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DEPARTMENT OF THE NAVY
Bureau of Naval Personnel
Washington, DC 20370-5000

OPNAVINST 5355.3B
PERS-241
30 September 1991

OPNAV INSTRUCTION 5355.3B

From: Chief of Naval Operations
To: All Ships and Stations (less Marine Corps field addressees not having Navy personnel attached)

Subj: SUBMARINE AND NUCLEAR PROPULSION PROGRAM PERSONNEL DRUG/ALCOHOL POLICY

- Ref:**
- (a) OPNAVINST 5350.4B
 - (b) NAVMILPERSCOMINST 1306.1A
 - (c) COMNAVCRUITCOMINST 1130.8C (NOTAL)
 - (d) MILPERSMAN 1410360
 - (e) NAVPERS 15909D, Enlisted Transfer Manual
 - (f) OPNAVINST 1220.1B
 - (g) OPNAVINST 5510.162

- Encl:**
- (1) Submarine and Nuclear Propulsion Program Officer Pre-service Drug Abuse Standards
 - (2) Submarine and/or Nuclear Propulsion Program Pre-service Drug Abuse Statement
 - (3) Sample Letter Requesting Reinstatement in Submarines/ Nuclear Power
 - (4) Personnel Standards for Reinstatement in Submarines/ Nuclear Power

1. Purpose. To revise procedures for the disposition of submarine and nuclear trained personnel identified as drug abusers or as alcohol dependent and supplement the guidance of reference (a). This instruction has been substantially revised and should be reviewed in its entirety.

2. Cancellation. OPNAVINST 5355.3A.

3. Applicability. This instruction applies to the following personnel:

a. Submarine designated enlisted and officer personnel, including personnel in training for submarine duty.

b. Nuclear trained enlisted personnel assigned any nuclear NEC (335X, 336X, 338X, 339X) and officers selected for duty within the Naval Nuclear Propulsion Program, including officers assigned to the Naval Reactors staff. Personnel in the nuclear field training pipeline will be processed under reference (a).

4. Background. The objective of the Navy Drug/Alcohol Abuse Prevention and Control Program, as stated in reference (a), is to prevent drug and alcohol abuse, to discipline identified abusers and to return eligible former alcohol abusers to full duty as soon as possible. Reference (a) further states that personnel assigned to submarines occupy positions of critical importance to their units and to the security of the nation. Recognizing the investment the Navy has in these individuals, and the responsibility the Navy has to keep personnel readiness standards high, it is imperative that as many personnel as prudently possible be retained in submarines and the nuclear propulsion program. The extremely critical and sensitive nature of the positions held and functions performed require certain restrictions to ensure that exacting standards of reliability are continuously maintained.

5. Definitions. The following categories of drug/alcohol abuse will be used throughout this instruction:

Category A

Definition: Drug Abusers

Category B

Definition: Alcohol dependent requiring Level III treatment in conjunction with either an alcohol related violation of local, state, or federal law, or the Uniform Code of Military Justice, or a pattern of substandard service related to alcohol.



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Category C

Definition: Alcohol dependent having failed alcohol rehabilitation following Level III treatment.

Category D

Definition: Alcohol dependent requiring Level III treatment in conjunction with self-referral or peer-referral. No coincident history of violations of local, state, or federal law, or the Uniform Code of Military Justice (UCMJ), or a pattern of substandard performance.

Alcohol abusers (non-dependent) will be processed under reference (a).

6. Policy

a. Drug Abusers (Category A)

(1) Officer pre-service standards are specified in enclosure (1) of this instruction.

(2) Officer and enlisted personnel identified as drug abusers will be disqualified from submarines and/or the Nuclear Propulsion Program and processed under reference (a).

(3) Enlisted pre-service standards are specified in references (b) and (c). Drug abuse, if any, must be limited to experimental cannabis use only.

b. Alcohol Dependent (Category B)

(1) Submarine personnel will be disqualified from submarines.

(2) Nuclear trained personnel will be recommended for Navy Enlisted Classification (NEC) removal or Additional Qualification Designator (AQD) removal as appropriate.

(3) For submarine personnel, a request for a disqualification waiver may be submitted by an individual's commanding officer via the parent

squadron and group to the disqualification authority in special cases of alcohol dependent personnel. Submarine personnel granted the disqualification waiver will be sent Temporary Additional Duty (TAD) to Level III treatment. The submarine type commander is the disqualification authority for enlisted personnel. BUPERS serves as the disqualification authority for all officers (PERS 42), personnel in training for submarine duty (PERS 42 or 403), and those enlisted men assigned to other than submarine duty under reference (d)(PERS 403).

