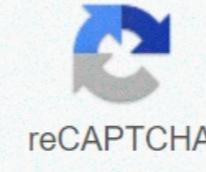




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Bar to reenlistment counseling example

Bar to Continued Service – IAW Army Directive 2016-19, effective January 1, 2016. The bar on continuing service places soldiers on notice that his or her other services may not be in the best interest of the military. Applies to all enrolled ranks regardless of the specified RCP/maximum age for each rank, bar on continuing service limits on continued service to soldiers of a high moral nature and personal capacity. Accordingly, soldiers who currently serve under the NCO Career Status Program (formerly the Indefinite Reenlistment Program), including soldiers transitioning from RA to reserve component, may be excluded from continued service. Soldiers who do not overcome the bar for continuing service will be separated from the Army IAW AR 635-200 (Chapter 13 will include changes) and AR 135-178. Soldiers who are separated because of the bar, or who leave the army with a bar in place, will have reenry code 3 commented on DD Form 214 (Certificate of Release or Discharge from Active Duty) or established in their permanent records. USAR Soldiers not eligible for DD Form 214 will have a Bar to Continued Service note in the comments section of their discharge orders. This code requires an exception to re-enter any army component. Standards for continuing service - Only soldiers of high moral character, personal competence, and demonstrated adaptability to the requirements of a professional soldier's moral code will be allowed to continue serving. All soldiers should be evaluated within the concept of the whole person. Soldiers who cannot or cannot measure according to these standards, but whose immediate separation under proper administrative procedures is not currently justified, will be excluded from further service. (1) He or she is not a candidate for reenlistment or continued service in any branch of the military. (2) He or she is a candidate for separation if the circumstances that led to the bar to resume service are not overcome. Soldiers will be instructed exactly what they are expected to cross the bar to continue serving, and will have explicit timetables to overcome the grounds of the bar. Mandatory Bar for continuing service - IAW AR 601-280, paragraph 8-4e: Commanders must start the bar for continuing service or departmental proceedings (according to AR 635-200) against soldiers who meet the following criteria. Commanders are not required to initiate a bar for continuing service to soldiers who have been promoted, selected in promotable status, selected for promotion by the HQDA Promotion Board for the SFC-MSG who previously overcame the reasons given below before 1 January 2007. Although these reasons are required to begin with, the bar can be removed by the IAW Appendix K when a soldier overcomes a deficiency. Soldier-(1) Does not make satisfactory progress in the Army Body Composition Program (see AR 600-9) (2) Fails two consecutive APFT (See AR 350-41) (3) Is removed due to NCOES courses (see dictionary) (4) Lost PMOS qualification IAW DA Pam 611-21 due to soldier error. (5) The pilot-in-command has refused automatic integration into the Permanent Support List of SGT or SSG IAW AR 600-8-19, the finding of guilt pursuant to Article 15 of the UCMJ; a civil criminal conviction; conviction by a military court. (7) Having two or more separate proceedings pursuant to Article 15, the UCMJ has the effect of establishing the guilt of a field commander during a soldier's current assignment or period of service. (8) AWOL is more than 96 hours during the current period of listing and/or re-listing. I'll receive a bar on reenlistment. Can I appeal against this action? Yes, AR 601-280 Chapter 8 includes Bars for Reenlistment. The appeals state: Soldiers who wish to lodge an appeal who are otherwise qualified according to chapter 3 criteria, including those with approved exemptions, will not be involuntarily separated while an appeal is pending. If the soldier wants to lodge an appeal but refuses detention to process the appeal, he will be informed that the bar will remain in effect. From the time it is informed that the bar has been approved, the soldier will have the option of 7 days to submit an appeal. In any event, the pilot-in-command in the bar may grant an extension of that period. Appeals shall be personally confirmed by each commander (or acting commander) in command and approved or rejected by the competent authorities referred to in (1) or (2) below. The final approval of appeals shall be at least one level higher than the original type-approval authority. Page 21 will run out to receive a bar on reenlistment. Can I appeal against this action? Yes, AR 601-280 Chapter 8 includes Bars on The appeals state: Soldiers who wish to lodge an appeal who are otherwise qualified according to chapter 3 criteria, including those with approved exemptions, will not be involuntarily separated while an appeal is pending. If the soldier wants to lodge an appeal but refuses detention to process the appeal, he will be informed that the bar will remain in effect. From the time it is informed that the bar has been approved, the soldier will have the option of 7 days to submit an appeal. In any event, the pilot-in-command in the bar may grant an extension of that period. Appeals shall be personally confirmed by each commander (or acting commander) in command and approved or rejected by the competent authorities referred to in (1) or (2) below. The final approval of appeals shall be at least one level higher than the original type-approval authority. (1) For soldiers with less than 10 years of active federal service on the day of the opening of the bar, the approval or disapproval authority is the first general officer in the soldier chain of command, or commander of the GCMCA's performance, which is in the finest lines per soldier. The personal signature of the approving or non-approving authority is required. (2) For soldiers with more than 10 years of active federal service on the opening day bar, and who are not indefinitely, the approval or disapproval authority is CG, HRC-Alexandria. Unless expressly requested by the approving authority, appeals will not be sent through the corps, MACOM or similar commanders en route to HRC-Alexandria. (3) Bars for reenlistment approved by HRC-Alexandria under this Regulation may not be revoked Do you consider this information useful? I appreciate your feedback! TOP Event-oriented advice addresses a specific event or situation. It can attend events such as attending a promotional board or attending a school, or it can track events such as remarkable service performance, performance issues, or a personal issue. Examples of event-oriented advice include, but are not limited to, instances of outstanding or substandard performance, income and integration counseling, crisis counseling, referral counseling, promotion counseling, and departmental counseling. 