

JOINT MESSAGEFORM

SECURITY CLASSIFICATION

UNCLASSIFIED

|                  |  |            |            |     |               |     |   |              |          |
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| PAGE<br>01 of 03 | DRAFTER OR<br>RELEASER TIME<br>2961520 | PRECEDENCE |            | LMF | CLASS<br>UUUU | CIC | FOR MESSAGE CENTER/COMMUNICATIONS CENTER ONLY |              |          |
|                  |  | ACT<br>RR  | INFO<br>RR |     |               |     | DATE - TIME<br>231520Z                        | MONTH<br>OCT | YR<br>70 |

BOOK MESSAGE HANDLING INSTRUCTIONS  
ZEO ZOC 1842

FROM: CNO {Z-48}

TO: NAVOP

0989

UNCLAS //NO1700//

PROGRAMS FOR PEOPLE

1. WE HAVE TAKEN A NUMBER OF GOOD FIRST STEPS TOWARD RECOGNIZING MORE FULLY THE IMPORTANCE OF PEOPLE IN OUR NAVY. NEVERTHELESS MUCH REMAINS TO BE DONE. I AM PARTICULARLY AWARE OF THE NEED TO EXPAND FURTHER OUR DEVELOPING DIALOGUE AT ALL LEVELS AND FOR INCREASED EMPHASIS, DIRECTION AND SUPPORT IN OUR PERSONNEL PROGRAMS. IT IS ONE THING TO PROMULGATE NEW PROGRAMS, BUT QUITE ANOTHER TO SUSTAIN AND NOURISH THEIR FORWARD PROGRESS. IN RECOGNITION OF THE VITAL IMPORTANCE OF THE LATTER NEED, A NEW OFFICE, PERS P {FOR PEOPLE} HEADED BY A FLAG OFFICER HAS BEEN ADDED TO THE BUPERS ORGANIZATION TO PROVIDE IMPETUS TO AND COORDINATION OF OUR PROGRAMS FOR PEOPLE.
2. RADM DAVID BAGLEY WILL HEAD PERS P AND HIS ORGANIZATION WILL PROVIDE A CENTRAL POINT OF CONTACT WITHIN BUPERS WHERE ALL NAVY PEOPLE CAN TURN WITH CONFIDENCE ON MATTERS CONCERNING CONDITIONS OF SERVICE AND PERSONAL AFFAIRS. HE WILL ALSO HAVE ADDU AS ASSISTANT DNCO {OP-DIP} AND REPORT TO ME ON THE PROGRESS OF HIS EFFORTS.

DISTR:

DRAFTER: BUPERS

DIST: STANDARD NAVOP DIST

THIS MESSAGE MEETS NAVY CRITERIA FOR ELECTRICAL TRANSMISSION AS A GENERAL MESSAGE

DRAFTER TYPED NAME, TITLE, OFFICE SYMBOL AND PHONE

D. H. BAGLEY, RADM, PERS-P, 48661, 10/22/70

TYPED NAME, TITLE, OFFICE SYMBOL AND PHONE

ADM E. R. ZUMA LT, JR., 00, 56007

SIGNATURE

SPECIAL INSTRUCTIONS

0948

09481

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BOOK MESSAGE HANDLING INSTRUCTIONS

3. BY ESTABLISHING LIAISON WITH NAVY OFFICES AND COMMANDS, AS WELL AS ENSURING FULLEST POSSIBLE COMMUNICATIONS WITH INDIVIDUALS, PERS P WILL BE ABLE TO GAIN UNIQUE INSIGHTS INTO CONDITIONS OF SERVICE AND TO RECOMMEND ACTIONS TO ENHANCE THE NAVY'S IMAGE AND INCREASE THE ATTRACTIVENESS OF A NAVY CAREER. VISITS AND OFFICIAL, AS WELL AS PERSONAL, COMMUNICATIONS BY PERSONNEL ASSIGNED TO PERS P WILL PROVIDE DATA ON WHICH TO BASE THE INITIATION OF NEW PROGRAMS OR THE MODIFICATION OR CANCELLATION OF EXISTING ONES.

4. PERS P WILL CONTAIN FIVE DIVISIONS COVERING THE FIELD OF PERSONAL AFFAIRS FROM ANSWERING QUESTIONS TO ADMINISTERING RECREATION PROGRAMS. THESE INCLUDE WORKING OUT NEW WAYS OF MAKING NAVY LIFE MORE ATTRACTIVE, PROVIDING INFORMATION AND ANSWERING QUESTIONS BY TELEPHONE AND BY MAIL FROM INDIVIDUALS AND COMMANDS, COORDINATING CAREER INFORMATION PUBLICATIONS, DIRECTING NAVY RECREATION PROGRAMS, AND ADMINISTERING FAMILY ASSISTANCE, SERVICES, AND BENEFITS FOR NAVYMEN AND THEIR DEPENDENTS.

5. RADM BAGLEY'S PRIMARY RESPONSIBILITY WILL BE TO HELP ANYONE IN THE NAVY OBTAIN ANSWERS TO QUESTIONS HE IS ASKING. AT THE SAME TIME, HOWEVER, IT WILL NOT BE THE FUNCTION OF HIS OFFICE TO BYPASS

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MESSAGE HANDLING INSTRUCTIONS

COMMANDING OFFICERS WHO HAVE THE FINAL RESPONSIBILITY FOR THE WELL-BEING OF THEIR PEOPLE. CONSEQUENTLY, I ENCOURAGE ALL HANDS TO FIRST CHECK WITH THEIR OWN COMMANDS FOR SOLUTIONS TO PERSONNEL PROBLEMS BEFORE TURNING TO PERS P FOR ASSISTANCE. IN SHORT, I EXPECT THIS NEW OFFICE TO WORK IN CLOSE HARMONY WITH LOCAL COMMANDS AND TO COMPLEMENT THEIR EFFORTS.

B. I LOOK UPON THE ESTABLISHMENT OF THIS IMPORTANT NEW OFFICE AS A MAJOR STEP FORWARD IN MAKING THE NAVY MORE RESPONSIVE TO THE NEEDS OF OUR PEOPLE AND REQUEST THE FULL COOPERATION OF COMMANDERS AND STAFF OFFICES THROUGHOUT THE NAVY TO MAKE IT SO. E. R. ZUMWALT, JR., ADMIRAL, U. S. NAVY, CHIEF OF NAVAL OPERATIONS.

DISTR:

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