



SECRETARY OF DEFENSE
1000 DEFENSE PENTAGON
WASHINGTON, DC 20301-1000

SEP 26 2023

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
COMMANDERS OF THE COMBATANT COMMANDS
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: New DoD Actions to Prevent Suicide in the Military

Every day, the United States military loses brave men and women to suicide. Each death is a devastating loss for families, fellow Service members, and our entire force. All of us in the Defense Department need to do more to prevent these tragedies.

Over the past two and a half years, the Department has taken unprecedented action to counter harmful behavior in all its forms, including suicide. Thanks to the rigorous work of the members of the Suicide Prevention and Response Independent Review Committee (SPRIRC) and many others across the Department, we have deepened our understanding of effective prevention and intervention strategies and developed a more comprehensive approach to ending harmful behavior. For example, the Department has established the Integrated Primary Prevention Workforce; improved tactics for intervening before a crisis occurs; worked to reduce stigma and barriers to care; and redoubled its focus on building healthy climates and improving Service members' quality of life.

To continue our progress, we are pursuing five lines of effort that will guide our urgent work to prevent suicide in the ranks. Today, I am approving a series of key enabling tasks within each line of effort, adopted and modified from the SPRIRC recommendations. We must ensure sustained execution of these tasks, which may include advancing evidence-informed strategies or pilot programs already in place and investments across the Department.

The five lines of effort include:

1) Foster a Supportive Environment. The Department must do all it can to ensure a healthy, supportive, and fulfilling quality of life for our patriotic Service members who defend our country. The Department recently enacted a number of initiatives to improve the well-being of our Service members, including expanded parental leave and dependent care benefits, universal pre-kindergarten programs at DoD Education Activity schools, and efforts to provide for professional licensure portability for military spouses. To build on this work, the Department will implement 26 approved SPRIRC recommendations to enhance well-being, including the following efforts:

- Invest in Taking Care of People priorities.
- Improve morale, welfare, and recreation activities and facilities to enhance quality of life, holistic health, and wellness.
- Empower leaders to improve schedule predictability.

- 2) Improve the Delivery of Mental Health Care.** Mental health is vital to every Service member's well-being and to the overall readiness of our force. It is our solemn obligation to provide the best possible mental health care to our men and women in uniform. In March 2023, I approved the immediate implementation of 10 actions related to the SPRIRC recommendations for improving access to behavioral and mental health care. To advance this line of effort, the Department will begin implementing 24 additional SPRIRC recommendations to improve mental health service delivery and achieve the following priorities:
- Expand training programs and actions to better recruit, support, and retain mental health providers.
 - Remove obstacles to improve coordination of care.
 - Eliminate barriers to provider pay equity, timely hiring, and efficient onboarding.
 - Increase appointment availability by revising mental health staffing models to ensure that mental health clinics have the administrative and case management support they need.
- 3) Address Stigma and Other Barriers to Care.** The Department has taken important actions to eliminate the stubborn stigma around asking for help, and we have helped reduce barriers to seeking mental health care. The Office of the Under Secretary of Defense for Personnel and Readiness (USD(P&R)) has conducted a comprehensive review and revision of policies across the Department, working to eliminate stigmatizing language. Additionally, the Department has issued guidance to implement the Brandon Act, which allows Service members to self-initiate referrals for mental health evaluations and seeks to promote a culture of reaching out for help. To continue these efforts, the Department will begin implementing 14 approved SPRIRC recommendations to advance the following objectives:
- Expand availability of confidential services, including non-medical counseling for suicide prevention.
 - Increase mental health services in primary care.
 - Expand availability of tele-health care and other digital tools.
 - Provide additional resources to support unit leaders in reducing stigma.
- 4) Revise Suicide Prevention Training.** The Department is undertaking a foundational shift toward a comprehensive integrated prevention strategy, applying a public-health approach to the prevention of harmful behaviors. This will help create healthier, more supportive environments by enhancing protections for our communities and eliminating risk factors. The implementation of the approved recommendations of the Independent Review Commission on Sexual Assault in the Military, specifically the stand-up of the Integrated Primary Prevention Workforce, has been a core part of this shift, as have our efforts to better educate Department leaders about prevention and give them greater visibility into the data that can help them assess command climate. Looking ahead, we need to build on the lessons learned and revise suicide prevention training to focus more directly on stressors and risk factors that Service members face

daily. To deepen our work in this area, we will begin implementing 20 approved SPRIRC recommendations to modernize the Department's suicide prevention and postvention training. The Defense Suicide Prevention Office will develop the core curriculum for this revised training, which will allow for tailoring to meet the unique needs of each of the Military Services, to include the National Guard and Reserve. These revisions are intended to:

- Modernize content, delivery, and dosage of suicide prevention training.
- Train behavioral health technicians in evidence-based practices.
- Integrate leaders at all levels into suicide prevention training.
- Centralize the core suicide prevention training curriculum.

