



Department of Defense **INSTRUCTION**

NUMBER 6000.13

December 30, 2015

Incorporating Change 1, Effective May 3, 2016

USD(P&R)

SUBJECT: Accession and Retention Policies, Programs, and Incentives for Military Health Professions Officers (HPOs)

References: See Enclosure 1

1. **PURPOSE.** This instruction reissues DoD Instruction (DoDI) 6000.13 (Reference (a)) in accordance with the authority in DoD Directive (DoDD) 5124.02 (Reference (b)) to establish policy, assign responsibilities, and prescribe procedures for:

a. Military Department payment of incentives and bonuses to HPOs pursuant to section 335 of Title 37, United States Code (U.S.C.) (Reference (c)).

b. Incremental transition from current special pays and bonuses for HPOs pursuant to sections 301d, 301e, 302, 302a, 302b, 302c, 302c-1, 302d through 302i, 303, and 303a of Reference (c) to the incentives and bonuses authorized by section 335 of Reference (c).

c. Deferral of retirement for Regular commissioned HPOs and retention of HPOs in an active status in the Reserve Component (RC) pursuant to sections 1251 and 14703 of Title 10, U.S.C. (Reference (d)).

d. Incremental transition from the current procedures for stipend or loan repayment for RC HPOs in DoDD 1205.20 (Reference (e)) and DoDI 1205.21 (Reference (f)) to the procedures in this instruction.

2. **APPLICABILITY.** This instruction applies to OSD, the Military Departments, the Office of the Chairman of the Joint Chiefs of Staff and the Joint Staff, the Combatant Commands, the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities within the DoD (referred to collectively in this instruction as the "DoD Components").

3. **POLICY.** It is DoD policy that:

a. Health professions manpower, personnel, and compensation programs are established to provide the DoD Components with sufficient military health professions personnel.

b. The authorized strengths of the Military Departments for HPOs on active duty (AD) or in an active status in the RC in grades below brigadier general and rear admiral (lower half) will be based on the needs of the Military Departments. Those strengths will be determined by the Secretary of the Military Department concerned, in coordination with the Assistant Secretary of Defense for Health Affairs (ASD(HA)) and the Assistant Secretary of Defense for Manpower and Reserve Affairs (ASD(M&RA)).

4. RESPONSIBILITIES. See Enclosure 2.

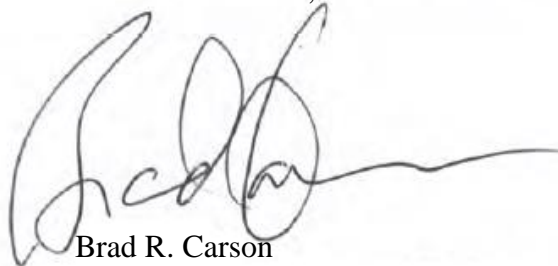
5. PROCEDURES. See Enclosure 3.

6. INFORMATION COLLECTION REQUIREMENTS. The Health Manpower and Personnel Data System (HMPDS) referred to in paragraphs 1d and 3a of Enclosure 2 of this instruction has been assigned report control symbol DD-HA(A)2024 in accordance with the procedures in Volume 1 of DoD Manual 8910.01 (Reference (g)).

7. RELEASABILITY. **Cleared for public release**. This instruction is available on the Internet from the DoD Issuances Website at <http://www.dtic.mil/whs/directives>.

8. SUMMARY OF CHANGE 1. The changes to this issuance are administrative and update organizational titles and references for accuracy.

9. EFFECTIVE DATE. This instruction is effective December 30, 2015.

A handwritten signature in black ink, appearing to read 'Brad R. Carson', with a long horizontal flourish extending to the right.

Brad R. Carson
Acting Under Secretary of Defense for
Personnel and Readiness

Enclosures

1. References
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ENCLOSURE 1

REFERENCES

- (a) DoD Instruction 6000.13, "Medical Manpower and Personnel," June 30, 1997 (hereby cancelled)
- (b) DoD Directive 5124.02, "Under Secretary of Defense for Personnel and Readiness (USD(P&R))," June 23, 2008
- (c) Title 37, United States Code
- (d) Title 10, United States Code
- (e) DoD Directive 1205.20, "Reserve Component Incentive Programs," January 8, 1996 (hereby cancelled)
- (f) DoD Instruction 1205.21, "Reserve Component Incentive Programs Procedures," September 20, 1999
- (g) DoD Manual 8910.01, Volume 1, "DoD Information Collections Manual: Procedures for DoD Internal Information Collections," June 30, 2014, as amended
- (h) DoD Directive 5136.01, "Assistant Secretary of Defense for Health Affairs (ASD(HA))," September 30, 2013, as amended
- (i) DoD Directive 6000.12E, "Health Service Support," January 6, 2011, as amended
- (j) DoD Directive 5400.11, "DoD Privacy Program," October 29, 2014
- (k) DoD 5400.11-R, "Department of Defense Privacy Program," May 14, 2007
- (l) DoD 7000.14-R, Volume 7A, "Department of Defense Financial Management Regulation: Military Pay Policy: Active Duty and Reserve Pay," current edition
- (m) DoD Instruction 1300.04, "Inter-Service Transfer of Commissioned Officers," December 27, 2006, as amended
- (n) DoD Instruction 1205.05, "Transfer of Service Members Between Reserve and Regular Components of the Military Services," March 30, 2012
- (o) DoD Instruction 1304.25, "Fulfilling the Military Service Obligation (MSO)," October 31, 2013
- (p) DoD Manual 6025.13, "Medical Quality Assurance (MQA) and Clinical Quality Management in the Military Health System (MHS)," October 29, 2013
- (q) Title 31, United States Code
- (r) DoD Instruction 1215.06, "Uniform Reserve, Training, and Retirement Categories for the Reserve Components," March 11, 2014, as amended
- (s) Title 38, United States Code
- (t) DoD Instruction 1332.18, "Disability Evaluation System (DES)," August 5, 2014, as amended
- (u) DoD Instruction 1215.13, "Reserve Component (RC) Member Participation Policy," May 5, 2015
- (v) DoD Directive 1200.7, "Screening the Ready Reserve," November 18, 1999
- (w) Title 20, United States Code
- (x) Title 42, United States Code

ENCLOSURE 2

RESPONSIBILITIES

1. ASD(HA). Under the authority, direction, and control of the Under Secretary of Defense for Personnel and Readiness (USD(P&R)), and consistent with DoDD 5136.01 (Reference (h)) and DoDD 6000.12E (Reference (i)), the ASD(HA):

a. Provides guidance to the Military Departments as necessary and monitors their compliance with the provisions of this instruction and References (c) and (d).

b. In coordination with the ASD(M&RA), publishes a health professions special and incentive (HPS&I) pay plan, including updates to ensure timely implementation of special pay changes by the Military Departments and education and training program guidance for officers in the health professions. The HPS&I pay plan will include a list of critically short wartime skills pursuant to References (c) and (d).

c. Establishes the allocation of the F. Edward Hebert Armed Forces Health Professions Scholarship Program (AFHPSP) and Financial Assistance Program (FAP) scholarships.

d. Obtains data annually from the Military Departments to validate the HMPDS.

2. ASD(M&RA). Under the authority, direction, and control of the USD(P&R), the ASD(M&RA):

a. Monitors compliance, provides oversight, and proposes revisions affecting the HPOs of the Military Services.

b. Coordinates with the ASD(HA) to publish the HPS&I pay plan.

3. DIRECTOR, DEPARTMENT OF DEFENSE HUMAN RESOURCES ACTIVITY.

Under the authority, direction, and control of the USD(P&R), the Director, Department of Defense Human Resources Activity, through the Director, Defense Manpower Data Center (DMDC):

a. Establishes and maintains HMPDS as a centralized database of assigned health care personnel and authorized positions or billets. The HMPDS will be the primary DoD source for health care personnel data and will be used when providing data to organizations outside an individual Military Department.

b. Incorporates and compares data from DMDC files with the HMPDS.

- c. Establishes and maintains an HMPDS data dictionary, reviews the submitted data as outlined by the data dictionary, and merges data from other sources, as appropriate.
- d. Develops, produces, and maintains a web-based automated retrieval capability for all periodic and special HMPDS reports for authorized users.
- e. Develops, produces, and delivers ad hoc HMPDS reports from internal information requirements as requested.
- f. Coordinates, as appropriate, with the ASD(HA) for management of HMPDS processes.
- g. Ensures that the collection, use, maintenance, and distribution of personally identifiable information in HMPDS is in accordance with DoD Directive 5400.11 (Reference (j)) and DoD 5400.11-R (Reference (k)).

4. DIRECTOR, DEFENSE FINANCE AND ACCOUNTING SERVICE (DFAS). Under the authority, direction, and control of the Under Secretary of Defense (Comptroller)/Chief Financial Officer of the Department of Defense, the Director, DFAS:

- a. Conducts pay operations consistent with statute in support of the programs in this instruction.
- b. Provides recoupment financial data to the requesting Service within 30 days of receiving such a request.
- c. Provides for modifications and adaptations to the pay system that are consistent with changes in DoD policy and the HPS&I pay plan within 6 months of such changes.

5. SECRETARIES OF THE MILITARY DEPARTMENTS. The Secretaries of the Military Departments:

- a. Administer and maintain implementation guidance for using the special bonus and incentive pay (IP) authorities and the education and training authorities in this instruction.
- b. Provide a written implementation plan to the ASD(HA) and provide guidance to the DFAS within 120 calendar days of the date of this instruction.
- c. Provide the ASD(HA) a copy of the guidance implementing future policy changes and any changes to the basic plan within 120 calendar days of such changes.
- d. Perform an annual total force quality validation of the HMPDS.

e. Use DMDC HMPDS data when providing data to organizations outside the Military Department.

f. Program funds to use the incentives in this instruction to provide the number and quality of HPOs needed in their respective Military Departments.

g. Provide the Director, DFAS, with the information to initiate recoupment actions for debts incurred by Service members due to failure to complete service obligations (SO) or maintain eligibility requirements for the programs in this instruction. Repayment of unearned bonuses, special pays, or educational benefits or stipends will be administered in accordance with section 373 of Reference (c) and chapter 2 of Volume 7A of DoD 7000.14-R (Reference (1)).

h. Develop Military Department-specific guidance and procedures to ensure the programs in this instruction are conducted in accordance with legislative requirements and the policies established here.

i. Based on critical needs and anticipated shortages, identify the health professions skills that will be included in incentive and pay programs.

j. Establish procedures to review and approve requests for entry grade credit waivers and ensure that waiver authority is consistently and equitably applied.

k. After obtaining the approval of the ASD(HA), provide additional payments if an accredited institution has increased total enrollment solely for accepting members of the AFHPSP, pursuant to section 2127(d) of Reference (d). These additional payments will cover the portion of the increased costs of the additional enrollment that the institution's normal tuition and fees do not cover.

l. Establish a process to review, analyze, and ascertain qualified loans for repayment in accordance with the health professions loan repayment programs (HPLRP).

