining are not eligible for IP, and IP contracts will not be prorated for periods of less than 1 year. For any requests where the member has less than 1 year of active duty remaining from the effective date of IP payment, receipt of payment of IP by the member will be considered acceptance of the 1 year active duty obligation.

4. When unusual circumstances warrant a waiver of eligibility requirements for IP, an officer may submit to the Bureau of Medicine and Surgery (BUMED) Deputy Chief, Human Resources (BUMED-M1), via their Commanding Officer, with supporting justification, a request for such a waiver. These circumstances include fully qualified health professions officers.

5. Each HPO accepting IP must maintain all eligibility criteria throughout the period of the agreement. Commanding Officers must forward to BUMED-M1 a request to terminate IP for any officer who fails to maintain eligibility.

6. An HPO who is eligible for but not under an RB agreement may enter into a new 1-year IP agreement at the rate in the annual health profession special pay plan. IP agreements must be for at least 1 year and cannot be prorated. Termination of a current IP contract prior to its expiration can only be done in conjunction with execution of a new RB contract.

7. HPOs who enter an RB contract may also enter an IP contract for the same specialty at the amount listed in the fiscal year health profession special pay plan. HPOs who elect this option shall continue IP eligibility at that rate for each active year of the RB contract. Any renegotiation of either the RB or IP shall require signing a new RB contract (at the annual rate in effect at the time the new contract is signed) with an equal or longer obligation.

#### 721. Submission Requirements.

1. Eligible HPOs must submit requests for IP to BUMED-M1 using the example provided on special pay website, via their Commanding Officer. The Special Pay website is:

[HTTP://WWW.MED.NAVY.MIL/BUMED/SPECIAL\\_PAY/PAGES/DEFAULT.ASPX](http://www.med.navy.mil/bumed/special_pay/pages/default.aspx).

All service agreements and pay requests should be faxed to BUMED M1 for approval and processing.

2. Commanding officers must endorse and forward all requests for IP to BUMED-M1 with a recommendation dated within 30 days of the requested effective date and ensure that the effective date on the agreement has been verified to be correct following this guidance. The BUMED special Pay website provides the format for requesting approval and Commanding Officer endorsement of an IP agreement.

3. To be eligible for a higher IP rate at the announcement of each fiscal year's pay plan, HPOs with an existing RB contract may be afforded the opportunity to terminate that contract to enter into a new IP contract that would give them an equal or longer active duty obligation as the existing RB obligation. Any unearned portion of the IP contract is recouped on a pro rata basis. The earliest contract effective date is 1 October of the fiscal year for which the pay plan is announced. The BUMED special Pay website provides the proper format to request and endorse the termination and renegotiation of an IP request.

4. Commanding officers must provide a detailed and specific explanation of the delay on all IP requests not endorsed within 30 days of the requested effective date. BUMED-M1 may approve retroactive IP agreements when the reason for delay in initiating the IP agreement is clearly justifiable and not the fault of the member. The BUMED special Pay website provides the format to request and endorse retroactive IP request.

722. Method of Payment. IP shall be paid monthly and may not exceed, in any 12-month period, the amounts listed in the fiscal year health profession special pay plan. Unless otherwise listed, subspecialties of the primary specialty are included with the primary specialty.

1. IP will be paid monthly not earlier than the effective eligibility date for the agreed period of active duty. SELRES members on active duty for more than 30, other than for training, shall also be paid monthly.

2. IP will be paid monthly and may not exceed the annual rate as published in the Fiscal Year NAVADMIN for HPO special pay rates.

