



PFA Reset to Zero Fact Sheet

POC | MyNavy Career Center: askmncc@navy.mil or
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January 2023

NAVADMIN 042/23 announced a reset for Physical Fitness Assessment failures for all Active Component and Reserve Component Sailors for any failures prior to fiscal year 2023. Commanding Officers are empowered to restore their personnel's retention and advancement recommendations to allow those Sailors to reenlist, negotiate for orders, and even promote.

Who needs to know?

- Active & Reserve Component Sailors
- Command Fitness Leaders
- Command Career Counselors
- Command Leadership (Triads, Chiefs Mess)

What you need to know – key points

- The Navy is in a challenging recruiting environment and is taking every opportunity to allow Sailors to “Stay Navy.” Resetting PFA failures could allow up to 1,500 Sailors to continue serving.
- Other recent changes include increasing the age limit for recruits to 41, rewarding Sailors with a FLOC for recruiting new Sailors, and suspending High Year Tenure as part of the HYT Plus pilot program.
- This one-time reset to zero will not change any other records (like PRIMS, fitness reports or evaluations), but will empower commanding officers to restore a Sailor's retention and advancement recommendation using a special evaluation.
 - With the recommendation restored, Sailors will be able to negotiate for orders, reenlist, and even promote.

Sample POD/POW Notes

- PFA RESET: NAVADMIN 042/23 announced a reset for Physical Fitness Assessment failures for all Active Component and Reserve Component Sailors for any failures prior to fiscal year 2023. Request a special evaluation and get your recommendations reset! Talk to your CoC [or CMD rep] today!
- PFA FAILURE? Talk to your CoC or CCC – NAVADMIN 042/23 announced a reset. Request your recommendations to be restored and “Stay Navy.” Once restored, you can negotiate for orders, reenlist, and even promote. Talk to your Chief or [CCC POC info] today!

FAQ

Q. Who is eligible for this reset?

A. This policy change applies to Active Component, Training and Administration of Reserve (TAR), Selected Reserve (SELRES) and Individual Ready Reserve (IRR) Sailors.

Q. What if I already have a separation or approved retirement set for before 30 APR 23?

A. Enlisted personnel who have a separation or approved retirement due to the current PFA policy that occur on or before 30 April 2023 may cancel their orders.

- Sailors with approved Fleet Reserve/Retirement must create and route a Fleet Reserve/Retirement cancellation request via NSIPS Retirements and Separations citing this NAVADMIN.





- Sailors with PFA based separation orders must submit a special request/authorization (NAVPERS 1336/3) to their commanding officer requesting to remain in the Navy.
- In both cases, Command Pay and Personnel Administrators **MUST** submit the requests to cancel separations/retirements to Transaction Service Center (TSC) Norfolk, **before the separation/retirement date.**

Q. Why is the Navy changing the standards?

A. The Navy is in a challenging recruiting environment and is taking every opportunity to allow Sailors to “Stay Navy.” Resetting PFA failures could allow up to 1,500 Sailors to continue serving. This and other initiatives will help to mitigate any potential recruiting shortfalls and ensure the Fleet remains appropriately manned. Other recent changes include increasing the age limit for recruits to 41, rewarding Sailors with a FLOC for recruiting new Sailors, and suspending High Year Tenure as part of the HYT Plus pilot program.

Q. I thought the Navy was no longer separating Sailors who failed PFAs and the Navy just suspended HYT for Sailors. How does this impact end-strength?

A. This policy empowers commanding officers to restore Sailor’s promotion and advancement recommendations, when the previous policy required them to remove it. With the recommendation restored, Sailors will be able to negotiate for orders, reenlist, and even promote.

Q. What’s the process to be able to reenlist after my CO restores my retention and advancement recommendations?

A. The process Sailors need to follow is:

1. Commanding Officer must write a special evaluation to restore retention and advancement recommendations.
2. The Sailor must provide their Command Career Counselor a copy of the signed special evaluation and inform the CCC of their intent to reenlist or extend.
3. The Command Career Counselor will submit the Sailor’s Career Waypoints (C-WAY) application.
4. When the C-WAY application is approved, the CCC will assist the Sailor with their reenlistment/extension request.

Q. I’m a CO – am I required to restore my Sailor’s retention or advancement recommendations?

A. No. Commanding officers retain the inherent authority to recommend (or not recommend) Sailors for advancement and retention, and this includes the authority to refuse to recommend advancement or retention for Sailors not progressing in meeting physical fitness requirements. But it is no longer mandatory for commanding officers to pull their recommendation for advancement or retention due to physical fitness failures.

Q. If I’m an Officer with a PFA failure, do I need to request anything?

A. PERS-8 will cease processing any Active Component and Training and Administration of Reserve (TAR) officers and PERS-9 will cease processing any Selected Reserve (SELRES) and Individual Ready Reserve (IRR) officers for administrative separation based only upon successive failures of the PFA. Special cases or circumstances may be raised via the Exception to Policy process to Officer Plans and Policy Branch (OPNAV N131).

Q. Does this reset mean I can take the Navy-Wide Advancement Exam?

A. Commanding Officer recommendation for advancement is the most important advancement eligibility requirement. In order to be eligible to take the next NWAEE, Sailors impacted by this reset must request and obtain a special evaluation from their Commanding Officer that restores their retention and advancement recommendations. Once they have a signed special evaluation, they can take that evaluation to their command Education Services Officer (ESO) who can help the Sailor request an exam.