(4) For nuclear trained enlisted personnel, a request for waiver of NEC removal may be submitted. This request should recommend assignment of the 3359/3389 NEC and state that the subject has been removed from all duties associated with the nuclear propulsion plant. For submarine personnel, this request will be submitted to the disqualification authority along with the submarine disqualification package. If submarine disqualification is waived, then the NEC waiver request will be forwarded recommending approval. If submarine disqualification is not waived, then the NEC request will be forwarded recommending disapproval. For nuclear trained officer personnel, the nuclear AQD will be reviewed under paragraph 6e(3).

c. Alcohol Dependent (Category C)

(1) Personnel who fail rehabilitation treatment will be permanently disqualified from submarines and/or the Nuclear Propulsion Program and processed under reference (a).

d. Alcohol Dependent (Category D)

(1) Submarine and Nuclear Propulsion Program personnel, both officer and enlisted, who voluntarily refer themselves for treatment or who are referred by a peer in the absence of either an alcohol related violation of local, state or federal law, or the UCMJ, or substandard performance, and are found in need of Level III treatment will be sent TAD for treatment and will not be disqualified from submarines and/or nuclear power during their treatment.

(2) Nuclear Propulsion Program personnel in this category will be removed from propulsion plant duties immediately upon being identified as alcohol dependent, and enlisted personnel will be recommended for the 3359/3389 NEC.

e. Disposition of Personnel

(1) Following appropriate disciplinary and administrative action, submarine personnel who require submarine disqualification (Categories A, B and C) will be transferred to the parent group or squadron, and will remain there pending final disposition. With the exception of Category C personnel, who will be processed for separation, the parent group or squadron will notify BUPERS of the member's availability under reference (e) once disciplinary action has been taken and submarine disqualification and rehabilitation have been completed. These personnel will normally be assigned by PERS-403 to a submarine related activity for a 2 year tour of duty under reference (e). This assignment will be made using current sea/shore rotation policy. The following guidelines also apply:

(a) Enlisted personnel identified as alcohol dependent in the STS, FTG, TM, FTB, and MT ratings shall be converted to a rating that is neither submarine specific nor required to be formally screened for the Personnel Reliability Program (PRP).

(b) The assignment should be to duty that is commensurate with the type of sea/shore rotational duty from which the member has been transferred (e.g., sea to sea). The applicable Fleet Manning Control Authority will coordinate individual assignments. Assignment should be made with special consideration to the individual's capabilities as well as the needs of the fleet.

(c) Consideration should be given to assignment in qualified specialty areas if security requirements permit.

(2) Nuclear trained surface and all submarine enlisted personnel who do not require submarine disqualification and/or nuclear NEC removal (Categories B (with waiver) and D) will be retained onboard pending completion of rehabilitation. Nuclear trained personnel will have the 3359/3389 NEC assigned and may not perform propulsion plant duties until an active NEC is reassigned. Following completion of treatment, the individual's command will submit a NAVPERS 1221/1 under reference (f) requesting reassignment of an active nuclear NEC.

(3) Submarine and surface commanding officers having nuclear trained officers (Categories B (with waiver) and D) who require Level III treatment will inform BUPERS (PERS-42) that the officer is attending treatment. BUPERS will inform the officer that the status of his nuclear AQD is under review and will remain so pending successful completion of Level III treatment. He will not be allowed to return to previous duties until approval is granted by PERS-42. The commanding officer will inform BUPERS when the officer has completed Level III treatment.

(4) Alcohol dependent submarine personnel will be decertified from the Personnel Reliability Program as required by reference (g).

(5) Nuclear trained surface personnel who require nuclear NEC removal (Categories A, B and C) and who are evaluated as having potential for further useful service will be made available to the non-nuclear detailer for immediate reassignment upon completion of nuclear disqualification. These personnel will be assigned to another activity using current sea/shore rotation policy.

f. Reinstatement in Submarines/Nuclear Power

(1) Nuclear trained/submarine personnel disqualified as a result of drug abuse are ineligible for return to nuclear power/submarine duty.

(2) Nuclear trained/submarine personnel disqualified as a result of alcohol dependency may request reinstatement to nuclear power/submarine duty after successful completion of Level III treatment and 6 months of the 1-year formal aftercare program of reference (a).

(3) A member (officer or enlisted) must formally apply for reinstatement to submarine duty/nuclear power within 3 years of submarine disqualification and/or nuclear NEC/AQD removal using the letter format shown in enclosure (2). The key elements to this application are that the member must:

(a) Volunteer to be reinstated.

(b) Clearly state that he has been made aware of the physical and psychological effects of alcohol abuse, rejects any future alcohol abuse, and supports the Navy and submarine force drug and alcohol policy.

