



PERSONNEL QUALIFICATION STANDARD

FOR

SEABEE COMBAT WARFARE (SCW), NCF OFFICER

NAME (Rate/Rank) _____

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Although the words "he," "him," and "his" are used sparingly in this manual to enhance communication, they are not intended to be gender driven nor to affront or discriminate against anyone reading this material.

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PREFACE

Warfare Qualified Officers are an essential element of our Navy's Operational Primacy. The objective of the Seabee Combat Warfare Program is to provide the candidate an introduction into the processes and topics necessary to support the warfighting requirements of our Navy. This personnel warfare standard will focus on mission effectiveness, combat readiness and survivability as well as introducing an overall understanding of how an individual unit mission fits into and supports naval doctrine and its objectives. Experience shows it is essential that every warrior in our Navy be totally familiar with the mission of their command and be able to apply this knowledge to support the successful execution of the command's current and future missions.

TABLE OF CONTENTS

	Page
ACKNOWLEDGEMENTS.....	3
INTRODUCTION.....	5
ACRONYMS.....	7
100 INTRODUCTION TO FUNDAMENTALS.....	9
101 Doctrine.....	11
102 Administration/Command & Control.....	13
103 Supply/Logistics.....	14
104 Communications/Communications Security (COMSEC).....	15
105 General Military Tactics.....	16
106 Contingency Operations.....	17
107 Embarkation.....	18
108 Civil Engineer Support Equipment (CESE).....	19
109 Weapons.....	20
300 INTRODUCTION TO WATCHSTATIONS.....	21
301 Seabee Combat Warfare (SCW), NCF Officer.....	23
LIST OF REFERENCES.....	27

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INTRODUCTION

PQS PROGRAM

This PQS program is a qualification system for officers and enlisted personnel where certification of a minimum level of competency is required prior to qualifying to perform specific duties. A PQS is a compilation of the minimum knowledge and skills that an individual must demonstrate in order to qualify to stand watches or perform other specific routine duties necessary for the safety, security or proper operation of a ship, aircraft or support system. The objective of PQS is to standardize and facilitate these qualifications.

CANCELLATION

This Standard cancels and supersedes NAVEDTRA 43535.

APPLICABILITY

This PQS is applicable to all personnel serving in NCF units which are authorized to grant Seabee Combat Warfare designations IAW OPNAVINST 1410.1 series.

TAILORING

Do not command tailor this package. Instead, have it reviewed by one or more of your more qualified individuals and submit your recommended changes to the NCF Model Manager, NAVFAC, Washington DC (Code SD2A) for approval.

QUALIFIER

The PQS Qualifier is designated in writing by the Commanding Officer to sign off individual watchstations. Qualifiers will normally be E-5 or above and, as a minimum, must have completed the PQS they are authorized to sign off. The names of designated Qualifiers should be made known to all members of the unit or department. The means of maintaining this listing is at the discretion of individual commands. For more information on the duties and responsibilities of PQS Qualifiers, see the PQS Management Guide.

INTRODUCTION (CONT'D)

CONTENTS

PQS is divided into three sections. The 100 Section (Fundamentals) contains the fundamental knowledge or book learning necessary for satisfactory understanding of the watchstation/workstation duties. The 200 Section (Systems/Mission Areas) is designed to acquaint you with the systems you will be required to operate at your watchstation/workstation. The 300 Section (Watchstations) lists the tasks you will be required to satisfactorily perform in order to achieve final PQS qualification for a particular watchstation/workstation. All three sections may not apply to this PQS, but where applicable, detailed explanations are provided at the front of each section.

REFERENCES

The references used during the writing of this PQS package were the latest available to the workshop, however, the most current references available should be used when qualifying with this Standard. Classified references may be used in the development of PQS. If such references are used, do not make notes in this book as answers to questions in this Standard may be classified.

TRAINEE

Your supervisor will tell you which watchstations/workstations you are to complete and in what order. Before getting started, turn to the 300 Section first and find your watchstation/workstation. This will tell you what you should do before starting your watchstation/workstation tasks. You may be required to complete another PQS, a school, or other watchstations/workstations within this package. It will also tell you which fundamentals and/or systems from this package you must complete prior to qualification at your watchstation/workstation. If you have any questions or are unable to locate references, contact your supervisor or qualifier. Good luck!

