Change 158
Manual of the Medical Department
U.S. Navy
NAVMED P-117
1 Nov 2016

To: Holders of the Manual of the Medical Department

1. **This Change.** Completely revises Chapter 12, Education and Training.

2. **Summary of Changes.** This change incorporates the most current policy and guidance for education and training programs affecting officer and enlisted personnel within Navy Medicine.

3. **Action**
   
a. Remove Chapter 12 and replace with the revised Chapter 12.

b. Record this Change 158 in the Record of Page Changes.

C. FORREST FAISON III
   Chief, Bureau of
   Medicine and Surgery
Chapter 12

Education and Training
# Chapter 12

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## General

### Article 12-1 Authorities


2. Statutory authority for members of the uniformed services to enter into professional education and training agreements at non-Government facilities is authorized under 10 U.S.C. § 2103.

3. The authority and responsibility for the professional education and training of Medical Department military personnel are vested in the Bureau of Medicine and Surgery (BUMED) at the direction of the Chief of Naval Operations (CNO) and implemented through Naval Military Personnel Manual (MILPERSMAN) article 1500-030 and Manual of the Medical Department, Chapter 12.

4. The fundamental policy of BUMED is to encourage and support education and training activities directed toward the acquisition, maintenance, and improvement of the qualifications and skill levels of all Navy Medical Department personnel in support of the mission and organizational goals of Navy Medicine.

### Article 12-2 Responsibilities

1. BUMED is charged with overall education and training policy development for Medical Department personnel. Navy Medicine Education and Training Command (NAVMED ED TRNG CMD) executes education and training policy and exercises administration and management control of health sciences education and training programs for the Medical Department of the Navy. Naval Medical Professional Development Center (NAVMED-PRODEVCTR) provides courses in professional development command under NAVMED ED TRNG CMD.

2. Active duty and reserve personnel must ensure all formal training is properly documented within the appropriate human resources database.
Article 12-3

Scope

(1) Medical Department education and training programs must be organized to effectively support Navy, Marine Corps, and Medical Department missions.

(2) Medical Department education and training must be conducted in support of validated human capital requirements for undergraduate, graduate, postgraduate, doctoral, and continuing education (CE) and functional training.
Section II
Education and Training
Program Information

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12-4 Medical Corps Programs

(1) Basic Indoctrination

(a) All newly appointed Medical Corps officers, except those who have received indoctrination training prior to reporting for active duty, will be ordered to Officer Development School (ODS) for basic indoctrination.

(b) The purpose of this course is to provide officers with a basic orientation to the role of the naval officer, Navy regulations, and administrative practices.

(2) Graduate Medical Education (GME)

(a) The Navy offers inservice training programs in many of its medical treatment facilities (MTFs).

(b) A limited number of full-time outservice (FTOS) training positions in civilian institutions are sponsored by the Navy for those specialties and subspecialties for which no Navy or other military conducted program is available and for which there is a clearly defined Navy Medical Department requirement.
(c) All applications for training must be submitted as outlined in current instructions or notices. Applications are reviewed annually at the Joint Service Graduate Medical Education Selection Board (JSGMESB). The Board makes recommendations for GME selection to Chief, BUMED who has final approval authority.

(3) **Aerospace/Undersea Medicine**

(a) Aerospace medicine training is conducted at Naval Aerospace Medical Institute, Pensacola, FL. Aerospace medicine training includes a residency in aerospace medicine and flight surgeon training. Flight surgeon training is a 6-month course in which the first phase provides training and experience in special problem areas created by the environmental stress placed on aviators. The second phase consists of 6 weeks of Aviation Preflight Indoctrination (API) followed by a 10-week flight training syllabus.

(b) Courses of instruction for undersea medical officers, of approximately 6 months duration, are convened twice yearly at the Naval Undersea Medical Institute. The curriculum includes deep-sea diving training, radiation health training, and medical training to include dive, special warfare, and submarine medicine. Students must be physically qualified for dive and submarine duty to participate in the course.

(c) Unless the needs of the Service otherwise dictate, the graduates in aerospace medicine or undersea medicine will serve in an operational duty assignment for a period of 2 years following completion of the course.

(d) All applications must be submitted as outlined in current instructions or notices (see annual BUMED Note 1524).

(4) **Continuing Medical Education (CME)**

(a) With rapid changes in the technology, administration, and delivery of health care, CME is important to maintain professional competence and performance.