ENCLOSURE 3

PROCEDURES

1. ENTRY GRADE CREDIT. A prospective HPO's entry grade and rank within grade will be determined by the number of years of entry grade credit awarded on original appointment, designation, or assignment as an HPO. This section does not apply to the original appointment of officers transferring between Services or between components of a Service pursuant to DoDI 1300.04 (Reference (m)) or DoDI 1205.05 (Reference (n)), except as provided in those instructions.

a. Administration

(1) The entry grade credit will equal the sum of constructive service credit and prior commissioned service credit for service other than as a commissioned warrant officer up to the maximum credit allowed in paragraph 1e of this enclosure.

(2) A period of time will be counted only once when computing entry grade credit, and qualifying periods of less than 1 full year will be proportionately credited to the nearest day, except where noted otherwise. Credit will be awarded in accordance with this instruction and pursuant to sections 533 and 12207 of Reference (d).

(3) Prior commissioned service credit will be calculated first.

b. Prior Commissioned Service Credit. Credit for prior service as a commissioned officer, other than as a commissioned warrant officer, will be granted to recognize previous commissioned experience, while maintaining cognizance of the level of professional knowledge, skill, and experience required at specific grade levels of each health profession. Credit will be awarded equitably and consistently.

(1) Pursuant to section 533 of Reference (d), a person receiving an original appointment to serve as a Regular commissioned HPO in any Military Service will be awarded:

(a) Credit on a day-for-day basis for any active commissioned service (AD and full-time National Guard duty) as an HPO in the professional specialty in which the person is being appointed. The service may have been performed in any Military Service, the National Oceanic and Atmospheric Administration, or the United States Public Health Service before the new appointment.

(b) One-half day of credit for each day of active commissioned service (AD and full-time National Guard duty) as a commissioned officer but not in the profession in which the person is being appointed. The service may have been performed in any Military Service, the National Oceanic and Atmospheric Administration, or the United States Public Health Service before the new appointment. The Secretary concerned may grant an exception to this provision and grant day-for-day credit on a case-by-case basis.

(c) Credit on a day-for-day basis for any commissioned service on AD while participating in an educational program leading to appointment in a specialty in which constructive credit is awarded, regardless of whether the service is in the professional specialty in which the person is being appointed.

(2) Pursuant to section 12207 of Reference (d), a person receiving an original appointment to serve as a Reserve commissioned HPO in any Military Service will be awarded:

(a) Credit on a day-for-day basis for any commissioned service as a Regular HPO, or as a Reserve HPO in an active status, in the professional specialty in which the person is being appointed. The service may have been performed in any Military Service, the National Oceanic and Atmospheric Administration, or the United States Public Health Service before the new appointment.

(b) One-half day credit for each day of commissioned service as a Regular commissioned officer, or as a Reserve commissioned officer in an active status, but not in the professional specialty in which the person is being appointed. The service may have been performed in any Military Service, the National Oceanic and Atmospheric Administration, or the United States Public Health Service. The Secretary concerned may grant an exception to this provision and grant day-for-day credit on a case-by-case basis.

(c) Credit on a day-for-day basis for any commissioned service on AD as a Regular officer, or as a Reserve officer in an active status, while participating in an educational program leading to appointment in a specialty in which constructive credit is awarded, regardless of whether the service is in the professional specialty in which the person is being appointed.

c. Constructive Service Credit. This credit is awarded to a person who begins commissioned service after obtaining the additional education, training, or experience required for appointment, designation, or assignment as an HPO. The designation will be to the same grade and date of rank comparable to that attained by officers who begin commissioned service after getting a baccalaureate degree and serve for the period of time it would take to obtain the additional education. Constructive service credit will only be used to determine initial grade, rank in grade, and service in grade for promotion eligibility.

(1) Except as described in paragraph 1c(2) of this enclosure, periods of time spent on AD or in an active status as a commissioned officer may not be counted when computing constructive service credit.

(2) The Secretary concerned may grant constructive service credit to an officer on AD or in an active status who completes an advanced education program that would qualify for credit under paragraph 1c(3) of this enclosure in less than the number of years normally required to complete such a program. The amount of constructive service credit that may be awarded is the difference between the number of years normally required to complete the education program and the number of years in which the program is completed by the officer.

(3) One year of constructive service credit will be granted for each year of graduate level education toward the first professional degree completed when that degree is required for appointment in the professional specialty being entered. The maximum number of years of constructive service credit that may be awarded under this provision is the number of years of graduate level education required by a majority of institutions that award degrees in that professional field.

(a) The Secretary concerned may direct that doctors of medicine (M.D.), doctors of osteopathic medicine (D.O.), doctors of dental surgery (D.D.S.) and doctors of dental medicine (D.M.D.), doctors of veterinary medicine (D.V.M. or V.M.D.), or other recipients of advanced health professional degrees that typically require 4 years to complete, be given sufficient constructive service credit to allow appointment to the grade of O-3 in a Regular or Reserve Component.

(b) Credit for master's and doctorate degrees in a health profession other than those listed in paragraph 1c(3)(a) of this enclosure may be awarded based on actual full-time equivalent education of up to 2 years for a master's degree and up to 4 years for a doctorate degree. Credit may not include time spent in attainment of baccalaureate or other lower degrees. No additional credit may be given for more than one advanced degree in a single field or closely related field. The total credit allowed for both a master's and a doctorate degree may not exceed the maximum allowed for a doctorate.

(4) Credit will be awarded for any period of advanced education in a health profession (other than medicine and dentistry) beyond the baccalaureate degree level that exceeds the basic education required for the appointment, if such advanced education will be directly used by the Military Department concerned.

(5) Additional day-for-day credit will be granted for the successful completion of post-baccalaureate internship, residency, fellowship, or equivalent graduate, medical, dental, or other formal health professions training required by the Military Department concerned. This credit may not exceed 1 year unless such graduate-level training or experience in excess of 1 year is required for certification in a specialty required by the Military Department concerned, in which case the additional day-for-day credit will be granted for the period required for certification.

(6) Credit of one-half year for each year of experience, to a maximum of 3 years, may be granted for experience in a health profession.

(a) Credit may only be given for experience in a health profession other than medicine or dentistry if such experience will be directly used by the Military Department concerned.

(b) Credit may only be given for experience as a physician or dentist if the person receiving the credit will be appointed or designated as a medical or dental officer.

(c) Creditable experience cannot predate the receipt of any licensure, registration, or certification required by the Military Department concerned. This means experience in a volunteer or student status will not be credited.

(7) The Secretary concerned may grant additional credit in unusual cases based on special experience in a particular field. The amount of credit will be 1 year for each year of special experience. Maximum credit based on paragraph 1c(6) of this enclosure must be granted before granting this special experience credit.

(8) If the ASD(HA) and the ASD(M&RA) determine that the number of HPOs in a specialty in grades below O-4, serving in an active status in an RC of the Army, the Navy, or the Air Force, is critically below the number needed by the RC in such specialty and in such grades, the ASD(HA) may authorize the Secretary concerned to credit any person receiving an original appointment as an HPO for service in such specialty with a period of constructive service credit (in addition to any amount credited under paragraph 1c(1) through (7) of this enclosure) as will result in the person being appointed to the grade of O-3.

d. Service Academy Graduates. Graduates of the United States Military Academy, the United States Naval Academy, the United States Air Force Academy, the United States Coast Guard Academy, and the United States Merchant Marine Academy may not receive credit as described in paragraphs 1b or 1c of this enclosure for service performed or education, training, or experience obtained before graduation from the respective academy.

e. Maximum Entry Grade Credit. The total entry grade credit granted will be no more than that required for an original appointment to the grade of O-4, unless a waiver is granted in accordance with paragraph 1f of this enclosure.

f. Waivers

(1) The Secretary concerned may waive the maximum entry grade credit limitation of paragraph 1e of this enclosure and grant credit beyond that required for an original appointment in the grade of O-4 when:

(a) An individual has earned more grade credit than required for appointment to the grade of O-4.

(b) The Secretary concerned determines that the individual receiving the waiver possesses the overall ability to perform effectively at a higher grade level and appointment to that higher grade will not be detrimental to the efficiency and effectiveness of the individual's military assignment.

(2) Waiver requests involving the award of more constructive service credit than is needed for a Regular appointment to the grade of O-4 may only be approved for medical and dental officers, but waiver requests involving the award of more constructive service credit than is needed for a Reserve appointment to the grade of O-4 may be approved for any HPO.

2. ENTRY GRADE

a. A person granted prior commissioned service credit or constructive service credit and placed on the AD list or the Reserve active status list of a Military Department may have an entry grade determined by comparing the entry grade credit established in accordance with section 1 of this enclosure to the currently established promotion phase points of the Military Department and officer category concerned.

(1) Entry grade credit in excess of the minimum years of entry grade credit required to establish a specific grade but less than the amount necessary to justify the next higher grade will be used to adjust the date of the entry grade.

(2) The maximum entry grade for a person receiving an original appointment as a Regular medical or dental officer is O-6.

(3) The maximum entry grade for a person being appointed as a Reserve officer is O-4 unless the person was formerly a commissioned officer of a Military Service or such an appointment is recommended by a board of officers convened by the Secretary concerned.

b. Officers transferring between Services or between components of a Service will be appointed in the same grade and with the same date of rank as the grade and date of rank held by the officer before the new appointment, except as provided in paragraph 2c of this enclosure, Reference (m), or Reference (n).

c. A Reserve officer (other than a warrant officer) who receives an original appointment as a AD officer (other than warrant officer) in the Army, Navy, or Air Force will:

(1) In the case of an officer on the AD list immediately before that appointment as a AD officer, be appointed in the same grade and with the same date of rank as the grade and date of rank held by the officer on the AD list immediately before the appointment.

