

SPECIAL PAY FOR BOARD CERTIFICATION

1. REASON FOR ISSUE: This Veterans Health Administration (VHA) Directive revises policies and procedures for paying physicians and dentists special pay for board certification.

2. SUMMARY OF MAJOR CHANGES: This issuance:

a. Recognizes as creditable for special pay purposes all general and special certificates issued by examining boards of the American Board of Medical Specialties, the Bureau of Osteopathic Specialists (BOS) and the American Dental Association except those granted for specialization in the treatment of infants, children or young adults.

b. Recognizes as creditable for special pay purposes all Certificates of Added Qualifications issued by BOS examining boards except those granted for specialization in the treatment of infants, children or young adults.

c. Provides that Fellowships in the American Academy of Osteopathy are no longer creditable for special pay purposes. Employees currently receiving special pay based on these Fellowships will continue to receive special pay for board certification as long as their current special pay agreements remain in effect.

d. Clarifies the effective date of special pay for board certification.

3. RELATED ISSUE: None.

4. RESPONSIBLE OFFICE: The Office of Human Resources Management (051) is responsible for the contents of this directive.

5. RESCISSIONS: VHA Supplement to MP-5, Part II, Chapter 3, Section B, Paragraph 3B.05 and Appendix 3B-A, dated October 30, 1998, are rescinded.

6. RECERTIFICATION: The document is scheduled for recertification on/before the last working day of June 2005.

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Acting Under Secretary for Health

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SPECIAL PAY FOR BOARD CERTIFICATION

1. PURPOSE AND SCOPE. This Veterans Health Administration (VHA) Directive contains policies and requirements for paying physicians and dentists special pay for board certification.

2. POLICY

a. Eligibility

(1) Eligibility for this component of special pay is restricted to physicians and dentists who present documentation (copy of certificate or letter from the examining board) that they are currently certified as having met the full requirements of an American examining board creditable for special pay purposes (see following subpar. 2b).

(2) Eligibility for this component of special pay terminates if the board certification no longer meets the requirements of preceding subparagraph 2a(1) or following subparagraph 2b. Loss of a general certificate also terminates eligibility to receive special pay for a special certificate or a certificate of added qualifications that is based on possession of the general certificate.

b. Creditable Board Certificates

(1) Only certification from a specialty board that is a member of the American Board of Medical Specialties, a specialty board recognized by the Bureau of Osteopathic Specialists (BOS), or the American Dental Association is creditable for special pay purposes. All certificates issued by these organizations, except those granted for specialization in the treatment of infants, children, or young adult, have been determined to be related to the Department of Veterans Affairs (VA)'s health care mission.

(2) Only certificates of Added Qualifications issued by a specialty board that is a member of BOS, except those granted for specialization in the treatment of infants, children, or young adults, have been determined to be related to VA's health care mission and are creditable for special pay purposes.

(3) Fellowship in the American Academy of Osteopathy is no longer creditable for special pay for board certification. The American Osteopathic Association no longer considers the Fellowship and certification processes to be the same. Accordingly, VHA is discontinuing special pay for board certification based on attainment of a Fellowship in the American Academy of Osteopathy. Employees currently receiving special pay based on the Fellowship will continue to receive special pay for board certification as long as their current special pay agreement remains in effect.

(4) Current general certificates, special certificates, and certificates of added qualifications that have been issued by examining boards identified in preceding subparagraphs 2b(1) and 2b(2) continue to be creditable for special pay purposes even if the certificate is no longer issued by the board or is issued under another title.

