



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
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OPNAVINST 6520.1A
N17
14 Jun 2016

OPNAV INSTRUCTION 6520.1A

From: Chief of Naval Operations

Subj: OPERATIONAL STRESS CONTROL PROGRAM

Ref: (a) DoD Instruction 6490.05 of 22 November 2011
(b) NTTP 1-15M
(c) OPNAVINST 1500.22H
(d) CNO memo 1000 Ser N1/127016 of 24 Feb 09

Encl: (1) Navy Operational Stress Control-Leader and Deckplate
Leader Operational Stress Control Training
(2) Operational Stress Control Resources

1. Purpose. To establish policy, guidelines, procedures, and responsibilities, per reference (a), to standardize the Operational Stress Control (OSC) Program across the Navy. Major changes included in this revision are revised training guidelines (i.e., non-traditional deployable units), waiver guidance, and updated general military training (GMT) requirements. This instruction is a complete revision and should be reviewed in its entirety.

2. Cancellation. OPNAVINST 6520.1 and NAVADMIN 262/13.

3. Scope. This instruction applies to all Navy activities, commands and military personnel.

4. Discussion. The OSC Program is an element of force health protection with three main goals: identification, prevention, and treatment of stress problems per the combat and OSC doctrine described in reference (b). The broad goal of OSC is to help Navy leaders build resilience within units and individual Sailors, through an integrated, evidence-based program aimed at increasing the awareness and understanding of stress and providing strategies to mitigate detrimental effects. The OSC Program will help leaders to know when and how to use chaplains, medical personnel, counselors, and community resources to build a culture that is supportive of help-seeking behaviors. The OSC Program will provide practical tools and make appropriate

training and resources available. The Navy's vision is to develop an environment in which all Sailors are trained and motivated to navigate stress and to assist their shipmates. Navy commands and activities accomplish this by executing OSC strategies and policies.

5. Policy. OSC Program management consists of four functional areas: policy and oversight; strategic communication; training and education; and assessment and analysis.

a. Policy and Oversight. Policy will be published and maintained for the OSC Program by the Office of the Chief of Naval Operations 21st Century Sailor Office (OPNAV N17). For the latest information, refer to the OSC Web site:

http://www.public.navy.mil/bupers-npc/support/21st_Century_Sailor/osc/Pages/default.aspx.

b. Strategic Communication. OSC strategic communication is part of an integrated communication strategy executed by the Navy Suicide Prevention Branch (OPNAV N171). This strategy leverages best practices in health communication to inform, empower, and encourage Sailors and members of the Navy community to recognize signs of stress within themselves and others, and know where to turn for help. Print products that educate audiences on key OSC concepts are available for download from the OSC Web site and may be ordered from the Naval Logistics Library. Ongoing communications engagement is conducted on OSC social media channels including Facebook (<http://www.facebook.com/navstress>), Twitter (<http://www.twitter.com/navstress>) and Wordpress (<https://navstress.wordpress.com>).

c. Training and Education. OSC is an integral part of Navy enlisted and officer training. Sailors must be taught OSC at accession points and at military career milestones. Additional training will be provided as described in subparagraphs 5c(1) and 5c(2).

(1) GMT will be required under current relevant Department of Defense and Department of the Navy policy. GMT is required to be completed per reference (c) and is scheduled annually via the GMT schedule naval administrative message for all active duty and Reserve Navy personnel. Navy Operational

Stress Control Leader (NAVOSC-LEAD) and Deckplate Leader Operational Stress Control (DPL-OSC) courses meet the training requirements established in reference (c).

(2) Mobile training teams (MTT) provide required pre-deployment Navy OSC skills training to all Sailors per enclosure (1). If operational commitments preclude completion of required training, commanding officers must contact Director, OPNAV N171 for scheduling resolution. If there is no resolution, commands will submit a waiver to OPNAV N171 via their immediate superior in command.

d. Assessment and Analysis. The OSC Program will regularly partner with researchers and scientists to evaluate effectiveness of policy and outreach. Assessment and analysis of available behavioral health research and data, as well as regular use of training assessments, will inform program elements and training. The goal is to maintain a program backed with a scientific foundation.

