



DEFENCE INSTRUCTIONS (ARMY)

Department of Defence (Army Headquarters)
CANBERRA ACT 2600

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Amendments to the Defence Instruction (Army) listed below is issued by my command pursuant to section 9A(3) of the *Defence Act 1903* on behalf of the Chief of Army through his delegation under subsection 120A(4AA) of the *Defence Act 1903*.

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ISSUE NO PERS 11/2007

Amendment

PERS 148–2
AMDT NO 2

Army physical conditioning assessment system

Note

DI(A) PERS 148–2 ISSUE NO 5/2006 of 8 AUG 2006 (AL1) is to be amended as follows:

a. Page amendments:

- (1) Remove existing pages 5 and 6, annex B pages 3 and 4, and appendix 3 to annex B and replace with attached pages.

Note: Instructions for filing and maintaining DI(A) are contained in DI(G) ADMIN 01–1 (filed as DI(A) ADMIN 1–3).

ARMY PHYSICAL CONDITIONING ASSESSMENT SYSTEM

INTRODUCTION

1. The preparation of personnel for complex modern military operations requires participation in graduated and lengthy conditioning processes. These processes are designed to transform an untrained individual into a fully conditioned soldier capable of military activities in extremely unpredictable circumstances.
2. Conditioning is the process by which humans adapt to specific equipment, activities and their environment. It includes both physical and mental adaptation. Physical conditioning is the physiological adaptation to specific equipment, activities and environments. It comprises aerobic fitness and strength as well as other specific skills such as agility, balance, core stability and coordination.
3. In the Army context, physical conditioning refers to the physiological adaptation that is necessary to facilitate the performance of military duties, in harsh environments using a variety of different weapon systems and equipment. The development, selection and application of specific physical assessments enable commanders to determine the progression of individual adaptation.

AIM

4. The aim of this instruction is to outline Army's physical conditioning assessments and the methods that are available to assist commanders and members to achieve and maintain the prescribed level of physical capability.

Applicability

5. This policy applies to all Army personnel irrespective of their duty status.

Definitions

6. The following definitions apply:
 - a. **Basic Fitness Assessment (BFA).** The BFA has been developed as a measure of baseline fitness for serving Army personnel. It provides commanders and members with a simple assessment of physical capacity. The BFA consists of an assessment of aerobic capacity and two supporting anaerobic activities. The BFA is a mandatory reporting requirement for Army Individual Readiness Notice (AIRN) compliance. The assessment is based on the minimum physical ability to perform as a trained soldier.
 - b. **Combat Fitness Assessment (CFA).** The CFA has been designed to assess a member's capacity to carry out military tasks. The CFA may be used by commanders to assist in the setting of goals and determining suitability of individuals for future employment within a corps or trade. The CFA is comprised of an Army Run, Dodge Jump course followed by a core load carriage assessment.
 - c. **Date of Entry.** The date a member commences military training by attending a Recruit or First Appointment Course at a training establishment.
 - d. **Employment restrictions.** Those limitations on the duties required to be performed by a member, and/or the ability of a member to serve in varying geographical locations as imposed by a medical condition that does not otherwise render the member non-effective.
 - e. **Fitness.** Physical, medical and vocational fitness required to afford protection from injury, reduce the risk of diseases resulting from inactivity and psychological stress, enhance the quality of life and reduce the risk of morbidity.

- f. **Formative assessments.** Formative or selection physical conditioning assessments are those activities developed and applied at specific points of the conditioning continuum to determine individual potential or rate of progression. The use of specific activities will be based on assessing a member's ability to complete more arduous military tasks.
- g. **Pre-Enlistment/Appointment Fitness Assessment (PFA).** The PFA has been developed as a measure of baseline fitness for entry to Army. It provides the Defence Force Recruiting with a simple and effective assessment of physical capacity. The assessment consists of two anaerobic activities and a core aerobic capacity assessment. The PFA is a mandatory pre-selection requirement prior to entry to Army.

RESPONSIBILITIES

7. **Commanders.** The planning and supervision of physical conditioning programs and the conduct of physical conditioning assessments is a command responsibility. To comply with obligations under the *Occupational Health and Safety (Commonwealth Employees) Act 1991*, commanders are to ensure that physical conditioning programs and assessments are developed and conducted by trained and competent personnel wherever possible. Commanders are to ensure that all members under their command are provided with the opportunity to train regularly and complete mandatory assessments. Commanders are responsible for the management of members who fall below baseline fitness, as defined by the BFA, as well as other authorised physical conditioning assessments.

8. **Physical Training Instructors (PTI).** PTI are to advise commanders on all aspects of physical conditioning and assessment. PTI are to provide physical conditioning and reconditioning programs tailored to meet individual and group needs. PTI are to supervise Combat Fitness Leaders (CFL) in the maintenance of fitness knowledge and skills within their areas of responsibility.

9. **CFL.** CFL are to plan and conduct unit physical training sessions under the supervision of their local commander and in collaboration with a PTI. CFL may assist a PTI in the provision of reconditioning programs for members where appropriate.

10. **Health staff.** Health staff are to advise commanders on the ability of members to participate in physical conditioning and assessment activities. Medical assessments are to be specific with regard to restrictions on performance of the activities of assessments, for example, 'to complete alternative BFA push-up'. Further guidance on standardised restrictions is provided in Health Directive 236—*Medical Employment Classification procedures*, annex C. Medical assessments that occur as the result of a member failing to meet the mandatory BFA baseline are to determine if an existing medical condition prohibited the member from being successful.

11. **Individual members.** Members are to maintain a lifestyle that supports the maintenance of individual readiness. Members, with the support of their commanders, are responsible for maintaining a level of physical conditioning sufficient to perform all tasks required of their employment classification and mandatory individual readiness. Members should be prepared to undertake a BFA at any time in accordance with Defence Instruction (Army) (DI(A)) OPS 80-1—*Army Individual Readiness Notice*.

ARMY PHYSICAL CONDITIONING ASSESSMENT SYSTEM

12. The Army Physical Conditioning Assessment System (APCAS) has been developed to support commanders in determining the physical capacity of members within their command. The APCAS supports the Army Conditioning Model (ACM) by providing a system of physical conditioning assessments. These assessments have been developed to ensure that members are progressing through the training process at the appropriate rate and are being provided with the support they require to develop and maintain mandatory fitness standards. The APCAS can act as an indicator of a deficiency in specific areas of a member's functional fitness. The system and its assessments are to be utilised in conjunction with actual job performance and other general observations.

13. The APCAS and its association with the ACM is depicted in [figure 1](#). Appropriately timed physical conditioning assessment allows commanders to assess the current level of conditioning within their units, as well as set achievement goals for higher performance that are specifically related to individual or specific unit functions.