(5) A current list of the general certificates, special certificates, and certificates of added qualifications creditable for special pay is contained in Appendix A of this Directive. **NOTE:** *Updates to the list will be made available on the Office of Human Resources website: <http://vaww.va.gov/ohrm>.*

c. **Verifying Possession of Board Certification.** Possession of board certification may be verified using documentation in the employee's credentialing and privileging folder. If such documentation is not available, verification must parallel existing credentialing requirements (see VHA Handbook 1100.19 and VHA Supplement to MP-5, Pt. II, Ch. 2, subpa. 2.49d(1)).

d. **Special Advancements for Achievement and Appointments based on Superior Qualifications.** Physicians or dentists receiving or to receive special pay under this directive may not receive special advancements under MP-5, Part II, Chapter 5 based on attainment of board certification. Similarly, physicians or dentists who will receive special pay under this directive shall not be appointed at initial rates of pay above the minimum rate of the grade based on superior qualifications (see VHA Supp. to MP-5, Pt. II, Ch. 2, par. 2.26) if those higher rates are to be based solely on board certification. This does not preclude appointment at higher rates if the higher rate is based on considerations other than board certification.

e. **Effective Dates**

(1) Special pay for board certification is effective the latest of:

(a) The date the special pay agreement is entered into;

(b) The first day of the first pay period following the effective date of the certification, as specified on the certificate or letter from the specialty board; or

(c) The first day of the first pay period in the month in which the individual becomes certified (as established by the date of notification from the applicable Board), if no date is specified on the certificate.

(2) The termination of special pay for board certification is effective:

(a) The last day of the pay period in which the employee is no longer board certified; or

(b) The last day of the current special pay agreement for employees receiving special pay for board certification based on a Fellowship in the American Academy of Osteopathy.

Special Retroactive Implementation Provision. Individuals who were employed in the VHA and were in possession of general or special certificates newly recognized with the issuance of this policy will be entitled to retroactive pay for any additional special pay for board certification. The effective date for the retroactive pay entitlement will be October 10, 1999, the first day of the first pay period after October 4, 1999, the date the Under Secretary for Health approved payment of special pay for the additional specialty and subspecialty board certifications. Individuals who received board certification after October 10, 1999, but before the issuance of this policy will be eligible for retroactive special pay for board certification as determined by the provisions of subparagraph 2e(1). **NOTE:** *Employees need not sign new*

special pay agreements to receive special pay for the certification.

3. ACTION. It is VHA policy that physicians and dentists will be paid special pay in the amount of \$2,000 per annum for the first creditable general (specialty) certificate they attain. They will be paid an additional \$500 per annum upon attaining either a creditable special (subspecialty) certificate or a second creditable general certificate.

4. REFERENCES

- a. Title 38 United States Code 501(a), 7304, 7403(a), 7421 and 7431-7440.
- b. MP-5, Part II, Chapter 2, Section B, paragraph 15b, and Chapter 3, Section B., paragraph 5h.
- c. VHA Handbook 1100.19.
- d. VHA Supplement to MP-5, Part II, Chapter 2.

**GENERAL AND SPECIAL CERTIFICATES
CREDITIBLE FOR SPECIAL PAY
FOR BOARD CERTIFICATION**

1. ALLOPATHIC GENERAL CERTIFICATES WHICH ARE
CREDITABLE FOR SPECIAL PAY (RESPONSIBLE BOARD)

TIME LIMIT/COMMENTS (NOTE:
Time limits do not apply if certificate
awarded before time limitation was
effective.)