(4) Enlisted members requesting reinstatement who had rating changes (i.e., former STS, FTB, FTG, TM or MT) must also include a request for reinstatement of their original rating, if desired. Both the submarine and rating reinstatement will be acted upon by BUPERS (PERS-403). Recertification into the Personnel Reliability Program (PRP) must be requested separately using the procedures in reference (g).

(5) The member's commanding officer will endorse the request as shown in enclosure (2) and submit all pertinent data in order to assist the type commander and BUPERS in making the reinstatement decision. As a minimum, all evaluations since the member's disqualification documenting the member's performance and attitude toward further alcohol

abuse must be submitted to BUPERS (PERS-403/42, as applicable) with the commanding officer's endorsement. Enclosure (3) lists expected standards for reinstatement. The reinstatement request will be forwarded via the appropriate type commander for endorsement. A copy of the reinstatement request, with endorsement, will be made a permanent part of the member's service record.

g. Final Disposition of Reinstatement Requests:

(1) BUPERS will convene a board composed of the applicable detailer, Rating Assignment Officer and PERS-403 for enlisted personnel or PERS-42 for officers to screen applications. Requests for reinstatement of nuclear NEC of enlisted members will be screened by PERS-24. Applications for reinstatement must comply with the criteria established in enclosure (3). Records of screening actions will be maintained by BUPERS for a period of 3 years.

(2) If a member is favorably screened for reinstatement to submarine duty/nuclear power program the following actions will be initiated:

(a) BUPERS will notify the applicant and his commanding officer of the reinstatement decision, citing the estimated time of return to submarine duty/nuclear power program. The member's return to submarine duty/nuclear power program will be based on the needs of the Navy consistent with normal detailing procedures.

(b) The appropriate submarine designation ("SS" for personnel qualified in submarines or "SU" for personnel designated in training for submarine qualification), as recommended by the type commander and directed by BUPERS, will be reinstated upon return to an operating submarine. This designation will be reported by the commanding officer of the submarine using the normal diary reporting system.

(3) If a member is not approved for reinstatement to submarine duty/nuclear power program, BUPERS will make the member available to the appropriate detailer for reassignment, normally at the Projected Rotation Date (PRD). Notification of this decision will be sent to the member and chain of command. Appeal of the disapproval may be made to PERS-24 via the commanding officer and applicable submarine type commander.

7. Action

a. Commander, Navy Recruiting Command (COMNAVCRUITCOM) is responsible for administration of pre-service drug abuse policy outlined in this instruction. COMNAVCRUITCOM will coordinate with the Chief of Naval Personnel for the continuing development of effective pre-service drug and alcohol abuse screening procedures.

b. Commander, Naval Education and Training (CNET) is responsible for early identification of in-service drug and alcohol abusers to ensure that training resources are not expended on unsuitable personnel. CNET will coordinate with BUPERS (PERS-24) for continuing development of effective procedures to ensure compliance with reference (a) in relation to submarine and nuclear power applicants.

c. Submarine and Nuclear Surface type commanders are responsible for the implementation of the policies and procedures in support of the goals of reference (a) and this instruction.

d. Commanding officers of commands receiving alcohol dependent personnel for observation are responsible for observing the standards listed in enclosure (3). This observation period is a critical part of making the reinstatement program effective. Close personal involvement is essential to ensure the Navy does not waste the talents of those personnel who demonstrate freedom from alcohol dependency and possess superior potential for future service.

J. M. BOORDA
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30 SEP 1991

SUBMARINE AND NUCLEAR PROPULSION PROGRAM OFFICER PRE-SERVICE DRUG ABUSE STANDARDS

1. No officer or officer candidate will be accepted into the Submarine and/or Nuclear Propulsion Programs, including officers assigned to Naval Reactors staff, who has:

a. Been addicted to any illicit drug or is physically or psychologically dependent on any illicit drug or alcohol,

b. Been a drug trafficker or manufacturer as defined by reference (c),

c. Abused illicit drugs (other than cannabis).

2. Waivers for pre-service experimental cannabis use may be granted as follows:

a. By BUPERS (PERS-42) for officers or midshipmen (United States Naval Academy (USNA) and Naval Reserve Officer Training Corps (NROTC)).

b. By COMNAVCRUITCOM (with PERS-42 concurrence) for Nuclear Propulsion Officer Candidates (NUPOC's)

3. During entry processing and in personal history questioning, the following will be accomplished for officers and officer candidates entering the Submarine and/or Navy Nuclear Propulsion Program:

a. Applicants will acknowledge, by signature, that they may be subject to further background investigation and that any false statements made during application may subsequently result in removal from the program. The certification will also indicate to what extent the applicant meets the criteria in paragraph 1 and will contain a signed statement rejecting the illegal use of drugs and alcohol abuse.