(b) Attendance at short courses, workshops, seminars, symposia, and professional meetings is a valuable means for all Navy Medical Department personnel to achieve professional growth and acquire new knowledge and skills.

(c) All Medical Corps officers are encouraged to participate in appropriate professional health-related CME experiences. To the extent that available funds will permit, it is desirable that all Medical Corps officers on active duty be authorized to attend at least one CME experience or professional conference per year on a temporary additional duty (TAD) basis. BUMED-funded activities have the responsibility to program and budget funds to support these endeavors as much as possible. All other requests for funding should be submitted as outlined in BUMED-INST 5050.6 series.

(d) NAVMEDPRODEVCTR is accredited by the Accreditation Council for Continuing Medical Education (ACCME) to sponsor naval CME activities for Category I credits toward the American Medical Association (AMA) Physician’s Recognition Award. All requests for credit should follow the criteria outlined in current instructions or notices (see BUMEDINST 1520.34 series).

(5) **Medical Corps Professional Certification Examinations**

(a) To promote and ensure quality medical care in the Navy, and contingent upon the availability of appropriated funds, qualified Medical Corps officers will be sponsored for participation in appropriate professional examinations for board certification which may be required by BUMED to meet the needs of the Medical Department. Those examinations required to obtain State licensure will not be funded (e.g., United States Medical Licensing Examination (USMLE) and Comprehensive Osteopathic Medical Licensing Examination (COMLEX)).

(b) All requests for funding should be submitted as outlined in current instructions or notices (see BUMED-INST 1500.20 series).

(c) Recertification examinations will normally be funded only for career officers whose specialties require recertification, and as outlined in current instructions or notices (see BUMEDINST 1500.20 series).
12-5 Dental Corps Programs

1. Basic Indoctrination

(a) All newly appointed Dental Corps officers, except those who have received indoctrination training prior to reporting for active duty, will be ordered to ODS for basic indoctrination.

(b) The purpose of this course is to provide officers with a basic orientation to the role of the naval officer, Navy regulations, and administrative practices.

2. Postgraduate Year 1 (PGY-1) Programs

(a) In August of each year, NAVMEDPRODEVCTR releases NAVMEDPRODEVCTR Notice 1520 announcing the application cycle for Advanced Education in General Dentistry (AEGD) and General Practice Residency (GPR). The notice is sent to all Health Professions Scholarship Program (HPSP) and Health Services Collegiate Program (HSCP) scholarship students, approved direct accession dental students, and applying direct accession dental students in their senior year of dental school by Graduate Dental Programs (GDP) at NAVMEDPRODEVCTR.

(b) Applications for AEGD programs and GPR PGY-1 programs must be submitted to NAVMEDPRODEVCTR (Code 1WPGDC) during August through 1 November of the applicant’s senior year of dental school. The notice and precept for the PGY-1 selection board are prepared by the Graduate Dental Education Office. The notice is signed by the Commanding Officer, NAVMEDPRODEVCTR and the precept is signed by the Chief, Navy Dental Corps. The PGY-1 selection board meets in November and the selection slate is approved by the Chief, Navy Dental Corps.

3. Clinical and Residency Training Programs

(a) Advanced Clinical Programs (ACPs) in Exodontia. The Exodontia ACP is a 12-month inservice academic and clinical training period designed to improve the competency of the general dentist in the area of exodontia. The Exodontia ACP is located at the Captain James A. Lovell Federal Health Care Center in Great Lakes, IL.

(b) Inservice Postgraduate Dental Residency Training. The Naval Postgraduate Dental School, Bethesda, MD, offers residency training in comprehensive dentistry, endodontics, oral pathology, periodontics, prosthetics, maxillofacial prosthodontics, and oral facial pain. Residency training in oral and maxillofacial surgery is conducted at the Walter Reed National Military Medical Center, Bethesda, MD and the Naval Medical Centers in San Diego, CA and Portsmouth, VA. Training in public health dentistry is conducted at the Uniformed Services University of the Health Sciences (USU), Bethesda, MD and the National Institute of Health (NIH), Bethesda, MD. Occasionally, Navy Dental Corps residents train at other Federal institutions (OFI) in various dental specialties, e.g., comprehensive dentistry training with the Army or Air Force Dental Corps and Orthodontics at the Tri-service Orthodontic Residency Program, San Antonio, TX.

