

Department of Health and Human Services

U.S. Public Health Service Commissioned Corps

Health Professions Special Pays (HPSP)

Commissioned Corps Headquarters (CCHQ)



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Disclosure



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Contents



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Contents

- Policy Overview
- Requirements for HPSP
- Legacy Pay Consolidated to HPSP
- Types of Special Pays
- Agreement Period of Obligated Service
- Plan and Prepare



Policy Overview



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Health Professions Special Pays (HPSP) CCD 151.05

The Commissioned Corps Directive prescribes regulations authorizing special pays to officers in the health professions of the Commissioned Corps of the U.S. Public Health Service (Corps)

- Defines the term “health professions”
- Defines prerequisites and maximum authorization amounts for HPSP
- Authorizes types of HPSP
- Describes basic eligibility criteria and requirements for HPSP
- Requires active duty service obligation
- Outlines repayment provisions

The Assistant Secretary for Health (ASH) establishes the new rates for special pays and the transition schedule to HPSP



HPSP Requirements



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Maintain Standard Conditions of Service



Current HPSP Agreement



Current Valid Unrestricted License



Agreement Period of Obligated Service



Legacy Pay to HPSP



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CONSOLIDATED TO

LEGACY PAYS

Board Certified Pay (BCP)
Variable Special Pay (VSP)
Retention Special Pay (RSP)
Additional Special Pay (ASP)
Multi-Year Retention Bonus (MRB)
Incentive Special Pay (ISP)

HPSP

Board Certified Incentive Pay (BCIP)
Incentive Pay (IP)
Retention Bonus (RB)



Types of Pay under HPSP

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Board Certified Incentive Pay (BCIP)

- \$6000 per year/paid monthly
- Can receive additional eligible HPSP pays
- Requirements for BCIP
 - Signed agreement for BCIP
 - Obligation begins on the “Effective Date” shown on the Personnel Order
 - Board certified in a designated health profession specialty designated by the ASH
 - Current valid unrestricted license
 - Current certification from recognized certifying board
 - Current Maintenance of Certification (MOC) for boards with MOC process



Types of Pay under HPSP

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Incentive Pay (IP)

- Rates are determined by specialty per year
- Yearly rate paid in 12 monthly installments
- Requirements for IP
 - Signed agreement for a 1 year obligation
 - Obligation begins on the “Effective Date” shown on the Personnel Order
 - Be in a health profession specialty designated by the ASH
 - Current valid unrestricted license
 - Based on qualifying degree
 - Current Maintenance of Certification (MOC) for boards with MOC process



Types of Pay under HPSP

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Retention Bonus (RB)

- Rates are determined by specialty per year
- Authorized rate is paid in annual installments
- Requirements for RB
 - Signed agreement for a 2, 3, or 4 year obligation
 - Obligation begins on the “Effective Date” shown on the Personnel Order
 - Be in a health profession specialty designated by the ASH
 - Current valid unrestricted license
 - Based on qualifying degree
 - Current Maintenance of Certification (MOC) for boards with MOC process



Agreement Period of Obligated Service



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Special, Incentive and Bonus Pays require active duty obligation

Agreements require a period of service in exchange for payment

The obligation period begins on the effective date of the agreement

Officers must have sufficient time remaining on active duty



Next Steps



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Plan and Prepare

- Make an informed decision: Review all available HPSP information
- Updates and information will be available through the CCHQ Listserv and on the CCMIS website
- All agreements and supporting documentation must be submitted through your local, regional, center, or Commissioned Corps Agency Liaison