PQS FEEDBACK REPORTS

This PQS was developed using information available at the time of writing. When equipment and requirements change, the PQS needs to be revised. The only way the PQS Development Group knows of these changes is by you, the user, telling us either in a letter or via the Feedback Report contained in the back of this book. You can tell us of new systems and requirements, or of errors you find.

ACRONYMS USED IN THIS PQS

Not all acronyms or abbreviations used in this PQS are defined here. The Subject Matter Experts from the Fleet who wrote this Standard determined the following acronyms or abbreviations may not be commonly known throughout their community and should be defined to avoid confusion. If there is a question concerning an acronym or abbreviation not spelled out on this page nor anywhere else in the Standard, use the references listed on the line item containing the acronym or abbreviation in question.

CEOI	Communications, Electronics, Operating Instruction
CESE	Civil Engineer Support Equipment
JAG	Judge Advocate General
MAGTF	Marine Air-Ground Task Force
MOOTW	Military Operations Other Than War
MPF	Maritime Pre-position Force
PWRMS	Pre-positioned War Reserve Management System
SAAM	Special Assignment Airlift Mission
SORTS	Status of Resource and Training System
TOA	Table of Allowance
TUCHA	Type Unit Characteristics

100 INTRODUCTION TO FUNDAMENTALS

100.1 INTRODUCTION

This PQS begins with a Fundamentals section covering the basic knowledge and principles needed to understand the equipment or duties to be studied. Normally, you would have acquired the knowledge required in the Fundamentals section during the school phase of your training. If you have not been to school or if you need a refresher, the references listed at the beginning of each fundamental will aid you in a self-study program. All references cited for study are selected according to their credibility and availability.

100.2 HOW TO COMPLETE

The fundamentals you will have to complete are listed in the watchstation (300 section) for each watchstation. You should complete all required fundamentals before starting the systems and watchstation portions of this PQS, since knowledge gained from fundamentals will aid you in understanding the systems and your watchstation tasks. When you feel you have a complete understanding of one fundamental or more, contact your Qualifier. If you are attempting initial qualification, your Qualifier will expect you to satisfactorily answer all line items in the fundamentals before signing off completion of that fundamental. If you are requalifying or have completed the appropriate schools, your Qualifier may require you to answer representative line items to determine if you have retained the necessary knowledge for your watchstation. If your command requires an oral board or written examination for final qualification, you may be asked any questions from the fundamentals required for your watchstation.

101 DOCTRINE FUNDAMENTALS

References:

- [a] JOINT PUB 3-34, Engineer Doctrine for Joint Operations
 - [b] NWP 4-04.1, Naval Construction Force Support of Marine Air-Ground Task Force (MAGTF) Operations
 - [c] NWP 4-04.2, Naval Civil Engineer Corps Operations
 - [d] JOINT PUB 0-2, Unified Action Armed Forces (UNAAF)
 - [e] FMFM 13, Marine Air-Ground Task Force (MAGTF) Engineer Operations
-

101.1 Discuss the different capabilities of Air Force, Army, and Marine Corps engineering units. [ref. a, p. I-10]

(Signature and Date)

.2 Discuss the Naval Construction Force (NCF) Officer's role in support of a Joint Task Force (JTF). [ref. c, pp. 4-1 thru 4-3]

(Signature and Date)

.3 Discuss the purpose of the following documents in relation to NCF Doctrine:

- a. Naval Construction Force Support of Marine Air-Ground Task Force (MAGTF) Operations [ref. b, ch. 1, p. 1.2]
- b. Naval Civil Engineer Corps Operations [ref. c, ch. 1, p. I-10]
- c. Unified Action Armed Forces (UNAAF) [ref. d, ch. 1, p. 1-6]
- d. MAGTF Engineer Operations [ref. e, ch. 8, pp. 8-3 thru 8-6]

(Signature and Date)