5) Promote a Culture of Lethal Means Safety. Lethal means safety is a critical part of suicide prevention. Secure storage practices for firearms have been proven to save lives, and approximately 70% of Service members who die by suicide use firearms as the primary mechanism of injury. The Department will begin implementing eight approved SPRIRC recommendations, with modifications outlined in the attachment, including the following next steps to promote lethal means safety:

- Launch a comprehensive public education campaign.
- Offer funding incentives for safer ways to store firearms.
- Provide additional on-base secure storage options for personal firearms.
- Enforce existing restrictions on private firearms in barracks.
- Make improvements to reducing risk in barracks and dormitories.

In addition to assessing implementation of these five lines of effort, the Department will continue to evaluate nine other approved SPRIRC recommendations, including further study of the connection to specific suicide risk factors and of other public-health initiatives that can improve Service member health.

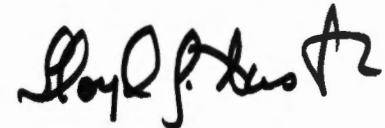
The Department determined that existing or recently established programs, projects, or processes met the spirit of intent of 20 additional approved SPRIRC recommendations. Finally, after careful consideration, the Department concluded that 16 of the recommendations are not feasible for implementation at this time.

To carry out the approved recommendations as quickly and as effectively as possible, I hereby authorize and direct the Under Secretaries of Defense to issue the necessary guidance, coordinated as appropriate, to begin implementation. I direct the USD(P&R), in consultation with the uniformed and civilian leadership of the Department, to provide regular updates on the progress of implementation to the Deputy Secretary of Defense. I further direct all Components to build the necessary resources for rigorous and empirically backed program evaluation into their implementation plans, to allocate those resources throughout the implementation process, and to provide an annual assessment of implementation efforts.

Suicide prevention is a long-term effort. Change will not happen overnight, but we have no time to spare. The men and women who step up to serve our country in uniform are this

Department's most important asset. The health and well-being of these extraordinary public servants and their families is an obligation that I take seriously and personally. I expect leaders at all levels across the Department to do the same and urge your support to embrace and execute these prevention efforts.

We must foster trust and connection in the workplaces and communities under our care. We must integrate prevention into all our efforts. And we must reach out to those who are struggling and make it easier to seek help. Taking care of our people is a sacred obligation, and we will continue to undertake it with the resolve and moral clarity that our teammates deserve.

A handwritten signature in black ink, appearing to read "Royce J. Gustaf". The signature is written in a cursive, flowing style.

Attachment:
As stated

Attachment: Summary of Implementation Approach

The Department will continue to pursue an aggressive timeline for planning and implementing the actions based on the approved Suicide Prevention and Response Independent Review Committee (SPRIRC) recommendations. Our priorities for implementation are laid out in a tiered system across all lines of effort, as summarized in this attachment. The actions within each line of effort have been prioritized, with Tier 1 being the Department’s highest priority for implementation, and 5 being the lowest priority. This prioritization will be used to inform the Fiscal Year 2025 Program and Budget Review.

A formal Plan of Action and Milestones (POA&M) for all directed implementation actions and recommendations will be established based on the following schedule:

- Funded recommendations in Tier 1, Immediate Actions, Existing Initiatives, and Cost Neutral Recommendations submitted by October 31, 2023; coordinated and validated by January 31, 2024.
- Funded recommendations in Tier 2 and 3 submitted by December 31, 2023; coordinated and validated by March 31, 2024.
- Funded recommendations in Tiers 4 and 5 submitted by March 31, 2024; coordinated and validated by June 30, 2024.

POA&Ms will be developed by the respective offices of primary responsibility (OPRs) for the approved recommendations. The OPRs will consolidate execution plans from the Military Departments and other relevant stakeholders while recognizing the obligation and role of the Military Departments in ensuring Service member health and well-being. The POA&Ms will identify completion dates, and all recommendations should be fully implemented by the end of Fiscal Year 2030, subject to the availability of funds. POA&Ms will be submitted to the Under Secretary of Defense for Personnel and Readiness through the Defense Suicide Prevention Office for review, approval, and implementation tracking, with validation by the Suicide Prevention General Officer Steering Committee.

Note: Throughout this attachment, the use of † denotes recommendations with revised implementation language.

