

**BY ORDER OF THE SECRETARY
OF THE AIR FORCE**

AIR FORCE POLICY DIRECTIVE 10-30

28 AUGUST 2018



Operations

PERSONNEL RECOVERY

COMPLIANCE WITH THIS PUBLICATION IS MANDATORY

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This directive implements Presidential Policy Directive-30 *Hostage Recovery Activities* (previously National Security Presidential Directive-12) and Department of Defense Directive 3002.01, *Personnel Recovery in the Department of Defense*, requiring the Services to develop supportive Personnel Recovery policies, programs, and capabilities. This directive applies to Active Duty, Air Force Reserve, Air National Guard, and Air Force Civilian personnel hereafter referred to as 'Air Force personnel.' Submit proposed changes to this Directive through functional channels to the office of primary responsibility using Air Force Form 847, *Recommendation for Change of Publication*. Ensure that all records created as a result of processes prescribed in this publication are maintained in accordance with Air Force Manual 33-363, *Management of Records*, and disposed of in accordance with the Air Force Records Disposition Schedule in the Air Force Records Information Management System located at <https://www.my.af.mil/afirms/afirms/afirms/rims.cfm>.

SUMMARY OF CHANGES

This Air Force Policy Directive contains minor changes to the previous release and continues to direct the maintenance of a global personnel recovery program. The program will aid in preventing isolation and capture of personnel as directed by Presidential Policy Directive-30.

1. Policy . The Department of the Air Force has primary responsibility to recover Air Force personnel who become isolated in an uncertain or hostile environment. Preserving the lives and well-being of Air Force personnel placed in danger of being isolated, detained, captured, or having to evade while participating in a United States sponsored activity or mission is one of the highest priorities of the Air Force. All Air Force personnel deploying in support of Overseas Contingency Operations must comprehend the Code of Conduct. Commanders must ensure their personnel are prepared to respond to an isolating event, as an isolated person, as a member of a unit with a member that becomes isolated, or as part of those responsible organizations charged with personnel recovery coordination or operations.

1.1. The Air Force will continue to maintain a global personnel recovery program to ensure Airmen are trained in methods to prevent isolation and capture and methods to survive, evade, resist, and escape in the event of isolation. Dedicated or designated rescue forces will be trained to execute the five personnel recovery tasks (report, locate, support, recover, and reintegrate). While the Air Force will continue to organize, train, and equip to provide capability across the greater personnel recovery spectrum, emphasis on the ability to conduct Combat Search and Rescue given changing and emerging threats remains an emphasis.

1.1.1. Preparation: Commanders must be educated and trained to plan and implement the personnel recovery mission. Seamless execution of rescue missions necessitates peacetime integration of Air and Space Operations Center and Joint Operations Center command and control functions in conjunction with rescue forces. Deploying Air Force personnel will be trained in accordance with Department of Defense instructions.

1.1.2. Planning: Major Commands will ensure resources are provided to allow adequate personnel recovery planning capability with joint forces, interagency and multinational partners. Global and rescue operations spanning the range of military operations should be preceded by Airmen working with host and partner Nations to build partnership capacity.

1.1.3. Execution: The Air Force personnel recovery architecture will be effective in reporting incidents, locating, supporting, recovering, and reintegrating isolated personnel. Applicable Major Commands and Numbered Air Forces will ensure applicable personnel recovery coordination cells or personnel recovery centers are adequately equipped to meet or exceed all requirements in this paragraph.

1.1.3.1. Report: Unit, Command Post, and Personnel Recovery Coordination Cell or personnel recovery center will develop reporting procedures for overdue, missing, or isolated aircraft and personnel to cover the range of military operations.

1.1.3.2. Locate: Applicable Major Commands and Component-Numbered Air Forces will ensure personnel recovery coordination cells or personnel recovery centers will maintain Command, Control, Communications, Computers, Intelligence, and Reconnaissance systems to report isolated personnel location to airborne and ground recovery forces.

