



UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

JAN 14 2009

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS

SUBJECT: Request for Compliance Report on Personality Disorder (PD) Separations

Recently the Government Accountability Office released a report titled, *Additional Efforts Needed to Ensure Compliance with Personality Disorder Separation Requirements* (attached), which found that the Military Departments were not wholly compliant with DoD personality disorder separation guidance contained in DoD Instruction 1332.14, *Enlisted Administrative Separations*. The Department endorsed the subsequent recommendation that DoD review compliance on a regular basis.

As a result, the Military Departments are hereby directed to provide a report on compliance with DoD PD separation guidance contained in DoDI 1332.14 for PD separations during fiscal year (FY) 2008 and FY2009. The report on FY08 PD separations is due by June 30, 2009 and the FY09 PD report is due by March 31, 2010.

The report provided shall be based, at a minimum, on a random sampling of at least 10 percent of all PD separations for your respective Military Department for the designated FY. Each case file sampled shall be checked for compliance with the DoD requirements listed in the attached document titled, "DoD Personality Disorder Separation Requirements." Additionally, the report shall include the total number of PD separations for the applicable FY and the total number of PD separations that were of Service members who had served in imminent danger pay areas since September 11, 2001.

If a Military Department finds that compliance with any DoD PD separation requirement is less than 90 percent, then the report shall also contain the Military Department's plan for correcting compliance deficiencies.

If you should have any questions regarding this matter, please contact my action officer, Lt Col Scott Brady, at 703-697-4959 or scott.brady@osd.mil.

A handwritten signature in blue ink that reads "David S. C. Chu".

David S. C. Chu

Attachments:
As stated

cc:
ASA(M&RA)
ASN(M&RA)
SAF(MR)

11-L-0109 VVA (AF) 938

DoD Personality Disorder (PD) Separation Requirements

All references listed refer to DoD Instruction 1332.14, *Enlisted Administrative Separations*, August 28, 2008.

- Member received formal counseling and was afforded adequate opportunity to improve his or her behavior prior to being separated on the basis of PD (Ref: Paragraph 3.a.(8)(a)).
- Member's PD diagnosis was made by a psychiatrist or Ph.D.-level psychologist (Ref: Paragraph 3.a.(8)(c)).
- The PD diagnosis included a statement or judgment from the psychiatrist or Ph.D.-level psychologist that the Service member's disorder was so severe that the member's ability to function effectively in the military environment was significantly impaired. (Ref: Paragraph 3.a.(8)(c)).
- Member received written notification of his or her impending separation based on PD diagnoses (Ref: Paragraph 3.a.(8)(f) and Enclosure 6, paragraph 2.a)
- Member was advised that that the diagnosis of a personality disorder does not qualify as a disability (ref: Paragraph 3.a.(8)(a)) – **(only required for PD separations after August 28, 2008)**.
- For Service members separated on the basis of PD who served in imminent danger pay areas **(only required for PD separations after August 28, 2008)**.
 - Member's PD diagnosis was corroborated by a peer psychiatrist or Ph.D.-level psychologist or higher level mental health professional (Ref: paragraph 3.a.(8)(c)).
 - Member's PD diagnosis addressed PTSD or other mental illness co-morbidity (Ref: paragraph 3.a.(8)(c)). (NOTE: According to paragraph 3.a.(8)(d), unless found fit for duty by the disability evaluation system, a separation for PD is not authorized if service-related PTSD is also diagnosed.)
 - Member's PD diagnosis was endorsed by The Surgeon General of the Military Department concerned prior to discharge (Ref: Paragraph 3.a.(8)(c))

Air Force Compliance Report for FY 09 Personality Disorder Discharges

The following information is provided in response to the Under Secretary of Defense Memorandum, "Request for Compliance Report on Personality Disorder (PD) Separations," dated 14 Jan 2009.

Audit Criteria and Results:

In accordance with the aforementioned OSD Request for Compliance Report on Personality Disorder (PD) Separations, this report includes a random sampling of at least 10 percent of all FY09 Air Force active duty PD separations. Each case sampled was checked for compliance with the following criteria as listed in DoDI, 1332.14, *Enlisted Administrative Separations*, dated August 28, 2008. If compliance with any of the DoD PD separation requirements was found to be less than 90 percent, an outline of corrective action is included.

Compliance Criterion

C1). Member received formal counseling and was afforded adequate opportunity to improve his or her behavior prior to being separated on the basis of PD.

