

MILPERSMAN 1306-912

SEABEE UNDERWATER CONSTRUCTION TECHNICIAN (UCT) PROGRAM

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References	<ul style="list-style-type: none"> (a) NAVPERS 18068F, Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards, Volume II, Navy Enlisted Classifications (b) NAVMED P-117, Manual of the Medical Department (c) NAVSEA SS521-AG-PRO-010, U.S. Navy Diving Manual (d) OPNAVINST 1160.8A, Selective Reenlistment Bonus (SRB) Program (e) OPNAVINST 5350.4D, Navy Alcohol and Drug Abuse Prevention and Control (f) DoD 7000.14-R, DoD Financial Management Regulations (DoDFMR), Volume 7A, Military Pay Policy - Active Duty and Reserve Pay (g) NAVPERS 15665I, U.S. Navy Uniform Regulations (h) OPNAVINST 6110.1J
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1. **Background.** A limited number of construction rating personnel are needed as underwater construction technicians (UCT) for underwater construction, repair, maintenance, and inspection.

2. **Purpose.** This article discusses personnel aspects of the Seabee UCT Program. The following topics are covered:

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3. **Suitability for Assignment.** The distinct purpose and nature of duties involved in the Seabee UCT Program requires strict adherence to eligibility criteria, application procedures, and policy for assignment in the Seabee UCT Program.

4. **Professional Performance.** While the highest standards of personal conduct, reliability, and judgment are required of all members in the Navy, it is especially important that members assigned to duty involved with the performance and supervision of Navy diving and Seabee UCT operations have unquestioned personal conduct, reliability, judgment, and adherence to military regulations.

5. **Navy Enlisted Classification (NEC) Codes.** The Seabee UCT Program consists of the following NEC codes: B16A, B17A, and B18A. Reference (a) further describes each of the NEC codes to include qualification requirements.

NEC	Designation
B16A	Advanced Underwater Construction Technician
B17A	Basic Underwater Construction Technician
B18A	Master Underwater Construction Technician Diver

6. **Program Entry Requirements.** Unless specified "no waiver," Bureau of Naval Personnel (BUPERS), Expeditionary Branch (BUPERS-329) may waive one or more entry requirements, if the applicant is considered otherwise qualified. Due to the cost of permanent change of station orders, historical high attrition training rates, and to prevent undue delay in training; commands and personnel submitting requests for UCT training must strictly adhere to the policy and requirements specified in this article as set forth below:

- a. **Duty Status.** Be on active duty.
- b. **Source Rating.** Be in one of the following Seabee ratings: BU, SW, EA, UT, CE, EO, or CM. Conversion to the Seabee ratings will be conducted per MILPERSMAN 1440-010.
- c. **Experience.** Have at least 18 months or one fleet readiness training plan cycle in-rate experience, preferably Seabee combat warfare qualified in a naval mobile construction battalion or amphibious construction battalion. Exceptions will be considered based on performance and experience. All exceptions must be approved by BUPERS-329.
- d. **Gender.** No restrictions.
- e. **Age Requirement.** Be 30 years of age or less when application is received at Navy Personnel Command (NAVPERSCOM), Seabee/SEAL/SWCC/EOD/Diver Assignment (PERS-401C).
- f. **Rank.** Be in pay grade E6 or below. **No waivers.**
- g. **Armed Services Vocational Aptitude Battery (ASVAB).** Seabee UCT candidates already meet ASVAB rating requirements as part of their current rating.

h. **Medical Requirements.** Meet medical standards as specified in reference (b), article 15-102, Diving Duty Examination and Standards.

i. **Examination Waivers.** Request for waiver of physical standards for personnel who do not meet minimum standards must be submitted per reference (b), article 15-102. Medical waivers originate from the member's commanding officer (CO), addressed to BUPERS-329 via Bureau of Medicine and Surgery (BUMED), Undersea Medicine and Radiation Health (M95). Consult with a local Navy undersea medical officer (UMO) for content and format for medical waivers (if necessary).

j. **Hyperbaric Pressure Test.** Administered per reference (c), hyperbaric pressure tests may be waived if a hyperbaric chamber facility is not accessible due to geographic isolation.

k. **Obligated Service (OBLISERV).** The OBLISERV requirement for attending Seabee UCT initial training is 36 months from class graduation date, or until completion of previous OBLISERV, whichever is greater, unless released earlier by Chief of Naval Personnel (CHNAVPERS). COs must ensure applicants understand "OBLISERV to train" options specified in MILPERSMAN 1306-106 and reference (d). **No waivers.**

l. **Performance Standards.** Evaluation trait marks 3.0 or above in last three evaluation reports.

m. **Non-judicial Punishment (NJP) or Court Conviction.** The applicant may not have an NJP, court-martial, or serious civil court conviction during the 12 months prior to the application.

n. **Security Clearance.** Meet eligibility requirements for a Secret clearance based on a national agency check with local agency and credit checks. **No waivers.**

o. **Physical Fitness.** Pass the physical screening test per Seabee **UCT physical screening testing standards and procedures** in 1306-912, exhibit 1. **No waivers.**

p. **Recommendation.** Be recommended for initial training by the member's current CO.

