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NAVADMIN 231/94

MSGID/GENADMIN/PERS2//

SUBJ/DIPLOMATE PAY FOR PSYCHOLOGISTS AND BOARD CERTIFIED PAY FOR
NON-PHYSICIAN HEALTH CARE PROVIDERS//

REF/A/DOC/PL 100-140/26OCT87/-/NOTAL//

REF/B/LTR/ASD HA/22SEP94/-/NOTAL//

NARR/REF A AUTHORIZES DIPLOMATE PAY FOR PSYCHOLOGISTS AND BOARD
 CERTIFIED PAY FOR NON-PHYSICIAN HEALTH CARE PROVIDERS. REF B
 PROVIDES DOD POLICY GUIDANCE FOR ADMINISTRATION OF DIPLOMATE PAY FOR
 PSYCHOLOGISTS AND BOARD CERTIFIED PAY FOR NON-PHYSICIAN HEALTH CARE
 PROVIDERS.//

RMKS/1. THIS NAVADMIN ANNOUNCES THE AUTHORIZATION FOR DIPLOMATE
 PAY FOR PSYCHOLOGISTS AND BOARD CERTIFIED PAY FOR NON-PHYSICIAN
 HEALTH CARE PROVIDERS. THIS MSG HAS BEEN COORDINATED WITH THE
 COMMANDANT OF THE MARINE CORPS (CMC). THE COMMANDANT HAS
 AUTHORIZED TRANSMISSION TO MARINE ACTIVITIES. THE DEPARTMENT OF
 DEFENSE (DOD) HAS FORWARDED A REPORT TO CONGRESS JUSTIFYING THE USE
 OF BOTH DIPLOMATE PAY FOR PSYCHOLOGISTS AND BOARD CERTIFIED PAY FOR
 NON-PHYSICIAN HEALTH CARE PROVIDERS. THIS APPROACH TO USE BOARD
 CERTIFIED PAY AUTHORITY IS CONSISTENT WITH DOD'S OVERALL APPROACH
 OF REWARDING HEALTH CARE PROVIDERS WHO DEMONSTRATE CLINICAL
 EXCELLENCE BY ATTAINING BOARD CERTIFICATION.

2. DIPLOMATE PAY FOR PSYCHOLOGISTS

A. ELIGIBILITY REQUIREMENTS.

(1) IS AN OFFICER IN THE MEDICAL SERVICE CORPS;
 (2) IS DESIGNATED A PSYCHOLOGIST; AND
 (3) HAS BEEN AWARDED A DIPLOMA AS A DIPLOMATE IN
 PSYCHOLOGY BY THE AMERICAN BOARD OF PROFESSIONAL PSYCHOLOGY.

B. AWARD. THE ANNUAL AWARD SPECIFIED BELOW SHALL BE PAID IN
 EQUAL MONTHLY AMOUNTS:

YEARS OF CREDITABLE SERVICE	ANNUAL RATE OF DIPLOMATE PAY
LESS THAN 10 YEARS	\$2,000

10 BUT LESS THAN 12 YEARS	\$2,500
12 BUT LESS THAN 14 YEARS	\$3,000
14 BUT LESS THAN 18 YEARS	\$4,000
18 OR MORE YEARS	\$5,000

3. BOARD CERTIFIED PAY FOR NON-PHYSICIAN HEALTH CARE PROVIDERS

A. ELIGIBILITY REQUIREMENTS.

- (1) IS AN OFFICER IN THE MEDICAL SERVICE CORPS;
- (2) IS A HEALTH CARE PROVIDER (NOTE 1), OTHER THAN A

PSYCHOLOGIST;

(3) HAS A POST BACCALAUREATE DEGREE IN THE PROVIDER'S CLINICAL SPECIALTY; AND

(4) IS CERTIFIED BY A PROFESSIONAL BOARD IN THE OFFICER'S SPECIALTY (NOTE 1).

