

MILPERSMAN 1300-1401

PERMANENT LIMITED DUTY

| | | | |
|---------------------------|--------------------------|-------------------------------------|--|
| Responsible Office | NAVPERSCOM (PERS-454) | Phone: DSN COM FAX E-mail: | 882-3908 (901) 874-3908 (901) 874-2696 permanentlimdu@navy.mil |
|---------------------------|--------------------------|-------------------------------------|--|

| | | |
|----------------------|---|--|
| MyNavy Career Center | Phone: Toll Free E-mail: MyNavy Portal: | 1-833-330-MNCC (6622) askmncc@navy.mil https://my.navy.mil |
|----------------------|---|--|

| | |
|-------------------|---|
| References | (a) SECNAV M-1850.1, September 2019 (b) SECNAVINST 1850.4F |
|-------------------|---|

1. Policy

a. Per reference (a), permanent limited duty (PLD) is the continuation on active duty of medically unfit Active Component or Training and Administration of the Reserve Service members. When a Service member is found unfit by the Physical Evaluation Board (PEB), he or she will be separated or retired per reference (a). Chief of Naval Personnel (CHNAVPERS) may determine that a Service member's service obligation or unique expertise and experience justify the continuation of an unfit Service member in a PLD status.

(1) A Service member who is continued on active duty per this article will be granted disability benefits, if eligible, based upon the degree of disability at retirement or separation.

(2) The term "limited assignment" means assignment with appropriate limitations based upon the specific disabilities in each case. Specific limitations on duty assignments for Service members classified as PLD may be directed by Service headquarters. A Service member will not be placed in a PLD status solely to increase monetary benefits.

b. CHNAVPERS may retain Service members found unfit in a PLD status for a requested period for:

(1) Enlisted education and training programs to include: Enlisted Education Advancement Program, initial and advanced skill training schools that require obligation beyond initial

enlistment contract, nuclear power field programs, advanced electronic field programs, and advanced technical field programs or similar programs. CHNAVPERS may waive the service obligation on a case-by-case basis when, as a result of the disabling condition, the Service member can no longer perform required duties of any billet. This will not be a factor in PLD qualification or disqualification.

(2) Funded education programs including the U.S. Naval Academy; Naval Reserve Officers Training Corps; Armed Forces Health Professions Scholarships; Uniformed Services University of Health Sciences and equivalent funded education programs; and 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 officer training, and equivalent programs. CHNAVPERS may waive the service obligation on a case-by-case basis when, as a result of the disabling condition, the Service member can no longer perform required duties of a valid funded billet.

c. CHNAVPERS will refer all Service members continued in a PLD status for a period in excess of 12 months to the Disability Evaluation System (DES) for re-evaluation prior to the expiration of PLD period. After consultation with a DES attorney, the Service member may elect the re-evaluation be completed through the Integrated DES (IDES) or legacy DES process. New conditions will be evaluated during the re-evaluation. The medical treatment facility completing the re-evaluation will send the Medical Evaluation Board report to the PEB a minimum of 6 months before the completion of the PLD period or at such time as the PLD is otherwise terminated.

2. Roles and Responsibilities

a. CHNAVPERS

(1) Delegates authority to Deputy Chief of Naval Personnel (DEP CHNAVPERS) to approve all PLD requests.

(2) Makes final approval or disapproval on all PLD requests recommended for disapproval by DEP CHNAVPERS.

b. **Navy Personnel Command (NAVPERSCOM) Deployability
Assessment Branch (PERS-454)**

(1) Process PLD requests, taking into consideration PEB commentary, command endorsement, PEB findings, Service member's request and all recommendations and preferences. In most circumstances, PLD requests are completed within 60 calendar days from the date the request is endorsed by the Service member's command and submitted to PERS-454.

(a) All correspondence related to PLD requests, approvals, denials, or withdrawals must be forwarded via e-mail to PERS-454 at permanentlimdu@navy.mil, regardless of action taken by the command.

(b) All PLD-related e-mail communication with PERS-454 must be encrypted whenever practicable.

(2) Notify NAVPERSCOM Medical Benefits Division (PERS-95) if Service members on the Temporary Disability Retirement List or Permanent Disability Retired List need their end of active service extended.

(3) Refer to [MILPERSMAN 1300-1400](#). For Service members retained after being found unfit by PEB will be placed in ACC 105 and assigned a Deployability Category Code 4P1.

(4) Update PLD related details in Veterans Tracking Application.

c. **PERS-95**

(1) Liaise directly with PERS-454 for all known PLD cases still in processing to adjust end of service dates to allow time for PLD adjudication prior to personnel separation date.

(2) Liaise directly with PERS-454 for adjudicated PLD cases to properly adjust end of service dates to match start of disability retirement period with end of PLD status.

d. **Navy Medicine Readiness and Training Command**

(1) Assist parent command and PLD personnel in acquiring appointments on a priority basis.

(2) Maintain separate case files for PLD personnel to assist in identification and processing.

