

## **16 FAM 120 APPLICABILITY AND ELIGIBILITY**

*(CT:MED-7; 09-22-2009)  
(Office of Origin: MED)*

### **16 FAM 121 APPLICABILITY**

*(CT:MED-7; 09-22-2009)  
(Uniform State/USAID/BBG/Commerce/Foreign Service Corps-USDA)  
(Applies to Civil Service and Foreign Service Employees)*

Section 904 of the Foreign Service Act, 22 U.S.C. 4084, is the authorizing legislation for the Department of State to operate a medical services program abroad. The law defines basic eligibility as follows:

The Secretary of State shall establish a health care program to promote and maintain the physical and mental health of members of the Service, and (when incident to service abroad) other designated eligible Government employees, and members of the families of such members and employees.

### **16 FAM 122 ELIGIBILITY**

*(CT:MED-7; 09-22-2009)  
(Uniform State/USAID/BBG/Commerce/Foreign Service Corps-USDA)  
(Applies to Civil Service and Foreign Service Employees)*

An individual must meet the applicable criteria (employment, family member, ICASS, medical clearance status) to be eligible for participation in the Medical Program (MED).

#### **16 FAM 122.1 Employment Status**

*(CT:MED-7; 09-22-2009)  
(Uniform State/USAID/BBG/Commerce/Foreign Service Corps-USDA)  
(Applies to Civil Service and Foreign Service Employees)*

Employment status includes:

- (1) A full-time direct-hire U.S. citizen U.S. Government employee who is assigned, by official travel/transfer orders, to a position abroad established under chief-of-mission authority;
- (2) Part-time direct-hire U.S. Government employees, including both

Foreign Service and Civil Service employees who are U.S. citizens and are assigned abroad on official temporary duty (TDY) travel order including employees on “when actually employed (WAE)” appointments; and

- (3) U.S. citizen personal services contractors (PSCs) who are hired in the United States under individual employment contracts by a U.S. Government agency represented at a post abroad. The employing agency must choose to include the contract employees in the overseas medical program. Eligible PSC employees are assigned to a post abroad or are authorized under official U.S. Government temporary duty travel orders to perform specific projects. This provision does not include PSC appointments executed at post for locally-hired U.S. citizen or third-country national (TCN) staff.

## **16 FAM 122.2 Family Member Status**

*(CT:MED-7; 09-22-2009)*

*(Uniform State/USAID/BBG/Commerce/Foreign Service Corps-USDA)*

*(Applies to Civil Service and Foreign Service Employees)*

- a. Family members eligible for participation in the Medical Program include:
  - (1) A spouse, domestic partners as defined in 3 FAM 1610, or unmarried dependent children up to the age of 21 who is included on official travel orders;
  - (2) An unmarried child up to that child’s 23<sup>rd</sup> birthday who travels to post on educational travel orders; or
  - (3) An unmarried, dependent child who has a medically documented disability that occurred prior to the child’s 21<sup>st</sup> birthday and that renders him or her incapable of self-sustaining employment.
- b. Members of household, as defined in 3 FAM 4180, are not eligible for participation in the Medical Program.

## **16 FAM 122.3 ICASS Status**

*(CT:MED-7; 09-22-2009)*

*(Uniform State/USAID/BBG/Commerce/Foreign Service Corps-USDA)*

*(Applies to Civil Service and Foreign Service Employees)*

ICASS status includes:

- (1) Subscription to the Interagency Cooperative Administrative Support Services (ICASS) health service cost center program that is required at the Washington level. In addition, U.S. Government Agency representatives at post also must subscribe to ICASS medical services for their employees and/or personal services

- contractors (PSCs) to gain access to the health unit;
- (2) ICASS subscription for health services ensures that agencies share the costs of the overall medical program. When authorized by MED, the employing agency funds medical travel and hospitalization directly for individual employees or family members; and
  - (3) The embassy management officer will provide to the post health unit a list of individuals subscribing to ICASS health services.

## **16 FAM 122.4 Medical Clearance Status**

*(CT:MED-7; 09-22-2009)*

*(Uniform State/USAID/BBG/Commerce/Foreign Service Corps-USDA)*

*(Applies to Civil Service and Foreign Service Employees)*

Medical clearance status includes:

- (1) A person who holds a valid medical clearance issued by MED for the post of assignment. The purpose of the medical clearance is to ensure that medical needs of the individual can be met at post;
- (2) TDY employees who travel abroad for 60 cumulative days or more in a calendar year are required to have a medical clearance. This applies to Foreign Service, Civil Service, and employees serving in “when actually employed” (WAE) appointments;
- (3) Spouses, domestic partners as defined in 3 FAM 1610, or family members of TDY employees who are not included in travel authorizations are not eligible for the Medical Program. Family members who elect to accompany an employee on TDY travel orders are advised to obtain comprehensive medical travel insurance that includes both hospitalization abroad and air ambulance evacuation benefits;
- (4) In those cases where family members are authorized travel with a TDY eligible employee, the family members must have the appropriate medical clearance to be eligible for the Medical Program; and
- (5) If an employee abroad acquires a new family member through birth, adoption, marriage, domestic partner affidavit as defined in 3 FAM 1610, or legal guardianship, the new family member is temporarily eligible for benefits under the Medical Program for a 90-day period. It is the employee’s responsibility to obtain the required medical clearance for the new family member.

## **16 FAM 123 THROUGH 129 UNASSIGNED**