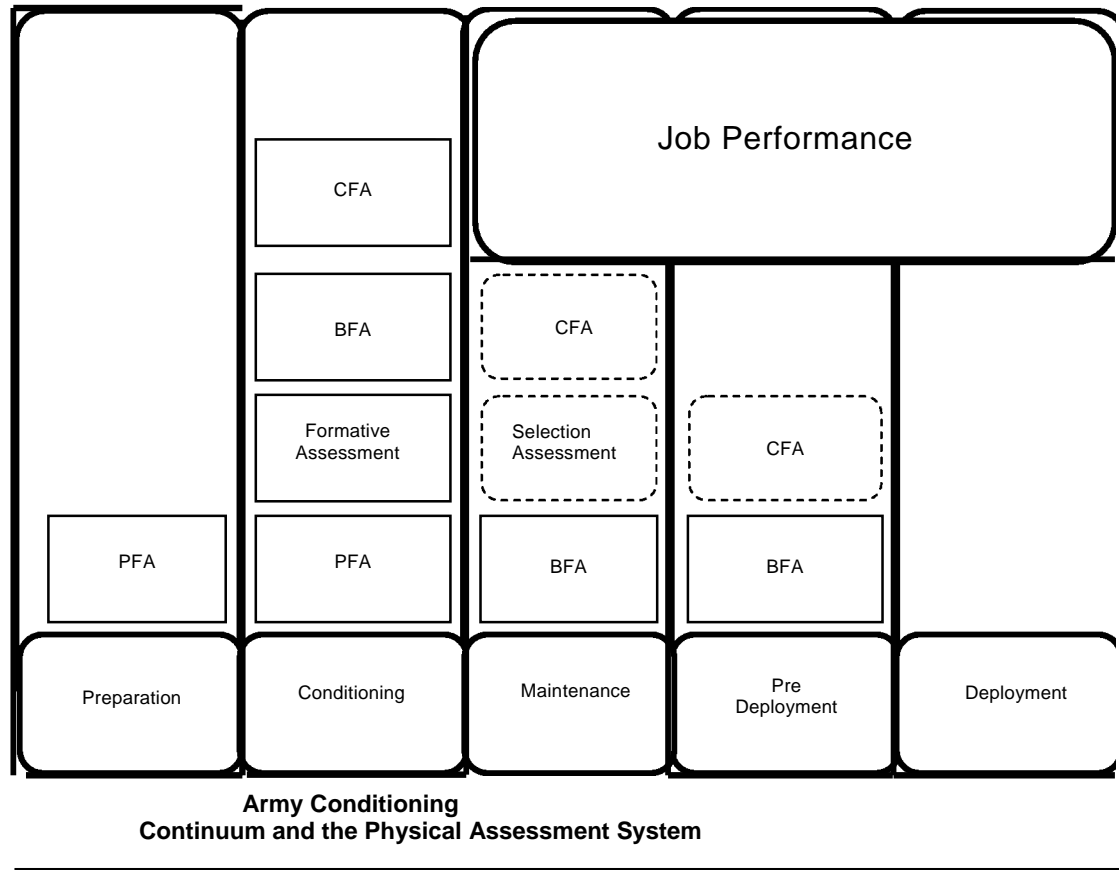


Figure 1: The relationship between the Army Physical Conditioning Assessment System and the Army Conditioning Model

Determining individual physical capability

14. Conducting assessments of physical capability is one of several methods that can be utilised to determine individual capability. Alternate methods include:

- a. **Review.** Reviews authorised by commanders can be used to evaluate training procedures and the effectiveness of a unit's activities and physical conditioning program. An important tool in the review of military training and conditioning programs is outlined in DI(A) PERS 130-21—*Defence Injury Prevention Program in the Australian Army*. PTI, Occupational Health and Safety or Quality Assurance Auditors, Injury Prevention Advisers and health staff may assist in this process.
- b. **Observation.** Through observation of daily unit activities, individual reductions in physical capability or lifestyle risk factors may be identified and corrective actions implemented. PTI, CFL and health staff may assist commanders in determining activities that will enhance specific fitness components and promote health to achieve task performance objectives safely.
- c. **Medical examinations.** Medical examinations assist in the identification of personnel with incapacity or health related problems that may benefit from participation in rehabilitation or reconditioning programs. This is specifically important for those members deemed at risk based on age or lifestyle factors.

Physical conditioning assessment principles

15. Physical conditioning assessments are conducted to comply with the following principles:
- a. **Specificity.** Specificity requires that assessments must involve the energy systems and muscle groups involved in the action to be assessed. The APCAS achieves specificity through the assessment of fitness components and functional activities to a level that can determine a member's physical potential to safely complete normal military activities.
 - b. **Reliability.** Reliability is closely associated with quality control and is enhanced if assessments are administered under standardised conditions utilising competent personnel. Where possible commanders are to consult with, or have APCAS assessments, supervised by PTI or CFL.
 - c. **Validity.** The degree of validity of an assessment can be gauged from close inspection of its content, the relationship with other accepted assessments of a particular fitness component, or from its actual relationship with job or sporting requirements. Validity can comprise construct validity through the use of well known fitness assessments that identify the fundamental physiological factors needed to safely and efficiently perform a task (ie PFA, BFA). Face validity attempts to provide activities that closely resemble that of the job (ie CFA and selection assessments).
 - d. **Relevance.** In order to determine physiological states, it is important that participants respond to an assessment in a positive manner. The APCAS has been developed to assess underpinning fitness component efficiency by replicating the actions of common functional military activities.
16. As much of Army physical conditioning occurs within a group setting, specific individual needs may be difficult to determine. Individual fitness assessment allows commanders and PTI to provide individual consideration when a conditioning deficiency is observed.

Types of assessment

17. The APCAS comprises simple functional assessments, including activities requiring the use of military equipment and the replication of tasks associated with common military duties. The type of assessment used will be dependent upon the member's stage of training, their intended career path and/or the requirements of a return to work process after injury or illness. Specific to corps assessments are detailed in the *Manual of Army Employments*.
18. **PFA.** The PFA has been mandated as the entry level fitness requirement for Army. The PFA is described in [annex A](#). This and other entry standards are described in more detail in Australian Defence Force Publication 1.2.1.1—*Health Standards and Procedures for Entry or Transfer*.
19. **BFA.** The BFA is a component of AIRN. AIRN requires a BFA to be undertaken every six months as a minimum. The BFA should be programmed at sufficient intervals to identify lapses in conditioning, as determined by this assessment, and to ensure AIRN compliance. PMKeyS incorporates a feature that automatically indicates that a member does not have a current BFA pass six months after the last BFA pass was entered. The BFA is described in [annex B](#).
20. **CFA.** Army personnel posted to Land Command units are to undertake the CFA in accordance with LC AUST direction. Guidance for the conduct of the CFA is described in [annex C](#).
21. **Swimming proficiency assessments.** Swimming proficiency is a specific requirement for general service and all members are assessed in swimming proficiency at initial training. Specific corps require greater swimming proficiency and annual assessments are required to maintain core competency in certain trades. Army swimming proficiency assessments and requirements are detailed in [annex D](#).

22. **Elective assessments.** Formative physical conditioning assessments are conducted as a component of specific courses (eg the Special Forces Barrier Test). These assessments are designed to ensure that prospective candidates are sufficiently physically and psychologically conditioned to safely undertake the selection process. The components of these assessments are to be developed from the range of swimming proficiency assessments described in [annex D](#) or elective assessments described in [annex E](#). The development and application of formative assessments are to be authorised by the relevant training advisor (TA), in consultation with Directorate of Occupational Health and Safety—Army.

Preparation for assessment

23. **BFA.** Members are to be prepared to complete the BFA without any specific preparatory training and with only the advance warning provided through routine training management. The BFA provides commanders and members with a baseline assessment of physical capacity. The baseline standard reflects the minimum work output based on age and gender. The BFA should form a minor consideration in the development and provision of a unit or individual physical activity and conditioning program. It should not be the focal point of all physical conditioning.

24. **CFA, swimming and barrier tests.** All specialised military operational assessments, such as the CFA, swimming and barrier tests must be preceded by a graduated physical conditioning program that align with the principles outlined in DI(A) PERS 98-6—*Army Conditioning Model*. Planning considerations for the preparation and programming of CFA and barrier tests are described in LWP-G 7-7-4—*Combat Fitness Handbook*.

25. Failure to achieve benchmarked or performance standards may require retraining or removal from a specific training activity. It is vital that commanders ensure that appropriate opportunity for individual or group physical conditioning is programmed in order to achieve stated objectives and to maintain the appropriate personal conditioning required of a member's specific or potential employment.

Medical restrictions

26. Commanders and members are to comply with the medical advice provided in relation to a member's participation in physical conditioning assessment activities. Members will be expected to undertake specific APCAS and other physical assessments if recommended as a component of their rehabilitation plan.

Conduct and grading

27. Procedures for the conduct of physical conditioning assessments are described in [annexes A](#) to E.

Recording and reporting

28. Procedures for recording and reporting results of the BFA are described in [annex B](#), [appendix 1](#). In the application of formative assessments, records are to be retained by commanders, PTI, CFL to evaluate training programs and individual performance.

