

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

**DEPARTMENT OF THE AIR FORCE  
INSTRUCTION 10-3001**



**22 DECEMBER 2020**

**Operations**

**REINTEGRATION**

**COMPLIANCE WITH THIS PUBLICATION IS MANDATORY**

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This instruction implements Department of the Air Force Policy Directive (DAFPD) 10-30, *Personnel Recovery*. This publication applies to all civilian employees of the Department of the Air Force and uniformed members of Regular Air Force, the Air Force Reserve, the Air National Guard, the United States Space Force, and those who are contractually obligated to comply with Department of the Air Force publications. This Instruction requires the collection and or maintenance of information protected by the Privacy Act of 1974 authorized by Title 10, United States Code (USC) Section 1506, *Personnel Files*. The applicable System of Records Notice(s) INGB 004 Joint Services Support System is available at: <https://dpcl.d.defense.gov/privacy/SORNS.aspx>. Ensure all records generated as a result of processes prescribed in this publication adhere to Air Force Instruction (AFI) 33-332, *Records Management and Information Governance Program*, and are disposed in accordance with the Air Force Records Disposition Schedule, which is located in the Air Force Records Information Management System. Refer recommended changes and questions about this publication to the office of primary responsibility (OPR) using the AF Form 847, *Recommendation for Change of Publication*; route AF Forms 847 from the field through the appropriate functional chain of command. This publication may be supplemented at any level, but all supplements must be routed to the OPR of this publication prior to certification and approval. The authorities to waive wing or unit level requirements in this publication are identified with a Tier ("T-0, T-1, T-2, T-3") number following the compliance statement. See Department of the Air Force Instruction (DAFI) 33-360, *Publications and Forms Management*, for a description of the authorities associated with the Tier numbers. Submit requests for waivers through the chain of command to the appropriate Tier waiver approval authority or, alternately, to the requestor's commander for non-tiered compliance items.

***SUMMARY OF CHANGES***

This document has been substantially revised and needs to be completely reviewed. Major changes include deletion of numerous chapters which, if needed, should be consolidated in an Air Force Manual.

## Chapter 1

### REINTEGRATION

**1.1. Overview.** This instruction establishes requirements and assigns responsibilities for reintegrating recovered Department of the Air Force personnel who were isolated and required to survive, evade, resist, or escape. It provides procedures for reception and processing of returnees. Reintegration includes medical and psychological evaluation and treatment, thorough intelligence and survival, evasion, resistance, and escape (SERE) debrief of the entire event, reunification with, and support to the primary family, religious support, legal support, public affairs support, casualty affairs support, and security of returnees and their families. The task provides for the health and welfare of returnees with the ultimate goal of effective and efficient return to duty. The reintegration process consists of three distinct phases with flexible timelines, dependent on the specific needs of the recovered personnel and the operational mission. These three distinct phases are: I, II, and III.

1.1.1. Phase I (Combatant Command): This phase begins immediately following the recovered personnel's return to friendly control.

1.1.2. Phase II (Combatant Command): Phase II begins when the recovered personnel arrives at a theater transition location.

1.1.3. Phase III (Service): Phase III is Service-level reintegration and begins when the commander determines further reintegration is required and the returnee transfers from the Combatant Command to Service control.

## Chapter 2

### ROLES AND RESPONSIBILITIES

**2.1. Responsibilities.** The Department of the Air Force is responsible for Phase III reintegration of Department of the Air Force military members, Department of Defense (DoD) civilians, or other designated personnel in accordance with Department of Defense Instruction (DoDI) 3002.03, *DoD Personnel Recovery – Reintegration of Recovered Personnel*.

2.1.1. The Deputy Chief of Staff, Operations (AF/A3) designates the Director of Air Force Special Warfare, AF/A3S as the OPR for Department of the Air Force reintegration. AF/A3S will provide instructions and guidance for reintegration synchronous with the combatant command's reintegration plans.

2.1.2. The Office of the Secretary of the Air Force, Public Affairs (SAF/PA) shall:

2.1.2.1. Develop, coordinate, and oversee the implementation of public affairs plans and guidance for all activities regarding reintegration.

2.1.2.2. Coordinate with the Assistant Secretary of Defense for Public Affairs for any public release of information on reintegration cases.

2.1.2.3. Provide public affairs guidance and instructions to returnees and their families in accordance with Assistant Secretary of Defense for Public Affairs policies.

2.1.2.4. Provide oversight of all official Department of the Air Force statements, interviews, and releases issued to media and the public.