7. **Applying for the Program.** Applicants who are applying for the program must take the following steps:

Step	Action
1	Contact NAVPERSCOM Seabee UCT detailer (PERS-401C) to locate the nearest approved screening activity at: Phone: 1-901-874-3559, DSN 882.
2	Undergo screening process.
3	Receive Report of Screening for Seabee UCT Program, exhibit 1.
4	Assemble program screening package.
5	Mail or e-mail application package to (encrypted e-mail preferred method) : <div style="margin-left: 40px;"> Mail: Navy Personnel Command (PERS-401C) 5720 Integrity Drive Millington, TN 38055-5402 E-Mail: p401c@navy.mil </div>

8. **Program Screening Requirements.** Applicants will be screened by approved personnel and activity.

a. **Approved Screening Personnel.** A civil engineer corps diving officer or master UCT diver (NEC B18A) can conduct the screening.

b. **Approved Screening Activity.** Only commands with adequate facilities for screening applicants will conduct screening.

(1) An approved screening activity is any diving EOD/SEAL/SWCC UCT command or Navy Recruit Training Command (NAVCRUITRACOM). UCT commands should be the priority screening activity as it relates to the applicant's primary mission and capability.

(2) Screening conducted by other commands, due to geographic isolation or absence of approved screening personnel, must be coordinated through and approved by NAVPERSCOM (PERS-401C).

9. **Program Screening Process.** The screening activity must ensure the following:

Step	Action	Per
1	Interview the applicant.	Para 9a
2	Complete a diving medical examination on NAVPERS 1200/6 and annotate on NAVMED 6150/2 Special Duty Medical Abstract. NAVMED 6150/2 may be accessed by using the following Web address: http://www.med.navy.mil/directives/testnewdesign/Pages/NAVMEDForms.aspx .	Para 9b
3	Conduct a physical screening test.	Para 9c
4	Conduct a hyperbaric pressure test.	Para 9d
5	Submit a request for program entry.	Para 9e

a. **Interview the Applicant.** The interview is necessary to examine and evaluate each applicant's character, traits, background, motivation, and potential for successfully completing training and subsequent Seabee UCT career assignments. The interviewer will conduct the following:

(1) Discuss the nature of the Seabee UCT Program with the applicant to include training, duty assignments, operational employment, career development, pay, advancement, etc.

(2) Review the applicant's service record to fully assess past performance, program entry effect on professional development, and potential for successfully completing initial training.

(3) Determine the applicant's comfort level in the water. Member must have considerable comfort level when in a waterborne environment. This should not be determined solely by the physical screening test.

(4) Determine the applicant's physical fitness level.

(5) Review entry requirements with the applicant to determine which requirements are met and which requirements require a waiver.

(6) Complete the Report of Screening for Seabee UCT Program, exhibit 1.

(a) All program entry requirement waivers must be specified and supported with justification for approval.

(b) A negative response to any of the questions or traits identified in the applicant's service record could indicate unsuitability for the program.

(c) Provide a positive or negative endorsement stating the suitability to attend initial training.

b. Conduct a Diving Medical Examination, Complete Medical Screening on NAVPERS 1200/6, and Annotate NAVMED 6150/2. Per reference (b), diving medical examinations are completed using DD 2807-1 Report of Medical History and DD 2808 Report of Medical Examination. DD 2808 may be accessed by using the following Web address: <http://www.dtic.mil/whs/directives/forms/dd/ddforms2500-2999.htm>. Reference (b) provides all requirements for completing the diving medical examination. The screening activity must ensure that all documentation is correctly completed and that the applicant meets the physical qualification standards for diving duty, and document it on the Report of Screening for Seabee UCT Program, exhibit 1.

(1) **Approved Location.** The diving medical examination may be conducted at any military medical facility capable of accomplishing or coordinating all required examination elements.

(2) **Approved Medical Examiner.** Per reference (b), article 15-102, the diving medical examination may be conducted by any physician or other licensed independent practitioner, but a UMO must review and countersign all examinations. By definition, a UMO has completed the Undersea Medical Officer Course at the Naval Undersea Medical Institute, which includes the Diving Medical Officer (DMO) Course given at the Naval Diving and Salvage Training Center. BUMED (M95) can provide contact information for regional UMOs for activities without ready access to local UMO support.

(3) **Medical Documentation.** Required medical documentation follows:

(a) Diving Medical Examination

1. DD 2807-1 Report of Medical History
2. DD 2808 Report of Medical Examination

(b) NAVPERS 1200/6 must be completed at the time of the initial diving medical examination and placed in the Service member's medical record. The screening activity must ensure that this form, along with the diving medical examination, is reviewed and updated within 1 month of actual transfer for training. NAVPERS 1200/6 may be accessed using the following Web address: <https://author.public.navy.mil/bupers-npc/reference/forms/NAVPERS/Pages/default.aspx>.

(c) NAVMED 6150/2 will also be completed at the time of the diving medical examination. If the Service member was found physically qualified for diving duty, the annotation is "PQ Diving Duty."

(4) **Validity.** The initial diving medical examination is valid for a 24-month period prior to reporting to training. Candidates who have not reported to UCT training within the 24-month period must have their diving medical examination (using DD 2807-1 and DD 2808) and NAVPERS 1200/6 performed by a UMO, then re-submitted to NAVPERSCOM (PERS-401C).

c. **Conduct the Physical Screening Test.** The physical screening test is designed to assess the applicant's physical ability to undergo initial and advanced training.

(1) Administer the physical screening test per exhibit 2 of this MILPERSMAN article.

(2) No alterations to the test are permitted. The test must be administered exactly as indicated.

