

## **Q&A Session for 'Ask CPC' – Webinar**

**07 November 2013**

### **Nomination Content Considerations:**

**Q1:** Does the UAB take into consideration if an award is submitted by the officer (self) or supervisor? Does a self-nomination warrant internal UAB discussion / influence the acceptance of the award submission?

**A1:** An award submission requires the signature of the officer's supervisor and an O6 or SES level signature within the chain of command. There is nothing in the Directives to prevent an officer from a self-nomination, however in this instance the supervisor would be the first intermediate authority, and an O-6 or SES would be the second intermediate authority.

**Q2:** Should officers save their accomplishments for a nice, fat award recommendation at the end of their assignment?

**A2:** This approach is not recommended by the UAB. Awards should be given to recognize individuals in a timely manner rather than saving the recognition for the end of an assignment.

Additionally, when considering rewarding co-workers, Revisiting two fundamentals from the Mid-Grade course should help us find our own personal answer to this question. First, we need to sort out what is formal recognition (award) and what are informal means to support the behavior we wish to recognize. Not all accomplishments are singularly worthy of an award, but many deserve informal recognition. The principle that all people need to have a sense of being appreciated is a foundational component of human behavior. For many, the simple, appreciative act of saying "thank you for a job well done" goes a long way to build an individual's self-worth and purpose for giving their best.

Secondly, the separation of award and informal recognition becomes even less complex when we add the 'PICNIC' principle. PICNIC, the acronym 'Positive Immediate Consequence, Negative Immediate Consequence,' is a guiding principle of affirming or extinguishing behavior. The formal award, at its best, is seldom immediate. Informal acknowledgement, on the other hand can be as immediate and simple as commenting, "I saw the effort you put in on (task) and appreciate your dedication to getting the mission done right". A recommendation for formal recognition may be forwarded or we may record this event to the list of accomplishment for an end of tour award. Using both methods you have 'immediately' acknowledged the behavior, and in all likelihood, immediate praise will be recalled and amplify the formal award's value whenever it is delivered.

Awards and informal recognition work together to giving our coworkers a sense of appreciation, and of purpose to give their very best. We can take care of our people both professionally and personally these two ways. Take care of people and they will take care of you.

Updated 11/22/2013

**Q3:** Can civilian line office directors submit award recommendations for officers who critically assisted their line offices during the 2013 Shutdown?

**A3:** The UAB will review the awards on a case by case basis for specific special acts that occurred during the 2013 Shutdown of the Federal Government. All NOAA Corps officers serving during this period were recognized by the NOAA Administrator with a Unit Citation.

#### **Nomination Process and Procedures:**

**Q4:** How do you go about getting your sea service ribbons?

**A4:** Sea Service awards are issued via the command of your ship. The Commanding Officer (CO) verifies the requirements has been met and signs off on the [Sea Service Authorization Worksheet](#). When CPC receives the completed form the award is added to the officer's Officer Personnel Records. CO's are provided with ribbons to present upon completion of the requirements outlined in the authorization worksheet. CO's of vessels must have their authorization worksheet verified and signed by their Marine Center.

**Q5:** When updating the Directives was any consideration given to allowing NCDR to be approved at the Command, Marine Center or Aircraft Operations Center? Do other services allow such approval at this level?

**A5:** Not at this time. The authority for awarding the NOAA Corps Director's Ribbon resides with the RADM. He/She may delegate that authority to the center directors, and an update to the Directives would be required to include the change.

#### **Changes to Directives & New Awards:**

**Q6:** Are there plans to reinstall the physical fitness requirements now that physical training (PT) is involved in BOTC?

**A6:** CPC is reviewing these requirements with OMAO Health Services, Office of General Counsel and Director, NOAA Corps. Once the appropriated determination for PT requirements is made, an update to the Directives will be made. This has been an ongoing process for several years and remains a priority for the organization.

**Q7:** How far back will we recognize national disaster events? Will that award only be for moving forward or can it be retroactively awarded?

**A7:** The National Response awards included in the current draft of the revised Chapter 12 Directive will be in effect when the Directives complete the clearance process and are approved. The awards will **not** be awarded retroactively as most officers have been otherwise awarded for recent National Response events.

**Q8:** Will an addition of uniform insignia for UAS pilots ever be considered? What is the status of approval for wear of qualification insignia on ODUs, for example Small Craft Command, and Working Diver insignias?

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**A8:** The creation of a new NOAA Corps award/insignia requires extensive and prolonged planning, development, execution and maintenance. This process includes: gaining approval for development by the Director, NOAA Corps, the Secretary, or possibly Office of Personnel Management; working with the Institute of Heraldry for design and specification generation and control sample development; incorporation into and approval of the NOAA Corps Directives; identifying and maintaining a manufacturer; establishing distribution chain. Therefore, several considerations need to be made prior to the generation of a new decoration to establish where it fits into the organization's priority.

**Q9:** Will previously awarded Navy Sea Service Deployment Ribbon (SSDR) be replaced by NOAA SSDR once available?

**Q9:** For individuals who received the Navy SSDR ribbon while serving in NOAA, the new NOAA Corps Sea Service Deployment Ribbon will be awarded to replace this award. For individuals who received the Navy SSDR while serving in the Navy, the award will not be replaced by the NOAA Corps Sea Service award, and these officers are authorized to continue to wear the Navy SSDR ribbon.