Navy adjusts SRB plan to retain critical-skilled Sailors

From Chief of Naval Personnel Public Affairs

WASHINGTON – The Navy released an updated Selective Reenlistment Bonus (SRB) award plan Jan. 6 in Navy Administrative message (NAVADMIN) 013/12.

SRB is a special incentive pay to help meet critical skill reenlistment benchmarks. The intent of the SRB is to reward those who attain special training in skills most critical to current needs and mission requirements. While the Navy has 31 overmanned ratings there are 91 specific critical skills that use SRB to help meet critical skill needs.

Official U.S. Navy file photo

"The SRB program provides a needed incentive to our top performing Sailors with critical skills," said Rear Adm. Tony Kurta, director, Military Personnel Plans and Policy. "We will continue to monitor our bonus programs to maximize retention behavior in our most critical skills within the constraints of our budget."

Enlisted community managers monitor the health of their community and make recommendations to leadership, as required, to maintain acceptable manning levels. From the 91 skill/zone combinations detailed in NAVADMIN 253/11, this update includes reductions for eight skills, four skills elimination, 31 skills award levels increase and 11 skills added to the list. The plan also continues the quota management policy established in NAVADMIN 166/11, whereby reenlistment requests for SRB will be approved based on quota availability. For updates to SRB eligible ratings/skills, visit http://www.public.navy.mil/bupers-npc/career/enlistedcareeradmin/pages/srb.aspx.

As with Perform to Serve (PTS), eligible Sailors desiring SRB reenlistment are encouraged to work with their command career counselors, command master chiefs, and chain of command to discuss timing of reenlistment and procedures well before their end of active obligated service. Command career counselors can use the Force Management System or the Officer Personnel Information System (OPINS) to submit an SRB request. For commands with limited internet access, career counselors should contact PERS-811 directly at (901) 874-2526/DSN 882, FAX (901) 874-2623/DSN 882.

For the complete list of SRB award levels and policy in NAVADMIN 013/12, visit www.npc.navy.mil.

NPC leaders to discuss post-ERB

From Navy Personnel Command Public Affairs

MILLINGTON, Tenn. – Representatives from Navy Personnel Command's fleet engagement team will meet with Sailors, families and leadership in Japan and Hawaii this month to discuss personnel policies and force management measures impacting the fleet, officials said Jan. 6.

"We'll be discussing post-Enlisted Retention Board (ERB) matters, with an emphasis on transition benefits," said Capt. Steven Holmes, director, Community Management Branch, Bureau of Naval Personnel. "These visits are also an excellent opportunity to get feedback directly from the fleet and share personnel policy information directly from the source."

Representatives from the enlisted distribution division, enlisted community managers and the Navy's ERB transition assistance coordinator will conduct all-hands briefs geared for transitioning Sailors, including specific information for Sailors not retained by the ERB, as well as guidance specific to Sailors transitioning from overseas.

Affected Sailors and their spouses are encouraged to attend the all-hands sessions.

The team will be in Japan at Yokosuka Naval Base Jan. 17, Naval Air Facility Atsugi Jan. 18, and in Hawaii Jan. 20 at Joint Base Pearl Harbor-Hickam and Marine Corps Air Station Kaneohe Bay. The fleet engagement team will also conduct a leadership roundtable for commanding officers and their command teams at each site for commands that have ERB affected Sailors.

"It is imperative that every leader in the chain of command take an active role in the transition process to ensure each Sailor is optimally prepared whether they leave the Navy after four years of service or 30," said Holmes.

Sailors should contact their command career counselor for local briefing times and locations.

Navy will conduct additional fleet engagement visits to San Diego, Pacific Northwest, Norfolk, and Mayport/Jacksonville in the coming months. Dates will be released as they become available.

For more information about transition benefits visit Transition Assistance Web Page available under the Hot Links section of the Navy Personnel Command at www.npc.navy.mil.

For more information about ERB transition support, visit www.npc.navy.mil/boards/ERB/, contact the NPC customer service center at 1-866-U-ASK-NPC (1-866-827-5672), or email cscmailbox@navy.mil.

Annual General Military Training requirements announced to fleet

By Susan Henson,
Center for Personal and Professional Development Public Affairs

VIRGINIA BEACH, Va. – The Navy's General Military Training (GMT) requirements have been set and were announced in Naval Administrative message 386/11, released Dec. 19.

GMT is developed for all uniformed Navy officer and enlisted Sailors. The core GMT lessons, which are top priorities of the Chief of Naval Operations as well as statutory requirements, fall under the areas of Responsible Use of Alcohol, Responsible Personal Behavior, Ask-Care-Treat, Improving Personal Financial Management and Operational Stress Control. These core lessons include Equal Opportunity, Sexual Harassment and Grievance Procedures; Sexual Assault Prevention and Response; Suicide Prevention; and Operational Stress Control. Because of the critical nature of these topics, the core GMT lessons must be delivered in instructor-led training sessions by command leadership.

"It is absolutely imperative that leaders are involved in delivering the content of the core GMT lessons," said Capt. Chuck Hollingsworth, the commanding officer for the Center for Personal and Professional Development, which has responsibility for maintaining and updating the Navy's GMT lessons. "This is an issue of unit readiness. We see too many shipmates impacted by senseless acts such as suicide, sexual assaults and alcohol abuse. Sailors need to know and see that their leaders are personally engaged in ensuring the health and well being of each and every person in the command." Core lesson materials are available for download on Navy Knowledge Online at http://www.nko.navy.mil, click on the Personal Development tab, then GMT link on the left side of the screen, then select the lesson from the Core GMT Lessons channel.

In addition to required GMT lessons, the NAVADMIN details recommended lessons for which commanding officers are highly encouraged to establish a recurring refresher training plan for their command.

These GMT lessons include Anger Management; Operational Risk Management; Drug Abuse Prevention and Control; Tobacco Prevention and Cessation; Physical Readiness; and Code of Conduct. Lesson materials are available on the NKO Personal Development GMT page in the Commanding Officer Training Library channel.

Re-enlisting Sailors are required to complete some lessons upon their re-enlistment.

These lessons include Hazing Policy and Prevention, Fraternization Awareness and Prevention, and the Family Readiness Program. This training is available only online via Navy ELearning under the "Department of the Navy (DON) Training" category, and the "General Military Training" subcategory. All recurring GMT lessons from previous years have been reviewed and the content updated as needed, according to Hollingsworth. "We at CPPD want to ensure we're delivering the best possibly training to meet fleet and leadership requirements," he said. "All feedback is good information, so please let us know how we're doing."

For more information about the Center for Personal and Professional Development (CPPD), visit https://www.netc.navy.mil/centers/cppd/.