723. Termination or denial of IP. IP will be terminated or denied under the following circumstances:

1. Upon separation from active duty or death.

2. Upon determination that one or more of the following conditions exist:

a. Inadequate military or professional performance, documented in the officer fitness report, the Individual Credential File (ICF), other Quality Assurance Improvement records, or other command files. Decisions to terminate special pay under this paragraph should be more appropriately tied to inadequate professional medical performance; rather, than to other aspects of military performance. In regards to other aspects of military performance, Commanding Officers are encouraged to use other means to correct inadequate behavior prior to removing special pay. Commanding officers should seek consistency in their decisions concerning special pay under this paragraph.

b. Initiation of processing for separation for cause under SECNAVINST 1920.6 (Series), relief or detachment for cause, found guilty at NJP, or conviction at a court-martial.

c. Incapacitation or disability as the result of misconduct or gross negligence.

d. Clinical privileges have been reduced below the level of core privileges prescribed for the specialty for which IP was authorized due to adverse privileging action under BUMEDINST 6320.66 (Series).

e. Failure to obtain and maintain a valid state license or an approved waiver when duty assignment requires such license or waiver under BUMEDINST 6320.66 (Series).

3. Commanding Officers must recommend the termination or denial of IP in writing to BUMED-M1. In the correspondence, the Commanding Officer must state the reason for denial or termination, and enclose supporting documentation. The termination or denial effective date is established by the BUMED letter notifying the officer of the termination or denial.

4. An officer may appeal the denial or termination of IP. Upon notification, the officer must be given 10 working days to submit an appeal via his or her chain of command to the Chief, BUMED. In forwarding the appeal, the CO must provide an endorsement and copies of all pertinent documents, if not already submitted with the original request, for termination or denial.

5. The Chief, BUMED (or designee) must convene a Special Pays Review Board (SPRB) to evaluate the officer's appeal. The Board must be composed of at least three and not more than five senior medical officers with a flag officer of the medical department as the senior member. A flag Medical Department officer is not required, but should be used if available. The SPRB must make a non-binding recommendation to the Chief, BUMED (or designee) whether to grant or deny the appeal. The Chief, BUMED

(or designee's) decision is final. If the decision is to uphold BUMED-M1's decision to deny or terminate IP, the effective date is the termination or denial effective date. If the decision is to grant the officer's appeal, the entitlement date must be returned to the original effective date.

6. Termination or denial of IP for inadequate performance must be for a period of 1 year before the officer can resubmit another IP request to allow adequate time to evaluate performance. When IP has been twice terminated or denied for inadequate performance, immediate processing for separation must be initiated using the guidelines of SECNAVINST 1920.6 (Series).

724. Repayment of IP indebtedness. Termination of IP entitlement may create indebtedness to the United States. The unearned portion of the monthly IP disbursement will be settled using the member's pay account.

### Section 3 – Retention Bonus (RB)

730. Definition and Eligibility. RB is an award to HPO's in designated specialties to support desired staffing levels by specialty. RB is additive to all other HPO's special pays. To be eligible for RB, a HPO must:

1. Be below the pay grade of O-7.
2. Be free of obligation; or
  - a. If the officer has a medical education or training obligation then he/she must have at least 8 years of creditable service (determined from the Health Professions Professional Pay Entry Date (HPPED)) as an officer in the respective specialty; or
  - b. The officer must have completed any active duty service commitment incurred for medical education and training; or
  - c. The officer must have completed all active duty service obligation for AB.
3. Have completed government sponsored initial training before October 1<sup>st</sup> of the year in which initial training is completed.
4. Have signed a BUMED-M1 approved written agreement to remain on active duty as an HPO for 2, 3, or 4 years.
5. If also an HCP, have a current valid unrestricted license or approved waiver and be credentialed and privileged if also an HCP.

731. Service-Unique Requirements. The Navy may decline to offer RB to any specialty that is otherwise eligible or may restrict the length of an RB contract for a specialty to less than 4 years. BUMED-M1 may restrict the length of the RB contract for officers reaching statutory limits due to age, total active duty or commissioned service as described in SECNAVINST 1920.6.

732. Prior Multiyear Pays (MP), Critical Skills Retention Bonus (CSRB), or RB. An HPO with an existing MP pursuant to subchapter I of chapter 5 in title 37 of the United States Code as referenced in paragraph 700 of this guidance, or with an RB contract as authorized in this chapter may terminate that contract to enter into a new RB contract with an equal or longer obligation at the RB annual rate in effect at the time of execution of the new RB contract. The new obligation period shall not retroactively cover any portion or period that was executed under the old contract.

