PERSONNEL AND READINESS

UNDER SECRETARY OF DEFENSE
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WASHINGTON, D.C. 20301-4000

DEC 19 2007

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
CHAIRMAN OF THE JOINT CHIEFS OF STAFF
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE
INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE
DIRECTOR, ADMINISTRATION AND MANAGEMENT

SUBJECT: Directive-Type Memoranda (DTM) on Standards for Determining Unfitness Due to Medical Impairment (Deployability)

Reference: Policy Guidance for the Disability Evaluation System and Establishment of Recurring Directive-Type Memoranda, dated May 3, 2007

This DTM provides supplemental and clarifying guidance on standards for determining unfitness due to medical impairment within the Disability Evaluation System (DES). It supplements DoD Instruction 1332.38, "Physical Disability Evaluation," dated November 14, 1996, as indicated on the attachment. The change promulgated by this memorandum is the revision of guidance pertaining to the use of "deployablity" for medical separations.

The attached guidance, incorporating these revisions will, when appropriate, be formally consolidated and published. DoDD 1332.18, "Separation or Retirement for Physical Disability," and DoDI 1332.38, "Physical Disability Evaluation," November 14, 1996, will be combined into one issuance. Until such time, the Department will issue regular directive-type memoranda as required, pertaining to these issuances, which will reflect consideration of findings and recommendations from the various commissions, task forces, and study groups.

This policy is issued pursuant to the delegation of authority in paragraph 6.7 of DoDD 5124.02, "Under Secretary of Defense for Personnel and Readiness," November 17, 2006, to the USD (P&R) and is effective immediately.

David S. C. Chu

Attachment:
As stated

STANDARDS FOR CONSIDERING DEPLOYABILITY IN DETERMINING UNFITNESS DUE TO MEDICAL IMPAIRMENT

The updated standard listed below shall be adhered to, unless exceptions are approved by the Under Secretary of Defense for Personnel and Readiness based upon the unique needs of the respective Military Department. This DTM only addresses the deployability consideration within the "reasonable performance of duties" standard of unfitness.

Please make the following update to DoDI 1332.38, E3.P3.4:

DELETE OLD SECTION

~~E3.P3.4.1.3. Deployability. When a Service member's office, grade, rank or rating requires deployability, whether a member's medical condition(s) prevents positioning the member individually or as part of a unit with or without prior notification to a location outside the Continental United States. Inability to perform the duties of his or her office, grade, rank, or rating in every geographic location and under every conceivable circumstance will not be the sole basis for a finding of unfitness. When deployability is used by a Service as a consideration to determine fitness, the standard must be applied uniformly to both the Active and Reserve components of that Service.~~

…"E.3.P3.4.1 Consideration. Determining whether a member can reasonably perform his or her duties includes consideration of:"…

INSERT NEW SECTION

E3.P3.4.1.3. Deployability. Whether the Member is deployable individually or as part of a unit, with or without prior notification, to any vessel or location specified by the Military Department. When deployability is used by a Service as a consideration to determine fitness, the standard must be applied uniformly to both the Active and Reserve Components of that Service.