Brilliant on the Basics Message
From VADM Robert Burke, Chief of Naval Personnel

As our Navy grows for the first time in nearly a generation, we need Sailors who are personally engaged in the success of our Navy as well as their own personal success. We also need leaders who encourage and enable this. NAVADMIN 095/18 introduced Brilliant on the Basics II and is a charge to reinvigorate our efforts to foster an environment where Sailors and their families want to stay Navy.

As Navy transitions to a growing force, over the next five years will grow to an enlisted end-strength of 344,800, an increase of about 21,000 personnel from FY17 to FY23.

To retain the force to meet this increase Navy has adapted personnel policies to support this growth and Sailors can expect improved retention incentives, advancement, and leadership opportunity.

The career choices, flexibility and transparency offered by Sailor 2025 programs, as well as the Defense Officer Personnel Management Act changes we are working for officers, will be critical elements to help influence the stay Navy decision.

Finally, our continuing MPT&E system transformation is designed to enable Sailor 2025 initiatives, move our systems into the 21st century, and vastly improve customer service to our Sailors and their families. These programs are just beginning to deliver and will reach their full potential in about 18-24 months.

However, the labor market is already tight and getting tighter. It is harder to attract and retain personnel who would be drawn to another workforce. This will significantly challenge our ability to grow the force.

This competition for talent will be won by retaining the right Sailors with the right skill sets who consider Navy their employer of choice. This retention effort is not just for our command teams, this is an all-hands effort. We must all be Brilliant on the Basics of retention.

The basics of retention include six key programs: command sponsorship, command indoctrination, career development boards, mentorship, ombudsman programs, and recognition programs.

These six basics form the enduring foundation upon which every successful career is launched. In many cases, these efforts represent our first opportunities to prove we are truly concerned with the well-being, professional success, and family support of our Sailors. These actions set the tone by which shipmates and families ultimately choose to stay Navy. Ensuring these basic retention programs are properly implemented in your command is an investment in the future of our Navy.

On April 23, I’ll release Brilliant on the Basics II Part B message on providing an engaged environment as a key to success in retaining our talented Sailors.

All of us are responsible for creating an environment for our Sailors to feel truly vested in their Navy. Everyone has a role to play in each of these programs. Read both messages at My Navy Portal (MNP) and see how you can help your command be Brilliant on the Basics.

Alcohol Awareness
April is Alcohol Awareness Month, a national observance to promote ways to maintain healthy drinking habits. Navy Alcohol and Drug Abuse Prevention’s (NADAP) Keep What You’ve Earned Campaign has resources to help Sailors take proactive steps to drink responsibly.

"April is a great time for Sailors and their families to check in with their drinking," said Dorice Favorite, NADAP Director. "Drinking responsibly doesn’t have to mean avoiding alcohol altogether. It's taking conscious steps to stay safe, like planning ahead, knowing your limit and finding a safe ride home."

COMING SOON
Be on the Lookout for these Personnel Announcements:
- PACT Program Changes
- SRB Update
- Spring Petty Officer Advancement Results

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—Connecting with the Fleet—
Enlisted Leader Development Framework

From FLTCM Russell Smith, Manpower Personnel Training & Education

We invest a lot of time and energy in the Navy on teaching, training, and maintaining technical competency, but our delivery of leader development training is not nearly as robust.

All too often, we deliver “just in time” training when a Sailor is selected for promotion. There is a standardized syllabus, but it’s not delivered the same way everywhere because we have not maintained quality control over who gives it and we haven’t professionalized the trainers that deliver this training.

The Enlisted Leader Development Framework is our solution. We are developing a framework to ensure that we are investing in Sailor Development at multiple levels and that we are reinforcing the importance of character and competence early in a Sailor’s career — when the training will stick. When you teach and train to character at an early age the poor choices and destructive behaviors that are effects of under-developed character can be addressed.

The first step is the easy step — taking the courses we have, the POSLC courses, and modifying them to be more relevant, highly interactive and delivered with the highest quality we can generate. In addition to revising and updating our existing courses, there will be a certification process for the facilitators. Much like our current model, the Chief’s Mess will lead this training effort, but we will be augmenting the process will additional facilitator billets over the next few years.

The idea is to conduct these courses as close to the waterfront and the flight line as we can without over burdening those commands with a high op-tempo and a small number of Chief’s to facilitate the courses. Once we have gotten the professional, high-impact set pieces revamped a bit to better give the Fleet what they need in the structured curriculum, we will have the ability to enhance the conversations and the day-to-day mentoring and coaching that should happen in our work centers on the deck plates.

Ultimately, the desired end state of the Leader Development Framework is to start the substantive discussion and process of leader and character development at the beginning of a Sailor’s career.

Happy 125th Birthday Chief Petty Officers

Navy Chiefs provide trusted leadership, technical expertise, advice and mentorship that enable America’s combat ready naval force to be continuously flexible, more innovative, and lethal in achieving operational excellence on all domains. Congratulations!!

—Connecting with the Fleet—

Child Abuse Prevention Month

The Navy’s Family Advocacy Program reminds us that April is Child Abuse Prevention Month. During this month, they encourage all active duty, reservist and civilian personnel to reflect on ways to support and help strengthen military families. To emphasize how vital community support is to child abuse prevention, this year’s theme is “Strong Communities Strengthen Families.” To support this mission, community members must - Be Informed, Be Attentive and Be Supportive.

Our Navy’s Culture of Fitness Isn’t Just About Passing the PFA, It’s Health and Wellness Too!!!

Culture of fitness is year-round!

It’s a military requirement, and each Sailor’s individual responsibly.

Every Sailor is required to meet current Physical Fitness Assessment standards. This means the weigh-in and Physical Readiness Test. Sailors who achieved an excellent or better overall score from previous cycles are exempt from the FY18 PRT Cycle 1. However, you must PASS THE WEIGH-IN.

Need help developing a healthy eating style, checkout choosemyplate.gov. If you want to find a fitness routine that works for you, talk to your PCM about safe workouts.

BOTTOM LINE...STANDARDS HAVE NOT CHANGED, SEPARATION POLICY HAS.

For more information about the new policy read NAVADMIN 304/17
I recently got a parking ticket. Do I have to report it to my SSO?

Having and maintaining a security clearance is a privilege and can be revoked if you do not manage it appropriately. If you hold a clearance, you are ultimately responsible to report any violation of security or any reportable item such as marriage, arrest, credit inquiries, etc. to your Special Security Officer.

Here are a few examples of situations or events that must be promptly reported to your security office:

- Any form of contact, intentional or otherwise, with individuals of any nationality, whether within or outside the scope of the employee’s official activities, in which:
  - Illegal or unauthorized access is sought to classified or otherwise sensitive information
  - The employee is concerned that he or she may be the target of exploitation by a foreign entity.
  - Any information of the type referred to in paragraph C2.2.1. or Appendix 8 - the Adjudicative Guidelines for Determining Eligibility for Access to Classified Information.

Issues identified as potentially disqualifying conditions under the 13 criteria in the Adjudicative Guidelines must be reported. Some examples:

- Disregard of public law, Statutes, Executive Orders or Regulations including violation of security regulations or practices; Criminal or dishonest conduct.
- Acts of omission or commission that indicate poor judgment.
- Excessive indebtedness, recurring financial difficulties, or unexplained affluence.
- Habitual or episodic use of intoxicants to excess.

So no, you are not required to notify your SSO about a parking ticket. But do contact your SSO with any questions on what needs to be reported. SSOs are there to assist you and help keep your security clearance compliant.