

# Reserve Medical Overview



**Reserve Personnel Services Branch (RPM-3)**

[www.uscg.mil/psc/rpm/rpm3](http://www.uscg.mil/psc/rpm/rpm3)

**Coast Guard Personnel Service Center**

**Reserve Personnel Management Division**



# Agenda

- Acronyms
- RPM-3 Overview
- RIBs Overview
- RIB Types
- Monthly Status Updates
- LOD Determinations
- MSAB
- Responsibilities
- Resources



Coast Guard Personnel Service Center

**Reserve Personnel Management Division**



# Acronyms

**ADHC:** Active Duty for Health Care orders

**MedHold:** Medical Hold Orders

**RIB:** Reserve Incapacitation Benefits

**Incap Pay:** Incapacitation Pay

**BIA:** Benefits Issuing Authority

**LOD:** Line of Duty

**MSAB:** Medical Support Allowance Billet

**NOE:** Notice of Eligibility

**PR:** Physician Report Form

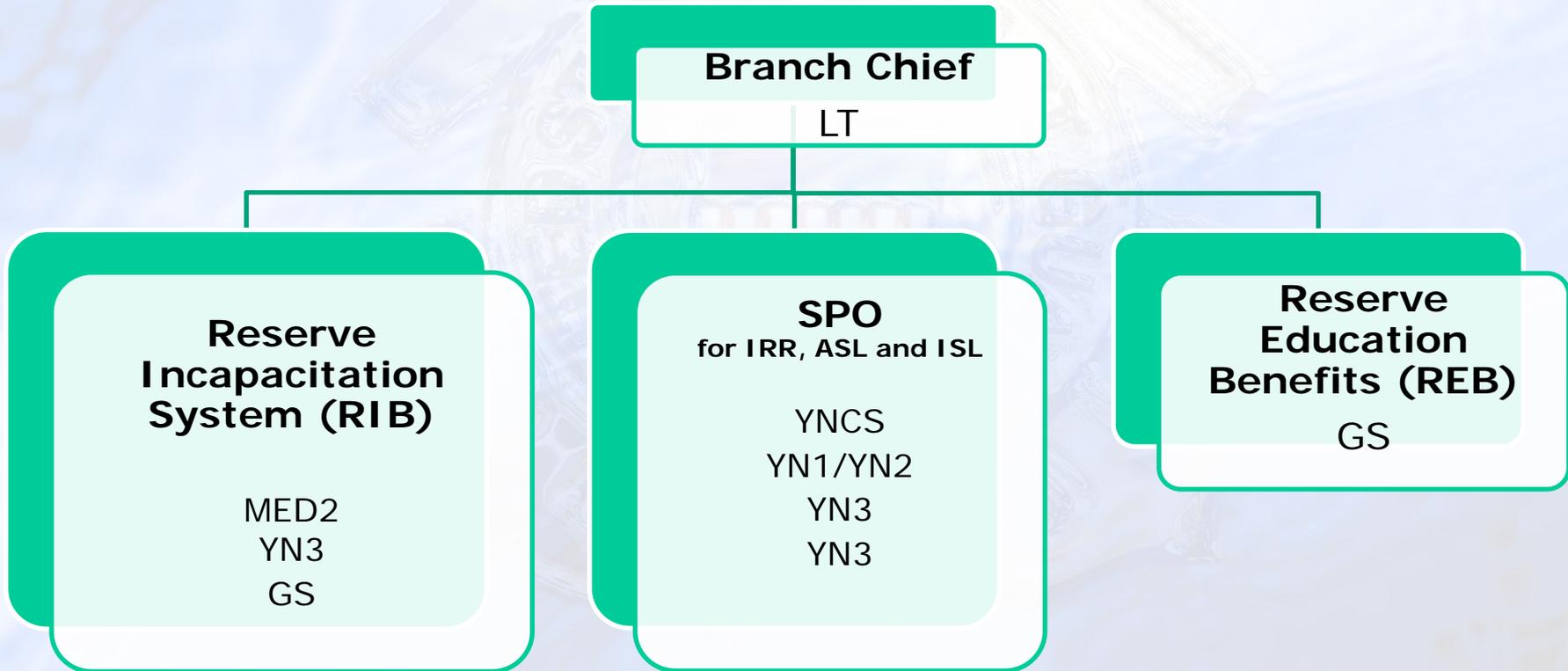


Coast Guard Personnel Service Center

Reserve Personnel Management Division



# Reserve Personnel Services Branch (RPM-3)



Coast Guard Personnel Service Center

Reserve Personnel Management Division



## RPM-3 Service Lines

- IRR SPO
- Reserve Education Benefits
- **Reserve Medical**
  - BIA for RIBs (med hold, ADHC, NOE, incap pay).
  - Manage the incap benefits for ill/injured reservists
  - Assignment to Medical Support Allowance Billets (MSAB) (ALCGRSV 023/15)
  - Medical waivers for disqualifying medical conditions (MedMan 3.A.8)
  - PDES separations (not the process)



Coast Guard Personnel Service Center

Reserve Personnel Management Division



# RIBs Overview

- **RIB Types**
  - Medical Hold (initial orders of 31 days or more)
  - Active Duty for Healthcare (initial orders of 30 days or less)
  - Notice of Eligibility
  - Incapacitation pay
- **RIB Authorization...**
  - Approved by RPM via PAC-13
  - Qualifying duty status (LOD)
  - No misconduct or gross negligence
  - Must include supporting docs



Coast Guard Personnel Service Center

Reserve Personnel Management Division



# RIB Types - Medical Hold

## Med Hold

- Member must be ordered to active duty for 31 days or more
- Injury/illness incurred in the LOD (no misconduct or gross negligence)
- Member must consent to remain on active duty
- Members with approved orders must visit local RAPIDS office to update DEERS

Benefits: equal to active duty personnel (pay/allowances, family medical, etc.)

Policy: A Reserve member ordered to active duty of 31 days or more, who incurs or aggravates an injury, illness, or disease in the line of duty shall\*, with the member's consent, be continued on active duty until the member is determined fit for duty or the member is separated or retired as a result of a disability.

Refs: RPM (6.H.2), DoDI 1241.1, 10 USC 12301(h) & 1074

