

MILPERSMAN 7220-090

HAZARDOUS DUTY INCENTIVE PAY (HDIP) FOR DIVING DUTY

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References	(a) DoD Instruction 1340.09 of 26 January 2018 (b) DoD 7000.14-R, DoD Financial Management Regulation, Volume 7A, Chapter 11 (c) NAVSEA SS521-AG-PRO-010, United States Navy Diving Manual
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1. **Diving Pay Entitlement Criteria.** Navy Service members entitled to basic pay may be eligible for hazardous duty incentive pay (HDIP) for diving duty, as specified in reference (a), for periods during which they are:

a. Designated divers or under training for a specific diver designation,

b. Assigned by competent orders to the duty of diving issued by an order writing authority defined in paragraph 3 below, and

c. Required to maintain proficiency as a diver by frequent and regular dives:

(1) Perform diving duty while serving in an assignment for which diving is a primary duty, or

(2) Meet the requirements to maintain proficiency as a diver by frequent and regular dives while serving in an assignment that includes diving other than as a primary duty.

Note: Additional conditions of service may be imposed by the Secretary of the Navy.

2. **Situations or Conditions of Entitlement.** When a Service member is entitled to HDIP, the following conditions apply:

a. Entitlement to HDIP for diving duty will continue during periods of:

- (1) authorized leave,
- (2) temporary additional duty, and
- (3) hospitalization, as set forth in pay directives.

b. Entitlement to HDIP for diving duty will accrue during periods as outlined in reference (b).

c. Upon requalification, payments may not be made for the period of lapsed qualification.

d. Officer and enlisted divers under competent orders to diving duty and in excess of total diving billets at a given command may be utilized and paid by pay directives.

3. **Competent Authority**

a. Orders to diving duty will fall under competent authority for issuing orders to diving duty for officers and enlisted Service members under the:

- (1) Commandant of the Marine Corps, and or
- (2) Chief of Naval Personnel

b. In addition, activities with authorized self-contained underwater breathing apparatus (SCUBA) diver billets, competent authority includes:

- (1) commanding officers and
- (2) officers in charge

4. **Competent Orders**

a. Competent orders for officers and enlisted Service members to duty involving diving are those orders issued by competent authority, which specify that "performance of diving duty" is authorized.

b. In addition, commanding officers and officers in charge of SCUBA diving activities are authorized to issue "additional duty involving diving" orders to any combination of officer and or enlisted qualified SCUBA divers assigned to that activity.

Note 1: The number of SCUBA divers under "additional duty involving diving" orders will not exceed the number of authorized SCUBA diver billets at the activity.

5. **Minimum Performance Requirement.** Service members entitled to receive HDIP for diving duty must perform, at a minimum, the qualification dives required for their class.

a. The term "diver," when used in context of requalification, refers to Service members designated in the Navy enlisted classification (NEC) codes, additional qualification designators (AQD), and officer designators listed in subparagraph 5b table below.

b. Standards for requalification:

Designation	NEC, AQD, or Officer Designator	Perform Dives
Master Diver	MMDV B18A	8 8
Diver First Class Underwater Construction Team (UCT) diver, advanced (includes Saturation Hospital Corpsman (HM))	M1DV B16A	8 8
Diver Second Class UCT Diver, basic Deep Sea Medical Technician Deep Sea Medical Technician (Independent Duty Corpsman (IDC))	M2DV B17A L27A L28A	8 8 8 8
SCUBA Diver Fleet Marine Force (FMF) Reconnaissance HM (IDC) FMF Reconnaissance HM	839A/840A L02A L11A	8 8 8
Explosive Ordnance Disposal (EOD)	M00A	8
Naval Special Warfare Enlisted Operators	O19A-O29A	8
Diving Officer	720X	8
Sea-Air-Land (SEAL) Officer	113X, 118X, 715X	8

Designation	NEC, AQD, or Officer Designator	Perform Dives
EOD Officer	114X, 119X, 648X, 748X	8
Engineering Duty Officer, Civil Engineer Corps Officer	KL0	8
Surface Warfare Officer	KL0, LOA	8
Undersea Medical Officer	6UD, 6UE, 6UF, 6UG, 6UM	8

Note 2: All dives will be conducted per reference (c).

Note 3: Dives should be completed for each command's required operational capabilities and projected operational environment, or mission essential task list when possible.

Note 4: Any diver assigned to Navy Experimental Diving Unit and participates in a saturation dive, by being placed under pressure inside the Ocean Simulation Facility or Saturation Fly Away Diving System, is deemed to have completed four bounce dives as part of the annual requalification period.

c. The diver requalification timeline is annually and requires a minimum of eight dives per year. In order to remain in a dive status, divers must requalify per the standards and requalification chart in subparagraph 5b above.

d. In order to qualify for special pay for diving duty, divers are considered qualified if they have conducted eight dives in the previous diver qualification period, per reference (b).

e. If the diver fails to qualify during a requalification period, he or she is considered "not in dive status" and is not entitled to dive pay. Per reference (b), when a Service member is removed from diving duty or the member's diving qualifications lapse, diving pay ceases on the date of removal or lapse.