(c) Outservice Postgraduate Dental Residency Training. When Navy Dental Corps training requirements exceed the capacity available in Navy facilities, or the required program is not available at any Navy or OFI facility, Navy Medicine provides opportunities for dental officers to attend residency training in civilian institutions. While these opportunities vary from year to year based on requirements, they are most frequently available in dental research, pediatric dentistry, operative and preventive dentistry, orthodontics, prosthodontics, oral and maxillofacial radiology, oral and maxillofacial surgery, and advanced oral and maxillofacial surgery fellowships.
(d) **Continuing Education**

(1) All Dental Corps officers are encouraged to participate in appropriate professional health related CE experiences. To the extent that available appropriate funds will permit, it is desirable that all Dental Corps officers on active duty be authorized to attend at least one CE experience or professional conference per year on a TAD basis. BUMED-funded activities have the responsibility to program and budget funds to support these endeavors. All other requests for external funding should be submitted as outlined in current instructions or notices (see BUMEDINST 5050.6 series).

(2) CE courses in various disciplines of dentistry are available to active duty dental officers and Naval Reserve officers on a space-available basis. The courses are designed and administered following the guidelines established by the American Dental Association (ADA) and are available at facilities in, Bethesda, MD; Norfolk, VA; and San Diego, CA.

(3) Correspondence courses in many dental specialties are available from the Naval Post-graduate Dental School. Please call (301) 295-0205 for course information and application procedures.

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**12-6 Medical Service Corps Programs**

(1) **Basic Indoctrination**

(a) All newly appointed Medical Service Corps officers, except those who have received indoctrination training prior to reporting to active duty, will be ordered to ODS for basic indoctrination.

(b) The purpose of this course is to provide officers with a basic orientation to the role of the naval officer, Navy regulations, and administrative practices.

(2) **Ongoing Training**

(a) Upon completion of the basic indoctrination course and assignment to a field or headquarters activity, continued instruction of Medical Service Corps officers becomes a command responsibility. Within each command, a senior Medical Service Corps officer will be designated to establish, coordinate, and maintain an organized training program for Medical Service Corps officers. That officer will instruct junior officers in their duties and responsibilities and will familiarize them with the mission, responsibility, and scope of the command. Organized instruction on pertinent military and Medical Department subjects is vital to the success of the program. The broadening of professional knowledge will enable the officers to better fulfill the requirements and responsibilities of higher grade.

(b) Experience acquired through an officer’s dedicated performance of duty, coupled with progressive assignments involving greater responsibilities, is most significant to professional development. Concurrently, participation in part-time academic courses taken either by distance learning or in person during off-duty hours is encouraged. Courses offered by civilian educational institutions, when of service benefit, can in part be underwritten financially under the terms of current Bureau of Naval Personnel (BUPERS) and BUMED instructions. Further, attendance at professional and scientific meetings, which are held in most locales, provides an effective means whereby an officer may keep abreast of advancements in a personal specialty, and is strongly encouraged.

(c) Each officer has a major share in their career management and planning. The primary responsibility concerning military character and professional competence similarly lies with the individual officer.

(3) **Full-Time Training**

(a) A formal training program for Medical Service Corps officers, encompassing full-time academic training in Service and civilian institutions, is administered by BUMED. The general objectives are:
(1) To provide for the manning of every billet by an officer of appropriate qualifications in order that the maximum effectiveness of each position may be achieved.

(2) To satisfy the normal desire for self-improvement.

(3) To advance the Navy’s contribution to the fields in which Medical Service Corps officers serve.

(b) The following are general points of philosophy guiding the administration of the Medical Service Corps full-time training program:

(1) Each training assignment will be governed by a validated requirement and must result in demonstrable benefit to the service.

(2) In each training assignment, the qualifications of the individual to pursue the training and to apply the learning are essential.

(3) Each training assignment must be consistent with the individual’s career pattern.

(4) Such resources as are available may be devoted to the training program, but not to the detriment of the continuing fulfillment of the corps’ responsibilities in operational billets.

(5) So that maximum service benefit may be assured, the choice of instruction in which training is to be accomplished and decisions concerning curriculum content are the functions of BUMED; due regard is to be given to the wishes of the individual concerned.

(c) The current curricula available, eligibility requirements, and application procedures are set forth in current instructions or notices (see BUMEDINST 1520.34 series).

