



Guide 8

Managing Physical Fitness Assessment Records for Pregnant Sailors (Including Postpartum Management)

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1. Pregnancy Status Defined. The Navy defines pregnancy status from the time pregnancy is confirmed by a military Health Care Provider (HCP) or civilian HCP, in cases of inaccessibility to a Military Treatment Facility (MTF), until the end of the 12 months following a birth event (QBE). For the purposes of this guide, a QBE is defined as a live birth. See paragraph 5 of this guide for information on the Physical Readiness Program considerations for other, non-QBE situations.

2. Pregnancy Status Policy. Navy Guidelines Concerning Pregnancy and Parenthood (OPNAVINST 6000.1 series) and Guidance on Pregnant Sailors in the Navy Reserve (COMNAVRESFOR 6000.1 series) states “Pregnancy and parenthood status must be made known to designated command officials while ensuring the Sailor’s privacy.” Sailors should follow the standardized notification timeline set forth in the most recent DoD guidance, which extends the time Sailors have to fulfill their obligation to notify commanders of a pregnancy to no later than 20 weeks, unless special circumstances dictate otherwise.

a. A Sailor intending to carry the pregnancy to term is encouraged to inform their commander upon confirmation of pregnancy, validated through a military health system (MHS) HCP, or civilian HCP where the Sailor is receiving care. This notification should include the MHS health care provider’s assessment of the Sailor’s duties and the potential impact to their pregnancy. To comply with Health Insurance Portability and Accountability Act of 1996 (HIPAA), the command fitness leader (CFL) is prohibited from keeping a copy. When a Sailor chooses to delay notification, the MHS health care provider will follow current Navy policy to care for the Sailor. Choosing to delay notification may delay access to resources or assessments that may benefit the Sailor when command leadership is unaware of the pregnancy status.

b. . Physical Readiness Information Management System TWO (PRIMS-2) Documentation. A pregnancy is not considered a medical waiver. At no time, will a pregnancy status be considered terms for a medical evaluation board when counting medical waivers. Sailors already in a “pregnancy” status in PRIMS are not required to complete the PARFQ.

(1) The CFL must choose the “pregnant” status when entering the Sailor’s PRIMS data for each cycle during the pregnancy and postpartum stages for both the BCA and PRT.

(2) If the Sailor participated in the BCA and was later confirmed pregnant, a Letter of Correction (LOC) signed by the Commanding Officer (CO) with supporting documentation (e.g., NAVMED Form 6000/10) from the Sailor’s HCP requesting the Sailor’s BCA results be changed to “pregnant” must be sent to the Physical Readiness Program (PRP) Office. CFLs do not have the capability to make this change.

c. The Sailor will remain in the “pregnant” status in PRIMS-2 during each PFA cycle until the end of the 12-months postpartum period following an QBE. If an Authorized

Medical Department Representative (AMDR) or HCP grants the Sailor additional time past the 12-months postpartum period, a medical waiver is required.

d. If a Sailor was unaware of pregnancy during the time of the BCA and/or PRT and is able to provide documentation from their HCP stating that they were pregnant at the time the BCA and/or PRT was conducted, the Sailor's official PFA record can be updated in PRIMIS and correctly documented as "Pregnant" once the PRP office receives the LOC.

e. The overriding concern for COs, supervisory personnel, and HCPs who are responsible for pregnant Sailors is to provide for the health and safety of the Sailor and their unborn child while maintaining optimum job and career performance. Pregnant Sailors will not be mandated to participate in command/unit PT or FEP. If a Sailor chooses to delay pregnancy notification, the Sailor can participate in command/unit PT at their own risk, or the Sailor can obtain a light duty chit from their HCP to exclude them from command/unit PT or FEP. It is the HCPs responsibility, not the CFL, to provide exercise guidance. CFLs should ensure pregnant/postpartum Sailors are aware of the official Navy Pregnancy and Postpartum Physical Training and Nutrition Guidebook to enable a discussion with their HCP. This resource includes information on pregnancy/postpartum nutrition and a safe physical training program complete with recommended exercises and contraindicated exercises during pregnancy and the postpartum periods. Additional information on pregnant and postpartum Sailors can be located at: <https://www.med.navy.mil/Navy-Marine-Corps-Public-Health-Center/Womens-Health/>

f. Pregnant Sailors are encouraged to maintain a regular fitness routine during their pregnancy and are required to gradually resume an exercise program under the guidance of their HCP and the Navy Pregnancy and Postpartum Physical Training and Nutrition Guidebook during the postpartum period.