6. Requalification Period

a. The annual requalification period is waived for diving Service members:

- (1) Injured in the line of diving, or

(2) Performing related duties, including involvement as experimental divers or test subjects for approved protocols. These members will be considered qualified with an indefinite lapse date and are entitled to diving pay. Requalification must be completed within 60 days after being returned to full diving duty.

b. Service members deemed not physically qualified, as a result of injuries sustained in the line of diving or related duties, may apply for supervisor status (non-diving). Waiver of NEC code or officer designator and or pay grade restrictions may be requested in conjunction and in support of such designation. Waiver request will be routed through the Bureau of Naval Personnel (BUPERS) Director, Military Community Management (BUPERS-3) for final approval.

c. Service members approved for supervisor status (non-diving) and assigned to a diving NEC or officer designator billet will have a qualification lapse date of "indefinite." Service members not approved for designation will be made available for assignment to billets not requiring a diving-related NEC or officer designator.

7. **Lapses Over 1 Year.** If diving qualification has lapsed for more than 1 year, but less than 3 years, the diver may perform the required requalification dives after successfully completing the physical screening test described in [MILPERSMAN 1220-410](#), and with the commanding officer's approval. The diver will be considered qualified for a period of 1 year from the date requalification is accomplished.

Note 5: Physical screening test waiver requests will be submitted, via formal letter, to either the Commander, Center for Explosive Ordnance Disposal and Diving (CENEODDIVE) or the Commander, Naval Special Warfare Center for consideration and will be approved on a case-by-case basis, after determination. All waiver requests are to be forwarded to the Office of the Chief of Naval Operations (OPNAV) Naval Special Warfare Program Manager (OPNAV (N137)).

8. **Lapses Over 3 Years**

a. If diving qualification has lapsed for more than 3 years, but less than 6 years, the diver must successfully complete the physical screening test described in [MILPERSMAN 1220-410](#), exhibit 1, and successfully retake the following

portions of the diving course that would bestow the diving qualification desired:

- (1) Portions relating to diving physics and or general diving procedures,
- (2) Portions relating to diving medicine,
- (3) Practical portions relating to recompression chamber operations, and
- (4) Practical portions relating to diving equipment in which the individual has not been previously trained (may be taken from courses other than that which bestows desired qualifications).

Note 6: Physical screening test waiver requests will be submitted, via formal letter, to either Commander of either the Center for Explosive Ordnance Disposal and Diving or the Commander, Naval Special Warfare Center for consideration and will be approved on a case-by-case basis, after determination. All waiver requests are to be forwarded to OPNAV N137.

b. Requalification may take place at any local fleet command, provided the following requirements are met:

- (1) Command performing requalification must formally request required curricula from appropriate learning center,
- (2) Command performing requalification must be authorized in writing by the appropriate learning center,
- (3) Requalification will be conducted using curricula provided and controlled by appropriate learning center,
- (4) Commands conducting local requalification must have a 720X diving officer designation, a master diver holding NEC 805A, or an equivalent instructor qualification as determined by appropriate learning center,
- (5) Commands desiring authorization to conduct local requalification must request authorization, via standard naval letter, from appropriate learning center. Request must state command's ability to meet prerequisite conditions above and its capability to conduct training, and

(6) If approved, learning center will forward authorization letter and curriculum/training package. Commands will document completion of training on [NAVPERS 1070/613](#) Administrative Remarks for inclusion in member's official military personnel file.

9. **Lapses over 6 years.** When the Service member's qualification has lapsed more than 6 years, a formal request from the member's commanding officer must be submitted to the appropriate learning center stating command's requirement for reinstatement. The learning center will review request for final disposition.

10. **Diver Qualifications and Requalifications.** All individual dives must be entered in the Navy/Marine Corps Dive/Jump Reporting System (DJRS). DJRS will serve as the sole repository of diving history for dive pay audit purposes. Annual requalification letters are not required; DJRS provides command reports for audit purposes. Type commanders may approve an alternate reporting system to DJRS if it is an operational or administration requirement.

11. **Condition for Canceling Orders.** Orders to diving duty will be cancelled under any of the following conditions:

a. In the opinion of the issuing authority or the cognizant commanding officer, the diver is no longer considered professionally qualified. In this instance, the revocation of diving designation is mandatory and will be affected per the procedures contained in this article.

b. Diver qualifications have lapsed by the following:

(1) Upon requalification, payments may not be made for the period of lapsed qualification.

(2) Commanding officers are responsible for ensuring divers are afforded an opportunity to maintain their qualifications without lapse.

c. The assigned diver designation had been removed, or

d. The member has been assigned permanent duty other than that involving the performance of diving duty.

12. Restriction on Receipt of More Than One HDIP. Reference (a) restricts a Service member from receiving simultaneous payments for more than three HDIP duties in a month.

Example: A Service member may receive pay for diving duty, submarine duty incentive pay, and no more than two hazardous duty incentive pays, if qualified separately for each pay.