(4) Continuing Education. A variety of CE opportunities are available to Medical Service Corps officers of the Regular Navy and Reserve officers on extended active duty. To the extent that available appropriated funds will permit, it is desirable that all Medical Service Corps officers on active duty be authorized to attend at least one short course, conference or alternative instructional system for CE credit and skill maintenance per year on a TAD basis. BUMED-funded activities have the responsibility to program and budget funds to support these endeavors. All requests for external funding should be submitted as outlined in current instructions or notices (see BUMEDINST 5050.6 series).

(5) Licensure and Certification. Qualified Medical Service Corps officers will be sponsored for participation in appropriate professional examinations or certification which may be required by BUMED to meet the needs of the Medical Department. Those examinations considered to be a basic requirement for commissioning in the Medical Service Corps will not be funded. All requests for funding should be submitted as outlined in current instructions or notices (see BUMEDINST 1500.20 series).

(1) Basic Indoctrination

(a) All newly appointed officers of the Nurse Corps (with the exception of those who access through the Naval Reserve Officers Training Corps (NROTC) Nurse Option Program) will be ordered to ODS for basic indoctrination.

(b) The purpose of this course is to provide officers with a basic orientation to the role of the naval officer, Navy regulations, and administrative practices.

(2) Full-Time DUINS. The DUINS Program provides tuition, in addition to pay and allowances, while officers attend school full-time as their primary duty.

(a) Selection for graduate and postgraduate training is highly competitive and occurs at formal boards convened annually by the Chief of Naval Personnel. Nurse Corps officers are selected and assigned to DUINS to develop the skills necessary to satisfy specific mission requirements.

(b) BUMEDINST 1520.27 series provides detailed information on application and selection criteria. Director, Nurse Corps Programs, NAVMEDPRODEVCTR, provides specific counseling and coordinates educational requirements.

(3) Continued Professional Development. Since completion of a basic program of study in Nursing fulfills only the minimum requirements for professional practice, the Medical Department supports and encourages CE for Nurse Corps officers. While the responsibility for continuing education remains that of the individual officer, the following resources are available:

(a) Part-Time Outservice Courses. The Navy College Program, https://www.navycollege.navy.mil/tuition-assistance/index.htm, administers the Tuition Assistance (TA) Program for part-time course work. TA will not fund a second Master’s level degree.

(b) Short Courses. The Navy and the Navy Medical Department provides distance learning and residential courses as educational opportunities that provide leadership and professional training beyond entry-level preparation. In addition, attendance at short courses, institutes, seminars, workshops, conferences, and conventions conducted by OFIs, universities, professional organizations, and civilian agencies is encouraged. Officers may apply for authorization or funded orders from their local commands or NAVMEDPRODEVCTR as outlined in current instructions or notices (see BUMEDINST 5050.6 series).

(c) Nursing CE. NAVMEDPRODEVCTR is accredited as an approval authority and as a provider of CE by the American Nurses Credentialing Center Commission on Accreditation. This program provides:

(1) A mechanism to provide CE credit for learning opportunities developed by Naval Medical Department activities.

(2) Maximum transferability and recognition of CE credits by State Boards of Nursing for license renewal.

(d) Inservice Education. Ongoing inservice education programs are conducted by local commands for all nursing service personnel to validate competence, to provide competency training, and to update knowledge of techniques, procedures, and policies. The needs identified by the staff or the institution will determine the courses included in these programs.

(e) Accession Programs. Include the Nurse Candidate Program focused on 3rd and 4th year nursing students; the Medical Enlisted Commissioning Program (MECP) and Seaman to Admiral-21 Program aimed at all enlisted ranks; a nurse accession bonus program aimed at licensed Registered Nurses with a Bachelor of Science degree or higher for direct accession into the Navy Nurse Corps.
(1) **General.** BUMED is responsible for all training of Medical Department enlisted personnel except general military training which is under the cognizance of the Naval Education and Training Command (NETC). Training quotas are established annually and reviewed quarterly to ensure that billet revisions authorized by the CNO are properly reflected in the training plan. Training quotas represent the number of students required to staff authorized billets at 100 percent. Training consists of class “A” basic schools, formal training programs for technicians taught in class “C” schools, inservice training, part-time outservice training, and CE/professional update training (PUT).

