

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

AIR FORCE MISSION DIRECTIVE 43

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AIR FORCE REVIEW BOARDS AGENCY

COMPLIANCE WITH THIS PUBLICATION IS MANDATORY

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This directive outlines the core responsibilities of the Air Force Review Boards Agency (AFRBA), which acts for the Secretary of the Air Force in a broad range of personnel actions. Ensure all records generated as a result of processes prescribed in this publication adhere to Air Force Instruction (AFI) 33-322, *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. Route recommended changes and questions to the Office of Primary Responsibility (OPR) using AF Form 847, *Recommendation for Change of Publication*.

SUMMARY OF CHANGES

This document is revised to add text that makes reference to current or former Space Force members; and to add references to the Air Force Foreign Government Employment Review Board and the Department of Defense (DoD) Discharge Appeal Review Board.

1. Mission. AFRBA acts on behalf of the Secretary of the Air Force, via delegation of authority through the Assistant Secretary of the Air Force (Manpower & Reserve Affairs) (SAF/MR), or in the case of three boards, the Secretary of Defense, in deciding individual, group, and organizational personnel actions before various review boards, as mandated by federal law or regulation. AFRBA serves as the highest level of administrative review of individual personnel actions. In specified areas ranging from military decorations to service obligations, it is authorized to act on behalf of the Secretary of the Air Force, and in the case of the Air Force Board for Correction of Military Records, its decisions are by federal law binding on all officers of the United States. The AFRBA core mission that applies to all boards and functions is to ensure fair and impartial treatment, equity, and due process for the military, military veterans, civilian employees, and applicants for civilian employment whose personnel issue or appeal is required to be decided at the civilian, Secretariat level.

2. Organizational and Command Structure. The agency is a field operating agency (FOA) that reports directly to SAF/MR. AFRBA operates 12 boards. These boards are as follows: The Secretary of the Air Force Personnel Council (which includes the Discharge Review Board, Air Force Decoration Board, and Personnel Board), the Air Force Board for Correction of Military Records, Air Force Civilian Appellate Review Office, Air Force Personnel Security Appeal Board, Air Force Clemency & Parole Board, Air Force Remissions Board, Air Force Foreign Government Employment Review Board, DoD Physical Disability Board of Review, DoD Discharge Appeal Review Board, and the DoD Civilian/Military Service Review Board.

3. Responsibilities. AFRBA:

3.1. Through its component boards, and employing delegated authority, decides individual cases such as officer grade determinations, resignations in lieu of court-martial, requests for lengthy service probation, awards and decorations, clemency and parole, and appeals of personnel security actions.

3.2. Renders final decisions on behalf of the Secretary of the Air Force regarding applications for remission of government indebtedness incurred while on active duty. Acting through independent civilian panels, decides applications from current or former Air Force and Space Force members alleging that their military records contain errors or that they were victims of an injustice. Through the Air Force Discharge Review Board, adjudicates applications from current or former Air Force and Space Force members seeking an upgrade of their discharge or dismissal.

3.3. Makes final agency decisions on behalf of the Secretary of the Air Force on complaints arising under the Equal Employment Opportunity process by civilian employees, applicants for civilian employment, and the Air Force Military Equal Opportunity program for uniformed members.

3.4. As the lead agency for the DoD Physical Disability Board of Review, independently adjudicates appeals to the Board and makes recommendations for final decisions on those cases to each Military Service's designated decision authority. Additionally, the Board of Review executes the DoD Disability Evaluation System Quality Assurance Program to ensure consistent application of disability adjudications across the Services.

3.5. As the lead agency for the DoD Civilian/Military Service Review Board, independently adjudicates appeals of groups of civilian employees or contractor groups to the Board for recognition of civilian or contractor groups as equivalent to Military Service and makes recommendations to SAF/MR for final decision.

3.6. As the lead agency for the DoD Discharge Appeal Review Board, independently adjudicates appeals to the Board and when appropriate makes recommendations to upgrade the characterization of a discharge or dismissal to each Secretary of the Military Departments.

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