(3) Testing Males and Females. Physical screening test standards are identical for both male and female applicants.

d. **Conduct a Hyperbaric Pressure Test.** The hyperbaric pressure test is designed to determine if the applicant can successfully adapt to increased atmospheric pressure without adverse physiological reaction. This test is conducted in a hyperbaric recompression chamber per reference (c). Hyperbaric pressure test is waived if a hyperbaric chamber facility is not accessible due to geographic isolation.

e. **Submit a Request for Program Entry.** Upon satisfactory completion of the screening process, applicants will forward their request to NAVPERSCOM (PERS-401C) with a copy to the applicant via NAVPERS 1306/7. NAVPERS 1306/7 may be accessed by using the following Web address: <http://www.public.navy.mil/bupers-npc/reference/forms/NAVPERS/Pages/default.aspx>.

(1) NAVPERS 1306/7 will reference MILPERSMAN 1306-912 and must include the following statement:

"Per MILPERSMAN 1306-912, I volunteer for Seabee UCT duty and request assignment to initial training. I agree to serve on active duty for a period of 36 months from class graduation date or until completion of previously obligated service, whichever is greater, unless released earlier by Navy Personnel Command (NAVPERSCOM). I also agree to serve the period of minimum obligated service specified, regardless of whether I retain qualification as a Seabee UCT and NEC B17A during that period."

(2) COs are required to provide a statement concerning the applicant's suitability for type of training and assignment to duty.

(3) Required enclosures are listed below:

Enclosure 1	DD 2807-1 Report of Medical History
Enclosure 2	DD 2808 Report of Medical Examination
Enclosure 3	NAVPERS 1200/6 U.S. Military Diving Medical Screening Questionnaire
Enclosure 4	NAVMED 6150/2, Special Duty Medical Abstract
Enclosure 5	MILPERSMAN 1306-912, exhibit 1 Report of Screening for Seabee Underwater Construction Technician (UCT) Program
Enclosure 6	NAVPERS 1616/26 Evaluation Report and Counseling Record (E1-E6) (for previous 3 years including any special or transfer evaluations).
Enclosure 7	Armed Services Vocational Aptitude Battery scores, as documented on NAVPERS 1070/886 Member Data Summary.
Enclosure 8	Hyperbaric Pressure Test Results. (Provide memorandum stating waiver justification if not completed).

10. **Transfer To Initial Training**

a. **Physical Condition Verification.** The member's physical condition must be verified by performing the physical screening test approximately 30 days prior to transfer to initial training. Test results will be placed in the member's service record. Personnel who fail the physical screening test 30 days prior to transfer will retest approximately 15 days prior to transferring. If members fail again, they will have their orders held in abeyance and NAVPERSCOM (PERS-401C) will be notified by message.

b. **Medical Rescreening.** The screening activity will ensure that the Service member's diving medical examination and NAVPERS 1200/6 are reviewed for correctness, and updated (as needed) within 1 month prior of actual transfer for training. This process is to identify any changes in health that have occurred since the original exam that may be disqualifying for diving duty. This review must involve a review of the medical record to include the electronic health record and also directly asking the candidate if there have been any significant changes to his or her health since the initial exam and screening. This review and update can be conducted by a diving medical technician (DMT, DMT-IDC, or NECs L27A or L28A) or UMO. SF-600 Chronological Record of Medical Care entry must be made indicating whether or not the member continues to meet the physical qualification standards, and whether or not his or her medical documentation is in order. The importance of this review cannot be overstated. Members found to be not physically qualified when reporting for dive training will be returned to the fleet. SF-600 may be accessed by using the following Web address:
<http://www.gsa.gov/portal/forms/type/SF>.

c. **Disqualifying Condition.** Personnel in receipt of orders to attend initial training who develop any possible disqualifying condition, to include physical conditioning, medical issues, performance standards, non-judicial punishment, or security clearance eligibility are required to notify NAVPERSCOM (PERS-401C) by naval message.

11. **Voluntary NEC Revocation**

a. **Request for Removal of NEC.** Members assigned Seabee UCT NEC codes may request removal of their NEC **via** their CO, **to** BUPERS-329. Personnel are required to submit:

(1) NAVPERS 1306/7 Enlisted Personnel Action Request;
and

(2) NAVPERS 1221/6 Navy Enlisted Classification (NEC) Change Request. NAVPERS 1221/6 may be accessed by using the following Web address: <http://www.public.navy.mil/bupers-npc/reference/forms/NAVPERS/Pages/default.aspx>.

b. **Request Reasons and Statement.** The request must include the member's reasons for removing NEC and the following statement:

"I understand removal of my assigned Navy enlisted classification (NEC) (fill in) will result in termination of special or hazardous duty pay and reassignment to a non-NEC billet, not necessarily at my present command."

c. **Further Training/Assignment/OBLISERV.** Members who voluntarily request NEC removal normally will not be approved for further voluntary training or assignment in other diver, EOD, SEAL, or UCT programs; however, member must serve remainder of original OBLISERV incurred as the result of initial training in a non-NEC billet, unless released at an earlier date by CHNAVPERS. Contact BUPERS-329 for information on reverting to a component diving NEC.

12. Involuntary NEC Revocation

a. **CO Determination.** COs may recommend revocation of a member's NEC(s) by submitting NAVPERS 1221/6 to BUPERS-329. This revocation must not be used as a punitive measure, but based on the CO's determination that the member is no longer suitable for assignment to billets requiring the NEC. NAVPERS 1221/6 must substantiate that determination by providing sufficient background and reasonable justification for removal of member's NEC.

b. **Required Statement.** Recommendations to revoke an NEC must include the statement in paragraph 11b and one or more of the following statements:

"The member is considered suitable for assignment to rate or rating billets not requiring NEC (fill-in)."

