



# **UNITED STATES AIR FORCE NURSE CORPS**



## **INFORMATION BOOKLET**

(Current as of 4 Feb 2013)

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# Air Force Nursing

**Respect and Prestige:** You've set high goals for yourself, so why settle for anything less? You can be part of the best healthcare program in the world. With our on-going research and new technology development, you'll join the Air Force's top-notch medical teams in providing the highest quality care to your patients.

As an Air Force Nurse, you'll gain the respect of your civilian colleagues and your military co-workers. You'll become a vital member of our medical team. Whether you're in college pursuing your nursing degree or currently working in nursing, you decided to enter this profession because you care about people and want to make a difference in the world.



It's those very same skills and compassion that Air Force Nursing needs today. The Air Force can help you achieve your goals, follow your dreams and exceed any expectations you may imagine for yourself.

In caring for their patients while also serving as Air Force officers, our healthcare teams live by the Air Force's core values of *Integrity First, Service Before Self and Excellence in All We Do*. In return, the Air Force offers unique challenges, career growth, and educational opportunities. We're also committed to providing you a quality of life and stable work week that lets you devote more time for yourself, your family and your friends.

**Lifestyle:** Being an Air Force Nurse is a rewarding lifestyle. You'll get to provide health-care to active-duty members and their families using some of the most advanced equipment available. You'll get a great feeling knowing your skills are highly valued as a vital member of the Air Force healthcare team. Our medical teams are passionate and compassionate about what they do. Not only will you get to practice your profession, you'll also get to shape your future as a leader while developing and using your skills as a commissioned officer and healthcare professional. You'll also have the satisfaction of working with some very talented officers and enlisted members who care about their patients as much as you do.

The world and different cultures await you. Your quest for adventure will take you places. While many of your civilian counterparts are stuck in a routine job with predictable hours, you can volunteer for assignments that include Europe and the Far East. Or, you can apply for jobs in Alaska to enjoy its hunting and fishing opportunities, or even Washington, D.C., for its great museums, intellectual forums and the historical sites of our nation's beginnings. And the best part, as many Air Force people agree, is the lifelong friends you'll make along the way in your military career, be it four years or thirty.

A comprehensive history of Air Force Nursing Services:

[http://airforcemedicine.afms.mil/idc/groups/public/documents/afms/ctb\\_039988.pdf](http://airforcemedicine.afms.mil/idc/groups/public/documents/afms/ctb_039988.pdf)

# Nurse Responsibilities

Within the Air Force, the practice of nursing by a registered nursing professional means assuming responsibility and accountability for these and other nursing actions:

- Diagnosing and treating human responses to actual or potential health conditions.
- Providing healthcare services in collaboration with other health service personnel, including carrying out diagnostic and therapeutic regimens prescribed by duly licensed practitioners authorized to order such regimens.
- Teaching healthcare practices.
- Making a nursing diagnosis that identifies the needs of an individual, family, or group.
- Administering a nursing treatment regimen through selection.
- Performance and management of proper nursing practices.
- Administering, supervising, delegating, and evaluating nursing and medical technician actions



SHOULD A NURTURING PERSONALITY AND LEADERSHIP ABILITY BE MUTUALLY EXCLUSIVE?



In the Air Force, we never forget that nurses — professionals known for caring and compassion — also have the knowledge and character to lead the team. The same passion that makes a great healer also makes a great leader. If you're looking for professional growth and development through leadership experience, come practice nursing in the Air Force. To request more information, call 1-800-423-USAF or visit [AIRFORCE.COM](http://AIRFORCE.COM).

Our health professionals will tell you that participating in humanitarian missions brings a sense of personal fulfillment and satisfaction in their lives. Whether providing medical care to survivors of a natural disaster, airlifting medical supplies to a third-world country or responding to an emergency request from a foreign government, Air Force medical personnel are ready to help wherever and whenever needed to save lives.

# Features & Benefits

Air Force Nurses enter the military as officers with the same rank as physicians, leading to a more team-oriented environment. Besides a great job, education, and training... consider these benefits:

**Pay and compensation:** Who doesn't need a good income these days? The Air Force strives to provide salaries that are competitive with those in the civilian sector. As you progress in your career, getting promoted and adding years to your military service time, your pay will increase. In addition, all military members may earn annual pay raises approved by Congress and the President. Your experience and education determines what rank you'll enter the Air Force. Add in monthly food and housing allowances and you'll make a comfortable living. Don't forget the free medical and dental benefits you'd pay for in the private sector for you and your family members.

**Earn 30 days of vacation with pay each year:** Beginning your very first year! You'll have lots of time to enjoy your off-duty time with family and friends at home or in another state or country. There are some really great vacation destinations too, like beach time at the Hale Koa Hotel in Hawaii, or skiing in Garmisch, Germany or golfing at Shades of Green in Orlando, Florida.

**No loss of seniority when moving to other hospitals or clinics:** No matter whether you serve stateside or overseas, in a small clinic or large hospital. Air Force nurses have that advantage over their civilian counterparts. You can see the world and still earn your promotions and pay raises just like other Air Force personnel in non-healthcare professions. It's that simple.

**Tax-free housing and food allowances:** Most of the time, you can choose to live on base or in the local community. If you live in base housing, you do so rent free. If you live off-base, the Air Force provides you with a monthly housing allowance. You can still continue to use the on-base facilities such as restaurants and the grocery store no matter whether you live on base or off.

**Comprehensive medical and dental care:** Unlike the private sector, you won't have to wait for months to start using all facets of our medical and dental care the Air Force provides for its military members and their families. Think of the monthly savings you'll enjoy by not having to pay those very expensive healthcare premiums that your civilian counterparts, friends and neighbors have to deal with.

**Insurance:** You can purchase life insurance policies up to \$400,000 for up to about \$30 per month. If you are temporarily disabled due to illness or injury, you'll still receive a salary.



**Live, work and travel overseas:** What an opportunity it would be for you and your family to see the world; maybe even live in a foreign country, and experience different ethnic cultures together! The Air Force can make it happen.

**Home loans:** As an Air Force member, or as a veteran, you're eligible for low-cost Veterans Administration backed home mortgage loans.