6. Tools and Resources. Refer to enclosure (2) for additional tools and resources to improve resilience.

7. Action. The organizations, offices, and individuals listed in subparagraphs 7a through 7k must perform the actions listed in their respective paragraph.

a. OPNAV N17

(1) Establish policy and provide overall direction for the OSC Program including resources and planning;

(2) Establish and maintain training requirements and ensure OSC is embedded throughout a Sailor's career path from accessions through flag officer training;

(3) Establish and maintain MTTs to support the training requirement for the NAVOSC-LEAD and DPL-OSC courses, and others as directed;

(4) Convene the OSC governance board, per reference (d), at least quarterly, which functions to advise and complement OSC initiatives;

(5) Develop a coordinated annual strategic communication plan; and

(6) Maintain approval authority of OSC training material content.

b. Commander, Naval Education and Training Command

(1) Coordinate and integrate OSC training for all personnel. OSC training must be incorporated into:

(a) Enlisted accession courses, to include Recruit Training Command and Navy Military Training (life skills);

(b) Enlisted leadership courses, to include all training at career milestones;

(c) Officer accession courses, to include Officer Training Command; and

(d) GMT.

(2) Provide representation on the OSC governance board.

c. Director, Naval Center for Combat and Operational Stress Control

(1) Serve as subject matter expert for training material content;

(2) Develop and implement a standardized, comprehensive caregiver OSC Program for all medical department personnel;

(3) Establish a mechanism to coordinate caregiver interaction with medical personnel, the Chaplain Corps, and Commander, Navy Installations Command; and

(4) Provide representation on the OSC governance board.

d. Commanding Officers and Officers-in-Charge

(1) Coordinate and implement OSC policy and training into the command.

(a) Take proactive steps to empower Sailors, commands, and family members to build resilience, and reduce stress reaction injuries;

(b) Ensure all leaders know how to identify and mitigate stress in themselves and their Sailors; and

(c) Take proactive steps to reduce negative attitudes about seeking help for stress or other psychological health-related issues.

(2) Comply with the training requirements of enclosure (1) and ensure that course completion is documented in the Fleet Training, Management and Planning System (FLTMPS).

(3) Conduct instructor-led OSC awareness GMT periodically as directed by reference (c).

e. Master Chief Petty Officer of the Navy

(1) Ensure OSC policies receive the widest dissemination throughout the senior enlisted community; and

(2) Serve on or provide a representative to the OSC governance board.

f. Chief of Navy Reserve (CNO N095)

(1) Coordinate and integrate OSC policy into Reserve commands ensuring policies are consistent with those established for the Active Component; and

(2) Provide representation on the OSC governance board.

g. Chief of Chaplains (CNO N097)

(1) Include OSC policy and training into chaplaincy policy and training;

(2) Provide representation on the OSC governance board;
and

(3) Provide advice and support to authorities listed in paragraph 7 in order to implement concepts of spiritual health into OSC programs.

h. Commander, U.S. Fleet Forces and Commander, U.S. Pacific Fleet

(1) Coordinate integration of OSC policy and training into commands to foster culture change to increase positive attitudes about help-seeking behaviors within the operational forces; and

(2) Provide representation on the OSC governance board.

i. Commander, Naval Installations Command

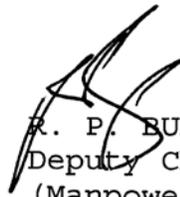
(1) Implement OSC policy and training within fleet and family support centers, morale welfare and recreation programs, chaplain-led programs, and family programs; and

(2) Provide representation on the OSC governance board.

j. Superintendent, U.S. Naval Academy (USNA). Integrate OSC training into USNA curricula.

k. President, Naval War College. Incorporate OSC training into Navy Leadership and Ethics; Department Head; Division Officer; Senior Enlisted Academy; and Command Master Chief or Chief of the Boat courses.

8. Records Management. Records created as a result of this instruction, regardless of media and format, must be managed per Secretary of the Navy Manual 5210.1 of January 2012.