733. Active Duty Service Obligations (ADSOs). ADSOs for RB shall be established in accordance with subparagraphs 1 through 6 below.

1. Members entering a RB-eligible agreement in accordance with paragraph 730 will serve ADSOs for education and training and previous MP agreements before serving the RB ADSO. RB recipients with a remaining training obligation should be explicitly aware that in many cases the RB payments and obligation may not be synchronized. BUMED-M1 determines obligations incurred for RB contracts. If the RB contract is executed on or after the start date of fellowship training, the HPO is obligated for the full fellowship period and the RB ADSO shall begin 1 day after the fellowship ADSO is completed. Once an HPO has begun to serve an RB ADSO, he or she shall serve it concurrently with any other existing obligations for other special pay agreements such as IP and BCP or medical education and training obligations incurred after the execution date for that particular RB contract. Any existing medical education or training obligation at the time the RB is executed will run consecutively with the RB ADSO.

2. RB payments are made upon execution of the written agreement, and annually on the anniversary date of the RB agreement effective date for remaining years of the RB/IP agreement, while an active duty obligation may extend 1 or more years beyond the expiration of the RB payments.

3. When no education and training ADSO exists at the time of an RB contract execution, the RB ADSO shall be served concurrently with the RB contract period and all non-education and training ADSOs. If the RB contract is executed before the start date of fellowship training and no other education and training ADSO exists, the RB ADSO shall be served concurrently with the RB contract period e.g., both the fellowship obligation and RB/IP obligation run together.

4. Obligations for RB may be served concurrently with any other service obligation, to include IP, BCP, promotion, non clinical doctorate or master's degree, and non-medical military schooling. All RBs run consecutively with Health Professional Loan Repayment Program (HPLRP) obligations, regardless of when it is taken.

5. RB obligation is binding upon receipt of the first RB payment.

734. Annual Pay Amounts for Multiyear RB. Annual payment amounts for multiyear RB contracts shall be in the amounts listed in the fiscal year health profession special pay plan. Officers may be paid at the rate for any specialty for which they are currently credentialed, but the RB and IP specialty must be the same.

735. Submission requirements.

1. Requesting member executes a written agreement, using the example provided on the BUMED special pay website, via their commanding officer. The Special Pay website is: [HTTP://WWW.MED.NAVY.MIL/BUMED/SPECIAL\\_PAY/PAGES/DEFAULT.ASPX](http://www.med.navy.mil/bumed/special_pay/pages/default.aspx). All service agreements and pay requests should be faxed to BUMED M1 for approval and processing.

2. Commanding officers must endorse and forward all requests for RB to BUMED-M1 with a recommendation dated no earlier than 60 days prior and no later than 30 days after the requested effective date and ensure that the effective date on the agreement has been verified to be correct following the release of this implementing guidance. The BUMED special pay website provides the format for requesting approval and endorsement of an RB agreement.

3. To receive a higher RB rate at the announcement of a new fiscal year pay plan, HPOs with an existing RB contract may terminate their existing contract to enter into a new RB contract that gives them an equal or longer active duty obligation as the existing RB obligation. Any unearned portion of the RB contract will be recouped on a pro rata basis. The earliest contract effective date is 1 October of the fiscal year for which the pay plan is announced. The BUMED special pay website provides a template to request and endorse the termination and renegotiation of RB.

#### 736. Method of Payment.

1. RB will be paid in a lump sum according to contract length. Initial annual installments will be paid upon approval of the RB agreement by BUMED-M1, and receipt by BUMED-M1 of the acceptance or declination letter from the officer. Contracts must be effective no earlier than the date approved by BUMED-M1. Retroactive requests will be approved in extreme extenuating circumstances as determined by BUMED-M1. Subsequent annual installments must be paid on the anniversary date of the BUMED-M1 approved effective date.