101 DOCTRINE FUNDAMENTALS (CONT'D)

101.4 Define the following terms and discuss how they apply to NFC operations within the MAGTF: [ref. b, Glossary]

- a. MEU [p. 33]
- b. MEF [p. 32]
- c. MEF-F [p. 32]
- d. GSE [p. 32]
- e. ACE [p. 31]
- f. CSSE [p. 31]
- g. CE [p. 31]
- h. MSC [p. 34]

(Signature and Date)

102 ADMINISTRATION/COMMAND & CONTROL FUNDAMENTALS

References:

- [a] Judge Advocate General (JAG) Manual
 - [b] COMSECONDNCB/COMTHIRDNCBINST 3501.1A, Status of Readiness Training System
 - [c] JOINT PUB 0-2, Unified Action Armed Forces (UNAAF)
 - [d] FMFM 13, Marine Air-Ground Task Force (MAGTF) Engineer Operations
-

- 102.1 Discuss the main elements contained in a Judge Advocate General (JAG) investigation and when to conduct an investigation. [ref. a, sec. c, pp. 2-9 thru 2-22]

(Signature and Date)

- .2 Discuss the Status of Resources and Training System (SORTS) and the different levels of readiness. [ref. b]

(Signature and Date)

- .3 Define the following terms and discuss the differences between them: [ref. c, ch. 3, pp. 8 thru 12]

- a. OPCON
- b. ADCON
- c. TACON

(Signature and Date)

- .4 Discuss the differences between a unit providing general support to another unit and one providing direct support to another unit. [ref. d, pp. 3-4, 3-5]

(Signature and Date)

103 SUPPLY/LOGISTICS FUNDAMENTALS

References:

- [a] OPNAVINST 5450.46K, Doctrine and Policy Governing U.S. Naval Mobile Construction Battalions (NMCBs) and Construction Battalion Units (CBUs)
 - [b] NAVFAC P-2010, Naval Construction Force and Maritime Pre-positioning Force
 - [c] NAVFAC P-25, NMCB Table of Allowance (TOA)
 - [d] NAVFAC TA67, PHIBCB Table of Allowance (TOA)
 - [e] NAVFAC P-35, UCT Table of Allowance (TOA)
 - [f] NAVFAC P-31, NCFSU Table of Allowance (TOA)
 - [g] NAVFAC P-05, CBMU Table of Allowance (TOA)
-

- 103.1 Discuss the Pre-positioned War Reserve Management System (PWRMS) and how it is utilized within the Naval Construction Force (NCF). [ref. a, sec. d]

(Signature and Date)

- .2 Discuss the Maritime Pre-position Force (MPF) principles of strategy and their relationship in support of the Marine Air-Ground Task Force (MAGTF). [ref. b, pp. 12 thru 15]

(Signature and Date)

- .3 List the different echelons of **your** unit's Table of Allowance (TOA). [refs. c thru g]

(Signature and Date)

104 COMMUNICATIONS/COMMUNICATIONS SECURITY (COMSEC) FUNDAMENTALS

References:

- [a] NAVEDTRA 12004, Seabee Combat Handbook, Vol. 2
 - [b] NAVFAC P-25, NMCB Table of Allowance (TOA)
 - [c] NAVFAC TA67, PHIBCB Table of Allowance (TOA)
 - [d] NAVFAC P-35, UCT Table of Allowance (TOA)
 - [e] NAVFAC P-31, NCFSU Table of Allowance (TOA)
 - [f] NAVFAC P-05, CBMU Table of Allowance (TOA)
-

- 104.1 Discuss the major components of a Communications, Electronics, Operating Instruction (CEOI). [ref. a, p. 1-11 thru 1-14]

(Signature and Date)

- .2 List the communication gear found in **your** unit's Table of Allowance (TOA).
[refs. b thru f]

(Signature and Date)

105 GENERAL MILITARY TACTICS FUNDAMENTALS

References:

- [a] JOINT PUB 3-10, Joint Doctrine for Rear Area Security
 - [b] JOINT PUB 3-07, Joint Doctrine for Military Operations Other Than War
 - [c] FMFM 13, Marine Air-Ground Task Force (MAGTF) Engineer Operations
 - [d] NAVEDTRA 12004, Seabee Combat Handbook, Vol. 2
-

105.1 Discuss the different threat levels and threat conditions. [ref. a, ch. 1, sec. 5, pp. 1-5 thru 1-7]

(Signature and Date)

.2 Discuss the elements of a force protection plan for a detachment deployed to a remote area to conduct a Military Operations Other Than War (MOOTW) mission. [ref. b, ch. II, pp. 11-3 thru 11-5]

(Signature and Date)

.3 Discuss the function of the Liaison Officer (LNO) within the Marine Air-Ground Task Force (MAGTF) environment. [ref. c, pp. 3-7 thru 3-9]

(Signature and Date)

.4 Discuss the key elements to be considered in the selection of a landing zone. [ref. d, ch. 3, pp. 3-1, 3-2]

(Signature and Date)

106 CONTINGENCY OPERATIONS FUNDAMENTALS

References:

[a] NWP 4-04.2, Naval Civil Engineer Corps Operations

106.1 Discuss the difference between deliberate and crisis action planning. [ch. 3, p. 3-2]

(Signature and Date)

.2 Identify which service has the lead for engineer responsibilities within a given geographic region. [ch. 3, pp. 3-2, 3-3]

(Signature and Date)

107 EMBARKATION FUNDAMENTALS

References:

[a] COMSECONDNCB/COMTHIRDNCBINST 3122.1, Embarkation Manual

107.1 Define TPFDD and discuss its purpose when utilized in programming a strategic lift. [annex I]

(Signature and Date)

.2 Discuss what is found in the Type Unit Characteristics (TUCHA) data/files. [annex I]

(Signature and Date)

.3 Discuss the differences between a Special Assignment Airlift Mission (SAAM) and lifts of opportunity. [ch. 5, sec. 505]

(Signature and Date)

.4 Discuss the Embarkation Officer duties within your unit. [ch. 2]

(Signature and Date)

.5 Discuss the different types of strategic lift capabilities for sea, land, and air. [chs. 4 thru 6]

(Signature and Date)

108 CIVIL ENGINEER SUPPORT EQUIPMENT (CESE) FUNDAMENTALS

References:

- [a] COMSECONDNCB/COMTHIRDNCBINST 11200.1, Equipment Management (Red Book)
 - [b] NAVFAC P-300, Management of Civil Engineering Support Equipment (CESE)
 - [c] NAVFAC P-307, Management of Weight Handling Equipment Maintenance and Certification
-

108.1 Discuss Civil Engineer Support Equipment (CESE) key management indicators and how they are utilized. [ref. a]

(Signature and Date)

.2 Discuss the CESE condition codes. [ref. b, app. 1]

(Signature and Date)

.3 State the members of a crane team and discuss their individual safety requirements. [ref. c, ch. 10, pp. 10.1 thru 10.2.2]

(Signature and Date)

109 WEAPONS FUNDAMENTALS

References:

- [a] NAVFAC P-25, NMCB Table of Allowance (TOA)
 - [b] NAVFAC TA67, PHIBCB Table of Allowance (TOA)
 - [c] NAVFAC P-35, UCT Table of Allowance (TOA)
 - [d] NAVFAC P-31, NCFSU Table of Allowance (TOA)
 - [e] NAVFAC P-05, CBMU Table of Allowance (TOA)
-

- 109.1 List the weapons systems found in **your** units Table of Allowance (TOA).
[refs. a thru e]

(Signature and Date)

300 INTRODUCTION TO WATCHSTATIONS

300.1 INTRODUCTION

The Watchstation section of your PQS is where you get a chance to demonstrate to your Qualifier that you can put the knowledge you have gained in the previous sections to use. It allows you to practice the tasks required for your watchstation and to handle abnormal conditions and emergencies. Before starting your assigned tasks, you must complete the prerequisites that pertain to the performance of that particular task. Satisfactory completion of all prerequisites is required prior to achievement of final watchstation qualification.

