

Program Authorization: Nurse candidate program (NCP) is a financial assistance program for full-time students enrolled in an accredited baccalaureate nursing program. Upon completion of degree requirements, the students must accept, if offered, a commission as a nurse corps (NC) officer, U.S. Navy, designator 2900, on the active-duty list. Medical Department and Nurse Corps Officer Community Manager (BUPERS-315) is the NC community manager. Bureau of Medicine and Surgery (BUMED) Accessions Department is the resource sponsor.

1. Program Authority: Title 10 U.S. Code section 2130a.
2. Cancellation: Program Authorization 116C, April 2019.
3. Quota: As prescribed by the Deputy Chief of Naval Operations for Personnel, Manpower and Training, N1.
4. Qualifications: Must meet the qualifications for appointment in Appointment of Regular and Reserve Officers in the Nurse Corps of the Navy, OPNAVINST 1120.7A.
 - a. Citizenship: Applicants must be United States Citizens.
 - b. Age: Applicants must not have reached their 42nd birthday by the time of initial appointment and commissioning. Waivers will be considered on a case by case basis per paragraph 5.
 - c. Education: Applicants must be enrolled full-time in or accepted for transfer to an accredited Bachelor of Science Nursing program accredited by the Accreditation Commission for Education in Nursing or the Commission on Collegiate Nursing Education that does not have a Navy Reserve Officers' Training Corps (NROTC) program or that has a NROTC program for which the student is ineligible.
 - (1) Must have completed the second year of the baccalaureate degree in nursing program and have more than 6 months of academic work remaining before graduation.
 - (2) Must have a cumulative grade point average of 3.0 on a 4.0 scale.
 - (3) Selectees complete college as full-time students attending all normal school sessions two semesters or three quarters.
 - (4) Unofficial transcripts must be submitted to BUMED Accessions Department via e-mail to usn.ohstudent@mail.mil, upon completion of each school term. A selectee's failure to disclose complete academic transcripts or evidence of tampering in any way will result in disenrollment from NCP.
 - (5) Educational progress will be monitored by the BUMED Accessions Department for satisfactory program completion. Candidates may be disenrolled from NCP by the Chief of Naval Personnel (CHNAVPERSCOM) if they fail to maintain school standards.

(6) Baccalaureate degree requirements must be fulfilled within 24 months after enlistment. Selectees must be enrolled in or accepted for transfer to an upper division college or university (nursing department) and have an approved degree completion plan prior to enlistment in order to determine the projected graduation date.

(7) Participation in a non-mandatory co-op or work-study program will not be authorized if such participation will cause delay in projected graduation date.

(8) Selectees will not be permitted to extend their projected graduation date, cease attending classes, change majors, enter exchange program or transfer schools without specific approval of BUMED Accessions Department. Failure to obtain prior approval may result in disenrollment.

d. Physical: Must meet pre-commissioning/accession physical standards for officer candidates as prescribed in the Manual of the Medical Department, Chapter 15. Minor physical defects, non-organic in nature, may be waived by N1 with the recommendation of BUMED. The candidate must meet the physical fitness weight and/or percentage of body fat standards at the time of application and at the time of commissioning. Applicants must be worldwide assignable.

e. Duty Preference: Candidate will have an opportunity, prior to reporting for Officer Development School (ODS) to express their preferences for assignment. Final assignments will be made by the Navy Personnel Command, Medical Officer Assignments Branch (PERS-4415) based upon the needs of the Navy and desire of the candidate.

f. Program Specific Requirements

(1) License: NC officers must obtain and maintain an unrestricted license to practice as a professional registered nurse from a state, territory or the District of Columbia based on the National Council Licensure Examination (NCLEX).

(a) Appointment as a NC officer may not occur prior to passing the NCLEX and licensure.

(b) A candidate who twice fails the licensure examination will be dismissed from NCP and the Navy.

(c) Before appointment, candidates will be required to acknowledge in writing that they are aware of license requirements. The expense of obtaining and maintaining a license to practice as a professional nurse is the responsibility of the individual.

(2) Selection: Using approved processing protocols applications containing all required documents will be forwarded by Commander, Navy Recruiting Command (CNRC) to the Nurse Corps professional review board for evaluation. The Director, Navy Nurse Corps will recommend to CNRC those applicants eligible for selection into this program. CNRC retains final selection authority.

5. Waivers: In cases where the applicant exceeds the age to be commissioned, but otherwise has an exceptional record or proven skillset required by the Navy, an age waiver may be authorized in limited numbers. Age waivers for applicants between the ages of 42 and 47 will be considered and processed as per OPNAVINST 1120.7A.

