

MILPERSMAN 1440-040

NO-FAULT REVERSION TO FORMER RATING

Responsible Office	BUPERS-32	Phone:	DSN COM	882-2678 (901) 874-2678
NAVPERSCOM CUSTOMER SERVICE CENTER		Phone:	Toll Free	1-866-U ASK NPC

1. Policy

a. No-fault reversion to former rating is intended only for those members who are experiencing some limiting deficiency that was not apparent at the time of their request for rating conversion. The provisions of this article shall not be used for cases in which substandard performance or motivation is a cause or contributing factor.

b. An example of a case for no-fault conversion might be a Navy counselor who lacks aptitude for "salesmanship or counseling" but who has exerted maximum effort to succeed, and retains the potential to succeed in his or her former rating.

2. Commanding Officer's (CO) Procedures

a. When the CO determines that a member has failed to succeed in a converted rating, and the failure is considered not to be the fault of the member, the CO shall provide personal counseling to the Sailor. Counseling should include the circumstances and details of the problem to ensure that the reason for failure is not due to lack of motivation.

b. When the inability to function is due to inadequacies, and rating reversion is in the best interest of the member and the Navy, the CO should encourage the converttee to request reversion to his or her former rating. The member should submit NAVPERS 1306/7 Enlisted Personnel Action Request, via his or her CO, to Bureau of Naval Personnel (BUPERS), Enlisted Military Community Management Division (BUPERS-32). The request should cite this article as a reference. NAVPERS 1306/7 may be accessed by using the following Web address:

<https://www.public.portal.navy.mil/bupers-npc/reference/forms/NAVPERS/Documents/NAVPERS%201306-7.pdf>.

c. Should the member not desire to submit a request for rating reversion, the CO may originate and submit correspondence to BUPERS (BUPERS-32) requesting the member's rating reversion under this article. The request should indicate that the member has received counseling, and include a personal statement from the member concerned. If the member chooses not to submit a statement, the CO's correspondence should so indicate.

3. **Approval Authority.** BUPERS (BUPERS-32) is delegated authority to approve no-fault reversion requests. BUPERS 32 is also delegated authority to disapprove no-fault reversion requests lacking sufficient justification, or to disapprove requests based on other criteria considered by BUPERS (BUPERS-32). CO's may then request that the Office of the Chief of Naval Operations, Force Shaping Plans and Policy Branch (N132) review the decision.

4. **Effect of Reversion.** Reversion under this article is not derogatory and shall not be interpreted unfavorably in any subsequent detailing or board action.