

Training and Evaluation Outline Report

Task Number: 71-9-6290

Task Title: Coordinate Personnel Recovery (Division Echelon and Above [Operational])

Supporting Reference(s):

Step Number	Reference ID	Reference Name	Required	Primary
	ADP 3-0	Unified Land Operations	Yes	No
	FM 3-05.231	SPECIAL FORCES PERSONNEL RECOVERY	Yes	No
	FM 3-50.1	Army Personnel Recovery	Yes	No
	FM 3-50.3	SURVIVAL, EVASION, AND RECOVERY MULTI-SERVICE TACTICS, AND PROCEDURES FOR SURVIVAL, EVASION, AND RECOVERY	Yes	No
	FM 5-0	THE OPERATIONS PROCESS	Yes	No
	FM 6-0	MISSION COMMAND: COMMAND AND CONTROL OF ARMY FORCES	Yes	No
	FM 8-10-6	MEDICAL EVACUATION IN A THEATER OF OPERATIONS TACTICS, TECHNIQUES, AND PROCEDURES	Yes	No
	JP 3-0 CH 1	JOINT OPERATIONS	Yes	No
	JP 3-13	INFORMATION OPERATIONS	Yes	No
	JP 3-50	Personnel Recovery	Yes	Yes
	JP 6-0	JOINT COMMUNICATIONS SYSTEM	Yes	No

Condition: The command is conducting or preparing to conduct operations as a joint task force, joint force land component command, Army forces, or Army service component command headquarters. The command's headquarters may or may not have integrated joint staff augmentation, liaisons, unit, and individual attachments. The command has received an operations plan, or warning, operations, or fragmentary order from higher headquarters and is exercising mission command. The commander has issued guidance on coordinating personnel recovery. The command is prepared to interface with joint, interagency, governmental authorities, nongovernmental organizations, and multinational forces. The command has established communications with subordinate and adjacent units, and higher headquarters. The mission command networks, information systems, and facilities and equipment are operational and processing information in accordance with standard operating procedures. Some iterations of this task should be performed in MOPP.

Standard: The staff coordinates personnel recovery. The staff, at the direction of the joint force commander, provides specific Personnel Recovery capabilities in support of joint PR events, within their capabilities and consistent within the priorities and requirements of other assigned tasks. The staff coordinates the reporting, locating, support, recovery, and reintegration of personnel who have been isolated across the spectrum of conflict. The staff establishes theater entrance requirements for PR capabilities; planned PR operations on a routine basis in conjunction with Warning Order/Operations Plan/Operations Order/Fragmentary Order or Contingency Plan; establishes and exercises a Joint Personnel Recovery Center; establishes and exercises component Personnel Recovery Coordination Cells; establishes and exercises an Unconventional Assisted Recovery Coordination Cell; and reintegrated recovered isolated personnel.

Note: Task steps and performance measures may not apply to every staff or echelon. Prior to evaluation, coordination should be made between evaluator and the evaluated staffs' higher headquarters to determine the task steps and performance measures that may be omitted.

Special Equipment: None

Safety Level: Low

Task Statements

Cue: None

DANGER

Leaders have an inherent responsibility to conduct Composite Risk Management to ensure the safety of all Soldiers and promote mission accomplishment.

WARNING

Composite Risk Management is the Army's primary decision-making process to identify hazards, reduce risk, and prevent both accidental and tactical loss. All soldiers have the responsibility to learn and understand the risks associated with this task.

CAUTION

Identifying hazards and controlling risks across the full spectrum of Army functions, operations, and activities is the responsibility of all Soldiers.

Remarks: While Army doctrine has changed to mission command over command and control (C2 - which is now a component of mission command), and changed from using ISR (Intelligence, Reconnaissance and Surveillance) to information collection (comprised of reconnaissance and surveillance, security operations, and intelligence operations), joint doctrine still retains the primacy of C2 over mission command as well as the use of ISR. Commanders and staffs of Army headquarters serving as a joint task force, joint force land component command, Army forces, or Army service component command headquarters should refer to applicable joint or multinational doctrine for the exercise and use of C2 and ISR.

Notes: None

TASK STEPS

1. The staff establishes Mission Command for Personnel Recovery (PR) operations:

a. Accept authority and responsibility for the recovery of isolated personnel within the assigned Joint Operations Area (JOA).

b. Retain or designate the supported commander for PR.

c. Establish the JPRC to plan, coordinate, and monitor, PR missions (at the joint force or component level), considering the following possible options:

(1) Establish a JPRC as part of the JFC's staff.

(2) Designate one component commander as the supported commander for PR.

