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ROYAL AUSTRALIAN AIR FORCE

Combat Survival Training School

JOINING INSTRUCTION

BP39220102

COMBAT SERE LEVEL B & LEVEL C TRAINING COURSES

References:

- A. Combat SERE Level B Learning Management Package
- B. Combat SERE Level C Learning Management Package
- C. s22 [REDACTED]
- D. s22 [REDACTED]
- E. s22 [REDACTED]
- F. s22 [REDACTED]

Introduction

1. Trainees panelled to attend the Combat Survival Training School (CSTS) Survive Evade Resist Escape (SERE) Level B and/or Level C course(s) have a responsibility to attend training appropriately prepared. This Joining Instruction (JI) will assist in attaining all relevant knowledge and pre-course resources for successful course participation and completion.
2. Trainees must complete all course training serials and achieve competency in all designated course learning outcomes. Trainees attending course at CSTS must continue to adhere to Defence values and behavioural expectations at all times.

Aim

3. The aim of this JI is to detail the administrative preparation, physical training and pre-course assessment requirements for attendance on CSTS SERE Level B and Level C courses.

Training Intent

4. **Purpose.** Provide contemporary, operationally aligned SERE training to ADF aircrew and select personnel in order to support successful recovery from an isolating event.

5. **Method.** Achieved through a modularised training continuum, which delivers SERE training at a level commensurate to personnel operationally assessed risk of isolation and/or exploitation. Levels of SERE training correspond to the following courses:

- a. **SERE Level A.** s33(a)(ii) [REDACTED]
[REDACTED] The course is available online via [ADELE](#) and is the mandated pre-requisite for progression onto further SERE courses.
- b. **SERE Level B.** s33(a)(ii) [REDACTED]
[REDACTED] SERE Level B is the pre-requisite for progression onto SERE Level C course

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- c. **SERE Level C.** s33(a)(ii)

6. **End state.** Successful provision of progressive SERE training courses that enable the operational effectiveness of the ADF Joint Personnel Recovery capability.

Pre-requisites

7. **Proficiencies.** The following proficiencies must be held by trainees prior to their participation on respective SERE Level B and Level C courses:

a. **SERE Level B:**

- (1) IR Compliant
- (2) MEC status of J1x or J2x, with no restrictions
- (3) All components RAAF Swimming Proficiency Test (P100669) for RAAF and Army members, Navy Swim Test (P0011899) for Navy members, recorded on PMKeyS
- (4) PFT/BFA IAW Service fitness standards
- (5) SERE Level A (P122607) competency through ADELE(O:S), recorded on PMKeyS
- (6) s33(a)(ii) competency through ADELE(P), recorded on PMKeyS
- (7) Defence Heat Illness and Injury (LXP) recorded on PMKeyS and completed **within 12 months** of course attendance.

b. **SERE Level C:**

- (1) Successful completion of SERE Level B.

8. **Annexes.** Once panelled on a SERE course session, trainees are required to complete the following Trainee annexes as part of pre-course preparation. Completed annexes are to be returned to s47E(d) **NLT seven days** prior to course start:

- a. [Annex A](#) - Personal Particulars
- b. [Annex B](#) - Medical Aide-Memoir completed by a MO (AvMO for aircrew) and recorded on DeHS. PM101 is to be provided to s47E(d) stating requirements listed within Annex B, using the following naming convention: *Last Name – PMKeyS – Course Number – PM101*
- c. [Annex C](#) – Physical Fitness Declaration is to be completed. Service specific fitness assessment is to be conducted between receipt of this JI and NLT seven days prior to course commencement
- d. [Annex D](#) – CSTS Student Code of Conduct.

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9. Failure to complete or meet pre-course requirements may result in trainee removal from the course session.

10. **Pre-course reading.** All trainees are required to review the [Professional ADF Aviators' Reference Manual \(PAARM\)](#), Chapter 8 – Combat Survival on the DPN.

11. **Pre-course physical training.** Trainees must incorporate physical fitness training into their overall preparation for SERE courses. During SERE courses, trainees will be exposed to strenuous physiological and psychological stressors. Higher levels of physical fitness will assist in coping and overcoming these challenges. To improve physical fitness prior to course commencement, it is recommended that trainees complete the six-week conditioning program detailed at [Annex E](#).