2.1.3. The Deputy Chief of Staff/Manpower, Personnel & Services (AF/A1) is responsible for all contact with and assistance to family and for military and civilian personnel matters applicable to processing Department of the Air Force returnees. The office of primary responsibility within AF/A1 is the Missing Persons Branch at Air Force Personnel Center, Joint Base San Antonio – Randolph AFB (AFPC/DPFCM). AFPC/DPFCM will:

2.1.3.1. Act as the initial Department of the Air Force point of contact with isolated personnel's family.

2.1.3.2. Establish procedures for promptly notifying family when personnel are returned to U.S. Government control and for keeping the families of isolated personnel advised of processing activities and duty status.

2.1.3.3. Provide advisors to family; to include anticipated reintegration procedures, arrival of returnees, and processing schedules.

2.1.3.4. Ensure personnel processing files are current and readily available for use in processing returned personnel.

2.1.4. 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.

2.1.5. Coordinate with USSF (SF/S1) as required for USSF assigned returnees.

## 2.2. All Major Commands and Component-Numbered Air Forces, or Space Force equivalent will:

2.2.1. Establish and designate a command personnel recovery OPR to coordinate with AF/A3, or designated OPR, and lead command on implementation of applicable personnel recovery policy and training of commanders and staffs and potential isolated personnel, in accordance with DAFPD 10-30. The command personnel recovery OPR is responsible for reintegration and will provide assistance to the reintegration process as required. **Note:** DAFPD 10-30 designates Air Combat Command (ACC) as the lead command for personnel recovery.

2.2.2. Support Phase III reintegration of assigned personnel by:

2.2.2.1. Assembling a reintegration team as needed. The Phase III reintegration team will consist, at a minimum, of an O-6 designated reintegration team chief to serve as the overall coordinator of reintegration activities, SERE debriefer, intelligence debriefer, SERE psychologist, public affairs representative, casualty affairs representative, Judge Advocate, chaplain, and appropriate medical personnel. Others may be required as situation dictates.

2.2.2.2. Team Chief, SERE debriefer, SERE psychologist, intelligence debriefer, and other augmentees may be requested from ACC or other major commands (MAJCOMs) with the requisite capability. Submit requests to AF/A3S.

2.2.2.3. Ensuring all reintegration team members receive appropriate training for their specific duties.

2.2.2.4. Ensuring intelligence and SERE debriefing of returnees.

2.2.2.5. To the extent allowed by applicable laws and regulations, funding costs associated with the reintegration of the returnees. These costs include travel, billeting, medical treatment determined to be necessary, uniforms, and other activities associated with the reintegration process.

2.2.3. In collaboration with the Defense Health Agency and the commander or director of the military medical treatment facility, MAJCOM Surgeon General maintains overall responsibility for all medical matters associated with the planning and processing of returnees, and will:

2.2.3.1. Coordinate medical and SERE psychological treatment as necessary.

2.2.3.2. Augment medical treatment facilities during returnee processing.

2.2.4. Command Chaplains are responsible for ensuring sufficient chaplains and religious affairs airmen are available to meet the spiritual needs of returnees and their families.

2.2.5. MAJCOM or Field Command Staff Judge Advocate is responsible for ensuring sufficient legal personnel are available to advise and provide legal assistance to returnees and eligible dependents in accordance with AFI 51-201, *Administration of Military Justice* and AFI 51-304, *Legal Assistance, Notary, Preventive Law, and Tax Programs*.

2.2.5.1. Provide eligible returnees and the service reintegration team with legal counseling, to include rights under 10 U.S.C. §§ 801-946a, benefits, and assistance on matters pertaining to personal legal issues and/or concerns.

2.2.5.2. Determine if family members are eligible for similar counseling and, if not, shall assist in obtaining such legal services.

**2.3. As the lead command for personnel recovery, ACC will:**

2.3.1. Be prepared to assist and augment other MAJCOM and Field Command reintegration teams as required.

2.3.2. Ensure processes are in place to identify, assemble, and train personnel to assist and augment reintegration team functions.

## Chapter 3

### GUIDANCE AND PROCEDURES

**3.1. Requirements.** The purpose of reintegration is to gather critical information from recovered personnel while protecting their health and welfare. This allows the return of the recovered personnel, physically and emotionally healthy, to duty as expeditiously as possible. The Department of the Air Force must be prepared to conduct Phase III reintegration of personnel immediately following an isolating event. **(T-0)**.

**3.2. Duration.** Department of the Air Force military personnel will undergo reintegration until released by the responsible commander and after recommendation by the reintegration team chief. **(T-0)**.

3.2.1. Department of the Air Force civilians will undergo reintegration in accordance with DoDI 3002.03. **(T-0)**.

3.2.2. Reintegration is complete when the member's commander approves the reintegration team chief's recommendation for return to the Department of the Air Force for duty status determination. Status determination may include full duty status, further medical care, discharge, etc. A determination that reintegration is complete may be made during any phase of the process.

