



NPC FORCM WEEKLY

19 March –
23 March 2012

Career progression, community management, personnel matters, and general information from the desk of the Navy Personnel Command, Force Master Chief, FORCM Jon Port

Career Intermission Pilot Program Renewed for Three Years

The Chief of Naval Personnel announced in [NAVADMIN 089/12](#), that the Career Intermission Pilot Program (CIPP) has been extended for three more years as part of FY12 National Defense Authorization Act (NDAA). CIPP presents a unique opportunity for members to take a career intermission without penalty and return to active duty to complete a successful Navy career. During their time in CIPP, participants retain their full medical and dental benefits for themselves and their dependents, as well as exchange and commissary benefits. Participants also receive a small monthly stipend equal to two times 1/30th of their basic pay. Additionally, to ease the transition into the program, members may elect a Navy-funded permanent change of station move to anywhere in the continental United States when entering the program. Interested participants should submit an electronic package to N134 Program Managers for consideration. Packages will be reviewed for eligibility and routed to the member's Detailer (PERS-4) and Community Managers (BUPERS-3) before final approval by Commander, Navy Personnel Command (NPC). Additional information can be found on the [CIPP webpage](#).

Promulgating the Advancement Results

As you all know, the results for the E-7 Selection Board Eligible (SBE) were released last week. The Navy Advancement Center (NAC) posts all results on the Navy Enlisted Advancement System website (NEASOS) where command ESOs can pull their ESVR for their units. NPC also posts the advancement results through BUPERS Online (BOL). Each individual Sailor can pull their profile sheet through Navy Knowledge Online (NKO) under NAC which is connected to NEASOS. The results on NKO (profile sheet) are the same as if you had access to NEASOS but only for the Sailor's individual information. NEASOS is updated daily but BOL and whereas any other list that is sent out via Facebook page or Navy Times is not. Changes are made daily to reflect Sailors that have their recommendation pulled or who might have taken a substitute examination. As we all know, updates are made due to corrections of evaluations or a person was on an IA and these updates can only be found on NEASOS. The list through the NAC Facebook page and BOL are provided for Sailor's quick reference since the day of the results are published everyone is looking for the answer to "Did I make it?" **BOTTOM LINE:** NEASOS or the profile sheets through NKO (which come from NEASOS) provide the most accurate and up-to-date information.

Navy begins testing for SPICE and other synthetic compounds in March

Random urinalysis testing for Designer drugs, formerly known as SPICE, and now referred to as Synthetic Chemical Compounds, begin this month! Commanders may take appropriate actions related to health, safety, and security based on a positive result. Every positive sample will be sent to NCIS for further investigation with a view towards potential disciplinary or adverse administrative action by the service member's command. Long-term effects from the designer drug can include permanent physical impairment, mental illness or death. Using synthetic chemical compounds is like playing Russian roulette; you never know what is in the package. As detection catches up with manufacturers, makers alter the ingredients in an attempt to avoid detection. [OPNAVINST 5350.4D](#) defines the scope of drug abuse as the wrongful use of controlled substances to include designer drugs, illicit-use anabolic steroids, prescription or over-the-counter medication. There is "zero tolerance" for the use of drugs - synthetic or otherwise - in our Navy. Synthetic chemical compound drug use impacts a Sailor's career, their family life and overall well-being while also impacting Fleet readiness. If a Sailor makes a poor choice and uses these types of drugs, they need to know that there will be consequences. If a Sailor is having issues with drug abuse or synthetic chemical compound use specifically, they should confide in their chain of command and can reach out to Military-One Source for confidential assessment and counseling at no cost. Additionally members seeking substance use counseling should talk with their doctor, chain of command, or self-refer to a substance abuse rehabilitation program. For more information about synthetic chemical compounds like SPICE or other designer drugs visit the [NADAP page](#) on the NPC website.

Enable Sailors to control their Stress

A [Rhumb Lines on Operational Stress Control](#) that came out on the first day of spring this week serves as a reminder of how important it is to empower our Sailors which in turn builds resilience and reduces the stress on our people. The key principles are: **Predictability:** Create a predictable environment for your Sailors - one in which they can prepare for the unknown. **Controllability:** Allow Sailors to control situations whenever possible. Empower them. **Relationships:** Encourage healthy supervisor-subordinate and peer-to-peer relationships. **Trust:** Trust in yourself, in your shipmates, and in your leadership. **Meaning:** Explain your Sailor's role in the mission. It is so important that our Sailors understand the big picture.

This Week in Navy History

19th Mar 2003 - Operation *Iraqi Freedom* began with Tomahawk strikes from Navy ships and submarines.
20th Mar 1922 - USS *JUPITER* recommissioned as *LANGLEY*, Navy's first aircraft carrier.
21st Mar 1917 - Loretta Walsh became the first woman Navy petty officer sworn in as Chief Yeoman.
22nd Mar 1915 - "Naval Aviator" replaced former "Navy Air Pilot" for officers qualified as aviators.
23th Mar 1945 - Carriers began pre-assault strikes on Okinawa, kamikaze attacks follow.

Quote of the Week

"Leadership is understanding people and involving them to help you do a job. That takes all of the good characteristics, like integrity, dedication of purpose, selflessness, knowledge, skill, implacability, as well as determination not to accept failure." Admiral Arleigh Burke