



**DEPARTMENT OF THE NAVY
BUREAU OF NAVAL PERSONNEL
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0000**

1212
PERS-00/469
14 Sep 23

From: Deputy, Chief of Naval Personnel
To: Director, Military Community Management (BUPERS-3)

Subj: PRECEPT FOR PROBATIONARY OFFICER CONTINUATION AND
REDESIGNATION BOARD

Ref: (a) Title 10, U.S.C., section 647
(b) DoD Instruction 1332.30 of 09 September 2021
(c) SECNAVINST 1920.6D
(d) OPNAVINST 1210.5B
(e) MILPERSMAN 1212-010
(f) ASN (M&RA) memo of 30 Sep 21 (NOTAL)

1. Purpose.

a. Probationary Officer Continuation and Redesignation (POCR) boards shall review the records of eligible probationary officers, to determine if the officer should be separated or retained, and if so, their viability for redesignation into other officer communities, including both Active Component (AC) and Reserve Component (RC) designators in accordance with the policies defined in references (a) through (e). Officer separations or retentions will follow guidance prescribed in the corresponding Fiscal Year's Accession Plan.

b. Each POCR board will consider carefully, without prejudice or partiality, the military record of each eligible probationary officer when making their recommendation. Each POCR board may also consider any information provided to them by:

- (1) POCR candidates,
- (2) Commanding Officers of POCR candidates,
- (3) Military and/or civilian personnel submitting letters of recommendation on behalf of POCR candidates,
- (4) Detailers and Officer Community Managers (OCM), and
- (5) PERS-8.

2. President. The Director, Military Community Management or Director, Officer Community Management (BUPERS-31) will serve as president of all POCR boards.

3. Membership

CUI

Subj: PRECEPT FOR PROBATIONARY OFFICER CONTINUATION AND REDESIGNATION BOARD

a. In addition to the president, each PO CR board shall be comprised of at least four BUPERS-3 OCMs as voting members appointed by the PO CR board president in writing prior to the convening date of the board.

(1) Voting members shall be selected from OCMs in the grades of 0-4 or above.

(2) One voting member each will be appointed from the Unrestricted Line, Restricted Line, Staff Corps and Training and Administration of the Reserves (TAR)/Selected Reserve (SELRES) communities.

(3) To the greatest extent practicable, voting members shall reflect the composition of the officer corps to include race, ethnicity and gender diversity.

(4) OCMs will also serve as briefing members to represent their community's needs and interests to the board on any action that will result in a personnel gain or loss to their respective community.

(5) PERS-4 detailers will serve as the candidates' representatives during the PO CR board, providing information on each candidate's career history, command endorsement and/or any other information which will assist the board in its decision.

b. Additional support staff as required to brief records and provide administrative support is authorized.

4. Convening Schedule. You shall convene PO CR boards at intervals necessary to ensure Navy retains the required number of officers to meet the Navy's mission, today and in the future, while remaining within Navy's authorized end strength and manpower funding levels.

5. Recommendation Standards. Recommendation standards for PO CR boards will be aligned with Chief of Naval Personnel (CNP) approved accession plans or other guidance that are in effect on the convening date of each PO CR board. This guidance may result in specific retention/ redesignation targets for each PO CR board in order to meet overall CNP goals. Typically, recommendations include:

a. Retention on active duty within the current designator. Retention within the current designator should be recommended only if the officer remains professionally qualified to serve in the current community; there is support for retention by the Community Manager; the community is not over end strength as identified by Chief of Naval Personnel (CNP) guidance; and a majority of voting board members determine that it is in the best interests of the Navy to retain the officer. These interests may include, but are not limited to:

(1) Probationary officers in whom the Navy has a significant financial investment.

(2) Probationary officers who possess unique and critical skills or training.

Subj: PRECEPT FOR PROBATIONARY OFFICER CONTINUATION AND
REDESIGNATION BOARD

(3) Probationary officers who have significant prior active duty service of such quality that separating them would not be in the best interests of the Navy, or of such duration that separating them would be unjust. Officers separated who have prior active enlisted service will not be barred from subsequently reenlisting in the Navy solely because of their status as an officer.

b. Retention on active duty with redesignation. Redesignation is presumed to be in the best interests of the Navy if there is support for redesignation from one or more communities with vacancy at junior officer pay grades; the officer's record indicates viability to perform and promote in the new designator; the redesignation is consistent with CNP approved community accessions plans; or a majority of voting board members determine it is in the best interests of the Navy to retain the officer. These interests may include, but are not limited to:

(1) Probationary officers in whom the Navy has a significant financial investment.

(2) Probationary officers who possess unique and critical skills or training.

(3) Probationary officers who have significant prior active duty service of such quality that separating them would not be in the best interests of the Navy, or of such duration that separating them would be unjust. Officers separated who have prior active enlisted service will not be barred from subsequently reenlisting in the Navy solely because of their status as an officer.

c. Removal or separation from active duty. For officers not recommended for retention on active duty, there will be a vote for removal or separation from the active duty list (ADL). Removal from the active duty list with reserve affiliation, or separation from the Navy, will be voted on in terms of the best interests of the Navy. Reserve affiliation will be considered if the majority of members determine that the officer's record, including any critical skills, is considered so meritorious that it outweighs other concerns. Redesignation in the RC in either the SELRES, TAR or Individual Ready Reserves (IRR) will be recommended if the officer's record indicates viability to perform and promote in a new RC designator.

6. Reporting

a. The written report of the POCR board shall be signed by you. It shall contain a list of the officers recommended for retention without redesignation and of the officers recommended for retention with redesignation to include a list of gaining officer community designators. The report shall also contain a list of the officers recommended for removal from the ADL and, if recommended for redesignation in the RC, a list of gaining RC officer community designators.

b. I will approve or disapprove each individual case by annotating my decision along with an approved separation date (if applicable).

c. A copy of each POCR board report shall be maintained by BUPERS-3, along with a list of each POCR board's voting members.

Subj: PRECEPT FOR PROBATIONARY OFFICER CONTINUATION AND
REDESIGNATION BOARD

7. Disclosure

a. POCR board voting members, briefers and administrative support personnel shall at no time, unless specifically authorized by me, disclose the proceedings or deliberations of a POCR board.

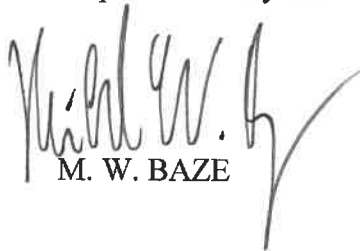
b. Before the POCR board recommendations are approved, the recommendations may be disclosed only to voting members of the POCR board and those personnel directly responsible for supporting the POCR board process. POCR board recommendations made prior to final approval shall not be discussed with probationary officers, their commands, potential gaining community leadership, or non-voting member attendees of the POCR board.

c. After I have approved or disapproved the POCR board recommendations, you may release the names of officers to be retained, redesignated or removed from the ADL to probationary officers via designated command points of contact only. Cognizant gaining and losing community detailers and OCMs may be copied on these notifications. Only final and approved board actions may be disclosed.

(1) If separation is approved, PERS-4 will write separation orders to notify probationary officers via message indicating that he or she is being separated from active duty.

(2) Officers who are retained on active duty and redesignated will incur a two-year service obligation to be served concurrently with any other obligated service.

8. Appeal. Prior to the convening of a POCR board, the probationary officer can challenge their eligibility to appear before the board. However, once the board is concluded, probationary officers cannot appeal the POCR board process or my final decision.


M. W. BAZE