Aerospace Medicine (Preventive Medicine)	10 Yrs.
Allergy & Immunology (Allergy & Immunology)	10 Yrs.
Anatomic Pathology (Pathology)	None
Anatomic Pathology & Clinical Pathology (Pathology)	None. Considered 2 certificates. Employee receives \$2,500 board certification pay.
Anesthesiology (Anesthesiology)	10 Yrs.
Clinical Biochemical Genetics (Medical Genetics)	10 Yrs. Creditible for special pay on or after 10/10/99.
Clinical Cytogenetics (Medical Genetics)	10 Yrs. Creditible for special pay on or after 10/10/99.
Clinical Genetics-M.D. (Medical Genetics)	10 Yrs. Creditible for special pay on or after 10/10/99.
Clinical Molecular Genetics (Medical Genetics)	10 Yrs. Creditible for special pay on or after 10/10/99.
Clinical Pathology (Pathology)	None
Colon & Rectal Surgery (Colon & Rectal Surgery)	None
Dermatology (Dermatology)	10 Yrs.
Diagnostic Radiology (Radiology)	10 Yrs.
Emergency Medicine (Emergency Medicine)	10 Yrs.
Family Practice (Family Practice)	7 Yrs.
General Preventive Medicine (Preventive Medicine)	Now Pub. Hlth. & Gen. Prev. Med.
Internal Medicine (Internal Medicine)	10 Yrs.
Neurological Surgery (Neurological Surgery)	10 Yrs.
Neurology (Psychiatry & Neurology)	10 Yrs.
Neurology with Special Qualifications in Child Neurology (Psychiatry & Neurology)	10 Yrs. Creditible for special pay on or after 10/10/99.
Nuclear Medicine (Nuclear Medicine)	10 Yrs.
Obstetrics and Gynecology (Obstetrics & Gynecology)	10 Yrs.
Occupational Medicine (Preventive Medicine)	10 Yrs.
Ophthalmology (Ophthalmology)	10 Yrs.
Orthopaedic Surgery (Orthopaedic Surgery)	10 Yrs.
Otolaryngology (Otolaryngology)	None
Pathology (Pathology)	No longer issued
Physical Medicine & Rehabilitation (Physical Medicine & Rehabilitation)	10 Yrs.
Plastic Surgery (Plastic Surgery)	10 Yrs.
Psychiatry (Psychiatry & Neurology)	10 Yrs.

Psychiatry & Neurology (combined cert.) (Psychiatry & Neurology)	Issued prior to 1969. Considered 1 certificate.
Public Health (Preventive Medicine)	Now Pub. Hlth. & Gen. Prev. Med.
Public Health & General Preventive Medicine (Preventive Medicine)	10 Yrs.
Radiology (Radiology)	10 Yrs.
Radiation Oncology (Radiology)	10 Yrs.
Radiological Physics (Radiology)	10 Yrs. Effective 2002. Creditible for special pay on or after 10/10/99.
Surgery (Surgery)	10 Yrs.
Therapeutic Radiology (Radiology)	Now Radiation Oncology
Thoracic Surgery (Thoracic Surgery)	10 Yrs.
Urology (Urology)	10 Yrs.

2. ALLOPATHIC GENERAL CERTIFICATES WHICH ARE NOT CREDITABLE FOR SPECIAL PAY (RESPONSIBLE BOARD)

TIME LIMIT/COMMENTS (NOTE: Time limits do not apply if certificate awarded before time limitation was effective.)

Pediatrics (Pediatrics)	7 Yrs.
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3. ALLOPATHIC SPECIAL CERTIFICATES WHICH ARE CREDITABLE FOR SPECIAL PAY PURPOSES (RESPONSIBLE BOARD)

TIME LIMIT/COMMENTS (NOTE: Time limits do not apply if certificate awarded before time limitation was effective.)

Addiction Psychiatry (Psychiatry & Neurology)	10 Yrs.
Blood Banking (Pathology)	Now Blood Banking/Trans. Med.
Blood Banking/Transfusion Medicine (Pathology)	None
Cardiovascular Disease (Internal Medicine)	10 Yrs.
Chemical Pathology (Pathology)	None
Clinical & Laboratory Immunology (Allergy & Immunology)	10 Yrs.
Clinical & Laboratory Immunology (Internal Medicine)	10 Yrs.
Clinical & Laboratory Dermatological Immunology (Dermatology)	None
Clinical Cardiac Electrophysiology (Internal Medicine)	10 Yrs. Must hold special certificate in Cardiovascular Disease. Creditible for special pay on or after 10/10/99.
Clinical Neurophysiology (Psychiatry & Neurology)	10 Yrs.
Critical Care Medicine (Anesthesiology)	10 Yrs.
Critical Care Medicine (Internal Medicine)	10 Yrs.
Critical Care Medicine (Obstetrics & Gynecology)	10 Yrs.
Cytopathology (Pathology)	None
Dermatological Immunology (Dermatology)	Now Clinical & Laboratory Immunology
Dermatopathology (Dermatology)	None
Dermatopathology (Pathology)	None
Diagnostic & Laboratory Immunology (Internal Medicine)	Now Clinical & Laboratory Immunology
Diagnostic Laboratory Immunology (Allergy and Immunology)	Now Clinical & Laboratory Immunology
Endocrine, Diabetes and Metabolism (Internal Medicine)	10 Yrs.
Endocrinology & Metabolism (Internal Medicine)	Now Endocrine, Diabetes &

