



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
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OPNAVINST 5355.3C
N133
14 Nov 2013

OPNAV INSTRUCTION 5355.3C

From: Chief of Naval Operations

Subj: SUBMARINE AND NAVAL NUCLEAR PROPULSION PROGRAM ALCOHOL
AND DRUG ABUSE PREVENTION AND CONTROL POLICY

Ref: (a) OPNAVINST 5350.4D
(b) COMNAVCRUITCOMINST 1130.8J
(c) NAVPERS 15560D, Naval Military Personnel Manual
(d) OPNAVINST 1220.1D
(e) SECNAVINST 5510.35B

Encl: (1) Submarine and Naval Nuclear Propulsion Program
Officer Pre-service Drug Abuse Standards
(2) Submarine and or Naval Nuclear Propulsion Program
Pre-service Drug Abuse Statement
(3) Alcohol Adjudication Flowchart
(4) Sample Letter Requesting Reinstatement in
Submarines and Nuclear Power
(5) Personnel Standards for Reinstatement in
Submarines and 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 to supplement the guidance of reference (a). This instruction has been substantially revised and should be reviewed in its entirety.

2. Cancellation. OPNAVINST 5355.3B.

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 in the Naval Nuclear Propulsion Program (NNPP), including officers

assigned to the naval reactors staff. Personnel in the nuclear field training pipeline shall be processed under reference (a).

4. Background. Alcohol and drug abuse undermines combat readiness and is incompatible with the maintenance of high standards of performance and military discipline. Personnel assigned to submarines and or trained in the operation of naval nuclear propulsion plants occupy positions of critical importance to their units and to the security of the nation. Recognizing the investment the Navy has made in the training of 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 NNPP. The purpose of the Navy Alcohol and Drug Abuse Prevention and Control Program is to minimize drug and alcohol abuse, to identify problem users for dependency rehabilitation programs, medical assistance, and or disciplinary action, and to return eligible alcohol abusers to full duty as soon as possible.

5. Definitions. The following categories (CAT) of drug abuse and alcohol dependency will be used throughout this instruction:

- a. CAT A. Definition: Drug abusers.
- b. CAT B. Definition: Alcohol dependent, as determined by a medical officer or licensed independent practitioner (LIP), requiring level III treatment in conjunction with either an alcohol related violation of local, State, or Federal law; the Uniform Code of Military Justice (UCMJ); or a pattern of substandard service related to alcohol.
- c. CAT C. Definition: Alcohol dependent having failed alcohol rehabilitation following level III treatment.
- d. CAT D. Definition: Alcohol dependent, as determined by a medical officer or LIP, requiring level III treatment in conjunction with self-referral or command or peer referral. No coincident history of violations of local, State, or Federal law, or the UCMJ. No pattern of substandard performance. Alcohol abusers in this CAT will be processed under reference (a).

6. Policy

a. Drug Abusers (CAT A)

(1) Officer pre-service standards are specified in enclosure (1) of this instruction, and drug use, if any, is to be documented as per in enclosure (2). Drug abuse, as defined in reference (a), with the exception of the experimental use of marijuana and synthetic cannabinoids, is prohibited and cannot be waived. The Nuclear Propulsion Program Branch (OPNAV (N133)) will review and screen the records of all prospective nuclear power officer candidates who have indicated pre-service drug use. Waiver requests shall be submitted by the appropriate commissioning source (United States Naval Academy (USNA), Commander, Naval Education and Training (NETC), Commander, Navy Recruiting Command (COMNAVCRUITCOM)) and should include a completed copy of enclosure (2). Waiver requests will be considered for pre-service, experimental use of marijuana and or synthetic cannabinoids only. Any individual who has used marijuana and or synthetic cannabinoids other than experimentally, as determined by the pre-service drug abuse waiver approval authority (OPNAV (N133)), will not be waived for entry into the NNPP.

(a) All applications for nuclear officer programs must include the pre-service drug abuse statement, enclosure (2), as part of the interview screening package sent to naval reactors.

