



CCD 151.05
EFFECTIVE DATE: 15 November 2018

By Order of the Secretary of Health and Human Services:

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SUBJECT: Health Professions Special Pays

1. PURPOSE: This Directive prescribes regulations authorizing special pays to officers in the health professions of the Commissioned Corps of the U.S. Public Health Service (Corps). In doing so, this Directive:
 - 1-1. Defines the term 'health professions' as any health profession performed by officers in the Regular Corps of the Medical, Dental, Nurse, Engineer, Scientist, Environmental Health, Veterinary, Pharmacy, Dietitian, Therapy, and Health Services categories of the Corps.
 - 1-2. Defines the prerequisites and maximum authorization amounts for health professions special pays.
2. APPLICABILITY: This Directive applies to all Regular Corps officers who are new calls to active duty or serving on extended active duty in the Corps. Officers receiving legacy special pay under Title 37 of the U.S. Code (U.S.C.), Chapter 5, Subchapter I, may not receive a bonus or incentive pay under both Subchapter I and Subchapter II for the same activity, skill, or period of service.
3. AUTHORITIES:
 - 3-1. [37 U.S.C. §335](#), "Special bonus and incentive pay authorities for officers in health professions"
 - 3-2. [37 U.S.C. §204](#), "Entitlement"
 - 3-3. [37 U.S.C. §373](#), "Repayment of unearned portion of bonus, incentive pay, or similar benefit, and termination of remaining payments, when conditions of payment not met"
 - 3-4. [PL 110-181](#), "National Defense Authorization Act for Fiscal Year 2008"
4. PROPONENT: The proponent of this Directive is the Secretary of the Department of Health and Human Services (Secretary).
5. SUMMARY OF REVISIONS AND UPDATES: This Directive replaces Commissioned Corps Directive CCD 151.05, "Health Professions Special Pays," dated 17 January 2013. This Directive incorporates the changes to special bonus and incentive pays directed under Public Law 110-181. As the transition to the new special pay authorities contained in this Directive occur, CCD 151.01,

151.02, 151.03 and 151.04 will be replaced by CCD 151.05. Note: See legal footnotes - [37 U.S.C. §1001](#) and [37 U.S.C. §101](#) Definitions.

- 5-1. Clarifies the authorities of the Assistant Secretary for Health (ASH) regarding the establishment of additional criteria for a Health Professions Special Pay (HPSP) and methods of payment (i.e., monthly, lump sum, or periodic installments).
- 5-2. Aligns the terminology regarding the method of payment of a HPSP with the terminology in 37 U.S.C. §335.
- 5-3. Eliminates the regulatory requirement for an agreement for incentive pays.

6. POLICY: The Assistant Secretary for Health (ASH) may authorize a health professions bonus (accession, critical wartime skills accession, or retention), incentive pay, and/or board certification incentive pay to be paid to Regular Corps officers in accordance with this Directive.
- 6-1. Health Professions Accession Bonus (AB). AB may be paid to a qualified individual who is a graduate of an accredited school in a health profession and who holds a current, valid and unrestricted license or certification as required by the appointment standards established by the ASH, accepts a commission or appointment as an officer in the Regular Corps, agrees to serve on extended active duty for a specific period as determined by the ASH, and executes a written agreement to serve on active duty.
- a. An officer who holds a commission in the Regular Corps or Ready Reserve Corps is ineligible for AB.
 - b. Individuals with prior service in any of the uniformed services who are otherwise qualified and eligible shall be eligible to receive AB provided they have been discharged from the service involved for at least 24 months prior to commissioning in the Corps.
 - c. AB shall not exceed the statutory authority provided in 37 U.S.C. §335(e)(1)(A) (currently \$30,000) for each 12-month period of obligated service for a minimum of 3 or 4 years, as determined by the ASH.
 - d. During the discharge of the AB active duty service obligation, an officer may be eligible for Incentive Pay (IP) and Board Certification Incentive Pay (BCIP). Any additional obligation incurred by these pays shall be served concurrently.
 - e. AB may be paid in a lump sum or in periodic installments, as determined by the ASH. Upon acceptance by the Corps of the required written agreement, the total amount of the AB shall be fixed.
 - f. AB paid to an officer shall be in addition to any other pay and allowance to which an officer is entitled, except that an officer may not receive a payment under this section and [37 U.S.C. §332](#) for the same period of obligated service.
- 6-2. Health Professions Critical Wartime Skills Accession Bonus (CWS-AB). In accordance with regulations set forth by the Secretary of Defense, CWS-AB may be paid to a qualified individual who is a graduate of an accredited school in a health profession and who holds a current, valid and unrestricted license or certification as required by the appointment standards as established by the ASH, accepts a commission or appointment as an officer in the Regular Corps, is in a health profession specialty designated as a critically short wartime specialty, and executes a written agreement to serve on active duty for a specified period.
- a. CWS-AB pay shall not be authorized for payment in combination with AB or Retention Bonus (RB).
 - b. An officer who holds a commission in the Regular Corps or Ready Reserve Corps is ineligible for CWS-AB.
 - c. Individuals with prior service in any of the uniformed services who are otherwise qualified and eligible shall be eligible to receive CWS-AB provided they have been discharged from the service involved for at least 24 months prior to commissioning in the Corps.