(NOTE 1) REF B IDENTIFIES THE FOLLOWING AS THOSE SPECIALTIES ELIGIBLE FOR THIS PAY AND THE RECOGNIZED ORGANIZATIONS ISSUING BOARD CERTIFICATION:

SPECIALTY	NAME OF ORGANIZATION
AUDIOLOGY AND SPEECH PATHOLOGY	AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION
DIETETICS	AMERICAN DIETETIC ASSOCIATION
OCCUPATIONAL THERAPY	AMERICAN OCCUPATIONAL THERAPY CERTIFICATION BOARD
OPTOMETRY	AMERICAN ACADEMY OF OPTOMETRY
PHARMACY ALISTS	BOARD OF PHARMACEUTICAL SPECI
PHYSICAL THERAPY	AMERICAN BOARD OF PHYSICAL THERAPY SPECIALTIES
PHYSICIAN ASSISTANT ICATION OF	NATIONAL COMMISSION OF CERTIF
PODIATRY	PHYSICIAN ASSISTANTS COUNCIL ON PODIATRIC MEDICAL EDUCATION
SOCIAL WORK L WORKERS	NATIONAL ASSOCIATION OF SOCIA
N	AMERICAN BOARD OF EXAMINERS I

CLINICAL SOCIAL WORK

B. AWARD. THE ANNUAL AWARD SPECIFIED BELOW SHALL BE PAID IN EQUAL MONTHLY AMOUNTS:

YEARS OF CREDITABLE SERVICE	ANNUAL RATE OF BOARD CERTIFIED PAY
LESS THAN 10 YEARS	\$ 2,000
10 BUT LESS THAN 12 YEARS	\$ 2,500
12 BUT LESS THAN 14 YEARS	\$ 3,000
14 BUT LESS THAN 18 YEARS	\$ 4,000
18 OR MORE YEARS	\$ 5,000

4. DOD RECOGNIZES THERE ARE OTHER HEALTH CARE PROVIDER CATEGORIES, I.E. NURSE PRACTITIONERS AND NURSE MIDWIVES, THAT ARE NOT CURRENTLY

ENTITLED TO BOARD CERTIFIED PAY. REF A PRESENTLY LIMITS ELIGIBILITY TO MEDICAL SERVICE CORPS OFFICERS. THIS SITUATION IS BEING ADDRESSED SEPARATELY THROUGH LEGISLATIVE CHANNELS.

5. DETERMINATION OF CREDITABLE SERVICE. CREDITABLE SERVICE OF AN OFFICER IS COMPUTED BY ADDING:

A. ALL PERIODS WHICH THE OFFICER SPENT IN POST-QUALIFYING DEGREE INTERNSHIP, RESIDENCY, OR TRAINING DURING WHICH THE OFFICER WAS NOT ON ACTIVE DUTY; AND

B. ALL PERIODS OF ACTIVE SERVICE, AFTER THE OFFICER WAS QUALIFIED IN THE SPECIALTY, IN THE MEDICAL SERVICE CORPS OF THE ARMY OR NAVY, OR AN OFFICER IN THE ARMY MEDICAL SPECIALISTS CORPS, OR A BIOMEDICAL SCIENCES OFFICER IN THE AIR FORCE, OR AS A MEDICAL SERVICE CORPS OFFICER IN THE PUBLIC HEALTH SERVICE.

6. THE EFFECTIVE DATE OF ELIGIBILITY IS THE LATEST OF THE FOLLOWING:

A. THE DATE OF COMMENCEMENT OF EXTENDED ACTIVE DUTY;

B. THE DATE THE OFFICER BECOMES BOARD CERTIFIED IN THE SPECIALTY; OR

C. 01 OCT 94

7. BOARD CERTIFIED PAY WILL BE TERMINATED UPON EXPIRATION OF THE BOARD CERTIFICATE OR UPON LOSS OF CERTIFICATION, SEPARATION FROM ACTIVE DUTY, OR DEATH.

8. ADMINISTRATIVE PROCEDURES

A. REQUESTS FOR DIPLOMATE PAY AND BOARD CERTIFIED PAY WILL BE REVIEWED FOR ELIGIBILITY AND APPROVED BY BUMED.

B. OFFICERS MEETING ELIGIBILITY REQUIREMENTS MUST SUBMIT THE FOLLOWING TO BUMED (MED-5251, VIA THEIR COMMANDING OFFICER:

(1) COPY OF BOARD CERTIFICATE OR A COPY OF THE BOARD'S LETTER OF NOTIFICATION OF CERTIFICATION.

(2) DIPLOMAS, CERTIFICATES, OR ANY OTHER DOCUMENTATION SHOWING COMPLETION OF POST-QUALIFYING DEGREE INTERNSHIP, RESIDENCY, OR TRAINING RELATING TO THE OFFICER'S SPECIALTY.

9. RELEASED BY H. C. MCKINNEY, RADM, USN.//

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