C2). Member's PD diagnosis was made by a psychiatrist or PH.D. level psychologist.

C3). The PD diagnosis included a statement or judgment from the psychiatrist or Ph.D. level psychologist that the service member's disorder was so severe that the member's ability to function effectively in the military environment was significantly impaired.

C4). Member received written notification of his or her impending separation based on PD diagnoses.

C5). Member was advised that the diagnosis of a personality disorder does not qualify as a disability.

C6). Member's PD diagnosis was corroborated by a peer psychiatrist or Ph. D. level psychologist or higher level mental health professional. **(Applies only to Airmen who served in an imminent danger pay area).**

C7). Member's PD diagnosis addressed PTSD or other mental illness co-morbidity. **(Applies only to Airmen who served in an imminent danger pay area).**

C8). Member's PD diagnosis was endorsed by the Surgeon General of the Military Department concerned prior to discharge. **(Applies only to Airmen who served in an imminent danger pay area).**

AFPC/DPSOS audited 36 percent (21 of 58) of the total FY09 Air Force Personality Disorder discharge cases. This audit exceeded the minimum OSD requirement of 10%.

Note: Applicable changes to DoDI 1332.14 and Air Force Instruction 36-3208 were enacted to provide additional oversight for military personnel assigned to an imminent danger pay area, and who were subsequently discharged specifically for a personality disorder. As a result,

AFPC/DPSOS elected to audit 100% of cases involving Airmen previously assigned to an imminent danger pay area, who were subsequently discharged for a personality disorder. In addition, AFPC/DPSOS exceeded the 10% minimum requirement for all other categories in order to provide increased audit fidelity. The table below reflects the percentage rate of compliance within each criterion for those who were never assigned to an imminent danger pay area verses those who were previously assigned to an imminent danger pay area.

Discharged for Personality Disorder	Total Records Audited	C1	C2	C3	C4	C5	C6*	C7*	C8*
(Never assigned to an imminent danger pay area)	12	100%	100%	100%	100%	58%	N/A	N/A	N/A
(Previously assigned to imminent danger pay area)	9	77%	100%	100%	100%	100%	77%	77%	77%
COMPLIANCE	21	90.5%	100%	100%	100%	76.2%	77.8%	77.8%	77.8%

*Criterion applies to those previously assigned to an imminent danger pay area only.

Deficiencies and Corrective Action(s):

Deficiency (C5): The audit revealed 5 of 21 cases did not contain sufficient documentation to indicate Airmen were advised that a diagnosis of personality disorder does not qualify as a disability. This equates to a compliance rating of 76.2 percent and does not meet the minimum OSD compliance requirement of 90 percent.

Corrective Actions: AFPC/DPSOS identified an error in the interim change (IC) to AFI 36-3208, Administrative Separation of Airmen, which implemented the processing requirements for Airmen discharged for personality disorder. The IC incorrectly states the requirement to advise Airmen that a personality disorder diagnosis does not qualify as a disability pertains only to those Airmen previously assigned to an imminent danger pay area. Compliance with DoDI 1332.14 requires all discharged for personality disorder to be notified that the diagnosis does not qualify as a disability regardless of previous assignment to an imminent danger pay area. Accurate processing instructions were issued to commanders, first sergeants, Military Personnel Sections, and Air Force Medical Treatment Facilities (MTFs), and base level Staff Judge Advocates (SJAs), and AFPC/DPSOS will submit an additional IC to AFI 36-3208 to correct the error with the next interim change to AFI 36-3208.

Deficiency (C6-C8): The audit revealed two of the nine total cases involving Airmen who were previously assigned to an imminent danger pay area did not contain documentation indicating

compliance with the requirements listed in C6, C7 and C8. These criteria require the member's PD diagnosis: C6) be corroborated by a peer psychiatrist or Ph. D. level psychologist or higher level mental health professional; C7) address PTSD or other mental illness co-morbidity; and C8) be endorsed by the Surgeon General of the Military Department concerned prior to discharge. Audit results reflect a 77.8 percent compliance rate, which does not meet the OSD compliance requirement of 90 percent.

Corrective Actions Implemented: The two non-complaint cases involved Airmen discharged in Oct and Nov 08. These instances occurred before approved Air Force guidance/procedures were fully implemented. Since Dec 08, after the full implementation of the Air Force guidance/procedures, all Air Force PD discharge cases involving Airmen assigned to an imminent danger pay area have been 100 percent compliant with DoDI 1332.14.

