



Medical Mgmt Center - Korea

Understanding the MAR2 iDES & MEB Implications

To Include:

Profiles: fact, fiction & fallacy...

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Deputy Director, MMC / EFMP
Sr. Nurse Case Manager, MMC***



FYI:

***21,000+ Soldiers in WTUs
65,000+ Soldiers MNR/MND and
these numbers are growing***

**MMC-K has processed over 200 Soldiers on
P3/P4 profile since 8/1/2012**

- Some profiles were over a year old
 - Some came to Korea on profile
 - Some had their profile changed just before arriving (P3 to a P2)
 - Many has conditions/defects for years
-
- MRDP & Prognosis are essential elements



BLUF:

***MEB/PEB processing does
NOT get a Soldier kicked out
of the Army***

5 Potential Outcomes of the pre-MEB Process:

- *****MAR2 (reclassification)**
 - **Reject MEB for continued care/rehab**
 - **Return to duty with profile restrictions**
 - **Temporary Duty Retirement List**
 - **Separation from Service**
-
- **Soldier can apply for COAD/COAR only AFTER results of PEB are finalized**



Medical Mgmt Center - Korea (MMC-K)



IDES processing (MEB/PEB evaluations) is not available in Korea

“pre - IDES processing” or “pre-MEB” processing is the responsibility of the MMC and a host of other agencies

MMC processing begins with a Profile (DA3349) that is reviewed and processed for action by the Nurse Case Manager (NCM) of the MMC

The PCM is the “HUB”; everything else revolves around the “HUB”

GOAL: Promptly return Soldiers to full duty or get them to a place where they can rehabilitate or transition while working with Soldiers, their unit leadership and the medical community.



Army Physical Disability Evaluation System (APDES)

An Overview of the:

- Profile System**
- MAR2 Implications**
- MEB/PEB Process**



Purpose



- Provide an overview of the:
 - Physical **Performance** Evaluation System
 - Can still perform as a Soldier, but not well in current MOS/AOC (MAR2)
 - Physical **Disability** Evaluation System
 - Inability to perform as a Soldier (MEB)
 - **Integrated** Disability Evaluation System
 - Incorporates a VA Comp&Pen process
- Provide information concerning the DA3349, Physical Profile, and how this '*drives the process*'
- Command Actions and Responsibilities



Purpose



- Defining Terms:
 - “pre”-MEB: No MEB in Korea; we prepare the case file
 - MEB: often used as a misnomer; it is an informal board
 - PEB: this is THE formal board that officially determines a Soldier’s disposition and is the ONLY agency in the Army to find a Soldier “fit or unfit” for duty
 - IDES: Incorporates VA & Army disability ratings to minimize delays in disability payments



Purpose



- Defining Terms Continued:
 - PDES: Physical Disability Evaluation System
 - PDA: Physical Disability Agency
 - MAR2: MOS, Administrative Retention Review; the Army MEDICAL Reclassification Process
 - WTU / WTB: Warrior Transition Unit/BN
 - START-C: Soldier Transfer & Regulating Tracking Center (Ft. Sam Houston/WTC)
 - PRMC/TAMC: Pacific Regional Medical Cmd / Tripler Army Medical Center



**It all starts with the
Physical Profile**

DA Form 3349





All Profiles



- Only 1 profile per Soldier... update existing profile... never issue a 'new' profile
- If a profile is extended beyond (30 days if no exp. date or after initial expiration date) the following must appear in remarks section:
“This temporary profile is an extension of a temporary profile first issued on (date)”.
- Must be carried on the Soldier at all times (just like their ID card)



All Profiles



- Effective August 2012 all Permanent 3 or 4 profiles is signed by **LTC Seung W. Kim (COL HeeChoon S. Lee, as alternate)**
- Commander's should question questionable profiles... If a profile doesn't make sense please either discuss the matter with the PCM or call the MMC for assistance.
- Suggestion: Commander signs in remarks section to validate review of/acceptance of profile. If implemented, it would be a unit decision/policy.



