



UNITED STATES MARINE CORPS  
MARINE CORPS RECRUIT DEPOT/EASTERN RECRUITING REGION  
PO BOX 19001  
PARRIS ISLAND, SOUTH CAROLINA 29905-9001

IN REPLY REFER TO  
DepO 6120.7E  
BMC

10 APR 2018

DEPOT ORDER 6120.7E

From: Commanding General  
To: Distribution List  
Subj: COMPETENCE FOR DUTY EXAM

Ref: (a) BUMEDINST 6120.20C  
(b) NAVHOSPINST 6120J

Encl: (1) NAVMED Form 6120/1 (Rev 10-2011)

1. Situation. To amplify instructions contained in the references and to prescribe the Depot procedure for the examination, determination, and disposition of personnel referred to the Branch Health Clinic, Parris Island (BHC-PI) or Naval Hospital Beaufort (NHB) for competence for duty examinations for suspected alcohol or drug impairment.

2. Cancellation. DepO 6120.7D

3. Mission. The purpose of this exam is to prevent injuries or death and to protect the health and well-being of service members and others who may be affected by their performance. Examinations are performed to determine if a service member's mental or physical faculties are impaired by intoxicating beverages, drugs, disease, injury, or any other exposure or circumstance to hinder the safe and efficient performance of military duties.

4. Execution

a. Commander's Intent and Concept of Operations

(1) Commander's Intent. The mental and physical ability to perform fully any task or service for which an individual may normally be expected to perform is of the utmost importance to accomplishing the mission in a safe and orderly manner. The fact that the person is in a patient, on leave or on liberty status is immaterial with respect to the determination of their fitness to perform their duties. A person who has indulged in an intoxicating beverage or other incapacitating drugs to such an extent to impair sensibly the full exercise of their mental and physical faculties is unfit to be entrusted with the duties incident to Naval Service.

(2) Concept of Operations. The BHC-PI, Medical Officer of the Day (MOOD), or the on call provider at NHB (after normal working hours) will perform competence for duty examinations on individuals upon receipt of enclosure (1) in duplicate from either the Provost Marshal, Depot Command Duty Officer (CDO), Commanding Officer of Depot subordinate commands, or their respective duty officers, the Commanding Officer NHB and the Officer in Charge BHC-PI or designated representative including the Naval Dental Clinic.

b. Subordinate Element Mission

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(1) Disposition of Examinees with Evidence of Intoxication (Military Personnel)

(a) Intoxication associated with injury or disease. Commanders will ensure personnel are admitted to NHB or an appropriate local medical facility as indicated.

(b) Intoxication with no apparent injury or disease. Once personnel are medically cleared, they will be released to their own command or military police, as applicable.

(c) Chronic Alcoholism. If a person is diagnosed with chronic alcoholism, they will be transferred to NHB or an appropriate local medical facility for detoxification purposes. In patients with chronic alcoholism or if an acute alcoholic episode is suspected, personnel will be referred to the appropriate substance abuse program for evaluation.

(2) Disposition of Examinees with Evidence of Intoxication (Civil Service Employee). If it is determined by the medical provider that the employee is under the influence of alcohol or drugs to such a degree as to impair their full performance of duties, the employee will be referred to their supervisor along with the original copy of the examination for disposition purposes.

c. Coordinating Instructions

(1) General Requirements and Instructions

(a) In cases involving possible intoxication, drug addiction, medication abuse or other unusual exposures or circumstances, there is a requirement to ascertain whether the person concerned is fit for duty. To assist in making such a determination, a Medical Officer's opinion will often be considered as expert opinion in any subsequent legal and/or administrative proceedings. Enclosure (1) is available through the normal supply system and is used to assist in providing a uniform and orderly medical report for complying with requests by "proper authorities," for medical determinations of an individual's "fitness for duty," and will be used for the referral of all military and civilian employees who are suspected of being under the influence of a controlled substance or alcohol.

(b) Since the examining Medical Officer's opinion concerning sobriety will be received in appropriate cases by a courts-martial as expert testimony, the Medical Officer must be prepared to cite facts or circumstances to support his report and particularly his opinion. It is therefore important that he or she carefully prepare the NAVMED Form 6120/1 [enclosure (1)], which results in a complete record of the examination.

(c) Under the present state of the law, the protection against self-incrimination Article 31(b), UCMJ does not extend to production of samples of bodily fluids and handwritten specimens. Accordingly, when an individual is suspected or accused of an offense they are referred to BHC-PI or NHB for a competence for duty examination. The examining medical officer will not advise them of their rights under Article 31(b), UCMJ. When a command requests a blood alcohol level or drug screen which may be used in subsequent legal action, a completed Record of Authorization for Search or DD Form 1323 must accompany the request for competency for duty examinations, NAVMED Form 6120/1. If, in the opinion of the medical officer, attempts to

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draw bodily fluids from an uncooperative patient could result in injury to the patient or staff, and fluids are not necessary for medical diagnostic reasons, the fluids will not be drawn. No search and seizure authorization is required if the patient voluntarily agrees or requests examination of bodily fluids, or if the fluids are needed for valid medical purposes, or if there is a clear indication that evidence of a crime will be found and there is reason to believe that delay would result if a search authorization were sought which could result in the destruction of the evidence.

(2) Action

(a) Items 1 through 12 of enclosure (1) must be completed by the authority submitting the request.

(b) The Medical Officer conducting the examination must complete items 13 through 47. The Medical Officer will forward a signed copy to the Medical Records Department for filing in the individual's electronic and hard copy medical record. The original form will be forwarded to the requesting authority except in the case of civilian employees in which case the copy of the report will be forwarded to the Human Resources office.