300.2 FORMAT

Each watchstation in this section contains:

- A FINAL QUALIFICATION PAGE, which is used to obtain the required signatures for approval and recording of Final Qualification.
- PREREQUISITES, which are items that must be certified completed before you can begin qualification for a particular watchstation. Prerequisites may include schools, watchstation qualifications from other PQS books, and fundamentals, systems, or watchstation qualifications from this book. Prior to signing off each prerequisite line item, the Qualifier must verify completion from existing records. Record the date of actual completion, not the sign-off date.
- WATCHSTATION Performance, which is the practical factors portion of your qualification. The performance is broken down as follows:

- Tasks (routine operating tasks that are performed frequently)
- Infrequent Tasks
- Abnormal Conditions
- Emergencies
- Training Watches

If there are multiple watchstations, a QUALIFICATION PROGRESS SUMMARY will appear at the end of the Standard.

300 INTRODUCTION TO WATCHSTATIONS (CONT'D)

300.3 OPERATING PROCEDURES

The PQS deliberately makes no attempt to specify the procedures to be used to complete a task or control or correct a casualty. The only proper sources of this information are the technical manuals, Engineering Operational Sequencing System (EOSS), Naval Air Training and Operating Procedures Standardization (NATOPS) or other policy-making documents prepared for a specific installation or a piece of equipment. Additionally, the level of accuracy required of a trainee may vary from school to school, ship to ship, and squadron to squadron based upon such factors as mission requirements. Thus, proficiency may be confirmed only through demonstrated performance at a level of competency sufficient to satisfy the Commanding Officer.

300.4 DISCUSSION ITEMS

Though actual performance of evolutions is always preferable to observation or discussion, some items listed in each watchstation may be too hazardous or time consuming to perform or simulate. Therefore, you may be required to discuss such items with your Qualifier.

300.5 NUMBERING

Each Final Qualification is assigned both a watchstation number and a NAVEDTRA Final Qualification number. The NAVEDTRA number is to be used for recording qualifications in service and training records.

300.6 HOW TO COMPLETE

After completing the required prerequisites applicable to a particular task, you may perform the task under the supervision of a qualified watchstander. If you satisfactorily perform the task and can explain each step, your Qualifier will sign you off for that task. After all line items have been completed, your Qualifier will verify Final Qualification by signing and dating the Final Qualification pages.

FINAL QUALIFICATION

NAVEDTRA 43102

301 SEABEE COMBAT WARFARE (SCW), NCF OFFICER

NAME _____ RATE/RANK _____

This page is to be used as a record of satisfactory completion of designated sections of the Personnel Qualification Standard (PQS). Only specified supervisors may signify completion of applicable sections either by written or oral examination, or by observation of performance. The examination or checkout need not cover every item; however, a sufficient number should be covered to demonstrate the examinee's knowledge. Should supervisors *give away* their signatures, unnecessary difficulties can be expected in future routine operations.

This qualification section is to be kept in the individual's training jacket.

The trainee has completed all PQS requirements for this watchstation. Recommend designation as a qualified SEABEE COMBAT WARFARE (SCW), NCF OFFICER (NAVEDTRA 43102).

RECOMMENDED _____ DATE _____
Supervisor

RECOMMENDED _____ DATE _____
Division Officer

RECOMMENDED _____ DATE _____
Department Head

QUALIFIED _____ DATE _____
Commanding Officer or Designated Representative

SERVICE RECORD ENTRY _____ DATE _____

301 SEABEE COMBAT WARFARE (SCW), NCF OFFICER

Estimated completion time: 3 months

301.1 PREREQUISITES

FOR OPTIMUM TRAINING EFFECTIVENESS, THE FOLLOWING PQS ITEMS SHOULD BE COMPLETED PRIOR TO STARTING YOUR ASSIGNED TASKS BUT MUST BE COMPLETED PRIOR TO FINAL WATCHSTATION QUALIFICATION.