Temporary Profiles



- Soldier & temp profile will be evaluated at least once every 3 months
- Profile may be extended for a maximum of 6 months from the initial date by profiling officer
- Profiles exceeding 6 months (cumulative NOT consecutive) for the same medical condition will be referred to a specialist for management and consideration of the following:



Temporary Profiles (con't)



- Consider continuation of profile for a max of 12 months from initial date (MRDP)
- Consider changing temporary to permanent
- Determine if Soldier meets the medical retention standards of Ch. 3 AR 40-501
- 12 months on profile (3 or 4 serial rating) requires an MEB

Temporary profiles should specify an expiration date. No date, profile automatically expires at the end of 30 days. If a profile is needed beyond 12 months, profile will be changed to permanent.

***DA Form 689 may be used in lieu of DA3349 not to exceed 7 days**



Permanent Profiles



- **BLUF: Does a Soldier meet Medical Retention Standards**
- **All Soldiers issued a permanent profile with a “3” or “4” in PULHES will be referred to either**
 - the **Physical Performance Evaluation System** a.k.a. the **MOS Administrative Retention Review Process** for an **MAR2** or
 - the **Army Physical Disability Evaluation System** for an **MEB** (Medical Evaluation Board)
- Permanent “3” or “4” profiles – physician needs to determine if limitation meets retention criteria IAW Ch 3, AR 40-501
- If the Soldier meets retention criteria, MAR2 is mandatory, unless adjudicated by USAHRC
- If the Soldier does not meet retention criteria, entry into the physical disability (MEB / PEB) system is mandatory



MOS Administrative Retention Review (MAR2)



- Program designed to evaluate Soldiers with permanent medical conditions that meet/exceed medical retention standards IAW AR 40-501.
 - Determines if Soldier can perform satisfactorily in **their current** PMOS/specialty code in a world-wide austere field environment.
 - Provides Commanders a process to identify Soldiers who have medical limitations and require an **administrative review** to determine if the Soldier meets his/her MOS/AOC standards.
 - Provides the Soldier a pathway to succeed, the unit appropriate manpower to do the mission and the Army the opportunity to fill needed MOS/AOC vacancies.



MOS Administrative Retention Review (MAR2)



- **Administrative** screening board at HRC that evaluates Soldiers ability to perform duties in a worldwide field or austere environment.
- Facilitated by the 8A Retention Office
- Compare profile limitations to MOS standards outlined in DA PAM 611-21 (SMARTBOOK)
- Possible MAR2 Outcomes:
 - ✓ Retain in current MOS/AOC.
 - ✓ Reclassify into another MOS.
 - ✓ Refer to Physical Disability Evaluation System (PDES).



MOS Administrative Retention Review (MAR2)



Minimum Common Tasks for Retention or Reclassification:

See block 5 of the current DA form
3349 (Profile)



MOS Administrative Retention Review (MAR2)



An **austere environment** is defined as –

- a. An area that regularly experiences significant environmental hazards (for example, heat, cold, altitude, aerosol particles) that would exacerbate existing medical conditions when protection (such as climate control) is not available.
- b. An area that has limited access to a reliable source of electricity.
- c. An area where force protection levels mandate prolonged use of body armor and or chemical protection equipment.

Worldwide deployable

For purposes of determinations by the MAR2 and the Army Disability Evaluation System, it means the ability of the Soldier to perform his or her primary MOS or Specialty Codes duties in garrison and field environments, to include in any geographical or climatic environment for which the Army has a requirement for the Soldier's MOS or Specialty Code duties.



Unit/Commander Actions (MAR2)



- Review and approve/forward current profile for action
- Ensure Soldier reports to their servicing Career Counselor who will provide the MAR2 Counseling on a DA form 4856.
- Unit Career Counselor to counsel Soldier on submitting Soldier Memorandum and its suggested format/content
- Soldier Memorandum
- Company Commander Memorandum (after interviewing Soldier)
- Battalion Commander Memorandum (after interview/review of pkg)
- (14 day suspense to get pkg back to 8A Retention Office)



Physical Disability



Evaluation System (PDES)

- Responsible for determining physical fitness for continued military service, and disability benefits for Army Active Duty and Reserve Component Soldiers with duty-incurred illness/injury
- Takes action to separate or retire Soldier.
- Consists of Medical Evaluation and Physical Evaluation Boards. (MEB/PEB) .
- Reference: AR 635-40.



