

DEPARTMENT OF THE NAVY
BUREAU OF NAVAL PERSONNEL
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0000

IN REPLY REFER TO
BUPERSINST 1000.22A
N13
29 April 2003

BUPERS INSTRUCTION 1000.22A

From: Chief of Naval Personnel
To: All Ships and Stations (less Marine Corps field
addressees not having Navy personnel attached)

Subj: MANAGEMENT AND DISPOSITION OF NAVY PERSONNEL WITH
PSEUDOFOLLICULITIS BARBAE (PFB)

Ref: (a) U.S. Navy Uniform Regulations, 1990
(b) OPNAVINST 5100.19D

Encl: (1) Pseudofolliculitis Barbae (PFB) Treatment Protocol
(2) NAVPERS 1000/1 (Rev. 12-02) Pseudofolliculitis Barbae
(PFB) Shaving/Waiver/Evaluation/Disposition

1. Purpose. To provide standardization in the management and disposition of servicemembers with Pseudofolliculitis Barbae (PFB). This instruction is a major revision and should be reviewed in its entirety.

2. Cancellation. BUPERSINST 1000.22.

3. Background. Grooming standards to promote uniformity in the military services have included the requirement to be clean shaven. Reference (a) permits the wearing of mustaches and allows for facial hair for certain medical conditions such as uncontrollable PFB (shaving bumps), severe facial scarring, etc. Reference (b) describes the associated problems of facial hair which may constitute a safety or health hazard for some personnel.

4. Discussion. PFB is not a medical problem unless an individual is required to shave daily. This condition affects mainly the neck area but can affect any area of shaved skin. It occurs predominantly in Black or African American individuals, but members of other races with strongly curved hair may also develop this condition. PFB is a foreign body type of skin reaction. As the sharp lip of closely shaved hair grows out, it curves sharply, forms a loop and penetrates the skin adjacent to the hair follicle. Shaving causes or aggravates the disorder, as only short stiff hairs reenter the skin. No conventional

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system or schedule of shaving can cure this disorder. However, in most cases it can be controlled.

5. Policy. Medical department personnel must take necessary steps to educate both patients and their supervisors regarding the nature and treatment of PFB. Supervisors of individuals who are diagnosed with PFB must actively monitor and ensure treatment regimen is followed for those individuals as outlined in this instruction. It is the intent of this policy that a one-time thorough evaluation of each affected member's condition be sufficient. Members will not be required to be reevaluated at any time or recommended for separation, subsequent to final determination, including transfer.

6. Treatment. Individuals who state they cannot shave because of facial irritation will be referred to a medical officer for evaluation, diagnosis, and treatment. Enclosure (1) contains the treatment protocol that will be followed by all individuals with a diagnosis of PFB. After a PFB diagnosis has been made, the physician or Senior Medical Department Representative (SMDR) will instruct the patient and designated supervisor on the management and treatment protocol for PFB. Enclosure (2) marked "For Official Use Only" will be utilized to document the servicemember's initial condition, progression of treatment, and final recommendation. The original will be placed in the member's health record and a copy will be placed in the member's service record/file. Individuals who have completed and failed the PFB treatment protocol will be recommended for a permanent "no shave" status. Enclosure (2) must be completed and presented to the commanding officer (CO) for action.

7. Action

a. Individuals in a temporary or permanent "no shave" status must

(1) maintain facial hair not to exceed 1/4 inch in length. The beard will not become unkempt in appearance and will not be manicured to any style.

(2) comply with all treatment protocols.

b. Commands will place emphasis on education, monitoring, and assistance when members are first treated. If CO's determine that a permanent "no shaving" status is detrimental to good order and discipline or affects the members ability to perform military duties, they may process for Administrative Separation under MILPERSMAN article 1910-120 for Convenience of the Government - Physical or Mental Conditions as evidenced by Pseudofolliculitis Barbae (PFB). The administrative separation package will contain the following information:

(1) A certified copy of NAVPERS 1000/1 (Rev. 12-02), Pseudofolliculitis Barbae (PFB) Shaving Waiver/Evaluation/Disposition Form (enclosure 2).

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(2) CO's comments relative to their recommendation. Documentation of command impact of inability to perform military duties must be provided.

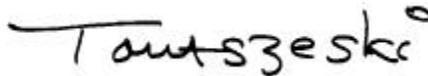
(3) A statement from the servicemember if so desired. If member declines to submit a statement, it must be so stated.

(4) A "close-up" photograph of good quality which clearly depicts the member's PFB lesions.

c. NAVPERSCOM (PERS-00H) will monitor the program as part of the Navy Affirmative Action Plan (NAAP).

d. Medical officer and member's command will document the final determination in the health and service records/files of the member. A copy of enclosure (2) will be filed in the medical record.

8. Form. NAVPERS 1000/1 (Rev. 12-02), Pseudofolliculitis Barbae (PFB) Shaving Wavier/Evaluation/Disposition is available on line at <http://forms.daps.mil/order/>.