12. **Late-notice withdrawal.** Withdrawal of Air Force members will only be actioned through the submission of the [Air Force Training Group Course Withdrawal Request form](#) approved by O4 (E) or higher. Withdrawal of all other panelled members is to be processed through the trainees respective service panelling authority.

Conduct

13. **First Parade.** Trainees are required to parade at the entrance to the RAAF Base Townsville Physical Fitness Centre NLT 0600h on the first day of course, dressed in PT attire with a towel and water bottle. Any inability to meet this timing is to be immediately communicated to the CSTS Duty Member on mob: s47E(d). A map of RAAF Townsville is located in [Annex F](#).

14. **Swim Testing.** Whilst on course trainees will complete the Army Swim Test IAW ASI(P) Pt 8. Chap 4, required standards listed below.

Assessed Component	Male & Female (All ages)
Swim	s33(a)(ii)

15. Failure to meet the standard listed above for the swim test may result in a Notice to Show Cause for Removal from Course IOT meet course safety requirements.

16. **SERE Assessments.** Trainees will be assessed using a variety of formative and summative assessments. This includes theory examinations and a number of practical assessments in field conditions. All assessment standards will be detailed on the first day of course, and are aligned to the learning outcomes from the relevant course Learning Management Package (Refs A, B).

17. **Suspension.** Trainee suspension from training and return to home unit may be authorised under the following circumstances:

- a. Failure to achieve the required standard during training
- b. Personal reasons (including compassionate reasons)
- c. Unit requested, medical or psychological reasons

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- d. Disciplinary reasons
 - e. Any form of unacceptable behaviour.
18. Any trainee suspended from course will be administered IAW Ref C.
19. **Complaints and appeals.** Complaints or allegations of a breach in the instructional code of conduct, or any unacceptable behaviour from any ADF member during the conduct of CSTS training are to be reported to the Course Manager (CM) or Chief Instructor (CI) at the first available opportunity. All personnel must adhere to the Defence values and are to demonstrate expected workplace behaviours at all times.
20. **Security acknowledgement.** As Defence security clearance holders, all trainees are reminded that they signed an Official Secrecy Acknowledgement when they applied for their security clearance. You are reminded that all official information acquired by you in the course of your duties is to be regarded as the property of the Commonwealth and any such information which it is not your duty to disclose is not to be published or communicated to another person in any form either during or after your service or employment in or association with the Commonwealth.
21. Trainees are also reminded that any breach of laws regarding the safeguarding of official information is an offence, and may render them liable to criminal prosecution under:
- a. Crimes Act 1914
 - b. Defence Act 1903
 - c. Criminal Code Act 1995
 - d. Public Service Act 1999 and Public Service Regulations 1999.
22. **Course completion.** To be assessed competent for the course, trainees are to satisfactorily achieve all assessed criteria within allocated summative assessments. Trainees will receive retraining and reassessment in each assessment where the result is deemed as 'Not Yet Satisfactory' (NYS) as a means of procedural fairness.

Administration

23. **Movements.** Travel to Townsville is to be arranged by Defence Travel Services IAW the course panelling message. Trainees are to arrive at RAAF Townsville on the Saturday prior to the first day of course in order to commence acclimatisation. Sunday is to be utilised for a walk/run in PT attire. Trainees will not be released before 1730h on the last day of course. All trainees are to complete all course closure administration prior to their release from course.
24. Members are not to make travel bookings (flights etc.) **prior to 1830h** on the final day of course.

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25. **Accommodation.** Trainees will be accommodated on RAAF Townsville with up to two trainees per room, depending on accommodation availability. Locally based trainees may request to live-out during the course, with pre-approval from the CI via s47E(d) [REDACTED].

26. **Bookings.** All accommodation is booked by CSTS, commencing from the Friday prior to course, and ending the day after course. Keys are to be collected from Accommodation Cell (Mon – Fri 0730h – 1600h), or from the Pass Office after hours. Trainees will receive an email prior to arrival with the relevant lockbox number and pin code.

27. **Taxis.** Taxis are not permitted on RAAF Townsville and will stop at the Pass Office.