Summary: Air Force efforts to address compliance with DoDI 1332.14 have been extensive. The Air Force medical, legal, and personnel communities continue to work together to meet/exceed requirements, and we are confident the appropriate checks and balances are in place to ensure continued compliance.

This report was completed on 3 Mar 10 by AFPC/DPSOS.

Talking Paper

On

FY08 NDAA Report on Administrative Separations Based on Personality Disorder

Purpose: Provide AF/A1 and SAF/MR information on FY08 NDAA, Section 597 requirement to submit a report to the HASC and SASC on administrative separations based on Personality Disorder (PD), for the period Oct 2001 through 2007.

Background: The report was due to Congress on 1 Apr 08. USD (P&R) provided interim memorandums to the HASC and SASC notifying each the report would be forwarded by June 2008. USD (P&R) has completed the report and requests SAF/MR coordination. In response, SAF/MR tasked AF/A1 to:

- Prepare Talking Paper for SAF/MR
- Prepare SAF/MR memorandum to PDUSD with comments and/or recommendations before the report is released to Congress
- Provide comments summarizing AF policy on discharges based on Personality Disorder including specific references to AF Instructions
- Provide background references (AFI's) to support AF policy on PD discharges

Discussion:

- USD (P&R) determined the report should include all PD separations for the period Oct 2001 through 2007 and not just those who deployed to Iraq or Afghanistan
 - While the report includes all PD separations, separate data identify the numbers that were deployed to any location in the GWOT, not just Iraq and Afghanistan
 - Total separations by Service based on PD during the period were:
 - Air Force 5,923
 - Army 5,652
 - Navy 7,554
 - Marine Corps 3,527
 - Total 22,656
 - AF PD separations represent 26% of the total
 - The data below are the number by Service who had deployed in support of the GWOT prior to their PD separation:
 - Air Force 282
 - Army 1,480
 - Navy 1,155
 - Marine Corps 455
 - Total 3,372
 - AF PD separations with prior deployments represent 8%
 - All data for this report provided by DMDC

- USD (P&R) is also informing Congress that the Department has revised policy to add more rigor and greater confidence to PD diagnoses
 - PD separations authorized only if diagnosed by a psychiatrist or PhD-level psychologist
 - Service members who have served in imminent danger pay areas within the past two years must have their PD diagnosis corroborated by a peer (psychiatrist or PhD-level psychologist) or higher level mental health official and endorsed by the Surgeon General of the Service concerned
 - The diagnosis must address PTSD or other mental illness co-morbidity if present
 - USD (P&R) anticipates the updated policy will be ready for signature by the end of May 2008

- The report requests that each Service have their discharge review board and board for correction of military records expedite the processing of applications from veterans who deployed in support of the GWOT and were subsequently separated on the basis of PD
 - Population of this class of veterans is estimated at 3.4K
 - This action recommended as a compromise to keep Congress from mandating establishment of a dedicated review board
 - Service coordination on this report serves as the medium for notifying the Service Secretaries of this request

Recommendation: SAF/MR concur with the USD (P&R) report to Congress



DEPARTMENT OF THE AIR FORCE
WASHINGTON DC

APR 23 2010

OFFICE OF THE ASSISTANT SECRETARY

MEMORANDUM FOR UNDER SECRETARY OF DEFENSE (PERSONNEL AND
READINESS)

FROM: Assistant Secretary of the Air Force (Manpower and Reserve Affairs)

SUBJECT: Fiscal Year 2009 Compliance Report on Personality Disorder (PD) Separations

The Air Force Fiscal Year 2009 Compliance Report on PD Separations is forwarded pursuant to your memorandum of January 14, 2009.

There were two non-compliant cases involving Airmen who were discharged in October and November 2008. These instances occurred before approved Air Force guidance/procedures were fully implemented. Since December 2008, after full implementation of the Air Force guidance/procedures, all Air Force Personality Discharge cases involving Airmen assigned to an imminent danger pay area have been 100 percent compliant with DoDI 1332.14.

My point of contact in SAF/MRM is Ms. Carol J. Thompson, (703) 693-9764.

A handwritten signature in cursive script, reading "Daniel B. Ginsberg".

DANIEL B. GINSBERG
Assistant Secretary of the Air Force
Manpower and Reserve Affairs

Attachment:
PD Separations Compliance Report

11-L-0109 VVA (AF) 946