	Metabolism
Forensic Pathology (Pathology)	None
Forensic Psychiatry (Psychiatry & Neurology)	10 Yrs.
Gastroenterology (Internal Medicine)	10 Yrs.
General Vascular Surgery (Surgery)	10 Yrs.
Geriatric Medicine (Internal Medicine)	10 Yrs.
Geriatric Medicine (Family Practice)	10 Yrs.
Geriatric Psychiatry (Psychiatry & Neurology)	10 Yrs.
Gynecologic Oncology (Obstetrics & Gynecology)	10 Yrs.
Hand Surgery (Orthopaedic Surgery)	10 Yrs.
Hand Surgery (Plastic Surgery)	10 Yrs.
Hematology (Internal Medicine)	10 Yrs.
Hematology (Pathology)	None
Immunopathology (Pathology)	None
Infectious Disease (Internal Medicine)	10 Yrs.
<i>Interventional Cardiology (Internal Medicine)</i>	<i>10 Yrs. Creditible for special pay on or after 10/10/99.</i>
<i>Maternal - Fetal Medicine (Obstetrics & Gynecology)</i>	<i>10 Yrs. Creditible for special pay on or after 10/10/99.</i>
Medical Microbiology (Pathology)	None
Medical Oncology (Internal Medicine)	10 Yrs.
<i>Medical Toxicology (Emergency Medicine)</i>	<i>10 Yrs. Creditible for special pay on or after 10/10/99.</i>
<i>Medical Toxicology (Preventive Medicine)</i>	<i>10 Yrs. Creditible for special pay on or after 10/10/99.</i>
<i>Molecular Genetic Pathology (Medical Genetics)</i>	<i>10 Yrs. Creditible for special pay on or after 10/10/99.</i>
<i>Molecular Genetic Pathology (Pathology)</i>	<i>None. Creditible for special pay on or after 10/10/99.</i>
Nephrology (Internal Medicine)	10 Yrs.
Neuropathology (Pathology)	None
Neuroradiology (Radiology)	10 Yrs.
Nuclear Medicine (Nuclear Medicine)	Now issued as general certificate
Nuclear Radiology (Radiology)	10 Yrs.
<i>Neurodevelopmental Disabilities (Psychiatry and Neurology)</i>	<i>10 Yrs. Creditible for special pay on or after 10/10/99.</i>
<i>Otology/Neurotology (Otolaryngology)</i>	<i>10 Yrs. Creditible for special pay on or after 10/10/99.</i>
<i>Pain Management (Anesthesiology)</i>	<i>10 Yrs. Creditible for special pay on or after 10/10/99.</i>
<i>Pain Management (Physical Medicine and Rehabilitation)</i>	<i>10 Yrs. Creditible for special pay on or after 10/10/99.</i>
<i>Pain Management (Psychiatry and Neurology)</i>	<i>10 Yrs. Creditible for special pay on or after 10/10/99.</i>
<i>Plastic Surgery Within the Head and Neck (Otolaryngology)</i>	<i>10 Yrs. Creditible for special pay on or after 10/10/99.</i>
<i>Plastic Surgery Within the Head and Neck (Plastic Surgery)</i>	<i>10 Yrs. Creditible for special pay on or after 10/10/99.</i>
Pulmonary Disease (Internal Medicine)	10 Yrs.