(b) Waivers will not be considered for those candidates indicating pre-service use of drugs other than experimental use of marijuana and or synthetic cannabinoids. Waivers will not be considered for the abuse of synthetic drugs, legal substances (e.g., over the counter cough syrups), or prescribed drugs (pain killers, sleeping aids, etc.).

(c) For those candidates indicating pre-service experimental use of marijuana and or synthetic cannabinoids only, the accession source (USNA, NETC, or COMNAVCRUITCOM) shall forward waiver requests to OPNAV (N133) for consideration. OPNAV (N133) will review the waiver request and return the package to the accession source for forwarding to naval reactors.

(d) For nuclear propulsion officer candidate (NUPOC) applicants, waiver requests will be endorsed by the appropriate naval recruiting district commanding officer, executive officer, or operations officer.

(2) Officer and enlisted personnel identified as drug abusers will be disqualified from submarine duty and or the NNPP and processed under reference (a).

(3) Enlisted pre-service standards are specified in reference (b). Drug abuse must be limited to experimental marijuana and or synthetic cannabinoid use only.

b. Alcohol Dependent (CAT B)

(1) CAT B submarine personnel will be disqualified from submarines on a case basis. 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 Coordinator (PERS-403F) is the disqualification authority for enlisted personnel. Naval Personnel Command (NAVPERSCOM) serves as the disqualification authority for all officers (Submarine/Nuclear Officer Assignments (PERS-42)), personnel in training for submarine duty (PERS-42 or Enlisted Submarine and Nuclear Assignments (PERS-403)), and those enlisted personnel assigned to other than submarine duty under reference (c) (PERS-403).

(2) Nuclear trained personnel will be recommended for Navy enlisted classification (NEC) removal or additional qualification designator (AQD) removal as appropriate. For nuclear trained enlisted personnel, a request for waiver of NEC removal may be submitted to OPNAV (N133). 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 shall 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 (CAT C). Nuclear trained personnel will be recommended for NEC removal or AQD removal as appropriate. Examples of treatment failure include:

(1) Any member who incurs an alcohol incident any time in their career after a period of treatment at level I or above that was precipitated by a prior alcohol incident.

(2) Any member who has incurred an alcohol incident, has been a command referral, or has self-referred, and has been screened by medical personnel and found to be in need of treatment, and who commences but subsequently fails to complete any prescribed treatment or incurs an alcohol incident.

(3) Any member who fails to participate, fails to follow, or fails to successfully complete the medically prescribed and command approved after care program as determined by the member's commanding officer in consultation with the Drug and Alcohol Programs Advisor (DAPA) and Substance Abuse Rehabilitation Program (SARP).

(4) Any member who returns to alcohol abuse as defined in current Diagnostic and Statistical Manual IV criteria at any time during their career following treatment, and is determined to be a treatment failure by their commanding officer in consultation with command DAPA, local SARP, and appropriate medical officer or LIP.

d. Alcohol Dependent (CAT D). Submarine and NNPP personnel, both officer and enlisted, who voluntarily refer themselves for treatment or who are referred by a peer or by the command in the absence of either an alcohol related violation of local, State or Federal law, or the UCMJ, or a documented substandard performance, and are found in need of level III treatment, will be sent TAD for treatment. These personnel will not be disqualified from submarines or recommended for NEC removal or AQD removal and are to be processed per reference (a).

e. Disposition of Personnel

(1) Following appropriate disciplinary and or administrative action, commands should refer to enclosure (3) to ensure compliance with the adjudication process. Submarine personnel who require submarine disqualification will be transferred to the responsible group or squadron until final disposition. If applicable, the group or squadron shall notify NAVPERSCOM of the member's availability under reference (c) 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 (c). This assignment will be made using current sea and shore rotation policy. The following guidelines also apply:

(a) Enlisted personnel identified as alcohol dependent who are in the personnel reliability program (PRP) shall be converted to a rating that is neither submarine specific nor required to be formally screened for the PRP.

