



DEPARTMENT OF THE NAVY  
NAVY PERSONNEL COMMAND  
5720 INTEGRITY DRIVE  
MILLINGTON, TN 38055-0000

1306  
PERS-4  
31 Jan 24

DISTRIBUTION GUIDANCE MEMORANDUM (DGM) #40115-2401

Subj: POLICY FOR THE ASSIGNMENT OF PREGNANT ENLISTED SERVICE MEMBERS

Ref: (a) NAVADMIN 006/24

1. Purpose. To establish policy and procedures for the assignment of enlisted pregnant service members. Pregnant Sailors are fully participating members of our Navy team and deserve every opportunity to continue their careers and advancement progression while serving our country.

2. Discussion. Previous policy mandated pregnant Sailors assigned to sea duty were reassigned to shore duty in excess of an activity's manpower requirement, and those who were extended on shore duty were assigned in excess of an activity's manpower requirement. Although pregnant Sailors may have specific medical limitations and restrictions concerning their assigned duties, they can contribute to an activity's mission and perform viable work.

3. Action. Effective immediately, the following guidance is provided:

a. Sailors who are made available for reassignment from sea duty due to pregnancy shall be issued orders to a valid manpower requirement at a shore duty activity.

(1) Sailors reassigned to shore duty for a pregnancy tour will NOT negotiate for orders via the normal MyNavy Assignment (MNA) process.

(2) Upon receipt of an DP availability report, Rating Detailers (RDs) are directed to contact their Rating Evaluator (RE), who will identify a priority shore duty job and make it available in the MNA Placement Category. There is no limit on the number of pregnant Sailors who can be assigned to an activity. REs shall place a reservation on the billet for the Sailor, minimizing the potential of the job being utilized for a different Sailor.

(3) Orders will normally be written to detach the Sailor within 30-days of receipt of the availability report and the orders will be written for a two-year assignment. Orders should be released within five business days of receipt of the availability report.

(a) Tour length waivers for a pregnancy assignment are not required.

(4) Sailors will not normally attend training enroute to the shore duty assignment.

Subj: POLICY FOR THE ASSIGNMENT OF PREGNANT ENLISTED SERVICE MEMBERS

(5) When a valid shore duty billet is NOT available for the Sailor to be ordered to, the RD and RE will work to provide a non-refillable excess position at an activity, where the Sailor can best continue career development and receive positive rating mentorship. Additionally, the RE will need to consider the current number of pregnant Sailors in excess at a command to attempt to spread the inventory of pregnant Sailors over as many shore duty commands as possible to prevent only a few commands from receiving a majority of pregnant Sailors.

(a) If a Sailor is assigned in excess, they may be moved to another shore duty activity within the geographic location to fill a valid billet.

(6) Sailors will be credited for time served while assigned to a sea-duty command based on the following:

(a) Sailor completed less than 50 percent of their sea tour prior to pregnancy receive no credit for time at sea and will be assigned to a full sea tour following their 24-month pregnancy shore tour.

(b) Sailor completed 50 to 74 percent of a sea tour prior to pregnancy will get credit for that time at sea when ordered to their next sea tour, but with a tour length of a minimum of 12-months.

(c) Sailor completed 75 percent or greater of their sea tour prior to pregnancy will be reassigned to shore duty for a 36-month tour, or commensurate with Sea Shore Flow.

Note: Pregnancy assignments actions initiated prior to 16 January 2024 will be executed via the legacy NEC 0054 assignment policy, however, Sailors will receive prior sea duty credit based on the guidance above.

b. Sailors who become pregnant within 13-months of completion of a designated shore tour, will be extended onboard to complete a pregnancy and post-partum operational deferment tour.

c. Once shore duty orders are executed, Sailors will complete their 24-month shore duty assignment, even if they are no longer pregnant.

(1) If a Sailor has not executed their shore duty orders and the Sailor experiences a loss of pregnancy, fleet activities are required to submit a DY availability report via Navy Standard Integrated Personnel System. Upon receipt of the DY availability report, orders will be cancelled, and the Sailor will remain onboard through their normal Projected Rotation Date.

d. If a Sailor wants to terminate a pregnancy shore duty assignment early, they must submit a NAVPERS 1306/7 to their respective RD. Early transfer requests will be considered on a case-by-case basis.

e. Pregnant Sailors may request a waiver to remain onboard operational commands for the duration of the pregnancy and post-partum period to include any convalescent and parental leave.

Subj: POLICY FOR THE ASSIGNMENT OF PREGNANT ENLISTED SERVICE MEMBERS

This operational deferment waiver must include endorsements from the service member, the Commanding Officer/Officer-In-Charge and the health care provider. The waiver request will be submitted via Salesforce.

4. PERS-454 will assist PERS-40 pregnancy assignment process with:
  - a. Detailer questions related to assignment restrictions for specific medical concerns.
  - b. Response to adhoc taskers regarding pregnancy assignments relating to Deployability Category code 3P1.
5. This DGM will remain in effect until cancelled or superseded.

  
K.M. KENNEDY  
By direction

Distribution:  
All PERS-40