



CCD 151.05
EFFECTIVE DATE: 31 December 2020

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 U.S. Public Health Service (USPHS) Commissioned Corps. In doing so, this Directive:
 - 1-1. Defines the term 'health professions' as any health profession performed by officers in the Regular Corps and the Ready Reserve Corps of the Medical, Dental, Nurse, Engineer, Scientist, Environmental Health, Veterinary, Pharmacy, Dietitian, Therapy, and Health Services categories of the USPHS Commissioned Corps.
 - 1-2. Defines the prerequisites and maximum authorization amounts for health professions special pays.
2. APPLICABILITY: This Directive applies to all members of the Regular Corps. It also applies to members of the Ready Reserve Corps who are appointed to the Selected Ready Reserve (SELRES) or are serving on active duty. 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. § 206](#), "Reserves; members of National Guard: inactive-duty training"
 - 3-4. [37 U.S.C. § 371](#), "Relationship to other incentives and pays"
 - 3-5. [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"
 - 3-6. [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 15 November 2018. This Directive:
 - 5-1. Adds that members of the Ready Reserve Corps are eligible for a Health Professions Special Pay (HPSP).
 - 5-2. Clarifies that an officer must submit an agreement for an Accession Bonus (AB) or Critical Wartime Skills Accession Bonus (CWS-AB) within 180 days of the officer's appointment to the USPHS Commissioned Corps.

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 and Ready Reserve Corps officers in accordance with this Directive.
- 6-1. Health Professions Accession Bonus (AB). The USPHS Commissioned Corps may pay an AB 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 or Ready Reserve Corps, agrees to serve on active duty or in an active status in the SELRES for a specific period as determined by the ASH, and executes a written agreement to serve an active duty obligation (ADO) in the Regular Corps or in a commissioned service obligation (CSO) in the SELRES for a period specified by ASH.
- a. In order for the USPHS Commissioned Corps to pay AB to an officer, the officer must submit a written agreement no later than 180 days after their appointment to the USPHS Commissioned Corps. The ASH, or his/her designee, may provide further restrictions on submitting an agreement.
 - b. Individuals with prior service in any component (e.g., Regular, Reserve) of the uniformed services, including the USPHS Commissioned Corps, who are otherwise qualified and eligible may receive AB provided they have been discharged from the service involved for at least 24 months prior to commissioning in the USPHS Commissioned Corps.
 - c. AB will not exceed the statutory authority provided in 37 U.S.C. § 335(e)(1)(A) 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 service obligation, an officer may be eligible for Incentive Pay (IP) and Board Certification Incentive Pay (BCIP). Any additional obligation incurred by these pays will be served concurrently.
 - e. The USPHS Commissioned Corps may pay AB in a lump sum or in periodic installments, as determined by the ASH. Upon acceptance by the USPHS Commissioned 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, the USPHS Commissioned Corps may pay CWS-AB 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 or Ready Reserve Corps, is in a health profession specialty designated as a critically short wartime specialty, and executes a written agreement to serve an ADO (Regular Corps) or in a CSO (SELRES) for a period specified by ASH.
- a. The ASH may not authorize payment of CWS-AB in combination with an AB or Retention Bonus (RB).

- b. In order for the USPHS Commissioned Corps to pay CWS-AB to an officer, the officer must submit a written agreement no later than 180 days after the officer's appointment to the USPHS Commissioned Corps. The ASH, or his/her designee, may provide further restrictions on submitting an agreement.
 - c. Individuals with prior service in any component (e.g., Regular, Reserve) of the uniformed services, including the USPHS Commissioned Corps, who are otherwise qualified and eligible may receive CWS-AB provided they have been discharged from the service involved for at least 24 months prior to commissioning in the USPHS Commissioned 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) for each 12-month period of obligated service for a minimum of 4 years.
 - e. During the discharge of the CWS-AB service obligation, an officer may be eligible for IP and BCIP. Any additional obligation incurred by these pays shall be served concurrently.
 - f. The USPHS Commissioned Corps may pay CWS-AB in a lump sum or in periodic installments, as determined by the ASH. Upon acceptance by the USPHS Commissioned Corps of the required written agreement, the total amount of the CWS-AB will be fixed.
- 6-3. Health Professions Retention Bonus (RB). RB may be authorized under this section to a Regular Corps officer and to a Ready Reserve Corps officer in the SELRES.
- a. Officers must be below the rank of O-7, a graduate of an accredited school in a health profession and hold a current, valid and unrestricted license or certification as required by the appointment standards as established by the ASH.
 - b. The officer must agree to remain on extended active duty (Regular Corps) or continue to serve in an active status (SELRES) for a specific period through the execution of a written agreement to serve an ADO (Regular Corps) or in a CSO (SELRES).
 - c. The RB must not exceed the statutory authority provided in 37 U.S.C. § 335(e)(1)(C) for each 12-month period of obligated service for minimum periods as determined by the ASH.
 - d. During the discharge of the service obligation, an officer may be eligible for IP and BCIP. Any additional obligation incurred by these pays shall be served concurrently.
 - e. The USPHS Commissioned Corps may pay RB in a lump sum or in periodic installments, as determined by the ASH. Upon acceptance by the USPHS Commissioned Corps of the required written agreement, the total amount of the RB shall be fixed.
- 6-4. 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 in the Regular Corps or in an active status in the SELRES; and
 - e. The type or conditions of the service.
- 6-5. Health Professions Incentive Pay (IP). The USPHS Commissioned Corps may pay IP to a Regular Corps officer who is entitled to basic pay under [37 U.S.C. § 204](#). The USPHS Commissioned Corps may also pay IP to a Ready Reserve Corps officer who is entitled to basic pay under [37 U.S.C. § 204](#) or compensation under [37 U.S.C. § 206](#). Such officers must be serving 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) for any 12-month period.
 - c. IP received may be in addition to any other pay and allowance to which an officer is entitled, as well as any bonus for which the officer is eligible under Sections 6-1., 6-2., or 6-3.
 - d. The ASH may require an agreement in order for an officer to receive IP.
- 6-6. 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](#). The USPHS Commissioned Corps may also pay BCIP to a Ready Reserve Corps officer who is entitled to basic pay under [37 U.S.C. § 204](#) or compensation under [37 U.S.C. § 206](#). Such officers must be board certified in a health profession specialty or skill designated by the ASH and hold 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) 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, as well as any bonus for which the officer is eligible under Sections 6-1., 6-2., or 6-3.
 - 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.
 - d. The ASH may require an agreement in order for an officer to receive BCIP.
- 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 will 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 USPHS Commissioned 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 USPHS Commissioned 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) do 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 and Ready Reserve 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 will 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 will 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 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 third issuance of this Directive in the electronic Commissioned Corps Issuance System.
 - 9-1. CCD 151.05, "Health Professions Special Pays," dated 15 November 2018.
 - 9-2. CCD 151.05, "Health Professions Special Pays," dated 17 January 2013.