"The member may reapply for reinstatement of NEC (fill-in) after completing at least 2 years assigned to a non-NEC billet."

"The member is considered unsuitable for reassignment and will be recommended for administrative discharge by separate action."

c. **Revocation Reasons.** Primary reasons for revocation of NEC include (but are not limited to) the following:

(1) **Non-Performance of Duties.** Failure or unwillingness to perform duties required of the NEC;

(2) **Failure to maintain NEC eligibility; or**

(a) Permanent revocation by Department of the Navy, Central Adjudication Facility (DON CAF) of the member's security clearance.

(b) Permanent physical disability.

(3) **Professional Performance**

(a) Culpable negligence.

(b) Breaches of diving safety or regulations.

(c) Loss of CO's faith and confidence in the member's ability to exercise sound judgment, reliability, and personal conduct.

(4) **Alcohol Abuse Disorder.** Personnel identified as having alcohol abuse disorder will be locally suspended by their CO from duty pending the outcome of screening, disciplinary counseling, and or rehabilitation procedures as outlined in reference (e). At any time during or upon completion of those proceedings, COs have the following options:

(a) If a counseling and rehabilitation program appears **likely to succeed**, the member will remain assigned to the command in a non-UCT program NEC status, and will have a program developed per reference (e). Commands will submit

NAVPERS 1221/6 to BUPERS-329 to affect suspension of the Seabee UCT Program-related NEC. Upon successful completion of the rehabilitation program, the CO may request reinstatement of the member's Seabee UCT Program related NEC.

Note: Alcohol abuse disorder of any severity is disqualifying for diving duty, per reference (b), and the Service member will require a waiver of the physical standards granted by BUPERS-329 prior to a return to diving duty.

(b) If the member **fails rehabilitation treatment**, the CO may certify that the member has no potential for further useful service and must initiate separation procedures. The command will submit NAVPERS 1221/6 to BUPERS-329 to revoke the Seabee UCT Program-related NEC.

(c) Personnel who **voluntarily refer themselves** for treatment in the **absence of either an alcohol-related violation** (of local, state, or Federal law; or the Uniform Code of Military Justice) **or substandard service**, and who are found in need of treatment will be placed in a non-diving related NEC status pending outcome of required treatment. Commands will submit NAVPERS 1221/6 to BUPERS-329 to suspend the Seabee UCT Program-related NEC. Upon successful completion of the rehabilitation program, the CO may request reinstatement of the member's Seabee UCT Program related NEC.

(5) **Drug Abuse.** Members identified as having abused drugs, as defined in reference (e), are not eligible for diving duty or future reinstatement. Members will be processed for administrative separation as specified in MILPERSMAN 1910-146. Commands must submit NAVPERS 1221/6 to BUPERS-329 to revoke the Seabee UCT Program-related NEC.

Note: NEC revocation must not be used as a substitute for required disciplinary, punitive, and or administrative action. Particular consideration must be exercised to ensure that NEC revocation is not used to transfer members to other duty when they do not clearly meet the established high standards for continued naval service.

13. Reinstatement

a. **Request.** Personnel whose NEC was previously removed by administrative action may request reinstatement of their former

NEC by submitting NAVPERS 1306/7 to BUPERS-329 via their present CO. If approved, COs will submit NAVPERS 1221/6 to BUPERS-329.

b. **Request from Personnel Separated.** Personnel separated from the Navy may request reinstatement of their former NEC, if qualified and recommended for reenlistment in the NEC at time of separation, by submitting NAVPERS 1306/7 to BUPERS-329.

14. **Supervisory Status.** There are certain situations in which personnel are unable to meet the physical standards for Seabee UCT duties, to include diving and demolition operations, through no fault or lack of diligence on the member's part. In these few cases, personnel whose significant Seabee UCT experience is of continued value to the Navy may apply for "Supervisory status" designation and remain in the Seabee UCT Program.

a. **Eligibility.** Personnel serving in pay grades E7 through E9 with NEC B16A or B18A may request designation for "Supervisory Status" by submitting NAVPERS 1306/7 **via** their CO and BUMED (M95), **to** BUPERS-329. Request must contain the following:

Enclosure (1)	Results of a recent diving physical examination.
Enclosure (2)	A brief synopsis of previous NEC-related experience.

b. **Designation.** If approved, BUPERS-329 will designate personnel in either "Supervisory Status, Diving" or "Supervisory Status, Non-diving," based on the following considerations:

(1) Favorable endorsement of the member's request by the CO.

(2) BUMED recommendation concerning waiver of physical standards.