Radioisotopic Pathology (Radiology)	Now Nuclear Radiology
Reproductive Endocrinology (Obstetrics & Gynecology)	10 Yrs.
Rheumatology (Internal Medicine)	10 Yrs.
Spinal Cord Injury Medicine (Physical Medicine & Rehabilitation)	10 Yrs. Creditible for special pay on or after 10/10/99.
Sports Medicine (Emergency Medicine)	10 Yrs. Creditible for special pay on or after 10/10/99.
Sports Medicine (Family Practice)	10 Yrs. Creditible for special pay on or after 10/10/99.
Sports Medicine (Internal Medicine)	10 Yrs. Creditible for special pay on or after 10/10/99.
Surgery of the Hand (Surgery)	10 Yrs.
Surgical Critical Care (Surgery)	10 Yrs.
Undersea & Hyperbaric Medicine (Emergency Medicine)	10 Yrs. Creditible for special pay on or after 10/10/99.
Undersea & Hyperbaric Medicine (Preventive Medicine)	10 Yrs. Creditible for special pay on or after 10/10/99.
Undersea Medicine (Preventive Medicine)	10 Yrs.--All Expire by 2002. Becomes Undersea & Hyperbaric Medicine. Creditible for special pay on or after 10/10/99.
Vascular/Interventional Radiology (Radiology)	10 Yrs.

4. ALLOPATHIC SPECIAL CERTIFICATES WHICH ARE NOT CREDITABLE FOR SPECIAL PAY PURPOSES (RESPONSIBLE BOARD)

TIME LIMIT/COMMENTS (NOTE: Time limits do not apply if certificate awarded before time limitation was effective.)

Adolescent Medicine (Internal Medicine)	10 Yrs.
Adolescent Medicine (Pediatrics)	7 Yrs.
Child & Adolescent Psychiatry (Psychiatry & Neurology)	10 Yrs.
Clinical & Laboratory Immunology (Pediatrics)	7 Yrs.
Developmental-Behavioral Pediatrics (Pediatrics)	7 Yrs.
Medical Toxicology (Pediatrics)	7 Yrs.
Neonatal-Perinatal Medicine (Pediatrics)	7 Yrs.
Neurodevelopmental Disabilities (Pediatrics)	7 Yrs.
Pediatric Cardiology (Pediatrics)	7 Yrs.
Pediatric Critical Care Medicine (Pediatrics)	7 Yrs.
Pediatric Dermatology (Dermatology)	10 Yrs.
Pediatric Emergency Medicine (Emergency Medicine)	10 Yrs.
Pediatric Emergency Medicine (Pediatrics)	7 Yrs.
Pediatric Endocrinology (Pediatrics)	7 Yrs.
Pediatric Gastroenterology (Pediatrics)	7 Yrs.
Pediatric Hematology-Oncology (Pediatrics)	7 Yrs.
Pediatric Infectious Diseases (Pediatrics)	7 Yrs.
Pediatric Nephrology (Pediatrics)	7 Yrs.
Pediatric Otolaryngology (Otolaryngology)	10 Yrs.
Pediatric Pathology (Pathology)	None
Pediatric Pulmonology (Pediatrics)	7 Yrs.
Pediatric Radiology (Radiology)	10 Yrs.

Pediatric Rehabilitation Medicine (Physical Medicine and Rehabilitation)	10 Yrs.
Pediatric Rheumatology (Pediatrics)	7 Yrs.
Pediatric Surgery (Surgery)	10 Yrs.
Sports Medicine (Pediatrics)	7 Yrs.

5. OSTEOPATHIC GENERAL CERTIFICATES WHICH ARE CREDITABLE FOR SPECIAL PAY PURPOSES (RESPONSIBLE BOARD)

TIME LIMIT/COMMENTS (NOTE: Time limits do not apply if certificate awarded before time limitation was effective.)