Medical Evaluation Board -MEB



- Informal board convened by the Medical Treatment Facility (MTF).
- Documents Soldier's medical status and duty limitations to determine if their duty is affected by their medical status.
- Unit Commanders are authorized to refer Soldiers to the MTF for evaluation if belief is that the Soldier cannot perform duties!
 - Can be in writing on a DD Form 689

References:

**AR 40-400:
Patient
Administration**

**AR 635-40:
Physical
Evaluation for
Retention,
Retirement, or
Separation**



Unit/Commander Actions (MEB)



- Prepare a commander's statement that includes:
 - Any adverse personnel actions.
 - Description of Soldier's current duty performance.
 - Special limitations of duty due to physical condition
 - Ability to adequately perform duties expected of grade/rank and office.
 - Discuss current duty assignment, anticipated future assignments, branch, age, and career specialties.
- Ensure the Soldier's Line of Duty Investigation (if necessary) and the DA Form 2173 are completed.
- Ensure the Soldier is scheduled for AND present for all appointments at the MTF.



pre-MEB Process in Korea



- Soldier receives a Permanent 3 or 4 profile with MEB recommendation from Primary Care Provider (endorsed by specialty provider usually) or Psychiatry (for behavioral health)
- PCM completes a Medical NARSUM (PSY NARSUM by Psychiatry) and WTU screening matrix.
- Soldier meets with MMC or PAD Officer to receive briefing & review checklist
- MEB package is sent to PRMC (Hawaii) to be evaluated for C&P exam / START-C for WTU placement.
- If MEB is warranted, PCS to WTU near HOR is processed or close to family support system.
- Process takes usually takes 2 months but has taken 4 months for complicated cases.
- The MEB will not be completed in Korea due to lack of IDES capabilities (no VA Medical).





Can the Soldier appeal the MEB?



- **YES** - If the Soldier disagrees with any portion of their Medical Board, they have the right to appeal it.
- **The Soldier will have 7 working days to submit a written appeal stating why/what they disagree with on the MEB**
- Legal can assist the Soldier with their appeal.
- The written appeal is then submitted to the Deputy Commander for Clinical Services (DCCS) for further consideration. Their appeal becomes part of the MEB





Physical Evaluation Board (PEB)



- A non-statutory, informal fact-finding board that:
 - Investigates disability of referred Soldiers
 - Evaluates physical condition of Soldier against physical requirements of grade/office.
- Determines:
 - If Soldier is physically fit or unfit to perform duties.
 - Whether the disability is permanent or temporary.
 - Whether the disability meets the criteria established by law for compensation.
- Soldier can request a formal hearing after informal consideration if dissatisfied with outcome.

Reference:
AR 635-40:
**Physical
Evaluation for
Retention,
Retirement or
Separation**



Physical Evaluation Board (PEB)



- There are 3 PEBs - Located at the following locations
- Washington, DC PEB
- FT Sam Houston, TX PEB
- FT Lewis, WA PEB

MEMBERS:

- President or Presiding Officer (generally a colonel)
- Personnel Management Officer (field grade or Civilian Adjudication Officer)
- Physician (MC Officer or Civilian, generally with Army MC experience)
- If service member is Reserve Component (RC), a member will be RC
- Request for Enlisted, female, minority may be made
 - **Request in writing through MEB Counselor**
 - **Board expands to 5 members for enlisted representation**
 - **May be 3 or 5 members for female or minority representation**



PEB Process



- **The PEB is the only board in the Military that can determine whether a Soldier is fit or unfit for continued Military Service.**
- **If found unfit, the PEB will determine whether the unfitting disability is compensable**
- **If compensable, the PEB will determine the disability rating based on the severity of the medical condition**
- **Not every medical condition is given a rating**
- **Only those medical conditions that render the Soldier unfit for further Military Service will be rated by the Army**
- **IDES (VA) allows medical conditions that are limiting but not limiting for duties as a Soldier to be rated**



Physical Disability Branch (PDB)



- Component of the US Army Physical Disability Agency (USAPDA).
- Reviews and confirms cases after adjudication by the PEB.
- If Soldier is found unfit by PEB, the PDB transmits data to complete the orders process.
- Assigns “Not Later Than 90 Days” separation after processing is complete at the PDA.