Note: The supported commander for PR will establish the JPRC for the JFC in addition to the component's PRCC; the designated component commander will have the authority and responsibility to conduct PR.

(3) Establish JPRCs for each (JFC) within a theater.

d. Establish the JPRC in the earliest stage of the Joint Task Force (JTF) formation to ensure integration with other C2 entities.

e. Verify appropriate Host Nation (HN) policies, laws, regulations, and capabilities are considered.

f. Assist in determining required code of conduct training in support of theater entry requirements.

g. Verify PR-trained personnel are assigned to key PR positions.

h. Verify components support PR operations of other components to the fullest extent practicable.

i. Coordinate mutual support in PR matters with adjacent JFCs through respective JPRCs.

j. Exchange liaison personnel to facilitate a timely and appropriately organized PR mission response.

k. Designate the JPRC director and ensure trained personnel are assigned to the JPRC (PR controllers, Survival Escape Resistance Evasion (SERE) specialists, PR intelligence support specialists).

l. Integrate PR activities with other operations and activities in the Joint Area of Operation (JOA).

m. Collocate the JPRC within the (JOC) of the designated command or component responsible for PR.

n. Designate the JPRC as the primary coordinator of PR assistance to the HN or other appropriate civil entities within the JOA, when requested by the HN and authorized by the President of the United States or Secretary of Defense, (SECDEF) or as outlined in prior agreements.

o. Designate the Joint Force Special Operations Component Commander (JFSOCC) with overall responsibility for planning, coordinating and executing all Nonconventional Assisted Recovery (NAR) operations in support of the PR plan.

2. The staff establishes the PRC and executes its functions and responsibilities:

a. Coordinate with component (PRCCs) to maintain current locations and status of PR capable forces and assets.

b. Coordinate mutual PR support operations by joint force components and multinational and multi-agency forces and organizations.

- c. Verify the JPRC authority, responsibilities, and support requirements are clearly identified to component commanders, PRCCs, and all interagency and multinational PR forces through operating instructions and message traffic.
- d. Establish PR reporting requirements for component units.
- e. Verify the JFC, J-3, and J-2 are alerted as soon as practical after a report of isolated personnel.
- f. Verify available data, including all-source intelligence, about the theater evasion environment is collected, maintained, and disseminated to appropriate commands.
- g. Establish, coordinate, and disseminate operation-specific Isolated Personnel Guidance (IPG), theater risk of isolation preparation, evasion aids, and SERE-related intelligence.
- h. Disseminate guidelines for completion and compilation of Isolated Personnel Reports (ISOPREPs) and Evasion Plans of Action (EPAs).
- i. Coordinate with intelligence organizations to gather information relating to the location and status of isolated personnel and the threat that may affect their successful recovery.
- j. Develop joint force PR communications plans. Coordinate with joint force communications directorate and component communications directors to ensure the JPRC has redundant, secure communications.
- k. Coordinate for theater satellite coverage.
- l. Coordinate with appropriate national representatives for survival radio frequencies and Blue-Force Tracking (BFT) devices used by recovery forces and isolated personnel.
- m. Recommend evasion and recovery tactics, techniques, and procedures and appropriate clothing and equipment for potential isolated personnel.
- n. Develop backup/contingency signaling procedures for isolated personnel use when radio communication is not an option.
- o. Coordinate with the Joint Psychological Operations Task Force (JPOTF) for products to favorably influence the local population regarding PR efforts.
- p. Coordinate with theater medical personnel to obtain current locations of medical treatment facilities and passed that information to PRCCs and recovery forces, as required.
- q. Collect lessons learned/observations for each recovery operation. Forwarded any lessons learned generated to the JPRA, at the end of each recovery mission.
- r. Coordinate with the joint force deception planners for operational deception support.
- s. Verify Rules of Engagement (ROE) considers PR equities (e.g., legal status of personnel, etc.).
- t. Develop a standardized notification process, to disseminate daily PR information to all components.
- u. Coordinate the status of isolated personnel with the appropriate command staff directorates.
- v. Update the PRCCs and recovery forces on the location, authentication and status of isolated personnel.
- w. Alert appropriate organizations of the known or probable location(s) of isolated personnel.

x. Verify the Unconventional Assisted Recovery Coordination Cell (UARCC) receives all pertinent information so they can plan in parallel and are prepared to assume control of the mission, if necessary.

y. Monitor and support PR missions conducted by component PRCCs and the UARCC.

z. Monitor PR operations conducted within the JFC's operational area.

a. Coordinate Public Affairs (PA) releases with joint force and component Public Affairs Offices (PAOs).

b. Keep affected component and DOD organizations informed on the status of ongoing PR missions.

c. Maintain a database and file on each isolated person until recovery is complete. Coordinate the collection of all files and databases and forward to United States Joint Forces Command (USJFCOM) Joint Personnel Recovery Agency (JPRA) once the recovery mission is complete.

