



DEPARTMENT OF THE NAVY
CHIEF OF NAVAL PERSONNEL
701 SOUTH COURTHOUSE ROAD
ARLINGTON, VA 22204-2472

BUPERSINST 1430.16F CH-1
PERS-81
6 May 14

BUPERS INSTRUCTION 1430.16F CHANGE TRANSMITTAL 1

From: Chief of Naval Personnel

Subj: ADVANCEMENT MANUAL FOR ENLISTED PERSONNEL IN THE U.S.
NAVY AND U.S. NAVY RESERVE

Encl: (1) Revised Page 12-4

1. Purpose. To transmit change 1 to the basic instruction. Change 1 removes the requirement to not use names (no name used) during post-slating briefs for Navy enlisted selection boards (E-7 through E-9).

2. Action. Remove page 12-4 of the basic instruction and replace with enclosure (1) of this change transmittal.

A handwritten signature in black ink, appearing to read "W. F. Moran", is positioned above the typed name.

W. F. MORAN
Vice Admiral, U.S. Navy

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6 MAY 2014

receipt of an award after the candidate has submitted a package (see figure 12-3) and prior to the selection board convening. Once a selection board convenes, supplemental correspondence and messages will not be forwarded to the board for review. Refer to the latest NAVADMIN selection board announcement message for due dates, address, and other submission guidelines.

1206. RECORD REVIEW. The panel members review the candidate's official and submitted materials. Depending on keenness of competition, panel members may review entire career performance to establish trends and break ties.

a. Considerations vary slightly from year to year and in no way should be considered the only factors influencing selection. End-of-the-board information is posted on the selection board web site after CHNAVPERS approves the recommendation of the boards. The board precepts also outline important criteria for selection. The single most important factor influencing selection is sustained superior performance of duty.

b. Each candidate's record is reviewed by two different panel members.

1207. SLATING PROCESS. Once the review of an entire rating is complete, the panel arranges all the candidates from top to bottom. This is called "slating". At that time, the panel determines the cut-off for promotable candidates and recommended selectees. Once slating is completed, the entire board is briefed as to the rating's structure, its job peculiarities, number of candidates, and the background of individuals recommended and not recommended for selection. During the briefing, the entire board votes on the slate which must be accepted by a board majority. After all of the slatings have been approved by the board, a written report of the board's recommendations for selection is signed by all members and the president and submitted to CHNAVPERS for approval. The content of the report must certify that the board complied with all instructions and directions contained in the precept and that the board carefully considered the case of every candidate whose name was furnished for review. Upon CHNAVPERS approval of the selectees, a NAVADMIN is prepared and released to announce the selectees.

1208. LOSS OF ADVANCEMENT RECOMMENDATION. Selection board candidates must maintain CO's recommendation for advancement. If