Navy announces new drug testing parameters

From Navy Personnel Command Public Affairs

MILLINGTON, Tenn. – To align with new DoD policy announced in February, Navy will begin testing for more commonly abused prescription drugs during random urinalysis starting May 1. This follows a record low in Sailors testing positive for illicit drug use.

Since 2001, the rate of urinalysis testing in the Navy has increased and remained at a steady rate for the past 10 years. As the testing has increased, the amount of members testing positive has decreased each year. Testing has been done for marijuana (THC), cocaine, and heroin among other drugs. For fiscal year 2011, there were a record low number of members who tested positive for illicit drug use with a total of 1,515 samples out of the 1,184,160 samples tested last year.

"We are really pleased with these results but while the drugs we've been testing have been on a decline, prescription drugs are on the rise. In the past three years amphetamine positives have increased 34 percent and oxycodone positives by 23 percent," said Dorice Favorite, director, Navy Alcohol and Drug Abuse Prevention Office (NADAP).

The DoD announced Feb. 1 that more commonly abused prescription drugs will be added to the standard testing panel for all urinalysis samples submitted for testing. These prescription drug families include benzodiazepines, hydrocodones and hydromorphones (i.e. Xanax, Vicodin and Dilaudid).

"In addition to oxycodone and amphetamine, the Navy already tests for codeine and morphine," said Favorite.

Testing at the service-level will begin in May. The 90-day warning order from announcement to implementation is to allow ample time to ensure military members have their prescriptions properly documented in their health records. Additionally, the warning order provides members who are using prescription drugs that have not been prescribed or given by their health care provider to self-refer for treatment.

"We are concerned about service members who are using prescription drugs without proper authority and potentially addicted," said Favorite. "If you have a problem, this is the time to ask for help."

According to Favorite, Navy's policy on substance abuse is zero tolerance.

"Substance abuse puts lives and missions at risk, undercuts unit readiness and morale, and is inconsistent with our Navy ethos and core values of honor, courage, and commitment," said Favorite.

If a member is using, possessing, promoting, manufacturing, or distributing drugs they face disciplinary action that could result in unfavorable separation from the Navy.

OS2 Christal Summerville verifies that all information is correct while processing a sample provided as part of CFAY urinalysis program.
Photo by MC2 (SW/AW) John Smolinski

"We recommend members seeking substance use counseling talk with their doctor, chain-of-command or self-refer to a substance abuse rehabilitation program," said Favorite.

This program is part of the 21st Century Sailor and Marine initiative that consolidates a set of objectives and policies, new and existing, to maximize Sailor and Marine personal readiness, build resiliency and hone the most combat-effective force in the history of the Department of the Navy.

For more news from Navy Alcohol and Drug Abuse Prevention, visit www.npc.navy.mil/support/nadap.

Career Development Boards chart courses for Navy careers

From Navy Personnel Command-PMW 240 Public Affairs

MILLINGTON, Tenn. – Ensuring commands conduct Career Development Boards (CDB) and document them in Career Information Management System (CIMS) is an important job of the career development team as CDBs become the backbone of a Sailor's career in setting goals and guiding educational courses.

"Career counselors use CIMS to track, coordinate and document CDBs," said Chief Navy Counselor (AW/SW) Greg Hansen, OPNAV Fleet Introduction Team. "When the Sailor's career desires are recorded in CIMS it becomes part of a permanent record that can follow the Sailor throughout his or her career."

CDBs are required for all Sailors upon reporting to a command, after six months on board, at 12-months on board and at 12-month intervals thereafter. Official guidance is contained in OPNAVINST 1040.11D, Navy Enlisted Retention and Career Development Program.

Typical topics covered during a CDB include watch-standing qualifications, continued education goals, advancement, short- and long-term career objectives, Perform-to-Serve (PTS) and Armed Services Vocational Aptitude Battery (ASVAB) scores. Leadership can use CDBs to learn the priorities of the Sailor and align the Sailor's priorities to the needs of the Navy.