Anatomic Pathology (Pathology)	10 Yrs.
Anatomic Pathology and Laboratory Medicine (Pathology)	10 Yrs.
Anatomic and Clinical Pathology (Pathology)	No Longer Issued
Anesthesiology (Anesthesiology)	None
Clinical Pathology (Pathology)	No Longer Issued
Dermatology (Dermatology)	None
Diagnostic Radiology (Radiology)	None
Diagnostic Roentgenology (Radiology)	No Longer Issued
Emergency Medicine (Emergency Medicine)	10 Yrs.
Facial Plastic Surgery (Otolaryngology-Head & Neck Surgery)	10 Yrs.
Family Practice (Family Physicians)	8 Yrs. Creditible for special pay on or after 10/10/99.
General Practice	No Longer Issued
General Vascular Surgery (Surgery) (May Also Be Special Certificate)	10 Yrs.
Internal Medicine (Internal Medicine)	10 Yrs.
Laboratory Medicine (Pathology)	10 Yrs.
Neurological Surgery (Surgery)	10 Yrs.
Neurology (Neurology & Psychiatry)	10 Yrs.
Neurology & Psychiatry (Neurology & Psychiatry)	No Longer Issued. Considered 1 certificate.
Nuclear Medicine (Nuclear Medicine)	10 Yrs.
Neuromusculoskeletal Medicine (Special Proficiency in Osteopathic Manipulative Medicine)	10 Yrs. Creditible for special pay on or after 10/10/99.
Obstetrics & Gynecologic Surgery (Obstetrics & Gynecology)	Now Obstetrics & Gynecology
Obstetrics & Gynecology (Obstetrics & Gynecology)	None
Ophthalmology (Ophthalmology)	10 Yrs.
Orthopedic Surgery (Orthopedic Surgery)	10 Yrs.
Oro-Facial Plastic Surgery (Otolaryngology-Head & Neck Surgery)	Now Facial & Plastic Surgery
Otolaryngology (Otolaryngology-Head & Neck Surgery)	10 Yrs.
Otorhinolaryngology (Otolaryngology-Head & Neck Surgery)	No longer issued
Otorhinolaryngology and Oro-Facial Surgery (one certificate) (Otolaryngology-Head & Neck Surgery)	Now Otolaryngology/Facial Plastic Surgery
Otolaryngology/Facial Plastic Surgery (Otolaryngology-Head & Neck Surgery)	10 Yrs. Effective 2002
Plastic and Reconstructive Surgery (Surgery)	10 Yrs.
Preventive Medicine/Aerospace Medicine (Preventive Medicine)	10 Yrs.

Preventive Medicine/Occupational-Environmental Medicine (Preventive Medicine)	10 Yrs.
Preventive Medicine/Public Health (Preventive Medicine)	10 Yrs.
Preventive Medicine/Occupational (Preventive Medicine)	Now Prev. Med./Occ.-Envir.-Med.
Proctology (Proctology)	None
Psychiatry (Neurology & Psychiatry)	10 Yrs.
Radiation Oncology (Radiology)	None
Radiation Therapy (Radiology)	Now Radiation Oncology
Radiology (Radiology)	No longer issued
Rehabilitation Medicine (Rehabilitation Medicine)	None
Roentgenology (Radiology)	No longer issued
Special Proficiency in Osteopathic Manipulative Medicine (Special Proficiency in Osteopathic Manipulative Medicine)	10 Yrs. Holders of Special Proficiency in Osteopathic Medicine prior to 7/99 may have title of certificate changed on completion of additional examination. Becomes Neuromusculoskeletal Medicine effective 2000.
Surgery (General) (Surgery)	10 Yrs.
Thoracic Cardiovascular Surgery (Surgery)	10 Yrs.
Urological Surgery (Surgery)	10 Yrs.

6. OSTEOPATHIC GENERAL CERTIFICATES WHICH ARE NOT CREDITABLE FOR SPECIAL PAY PURPOSES (RESPONSIBLE BOARD)

TIME LIMIT/COMMENTS (NOTE: Time limits do not apply if certificate awarded before time limitation was effective.)

Fellow American Academy of Osteopathy (NA)

Not creditable for special pay agreements signed on and after the date of this directive.

Pediatrics (Pediatrics)

7 Yrs.

7. OSTEOPATHIC CERTIFICATES OF SPECIAL OR ADDITIONAL QUALIFICATIONS WHICH ARE CREDITABLE FOR SPECIAL PAY PURPOSES (RESPONSIBLE BOARD)

TIME LIMIT/COMMENTS (NOTE: Time limits do not apply if certificate awarded before time limitation was effective.)