6. Accession Source

a. Civilians.

b. Enlisted personnel of any branch of the armed forces (Active or Reserve) provided an appropriate conditional release is authorized. Prior Navy enlisted personnel are required to submit a copy of their enlisted performance summary record in addition to the most recent 3 years of evaluations.

c. Commissioned personnel of any branch of the armed forces (Active or Reserve) who are not otherwise eligible for inter-service transfer or superseding appointment, provided conditional release (other services only) or contingent release (USN/USNR only) is approved by the member's service component.

7. Indoctrination: Upon commission, all officers will be assigned to the next available class at ODS in Newport, RI.

8. Enlistment: Selectees will be enlisted into the U.S. Navy Reserve, inactive, as an officer candidate under instruction second class (OCUI2).

9. Constructive Entry Credit: Entry grade credit will be awarded per Accession and Retention Policies, Programs, and Incentives for Military Health Professions Officers (HPOS), DoD Instruction 6000.13 of 30 December 2015 prior to commissioning.

10. Appointment: Must agree to accept a permanent appointment as an ensign, NC, U.S. Navy (designator 2900), upon completion of the baccalaureate degree in nursing under the guidance of OPNAVINST 1120.7A. Applicants with prior service as a commissioned officer will receive credit for commissioned service in line with Entry Grade Credit for Commissioned Officers and Warrant Officers, DoD Instruction 1312.03 of 28 December 2018.

11. Service Obligation

a. Candidates who enter the program during the fourth year of their nursing degree program will agree to serve on active duty as a NC officer for 4 years.

b. Candidates who enter the program during the third year of their nursing degree program will agree to serve on active duty as a NC officer for 5 years.

c. Total service obligation is 8 years. Service obligation does not commence until candidate graduates, is commissioned and begins active duty. The balance of service, sufficient to complete 8 years total, may be served in a reserve component.

d. Selectees will be required to sign a written agreement that stipulates that they will:

(1) Accept an appointment, if tendered, as ensign, NC, USN on the active duty list upon graduation from a college or university that confers a baccalaureate degree in nursing. Selectees with prior commissioned service will receive entry grade credit in line with DoD Instruction 1312.03. Failure to accept an appointment, if tendered, in the NC, USN, on the active-duty list will result in administrative separation from the naval service by reason of misconduct. If a separation is approved, the characterization of service may be other than honorable. Candidates must acknowledge that such characterization of service as “other than honorable” may restrict their ability to seek employment with the U.S. or state governments.

(2) Agree to serve on active duty for a period of 4 years if enrolled into the NCP during the fourth year of their baccalaureate degree program or 5 years if enrolled during the third year of their program.

(3) If an appointment is not tendered, refund full amounts of any bonus or stipends except as provided in subparagraph 11d(5).

(4) Refund full amount of any bonus or stipend received if disenrolled from NCP for any reason other than medical disqualification (subject to paragraph 6 below). This includes:

(a) failure to complete the baccalaureate degree in nursing or disenrollment from NCP,

(b) failure to complete the obligated service required, or

(c) failure to become or remain licensed as a professional registered nurse in accordance with current Navy instructions.

(5) Under the following circumstances, recoupment of payments already made will not be required. However, no additional payments will be given:

(a) separation from military service by operation of laws or regulations of the Department of Defense or Navy regulations, other than separation for cause,

(b) death or disability which is not the result of misconduct or willful negligence and not incurred during a period of unauthorized absence, or

(c) in other cases, when the Assistant Secretary of Defense (Health Affairs) (ASD(HA)) determines recoupment is not in the best interest of the government.

(6) If a medical disqualification is incurred as the result of misconduct or willful negligence or during a period of unauthorized absence, refunding the full amount of any bonus or stipend is required.

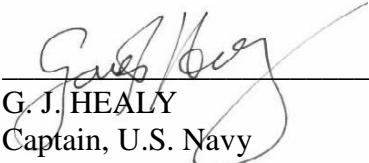
12. Pay and Allowances: Upon execution of a written agreement selectees will receive:

a. An accession bonus of \$20,000 for those who enter in the third year of their nursing degree program, or an accession bonus of \$16,000 for those who enter in the fourth year of their nursing degree program.

(1) Half of the bonus will be paid upon acceptance into the program and enlistment into the Navy Reserve.

(2) The remaining half will be paid after 6 months in the program.

b. A monthly stipend of \$1,000 per month for each month enrolled as a full-time student for a maximum of 24 months of payment. Entitlement for the stipend terminates upon graduation.

Approved: 

G. J. HEALY
Captain, U.S. Navy
Deputy Director, Military Personnel
Plans and Policy (OPNAV N13)

Date: 31 Oct 23