5. Administration and Logistics

a. Recommendations for changes or modifications to this Order will be provided to the BHC-PI for staffing to the AC/S G-1.

b. An electronic copy of this Order can be found on the Parris Island SharePoint at:  
<https://eis.usmc.mil/sites/mcrdpi/g1/Shared%20Documents/Forms/AllItems.aspx>.

6. Command and Signal

(a) Command. This Order is applicable to Marine Corps Recruit Depot, Parris Island.

(b) Signal. This Order is effective the date signed.



M. G. ST. CLAIR  
Chief of Staff

Distribution: A

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**COMPETENCE FOR DUTY EXAMINATION**

INSTRUCTIONS FOR THE USE AND PURPOSE OF THIS FORM ARE CONTAINED IN BUMEDINST 6120.20 SERIES.  
THIS FORM SHALL NOT BE USED FOR PROCEDURES PERFORMED FOR CLINICAL OR THERAPY PURPOSES.

**DEFINITION OF COMPETENCE FOR DUTY**

**FOR PERSONS IN THE NAVAL SERVICE:** The ability to perform fully the naval duties to which the individual normally would be assigned. (Note: A person who has indulged in intoxicating beverages narcotics or dangerous drugs to such an extent as to impair sensibly the rational and full exercise of his mental and physical faculties cannot be entrusted with the duties incident to naval service. The fact that the person is in a patient, leave, or liberty status is immaterial to the determination of his competence to perform his naval duties.)

**FOR ALL OTHERS:** The mental and physical ability to perform fully any task or service which the individual may normally be expected to perform.

**INSTRUCTIONS**

1. Items 1-12 shall be completed in duplicate by the commanding officer or other proper authority requesting examination.
2. Items 13-48 shall be completed by medical officer conducting examination. Under item 13, History, included information provided by examinee as to ingestion and quantity of alcoholic beverage, narcotic, drug substance, or food, and time taken. Note any evidence of disease or injury (other than the condition promoting this examination) in item 16.
3. When conducting an examination for competence for duty and individual is accused or suspected of an offense, comply with BUMEDINST 6120.20 series

**A. REQUEST FOR EXAMINATION**

1. TO:	2. DATE	3. TIME (Hours)
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It is requested that a physical examination be given the following individual to determine competence for duty.

4. NAME (Last, first, middle)	5. GRADE OR RATE	6. DUTY STATION
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7. REASON FOR REFERRAL

Check here if laboratory analysis is desired.

8. SIGNATURE (Requester)	9. GRADE OR RATE	10. TITLE
11. NAME OF REQUESTER (Type or print in ink)		12. DUTY STATION

**B. CLINICAL EXAMINATION**

13. HISTORY

14. GENERAL APPEARANCE (Include appearance of clothing)	15. MENTAL STATE
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16. DISEASES OR INJURIES (Other than the condition prompting this examination, per inst. 2 above).

17. TEMPERATURE	18. PULSE (Rate and character)
19. BLOOD PRESSURE	
20. FACE (Flushed, pallid, cyanotic)	21. TONGUE
	22. BREATH
23. SKIN (Warm, cool, moist, dry, pale)	24. SPEECH (Thick, slurred, ability to report words such as Merciful, Pedestrian, Peter Piper)
25. EYES (Site of pupils, reaction to light, conjunctiva, etc.)	

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26. OTHER CONDITIONS		27. SAMPLE OF HANDWRITING
VOMITING		
INCONTINENCE OF URINE		
INCONTINENCE OF FECES		

C. NEUROLOGICAL EXAMINATION		
28. REFLEXES		29. COORDINATION
HYPERACTIVE	FINGER TO NOSE	ROMBERG TEST
HYPOACTIVE	HEEL TO KNEE	
TREMOR	ABILITY TO APPROACH AND PICK UP OBJECT FROM THE FLOOR	
		GAIT

D. LABORATORY EXAMINATIONS (if requested in Part A):			
30. BLOOD ANALYSIS (Name of test and results expressed as mgm per ml or in other standard units)	31. TIME TAKEN (HOUR)	33. OTHER TESTS (Gastric contents, urine, etc.)	34. TIME TAKEN (HOUR)
	32. DATE		35. DATE
36. SPECIMEN OBTAINED BY (Name of person)		37. RESULTS VERIFIED BY (Name of person)	

E. CONCLUSIONS AS TO COMPETENCE FOR DUTY			
Check the applicable "YES" or "NO" box to indicate answer.			
	YES	NO	If the answer to item 38 is NO, also answer items 30 and 40 and indicate in block 43 the approximate time examinee is expected to become competent to return to duty. If the answer to item 39 is YES, describe in block 16 DISEASES or INJURIES. If answer to item 40 is YES describe under block 42.
38. Is examinee competent to perform duty?			
39. Is examinee's condition due to disease or injury?			
40. Is examinee's condition due to the use of drugs or alcohol?			
41. DISPOSITION:			
<input type="checkbox"/> RETURNED TO FULL DUTY <input type="checkbox"/> ADMITTED TO SICK LIST <input type="checkbox"/> RELEASE TO CUSTODY OF (Specify to whom)			

42. REMARKS (All answers should be as brief as possible. Items requiring more space should be continued in this "Remarks" block. Specify item continued.)

F. RESPONSE TO REQUESTER  
 In accordance with the request in Section A, the individual has been examined as set forth above to determine competence for duty.  
 A signed copy of this report is being inserted in the Health Record of the individual.

43. THE INDIVIDUAL

HAS     HAS NOT RECEIVED A COPY OF THIS REPORT.

44. SIGNATURE (Examiner)	45. GRADE OR RATE	46. DUTY STATION	47. DATE
48. NAME (Type/print)			TIME