



**UNITED STATES ARMY MEDICAL RESEARCH  
INSTITUTE OF INFECTIOUS DISEASES**

USAMRIID - PROTECT, PROJECT, SUSTAIN

***Personnel Reliability Program  
General Overview***

**SELECT AGENT PROGRAM WORKSHOP**  
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Biodefense solutions to protect our nation





# *Disclaimer*

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## IN THE BEGINNING



**ARMY NUCLEAR SURETY PROGRAM  
ARMY REGULATION (AR) 50-5**



## THEN CAME

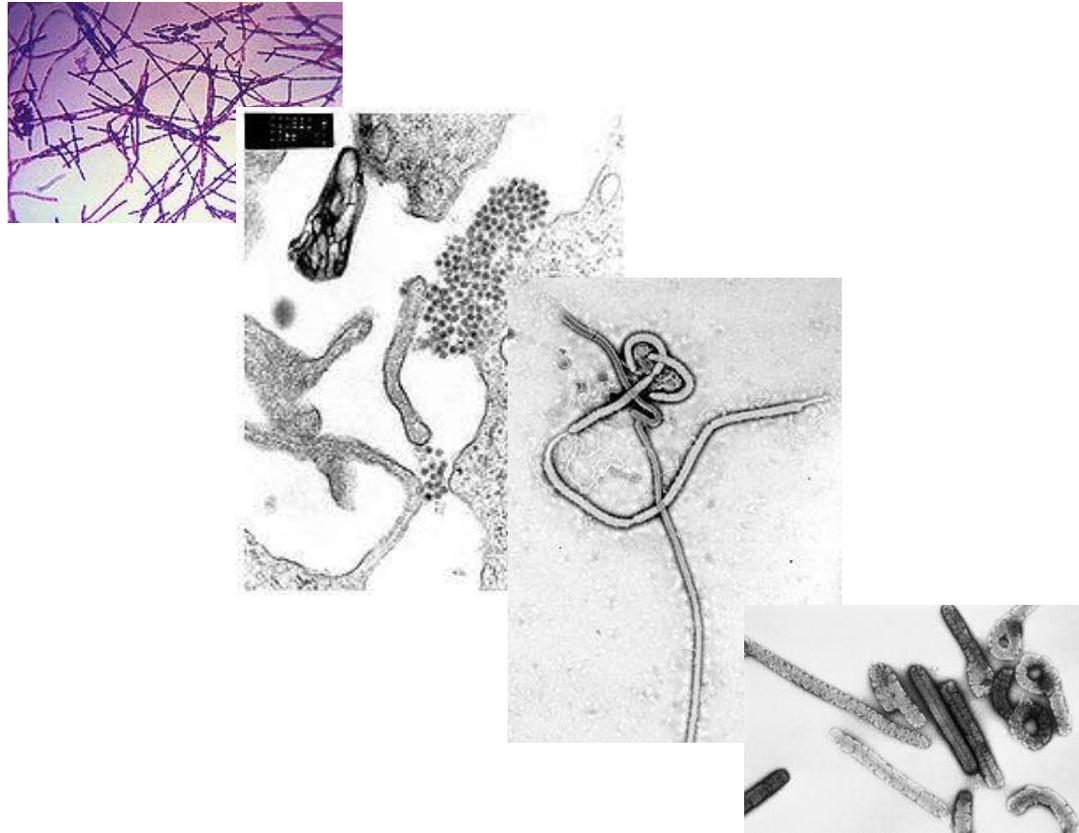
**ARMY CHEMICAL SURETY PROGRAM  
ARMY REGULATION (AR) 50-6**





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# AND THE LATEST



**ARMY BIOLOGICAL SURETY PROGRAM  
ARMY REGULATION (AR) 50-1**





# **BACKGROUND**

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**Use of highly infectious agents and toxins to assassinate individuals, terrorize masses to win battles is evidenced throughout history.**

**Attacks on the World Trade Center and Pentagon on 9/11/2001 and the ensuing anthrax letters elevated the emerging threat of bioterrorism to the United States.**

**In response, the U.S. Army began establishing policies and regulations (Army Regulation 50-1) to govern research involving Biological Select Agents and Toxins (BSAT).**





# ***ARMY REGULATION (AR) 50-1 BIOLOGICAL SURETY***

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## **Key Elements of Biological Surety**

- ✓ **Personnel Reliability Program**
- ✓ **Control of Biological Select Agents and Toxins**
- ✓ **Transportation of Biological Select Agents and Toxins**
- ✓ **Biological Select Agent and Toxin Safety and Occupational Health Program**
- ✓ **Biological Select Agent and Toxin Security Program**
- ✓ **Biological Mishap or Incident Response**
- ✓ **Biological Surety Program Evaluations**





