

ENCLOSURE 6: PERMANENT LIMITED DUTY (PLD) PROCEDURES

6001 Continuance On Active Duty Of Physically Unfit

a. General policy is that any service member found to be Unfit to continue naval service by reason of physical disability to perform the duties of his or her office, grade, rank, or rating will be retired or separated. However, as an exception to this general policy, and consistent with the guidance in this enclosure, when CHNAVPERS or CMC (M&RA) determine that a need for a service member's skill or experience justifies the continuance of that service member on active duty or in active status in a limited assignment, the service member may be retained on active duty or in active status for a specified period of time. Such status is known as Permanent Limited Duty (PLD).

b. A service member who is continued on active duty or in active status in accordance with this enclosure, will be granted disability benefits upon final retirement or separation if eligible and if the disability is still present to a disabling degree.

6002 Limited Assignment

The term "limited assignment" means assignment with appropriate limitations based on the specific disabilities in each case. Specific limitations on duty assignments for members classified as PLD are contained in the Navy and Marine Corps personnel manuals.

6003 Authority To Retain

CHNAVPERS and CMC (M&RA) may retain on active duty in a PLD status, Unfit to continue naval service members who meet the following criteria. Each case shall be individually considered. The member's length of service is not controlling in PLD decisions.

a. Subject to the limitations in subparagraphs (e) and (f), the disabling physical condition must basically be stabilized or one in which accepted medical principles indicate a slow progression of the disabling impairment. The member also must be able to maintain himself or herself in a normal military environment, without adversely affecting his or her health or the health of other members.

b. Unfit to continue naval service members may be retained to complete service obligations for education or training. See paragraph 6006 of this instruction.

c. Unfit to continue naval service members may be retained to meet shortages against authorized strength in an enlisted skill, competitive category, designator or specialty, or a military occupational field or specialty, provided they can perform required duties in an authorized billet for that skill.

d. Unfit to continue naval service members may be retained to complete a current tour of duty or to provide continuity in key billets pending relief.

e. Unfit to continue naval service members may be retained in a PLD status for a specified period of time, at the request of a commanding officer of a medical treatment

facility (MTF), to meet the need for that specific type of condition in a graduate medical education program at a specific MTF that cannot be met at that MTF by other authorized means and is essential to maintaining program accreditation. Unfit to continue naval service members may also be retained for MTF-specific medical research protocols. In each case, the request for retention must be documented fully to demonstrate the essentiality and must be approved by the CHBUMED and the CHNAVPERS or CMC (M&RA), as applicable.

f. CHNAVPERS or CMC (M&RA) shall establish the termination date of the PLD period when authorizing PLD.

6004 Retirement Eligible Members

Members with over 20 years of active service shall not be continued on active duty solely to increase their monetary benefits, nor shall they be continued unless their employment is justified as being of value to the naval service under the criteria in paragraph 6003.

6005 Inactive-Duty Reservists

a. There is no PLD status for inactive-duty reservists.

b. Those inactive-duty reservists who have been found Not Physically Qualified for continued naval service and who have 18 but less than 20 satisfactory years for retirement may be retained in the Individual Ready Reserve (IRR). While in the IRR, the member may complete correspondence courses until attaining 20 qualifying years for retirement or reaching age 63, whichever occurs first.

6006 Retention In PLD Status To Complete Service Obligation

CHNAVPERS and CMC (M&RA) may retain Unfit to continue naval service members on active duty in a PLD status for the period required to complete their active service obligation for:

a. Enlisted education and training, including Enlisted Education Advancement Program, initial and advanced skill training schools which require obligation beyond initial enlistment contract, nuclear power field, advanced electronic field, and advanced technical field programs and similar programs. CHNAVPERS or CMC (M&RA) may waive this requirement on a case by case basis when, as the result of a disabling condition, there is no billet in which disabled members can adequately perform the required duties.

b. Funded education programs including Naval Academy, NROTC, Armed Forces Health Professions Scholarships, Uniformed Services University of Health Sciences and equivalent funded education programs; advanced education or technical training requiring additional obligated service, including postgraduate education, service school or college, law school, medical residency (including fellowships), flight training, naval flight officer training, and equivalent programs. ASN (M&RA), or CHNAVPERS or CMC (M&RA) as delegated by ASN (M&RA), may waive the requirement in cases in which, as a result of the disabling condition, there is no billet in which the disabled officer can adequately perform the required duties.

