



DEPARTMENT OF THE NAVY  
OFFICE OF THE CHIEF OF NAVAL OPERATIONS  
WASHINGTON, DC 20350-2000

IN REPLY REFER TO  
OPNAVINST 1410.1  
OP-446  
10 Mar 92

OPNAV INSTRUCTION 1410.1

From: Chief of Naval Operations  
To: All Ships and Stations (less Marine Corps field addressees  
not having Navy personnel attached)

Subj: SEABEE COMBAT WARFARE SPECIALIST

Ref: (a) NAVMILPERSMAN, Article 1410500

Encl: (1) Seabee Combat Warfare Specialist Transition Period  
Qualifications  
(2) Seabee Combat Warfare Specialist Transition Period  
Submission Format

1. Purpose. To publish the requirements for qualification of officers and enlisted personnel as Seabee Combat Warfare Specialist (SCWS).

2. Discussion

a. Formal designation as SCWS signifies that an officer or enlisted member has acquired specific combat construction skills, knowledge, and experience. The individual must have demonstrated proficiency at the professional levels of competence required for satisfactory performance of duty. The qualification for designation as a SCWS may only be obtained through the formal program prescribed by this instruction.

b. SCWS qualification may only be attained while assigned to a billet within the following Naval Construction Force (NCF) or Reserve Naval Construction Force (RNCF) equivalent commands:

- (1) Naval Mobile Construction Battalion (NMCB)
- (2) Amphibious Construction Battalion (ACB)
- (3) Construction Battalion Maintenance Unit (CBMU)
- (4) Construction Battalion Unit (CBU)
- (5) Underwater Construction Team (UCT)
- (6) Naval Construction Force Support Unit (NCFSU)

3. Eligibility. SCWS qualification recognizes the efforts of a select group of officer and enlisted individuals trained in military defensive combat, advanced base construction, and Naval construction operations. Therefore, eligibility to attain the SCWS designation is limited to the following:

- a. United States Navy Officers.
- b. Other Department of Defense component Officers and enlisted personnel permanently assigned to qualifying units.
- c. United States Navy enlisted personnel (E-1 through E-9).
- d. Selected Reserve Navy Officers and enlisted personnel.

4. Standards

- a. Comply with the eligibility criteria in paragraph 3.
- b. Be permanently assigned to a qualifying NCF/RNCF unit specified in paragraph 2 throughout the qualification process.

(1) Active duty personnel must be assigned to the qualifying unit for a minimum of 12 months.

(2) Selected Reserve officers and enlisted personnel must be assigned to a qualifying unit in the Reserve Naval Construction Force. Reserve Annual Training (AT) equivalency is the completion of 24 months assigned to the qualifying unit and must include at least two periods of AT and military training with a field exercise.

- c. Have successfully completed Personnel Qualifications (PQS) for SCWS within 24 months of entry into the program.
- d. To ensure currency of qualification, the entire process must be accomplished within 3 years. The commencement of the qualification process must be documented in the candidate's service record. Subsequent assignments should be documented as well and should include recorded, cumulative SCWS PQS attainment.
- e. Have maintained overall summary fitness report mark of top 5 percent for officers or an overall enlisted performance mark of not less than 3.6 while assigned to the qualifying unit.

f. Demonstrate effective leadership and directing ability which is defined as marks not lower than a B for officers and a 3.8 in the enlisted evaluation while assigned to the qualifying unit.

g. Have successfully passed the most recent physical readiness test and met weight standards.

h. Have successfully completed the following requirements:

(1) Naval Construction Force/Seabee Chief Petty Officer (NAVEDTRA 10600). (E-7 through E-9)

(2) Naval Construction Force/Seabee Petty Officer First Class (NAVEDTRA 10601). (E-6 and below)

(3) Seabee Combat Handbook (NAVEDTRA 10479-C3).

(4) If attached to an NMCB, completed a standard regimental field training exercise. For members of other qualifying NCF units, completed an appropriate unit field exercise.

(5) Completed a locally sponsored Disaster Recovery Training Exercise.