(3) Ensure Service members continued in PLD status in excess of 12 months receive a medical re-evaluation to be submitted to the PEB a minimum of 6 months prior to the completion of the PLD period.

e. **Command**. Submit command endorsement to PERS-454 within 15 days from initial notification of informal findings or formal findings. Command endorsement will include approval or disapproval recommendation to a Service member's PLD status that his or her employment is justified as being of value to the naval service. Justification must state criteria as per reference (b). As each case is individually considered, justification criteria is necessary for approval.

f. **Legal Counsel**. Advise members of the procedural requirements involved in submitting a PLD request if the member has not already been denied this request by Service headquarters.

g. **Service Member**. A Service member must submit a request within **15 calendar days** from initial notification of formal findings to make his or her election of options.

3. **Procedures**

a. **Service Member's Action**. A PLD request must be initiated in writing by the eligible Service member and submitted to PERS-454 via his or her commanding officer (CO). The request must identify specific reasons for remaining on active or reserve duty. Requests are due to PERS-454 within 15 calendar days of initial notification of informal PEB or formal PEB findings. The request (see exhibits 1 and 2) must include Service member's:

(1) Request letter;

(2) Command endorsement;

- (3) Finding of the PEB proceedings; and
- (4) PEB commentary.

b. **Commanding Officer's (CO) Action**

(1) Upon receipt of a written PLD request, the Service member's CO must make an approval or disapproval recommendation of the request within 5 business days. The CO must consider all facts and circumstances surrounding the case and the basis for the expedited transfer request.

(2) Forward request via e-mail to PERS-454 at permanentlimdu@navy.mil, regardless of action taken by the command.

c. **Service Member's Withdrawal.** If at any time the requesting Service member elects not to proceed with a PLD request, he or she must formally withdraw his or her request, in writing, to the CO (exhibit 3). The CO will forward a written letter (exhibit 4), along with the Service member's written withdrawal via unencrypted e-mail to PERS-454 at: permanentlimdu@navy.mil.

Exhibit 1
Service member's Permanent Limited Duty Request
(Use proper letter format)

Date

From: Rank/Rate First MI Last Name, USN(R)
To: Commander, Navy Personnel Command (PERS-454)
Via: Commanding Officer, (COMMAND)

Subj: REQUEST PERMANENT LIMITED DUTY STATUS

Ref: (a) NAVPERS 15560D, Naval Military Personnel Manual
(MILPERSMAN)

Encl: (1) PEB Findings
(2) PEB Commentary

1. Per reference (a), MILPERSMAN 1300-1401, and upon receipt and review of enclosures (1) and (2), I hereby request permanent limited duty (PLD):

(a) ____ To complete a tour of duty based on hardship, extraordinary circumstances.

(b) ____ To allow completion of treatment regimen.

(c) ____ To provide continuity in key, mission-essential billet pending relief.

2. PLD End Date Requested: _____

3. I understand Navy Personnel Command (NAVPERSCOM), Deployability Assessment Branch (PERS-454) will consider all information provided. I acknowledge at any time I may elect to withdraw my request in writing to PERS-454 via my chain of command.

4. I may be contacted via e-mail: _____, or commercial telephone: (111) 123-4567 or DSN: 123-4567.

SIGNATURE

Exhibit 2
Commanding Officers Letter
(Use proper letter format)

1300
Ser 00/
Date

FIRST ENDORSEMENT on ____ ltr of ____

From: Commanding Officer, (COMMAND)

To: Commander, Navy Personnel Command (PERS-454)

Subj: REQUEST FOR PERMANENT LIMITED DUTY STATUS

1. Approval / Disapproval. Rank/Rate (Service member's) request for permanent limited duty, under reference (a), MILPERSMAN 1300-1401.

2. I recommend approval/disapproval of the PLD request based on

3. Billet # _____
Relief pending until (date) _____
Billet will be gapped with no fill Yes/No
Current NEC manning % _____
Critical skills of the SVM _____

If member is currently in excess billet need to provide a valid billet _____

4. My point of contact is _____, who may be contacted via e-mail: _____ or commercial telephone: (111) 123-4567 or DSN: 123-4567.

SIGNATURE

Copy to:
Service member

Exhibit 3
Service member's Withdrawal of Permanent Limited Duty
(Use proper letter format)

Date

From: Rank/Rate First MI Last Name, USN(R)

To: Commanding Officer, Command

Subj: REQUEST PERMANENT LIMITED DUTY WITHDRAWAL

Ref: (a) NAVPERS 15560D, Naval Military Personnel Manual
(MILPERSMAN)

1. Per reference (a), MILPERSMAN 1300-1401. I withdraw my request for permanent limited duty (day month year) due to (provide reason(s)).

SIGNATURE

Exhibit 4
CO's Endorsement of Service member's Withdrawal of Permanent
Limited Duty

(Use proper letter format)

1300
Ser 00/
Date

From: Commanding Officer, (COMMAND)
To: Commander Navy Personnel Command (PERS-454)
Subj: REQUEST FOR WITHDRAWAL OF PERMANENT LIMITED DUTY
ICO RANK/RATE FIRST MI LAST NAME, USN(R)
Ref: (a) NAVPERS 15560D, Naval Military Personnel Manual
(MILPERSMAN)

Encl: (1) Service member's ltr of _____
(Permanent limited duty withdrawal ICO SNM)

1. Per reference (a), MILPERSMAN 1300-1401, Rank/Rate Last Name has withdrawn (his or her) request, enclosure (1), for permanent limited duty of (day month year) due to (provide reason(s)).

SIGNATURE

Copy to:
Service member