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Distribution:
SNDL Parts 1 and 2

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PSEUDOFOLLICULITIS BARBAE (PFB) TREATMENT PROTOCOL**1. PHASE I - Control of mild cases (less than 20-30 small papules or rare pustules).**

a. Totally avoid shaving for 3 to 4 weeks until all lesions have subsided, while applying Vioform-HC cream (NSN 6505-00-074-9912) to involved skin each morning.

b. To soften whiskers, begin a nightly application of Retin-A Cream 0.05 - 0.1% (NSN 6505-01-044-9389, .05%) (NSN 6505-01-044-9388, .1%) to beard skin while beard is growing out. Use as tolerated.

c. Circular brushing of beard area with soft brush (polyester skin cleaning pad) or medium firm toothbrush, 4 times a day for 3 to 5 minutes.

d. Once shaving bumps subside; avoid close shave by following the steps below:

(1) Water soften beard first with hot, wet washcloth for 5 minutes.

(2) Use lubricating shaving gel.

(3) Avoid close shave by using a PFB Razor.

(4) Shave with the grain of the beard and do not stretch the skin. Use only one stroke over each area of the beard.

(5) Shave only every 2 to 3 days.

e. Instead of following the steps in paragraph 4, use an electric razor on high setting to avoid close shaving and

(1) prepare beard with electric razor pre-shave.

(2) do not stretch skin while shaving.

(3) shave with the grain of beard growth.

(4) avoid multiple repetition of strokes in the same area.

(5) do not press razor head hard against the skin.

(6) shave every other day.

f. After shaving, rub in Vioform- HC cream at the first sign of irritation, tenderness or new papule formation.

2. PHASE II - Control of moderate cases (20-60 papules with pustules) or cases unresponsive to Phase I.

- a. Continue Phase I steps a, b, and c.
- b. To remove whisker and leave blunted end, use either (1) or (2) below.
 - (1) Barium sulfide depilatory - very mild to strong.
 - (a) Use only every 48-72 hours.
 - (b) Use mildest form that works.
 - (c) Apply to small areas at a time (1/4 - 1/2 of face) and start removal no later than 3 minutes after application.
 - (d) Remove with spatula, butter knife, tongue blade, or other blunt straight edge.
 - (e) Use short, rapid strokes against the direction of hair growth. Keep shaving instrument moist but wiped clean.
 - (f) If some hairs remain, repeat after 30-60 seconds. Wait if within 3 minutes of original application.
 - (g) Rapid and thorough rinsing, two to three times daily with soap washes between rinses.
 - (h) Neutralize depilatory with a diluted vinegar solution (1 teaspoon per pint of water) then rinse again thoroughly with tap water.
 - (i) Apply Vioform-HC cream if irritation develops.
 - (2) Calcium triglycolate depilatory.
 - (a) Apply to bearded areas.
 - (b) Leave on 5 to 10 minutes.
 - (c) Use spatula, tongue blade, butter knife, or other blunt straight edge to remove material with strokes against the direction of hair growth.
 - (d) Rinse thoroughly 2-3 times.
 - (e) Apply Vioform-HC cream if irritation develops.

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3. PHASE III - Control of severe cases or in those cases unresponsive to Phases I and II.

- a. Continue Phase I, steps (a), (b), (c), and (f).
- b. Use barber's clipper (with clipping guard) to prevent a closer than 1mm cut of whisker hair.
- c. Hold clipper close to face and slowly glide along facial contours against the direction of hair growth.
- d. Do not stretch skin or press hard against the skin with the clippers.
- e. Use clippers on a daily basis.

4. PHASE IV - Control of severe cases or in those cases unresponsive to Phases I, II, and III. The medical officer or SMDR should refer the patient to Dermatology for further medical care follow up.

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Supporting Directive BUPERSINST 1000.22A

FOR OFFICIAL USE ONLY (WHEN FILLED IN)		
PSEUDOFOLLICULITIS BARBAE (PFB) SHAVING WAIVER/EVALUATION/DISPOSITION		
LAST NAME	FIRST NAME M.I.	SSN
MEDICAL OFFICER INITIAL EVALUATION <input type="checkbox"/> No PFB or other medical condition that prevents shaving <input type="checkbox"/> Pseudofolliculitis Barbae (PFB) <input type="checkbox"/> Facial Nodulocystic Acne <input type="checkbox"/> Other:		
NAME OF MEDICAL OFFICER/RANK		SIGNATURE/DATE
Due to the medical condition as specified above NO SHAVING of facial hair is recommended on a temporary basis for:		
SPECIFY PERIOD OF TIME	TITLE/SIGNATURE/DATE	
MEDICAL OFFICER/SMDR DOCUMENTATION FOR PFB PROTOCOL COMPLETION:		
<input type="checkbox"/> PHASE I	_____	
	SIGNATURE/TITLE/DATE	
<input type="checkbox"/> PHASE II	_____	
	SIGNATURE/TITLE/DATE	
<input type="checkbox"/> PHASE III	_____	
	SIGNATURE/TITLE/DATE	
<input type="checkbox"/> PHASE IV	_____	
	SIGNATURE/TITLE/DATE	
FAILURE OF PFB PROTOCOL RECOMMENDATION		
This Navy service member has failed the established PFB protocol. A permanent "NO SHAVE" status is recommended.		
SIGNATURE/TITLE		DATE
COMMANDING OFFICER DECISION		
<input type="checkbox"/> A permanent "NO SHAVING" status is authorized. <input type="checkbox"/> Refer to NAVPERSCOM (PERS-83) for Administrative Separation		
NAME/RANK/TITLE		SIGNATURE/DATE

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