



**DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, D.C. 20350-2000**

IN REPLY REFER TO
OPNAVINST 1410.1D
N434
26 Mar 2010

OPNAV INSTRUCTION 1410.1D

From: Chief of Naval Operations

Subj: SEABEE COMBAT WARFARE QUALIFICATION

Ref: (a) NAVEDTRA 43904-B, Common Core SCW PQS
(b) NAVEDTRA 43904-1B, NMCB Unit Specific SCW PQS
(c) NAVEDTRA 43904-2B, PHIBCB Unit Specific SCW PQS
(d) NAVEDTRA 43904-3B, UCT Unit Specific SCW PQS
(e) NAVEDTRA 43904-6, NCR Unit Specific SCW PQS
(f) NAVEDTRA 43102-A, NCF Officer SCW PQS
(g) MILPERSMAN, Article 1070-020

1. Purpose. To issue revised requirements for qualifications and designation of all personnel in Seabee Combat Warfare (SCW) for the Seabee community.

2. Cancellation. OPNAVINST 1410.1C.

3. Discussion. Formal SCW designation signifies that an officer or enlisted member has acquired a level of proficiency in specific combat construction skills, knowledge, and experience. The SCW designation signifies that the wearer is combat competent in their rating, as well as in the areas of communications; supply and logistics; hazardous material handling; general safety; basic first aid; general military tactics; contingency operations; chemical, biological and radiological warfare; embarkation; civil engineer support equipment; ship's maintenance and material management system; and individual weapons systems. The candidate must demonstrate knowledge and ability in planning and executing a contingency scenario, selecting and deploying the unit's table of allowance (TOA) for contingency construction, and weaponry for defensive operations. SCW qualification may only be obtained through the formal program prescribed by this instruction.

4. Eligibility

a. SCW qualification may only be attained while permanently assigned to a billet within the following qualifying units throughout the qualification process:

- (1) Naval Construction Regiment (NCR)
- (2) Naval Mobile Construction Battalion (NMCB)
- (3) Amphibious Construction Battalion (PHIBCB)
- (4) Underwater Construction Team (UCT)

b. SCW designation is limited to the following:

- (1) United States Navy officers and enlisted personnel.
- (2) United States Navy Selected Reserve officers and enlisted personnel.
- (3) Officers and enlisted personnel of other armed forces who are assigned to qualifying units are eligible to earn the SCW designation, but they must comply with the regulations of their own service to determine eligibility to wear the insignia or use the designation.

c. Requests for waivers to the eligibility requirements:

- (1) Shall be submitted in accordance with paragraph 12 of this instruction.
- (2) Once obtained, a copy of the waiver must be maintained by the SCW program coordinator and must be included in the final qualification package.

5. Requirements. The intent of this instruction is to ensure that all personnel seeking SCW qualification meet the same high standard of performance. Candidates pursuing qualification as SCW must:

a. Comply with the eligibility criteria in paragraph 4 of this instruction.

b. Complete the program in the specified period. Whether assigned to one or more than one qualifying unit, members must complete qualification within the specified period. For example, if a member is transferred from one qualifying unit to another at the 10th month of enrollment, they will only be given 14 months of enrollment time at the new qualifying unit to complete

qualification. Active duty enlisted personnel have a maximum of 24 months, active duty officers have a maximum of 18 months, and Selected Reserve personnel have 36 months from their enrollment date to complete the program. This time limit may be adjusted to compensate for time lost through official temporary assigned duty (TAD) or temporary duty assignments (i.e., temporary assignment to other units in the event of contingencies) at the discretion of the command SCW program coordinator.

c. Be recommended for admission into the SCW program by the immediate chain of command and the command SCW coordinator, with approval of the commanding officer.

d. Demonstrate effective leadership and directing ability, and receive at least one observed fitness report or evaluation from the current qualifying command with a minimum promotion recommendation of "Promotable" during the most recent reporting period.