**Thrift Savings Plan:** TSP is a Federal Government-sponsored retirement savings and investment plan. It's optional and is completely separate from the military pension. The plan offers the same type of savings and tax benefits that many private corporations offer their employees under —401K plans. You get a choice of investment funds and you contribute from your own pay. The amount you contribute and the earnings attributable to your contributions belong to you, even if you don't serve the years needed to receive a military retirement.

**Discount shopping at on-base grocery and department stores:** Our commissaries have a variety of fresh, frozen and packaged foods just like off-base supermarkets. Our base exchanges have the latest in clothing, electronics, jewelry, and household items, just to name a few. We even have gas stations on base too!

**Family care while you're at work:** There are on-base child care centers for infants, toddlers and young children. For near-teens and teens, the youth center has a variety of activities and regularly-scheduled programs to keep young people busy.

**Recreation:** Air Force bases have a variety of morale, welfare and recreation programs, including sports and fitness activities, to enjoy all year long. In recent years, the Air Force has made exercise and staying —fit to fight a top priority. Our fitness centers have top-of-the-line exercise equipment, swimming pools and weight room plus we have tennis courts, golf courses, camping areas, and varied fitness classes for the entire family. Most bases also have bowling alleys, movie theaters, youth centers and even discount ticket offices where you'll get reduced prices for amusement parks, live theater and movies.



**Retirement:** While civilian pension plans are falling by the wayside or being totally cut, our retirement plan is still one of the best programs around. Plus, while you're earning your pension, there are no payroll deductions for the Air Force's retirement plan. With just 20 years of service with the Air Force, you'll be eligible for retirement. You could be as young as 38 years old and still, if you choose, have another 27 years or more to do something else! Of course, you can stay in the Air Force past 20 with the potential to retire at 75% base pay.

**Morale, Welfare and Recreation (MWR) Activities:** Provide conveniently located, low-cost, professionally managed activities and entertainment. You and your dependents receive significant savings when you participate in programs that include golf, bowling, child development center, clubs, arts and crafts, outdoor recreation activities, equipment check-out, libraries, youth activities, hobby shops, recreation centers, aero clubs, etc.

**Space Available Travel:** Members on leave may travel on military aircraft at no cost.

# Nurse Specialties

## Entry Level

- 46N1T Nurse Transition Program (NTP)  
- Two tracks only: Med/Surg or OB

## Fully Qualified (FQ)

- 46N3 Clinical Nurse (Med/Surg)  
46F3\* Flight Nurse

## FQ Nurse Specialists (NCS):

- 46N3D\* Clinical Nurse Staff Development  
46N3E Critical Care Nurse  
46N3F Neonatal Intensive Care Nurse  
46N3G Perinatal Nurse  
- OB / GYN / LD / PP  
46N3J Emergency (ER) /Trauma Nurse  
46P3 Mental Health Nurse  
46S3 Perioperative (OR) Nurse



## FQ Advanced Practice Nurses (NCS- APN):

- 46Y3C\* Adult / Acute Care Nurse Practitioner (ACNP)  
46Y3G Nurse Midwife  
46Y3M Certified Registered Nurse Anesthetist (CNRA)  
46Y3A Women's Health Nurse Practitioner (WHNP)  
46Y3B Pediatric Nurse Practitioner (PNP)  
46Y3H Family Nurse Practitioner (FNP)  
46Y3P Psychiatric Mental Health Nurse Practitioner (PMHNP)

## Nurse Corps Health Professions Scholarship Program (NC-HPSP):

- 46G1 Nurse Midwife  
46M1 Certified Registered Nurse Anesthetist (CNRA)  
46N1B Pediatric Nurse Practitioner (PNP)  
46N1C\* Adult / Acute Care Nurse Practitioner (ACNP)  
46N3A Women's Health Nurse Practitioner (WHNP)  
46N1H Family Nurse Practitioner (FNP)  
46P1A Psychiatric Mental Health Nurse Practitioner (PMHNP)

Note: \*=Very limited Availability

# Nurse Specialty Descriptions

**Acute Care Nurse Practitioner (ACNP):** is an advanced-practice registered nurse who provides care to patients who are experiencing acute, critical, and complex episodic illnesses or injuries. The ACNP's scope of practice encompasses trauma, critical care and emergency service, as well as hospital-based specialty practices such as orthopedics, cardiology, neurology, oncology and infectious disease. The ACNP has completed a graduate-level program of specialized study that includes both didactic training and a minimum of 500 supervised clinical hours. National board certification and state licensure are subsequently required to begin independent practice. The ACNP's scope of practice includes: conducting a comprehensive history and physical exam, diagnostic reasoning, ordering and interpreting the full range of diagnostic tests, performance of invasive procedures, and prescriptive authority. The ACNP collaborates with the patient, family members, and other members of the health-care team to reach the best possible outcome for the patient.

**Emergency Room (ER) Nurse:** Emergency nursing crosses multiple dimensions and includes the provision of care that ranges from birth, death, injury prevention, women's health, disease, and life and limb-saving measures. Unique to emergency nursing practice is the application of the nursing process to patients of all ages requiring stabilization and/or resuscitation for a variety of illnesses and injuries which occur in a variety of settings, including during a contingency or natural disaster setting. These may require minimal care to life-support measures; patient, family, and significant other education; appropriate referral and discharge planning; and knowledge of legal implications. The emergency room nurse is a focal point at the crossroads of primary, secondary, and tertiary care, and on the wellness illness continuum. Emergency room nurses triage and use assessment skills during contingency operations as well as peacetime, to save life and limb. ACLS, BLS, required, Trauma Nurse Course highly encouraged.



**Critical Care Nurse:** A critical care nurse manages complex critically ill and injured adults to children. As a critical care nurse, you will use state-of-the-art equipment on the ground and in the air and assist with transport of critically injured soldiers during a contingency. Advanced cardiac life support (ACLS) and basic life support (BLS) are required. Advanced education is encouraged throughout your career.