2. RB payment rate amounts are published in the Fiscal Year NAVADMIN announcing special pay rates for the current fiscal year.

#### 737. Termination Or Denial Of RB

1. Denial and termination of RB must be done in accordance with the guidelines established for denial and termination of IP in section 2, paragraph 723 of this chapter.

2. Termination of RB is required upon promotion to paygrade O-7. Frocking to the paygrade of O-7 does not constitute promotion for pay purposes and RB will not be terminated upon frocking. An officer promoted to O-7 while under a RB agreement will

be subject to repayment of the unearned portion effective the date of the promotion to paygrade of O-7, in accordance with paragraph 738.

738. Repayment of RB/IP Indebtedness.

1. Except as provided in paragraphs 2 and 3 below, an officer who is paid an RB, the receipt of which is contingent upon the officer fulfilling specified conditions of eligibility, service, or assignment, shall repay the United States any unearned portion of the bonus, or special or incentive pay if the officer fails to fulfill the conditions of eligibility, service, or assignment and may not receive any unpaid amount of the RB after failing to fulfill such specified conditions. Situations requiring repayment include, but are not limited to:

a. An approved request for voluntary release from the written agreement specifying the conditions for receipt of the bonus if, due to unusual circumstances, it is determined by the designated competent authority of the Navy that such release would clearly be in the best interests of the of both the Navy and the officer concerned;

b. An approved voluntary separation from the naval service, or from active duty in the naval service, or release from an active status in the Navy Reserve prior to fulfillment of the terms and conditions such as the period of service obligation required for receipt of the bonus or special or incentive pay;

c. An approved voluntary request for relief from an assignment;

d. Failure to execute orders to a billet commensurate with the officer's specialty or skill, grade, or career progression;

e. Disability or physical disqualification resulting from misconduct, willful neglect, or incurred during a period of unauthorized absence;

f. Separation for cause, including misconduct;

g. An approved detachment for cause;

h. Separation from the naval service by operation of laws or regulations independent of misconduct;

i. Separation by reason of weight control and/or physical readiness test failure; and

j. Loss of eligibility as a result of promotion to O-7.

2. If for any of the following reasons an officer fails to fulfill the specified conditions of eligibility, service, or assignment for which a RB is paid to the officer, repayment of the unearned portion of the bonus is not required, but any remaining unpaid amount shall not be paid:

a. Separation from the naval service under a hardship separation or sole survivor discharge as defined under section 303a(e)(2)(B) or section (b)(3)(B) of title 37, USC.

b. Where the Secretary of the Navy or his/her designee determines that repayment of the unearned portion of the pay or bonus would be contrary to a personnel policy or management objective, against equity or good conscience, or contrary to the best interests of the United States.

3. If for any of the following reasons an officer fails to fulfill the specified conditions of eligibility, service, or assignment for which a bonus or special or incentive pay is paid to the officer, repayment of the unearned portion of the bonus is not required, and any remaining unpaid amount will be paid to the member's final pay account or upon separation:

a. Disability separation or retirement under chapter 61 of title 10, USC, where such disability is not the result of the officer's misconduct, willful neglect, or incurred during a period of unauthorized absence;

b. Death in which the proximate cause is not misconduct on the part of the officer or officer; or

c. Where the Secretary of the Navy or his/her designee determines that repayment of the unearned portion of the pay or bonus received by the officer and to refrain from paying any remaining unpaid amount to the officer would be contrary to a personnel policy or management objective, against equity or good conscience, or contrary to the best interests of the United States.

4. An obligation to repay the United States as described herein is, for all purposes, a debt owed to the United States. A discharge in bankruptcy under title 11, USC does not discharge a person from such debt if the discharge order is entered less than 5 years after:

a. The date of termination of the written agreement or "contract" on which the debt is based; or

b. In the absence of such written agreement or "contract", the date of termination of the eligibility, service, or assignment on which the debt is based.

