



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
NATIONAL GUARD BUREAU
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NGB-ARH

14 NOV 2005

MEMORANDUM FOR DISTRIBUTION

SUBJECT: Reserve Component Incapacitation System Policy Update (NGB-ARH Policy Memo #05-075)

1. References:

- a. U.S. Code, Title 37, Section 204, 2 (H)(1), Basic Pay Entitlements.
- b. Department of Defense Instruction (DODI) 1241.1, April 2003.
- c. AR 135-381, Incapacitation of Reserve Component Soldiers, 1 June 1990.
- d. AR 40-501, Standards of Medical Fitness, 1 February 2005.

2. Purpose: This memorandum provides an update on policy changes and prescribes procedures for Soldiers requiring incapacitation pay entitlements.

3. Change to DODI 1241.1. The term "full military duty" was eliminated and replaced by the term "military duty." This change means that when a Soldier is returned to duty after an incapacitation, the duty to which they return may be any duty for which they are qualified and not necessarily in the specialty skill held prior to the Soldier's incapacitation.

4. Temporary profiles will be medically validated at least every 3 months at which time the profile may be extended by the profiling officer. If a temporary profile is required for more than 12 months, it must be changed to a permanent profile and the Soldier be referred to a Medical Board.

5. Permanent profiles exceeding 365 days with a "3" or "4" in the PULHES must be referred to a MOS Medical Retention Board (MMRB) and the Soldier is determined Fit for Duty (FFD) or referred to the Medical Board process.

6. Incapacitation cases extending beyond 180 days should have documentation supporting that the Soldier is either being processed for a MMRB or a Medical Board when the packet is submitted to NGB-ARP for incapacitation extension.

7. Soldiers may attend Inactive Duty Training (IDT) or Annual Training (AT) if the duty performed is within the confines of their temporary or permanent profile.

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8. Soldiers are authorized loss of non-military income for the exact amount of civilian wages or equal to their military grade and years of service pay, whichever is less. Soldiers who were full-time college students or unemployed at the time of their incapacitation are authorized only IDT pay allowance. Zero military retirement points are accrued while receiving full incapacitation pay.

9. This policy will remain in effect until superseded.

8. Points of contact are:

a. MAJ Donna McDermott, NGB-ARH at 703-607-3302, DSN 327-3302 or email: Donna.McDermott@ngb.army.mil.

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