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(Manpower, Personnel, Training
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NAVY OPERATIONAL STRESS CONTROL-LEADER AND DECKPLATE LEADER
OPERATIONAL STRESS CONTROL TRAINING

1. NAVOSC-LEAD and DPL-OSC courses are mandatory for commands within 9 months prior to deployment for all officers, chief petty officers, and petty officers. This training is provided by MTTs, or those facilitators approved by OPNAV N17, in support of Navy's 21st Century Sailor Office initiatives. Leaders must be able to assess individual and unit stress, take appropriate actions to mitigate stress issues before they become problematic and eliminate negative attitudes associated with help-seeking behaviors. Building resilience and mitigating stress is a leadership responsibility that directly impacts the Navy's warfighting readiness and effectiveness.

a. For purposes of this instruction, "deployment" refers to the traditional 6 month or more deployment that is on a routine schedule cycle followed by an Inter-deployment Training Cycle (e.g., fleet response plan, optimized fleet response plan), except as outlined in paragraph 3 of enclosure (1).

b. Operational commands on a non-traditional deployment schedule (e.g., submarine service ballistic nuclear, submarine service guided nuclear, take charge and move out, forward deployed naval forces, Navy Expeditionary Combat Command) must complete the training every 2 years.

c. Submarines in extended overhaul must ensure the training is completed every 2 years.

d. Non-deploying commands (e.g., shore commands) must comply with Navy's GMT requirements for OSC Program.

2. OSC MTTs must prioritize scheduling OSC training with all deploying commands at no cost to the command to meet the 9-month mandate. MTTs travel worldwide to deliver two targeted courses: NAVOSC-LEAD for E-7 and above; and DPL-OSC for E-4 to E-6 personnel. Underway training by MTTs is also an option. Commands must document completion of training in FLTTPS prior to deployment.

3. Commanders and commanding officers will ensure maximum participation with at least 75 percent of officers, chief petty officers, and petty officers completing training within a

9-month pre-deployment window or during the biennial training, if applicable. Class sizes for both courses should be limited to 35 to 50 participants to enhance the training experience. To ensure the best use of limited resources, commanding officers should ensure the number of personnel attending training is within 90 percent of what was committed when courses were scheduled.

4. MTTs or those authorized by OPNAV N17 are the only personnel certified to facilitate NAVOSC-LEAD and DPL-OSC.

5. Points of contact for scheduling and programming are:

a. MTT West at (619) 556-6640/DSN: 526-6640 or via email at oscmttwest@navy.mil;

b. MTT East at (757) 444-0800/DSN: 564-0800 or via email at oscmtteast@navy.mil; and

c. Director, OPNAV N171 at (901) 874-6635/DSN: 882-6635.

OPERATIONAL STRESS CONTROL RESOURCES

1. Chain of Command
 - a. Leading chief petty officer
 - b. Command career counselor
 - c. Division officer or department head
 - d. Command master chief or chief of the boat
 - e. Command chaplain
 - f. Medical officer or independent duty corpsman
2. 21st Century Sailor OSC Web site:
http://www.public.navy.mil/bupers-npc/support/21st_Century_Sailor/osc/Pages/default.aspx
3. Navy NavStress: <https://navstress.wordpress.com>
4. Navy Leader's Guide for Managing Sailors in Distress:
<http://www.med.navy.mil/sites/nmcphc/Documents/LGuide/index.aspx>
5. Military One Source: <http://www.militaryonesource.mil> or
hotline 1-(800)-342-9647
6. Navy Suicide Prevention Program Web site:
http://www.public.navy.mil/BUPERS-NPC/support/21st_century_sailor/suicide_prevention/Pages/default.aspx/
7. Naval Center for Combat and Operational Stress Control:
<http://www.med.navy.mil/sites/nmcsc/nccosc/pages/welcome.aspx>
8. Chaplains:
<http://www.navy.mil/local/chaplaincorps/chaplaincare.asp>
9. Fleet and Family Support Programs:
http://www.cnic.navy.mil/ffr/family_readiness/fleet_and_family_support_program.html

10. Naval Logistics Library (common access card enabled):
<https://nll.ahf.nmci.navy.mil/default.cfm> or call 1-866-817-3130
or (215) 697-2626/DSN: 442-2626

11. Navy Marine Corps Public Health Center (Psychological and Emotional Well-Being):
<http://www.med.navy.mil/sites/nmcphc/health-promotion/psychological-emotional-wellbeing/Pages/psychological-emotional-wellbeing.aspx>

12. Real Warriors Campaign: <http://www.realwarriors.net>