Note: Files should not be destroyed, regardless of whether a recovery operation was executed successfully or not.

d. Verify recovered isolated personnel SERE debriefings are conducted by JPRA-certified personnel in accordance with Department of Defense (DOD) policy and instructions.

e. Verify the results of recovered isolated personnel debriefs are properly disseminated in accordance with Chairman of the Joint Chiefs of Staff (CJCS) guidance.

f. Assist the JFC and the components in executing their reintegration plans.

g. Develop the debriefing and reintegration plan in coordination with command staff directorates and the PRCCs.

3. The staff establishes the UARCC and executes its functions and responsibilities:

a. Verify the UARCC integrates, coordinates, deconflicts, and synchronizes NAR capabilities and activities in support of the JFC's PR requirements.

b. Interface with the JFSOCC's operations center, JPRC, and other component PRCCs.

c. Coordinate the use of NAR and supporting forces with capabilities from component recovery forces.

d. Provide connectivity between NAR forces and other PR nodes to provide time critical information.

e. Advise the JFSOCC on the development and employment of NAR capabilities in support of the JFC's PR plan.

f. Act as the conduit to pass launch and execute criteria for NAR operations.

g. Deconflict NAR operations with all NAR forces conducting a recovery operation, and with other component operations.

h. Synchronize NAR operations with other PR operations, military operations and interagency activity.

i. Establish connectivity with JFSOCC PRCC for coordination and deconfliction of time critical PR activities and information.

j. Coordinate with J-2/Joint Special Operations Task Force (JSOTF) to alert escape and recovery nets, if established and activated.

4. The staff provides intelligence support to PR operations:

- a. Verify intelligence organizations at all levels has PR-knowledgeable personnel integrated into their staffs.
- b. Verify dedicated intelligence personnel are assigned to the JPRC, component PRCCs, the UARCC, and that PR-dedicated forces coordinate with intelligence organizations to ensure intelligence requirements are addressed and satisfied in a timely manner.
- c. Verify commanders and staffs, recovery forces, and isolated personnel receive PR-focused intelligence support throughout all phases of mission planning and execution.
- d. Coordinate with J-2 and the joint intelligence support element regarding location and status of isolated personnel.
- e. Provide rapid and accurate channeling of relevant intelligence to enhance final PR planning and execution.
- f. Provide PR units with dedicated intelligence support.
- g. Verify automated data processing intelligence systems are used to provide connectivity between the JPRC, component PRCCs, and PR-dedicated and designated units.

5. The staff conducts PR planning:

- a. Understand the commander's overall concept of operations and intent.
- b. Complete a PR mission analysis.
- c. Verify the PR concept of operations include specific language addressing component responsibility to accomplish the five PR execution tasks within their areas of operation and is prepared to support the JPRC, when required.
- d. Verify the PR concept of operations include the component's responsibility to report PR shortfalls immediately to the appropriate Combatant Command staff element, usually the PR coordinator.
- e. Verify PR responsibilities are consistent with the concept of operations and tasked to the appropriate subordinate command.
- f. Verify ROE addresses unique PR requirements (e.g., legal status of isolated personnel, use of forces during recovery operations, access to potential recovery sites, HN restrictions).
- g. Develop the PR annex which includes the PR situation, PR concept of operations, and detailed guidance on the preparation and conduct of PR operations.
- h. Integrate Information Operations (IO) designed to disrupt the enemy and to influence local population to aid isolated personnel and recovery forces.
- i. Integrate component PR capabilities with coalition/joint force headquarters planning.

(Asterisks indicates a leader performance step.)