e. Maintain physical readiness standards by successfully completing the U.S. Navy Physical Fitness Assessment.

f. Complete a qualifying field training exercise. Examples of these are: a standard regimental exercise for NCR, NMCB, and UCT personnel; a deployed exercise or contingency as determined by the commanding officer; or an appropriate unit field training exercise, as determined by the commanding officer, for PHIBCB and UCT personnel.

g. Qualify with the TOA weapon normally assigned for the candidate's position.

h. Successfully complete the following courses:

(1) Naval Construction Force (NCF)/Seabee Petty Officer 1 and C (NAVEDTRA 12543)

(2) Seabee Combat Handbook, volumes 1 and 2 (NAVEDTRA 12003/12004)

(3) Naval Safety Supervisor (NAVEDTRA 12971)

(4) Ship's Maintenance and Material Management System per common core Personnel Qualification Standard (PQS).

i. Successfully complete common core and designated unit specific PQS packages listed as references (a) through (e) Officers will also complete the NCF officer SCW PQS package (reference (f)). References (a) through (d) and (f) are available on Navy Knowledge On-line (NKO) at https://www.nko.navy.mil/portal/seabees_facilitiesengineering/home/pqs/; reference (e) is available by contacting the Center For Seabees and Facilities Engineering, 3502 Goodspeed Street, Suite 1, Building 1444, Port Hueneme CA 93043-4336, Commercial at (805) 982-1850.

j. Successfully complete a 100-question written final examination with a minimum score of 70 percent. If a member fails the written test, a re-test will be administered with the date at the discretion of the command SCW program coordinator. The command master chief will maintain the question/answer master copy.

k. Successfully complete a comprehensive oral review board and hands-on demonstration of combat skills knowledge administered by a SCW qualifications board not to exceed 2 hours, not including the candidate's preparation time. The oral examination review board should be tailored to the candidate's position within the unit. If a member fails the oral review board, another board will be administered with the date at the discretion of the command SCW program coordinator.

6. Program Management. The commanding officer and command master chief shall ensure that standards and procedures required to initially qualify, or re-qualify, as SCW are meticulously maintained.

a. Only the commanding officer of a qualifying unit may approve a candidate's SCW final qualification within his or her command based on satisfactory completion of the requirements in this instruction. Additionally, the commanding officer shall ensure that all SCW qualifiers are properly selected, trained, qualified, and or re-qualified per this instruction and so designated in writing.

b. The SCW-qualified command master chief is the designated unit enlisted SCW coordinator. The senior-most SCW qualified officer, as designated by the commanding officer, is the unit officer SCW coordinator.

c. The command master chief shall ensure the spirit and the intent of this instruction are followed by members in the command through direct involvement in the SCW qualification process, monitoring of candidates' progress, and monitoring SCW qualified personnel within the command.

d. A command qualifications review board (QRB) will be established and will ensure that consistent, comprehensive oral examinations review boards of combat skills are administered unit-wide.

(1) The command master chief will be responsible for operation of the command's QRB, will appoint all QRB members, and will maintain a list of personnel authorized to serve on the QRB. Each qualifying command shall have at least two officer members and five enlisted members on its QRB.

(2) At least one QRB member will serve as a board member at each of the command's SCW qualification boards.

(3) The QRB will meet periodically at the discretion of the command master chief to ensure all QRB members understand the latest developments in SCW and to ensure the command's intent is met with respect to conduct of qualification review boards.

(4) Officers and senior enlisted SCW-qualified personnel are encouraged to become members of the command QRB.

(5) Under no circumstances will an individual not SCW qualified, or in the act of re-qualifying, act as a member of the command QRB.

e. A command's SCW qualification board forms the capstone of the SCW qualification process and is the forum for conducting oral boards that ensure candidates meet the high standards for qualifying as SCW.