b. If the applicant admits to drug abuse and requests consideration, the following information concerning the circumstances of past drug abuse involvement will be obtained:

Enclosure (1)

30 SEP 1991

- (1) Type(s) of drug(s) abused;
- (2) Number of times, approximate dates, and amounts;
- (3) Period over which taken;
- (4) Last involvement;
- (5) Civil involvement.

c. Enclosure (2) shall be used to document the statements made by applicants for nuclear programs. Enclosure (2) will be submitted with the applicants interview/screening packet to PERS-42 for all applicants. PERS-42 will review the Pre-Service Drug Abuse statement and grant waivers if appropriate.

Enclosure (1)

SUBMARINE AND/OR NUCLEAR PROPULSION PROGRAM
PRE-SERVICE DRUG ABUSE STATEMENT

1. I understand that I will be subject to further background investigation and that false statements made during my application for Submarine and/or Nuclear Propulsion Program may result in my removal from that program.

() I have never used any illicit drugs.

() I have used illicit drugs.

Type:

Number of times:

Period over which taken:

Last involvement:

Civil involvement () () if yes, explain:
yes no

2. I certify that my drug abuse, if any, was experimental in nature and I reject future use of illicit drugs.

Signature of Member

Witness

Enclosure (2)

30 SEP 1991

SAMPLE LETTER REQUESTING REINSTATEMENT IN SUBMARINES/NUCLEAR POWER

5355
date

From: NAME/RATE OR RANK/SSN
To: Chief of Naval Personnel
(PERS-403 (enlisted)/42 (officer))

Via: (1) Commanding Officer _____
(2) Type Commander (COMSUBLANT/COMSUBPAC/COMNAVSURFLANT/
COMNAVSURFPAC)

Subj: REINSTATEMENT IN SUBMARINES/NUCLEAR POWER

1. I request reinstatement in submarines/nuclear power.
2. I was disqualified on _____ from submarines/nuclear power due to alcohol dependency. Since that time I have been made aware of the physical and mental effects of alcohol abuse and I reject further abuse of alcohol.

SIGNED _____

5355

FIRST ENDORSEMENT

From: Commanding Officer _____
To: Bureau of Naval Personnel (PERS-403/42)
Via: Type Commander (COMSUBLANT/COMSUBPAC/COMNAVSURFLANT/
COMNAVSURFPAC)

Ref: (a) OPNAVINST 5355.3B

Encl: (1) A copy of all evaluations/fitness reports since
disqualification

1. Forwarded, recommending approval/disapproval.
2. (Paragraph describing member's exemplary performance, positive motivation and rejection of alcohol abuse as explained in reference (a).)

Enclosure (3)

30 SEP 1991

PERSONNEL STANDARDS FOR REINSTATEMENT IN SUBMARINES/NUCLEAR POWER

1. The following are requirements for reinstatement to submarine duty or nuclear power:

a. Professional Standards

(1) All reinstatement candidates must have a written special evaluation or regular evaluation during the observation period.

(2) In order to be considered for reinstatement the enlisted candidate must have no grade below 3.4 in any area on evaluations covering the observation period.

(3) Specific comments on the candidate's suitability for submarine/nuclear power assignment must be made in his regular or special evaluation. Comments are specifically required on the member's demonstrated potential for productive, reliable future service.

b. Character. The member should not have been subject to Non-Judicial Punishment (NJP) or other disciplinary proceedings during the period of observation.

c. Alcohol Usage

(1) The member must have successfully completed a Level III treatment program and 6 months of the 1-year formal command-sponsored aftercare program.

(2) A medical officer must certify member eligibility for return to submarines and/or nuclear power.

d. All requests will be submitted via the chain of command and will include type commander (COMSUBLANT/COMSUBPAC/COMSURFLANT/COMSURFPAC) endorsement.

2. The following action is required for those members disqualified from submarines/nuclear power due to alcohol dependency who choose not to request reinstatement in submarines/nuclear power after completion of 6 months of the 1-year formal command-sponsored aftercare program:

Enclosure (4)

30 SEP 1991

a. The commanding officer of the unit assigned to observe his performance will make the following page 13 entry:

"Date I, (member's name), have been made aware of my eligibility to request reinstatement in submarines/nuclear power on this date but choose not to do so. I also understand that I have up to 3 years from the date of submarine disqualification and/or nuclear NEC/AQD removal to request reinstatement."

(Signed by member)

Witnessed by Command

The reason for this entry is to ensure that all disqualified members have been counselled concerning their right to request reinstatement.

b. This entry should be made a permanent part of the member's service record.

Enclosure (4)