(2) In the case of an officer not on the AD list immediately before that appointment as a regular officer, be appointed in the same grade and with the same date of rank as the grade and date of rank which the officer would have held had the officer been serving on the AD list on the date of the appointment as a regular officer.

d. A former regular or Reserve commissioned officer may, if otherwise qualified, be appointed or reappointed as a Reserve officer. If so appointed, the person may be:

(1) Placed on the Reserve active status list of an RC of the Army, Navy, or Air Force in the grade equivalent to the permanent regular or Reserve grade and in the same competitive category in which the person previously served satisfactorily on AD or in an active status; and

(2) Credited, for determining date of rank pursuant to section 741(d) of Reference (d), with service in grade equal to that held by that person when discharged or separated.

e. When a Reserve commissioned officer is transferred from an inactive status to an active status and placed on the AD list or the Reserve active status list, the Secretary concerned may, effective on the date the officer is placed on either list, change the officer's date of rank to a later date to reflect such officer's qualifications and experience, in accordance with section 741 of Reference (d). The Secretary concerned does not have the authority to change the date of rank of a Reserve commissioned officer who has served continuously in the Selected Reserve (SELRES) since the officer's last promotion or is placed on the AD list while on a promotion list, pursuant to section 14317(b) of Reference (d).

3. QUALIFICATIONS FOR ORIGINAL APPOINTMENT OF MEDICAL AND DENTAL OFFICERS AND PROVISIONS RELATED TO AGE

a. Only persons who are qualified doctors of medicine, osteopathy, or dentistry may receive original appointments in the Regular Army or Regular Navy in the Medical Corps or Dental Corps or original appointments in the Regular Air Force with a view to designation of an officer as a medical or dental officer.

b. To be eligible for an original appointment as a medical officer, a D.O. must:

(1) Be a graduate of a college of osteopathy whose graduates are eligible to be licensed to practice medicine or surgery in a majority of the States;

(2) Be licensed to practice medicine, surgery, or osteopathy in a State or in the District of Columbia;

(3) Under regulations prescribed by the Secretary of Defense, have completed a number of years of osteopathic and pre-osteopathic education equal to the number of years of medical and pre-medical education prescribed for persons entering recognized schools of medicine who become doctors of medicine and who would be qualified for an original appointment in the grade for which that person is being considered for appointment; and

(4) Have such other qualifications as the Secretary of the Military Department concerned prescribes after considering the recommendations, if any, of the Surgeon General of the Military Service concerned.

c. Under section 532(d) of Reference (d), the requirement of section 532(a)(2) of Reference (d) that a person receiving an original appointment as a Regular commissioned officer must be able to complete 20 years of active commissioned service before his or her 62nd birthday does not apply to:

(1) A person receiving an appointment to serve as a medical or dental officer.

(2) A commissioned officer appointed to serve in a medical skill other than as a medical officer or dental officer.

d. Under section 12201(d) of Reference (d), the maximum age limit that a Military Department may establish for original appointment as a Reserve commissioned officer serving in a health profession that has been designated by the Secretary concerned as a specialty critically needed in wartime may not be less than 47 years of age.

e. Pursuant to section 1251 of Reference (d), the Secretary concerned may defer the retirement of an Active Component medical officer, dental officer, nurse, or other HPO if the HPO is in a category of officers described in paragraph c(2) of this section, beyond age 62, without the HPO's consent, if during the period of the deferment the officer:

- (1) Will be primarily providing patient care or performing other clinical duties; or
- (2) Is in a category of officers designated by the Secretary concerned as consisting of officers whose duties consist primarily of:
 - (a) Providing health care;
 - (b) Performing other clinical care; or
 - (c) Performing health care-related administrative duties.

f. A deferment under paragraph 3e of this enclosure may not extend beyond the first day of the month following the month in which an officer becomes 68 years of age unless the Secretary concerned determines that extension of the deferment is necessary for the needs of the Military Department concerned. Such an extension shall be made on a case-by-case basis and shall be for such period as the Secretary considers appropriate.

g. Section 14703 of Reference (d) permits the Secretary concerned, with the officer's consent, to retain any of the following RC HPOs (except for those referred to in sections 14503, 14504, 14505, and 14506 of Reference (d)) in an active status until the date on which the officer becomes 68 years of age:

(1) An Army Reserve or Army National Guard of the United States officer assigned to the Medical Corps, the Dental Corps, the Veterinary Corps, the Medical Service Corps (if the officer has been designated as an allied health officer or biomedical sciences officer in that Corps), the Optometry Section of the Medical Service Corps, the Army Nurse Corps, or the Army Medical Specialist Corps;

(2) A Navy Reserve officer appointed in the Medical Corps, Dental Corps, or Nurse Corps, or appointed in the Medical Service Corps and designated to perform as a veterinarian, optometrist, podiatrist, allied health officer, or biomedical sciences officer; and

(3) An Air Force Reserve or Air National Guard of the United States officer designated as a medical officer, dental officer, Air Force nurse, Medical Service Corps officer, or biomedical sciences officer.

4. MILITARY SO (MSO), MINIMUM TERM OF ACTIVE SERVICE (MTAS), SO, AND AD OBLIGATION (ADO) FOR HPOs SERVING ON AD

a. MSO. The MSO that Service members incur will be in accordance with section 651 of Reference (d) and DoDI 1304.25 (Reference (o)).

b. MTAS. The MTAS for first-term AD officers will be 2 years following internship for physicians and 3 years for other officers in a health profession. The minimum term is not added to an ADO incurred for military sponsored education or training. Prior AD and internships or any other initial qualifying training program will not count toward fulfilling the MTAS.

c. SO. An SO is incurred for sponsored education or training and receipt of special pays and bonuses. The amount of time to be served is determined by the requirements of the individual program.

d. ADO

(1) Incurring an ADO. Rules for incurring an ADO associated with individual programs and incentives are contained in the specific sections in this instruction that cover those programs and incentives.

(2) Satisfying an ADO. ADOs will be fulfilled in the order in which they are incurred unless otherwise specified. No portion of an ADO may be satisfied:

(a) By prior military service (active or Reserve);

(b) During any period without possession of a current, valid unrestricted license or approved waiver if a health care provider (HCP). An approved waiver must be consistent with DoD Manual 6025.13 (Reference (p));

(c) During any period of long-term health or health-related education or training;

(d) Concurrently with any other ADO or with an obligation incurred for DoD-subsidized undergraduate education or training unless otherwise specified by law or DoD policy;

(e) Concurrently with any other ADO for prior long-term health or health-related education or training, unless otherwise specified by law or DoD policy; or

(f) Concurrently with any other ADO for incentive or special pay as described in section 8, 9, or 10 of this enclosure, unless otherwise specified by law or DoD policy.

(3) Graduate Professional Education (GPE) ADO. A GPE ADO is incurred as a result of attending military-sponsored GPE. HPOs training in specialties in their respective fields will incur an ADO:

(a) Sponsored in a Military Training Program. A Service member attending sponsored GPE in a military or affiliated program will incur an ADO of one-half year for each half year or portion thereof; however, the minimum ADO is 2 years. That ADO will be served concurrently with other ADOs incurred for DoD-sponsored undergraduate education or training, or prior long-term health or health-related education or training. The GPE ADO will be served consecutively with other ADOs incurred for additional GPE training.

(b) In a Civilian Training Program. A Service member fully or partially funded by DoD during training in a civilian program will incur an ADO of 26 weeks for each half year or portion thereof; however, the minimum ADO is 2 years. This 2-year minimum ADO for training in a civilian program is served in addition to any previous ADO for any and all other government-sponsored training, including but not limited to undergraduate education or training and prior long-term health or health-related education or training and any additional GPE training. This ADO will be served consecutively to any ADO for government-sponsored training that occurs while on AD.

(4) Long-Term Health or Health-Related Education and Training ADO. For long-term health or health-related education and training programs:

(a) Participants of partly funded long-term baccalaureate degree education or partly funded non-degree education and training in a military or civilian institution (i.e., participants receive only pay and allowances from their Military Department) will incur an ADO of 2 years for the first 2 years or portion thereof. Participation for periods of more than 2 years will result in an additional ADO of 26 weeks for each additional half year or portion thereof. An ADO incurred for non-degree producing education or training may be served concurrently with an ADO incurred for the AFHPSP.

(b) Participants of fully funded long-term baccalaureate degree education or fully-funded non-degree education or training in a military or civilian institution (participants receive pay and allowances plus tuition and other expenses from their Military Department) will incur an ADO of 2 years for the first year or portion thereof. Participation for periods in excess of 1 year will result in an additional ADO of one-half year for each additional half year or portion thereof. An ADO incurred for non-degree producing education or training may be served concurrently with an ADO incurred for the AFHPSP.

(c) Participants of military sponsored long-term graduate (leading to a master's or doctoral degree) education and training in a military or civilian institution will incur an ADO of three times the length of the education or training for the first year or portion thereof unless such degree is incidental to the completion of an established residency or fellowship program, e.g., aerospace medicine. An additional ADO of one-half year for each half year or portion thereof of participation in such education or training in excess of 1 year will be incurred. An ADO incurred for participation in a military clinical psychology internship program may be served concurrently with an ADO incurred for the AFHPSP.

(5) Dental Advanced Education in General Dentistry and General Practice Residency. Participation in these two skill enhancement programs incurs no additional ADO for the officer. Time served in these programs does not fulfill any existing ADO.

5. AFHPSP AND FAP

a. Establishment. The Secretaries of the Military Departments may establish and maintain health professions scholarship and financial assistance programs for their respective Military Departments. The programs will consist of courses of study and specialized training in designated health professions, with obligatory periods of military training.

b. Administration

(1) Unless otherwise stated, the term "Program" used in this section refers to the AFHPSP and the FAP. The Program will be administered pursuant to sections 2120 through 2128 of Reference (d) and section 3324 of Title 31, U.S.C. (Reference (q)). The Secretaries of the Military Departments will appoint a Service program manager for this Program.