- 1.1.3.3. Support: Applicable Major Commands and Component-Numbered Air Forces will ensure personnel recovery coordination cells or personnel recovery centers have processes to help ensure the physical and psychological sustainment of the isolated person. This includes establishing two-way communication, situational awareness, morale, protection, resupply, repositioning of caches, and support to the member's family.
- 1.1.3.4. Recovery: The Air Force will maintain properly equipped, sufficiently manned, and dedicated rescue forces. This includes dedicated weapon systems procured, sustained, and managed specifically for the rescue mission.
- 1.1.3.5. Reintegration: The Air Force has a moral obligation to reintegrate its isolated personnel and assist other services as required. When such individuals are returned to United States' control, the Air Force will provide the appropriate and necessary measures to accomplish a successful reintegration that effectively reintroduces the isolated personnel back into society and ultimately returns the member back to service.
- 1.1.4. Adaptation: Major Commands will ensure all members with personnel recovery equity to study lessons learned and adapt operations and tactics, techniques and procedures to better prepare rescue forces and to mitigate risk to recovery operations.

2. Roles and Responsibilities:

- 2.1. The Air Force Deputy Chief of Staff, Operations (AF/A3) interprets and implements personnel recovery policy and shall:
- 2.1.1. Develop and implement comprehensive strategies to address personnel recovery requirements for Air Force personnel at risk of becoming isolated and being exploited.
 - 2.1.2. Provide oversight and approval of guidance pertaining to the minimum personnel recovery training for all Air Force personnel deploying in support of Overseas Contingency Operations, the training and employment of rescue forces, and coordination of Mission Essential Tasks and measures to meet personnel recovery validated requirements.
 - 2.1.3. Ensure personnel recovery guidance complies with applicable Department of Defense directives and instructions.
 - 2.1.4. Ensure guidance and procedures are in place to identify and track personnel who have received Air Force personnel recovery training. Maintain accountability for Major Command and Component Numbered Air Forces personnel recovery office of primary responsibility contact to promote efficient lines of communication.
 - 2.1.5. Train and track all Air Force Personnel requiring survival, evasion, resistance and escape training. Ensure guidance and procedures are in place to identify and track personnel who are trained or experienced in personnel recovery operations.
- 2.2. Office of the Secretary of the Air Force, Public Affairs (SAF/PA) shall develop, coordinate, and oversee the implementation of Public Affairs plans and guidance for isolated/missing personnel recovery and reintegration events.

2.3. The Air Force Surgeon General (AF/SG), in coordination with AF/A3, shall provide overall guidance and instruction on medical aspects of the reintegration process and augment the medical facilities at designated locations, as required, to support reintegration.

2.3.1. Develop requirements in coordination with AF/A3 for Air Force Survival Evasion Resistance Escape psychologists to support Air Force reintegration programs and United States Air Force Survival Evasion Resistance Escape formal training units. Provide subject matter experts to assist in the requirement to identify, certify, and train Survival Evasion Resistance Escape psychologists.

2.4. Headquarters Air Combat Command is designated as the lead command for Air Force rescue forces and the personnel recovery mission. As the lead command, Commander, Air Combat Command will:

2.4.1. Develop, program, and budget adequate funding for acquisition of personnel recovery capabilities, facilities, equipment, training, and personnel. Capabilities include items such as specialized personnel recovery survival equipment, life support equipment, Command, Control, Communications, Computers, Intelligence, and Reconnaissance equipment, aircraft and systems in aircraft, satellites, vehicles, and forces with personnel recovery applications.

2.4.2. Develop standards and guidance for the interoperability of Personnel Recovery-related equipment across the Major Commands and review capability development documents to ensure integration of personnel recovery capabilities into future acquisition programs.

2.4.3. Commander, Air Combat Command will serve as the personnel recovery Core Function Lead for the development of the personnel recovery Core Function Master Plan.

2.5. Headquarters Air Education and Training Command will coordinate with AF/A3 to develop training curriculum meeting Department of Defense and Commander Joint Chief of Staff standards to ensure personnel recovery training in Air Education and Training Command schools and training locations meet warfighter requirements.