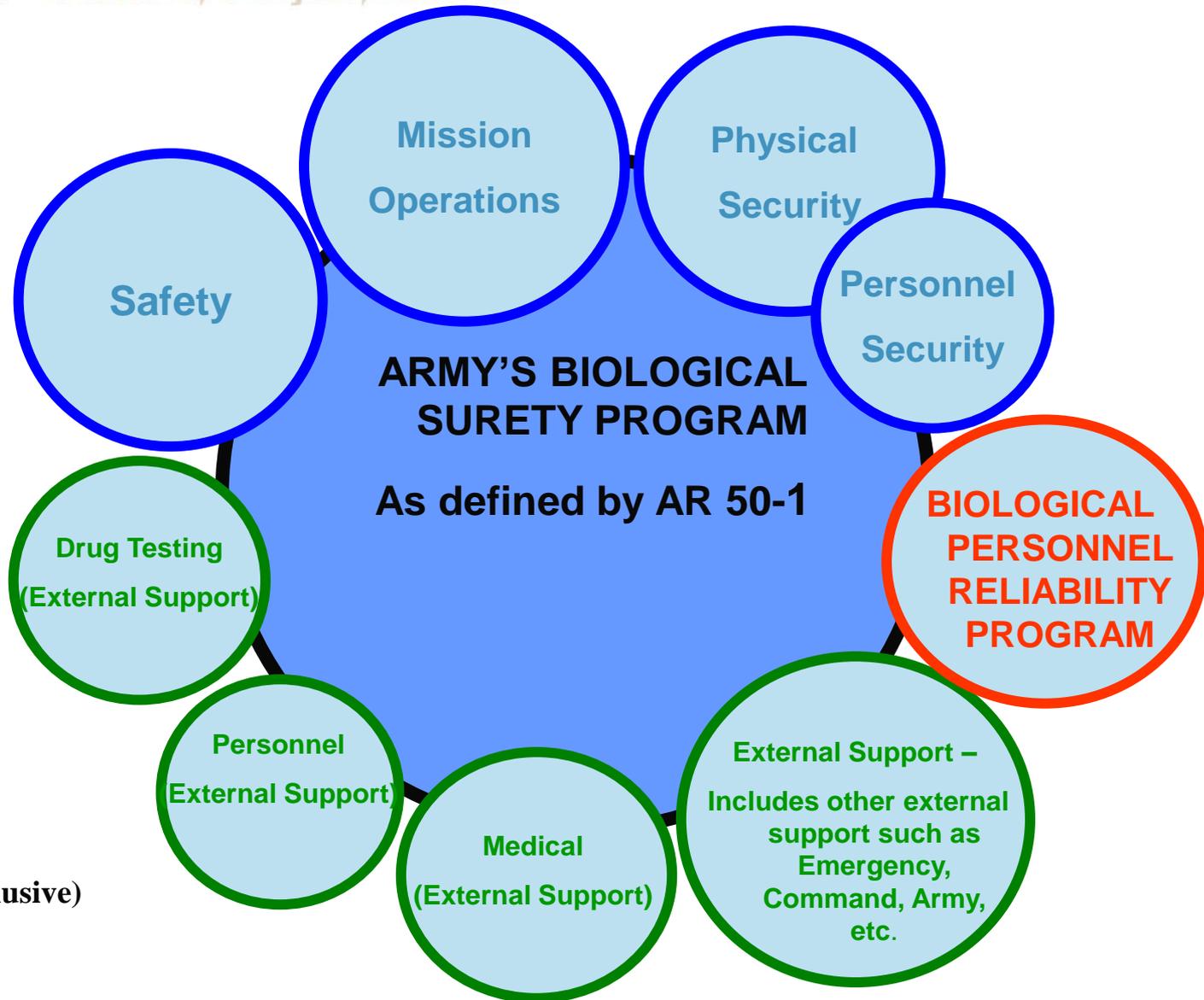
## ***BIOLOGICAL SURETY PROGRAM CONCEPT***

**It is Army policy that Biological Select Agents and Toxins (BSAT) in the possession or custody of the Army shall be properly safeguarded against theft, loss, diversion, or unauthorized access or use, and that operations with such agents are conducted in a safe, secure, and reliable manner.**





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(Not all inclusive)