28. **Messing.** Irrespective of rank, all on-base meals are to be consumed in the Airmen's Mess. Normal mess dress standards apply. Trainees with specific dietary requirements (i.e. vegetarian, gluten free, halal etc.) are required to advise CSTS when submitting their annexes.

29. **Allowances.** Trainees will not receive field allowance prior to the commencement of course for the following reasons:

- a. Due to the survival aspects of the course, CSTS do not advise trainees of planned field dates
- b. Due to environmental conditions and possible restrictions on training areas, field dates and durations may change.

30. On completion of course, CSTS will process all field allowances, which may take up to six weeks to finalise with Defence pay. Any discrepancy is to be reported to CSTS for rectification via s47E(d) [REDACTED]. Trainees are to refer to [Annex G](#) when completing their AE505. If for any reason a trainee departs from field earlier than expected, they must complete an After Travel certification and submit directly to Defence Travel Services to process Meals and Incidentals adjustments.

31. **Cost Centre Codes.** CSTS is not responsible for funding travel or incidentals. Cost centre codes are provided within the panelling message and are to be used for course related travel.

32. **Stand-down periods.** Trainees will have limited stand-down periods whilst on course, with minimal time available for the conduct of non-course related administration. Where time does permit off-base activity, movement is to remain within a 50km radius of Townsville CBD. Trainee movement off base is via own means, CSTS vehicles will not be permitted for recreational use.

33. **Alcohol.** Due to alcohol inhibiting acclimatisation, trainees are to ensure they have a blood alcohol content (BAC) of 0.00 prior to commencement of any CSTS training. Failing to adhere to this requirement may result in immediate suspension from course.

34. **Mobile Phones.** Trainees are prohibited from deploying to field training areas with a mobile phone. In case of emergency, Trainees are to provide their nominated emergency contact with contact details for the CSTS Duty Member on mob: s47E(d) [REDACTED].

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Medical

35. ~~s47E(d)~~

36. **Motion sickness.** Trainees will be exposed to an extended duration ocean activity, which may induce motion sickness in some individuals. Motion sickness is a normal physiological response to real or apparent motion, with symptoms ranging from mild to severe, and can include decreased cognitive processing, nausea and vomiting. Trainees are to consult their MO/AvMO to obtain authorised and suitable medication to control motion sickness symptoms. CSTS Staff will not supply motion sickness medication.

37. **Spectacles.** Trainees who are required to wear spectacles are to bring a spare set. There will be no opportunity to arrange a replacement pair once course has commenced.

38. **Females.** Disruption to the menstrual cycle may occur due to the nature of combat survival training and associated stressors. All females are required to provide their own supply of sanitary items for the duration of the course. The continued use of oral contraceptives is permitted whilst on course.

39. **Medication issues.** Any concerns regarding medical requirements should be presented to CSTS course staff.

40. **Heat awareness.** CSTS and the associated training areas used for SERE training is located in a tropical environment. All health and safety protocols in place at CSTS are compliant with the Defence Safety Manual (SAFETYMAN) to manage the impacts of heat related injury/illness. Trainees must be aware of Ref D to assist in their own health management, particularly when operating un-acclimatised.

41. **Support.** The arduous nature of combat survival training is such that trainees may experience some levels of stress and anxiety. Mental health and wellbeing support mechanisms at CSTS and RAAF Townsville are available throughout the duration of the course to assist any trainee that requires them. Further information on how to access these support networks is briefed to all trainees on the first day of course.

Logistics

42. **Dress.** Trainee course dress of the day is as follows:

- a. **Aircrew:** Flying suit (two-piece preferred)
- b. **Non-aircrew:** AMCU Barracks (Combats are acceptable for field training).

43. **Packing List.** A packing list has been provided in [Annex H](#). Trainees are to ensure that all compulsory items are packed/purchased prior to course commencement.

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44. **Knives.** Trainees will be issued with a survival knife on the first day of course.
s33(a)(ii)

45. **Jewellery.** Trainees are not to wear jewellery when deploying to field training areas IAW student orders. At all other times body piercings, jewellery and similar adornments are to be worn IAW the member's Service Dress Manual.

