

ENLISTED CAREER NOTES



BRANCH CHIEF'S NOTES

We usually direct our advice in INFANTRY toward the soldier who "leans forward in the foxhole" to make himself more proficient and more professional.

This note, by contrast, is directed toward the soldier who has ignored all advice about his career progression and has chosen instead to allow his career to take its own course with little or no concern for professional development. For the soldier who falls into this category, the following guidelines are offered for his consideration:

Commandments for the Unprofessional

- Be overweight or physically unfit.
- Get relieved from an assignment for inefficiency or conduct unbecoming a noncommissioned officer.
- Establish and maintain a low EERWA.
- Continually seek assignments outside your own career management field (CMF).
- Don't strive for leadership positions with increased responsibility.
- Never order a copy of your Official Military Personnel File (OMPF) to check for current entries.
- Decline attendance at military service schools.
- Don't attend civilian educational courses or college courses.
- Don't review your DA Forms 2 and 2-1 before forwarding a packet for boards considering promotion or service school attendance.
- Have an outdated photograph in your OMPF or one with uniform discrepancies.
- Fail to verify your MOS when tested.

• Don't be supportive of your chain of command when you receive unpopular instructions.

• Be a complainer, not a doer.

Anyone who follows this advice won't have to worry about being proficient or professional. He probably won't have to worry about being promoted either.

LTC RICHARD C. PAHLAND

ASI MANAGEMENT

Additional skill identifiers serve two purposes: They identify soldiers with special skills gained from formal training, and they also identify TOE and TDA positions that require those skills because of new equipment they have received. The ASI extends the basic MOS, which is a grouping of related duty positions that include career progression.

The ASI is used for skills, qualifications, or requirements that are in addition to those of the basic MOS. But an ASI is no longer thought of as "additional"; it is a part of the MOS code. Each ASI has a constant and distinct meaning that does not change with different MOSs.

This nine-digit code includes MOS, skill level, special qualifications identifier (SQI), additional skill identifier (ASI), and language identity code (LIC), and it is central to all enlisted personnel management systems.

Timely documentation of ASIs is the key to MILPERCEN's ability to acquire, train, and distribute soldiers for ASI requirements. Personnel, logistics, and operations elements must share information at all levels and must meet deadlines for entering ASI data into The Army Authorization Documents System. (AR 611-201 gives guidelines for establishing new

ASIs. Requests are forwarded through the MACOM to the Soldier Support Center — National Capital Region.)

While many of the ASI management initiatives in recent years are matters of policy, others affect MILPOs and have already been implemented or are now in the process of being implemented:

• Requisitions with special requirements (ASI, SQI, LIC, security clearances) must be given priority. MILPERCEN fills these requisitions first.

• The utilization of ASI-trained soldiers following formal training is mandatory. The period of utilization depends on the length of the course. (This information can be found in paragraph 4-6, AR 614-200.)

• Commanders who conduct training are responsible for awarding ASIs through SIDPERS no later than the midpoint of the formal instruction. Commanders should place particular emphasis on awarding force modernization ASIs that soldiers acquire through civilian contractor training, new equipment training (NET), or on-the-job training.

• Gaining commands must have procedures for identifying incoming ASI-trained soldiers and must see that these soldiers are assigned to the requirement for which they were requisitioned. An ASI-qualified soldier who is not serving in an ASI requirement is not being used properly.

• Until the present system is modified, MILPOs must delete ASIs from SIDPERS through local procedures and submit a request to DAPC-EPT-F to delete an ASI from the soldier's enlisted master file (EMF). (At present, only the Enlisted Personnel Management Directorate can delete an ASI from the EMF.)

• A complete MOS code (contain-

ing all nine characters) will be shown on all PCS orders following the PMOS lead line. Zeros should be used to indicate the absence of ASI or language qualifications.

The Assignment Procedures Branch, EPMD, is the ASI management office for MILPERCEN. For more information, contact DAPC-EPA-P, AUTOVON 221-8090.

PHYSICAL ACTIVITY SPECIALISTS

A new seven-week training course for soldiers in MOS 03C (Physical Activities Specialist) is now being offered at Fort Benjamin Harrison, Indiana.

The course is designed to give 03C soldiers the skills they need to advise other soldiers and commanders on their exercise and sports program and to offer better assistance in the management of recreational facilities. Plans include the development of advanced individual training and schooling under the Noncommissioned Officer Education System (NCOES).

The new program of instruction includes training in physical conditioning and testing, diet and nutrition, weight control, physiology, cardiopulmonary resuscitation, weight training, injury prevention, exercise prescription, and recreation management.

In addition, mental and physical profile standards for entry and retention in MOS 03C have been set at a skills technical test score of at least 105. Holders of the MOS also must have a physical profile of all "ones" except for vision, which may be profiled at "two." If a person fails to meet the revised aptitude area score but otherwise qualifies, a waiver may

be granted by the appropriate reclassification authority. (Change 19 to AR 611-201, effective 1 March 1983, includes these changes.)

MILPERCEN is now screening the records of all soldiers who have 03C as a primary specialty to determine which ones meet the required standards. Those who do not should take action immediately to verify their physical profile and revalidate their ST scores.

More information about the training course and the new mental and physical standards is available from MSG Mosley, HQDA (DAPE-NPD-RT), AUTOVON 225-7485.

RETIREMENT/PROMOTION POLICY

A soldier whose retirement is approved before the date a promotion board convenes is not eligible for consideration. Personnel qualification records (DA Forms 2 and 2-1) for these soldiers should not be forwarded to promotion boards.

If a soldier is erroneously considered and selected for promotion, the servicing MILPO must notify MILPERCEN (DAPC-MSP-E), in accordance with AR 600-200. Without any further action by the board, MILPERCEN will delete the name of that soldier from the recommended list. If the soldier has been erroneously promoted, orders will be revoked.

If the retirement was approved before the date on which the promotion board convened, MILPERCEN will not withdraw the approved retirement so that the soldier can accept promotion. There are no exceptions to this policy.

MILPERCEN may withdraw an

approved retirement on the basis of the needs of the service or an extreme hardship, but this withdrawal will not validate an erroneous promotion or reinstate the soldier on the promotion list.

A soldier whose retirement is approved on or after the convening date of a promotion board will remain on the list (if selected) in a non-promotable status unless withdrawal of his retirement is approved by MILPERCEN (DAPC-EPA-AR).

For more information on retirement policies, anyone who is interested may call SGM Chizek or Mrs. Boyle, DAPC-EPA-AR, AUTOVON 221-8410; on promotion policies, SGM Carmona, DAPC-MSP-E, AUTOVON 221-9020.

USAR AIT RULES

Before reporting for Phase II (AIT) of their alternating (split) training, Reservists should check their Military Personnel Records Jackets (MPRJ) to see that TRADOC Form 578-R (Individual Training Record) is enclosed. Members who report without these forms may have to repeat some of the training they completed the summer before.

Besides taking along their complete MPRJs, it is important for USAR members to take their finance and military medical records with them when they report. They should also have their complete clothing issue. Without these necessary items, a soldier's training placement may be jeopardized.

In addition, Army Reserve commanders should inform Initial Entry Training Reservists about the length of Phase II for their MOSs, because, for some MOSs, it may be longer than a "summer" school break.