# ***The Army Personnel Reliability Program***

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**PRP is one of the cornerstones of the Army's Surety Programs and ensures only those personnel who have demonstrated the highest degree of individual reliability for allegiance, trustworthiness, conduct, behavior, and responsibility will be allowed to perform duties that meet the criteria established for surety duties.**

**The purpose of the PRP is to ensure that each person who performs duties involving Special Nuclear Material, Chemical and Biological agents meets the highest possible standards of reliability due to the serious nature or lethal characteristics of the material.**





# ***BIOLOGICAL PERSONNEL RELIABILITY PROGRAM (BPRP)***

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**A tool for Commanders/Directors to make risk based assessment decisions to ensure that persons with access to biological select agents and toxins (BSAT) meet high standards of reliability**

## **Key Personnel**

- ✓ **Reviewing Official (Commander/Director)**
- ✓ **Biosurety Officer**
- ✓ **Certifying Officials**
- ✓ **BPRP Monitors**
- ✓ **Security Manager**
- ✓ **Drug Testing Personnel**
- ✓ **Individuals in BPRP**





# REVIEWING OFFICIAL

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## Commander/Director

**Monitors Certifying Official's decisions**

- ✓ **To qualify individuals to BPRP**
- ✓ **Oversee status or quality of BPRP**

**May overturn Certifying Official's decision to qualify individuals for BPRP, if procedures have been**

- ✓ **Unfair**
- ✓ **Inconsistent**
- ✓ **Inaccurate**

**Will review all disqualification decisions**





# ***CERTIFYING OFFICIAL (CO)***

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- **Determine suitability of PRP candidates**
- **Remove suspect members from the PRP**
- **Monitor screening process of all PRP candidates**
- **Continuously evaluate all personnel in the PRP**
- **Ensure periodic urinalysis testing is conducted**
- **When required, medically or administratively restrict personnel in the PRP**
- **When required, suspend personnel in the PRP**
- **When required, disqualify personnel in the PRP**

**Bottom Line: Responsible for all aspects of PRP on a day-to-day basis**





# ***Responsibilities of Individuals in BPRP***

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**The first line of defense in identifying and reporting Potentially Disqualifying Information (PDI) to the Certifying Official**

**Responsible for monitoring their own reliability and reliability of others performing BPRP duties**

**Responsible for reporting to the CO any factors that could have an adverse impact on their (or other BPRP members) performance of Biological Surety duties**

**Responsible for alerting medical and other support agency personnel that he/she is a member of the BPRP**





# ***Qualifying Factors/Requirements for enrollment into BPRP***

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**Mentally alert, mentally and emotionally stable, trustworthy, physically competent and free of unstable medical conditions**

**Dependability in accepting responsibilities, effective performance, flexibility in adjusting to changes in work environment, ability to exercise sound judgment in adverse or emergency situations**

**Current and favorably adjudicated Personnel Security Investigation**

**Free of drug/substance and alcohol abuse/dependence**

**Comply with training requirements specified in SOPs, plans and regulations**





# *Eligibility of Foreign Nationals*

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**Foreign Nationals are eligible for enrollment into BPRP provided that they are not restricted persons. Foreign national are restricted if they are:**

- ✓ **illegally or unlawfully in the United States**
- ✓ **a national of a country currently determined by the Secretary of State to repeatedly have provided support for acts of international terrorism, and have not been lawfully admitted into the United States for permanent residence**





# ***BPRP - Disqualification Factors***

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## **Mandatory Disqualifying Factors include:**

- **Current diagnosis of drug/substance dependence**
- **Drug/substance abuse within 5 years**
- **Trafficking in illegal or controlled drugs**
- **Drug/substance abuse while in the BPRP**
- **Inability to meet safety requirements**
- **Meets the criteria of a “Restricted Person” as defined by the CDC, 42 CFR 73, Security Risk Assessment (SRA)**





# *Other Disqualification Factors*

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## Alcohol-related incidents/abusing alcohol:

- CO will evaluate alcohol-related incidents that occurred 5 years prior to the initial interview and request a medical evaluation
- Individuals diagnosed as abusing alcohol, but are not alcohol dependent shall, at a minimum, be suspended from BPRP pending completion of a rehabilitation program or treatment prescribed by the CMA
- The individual will complete a 1 year period of strict compliance with an aftercare program or will be disqualified





# *Other Disqualification Factors*

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## Medical Conditions

- Any significant mental or physical medical condition, medication usage, or medical treatment, which may result in:
  - ✓ An altered state of consciousness
  - ✓ Impaired judgment or concentration
  - ✓ Increased risk of impairment if exposed to BSAT
  - ✓ Impaired ability to wear safety personnel protective equipment
  - ✓ Inability to perform physical requirements