**Family Practice Nurse Practitioner (FNP):** Air Force Family Practice Nurse Practitioner manages all ages of patients from infant to geriatrics. They work in collaboration with physicians and a multidisciplinary team to benefit the military population and their beneficiaries and practice as an independent practitioner with a normal caseload of patients with complex multisystem medical issues, as well as routine health maintenance.

**Medical Surgical (Clinical) Nurse:** Clinical medical surgical nurses are indispensable members of Air Force medical teams. As a medical surgical nurse, you plan, implement and evaluate nursing care for both outpatients and inpatients along the health continuum. You will collaborate with all members of the team to ensure your patients and their families receive the finest state-of-the-art health care. A variety of assignments await you from working in a full size medical center including research, to working interdependently with medical providers in a small clinic. Medical surgical nurses are involved in every aspect of healthcare from bedside nursing, community initiatives, leadership, research, education and disaster preparedness, including deployment. Medical surgical nursing offers the widest variety of opportunities within healthcare.



**Mental Health Nurse:** Mental health nurses are crucial to the recovery of their patients. In this assignment, you will provide services to promote and maintain optimal mental health, manage mental and physical disorders and diagnose and treat human responses to actual or potential mental health problems. You will work with individuals, families, groups and communities to assess mental health needs, develop diagnoses and plans and implement and evaluate nursing care. You will also monitor patients undergoing detoxification from alcohol and drugs, assist in planning, providing and evaluating comprehensive mental health services and support, conduct and use nursing research to improve health-care delivery. As a mental health nurse you may manage inpatient care units, provide case management, and work with members in the deployed setting.

**Neonatal Intensive Care Nurse:** An Air Force neonatal nurse is a medical surgical nurse who works primarily in the neonatal intensive care unit (NICU). As a neonatal nurse, you will assess, plan, supervise and ensure that quality care is given to neonatal patients (ages 0-30 days) with multiple pathologies, including medical and surgical diagnosis. You will attend high-risk deliveries, as well as perform all functions of a medical surgical nurse while managing resources during multiple admissions and discharges. Depending on the NICU to which you are assigned, you may care for infants on high-frequency oscillator ventilators or extracorporeal membrane oxygenation and assist in neonatal aeromedical evacuation (transport) missions. You will be responsible for using highly specialized equipment; assigning duties to subordinates; and providing psychological, social and educational support to parents and family members. All Air Force neonatal nurses must acquire and maintain certification in basic life support (BLS) and the neonatal resuscitation program (NRP).



**Nurse Anesthetist:** (CRNA) ensures that all operations and surgeries are as painless as possible. In this role, you will administer anesthetic agents to patients and monitor their reactions to anesthesia and surgery. You will also provide or supervise postoperative recovery care. Your responsibilities will include the management of the anesthesia department. You will provide or supervise services in support of patients with respiratory care requirements. You will also assist with the training of personnel in venipuncture and intravenous therapy, respiratory care, cardiopulmonary resuscitation and anesthesia under the direction of a medical officer. Your responsibilities include performing preoperative evaluations and preparations, administering anesthetics and advising the anesthesiologist of adverse reactions necessitating nondelegated medical decisions.



**Nurse-Midwife:** On the front lines of women's health in the Air Force is the certified nurse-midwife. The certified nurse-midwife provides comfort, support and expertise in medical-midwifery care during pregnancy, labor, delivery, and postpartum. Functioning in this role you will independently manage women's health care with emphasis on the maternity cycle and practice in collaboration with an obstetrician/gynecologist or family practice physician.

**Operating Room Nurse:** The operating room nurse is on the front line of the most complex lifesaving procedures. You will be responsible for planning, directing and coordinating activities of the operating room department. An operating room nurse provides professional nursing care to patients undergoing surgery, prepares and maintains the operating room for all surgical procedures and assembles the type and quantity of materials and special equipment needed for daily procedures and possible emergencies. You will conduct both preoperative and postoperative visits with your patients. You will also coordinate with other hospital units, which may include recovery room, intensive care, obstetrics and nursing units, to ensure your patients' progress.



**Psychiatric Mental Health Nurse Practitioner:** (PMHNP) provides comprehensive psychiatric mental health care to the adult military population, retirees, and their significant others between the ages of 18 and 65. The PMHNP interfaces and collaborates with other professional to insure appropriate and coordinated multidisciplinary patient evaluation and treatment. PMHNP functions independently and in collaboration with credentialed health providers. Also serves as a role model and consultant to staff in the provision of psychiatric care, education, and research.

**Pediatric Nurse Practitioner:** PNP) is a privileged provider in the specialty of Pediatrics. PNPs are registered nurses who have obtained advanced education, training, and certification to practice independently and collaboratively to provide primary health care to pediatric clients. PNPs provide medical assessment, treatment, education, health promotion, and prevention to individuals, families, and the community. PNPs practice independently and collaboratively with physicians providing comprehensive healthcare for well and sick children from birth to adolescence and are an integral, active member



of the pediatric healthcare team, caring for neonates, infants, children, and adolescents up to age 21 yrs. Education requirements include graduation from an accredited baccalaureate degree program in nursing (BSN) and completion of an approved and accredited Master's Degree (MSN or MS) prepared pediatric nurse practitioner program. Licensure is required as an RN from at least one US jurisdictions. In addition, national certification through the Pediatric Nursing Certification Board (PNCB) or the American Nurses Credentialing Center (ANCC) is required. Basic Life Support and Pediatric Advanced Life Support certifications are also a requirement.

**Perinatal (OB/GYN) Nurse:** You assess, plan, implement, supervise and evaluate quality care given to obstetrical/neonatal patients and families. Assignment opportunities exist both in the States and overseas. Depending on the unit to which you are assigned, you may care for high risk OB patients, level II nursery patients, circulate for cesarean sections, or add medical-surgical patients to your OB duties on a single unit inpatient care ward. OB nurses are integral parts of OB care teams and work with certified



midwives, physicians, neonatologists, pediatricians, medical surgical nurse specialists and others to provide management of acute and chronic illnesses as well as low risk obstetrical care. All Air Force Obstetric Nurses must acquire and maintain certification in Basic Life Support (BLS) and Neonatal Resuscitation Program (NRP).

