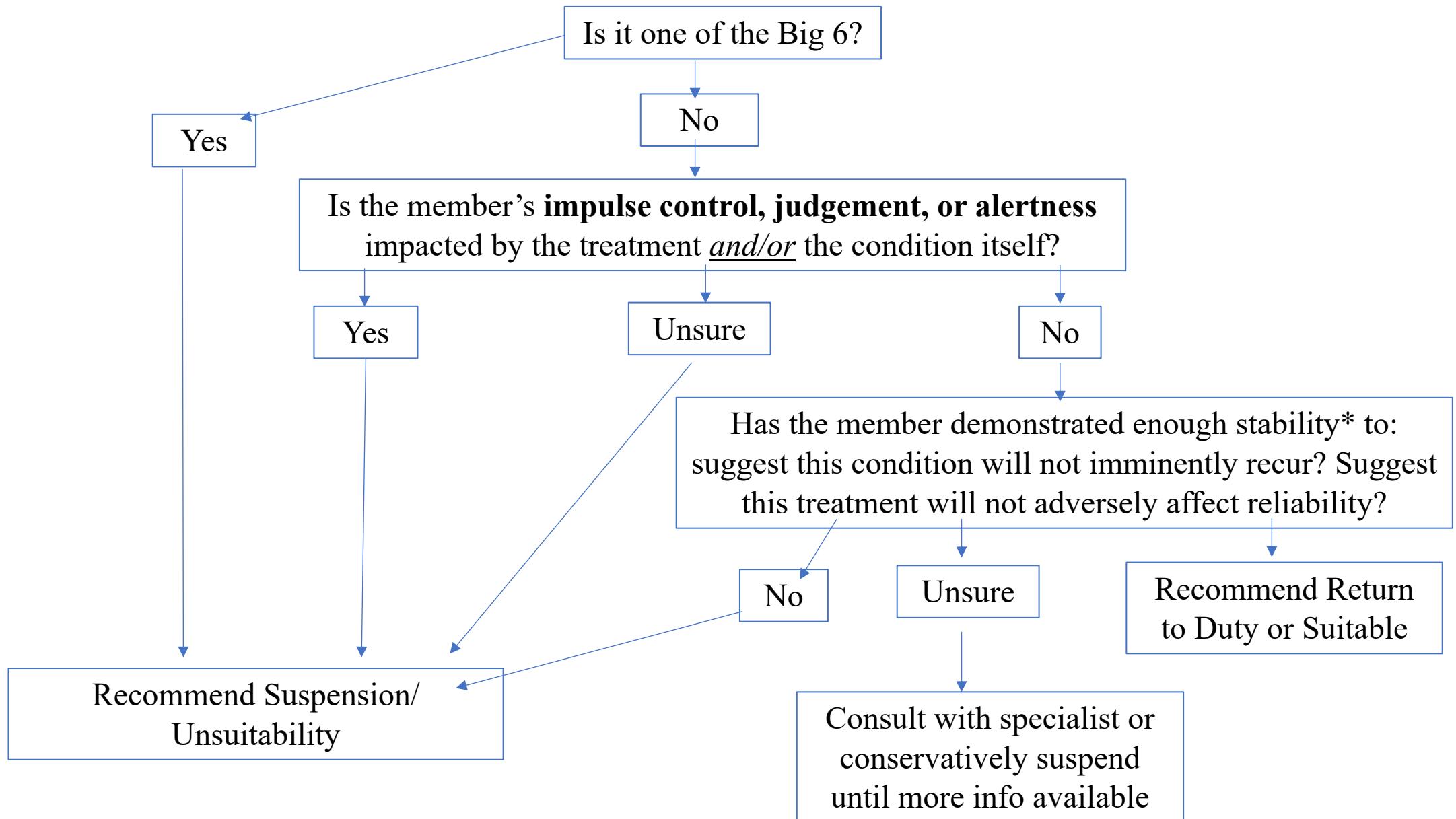


PRP Decision Algorithm

2024

Topics for Initial Training

- Do your annual training (HIPAA, IT, PRP)
 - It's your responsibility, put it on the calendar as an annual recurring task
- Understand what suspension is
- Know the difference between initial and preliminary screening
- Know the Big 6
- Know when IDCs need CMA adjudication
 - IDCs need CMA adjudication to bring people back from suspension or to bring people into PRP when there is concerning information
- Assess for treatments and conditions that affect judgement, impulse control, alertness
- Abstinence from alcohol if previously suspended/decert for AUD while in PRP



*Note: “Stability” in terms of **medications** means “same dose” x a given # of weeks. “Stability” in terms of **symptoms** means no functional impairment x a given # of weeks. Required timeframe to demonstrate stability for PRP is usually case-by-case and based on clinical judgement. When in doubt, may conservatively align with deployability standard timeframes (normally 3 months) though this is often not necessary.

2. **MANDATORY DECERTIFICATION OR DISQUALIFICATION**. Any of the following conditions will result in decertification or disqualification of individuals being considered for a PRP position:

- a. An individual diagnosed with alcohol use disorder who subsequently fails or fails to participate in the prescribed rehabilitation program or treatment regimen.
- b. An individual found to be involved in the unauthorized trafficking, cultivation, processing, manufacturing, or sale of any controlled or illegal drug, including cannabis-based products.
- c. An individual found to have ever used a drug that could cause flashbacks.
- d. An individual diagnosed with severe substance use disorder.
- e. Loss of confidence by the certifying official in the reliability in the individual.
- f. Revocation of the individual's security clearance.

e. Substance or Drug Misuse and Drug Incidents. Any substance or drug misuse or a drug-related incident is grounds for disqualification or decertification from the PRP. Certifying officials, with CMA consultation, will determine the degree to which the drug-related incident may impact the reliability of the individual being considered for PRP duties. Individual's found to be involved with unauthorized trafficking, cultivating, processing, manufacturing, or sale of any controlled or illegal drug, including cannabis-based products or ever found to have used drugs that can cause flashbacks or hallucinations, or diagnosed with moderate or severe Substance Abuse Disorder will be disqualified or decertified from the PRP, per reference (b). Any individual involved in a drug-related incident will, at a minimum, be suspended.

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Enclosure (8)

provided by the certifying official, which will include a personnel and medical records screening, a medical diagnosis, and subject interview. Reviewing officials and/or certifying officials may consider reinstating individuals diagnosed as Alcohol Use Disorder-Moderate or Severe provided the following conditions are met. Specifically, the individual must:

1. Successfully complete all prescribed alcohol dependency treatment.
2. Be enrolled in, adhering to, and completed, at a minimum, 180 days of a formal aftercare program.
3. Abstain from the use of alcohol.
4. Demonstrate a positive change in personal conduct and job performance.
5. Receive a favorable prognosis from the CMA.

(d) Once the individual is reinstated by the certifying official, any failure to adhere to the remaining rehabilitation and aftercare requirements or failure to abstain from the use of alcohol, or a relapse in the loss of reliability or job performance will result in PRP decertification. Individuals that were suspended from the PRP, but were not granted reinstatement prior to exceeding the 365-day suspension limit will be decertified in accordance with reference (b). In these instances, commands that feel reinstatement of the individual is justified may submit a PRP reinstatement request, per enclosure (8) of this instruction.