29. Records are to be maintained for members undertaking mandatory reconditioning training as a result of lower than baseline performance in the BFA. Members undertaking reconditioning will also have a requirement for traceability of results as a component of a return to work program. The maintenance of performance data will allow commanders and PTI to establish links with physical conditioning and injury prevention strategies.

30. Records may be subject to audit and are to be held on the member's personnel file or medical record in accordance with ADF record management procedures and organisational quality management processes.

Continuous improvement

31. The ADF is continuously studying and re-evaluating the Physical Employment Standards required for military duties. The APCAS will be informed by this and other research and will continue to evolve to ensure that the assessment of physical capacity meets current and future job requirements.

Conclusion

32. Physical conditioning assessments assist in determining the capability of members to perform occupational, recreational and daily activities and are a vital component of the Army's goals of raising, training and sustaining a fit and healthy force. In the event of an injury, these assessments inform the rehabilitation process that assists in the regaining of physical condition and ensures that members re-enter the physical conditioning continuum at the appropriate level.

Annexes:

- A. [Pre-enlistment Fitness Assessment](#)
- B. [Army Basic Fitness Assessment](#)
- C. [Combat Fitness Assessment](#)
- D. [Army swimming proficiency](#)
- E. [Elective fitness assessments](#)

PRE-ENLISTMENT FITNESS ASSESSMENT

1. Assessments of elementary physical capacity are utilised to determine an individual's propensity for injury and potential for future work performance during the selection and recruiting process. The development of these assessments has been based on extensive research that has highlighted the relationship between below average fitness levels and the onset of injury. This research and experience has provided a sound base from which duty of care responsibilities are exercised to minimise the potential for injury resulting from sustained periods of physical activity associated with initial military training.
2. **Pre-enlistment/Appointment Fitness Assessment (PFA).** The PFA comprises an elementary physical conditioning assessment and a body composition requirement. [Table A-1](#) describes the elements of the PFA. The body composition requirement relates to a member's Body Mass Index (BMI). Further details on BMI and the recruiting process are detailed in Australian Defence Force Publication 1.2.1.1—*Health Standards and Procedures for Entry and Transfer*.
3. All letters of offer for enlistment/appointment are to include the requirement to pass a PFA as a condition of enlistment/appointment.
4. PFA are to be completed no earlier than eight weeks prior to enlistment/appointment. If an applicant has not passed the PFA by the third week prior to enlistment, the applicant is to be given one further attempt prior to the second week mark. If the applicant fails again, Defence Force Recruiting (DFR) is to be notified by the two-week enlistment advice date. This will allow DFR to potentially reallocate the members reserved training position to a Centre that has standby applicants for that particular avenue of entry.
5. All Army applicants must pass all activities that comprise the PFA to the stated standard.

Activity	Rationale	Standard
Push-ups	Assess upper body strength	Males 15 repetitions Females 8 repetitions
Sit-ups	Assess abdominal muscular endurance	45 repetitions
Multi Stage Fitness Assessment	Assess the level of aerobic conditioning to determine propensity for injury during sustained physical activity.	Level 7.5

Table A-1: Pre-enlistment/Appointment Fitness Assessment

6. **PFA waivers.** Army retains the authority to exercise service discretion in respect to PFA waivers prior to enlistment. Recruit Liaison Officer—Army is authorised to waive PFA requirements for selected applicants in exceptional cases based on Service need. Specific direction in relation to waivers is provided in Defence Instruction (Army) PERS 116-6—*Army induction management process*.

Conduct

7. The PFA may be conducted in any suitable venue that allows the freedom of movement required. All applicants must have completed a full recruiting medical assessment within the preceding twelve months.

8. **Army Recruit Training Centre (ARTC).** A PFA is conducted within 24 hours of arrival at ARTC to determine current individual physical capacity. If a recruit fails to demonstrate the baseline level for the PFA, a retest PFA is conducted the next day. If a recruit fails the retest, they are not to commence recruit training. These recruits are to be counselled and undertake a program of remedial training. A recruit who fails the retest is generally held in remedial training for a maximum of two weeks, however this period may be extended at the discretion of COMDT ARTC. If at any stage during remedial training a recruit successfully completes the baseline PFA level, they will be returned to recruit training. If a recruit fails to demonstrate the baseline level for the PFA after the mandated maximum period of remedial training, ARA enlistees are discharged and ARES enlistees are returned to unit. Recruits who are injured or fall ill during the testing or retrain/retest program will be administered in accordance with the ARTC rehabilitation policy.

9. **Royal Military College—Australia (RMC–A).** RMC–A administers the PFA under the title of the RMC Initial Fitness Assessment (IFA). The RMC IFA is completed as an entry-level requirement for all courses conducted at RMC. The RMC IFA is conducted under the supervision of RMC PTI staff. Due to the unique nature of the RMC training process candidates unable to demonstrate baseline levels of the assessment may be withdrawn from the course and returned to their unit in the case of the Special Service Officer (Army) Course, or subsequently managed by RMC–A in the case of General Service Officers. Waivers may be granted in specific cases by COMDT RMC–A or their delegate.

10. **Australian Defence Force Academy (ADFA).** A PFA is conducted during Year One Familiarisation Training (YOFT) and is utilised as a diagnostic assessment to indicate entry levels of fitness. Remedial training is not formally initiated for Officer Cadets during YOFT. A sports screening program is conducted during YOFT, that is supervised by physiotherapists and conducted by ADFA PTI staff. Remedial training is recommended for those who do not achieve the benchmarks prior to commencing sporting participation.

Safety

11. A person with an appropriate first aid qualification (minimum St John's Senior First Aid Certificate or its equivalent) is to be immediately available when conducting the DFR PFA.

12. A current written emergency plan, with details of ambulance, hospital and medical practitioner contact phone numbers must be in place and regularly reviewed and assessed for accuracy and currency. DFR Centre are to prepare and rehearse annually an emergency plan to respond to incidents or accidents during the PFA. In the event of an injury, immediate first aid is to be administered and this to be reported to the Area Manager for ongoing management. All fitness assessments conducted within Army are to comply with the directions provided in *Defence Safety Manual* and local directives.

ARMY BASIC FITNESS ASSESSMENT

General

1. The Basic Fitness Assessment (BFA) is the Army baseline conditioning assessment protocol. It is not intended that this assessment be of maximal output but best efforts are encouraged. The BFA consists of two strength activities and a mandatory core assessment of aerobic capacity. The BFA may be supplemented in separate sessions by elective assessments of conditioning. These assessments should be based on unit specific tasks or motivational goals. These assessments are detailed in [annex E](#).

2. The conduct and recording of the BFA allows members and commanders to comply with mandated Army Individual Readiness Notice (AIRN) reporting requirements as well as providing an indication of general fitness levels. Remedial training will result from failing to demonstrate the baseline standard of the BFA. Where a member does not respond to remedial training to achieve baseline standards, commanders are to review future employability of the member after considering actual job performance and seeking medical advice. Where supporting or elective activities have been authorised as a method of enhancing specific individual or unit capability, commanders may initiate supervised remedial action, but this is not to be linked to AIRN reporting.

Conduct

3. Commanders are to appoint a responsible individual to supervise the conduct of the BFA. Physical Training Instructors (PTI) and/or Combat Fitness Leaders (CFL) should be tasked to conduct the assessment, if available. Where the BFA supervisor is not a PTI or CFL they are to be briefed by a PTI or CFL prior to the conduct of the assessment. A brief is to be provided to the designated supervisor on the standards and conduct of the assessment. The BFA supervisor will monitor the assessment to ensure that individual graders conduct the activity safely and apply the standards correctly. Performance of mandatory and alternate assessments is detailed in [appendix 2](#).

4. After a supervised warm-up, the BFA is to be conducted in a single session in the following sequence:

- a. push-ups,
- b. sit-ups,
- c. 2.4 km run or 5 km walk, and
- d. supervised cool down.

5. Dress for this activity is PT attire suitable for the local weather conditions.

Safety

6. The provisions of the *Defence Safety Manual* are to be adhered to at all times, especially relating to movement of troops on roadways and weather conditions.