(2) The Secretaries of the Military Departments will allocate a portion of the total number of scholarships to participants pursuing a degree at the masters or doctorate level in social work, clinical psychology, psychiatry, or other disciplines that contribute to mental health care programs of their respective Military Department.

(3) The number of persons who may participate in the Program in each health profession will be prescribed in the HPS&I pay plan. At any time, the total number of program participants may not exceed 6,300, and no more than 300 may be participating in health professions that assist in providing mental health care to members of the Military Services.

(4) Pursuant to DoDI 1215.06 (Reference (r)) and section 2125 of Reference (d), Program members will be assigned to the Individual Ready Reserve (IRR) and will not be counted against any prescribed military strength.

c. Eligibility. To be eligible for the Program, an individual must:

(1) Be a U. S. citizen without dual citizenship.

(2) Be accepted for admission to, or enrolled full-time in, an accredited educational institution, located in the United States or Puerto Rico, in a designated course of study leading to a degree related to the health professions, as prescribed in the HPS&I pay plan, or a specialized training program, as defined in section 2120(4) of Reference (d).

(3) Meet the requirements for appointment as a commissioned officer.

(4) Sign a written agreement as prescribed in paragraph 5g(3) of this enclosure.

(5) Not be obligated for future service to any health institution, community, or other entity other than DoD.

(6) Not be in default of any court-ordered child support payments or federal debt and be free of any court judgment in favor of the United States creating a lien against the individual's property arising from a civil or criminal proceeding.

(7) Not be serving or have incurred an MSO from prior participation in the Program, the Uniformed Services University of the Health Sciences, the AD HPLRP (ADHPLRP), or government-sponsored GPE, unless granted a waiver by the Secretary concerned.

(8) Have completed the incurred MSO for Reserve Officers' Training Corps participation or from attendance at a U.S. Military Service academy before seeking FAP entry, unless granted a waiver by the Secretary concerned.

d. Military Status and Participation Requirements

(1) AFHPSP participants will be commissioned as an O-1 in the Reserve of the sponsoring Military Department. FAP participants will be commissioned at a grade commensurate with their educational level, as determined by appointment pursuant to section 12207 of Reference (d) and this instruction.

(2) Program participants will obtain and maintain the appropriate security clearance required.

(3) Program participants will be detailed as students at accredited civilian institutions, located in the United States or Puerto Rico, for acquiring knowledge or training in a designated health profession.

(4) AFHPSP participants will perform a period of 45 days AD for training (ADT) during each year of participation, with full pay and allowances as an O-1, regardless of previous grade held, except as prescribed in section 2121(c) (2) of Reference (d).

(5) FAP participants will serve on AD in a grade commensurate with their educational level, as determined by appointment pursuant to section 12207 of Reference (d) and this instruction, with full pay and allowances of that grade for a period of 14 days during each year of participation.

(6) Annual ADT for Program participants should be performed at a military installation, facility, command, or organization.

(7) Program participants are not authorized to drill for pay or receive pay for additional periods of ADT other than those associated with the Program.

(8) Program participants will participate in military and professional training and instruction as prescribed by the Secretary concerned.

(9) Upon completion of their academic curriculum, Program participants will be appointed as military officers in accordance with current appointment instructions.

(10) Credit for military service while a Program participant will be determined in accordance with section 2126 of Reference (d):

(a) Service Not Creditable. Except as provided in paragraph 5d(10)(b) of this enclosure, service performed while a Program participant will not be counted:

1. In determining eligibility for retirement other than by reason of a physical disability incurred while on AD as a Program participant; or

2. In computing years of service creditable pursuant to section 205 of Reference (c).

(b) Service Creditable for Certain Purposes. The Secretary of the Military Department concerned may authorize service performed by a participant in the AFHPSP to be counted in accordance with paragraph 5d(10)(c) of this enclosure if the member:

1. Completes the course of study.

2. Completes the ADO imposed pursuant to section 2123 of Reference (d).

3. Possesses a specialty designated by the Secretary of the Military Department concerned as critically needed in wartime.

(c) Application of Creditable Service. Service credited to an AFHPSP participant pursuant to paragraph 5d(10)(b) of this enclosure:

1. Counts only for the award of retirement points for computation of years of service in accordance with section 12732 of Reference (d) and for computation of retired pay in accordance with section 12733 of Reference (d).

2. Will be credited at a rate of 50 retirement points for each year of participation in a course of study. The points will be credited to the participant for one of the years of that participation at the end of each year after the completion of the course of study that the participant serves in the SELRES and is credited pursuant to section 12732 (a)(2) of Reference (d) with at least 50 points. The points credited for the participation will be recorded in the participant's records as having been earned in the year of the participation in the course of study.

3. Will not be counted for more than 4 years of participation in a course of study.

4. May be credited to a member of the SELRES who is in an active status while pursuing a course of study only for purposes of sections 12732 (a) and 12733 (3) of Reference (d).

5. Will not be credited retroactively, or be the basis of an increase in pay or allowances pursuant to Reference (c).

e. Stipend, Grant, and Accession Bonus (AB) Payment

(1) Section 2121 of Reference (d) entitles Program participants to receive a monthly stipend except when serving on AD. Additionally, those in specialized training under the FAP will be paid an annual grant, in accordance with section 2127 of Reference (d). The amount of the stipend and grant will be in accordance with the HPS&I pay plan.

(2) Payment of the stipend and grant will start on the later of: the date of execution of the oath of office, the date of execution of the Program agreement, or the date of commencement of the academic curriculum.

(3) Payment of the stipend and grant will continue until the date of graduation or the completion of specialized training, unless the Program participant is suspended or disenrolled from the designated course of study or specialized training or fails to comply with terms of the Program agreement, Service policy, or regulation.

(4) Payment of the stipend and grant will be terminated on the date of completion of the academic program or specialized training if it precedes the date of graduation by more than 45 days. In this case, Program participants will remain in an IRR status without pay until they graduate and report to AD.

(5) Payment of the stipend is on an academic year basis, not on a calendar year basis.

(6) Proration of the stipend and grant based upon length of ADO is not authorized.

(7) Payment of an AB in a lump sum is authorized pursuant to section 2128 of Reference (d) and in accordance with the HPS&I pay plan. An AB is in addition to the stipend and grant payments authorized in paragraph 5e of this enclosure. The Secretary concerned may choose not to use this authority.

(8) Taxation of the stipend, grant, or AB will be determined by the governing federal laws and policies.

f. Expenses

(1) Payment of educational expenses incurred by a Program participant is authorized, including tuition, fees, books, laboratory expenses, microscope rental, computer rental, laboratory and clinical coats, and precious and semiprecious metals (for dental students). Such

payments are limited to educational expenses normally incurred by students at the institution and in the health profession concerned who are not Program participants.

(a) Payment of educational expenses is on an academic year basis, not on a calendar year basis. Proration of expenses based upon length of ADO is not authorized.

(b) Payment for health and disability insurance is authorized when required by the educational institution. Such payments will be limited to those required for students at the institution who are pursuing the same course of study or specialized training but are not Program participants.

(c) The Secretary concerned may issue expensive items, such as microscopes, as government equipment on a hand-receipt basis.

(d) Reimbursement is not authorized for room and board or noneducational expenses, such as yearbooks, school newspapers, parking fees, and tickets for sports activities.

(2) The sponsoring Military Department will determine whether payment of authorized expenses will be made under a contract with an accredited civilian educational institution or to the Program participant. Payments to educational institutions may be made without regard to section 3324 of Reference (q).

(3) Participants who enter the Program during an academic or training year are eligible for reimbursement, on a prorated basis, of all normally incurred and authorized tuition, fees, books, and other educational expenses if they are for use during the current academic or training year. Those expenses incurred and items purchased before the current academic or training year but still in use or required to be used in the future may be approved for reimbursement.

g. Program Participant Requirements

(1) Contractual MSO. Each Program participant will incur a contractual 8-year MSO, a portion of which will be an ADO that must be served before any reserve obligation can be repaid.

(a) The remaining MSO beyond the contractual ADO and any additional ADO for GPE will be served in the IRR, unless the Secretary concerned and the Program participant mutually agree that the rest of the MSO will be served on AD or in the SELRES. The remaining mutually agreed upon service in the AD or SELRES to complete the initial MSO may be incentivized under sections 10 through 12 of this enclosure.

(b) Time spent on AD in military GPE may be credited toward satisfying the RC MSO. Time spent on AD in military GPE and time spent on AD beyond the incurred ADO may be credited toward fulfilling the Reserve MSO.

(2) Incurring and Satisfying an ADO

(a) Each AFHPSP participant incurs a minimum ADO of 2 years, or one half year for each half year or portion thereof of AFHPSP sponsorship, whichever is greater.

(b) Each FAP participant incurs a minimum ADO of 2 years or one half year for each half year or portion thereof of FAP sponsorship, whichever is greater.

(c) Time spent in military internship or residency training or other similar health related education and training programs as identified in the HPS&I pay plan will not satisfy an AFHPSP or FAP ADO. A participant may not serve any part of a military obligation incurred by participation in the AFHPSP or FAP concurrently with any other military obligation, unless specified otherwise. Regardless of the length of participation in the Program, a Service member who accepts an AB as prescribed in section 2128 of Reference (d) and paragraph 5e(7) of this enclosure will incur a 4-year ADO, which may be served concurrently with the AFHPSP or FAP ADO.

(d) Upon graduation from a Military Service academy and upon subsequent participation in the AFHPSP and FAP, the participant will fulfill any unserved obligation incurred pursuant to section 4348(a), 6959(a), or 9348(a) of Reference (d) on AD, regardless of the type of appointment held, upon completion of and in addition to any MSO incurred pursuant to section 2123 of Reference (d) and this section.

(e) A participant who is dropped from the Program for deficiency in conduct or studies, or for other reasons, may be required to perform AD in a military capacity appropriate for the participant's level of education and training in accordance with the ADO imposed by paragraph 5g(2) of this enclosure.

(f) Relief of a participant from an ADO and alternative obligations in the event of such a relief are addressed in section 7 of this enclosure.

(3) Contractual Agreement. Each Program participant must sign a contractual agreement with the Military Service concerned that states the participant will:

(a) Serve on AD for the time period described in this enclosure and complete any remaining MSO.

