



HEALTH AFFAIRS

**THE ASSISTANT SECRETARY OF DEFENSE**

1 200 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1200

OCT 15 2007

MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (M&RA)  
ASSISTANT SECRETARY OF THE NAVY (M&RA)  
ASSISTANT SECRETARY OF THE AIR FORCE (M&RA)  
DIRECTOR, DEFENSE FINANCE AND ACCOUNTING  
SERVICE

SUBJECT: Policy for Implementing the Critical Wartime Skills Accession  
Bonus for Physician and Dental Specialists for Fiscal Year 2008

Attached is policy guidance for implementation of the Critical Wartime Skills Accession Bonus for Active Duty physician and dental specialists in accordance with the new authorities provided under Section 617 of the Fiscal Year 2007 National Defense Authorization Act.

The Secretary of each Department concerned shall establish implementing guidance based on each Department's own accession requirements and capabilities.

Please provide this office a copy of your implementing guidance within thirty days of the date of this memorandum.

My point of contact is Mr. Richard Franco, Policy Analyst for Health Professions Accession/Retention Incentives, who may be reached by phone at (703) 681-4321 or by e-mail at [Richard.Franco@tma.osd.mil](mailto:Richard.Franco@tma.osd.mil).

A handwritten signature in black ink, appearing to read "S. Ward Casscells".

S. Ward Casscells, MD

Attachments:  
As stated

cc:  
PDUSD (P&R)  
ASD (RA)  
Surgeon General of the Army  
Surgeon General of the Navy  
Surgeon General of the Air Force

**HA POLICY: 07-024**

**Policy for Implementing the Critical Wartime Skills Accession Bonus  
For Physician and Dental Specialists for Fiscal Year 2008**

**A. Eligibility:** To be eligible for the accession bonus, an individual must:

1. Be a person who is a graduate of an accredited school of:
  - (a) Medicine or osteopathy in a specialty listed on Table 1
  - (b) Dentistry in a specialty listed on Table 1
2. Be qualified to become and remain a licensed physician or dentist, as determined by the Secretary of the Military Department (or designee) concerned in a specialty listed on Table 1.
3. Be fully qualified to hold an appointment as a commissioned officer.
4. Execute a written agreement to accept a commission as an officer of the Medical or Dental Corps of the Army or the Navy, an officer of the Air Force designated as a medical or dental officer to serve on Active Duty for a period of not less than four consecutive years. An individual who holds an appointment as a medical or dental officer in either the Active Duty or Reserve Component is not eligible for this accession bonus. A former medical or dental officer who no longer holds an appointment, and is otherwise qualified and eligible, must have been discharged from any Uniformed Service at least 24 months prior to execution of the written agreement to receive the accession bonus.
5. Have not received financial assistance from the Department of Defense to pursue a course of study in medicine or dentistry in exchange for an agreement to accept an appointment as a medical or dental officer. This includes, but is not limited to, participants and former participants of the Armed Forces Health Professions Scholarship Program, Financial Assistance Program, and the Uniformed University of Health Sciences.
6. During the discharge of this Active Duty Service Obligation, individuals will not be eligible for the Multi-year Incentive Special Pay or Multi-year Special Pay.
7. Have the specialty on Table 1 designated as Critically Short Wartime Specialty as determined by the Secretary of the Military department (or designee) concerned.

**B. Bonus Authorized:** The Secretary of the Military Department concerned may, upon acceptance of the written agreement described in paragraph A.4., pay an accession bonus to an eligible individual in an amount as specified in Table 1 for a four year obligation. Eligible individuals who sign a written agreement, on or after October 1, 2007, to serve on Active Duty in exchange for receiving the accession bonus are authorized to receive the accession bonus.

**C. Recoupment:** An officer who receives an accession bonus and who fails to satisfy the eligibility conditions of the written agreement described in paragraph A.4, shall repay to the United States an amount equal to the earned portion of the bonus except in certain circumstances authorized by the Secretary concerned, in accordance with 37 United States Code Section 303a, Deputy Secretary Of Defense policy memorandum Repayment of Unearned Portions of Bonuses, Special Pay and educational Benefits or stipends, dated April 8, 2005, and, Principal Deputy Under Secretary of Defense (Personnel and Readiness) memorandum, Repayment of Unearned Portions of Bonuses, Special Pay, and Educational Benefits or Stipends dated September 18, 2007. An obligation to reimburse the United States under paragraph C is, for all purposes, a debt owed to the United States.

**D. Bankruptcy:** A discharge in bankruptcy under Title 11 that is entered less than five years after the termination of an accession bonus agreement does not discharge a person from a debt arising under such agreement or paragraph C. This provision applies to any case commenced under Title 11 after October 1, 2008.

**E. Responsibilities:** The individual Military departments shall be responsible for establishing and implementing procedures for the administration of Critical Wartime Skills Accession Bonuses that shall be consistently applied to all officers in similar circumstances. The Department of Health and Human Services will promulgate corresponding policy and procedures for United States Public Health Service officers.

**F. Authority:** The Critical Wartime Skills Accession Bonus is under the authority of 37 United States Code Sections 302k and 302l, as added by section 617 of the National Defense Authorization Act for Fiscal Year 2007.

**TABLE 1**

Policy for Implementing the Critical Wartime Skills Accession Bonus  
For Physician and Dental Specialists for Fiscal Year 2008

<b>Medical Specialties</b>	<b>Bonus Amount</b>
Anesthesia	\$350,000
Neurosurgery	\$350,000
Diagnostic Radiology	\$300,000
General Surgery	\$300,000
Vascular Surgery	\$300,000
Pulmonary Medicine	\$250,000
Orthopedics	\$200,000
Otolaryngology	\$200,000
Aerospace Medicine	\$175,000
Emergency Medicine	\$175,000
Family Practice	\$175,000
Obstetrics/Gynecology	\$175,000
Psychiatry	\$175,000
Urology	\$175,000
Internal Medicine	\$150,000
Ophthalmology	\$150,000
Preventive Medicine	\$150,000
Pediatrics	\$150,000

<b>Dental Specialties</b>	<b>Bonus Amount</b>
Oral and Maxillofacial Surgery	\$275,000
Comprehensive Dentistry	\$225,000
Endodontics	\$225,000
Prosthodontics	\$225,000