**Women's Healthcare Nurse Practitioner:** (WHNP) is an advanced practice medical surgical nurse who works in the ambulatory care setting. As a WHNP, you will provide primary health care to both obstetric and gynecologic patients from menarche through their life cycle. Your privileges include obtaining medical histories, performing physical exams, and establishing medical diagnoses; ordering and interpreting diagnostic studies; initiating appropriate treatment, to include drug therapy, within privileged scope of care. Also perform comprehensive family planning counseling, cancer screening, STI care, and procedures (if credentialed to do so, such as IUD insertion, colposcopy, and biopsies of the vulva, vagina, cervix, and endometrium). The practice setting the Air Force WHNP ranges from solo practice in a clinic to group practice in a medical center.

# Educational Programs

**Nurse Corps Programs:** The Nurse Corps annually provides Air Force Nurses with a variety of opportunities to receive graduate education at civilian institutions sponsored by the Air Force Institute of Technology. Typical degrees awarded include a Master of Science in Nursing Disciplines which has nurse practitioner programs and clinical specialties.

**Professional Growth:** From day one and throughout your Air Force career, you achieve professional growth and development through leadership experiences, on-the-job training (OJT) and continued education. The Air Force places a very high priority on continuing education and training. You'll have the opportunity to meet your goals and further your career. If you're still in nursing school and have student loans or you're wondering how you'll pay for your master's degree, we've got that covered too.

**Nursing Service Fundamentals:** Introductory level correspondence course designed to prepare nurses to deal effectively with day-to-day situations encountered in Air Force Nursing units. Additionally the course facilitates and awareness of the nurse manager role. Some components include cultural diversity, sexual harassment, followership, mentoring, manpower and duty schedules, ethical decision-making, and delegation. This course is a prerequisite for selection to Nursing Service Management.

**Flight Nursing:** Trains nurses pre-selected for flying assignment as a member of the medical crew in aeromedical evacuation units. At Brooks AFB, TX, this 5 ½ -week course includes principles of aerospace medicine; altitude physiology; specialized techniques necessary for safe and efficient transportation of patients by air in peacetime and wartime environments; life support principles, procedures, equipment, and techniques, and survival skills. Provides the knowledge and skills required for management and nursing care of patients in flight.

**Post 9/11 GI Bill:** Up to \$48,000 for use toward your education while on duty or up to 15 years after you leave or retire from the Air Force. And, it is transferrable to your spouse or your children. Certain rules apply.

**Clinical Hyperbarics:** Provides training necessary to function as a hyperbaric medicine nurse, emphasizing management of total patient care for critically/chronically ill patients selected for hyperbaric oxygen therapy. Attendees participate in all phases of clinical hyperbaric medicine including wound care, in this 7-week course at Brooks AFB, TX. Students gain experience in emergency practice to include treatment for decompression sickness, air embolisms, carbon monoxide poisoning, and gas gangrene. Four weeks of job qualification is then mandatory at the selectees' clinical hyperbaric site before the nurse is considered fully qualified.

**Nursing Service Management:** This residence course at Sheppard AFB, TX provides training in the knowledge and skills needed to perform the duties associated with nursing management positions. Topics include regulatory agencies, standards of practice, responsibilities, management tools, quality assessment/improvement, risk management, duty scheduling, and performance evaluations. Completion of Nurse Service Fundamentals is mandatory before selection to attend Nurse Service Management.

**Health Professions Education and Training Course:** This 4-week course held at Sheppard AFB, TX, prepares both officer and enlisted members for various roles in education within the Medical Group. Attendees make several oral presentations and accomplish various individual and group projects. Content focuses on initial orientation of medical group personnel, in-service education, and continuing education, assessing learner needs, teaching adult learners, planning and implementing educational programs, evaluating effectiveness of educational endeavors, and management of Medical Group Education and Training.

**Operating Room Nurse:** Provides training to enter the operating room nurse career field from other nursing career fields. Course consists of 2 weeks of didactic training and 10 weeks of clinical experience under direct supervision of the course supervisor and approved preceptors. Emphasis is placed on development of the preoperative role and ability to function effectively and safely as a surgical team member. Creation of an optimal surgical environment, utilizing the principles of aseptic technique and infection control practices is stressed. Operating room nurses responsibilities during OR emergencies, peacetime disasters, and wartime medical readiness are also emphasized.

**Nurse Anesthetist:** Selected RN's participate in a 2-year master program through selected universities, which are fully accredited by the American Association of Nurse Anesthetists. The didactic instruction involves areas such as general anatomy, physiology, physics, chemistry and pharmacology. The clinical phase is accomplished at various Air Force Medical Centers.

**Neonatal Intensive Care Nurse:** This 10-week course provides training to enter the Neonatal ICU career field from other nursing career fields. This course provides training in the knowledge and skills necessary to perform the duties of a clinical nurse in a level 2-3 neonatal ICU. This course will include emergency response to newborn deliveries and concepts of neonatal transport. Instruction is geared toward providing the basic knowledge and hands on training needed in assessing, planning, implementing, and evaluating care of the neonatal patient.

**Perinatal Nursing:** This 6-week course, taught at Langley AFB, VA or Lackland AFB, TX provides training for new perinatal nurses in the knowledge and skills necessary to perform duties as a staff nurse in an obstetrical unit, including labor and delivery, postpartum, and newborn nursery. Instruction is geared toward planning, implementing, and evaluating care of antepartum, intrapartum, postpartum, and neonatal patients.