Reference:

AR 635-40:

**Physical
Evaluation for
Retention,
Retirement or
Separation**



Points of Contact



<http://www.korea.amedd.army.mil/Medical/MMC/Default.html>

MAR2 POCs

- MSC/BDE/BN Career Counselors
- 8A Retention Office
724-3724

Profile Concerns

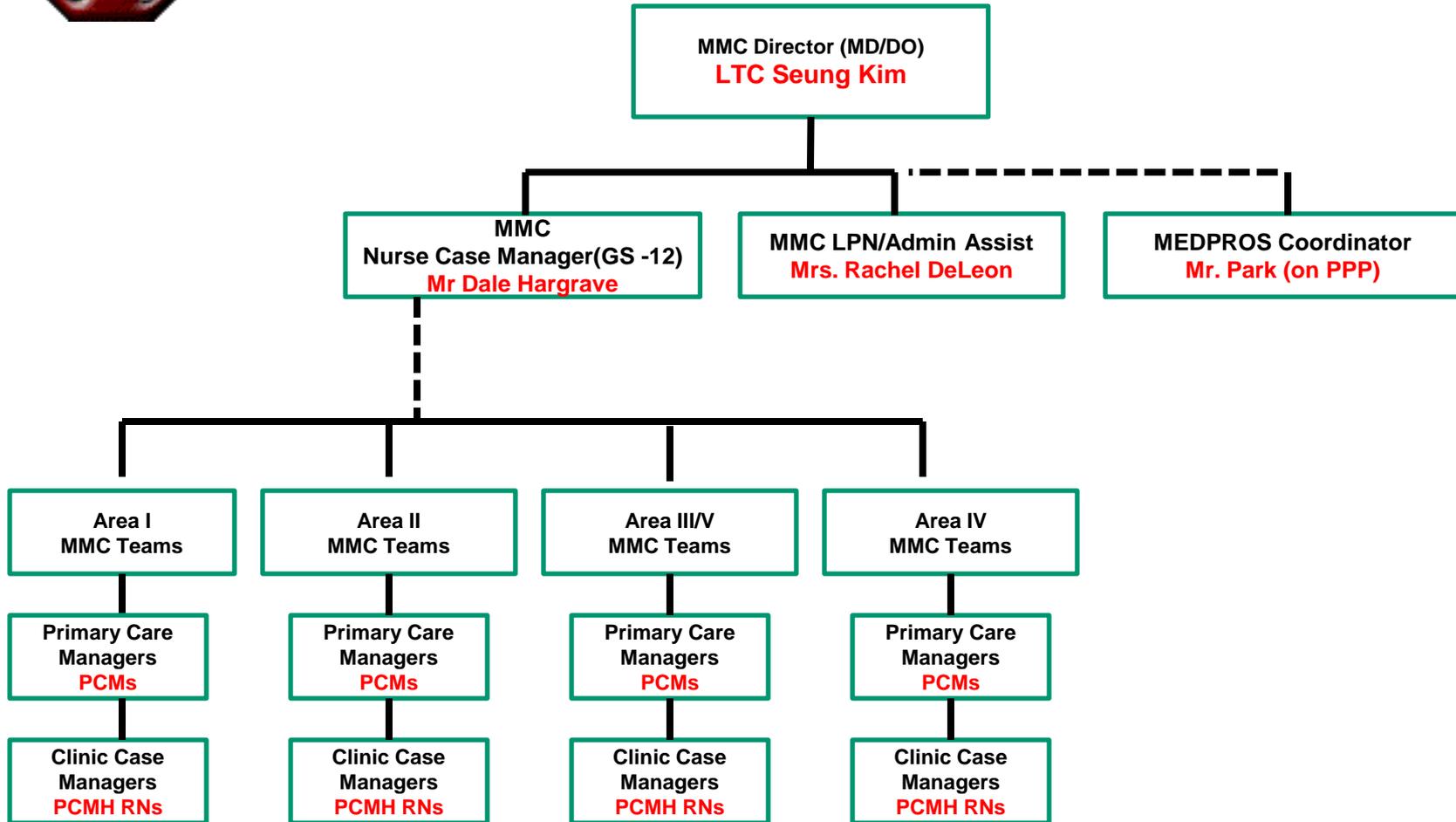
1. Soldier's PCM
2. PCM's Supervisor or DCCS at BAACH
3. MMC at BAACH
4. Mrs. Rachel DeLeon (new hire)**rachel.m.deleon@us.army.mil** or **737-6625**
5. Mr. Hargrave, Monte Dale
monte.d.hargrave@us.army.mil **737-1281**
6. LTC Kim, Seung W

