



DEPARTMENT OF THE NAVY
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OPNAVINST 1414.4C
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7 Sep 2010

OPNAV INSTRUCTION 1414.4C

From: Chief of Naval Operations

Subj: NAVY ENLISTED FLEET MARINE FORCE WARFARE SPECIALIST
QUALIFICATION PROGRAM

Ref: (a) SECNAVINST 1650.1H
(b) MILPERSMAN Article 1306-102
(c) OPNAVINST 6110.1H
(d) NAVEDTRA 43908-1A

1. Purpose. To issue the requirements for qualification and designation of enlisted personnel as enlisted Fleet Marine Force warfare specialists (EFMFWS). This instruction is a substantial revision and should be reviewed in its entirety.

2. Cancellation. OPNAVINST 1414.4B.

3. Discussion. Attainment of the EFMFWS designation signifies that a Sailor has achieved a level of excellence and proficiency while serving with the Fleet Marine Force (FMF). The EFMFWS insignia signifies that a Sailor is operationally competent and has acquired additional general knowledge that enhances their understanding of Marine Corps doctrine, mission effectiveness, warfighting, and command survivability. Sailors who wear the EFMFWS insignia stand out as significant contributors to the Marine Corps mission. EFMFWS qualification may only be obtained through the formal qualification program set forth in this instruction. Per reference (a), awarding the FMF ribbon is no longer authorized as a result of the establishment of the EFMFWS insignia.

4. Eligibility. EFMFWS qualification recognizes the efforts of enlisted individuals trained in FMF warfare operations. EFMFWS qualification is mandatory for all active duty, full time support (FTS), and Selective Reserve (SELRES) Navy enlisted personnel who are permanently assigned to FMF commands and who meet the eligibility requirements set forth in this instruction. Initial qualification must be completed within 24 months for E1 to E3 personnel and 18 months for pay grades E4 to E9, which

will become effective upon reporting on board. It is highly encouraged for all enlisted active duty individual augmentees and Health Support Augmentation Program personnel assigned to FMF units to qualify for EFMFWS qualification if they meet the eligibility requirements. To attain the EFMFWS qualification, personnel shall meet the following criteria:

a. Enlisted personnel who have served a minimum of 90 consecutive days and are, per reference (b), permanently assigned to a type duty code 2 or 4 sea duty FMF command.

b. Augmented enlisted personnel mobilized and assigned by billet sequence code line numbers to a type duty code 2 or 4 sea duty FMF command during combat or peacekeeping operations for a minimum of 90 consecutive days. Eligibility does not apply to other personnel deployed solely in support of Marine Corps operations, training, or exercises. Upon detachment from an FMF command, personnel are no longer eligible to test, board, or qualify.

c. Navy divers assigned to a type duty code 2 or 4 sea duty FMF command will qualify/re-qualify as a diving salvage warfare specialist prior to qualifying as an EFMFWS.

d. Enlisted FTS, SELRES, and active duty personnel assigned to Marine Forces Reserve.

(1) FTS personnel assigned to Marine Forces Reserve must have served a minimum of 12 months consecutively.

(2) SELRES personnel must be presently assigned to a Navy Reserve, Program Nine, Marine Forces Reserve command and serve a minimum of 12 months with satisfactory drill attendance.

(3) Complete one period of annual training assigned to an FMF specific or an equivalent active duty for special work (ADSW).

e. All eligible candidates must have passed their most recent Navy physical readiness test, per reference (c), and must be within Navy body composition assessment (BCA) standards to meet eligibility criteria and commencement into the EFMFWS program. If BCA standards are not maintained, that candidate will be identified and eligibility will be suspended. To regain

eligibility, they must successfully complete the fitness enhancement program, per reference (c), and receive a positive recommendation by their command prior to recommencement of the EFMFWS qualifying process.

5. Responsibilities

a. The commanding general (CG) or commanding officers (COs) of Marine Corps commands shall approve EFMFWS designation for only those enlisted personnel recommended by the command EFMFWS coordinator or a designated representative. Personnel approved for EFMFWS designation must be permanently assigned to their command, with the exception of those personnel designated in paragraph 7.

b. The command master chief for U.S. Marine Corps Forces, Pacific (MARFORPAC) is the EFMFWS program manager. Only EFMFWS qualified command master chiefs and, by delegation, senior enlisted leaders will be designated as EFMFWS command coordinators. These coordinators will be serving in the following U.S. Marine Corps commands: U.S. Marine Corps Forces Command (MARFORCOM), MARFORPAC, U. S. Marine Corps Forces Command Reserves (MARFORRES), U.S. Marine Corps Forces Special Operations Command (MARSOC), Marine Expeditionary Forces (MEFs), Marine Logistics Group, Marine divisions, and Marine aircraft wings.

