

## MILPERSMAN 1300-1306

### ACTIVE DUTY PREGNANCY POLICY AND PLACEMENT PROCEDURES

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<b>Reference(s)</b>	(a) COMNAVRESFORINST 6000.1E (b) SECNAVINST 1000.10A (c) OPNAVINST 6000.1C (d) COMFLTFORCOM/COMNAVPERSCOMINST 1300.1A (e) NAVMED P-117, Manual of the Medical Department (MANMED) (f) OPNAVINST 1220.1E
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1. **Purpose.** This article standardizes procedures for the assignment, accountability, and disposition of active duty (Active Component and Full Time Support), enlisted and officer, pregnant military personnel (hereafter referred to as Service members). Refer to reference (a) for Reserve Component pregnant Service members.

2. **Background.** Per reference (b), pregnant Service members are fully participating members of the Navy team. Pregnancy is a natural event that can occur in the lives of Service members and is not a presumption of medical incapability. Pregnancy could, however, affect a command's operational readiness by temporarily limiting a Service member's ability and availability to perform all assigned tasks.

#### 3. **Definitions**

a. **Distribution Navy Enlisted Classification Code (DNEC) 0054** - A code that is assigned by Navy Personnel Command (NAVPERSCOM), Deployability Assessment Branch (PERS-454) to a pregnant enlisted Service member upon receipt of official notification of pregnancy, in receipt of operational deferment orders, or a Service member who remains onboard a shore tour and

is within 9 months of her original projected rotation date (PRD). Service members with DNEC 0054 will have their PRDs automatically adjusted to 12 months post-delivery by PERS-454. However, if the Service member's initial PRD was equal to or greater than 12 months post-delivery, the PRD will remain unchanged and the Service member will not be assigned DNEC 0054.

b. **Pregnancy (Class "DP" Availability (AVAIL))** - Per MILPERSMAN 1306-1702, a DP AVAIL is a request from a command to make an enlisted pregnant Service member available for operational deferment permanent change of station (PCS) orders. A DP AVAIL is also required for students to continue training at a school activity due to pregnancy, and students who will complete current course of instruction, but not attend further training. Additionally, a new DP AVAIL is also required for Service members attached to a non-operational activity when an assigned pregnancy tour length will exceed the Service member's PRD. Lastly, a new DP AVAIL is to be submitted for subsequent pregnancies during assigned pregnancy tour.

c. **Non-Operational Commands** - For officers, officer onboard type assignment code (TAC) S, O, A, or H are non-operational. For enlisted, type duty 1, 3, and 6 are non-operational.

d. **Operational Commands** - For officers, TAC C or D are operational. For enlisted, type duty 2 or 4 are operational.

e. **Official Notification of Pregnancy** - Per reference (c), commanding officer (CO) or officer in charge (OIC) must be notified of pregnancy in writing, and as soon as possible, but no later than 2 weeks after official notification by health care provider (HCP).

f. **Operational Deferment Tour** - The period of time from official notification and placement of pregnant Service members from an operational command to a non-operational command. A Service member who gives birth will be deferred from all transfers (e.g., PCS, temporary additional duty, etc.) to operational assignments for the duration of pregnancy, delivery, and 12 month period following delivery or 6 month period following stillbirth or neonatal demise (infant death 0-28 days following birth).

g. **Operational Deferment Tour Termination Request** - At any point following completion of maternity leave, Service members may request to terminate their 12-month postpartum operational deferment in order to return to an operational command (TAC C or D (officers) or type duty 2 or 4 (enlisted)). Requests must be initiated by the Service member, per reference (c), using NAVPERS 1301/85 Officer Personnel Action Request or NAVPERS 1306/7 Enlisted Personnel Action Request which may be accessed using the following Web address: <http://www.public.navy.mil/bupers-npc/reference/forms/NAVPERS/Pages/default.aspx>. Service members must initiate requests, per reference (c), using NAVPERS 1301/85 Officer Personnel Action Request or NAVPERS 1306/7 Enlisted Personnel Action Request. Requests will be accompanied by an endorsement from the Service member's primary care manager or obstetric provider to ensure there are no medical issues associated with returning to TAC C and D (officer) or type duty 2 or 4 (enlisted) duty. Requests will be granted on a case-by-case basis by the cognizant detailer.