pre-MEB Processing

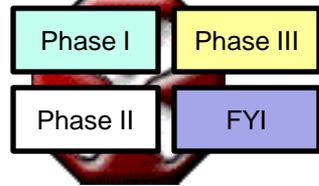
- Patient Administration Division (PAD) Office at BAACH **737-5800**
- Aero Evacuation Clerk
737-6013/3339
- MMC Nurse Case Manager **737- MMC-K (6625) or 6626**
- MMC LPN (new hire)
737-6625/6626



MEDDAC-K MMC Organizational Chart



MMC Process Overview (MEDDAC-K)



- 1) Soldier is issued a profile that is Permanent or Temporary w/any PULHES rating of 3 or 4 **or**
- 2) is issued a profile changing an existing Permanent 3 or 4 condition **or**
- 3) is issued a profile that requires managed care to return to duty.

- HQ Army HRC is MAR2 Authority.
- The MMC exists to help Soldiers heal, help Commanders accomplish their mission and help the Army retain a mission ready Force.
- Profiles are communication between a PCM, the Soldier and the Soldier's Command.
- The MMC strives for a transparent process that benefits the Soldier, Unit, Command, Army and Mission.

MMC office contacts profile originator & PCM with solutions to get profile approved

Specialty Consults ordered as needed

Profile forwarded to MMC office by Soldier/PCM/Commander with demographic & enrollment documents. Nurse Case Manager and physician review profile

Soldier & Commander are contacted. Soldier is provided a checklist and appt for MMC interview; potentially done via phone.

Soldier meets with NCM for interview. Review and formulation of Managed Care Plan &/or referral to MAR2/MEB/RTD

Findings are sent to MMC Physician for review/approval/signature.

Return to Duty is Goal

- RTD is expected to be < 6-months then Managed Care is in Korea
- RTD is expected to be > 6-months then Managed Care at CONUS/WTU or
- If condition is not resolvable to meet fitness standards IAW 40-501 then MEB process initiated

- 1) If MAR2 then pkg sent to 8A Retention Office
- 2) If Managed Care then PCM sent care plan w/ NCM follow-up to coordinate consult process
- 3) If MEB, pkg compiled and sent to START-C for approval

- 1) MMC will assist the PCM by managing consultative care that is difficult for the PCM to obtain or requires personal attention of a NCM.
- 2) MEB/Managed Care >6months process must go thru pre-approval at START-C. This takes approximately 2 months from profile date to PCS. WTU will be near Soldier's home of record for family support during healing