(b) The assignment should be to duty that is commensurate with the type of sea and 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 (CATs B (with waiver) and D) may be retained onboard pending completion of rehabilitation. Nuclear trained personnel will have the 3359/3389 NEC assigned and shall not perform propulsion plant duties until an active NEC is reassigned. Following completion of treatment, the individual's command shall submit a NAVPERS 1221/6 Navy Enlisted Classification Change Request under reference (d) requesting reassignment of an active nuclear NEC.

(3) Submarine and surface commanding officers having nuclear trained officers (CATs B (with waiver) and D) who require level III treatment shall inform PERS-42 that the officer is attending treatment. NAVPERSCOM will inform the officer that their nuclear AQD(s) are under review and will remain so pending successful completion of level III treatment. They will not be allowed to return to previous duties until approval is granted by PERS-42. The commanding officer will inform NAVPERSCOM when the officer has completed level III treatment.

(4) Alcohol dependent submarine personnel will be decertified from the PRP as required by reference (e).

(5) Nuclear trained surface personnel who require nuclear NEC removal and who are evaluated as having potential for further useful service (CATs B (with waiver) and D) shall submit a forced conversion package to another rate upon completion of nuclear NEC removal. Personnel selected for another rate will be assigned using current sea and shore rotation policy.

f. Reinstatement to Submarine Duty and or the NNPP

(1) Nuclear trained submarine personnel disqualified as a result of drug abuse as specified in reference (a) are ineligible for return to submarine duty and or the NNPP.

(2) Nuclear trained personnel who have had their NEC removed and personnel disqualified from submarines as a result of alcohol dependency may request reinstatement to submarine duty and or the NNPP 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 and or the NNPP within 3 years of submarine disqualification and or nuclear NEC or AQD removal using the letter format shown in enclosure (4). The member must:

(a) Volunteer to be reinstated.

(b) Clearly state awareness of the physical and psychological effects of alcohol abuse, reject any future alcohol abuse, and support the Navy and submarine force drug and alcohol policies.

(4) Enlisted members requesting reinstatement that had rating changes must also include a request for reinstatement of their original rating. Both the submarine and rating reinstatement will be acted upon by PERS-403. Recertification into the PRP must be requested separately using the procedures in reference (e).

(5) The member's commanding officer shall endorse the request as shown in enclosure (4) and submit all pertinent information to assist the type commander and NAVPERSCOM to make the reinstatement decision. All evaluations following the member's disqualification which document the member's performance and attitude regarding continued alcohol abuse must be submitted to PERS-403 or PERS-42, as applicable, with the commanding officer's endorsement. Enclosure (5) lists expected standards for reinstatement. The reinstatement request shall be forwarded via the 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) NAVPERSCOM will convene a board composed of the applicable detailer, rating assignment officer and a representative from 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 OPNAV (N133). Applications for reinstatement must comply with the criteria established in enclosure (5). Records of screening actions will be maintained by NAVPERSCOM for a period of 3 years.

(2) If a member is favorably screened for reinstatement to submarine duty and or the NNPP the following actions shall be initiated:

(a) NAVPERSCOM will notify the applicant and his or her commanding officer of the reinstatement decision, citing the estimated time of return to submarine duty and or the NNPP. The member's return to submarine duty and or the NNPP 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 the Bureau of Naval Personnel, will be reinstated upon return to an operating submarine. This designation shall 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 and or the NNPP, NAVPERSCOM will make the member available to the appropriate detailee for reassignment, normally at the projected rotation date. Notification of this decision will be sent to the member and chain of command. Appeal of the disapproval may be made to OPNAV (N133) via the commanding officer and applicable type commander.

7. Responsibilities

a. COMNAVCRUITCOM is responsible for administration of pre-service drug abuse policy outlined in this instruction. COMNAVCRUITCOM shall coordinate with the Chief of Naval Personnel for the continuing development of effective pre-service drug and alcohol abuse screening procedures.

b. USNA is responsible for administration of pre-service drug abuse policy outlined in this instruction.

c. NETC is responsible for early identification of in-service drug and alcohol abusers to ensure that training resources are not expended on unsuitable personnel. NETC shall coordinate with OPNAV (N133) for continued development of effective procedures to ensure compliance with reference (a) in relation to submarine and NNPP personnel.

d. 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.

e. Commanding officers of commands receiving alcohol dependent personnel for observation are responsible for observing the standards listed in enclosure (5). This observation period is critical to making the reinstatement program effective. Close personal involvement, detailed documentation, and daily observation are essential, and will ensure the Navy can make use of the talents of those personnel who demonstrate freedom from alcohol dependency and possess the potential for future service.