c. All designated EFMFWS command coordinators will establish and be ultimately responsible for the structure, operation, and monitoring of the command's enlisted EFMFWS program. As EFMFWS command coordinators, they must ensure the spirit and intent of this instruction is being followed by members of their command. This shall be accomplished by direct involvement in, and monitoring of, the FMF qualification development process.

d. The command master chief, as the primary EFMFWS command coordinator, may delegate, in writing, additional EFMFWS qualified chief petty officers, senior chief petty officers, or master chief petty officers as their direct representative to assist in facilitating the timely qualification of personnel for units that are remotely located or deployed in austere environments.

e. The command EFMFWS coordinator or designated EFMFWS assistant command coordinators will chair all EFMFWS oral examinations by a multi-member board. The membership of this board shall include, at a minimum, one designated EFMFWS coordinator and two qualified EFMFWS members. Additionally, the EFMFWS coordinator and all designated assistant command coordinators will maintain the EFMFWS question and answer banks and ensure that all enlisted Personnel Qualification Standards (PQS) qualifiers are properly screened, selected and trained. Assigning an assistant command coordinator does not relieve command master chiefs of the responsibility to closely monitor and manage all aspects of this program.

6. Standards. Candidates for EFMFWS shall:

a. Meet the eligibility criteria in paragraph 4.

b. Demonstrate effective leadership and directing ability, and have an overall trait average of not less than 3.0 and a promotion recommendation of "Promotable" or higher on their most recently observed performance evaluation report.

c. Complete Level B - Code of Conduct Survival, Evasion, Resistance, and Escape (SERE 100) prior to commencement of the EFMFWS PQS core and or platform specific PQS. This course and certificate is available on Navy Knowledge Online (NKO).

d. Complete the required EFMFWS core and platform specific PQS standards per reference (d). Initial qualification for (E4 to E9) core/platform specific PQS must be completed within 18 months of assignment and is mandatory for all enlisted personnel E1 to E3 within 24 months. Re-qualification (platform specific) must be completed within 12 months of assignment to a different FMF platform by all enlisted personnel E1 to E9 or by personnel who are returning to the same type FMF platform after serving a non-FMF tour of 3 years or greater.

e. Be recommended for EFMFWS qualification by their chain of command.

f. Display general knowledge of the command's overall organization, mission, assets, employment, combat systems, basic equipment, and Marine Corps common skills through written examination, practical application of knowledge, and an oral

examination by a multi-member board. The oral board will make a recommendation to the qualifying officer (in most cases the CO at the battalion or squadron level).

7. Administration and Authority of Qualification

a. Upon satisfactory completion of the requirements in this instruction, the CG or CO of qualifying units will act as the final qualification/designation authority, based upon the appropriate recommendation of the EFMFWS program coordinator and or a designated assistant command coordinator(s).

(1) For personnel permanently assigned to an FMF command, only the CG or CO may approve EFMFWS qualifications/designations.

(2) For medical treatment facilities (MTF)/dental treatment facilities (DTF) component unit identification codes (UICs), enlisted personnel permanently assigned to augment an FMF command or other Sailors augmented, per paragraph 4b, only the CG or CO of the gaining Marine Corps command will act as the final qualification/designation authority. Written and oral board examinations must be administered by the gaining Marine Corps command.

(3) For FTS and SELRES personnel, only the CG of MARFORRES may approve the EFMFWS qualification/designation. Written and oral board examinations must be administered and monitored by a qualified and designated EFMFWS coordinator.

b. When members have successfully qualified or re-qualified for the EFMFWS designation, an entry shall be made in their service record as follows:

(1) Annotation in PQS qualification entry section of NAVPERS 1070/604 Enlisted Qualifications History.

(2) NAVPERS 1070/613 Administrative Remarks, entry as follows:

“(Date) Qualified/re-qualified as an EFMFWS (platform type) this date and assigned the EFMFWS designator.”

c. The appropriate Navy Standard Integrated Personnel System entry will be submitted by the cognizant personnel office for the qualifying command at the time of initial qualification.

d. The attainment of EFMFWS qualification and designation is a career milestone and should be recognized at an appropriate ceremony and substantiating comments should be incorporated in the member's next evaluation report.

e. In the interest of maintaining consistent standards of qualification, the command master chiefs of MARFORCOM, MARFORPAC, MARFORRES, and MARSOC; to include all MEFs, will ensure that subordinate commands preserve the spirit and intent of this instruction.

8. Amplifying Information

a. Final qualification must be documented via NAVPERS 1070/604 and NAVPERS 1070/613 entries in the member's service record. Subsequent re-qualification(s) will also be documented; to include the type of platform EFMFWS PQS completed, as indicated in paragraph 7b.

b. If qualification has not been achieved upon transfer to another FMF command, but the Sailor is still within the prescribed time limits and criteria as stated in paragraph 4, the new command shall recognize recorded PQS attainment to date, but may require a re-demonstration of knowledge in any area deemed appropriate.