46. **Searches.** Due to safety requirements, trainees may be subjected to random non-invasive searches throughout the course. This is to detect contraband or prohibited items, which may pose a safety hazard prior to commencing field training. CSTS is legally required to obtain positive consent prior to course, further detailed in Annex A.

47. **Safety.** Safety is the responsibility of all ADF personnel. CSTS have robust safety management systems in place to provide realistic and compliant training. CSTS staff will ensure all trainees receive the relevant safety briefs prior to commencing all training activities. All personnel are to maintain vigilance and a high degree of situational awareness to facilitate a safe and effective training environment.

Command and Signals

48. **C2.** During the conduct of CSTS courses, the following chain of command will be utilised for training related matters:

- a. Senior Responsible Officer (SRO). Appointed at the start of each course session from within the trainee cohort
- b. Instructors
- c. CM
- d. CI.

49. **Points of Contact.** CSTS can be contacted via the following means:

- a. Pre-course requirements and queries contact s47E(d)
- b. After hours or emergency contact CSTS Duty Member on mob: s47E(d).

50. **Privacy.** Public comments or sharing of official information and/or images without appropriate clearance on course at CSTS is prohibited. Trainees are to remain compliant with the Defence Social Media and Communications Policy outlined in Ref E.

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51. **Conclusion.** The SERE course(s) are a critical step in the professional military capability and operational safety of ADF aircrew and other select personnel. Trainees attending courses at CSTS should maximise their learning opportunities through active engagement and scenario emersion. Thorough preparation, an open mind, and a willingness to learn will ensure that attendance is both rewarding and successful.

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CO CSTS

Tel: s47E(c)

May 26

Annexes:

- A. s22
- B. s22
- C. s22
- D. s22
- E. [Physical Conditioning Program](#)
- F. s22
- G. s22
- H. s22

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Combat Survival Training School

BP47322099

See distribution

COMBAT SURVIVE EVADE RESIST ESCAPE TRAINING ORDERS 2025

References:

- A. [AC SI \(PERS\) 03-07 Air Force Survive Evade Resist Escape \(SERE\) Training](#)
- B. s22
- C. s22
- D. s22
- E. s22
- F. s22
- G. s22
- H. [Combat SERE Level B and Level C Joining Instruction](#)
- I. s22
- J. s22
- K. s22
- L. s22
- M. s22
- N. s22
- O. s22
- P. s22
- Q. s22
- R. s22
- S. s22
- T. s22
- U. s22
- V. s22

SITUATION

1. Survive Evade Resist Escape (SERE) concerns those measures taken by personnel when involuntarily separated from friendly forces. This can occur across permissive, uncertain and hostile environments. Correct and timely application of SERE tactics, techniques and procedures (TTP) will increase the likelihood of an isolated person survival and subsequent successful recovery through the Joint Personnel Recovery (JPR) system.

2. ADF aircrew will receive SERE training at a level commensurate to their operationally assessed risk of isolation and/or exploitation. The risk levels articulate the risk of isolation/exploitation events being either High (HRIE), Medium (MRIE) or Low (LRIE). These operational risk levels are determined by mission profile analysis relating to an individual's knowledge/possession of sensitive friendly force information and exposure to direct threat force activities

3. CSTS will continue to see an increase in ADF aircrew numbers on Combat SERE courses throughout the calendar year, representing the primary FORGEN focus of the Unit.

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This increase aligns to the holistic throughput of additional numbers of aircrew within the Pilot Training System (PTS) across all three services; enabling capability focus on building ADF mission profile presence within the near strategic region, see references A – B. These courses will run at RAAF Townsville and immediate areas, s47E(d)

[REDACTED]

Environment

4. CSTS is required to operate domestically, within forward field-deployed environments for training delivery on Defence owned and leased training areas around Townsville (TVL). s33(a)(ii)

[REDACTED]

These training areas include:

a. RAAF Base Townsville

s47E(d)

[REDACTED]

5. **Climate and topography.** Tropical Far-North Queensland (FNQ) is characterised by periods of high heat and humidity with large amounts of rainfall in the wet season (Oct – Mar) as well as increased likelihood of tropical cyclones given the coastal setting. The dry season (Apr – Sep) provides more moderate climatic conditions, with overnight temperatures falling sharply s47E(d). Heat illness due to either prolonged sun exposure or high ambient temperatures is a primary threat that is to be appropriately mitigated against prior to all activities.

