



Army Family Care Plan Policy

RFI #11

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Presented by: Command Policy and Programs Division
HQDA, Office of the Deputy Chief of Staff, G-1



Agenda

- When is a FCP required?
- Who is required to maintain a FCP?
- Required Documentation and Timeframe
- Army Parenthood Separation Trends



When is a FCP required?

- Regular Army:
 - Deployment/Unaccompanied Tours
 - TDY
 - Or otherwise not available due to military requirements
- Army Reserve/National Guard
 - Any period of absence for annual training
 - Regularly scheduled unit training assemblies
 - Emergency mobilization/deployment
 - Any other type of active-duty assembly

* Governed by Department of Defense Instruction 1342.19 (Family Care Plans), Department of Defense Instruction 1315.18 (Procedures for Military Personnel Assignments), Army Directive 2202-06 (Parenthood, Pregnancy, and Postpartum), and Army Regulation 600-20 (Army Command Policy)



Who is required to maintain a FCP?

- Pregnant Soldier:
 - Without spouse or not residing with spouse
 - Married to another service member in active or reserve status of any service
- Soldier who has joint or full legal custody of one or more family members under the age of 18
 - Without spouse or not residing with spouse
 - Married to another service member in active or reserve status of any service
- Soldier who is divorced and not remarried, and has liberal or extended visitation rights by court decree that allows the family member to be solely in the Soldier's care in excess of 30 days
- Soldier whose spouse is incapable of self-care or is otherwise physically, mentally, or emotionally disabled so as to require special care or assistance; or who has adult Family members incapable of self-care regardless of age
- Soldier categorized as half of a dual-military couple on active or reserve status who has joint or full custody of more of more family members under age 19 or who has adult family members incapable of self care regardless of age
- Additionally, Commanders can require any Soldier to complete a family care plan when parenthood interferes with military responsibilities.



Required Documentation and Timeframe

Required Documentation

- DA Form 5304 Family Care Plan Counseling Checklist
- DA Form 5305 Family Care Plan (*Unit Commander is the sole approving authority, cannot be delegated*)
- DA Form 5841* - Power of Attorney (both long- and short-term providers)
- DA Form 5840* - Certificate of Acceptance as guardian or escort
- DD Form 1172-2 Application for Identification Card/Defense Enrollment Eligibility Reporting System for each family member
- DD Form 2558 Authorization to Start, Stop, or Change an Allotment, for active or retired personnel, unsigned until deployment, or other proof of financial support arrangements
- Letter of Instruction to the guardian or escort, outlining all special instructions concerning the care of family members
- If appropriate, DA Form 7666* - Parental Consent

Timeframe for Completion

- Counseling Checklist will be used upon arrival of service member at the unit of assignment
- Active Component: 30 days from counseling date
- Reserve Component: 60 days from counseling date
- Recertified Annually

Pregnant Soldiers

- No later than 60 days prior to date of birth and recertified following the birth

Commander may grant an additional 30 days for any of the timeframes listed

**Notary required for DA Forms: 5841, 5840, and 7666*



Parenthood Separation Trends by Gender

Chapter	Name	Gender	FY18	FY19	FY20	FY21	FY22
Chp 5 (Convenience of Gov't)	Parenthood	F	571	546	527	447	587
Chp 5 (Convenience of Gov't)	Parenthood	M	245	195	220	199	276
Chp 6 (Dependency/Hardship)	Parenthood	F	4	3	9	7	8
Chp 6 (Dependency/Hardship)	Parenthood	M	4	1	2	3	5

Chapter 5-8 (Convenience of Government)

The commander is required to initiate separation proceedings under Chapter 5-8 for any interference with military duties arising from family responsibilities. Prior to initiating separation action, commanders must counsel Soldiers about providing a plan and the adverse consequences that can result if they fail to provide a workable plan.

Chapter 6 (Separation because of Dependency or Hardship)

- Dependency exists when death of a member of a Soldier's (or spouse's) immediate Family or disability causes the immediate Family to rely upon the Soldier for principal care or support and cannot be provided while on active duty.
- Hardship exists in cases not involving death or disability.
- Parenthood: The Soldier must submit evidence that the roles of parent and Soldier are clearly incompatible and that the Soldier cannot adequately fulfill his or her military obligation without neglecting the child or children may apply for Separation under hardship.



Parenthood Separation Trends by Marital Status

Chapter	Name	Marital Status	FY18	FY19	FY20	FY21	FY22
Chp 5 (Convenience of Gov't)	Parenthood	Divorced	133	97	110	76	126
Chp 5 (Convenience of Gov't)	Parenthood	Legally Separated	2	0	1	0	2
Chp 5 (Convenience of Gov't)	Parenthood	Married	547	499	490	453	589
Chp 5 (Convenience of Gov't)	Parenthood	Single	129	139	143	116	138
Chp 5 (Convenience of Gov't)	Parenthood	Widowed	5	6	2	1	8

Chapter	Name	Marital Status	FY18	FY19	FY20	FY21	FY22
Chp 6 (Dependency/Hardship)	Parenthood	Divorced	1	2	0	2	3
Chp 6 (Dependency/Hardship)	Parenthood	Married	5	2	10	7	7
Chp 6 (Dependency/Hardship)	Parenthood	Single	2	0	1	1	2
Chp 6 (Dependency/Hardship)	Parenthood	Widowed	0	0	0	0	1



Parenthood Separation Trends Total

Chapter	Name	FY18	FY19	FY20	FY21	FY22
Chapter 5 (Convenience of Gov't)	Parenthood	816	741	747	646	863
Chapter 6 (Dependency/Hardship)	Parenthood	8	4	11	10	13

Key facts:

- Soldier is considered non-deployable until the family care plan is validated and approved
- No policy requires a Soldier to surrender custody or guardianship
- Commanders may initiate involuntary separation proceedings against Soldiers who fail to provide and maintain adequate family care plans
- Chapter 5 (Convenience of the Government) is most common
- Type of Discharge: Honorable or General under Honorable Conditions