6007 Voluntary Retention

CHNAVPERS and CMC (M&RA) also may, upon a member's request, particularly from a member with over 18 years but less than 20 years of active service, retain Unfit to continue naval service members in a PLD status when such retention is consistent with the guidance in paragraph 6003 and is in the best interests of the service and the individual.

6008 Requesting PLD Status

a. Those members found Unfit by either the Informal or Formal Board who desire to continue on active duty may submit a request in writing, with command endorsement, via their PEBLO and the President, PEB, to either CHNAVPERS and CMC (M&RA), as appropriate, who will make the final determination on such request. Unfit members have one opportunity to submit this request. Requests will identify specific reasons for remaining on active duty and shall follow the format outlined in attachment (a) to this enclosure. The member has 15 calendar days from initial notification of informal findings or receipt of formal findings to make their election of options. PLD request with command endorsement must also be generated during this 15-day timeframe. Members must submit PLD requests, endorsements, along with the Election of Options form, via their PEBLO or Counsel, and the President, PEB, for final approval by CHNAVPERS or CMC (M&RA). Failure to do so within the prescribed period may result in finalization of the member's case by the PEB without appropriate consideration of the PLD request. Finalization of a member's case by the President, PEB does not preclude further action by the member's command with service headquarters.

b. For PLD requests where the member has been found Unfit, the endorsement provided by the President, PEB will state whether or not the requesting member's retention in a PLD status would jeopardize the member's health or safety, or that of others.

c. If a member's condition overcomes the PFIT rule, the only reason PLD would be considered for positive endorsement to service headquarters by the PEB would be for the member to continue treatment for the condition for which the member overcame PFIT.

6009 Action By President, PEB Following Decision Concerning PLD Status

a. PLD Authorized. When CHNAVPERS or CMC (M&RA) authorizes PLD for Unfit to continue naval service members, the President, PEB, shall take the following actions:

(1) For PLD of 12 months or less: the President, PEB, shall, in the Notification of Decision letter, direct the PLD authorized, and effective the day following the last day of the PLD, the appropriate separation and the percentage of disability from the Findings Letter.

(2) For PLD of more than 12 months: the President, PEB, shall, in the Notification of Decision letter, direct the authorized period of PLD, advise that disability separation and disability rating will be deferred until the end of the period of PLD, and require that the member be again referred to the DES for reevaluation as set forth in paragraph 6011.

b. PLD Not Authorized. If CHNAVPERS or CMC (M&RA) does not authorize PLD, the President, PEB shall complete normal processing of the case.

6010 Monitoring Members Retained On PLD

An Unfit to continue naval service member continued in a PLD status shall be closely observed to assure that further continuance, or conversely separation, is consistent with the best interests of the service and the member. When, in the opinion of a member's commanding officer, the member has become unable to perform his or her duties in the limited assignment, the member shall be referred to an MTF for observation, treatment, and appropriate disposition. Unless the disqualifying condition has progressed to a point at which the member is no longer able to perform duty with limitations, the member shall complete the PLD period.

6011 Expiration Of PLD Status

a. All members continued in PLD status for a period in excess of 12 months shall be currently examined and again referred to the DES for reevaluation. Reevaluations should be received by the PEB a minimum of 4 months before the completion of the PLD period or at such time as the PLD is otherwise terminated. New conditions will be evaluated and addenda submitted with the final reevaluation. Reevaluations should include at a minimum, a new medical board report with medical board report cover sheet NAVMED(6100/1), associated medical board statement of patient NAVMED(6100/2), and health record entries since dictation of original medical board placing member in a PLD status. Members will be rated under the VASRD criteria in effect at the time of their final reevaluation. Members may not request additional periods of active duty upon expiration of their originally approved PLD period.

b. In those cases where, upon reevaluation, the member's disability rating changes from their initial rating when placed on PLD, the member shall be afforded the opportunity to request reconsideration or a Formal PEB. The President, PEB shall determine whether reconsideration or a Formal PEB is appropriate on a case-by-case basis. If the member's rating doesn't change upon reevaluation there is no right to a Formal PEB. When a member returns for re-evaluation at the end of his/her PLD, any new and unrelated conditions listed and addressed will be subject to the "presumed fitness" rule and will have to overcome presumed fit in order to be rated.

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