Tier 1 Recommendations				
Line of Effort: Foster a Supportive Environment				
Rec. #	Summary of Implementation Approach	Next Steps for Action	POA&M Due Date	OPR
5.32†	[REVISED] Issue Department-wide guidance to establish Commander’s Intent for duty schedules to minimize shift changes and allow for sufficient sleep.	Immediate Action	31 OCT 2023	OUSD(P&R) Office of Force Resiliency
3.1	Continue current Services’ efforts to modernize and reform the military promotion system through the DEI sprint initiatives.	Existing Initiative	31 OCT 2023	OUSD(P&R) OASD(M&RA)

Tier 1 Recommendations

3.1.1	Continue current Services' efforts to provide greater flexibility in military career trajectories through the DEI sprint initiatives.	Existing Initiative	31 OCT 2023	OUSD(P&R) OASD(M&RA)
3.2†	[REVISED] Leverage existing processes to improve stabilization options while maintaining mission readiness.	Existing Initiative	31 OCT 2023	OUSD(P&R) OASD(M&RA)
3.3†	[REVISED] Continue Military Service-managed approaches to command assignments through development teams and selection boards.	Existing Initiative	31 OCT 2023	OUSD(P&R) OASD(M&RA)
3.4†	[REVISED] Continue leveraging a variety of established monetary and non-monetary incentives to retain talent throughout DoD.	Existing Initiative	31 OCT 2023	OUSD(P&R) OASD(M&RA)
5.8	Continue to promote leadership focused on strengthening support to Service members and their families, in line with recent guidance from the Secretary of Defense.	Existing Initiative	31 OCT 2023	OUSD(P&R) OASD(M&RA)
5.28	Improve childcare programs through the recommendations of the Recruitment, Retention, and Compensation Task Force.	Existing Initiative	31 OCT 2023	OUSD(P&R) OASD(M&RA)
5.29	Increase funding to support expansion of military spouse career and education opportunities.	Existing Initiative	31 OCT 2023	OUSD(P&R) OASD(M&RA)
5.43†	[REVISED] Support ongoing efforts to improve pay and reimbursement processes across the DoD.	Existing Initiative	31 OCT 2023	OUSD(P&R) OASD(M&RA)
5.44	Review military pay tables to ensure they are structured to strengthen Service members' economic security through the Quadrennial Review of Military Compensation.	Existing Initiative	31 OCT 2023	OUSD(P&R) OASD(M&RA)
5.45	[REVISED] Support ongoing efforts to remedy military pay operations and related customer support across the DoD.	Existing Initiative	31 OCT 2023	OUSD(P&R) OASD(M&RA)
7.1†	[REVISED] The Military Services will provide updates on ongoing initiatives to improve leader selection and development as part of semiannual Force Management Update briefings.	Existing Initiative	31 OCT 2023	OUSD(P&R) OASD(M&RA)
5.3	Each Service will establish Commander's Intent guidance for schedule predictability to the extent possible within constraints of mission requirements.	Cost-Neutral Recommendation	31 OCT 2023	OUSD(P&R) Office of Force Resiliency
5.7	Each Service will establish Commander's Intent guidance for official after-hours communication, within the constraints of mission requirements.	Cost-Neutral Recommendation	31 OCT 2023	OUSD(P&R) Office of Force Resiliency
5.42	Limit alcohol sales in Commissaries and Exchanges to the hours of 0600-2200, with flexibility to further restrict hours of sale.	Cost-Neutral Recommendation	31 OCT 2023	OUSD(P&R) OASD(M&RA)

Tier 1 Recommendations

Line of Effort: **Improve the Delivery of Mental Health Care**

Rec. #	Summary of Implementation Approach	Next Steps for Action	POA&M Due Date	OPR
6.10	Expedite hiring processes for behavioral health professionals.	Immediate Action	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.12	Fully use behavioral health technicians as behavioral health care extenders in standardized clinic workflows, in line with Defense Health Agency (DHA) Procedural Instruction 6490.12.	Immediate Action	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.15	Establish a formal process improvement initiative through the DHA Behavioral Health Clinical Community.	Immediate Action	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.21	Complete pending revision of the VA-DoD Clinical Practice Guidelines and ensure DHA Instructions are in-line with these guidelines.	Immediate Action	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
3.5†	[REVISED] Request additional recruitment, pay, and retention authority to eliminate barriers to efficient hiring and onboarding.	Cost-Neutral Recommendation	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.1	Explore mechanisms to reduce statutory limitations that hinder the retention of behavioral health providers.	Cost-Neutral Recommendation	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.2	Ensure behavioral health provider pay equity through the Health Processions Compensation Standing Committee.	Cost-Neutral Recommendation	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.11†	[REVISED] The Defense Health Agency will continue phased rollout of a centralized credentials verification service.	Cost-Neutral Recommendation	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.9†	[REVISED] The Defense Health Agency is revising credentialing standards for Licensed Professional Counselors and Licensed Marriage and Family Therapists.	Existing Initiative	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.19†	[REVISED] Ensure ongoing functionality of information technology and digital communication systems in Military Treatment Facilities.	Existing Initiative	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.20†	[REVISED] Ensure ongoing availability of sufficient end user devices to address information technology needs in Military Treatment Facilities.	Existing Initiative	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.33	Ensure timely processing of TRICARE payment claims in accordance with the TRICARE Operations Manual.	Existing Initiative	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency

