

ENLISTED CAREER NOTES



PROFESSIONAL DEVELOPMENT

In previous issues of *INFANTRY*, Infantry Branch has provided recommendations to the field on ways in which an enlisted soldier can improve his career potential. One of these ways is to be aware of the tools that others use to evaluate that potential.

Some important instruments in this process are senior enlisted evaluation reports, service school academic evaluation reports (DA Form 1059), and current medical evaluations (including height and weight standards). In addition, favorable correspondence and a current photograph in the soldier's official military personnel file always help.

One of the best ways for a noncommissioned officer to make his wishes and goals known in regard to service schools and desired duty positions is through his DA Form 2635 preference statement. He can also receive career guidance from his supervisor in these matters.

Another tool that will soon be available is a professional development pamphlet, which is being prepared by the Infantry Proponency Office at Fort Benning. This pamphlet will explain and graphically show ways in which the Infantryman can develop more professionally.

MP AND MI AIRBORNE OPPORTUNITIES

Because of a shortage in MOSs 17K, 97B, 98C, 98J, and 95B, the Military Police and Military Intelligence Branch of MILPERCEN is looking for volunteers for these MOSs.

As an added incentive, all volunteers, if they are eligible for the vacan-

cies, will be offered a chance to attend the three-week airborne course at Fort Benning, Georgia.

Eligible soldiers must comply with procedure 3-19 of DA Pamphlet 600-8. Their personnel files should be reviewed at local personnel offices to verify their qualifications in accordance with AR 614-200. These personnel offices can also offer advice on the special pay and promotion incentives for airborne-qualified soldiers.

The soldiers who are accepted for this program will get stabilized assignments either at Fort Bragg, North Carolina, or at Fort Devens, Massachusetts, after completing their airborne training.

Any soldier who is interested should submit DA Form 4187, a current copy of DA Forms 2 and 2-1, DA Form 705, and Standard Form 88 through channels to MILPERCEN, ATTN: DAPC-EPT-F, 2461 Eisenhower Avenue, Alexandria, VA 22331.

NEW REGULATION ON SEPARATIONS

Several changes on administrative separations for enlisted soldiers became effective 1 October 1982. These changes, which are included in the new AR 635-200, Personnel Separations — Enlisted Personnel, broaden the commander's authority to order separation but still protects the rights of the soldier.

The new regulation establishes a procedure for notifying soldiers of separation actions and allows separation authority to be delegated to the battalion commander in some cases.

The notification procedure requires a commander to notify a soldier in writing of all his rights when a separation action may result in less than an

“honorable” character of service. This does not apply to separations for expiration of term of service (ETS), which now must be characterized as “honorable.”

Commanders with the rank of lieutenant colonel or higher who have a judge advocate or legal advisor available to them may order separation in many cases. Among these are cases involving pregnancy, alcohol or drug abuse, trainee discharge, unsatisfactory performance, and selected changes in service obligations such as accepting a commission. Unit commanders may still separate soldiers for immediate reenlistment.

Although both the expeditious discharge program and unsuitability discharges (Chapter 13) have been deleted, the trainee discharge program has been retained, and unsatisfactory performance is covered in Chapter 13 of the new regulation.

Determinations of unsatisfactory performance must now focus on the soldier's actual duty performance, not on his personality as was the case with unsuitability discharges.

Soldiers who separate within the first 180 days of continuous service because of unsatisfactory performance or minor disciplinary infractions will receive “uncharacterized” separations. These are known as entry-level separations and include trainee discharges.

The criteria for separations for misconduct have been broadened to include minor infractions, patterns of misconduct, and committing serious offenses. In the past, separation criteria such as AWOL, indebtedness, or child abuse were specifically stated. Now commanders have more latitude in determining whether a soldier's conduct warrants separation action.

A new chapter on defective enlist-

ments has been incorporated for processing erroneous, minority (under age 17), and fraudulent entry separations, as well as separations for breach of enlistment contracts. Formerly, fraudulent entry was included under "misconduct," while erroneous enlistments and breaches of contract were considered "convenience of the government" separations.

A significant change allows enlisted soldiers above the rank of sergeant first class/platoon sergeant to be members of administrative separation boards. But most of the board mem-

bers must still be commissioned officers. Another change provides that any soldier who remains in the Army until ETS will receive an "honorable" character of service. In the past, commanders could authorize a general discharge at ETS.

While there may be some initial confusion in implementing the new regulation, users will probably find it easier to read and understand once they have become familiar with the changes. (Separation actions that were begun before 1 October 1982 must be completed under the old regulation.)

MILPERCEN's Enlisted Personnel Management Directorate recently became the proponent for AR 635-200 and also the authority for all individual cases of exception to policy which require decisions at Department of the Army level.

For more information, anyone who is interested can write or call MILPERCEN, DAPC-EPA-A, AUTOVON 221-8410 (for information on general provisions) or AUTOVON 221-8739 (for information on individual cases).

RESERVE COMPONENT NOTES

NOTES FROM RCPAC

Infantry Branch at the Reserve Components Personnel and Administration Center (RCPAC) is interested in seeing that all infantry Reserve Component soldiers get the training they need.

U.S. Army Reserve enlisted men should call or write their personnel management officers at RCPAC for information concerning troop unit vacancies, counterpart training opportunities, military schools, promotions and benefits, and other related Reserve information.

The point of contact at Infantry Enlisted Branch is SFC Larsen. His mailing address is:

Commander
U.S. Army RCPAC
ATTN: AGUZ-OPC-IN
9700 Page Blvd.
St. Louis, MO 63132

Telephone numbers are Tollfree 1-800-325-4750 or AUTOVON 693-7591.

SQT CHANGES

Changes are being made in Skill Qualification Tests (SQTs) that will

affect most of these tests starting in February 1983. These changes should make the administration of SQTs easier and more flexible for USAR units.

Hands-on testing will be decentralized and totally controlled by the trainers. It will be based on the Soldier's Manuals and, as the manuals are updated, guidelines will be included. Commanders will be able to decide what individual skills to evaluate and when to conduct hands-on training.

Written tests for MOSs will be taken by all Army Reserve unit soldiers in skill levels 1 through 4. These tests are intended to provide an objective indication of an individual's MOS proficiency for use in promotion and other personnel management decisions. They will be given during a three-month period instead of a nine-month period as they are now.

Each SQT will measure a sampling of tasks, tasks that will be made available to units at the start of the test period.

Each enlisted member of a USAR unit will also take an annual common tasks SQT. This test will be, nominally, a hands-on evaluation conducted by unit trainers, and it can be given at

any time during the year. For units that lack the necessary facilities and equipment, an alternate written examination will be made available.

TRAINING FOR AVIATION UNITS

Aviation units are being urged to conduct combined arms operations training with the units they are expected to support. To meet this goal, commanders of USAR aviation units should look for opportunities to transport troops and their equipment whenever possible during their unit training.

Commanders of USAR ground units are encouraged to plan airmobile operations and to ask for their share of airmobile support during training exercises.

Department of the Army officials expect the commanders of aviation units and ground soldiers to communicate better so that airmobile operations can be planned better. Leaders at all levels in the USAR chain of command should use their staffs to help implement combined arms training.