

On Course



Issue 4

An Internal Newsletter for Navy Personnel Command

Sept 2003

Navy Personnel Command Reorganization (Business Ops) update

By CAPT Ray Berube

ACNPC for Business Operations

The Navy Personnel Command (NPC) reorganization is on track for completion by January 1, 2004. The primary goal of the reorganization is to better support "Mission First, Sailors Always" by moving to a more customer-centric model. The three "pillars" focus on aligning our major business process alignment and service delivery.

Two of the departments or pillars are external facing line departments dedicated to supporting external customers. Career Management supports "Mission First" and Fleet Support ensures "Sailors Always." The Business Operations pillar is internal facing and provides integrated internal business operations functions focusing on efficiency, accountability, and quality

of service delivery.

While we shifted to the three pillar structure several months ago, we are still working to finalize some specific functions and business that will be aligned to each pillar. To better define the new Business Operations pillar, four functional working groups were chartered. The functional groups are: Financial Management, Information Technology, Administrative Services and Human Resources. Functional experts from NPC codes staff these groups. The working groups produced a detailed matrix of tasks that will align within Business Operations, a Concept of Operations document and a recommended billet staffing plan. The recommendations of the working groups will be provided to Leadership early this month.

Sea Warrior Program: Investing in Sailors

By JOSN Amie Hunt, NPC Strategic Communications Office

The goal is mission accomplishment, but as the times change, so do the methods used to complete the mission.

In keeping up with the changes in concepts and technology, the Navy has developed a program committed to the growth and development of its Sailors. The Sea Warrior program is a tool to ensure an optimum fit between skill requirement and Sailor development.

As one of the premier force-shaping tools, Sea Warrior will be a process to track and manage the progressive career movement of Sailors. It will

serve as the foundation for achieving greater combat effectiveness by instituting innovative training and detailing for all Sailors. Sea Warrior will develop naval professionals who are highly-skilled, powerfully-motivated, and optimally-employed for mission success, ensuring the right skills are in the right place at the right time.

Combat capabilities and platforms feature dramatic advancements in technology and reduction in crew size. The crews of modern warships are teams of operational, engineering, and information technology experts who collectively operate some of the most

Recent NAVADMINs

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complex systems in the world. As optimal manning policies and new platforms reduce crew size further, the need for highly-educated and expertly-trained Sailors will increase.

The new program will allow jobs to be more precisely defined giving Sailors more options tailored to suit their career goals and objectives. It

See "Sea Warrior" on next page

Talking Points: Improving the Navy workforce

- The CNO's initiative to Improve the Navy Workforce (INWF) is a CRITICAL element to the success of Sea Warrior and our ability to properly shape the force of the future.
- This study is being conducted to capture the knowledge, skills, abilities and tools Sailors in each rating or NEC need to be trained.
- INWF provides the data...the SCIENCE...behind how the Navy will adapt its training and the career development of our Sailors.
- To provide the Fleet with the RIGHT Sailor with the RIGHT skills to the RIGHT place, we must ensure Sailors receive the RIGHT training to meet readiness needs...this is at the HEART of Sea Warrior.
- Everyone's input in this study is CRUCIAL. Only through honest, thorough participation will the studies yield the type of information that will drive occupational standards and training in YEARS to come.
- Validating and redefining our occupational standards will ensure that the training our Sailors receive MATCH Fleet requirements. The Navy's investment in training is only cost effective if Sailors are prepared to support future readiness.
- The inputs received so far have been good ... but during this next phase, we need to push even HARDER. The importance of Sailor participation and command involvement cannot be overstated. We need YOUR help.

Special FY-03 Leave Accrual Policy

By JOSH Amie Hunt, NPC Strategic Communications Office

The operational demands of the War on Terrorism have made it difficult for personnel to take their much-earned leave. NAVADMIN 222/03 outlines the leave accrual policy for those who participated in Operation Iraqi Freedom, Operation Enduring Freedom or Noble Eagle, either deployed, as a watch stander, or otherwise.

The policy still encourages members to use their leave in the year it's earned. The Navy's special leave accrual policy states all active duty members of the Navy who would otherwise have lost annual leave on Oct. 1, 2003, as a result of serving for a continuous period of at least 120 days in an area where they are entitled to hostile fire or imminent danger pay are authorized to carry over as many as 90 days of leave. Any amount over 60 days must be used before the end of the third fiscal year after the year in which it is earned. For those involved with the War on Terrorism operations, it's September 30, 2006.

Any members who wish to carry over more than 60 days must declare their eligibility through their chain of command. Requests must be submit-

ted by the end of the first quarter of the following fiscal year for which the member is requesting special leave accrual. For those involved in the War on Terrorism operations, the deadline is Dec. 31, 2003. Commanding officers are responsible for reviewing service records to determine eligibility and ensuring proper service record entries are made.

A more detailed description can be found in the NAVADMIN 222/03 policy for Special Leave Accrual for FY-03.

Leave provides the opportunity for service members to refresh mentally and emotionally from the work environment, which in turn, contributes to improved performance and increased motivation and adds to combat readiness.

Sea Warrior

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allows Sailors the ability to map both short and long-range career growth and development plans. And at any point in time, they'll be able to find out what jobs they need to reach their career objective.

Admiral Vern Clark said the goal is to create a Navy in which all Sailors—

Ordering Your Official Military Personnel File (OMPF) on CD ROM

Last month's article about ordering your OMPF on CD Rom erroneously listed BUPERS Online as a method for placing your order electronically. BUPERS Access is the correct web site for electronic orders. A NAVADMIN will be released soon announcing the change to Compact Disk (CD), and ordering instructions. If you want a CD, and not microfiche, please wait for the official announcement before ordering your record, and expect long delays. Some members will receive their records on CD ROM early, with a card inside requesting feedback. Please provide your feedback early, as we are trying to perfect the CDs and value your input.

active and reserve, afloat and ashore—are optimally assessed, trained, and assigned, so that they can contribute their fullest to mission accomplishment. Sea Warrior is the enabler for this process.