



# Department of Defense DIRECTIVE

NUMBER 5124.2

October 31, 1994

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DA&M

SUBJECT: Under Secretary of Defense for Personnel and Readiness (USD(P&R))

- References:
- (a) Title 10, United States Code
  - (b) DoD Directive 5124.2, "Under Secretary of Defense for Personnel and Readiness," March 17, 1994 (hereby canceled)
  - (c) [DoD 5025.1-M](#), "DoD Directives System Procedures," December 1990
  - (d) [DoD Directive 8910.1](#), "Management and Control of Information Requirements," June 11, 1993

## 1. REISSUANCE AND PURPOSE

Under the authority vested in the Secretary of Defense by Sections 113 and 136 of reference (a), this Directive reissues reference (b) to update the responsibilities, functions, relationships, and authorities of the USD(P&R).

## 2. APPLICABILITY

This Directive applies to the Office of the Secretary of Defense (OSD), the Military Departments, the Chairman of the Joint Chiefs of Staff, the Unified Combatant Commands, the Office of the Inspector General of the Department of Defense, the Uniformed Services University of the Health Sciences, the Defense Agencies, and the DoD Field Activities (hereafter referred to collectively as "the DoD Components")

## 3. DEFINITIONS

3.1. Reserve Components. Refers collectively to the Army National Guard of the United States, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard of the United States, Air Force Reserve, and Coast Guard Reserve, when the Coast Guard is operating as a Service of the Department of the Navy.

3.2. Total Force. The organizations, units, and individuals that comprise the Defense Department's resources for implementing the national security strategy. It includes DoD Active and Reserve military personnel, military retired members, DoD civilian personnel (including foreign national direct- and indirect-hire, as well as nonappropriated fund employees), contractor staff, and host-nation support personnel.

#### 4. RESPONSIBILITIES AND FUNCTIONS

The Under Secretary of Defense for Personnel and Readiness is the principal staff assistant and advisor to the Secretary and Deputy Secretary of Defense for Total Force management as it relates to readiness; National Guard and Reserve component affairs; health affairs; training; and personnel requirements and management, including equal opportunity, morale, welfare, recreation, and quality of life matters. In this capacity, the USD(P&R) shall:

4.1. Develop policies, plans, and programs for:

4.1.1. Total Force personnel and their allocation among the DoD Components and between the Active and Reserve components to ensure efficient and effective support of wartime and peacetime operations, contingency planning, and preparedness.

4.1.2. Reserve component affairs to promote the effective integration of Reserve component capabilities into a cohesive Total Force.

4.1.3. Health and medical affairs sufficient to provide, and maintain readiness to provide, medical services and support to members of the Armed Forces during military operations, and to provide medical services and support to members of the Armed Forces, their dependents, and others entitled to DoD medical care.

4.1.4. Recruitment, training, equal opportunity, compensation, recognition, discipline, and separation of all DoD personnel, to include both military (Active, Reserve, and retired) and civilian.

4.1.5. Interagency and inter-governmental activities, special projects, or external requests that create a demand for DoD personnel resources.

4.2. Serve as OSD focal point for readiness issues; develop policies and processes to ensure forces have sufficient readiness to execute the national military strategy; oversee Total Force personnel and medical readiness; and coordinate with other Principal Staff Assistants and cognizant officials in the Office of the Chairman of the Joint Chiefs of Staff and in the Military Services on other aspects of readiness.

4.3. Analyze the Total Force structure as related to quantitative and qualitative military and civilian personnel requirements, utilization, readiness and support. Administer and implement controls over military and civilian personnel strengths for all DoD Components.

4.4. Review and evaluate the requirements of the Defense Acquisition Board's major defense acquisition programs and proposed weapon systems for personnel, training, and readiness implications, and the implications of weapon systems maintainability for qualitative and quantitative personnel requirements and for readiness.

4.5. Formulate policy for and ensure coordination of DoD Noncombatant Evacuation Operations (NEO).

4.6. Participate in those planning, programming, and budgeting activities that relate to assigned areas of responsibility.