Tier 1 Recommendations

6.35†	[REVISED] Continue ongoing efforts to ensure that TRICARE provider rosters are regularly updated in accordance with TRICARE contract requirements.	Existing Initiative	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.40	Improve utilization of existing procedures for backfilling positions when Service members are enrolled in the Disability Evaluation System.	Existing Initiative	31 OCT 2023	OUSD(P&R) Office of Force Resiliency
6.29	A Behavioral Health Case Management Workforce will provide post-discharge support for Service members at risk for suicide.	Implement after Additional Evaluation	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.30	The Behavioral Health Case Management Workforce will provide caring communications as part of post-discharge support.	Implement after Additional Evaluation	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.31	Establish a dedicated Behavioral Health Case Management Workforce throughout all mental health clinics at military treatment facilities.	Implement, Subject to the Availability of Funds	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency

Line of Effort: Address Stigma and Other Barriers to Care

Rec. #	Summary of Implementation Approach	Next Steps for Action	POA&M Due Date	OPR
6.16	Improve access to mental health care by improving alignment of clinic scheduling.	Immediate Action	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.17	Implement “episodes of care” model to schedule multiple behavioral health appointments at the outset of care.	Immediate Action	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.24	Ensure routine screening for unhealthy alcohol use in Primary Care Clinics.	Immediate Action	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.25	Ensure the availability of evidence-based care for those seeking treatment or support for unhealthy drinking, including health care informatics solutions.	Immediate Action	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.27	Expand opportunities to treat common mental health conditions in primary care, including the utilization of Collaborative Care models.	Immediate Action	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.38	Clarify guidance and explore mechanisms to ensure the delivery of tele-behavioral health services across state lines and international borders.	Cost-Neutral Recommendation	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.39	Establish partnerships between MTFs and regional health care systems to deliver evidence-based tele-behavioral health services.	Existing Initiative	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency

Tier 1 Recommendations

4.8.1	Enhance implementation and utilization of the Postvention Toolkit for a Military Suicide Loss published by the Defense Suicide Prevention Office.	Implement, Subject to the Availability of Funds	31 OCT 2023	OUSD(P&R) Office of Force Resiliency
4.8.2	Improve implementation and utilization of the Leaders Suicide Prevention Safe Messaging Guide to direct development, coordination, and dissemination of suicide prevention messages.	Implement, Subject to the Availability of Funds	31 OCT 2023	OUSD(P&R) Office of Force Resiliency
6.28†	[REVISED] Implement and promote targeted strategies to more efficiently use non-medical counseling programs to meet current behavioral health demand.	Implement, Subject to the Availability of Funds	31 OCT 2023	OUSD(P&R) OASD(M&RA)

Line of Effort: Revise Suicide Prevention Training

Rec. #	Summary of Implementation Approach	Next Steps for Action	POA&M Due Date	OPR
5.2	Review and revise required training requirements through the Common Military Training Working Group.	Existing Initiative	31 OCT 2023	OUSD(P&R) OASD(R)
4.1	Modernize the content, delivery, and dosage of training in suicide prevention and skill building across the Department of Defense through developing a new training and education capacity in the Defense Suicide Prevention Office.	Implement, Subject to the Availability of Funds	31 OCT 2023	OUSD(P&R) Office of Force Resiliency
4.1.1	Tailor suicide prevention training to specific audiences, such as peers and supervisors.	Implement, Subject to the Availability of Funds	31 OCT 2023	OUSD(P&R) Office of Force Resiliency
4.1.2	Deliver suicide prevention training in small group settings that allow for facilitated discussion and effective resource sharing.	Implement, Subject to the Availability of Funds	31 OCT 2023	OUSD(P&R) Office of Force Resiliency
4.1.3	Vary duration and frequency of suicide prevention training and related messages.	Implement, Subject to the Availability of Funds	31 OCT 2023	OUSD(P&R) Office of Force Resiliency
4.1.4	Develop suicide prevention training that addresses a variety of topics to meet the needs of specific Service member groups.	Implement, Subject to the Availability of Funds	31 OCT 2023	OUSD(P&R) Office of Force Resiliency
4.2	Centralize the core suicide prevention curriculum through the new training and education capacity in the Defense Suicide Prevention Office.	Implement, Subject to the Availability of Funds	31 OCT 2023	OUSD(P&R) Office of Force Resiliency
4.8	Develop leader-focused training on how to implement postvention activities following a suicide death.	Implement, Subject to the Availability of Funds	31 OCT 2023	OUSD(P&R) Office of Force Resiliency
5.6	Integrate skills training in navigating difficult conversations regarding suicide into leader training throughout the DoD.	Implement, Subject to the Availability of Funds	31 OCT 2023	OUSD(P&R) Office of Force Resiliency
6.22	Provide skills-based training in evidence-based suicide prevention treatments to behavioral health clinicians across the Military Health System.	Implement, Subject to the Availability of Funds	31 OCT 2023	OUSD(P&R) OASD(HA) / Defense Health Agency