2.6. All Major Commands and Component-Numbered Air Forces will establish and designate a command Personnel Recovery Office of Primary Responsibility to coordinate with AF/A3, or designated office of primary responsibility and lead command on implementation of applicable personnel recovery policy and training of commanders and staffs and potential isolated personnel.

2.7. The Air Force Component Commanders of the Combatant Commands are responsible for planning and executing Air Force personnel recovery operations supporting Air Force personnel within their area of responsibility and shall establish and maintain an office of primary responsibility for recovery operations, training, doctrine, support and execution. In addition, they will identify requirements and shortfalls for Air Force personnel recovery capabilities within their combatant command component and coordinate resource requirements through the applicable Major Command Commander.

HEATHER WILSON
Secretary of the Air Force

Attachment 1**GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION*****References***

Presidential Policy Directive – 30 *Hostage Recovery Activities*, 24 June 2015

Title 10 United States Code § 1501, *System for Accounting for Missing Persons*

Department of Defense Directive 3002.01, *Personnel Recovery in the Department of Defense*, April 16, 2009, Incorporating Through Change 2, May 24, 2017

Department of Defense Directive 5100.01 *Functions of the Department of Defense and its Major Components*, 21 December 2010

Department of Defense Directive 2310.07, *Past Conflict Personnel Accounting Policy*, 12 April 2016

Department of Defense Instruction 3002.05, *Personnel Recovery (PR) Education and Training*, 12 April 2016

Department of Defense Instruction 3002.03, *DoD Personnel Recovery – Reintegration of Recovered Personnel*, July 15, 2013 incorporating Change 1, 26 April 2016

Department of Defense Instruction 2310.05, *Accounting for Missing Persons – Boards of Inquiry*, January 31, 2000, Incorporating Administrative Change 1, 14 March 2008

Department of Defense Instruction 3002.04, *DoD Personnel Recovery - Non Conventional Assisted Recovery (NAR)*, 17 November 2014, Incorporating Change 1, 27 April 2016

Department of Defense Instruction 3020.41, *Operational Contract Support (OCS)*, December 2011, Incorporating Change 1, 11 April 2017

Department of Defense Instruction 3003.01, *DoD Support to Civil Search and Rescue (SAR)*, 26 September 2011, Incorporating Change 1, 12 May 2017

DoD Dictionary of Military and Associated Terms, August 2017

Joint Publication 3-50, *Personnel Recovery*, 2 October 2015

Chairman of the Joint Chiefs of Staff Instruction 1001.01B, *Joint Manpower and Personnel Program*, 7 October 2014

Chairman of the Joint Chiefs of Staff Instruction 3270.01B, *Personnel Recovery*, 23 January 2015

Air Force Policy Directive 10-4, *Operations Planning: Air & Space Expeditionary Force (AEF)*, 30 April 2009

Air Force Policy Directive 16-13, *Survival, Evasion, Resistance, and Escape*, 1 March 2000, Certified Current, 2 June 2010

Air Force Policy Directive 31-1, *Integrated Defense*, 28 October 2011

Air Force Policy Directive 90-1, *Policy Formulation*, 6 October 2010

Adopted Form

AF Form 847, *Recommendation for Change of Publication*

Terms

Mission Essential Tasks—Tasks deemed essential to mission accomplishment and defined using the common language of the Universal Joint Task List in terms of tasks, conditions, and standards. Service and interagency task lists augment the Universal Joint Task List to provide a comprehensive integrated menu of tasks, conditions, and standards, which include measures of effectiveness and their associated criteria of performance that support all levels of Department of Defense in executing the National Military Strategy across the full range of military operations.

Range of Military Operations—A fundamental construct that helps relate military activities and operations in scope and purpose. The range encompasses three primary categories: military engagement, security cooperation, and deterrence; crisis response and limited contingency operations; and large-scale combat operations.