



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

OPNAVINST 1412.11
N881
MAY 19 2008

OPNAV INSTRUCTION 1412.11

From: Chief of Naval Operations

Subj: PROFESSIONAL AVIATION MAINTENANCE OFFICER QUALIFICATION
AND DESIGNATION

Ref: (a) NAVEDTRA 43438 (NOTAL)

1. Purpose. To issue the requirements for qualification and designation as a Professional Aviation Maintenance Officer (PAMO).

2. Discussion. The PAMO Personnel Qualification Standard (PQS), reference (a), is designed to recognize the significant contributions made by aviation ground officers in support of the Navy's aviation mission and warfighting capabilities. PAMOs addressed by this instruction are the Aerospace Maintenance Duty Officers (AMDOS), aviation maintenance Limited Duty Officers (LDOs), and aviation maintenance Chief Warrant Officers (CWOs). The PAMO designation distinguishes the officer whose career path and training has prepared him/her to support air operations at sea in a combat environment, as well as contribute fully to the damage control and survival of the ship and embarked aircraft.

3. Eligibility. Commissioned officers with designators 152X, 633X, 734X, or 738X are eligible to attain a warfare designation as a PAMO.

4. Qualification Requirements. To earn the PAMO designation, an individual must acquire significant experience and display a high level of knowledge in all aspects of aviation warfare support. It is recognized that community billet constraints may prevent all designator eligible officers from acquiring the explicit career path experience necessary to participate in the program. Waivers for qualification requirements will not be approved. Specific requirements are:

a. Complete all tasks in reference (a) with successful completion of each task documented by a PQS qualified

~~MAY 19 2004~~

PAMO. Shipboard PQS requirements should be completed while aboard an air capable ship. Local tailoring of the PQS is not authorized.

(1) Participating officers should start the PQS during their first assignment as a PAMO, but not prior to commissioning. Previous enlisted assignments do not qualify an individual for sign-off of a watch station. Completion of a specific task must be performed while assigned in an officer paygrade and billet. Sign-off of training requirements based on prior PQS completion of corrosion control, damage control, and firefighting, common to both officer and enlisted communities, is authorized if documented in the individual's service record.

(2) Commanding Officers are encouraged to report the progress of PQS completion on the Fitness Reports (FITREPs) of AMDOs in order to ensure proper career development and facilitate a structured mentoring program.

b. Complete a minimum of 24 months at an organizational-level maintenance activity while assigned in an aviation maintenance officer billet.

c. Complete a minimum of 24 months at an intermediate-level maintenance activity while assigned in an aviation maintenance officer billet.

d. Complete at least one operational deployment of at least 90 days while assigned in an aviation maintenance officer billet.

e. After satisfying the requirements outlined in subparagraphs 4a through 4d, demonstrate a specific and professional knowledge in all areas relevant to aviation maintenance during an oral examination administered by a PQS qualified Aviation Maintenance Officer (AMO), O5 or above. In addition to the board chairman, the oral examination shall include at a minimum a PQS qualified AMO and an aviation supply PQS qualified officer.

5. Final Qualification

a. Commander Naval Air Forces, Aircraft Maintenance Policy Officer (CNAF N422) is the final approval authority for all AMO PQS qualifications. Results of the oral board, including board

membership, the date oral board was convened, the date PQS was started, the date the last PQS task was signed-off, and a chronological officer command/job/deployment history shall be forwarded to CNAF N422 by the board chairman.

b. Once approved, CNAF N422 will direct that the Additional Qualification Designator IL6 be added to the individual's service record.

6. Designation and Authority to Wear PAMO Insignia. An individual's Commanding Officer is authorized to present the PAMO insignia upon approval by CNAF N422. Achievement should be recognized at an appropriate ceremony with relevant comments included in the officer's next FITREP.

7. Revocation of Qualification

a. The Commanding Officer, or an immediate superior in command in the individual's chain of command, may recommend revocation of PAMO designation when an officer's performance or aviation support duties are deemed unfit.

b. Recommendations for revocation (with supporting rationale) shall be forwarded to CNAF N422 and Navy Personnel Command (NAVPERSCOM) Aviation Officer Assignment Branch (N43) via official channels. Correspondence shall be submitted via the officer concerned, who shall be afforded the opportunity to submit a written statement concerning the matters set forth.

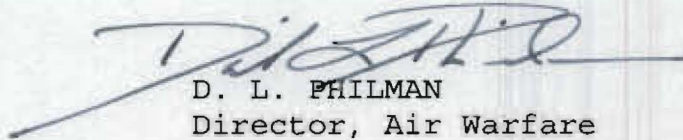
c. The PAMO designation shall remain in affect until revoked by NAVPERSCOM.

d. Recommendation for revocation will not be made in lieu of detachment for cause, nor will recommendations automatically be included in case of detachment for cause. Revocations may be considered and recommended coincidentally with a detachment for cause but will be handled administratively as a separate action by NAVPERSCOM.

8. Review. As principal advisor to the Chief of Naval Operations on air warfare matters, the Director, Air Warfare Division (N88) is charged with the responsibility of periodic review and updating of the contents of this instruction.

MAY 19 2009

9. Records Management. Records created as a result of this instruction, regardless of media and format, shall be managed in accordance with Secretary of the Navy Manual 5210.1.



D. L. PHILMAN
Director, Air Warfare

Distribution:

Electronic only via Department of the Navy Issuances Web site
<http://doni.daps.dla.mil/>