\*CG Policy and DoDI conflict between "may" and "shall". Currently CG policy interpretation is to use the more restrictive language.

**Coast Guard Personnel Service Center**

**Reserve Personnel Management Division**



# RIB Types - Active Duty for Health Care

## ADHC

- Member must be on orders of 30 days or less (active or inactive duty)
- Injury/illness incurred in the LOD (no misconduct or gross negligence)
- Member must consent to remain on active duty
- Members with approved orders must visit local RAPIDS office to update DEERS

Benefits: equal to active duty personnel (pay/allowances, family medical, etc.)

Policy: A Reserve member who incurs an injury, illness or disease while performing inactive duty or active duty for 30 days or less may be ordered to active duty while the member is being treated for, or recovering from, an injury, illness, or disease incurred or aggravated in the line of duty.

Refs: RPM (6.H.1), DoDI 1241.1, 10 USC 12322 & 1074a



Coast Guard Personnel Service Center

Reserve Personnel Management Division



# RIB Types - Notice of Eligibility (NOE)

## NOE

- Injury/illness must be in the LOD (no misconduct or gross negligence)
- DEERS eligibility does not update
- Close coordination is required to ensure proper billing
- Dental NOEs require pre-authorization

## Benefits:

- Medical Care only for LOD condition
- May be eligible for incap pay and/or travel expenses to attend medical appointments.

## Policy:

- A NOE authorizes medical/dental treatment for a reservist who incurs/aggravates an injury/illness/disease in the line of duty.
- NOEs are only issued to reservists NOT currently on active duty orders.
- Medical/dental treatment authorized under a NOE is limited to treatment specific to the line of duty injury, illness or disease and is typically only issued for a specific time-period.

Refs: RPM (6.I), 10 USC 1074a



Coast Guard Personnel Service Center

Reserve Personnel Management Division



# RIB Types - Incapacitation Pay

## Incap Pay

- Members must have an authorized NOE
- Member must submit request via command to RPM-3
  - Requests must be for no more than 30-day increments
  - Requests over 6-months require approval by CG-131 to ensure equity and fairness
- Duty status impacts entitlements
- Paid in arrears (i.e. after loss is incurred)
- Offset by non-military earned income
- Cannot be authorized on the same day as an RMP (paid or unpaid)

Policy: A Reserve member who incurs or aggravates an injury/illness/disease in the line of duty is entitled to pay and allowances, and travel and transportation incident to medical and/or dental care, in accordance with 37 U.S.C.

