

Program Authorization: Appointment for USNA graduates (who do not initially commission for medical reasons) to the rank of Ensign, U.S. Navy, designator 1200, for duty at Recruit Training Command (RTC) as a Future Sailor Preparatory Course Academic (FSPC-A) instructor. The Human Resources (HR) Officer Community Manager (OCM) (BUPERS-311-HR) is the program manager.

1. Program Authority: Title 10 U.S. Code sections 531 and 532; Department of Defense Instruction (DoDI) 6130.03; Secretary of the Navy Instruction (SECNAVINST) 1531.4B (United States Naval Academy Midshipmen Disenrollment).

2. Cancellation: Not applicable.

3. Quota: As prescribed by the Deputy Chief of Naval Operations for Personnel, Manpower, and Training, N1.

4. Qualifications

a. Citizenship: Applicants must be United States citizens.

b. Age: Not applicable.

c. Education: Applicants must meet the graduation education standards of the accession source as delineated in USNAINST 1531.49C, Graduation and Degree Requirements.

d. Medical: This program authorization is only applicable to midshipmen who, after the start of their senior year at the USNA, develop a medical condition that is anticipated to persistently be ineligible for deployment, remote duty, shipboard or OCONUS assignment, despite appropriate medical treatment, and thus do not meet retention standards for the majority of Navy designators or Marine Corps military occupational specialties (MOS). In line with SECNAVINST 1531.4B, and if the Chief, Bureau of Medicine and Surgery (CHBUMED) otherwise recommends a medical waiver to commission, the Superintendent of USNA may commission a midshipman with these medically-related duty restrictions based on the duty assignments outlined in subparagraph 4.e. These Ensigns will be assigned a Deployability Category 4A2 (DCAT 4A2) status by Navy Personnel Command (PERS-454), without being entered into the Disability Evaluation System.

e. Duty Assignment: Selected applicants will be assigned to RTC in a non-deployable billet as an FSPC-A instructor for their entire duty obligation. No follow-on tour to another duty station is authorized unless the member meets the requirements listed in subparagraph 11.c.

5. Waivers: Other than a pre-commissioning medical waiver, no other waivers are authorized.

6. Accession Source: USNA.

7. Indoctrination: Not applicable.

8. Enlistment: Not applicable.

9. Constructive Entry Credit: Not applicable.

10. Appointment: Midshipmen will be commissioned as a Special Duty Officer of the U.S. Navy with the rank of Ensign and designator 1200.

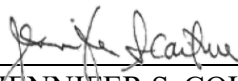
11. Service Obligation

a. All officers incur an 8-year service obligation (Title 10 U.S. Code section 651). This obligation may be served as a combination of active service and reserve service, with a minimum active service requirement of five years. The active service requirement commences upon commissioning.

b. The balance of service, sufficient to complete eight years of total obligated service, may be served in a Ready Reserve status.

c. FSPC-A instructors who have completed a minimum of two years and six months of commissioned service and desire to continue to serve via Active, Training and Administration of the Reserve (TAR), or Selected Reserve (SELRES) duty as either a 120X officer or in another community beyond their current assignment may be referred by RTC's Commanding Officer to the Probationary Officer Continuation and Redesignation (POCR) board at the discretion of Bureau of Naval Personnel (BUPERS-31) for force management. To be eligible for the POCR board, the member's medical condition must have stabilized or resolved such that they receive a DCAT 1 or 2 following an operational suitability screening from a Navy medical provider. Officers selected at the POCR board are authorized to continue their service beyond the probationary period.

12. Pay and Allowances: Ensign, O-1. Prior enlisted service members with qualifying records are assigned the O-1E paygrade and compensated accordingly.

Approved: 
JENNIFER S. COUTURE
Rear Admiral, U.S. Navy
Director, Military Personnel
Plans and Policy (N13)

Date: 20 Oct 2025