301.1.1 PQS QUALIFICATIONS:

Seabee Combat Warfare (SCW), Common Core (NAVEDTRA 43904), 301 Final Qualification

Completed _____
(Qualifier and Date)

Unit Specific Seabee Combat Warfare (SCW) (NAVEDTRA 43904 series), 301 Final Qualification (APPROPRIATE TO THE TYPE UNIT TO WHICH THE QUALIFYING INDIVIDUAL IS ASSIGNED)

Completed _____
(Qualifier and Date)

.2 FUNDAMENTALS FROM THIS PQS:

101 Doctrine

Completed _____ 11% of Watchstation
(Qualifier and Date)

102 Administration/Command & Control

Completed _____ 11% of Watchstation
(Qualifier and Date)

103 Supply/Logistics

Completed _____ 11% of Watchstation
(Qualifier and Date)

104 Communications/Communications Security (COMSEC)

Completed _____ 11% of Watchstation
(Qualifier and Date)

301 SEABEE COMBAT WARFARE (SCW), NCF OFFICER

301.1.2 105 General Military Tactics

Completed _____ 11% of Watchstation
(Qualifier and Date)

106 Contingency Operations

Completed _____ 11% of Watchstation
(Qualifier and Date)

107 Embarkation

Completed _____ 12% of Watchstation
(Qualifier and Date)

108 Civil Engineer Support Equipment (CESE)

Completed _____ 11% of Watchstation
(Qualifier and Date)

109 Weapons

Completed _____ 11% of Watchstation
(Qualifier and Date)

301.2 TASKS – None to be discussed.

301.3 INFREQUENT TASKS – None to be discussed.

301.4 ABNORMAL CONDITIONS– None to be discussed.

301.5 EMERGENCIES – None to be discussed.

301.6 WATCHES – None.

301.7 EXAMINATIONS (OPTIONAL EXCEPT AS REQUIRED BY TYCOM/ISIC, ETC.)

301.7.1 EXAMINATIONS Pass a written examination

(Signature and Date)

.2 EXAMINATIONS Pass an oral examination board

(Signature and Date)

LIST OF REFERENCES USED IN THIS PQS

COMSECONDNCB/COMTHIRDNCBINST 3122.1, Embarkation Manual
COMSECONDNCB/COMTHIRDNCBINST 3501.1A, Status of Readiness Training System
COMSECONDNCB/COMTHIRDNCBINST 11200.1, Equipment Management (Red Book)
FMFM 13, Marine Air-Ground Task Force (MAGTF) Engineer Operations
JOINT PUB 0-2, Unified Action Armed Forces (UNAAF)
JOINT PUB 3-07, Joint Doctrine for Military Operations Other Than War
JOINT PUB 3-10, Joint Doctrine for Rear Area Security
JOINT PUB 3-34, Engineer Doctrine for Joint Operations
Judge Advocate General (JAG) Manual
NAVEDTRA 12004, Seabee Combat Handbook, Vol. 2
NAVFAC P-05, CBMU Table of Allowance (TOA)
NAVFAC P-25, NMCB Table of Allowance (TOA)
NAVFAC P-31, NCFSU Table of Allowance (TOA)
NAVFAC P-35, UCT Table of Allowance (TOA)
NAVFAC P-300, Management of Civil Engineering Support Equipment (CESE)
NAVFAC P-307, Management of Weight Handling Equipment Maintenance and Certification
NAVFAC P-2010, Naval Construction Force and Maritime Pre-positioning Force
NAVFAC TA67, PHIBCB Table of Allowance (TOA)
NWP 4-04.1, Naval Construction Force Support of Marine Air-Ground Task Force (MAGTF)
Operations
NWP 4-04.2, Naval Civil Engineer Corps Operations
OPNAVINST 5450.46K, Doctrine and Policy Governing U.S. Naval Mobile Construction
Battalions (NMCBs) and Construction Battalion Units (CBUs)

Personal Qualification Standard
Feedback Report

From _____ Date _____

Via _____ Date _____

Department Head

Activity _____

Mailing Address _____

DSN _____

PQS Title _____ NAVEDTRA _____

Section Affected _____

Page Number(s) _____

Remarks/Recommendations (Use additional sheets if necessary):

(FOLD HERE)

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