

## MILPERSMAN 1910-112

### SEPARATION BY REASON OF CONVENIENCE OF THE GOVERNMENT – PREGNANCY

<b>Responsible Office</b>	NAVPERSCOM (PERS-832) Active enlisted members	Phone:	DSN COM FAX	882-4431 (901) 874-4431 882-2754
	NAVPERSCOM (PERS-913) Inactive enlisted members	Phone:	DSN COM FAX	882-4503 (901) 874-4503 882-2673
NAVPERSCOM CUSTOMER SERVICE CENTER		Phone:	Toll Free	1-866-U ASK NPC

<b>References</b>	(a) DODD 1332.14 of 21 Dec 93 (b) SECNAVINST 1000.10A (c) BUPERSINST 1900.8B
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1. **Separation Authority.** Per reference (a), commanding officers (COs) with Special Courts-Martial Convening Authority (SPCMCA) or higher serve as final separation authority.

2. **Policy.** Per reference (b), pregnant servicemembers may request separation due to pregnancy. The member must provide certification of pregnancy from a physician assigned to a military treatment facility. Requests will normally be denied unless it is determined to be in the best interest of Navy or if the member demonstrates overriding and compelling factors of personal need which warrant separation. Requests from the following personnel will not be approved:

a. Personnel serving in ratings, specialty fields, occupational fields, or military occupational specialties which Commander, Navy Personnel Command (COMNAVPERSCOM) determines to be critically undermanned.

b. Personnel with obligated service (OBLISERV) for schooling or training purposes.

c. Personnel who have executed permanent change of station (PCS) orders while pregnant.

d. Family Care Certificate non-compliance is not covered under this MILPERSMAN article; refer to MILPERSMAN 1910-124.

e. For personnel pregnant prior to entry into service, separate by reason of Defective Enlistment and Inductions - Erroneous Enlistment (MILPERSMAN 1910-130) and without medical benefits. Medical authorities must certify in writing the pregnancy existed prior to entry into service.

3. **Selected Reserve Personnel.** Selected Reserve personnel may either transfer to the Individual Ready Reserve (IRR) or be separated as appropriate with the following exception. Non-prior service personnel who have not satisfied their initial requirements must be separated.

4. **Counseling.** Prior to any separation action, counsel the member concerning maternity care benefits after separation per MILPERSMAN 1740-030.

5. **Requesting Separation Date**

a. Member will submit a request via the chain of command, not later than 5 months prior to requested separation date, if possible. A separation date of 1 month prior to estimated delivery date is encouraged, although separation may be requested up to the date of estimated delivery. Separation date determination should take into consideration

(1) welfare of member.

(2) time required to provide a relief.

b. If the member is assigned to a ship or deployable operational command, refer to reference (a) for additional requirements. Separation will not be approved prior to 5 months gestation, unless extenuating circumstances apply.

c. If a member's request is approved, the command shall notify NAVPERSCOM, Career Management Department (PERS-40) and Enlisted Placement Management Center (EPMAC) to identify the member's planned loss from active duty and to allow identification of a replacement.

d. This is considered a voluntary separation; therefore, there are no separation entitlements and any Selective Reenlistment Bonus (SRB)/Enlistment Bonus (EB) will be recouped.

6. **Characterization of Separation.** Honorable, unless a General (Under Honorable Conditions) or Entry Level Separation (ELS) is warranted per MILPERSMAN 1910-300. (Selected Reserve personnel are not eligible for ELS.)

7. **Separation Program Designator (SPD).** Per reference (c), the following SPD codes are to be used:

<b>SPD CODE</b>	<b>EXPLANATION</b>
KDF	Voluntary discharge allowed by established directives.
MDF	Voluntary release or transfer to another service component.