(1) The command's SCW qualification board shall consist of a minimum of three members who are SCW-qualified and who are all senior to the candidate. The chair will normally be an E7 or above. All board members will be appointed by the command master chief. The command master chief will maintain a list of personnel authorized to serve on the SCW qualification board.

Because of the limited number of senior personnel in a unit, for qualification or re-qualification boards for senior chiefs, master chiefs, and officers, only the chair must be senior in rank to the candidate.

(2) Officers and enlisted SCW-qualified personnel are encouraged to become members of the command SCW qualification board.

(3) Under no circumstances will an individual who is not SCW-qualified, or in the process of re-qualifying, act as a member of a SCW qualification board.

(4) The SCW qualification board will make a recommendation of qualification to the commanding officer, who will review the results and recommendations of the board and make the final determination for qualification.

7. Qualification

a. When officers or enlisted members, E5 and above, report to a new qualifying unit, they must qualify in that unit's primary warfare mission regardless of previous warfare qualifications obtained. Enlisted members promoted to E5 while assigned to a qualifying unit that have not already completed SCW qualification will be enrolled in the unit's qualification program and will be afforded the full time specified in paragraph 5.

b. SCW qualification is mandatory prior to advancement to E6 and above, and is optional, but highly encouraged, for all E4 and below. E5 and above personnel on board a qualifying unit who have not been onboard for the full specified qualification period will only be eligible for advancement if they are making significant progress towards qualification. For the purposes of this instruction, significant progress is defined as a percentage of PQS/course completion that corresponds with time on board (i.e., 1 year on board = 50 percent complete with PQS and courses).

c. Commencement of the qualification process will be documented in the candidate's service record with a NAVPERS 1070/613 Administrative Remarks (Page 13) entry.

d. Once all requirements set forth in this instruction are met, qualification shall be documented and recognized as follows:

(1) When enlisted members achieve final approval for SCW designation, the following entry will be made on NAVPERS 1070/613 of their service record: "(Date): Qualified SCW (unit type) this date and assigned the SCW designator."

(2) When an officer has achieved final approval for SCW designation, the command shall forward notification of SCW qualification to Navy Personnel Command, Restricted Line and Staff Corps Officers Special Placement Department (PERS-4413). The Navy Personnel Command will assign the additional qualification designator (AQD) 960 to the qualified officer.

(3) Appropriate entries for completion of PQS will be made on service record NAVPERS 1070/604 Enlisted Qualifications History (Page 4).

(4) The cognizant personnel office for the qualifying command will submit the appropriate Diary Message Reporting System (DMRS) entry at the time of qualification.

8. Designation and Authority to Wear the Insignia. The commanding officer of the qualifying unit will present the SCW insignia and NAVFAC 1410/2 Seabee Combat Warfare Certificate to the member upon qualification. Attainment of SCW should be recognized at an appropriate ceremony and relevant comments should be incorporated in an individual's next fitness report or performance evaluation.

9. Insignia. The SCW insignia will be gold for officers and silver for enlisted personnel. Qualified enlisted personnel who subsequently accept appointment as commissioned officers will continue to wear the silver enlisted SCW insignia, per U.S. Navy Uniform Regulations, until they qualify under the officer program at a qualifying unit.

10. Qualification Continuance

a. SCW candidates should achieve SCW qualification prior to permanent change of station (PCS). If SCW qualification is not attained prior to PCS transfer, the officer or enlisted SCW coordinator (as appropriate) shall place a "Memorandum for the

Record" in the member's service record field jacket, or other appropriate locally maintained file, certifying those PQS sections completed, date of current enrollment, and a brief statement of reasons for the member's failure to qualify. The command master chief will maintain a copy of the "Memorandum for the Record" for 24 months from the date of transfer.

b. If qualification has not been achieved upon transfer to another SCW qualifying command, the new command shall recognize PQS attainment to date, but may require a re-demonstration of knowledge in any area deemed appropriate.