5-13. Sometimes advice is tied to specific cases of superior or non-standard performance of the service. For example, you tell your soldier whether the performance meets the standard and what the soldier did right or wrong. The key to successful counseling for a particular performance is to conduct counseling sessions as close to the time of the event as possible. 5-14. When advising the soldier for a particular performance take the following measures: Tell the soldier the purpose of the counseling, what was expected and how they failed to meet the standard. Addressing specific unacceptable or actions, not the nature of the person. Tell the soldier what effect the exercise has on the rest of the unit. Actively listen to the soldier's answer. Stay unemotional. Teach the soldier how to meet the standard. Be prepared to do some personal advice because lack of performance may be related to or the result of a personal problem. Explain to the soldier what will be done to improve performance (action plan). Identify your responsibilities when implementing the Action Plan. Continue the evaluation and follow-up on the soldier's progress. Adjust the action plan as needed. Reception and Integration Advice 5-15. Leaders must advise new team members when they report. Reception and integration advice serves two purposes: firstly, it identifies and helps to address any problems or concerns that new members have, in particular any problems arising from the assignment of a new obligation. Second, it lets them know the unit standards and how they fit into the team. Reception and integration counseling begins the process of building a team and allows the soldier to know the leadership he is interested in. Recruitment and integration advice clarifies job titles and sends the message that the chain of command cares. Advice on recruitment and integration should start as soon as they arrive so that new team members can be quickly integrated into the organization. Figure 5-3 provides some possible discussion points. Crisis advice 5-16. You can conduct crisis counseling to get a soldier through the initial shock after receiving negative messages such as a notification of the death of a loved one. You help the soldier by listening and providing assistance as needed. Assistance may include referring a soldier to supporting activities or coordinating the support of external agencies. Crisis counselling focuses on the immediate, short-term needs of the soldier. Referral advice 5-17. Referral advice helps soldiers work in a personal situation and can be followed by crisis counselling. Referral advice also acts as preventive counselling before the situation becomes a problem. Usually, the leader assists the soldier in identifying the problem. 5-18. External agencies can help leaders solve problems. While it is generally in the best interests of the individual to seek help first from their frontline leader, leaders must always respect the individual's right to contact these agencies themselves. Leaders can refer a soldier to an appropriate resource, such as an Army community service chaplain, or substance abuse counselor. Further information on support activities can be found in Appendix B, Army Programs or FM 6-22 (22-100), Appendix C. Helping soldiers cope with personal problems means more than referring a soldier to another person—chaplain, doctor, or adviser. Until the problem is solved, you have a soldier with a problem in your unit, so that's your problem. Let Soldiers know what you are doing to help them solve their problems. FM 22-600-20, Army Noncommissioned Officer Guide, 1980 Promotion Advice 5-19. Commanders or their designated representatives must carry out promotional advice to all specialists, corporals and sergeants who are entitled to the procedure without exception, but are not recommended to be promoted to the next higher class. Army regulations require soldiers in this category to receive initial (event-oriented) advice when they reach full eligibility and then regular (performance and personal growth) advice at least quarterly. Unfavorable Department Consultancy 5-20. Unfavorable departmental advice may include informing the soldier of the administrative activities available to the commander in the event that non-standard performance continues and of the consequences associated with these administrative measures. (See AR 635-200, Chapter 1, paragraph 1-16 and Chapter 17.) 5-21. Developmental advice may not be applied if a soldier has committed more serious acts of misconduct. In these situations, the supervisor should refer the matter to the commander and the office of the judge of the judge's office. When a leader's rehabilitation effort fails, counseling to the department fills the administrative premise for many administrative discharges and serves as a final warning to the soldier to improve performance or face discharge. In many cases, it may be beneficial to engage chain of command once you find that unfavorable department counseling may be necessary. The First Sergeant or Commander should inform the soldier of the notification requirements set out in AR 635-200. 635-200.

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