**3.3. Debriefing Priority.** Medical triage and SERE psychological assessment of the recovered personnel should occur prior to any debriefings when the situation, timing, and environment allows. Intelligence debriefings will be conducted during reintegration of Department of the Air Force personnel by qualified intelligence personnel. **(T-0)**. Debriefings to satisfy intelligence, operational, investigative, and SERE information requirements must be prioritized by the Team Chief and conducted as early as possible and as required. **(T-0)**.

**3.4. Information and Legal.** In accordance with 10 USC § 1506, members subject to this instruction will withhold privileged information from personnel files. Debriefing reports provided by a person who is returned to United States control are obtained under a promise of confidentiality made for the purpose of ensuring the fullest possible disclosure of information. **(T-0)**.

3.4.1. In accordance with 10 USC § 1506, members subject to this instruction will withhold from personnel files as privileged information, any survival, evasion, resistance, and escape debriefing report. Debriefing reports provided by a person who is returned to United States control are obtained under a promise of confidentiality made for the purpose of ensuring the fullest possible disclosure of information. **(T-0)**.

3.4.2. If a debriefing report contains non-derogatory information about the status and whereabouts of a missing person other than the source of the debriefing report or about unnamed missing persons, the debriefing team will prepare an extract of the non-derogatory information. **(T-0)**.

3.4.2.1. The debriefing team in coordination with legal counsel will include that extract, following a review by the source of the debriefing report, in the personnel file of each missing person named in the debriefing report in such a manner as to protect the identity of the source providing the information. **(T-0)**.

3.4.2.2. The debriefing team in coordination with AFPC/DPFCM will ensure any information contained in the extract of the debriefing report that pertains to unnamed missing persons shall be made reasonably accessible to the primary next of kin, members of the immediate family, and the previously designated person. **(T-0)**.

3.4.3. Whenever withholding a debriefing report, or part of a debriefing report, from a personnel file under this subsection, the debriefing team will include a notice that withheld information exists in the personal processing file. **(T-0)**.

**3.5. DoDI Implementation.** The Department of the Air Force will conduct the following reintegration tasks in accordance with DoD policy and procedures outlined in DoDI 3002.03.

3.5.1. SERE debriefings and their organizational disposition are conducted for the sole purpose of garnering lessons learned and to help prevent or prepare for future isolating events.

3.5.2. The Department of the Air Force will facilitate access as required of other U.S. Government and law enforcement organizations to the recovered personnel or information and to obtain the necessary evidence for criminal prosecution of the captors. **(T-0)**.

3.5.3. When consistent with applicable laws and regulations, the Department of the Air Force may provide post-isolation support for non-Department of the Air Force personnel following an isolating event.

3.5.4. The Department of the Air Force will establish an official representative to contact, advise, and maintain communications with the isolated individual's designated next-of-kin or others as necessary. **(T-0)**.

JOSEPH T. GUASTELLA Jr., Lt Gen, USAF  
Deputy Chief of Staff, Operations



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

10USC § 1506, *Personnel Files*

10USC §§ 801-946a, *Uniform Code of Military Justice*

DoDI 3002.03, *DoD Personnel Recovery – Reintegration of Recovered Personnel*, 15 July, 2013

DAFPD 10-30, *Personnel Recovery*, 28 August 2018

DAFI 33-360, *Publications and Forms Management*, 1 December 2015

AFI 33-332, *Records Management and Information Governance Program*, 10 March 2020

AFI 51-201, *Administration of Military Justice*, 18 January 2019

AFI 51-304, *Legal Assistance, Notary, Preventive Law, and Tax Programs*, 22 August 2018

***Adopted Forms***

AF Form 847, *Recommendation for Change of Publication*

***Abbreviations and Acronyms***

**ACC**—Air Combat Command

**AF/A1**—Deputy Chief of Staff/Manpower, Personnel & Services

**AF/A3**—Air Force Deputy Chief of Staff Operations

**AF/A3S**—Air Force Special Warfare Directorate

**AF/SG**—Air Force Surgeon General

**AFI**—Air Force Instruction

**AFPC/DPFCM**—Air Force Personnel Center Missing Persons Branch

**DAFI**—Department of the Air Force Instruction

**DAFPD**—Department of the Air Force Policy Directive

**DoD**—Department of Defense

**DoDI**—Department of Defense Instruction

**MAJCOM**—Major Command

**OPR**—Office of Primary Responsibility

**SAF/PA**—Secretary of the Air Force Public Affairs

**SERE**—Survival, Evasion, Resistance, and Escape

**USC**—United States Code

**USSF**—United States Space Force