- d. For those health professions designated as a critically short wartime specialty, the maximum bonus shall not exceed the statutory authority provided in 37 U.S.C. § 335(e)(1)(B) (currently \$100,000) for each 12-month period of obligated service for a minimum of 4 years.
 - e. During the discharge of the CWS-AB active duty service obligation, an officer may be eligible for IP and BCIP. Any additional obligation incurred by these pays shall be served concurrently.
 - f. CWS-AB may be paid in a lump sum or in periodic installments, as determined by the ASH. Upon acceptance by the Corps of the required written agreement, the total amount of the CWS-AB shall be fixed.
- 6-3. Health Professions Retention Bonus (RB). RB may be authorized under this section to a Regular Corps officer who is below the rank of O-7, is a graduate of an accredited school in a health profession and holds a current, valid and unrestricted license or certification as required by the appointment standards as established by the ASH, agrees to remain on extended active duty or continues to serve in an active status for a specific period, and executes a written agreement to serve on active duty for a specified period.
- a. The RB shall not exceed the statutory authority provided in 37 U.S.C. §335(e)(1)(C) currently (\$75,000) for each 12-month period of obligated service for a minimum of 2, 3, or 4 years.
 - b. During the discharge of the active duty service obligation, an officer may be eligible for IP and BCIP. Any additional obligation incurred by these pays shall be served concurrently.
 - c. RB may be paid in a lump sum or in periodic installments, as determined by the ASH. Upon acceptance by the Corps of the required written agreement, the total amount of the RB shall be fixed.
- 6-4. Health Professions Incentive Pay (IP). IP may be paid to a Regular Corps officer who is entitled to basic pay under [37 U.S.C. §204](#) and serving as an officer on active duty in a health profession specialty or skill designated by the ASH.
- a. The officer may be paid IP monthly, in a lump sum, or in periodic installments, as determined by the ASH.
 - b. IP shall not exceed the statutory authority provided in 37 U.S.C. § 335(e)(1)(D) (currently \$100,000 for medical and dental officers and \$15,000 for officers in other health professions) for any 12-month period.
 - c. IP received may be in addition to any other pay and allowance to which an officer is entitled.
- 6-5. Board Certification Incentive Pay (BCIP). BCIP is authorized for an officer in the Regular Corps who is entitled to basic pay under [37 U.S.C. §204](#) and is board certified in a health profession specialty or skill designated by the ASH and who holds a current, valid and unrestricted license or certification as required by the appointment standards as established by the ASH.
- a. The BCIP shall not exceed the statutory authority provided in 37 U.S.C. 335(e)(1)(E) (currently, \$6,000) for each 12-month period an officer remains certified in the designated health profession specialty or skill.

- b. The BCIP received under this section may be in addition to any other pay and allowance to which an officer is entitled.
 - c. The BCIP may be paid monthly, in a lump sum at the beginning of the certification period, or in periodic installments during the certification period, as determined by the ASH.
- 6-6. Written Agreement for Bonus. To receive a bonus, an officer must enter into a written agreement that specifies at a minimum:
- a. The amount of the bonus;
 - b. The method of payment of the bonus;
 - c. The period of obligated service;
 - d. That the obligated service will be performed on active duty; and
 - e. The type or conditions of the service.
- 6-7. Repayment.
- a. An officer who receives a bonus or incentive pay or similar benefit under this Directive and who fails to fulfill the eligibility requirements for the receipt of the bonus or incentive pay or fails to complete the period of service for which the bonus and incentive pay or similar benefits are paid shall be subject to the repayment provisions of [37 U.S.C. §373](#).
 - b. Pursuant to the regulations prescribed to administer this section, the ASH without further delegation, may grant an exception to the repayment and termination requirements regarding the payment of unearned amounts of a bonus, incentive pay, or similar benefit if the ASH determines that the imposition of the repayment and termination requirements with regard to a member of the Corps would be contrary to a personnel policy or management objective, would be against equity and good conscience, or would be contrary to the best interests of the United States.
 - c. If a member of the Corps dies or is retired or separated with a combat-related disability, the ASH:
 - (1) Shall not require repayment by the officer or the officer's estate of the unearned portion of any bonus, incentive pay, or similar benefit previously paid to an officer; and
 - (2) Shall require the payment to the officer's estate of the remainder of any bonus, incentive pay, or similar benefit that was not yet paid to the officer, but to which the officer was entitled immediately before the combat-related death, retirement, or separation of the officer, and would be paid if not for the death, retirement, or separation of the officer.
- Note: Sections 6-7(c)(1) and 6-7(c)(2) shall not apply if the death or disability is the result of the officer's misconduct.
7. RESPONSIBILITIES: The ASH may authorize health professions bonuses, incentive pay, and/or board certification incentive pay to be paid to Regular Corps officers who meet the criteria for such pays contained in this Directive and any additional criteria established by the ASH pursuant to

37 U.S.C. §335(d). The ASH shall also set the rates of pay as long as these rates do not exceed the statutory ceiling for these pays. The authority to promulgate policies implementing this Directive shall reside with the ASH without further delegation.

8. PROCEDURES: In addition, notwithstanding Section 2, Applicability, the ASH shall have the authority to determine the transitioning schedule for officers/categories/disciplines from the current legacy pay authorities to the special pay authorities contained in this Directive. The ASH shall issue policies promulgating this transition.
9. HISTORICAL NOTES: This is the second issuance of this Directive in the electronic Commissioned Corps Issuance System.

9-1. CCD 151.05, "Health Professions Special Pays," dated 17 January 2013.