(2) **Class “A” Basic Schools.** The mission of the class “A” basic school is to instruct and train Medical Department enlisted personnel in basic subjects and procedures necessary to qualify them for general duties normally required of enlisted personnel during their first enlistment in the naval service. Class “A” school is mandatory for all such personnel first reporting to active duty. This school, together with the subsequent inservice training they will receive, is designed to prepare all Medical Department enlisted personnel for advancement in rate through Third Class Petty Officer. Upon completion of a class “A” school, appropriate entries must be made in the individual’s Service record and a training certificate issued.

(3) **Formal Navy Training, Class “C” Schools.** Formal training courses for Medical Department enlisted personnel are listed in the NAVEDTRA 10500, Catalog of Navy Training Courses (CANTRAC), which provides data on the purpose, scope, prerequisites, location, and convening dates of the courses.

(a) Requests for training should be submitted to the Commander, Navy Personnel Command (PERS-407C) via the chain of command using form NAVPERS 1306/7.

(b) Selection of candidates for training is a competitive process and includes a comprehensive review of each candidate’s potential.

(c) Candidates should consider the career pathways for Medical Department personnel when applying for training. Personnel may also be assigned duty with the Fleet Marine Force and will be required to attend Field Medical Training Battalion. Personnel earning a Navy Enlisted Classification (NEC) as a result of formal training will be designated in the Naval Manpower Information System automatically through the Corporate enterprise Training Activity Resource System (CeTARS) or by the Enlisted Community Manager (ECM) and NPC-4013, if indicated based on previous training and credentials, per NAVPERS 18068F, Section II, Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards. If selected for class “C” training, candidates are usually ordered to DUINS at the time of sea or shore rotation. Upon successful completion of technical training, a certificate of completion/graduation will be issued and appropriate entries made in the Service record and recorded in a Service member’s electronic training jacket available through Navy Standard Integrated Personnel System (NSIPS).

(4) **Part-Time Outservice Training.** BUMED encourages Medical Department personnel to take advantage of part-time outservice training at accredited civilian institutions and to use applicable Navy programs to earn equivalent civilian certifications. The command career counselor can be contacted for more information.

(5) **CE and PUT.** Medical Department personnel may be sponsored by their local command or, the appropriate echelon education and training command, to attend health-related CE activities, conferences, and professional meetings.

(6) **Certifications.** BUMED encourages Medical Department personnel to utilize the Department of the Navy (DON) Credentialing Opportunities Online (COOL) to earn certifications and licenses for professional development in technical fields. Navy COOL is accessible through Navy Knowledge Online (NKO).

(7) **Inservice Education.** Ongoing inservice education programs are conducted by local commands for medical personnel to provide competency training, and to update knowledge of techniques, procedures, and policies. The requirements identified by the staff or the institution will determine the courses included in these programs.
(8) **Enlisted to Medical Degree Preparatory Program (EMDP2).** The USU partnered with the Armed Forces to provide a 24-month program that enables highly qualified enlisted Service members to complete the preparatory coursework for application to medical school while maintaining active duty status. Candidates must possess a baccalaureate degree from an accredited academic institution with a minimum of a 3.2 grade point average (GPA). BUMEDINST 1500.31 provides guidelines and procedures.

(9) **Commissioning Programs.** Applications are accepted for Inservice Procurement Program (IPP) and the MECP. Boards are held annually and per guidelines in OPNAVINST 1420.1 series.

### 12-9

**Armed Forces Health Professions Scholarship Program**

(1) **Authority and Purpose.** The Armed Forces Health Professions Scholarship Program (AFHPSP) was established through the enactment of the Uniformed Services Health Professions Revitalization Act of 1972 (Public Law 92-426) for the purpose of obtaining adequate numbers of commissioned officers on active duty who are qualified in the various health professions.

(2) **Scope.** The AFHPSP provides a participant with the following financial support:

(a) Payment of educationally related tuition and fees.

(b) Reimbursement of expenses incurred in the purchase of required textbooks, equipment items, and institutionally required health insurance.

(c) Payment of a monthly stipend for 10.5 months per year when not on active duty for training.

(d) Forty-five days annual active duty for training in pay grade O-1. Medical HPSP students will be paid at the highest basic pay rate received during prior active duty service if it exceeds the O-1 under 2 years rate (i.e., “Save Pay,” enacted through the National Defense Authorization Act of 2008) during each year of program participation. All HPSP students who were prior enlisted with at least 4 years active duty will receive base pay at the O1E rate.