(3) The member's eligibility, as specified in NECs below:

Supervisory Status Only (Categories) Eligibility Criteria	<u>B16A/B18A</u>
Diving Status (requalification dives only)	Yes
Minimum years service in NEC	N/A
Maximum years total service	30
Qualified for sea duty	Yes
Non-Diving Status	Yes
Minimum years service in NEC	N/A
Maximum years total service	30

(4) Personnel designated "Supervisory Status, Diving" or "Supervisory Status, Non-diving" will be limited to a maximum of 5 percent of an activity's onboard diving related billet allowance, or less, if the number will be detrimental to operational capability.

c. **Disapproval.** If disapproved, members will have their Seabee UCT NEC revoked per paragraph 12 of this article.

d. **Periodicity of Supervisory Status.** Designation of personnel for "Supervisory Status, Diving" or "Supervisory Status, Non-diving" must be made to coincide with required diving duty physical examination tenure. Extension of "Supervisory Status" must be requested to coincide with completion of diving duty physical examinations. Personnel designated "Supervisory Status, Diving/Non-diving" may retain that status, dependent upon the receiving command's requirements, if transferred during the normal tenure of diving duty physical examination.

e. **Assignments.** Personnel designated "Supervisory Status, Diving" are assignable to sea duty, eligible for diving pay per their current NEC, and limited to performing supervisory, inspection, and or re-qualification dives only as specified in MILPERSMAN 1220-260.

f. **Sea Duty and Diving.** Personnel designated "Supervisory Status, Non-diving" will not normally be assigned to sea duty, unless the number of divers in a full diving status at an activity is sufficient to conduct safe diving operations. Personnel assigned in a "Supervisory Status, Non-diving" must not dive.

15. **Periodic Requalification**

a. **Maintain Proficiency.** Periodic requalification of Seabee UCT Program personnel is necessary to maintain individual proficiency and unit capability. Personal safety during hazardous operations is directly related to proficiency. COs are directed to afford every opportunity for maintaining individual qualification without lapse.

b. **Specific NEC Requalification.** For policy on specific NEC requalification, refer to MILPERSMAN 1220-260 Diving Requalification. Documentation of diving operations is described in reference (c).

16. **Rotational Patterns for UCT Personnel.** Rotation of Seabee UCTs is in a "closed loop" of billets for NECs B16A, B17A, and B18A. Billets outside the Seabee UCT primary Navy enlisted classification (PNEC) code community are available on an exceptional basis to enhance construction rating skills. These limited assignments are made jointly by the Seabee UCT and rating detailers. While assigned these billets, members will retain their PNEC and are required to maintain diving qualification per MILPERSMAN 1220-260. The assignment is considered duty involving the performance of diving, and the member is entitled to applicable pay per reference (f). Upon completion, and prior to the return to a Seabee UCT billet at projected rotation date (PRD), diver qualification must be verified by NAVPERSCOM (PERS-401C).

17. **Advanced Diver Training.** Volunteers for advanced diver training (NECs B16A and B18A) must satisfy specific requirements stated below; be physically qualified under reference (b), article 15-102; and be recommended by the command master diver (MDV) (NEC B18A) with CO's concurrence prior to assignment to advanced diver training.

a. **Advanced UCT Training (NEC B16A) Minimum Requirements.** Volunteers must currently be qualified as follows:

(1) Basic UCT (NEC B17A), with a minimum of a complete sea tour as a UCT in an NEC B17A billet.

(2) Pay Grade E5 or Above. Personnel in pay grade E4 may apply for a waiver to attend advanced training. Waivers will be issued on a case by case basis by BUPERS-329.

(3) OBLISERV for 36 months from class graduation date.

(4) Personnel Qualification Standards (PQS). Completion of military diver PQS items as currently required by local command PQS.

b. Master UCT Diver (NEC B18A) Course (A-433-0019)

(1) Location. Naval Diving and Salvage Training Center (NAVDIVESALVTRACEN) conducts periodic MDV courses, it is the only command authorized to qualify MDVs, and is the prerequisite to achieving master UCT diver (NEC B18A).

(2) Recommendation and Endorsement. Command master UCT diver of diving activities will recommend advanced UCT (NEC B16A) personnel for CO approval. COs will endorse the application for participation in the Master Diver Course as specified in MILPERSMAN 1220-100 exhibit 3, Request for Master Diver Course, provided the candidate fulfills all prerequisites below.

(3) Review of Packages. NAVPERSCOM (PERS-401C) and BUPERS-329 will annually review all submitted packages and categorize packages for attendance.

(4) Prerequisites. Member must:

(a) Have served a minimum of 2 years from date of frocking or advancement to E7.

(b) Hold NEC B16A Advanced Underwater Construction Technician.

(c) Complete the following career progression through the Seabee community:

E1-E5	Attended construction rating "A" School and completed a minimum 24-month Seabee tour.
E3-E6	Achieved B17A NEC and served one sea tour.
E5-E7	Achieved B16A and served one tour.
E-7	Served as an UCT construction dive detachment leader for one 18-month fleet response training plan cycle.

(d) Be qualified at the highest level of diving supervisor at present command and must have been qualified as a surface supplied air diving supervisor as an advanced UCT (NEC B16A).

(e) Be qualified Seabee combat warfare specialist as advanced UCT and all required command qualifications at present command.

(f) Have no marks less than 3.0 in the last 36 months on the below listed reports as applicable. Must be marked promotable for advancement.

1. NAVPERS 1616/26 Evaluation Report and Counseling Record (E1-E6);

2. NAVPERS 1616/27 Evaluation and Counseling Record (E7-E9); or

3. NAVPERS 1610/2 Fitness Report and Counseling Record (W2-06).

(g) Have 36 months OBLISERV from class graduation date to fill a normal 36-month master UCT diver (B18A) tour.

(h) Have successfully passed written Master Diver Course pretest administered by NAVDIVESALVTRACEN. The validity of this test must be for 12 months from the date of the letter notification of test results. Failure to maintain eligibility by annual completion of the test will remove individuals from consideration for training.

(i) Have completed Salvage Diving Officer Course of instruction via Navy E-Learning.

(j) Have qualified surface supplied complete mixed gas (Helium Oxygen) Course and MK16 Course.