(6) Qualified with the Table of Allowance (TOA) weapon normally assigned for the position held by the candidate.

(7) Naval Safety Supervisor (NAVEDTRA 10808-2).

i. Displayed general knowledge of the NCF mission; the NCF Occupational Safety and Health Program Manual (COMCBPAC/COMCBLANTINST 5100.1F) (NOTAL); Advanced Base Functional Component (ABFC) system (NAVFAC P-437) (NOTAL); the Naval Construction Force Manual (NAVFAC P-315) (NOTAL); and demonstrated the ability to select items from the applicable TOA to support construction and combat operations during an oral examination by a qualification board consisting of at least three SCWS qualified personnel and chaired by a lieutenant commander or above. SCWS PQS and items listed in paragraph 4h of this instruction should be used as the foundation for this examination.

j. Be recommended for SCWS qualification by the chain of command.

k. Be approved by their commanding officer.

(1) The requirement items listed in the qualification standards may be beyond the scope of duties required by many officers and enlisted personnel. This is precisely the intent of a SCWS qualification. It is a qualification standard above what is expected in the routine performance of duty.

1. If qualification has not been achieved upon transfer to another command within the prescribed time period, the commanding officer of the receiving unit will recognize recorded attainment to date but may require a demonstration of knowledge in any or all areas as deemed appropriate.

**5. Approval of Qualification**

a. Only commanding officers (O-4 and above) of NCF qualifying units may approve SCWS final qualification within their commands based upon satisfactory completion of the requirements of this instruction.

b. For personnel assigned to qualifying NCF units where the commanding officer or officer in charge is an O-3 or below final approval of SCWS qualification may be made by the chairperson of the oral examination board.

c. When enlisted members have achieved final approval for SCWS designation, the following entry will be made on NAVPERS 1070/603 of their service record:

"(Date) Qualified as a Seabee Combat Warfare Specialist (SCWS)."

d. When officers have achieved final approval for SCWS designation, the qualifying officer shall forward notification of SCWS qualification to Chief, Bureau of Naval Personnel (PERS-4413). Chief of Navy Personnel (CHNAVPERS) will assign the Additional Qualification Designator (AQD) 960 to the officer qualified.

**6. Designation and Authority to Wear the Insignia**

a. The commanding officer or the officer in charge (in the case of a CBU) of the qualifying unit is authorized to present the SCWS insignia to officers/enlisted upon qualification. The attainment of SCWS should be recognized at an appropriate ceremony and relevant comments should be incorporated in the officer's next fitness report or the next enlisted performance evaluation.

b. The designator insignia will be gold for officers and silver for enlisted personnel.

7. Qualification Continuance

a. Once qualification has been achieved, transfer to another command will not necessitate requalification as a SCWS or revalidation of the SCWS PQS.

b. Qualified enlisted personnel who subsequently accept an appointment as commissioned officers retain the right to wear the SCWS insignia under U.S. Navy Uniform Regulations.

8. Revocation of Qualification

a. For officers:

(1) SCWS designation shall be retained until it is revoked by CHNAVPERS.

(2) A commanding officer may recommend revocation of SCWS designation when an officer's performance of combat warfare duties is unsatisfactory.

(3) A request for revocation of SCWS qualification shall be submitted following provisions in reference (a).

(4) A recommendation for revocation shall not be made in lieu of detachment for cause, nor shall recommendations automatically be included in cases of detachment for cause. Revocation may be considered and recommended coincidentally with a detachment for cause but shall be handled administratively as a separate action by CHNAVPERS.

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

b. For enlisted:

(1) Members previously qualified can be disqualified by their 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 SCWS in the (include specific rationale for disqualification). Member has been informed that as of this date he/she is disqualified and no longer authorized to wear the SCWS insignia."

(3) Once disqualified, approval to commence re-qualification must be requested from the commanding officer, and all provisions of this instruction must be re-accomplished. Reinstatement will not be granted except as outlined in this paragraph.