(3) **Service Requirement**

(a) The obligated service required for participation in the AFHPSP must be as directed in DoD Instruction 6000.13 and OPNAVINST 1520.39. It must, however, never be less than a minimum ADO of 2 years or one half year for each half year or portion thereof of AFHPSP sponsorship, whichever is greater.

(b) DoD Instruction 6000.13, OPNAVINST 1120 series and OPNAVINST 1520.39 provide policy on release from the Service requirement and procedures for entrance onto active duty.

(4) **Eligibility Requirement**

(a) Be accepted for admission to, or enrolled full-time in, an accredited educational institution, located in the United States or Puerto Rico, in a designated course of study leading to a degree related to the health professions, as prescribed in the HPS&I pay plan, or a specialized training program.

(b) A candidate must be a citizen of the United States.

(c) A candidate must meet the requirements of appointment as a commissioned officer.

(d) A candidate must meet the age requirements set forth in MILPERSMAN 1131-010. In certain cases, a waiver may be granted by the Commander, Navy Personnel Command.
(5) Responsibilities

(a) DoD Instruction 6000.13 places the responsibility for the implementation of the Navy’s portion of the AFHPSP upon the Secretary of the Navy.

(b) OPNAVINST 1520.39 series implements DoD Instruction 6000.13 and places the responsibility for the administration and management of the AFHPSP (Navy) withBUMED.

12-10 Operational Medicine Programs

(1) The Navy Medicine Operational Training Center (NAVMEDOPTRACTR), a subordinate activity to NAVMED ED TRNG CMD, coordinates the implementation of operational health services training programs for officers and enlisted personnel of the Navy Medical Department. NAVMEDOPTRACTR supporting staff and subordinate training activities in all Navy warfighting domains provide both primary and continuing education and training.

(2) Training programs are designed to provide personnel assigned to or anticipating operational tours of duty with the requisite knowledge, skills and abilities to perform effectively in support of Navy and Marine Corps missions across the range of military operations. Other education programs are designed to provide contemporary information for personnel currently assigned to operating forces. The majority of education and training programs incorporate actual practical experience requirements.

(3) All education and training programs are continuously evaluated and modified consistent with Navy and DoD policies by consultants in various fields of operational health services, including subject matter experts from the operating forces and academia. Consequently, programs are designed to meet the specifically identified requirements of the operating forces and deliver confidence to readiness.

### Section III

#### Acronyms and References

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<tr>
<td>ACPs</td>
<td>Advanced Clinical Programs</td>
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<tr>
<td>ACCME</td>
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<td>ADA</td>
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<td>AEGD</td>
<td>Advanced Education in General Dentistry</td>
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<td>AFHPSP</td>
<td>Armed Forces Health Professions Scholarship Program</td>
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<td>CeTARS</td>
<td>Corporate enterprise Training Activity Resource System</td>
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<td>CME</td>
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<td>COMLEX</td>
<td>Comprehensive Osteopathic Medical Licensing Examination</td>
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<td>CNO</td>
<td>Chief of Naval Operations</td>
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<td>DUINS</td>
<td>Duty Under Instruction</td>
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<td>MTF</td>
<td>Medical Treatment Facility</td>
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<td>National Institute of Health</td>
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Article 12-11

Manual of the Medical Department

NROTC  Naval Reserve Officers Training Corps
ODS  Officer Development School
OFl  Other Federal Institutions
PGY-1  Postgraduate Year 1
PUT  Professional Update Training
TA  Tuition Assistance
TAD  Temporary Additional Duty
USMLE  United States Medical Licensing Examination
USUHS  Uniformed Services University of the Health Sciences

12-12
References

(1) BUMEDNOTE 1520 (Annual Notice)
(2) BUMEDINST 1500.20 series
(3) BUMEDINST 1500.31 series
(4) BUMEDINST 1520.34 series
(5) BUMEDINST 1520.27 series
(6) BUMEDINST 5050.6 series
(7) DoD Directive 6000.13 of 6 May 2016
(8) OPNAVINST 1120.4 series
(9) OPNAVINST 1420.1 series
(10) OPNAVINST 1520.39 series
(11) MILPERSMAN article 1131-010
(12) MILPERSMAN article 1500-030
(13) NAVEDTRA 10500 (CANTRAC)
(14) NAVPERS 18068F Section II
(15) Public Law 92-426
(16) 5 U.S.C. § 4103
(17) 10 U.S.C. § 2103

12-13
Form