#### 739. RB and IP Coordination

1. Health Profession Officers who enter into RB contracts lock in at the IP(RB) rate in effect for that fiscal year. Should future reassessments cause an increase in the IP rate for a specialty, a medical officer may take advantage of the increase only by signing a new RB and IP contract, at the rate in effect for the new fiscal year pay plan, with an equal or longer active duty service obligation.
2. At the announcement of a new fiscal year pay plan, HPOs who receive RB under a previous pay plan are not eligible to receive IP at the new rates without renegotiation of a new RB/IP contract as specified for IP in Section 2 of this chapter.
3. HPOs trained in more than one specialty may not receive RB for one specialty and IP for another. RB and IP must be for the same specialty.

## Section 4 – Board Certified Pay (BCP)

740. Definition and Eligibility. BCP is a special pay for officers that meet certain eligibility criteria. To be eligible for BCP, an officer must:

1. Have a post-baccalaureate degree (master's degree or higher) in his or her clinical specialty.
2. Be certified by a recognized professional board in his or her clinical specialty. A list of clinical specialty professional boards may be found on the BUMED Special Pay website.
3. If also an HCP, have a current valid unrestricted license or approved waiver.
4. Signed a written agreement to remain on active duty in a designated health profession specialty for a period of not less than 1 year beginning on the date the contract was signed.

741. Date of Eligibility. The effective date of eligibility is the latest of the following:

1. The date of commencement of active duty; or
2. The date the officer becomes board certified in the specialty; or
3. The date the post-baccalaureate degree is awarded.

742. Certification Interrupted by Contingency Operations

1. An HPO whose attainment of board certification or recertification is interrupted by contingency operations is eligible for retroactive BCP when:

- a. The HPO meets eligibility requirements in paragraph 740 of this chapter.
- b. The HPO completes the board certification or re-certification requirements before the end of the 180-day period following deployment (or any time adjustment directed BUMED-M1).

2. The retroactive BCP shall begin on the date on which the member was deployed in support of a contingency operation and end on the date of obtaining the certification or recertification, or 180 days post-deployment, whichever is shorter.

743. Submission Requirements

1. To receive BCP, an officer must submit a written request, via the commanding officer, to BUMED-M1, with a copy of the board certificate or a copy of the board's letter of notification of certification. The certificate or board letter must contain the start and end date of certification.

2. The officer must submit a copy of the board notification of each successful recertification to BUMED-M1. Failure to do so will result in termination of the BCP entitlement. If the board certification expires or the payment of BCP has terminated due to expiration of the board certification, a new package, including all supporting documents, is required for resumption of payment.

3. Commanding Officers will verify the member's eligibility, endorse the request, using the example in Appendix 2-G of OPNAVINST 7220.17, and forward the request with endorsement to BUMED-M1.

744. Method Of Payment. BCP will be paid monthly based on the HPO Special Pay Plan.

745. Termination. BCP will be terminated upon expiration of the board certificate or upon loss of certification, separation from active duty, or death.

## GLOSSARY

Health profession. Any health profession performed by officers serving in:

Medical Corps of the Navy or designated as medical officers.

Dental Corps of the Navy or designated as dental officers.

Medical Service Corps of the Navy.

Nurse Corps of a Uniformed Service or designated as nurses.

Health Professions Officer (HPO). An officer serving in any designated Health Profession within the Navy medical department.

Specialty. A health profession specialty for which there is an identifying naval officer billet classification number or specialty code.

Health Care Provider (HCP). A military (Active or Reserve Component) member granted privileges to diagnose, initiate, alter, or terminate healthcare treatment regimens within the scope of his or her license, certification, or registration. Includes physicians, dentists, nurse practitioners, nurse anesthetists, nurse midwives, physical therapists, podiatrists, optometrists, clinical dietitians, social workers, clinical pharmacists, clinical psychologists, occupational therapists, audiologists, speech pathologists, physician assistants, or any other person providing direct patient care as may be designated by the ASD(HA).

Multi-year Pay (MP). Any multi-year pay for 2 ,3 or 4 years regardless of Corps or specialty.