4.7. Serve on boards, committees, and other groups pertaining to assigned functional areas and represent the Secretary of Defense on personnel, readiness, Reserve component, health, and compensation matters outside of the Department.

4.8. Perform such other functions as the Secretary of Defense may prescribe.

## 5. RELATIONSHIPS

5.1. In the performance of assigned functions and responsibilities, the USD(P&R) shall:

5.1.1. Report directly to the Secretary and Deputy Secretary of Defense.

5.1.2. Exercise authority, direction, and control over:

5.1.2.1. The Assistant Secretary of Defense for Force Management Policy (ASD(FMP)).

5.1.2.2. The Assistant Secretary of Defense for Health Affairs (ASD(HA)).

5.1.2.3. The Assistant Secretary of Defense for Reserve Affairs.

5.1.2.4. The Director, Defense Manpower Data Center.

5.1.2.5. The Director, Defense Commissary Agency, through the ASD(FMP).

5.1.2.6. The Director, DoD Education Activity, through the ASD(FMP).

5.1.2.7. The Director, DoD Civilian Personnel Management Service, through the ASD(FMP).

5.1.2.8. The Director, Defense Medical Programs Activity, through the ASD(HA).

5.1.2.9. The Director, Office of Civilian Health and Medical Programs of the Uniformed Services, through the ASD(HA).

5.1.2.10. The President, Uniformed Services University of the Health Sciences (USUHS), through the ASD(HA), pursuant to the authority vested in the Secretary of Defense by Chapter 104 of 10 U.S.C. (reference (a)), except that the authority to appoint the President, USUHS, is reserved to the Secretary of Defense.

5.1.2.11. Such other subordinate officials as may be assigned.

5.1.3. Provide policy guidance and management supervision for the Office of the Actuary and the Office of Special Events.

5.1.4. Coordinate and exchange information with other OSD officials, the Heads of the DoD Components, and Federal officials having collateral or related functions.

5.1.5. Use existing facilities and services of the Department of Defense and other Federal Agencies, whenever practicable, to avoid duplication and to achieve maximum efficiency and economy.

5.2. Other OSD officials and the Heads of the DoD Components shall coordinate with the USD(P&R) on all matters related to the responsibilities and functions cited in section 4., above.

## 6. AUTHORITIES

The USD(P&R) is hereby delegated authority to:

6.1. Establish and allocate civilian personnel authorizations of the DoD Components and review and approve military and civilian personnel authorization changes during program execution.

6.2. Issue DoD Instructions, DoD Publications, and one-time directive-type memoranda, consistent with DoD 5025.1-M (reference (c)), that implement policy approved by the Secretary of Defense in assigned fields of responsibility. Instructions to the Military Departments shall be issued through the Secretaries of those Departments. Instructions to Unified Combatant Commands shall be communicated through the Chairman of the Joint Chiefs of Staff.

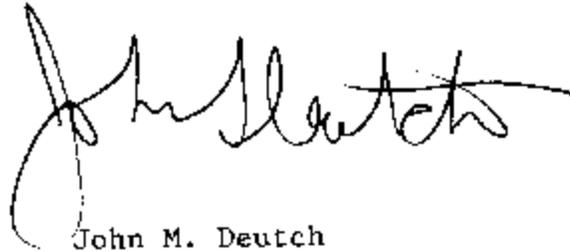
6.3. Obtain reports, information, advice, and assistance, consistent with DoD Directive 8910.1 (reference (d)), as necessary to carry out assigned functions.

6.4. Communicate directly with the Heads of DoD Components. Communications to the Commanders of the Unified Combatant Commands shall be transmitted through the Chairman of the Joint Chiefs of Staff.

6.5. Communicate with other Government officials, representatives of the Legislative Branch, members of the public, and representatives of foreign governments, as appropriate, in carrying out assigned functions.

7. EFFECTIVE DATE

This Directive is effective immediately.

A handwritten signature in black ink, appearing to read "John M. Deutch". The signature is fluid and cursive, with a large initial "J" and "M".

John M. Deutch  
Deputy Secretary of Defense