c. If the candidate has not qualified as SCW within the designated timeframe following enrollment, the candidate shall be disenrolled from the SCW program, appropriate administrative remarks will be documented by service record Page 13 entry and it shall be noted on the next regular fitness report or evaluation. Once disenrolled, the candidate must re-enroll for the SCW designation and reaccomplish all provisions of this instruction excluding subparagraph 5h.

d. Once qualified, officers and enlisted members returning to a qualifying unit must re-qualify on the SCW unit-specific PQS portions of the program. All active personnel have 12 months to re-qualify in a new unit, and Selected Reserve personnel will have 24 months, commencing on the date the member is received for duty. Commencement and completion of the requalification process will be documented by service record Page 13 entry.

(1) Transfer between same type units. Units of the same type are defined as any units that have the same title with the exception of unit number (e.g., NMCB-3 and NMCB-11).

(a) When an individual transfers directly between units of the same type (cross deck), or has been away from a unit of the same type for less than 12 months, no requalification is required.

(b) When an individual transfers to another unit of the same type after a 12-month or greater absence, requalification will include:

1. Successful completion of a 100-question written examination with a minimum score of 70 percent.

2. Successful completion of all sections of the unit-specific PQS that have significantly changed since the date of departure from the last qualifying unit as determined by the SCW program coordinator. The command should use the results of the written examination to tailor the unit specific PQS sections the re-qualifying member is required to complete.

3. Upon successful completion of the written examination and all command-designated PQS sections, the candidate will complete an oral examination administered by the command SCW qualification board as described in paragraph 5.

(2) Transfer between different unit types. When an individual transfers between qualifying units of differing types, the individual must comply with the eligibility requirements of paragraph 4 and shall demonstrate a comprehensive knowledge of the unit's overall mission through completion of all items in paragraph 5 with the exception of the following:

(a) Enlisted personnel and officers do not have to re-do the common core SCW PQS, NCF/Seabee 1 and C (NAVEDTRA 12543), Seabee Combat Handbook, volumes 1 and 2 (NAVEDTRA 12003/12004), and Naval Safety Supervisor (NAVEDTRA 12971).

(b) Officers do not have to re-do the NCF officer NCF PQS package (reference (f)).

e. Once all requirements have been satisfactorily completed, the qualification shall be annotated in the member's service record as follows:

(1) Appropriate Page 4 entry for completion of PQS.

(2) Page 13 entry as follows: "(Date): Re-qualified in Enlisted/Officer Seabee Combat Warfare (SCW) (unit type) this date."

(3) The cognizant personnel office of the qualifying command will submit the appropriate DMRS entry at the time of re-qualification.

(4) Appropriate comments shall be included in the next fitness report or evaluation.

f. If a member fails the written or oral examination, another examination may be administered at the discretion of the command SCW program coordinator. An individual who fails the second written or oral examination will be required to complete all requirements for initial qualification as listed in paragraph 5.

g. Until the expiration of the 12-month requalification period, the individual is authorized to wear the SCW insignia and no adverse comments relating to warfare requalification shall be entered into the individual's fitness report or evaluation.

h. Failure to re-qualify within 12 months for active duty and 24 months for Selected Reserves will require the individual to remove the SCW insignia from all uniforms and will require the unit to take appropriate action to correct any documentation. As a disqualified member, the individual will fall under the requirements of paragraphs 4 and 5 for initial qualification.

11. Revocation of Qualification

a. The SCW designation may be revoked anytime the commanding officer loses confidence in the individual to perform his or her duties. Items which cause such loss of confidence are subject to the commanding officer's discretion, but could include such things as professional incompetence, dereliction of duty, failure to maintain promotable status, conviction at captain's mast or court martial, failure to uphold Navy core values, or failure to re-qualify within the time limits specified in paragraph 10. Revocation of the SCW designation will not be taken as a disciplinary action.

b. Officers

(1) The commanding officer may recommend revocation of SCW designation when an officer's performance of combat warfare duties is unsatisfactory.