Supporting assessments—strength capacity

7. The maintenance of appropriate levels of strength capacity support specific military capability. The supporting strength assessments that have been chosen by Army are based on their simplicity and their general support to many military tasks.

8. **Upper body strength.** Push-ups provide an indication of upper body strength and endurance, as well as stabilising abdominal strength. Upper body strength is also linked to the ability to carry load.

9. **Abdominal strength.** The cadence sit up indicates a member's abdominal strength and endurance. Abdominal strength is vital in supporting the body through a range of military tasks. A strong abdominal region will assist in reducing the incidence of back injury when combined with correct lifting technique.

Core assessment— aerobic capacity

10. A common assessment of aerobic capacity is to determine VO₂ max. VO₂ max is the maximum ability of the body to transport oxygen to the muscles for energy generation. Aerobic fitness, as indicated in VO₂ max, has a strong relationship to work performance and in determining the risk of injury. A higher VO₂ max, as demonstrated in the performance of the core assessment, indicates higher performance potential, lower potential risk of injury and enhanced health. The 2.4 km run and the 5 km walk activities are used to assess aerobic capacity, locomotor endurance and provide a performance and health indicator. Members are timed running a 2.4 km course set over sealed and generally level ground. The 5 km walk activity may be used where the 2.4 km run is inappropriate due to age or medical classification.

11. **2.4 km run.** The 2.4 km run is the primary assessment activity with timings based on age and gender. The assessment starts on the command of the supervisor and is completed as each member completes the required distance. Members should attempt to cover the distance as quickly as possible. A member may be assisted by a 'pacer' to achieve the required standard, but no form of physical assistance is permitted.

12. **Walk assessment.** Members who are 41 years or older may elect to be timed walking the 5 km course. The aerobic output for 5 km walk is closely related to that required of the 2.4 km run. The course should be set within the same route selected for the 2.4 km run. Members should attempt to cover the distance in the specified time. Running is not permitted. Members who are Medical Employment Category (MEC) 20X with a medical restriction for running, are to complete this assessment.

Basic Fitness Assessment levels

13. All members must achieve the baseline result in the mandatory BFA components undertaken. Age and gender variables have been considered in the establishment of the baseline levels for all activities. Performance levels are shown in [appendix 3](#).

14. Motivation is an important consideration in maintaining adherence to a physical conditioning program. The Army has a long history of incorporating motivational achievement levels within its fitness assessments. Personal Incentive Levels have been included into the BFA component of the Army Physical Conditioning Assessment System to encourage motivational goal setting. Commanders should encourage and recognise individual efforts above the baseline requirement.

Army Individual Readiness Notice compliance

15. AIRN requires a BFA to be undertaken every six months as a minimum. The BFA should be programmed at sufficient intervals to identify lapses in conditioning, as determined by this assessment, and to ensure AIRN compliance. PMKeyS incorporates a feature that automatically indicates that a member does not have a current BFA pass six months after the last BFA pass was entered.

16. **Trainees.** It should be noted that AIRN requirements do not apply to Recruits, Initial Employment Trainees (IET), officer candidates undertaking First Appointment Courses and officers undertaking Regimental Officer Basic Courses until completion of the respective course. In the interest of ensuring these members are progressing along the physical conditioning continuum as expected, the following time frames are to be implemented for trainees:

- a. Direct Entry Officers—Members are to successfully complete a BFA within 90 days of completion of the Specialist Service Officer course conducted at RMC;
- b. RMC cadets—RMC cadets are to successfully complete a BFA prior to graduation from RMC; and
- c. Recruits—Soldiers are to successfully complete a BFA prior to the completion of their IET.

17. All trainees unable to pass a BFA within the time frames specified above are to have the appropriate administrative action taken in accordance with [paragraph 28](#).

18. In the case of an IET who has passed all other aspects of training, but is unable to pass the BFA, it shall be up to the gaining unit whether to accept the member. This means the gaining unit's Commanding Officer (CO) accepts the responsibility to condition the member so that the baseline standard can be demonstrated by the completion of the sixth month from the date of enlistment. If the gaining unit will not accept the soldier, that individual is to remain at the training establishment, until the baseline is achieved. Soldier Career Management Agency may post another soldier into the position if required. Retraining and reassessment, if required, are to be conducted in accordance with [paragraph 28](#).

Medical Employment Classification considerations

19. **MEC 1.** All MEC 1 members must complete the run activity and supporting assessments up to and including 40 years of age. A member aged 41 or older may elect to complete either the run or walk.

20. **MEC 20X.** Members who are MEC 20X are to complete the following:

- a. one of the core aerobic capacity assessments in accordance with their medical restrictions. The members restriction profile is to record the assessment they are fit to perform (eg Unfit BFA run, to complete timed 5 km walk); and
- b. both supporting strength activities to AIRN standard in accordance with the requirements of their age and gender.

21. **Alternate assessments.** MEC 20X members who are on permanent medical restrictions that prevent their participation in any of the mandatory BFA activities are to undertake an alternate assessment for the purposes of achieving AIRN compliance. These assessments are detailed in [appendix 2](#). The member's CO must approve this process, following consultation with the treating medical officer (MO). Where authorised by their CO, members demonstrating AIRN performance in up to three alternate assessments will be reported as 'Ready' for the purposes of AIRN.

22. Where a member is unable to complete a BFA or alternate assessments as a consequence of their medical condition, they are to have their circumstances reviewed by the Medical Employment Classification Review Board (MECRB) and managed in accordance with Defence Instruction (General) (DI(G)) PERS 16-15—*Australian Defence Force Medical Employment Classification System*. The MECRB will undertake a risk assessment and make a decision regarding the member's suitability for a BFA waiver. In exceptional circumstances, a waiver will only be granted for one of the supporting strength activities.

23. **MEC 3.** MEC 3 members are those assessed as being able to regain MEC 1 or MEC 20X within 12 months and are being medically managed towards recovery. The performance of a BFA may be a requirement of a supervised return to work process prior to medical reclassification. Participation in these activities should only proceed following clearance by the members treating MO/MECRB medical adviser.

24. **MEC 4.** MEC 401/403 members are not required to attempt any component of the BFA. Members classified as MEC 402 may be directed by the relevant Career Management Agency to undertake a BFA as a requirement of the employment transfer process, following consultation with the treating MO/MECRB medical adviser.

Management of personnel under Temporary Medical Restriction

25. Members under Temporary Medical Restriction (TMR) are not to attempt an assessed BFA.

26. A member that is MEC 1 or MEC 20X that cannot attempt the BFA due to a TMR is to be monitored by medical staff and passed fit for the BFA within eight weeks of notification of initial incapacity. Continued incapacity will require the member to be managed in accordance with DI(G) PERS 16-15.

27. If a member is unable to attempt a BFA due to TMR, arrangements are to be made to reassess the member when restrictions have ceased. The member is to be placed on a reconditioning program in accordance with [paragraph 29](#). If the member subsequently demonstrates below baseline BFA standard they are to be managed in accordance with the paragraphs below.

Management of below baseline performance

28. **Below baseline performance.** Where no reason for below baseline performance other than lack of fitness or motivation is apparent, members are to be allowed 30 days before being reassessed. Commanders are to counsel members demonstrating below baseline performance. Members are to be provided with a reconditioning program. The member may request to be assessed in less than 30 days, but if such a request is approved, it is to be a recorded assessment.

29. **Reconditioning.** Members who are below baseline in the components of the BFA are to undertake a reconditioning program. This program is to be developed with the assistance of a PTI or a CFL and individually tailored to address the specific needs of the member. The program is to be approved by the member's commander and supervised by the member's chain of command. Practice assessments may form an element of the reconditioning program.

30. **Medical assessment.** Commanders, PTI, CFL and supervising officers should refer members who exhibit lifestyle risk factors (as described in [paragraphs 36.–38](#)). or are below baseline in the BFA for a medical assessment prior to further physical conditioning. If the medical assessment indicates a condition contributing to the member's inability to successfully complete the BFA, the member is to be managed as being TMR in the first instance.