Addiction Medicine (Anesthesiology)

None. Creditible for special pay on or after 10/10/99.

Addiction Medicine (Family Physicians)

8 Yrs. Creditible for special pay on or after 10/10/99.

Addiction Medicine (Internal Medicine)

10 Yrs. Creditible for special pay on or after 10/10/99.

Addiction Medicine (Neurology and Psychiatry)

10 Yrs. Creditible for special pay on or after 10/10/99.

Allergy/Immunology (Internal Medicine)

10 Yrs.

Angiography and Interventional Radiology (Radiology)

Now Vascular and Interventional Radiology.

Blood Banking/Transfusion Medicine (Pathology)

10 Yrs. Creditible for special pay on or after 10/10/99.

Body Imaging (Radiology)	None. Creditible for special pay on or after 10/10/99.
Cardiology (Internal Medicine)	10 Yrs.
Chemical Pathology (Pathology)	10 Yrs. Creditible for special pay on or after 10/10/99.
Clinical Cardiac Electrophysiology (Internal Medicine)	10 Yrs. Creditible for special pay on or after 10/10/99.
Critical Care Medicine (Anesthesiology)	None. Creditible for special pay on or after 10/10/99.
Critical Care Medicine (Internal Medicine)	10 Yrs. Creditible for special pay on or after 10/10/99.
Cytopathology (Pathology)	10 Yrs. Creditible for special pay on or after 10/10/99.
Dermatopathology (Dermatology)	None. Creditible for special pay on or after 10/10/99.
Dermatopathology (Pathology)	10 Yrs. Creditible for special pay on or after 10/10/99.
Diagnostic Ultrasound (Radiology)	None. Creditible for special pay on or after 10/10/99.
Emergency Medical Services (Emergency Medicine)	10 Yrs. Creditible for special pay on or after 10/10/99.
Endocrinology (Internal Medicine)	10 Yrs.
Forensic Pathology (Pathology)	10 Yrs.
Gastroenterology (Internal Medicine)	10 Yrs.
General Vascular Surgery (Surgery) (May also be General Certificate)	10 Yrs.
Geriatric Medicine (Family Physicians)	8 Yrs. Creditible for special pay on or after 10/10/99.
Geriatric Medicine (Internal Medicine)	10 Yrs. Creditible for special pay on or after 10/10/99.
Gynecologic Oncology (Obstetrics & Gynecology)	None
Hand Surgery (Surgery)	No longer issued
Hematology (Internal Medicine)	10 Yrs.
Hematology (Pathology)	10 Yrs.
Hematology/Oncology (Internal Medicine)	10 Yrs. Considered 1 certificate, but now issued as separate special certificates.
Immunopathology (Pathology)	10 Yrs. Creditible for special pay on or after 10/10/99.
Infectious Disease (Internal Medicine)	10 Yrs.
In Vivo and In Vitro Nuclear Medicine (Nuclear Medicine)	10 Yrs. Creditible for special pay on or after 10/10/99.
Maternal and Fetal Medicine (Obstetrics & Gynecology)	None. Creditible for special pay on or after 10/10/99.
Medical Diseases of the Chest (Internal Medicine)	10 Yrs. Now Pulmonary Diseases
Medical Microbiology (Pathology)	10 Yrs. Creditible for special pay on or after 10/10/99.
Medical Toxicology (Emergency Medicine)	10 Yrs. Creditible for special pay on or after 10/10/99.

MOHS-Micrographic Surgery (Dermatology)

Nephrology (Internal Medicine)
Neurology/Psychiatry (Neurology & Psychiatry)

Neuropathology (Pathology)

Neuroradiology (Radiology)
Nuclear Cardiology (Nuclear Medicine)

Nuclear Imaging and Therapy (Nuclear Medicine)

Nuclear Radiology (Radiology)

Occupational Medicine (Preventive Medicine)

Oncology (Internal Medicine)
Pain Management (Anesthesiology)

Psychiatry/Neurology (Psychiatry & Neurology)

Pulmonary Diseases (Internal Medicine)
Radiation Therapy (Radiology)
Reproduction Endocrinology (Obstetrics & Gynecology)
Rheumatology (Internal Medicine)

Sports Medicine (Emergency Medicine)

Sports Medicine (Family Physicians)

Sports Medicine (Internal Medicine)

Sports Medicine (Rehabilitation Medicine)

Sports Medicine (Spec. Prof. In Osteopathic Manipulative Medicine)

Surgical Critical Care (Surgery)

Vascular and Interventional Radiology (Radiology)

None. Creditible for special pay on or after 10/10/99.