(b) Complete the educational phase of the Program, including appropriate steps or levels of the United States Medical Licensing Examination/Comprehensive Medical Licensing Examination for physicians, or other applicable exams specified in the service agreement.

(c) Meet other state and Service licensure requirements and Service administrative requirements.

(d) Accept an appropriate appointment or designation if tendered, based on his or her health profession, following satisfactory completion of the educational phase of the Program.

(e) Participate in the intern program of the Military Service concerned if selected for such participation. If not selected for a military internship, the participant must apply for an accredited civilian internship.

(f) Participate in the residency program of the Military Service concerned if selected for such participation, or be released from AD for the period required to complete a civilian residency, if selected for such training.

(g) Participate in prescribed military training because of a sincere motivation and dedication to a career in the Uniformed Services.

(h) Comply with all other requirements of the Program.

6. ADHPLRP

a. Purpose. To provide a direct accession and retention incentive program to maintain adequate numbers of commissioned officers of the Military Departments on AD who are qualified in the various health professions.

b. Administration. Under the ADHPLRP, the Secretary of a Military Department may repay a loan that was used by a person to finance a degree that qualifies the person to practice in a health profession and was obtained from a governmental entity, private financial institution, or school. The Secretary concerned will appoint a program manager and ensure that the ADHPLRP is managed pursuant to section 2173 of Reference (d). Unless otherwise specified, these provisions apply equally to the ADHPLRP when offered for accession or retention. The Secretary concerned may prescribe additional requirements and standards regarding eligibility.

c. Eligibility. To be eligible for the ADHPLRP, an individual will:

(1) Be qualified for, or hold, an appointment as a commissioned officer in one of the health professions.

(2) Sign a written agreement to serve on, or remain on, AD for a specified period in addition to any other incurred ADO.

(3) Meet one of the following requirements:

(a) Be fully qualified in a health profession that the Secretary concerned has determined to be necessary to meet identified skill shortages;

(b) Be enrolled as a full-time student in the final year of a course of study at an accredited educational institution leading to a degree in a health profession other than medicine or osteopathic medicine;

(c) Be enrolled in the final year of an approved graduate program at an educational institution accredited by a U.S. accrediting agency leading to specialty qualification in medicine, dentistry, osteopathic medicine, or other health profession; or

(d) Be enrolled in the AFHPSP or FAP for a number of years less than is required to complete the normal length of the course of study required for the health profession concerned.

(4) Have completed a basic military officer indoctrination course or have equivalent credit as authorized by proper authority. The Secretary concerned may waive this requirement for a participant in the final year of an approved military-sponsored graduate program leading to specialty qualification in medicine, dentistry, osteopathic medicine, or other health profession.

(5) Be licensed to practice in the profession or specialty in which they are trained if currently on AD and applying for the ADHPLRP as a retention incentive.

(6) Be free of any court judgment in favor of the United States creating a lien against the individual's property arising from a civil or criminal proceeding regarding a debt, and not be in default of any federal debt. The Secretary concerned may grant an exception to the default exclusion in cases when all other eligibility criteria are met and when loan default disclosure, as well as substantiation that loan payments are up-to-date, is provided by the individual at the time of application.

(7) Not be a student or graduate of the F. Edward Hebert School of Medicine.

(8) Not be a current or former AFHPSP or FAP participant who received the maximum 4 years of sponsorship for a health profession degree.

(9) If currently not fully qualified in the specialty targeted by the ADHPLRP, be licensed to practice in the profession or specialty in which they are trained before payments are executed consistent with the ADHPLRP contract.

(10) Have been separated from prior active commissioned service for at least 24 months or released from an RC commitment, if the individual seeks to obtain an original appointment as a new accession in the ADHPLRP. This applies only to prior active service in the same corps designation as the health profession being applied for in the ADHPLRP. It does not apply to officers in an RC serving on AD for a period of less than 1 year. The Secretary concerned may waive this requirement if the applicant is re-entering the same Military Department.

(11) Have been on AD for at least 6 months before applying for ADHPLRP benefits for retention purposes. The Secretary concerned may waive this requirement for Service members who received partial sponsorship in AFHPSP or FAP and may require a longer minimum amount of AD service by Military Department policy.

d. Repayment of Qualified Loans. Once a participant meets the requirements in paragraph 6c of this enclosure, the Secretary concerned may repay a government, school, or commercial

loan that the person used to finance a degree from an accredited educational institution that qualifies the person to practice in a health profession.

(1) The Secretaries of the Military Departments will establish a process to review, analyze, and ascertain qualified loans. Qualified loans are for the actual costs paid for tuition and other reasonable educational expenses and reasonable living expenses relating to the attainment of a degree in a health profession. Such loans must have documentation that indicates the loan was incurred concurrently with the training received in a health professions school. If health professions educational loans are refinanced, the original documentation of the loan(s) will be submitted to the Secretary concerned to establish the simultaneous nature of such loans.

(2) Subject to the limits established in this section, an ADHPLRP loan repayment may consist of payment of the principal, interest, and related expenses of a qualified loan.

(a) Reasonable educational expenses are any that would be payable under the AFHPSP and the FAP, as described in paragraph 5f of this enclosure. Such expenses may include tuition, fees, books, supplies, educational equipment and materials, clinical travel, and other expenses that are part of the estimated standard student budget of the educational institution in which the participant was enrolled.

(b) Reasonable living expenses are the room and board, transportation and commuting, and other costs incurred during an individual's attendance at an educational institution, as estimated each year as part of the school's standard student budget. The amount of the loan to be repaid for living expenses will not exceed the annual stipend amount authorized for participants of the AFHPSP and the FAP.

(3) The maximum annual loan repayment amount that the Secretary concerned may grant an ADHPLRP participant will be issued by the ASD(HA) in the HPS&I pay plan.

(4) The total length of an ADHPLRP contract for any participant may not exceed a period determined by dividing the current total value of qualified loans by the annual benefit, rounding up to the nearest whole number of years. The Secretary concerned may further limit the length of contracts and may allow the participant to extend for additional years (within the maximum length contained in the HPS&I pay plan), based on availability of funding.

(5) The repayments will be paid to the lending institution on behalf of the participant. The repayment process will begin after the participant signs a written service agreement, is on AD, completes the basic officer indoctrination course, reports to the first permanent duty station, and complies with all other Service requirements.

(6) Loan repayment benefits are taxable income, requiring that a portion of the annual benefit be withheld as income tax and not paid to the lending institution. The participant must pay the portion of the loan repayment benefit withheld as income tax to the lending institution. This section is to be applied in accordance with current tax authority.

e. SO

(1) Participants of the ADHPLRP will incur an ADO of at least 2 years, or 1 year of ADO for each annual repayment, whichever is greater. The ADO for the accession ADHPLRP will be served first when combined with an existing medical education or training ADO. An ADO for a contractual multiyear pay to include multiyear incentives and AB will be served consecutively and after the ADHPLRP ADO. No portion of the ADO for accession or retention ADHPLRP will be fulfilled:

- (a) By prior military service, active or reserve.
- (b) During GPE.
- (c) During an obligation incurred for any AB.
- (d) During any ADO for AFHPSP or FAP.

(2) The MTAS will run concurrently with the ADHPLRP ADO, unless the ADO is less than the MTAS, in which case the participant will not be released from AD until the MTAS has been served.

(3) Participants who enter AD with the ADHPLRP ADO as their initial obligation will be subject to the 8-year MSO. This 8-year MSO is served concurrently with any other obligation. Once the ADO in paragraph 6e(1) of this enclosure is served, subject to mutual agreement, the participant may fulfill any remaining MSO in the SELRES.

(4) Participants who enter AD with the ADHPLRP ADO as their initial obligation, and who subsequently apply for and are granted benefits for retention purposes, will incur a new minimum ADO as described in paragraph 6e(1) of this enclosure. This new ADO will be served after the previously incurred ADO.

(5) No portion of an ADHPLRP ADO may be reduced or satisfied through partial credit based on a remaining loan repayment amount that is less than the maximum annual amount. A qualifying loan balance that does not require the maximum authorized annual loan repayment will not result in a pro-rated ADO.

(6) An ADO incurred for GPE is in addition to and will be served after the ADHPLRP ADO.

(7) In accordance with section 3033(b) of Title 38, U.S.C. (Reference (s)), an individual who enters AD through the ADHPLRP is not eligible to remain enrolled in the All-Volunteer Force Educational Assistance Program, also known and referred to in this instruction as the "Montgomery GI Bill (MGIB)," and have their pay reduced by \$100 per month for their first 12 months of AD. This provision does not apply to individuals who qualified for MGIB benefits during a period of service completed before entry into health professions training. An individual on AD is not precluded from using both the MGIB and the ADHPLRP benefits as long as the

individual completes the required length of service specified in the MGIB and the ADHPLRP SO.

(8) Any ADO incurred in accordance with the ADHPLRP will not be considered qualifying AD for the purposes of the Post-9/11 Educational Assistance Program pursuant to section 3322(b) of Reference (s). Any AD after completion of the HRLRP SO may be qualifying for the Post-9/11 Educational Assistance Program in accordance with section 3311 of Reference (s).

7. RELIEF FROM AN ADO AND ALTERNATIVE OBLIGATIONS FOR AFHPSP, FAP, AND ADHPLRP PARTICIPANTS

a. Authorities. Section 2123 of Reference (d) authorizes the Secretary of the Military Department concerned to relieve AFHPSP and FAP participants from the ADO incurred in those programs. Section 2173 of Reference (d) authorizes the Secretary of the Military Department concerned to relieve an ADHPLRP participant of the ADO incurred in that program. Relief from an ADO pursuant to one of these authorities does not relieve a participant from any military obligation imposed by any other law.

b. Individuals Affected. Subject to the provisions of the written service agreement, the alternatives prescribed here apply to the following individuals who do not fulfill the initial ADO incurred as AFHPSP, FAP, or ADHPLRP participants:

(1) Participants currently serving on AD.

(2) Participants who have been deferred from AD while undergoing a civilian residency program.

(3) Participants who are dropped from AFHPSP or FAP for deficiency in conduct, deficiency in studies, or for some other reason.