Refs: RPM (6.K), Pay Manual (Fig 12-1), DoDI 1241.1, 37 USC 204 & 206,

Coast Guard Personnel Service Center

Reserve Personnel Management Division



# RIB Types - Incapacitation Pay (cont.)

## 2 Types of Incap Pay commensurate to duty status:

1. 37 USC 204(g) authorizes full pay and allowances (minus earned income) for members in a Not Fit for Duty status.
2. 37 USC 204(h) authorizes reimbursement of documented lost civilian earned income from non-military employment for members in a Fit for Limited Duty status. Reimbursement cannot exceed full military pay and allowance.

## Limitations

- Monetary claims against the government to be filed within 6 years. (Barring Act)
- RPM and CG-131 (> 6 months) review requests to determine if it is in the interest of fairness and equity to continue benefits.



Coast Guard Personnel Service Center

Reserve Personnel Management Division



# Monthly Status Updates

- Member must submit an updated physician's report form at least every 30 days.
- In addition to the PR, all relevant medical documentation from Coast Guard, civilian, or non military treatment facilities should be included.
- Monthly updates and supporting documentation shall be emailed to [ARL-DG-CGPSC-RPM-Reserve-Medical](mailto:ARL-DG-CGPSC-RPM-Reserve-Medical).

The physician report form can be found on the RPM-3 website: [Physician Report Form](#)

**Coast Guard Personnel Service Center**

**Reserve Personnel Management Division**



# Line of Duty Determinations

## Purpose of an LOD

- Primarily a fact-finding process
- Protect interests of the member (or surviving spouse)
- Ensures the Government awards benefits properly

## Types of LOD Determinations

- Injury Report Form (CG-3822)
  - “For Not Misconduct and In Line of Duty Determination”
- Report of Illness of Reservist Form (CG-4614)
- Letter Incident Report (LIR)
- Formal Investigative (required for non-LOD)

## 3 Possible LOD Determinations

- LOD and Not Due to Own Misconduct
- Not in LOD but Not Due to Own Misconduct
- Not in LOD because of Own Misconduct



Coast Guard Personnel Service Center

Reserve Personnel Management Division



# Line of Duty Determinations (cont.)

## When is a LOD Determination Required?

- Death of a member on active duty
- Inability to perform duties for a period in excess of 24 hours
- Likelihood of a temporary or permanent disability that may entitle the member to disability benefits; or
- Medical treatment for Reserve members regardless of the ability to perform military duties.

## Helpful Tips

- Include clear and convincing evidence, including all information needed to evaluate the disability claims or other issues related to conditions that may occur or arise many years later (i.e. BCMR, Congressional, etc.).
- Obtain copies of police reports, CGIS reports, hospitalization records, blood, urine, or breath tests, etc.
- Gather evidence regarding mental responsibility of the member (when relevant)
- Be as detailed as possible (dates, times, specific injury, etc.).
- Interview Witnesses
- Use LOD Checklist (Exhibit 7-B of AIM, M5830.1A)



Coast Guard Personnel Service Center

Reserve Personnel Management Division



# Line of Duty Determinations (cont.)

## Policy

- General Rule: “LOD determination authorities shall presume that a Coast Guard member’s death (on active duty), disease or injury was incurred in the LOD and not due to misconduct unless clear and convincing evidence shows otherwise.”
- Clear and Convincing Evidence: “such evidence as would convince an ordinarily prudent-minded person beyond a well-founded doubt. It is a higher degree than preponderance of the evidence (“more likely than not”) standard, but it does not require proof beyond a reasonable doubt as in criminal cases.”
- Convening Authority: The authority, usually a unit commander, who orders an investigation to be conducted.
- Reviewer: Convening Authority, Final Action Authority, and each intermediate commander in the chain of command responsible for reviewing the report.
- Final Action Authority: The most appropriate official in the chain of command ultimately responsible for ensuring that the Investigative Report is correct...