31. **Below baseline in the second BFA.** Should the member demonstrate below baseline in a second BFA, the commander is to direct a medical assessment. If medical advice determines that no condition exists prohibiting the member from successfully completing the BFA, the member is to be counselled and an Administrative Warning is to be raised by the unit commander in accordance with DI(G) PERS 35–6—*Formal Warnings and Censures in the Australian Defence Force*. Members are to continue their reconditioning program. The member is to be allowed 90 days from the date of the warning before a third and final assessment.

32. **Below baseline in the third BFA.** Members who demonstrate below baseline in the third assessment will be required to undergo a medical examination to determine whether any medical reasons exist. If medical examination determines no medical condition exists, the member is to be issued a Notice to Show Cause as to why discharge action should not take place in accordance with DI(G) PERS 35–6. Members are to continue their reconditioning program until the appropriate authority makes a determination.

33. Where all reasonable consideration has been given and where the reason for non-compliance is within the member's control, discharge action is to commence. Discharge will ensue in accordance with Defence Instruction (Army) (DI(A)) PERS 116–5—*Separation of Regular soldiers, Army Reserve soldiers and soldiers on full-time service—policy and procedures*, or DI(A) PERS 47–10—*Resignation, Retirement and Termination of Service—Officers*.

Individual consideration

34. **Service need.** A component of the consideration for discharge will be the actual job performance of the member. Where a member is committed to service and performs assigned duties well, a commander may consider specific exemption in accordance with DI(A) OPS 80–1—*Army Individual Readiness Notice*, annexes H–I based on Service need. Commanders at this point may also direct the use of alternate assessments, after seeking medical advice.

35. **Pregnancy.** Once a pregnancy is confirmed, the member is not required to perform a BFA, however, a member may choose to complete a BFA subject to medical clearance. **Under no circumstances is a BFA to be attempted after the 20th week of pregnancy.** Prior to resumption of duty after maternity leave, the member is to undergo a MECR. The member is to be placed on a reconditioning program in accordance with [paragraph 29](#). Female personnel have 12-months from date of delivery or 90 days after returning to duty (whichever is the latter) to pass the BFA. [Health Directive 235—Management of pregnant members of the Australian Defence Force](#) details policy relating to pregnancy for members of the Australian Defence Force.

36. **Age.** The benefits of an active lifestyle, the maintenance of a healthy weight range and avoidance of harmful substances are well documented and widely known and accepted. The aging process affects a range of physical capacity from reduced aerobic capacity to decreasing strength potential. Much of the normal decline in fitness can be modified through adherence to sensible physical conditioning and positive lifestyle choices. Commanders, PTI and BFA supervising officers are to be mindful of age and lifestyle factors when conducting fitness assessments.

37. **Lifestyle.** At risk individuals are those that are above 40 years of age and have a poor exercise history, smoke, have pre-existing injuries or are overweight. A commander may direct, or a PTI, CFL or supervising officer may advise, that members observed as at risk are to undertake a medical assessment prior to participating in a BFA. Based on medical advice, a member may need to be managed as being TMR.

38. **Return to work.** Personnel undertaking a reconditioning program as a result of injury or illness may be required to undertake a range of functional and physical capacity assessments to determine rate of recovery and the level of re-entry into the unit conditioning program. Many of these assessments are specific to individual circumstance and are managed within the context of the rehabilitation program that is being provided. The assessments are to be conducted by a healthcare provider, PTI or trained fitness specialist within the agreed return to work program for the member. A BFA and/or elective assessments may form a component of the return to work program.

Appendixes:

1. [Procedures for the recording and reporting results of the Basic Fitness Assessment](#)
2. [Conduct of Basic Fitness Assessment activities](#)
3. [Basic Fitness Assessment tables](#)

PROCEDURES FOR THE RECORDING AND REPORTING RESULTS OF THE BASIC FITNESS ASSESSMENT

General

1. Basic Fitness Assessment (BFA) results are to be compiled by the supervisor conducting the assessment and presented to commanders.
2. Grades for performance on the BFA are to be recorded as follows:
 - a. **Pass.** Baseline achieved. Members who are Medical Employment Category 20X and pass all alternate activities for which they are authorised to complete are to be recorded similarly.
 - b. **Fail.** Members who have not demonstrated the baseline requirement.
3. A member failing to maintain mandatory baseline fitness within their control may be deemed not proficient in accordance with Defence Instruction (Army) OPS 80-1—*Army Individual Readiness Notice*, annex B and reported and managed accordingly.

CONDUCT OF BASIC FITNESS ASSESSMENT ACTIVITIES

Basic Fitness Assessment

1. **Push-ups.** All members are to complete the push up assessment as a component of the Basic Fitness Assessment (BFA). Push-ups provide an indication of upper body strength and endurance, as well as stabilising abdominal strength. Upper body strength is also linked to the ability to carry load. The push-up comprises:

- a. **Start position.** The member lies flat on the front of the body with legs straight and feet no more than 30 cm apart. The hands are positioned comfortably apart generally under the shoulders. Hands and feet are to be on the same level. After the command 'Ready' is given the arms are fully extended so that the body is off the ground. The body is held in a generally straight line from the shoulders to the ankles. The starting position is also the 'up' position.
- b. **Action:**
 - (1) After the command 'Begin' is given, the body is lowered to a position where the upper arms are parallel to the ground. The body may be lowered further, but may not rest on the ground. The body is generally kept in a straight line from shoulders to ankles for the duration of the assessment. This is the 'down' position.
 - (2) Keeping the body in a generally straight line, the arms are then extended so that the body returns to the 'up' position. This demonstrates one repetition.
 - (3) Repetitions are performed until the member completes as many repetitions as possible. The maximum time permitted is two minutes.
 - (4) Members may rest after any repetition. The only authorised rest position is a modified 'up' position. Arms are to be fully extended. Hands and feet are to remain in contact with the ground. The body may be arched up in the middle. Knees may be bent without touching the ground or repositioning the hands or feet. The member must return to the 'up' position and pause before resuming repetitions.
- c. The individual grader will not count a repetition if any of the following occurs:
 - (1) the body is not lowered to the 'down' position; or
 - (2) the body is not returned to the 'up' position.
- d. The activity starts on the command of the supervisor and ends when:
 - (1) two minutes have elapsed;
 - (2) the member has completed the required repetitions;
 - (3) the member rests their body on the ground, sags in the middle or raises their hands or feet from the ground; or
 - (4) the activity supervisor terminates the activity based on safety concerns.

2. **Sit-up.** All members are to complete the sit up assessment as a component of the BFA. The cadence sit up indicates a member's abdominal strength and endurance. Abdominal strength is vital in supporting the body through a range of military tasks. A strong abdominal region will assist in reducing the incidence of back injury when combined with correct lifting technique. The sit up comprises:

- a. **Start position.** The member lies flat on their back with feet resting flat on the ground so that their legs are bent to form an angle of approximately 90 degrees at the knees. The arms are held straight with the palms resting on the top of the thighs. The feet can be held by another member. This is the 'start' position.

- b. **Action:**
- (1) The neck and upper body are flexed in succession to raise the upper body. As the upper body is raised to the 'up' position the hands slide up over the knees until the wrists touch the knees. The body is then lowered until the shoulder blades touch the floor, thereby returning to the start position.
 - (2) Repetitions are performed to a cadence of 1:3 seconds. Each repetition is conducted in a controlled and even fashion. Resting in the down position is permitted provided the member maintains the required cadence.
 - (3) The chin is to be kept as close to the chest as possible to stabilise the head. The head is not to be jerked forward.
- c. The individual grader will not count a repetition if any of the following occurs:
- (1) the hands are lifted from the thighs/knees, or jerked forward as a means of increasing leverage or used to pull the body up;
 - (2) the head is jerked forward;
 - (3) the member's heels or buttocks are lifted from the ground;
 - (4) the member pauses in the 'up' position; or
 - (5) the member fails to complete a repetition.
- d. The activity starts on the command of the supervisor and ends when:
- (1) the member is unable to maintain the required cadence;
 - (2) the member has completed the required repetitions up to a maximum of 100 repetitions; or
 - (3) the activity supervisor terminates the activity based on safety concerns.