PERFORMANCE MEASURES	GO	NO-GO	N/A
1. The staff established Mission Command for Personnel Recovery (PR) operations:			
a. Accepted authority and responsibility for the recovery of isolated personnel within the assigned Joint Operations Area (JOA).			
b. Retained or designated the supported commander for PR.			
c. Established the JPRC to plan, coordinate, and monitor, PR missions (at the joint force or component level), considering the following possible options:			
(1) Established a JPRC as part of the JFC's staff.			
(2) Designated one component commander as the supported commander for PR. Note: The supported commander for PR will establish the JPRC for the JFC in addition to the component's PRCC; the designated component commander will have the authority and responsibility to conduct PR.			
(3) Established JPRCs for each (JFC) within a theater.			
d. Established the JPRC in the earliest stage of the Joint Task Force (JTF) formation to ensure integration with other C2 entities.			
e. Verified appropriate Host Nation (HN) policies, laws, regulations, and capabilities are considered.			
f. Assisted in determining required code of conduct training in support of theater entry requirements.			
g. Verified PR-trained personnel are assigned to key PR positions.			
h. Verified components support PR operations of other components to the fullest extent practicable.			
i. Coordinated mutual support in PR matters with adjacent JFCs through respective JPRCs.			
j. Exchanged liaison personnel to facilitate a timely and appropriately organized PR mission response.			
k. Designated the JPRC director and ensured trained personnel are assigned to the JPRC (PR controllers, Survival Escape Resistance Evasion (SERE) specialists, PR intelligence support specialists).			
l. Integrated PR activities with other operations and activities in the Joint Area of Operation (JOA).			
m. Collocated the JPRC within the (JOC) of the designated command or component responsible for PR.			
n. Designated the JPRC as the primary coordinator of PR assistance to the HN or other appropriate civil entities within the JOA, when requested by the HN and authorized by the President of the United States or Secretary of Defense, (SECDEF) or as outlined in prior agreements.			
o. Designated the Joint Force Special Operations Component Commander (JFSOCC) with overall responsibility for planning, coordinating and executing all Nonconventional Assisted Recovery (NAR) operations in support of the PR plan.			
2. The staff established the PRC and executed its functions and responsibilities:			
a. Coordinated with component (PRCCs) to maintain current locations and status of PR capable forces and assets.			
b. Coordinated mutual PR support operations by joint force components and multinational and multi-agency forces and organizations.			
c. Verified the JPRC authority, responsibilities, and support requirements are clearly identified to component commanders, PRCCs, and all interagency and multinational PR forces through operating instructions and message traffic.			
d. Established PR reporting requirements for component units.			
e. Verified the JFC, J-3, and J-2 are alerted as soon as practical after a report of isolated personnel.			
f. Verified available data, including all-source intelligence, about the theater evasion environment is collected, maintained, and disseminated to appropriate commands.			

g. Established, coordinated, and disseminated operation-specific Isolated Personnel Guidance (IPG), theater risk of isolation preparation, evasion aids, and SERE-related intelligence.			
h. Disseminated guidelines for completion and compilation of Isolated Personnel Reports (ISOPREPs) and Evasion Plans of Action (EPAs).			
i. Coordinated with intelligence organizations to gather information relating to the location and status of isolated personnel and the threat that may affect their successful recovery.			
j. Developed joint force PR communications plans. Coordinated with joint force communications directorate and component communications directors to ensure the JPRC has redundant, secure communications.			
k. Coordinated for theater satellite coverage.			
l. Coordinated with appropriate national representatives for survival radio frequencies and Blue-Force Tracking (BFT) devices used by recovery forces and isolated personnel.			
m. Recommended evasion and recovery tactics, techniques, and procedures and appropriate clothing and equipment for potential isolated personnel.			
n. Developed backup/contingency signaling procedures for isolated personnel use when radio communication is not an option.			
o. Coordinated with the Joint Psychological Operations Task Force (JPOTF) for products to favorably influence the local population regarding PR efforts.			
p. Coordinated with theater medical personnel to obtain current locations of medical treatment facilities and passed that information to PRCCs and recovery forces, as required.			
q. Collected lessons learned/observations for each recovery operation. Forwarded any lessons learned generated to the JPRA, at the end of each recovery mission.			
r. Coordinated with the joint force deception planners for operational deception support.			
s. Verified Rules of Engagement (ROE) considers PR equities (e.g., legal status of personnel, etc.).			
t. Developed a standardized notification process, to disseminate daily PR information to all components.			
u. Coordinated the status of isolated personnel with the appropriate command staff directorates.			
v. Updated the PRCCs and recovery forces on the location, authentication and status of isolated personnel.			
w. Alerted appropriate organizations of the known or probable location(s) of isolated personnel.			
x. Verified the Unconventional Assisted Recovery Coordination Cell (UARCC) receives all pertinent information so they can plan in parallel and are prepared to assume control of the mission, if necessary.			
y. Monitored and supported PR missions conducted by component PRCCs and the UARCC.			
z. Monitored PR operations conducted within the JFC's operational area.			
a. Coordinated Public Affairs (PA) releases with joint force and component Public Affairs Offices (PAOs).			
b. Kept affected component and DOD organizations informed on the status of ongoing PR missions.			
c. Maintained a database and file on each isolated person until recovery is complete. Coordinated the collection of all files and databases and forwarded to United States Joint Forces Command (USJFCOM) Joint Personnel Recovery Agency (JPRA) once the recovery mission is complete. Note: Files should not be destroyed, regardless of whether a recovery operation was executed successfully or not.			
d. Verified recovered isolated personnel SERE debriefings are conducted by JPRA-certified personnel in accordance with Department of Defense (DOD) policy and instructions.			