(5) Package Submission. Submit course request, MILPERSMAN 1220-100, Exhibit 3, Request for Master Diver Course; and completed package to NAVPERSCOM (PERS-401C) with the following enclosures:

(a) Copy of service record NAVPERS 1070/613 Administrative Remarks entry indicating the individual's designation as a qualified diving supervisor.

(b) Copies of NAVPERS 1616/26, NAVPERS 1616/27, or NAVPERS 1610/2 regular, transfer, and special evaluations/fitness reports for the most recent 3 years.

(c) Local screening/training process letters of completion.

(d) Awards and letters of recommendation/appreciation pertinent to determining performance, professionalism, potential, etc.

(e) NAVPERS 1070/613 entry agreeing to satisfy 36 months OBLISERV from class graduation date.

(f) Special duty request on NAVPERS 1306/7 Enlisted Personnel Action Request indicating a desire to participate in Master Diver Course.

(g) CO Recommendation Letter. Recommendation must address candidate's leadership, supervisory abilities, and technical expertise.

18. Disenrollment from Advanced Diver Training

a. **Involuntary Disenrollment**

(1) Advanced UCT Training. Members involuntarily removed from advanced UCT training for failure to meet physical or academic standards will retain their NEC B17A and be made available to their detailer for assignment. These personnel will be required to return for advanced UCT training at the end of their next duty assignment. A second failure will result in NEC B17A revocation and assignment to a non-diving billet.

(2) MDV Evaluations. Members involuntarily removed from MDV evaluations for failure to meet academic standards will retain their NEC B16A and be made available to their detailer for assignment. NAVPERSCOM (PERS-401C) will reassign personnel to the Master Diver Evaluation Course based on the recommendation of the MDV evaluation panel.

b. **Voluntary Disenrollment**

(1) Advanced UCT Training. Members who voluntarily disenroll from advanced UCT training for other than emergency

reasons must have their NEC B17A revoked and be assigned to a non-diving related billet. The training activity may provide a valid justification and recommend approval for disenrollment to BUPERS-329.

(2) MDV Evaluations. Members who voluntarily disenroll from MDV evaluations for other than emergency reasons will retain their NEC B16A and be made available to their detailer for assignment. NAVPERSCOM (PERS-401C) will not reassign these personnel to the Master Diver Evaluation Course. Personnel disenrolling for emergency reasons may be reassigned to the course based on seat availability. Recommendation of valid justifications for disenrollment will be made by the training activity to BUPERS-329 for approval.

19. Insignia and Designation

a. **Diving Insignia.** Upon fulfillment of the appropriate course of instruction, Seabees will be authorized to wear the following diving insignia per reference (g):

(1) Underwater Insignia, Diver, Second Class. This insignia is authorized upon successful completion of basic UCT training and award of NEC B17A.

(2) Underwater Insignia, Diver, First Class. This insignia is authorized upon successful completion of advanced UCT training and award of NEC B16A.

(3) Underwater Insignia, MDV. This insignia is authorized upon successful completion of MDV evaluations and award of NEC B18A.

b. **Diver Designation**

(1) When a member has been qualified as a basic UCT, the following permanent administrative remarks entry on NAVPERS 1070/613 will be made in the member's electronic service record (ESR) and submitted to the official military personnel file (OMPF):

"(Date): Qualified Basic Underwater Construction Technician this date and assigned the "DV" designator."
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(2) When a member has been qualified as a master UCT diver, the following permanent administrative remarks on NAVPERS 1070/613 will be made in the member's ESR and submitted to the OMPF:

"(Date): Qualified Master Underwater Construction Technician Diver this date and assigned the "MDV" designator."

c. Disqualification or NEC Removal

(1) Upon voluntary removal of NECs B17A, B16A, or B18A per paragraph 11, or when NECs B17A, B16A, or B18A are removed through disciplinary or administrative action per paragraph 12, members are considered disqualified as UCT.

(2) Members who are Disqualified as a Basic UCT or Advanced UCT. The following permanent administrative remarks entry on NAVPERS 1070/613 must be made in the member's ESR and submitted to the OMPF:

"(Date) Failed to maintain qualification as an underwater construction technician (include specifics for disqualification). Member has been informed that, as of this date, member is disqualified and no longer authorized to wear diving insignia or use the "DV" designator as a part of member's rate."

After being notified of their disqualification, members must have appropriate comments entered in the next periodic fitness report or evaluation and are no longer authorized to wear the diving insignia.

(3) Members who are Disqualified as a Master UCT Diver. The following permanent administrative remarks entry on NAVPERS 1070/613 must be made in the member's ESR and submitted to the OMPF:

"(Date) Failed to maintain qualification as an underwater construction technician (include specifics for disqualification). Member has been informed that, as of this date, member is disqualified and no longer authorized to wear diving insignia or use the "MDV" designator as a part of member's rate."

After being notified of their disqualification, members must have appropriate comments entered in the next periodic fitness report or evaluation, and are no longer authorized to wear diving insignia.

(4) Members whose NECs B17A, B16A, or B18A are involuntarily removed as a result of a permanent physical disqualification are authorized to continue to wear the appropriate diving insignia and continue to utilize the appropriate designator if recommended by the member's CO and approved by BUPERS-329.

EXHIBIT 1
REPORT OF SCREENING FOR SEABEE UNDERWATER CONSTRUCTION
TECHNICIAN (UCT) PROGRAM
(Use proper letter format.)