3. Postpartum PFA Schedule. Postpartum Sailors are exempt from participating in an official PFA for 12-months following a birth event. However, they shall participate in a Wellness (unofficial) PFA between 6-9 months following a QBE. At the conclusion of their 12-month postpartum period, Sailors are required to participate in the NEXT official PFA cycle. If the postpartum period expires during the official PFA cycle, the postpartum Sailor is not required to participate in the PFA cycle until the next official PFA cycle.

a. Example one. A Sailor has a QBE in January of 2022. The Calendar Year 2023 Navy PFA cycle is February 1 to November 30. This Sailor must participate in the Calendar Year 2023 PFA cycle.

b. Example two: A Sailor has a QBE in April of 2022. The Calendar Year 2023 Navy PFA cycle is February 1 to November 30. This Sailor is not required to participate in the PFA until the next Navy PFA cycle following the Calendar Year 2023 cycle.

4. Wellness PFA Screening. The wellness (unofficial) PFA provides COs and CFLs visibility on the health and fitness level of their postpartum Sailors as well as an opportunity to provide assistance to Sailors during their postpartum recovery.

a. **Screening**. At 6-months following a QBE, postpartum Sailors must complete the NAVPERS 6110/3, PARFQ and schedule an appointment with their HCP to be cleared to participate in the Wellness PFA. If not cleared to participate, a postpartum Sailor will be re-screened as appropriate prior to participate in the wellness PFA.

b. **Scheduling/Participation**. Within 10-days of receiving medical clearance to participate in the wellness PFA, a postpartum Sailor must coordinate with their CFL/ACFL to schedule their wellness PFA. Postpartum Sailors are required to participate in a wellness (unofficial) PFA prior to participating in their first official postpartum PFA even if the wellness PFA falls outside of the 6-9 month postpartum timeframe (see chart below).

(1) Once the postpartum Sailor passes the wellness PFA, they may (but are not required to) return to command/unit PT. CFL/ACFLs should be mindful of the various fitness levels of their Sailors, to include postpartum Sailors, when conducting command/unit PT and provide modified exercises as needed.

(2) If the postpartum Sailor fails the wellness PFA, ***there will be no negative consequences for failing and they will not be placed on FEP***. They will be provided postpartum nutrition and fitness resources to assist with their postpartum recovery. A postpartum Sailor is only required to participate in one wellness PFA, regardless if they pass or fail.

BE Month	6-months postpartum medical screening by HCP	Wellness PFA Participation
January	July	July-September
February	August	August-October
March	September	September-November
April	October	October-December
May	November	November-January (next CY)
June	December	December-February (next CY)
July	January	January-March
August	February	February-April
September	March	March-May
October	April	April-June
November	May	May-July
December	June	June-August

Important note: Sailors should participate in the Wellness PFA to the best of their ability, without overexerting themselves in order to pass. The goal is to assess a postpartum Sailor's fitness level midway through the 12-month PFA exemption period to assist them with returning to Navy PFA standards.

c. **Official PFA.** At the conclusion of their 12-month postpartum period, Sailors are required to participate in the next official PFA cycle. If the postpartum period expires during the official PFA cycle, the postpartum Sailor is not required to participate in the PFA cycle until the following official PFA cycle. However, Sailors whose postpartum period expires during the PFA cycle and would like to participate in the official PFA are authorized, if medically cleared by their HCP.

5. Pregnancy-related, non-QBE Considerations

a. **Stillborn Birth.** Sailors who give birth to a stillborn child(ren) are to follow procedures consistent with QBE and as such are exempt from participating in a PFA for 12-months following the birth event.

b. **Pregnancy loss or termination.** Sailors who experience a pregnancy loss or termination must seek evaluation by their Obstetric provider to determine the appropriate convalescent leave period. These Sailors' "pregnant" status, to include the length of the postpartum period, will be based on the recommendation from their Obstetric provider. The overriding concern for COs, supervisory personnel, and HCPs who are responsible for pregnant Sailors, to include those who have experienced a loss, is to provide for the health and safety of the Sailor as they recover while maintaining optimum job and career performance. Below are BUMED PFA recommendations for Sailors experiencing perinatal loss based on gestational age at the time of pregnancy loss:

Gestation (Weeks + Days)	PFA Recommendations
First Trimester: ≤ 12+0	60 days no PFA
Second Trimester: 12+1 – 19+6	180 days no PFA
Second Trimester: 20+0 – 27+6	365 days no PFA
Third Trimester: 28+0 – term	365 days no PFA

c. **In-vitro Fertilization (IVF).** During the actual IVF cycles, CO/OICs are authorized to approve a "medical waiver" via NAVMED 6110/4, to exempt Sailors from participating in the PFA to better ensure IVF success and reduce risk to the Sailor. If the IVF treatment results in a successful pregnancy, the provisions of the pregnancy policy will pertain. If the IVF treatment is unsuccessful, the Sailor must participate in the PFA (current cycle), if medically cleared by their HCP.