9. Transition Period

a. In order to initiate the SCWS program, for a 6-month period following the date of this instruction, active duty and selected reserve officers (O-3 and above, all limited duty and chief warrant officers) and enlisted (E-6 through E-9) may have their records of service reviewed for qualification. Commanding officers (O-4 and above) of NCF units have the authority to review records of service of personnel assigned to their command and determine eligibility based upon individual professionalism, ability, and fitness reports/performance evaluations. Personnel not assigned to an NCF/RNCF unit, and those personnel assigned to qualifying NCF/RNCF units whose commanding officer/officer in charge is an O-3 or below, may have their record of service reviewed for qualification by either Commander, Naval Construction Battalions, U.S. Pacific Fleet (COMCBPAC), or Commander, Naval Construction Battalions, U.S. Atlantic Fleet (COMCBLANT). Enclosure (1) lists minimum qualifications to be submitted per the format in enclosure (2).

b. Waiver of the 6-month period or other requirements listed in subparagraph 9a is not authorized.

c. For those individuals found to be eligible, the commanding officer/officer in charge will approve the qualification and recognize the accomplishment under paragraph 6.

10. Review. As principal advisor to the Chief of Naval Operations on Seabee Warfare matters, the Deputy Chief of Naval Operations (Logistics) Shore Activities Division (OP-44) is charged with the responsibility for periodic review and updating of this instruction.

*F. B. Kelso II*  
F. B. KELSO, II

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SEABEE COMBAT WARFARE SPECIALIST TRANSITION PERIOD QUALIFICATIONS

Those personnel wishing to have their records reviewed for SCWS qualification during the transition period are to submit the following to COMCBPAC or COMCBLANT utilizing the format of enclosure (2):

(1) Certified true copies of NAVPERS 1070/605 from the Enlisted Service Record, NAVPERS 1305/51 (Active Duty Officers), or all CNAVRES 1321/1 (Selected Reserve Officers) showing period assignment to a qualifying unit.

(2) Certified true copies of NAVPERS 1070/609 of the Enlisted Service Record covering the period of assignment to a qualifying unit. Officers can voluntarily provide copies of NAVPERS 1611/1 covering the period of assignment to the qualifying unit or BUPERS will be requested to verify that officer performance met the qualification requirements.

(3) Certified true copy of OPNAV 6110/2 (Rev 1-88) showing PRT results and weight standard compliance.

(4) Certified true copies of NAVPERS 1070/604, NAVPERS 1070/613, or letters showing weapons qualification during the period of assignment to a qualifying unit.

(5) A listing of all duty assignments to NCF units including headquarters and staffs and descriptions of all positions held.

(6) Certified true copies of documents showing completion of any of the following correspondence courses which may have been successfully completed.

(a) Naval Construction Force/Seabee Chief Petty Officer (NAVEDTRA 10600).

(b) Naval Construction Force/Seabee Petty Officer First Class (NAVEDTRA 10601).

(c) Seabee Combat Handbook (NAVEDTRA 10479-C3).

(d) Naval Safety Supervisor (NAVEDTRA 10808-2).

Enclosure (1)



SEABEE COMBAT WARFARE SPECIALIST TRANSITION PERIOD SUBMISSION  
FORMAT

SSIC  
DATE

From: Commanding Officer (your current Commanding Officer)  
To: COMCBPAC or COMCBLANT

Subj: SEABEE COMBAT WARFARE SPECIALIST (SCWS) DESIGNATION FOR  
(YOUR NAME/RANK/SERVICE NUMBER)

Ref: (a) OPNAVINST 1410.

Encl: (1) Copies of NAVPERS 1301/51, CNAVRES 1301/4 or NAVPERS  
1070/605  
(2) Copies of NAVPERS 1611/11 (Voluntary) or NAVPERS  
1070/609  
(3) Copy of OPNAV 6110/2 (Rev 1-88)  
(4) Copy of weapons qualification form  
(5) Listing of all NCF duty assignments and description  
of all positions held  
(6) -(x) copies of any correspondence course completion  
documents

1. Under reference (a), enclosure (1)-(x) are submitted on behalf of (your name and rank/rate) for your review and potential qualification as a Seabee Combat Warfare Specialist.

Signed

Enclosure (2)