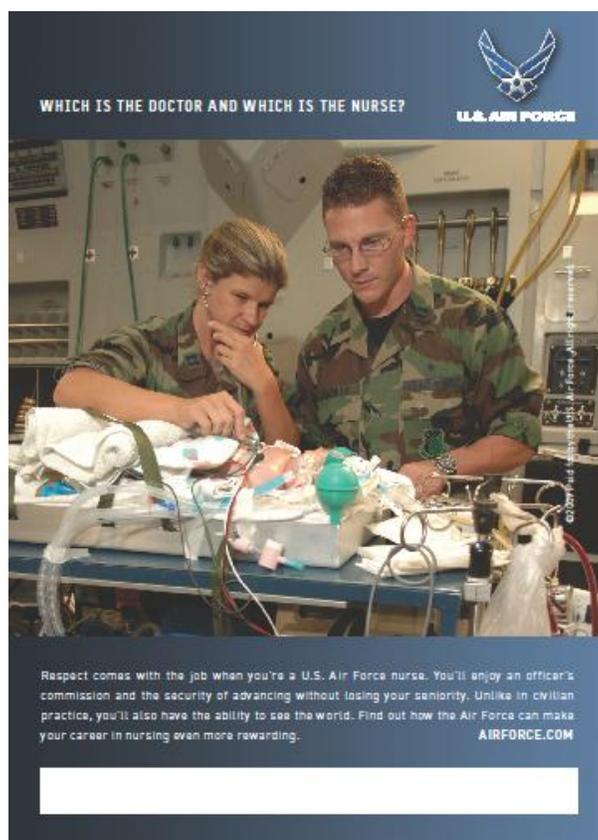
**Continuing Education Contact Hours:** The Air Force Nurse Corps supports professional growth and development through continuing education programs. Several funding sources exist to send nurses, expenses paid, and educational offerings such as national conventions of nursing specialty organizations and other local and national education conferences and courses. In addition, the NC continues its tradition of commitment to education through its Continuing Educational Approval and Recognition Program (CEARP). Contact hour activities, approved through CEARP, are often held right in the workplace and are possible because the NC is an accredited approver unit of the American Nurses Credentialing Center Commission on Accreditation (ANCC COA). The Air Force requires 60 contact hours every 3 years. The Air Force contact requirement usually meets or exceeds individual state requirements; however, each nurse is required to maintain their states contact hour requirement.

**Uniformed Services University Health Sciences (USUHS) Graduate School of Nursing:** The USUHS Graduate School of Nursing focuses on preparing health care professionals at the graduate level for practice and research in federal and military healthcare.

**Sponsorship for Graduate Study:** Through the Air Force Institute of Technology (AFIT) nurses are selected each year to earn graduate degrees at the Air Force's expense, from civilian colleges and universities all over the United States. Tuition and fees, as well as full pay and allowances, are provided while obtaining a master's or doctoral degree. While a student, nurses are not assigned any other duties. However, time limits do apply and additional service commitments are incurred. Several degree/majors/clinical specialties are generally available based on forecasted needs of Air Force Medical Service. Examples of some opportunities include: family nurse practitioner, pediatric nurse practitioner, women's health nurse practitioner, and midwifery; clinical nurse specialist such as critical care, maternal/child, emergency/trauma, pediatrics, neonatal, adult health, mental health and gerontology; community health nursing, nursing education, Certified Registered Nurse Anesthetist and nursing administration.

**Air Force Education With Industry Program – Medical (MEWI):** This is a 10-month fellowship in a civilian institution/company. During the course, the student will be exposed to the industry's organizational structure, management methods and technology and will be immersed in the day-to-day challenges of management. The objective is to develop management qualities and technical leadership abilities.

**Tuition Assistance:** Our Tuition Assistance (TA) program pays up to 100% of your tuition at any accredited educational institution, both in-person and online while attending during off-duty time.



WHICH IS THE DOCTOR AND WHICH IS THE NURSE?

U.S. AIR FORCE

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Respect comes with the job when you're a U.S. Air Force nurse. You'll enjoy an officer's commission and the security of advancing without losing your seniority. Unlike in civilian practice, you'll also have the ability to see the world. Find out how the Air Force can make your career in nursing even more rewarding.

AIRFORCE.COM

The advertisement features a photograph of two Air Force medical personnel, a woman and a man, in camouflage uniforms, focused on a patient lying on a gurney in a clinical setting. The patient is covered with medical equipment and sensors. The background shows a typical hospital or clinic environment with medical supplies and equipment.



POSITION	AFSC			Midwife	CRNA	Med-Surg / Clinical	Women's Health	PNP	Critical Care	Neonatal	OB/LD	FNP	Emergency Room	Psych	OR	NOTES
				46GX	46MX	46NX	46NXA	46NXB	46NXC	46NXD	46NXE	46NXF	46NXG	46NXH	46NXJ	
<b>Clinics Located in the Continental United States</b>																
Altus, OK						X										
Barksdale						X	X					X				
Beale, CA						X	X									
Bolling, MD						X		X				X				
Brooks, TX						X			X							
Buckley, CO						X										
Cannon, NM						X	X									
Charleston, SC						X						X				
Columbus, MS						X										
Davis Monthan, AZ						X	X	X								
Dover, DE						X	X					X				
Dyess, TX						X						X				
Ellsworth, SD						X	X									
Edwards, CA						X	X									
Fairchild, MN						X	X					X				
FE Warren, WY						X										
Ft Dix/McGuire, NJ						X						X				
Goodfellow, TX						X						X				
Grand Forks, ND						X		X								
Hansom, MA						X						X				
Hill, UT						X	X	X				X				
Holloman, NM						X	X									
Hurlburt, FL					X	X	X		X			X				
Lackland, TX (37 <sup>th</sup> )						X	X					X				
Laughlin, TX						X										
Little Rock, AR						X	X	X								
Los Angeles, CA						X										
Luke, AZ						X	X	X				X				
MacDill, FL						X	X	X								
Malmstrom, MT						X	X	X								
Maxwell, AL						X		X				X				
McChord, WA						X	X									
McClellan, CA						X		X								
McConell, KA						X	X					X				
Minot, ND						X	X	X								
Moody, GA						X	X	X								
Offutt, NE					X	X	X	X								
Patrick, FL						X	X									
Peterson, CO						X	X					X				
Pope, NC						X	X									
Randolph, TX						X	X	X				X				
Robins, GA						X	X	X				X				
Scott, IL			X			X	X	X				X				
Seymour Johnson, NC						X	X	X								
Shaw, SC						X	X					X				
Sheppard, TX						X	X	X				X		X		
Tinker, OK						X		X				X				
Tyndall, FL						X	X	X				X				

Vance, CA						X										
Vandenburg, CA						X										
Whiteman, MO						X	X	X								