Tier 1 Recommendations

6.23	Provide advanced training in evidence-based suicide prevention treatments to TRICARE behavioral health clinicians.	Implement, Subject to the Availability of Funds	31 OCT 2023	OUUSD(P&R) OASD(HA) / Defense Health Agency
Line of Effort: Promote a Culture of Lethal Means Safety				
Rec. #	Summary of Implementation Approach	Next Steps for Action	POA&M Due Date	OPR
5.12†	[REVISED]: Submit legislation to revise Public Law 111-383 Section 1062 to allow voluntary research data collection regarding secure storage of privately owned firearms by military personnel.	Cost-Neutral Recommendation	31 OCT 2023	OUUSD(P&R) Office of Force Resiliency
5.13	Establish guidance on what collection of research and program evaluation data related to privately owned firearms is permitted by law.	Cost-Neutral Recommendation	31 OCT 2023	OUUSD(P&R) Office of Force Resiliency
5.19	Fund an incentive program that offers discounts or vouchers for Service members to purchase secure firearm storage at Military Exchanges.	Implement, Subject to the Availability of Funds	31 OCT 2023	OUUSD(P&R) Office of Force Resiliency
5.24	Develop and implement a multimedia public education campaign to promote secure firearm storage.	Implement, Subject to the Availability of Funds	31 OCT 2023	OUUSD(P&R) Office of Force Resiliency

Tier 2 Recommendations

Line of Effort: Foster a Supportive Environment

Rec. #	Summary of Implementation Approach	Next Steps for Action	POA&M Due Date	OPR
4.5	Issue guidance through revision of DoDI 6490.16 regarding a checklist of items to be implemented by unit leaders when Service members are under investigation. This checklist will be tailored by the Military Services to address specific needs.	Implement, Subject to the Availability of Funds	31 DEC 2023	OUSD(P&R) Office of Force Resiliency
4.10†	[REVISED] Provide commanders with guidance through DoDI 6490.16 to direct the utilization of installation-level cleaning contracts in biohazard or trauma scene areas after a suicide death.	Implement, Subject to the Availability of Funds	31 DEC 2023	OUSD(P&R) Office of Force Resiliency

Line of Effort: Address Stigma and Other Barriers to Care

Rec. #	Summary of Implementation Approach	Next Steps for Action	POA&M Due Date	OPR
4.4†	[REVISED] The General Counsel will direct the Joint Service Committee on Military Justice to examine what information about psychological services and diagnoses can and cannot be disclosed in court proceedings, and make recommendations as appropriate.	Cost-Neutral Recommendation	31 DEC 2023	General Counsel
4.6†	[REVISED] Based on the outcomes of Recommendation 7.5, develop an implementation pilot to standardize the process for behavioral health personnel involvement when Service members are under investigation or otherwise facing criminal charges.	Implement, Subject to the Availability of Funds	31 DEC 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
4.7†	[REVISED] Update DoDI 6490.16 to clarify guidance regarding unit memorial services as part of postvention activities following a suicide death.	Implement, Subject to the Availability of Funds	31 DEC 2023	OUSD(P&R) Office of Force Resiliency
6.37	DoD will expand tele-behavioral health services through Behavioral Health Resources and Virtual Experience (BRAVE).	Implement, Subject to the Availability of Funds	31 DEC 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.26	Ensure ongoing integration of mental health and substance use treatment programs.	Implement, Subject to the Availability of Funds	31 DEC 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
7.5†	[REVISED] Conduct research to clarify the types of criminal offenses and charges that increase suicide risk among Service members in order to enhance intervention programs. Implement changes to the Limited Privilege Suicide Prevention program based on the outcomes of this evaluation.	Implement, Subject to the Availability of Funds	31 DEC 2023	OUSD(P&R) OASD(HA) / Defense Health Agency