Refs: AIM (M5830.1A)



Coast Guard Personnel Service Center

Reserve Personnel Management Division



# Medical Support Allowance Billets (MSAB)

## MSAB

- MEB must be checked-in with PSC-psd-de (Disability Evaluations)
- Member removed from current position, but remains in SELRES.
- Allows unit to backfill positions previously occupied by members in the PDES process
- Increased visibility on the PAL
- Assignment location based on facilitation of care plan (typically same unit)
- MSABs included in unit readiness
- Issued for 6 months, must be renewed if member is not FFD
- Requests Approved by RPM-3 (via chain of command)
  - MSAB Request and Location Consideration Form

Refs: ALCOAST 136/15 & ALCGRSV 023/15



Coast Guard Personnel Service Center

Reserve Personnel Management Division





# Member Responsibilities

- Notify command immediately of any injury or illness. Do not wait until demobilization exam to present an initial complaint about an injury or ongoing illness.
- Understand responsibilities/entitlements of authorized RIB.
- Members on Med Hold/ADHC orders are expected to report for duty each day within their duty limitations.
- Update command at least every thirty days, sooner if there is a major change to the care plan or if FFD.
- Members have the right to request a waiver for a disqualifying condition. Documents are to be submitted via their chain of command to CG-PSC-PSD for consideration.



Coast Guard Personnel Service Center

Reserve Personnel Management Division





# Command Responsibilities

- Be Proactive – Help manage members care and ensure they understand their responsibilities/entitlements.
- Complete the Line of Duty (LOD) determination or investigation.
- Communicate any change to chain of command and RPM-3.
- Ensure members who are on a NOE and not FFD are not issued ANY active duty orders, including ADT (They may perform IDT if duty limitations allow & with their medical provider's approval).
- Obtain the Monthly physician reports and supporting from the member and submit to PAC-13.
- If member is not FFD or not expected to be FFD within 6 months, initiate a medical board or TLD designation.
- Communicate concerns/questions to PAC-13 and RPM-3.



Coast Guard Personnel Service Center

Reserve Personnel Management Division





# PAC-13/DXR Responsibilities

- Be Proactive – Maintain current status of cases and ensure responsibilities/entitlements are clear.
- Work with commands, members, and PSC-RPM to coordinate administration of medical treatment and incapacitation benefits.
- Review case and determine the accuracy and completeness of the RIB request and LOD.
- Discuss alternatives and/or request additional information, as necessary.
- Submit request to PSC-RPM with accurate supporting documentation.
- Communicate concerns/questions to RPM-3.



**Coast Guard Personnel Service Center**

**Reserve Personnel Management Division**





# PSC-RPM-3 Responsibilities

- Benefits Issuing Authority (BIA) for RIB. Approval or denial of benefits comes from RPM-3.
- Track and monitor all RIB cases
- Flagging members with RIBs in the Medical Readiness Reporting System (MRRS) as Medical Hold or LOD. (changes readiness in CGBI - DLC).
- Approving authority for Medical Waivers
- Processing Separation Authorizations of PDES dispositions
- Authorizing RMP for medical appointments other than PHA or Dental
- Process and manage MSAB requests
- Discuss alternatives and/or request additional information, if necessary
- Provide guidance to the field on Reserve medical cases