POSITION	Beds	Flight Nurse	Midwife	CRNA	Med-Surg / Clinical	Women's Health	PNP	Critical Care	Neonatal	OB/ID	FNP	Emergency Room	Psych	OR	NOTES
	AFSC	46FX	46GX	46MX	46NX	46NXA	46NXB	46NXC	46NXF	46NXG	46NXH	46NXJ	46PXX	46SXX	
<b>Hospitals Located Overseas</b>															
Aviano, Italy	14		X	X	X					X	X				X
Elmendorf, Alaska	55		X	X	X	X	X	X		X	X	X			X
Landstuhl, Germany	140		X	X	X	X		X	X	X	X	X	X		X
Lakenheath, England	39		X	X	X	X	X	X		X		X			X
Misawa, Japan	25			X	X					X		X			X
Osan, Japan	20			X	X	X						X			X
Yokota, Japan	15			X	X							X			X
<b>Amb Surg Clinics Overseas</b>															
Incirlik, Turkey				X	X	X									X
<b>Clinics Located Overseas</b>															
Anderson, Guam					X	X									
Croughton, England					X										
Eielson, Alaska					X										
Geilenkirchen, Germany					X										
Hickam, Hawaii					X	X									
Kadena, Okinawa					X	X	X	X	X		X			X	
Kunsan, Korea					X										
Lajes, Azores					X	X									
Ramstein, Germany					X		X				X			X	
Bitburg/Spangdahlem, GE					X	X									
Upwood, England					X										
<b>Flying Units</b>															
43 AES at Pope		X													
374 AES at Kadena		X													
375 AES at Scott		X													
86 AES at Ramstein		X													
615 AMOS Travis		X													
21 AMOS McGuire		X													
TRANSCOM		X													
TPMRC Ramstein		X													
AMOCC Ramstein		X													
TPMRC Hickam		X													

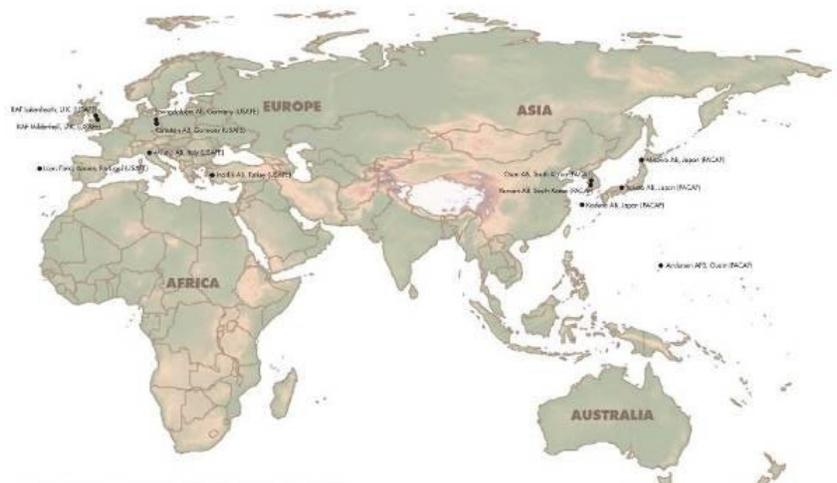
**So where are these Air Force Bases on this list, you may ask?**

The next page shows a map of major Air Force Bases in the Continental United States and Overseas.

## Major Active Duty Air Force Bases



## Major Air Force Bases Overseas



The Air Force has a presence in 117 countries, either permanently or deployed. Air Force deployments send people to 61 countries.

# Air Force Officer Ranks

					
Second Lieutenant	First Lieutenant	Captain	Major	Lieutenant Colonel	Colonel
O-1	O-2	O-3	O-4	O-5	O-6

			
Brigadier General	Major General	Lieutenant General	General
O-7	O-8	O-9	O-10

When considering your rank, we look at the following:

- (1) Professional Experience (as of date of initial RN license). We calculate half of documented civilian experience to make a certain rank. For example, if an applicant is a fully qualified ER Nurse with exactly 8 years of experience, that person would be award the rank of Captain, because it takes 4 years to obtain that rank in the Air Force. Consideration beyond the rank of Captain will be made on an individual basis.
- (2) Prior Military Service: minimum 4 years of Enlisted (E) Active Duty (AD) or Warrant Officer completion time, in some cases accumulative Guard and Reserves activation accrual time, or prior service officer commission time. Service from other US military branches is also included.

Maj. Gen. Kimberly A. Siniscalchi is Assistant Air Force Surgeon General, Medical Force Development, and Assistant Air Force Surgeon General, Nursing Services, Office of the Surgeon General, Headquarters U.S. Air Force, Rosslyn, Va. As Assistant Air Force Surgeon General, Medical Force Development, she establishes new and appraises existing personnel policy and staffing requirements for 34,000 active-duty officer and enlisted medical personnel. Her directorate is responsible for all medical force education and training. As Assistant Air Force Surgeon General, Nursing Services, she creates and evaluates nursing policies and programs for 19,000 active-duty, Guard and Reserve nursing personnel. She interacts with Air Staff, Joint Staff, other services and major commands to ensure the highest caliber of nursing care and personnel.