Tier 2 Recommendations

Line of Effort: **Revise Suicide Prevention Training**

Rec. #	Summary of Implementation Approach	Next Steps for Action	POA&M Due Date	OPR
3.8	Update DoDI 6490.16 to centralize responsibility for core suicide prevention activities that are common to all Services.	Implement, Subject to the Availability of Funds	31 DEC 2023	OUSD(P&R) Office of Force Resiliency
6.13	The Center for Deployment Psychology will develop a curriculum to provide advanced training on suicide prevention to behavioral health technicians.	Implement, Subject to the Availability of Funds	31 DEC 2023	OUSD(P&R) OASD(HA) / Defense Health Agency

Line of Effort: **Promote a Culture of Lethal Means Safety**

Rec. #	Summary of Implementation Approach	Next Steps for Action	POA&M Due Date	OPR
5.16†	[REVISED] Partner with the Bureau of Alcohol, Tobacco, Firearms, and Explosives to identify the extent to which DoD Exchange-purchased firearms are used in DoD suicide deaths in order to inform prevention and outreach efforts.	Implement, Subject to the Availability of Funds	31 DEC 2023	OUSD(I&S)

Tier 3 Recommendations

Line of Effort: Foster a Supportive Environment

Rec. #	Summary of Implementation Approach	Next Steps for Action	POA&M Due Date	OPR
5.27	Improve MWR capabilities to enhance quality of life, holistic health, and wellness, with emphasis on remote and isolated locations.	Implement, Subject to the Availability of Funds	31 DEC 2023	OUSD(P&R) OASD(M&RA)
5.39†	[REVISED] Implement pilot programs at select installations to provide safe transportation programs.	Implement, Subject to the Availability of Funds	31 DEC 2023	OUSD(P&R) OASD(M&RA)

Line of Effort: Improve the Delivery of Mental Health Care

Rec. #	Summary of Implementation Approach	Next Steps for Action	POA&M Due Date	OPR
6.6†	[REVISED] Expand DoD behavioral health training programs at the Uniformed Services University, to include civilian enrollment in training programs.	Implement, Subject to the Availability of Funds	31 DEC 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.12.1	Increase the number of active-duty behavioral health technicians.	Implement, Subject to the Availability of Funds	31 DEC 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.32†	[REVISED] Conduct ongoing analysis to identify behavioral health services that require revisions to reimbursement rates.	Implement, Subject to the Availability of Funds	31 DEC 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.34†	[REVISED] Continue ongoing efforts to ensure that appropriate behavioral health providers can be reimbursed by TRICARE.	Implement, Subject to the Availability of Funds	31 DEC 2023	OUSD(P&R) OASD(HA) / Defense Health Agency
6.41†	[REVISED] Ensure adequate funding and support for Warrior Care Programs, including expansion of programs for Navy personnel in the Disability Evaluation System.	Implement, Subject to the Availability of Funds	31 DEC 2023	OUSD(P&R) OASD(HA) / Defense Health Agency

Line of Effort: Revise Suicide Prevention Training

Rec. #	Summary of Implementation Approach	Next Steps for Action	POA&M Due Date	OPR
5.14†	[REVISED] Augment existing firearm proficiency training with additional brief content for all participants on how to securely store personally owned firearms.	Implement, Subject to the Availability of Funds	31 DEC 2023	OUSD(I&S)
5.14.1†	[REVISED] Implement training developed in 5.14† to be delivered as an integrated part of regularly scheduled range training/qualification for military personnel, rather than being a standalone or annual training requirement.	Implement, Subject to the Availability of Funds	31 DEC 2023	OUSD(I&S)
5.37	Develop integrated primary prevention training to address excessive alcohol use and attendant risks, to include suicide behavior.	Implement, Subject to the Availability of Funds	31 DEC 2023	OUSD(P&R) Office of Force Resiliency

Tier 3 Recommendations

Line of Effort: **Promote a Culture of Lethal Means Safety**

Rec. #	Summary of Implementation Approach	Next Steps for Action	POA&M Due Date	OPR
5.21†	[REVISED] Secure storage options for firearms in on-post military housing.	Implement, Subject to the Availability of Funds	31 DEC 2023	OUSD(I&S)
5.22	Prohibit the storage of privately owned firearms in barracks and dormitories.	Implement, Subject to the Availability of Funds	31 DEC 2023	OUSD(I&S)
5.25	Implement improvements to reduce ligature risk points in barracks and dormitories.	Implement, Subject to the Availability of Funds	31 DEC 2023	ASD(EI&E)

