

## MILPERSMAN 1213-020

### SUSPENSION AND REMOVAL OF FOREIGN AREA OFFICER (FAO) ADDITIONAL QUALIFICATION DESIGNATORS (AQDs)

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<b>References</b>	(a) OPNAVINST 1301.10B (b) DoDI 1315.20 (c) SECNAVINST 1920.6C (d) BUMEDINST 1300.2A (e) OPNAVINST 1300.14D
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1. **Definitions.** In this article the term "fully qualified foreign area officer (FAO)" refers to designated FAOs who have been awarded the FA(x) additional qualification designator (AQD) in recognition of meeting the criteria for FAO qualifications established per references (a) and (b). The FT(x) AQD is assigned to officers who are members of the FAO community, or have been selected for lateral transfer into the FAO community, but have not yet met the standards of a fully qualified FAO due to the need to complete initial FAO training. The terms "overseas assignability" or "world-wide assignability" are to be defined as an officer's eligibility for assignment to overseas in-country requirements within his or her designated area of responsibility (AOR).

#### 2. **Suspension or Revocation of FAO AQDs**

a. Per reference (a), the goal of the FAO Program is to produce a cadre of officers with the skills required to manage and analyze politico-military activities overseas. Qualification for service as an FAO is therefore conditional and dependent upon an officer's ability to maintain

professional qualifications, eligibility for Top Secret/  
Sensitive Compartmented Information security clearance and  
overseas assignment throughout one's designated AOR per  
reference (c) and MILPERSMAN 1301-227.

b. Suspension or removal of the FA(x) or FT(x) AOD for  
reasons of performance, professional aptitude, or limitations to  
overseas assignability will be considered only by a duly  
appointed board convened at the recommendation of the FAO  
Officer Community Manager (OCM). Procedures and guidelines for  
board consideration of FAO qualifications, performance, and  
worldwide assignability are to be governed by this article and  
references (a) thru (e).

**3. Grounds for Convening FAO Qualification Review Board (FQRB).**

A FAO Qualification Review Board (FQRB) may be convened in  
response to any of the following circumstances:

- a. Non-qualification after completion of initial training;
- b. Detach for Cause (DFC);
- c. Return to Service (RTS);
- d. Suspension;
- e. Reduction of security clearance;
- f. Non Judicial Punishment (NJP);
- g. Adverse Fitness Report (FITREP);
- h. Overseas Screen Failure of the service member; or
- i. Civil action proceedings.

This list is not all-inclusive. Consistent with the intent of  
this requirement, other situations may warrant recommendations  
from a FQRB. Additionally, higher authority may direct a FQRB  
when deemed necessary.

**4. Notification.** The member will be notified in writing by the  
FAO OCM at least 60 days prior to the convening of a FQRB. The  
officer concerned may submit correspondence to the board via the  
FAO OCM.

5. **FAO Qualification Review Board Composition.** The membership of each FQRB will depend on the circumstances that caused the FQRB to convene. Navy Personnel Command (NAVPERSCOM), Information Dominance Corps and Foreign Area Officer Assignments Division (PERS-47) will convene and chair the board. For boards that are convened in response to performance related measures (e.g., RTS, adverse FITREP, suspension or reduction of security clearance) required membership will also include the FAO OCM, FAO Detailer, FAO Policy Officer, and a NAVPERSCOM, Conduct and Separations Division (PERS-83) representative. For boards that are convened in response to significant medical conditions that result in overseas screening failure and potential disqualification from assignment within the designated AOR, membership will consist of the FAO OCM, FAO Detailer, FAO Policy Officer, and NAVPERSCOM, Career Progression Department (PERS-8) Medical Advisor.

6. **Recommendations**

a. The FAO FQRB and subsequent endorsers may recommend one of the following courses of action:

- (1) FA(x)/FT(x) AQD removal;
- (2) FA(x)/FT(x) AQD suspension;
- (3) AOR re-assignment;
- (4) Medical Evaluation Board (MEB); or
- (5) Release for lateral transfer into another community.

b. Once reports of DFC, NJP, civil action, or other adverse matter are entered into an officer's official military personnel file by the cognizant office at NAVPERSCOM, the FAO Community Manager may make a follow-on recommendation for removal or restoration of FAO AQDs.

c. In unique situations, the FQRB may conclude an officer's performance or conduct is so beneath that expected of a Navy officer as to warrant a recommendation for the officer to show cause for retention. In those circumstances, the FQRB will forward such recommendation to Commander, Navy Personnel Command (CNPC), as the Navy's Show Cause Authority, for consideration. Should CNPC concur with the recommendation, the FQRB will

forward CNPC's decision along with supporting documentation to NAVPERSCOM (PERS-8) for commencement of show cause proceedings.

7. **Final Approval Authority.** FQRB recommendations will be sent by the convening authority to the FAO Community Sponsor/Director of International Engagement (OPNAV (N52)) via the administrative chain of command for final determination. The officer concerned will be afforded the opportunity to respond to the recommendations of the board via correspondence with the FAO OCM.

8. **Appeals.** Appeals must be submitted by the member within 30 days of notification of the board's recommendation. Appeals will be submitted directly to the FAO Community Sponsor with an endorsement from the member's current chain of command at the time of notification. Decisions made by the Community Sponsor with respect to appeals and requests for reconsideration will be final.

9. **Loss of Eligibility for Overseas Assignment**

a. Per reference (d), overseas/remote duty suitability screenings will be valid for 1 year from the date of the initial screening completion unless any changes in conditions affecting suitability occur. Officers whose suitability screening has expired, or whose suitability status changes prior to transfer, shall arrange for re-evaluation for suitability per references (d) and (e).

b. Screening supports readiness by ensuring the service member can execute his or her military duties associated with the military occupation and assignment. Proper screening also reduces the incidence of early return from assignment, billet gaps, and unplanned expenditures of permanent change of station funds.

c. Per reference (a), FAOs are expected to exercise their occupational specialty and regional expertise by operating within the foreign countries or regions in which they specialize. Accordingly, FAOs must be able to satisfy the unique medical screening requirements for in-country assignments throughout their designated AOR.

d. Per reference (d), the FQRB may make a recommendation to convene a medical evaluation board for placing a FAO on temporary limited duty (TLD) when suitability screening

identifies a medical condition that precludes the member from serving in an overseas assignment or from meeting anticipated requirements of future assignments. The medical evaluation board will determine the appropriate disposition of the member, which may include TLD, if eligible, or referral to the physical evaluation board.

e. Per reference (e), suitability screening must be broad enough to detect a wide range of existing and potential problems. Some AORs may have screening requirements that are more thorough and or restrictive in nature than those contained in the NAVMED 1300/1 Medical, Dental, and Educational Suitability Screening for Service and Family Members. FAOs who are assigned to AORs that have stricter suitability screening requirements than those outlined in the NAVMED 1300/1 are expected to satisfy the higher of the two standards and be assignable throughout their designated AOR.

10. **Reinstatement of Qualification.** FAOs that have their AQD suspended or removed, may request reinstatement of their FAO qualification by sending a letter to FAO OCM, Staff Corps Branch (BUPERS-316) detailing what action has been taken to correct deficiencies that were identified by the FQRB. The FAO OCM will forward the request with endorsement via NAVPERSCOM (PERS-47) to the FAO Community Sponsor. Officers with requests approved by the FAO Community Sponsor will have their AQD restored and will be made available for detailing to a FAO assignment.