



## EMPLOY: Non-deployable Sailor Retention & Assignment

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June 2025

### BLUF

The Navy implemented a new EMPLOY program that provides non-deployable Sailors with expanded opportunities for continued service. The program focuses on a Sailor's employability to improve the quality of service, retain talent that contributes to our warfighting advantage, and reduce the administrative burden on the Disability Evaluation System (DES).

### Who needs to know?

- Medical Providers
- Detailers
- Triads
- Sailors

### What you need to know – key points

- **Employable Sailors Contribute to Our Navy's Warfighting Advantage**
  - Employable Sailors serve in billets that would otherwise be gapped.
  - EMPLOY helps retain Sailors with valuable knowledge, skills, and experience needed to meet our warfighting mission.
- **EMPLOY Modernizes How the Navy Assigns Non-Deployable Sailors**
  - Sailors may be nominated for consideration by their medical provider. The Medical Evaluation Board Approval Authority (MEBAA) and Convening Authority (CA) must support the nomination.
  - Once nominated, PERS-454 will notify the Sailor's Commanding Officer via notification in LIMDU SMART to Command Deployability Coordinators and provide instructions to complete a Commander's Assessment Form.
  - Command Career Counselors and Rating Detailers provide counsel to nominated Sailors about potential career opportunities within their rate or in non-traditional roles.
  - PERS-454 will review the medical nomination, Commander's Assessment, and non-deployable billet availability for final determination of a Sailor's eligibility.
  - Sailors who meet EMPLOY eligibility requirements will be assigned a Deployability Category (DCAT) code by PERS-454, then issued orders for tours in non-deployable positions.
  - Sailors will be re-considered for eligibility and/or cross-rate/redesignation during each EMPLOY tour until they are found fit for return to full duty or separated from active duty.

### Sample POD/POW Note

- EMPLOY is a new program that provides non-deployable Sailors with expanded opportunities for continued service. EMPLOY retains Sailors with valuable knowledge, skills, and experience needed to meet our warfighting mission. Sailors may be nominated for consideration by their medical provider. Learn more about EMPLOY in NAVADMIN 126/25.



## FAQ

### Q: Why EMPLOY?

A: EMPLOY works to identify, retain, and assign Sailors before they are referred to the Disability Evaluation System (DES). Sailors who continue service through EMPLOY are assigned to meaningful positions while maintaining continuity of medical care.

### Q: Does EMPLOY prevent Sailors from rightfully separating?

A: No. EMPLOY provides Sailors who want to Stay Navy with a path to continued service. Sailors who continue service through EMPLOY are assigned to meaningful positions while maintaining continuity of medical care. Sailors who are not willing to continue service or are medically incapable of continued service are referred to the DES.

### Q: Will EMPLOY affect my disability percentages?

A: No. Disability percentages are determined by review of medical records when a Sailor separates from service. EMPLOY does not change your medical record, it provides Sailors who want to Stay Navy with a path to continued service, while maintaining continuity of medical care.

### Q: What determines eligibility for EMPLOY?

A: Sailors are referred for EMPLOY by their medical provider and reviewed via the nomination and assignment process. An EMPLOY candidate should be stable in their medical condition and able to complete tasks associated with their rank/rate in a non-operational environment. Sailors in communities that require special duty screenings must complete their screening and de-screening process prior to being considered for EMPLOY.

### Q: Are Sailors who already separated through DES eligible to re-enter service through EMPLOY?

A: No. The EMPLOY program is currently available for eligible non-deployable Sailors in the Active Component.

### Q: How is EMPLOY different from Permanent Limited Duty (PLD)?

A: EMPLOY works to identify, retain, and assign Sailors **BEFORE** they are referred to the Disability Evaluation System (DES). Sailors can apply for PLD status **AFTER** being found unfit for duty by the DES.

### Q: How long can a Sailor remain in service through EMPLOY?

A: Sailors will be re-considered for provisional medical retention and/or cross-rate/redesignation during each EMPLOY tour until they are found fit for return to full duty or separated from service.

### Q: How does re-enlistment and promotion work on an EMPLOY tour?

A: Re-enlistment will not be necessary as the Sailor's EAOS will be extended to match their new PRD on EMPLOY tours. Sailors on an EMPLOY tour will be eligible for promotion, and cross-rating/redesignation. To support Billet Based Advancement (BBA), Sailors must compete for advancement to PO2, PO1, SCPO, and MCPO via MNA application, scoring, and selection.

### Q: Do EMPLOY Sailors block billets for Sailors rotating from sea-to-shore?

A: No. EMPLOY Sailors serve in billets that would otherwise be gapped. Shore billets will remain available for all Sailors rotating from sea-to-shore.

### Q: Does this make it easier for Sailors to get out of sea duty?

A: No. Sailors on temporary limited duty (TLD) are expected to recover from their injury or illness and return to full duty. EMPLOY works to identify, retain, and assign Sailors who have stable, employable conditions rather than refer them to the Disability Evaluation System (DES).

### Q: Do EMPLOY Sailors get to choose where they serve?

A: Assignment to EMPLOY tours are determined by the needs of the Navy and take into account a Sailor's medical needs, Commander's Assessment, and non-deployable billet availability.