e. Verified the results of recovered isolated personnel debriefs are properly disseminated in accordance with Chairman of the Joint Chiefs of Staff (CJCS) guidance.			
f. Assisted the JFC and the components in executing their reintegration plans.			
g. Developed the debriefing and reintegration plan in coordination with command staff directorates and the PRCCs.			
3. The staff established the UARCC and executed its functions and responsibilities:			
a. Verified the UARCC integrates, coordinates, deconflicts, and synchronizes NAR capabilities and activities in support of the JFC's PR requirements.			
b. Interfaced with the JFSOCC's operations center, JPRC, and other component PRCCs.			
c. Coordinated the use of NAR and supporting forces with capabilities from component recovery forces.			
d. Provided connectivity between NAR forces and other PR nodes to provide time critical information.			
e. Advised the JFSOCC on the development and employment of NAR capabilities in support of the JFC's PR plan.			
f. Acted as the conduit to pass launch and execute criteria for NAR operations.			
g. Deconflicted NAR operations with all NAR forces conducting a recovery operation, and with other component operations.			
h. Synchronized NAR operations with other PR operations, military operations and interagency activity.			
i. Established connectivity with JFSOCC PRCC for coordination and deconfliction of time critical PR activities and information.			
j. Coordinated with J-2/Joint Special Operations Task Force (JSOTF) to alert escape and recovery nets, if established and activated.			
4. The staff provided intelligence support to PR operations:			
a. Verified intelligence organizations at all levels has PR-knowledgeable personnel integrated into their staffs.			
b. Verified dedicated intelligence personnel are assigned to the JPRC, component PRCCs, the UARCC, and that PR-dedicated forces coordinate with intelligence organizations to ensure intelligence requirements are addressed and satisfied in a timely manner.			
c. Verified commanders and staffs, recovery forces, and isolated personnel receive PR-focused intelligence support throughout all phases of mission planning and execution.			
d. Coordinated with J-2 and the joint intelligence support element regarding location and status of isolated personnel.			
e. Provided rapid and accurate channeling of relevant intelligence to enhance final PR planning and execution.			
f. Provided PR units with dedicated intelligence support.			
g. Verified automated data processing intelligence systems are used to provide connectivity between the JPRC, component PRCCs, and PR-dedicated and designated units.			
5. The staff conducted PR planning:			
a. Understood the commander's overall concept of operations and intent.			
b. Completed a PR mission analysis.			
c. Verified the PR concept of operations include specific language addressing component responsibility to accomplish the five PR execution tasks within their areas of operation and is prepared to support the JPRC, when required.			
d. Verified the PR concept of operations include the component's responsibility to report PR shortfalls immediately to the appropriate Combatant Command staff element, usually the PR coordinator.			
e. Verified PR responsibilities are consistent with the concept of operations and tasked to the appropriate subordinate command.			
f. Verified ROE addresses unique PR requirements (e.g., legal status of isolated personnel, use of forces during recovery operations, access to potential recovery sites, HN restrictions).			

Equipment (LIN)

Step ID	LIN	Nomenclature	Qty
No equipment specified			

Material Items (NSN)

Step ID	NSN	LIN	Title	Qty
No equipment specified				

Environment: Environmental protection is not just the law but the right thing to do. It is a continual process and starts with deliberate planning. Always be alert to ways to protect our environment during training and missions. In doing so, you will contribute to the sustainment of our training resources while protecting people and the environment from harmful effects. Refer to FM 3-34.5 Environmental Considerations and GTA 05-08-002 ENVIRONMENTAL-RELATED RISK ASSESSMENT.

Safety: In a training environment, leaders must perform a risk assessment in accordance with FM 5-19, Composite Risk Management. Leaders will complete a DA Form 7566 COMPOSITE RISK MANAGEMENT WORKSHEET during the planning and completion of each task and sub-task by assessing mission, enemy, terrain and weather, troops and support available-time available and civil considerations, (METT-TC). Note: During MOPP training, leaders must ensure personnel are monitored for potential heat injury. Local policies and procedures must be followed during times of increased heat category in order to avoid heat related injury. Consider the MOPP work/rest cycles and water replacement guidelines IAW FM 3-11.4, NBC Protection, FM 3-11.5, CBRN Decontamination. .