From: (screening activity)
To: Commander, Navy Personnel Command (PERS-401C)
Subj: REQUEST FOR SEABEE UNDERWATER CONSTRUCTION TECHNICIAN PROGRAM
Ref: (a) MILPERSMAN 1306-912

1. (rank or rate, name), currently attached to (member's present command), was screened for conversion to the Navy diver (ND) rating as specified in reference (a).

2. The member completed the screening as indicated below:

a. Interview conducted by: (name, rank, position, command, date) (interviewer should include any significant findings pertinent to selection or non-selection of member for requested training.)

(1) Does the applicant totally understand the mission and scope of the rating? Yes _____ No _____

(2) Does the applicant fully understand the training regimen during ND "A" School and what will be expected of him or her? Yes _____ No _____

(3) Do you believe the applicant's motivation for entry into the program is a sincere desire for professional growth and achievement, and not solely for the money or as a method to escape his or her present circumstances, etc? Yes _____ No _____

(4) Does the applicant have the ability to adapt to the requirements of the ND rating? Yes _____ No _____

(5) Is the applicant mentally prepared for the arduous training? Yes _____ No _____

(6) Does the applicant have any financial, marital, or other hardships that would impede his or her ability to concentrate on and complete the training? Yes _____ No _____

b. Physical screening test conducted by: (name, rank, position, command, date)

(1) Swim Time: _____ min _____ sec

EXHIBIT 1
REPORT OF SCREENING FOR SEABEE UNDERWATER CONSTRUCTION
TECHNICIAN (UCT) PROGRAM
(Continued)

(2) Run Time: ____ min ____ sec

(3) Sit-ups: ____, Push-ups: ____, Pull-ups: ____

c. Hyperbaric test conducted by: (name, rank, position, command or facility, date) or waived (state justification.)

d. Medical Screening. The diving medical examination, NAVPERS 1200/6 U.S. Military Diving Medical Screening Questionnaire, and NAVMED 6150/2 Special Duty Medical Abstract, were correctly completed/annotated and the Service member was found physically qualified for diving duty by an undersea medical officer? Yes ___ No ___

e. Eligible for Secret security clearance based on a national agency check with local agency and credit checks? Yes _____ No _____

3. Based on (satisfactory or unsatisfactory) completion of this screening and per rating conversion entry requirements specified in reference (a), the member (is or is not) recommended for the Seabee UCT Program. (If member is not recommended, state reason(s).)

(Signature)

Copy to:
Member's present command

EXHIBIT 2
UNDERWATER CONSTRUCTION TECHNICIAN
PHYSICAL SCREENING TESTING STANDARDS AND PROCEDURES

1. **Overview:** The underwater construction technician (UCT) physical screening test (PST) must be completed as a single event. All candidates must meet the minimum scores listed below to receive a contract or to maintain eligibility in their programs. Candidates will complete each required physical event per standards outlined in paragraph 2 and in the following sequence:

a. **PST Sequence**

- 500 yard swim
- 10 minutes rest
- Maximum push-ups in 2 minutes
- 2 minutes rest
- Maximum curl-ups in 2 minutes
- 2 minutes rest
- Maximum pull-ups (no time limit)
- 10 minutes rest
- 1.5 mile run

b. **Minimum Scores:** All candidates must meet the minimum standards for their respective programs at each phase of the selection and training pipeline. Minimum scores are subject to change via this medium or Commander, Navy Recruiting Command (COMNAVCRUITCOM); Navy Recruit Training Command (NAVCRUITRACOM); or enterprise instruction as applicable. As soon as feasible, new scores will be updated in this article. Candidates should strive to achieve significantly more than the minimum standards listed below.

(1) **UCT Minimum Standards:**

Swim:	14:00
Push-ups:	42
Curl-ups:	50
Pull-ups:	6
Run:	12:45

2. Event Standards and Test Procedures

a. **Swim Event**

(1) The swim is a timed 500-yard (450 meter) swim. The participant must complete the swim as quickly as possible using the side-stroke or the breaststroke. Both strokes must be conducted without an overhand recovery (i.e., the swimmer's hand must remain below the surface of the water).

(2) Event must only be conducted in a standard 25- or 50-yard/meter swimming pool.

(3) The uniform for the swim portion must be any swimsuit.

(4) The swim event must be conducted as follows:

(a) Swimmers enter water.

(b) Timer must signal start.

(c) Participant will call out lap number as each lap is completed.

(d) Swimmers may push off from sides with hands and feet after each pool length.

(e) Resting is permitted by holding side of pool or treading water. Participant must not stand on the bottom of the pool.

(f) Goggles or facemasks are optional, but swimmers may **not** use swim caps, ear plugs, fins, snorkels, wetsuit, flotation and or propulsion devices.

(g) Upon completion of final lap, participant will call out "Time," and the timer will call out the time to the nearest second.

(h) Participant then reports time to recorder.

(5) Event is ended if participant:

(a) Completes the prescribed distance.

(b) Receives or requires assistance from lifeguard or other person.

(c) Uses an overhand recovery at any time.

(d) Uses the bottom of the pool to stand or rest.

b. Push-ups Event

(1) The push-up event will be conducted per reference (h) and these pictures will help testers evaluate whether a push-up is performed properly. Push-ups executed by the candidate using improper form should not be counted toward the candidate's total.



Figure 1: The "Up" position of the push-up - notice the arms are straight and the back, buttocks, and legs are in line.



Figure 2: The “Down” position of the push-up - notice the arms form right angles and the back, buttocks, and legs are in line.



