

Program Authorization. Unless explicitly stated, the provisions outlined in this program authorization shall apply to both the active component (AC) and reserve component (RC).

AC. Direct appointment as officers in the Nurse Corps (NC) of the U.S. Navy, designator 2900. Medical Department and NC Officer Community Manager (BUPERS-315) is the officer community manager (OCM) for the NC.

RC. Direct commissioning as officers in the NC of the U.S. Navy Reserve, designator 2905. Medical Department Officer Community Manager Reserve Component (BUPERS-351F) is the Reserve NC OCM.

1. Program Authority

- a. AC: Title 10 U.S. Code sections 531, 532, 533 and 1251
- b. RC: Title 10 U.S. Code sections 12201 through 12209

2. Cancellation. Program Authorization 116 of April 2019

3. Quota. As prescribed by the Deputy Chief of Naval Operations for Personnel, Manpower, and Training, N1.

4. Qualifications. Must meet the criteria as outlined in Appointment of Regular and Reserve Officers in the Nurse Corps of the U.S. Navy, OPNAVINST 1120.7A.

- a. Citizenship. Applicants must be United States citizens.
- b. Age. NC applicants must be commissioned before their 42nd birthday. Waivers will be considered on a case by case basis.
- c. Education

(1) Graduate of a school of nursing accredited by the Accreditation Commission for Education in Nursing (ACEN) or the Commission on Collegiate Nursing Education (CCNE) that conferred a nursing baccalaureate or an advanced nursing degree.

(2) Certified Registered Nurse Anesthetists (CRNA), Nurse Practitioners (NP) and Certified Nurse Midwives (CNM) must have a master's or doctorate degree from a graduate educational program approved by the Council on Accreditation of Nurse Educational Programs and have passed the certification examination from a professional specialty organization.

(3) Foreign nursing school graduates who obtained a Bachelor of Science in Nursing Degree from an institution outside the United States, which is not accredited by the ACEN or CCNE are eligible for commissioning upon award of a Bachelor or Master of Science degree in Nursing from a ACEN or CCNE accredited program and demonstrating oral and written English language proficiency.

d. Physical. In line with the Manual of the Medical Department, Chapter 15 and as detailed in Medical Standards for Appointment, Enlistment, or Induction in the Military Services, DoD Instruction 6130.03 of May 6, 2018.

e. Duty Preference. Not applicable.

f. Program Specific Requirements

(1) Work Experience

(a) AC. Recently licensed baccalaureate degree graduates are eligible to apply (1900E). Critical Care (1960) and Labor and Delivery (1920) must prove either one year full time work experience or two years part-time work experience in direct patient care. All other specialties must have a minimum of one year work experience in direct patient care.

(b) RC. All specialties must have a minimum of one year work experience in direct patient care.

(2) License

(a) Must possess a current, unrestricted license, in good standing, to practice as a registered professional nurse from a State, territory or commonwealth of the United States or the District of Columbia, awarded upon successful completion of the National Council Licensure Examination (NCLEX).

(b) Applicants with a registered professional nurse license issued by a board of nursing which does not require successful completion of the NCLEX must provide documentation of successful NCLEX completion.

(c) Recent baccalaureate degree graduates who attended a Navy NC pipeline baccalaureate program (Navy Reserve Officer Training Corps, Seaman to Admiral- 21, or Medical Enlisted Commissioning Program) may be appointed before licensure, but must take the NCLEX to become a registered professional nurse at the first opportunity.

(3) Certification. CRNAs, NPs and CNMs must obtain and maintain certification by a nationally recognized professional organization.

5. Waivers. No waivers for major misconduct, any alcohol related behind the wheel offenses, any prior psychological or physical dependence on any drug (including alcohol), or illicit use of controlled substances (other than experimental or casual use of marijuana). In cases where the applicant exceeds the stated age for commissioning, but otherwise has an exceptional record or proven skillset required by the Navy, a waiver may be authorized in limited numbers. When considering an age waiver request, strong emphasis will be placed on undermanned specialties

and those with a pattern of missed recruitment goals. If a waiver is requested then follow the steps below:

a. Applicants between the ages of 42 and 57.

(1) Application Contents: Formal age waiver request and justification.

(2) Routing. Age waiver requests will be routed to Commander, Navy Recruiting Command (CNRC). Waivers cannot be sub-delegated below the flag officer level and CNRC will maintain on file written justification for each waiver granted. Additionally, CNRC will coordinate with the appropriate AC or RC NC OCM on each request received.

(3) Approval Authority. CNRC.

(4) Notifying the Applicant. CNRC will notify the applicant of waiver status.

b. Applicants age 58 or older who possess critical skills as designated by the Assistant Secretary of Defense for Health Affairs may be considered for an exception to the age waiver policy if they can complete a full three year service obligation prior to reaching their 68th birthday.

(1) Routing. Age waiver requests will be routed through CNRC to Director, Military Personnel Plans and Policy (OPNAV N13), or processed by CNRC if the authority is delegated. CNRC will maintain on file written justification for each waiver granted by OPNAV N13. Additionally, CNRC will coordinate with the appropriate AC or RC NC OCM on each request received.

(2) Approval Authority. OPNAV N13, or CNRC if the authority is delegated.

(3) Notifying the Applicant. CNRC will notify the applicant of waiver status.

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 three 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

a. AC. Selectees will attend military orientation training at the Officer Development School in Newport, RI.

b. RC. Selectees will attend/complete an indoctrination course within one year of commissioning.

8. Enlistment. Not applicable.

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 and Appointment of Regular and Reserve Officers in the Nurse Corps of the Navy, OPNAVINST 1120.7A prior to commissioning.


10. Appointment. Candidates will be commissioned in the staff corps of the U.S. Navy, designator 2900 (AC) or 2905 (RC). Appointments shall be made subject to the guidance governing entry grade, date of rank, precedence and application processes.

11. Service Obligation

a. AC obligation. Three year active duty obligation from date of appointment. The balance of service, sufficient to complete eight years total, may be served in a ready reserve status. Receipt of special pay and bonus, education obligation and minimum activity tour requirement from being accessed into the Navy as an active duty officer may extend the aforementioned obligation period.

b. RC obligation. Selectees will incur an eight year ready reserve obligation, of which the first three years must be as an officer in the Selected Reserve. The obligation commences upon commissioning. Receipt of special pay, bonus or education obligation may extend the aforementioned obligation period.

12. Pay and Allowances. Selectees will receive pay and allowances based upon their assigned rank at time of appointment.

Approved: 

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Director, Military Personnel Plans
and Policy (OPNAV N13)

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