Profile not approved

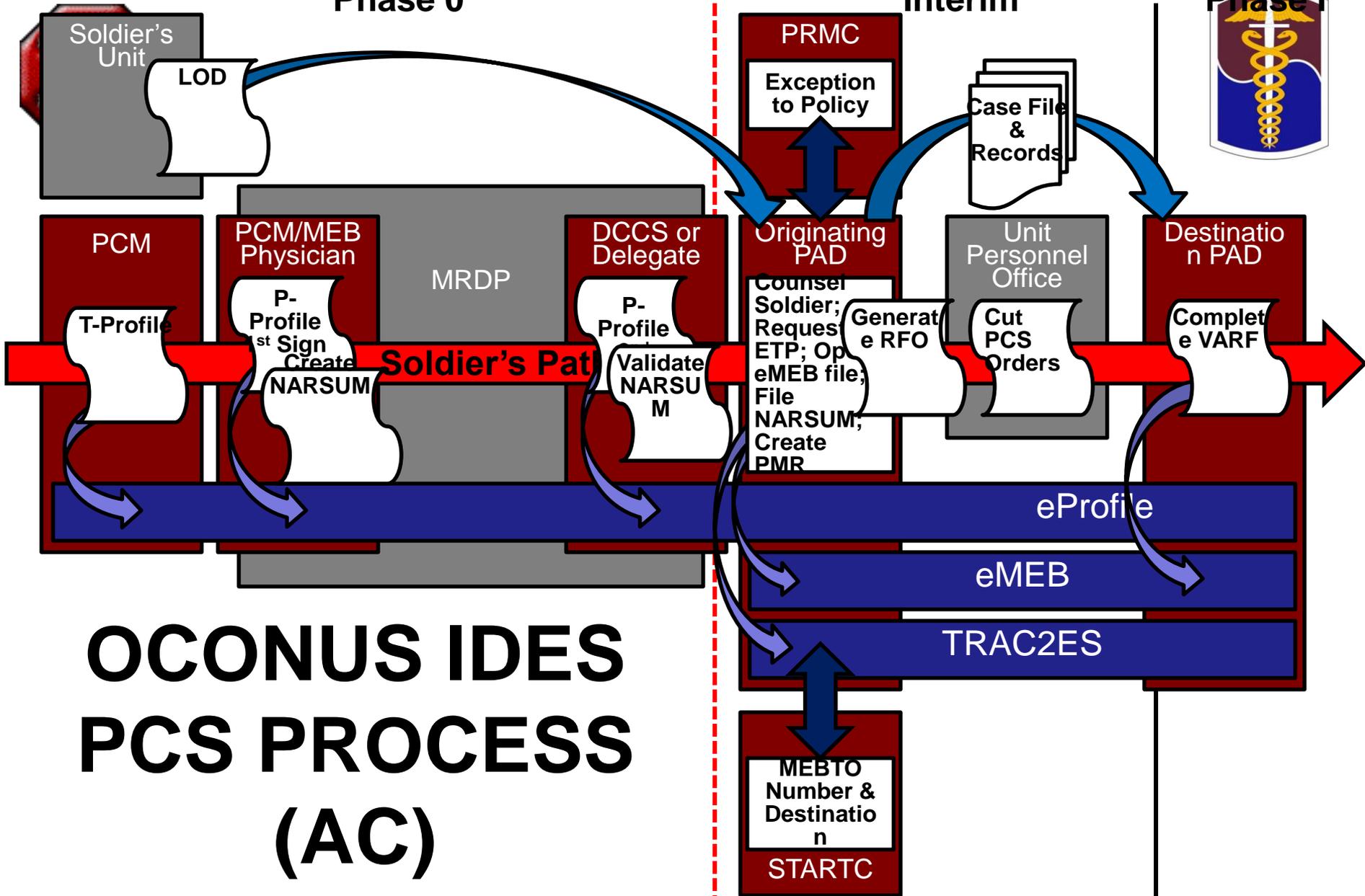
Profile approved

- MMC Staff:**
- LTC Seung W. Kim, Medical Director MMC & EFMP
seung.w.kim@amedd.army.mil
 - Mr. Monte D. Hargrave, RN, Deputy Director MMC & EFMP
monte.d.hargrave@amedd.army.mil 737-6625 or 1281
 - MMC Administrative Assistant (hiring action)

Phase 0

Interim

Phase I



OCONUS IDES PCS PROCESS (AC)