Tier 4 Recommendations

Line of Effort: Foster a Supportive Environment

Rec. #	Summary of Implementation Approach	Next Steps for Action	POA&M Due Date	OPR
3.9†	[REVISED] Improve data sharing to reduce survey fatigue and increase access to data survey catalogues related to suicide risk factors.	Implement, Subject to the Availability of Funds	31 MAR 2024	OUSD(P&R) Defense Human Resources Activity
5.1†	[REVISED] Transition Military Community Advocacy to the Office of Force Resiliency to better integrate DoD-wide prevention efforts.	Implement, Subject to the Availability of Funds	31 MAR 2024	OUSD(P&R) OASD(M&RA)
5.1.1	Create Enduring Oversight Mechanisms for the Prevention Workforce through briefings to the Prevention Collaboration Forum every 6 months.	Implement, Subject to the Availability of Funds	31 MAR 2024	OUSD(P&R) Office of Force Resiliency
5.1.4	Enhance communication and buy-in for the Prevention Workforce through communications campaigns and leader engagement.	Implement, Subject to the Availability of Funds	31 MAR 2024	OUSD(P&R) Office of Force Resiliency
5.33	Provide education to Service members on healthy sleep habits.	Implement, Subject to the Availability of Funds	31 MAR 2024	OUSD(P&R) OASD(M&RA)

Line of Effort: Improve the Delivery of Mental Health Care

Rec. #	Summary of Implementation Approach	Next Steps for Action	POA&M Due Date	OPR
5.1.2	Develop DoD substance misuse prevention policy to align with Integrated Primary Prevention.	Implement, Subject to the Availability of Funds	31 MAR 2024	OUSD(P&R) Office of Force Resiliency
6.14	Increase administrative and support staffing in behavioral health clinics using the Defense Health Agency optimized staffing model.	Implement after Additional Evaluation	31 MAR 2024	OUSD(P&R) OASD(HA) / Defense Health Agency
6.18	Integrate Behavioral Health Data Portal functionality into MHS Genesis.	Implement, Subject to the Availability of Funds	31 MAR 2024	OUSD(P&R) OASD(HA) / Defense Health Agency

Line of Effort: Address Stigma and Other Barriers to Care

Rec. #	Summary of Implementation Approach	Next Steps for Action	POA&M Due Date	OPR
4.9	Proactively push postvention resources to commanders and other key support personnel as part of training and dissemination activities in the Defense Suicide Prevention Office.	Implement, Subject to the Availability of Funds	31 MAR 2024	OUSD(P&R) Office of Force Resiliency

Tier 4 Recommendations

Line of Effort: **Revise Suicide Prevention Training**

Rec. #	Summary of Implementation Approach	Next Steps for Action	POA&M Due Date	OPR
4.3	Provide Military Exchange associates responsible for firearm sales with skills-based training designed to recognize indicators of emotional distress and appropriately respond.	Implement, Subject to the Availability of Funds	31 MAR 2024	OUUSD(P&R) Office of Force Resiliency
5.1.3	Expand Integrated Primary Prevention activities to include an annual training summit and dissemination of evidence-informed practices.	Implement, Subject to the Availability of Funds	31 MAR 2024	OUUSD(P&R) Office of Force Resiliency
7.2	The Defense Suicide Prevention Office will enhance program evaluation efforts to monitor how policies, programs, and initiatives impact risk and protective factors.	Implement, Subject to the Availability of Funds	31 MAR 2024	OUUSD(P&R) Office of Force Resiliency
7.3	The Defense Suicide Prevention Office and Office of People Analytics will establish partnerships with academic institutions to provide program evaluation support.	Implement, Subject to the Availability of Funds	31 MAR 2024	OUUSD(P&R) Office of Force Resiliency

Tier 5 Recommendations

Line of Effort: Foster a Supportive Environment

Rec. #	Summary of Implementation Approach	Next Steps for Action	POA&M Due Date	OPR
5.36	Develop and distribute advertising content on vending machines and in Commissaries/Exchanges about risks of excessive energy drink consumption.	Implement, Subject to the Availability of Funds	31 MAR 2024	OUSD(P&R) OASD(M&RA)
7.4	Conduct an evaluation of MWR programs to identify activities and programs that appeal to today's Service members.	Implement, Subject to the Availability of Funds	31 MAR 2024	OUSD(P&R) OASD(M&RA)
5.34†	[REVISED] Conduct a study at specific installations to research the impact of energy drink price changes on suicide and other negative behaviors (in concert with Recommendations 5.35, 5.38, and 5.41).	Implement after Additional Evaluation	31 MAR 2024	OUSD(P&R) Office of Force Resiliency
5.35†	[REVISED] Conduct a study at specific installations to research the impact of energy drink advertising on suicide and other negative behaviors (in concert with Recommendations 5.34, 5.38, and 5.41).	Implement after Additional Evaluation	31 MAR 2024	OUSD(P&R) Office of Force Resiliency
5.38†	[REVISED] Conduct a study at specific installations to research the impact of alcohol advertising on suicide and other negative behaviors (in concert with Recommendations 5.34, 5.35, and 5.41).	Implement after Additional Evaluation	31 MAR 2024	OUSD(P&R) Office of Force Resiliency
5.41†	[REVISED] Conduct a study at specific installations to research the impact of alcohol price changes on suicide and other negative behaviors (in concert with Recommendations 5.34, 5.35, and 5.38).	Implement after Additional Evaluation	31 MAR 2024	OUSD(P&R) Office of Force Resiliency
7.6	The Defense Suicide Prevention Office will sponsor research to determine if fluctuations in the US labor market are correlated with Service member suicide deaths.	Implement after Additional Evaluation	31 MAR 2024	OUSD(P&R) Office of Force Resiliency

