



Department of Defense DIRECTIVE

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DA&M

SUBJECT: Principal Deputy Under Secretary of Defense for Personnel and Readiness (PDUSD(P&R))

- References:
- (a) Sections 113 and 136a of title 10, United States Code
 - (b) DoD Directive 5124.5, "Assistant Secretary of Defense for Force Management Policy (ASD(FMP))," October 31, 1994 (hereby canceled)
 - (c) [DoD Directive 5124.2](#), "Under Secretary of Defense for Personnel and Readiness (USD(P&R))," October 31, 1994
 - (d) Section 1402 of title 5, United States Code
 - (e) DoD Directive 8910.1, "Management and Control of Information Requirements," June 11, 1993
 - (f) [DoD 5025.1-M](#), "DoD Directives System Procedures," current edition

1. PURPOSE

Pursuant to Section 136a of 10 U.S.C. (reference (a)) and the authorities vested in the Secretary of Defense by Section 113 of 10 U.S.C. (reference (a)), this Directive:

1.1. Establishes the position of Principal Deputy Under Secretary of Defense for Personnel and Readiness (PDUSD(P&R)), with the responsibilities, functions, relationships, and authorities as described herein.

1.2. Cancels and subsumes the responsibilities, functions, relationships, and authorities contained in reference (b).

2. APPLICABILITY

This Directive applies to the Office of the Secretary of Defense, the Military Departments, the Chairman of the Joint Chiefs of Staff, the Combatant Commands, the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities in the Department of Defense (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, the Army Reserve, the Naval Reserve, the Marine Corps Reserve, the Air National Guard of the United States, the Air Force Reserve, and the 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 non-appropriated fund employees), contractors, and host-nation support personnel.

4. RESPONSIBILITIES AND FUNCTIONS

4.1. The Principal Deputy Under Secretary of Defense for Personnel and Readiness (PDUSD(P&R)), under the Under Secretary of Defense for Personnel and Readiness (USD(P&R)), shall advise and assist the USD(P&R) with all responsibilities in providing staff advice and assistance to the Secretary and Deputy Secretary of Defense for Total Force Management as it relates to manpower; force management; planning; program integration; readiness; Reserve Component affairs; health affairs; training; and civilian and military personnel requirements and management, including equal opportunity, commissary, exchange, morale, welfare and recreation, and quality of life matters; and dependents education. The PDUSD(P&R) shall:

4.1.1. As the primary assistant of the USD(P&R):

4.1.1.1. Assist the USD(P&R) in carrying out the responsibilities, functions, and relationships, as authorized in law, DoD regulations, and DoD Directive 5124.2 (reference (c)).

4.1.1.2. Exercise full power to act for the USD(P&R) on any and all matters on which the USD(P&R) is authorized to act under law and reference (c), unless expressly prohibited by law.

4.1.2. As the principal staff assistant and advisor to the USD(P&R) in all matters relating to the management and well-being of military and civilian personnel in the DoD Total Force structure, the PDUSD(P&R) shall, among other responsibilities, develop policies and plans, and provide oversight of programs for:

4.1.2.1. Military and civilian personnel management, including recruitment, education, career development, equal opportunity, compensation, recognition, discipline, and separation.

4.1.2.2. Quality of life of DoD personnel and their dependents, including family support, chaplaincy, allowances, transition assistance, community services, and dependents education.

4.1.2.3. DoD nonappropriated fund instrumentalities, nonappropriated fund resource management and procurement, nonappropriated fund and commissary surcharge construction, DoD morale, welfare and recreation programs and supporting nonappropriated fund revenue generating programs, Armed Service Exchange programs, and Defense Commissary Agency programs.

4.1.3. Serve as the Department of Defense Deputy Chief Human Capital Officer and assist the USD(P&R) in carrying out his responsibilities and functions as the Department of Defense Chief Human Capital Officer, under 5 U.S.C. 1402 (reference (d)).

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

4.1.5. Serve on boards, committees, and other groups pertaining to assigned functional areas and represent the Secretary of Defense and the USD(P&R) on personnel and compensation matters outside of the Department.

4.1.6. Perform such other functions as USD(P&R) or the Secretary of Defense may prescribe.

5. AUTHORITIES

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

5.1. Obtain reports and information consistent with DoD Directive 8910.1 (reference (e)), as necessary, to carry out assigned functions.

5.2. Issue DoD Instructions, DoD Publications, and one-time directive-type memoranda, consistent with DoD 5025.1-M (reference (f)), 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 the Military Departments. Instructions to Combatant Commands shall be communicated through the Chairman of the Joint Chiefs of Staff.

5.3. Communicate directly with the Heads of DoD Components, as necessary to carry out assigned functions, including the transmission of requests for advice and assistance. Communications to the Military Departments shall be transmitted through the Secretaries of the Military Departments, their designees, or as otherwise provided in law or directed by the Secretary of Defense in other DoD issuances. Communications to the Commanders of the Combatant Commands shall be transmitted through the Chairman of the Joint Chiefs of Staff.

5.4. 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.

6. EFFECTIVE DATE

This Directive is effective immediately.


Paul Wolfowitz
Deputy Secretary of Defense