# Pay & Entitlements

## 2013 Military Commissioned Officer Pay Chart

	< 2	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14
<b>O-8</b>	\$9,847	\$10,170	\$10,384	\$10,444	\$10,711	\$11,157	\$11,261	\$11,685	\$11,806
<b>O-7</b>	\$8,182	\$8,562	\$8,738	\$8,878	\$9,131	\$9,381	\$9,671	\$9,959	\$10,248
<b>O-6</b>	\$6,064	\$6,663	\$7,100	\$7,100	\$7,127	\$7,432	\$7,473	\$7,473	\$7,897
<b>O-5</b>	\$5,055	\$5,695	\$6,089	\$6,164	\$6,410	\$6,557	\$6,880	\$7,118	\$7,425
<b>O-4</b>	\$4,362	\$5,049	\$5,386	\$5,461	\$5,774	\$6,109	\$6,527	\$6,852	\$7,078
<b>O-3</b>	\$3,835	\$4,347	\$4,692	\$5,116	\$5,361	\$5,630	\$5,804	\$6,090	\$6,240
<b>O-2</b>	\$3,314	\$3,774	\$4,347	\$4,493	\$4,586	\$4,586	\$4,586	\$4,586	\$4,586
<b>O-1</b>	\$2,876	\$2,994	\$3,619	\$3,619	\$3,619	\$3,619	\$3,619	\$3,619	\$3,619

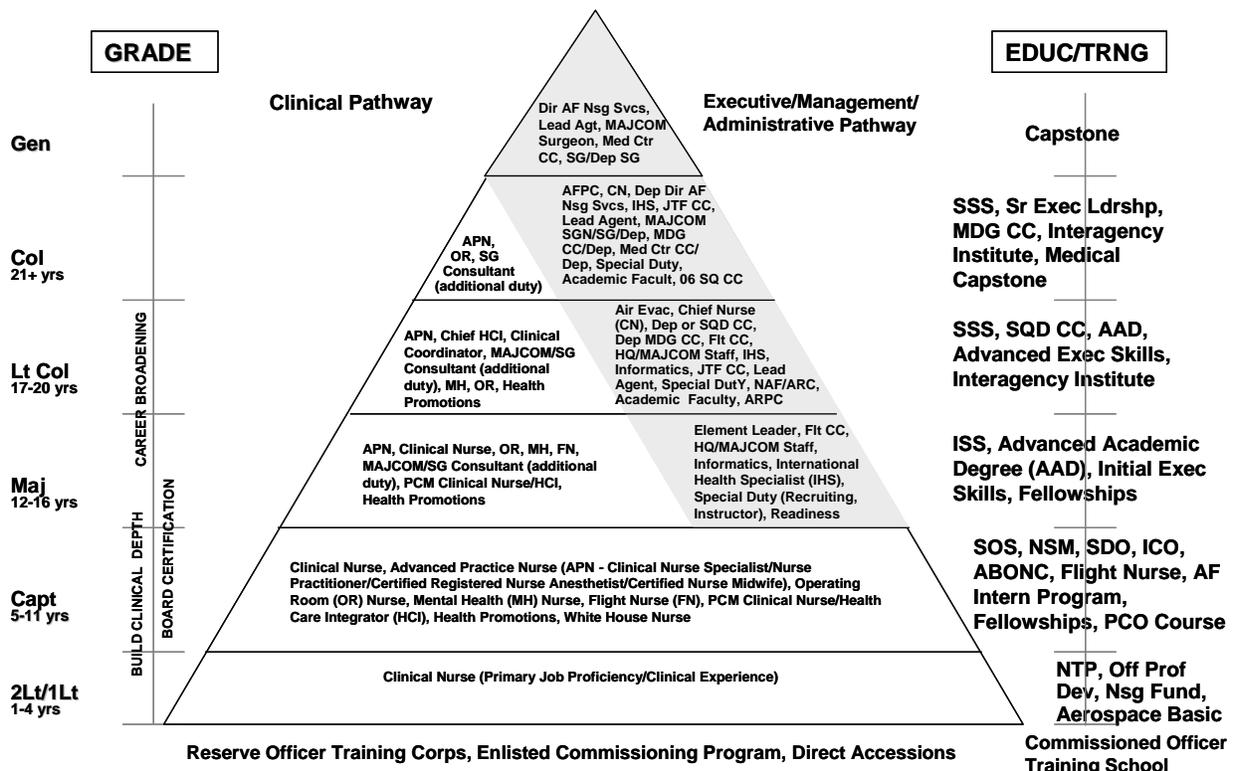
### MONTHLY BASIC ALLOWANCE FOR SUBSISTENCE (BAS) & BASIC ALLOWANCE FOR HOUSING (BAH)

Pay Grade	BAS (Same for all Officers)	BAH RC/T		<p>These BAH rates are based on lowest location amounts within the continental United States. These amounts will more than likely increase depending on your first duty assignment. Also, rates will increase the longer you spend in the Air Force.</p> <p>Actual BAH rate will be based on the area where you are stationed, which could be a base or city. Additional money like Overseas Housing Allowance (OHA) and Cost Of Living Allowance (COLA) could be granted.</p> <p>Dependents include spouse and/or children.</p>
		Without Dependents	With Dependents	
<b>O-10</b>	\$ 242.60	\$ 1481.70	\$ 1822.50	
<b>O-9</b>	\$ 242.60	\$ 1481.70	\$ 1822.50	
<b>O-8</b>	\$ 242.60	\$ 1481.70	\$ 1822.50	
<b>O-7</b>	\$ 242.60	\$ 1481.70	\$ 1822.50	
<b>O-6</b>	\$ 242.60	\$ 1358.70	\$ 1640.70	
<b>O-5</b>	\$ 242.60	\$ 1308.30	\$ 1581.60	
<b>O-4</b>	\$ 242.60	\$ 1212.00	\$ 1394.10	
<b>O-3</b>	\$ 242.60	\$ 972.00	\$ 1153.50	
<b>O-2</b>	\$ 242.60	\$ 770.40	\$ 984.30	
<b>O-1</b>	\$ 242.60	\$ 660.90	\$ 881.10	

# Career Progression

Career progression is based on a solid "three-legged stool" of operational, staff, and leadership experience. This triad will serve as your career foundation as you progress up through the ranks and proceed toward your goal. In the beginning of your career focus on one goal...establishing operational credibility in your AFSC-specific skill set. Until you develop this expertise, you cannot build the remaining legs of staff and leadership experience. Staff experience provides increased job responsibility and is key in developing areas of expertise that will enhance your decision-making and leadership skills. Early in your career you can obtain valuable staff experience by taking on additional duties or getting involved in special projects. As an example, you may dual-hat as a clinical nurse with additional responsibilities as the Infection Control Officer. During tenure as a senior captain through major, expand your staff experience through specialty education and mid-level career broadening assignments.