6. Three-day forecasts are to be sourced via the Australian Bureau of Meteorology prior to deployment. Severe weather conditions that prevail can incur vehicular access and Causality Evacuation (CASEVAC) implications.

7. **Fauna and Flora.** FNQ is home to a large number of tropical species of plants and animals, many of whom can be severely harmful to personnel if exposed to their respective

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venoms and/or toxins. Within field conditions, personnel are at a greater exposure risk to these hazards, so appropriate precautions are to be in place to reduce this risk eventuation. This includes during conduct of Sea Survival training, whereby the risk of dangerous/deadly fauna is extant.

8. **Vectors, pathogens and disease.** The prevalence of common vectors such as ticks, mosquitoes and other pathogen carriers in FNQ requires appropriate risk controls to be adhered to. Some regional specific conditions (e.g. Ross River Fever) hold a higher exposure risk in some CSTS training areas. As such, CSTS training is to have appropriate health analysis and control measures applied through the relevant local authority s37E(d) [REDACTED]. This is articulated to students within the relevant course Joining Instruction (JI), see reference H and I.

Stakeholders

9. **Enemy.** s33(a)(ii) [REDACTED]
Any real time security threats will be briefed through the Course Manager (CM) by the CSTS Unit Security Officer (USO) as required. s33(a)(ii) [REDACTED]

10. **Friendly.** Combat SERE training will be conducted in isolation to other exercises and concurrent activities. s47E(d) [REDACTED]

11. **Civilians.** Exposure to civilian contact is not expected during courses periods or whilst within the TAs; however, any interaction is to be conducted in a respectful manner and reported to Chain of Command.

MISSION

12. CSTS is to PROVIDE ADF SERE training s33(a)(ii) [REDACTED] IOT
ENABLE integrated JPR capability and preparedness.

EXECUTION

13. **Combat SERE Level B Course** s33(a)(ii) P215085. s33(a)(ii) [REDACTED]
The course is non-exportable, delivered in-person at CSTS and includes s33(a)(ii) [REDACTED] as an embedded proficiency. Combat SERE Level B is the pre-requisite course for Combat SERE Level C, with specific physical fitness, medical and administrative pre-requisites provided by CSTS within the course Joining Instruction.

14. **Combat SERE Level C Course** s33(a)(ii) P214435. s33(a)(ii) [REDACTED]
The course is non-exportable and delivered in-person at [REDACTED]

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CSTS. Combat SERE Level C courses are scheduled periodically after Combat SERE Level B courses, allowing successive completion of skills at CSTS without gaps in training.

s22



17. **Scheme of Manoeuvre.** 2025 Combat SERE training will be facilitated across three Lines of Effort (LoE):
 - a. LoE 1: Conduct of the ADF SERE Training Continuum
 - b. LoE 2: Conduct of Instructor Development Training (IDT)
 - c. LoE 3: Conduct of International training opportunities.
18. **Groupings and Tasks.** Specific groupings and tasks for each course session will be detailed in subsequent Fragmentation Orders (FRAGO).
 - a. Chief Instructor (CI):
 - (1) Support Lead Instructor (LI) in coordination of session timings, program and student administration
 - (2) Provide the LI with course FRAGOs and Instructor-to-Lesson allocations
 - (3) Support LI with incident response
 - (4) Conduct and raise reporting of incidents
 - (5) Update and regulate CSTS Orders, Instructions & Procedures (OIPs)
 - (6) Update and regulate CSTS SERE Training Continuum programs
 - (7) Allocate staff to support CSTS LoE
 - (8) Coordinate failure management and personnel issues with CSTS executives

