



Policy for the Assignment of Pregnant Sailors and Sailors Who Experience Perinatal Loss

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BLUF

Effective with the release of NAVADMIN 006/24 on Jan. 16, Sailors who become pregnant during a sea duty tour will be reassigned to a valid requirement ashore. Additionally, pregnant Sailors assigned to shore duty who are within 13 months of their Projected Rotation Date may be extended at their current billet or moved locally to fill a valid manpower requirement.

Who needs to know?

- All Sailors and their families
- Detailers/Placement Officers
- Command Triads
- Deckplate Leaders – LPO, CPO, DIVO, DH

What you need to know – key points

- Sailors who become pregnant during a sea duty tour will fill a valid requirement ashore for a minimum of 24-months in assignments that best meet their skills and career needs.
- Additionally, pregnant Sailors assigned to shore duty who are within 13 months of their Projected Rotation Date may be extended at their current billet or moved locally to fill a valid requirement.
- When a sea duty activity is notified of a pregnant Sailor's status, they must submit a reassignment due to pregnancy and post-partum availability report via the Navy Standard Integrated Personnel System (NSIPS) that includes:
 - Date for the 20th week of pregnancy;
 - Estimated date of delivery;
 - Any factor(s) or limitation(s) to be considered in the assignment process.
- Pregnant Sailors may request a waiver to remain onboard their operational command throughout the pregnancy and post-partum period. This operational deferment waiver must include endorsements from the Sailor, the CO or OIC, and the health care provider. The waiver request will be submitted via Sales Force for enlisted and to the community detailer for officers. Individual Detailers will have final approval.
- Shore commands which, for mission or industrial hygiene reasons, wish to apply for an exemption to pregnant Sailors being assigned can submit requests fully explaining the situation via endorsement by their Immediate Superior in Command, Type Commander or Budget Submitting Office and Fleet Readiness Integrator to PERS-4 for review and final disposition.
- Perinatal loss (miscarriage or stillbirth) presents significant risk to the readiness of Sailors who return to duty before fully recovered. Sailors who experience perinatal loss may be granted convalescent leave with guidance from their health care provider in accordance with medical practice standards.
- If a Sailor has not executed their shore orders and has experienced a perinatal loss, sea duty activities are required to submit a termination of pregnancy tour requirement availability report via the community detailer for officers and via NSIPS for enlisted. Upon receipt of the availability report, orders will be cancelled and the Sailor will remain onboard the current activity through their normal projected rotation date.



Sample POD/POW Note

- NAVADMIN 006/24, released Jan. 16, updates the Navy's pregnancy assignment policy. Sailors who become pregnant during a sea duty tour will be reassigned to a valid requirement ashore for a minimum of 24-months. These changes place Sailors at meaningful and challenging assignments that best meet their skills and career needs while also filling critical gaps ashore.



FAQ

Q. What does this policy change entail?

A. Sailors who become pregnant during a sea duty tour will fill a valid requirement ashore. Additionally, pregnant Sailors assigned to shore duty who are within 13 months of their Projected Rotation Date may be extended at their current billet or moved locally to fill a valid requirement. The previous policy did not take into account a Sailor's skillsets, personal choices, or Navy needs. These changes keep Sailors on their career track with meaningful and challenging assignments while also filling critical gaps.

Q. Why did the Navy make this change?

A. The Navy updated the policy to help fill critical billets ashore that would otherwise be gapped. But this change not only helps the Navy fill those vacant billets; it also offers Sailors a way to stay on their career track with meaningful and challenging assignments.

Q. Will my time served at sea duty (immediately preceding my pregnancy operational deferment tour) be credited toward my sea duty assignment following operational deferment?

A. Sailors and detailers will negotiate to ensure orders meet the personal and professional needs of the Sailor and the Navy. As Sailors come to the end of their operational deferment, different circumstances may impact their follow-on assignment. Some examples include:

- Sea-intensive ratings are subject to [DMAP](#), and many other ratings have Advance to Position (A2P) opportunities. As such, a full tour obligation for advancement would be needed to execute orders. This applies to all Sailors – even those taking advancement from one sea duty billet to another (DMAP 4+3 option), as well as Sailors who curtail shore duty for A2P opportunities at sea.
- Sailors who elect to take a billet in the same paygrade could negotiate a shorter tour based on sea duty served (minimum activity tours apply and are dependent on whether PCS funds are spent).
- Milestone billets for officers have minimum service length requirements to get credit for completion and cannot be split between commands.
- Your detailers will be able to provide more accurate sea duty credit information specific to your circumstances.

Q. How does this change impact pregnant Sailors?

A. This change helps Sailors meet personal family aims, but gives them some flexibility in assignments for continued career advancement, including the option to PCS to another geographic location to fill a critical gap ashore. This keeps a Sailor on their career track with meaningful and challenging assignments while also meeting critical needs the Navy has for their knowledge, skills, and abilities.

Q. What do units need to do when a Sailor informs them they are pregnant?

A. When a sea duty activity is notified of a pregnant Sailor's status, they must submit a Pregnancy Availability Report via Navy Standard Integrated Personnel System (NSIPS) for enlisted Sailors and via their community detailer for officers, to include the following information:

- Date for the 20th week of pregnancy;
- Estimated date of delivery;
- Any factor(s) or limitation(s) to be considered in the assignment process.

Q. Can a command refuse to accept assignment of pregnant Sailors?

A. Commands who, for mission or industrial hygiene reasons, wish to apply for an exemption to pregnant Sailors being assigned can submit requests fully explaining the situation via endorsement by their Immediate Superior in Command, Type Commander or Budget Submitting Office and Fleet Readiness Integrator to PERS-4 for review and final disposition.



Q. Can pregnant Sailors stay at sea duty activities?

A. Pregnant Sailors may request a waiver to remain onboard their operational command throughout the pregnancy and post-partum period. This operational deferment waiver must include endorsements from the Sailor, the CO or OIC, and the health care provider. The waiver request will be submitted via Sales Force for enlisted and to the community detailer for officers. Individual Detailers will have final approval.

Q. What happens in the event of perinatal loss (miscarriage, or stillbirth)?

A. If a Sailor has not executed their shore orders and has experienced a perinatal loss, fleet activities are required to submit an availability report for Enlisted via NSIPS and for officers via the community detailer. Upon receipt of the availability report orders will be cancelled and the Sailor will remain onboard the current activity through their normal projected rotation date.

Q. Are Sailors authorized convalescent leave in the event of perinatal loss?

A. Yes. Sailors who experience perinatal loss will be granted convalescent leave with guidance from their health care provider in accordance with medical practice standards. Significant consideration should be given to the overarching emotional impact of loss when determining amount of convalescent leave granted. Convalescent leave is intended to provide time for appropriate recovery from a medical condition. In the case of Perinatal Loss, this includes emotional recovery for the Navy family.

HELPFUL LINKS:

[NAVADMIN 006/24](#) Policy for the Assignment of Pregnant Sailors and Sailors Who Experience Perinatal Loss
[ALNAV 017/23 Pregnancy Notification Policy](#)