3. **2.4 km run.** All members are to complete the 2.4 km run as a component of the BFA except members 41 years and over who may elect to complete the 5 km walk in accordance with [paragraph 4](#). The 2.4 km run is used to assess aerobic capacity, locomotor endurance and provide a performance and health indicator. Members are timed running 2.4 km on a course set over sealed and generally level ground.

- a. **Start position.** The member presents to the supervisor to confirm the requirement to complete the assessment and is briefed on the route. The activity starts on the command of the supervisor and is completed as each member completes the required distance.
- b. **Action.** Members should attempt to cover the distance as quickly as possible within the required standard. A member may be assisted by a 'pacer' to achieve the required standard, but no form of physical assistance is permitted.

4. **Five km walk.** The walk assesses aerobic capacity and locomotor endurance. Members are timed walking a 5 km course. Members should (where possible) be observed for the duration of the activity by the supervisor.

- a. **Start position.** The member presents to the supervisor to confirm the requirement to complete the assessment and is briefed on the route. The activity starts on the command of the supervisor and is completed as each member completes the required distance.
- b. **Action.** Members are required to cover the distance in the specified time. A member may be assisted by a 'pacer' to achieve the required standard but no form of physical assistance is permitted. No running is permitted and at least one foot is to remain in contact with the ground at all times.

Medical Employment Category 20X Basic Fitness Assessment activities

5. Members who are Medical Employment Category 20X and are unable to complete components of the BFA due to their medical condition, may be approved to attempt the alternate activities. Approval is to be granted by the member's Commanding Officer, following consultation with the treating medical officer.

Modified push-up

6. The modified push-up provides an alternate indication of upper body strength and endurance, and to a lesser degree, stabilising abdominal strength. Upper body strength is also linked to the ability to carry load. The alternate push-up activity comprises:

- a. **Start position.** The member assumes a position with hands and knees comfortable widths apart on the ground, and with arms fully extended so that the body is off the ground. The body must be held in a generally straight line from the shoulders to the knees. The knees and toes are to be on the ground. The start position is also the 'up' position.
- b. **Action:**
 - (1) After the command 'Begin' is given, the body is lowered to a position where the upper arms are parallel to the ground. The body may be lowered further, but may not rest on the ground. The body is generally kept in a straight line from shoulders to knees for the duration of the assessment. This is the 'down' position.
 - (2) Keeping the body in a generally straight line, the arms are then extended so that the body returns to the 'up' position and demonstrates one repetition.
 - (3) Repetitions are to be performed until the member completes as many repetitions as possible. The maximum time permitted is two minutes.
 - (4) Hands are not to be moved towards or away from the knees to decrease the percentage of body weight supported through the shoulders.
- c. The individual grader will not count a repetition if any of the following occurs:
 - (1) the body is not lowered to the 'down' position; or
 - (2) the body is not returned to the 'up' position.
- d. The activity starts on the command of the supervisor and ends when:
 - (1) two minutes have elapsed;
 - (2) the member has completed the required repetitions;
 - (3) the member rests on the body on the ground, sags in the middle, raises their hands or knees from the ground; or
 - (4) the activity supervisor terminates the activity based on safety concerns.

Modified sit-up

7. The modified cadence sit-up indicates a member's abdominal strength and endurance. Abdominal strength is vital in supporting the body through a range of military tasks. A strong abdominal region will assist in reducing the incidence of back injury when combined with correct lifting technique. The modified sit-up comprises:

- a. **Start position.** The member lies flat on their back with feet resting flat on the ground so that their legs are bent to form an angle of approximately 90 degrees at the knees. Their arms are by their side in contact with the ground with palms down. The fingers are touching a piece of tape. A second piece of tape is placed 12 cm from the first. Their feet are not to be held. This is the 'start' position.

b. Action:

- (1) The neck and upper body are flexed in succession to raise the upper body. As the upper body is raised to the 'up' position the hands and lower arms slide along the mat until the fingers touch the second tape. The body is then lowered until the shoulder blades touch the floor, thereby returning to the start position.
- (2) Repetitions are performed to a cadence of 1:3 seconds, each repetition conducted in a controlled and even fashion.
- (3) The chin is to be kept as close to the chest as possible to stabilise the head.

c. The individual grader will not count a repetition if any of the following occurs:

- (1) the hands are lifted from the mat, or jerked forward as a means of increasing leverage or used to pull the body up;
- (2) the head is jerked forward;
- (3) the member's heels or buttocks are lifted from the floor;
- (4) the member pauses in the 'up' position; or
- (5) the member fails to complete a repetition.

d. The activity starts on the command of the supervisor and ends when:

- (1) the member is unable to maintain the required cadence; or
- (2) the member has completed the required repetitions up to a maximum of 100 repetitions; or
- (3) the activity supervisor terminates the activity based on safety concerns.

BASIC FITNESS ASSESSMENT TABLES

Army Basic Fitness Assessment (BFA)		Age Groups							
Males	Levels	25 and under	26-30	31-35	36-40	41-45	46-50	51+	
Push-ups	Army Individual Readiness Notice (AIRN)	40	35	30	25	20	10	6	
	Personal Incentive Levels (PILS)	48	42	36	30	24	12	7	
	AIRN	56	49	42	35	28	14	8	
Sit-ups	AIRN	70	65	57	50	30	20	15	
	PILS	84	78	68	60	36	24	18	
2.4 km Run	AIRN	11:18	11:48	12:18	12:42	13:12	13:48	14:30	
	PILS	10:10	10:37	11:04	11:26	11:53	12:25	13:03	
5 km Walk	AIRN	9:02	9:26	9:50	10:10	10:34	11:02	11:36	45:00

Army Basic Fitness Assessment (BFA)		Age Groups							
Females	Levels	25 and under	26-30	31-35	36-40	41-45	46-50	51+	
Push-ups	Army Individual Readiness Notice (AIRN)	21	18	15	10	7	3	3	
	Personal Incentive Levels (PILS)	25	22	18	12	8	4	4	
	AIRN	29	25	21	14	10	4	4	
Sit-ups	AIRN	70	65	57	50	30	20	15	
	PILS	84	78	68	60	36	24	18	
2.4 km Run	AIRN	13:30	14:00	14:30	15:00	15:30	16:00	16:30	
	PILS	12:09	12:36	13:03	13:30	13:57	14:24	14:51	
5 km Walk	AIRN	10:48	11:12	11:36	12:00	12:24	12:48	13:12	47:00

**ALTERNATE BASIC FITNESS ASSESSMENT—MEDICAL EMPLOYMENT
CATEGORY 20X PERSONNEL ONLY**

Alternate BFA (AIRN level)	Age Groups						
	25 and under	26-30	31-35	36-40	41-45	46-50	51+
Males							
Push-ups	40	35	30	25	20	10	6
Sit-ups	70	65	57	50	30	20	15
5 km walk	44:00	44:00	44:00	44:00	44:00	45:00	45:00

Alternate BFA (AIRN level)	Age Groups						
	25 and under	26-30	31-35	36-40	41-45	46-50	51+
Females							
Push-ups	21	18	15	10	7	3	3
Sit-ups	70	65	57	50	30	20	15
5 km walk	45:00	45:00	45:00	45:00	45:00	47:00	47:00

COMBAT FITNESS ASSESSMENT

1. The prime assessment for determining individual physical capability is job performance. All tests are subordinate to the commander's judgement based on direct observation and supported by technical advice where appropriate. Due to the complex nature and variability of military tasks, an assessment process may not indicate a member's true capacity and remains indicative of potential only. The Combat Fitness Assessment (CFA) has been developed to provide commanders within Land Command with standardised predictors of performance.