Leadership is the core of officership. As an officer you will be held to the highest standards of conduct and will be expected to live the core values of Integrity, Service Before Self and Excellence in all that you do. You will be responsible for your development as an Air Force officer. This process begins immediately when you take the commissioning oath and continues throughout your career. Build on what you learn in Commissioned Officer Training (COT), Aerospace Basic and Professional Military Education (PME) courses. Network with your line officer counterparts through involvement in special projects and the Company Grade Officer Council. As you gain experience, you will lead and mentor junior officers and enlisted personnel in day-to-day operations and in their professional growth. As you become more senior, progressive successes in more complex leadership roles prepare you for challenging and expanded responsibilities. As you progress throughout your career, the "three legged stool" will continue to serve as your model and will guide you toward positions offering increasing responsibility and opportunity.



The operational or clinical track is characterized by a solid AFSC-specific/clinical foundation with progression as a field grade officer into advanced practice nursing, clinical specialist, element leader, and flight commander roles. In the operational track you can incrementally acquire the executive skills competencies required for entry into the executive leadership track. In the staff track, you branch out to jobs or specialties such as readiness, quality, health promotion, prevention, case management, research, and education/training. Squadron or group level staff jobs are an integral part of day-to-day business and overlap into the operational track. To advance in the staff track, develop your specialty to be competitive in major command (MAJCOM), lead agent, or Air Staff positions. As in the operational track you can also gain many of the skills required for executive leadership positions.

The executive leadership track spring boards from the operational and staff tracks and affords you the opportunity for potential promotion to colonel. In this track, you must have a solid operational background with an intermingling of staff jobs. Officers in this track possess executive skills, solid command potential, and the appropriate level of PME. They face leadership challenges as chief nurses, squadron commanders, medical group commanders, MAJCOM and HQ USAF division chiefs, or equivalent positions. For general officer consideration, you must progress through top-level executive leadership, MAJCOM, Air Staff, or joint staff positions.

These tracks are not cast in stone and movement between them is possible and encouraged during the first half of your career. However, as your seniority increases, flexibility to switch tracks becomes limited. It is very difficult to become proficient in the required executive skills unless you diversify your career with *operational* and *staff* experience, invest in graduate education and complete Professional Military Education (PME) commensurate with your grade. As an example, if you remain in the operational track as an advanced practice nurse or in the staff track as a health promotions officer, you may not have equipped yourself with the right experience to compete for a position in the executive leadership track. There are opportunities to pursue an "exceptional career" with promotion to colonel in the operational and staff tracks, however, you must develop your area of expertise to make you competitive for high level staff jobs at MAJCOM, lead agent, or Air Staff levels.

The skills required for success in any of the three tracks require constant updating. Complete PME by correspondence or in seminar as soon as you are eligible. Apply for Air Force Institute of Technology (AFIT) sponsored education or pursue off duty or innovative distance learning graduate programs. Don't strictly limit yourself to "nursing" jobs. Many challenging positions are "corps neutral" and may be filled by qualified nurse corps officers. Investigate these jobs and determine if they could provide you the experience needed to meet your goals. Remember that Air Force promotions are based on future potential...plan your future now.

#### **Officer Leadership Schools & Centers:**

- Air Force Institute for Advanced Distributed Learning - (AFIADL)
- Air Force Institute of Technology - (AFIT)
- Air Force Research Institute - (AFRI)
- Carl A. Spaatz Center for Officer Education
  - Air War College - (AWC)
  - Air Force Fellows - (AF Fellows)
  - School of Advanced Air and Space Studies - (SAASS)
  - Air Command and Staff College - (ACSC)
  - Squadron Officer College - (SOC)
    - Air and Space Basic Course - (ASBC)
    - Squadron Officer School - (SOS)
- International Officers School - (IOS)
- Eaker College for Professional Development
  - Commanders School - (ECPD/CPDS)
  - Air Force Human Resource Management School - (AFHRMS)
- LeMay Center for Doctrine Development & Education - (LeMay Center)

# Frequently Asked Questions

**What's the age cut-off to join the Air Force?** 42, although an age waiver could be accomplished based on the applicant's specialty and needs of the Air Force.

**Do I get to choose where I want to be stationed?** You'll get to complete an Assignment Preference Worksheet on which you'll get to provide eight selections each for overseas assignments and those within the continental U.S. You will also list preferences for up to eight bases (or geographical areas). While Air Force needs come first and there are no assignment guarantees, we do consider your choices and, when possible, try to match an Air Force need with your base or area choice.

*The Air Force has more than 64 bases in the continental United States and more than 20 locations overseas.*

**What's the pay like for healthcare professionals?** Air Force healthcare professional pay varies by your specific profession. Some will qualify for professional pay and/or yearly bonuses above their base pay and benefits. A few high-need professions may also receive sign-on bonuses. An Air Force recruiter has details.

**What do healthcare professionals do in peacetime?** The Air Force healthcare mission is providing care to our service members and their families. A majority of our healthcare professionals work in clinics and hospitals much like our civilian counterparts. We have locations stateside and overseas. There are also opportunities to take part in global humanitarian missions. One example is a story noted earlier brochure about the one-of-kind ECMO team that helped an infant on a flight from Puerto Rico. Other examples include Air Force members responding to Hurricanes Katrina and Rita, and teams traveling to Ecuador, Chile, Egypt and Thailand to provide medical care and bring medical supplies to those in need. You can also pursue education or medical research.

**How does the Air Force compare to the civilian world?** There are almost limitless opportunities for Air Force nurses. You'll work in similar facilities stateside or in other countries. And due to our dedicated administrative staffs, you'll get to focus on patient care, education or research.

**Will I have to deploy?** The Air Force provides training for nurses and other medical professionals to enhance their wartime readiness. Our nurses learn skills necessary to manage and operate an air transportable hospital, provide advanced trauma life support and conduct combat medical operations in field situations. Hands-on participation is stressed throughout readiness training. While some military nurses and other medical professionals may never be asked to mobilize and deploy in wartime or peacetime emergencies, they must always be prepared for those situations.

**What about my family?** Bring them with you! In fact, after your initial training we will pay to move your spouse and children, household goods, and vehicles to your new assignment.

**How long do I have to be in the Air Force?** Minimum contract is 3 years.