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Directed by HQ AFRC/A1KP and/or governing instructions (AFI, DoDI, DoDD): AFRCI 36-3004 (Incapacitation Pay and Management of Reservist Continued on Active Duty Orders), DoDI 1241.2 (Reserve Component Incapacitation System Management), and DoDD 1241.01 (Reserve Component Medical Care and Incapacitation Pay for Line of Duty Conditions)

Executive Summary

Provides information on the Reserve Incapacitation Pay Program.

RESERVE INCAPACITATION PAY ENTITLEMENTS GENERAL INFORMATION

Program Overview

Incapacitation Pay authorizes pay and allowances for Reserve component members who are not medically qualified to perform military duties because of an injury, illness, or disease incurred or aggravated in the line of duty. Incapacitation pay also provides pay/allowances to Reserve component members who are fit to perform military duties, but experiences a loss of earned income because of an injury, illness, or disease incurred or aggravated in the line of duty.

Member must have been injured in a military status. Medical care for treatment of illness, injury, or incapacitation should be sought immediately and documented. Documentation is used to initiate a Line of Duty determination by a Military Primary Care Manager which is required to request incapacitation pay.

ENTITLEMENTS (MONETARY, MEDICAL & DENTAL)

Entitlements are determined by member's fitness to perform military duties

- Members unable to perform military duties as outlined on the AF IMT 1971, are entitled to full pay & allowances, including all incentives and special pays to which entitled, if otherwise eligible, less any earned civilian income. Member's receiving this pay are not allowed to attend Inactive Duty Training (IDT) periods or to acquire retirement points for performing IDT periods
- Members able to perform military duties as outlined on the AF IMT 1971, but demonstrate a loss of civilian earned income as a result of the injury, are entitled to pay & allowances, including all incentive and special pay to which entitled, if otherwise eligible, but not to exceed the amount of the demonstrated loss of civilian earned income

- Members are entitled to medical and dental care at a military or civilian facility
- Members are authorized travel and transportation incident to medical and/or dental care

Note: Initial requests can't exceed 6 months, however, extensions can be requested if LOD injury still prevents member from returning to work. If condition exists beyond 12 months from injury and member remains unfit to perform military duties, member should be referred to the Disability Evaluation System, at which the member may be identified to return to duty, medically separate, or medically retire (if eligible).

DOCUMENTATION REQUIREMENTS

The following documentation is required to request incapacitation pay. Forms may be acquired through your servicing Military Personnel Section (MPS) or the publications/forms web site ([Air Force e-Publishing](#))

- Orders/AF Form 40A showing member in an active status when injured
- Copy of attendance calendar for the inclusive dates of incapacitation pay request (MPS will request from servicing pay office)
- AFRC IMT 348 (Informal Line of Duty Determination)
- AF Form 469 (Duty Limiting Condition Report), obtained through Military Treatment Facility
- Employer's Income Statement (example is attached)
- Employee's Earned Income Statement (example is attached)
- AF IMT 1971 (Certification for Incapacitation Pay)
- Medical/Administrative documentation

SUBMISSION PROCEDURES

- Consult your servicing MPS for assistance, counseling, and review of the incapacitation pay request
- The MPS will review the request for documentation (reference Documentation Requirements above) and eligibility requirements. Only requests that meet guidelines should be forwarded to HQ AFRC/A1KP for processing. Incomplete requests will be returned to the MPS via e-mail without action (specific discrepancy will be cited in the e-mail). Incomplete packages will delay processing of the request
- All requests for incapacitation pay must be coordinated on by the appropriate HQ AFRC staff agencies

- All requests for an extension of initial incapacitation pay must be accompanied by an updated AF IMT 1971, AF Form 469, employer income statement and employee earned income statement. These requests must be approved by AFRC/CC
- Upon approval, an e-mail is forwarded to the MPS for processing of incapacitation pay through the servicing pay office

ADDITIONAL INFORMATION

Medical continuation orders and/or invitational orders for medical appointment are other actions which a member may be eligible for, member should consult with their servicing MPS for additional information

Knowledge Article Keywords

Reserve Incapacitation Pay, Line of Duty, Entitlements

Related Internal/External Links



[AFRCI 36-3004](#) *Incapacitation Pay and Management of Reservist Continued on Active Duty Orders*

<http://www.e-publishing.af.mil/>

Applicable to:

- Reserve Enlisted
- Reserve Officer
- Reserve HR Specialist

Products/Categories

Benefits and Entitlements