8. Records Management. Records created as a result of this instruction, regardless of media and format, shall be managed per Secretary of the Navy Manual 5210.1 of January 2012.

9. Forms. NAVPERS 1221/6 Navy Enlisted Classification Change Request is available for download from Naval Forms OnLine:
<https://navalforms.documentservices.dla.mil/web/public/home>.



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

1. No officer or officer candidate will be accepted into the submarine and or NNPP, including officers assigned to naval reactors staff, who have:

- 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; or
- c. Used illicit drugs other than marijuana and or synthetic cannabinoids.

2. Waivers for pre-service experimental marijuana and or synthetic cannabinoids use may be granted as follows:

- a. By OPNAV (N133) for officers or USNA and Naval Reserve Officer Training Corps midshipmen.
- b. By OPNAV (N133) for NUPOC.

3. During entry processing and in personal history questioning, the following shall be accomplished for officers and officer candidates entering the submarine force and or NNPP:

- 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 disenrollment from the program and possible separation from the Navy. 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 use and requests consideration, the following information concerning the circumstances of past drug use shall be obtained:

- (1) Type(s) of drug(s) used;
- (2) Number of times, approximate dates, and amounts;

- (3) Period over which taken;
- (4) Last involvement; and
- (5) Civil law enforcement involvement.

c. Enclosure (2) shall be used to document the statements made by applicants for nuclear programs. Enclosure (2) shall be submitted with the applicants interview and screening packet to OPNAV (N133) for all applicants. OPNAV (N133) will review the pre-service drug abuse statement and grant waivers as appropriate.

SUBMARINE AND OR NAVAL 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 the submarine and or NNPP 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:

If civil law enforcement was involved, please explain:

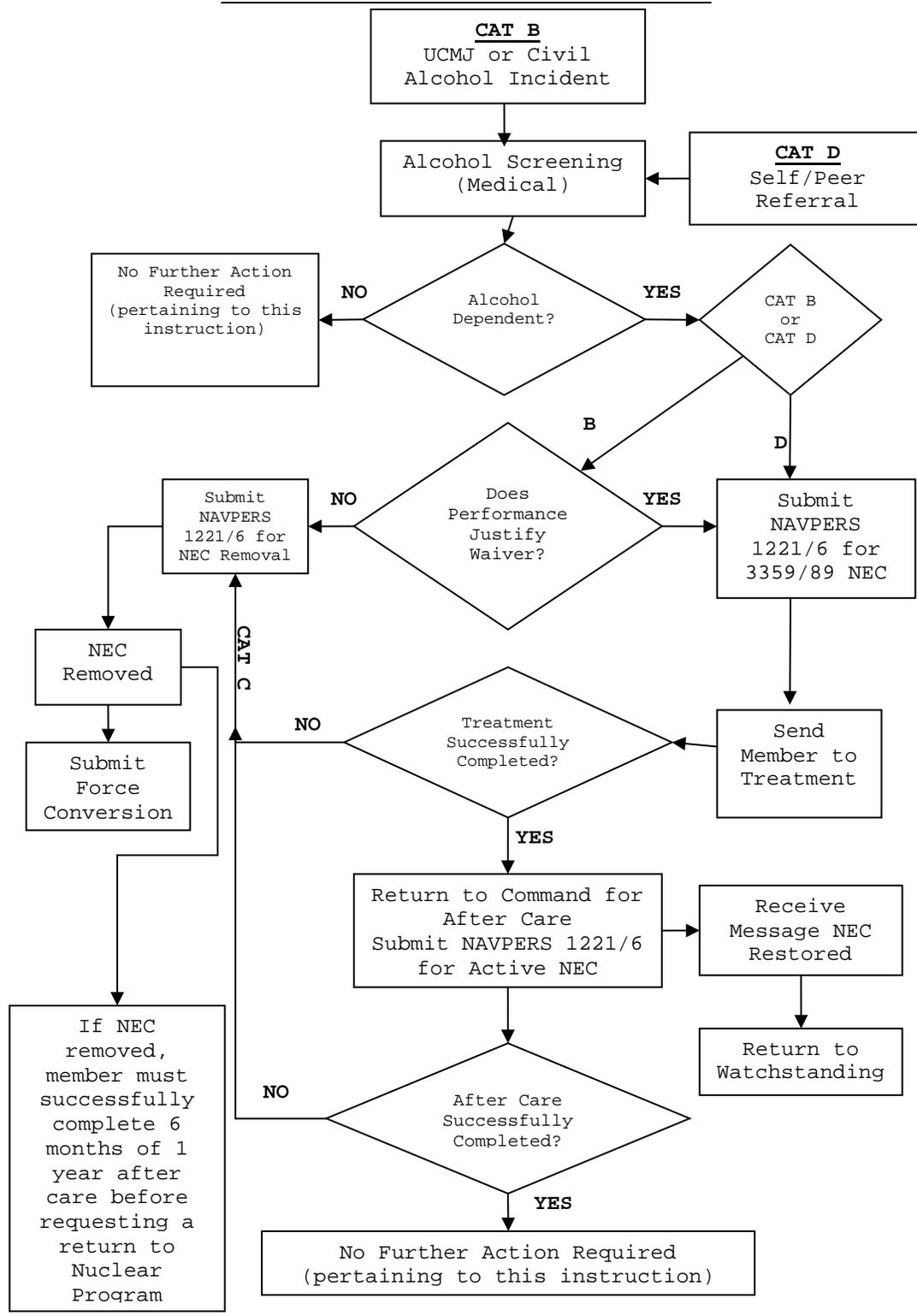
() I have never been involved in manufacture, trafficking, sale, or other drug related activity.