Line of Effort: Improve the Delivery of Mental Health Care

Rec. #	Summary of Implementation Approach	Next Steps for Action	POA&M Due Date	OPR
6.3	DoD will explore mechanisms to expand loan repayment programs for behavioral health providers.	Implement, Subject to the Availability of Funds	31 MAR 2024	OUSD(P&R) OASD(HA) / Defense Health Agency
6.4	Establish a permanent exemption from the 5-year limitation of civilian employment in the competitive service in foreign areas.	Implement, Subject to the Availability of Funds	31 MAR 2024	OUSD(P&R) OASD(HA) / Defense Health Agency

Tier 5 Recommendations

6.5†	[REVISED] The Recruitment and Retention Working Group of the Behavioral Health Clinical Community will recommend standards for behavioral health provider relocation incentives and other improvements to recruitment and retention.	Implement, Subject to the Availability of Funds	31 MAR 2024	OUSD(P&R) OASD(HA) / Defense Health Agency
6.7	Expand Health Professions Scholarship Programs to civilian trainees.	Implement, Subject to the Availability of Funds	31 MAR 2024	OUSD(P&R) OASD(HA) / Defense Health Agency
6.8†	[REVISED] Expand availability of externship and practicum training at Military Treatment Facilities.	Implement, Subject to the Availability of Funds	31 MAR 2024	OUSD(P&R) OASD(HA) / Defense Health Agency
6.36	DoD will expand partnerships with academic institutions to allow trainees to provide evidenced-based treatments to Service members.	Implement, Subject to the Availability of Funds	31 MAR 2024	OUSD(P&R) OASD(HA) / Defense Health Agency

Line of Effort: Address Stigma and Other Barriers to Care

Rec. #	Summary of Implementation Approach	Next Steps for Action	POA&M Due Date	OPR
7.7†	[REVISED] The DHA Behavioral Health Clinical Community will coordinate with appropriate offices to optimize delivery of tele-behavioral health solutions.	Implement, Subject to the Availability of Funds	31 MAR 2024	OUSD(P&R) OASD(HA) / Defense Health Agency
7.8	Conduct research on mobile health technology implementation through expansion of the Tech Into Care pilot program.	Implement, Subject to the Availability of Funds	31 MAR 2024	OUSD(P&R) OASD(HA) / Defense Health Agency

Line of Effort: Revise Suicide Prevention Training

Rec. #	Summary of Implementation Approach	Next Steps for Action	POA&M Due Date	OPR
5.5	Conduct a curriculum review of professional military education to identify gaps and opportunities to expand transformational leadership content.	Implement after Additional Evaluation	31 MAR 2024	OUSD(P&R) OASD(R)

Recommendations not Advised for Action

Rec. #	Summary of Implementation Approach
3.6	Create a task force charged with improving the usability and reliability of military information technology systems while balancing its various security needs.
3.7	Ensure military installations and units are properly resourced with computers, printers, internet connectivity, and other hardware and systems necessary to complete military requirements.
5.4	Ensure that all military workplaces have a sufficient inventory of computers and access to high-speed internet for personnel to efficiently complete mandated trainings.
5.9	Identify specific policy and program changes needed to effectively manage housing on-base.
5.10	Identify specific policy and program changes needed to engage stakeholders in property management.
5.11	Establish programs to ensure that junior enlisted Service members have adequate transportation between work and on-base living quarters.
5.15	Implement a 7-day waiting period for any firearm purchased on DoD property.
5.17	Implement a 4-day waiting period for ammunition purchases at Military Exchange stores.
5.18	On DoD property, raise the minimum age for purchasing firearms and ammunition to 25 years.
5.20	Establish command notification procedures for firearm purchases.
5.23	Prohibit possession of privately owned firearms on DoD property.
5.26	Identify infrastructure risks that may create risk of suicide death.
5.30	Furnish barracks, dorms, and military housing with light-blocking window coverings.
5.31	Install air conditioning units in all barracks, dorms, and military housing locations.
5.40	Establish a 24/7 sobriety program for service members arrested for or convicted of alcohol-related offenses.
6.42	Establish procedures for maximizing convalescent leave during the Disability Evaluation System process.