2. The CFA comprises two elements:

- a. **Run Dodge Jump (RDJ) Course.** The RDJ Course is utilised to demonstrate strength, speed and coordination. This assessment allows commanders to supplement their observation with standardised task performance. The RDJ Course is to be conducted within a 24-hour period prior to the core activity. Performance levels are shown in [table C-1](#). Plans for the construction of an RDJ Course are available through Directorate of Occupational Health and Safety—Army, funding for construction remains a local responsibility.
- b. **Core.** Core activities are mandatory when the CFA is undertaken and involve a range of loaded marches. Depending on time and unit commitments, a commander may select from two levels of the core components. [Table C-1](#) shows the levels of the CFA.

Level	Activity	Performance	
1	RDJ Course	Complete a standard RDJ Course in PTL ORD LC 1 (-) (15 kg). RDJ in 50 seconds up to 41 years old. RDJ in 70 seconds over 41 years old. Wall height males 180 cm. Wall height females 150 cm. Ditch width males 2 metres. Ditch width females 170 cm.	In accordance with LC AUST direction'.
	15 km loaded march	Load patrol order up to 20 kg 2 hours 45 minutes, over flat terrain.	
2	RDJ Course	As above.	In accordance with LC AUST direction'.
	15 km loaded march	Load up to 35 kg in marching order 2 hours 45 minutes, over flat terrain.	

Table C-1: Combat Fitness Assessment components

Planning

3. The preparation and conduct of the CFA should occur after a mission analysis to ensure that specific conditioning has been considered and applied. The setting of a CFA as a training objective includes, but is not limited, to the following considerations:

- a. **Initial assessment.** All reasonable efforts should be taken to establish baseline fitness levels prior to the commencement of a specific CFA conditioning program. The establishment of baseline fitness can be demonstrated through the conduct of the Basic Fitness Assessment and may be supplemented by specific elective assessments as detailed in [annex E](#). A member exhibiting below baseline performance should be managed via a reconditioning program developed and supervised by a Physical Training Instructor or Combat Fitness Leader and supervised by the member's commander or delegate as described in [annex B](#).

- b. **Preparation time.** Commanders are to ensure that a minimum of six weeks lead-up training is conducted prior to undertaking a CFA.
- c. **Experience.** The conduct of a CFA requires the application of a specific conditioning process. PTI are trained in the development of task specific conditioning programs and should be consulted to provide advice where possible. Younger or less experienced members will require increased preparation to allow for suitable adaptation.
- d. **Intensity.** The links between individual load and rate of march will have direct bearing on individual performance and the potential for injury. The aim of a CFA is to assess individual potential for greater performance and it is vital that soldiers do not suffer overuse or heat injury resulting from inappropriate intensity.
- e. **Climate.** The ability to dissipate heat in hot climates is affected by continuous work rates and the mode of dress. Commanders are to ensure that weather conditions are considered during the preparation and conduct of the CFA. Activity work rates and hydration are to be adjusted to suit the prevailing conditions.

Conduct

4. **Conduct.** Commanders are to appoint a responsible individual to supervise the conduct of the CFA. Physical Training Instructors (PTI) and/or Combat Fitness Leaders (CFL) should be tasked to conduct the assessment, if available. Where the CFA supervisor is not a PTI or CFL they are to be briefed by a PTI or CFL prior to the conduct of the assessment. A brief is to be provided to the designated supervisor on the standards and conduct of the assessment. The CFA supervisor will monitor the assessment to ensure that individuals conduct the activity safely and apply the standards correctly.
5. **Safety.** The conduct of a CFA is to comply with guidance set out in the *Defence Safety Manual*, volumes 1 and 2. This guidance relates to movement of troops on roads, manual handling, and climate as the key considerations in the management of physical work output. Commanders are to consider these variables to enhance the safe conduct of a CFA.
6. **Medical.** The medical considerations that apply for the CFA are as follows:
 - a. Medical Employment Category (MEC) 1 members are to complete the CFA.
 - b. MEC 2 members must be capable of performing the loaded march and may be restricted from performing the RDJ Course, depending on corps and job requirements.
 - c. MEC 3 members are not to perform a CFA unless recommended in their formal rehabilitation plan.
 - d. MEC 4 members are not to complete a CFA.
7. **Return to work.** Standardised assessments, such as the CFA, are used to determine a member's immediate potential to undertake arduous military activities. For a member returning from injury or extended absence from normal unit training, the demonstration of task efficiency is vital to ensure that the soldier is fit for full duty. Where indicated by commanders, trained soldiers and officers may undertake a complete or modified CFA in the final phase of the Return to Work Program following the receipt of medical advice. A modified CFA would consist of reduced march distance or load carriage status and may be supported by elective assessments described in [annex E](#).

ARMY SWIMMING PROFICIENCY

1. In many areas of operation members will encounter water obstacles of varying width, depth and speed. To minimise the effect of those obstacles, a minimum level of swimming proficiency is required by all members of the Army. Specific Commands and trades will require levels of proficiency above the minimum standard and these are detailed in the *Manual of Army Employments*.

2. All members are to be assessed in swimming proficiency and be taught the principles and techniques of basic water safety at Army Recruit Training Centre, Royal Military College of Australia and Australian Defence Force Academy. Non swimmers are to receive swimming instruction and are to be brought to the highest standard attainable within the normal training cycle. Where necessary, swimming instruction may commence or continue at initial employment training and is to be conducted by Army or civilian qualified swimming instructors. Civilian instructors must hold current Royal Life Saving Society Instructor qualifications.

3. Swimming training is a unit responsibility. Reserve members unable to attain the Army level of swimming proficiency during initial training are not required to undergo formal swimming training, unless they are allocated to a corps or employment with a specific requirement for swimming proficiency.

Army minimum standard

4. The minimum standard of swimming proficiency to be attained in order to be classified as a swimmer is as follows:

- a. negotiate a distance of 30 metres using any swimming stroke whilst dressed in Disruptive Pattern Combat Uniform (DPCU) without footwear; and
- b. without leaving the water on completion of the 30 metre swim, tread water or remain afloat out of depth for two minutes.

Special Forces

5. The Special Forces (SF) swimming proficiency assessment is conducted as a component of the SF Barrier Test and annually for personnel posted to Special Operations Command. It consists of the following:

- a. Tread water for a period of two minutes followed by a swim 400 metre swim dressed in DPCU and runners, using any stroke, in a time of 18 minutes or less.

Corps or trade standards

6. Members of corps or trades requiring a higher level of swimming proficiency or regular assessment are indicated within the employment specifications of the *Manual of Army Employments*. Members failing to demonstrate the minimum level of swimming proficiency for their specific corps will be required to undertake remedial training and may be considered for corps transfer by the Training Adviser (TA) if failure to demonstrate swimming proficiency continues.

Recording

7. The results of swimming proficiency assessments are to be entered on to PMKeyS.

Frequency of assessment

8. Personnel who require only the minimum standard of swimming proficiency and who have attained that standard do not require to be assessed further during their service. Commanders may at any time confirm proficiency has been maintained as a component of unit training programs.

9. Annual assessment is a requirement of specific trades as directed by the relevant TA.

ELECTIVE FITNESS ASSESSMENTS

1. A range of elective assessments has been developed that may be used by commanders to supplement formal Army Physical Conditioning Assessment System (APCAS) assessments. The choice of activities should relate to unit or individual tasking. These assessments are detailed below and comprise common assessments of fitness and replications of common military tasks. [Table E-1](#) describes activities to be conducted in Physical Training dress. [Table E-2](#) describes activities to be conducted in Disruptive Pattern Combat Uniform (DPCU) and various load carriage configurations. [Table E-3](#) provides the achievement levels for those activities conducted in Physical Training dress. Elective assessments may also be used to determine pre selection or course entry requirements, following consultation with Directorate of Occupational Health and Safety-Army and approval by the relevant Training Advisor (TA).