(4) AFHPSP and FAP participants who have completed the educational portion of the program but have yet to receive an appointment as an AD HPO.

c. Individuals Not Affected. AFHPSP and FAP participants may not be dropped from these programs or separated from military service for failure to comply with physical readiness and weight control standards. The Secretary concerned may retain the participant until the ADO incurred has been served.

d. Alternatives. Except as described in paragraph 7c of this enclosure, the Secretary concerned may relieve an AFHPSP, FAP, or ADHPLRP participant of an ADO based on the needs of the Military Service concerned as long as the underlying military personnel action is in accordance with References (d), (m), and (n), DoDD 1332.18 (Reference (t)), and Service-specific regulations. When a participant is qualified for further service and has been relieved of

an ADO, the participant may be given, with or without consent, one of the following alternative obligations, as determined by the Secretary concerned:

(1) An SO in another Military Service for a period of time not less than the participant's remaining ADO.

(2) An SO in a component of the SELRES for a period twice as long as the participant's remaining ADO.

(3) Repayment of a percentage of the cost incurred by the Secretary concerned on behalf of the participant pursuant to the repayment provisions of section 373 of Reference (c).

(4) If a participant is relieved of an ADO because of separation for physical disability, an SO as a civilian employee employed as a health-care professional in a facility of the Uniformed Services for a time period equal to the participant's remaining ADO. The participant will be referred to the servicing civilian personnel office for assistance. All statutory and regulatory requirements for employment must be adhered to.

e. Repayment

(1) Process. Consistent with Reference (1), the Secretary concerned will be responsible for providing an AFHPSP, FAP, FAP AB, or ADHPLRP program participant with due process notification of indebtedness and providing DFAS the required documentation to initiate collection.

(2) Costs to be Repaid. Repayment will be the percentage of the cost incurred by the Secretary concerned for the AFHPSP, FAP, or ADHPLRP, prorated based on the remaining obligation, plus interest. For AFHPSP and FAP participants, the amount of indebtedness will be the total of tuition, grant, stipend, bonus, and educational expenses received by the participant, divided by the number of days comprising the full ADO, multiplied by the number of days in the unfulfilled ADO. For the ADHPLRP, the amount of indebtedness will be equal to loan repayments made on behalf of the recipient divided by the number of days comprising the full ADO incurred at that point, multiplied by the number of days in the unfulfilled ADO. Interest costs added to the indebtedness will be calculated in accordance with current financial regulations.

8. GENERAL PROVISIONS FOR SPECIAL PAY PROGRAMS

a. The Secretary concerned will designate a separate manager for the AC and RC special pay programs. Special pays will be administered pursuant to Reference (c) and the HPS&I pay plan. The HPS&I pay plan will prescribe the amounts payable for each special pay and include a list of clinical specialty professional boards.

b. Special pays for officers in a health profession are additional to any other pay or allowance to which an officer is entitled, except as specified in section 10 of this enclosure.

c. The amount of special pay an officer receives may not be included in computing the amount of any increase in pay authorized by Reference (c) or in computing retired pay, separation pay, severance pay, or readjustment pay.

d. An officer may not receive special pays pursuant to sections 9 and 10 of this enclosure simultaneously. Once an officer receives a special pay from the consolidated special pays (CSP) in section 10 of this enclosure, all special pays will be pursuant to the CSP program, and a member cannot revert back to the special pays in section 9 of this enclosure.

e. To be eligible to participate in a special pay program, an officer must:

(1) Sign a service agreement when required. All service agreements must contain repayment language pursuant to section 303a or 373 of Reference (c) and chapter 2 of Reference (l), and include:

(a) The amount of the bonus or pay.

(b) The method of payment of the bonus or pay.

(c) The period of obligated service for the bonus or pay.

(d) Whether the service will be performed on AD or in an active status in an RC.

(e) The type or conditions of the service.

(f) The circumstances that may result in termination of the agreement and repayment of any unearned portion of the bonus or pay if the officer fails to fulfill the conditions of the bonus or pay, to include an unfulfilled SO or eligibility requirement pursuant to References (c) and (l).

(2) Not have reached the mandatory retirement or removal date due to age (pursuant to section 3 of this enclosure) or years of service (pursuant to section 633, 634, or 14507 of Reference (d)) and will complete any additional SO incurred before the individual's mandatory retirement or removal date, unless granted a waiver.

f. The Secretary concerned may, upon acceptance of a written service agreement, pay a special pay to an eligible officer. All participants in a health professions special pay program must hold an appointment as a commissioned officer.

g. A participant must have a current, valid, and unrestricted license or approved waiver, in accordance with Reference (p). Participants must maintain all licensing, credentialing, and specialty qualifications and meet privileging requirements to remain in the special pay program.

h. Failure to maintain a valid State license, either through inaction or legal action by the State against an officer, will immediately terminate all special pay disbursements. Repayment of

received benefits during the ineligible period will be based on the pro-rata amount of the benefit as of the date the license was deemed invalid for purposes of medical special pays. Once the officer's license is reinstated and eligibility is re-established, the officer's non-contractual special pays may restart and the officer may negotiate new contractual special pay agreements. Regardless of whether the officer receives special pays, the officer will be held responsible for the originally contracted special pay SO until completed or involuntary separation from military service occurs.

i. An RC participant in a special pay program must execute a written agreement to remain a satisfactory participant in the SELRES in accordance with DoDI 1215.13 (Reference (u)).

j. Based on Service-unique requirements, the Secretary concerned may decline to offer a special pay, or restrict the length of a special pay agreement to less than the maximum number of years authorized in the HPS&I pay plan, for any specialty.

k. The Secretary concerned may terminate at any time a health professions special pay agreement. Reasons for termination may include, but are not necessarily limited to, loss of privileges; court-martial conviction; failure to maintain a current, unrestricted license; or reasons that are in the best interest of the Military Department. If an agreement for one or more special pays is terminated, the officer will be paid, on a pro-rata basis, for the portion served until the official date of termination. The Secretary concerned will establish regulations that specify the conditions and procedures for termination, and they will be included in the written service agreement for the specific special pay.

l. An officer who fails to maintain the eligibility requirements for a special pay, does not complete the obligation period for the pay, or whose pay is terminated in accordance with this instruction, will be subject to the repayment provisions of section 373 of Reference (c) and chapter 2 of Reference (1). These repayment authorities will be stipulated in the written service agreement.

m. HPOs in the SELRES who transfer to the Standby Reserve as authorized by DoDD 1200.7 (Reference (v)), will have their special pay suspended during this period and will not be entitled to any payments.

(1) This period of authorized absence may be up to 1 year for valid personal reasons as determined by the Secretary concerned.

(2) If subsequently assigned in the SELRES in a skill that they had previously contracted for, if applicable, officers may be reinstated in the special pay program if they extend their term of service or SO to serve the full original special pay agreement period.

(3) Subsequent payments will resume on the adjusted anniversary date of satisfactory and creditable SELRES service, as appropriate. The date will be adjusted for periods of authorized absence. Failure to meet reinstatement criteria will result in termination and recoupment of the special pay.

9. LEGACY SPECIAL PAYS

a. Officers who entered into a written agreement for receipt of a special pay in accordance with sections 301d, 301e, 302, 302a, 302b, 302c, 302c-1, 302d through 302l, 303, and 303a of Reference (c) (referred to in this instruction as “legacy special pays”) before the date referred to in paragraph 9c of this enclosure will continue to receive payments until the completion date of the written agreement. After that date, all new agreements for special pays for HPOs will be administered in accordance with the CSP authorities in section 335 of Reference (c).

b. Legacy special pays will be administered in accordance with Reference (1).

c. Effective January 28, 2018, all health professions legacy special pay authorities will be discontinued, and any new agreements will be in accordance with the CSP authorities in section 10 of this enclosure.

d. Subject to acceptance by the Secretary concerned, an officer who entered into a written agreement in accordance with the legacy special pay authorities may request termination of that agreement to enter into a new agreement with an equal or longer obligation at the annual rate in effect at the time of execution of the new agreement. The new obligated period will not retroactively cover any portion or period that was executed under the old agreements. This option to terminate and enter into a new agreement is not available to officers who received lump sum payments.

10. CSP

a. General

(1) An HPO may be paid special pay at the rate for any specialty for which they are fully qualified. The specialty or subspecialty must be the same for all pays received. The officer may only receive IP pursuant to section 335(b) of Reference (c) and a retention bonus (RB) pursuant to section 335(a)(3) of Reference (c) for one specialty, even if the officer holds qualifications in two or more specialties. The IP and RB must be effective on the same date.

(2) The amount of each bonus or pay, by specialty, will be listed in the HPS&I pay plan.

(a) The Secretary concerned will determine whether bonuses pursuant to section 335 (a) of Reference (c) are paid in a lump sum or in periodic installments.

(b) IP will be paid monthly. A member of the RC will be paid at the daily rate of 1/30th of the monthly rate for any period in which the member is entitled to basic pay pursuant to section 204 or compensation pursuant to section 206 of Reference (c).

(c) The Secretary concerned will pay board certified pay (BCP) pursuant to section 335(c) of Reference (c) monthly, in a lump sum at the beginning of the certification period, or in

periodic installments during the certification period. An RC member will be paid monthly at the daily rate of 1/30th of the monthly rate for any period in which the member is entitled to basic pay pursuant to section 204 or compensation pursuant to section 206 of Reference (c).

(3) An officer receiving a health profession bonus is not eligible to receive a payment pursuant to section 332 of Reference (c) for the same period of obligated service.

(4) An officer receiving health professions IP is not eligible to receive a payment pursuant to section 353 of Reference (c) for the same skill and period of service.

(5) An officer receiving BCP is not eligible to receive a payment pursuant to section 353 (b) of Reference (c) for the same skill and period of service covered by the certification.

(6) Legacy IP will be terminated as the CSP IP is executed. Any subsequent payment of legacy IP will be immediately recouped pursuant to sections 371 and 303a(e) of Reference (c).

(7) Legacy BCP will be terminated as the CSP BCP is executed. Any subsequent payment of the legacy BCP will be immediately recouped pursuant to sections 371 and 303a(e) of Reference (c).

b. AB

(1) Eligibility. To be eligible for AB, an individual must:

(a) Be a graduate of an accredited school in a health profession.

(b) Be qualified for appointment as a commissioned officer in a regular component or in an RC. An individual must accept an appointment as an HPO before payment of the bonus.

(c) Be qualified in the specialty to which appointed.