(2) A request for revocation of the SCW designation shall be submitted following the provisions in reference (g).

(3) SCW designation shall be retained until it is revoked by the Chief of Naval Personnel.

(4) A recommendation for disqualification shall not be made in lieu of detachment for cause, nor shall recommendations automatically be included in case of detachment for cause. Disqualification may be considered and recommended coincidentally with a detachment for cause but shall be handled administratively as a separate action by the Chief of Naval Personnel.

(5) Upon revocation, the officer must surrender his or her SCW certificate and pin to the commanding officer.

(6) Upon revocation, the officer's AQD will be removed.

c. Enlisted

(1) Members previously qualified can be disqualified by their current commanding officers.

(2) Formal notification of disqualification will be recorded on NAVPERS 1070/613 of the member's service record with specific rationale for disqualification clearly stated, as follows: "(Date) Failed to maintain qualification as a SCW (include specific rationale for disqualification). Member has been informed that as of this date he/she is disqualified and is no longer authorized to wear the SCW insignia."

(3) Once disqualified, the member must surrender his or her SCW certificate and pin to the commanding officer.

d. Once disqualified, the member must request commanding officer approval to re-qualify for the SCW designation. All provisions of this instruction must be re-accomplished. Reinstatement will not be granted except as outlined in this paragraph.

e. Revocation of SCW qualification shall have appropriate remarks included in the individual's next fitness report or evaluation.

12. Waivers

a. Participation is open to all Department of Defense Service members, officer, and enlisted that are TAD for a long period to qualifying units.

b. Service members assigned TAD to a qualifying unit must be assigned for a minimum of 6 months and deploy with the assigned unit. Under no circumstances will a member be assigned to a qualifying unit for the sole purpose of earning a warfare qualification.

c. Member must complete qualification under one platform - NCR, NMCB, PHIBCB, UCT as assigned. Going from one platform to another for PQS completion is not authorized. Member must take the written test and oral qualification board with the same unit he or she is assigned to for qualification.

d. Waiver requests must be approved PRIOR to starting the qualification process. Such requests will be forwarded electronically (e-mail) via the members TAD chain of command through appropriate regimental and division chain of command. PHIBCB requests will be submitted via the PHIBCB commanding officer.

e. Final waiver approval authority will rest with the Chief of Civil Engineers.

13. Review

a. The Director, Fleet Readiness Division, Office of the Chief of Naval Operations (OPNAV (N43)) is charged with the responsibility for periodic review and updating of this program.

b. The SCW program model manager, the Chief of Civil Engineers, is responsible for the development and the maintenance of references (a) through (f).

14. Records Management. Records created as a result of this instruction, regardless of media and format, shall be managed per Secretary of the Navy (SECNAV) Manual (M-)5210.1 of November 2007.

15. Forms and Reports Controls

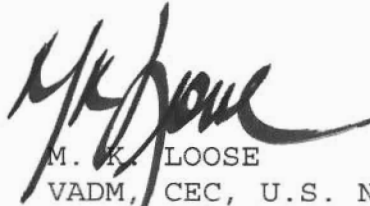
a. The following forms may be obtained via Naval Forms Online: <http://navalforms.daps.dla/public/home>:

- (1) NAVPERS 1070/613 Administrative Remarks
- (2) NAVPERS 1070/604 Enlisted Qualifications History

b. NAVFAC 1410/2 (8/98) Seabee Combat Warfare Certificate may be ordered by contacting the following:

Deputy Assistant Chief of Civil Engineers
Attention: Total Force
Naval Facilities Engineering Command
1322 Patterson Avenue SE
Suite 1000
Washington Navy Yard, DC 20374

c. The reporting requirements contained within this instruction are exempt from reports control per SECNAV M-5214.1 of December 2005.



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