

TALKING PAPER  
ON  
INCAPCITATION PAY

- Governing instructions, 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)
- DoD policy authorizes pay and allowances, to the extent permitted by law, for Reserve component mbrs who are not medically qualified to perform military duties, as determined by the Secretary concern, because of an injury, illness, or disease incurred or aggravated in the line of duty, or to provide pay/allowances to Reserve component mbrs 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
- Entitlements are determined by mbr's fitness to perform military duties
  - Mbrs unable to perform military duties are entitled to full pay & allowances, including all incentives and special pays to which entitled, if otherwise eligible, less any earned income. Mbr's receiving this pay are not allowed to attend IDTs or to acquire retirement points for performing IDT
  - Mbrs able to perform military duties 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 earned income
- Mbrs are entitled to medical and dental care at a military or civilian facility
- Initial request can't exceed 6 months, however, extension can be requested if LOD injury still prevents mbr from returning to work. If condition exist beyond 12 months from injury mbr should be referred to the Disability Evaluation System (DES)
  - Mbrs eligible must submit the following to customer service:
    - Orders or UTAPs showing mbr in an active status when injured
    - AF IMT 348 (Informal Line of Duty Determination)
    - AF Form 469 (Duty Limiting Condition Report)
    - Employer's Income Statement
    - Earned Income Statement
    - AF IMT 1971 (Certification for Incapacitation Pay)
    - Supporting Medical Documentation
    - Administrative documentation (Financial/Personnel/Medical Briefings)
- Request must be submitted electronically to A1KP, where they're reviewed for eligibility
- Once eligibility determined, request processed in TMT
- Incomplete requests returned via e-mail without action (missing documentation cited)
- Requests must be coord by A1K, SGP & JA. Also, SG and A1 must concur on all extension requests before they're approved by AF/RE
- Once all agencies concur on request e-mail approval with control number is forwarded to the submitting agency