Figure 3: The “Down” position of the push-up.

(2) Push-ups must be performed on a firm or suitably padded, level surface.

(3) Push-ups must be performed as follows:

(a) Participant must begin in “front-leaning rest” position, palms of hands placed on floor directly beneath or slightly wider than shoulders. Both feet must be together on floor.

(b) Back, buttocks, and legs must be straight from head to heels and must remain so throughout test. Toes and palms of hands must remain in contact with floor. Feet must not contact a wall or other vertical support surface.

(c) Timer must signal start for participant and call out 15-second time intervals until 2 minutes have elapsed.

(d) Participant must lower entire body as a single unit by bending elbows until the arm forms a right angle.

(e) Participant must return to starting position by extending elbows, raising body as a single unit until arms are straight.

(f) Participant may only rest in the up position while maintaining arms, back, buttocks, and legs in straight position.

(4) Push-ups are repeated correctly as many times as possible in 2 minutes and are counted aloud by the participant's partner. Incorrect push-ups must not be counted. Participants will receive a verbal warning for any incorrect push-up. Results for event ended in less than 2 minutes must be number of push-ups properly performed at time of termination.

(5) Event is ended if participant:

(a) Touches deck with any part of body except hands and feet.

(b) Raises one or both feet or hands off deck or ground.

(c) Fails to maintain back, buttocks, and legs straight from head to heels.

(d) Receives more than two verbal warnings for executing incorrect procedures.

c. Curl-Ups Event



Figure 4: The "Down" position of the curl-up - Notice the partner holding the member's feet. Any other means of securing the member's feet is not authorized. Participant's buttocks remain on ground throughout curl-up, about 10 inches from heels.



Figure 5: The "Up" position of the curl-up - notice elbows touch thighs no more than 3 inches below the knees while hands remain in contact with shoulders and chest.

(1) Event must be conducted with partner on a level surface, a blanket, mat, or other suitable padding.

(2) Curl-ups are conducted as follows:

(a) Participant must start by lying flat on back with knees bent, heels approximately 10 inches from buttocks. Arms must be folded across and touching chest with hands touching upper chest or shoulders.

(b) The participant's feet must be held to the deck by a partner's hands. Any other means of securing the member's feet is not authorized.

(c) Timer must signal start for participant and call out 15-second time intervals until 2 minutes have elapsed.

(d) Participant curls body up, touching elbows to the thighs no more than 3 inches below the knees while keeping hands in contact with chest or shoulders.

(e) After touching elbows to thighs, participant lies back, touching lower edge of shoulder blades to deck.

(f) Participant may rest in the up or down position, but hands must remain touching upper chest or shoulders. When resting in the up position, participant may not place elbows on top of knees to rest. Participant must only rest with elbows touching thighs.

(3) Curl-ups are repeated correctly as many times as possible in 2 minutes and are counted aloud by the participant's partner. Incorrect curl-ups must not be counted. Participants will receive a verbal warning for any incorrect curl-up. Results for event ended in less than 2 minutes must be the number of curl-ups properly completed at time of termination.

(4) Event is ended if participant:

(a) Lowers legs;

(b) Raises feet off ground or floor;

(c) Lifts buttocks off ground or floor;

(d) Fails to keep arms folded across and touching chest;

(e) Fails to keep hands in contact with chest or shoulders;

(f) Remains in the down position for more than 5 seconds; or

(g) Receives more than two verbal warnings for executing incorrect procedures.

d. Pull-Ups Event



Figure 6: The "Down" position of the pull-up - notice the arms are fully extended.



Figure 7: The "Up" position of the pull-up - notice the up position has been reached once the chin is even with the top of the bar.

- (1) Event must be conducted at a pull-up bar.
- (2) Proctor will inform the participant to begin the event, at which time participant mounts the bar and begins the event at own pace.
- (3) Pull-ups are conducted as follows:
 - (a) Participant must mount the bar, starting with arms and shoulders fully extended in a dead hang.
 - (b) Participant must pull body up to bar until chin is even with or above the top of the bar.
 - (c) Participant must not use lateral, forward, or backward "kipping" motion while performing a pull-up. Participant may cross or uncross legs if desired.
 - (d) After chin has passed the bar, participant must return to the starting position to complete the repetition.

(e) Participant may rest in the hanging position at any time.

(f) Event is completed when participant dismounts the bar.

(4) Pull-ups are repeated correctly as many times as possible with no time limit and at participant's own pace. Incorrect pull-ups must not be counted. Results for event must be the number of pull-ups properly completed upon dismounting the bar.

(5) Event is ended if participant:

(a) Touches anything other than the horizontal portion of the pull-up bar.

(b) Removes hands from bar.

(6) Participant will report push-ups, curl-ups, and pull-ups completed to the recorder after completing the pull-ups.

e. Run Event

(1) The run is a timed 1.5-mile run to be completed as quickly as possible. Uniform for the timed run is running shoes and shorts.

(2) Event must be conducted on a flat, solid surface as follows:

(a) Participant must stand at start line.

(b) Timer must signal start and call out time intervals until completion of test.

(c) Participant calls out lap number when passing timer.

(d) Upon completion of final lap, participant will call out "Time," and the timer will call out the time to the nearest second.

(e) Participant then reports time to recorder.

(3) Event is ended if participant:

(a) Stops running or walking other than to retie shoelace or remove foreign object from shoe.

(b) Completes 1.5 miles.

(c) Deviates from prescribed course.