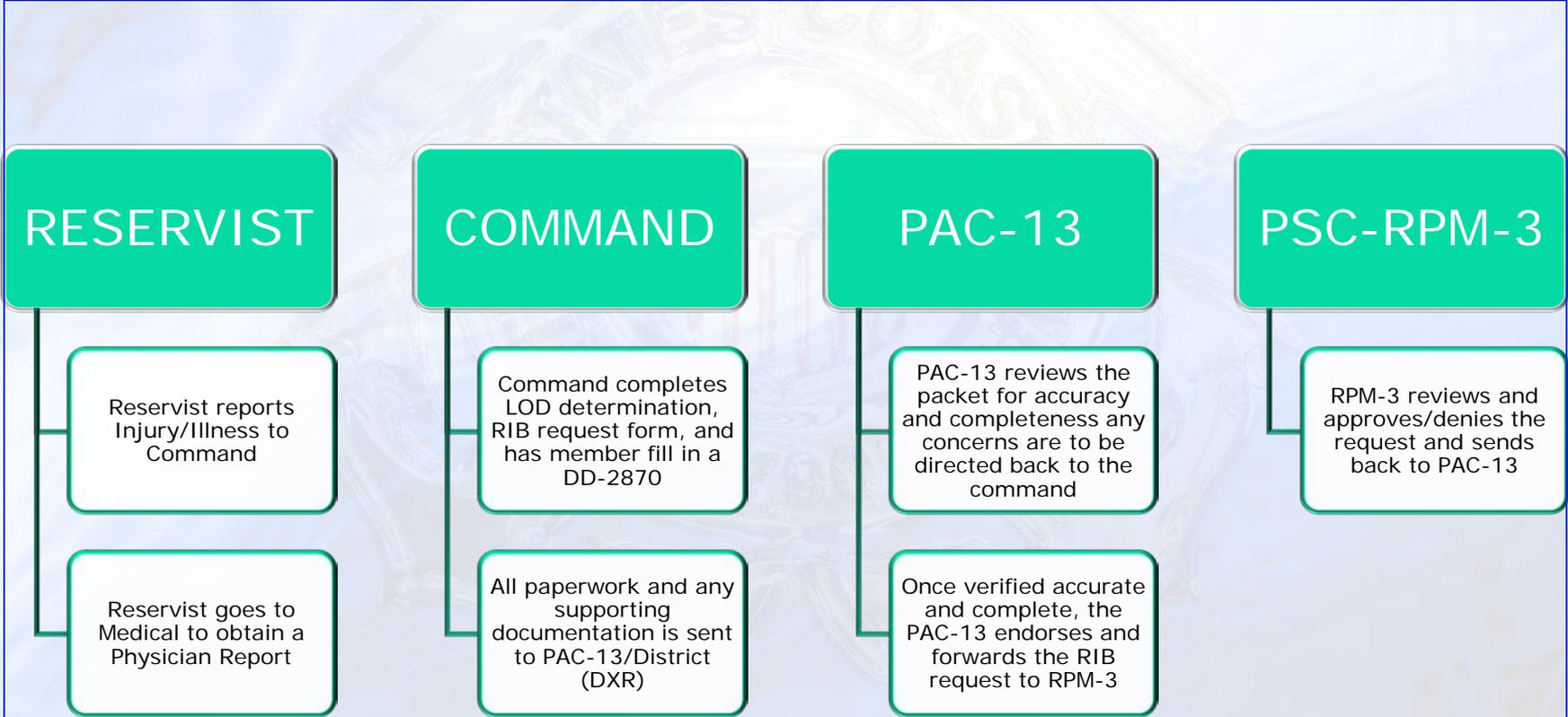


Coast Guard Personnel Service Center

Reserve Personnel Management Division



# RECAP



Coast Guard Personnel Service Center

Reserve Personnel Management Division



# Resources

Reserve Policy Manual, CI1001.28 (series) (ch. 6)

Medical Manual, CI6000.1 (series)

Administrative Investigations Manual, CIM5830.1 (series) (ch. 7)

Pay Manual, CIM7220.29 (series)

ALCGRSV 022/15 – Updates to the Reserve Incapacitation Benefit Request Process

ALCGRSV 023/15 – Medical Support Allowance Billets for Reservists in the Physical Disability Evaluation System

ALCGRSV 031/15 – Reserve Incapacitation Pay Process

DoDI 1241.1 Reserve Component Incapacitation System Management



**Coast Guard Personnel Service Center**

**Reserve Personnel Management Division**



# RPM-3 Medical POCs

**RPM-3 Branch Chief (LT)**

202-795-6404

**RPM-3 Section Chief (MED2)**

202-795-6521

**Reserve Education Benefits**

202-795-6505

**Website:** [www.uscg.mil/psc/rpm/rpm-3](http://www.uscg.mil/psc/rpm/rpm-3)

**Email:** : [ARL-DG-CGPSC-RPM-Reserve-Medical@uscg.mil](mailto:ARL-DG-CGPSC-RPM-Reserve-Medical@uscg.mil)



**Coast Guard Personnel Service Center**

**Reserve Personnel Management Division**

