

## MILPERSMAN 1301-907

### NAVAL LEADER LEGAL TRAINING CONTINUUM

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<b>References</b>	(a) 10 U.S.C. § 5947 (b) National Defense Authorization Act for Fiscal Year 2020, §§ 540A and 540B (c) VCNO memo dtd 22 Apr 2019 (d) 5 C.F.R. § 2638.308 (e) DoD 5500.07-R, Joint Ethics Regulation (chapter 11), August 1993 (f) JAGINST 5800.7F (g) Manual for Courts-Martial, 2019 (h) NAVADMIN 025/20
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1. **Purpose.** To establish a milestone-based legal training continuum for Navy prospective Flag officers, Commanding Officers, Executive Officers, Senior Enlisted Leaders, and all other officers to attend legal training courses prior to assuming a leadership position within their career continuum.

2. **Background.** Reference (a) establishes the duty of all United States Navy Commanding Officers to ensure the exemplary conduct of all officers and enlisted personnel under their charge of command. To execute this duty, senior Navy leaders must understand military law and how to affect its purposes to promote justice, to assist in maintaining good order and discipline in the armed forces, and to promote efficiency and effectiveness in the military establishment. References (b) through (g) address many of the legal issues that senior leaders must be prepared to effectively and fairly address, to include military justice, fair and impartial disposition of alleged

offenses, investigations, government ethics and standards of conduct.

3. **Policy**

a. To ensure leaders are properly trained on legal policy and procedures, a legal training continuum has been established to provide milestone-based legal training to the naval officer community that addresses the legal requirements and challenges associated with incremental leadership responsibilities. The legal training continuum consists of courses at the junior officer, intermediate leader, and senior leader milestones.

b. To properly train all members of the command leadership triad to address legal issues that arise in their unit, all Prospective Commanding Officers (PCO), Executive Officers (PXO), and Command Master Chiefs (PCMC) and Chiefs of the Boat (PCOB) are required to attend the Naval Justice School's Senior Leader Legal Course (SLLC).

c. All PCOs, PXOs, and PCMCs/PCOBs receive mandatory leadership training via an intermediate stop at the Naval Leadership and Ethics Center (NLEC).

d. Commanding Officers and senior enlisted who served in a Commander (O-5) Command or Major Command billet, and are subsequently ordered to a second command in the same billet grade, are not required to re-attend SLLC if it has been less than four years since last attendance. If it has been more than four years since last attending SLLC, personnel are required to attend SLLC again. XO fleet-up billets are not required to attend SLLC once they take command, if they attended SLLC as part of their PXO pipeline.

e. Officers-in-Charge (OICs) are required to either attend SLLC, or receive face-to-face legal training by the senior SJA in their chain of command. On a case-by-case basis, non-command track senior officers may attend SLLC if the Immediate Superior in Command determines additional legal training would benefit that officer in the execution of their duties.

f. Placement Officers are responsible for ensuring SLLC course quotas are obtained for all PCOs, PXOs, PCMCs/PCOBs, and OICs before completing orders for their constituents.

g. Commanding Officers who attended SLLC prior to taking Commander (O-5) Command, and are subsequently selected for Major Command, are required to attend SLLC before taking Major Command. This requirement extends to all major commanders, to include Sexual Assault Initial Disposition Authorities.

h. Building on previous legal training provided at SLLC, Flag officers will receive additional legal training at the New Flag and Senior Executive Training Symposium (NFLEX). Training provided at NFLEX is a supplement to, not a replacement for, face-to-face legal training provided through operational chains of command by a Staff Judge Advocate (SJA).

i. SJAs to a Flag officer in command are required to provide legal training on government ethics/standards of conduct, military justice, and other matters pertinent to the command within 90-days of the Flag officer assuming duties; annual legal training is required thereafter. This training is in addition to, and may be conducted in conjunction with, annual government ethics/standards of conduct training required by references (d), (e), and (h).

#### 4. **Action**

a. Community Leads, as designated by reference (i), shall:

(1) Ensure their personnel receive milestone legal training.

(2) Coordinate with Naval Justice School to ensure delivery of legal training to their division officers and department heads, or equivalents, within their training pipelines.

b. Naval Justice School shall execute the following milestone legal courses:

(1) For junior officers or Division Officer-equivalents, an online legal training course to be implemented in training pipelines at Community Lead-discretion.

(2) For department head or equivalents, an in-person half-day legal course to be implemented in training pipelines at Community Lead-discretion, in coordination with Naval Justice School as to specific timing and location.

(3) For PCOs, PXOs, PCCMs-COBs, and OICs, the Senior Leader Legal Course.

c. PCS orders for officers and senior enlisted en route to leadership tours will include an intermediate stop for SLLC.

d. Quotas are obtained directly through the Enterprise Naval Training Reservation System. Contact information for Navy Personnel Command and Naval Justice School are provided for quota support only.

e. Any officer or senior enlisted unable to attend SLLC en route to a leadership tour must request a waiver through their Community Manager and approved by the Deputy Chief of Naval Personnel (BUPERS-00B). This waives attendance en route to the leadership tour, but the officer or senior enlisted remain obligated to attend SLLC as close to commencement of the leadership tour as possible. Judge Advocates and Legalmen serving in leadership billets are excluded from the requirements of this article because their career legal training is considered to have met this article's training requirement.

f. Flag Matters (N00F) will partner with the Office of the Judge Advocate General (OJAG) to review and deliver the legal training requirements for new Flag officers. Review of the NFLEX legal training curriculum should occur at least annually, and may be more frequent when warranted by circumstances and/or changes in the law or governing directives.