h. **Waiver to Remain on Board** - A request from the member to remain onboard an operational command during the period of pregnancy and 12 months post-delivery. The waiver must be submitted to the cognizant detailer for officers or PERS-454 for enlisted. The waiver must include endorsements from the Service member, the CO or OIC, and the HCP. All endorsements must be on command letterhead. The Service member may request at any time to cancel the waiver, necessitating transfer to shore.

#### 4. **Responsibilities**

a. **CO or OIC (Operational Commands)**: Must designate (in writing) a qualified and trained deployability coordinator to work in concert with the medical treatment facility (MTF) to report and track all pregnant Service members.

b. **CO or OIC (Non-Operational Commands)**:

(1) Must designate (in writing) a qualified and trained deployability coordinator to work in concert with the MTF to report and track all pregnant Service members.

(2) Must ensure compliance with MILPERSMAN 1050-435 for administration of maternity leave.

**c. Command Deployability Coordinator (Operational Commands) :**

(1) Process, track, and monitor Service members identified as pregnant by MTFs. Be responsible for receipt of official notification of pregnancy, notifying the chain of command.

(a) Process DP AVAILS (when required) for pregnant enlisted Service members, per MILPERSMAN 1306-1702, and send copy of the DP AVAIL to [pregavail-tld@navy.mil](mailto:pregavail-tld@navy.mil).

(b) Send a copy of the officer's pregnancy notification from the servicing MTF to PERS-454 functional mailbox at: [mil DAOPers-454@navy.mil](mailto:mil DAOPers-454@navy.mil).

(2) Report all pregnant Service members that are returned early from outside of the continental United States (OCONUS) into Bureau of Naval Personnel (BUPERS) Online (BOL). It is essential to maintain close liaison with MTFs and PERS-454.

(3) Comply with all requirements regarding the management of pregnant Service members outlined in this article, references (b) through (e), and all associated relevant instructions.

(4) Ensure, as operational requirements dictate, the pregnant Service member does not remain onboard for deployments after notification of pregnancy or after the 20<sup>th</sup> week of gestation, if ship is in port or command is not deploying without an approved waiver per reference (c). Service members may not remain onboard an operational command if either the Service member or the unborn child(ren)'s health may be jeopardized (e.g., potential exposure to electricity, hazardous fluids, heavy lifting, hazardous noise levels, etc.).

(5) If the Service member requests a waiver to remain onboard an operational command, the complete package must be received, processed, and adjudicated by the cognizant detailer for officers or PERS-454 for enlisted before the 20<sup>th</sup> week of gestation. Packages will be rejected if the pregnant Service member's postpartum period (i.e., 12 months post-delivery) exceeds the current PRD, unless the Service member waives the portion of the operational deferment period that exceeds PRD.

(6) During this process, if a Service member is identified through the MTF as no longer being pregnant, the following actions must take place:

(a) For enlisted Service members, if a DP AVAIL was submitted and the Service member's orders have not been released, submit a cancellation DP AVAIL to PERS-454 to e-mail: [pregavail-tld@navy.mil](mailto:pregavail-tld@navy.mil).

(b) For enlisted Service members, if a DP AVAIL was submitted and the Service member's orders have been released, a Navy message requesting cancellation of orders must be submitted to the appropriate rating detailer. Also, a termination of pregnancy tour requirement (DY) AVAIL must be entered into the Navy Standard Integrated Personnel System per MILPERSMAN 1306-1702.

(c) For officers, notify PERS-454 via e-mail: [mil DAOPers-454@navy.mil](mailto:mil DAOPers-454@navy.mil) and the cognizant detailer for order modification as necessary.

(7) Ensure all pregnant Service members' data (officer or enlisted) are entered into the Medical Readiness Reporting System (MRRS) upon official notification of pregnancy.