(d) Execute a written agreement to accept an appointment as an HPO of the Army, the Navy, or the Air Force to serve on AD in a regular component or in an active status in an RC in a health profession for a specified period.

(e) At the time of appointment, have completed all SO for receipt of financial assistance from the DoD to pursue a course of study in a health profession. This includes, but is not limited to, participants and former participants of the Reserve Officers' Training Corps, AFHPSP, FAP, Uniformed Services University of the Health Sciences, and other commissioning programs.

(f) Have been discharged from any Uniformed Service at least 24 months before execution of the written agreement to receive an AB, and no longer hold an appointment, if a former HPO.

(g) Have been honorably discharged or released from any prior service.

(2) Ineligibility. Individuals ineligible for AB include:

- (a) A current Service member.
- (b) A cadet who has completed or is completing a program for accession.

(3) SO. During the discharge of the SO associated with an AB, officers are eligible for IP and BCP, if applicable. Any SO incurred by these pays will be served concurrently.

c. Affiliation Bonus for the RC

(1) Eligibility. To be eligible for an affiliation bonus for the RC, an HPO must:

- (a) Be serving on AD or have served on AD and have a DD Form 214, "Certificate of Release or Discharge from Active Duty," that verifies an honorable discharge or release.
- (b) Provide the original DD Form 214 (copy 1 or copy 4) or a reproduction with a certified true-copy stamp and the appropriate Federal Government authenticating seal imprinted for each period of prior military service.
- (c) Be qualified to hold an appointment as an HPO.
- (d) Be qualified in the specialty in which they agree to serve.
- (e) Execute an agreement to serve in the SELRES.
- (f) Not have previously received an AB in the SELRES, unless granted a waiver.

(2) Payment. Annual payment amounts will be listed in the HPS&I pay plan.

d. IP

(1) Eligibility. To be eligible for IP, an HPO must:

- (a) Be in a regular or RC of a Military Service and be entitled to basic pay under section 204 of Reference (c) or compensation under section 206 of Reference (c).
- (b) Be serving on AD or in an active status in a designated health profession specialty or skill.

(2) General Provisions

(a) Payment. Annual payment amounts for IP contracts will be listed in the HPS&I pay plan and paid in equal monthly payments.

(b) IP When Not Participating in an RB Agreement. Subject to acceptance by the Secretary concerned, an HPO who is eligible for and not in an existing RB agreement, and who is no longer obligated pursuant to a previous IP agreement, may enter into a new 1-year IP agreement at the rate in the HPS&I pay plan. IP agreements must be for at least 1 year and cannot be prorated. If, during the IP agreement, the HPO becomes eligible for a higher IP, the HPO may terminate and renegotiate at that higher rate, obligating for at least a year from the date of renegotiation.

(c) IP When Participating in an RB Agreement. An HPO who enters into an RB contract may also be eligible for IP for the same specialty at the amount in the HPS&I pay plan. An HPO who elects this option will continue IP eligibility, at the rate in effect at the time the RB agreement is effective, for each active year of the RB contract. Any renegotiation of either the RB or IP will require signing a new RB contract at the annual rate in effect at the time of signature, with an obligation that ends after the obligation of the original agreement.

(d) Effective Date. The effective date of IP will be calculated from the completion of the qualifying training plus 3 months.

e. RB

(1) Eligibility. To be eligible for an RB, an HPO must:

(a) Be below the grade of O-7.

(b) Meet one of the following requirements:

1. Have completed any AD or reserve duty service commitment incurred for any and all pre-commissioning education and training;

2. Have completed the SO for an AB (an individual eligible for an AB may decline the AB and accept the RB); or

(c) Have completed qualification for the specialty or subspecialty for which the RB is being paid before the beginning of the fiscal year during which a written agreement is executed.

(d) Enter into a written agreement to remain on AD or in an active status in the RC as an HPO for 2, 3, or 4 years, which is accepted by the Secretary concerned.

(2) General Provisions

(a) Subject to acceptance by the Secretary concerned, an HPO with an existing multiyear pay pursuant to subchapter I of chapter 5 of Reference (c), or with an RB contract pursuant to subchapter II of chapter 5 of Reference (c), may request termination of 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 contract. The new obligation period will not retroactively cover any portion or period that was executed in accordance with the prior contract.

(b) The Secretary concerned may pay an RB to HPOs based on their clinical specialty or subspecialty regardless of their ability to spend appropriate time in a clinical setting.

(3) SO. In calculating the SO for RBs:

(a) SOs for education and training and previous multiyear pay agreements will be served before serving the RB SO.

(b) If there are no education and training SOs, the RB SO will be served concurrently with the RB contract period and all non-education and training SOs. If the RB contract is executed before the start date of specialty education or training and no other education and training SO exists, the RB SO will be served concurrently with the RB contract period. However, if the RB contract is executed on or after the start date of specialty education or training, the HPO is obligated for the full specialty education or training period and the RB SO will begin 1 day after the specialty education or training SO is completed. Once an HPO has begun to serve an RB SO, the obligation will be served concurrently with any existing SO, including obligations for other special pay agreements or medical education and training obligations incurred after the execution date for that particular RB contract.

(c) Obligations for RB may be served concurrently with all other special pay contractual SOs.

(d) During the discharge of the SO associated with the HPLRP, individuals are eligible for RB. The RB SO is added to all HPLRP obligations.

f. BCP. To be eligible for BCP, an HPO must:

(1) Be entitled to basic pay under section 204 of Reference (c) or compensation under section 206 of Reference (c).

(2) Have a post-baccalaureate degree in a clinical specialty. A post-Master's certificate acceptable to the Secretary concerned can satisfy this requirement.

(3) Be certified by a professional board in a designated health profession clinical specialty.

(4) Be serving on AD or in an active status in the specialty of the board certification.

11. RC HEALTH PROFESSIONS STIPEND PROGRAM

a. Purpose. For the purpose of obtaining adequate numbers of commissioned officers in the RC who are qualified in health professions, the Secretaries of the Military Departments may establish and maintain a program to provide financial assistance pursuant to sections 16201

through 16204 of Reference (d) to persons engaged in training that leads to a degree in medicine or dentistry or training in a health professions specialty that is critically needed in wartime.

b. General Provisions

(1) The Secretary concerned will designate a manager for this Program.

(2) The stipends in this section may be offered in combination with one another, with all incurred SOs running consecutively (not concurrently) to fulfill the required payback period for each separate stipend.

(3) The Secretary concerned may agree to pay a financial stipend to a person engaged in health care education and training in return for a commitment to subsequent service in the SELRES of the Ready Reserve. The stipend amount will be designated in the HPS&I pay plan.

(4) The participant must sign an agreement specifying the required ADT and acknowledging the requirement to serve on AD in time of war or national emergency as provided by law for members of the RR. A participant contracted to serve in the SELRES will serve not less than 12 days of ADT each year during the period of service required by the agreement.

(5) Failure to complete training:

(a) A Program participant who is dropped from the Program for deficiency in training, or for other reasons, will be required, at the discretion of the Secretary concerned, to:

1. Perform 1 year of AD for each year (or part thereof) that the participant received a stipend; or

2. Comply with the repayment provisions of section 303a(e) of Reference (c).

(b) The Secretary concerned may relieve a participant who is dropped from the Program of any requirement of the Program, but such relief will not relieve the participant from any military obligation imposed by any other law.

(6) A participant may not receive a stipend in accordance with this program and section 2107 of Reference (d) simultaneously.

c. Medical and Dental School Students

(1) Eligibility. To be eligible, a person will:

(a) Be eligible to be appointed as an officer in an RC.

(b) Be enrolled or have been accepted for enrollment in an accredited institution in a course of study that results in a degree in medicine or dentistry.

(c) Sign an agreement that, unless sooner separated, the person will:

1. Complete the educational phase of the Program.

2. Accept a reappointment or redesignation within the person's RC, if tendered, based upon the person's health profession, following satisfactory completion of the educational and intern programs.

3. Participate in a residency program.

4. Apply for, if eligible, and accept, if offered, residency training in a health profession skill which has been designated by the ASD(HA) in the HSP&I pay plan as a critically needed wartime skill.

(2) Payment of Stipend. A stipend will be paid for the period or the remainder of the period that a participant is satisfactorily progressing toward a degree in medicine or dentistry while enrolled in an accredited medical or dental school. A stipend will not be paid until a participant has been appointed, designated, or assigned as an officer for service in the RR.

(3) SO

(a) The participant will agree to serve, upon successful completion of the program, 1 year in the SELRES for each 6 months, or part thereof, for which the stipend is paid.

(b) In the case of a participant who enters into a subsequent agreement in accordance with paragraph 11d of this enclosure, and successfully completes residency training in a specialty designated in the HSP&I pay plan as one critically needed by the person's Military Department in wartime, the requirement to serve in the SELRES may be reduced to one year for each year, or part thereof, for which the stipend was paid while enrolled in medical or dental school.

d. Physicians and Dentists in Critical Wartime Specialties

(1) Eligibility. To be eligible, a person will:

(a) Be a graduate of an accredited medical school or dental school.

(b) Be eligible for appointment, designation, or assignment as a medical officer or dental officer in an RC, or have been appointed as a medical or dental officer in an RC.

(c) Be enrolled or have been accepted for enrollment in a residency program for physicians or dentists in a medical or dental specialty designated in the HPS&I pay plan as a specialty critically needed by the person's Military Department in wartime.

(2) Payment of Stipend. A stipend will be paid for the period or the remainder of the period of the residency program in which the participant enrolls or is enrolled. A stipend will not

be paid until a participant has been appointed, designated, or assigned as a medical or dental officer for service in the RR.

(3) SO. The participant will agree to serve, upon successful completion of the program, 1 year in the SELRES for each 6 months, or part thereof, for which the stipend is paid.

e. Registered Nurses in Critical Specialties

(1) Eligibility. To be eligible, a person will:

(a) Be a registered nurse.

(b) Be eligible for appointment as:

1. A Reserve officer for service in the Army Reserve in the Army Nurse Corps;

2. A Reserve officer for service in the Navy Reserve in the Navy Nurse Corps; or

3. A Reserve officer for service in the Air Force Reserve with a view to designation as an Air Force nurse pursuant to section 8067(e) of Reference (d).