Following the CBD, the detailed minutes and recommendations are captured in CIMS by the career counselor or member of the chain of command authorized by the command for documentation. This includes what was discussed and is used to help keep the current and future commands informed of the Sailor's progress and career goals.

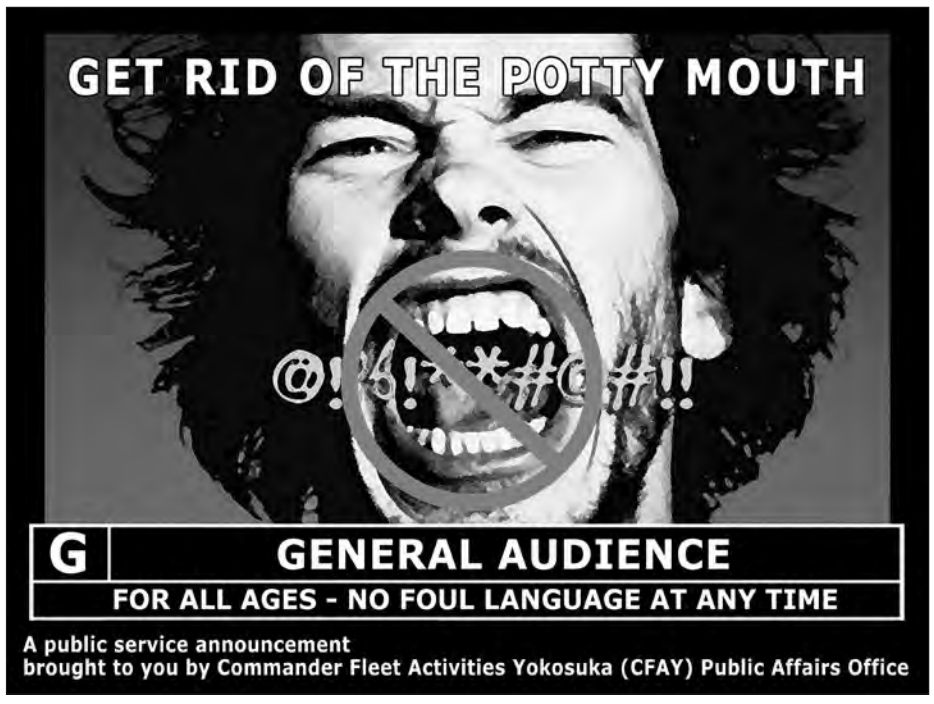
With full access to the Electronic Service Record (ESR) for each Sailor, the career counselor is able to gain a thorough understanding of the Sailors' experience and performance, resulting in recommendations best tailored to the Sailor and to more precisely tailor a career development path.

CIMS is available to all shore commands with Internet access and on board 150 ships using CIMS Afloat on the Navy Standard Integrated Personnel (NSIPS) server. As the Navy's primary business solution for human resources management, NSIPS is the system and data platform on which CIMS operates. The primary function of CIMS is to assist career counselors and those responsible with tracking, conducting and documenting CDBs.

"I can use CIMS to look at some portions of a Sailor's career, and it is helpful for screening Sailors for special programs," said Navy Counselor 1st Class (SW/AW) Rena Cyvas, command career counselor, Afloat Training Group San Diego. "The most helpful on a daily basis is the tracking capability that CIMS offers me and the ability to pull data on my Sailors when they need career advice."

The command master chief, chief of the boat, senior enlisted leader and the command career counselor team are critical focal points for career development initiatives within the command. Reports easily compiled allow for command tracking of CDBs, Family Care Plan, PTS, Projected Rotation Date, and End of Active Obligated Service.

"I can support immediate leadership through the ability to pull up both command tracking information and individual personnel information," said Cyvas. "Because it is an up to date source, when I need accurate information I turn to CIMS. The unit tracking allows me to follow up on my Sailors and make sure I don't miss someone."

Many tools are available to career counselors to assist with the use, function and support of CIMS. The "5-Tip Series" of user aids cover a variety of helpful information to use CIMS effectively.

Additional reference guides, tutorials, "how to", and instructions can all be found at www.npc.navy.mil under NPC Quick Links > Career Info > CIMS.