



HR BEACON

Community News for HR Professionals

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FY24 Indefinite Recall Opportunity

This issue of the *HR Beacon* provides guidance to Reserve HRs interested in applying for indefinite recall to 1200. This issue will highlight who is eligible to apply, when applications are due and general application advice.

Opportunity: This Beacon article announces opportunity for indefinite recall to 1200 for 1205/1207 Officers. Applications for indefinite recall shall be submitted via DOD SAFE or encrypted email to below listed HR OCM no later than 15 September 2023. The following year groups have requirements for a limited number of indefinite recalls:

<u>Available YG</u>	<u>Notes</u>
07+	CDR select or senior only.

Record reviews will compare applications against HR AC Community values and Community requirements.

Application: If you are interested in MPN Indefinite Recall, please review the requirements listed in MPM 1321-105. Required application and forms can be obtained from the MyNavy HR website (<https://www.mynavyhr.navy.mil/References/Forms/NAVPERS/>). Following is summary of items required with application:

- 1) MPN Recall Application with CO's endorsement
- 2) Personal Statement (requirement, include as paragraph 3 of application)
- 3) NAVPERS form 1331/5
- 4) Annual Statement of Service History (ASOSH) from BUPERS Online (BOL)
- 5) Cumulative Active Duty Service Statement (Enclosure (1) from SECNAVINST 1800.2A)
- 6) PDF of Officer Summary Record (OSR) from BUPERS Online (BOL)
- 7) PDF of Performance Summary Record (PSR) from BUPERS Online (BOL)
- 8) Last (4) Fitness Reports (fronts and backs)
- 9) Pertinent Quals/Training not documented in PSR (optional)
- 10) Summary of PFA results last three years (from PRIMIS)
- 11) Resume (military or civilian, optional)
- 12) Letters of Recommendation (optional)
- 13) Individual Medical Readiness Status (IMR) from BUPERS Online (BOL)

The above application requirements include additional guidance to submit a personal statement, PDFs of OSR and PSR, summary of last three years of PFA results, college transcript, as well as IMR from BOL. This is different from the MPN Recall Application template. Be mindful of these differences when constructing/submitting a complete application. Submit these enclosures as a single scanned document to facilitate review.

Additional Guidance:

- 1) Indefinite recall quotas must be approved annually as part of the Navy's accession plan. The HR Community is anticipating FY24 quotas to be approved.
- 2) Officers that have separated from active duty as a result of multiple non-selections to promotion of any grade, also termed multiple FOS, are ineligible to apply.
- 2) Officers with an IMR status other than "Fully Medically Ready" are not eligible without additional documentation from their medical provider stating that condition will resolve before 1 Oct 2023.
- 3) Applicants who are selected for INDEF recall and subsequently become not fully medically ready (medical or dental) for an active duty assignment before being redesignated will be removed from the select list should that condition not be resolved prior to 1 Oct 2023. The applicant may re-apply for INDEF recall at a later date once "Fully Medically Ready."

Additional guidance is provided in MILPERSMAN 1321-105. Applicants are encouraged to review before applying.

INDEF Recall FAQ:

1) Will I be released by my Reserve OCM?

Prospective applicants are encouraged to contact their reserve OCMs to determine whether their release would be affected by any restrictions. SELRES applicants may contact LCDR Dustin “Foghorn” Hoskins at dustin.a.hoskins.mil@us.navy.mil. TAR applicants may also contact CDR Mark “Turk” MacNamara at mark.b.macnamara.mil@us.navy.mil and CDR Kirk Morris at kirk.n.morris.mil@us.navy.mil.

2) Can I get an extension on submitting my application?

No extensions are authorized, please submit complete packages no later than 15 September 2023.

3) When will results be out?

Results are anticipated to be released no later than 17 November 2023.

4) If selected, when should I expect to execute orders?

SELRES should expect to execute orders by end of FY24. SELRES on active duty orders (e.g. mobilization, definite recall, CANREC duty, ADSW) and TAR Officers who are not in receipt of follow-on orders can expect assignment to a new billet appropriate to their new designation when notified by COMNAVPERSCOM (PERS-4), generally within 9-12 months. If an officer is currently in receipt of follow-on orders, member will be processed for INDEF recall to 1200 and should plan on executing previously negotiated orders for up to 12 months, unless a shorter tour is prescribed (tours in excess of one year subject to concurrence of the gaining community).

5) What makes an application competitive?

No board statistics are available for past INDEF recall selections. In general, the following items have helped those officers applying for active duty redesignation to HR:

- a.) Sustained Superior Performance. Favorable EP hard and/or soft breakout rankings in FITREPS as well as trait averages more often than not above summary group and/or reporting senior average.
- b.) HR Masters Degree
- c.) HR Certification (PHR, SPHR, CDFM and Master Training Specialist are most common amongst selectees)
- d.) HR related experience (civilian and/or military)
- e.) HR relevant subspeciality codes (3XXX)
- f.) Strong Endorsement and Letters of Recommendation.
- g.) Strong personal statement.

5) Can I still apply even if I’m a select for promotion or if I’m board eligible?

Yes, this is an FY24 Indefinite Recall opportunity, quotas remain valid through the FY. If you are a FY24 promotion select, you can be scrolled for the next rank. If you are FY25 board eligible, then contact the HR OCM and we can walk through the different options.