9. Designation to Wear the Insignia

a. The CO of the qualifying command is authorized to present the EFMFWS insignia and certificate upon initial qualification.

b. Those individuals who previously qualified for the FMF ribbon will retain the FMF designator; however, they are not entitled to wear the EFMFWS insignia until completing a subsequent FMF assignment and meeting all prescribed requirements for initial EFMFWS qualification, as outlined in this instruction.

10. Qualification Continuance. EFMFWS qualified active duty personnel who transfer to another unit unrelated to the FMF will be required to re-qualify upon returning to the FMF.

a. For MTF/DTF component UIC personnel and SELRES/ADSW personnel not assigned to a Program Nine unit, renewal of qualification will be required upon mobilization or augmentation to an FMF unit. Qualified enlisted personnel who subsequently accept an appointment as commissioned officers will retain the right to wear the EFMFWS insignia, per U.S. Navy Uniform Regulations, without renewal requirements.

b. When an individual transfers on permanent change of station orders between FMF units of the same type, the individual must re-demonstrate general knowledge of the command's overall organization, mission, assets, employment, combat systems, Marine Corps battle skills techniques, and basic equipment through an oral demonstration of knowledge. Upon satisfactory demonstration of knowledge, a recommendation will be made to the CO for final re-qualification. Individuals renewing qualification on the same type platforms shall not be required to re-complete the platform specific PQS if previously completed; however, tailored platform specific oral examination boards may be used to facilitate re-qualification and knowledge verification. The individual renewing qualification must update/re-qualify as per the time requirements indicated in paragraph 6d. Completion of qualification with the new unit must be documented on a NAVPERS 1070/604 in the member's service record, per paragraph 7b.

c. An individual renewing qualification on a different FMF unit platform will be required to complete the platform specific PQS for the unit of qualification and update/re-qualify as per the time requirements indicated in paragraph 6d. Completion of qualification with the new FMF unit must be documented on a NAVPERS 1070/604 in the member's service record, per paragraph 7b.

11. Failure to Qualify. Eligible enlisted Sailors who fail to qualify/re-qualify within the prescribed time requirements, per paragraph 4, will have a NAVPERS 1070/613 entry placed in their service record. Additionally, this failure to qualify/re-qualify will also be reflected on their next evaluation report and shall be annotated as follows:

"(Date) Rate/name did not meet the established criteria in qualifying/re-qualifying EFMFWS within the prescribed time requirements as per OPNAVINST 1414.4C."

12. Disqualification

a. Members previously qualified shall be disqualified by their CG or CO if any of the following conditions exist:

(1) Failure to maintain a "Promotable" promotion recommendation;

(2) Refusal to accept or perform duties while assigned to the FMF unit; or

(3) Failure to complete EFMFWS re-qualification within prescribed time limits.

b. Formal notification of disqualification shall be recorded in the member's service record as follows:

"(Date) Failed to maintain qualification as an EFMFWS in that (include specific rationale for disqualification). The member has been informed that as of this date, he or she is disqualified and no longer authorized to wear the EFMFWS insignia or use the FMF designator."

c. Previously disqualified members may request EFMFWS enrollment through their CO, only if they meet eligibility requirements of this instruction and the reason for disqualification has been resolved. After approval from their CO, recommencement must be documented on a NAVPERS 1070/613 in the member's service record and the member must follow the initial qualification process.

13. Review. The MARFORPAC master chief, as the EFMFWS program manager for the EFMFWS program, is responsible for the periodic review and update of this instruction as well as reference (d). Requests to waive, change, or update any part of this instruction will be submitted through the appropriate chain of command to the EFMFWS program manager.

7 Sep 2010

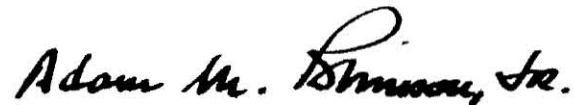
14. EFMFWS PQS Booklet. Electronic copies of reference (d) are readily available and can be downloaded via NKO by selecting "Enlisted Learning and Development" under "Career Management" tab. Continue on with the "Personnel Qualification" menu and scrolling to "FMF Warfare."

15. Records Management. Records created as a result of this instruction, regardless of media and format, shall be managed per Secretary of the Navy Manual 5210.1 of November 2007.

16. Forms. The following NAVPERS forms are available electronically at:

<http://navalforms.daps.dla.mil/web/public/forms>:

- a. NAVPERS 1070/613 (Rev. 07-06) Administrative Remarks.
- b. NAVPERS 1070/604 (Rev. 3-05) Enlisted Qualifications Sheet.



A. M. ROBINSON, JR.
Surgeon General of the Navy

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