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NAVADMIN 126/25

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SUBJ/IMPLEMENTATION OF THE EMPLOY PROGRAM

REF/A/DOC/BUPERS/27MAY25

AMPN/REF A IS MILPERSMAN 1300-1400 LIMITED DUTY AND PHYSICAL EVALUATION BOARD.//

RMKS/1. This NAVADMIN announces the implementation of the EMPLOY program. Effective immediately, this new program provides non- deployable Sailors (officer and enlisted) with expanded opportunities for continued service, focusing on Sailor employability, not deployability. The EMPLOY program is designed to increase quality of service, retain talent that contributes to our warfighting advantage, and reduce Disability Evaluation System (DES) cases. EMPLOY helps retain Sailors who desire to continue to serve, and also preserves valuable knowledge, skills, and experience needed to meet our warfighting mission.

2. EMPLOY is a collaboration between Navy Personnel Command (NPC) and the Navy Bureau of Medicine and Surgery (BUMED) to identify and retain non-deployable Sailors who are capable of continuing to serve in a shore capacity. EMPLOY is a voluntary program open to Active Duty and Training and Administration of the Reserve Sailors who are clinically stable and able to complete tasks associated with their rank/rate in a non-operational environment. Sailors approved for the EMPLOY program will be assigned to gapped, funded billets ashore to perform meaningful work that would otherwise be vacant. EMPLOY will not limit billets for Sailors rotating from sea duty or impact Sea/Shore flow. EMPLOY tours are for a minimum of 24 months and coded as Accounting Category Code (ACC) 100 to allow Sailors to apply for cross-rating or redesignation, if applicable. Sailors will be re-considered for eligibility during each EMPLOY tour until found fit for return to full duty, referred to the DES, or separate from service. Additionally, Sailors in communities that require special-duty screenings must complete their screening and/or de- screening process prior to being considered for EMPLOY.

3. EMPLOY nomination process.

a. Sailors are nominated for EMPLOY by their military medical provider in the Limited Duty Sailor and Marine Readiness Tracker System (LIMDU SMART). The nomination must be reviewed and considered for approval by the Medical Evaluation Board Approval Authority (MEBAA) and Convening Authority (CA).

b. Deployability Assessment and Assignment Branch (PERS-454) will notify a Sailor's command via LIMDU SMART to complete an EMPLOY candidate assessment form. This form is used to ascertain a Sailor's professional capability,

potential for future assignment, and desire for continued service. Nominated Sailors should consult Command Career Counselors and/or detailers about how EMPLOY may impact potential career opportunities within their rate or in non-traditional roles.

c. PERS-454 will review the medical nomination and candidate assessment form to determine EMPLOY eligibility. It is the responsibility of PERS-454 to notify the detailer when a Sailor is accepted into the EMPLOY program.

d. Detailers will work with the Sailor to negotiate orders or, if eligible, the Sailor may participate in the Senior Enlisted Marketplace. An EMPLOY Sailor may be stationed at any Type 1 or Type 6 duty location if suitability requirements are met.

4. EMPLOY approvals. Sailors who meet EMPLOY eligibility requirements will be assigned the 3E2 Deployability Category code by PERS-454, issued ACC 100 orders, and retained for an additional tour in a non-deployable status. All EMPLOY orders will be written for a minimum of 24 months, but may be longer depending on the needs of the community. Each EMPLOY Sailor will be re-assessed no later than 15 months prior to their projected rotation date to determine if the Sailor is fit for full duty, an additional EMPLOY tour is warranted, or if the Sailor should be directed to the DES. EMPLOY Sailors will incur service obligation to complete a full tour on EMPLOY orders, a minimum of 24 months, with the following considerations:

a. If the EMPLOY Sailor has time remaining on their current enlistment contract to allow for completion of the EMPLOY tour orders, no action is required for conditional re-enlistment or retain in service requests.

b. If the EMPLOY Sailor does not have enough remaining time in their current enlistment contract to allow for completion of the EMPLOY tour orders, a conditional re-enlistment will be utilized to meet contract obligations. Conditional re-enlistments are processed in accordance with the Community Management Support Branch (BUPERS-328) business practices.

5. EMPLOY disapprovals. Sailors who do not desire to continue service through EMPLOY, or are considered incapable of continued service, will be referred to the DES.

6. For additional questions or support, contact PERS-454 at (901) 874-3312 or npc-employ@us.navy.mil.

7. This NAVADMIN will remain in effect until superseded or canceled, whichever occurs first.

8. Released by Vice Admiral Richard J. Cheeseman, Jr., N1.//

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