2. I certify by signing below that my drug use was experimental in nature and I reject any future use of illicit drugs.

Signature of Member

Witness

ALCOHOL ADJUDICATION FLOWCHART



SAMPLE LETTER REQUESTING REINSTATEMENT IN SUBMARINES AND NUCLEAR
POWER

5355
Date

From: Name/Rate
To: Commander, Naval Personnel Command (PERS-403
(enlisted)/PERS-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 (DATE) 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.

I. M. SAILOR

Ser 00/
Date

FIRST ENDORSEMENT

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

Ref: (a) OPNAVINST 5355.3C

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

1. Forwarded, recommending approval/disapproval.

Enclosure (4)

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

CO'S SIGNATURE

SAMPLE

PERSONNEL STANDARDS FOR REINSTATEMENT IN SUBMARINES AND NUCLEAR
POWER

1. The following are requirements for reinstatement to submarine duty or duties related to the NNPP:

a. Professional Standards

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

(2) To be considered for reinstatement, the enlisted candidate must have no trait below 3.0 in any area on evaluations covering the observation period.

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

b. The member shall not have been subject to non-judicial punishment 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 at least 6 months of the 1-year formal command sponsored aftercare program.

(2) A medical officer or LIP must certify the member's eligibility for return to submarine duty and or the NNPP.

d. All requests shall be submitted via the chain of command and will include a type commander (Commander, Submarine Force Atlantic; Commander, Submarine Force U.S. Pacific Fleet; Commander, Naval Air Force U.S. Atlantic Fleet; Commander, Naval Air Force U.S. Pacific Fleet) endorsement.

2. The following action is required for those members disqualified from submarines and nuclear power due to alcohol dependency that choose not to request reinstatement in

submarines and nuclear power after completion of 6 months of the 1-year formal command-sponsored aftercare program:

a. The commanding officer of the unit assigned to observe his or her performance shall make the following entry on a NAVPERS 1070/613 Administrative Remarks form (page 13) under reference (c):

"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."
(Ensures that all disqualified members have been counseled concerning their right to request reinstatement)

Signed by member_____

Witnessed by Command_____

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