**d. Command Deployability Coordinator (Non-Operational)**

(1) Process, track, and monitor Service members identified as pregnant by MTFs. Be responsible for receipt of official notification of pregnancy, notifying the chain of command and processing DP AVAILs (when required) for enlisted pregnant Service members, per MILPERSMAN 1306-1702, and send copy of the DP AVAIL to e-mail: [pregavail-tld@navy.mil](mailto:pregavail-tld@navy.mil).

(2) Send a copy of the officer's pregnancy notification from the servicing MTF to PERS-454 functional mailbox at: [mil DAOPers-454@navy.mil](mailto:mil DAOPers-454@navy.mil).

(3) Report all pregnant Service members that are returned early from OCONUS into BOL. It is essential that coordinators maintain close liaison with MTFs and PERS-454.

(4) Comply with all requirements regarding the management of pregnant personnel outlined in this article,

references (b) through (e), and all associated relevant instructions.

(5) Ensure all pregnant Service members' data (officer or enlisted) is entered into the MRRS upon official notification of pregnancy.

**e. MTF Deployability Coordinator**

(1) Be designated in writing as a deployability coordinator per reference (e), chapter 18 (formally known as a limited duty (LIMDU) coordinator).

(2) Ensure completion of temporary NAVPERS 1070/613 Administrative Remarks per reference (c).

(3) Ensure all pregnancies are entered into MRRS.

(4) Report when a Service member is no longer pregnant to the command deployability coordinator.

**f. Service Members**

(1) Are expected to balance the demands of a naval career with their family plans and responsibilities per reference (c).

(2) Must seek confirmation of pregnancy by a military HCP or civilian HCP in cases of inaccessibility to a MTF as soon as possible after pregnancy is suspected.

(3) Must notify their CO or OIC of a pregnancy as soon as possible, but no later than 2 weeks after notification of pregnancy by the HCP. This will facilitate planning a replacement requisition if the Service member is at an operational command.

(4) Must report as soon as possible after confirmation of pregnancy to the supporting MTF to establish a prenatal care program.

(5) Are required to notify NAVPERSCOM when they are at a non-operational command and are within 12 months of their PRDs as follows:

(a) Enlisted Service members must submit DP AVAIL, per MILPERSMAN 1306-1702, requesting a PRD extension to complete the 12-month post-delivery operational deferment with one of the following:

1 Associated official notification of pregnancy if pre-delivery; or

2 Birth certificate if post-delivery.

(b) Officer Service members must request a PRD extension to complete the 12-month post-delivery operational deferment, unless they plan to submit an operational deferment waiver, per reference (c), by notifying their cognizant detailers with one of the following:

1 Associated official notification of pregnancy if pre-delivery; or

2 Birth certificate if post-delivery.

(6) Are required to contact their detailers within 12 months of expiring operational deferment to seek deployability when they are in an operational deferment status.

(7) Who experience a spontaneous non-elective abortion should seek evaluation by their HCP to determine the appropriate convalescent leave period needed to return to a deployable status. Service members who have a third trimester loss, who give birth to a stillborn child, or have a neonatal demise are entitled to 6 months of operational deferment consistent with return to physical readiness standards per reference (c). Pregnancy and parenthood status must be made known to designated command officials while ensuring the Service member's privacy.

(8) Who are participating in an infertility evaluation and treatment program are required to notify their commands with a letter from their HCPs to include the duration of the treatment and the potential dates for minor procedures.

5. **Pregnant Service Members Assigned to a Temporary Limited Duty (TLD) or Physical Evaluation Board (PEB)**

a. Upon receipt of official notification of TLD (e.g., LIMDU) or PEB status, the command must adhere to MILPERSMAN 1301-225 for officers or MILPERSMAN 1306-1200 for enlisted, along with any other pertinent directives associated with the member's medical status. The period of pregnancy will take precedence over any period of TLD or PEB.

b. Service members will be medically screened for continuation in a TLD or PEB status 42 days after delivery and processed per MILPERSMAN 1301-225 or 1306-1200 and any other pertinent directives.