(c) Be enrolled or have been accepted for enrollment in an accredited program in nursing in a specialty designated in the HPS&I pay plan as a specialty critically needed by the person's Military Department in wartime.

(2) Payment of Stipend. A stipend will be paid for the period or the remainder of the period of the nursing program in which the participant enrolls or is enrolled. A stipend will not be paid until a participant has been appointed as a Reserve officer for service in the RR in a Nurse Corps or as a nurse.

(3) SO. The participant will agree to serve, upon successful completion of the program, 1 year in the SELRES for each 6 months, or part thereof, for which the stipend is paid.

f. Baccalaureate Students in Nursing or Other Health Professions

(1) Eligibility. To be eligible, a person will:

(a) Upon completion of the program be eligible to be appointed, designated, or assigned as a Reserve officer for duty as a nurse or other health professional.

(b) Be enrolled or have been accepted for enrollment in the third or fourth year of:

1. An accredited baccalaureate nursing program; or

2. Any other accredited baccalaureate program leading to a degree in a health-care profession designated in the HPS&I pay plan as a profession critically needed by the person's Military Department in wartime.

(2) Payment of Stipend. A stipend will be paid for the period or the remainder of the period of the baccalaureate program in which the participant enrolls or is enrolled. A stipend will not be paid until a participant has enlisted in the RR.

(3) SO. The participant will agree to serve, upon graduation from the baccalaureate program, 1 year in the SELRES for each year, or part thereof, for which the stipend is paid.

g. Mental Health Professionals in Critical Wartime Specialties

(1) Eligibility. To be eligible, a person will:

(a) Be eligible to be appointed as an officer in an RC.

(b) Be enrolled or have been accepted for enrollment in an institution in a course of study that results in a degree in clinical psychology or social work.

(c) Sign an agreement that, unless sooner separated, the person will:

1. Complete the educational phase of the program.

2. Accept a reappointment or redesignation within the person's RC, if tendered, based upon the person's health profession, following satisfactory completion of the educational and intern programs.

3. Participate in a residency program if required for clinical licensure in a mental health profession skill.

4. Apply for, if eligible, and accept, if offered, residency training in a mental health profession skill that has been designated in the HPS&I pay plan as a critically needed wartime skill.

(2) Payment of Stipend. A stipend will be paid for the period or the remainder of the period that the participant is satisfactorily progressing toward a degree in clinical psychology or social work while enrolled in a school accredited in the designated mental health discipline. A stipend will not be paid until a participant has been appointed, designated, or assigned as an officer for service in the SELRES.

(3) SO. The participant will agree to serve, upon successful completion of the program, 1 year in the SELRES for each 6 months, or part thereof, for which the stipend is paid.

12. RC HPLRP (RCHPLRP)

a. Purpose. To provide an incentive program to maintain adequate numbers of commissioned officers in the SELRES who are qualified in health professions needed to meet critical wartime combat medical skill shortages.

b. Administration. The RCHPLRP will be managed at the Service level pursuant to section 16302 of Reference (d). The Secretary concerned will appoint a program manager for this program. The Secretary concerned may prescribe additional requirements and standards regarding eligibility.

c. Eligibility. To be eligible for the RCHPLRP, an officer will:

(1) Possess professional qualifications, or be enrolled in a program of education leading to professional qualifications, in a health profession that is needed in order to meet identified critical wartime combat medical skill shortages as identified in the HPS&I pay plan;

(2) Be performing satisfactory service as an officer in the SELRES;

(3) Be assigned to a position requiring the specialty for which the officer is eligible to receive a loan repayment incentive.

(4) Have completed a basic military officer indoctrination course or have equivalent credit as authorized by proper authority.

d. Repayment of Qualified Loans

(1) The Secretary concerned may repay:

(a) A loan made, insured, or guaranteed pursuant to chapter 28, subchapter IV, part B, of Title 20, U.S.C. (Reference (w)).

(b) A loan made pursuant to chapter 28, subchapter IV, part C, of Reference (w).

(c) A loan made pursuant to chapter 28, subchapter IV, part D, of Reference (w) after October 1, 1975.

(d) A health professions education loan made or insured pursuant to chapter 6A, subchapter V, part A, or subchapter VI, part E, of Title 42, U.S.C. (Reference (x)).

(e) A loan made, insured, or guaranteed through a recognized financial or educational institution if that loan was used to finance education regarding a basic professional qualifying degree or graduate education in a health profession that the Secretary of Defense determines is critically needed to meet identified wartime combat medical skill shortages, as identified in the HPS&I pay plan.

(2) Qualified loans to participants are for the actual costs paid for tuition and other reasonable educational expenses and reasonable living expenses relating to the attainment of a degree in a health profession eligible for the RCHPLRP. Qualified loans must have documentation that indicates the loan was incurred concurrently with the training received in a health professions school. If health professions educational loans are refinanced, the original documentation of the loan(s) will be submitted to the Secretary concerned to establish the simultaneous nature of such loans. The loan must have been secured at least 1 year before the repayment date.

(3) An RCHPLRP loan repayment may consist of payment of the principal, interest, and related expenses of a loan obtained by an eligible person for reasonable educational expenses and reasonable living expenses incurred during attendance at an accredited educational institution. The amount of the loan to be repaid for living expenses will not exceed the annual stipend amount authorized for participants of the AFHPSP.

(4) The amount of repayment of any loan on behalf of any officer will be determined on the basis of each complete year of satisfactory service as an officer in the SELRES and performed by the officer after the date on which the loan was made.

(5) The annual maximum award amount that the Secretary concerned may grant a program participant will be issued in the HPS&I pay plan. The repayment will not exceed the outstanding balance. The borrower will not be reimbursed for payments already made on loans.

(6) The loan repayments will be paid to the lending institution on behalf of the officer. Loans in default are not authorized for repayment.

(7) Loan repayment benefits are taxable, requiring that a portion of the annual benefit be withheld for tax and not be paid to the lending institution. The officer is responsible for paying the portion of the benefit representing taxes withheld to the lending institution. This provision is to be applied in accordance with current tax authority.

(8) An individual who enters the SELRES through the RCHPLRP is not eligible to remain enrolled in the MGIB AD program. This does not apply to individuals who qualified for MGIB AD benefits during a period of service completed before entry into health professions training. An individual in the SELRES is not precluded from using the MGIB-SELRES or the Post-9/11 GI Bill and RCHPLRP benefits as long as the individual completes the length of service required for the MGIB-SR, or the Post 9/11 GI Bill in addition to the RCHPLRP SO.

GLOSSARY

PART I. ABBREVIATIONS AND ACRONYMS

AB	accession bonus
AD	active duty
ADHPLRP	Active Duty Health Professions Loan Repayment Program
ADO	active duty obligation
ADT	active duty for training
AFHPSP	F. Edward Hebert Armed Forces Health Professions Scholarship Program
ASD(HA)	Assistant Secretary for Defense for Health Affairs
ASD(M&RA)	Assistant Secretary for Defense for Manpower and Reserve Affairs
BCP	board certified pay
CSP	consolidated special pays
D.D.S.	doctor of dental surgery
D.M.D.	doctor of dental medicine
D.O.	doctor of osteopathic medicine
D.V.M.	doctor of veterinary medicine
DFAS	Defense Finance and Accounting Service
DMDC	Defense Manpower Data Center
DoDD	DoD Directive
DoDI	DoD Instruction
FAP	Financial Assistance Program
GPE	graduate professional education
HCP	health care provider
HMPDS	Health Manpower and Personnel Data System
HPLRP	health professions loan repayment programs
HPO	health professions officer
HPS&I	health professions special and incentive
IP	incentive pay
IRR	Individual Ready Reserve
M.D.	doctor of medicine
MGIB	Montgomery GI Bill
MRD	mandatory retirement or removal date
MSO	military service obligation
MTAS	minimum term of active service

RB	retention bonus
RC	Reserve Component
RCHPLRP	Reserve Component Health Professions Loan Repayment Program
SELRES	Selected Reserve
SO	service obligation(s)
U.S.C.	United States Code
USD(P&R)	Under Secretary of Defense for Personnel and Readiness
V.M.D.	Veterinariae Medicinae Doctoris

PART II. DEFINITIONS

Unless otherwise noted, these terms and their definitions are for the purposes of this instruction.

accredited educational institution. An educational institution accredited by an agency that is on the list of nationally recognized accrediting agencies published by the Secretary of Education. A list of accredited institutions is maintained by the Department of Education at: <http://ope.ed.gov/accreditation/>.

commercial loans. Loans made by banks, credit unions, savings and loan associations, insurance companies, schools, and other financial or credit institutions that are subject to examination and supervision in their capacity as lenders by an agency of the United States or by the State in which the lender has its principal place of business.

fully qualified health professional. A fully-trained or licensed, registered, or certified health professional (non-HCP) who meets the Secretary concerned requirements for accession or retention on AD.

government loans. Loans made by federal, State, county, or city agencies authorized by law to make such loans.

GPE. The education that begins after completion of the basic professional degree and is comprised of internships, residencies, and fellowships completed by physicians, dentists, veterinarians, or other health care specialists in their respective professional fields.

HCP. A Service member providing direct patient care who has been granted privileges to diagnose, initiate, alter, or terminate health care treatment regimens within the scope of the member's license, certification, or registration.

HPO. Officers designated as a medical officer, dental officer, veterinary officer, medical service officer or biomedical sciences officer, medical specialist, or a nurse.

long-term health or health-related education and training. Full-time DoD-subsidized (military sponsored) health or health-related education or training in a military or civilian facility for 26 weeks or more, including education or training received in preparation for commissioning as an HPO.

personally identifiable information. Defined in Reference (j).

reasonable educational expenses. The costs of education that are considered by a participant's school to be required by the school's degree program. Such expenses may include tuition, fees, books, supplies, educational equipment and materials, clinical travel, and other expenses that are part of the estimated standard student budget of the school in which the participant was enrolled and are commensurate with educational expenses authorized by the AFHPSP or the FAP.

reasonable living expenses. The room and board, transportation and commuting, and other costs incurred during an individual's attendance at a college, university, or health professions school, as estimated each year by the school as part of the school's standard student budget.

specialty qualification. A status that is granted when advanced training is completed at an accredited institution in a health profession specialty beyond the basic education required for appointment as an HPO.