10 Yrs.

No longer issued. Considered 1 certificate.

10 Yrs. Creditible for special pay on or after 10/10/99.

None

10 Yrs. Creditible for special pay on or after 10/10/99.

10 Yrs. Creditible for special pay on or after 10/10/99.

None. Creditible for special pay on or after 10/10/99.

10 Yrs. Creditible for special pay on or after 10/10/99.

10 Yrs.

None. Creditible for special pay on or after 10/10/99.

No Longer Issued. Considered 1 certificate.

10 Yrs.

No Longer Issued.

None

10 Yrs.

10 Yrs. Creditible for special pay on or after 10/10/99.

8 Yrs. Creditible for special pay on or after 10/10/99.

10 Yrs. Creditible for special pay on or after 10/10/99.

None. Creditible for special pay on or after 10/10/99.

10 Yrs. Creditible for special pay on or after 10/10/99.

10 Yrs. Creditible for special pay on or after 10/10/99.

None. Formerly Angiography & Interventional Radiology.

9. OSTEOPATHIC CERTIFICATES OF SPECIAL OR ADDITIONAL QUALIFICATIONS WHICH ARE NOT CREDITABLE FOR SPECIAL PAY PURPOSES (RESPONSIBLE BOARD)

TIME LIMIT/COMMENTS (NOTE: Time limits do not apply if certificate awarded before time limitation was effective.)

Adolescent/Young Adult Medicine (Pediatrics)
Adolescent/Young Adult Medicine (Family Physicians)
Child/Adolescent Psychiatry (Neurology & Psychiatry)
Child/Adolescent Neurology (Neurology & Psychiatry)
Neonatology (Pediatrics)

7 Yrs.

8 Yrs.

10 Yrs.

10 Yrs.

7 Yrs.

Pediatric Allergy/Immunology (Pediatrics)	7 Yrs.
Pediatric Cardiology (Pediatrics)	7 Yrs.
Pediatric Endocrinology (Pediatrics)	7 Yrs.
Pediatric Hematology/Oncology (Pediatrics)	7 Yrs.
Pediatric Infectious Diseases (Pediatrics)	7 Yrs.
Pediatric Intensive Care (Pediatrics)	7 Yrs.
Pediatric Nephrology (Pediatrics)	7 Yrs.
Pediatric Pulmonary (Pediatrics)	7 Yrs.
Pediatric Radiology (Radiology)	None
Sports Medicine (Pediatrics)	7 Yrs.

10. GENERAL CERTIFICATES WHICH ARE CREDITABLE FOR SPECIAL PAY- AMERICAN DENTAL ASSOCIATION

TIME LIMIT/COMMENTS (NOTE: Time limits do not apply if certificate awarded before time limitation was effective.)

Dental Public Health	None
Endodontics	None
Oral and Maxillofacial Pathology	None
Oral Pathology	Now Oral and Maxillofacial Pathology
Oral and Maxillofacial Surgery	None
Oral Surgery	Now Oral and Maxillofacial Surgery
Orthodontics	Now Orthodontics and Dentofacial Orthopedics
Orthodontics and Dentofacial Orthopedics	None
Periodontics	None
Prosthodontics	None

11. GENERAL CERTIFICATES WHICH ARE NOT CREDITABLE FOR SPECIAL PAY- AMERICAN DENTAL ASSOCIATION

TIME LIMIT/COMMENTS (NOTE: Time limits do not apply if certificate awarded before time limitation was effective.)

Pediatric Dentistry	None
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