6. **Pregnant Service Members Overseas**

a. Unless waived, all single E-3 and below Service members who become pregnant overseas must be returned to CONUS. Single pregnant E-3 and below Service members may request to remain OCONUS via a waiver through NAVPERSCOM, Enlisted Distribution Division (PERS-40) via PERS-454 with CO or OIC endorsement, after completion of a personal financial review with a command financial specialist. Other considerations include, but are not limited to, occupational considerations, social support, and Service member preference. A DP AVAIL must be submitted on all single E-3 and below Service members who are identified as pregnant while OCONUS, including Hawaii and Guam.

b. E-4 and above single Service members who become pregnant OCONUS will remain OCONUS, unless the Service member is assigned to a remote location and/or obstetrics/gynecology care is unavailable, in which case submission of a DP AVAIL is required. If appropriate care is not available, the local MTF must provide written notice to the Service member's CO or OIC stating that care exceeds the capabilities of the local MTF, thus necessitating an Early Return Request message, per MILPERSMAN 1300-306, to CONUS.

c. The MTF must furnish a notification of pregnancy to the Service member's CO or OIC. The deployability coordinator or command career counselor must enter all pregnant Service members who are returned early from OCONUS into BOL. High risk pregnancies, as identified by the MTF, will be returned to CONUS per MILPERSMAN 1300-306.



7. **Second or Subsequent Pregnancy Tours.** Service members who become pregnant while assigned to an operational deferment tour at a non-operational command will notify their chain of command as soon as possible, but no later than 2 weeks after notification of pregnancy by the HCP. Per MILPERSMAN 1306-1702, upon receipt of official notification of pregnancy from the MTF, the command must submit a DP AVAIL requesting adjustment of the enlisted Service member's PRD. Pregnant officers will notify their cognizant detailers to request PRD adjustments.

8. **NAVPERSCOM (PERS-454) Process**

a. **Placement Policy.** PERS-454 is the central coordinator for the placement and assignment of pregnant enlisted Service members. The function of this central coordination point is to equitably distribute pregnant enlisted Service members.

b. **Placement Processes.** Upon receipt of DP AVAIL, PERS-454 will review the placement and assignment options. Per reference (d), a pregnant enlisted Service member assigned to this status will be placed in an excess refillable requisition billet provided by NAVPERSCOM based on the following guidelines:

(1) Prior to recommending assignments to the rating detailer, PERS-454 will consider the previous medically unrestricted (ACC 100) area type code, the Service member's rating, and the equitable distribution of pregnant enlisted Service members in a geographical area.

(2) Members are assigned in close proximity to an MTF capable of providing the required care.

(3) To satisfy PCS cost constraints, as well as personnel requirements, other factors are considered in making assignments, including the location of dependents, the Service member's past type duty, expiration of active obligated service, and any medical considerations (e.g., high risk pregnancy) identified by the MTF.

(4) PERS-454 will coordinate with NAVPERSCOM, Nuclear Power/Submarine Distribution Branch (PERS-403) to ensure nuclear-trained enlisted Sailors are placed at nuclear shore commands for their pregnancy tours.

c. Pregnant officers must notify their detailers. The detailer will coordinate officer placement.

9. **Nuclear Trained Service Members.** Per reference (f), nuclear trained Service members who are not assigned duty associated with the operation, maintenance, or supervision of a nuclear propulsion plant whose tour exceeds the nominal tour length (36 months), will be evaluated by Office of the Chief of Naval Operations (OPNAV), Nuclear Propulsion Program Management Branch (N133D) for nuclear proficiency.

10. **Spouse Collocation.** This process, which is managed by the members' detailers, is considered during operational deferment tour placement per MILPERSMAN 1300-1000.

11. **Reenlistment/Extension While in DNEC 0054.** An enlisted member who has been coded as DNEC 0054 must be processed for retention pursuant to MILPERSMAN 1160-030 and 1160-040. At no time will DNEC 0054 prohibit the processing of a reenlistment application. Additionally, the mere existence of pregnancy does not guarantee retention beyond current EAOS.