



DEPARTMENT OF THE NAVY
BUREAU OF NAVAL PERSONNEL
WASHINGTON 25, D.C.

Pers B625

IN REPLY REFER TO

Pers-B641-pc

JUL 1 0 1959

Ser: 85/1120

MEMORANDUM

From: Director, Recruiting Division
To: Director, Plans Division

Subj: Approved changes to the Warrant Officer, Limited Duty Officer, Master/Senior CPO and related programs; comments and recommendations concerning implementation of

Ref: (a) Director, Policy Division memo Pers-A21-njm of 29 June 1959; same subject

Encl: (1) BuPers Instruction 1510.69D of 18 June 1959; Subj: Navy Enlisted Scientific Education Program (NESEP); information concerning

1. As requested by reference (a), comments and recommendations on the implementation of approved changes to subject and related programs are submitted as follows:

Recommendation:

B.(1) That the Limited Duty Officer (Temporary)/Limited Duty Officer Program be the principal Enlisted-to-Officer program of the Navy (excluding college-training and NAVCAD programs).

Comments:

1. BUPERSINST 1120.18F, now in routing for signature by the Chief of Naval Personnel, includes in paragraph 7.k, a statement to this effect.

Recommendation:

B.(2) That the direct Integration program be curtailed. Except for college-training and NAVCAD programs, the primary path from enlisted to officer status will be through the Limited Duty Officer (Temporary) program.

Comments:

1. The input to commissioned status under the integration program can best be controlled by the assignment of quotas to the selection board.

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Recommendation:

- B.(5) That the Limited Duty Officer (Temporary) program be considered as a program designed for a 10 - 12 year officer career, and that selection for permanent Limited Duty Officer status be made concurrently with selection for promotion to the grade of Lieutenant Commander.

Comment:

1. BUPERSINST 1120.18F, now in routing for signature by the Chief of Naval Personnel includes in paragraph 7.k and 7.l, statements to this effect. BUPERSINST 1120.12G authorizes LDOs to request augmentation to unrestricted line and staff corps.

Recommendation:

- B.(7) That, since no Limited Duty Officer structure is authorized by law for the Medical Service Corps, a temporary officer program related to that Corps be activated to provide a replacement for the Medical Service and Dental Service Warrant categories.

Comment:

1. There are currently two BUPERS INSTRUCTIONS in effect for the procurement of regular Navy, Medical Service Corps officers. They are BUPERSINST 1120.8A (Allied Sciences Section) and BUPERSINST 1120.15C (Supply and Administration Section). Since a temporary officer program is going to be implemented to replace the Medical Service, and Dental Service WOs it is recommended that this temporary program entirely replace the permanent program for the appointment of officers in the Supply and Administration Section. The advantages of this course of action are considered to be:

a. It will not add another officer procurement program to the large number currently administered by the Recruiting Division.

b. By operating under one instruction all eligible candidates will be considered as a group by the Selection Board under one set of standards and selection criteria. This will permit the selection of those considered to be the best qualified based on a review of enlisted performance and tests administered.

apply for augmentation under the provision of BUPERSINST 1120.12G (or revision thereof). This will permit the permanent structure of the Medical Service Corps to be composed of officers who have demonstrated outstanding performance in a commissioned status.

2. It is recommended that procurement of officers for Medical Service Corps (Allied Sciences Section) be continued as currently administered; i.e., that initial appointments be permanent rather than temporary, because of its size. There will be one appointment made in Fiscal Year 1960; there were none in Fiscal Year 1959.

Recommendations:

B.(9) That primary consideration in determining annual procurement quotas for Limited Duty Officer (Temporary) categories be given to meeting the minimum needs of the service for junior officer experience in high priority specialist areas. It is further recommended that additional procurement selections beyond such minimum needs be made on the basis of greatest officer potential among available candidates.

Comment:

1. The input to commissioned status under the Limited Duty Officer (temporary) program can best be controlled by the assignment of mandatory quotas to the Selection Board. These quotas will limit or increase the flexibility of selection board criteria, depending on the current needs of the Navy.

Recommendation:

D.(1) Combining of NEASP and NESEP.

Comment:

1. Action on this recommendation has been implemented and the Instruction, enclosure (1), has been promulgated. BuPers Instruction 1510.69D of 18 June 1959, developed jointly by Pers-B62 and Pers-B2133, combines these into a single program designated as the "Navy Enlisted Scientific Education Program" (NESEP).

2. NESEP consists of two parts: (1) Systems Engineering Curriculum and (2) Science/Engineering Curriculum. Graduates of this program will be

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ordered to Officer Candidate School for officer indoctrination, and upon successful completion thereof shall, if otherwise qualified, be commissioned as ensigns.

3. It is to be noted that ultimate cognizance for this program has not been resolved.

Recommendations:

E.(1) That all changes in programs resulting from its study be implemented in Fiscal Year 1961. It further recommends that, both in advance of the implementation and during the initial years of the program a Navy-wide publicity/education plan for the program be developed and executed, using all available media including team presentations. Particular emphasis, it is considered, must be placed on the new Limited Duty Officer structure, its 10-12 year officer career characteristic, and its ability to protect officer specialization where required, while building up the experience level of the Navy officer corps.

Comments:

1. BUPERS INSTRUCTION 1120.18F will promulgate the basic requirements for the Limited Duty Officer (Temporary) program and state that it should be emphasized that it is a program offering 10-12 years of officer service for most appointees.

2. BUPERS INSTRUCTION 1120.12G promulgates information pertaining to augmentation of Limited Duty Officer (Temporary) in the unrestricted line or staff corps.

3. A BUPERSINST in the 1120 series should be promulgated concerning the Medical Service (temporary) program when guidance is received from Pers A.

4. A series of articles in the publication "All Hands" describing these programs is recommended. It is also suggested that the training aspects and career pattern of these programs be made a series of articles in the Naval Training Bulletin.

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Recommendation:

E.(2) Implementation of approved programs for 5 years; restudy after 5 years.

Comment:

Concur in the above recommendation, but suggest that the effect of these programs be reviewed commencing 3 years after implementation.

Respectfully,

T. A. CHRISTOPHER