# *Other Disqualification Factors*

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## Medical Conditions (continued)

- **Competent Medical Authority (CMA) will evaluate individuals and make recommendations to the CO. Evaluations include:**
  - ✓ **Mental health assessments**
  - ✓ **Suitability to duty if the individual is under hypnotherapy**
  - ✓ **Attempted or threatened suicide before entering or while enrolled in the BPRP**



# Joe Flow

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Human Resources  
Personnelist



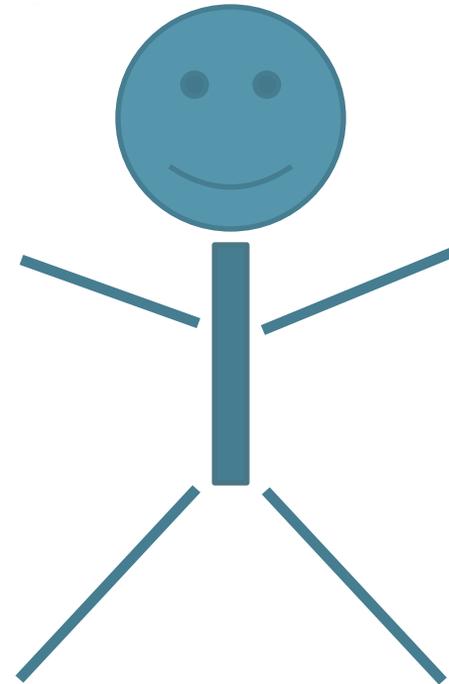
Alcohol and Drug  
Testing Coordinator



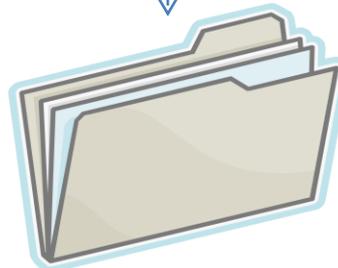
Personnel Security  
Manager



Competent Medical  
Authority



Certifying Official (CO)





# *Removal from BPRP Duties*

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**Removal from BPRP can be:**

- ✓ **Temporary (restriction or suspension)**
- ✓ **Long-term (disqualification)**
- ✓ **Administrative (administrative termination)**

**Disqualification from BPRP is neither an adverse personnel action or basis for disciplinary action**

**Separation from employment/service**





# ***Requalification of Personnel into BPRP***

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## **Request for requalification**

- ✓ Cause for disqualification no longer exists
- ✓ CO will review the request recommend disapprove it or recommend approval to Reviewing Official
- ✓ Reviewing Official will review the CO recommendation and will approve or deny

## **Special procedures for alcohol abuse/dependence**

- ✓ Completes 1 year period of strict compliance with aftercare requirements
- ✓ Mental health evaluation
- ✓ CO must determine that the value of returning BPRP individual will outweigh potential future incidence with alcohol

## **Special procedures for drug/substance abuse**

- ✓ Generally ineligible for requalification
- ✓ Under extraordinary conditions, Reviewing Official believes warrant consideration





# ***BPRP – Continuous Monitoring***

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**CO will ensure that all personnel assigned to BPRP positions are subject to continuing evaluation of their reliability. Continuing evaluations include:**

- **Self-reporting**
- **Peer and supervisor observation and reporting**
- **Evaluation of medical treatment by CMA**
- **Periodic reinvestigations**
- **Periodic drug testing**
- **CO observation and evaluation**





## ***Who is in the BPRP?***

**Only those who demonstrate the highest degree of individual reliability for allegiance, trustworthiness, conduct, behavior and responsibility should be allowed to perform surety duties.**





# ***SUCCESSFUL PROGRAMS***

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## ***Are Typically Characterized By....***

- Active Involvement at all Levels – Command Emphasis
- Buy-in by all involved parties
- Pro-active Local Level Surety Boards
- Certifying Officials that Know What They Don't Know..... and They Ask Questions
- Reviewing & Certifying Officials Know Their Responsibilities & They Can Articulate Why They Have A Surety Program
- Problems That Get Fixed Systemically Versus the Band-Aid Approach
- Thinking Beyond the Regulatory Guidance & Using Common Sense
- PRP Program Manager Involvement

***Long Term Sustainability***



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**Joe Flow**

**Supervisor and Peers**

**Human Resources  
Personnelist**

**Alcohol and Drug  
Testing Coordinator**

**Personnel Security  
Manager**

**Competent Medical  
Authority**

**Certifying Official (CO)**

**CONTINUING EVALUATION**





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# Questions ?