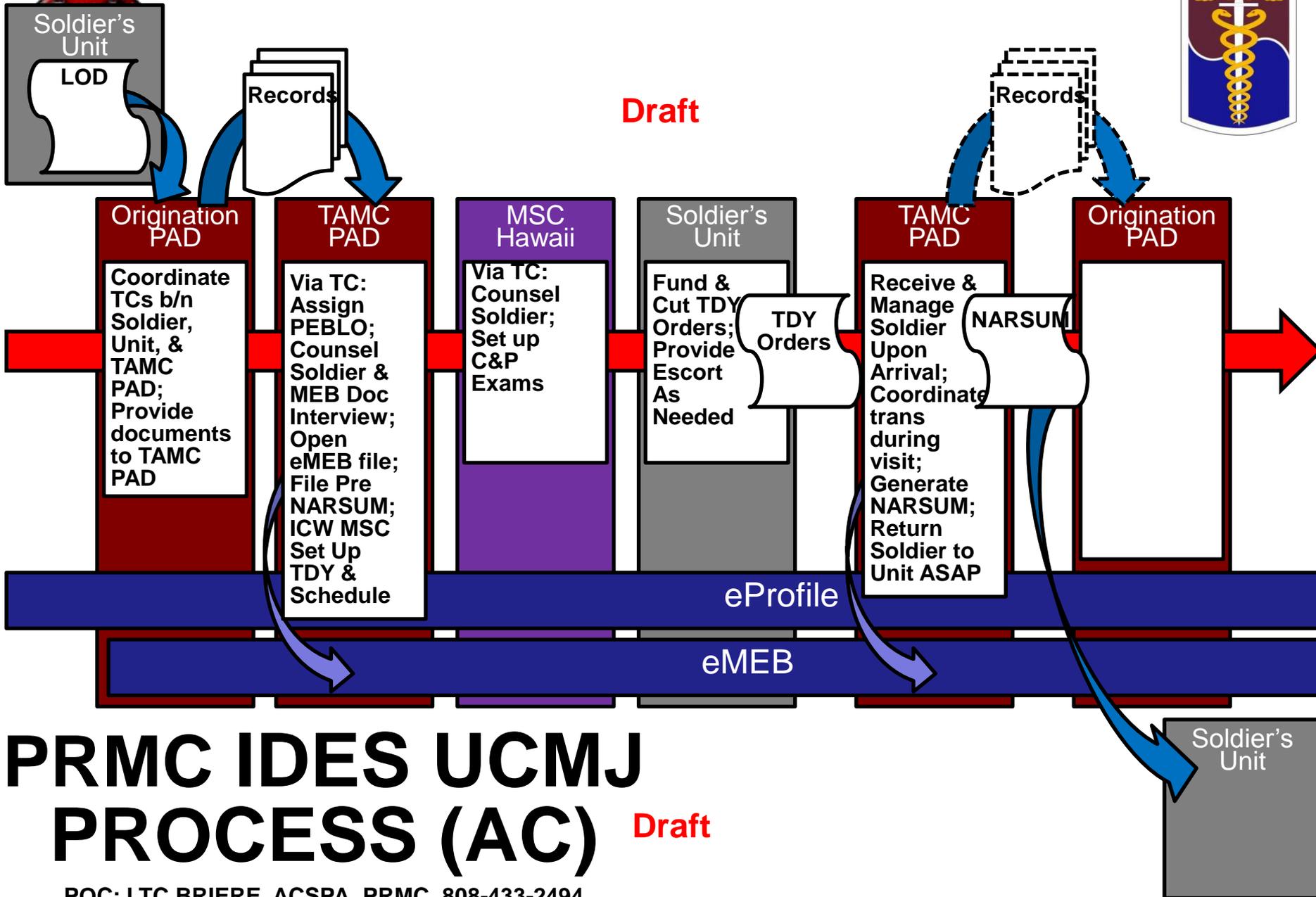
POC: LTC BRIERE, ACSPA, PRMC, 808-433-2494
As Of: 5 MAR 12

Soldier Has ≤90 Days to PCS

Phase 0

Interim

Phase I



PRMC IDES UCMJ PROCESS (AC)

Draft

POC: LTC BRIERE, ACSPA, PRMC, 808-433-2494
As Of: 19 APR 12