2. If elective assessments are to be used in unit/individual training programs, they are to be limited to three in a single session and are not to be completed immediately prior to a formal APCAS assessment. Commanders are encouraged to use the range of elective assessments provided to ensure physical conditioning and assessment occurs across all fitness components.

Muscle Group Fitness Component	Activity	Performance
Aerobic Capacity	Multi Stage Fitness Test (Shuttle or Beep Test)	The member runs to a set cadence until they can no longer maintain speed on a set 20 m course. Level is compared to the tables and previous results.
	5 km Run	The member runs a set 5 km course over generally level ground. Time is compared to the tables and previous results.
	1.6 km Walk	The member walks a set 1.6 km course over generally level ground. Time is compared to the tables and previous results.
Upper Body Strength Power and Endurance	Push Ups	The member completes BFA push ups to a cadence of 1:2 seconds. Repetitions are compared to the tables and previous results.
	Bench Press Body weight ratio.	Amount of weight lifted in an all out effort divided by bodyweight. Weight progressively added till (1 RM) best effort is demonstrated. Using a specific weight training bench and with the aid of a spotter. Two to three minutes between each attempt. Repetitions are compared to the tables and previous results.
	Bench Press Percentage body weight.	
	Flexed Arm hang	The member is positioned with the chin over a beam/bar with the feet supported. The activity commences when the feet are unsupported. Participant holds position with the chin above the beam/bar for as long as possible. Time ceases when chin is lowered from the beam/bar. Time is compared to the tables and previous results.
	Dips	Using parallel bars, or dipping station, arms are extended and lowered to approximately to 90 degrees; feet are not to touch the floor, no excessive body movement. Repetitions are compared to the tables and previous results.
	Chin ups/Heaves	Activity performed in any grasp. Arms not to be fully extended at the bottom of the movement. Repetitions are compared to the tables and previous results.

Muscle Group Fitness Component	Activity	Performance
Lower Body Agility and Speed	Illinois Shuttle Run	Cones are placed at set intervals. The participant completes the course in the fastest time possible. Time is compared to the tables and previous results.
	9 m Shuttle Run	Cones placed 9 m apart. The participant completes 4 laps of the 9 m course in the fastest time possible. Best of three attempts. Results compared to the tables and previous results.
	40 m Sprint	Complete a 40 m sprint. Cones placed 40 m apart. Best of two attempts. Results compared to the tables and previous results.
	300 m Sprint	Complete a 300 m sprint. Cones placed 300 m apart. Results compared to the tables and previous results.
Leg Strength and Power	Leg Press	Weight progressively added till (1 RM) best effort is demonstrated. Using a specific weight training machine and with the aid of a spotter. Two to three minutes between each attempt. Repetitions are compared to the tables and previous results.
	Squats	Squats completed with weights of 60, 70 or 80 kg. Repetitions are compared to the tables and previous results.
	Vertical Jump	Following a warm up perform a vertical jump test. The best of three attempts highest touch point is recorded.
	Standing Long Jump	Standing jump using two feet, landing with two feet. Distance is compared to the tables and previous results.
Abdominal Strength and endurance	Insteps	Hanging from a beam/bar in an over grasp position contract the abdominals and raise the insteps of the feet to touch the bar or beam.
	Sit ups	The member completes BFA sit ups feet not held to a cadence of 1:2 seconds. Repetitions are compared to the tables and previous results.
	Sit ups Strength	Feet not held. 1. Legs 90 degrees, hands on thighs, arms straight, wrists to touch knees. 2. Legs 90 degrees, hands on thighs, arms straight, elbows to touch knees. 3. Legs 90 degrees, arms folded with hands gripping opposite elbows, forearms to touch thighs. 4. Legs 90 degrees, arms folded with hands gripping opposite shoulders, forearms to touch thighs. Level achieved compared to the tables and previous results.

Table E-1: Elective Fitness Assessments (Physical Training Dress)

Muscle Group fitness component	Activity	Performance
Aerobic Capacity	Combat swimming	Complete the Army standard swimming proficiency assessment or specific to corps as described in the Manual of Army Employments or as directed by the relevant TA.
	Combat running	Complete a 2.4 km run in PTL ORD LC 1 (-) (7 Kg) and running shoes. 2.4 km in 11 minutes 30 seconds. Used as a stand alone activity or as a component of a Special Forces Barrier Test.
Upper Body Strength Power and Endurance	Rope Regain	Complete a rope regain in PTL ORD LC 1 (-) (15 kg) with weapon slung. Using correct technique.
	Climb and descend a rope	Climb and descend a vertical rope in PTL ORD LC 1 (-) (15 kg) with weapon slung. Scissor or stirrup method. Hands to reach 4 m mark. 1 repetition.
	Multiple Ammunition Box Lifts	Lift a 35 kg ammunition box to a height of 1.5 m in PTL ORD LC 1 (25 kg) 10 repetitions using correct lifting technique.
	Single Ammunition Box Lift	Lift 1 35 kg ammunition box to the height of 1.45 m in PTL ORD LC 1 (25 kg). Completion using correct lifting technique.
	Jerry Can Carry	Carry 2 x full Jerry cans over 90 m. Jerry cans clear of the ground to be completed in 1 minutes.
Lower Body Agility and Speed	Rush	10 x 20 m sprints in PTL ORD LC 1 (25 kg). 7 second rest in the crouched position between each sprint. Complete activity.
Leg Strength and Power	Wall Climb	Scale 150 cm wall in LC 1 (-) (15 kg). Utilising correct scaling and lifting technique.
	Jump a ditch/gap	Clear a gap 1.7m wide (may be simulated) in PTL ORD LC 1 (-) (15 kg). Using correct technique.

Table E-2: Elective Military Fitness Assessments (DPCU)

3. Table E-3 provides levels of achievement from 1-3, with 3 being the highest. Certain activities indicate male only standards due to a lack of current supporting female data.

Muscle Group Fitness Components	Activity	Measure	Gender	Age	Level		
					1	2	3
Aerobic Capacity	Multi stage fitness test	Level	NA	<49	8	10	>12
				>50	7.5	9	>11
	5 km run	Minutes	Female	<49	<27	24	<21
			Male	>50	<26	23	<20
1.6 km walk	Minutes	NA	NA	14	13	<12	
Upper Body Strength Power and Endurance	Push-ups	Seconds	Female	<39	15	20	>25
				40-49	10	15	>20
				>50	5	10	>15
			Male	<39	25	30	>35
				40-49	20	25	>30
				>50	15	10	>15
	Bench press Body weight ratio	Body weight	Female	NA	.6	.7	.85
			Male	NA	1.0	1.2	1.4
	Bench press weight	50 per cent	Female	NA	5	10	15
		66 per cent	Male				
Dips	Body weight	Males	NA	9	18	>25	
Flexed arm hang	Body weight	NA	NA	15	20	25	
Chin-ups/heaves	Body weight	Males	NA	5	10	>15	
Lower Body Agility and Speed	Illinois shuttle run	Seconds	Female	NA	18.7	17.5	<17.5
			Male		16.8	15.9	<15.9
	4 x 9 m shuttle run	Seconds	Female	NA	10.9	10.2	< 9.5
			Male		10	9.3	< 8.6
	40 m sprint	Seconds	NA	NA	5.90	5.60	<5.31
	300 m run	Seconds	NA	NA	57	49	<48
Leg Strength and Power	Leg press Body weight ratio	Body weight	Female	NA	1.8	2.1	2.5
			Male	NA	2	2.4	2.8
	Squat	80 kg	NA	NA	9	12	>15
		70 kg			10	14	>18
		60 kg			12	17	>21
	Vertical jump	Centimetres	NA	NA	42	47	> 52
	Standing long jump	Metres	Female	NA	2.2	2.5	>2.8
			Male	NA	2.5	2.7	>3.0
Abdominal Strength	Insteps	Body weight	NA	NA	3	6	>9
	Sit-ups	Body weight	NA	NA	25	35	>45
	Sit-ups strength	Body weight	NA	NA	2	3	4

Table E-3: Elective Fitness Assessment