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- (9) Supervise tasking, development, standardisation and certification of SERE Instructors ICW Instructor Supervisors (IS).
- b. Lead Instructor (LI):
 - (1) Lead coordination of session timings, program facilitation and student administration
 - (2) Liaise with CI for course changes out of the scope of OIPs
 - (3) Liaise with CI for changes that may impact course learning outcomes
 - (4) Coordinate conduct of CASEVAC rehearsals
 - (5) Lead incident response in conjunction with the CI and MEDTECH.
- c. Instructor Supervisors (IS):
 - (1) Supervise development, standardisation and certification of SERE Instructors ICW CI.
- d. Instructor Qualified (IQ):
 - (1) Perform the role of SERE Instructor IAW level of certification
 - (2) Perform lessons/assessments/debriefs as directed
 - (3) Support instructor development and certification.
- e. Instructor Under Training (IUT):
 - (1) Perform lessons/assessments/debriefs as directed.
- f. CSTS MEDTECH:
 - (1) Perform primary role of CSTS MEDTECH
 - (2) Assist LI in the facilitation of CASEVAC rehearsals
 - (3) Perform duties stipulated within 1EHS/CSTS MOA.
- g. A1 – Admin:
 - (1) Support CI in conduct of course administration
 - (2) Support CSTS executives in coordinating incident response
 - (3) BPT support training scenarios as directed.
- h. A3/5 – Operations/Plans:
 - (1) Coordinate planning/execution of concurrent and future activities

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- (2) Support CI/LI in facilitating incident response
- (3) BPT support training scenarios as directed.
- i. A4 – Logistics:
 - (1) Support the preparation, deployment and refurbishment of stores
 - (2) Conduct resupply as directed.
- j. A6 – Communications:
 - (1) Deploy, manage and maintain communication nets.

Co-ordinating Instructions

19. **Key Timings.** Key timings will be detailed in the subsequent FRAGOs and LIs Orders. 2025 course sessions are programmed as follows:

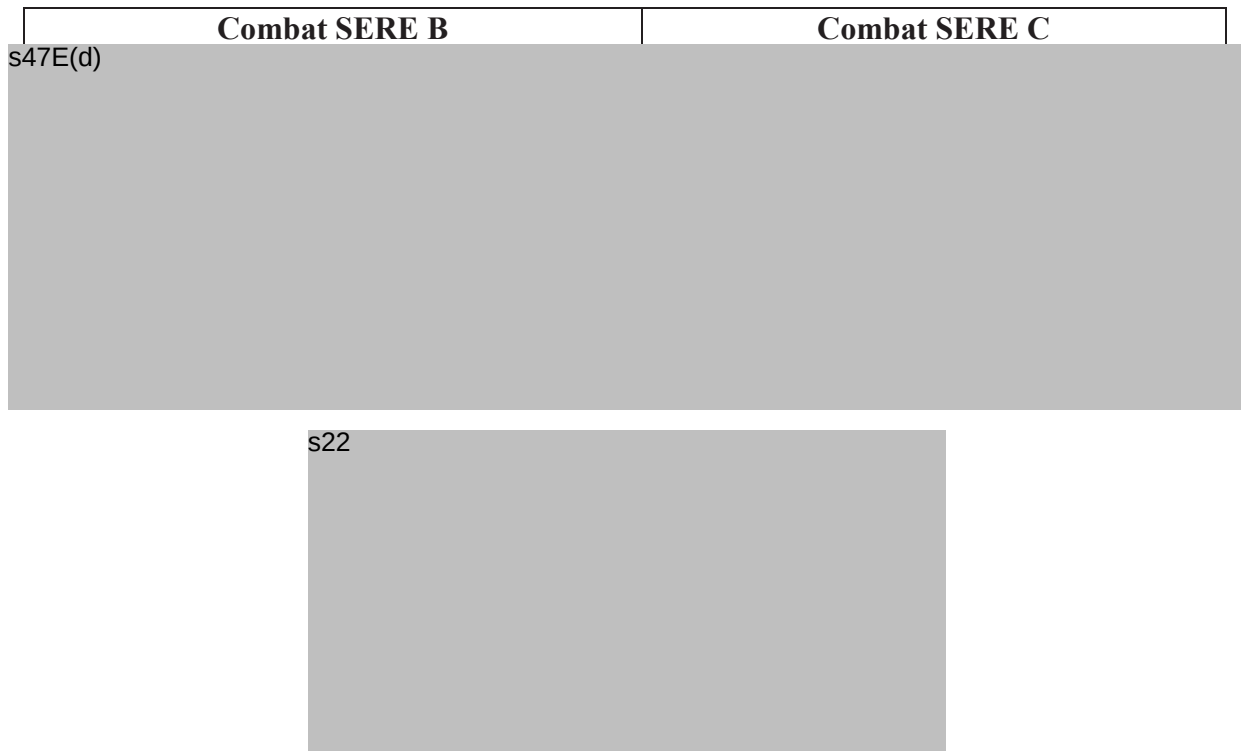


Figure 1: 2025 CSTS Courses Schedule

20. **Orders Groups.** The following Orders Groups (OGROUP) will be delivered by the LI as part of the session delivery:

- a. **Fragmentation Orders.** Session FRAGOs are to be developed IOT detail individual responsibilities and timings not covered in these Course Orders. The CI will develop the session FRAGO and appoint a LI for implementation. The FRAGO and session program will detail the Instructor-to-Lesson allocation, inclusive of additional tasks. The CI will issue these documents to the LI NLT two weeks prior to course

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commencement. Session FRAGOs are to be issued to staff by the LI NLT one week prior to session commencement.

- b. **Confirmatory Orders.** Confirmatory Orders are to occur at 1215h on the Friday prior to course session commencement, facilitated by the LI, to ensure all pre-course administration has occurred. Subsequently, all other Confirmatory Orders will occur at the discretion of the CI and/or LI where required.
- c. **LI Orders.** LI Orders are to occur daily at 1215h in the Instructors Office when a course is in session. These orders are to address groupings and tasks for the following 24hrs, and provide a platform to raise any course issues or occurrences.
- d. **Convoy Orders.** Convoy Orders are detailed in Enclosure 2. s47E(d)

21. **Movement.** Movement is enabled through the organic means and external support arrangements:

- a. Ground – Organic and RMS loan vehicles, hire vehicles
- b. Sea – s47E(d) loan entitlement has been raised for 2x small watercraft (less than 6m). Qualified Operators will be sourced internally through the Unit as first priority. Only personnel qualified to operate the watercraft are to do so
- c. Air – s47E(d) (TBC in session FRAGO). Generic Combat Search and Rescue (CSAR) run sheet is detailed in reference J.

22. **Boundaries.** CSTS elements are not to move outside of training areas or designated routes without prior authorisation; with the exception of safety related concerns.

23. **RVs.** s47E(d)

s47E(d)

24. **TA Bookings.** s47E(d)
via TASMIS. s47E(d)

25. **NOTAM.** s47E(d)

Confirmation of receipt is to be attach to the session TASMIS booking.

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26. **UAV.** s47E(d)
[redacted] and attach these approvals to the session TASMIS booking. UAV operators are to be current and authorised by an authorisation officer prior to the task, see reference P. s47E(d)

See reference N.

27. **Building Security.** Reference O details the CSTS building lockup procedure. s47E(d)

28. Doors are to remain secured when no authorised person is within the buildings. The LI is to brief this during the course introduction.

29. The LI will allocate students to be granted swipe access to the classroom (typically the Senior Ranking Officer (SRO)). s47E(d)

s47E(d)

Safety

30. **General.** OIC Practices, are fully responsible for the safe conduct of all range practices and activities LAW references C - E. They are to maintain vigilance and a high degree of situational understanding to provide a safe and effective training environment. The following safety aspects are to be applied throughout all sessions:

- a. All staff are to be aware of the contents outlined within CSTS Standing Instructions (SIs), listed at references K – M
- b. CSTS Safety Vehicle is to remain deployable with the following equipment:
 - (1) AMA pack
 - (2) Patient monitor (defibrillator)
 - (3) Medic mobile phone (pers phone suitable)
 - (4) Satellite phone
 - (5) Oxyviva
 - (6) Spine board and scoop stretcher

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- (7) s47E(d)
 - (8) Ice packs in fridge or esky
 - (9) 20 litre water jerry – full
 - (10) Marine radios (for Sea Survival serial).
- c. LI will allocate the safety vehicle driver on a daily basis, this will be detailed in confirmatory orders
 - d. All staff are to monitor personnel for signs and symptoms of heat related illness – inclusive of check/observe for any physical signs & symptoms of heat related injury/illness, checking water bottles (determine water intake) and observing levels of perspiration (or lack thereof)
 - e. Students must be appropriately encouraged but should not be pushed into unsafe levels of exertion
 - f. Any work/rest ratios must be communicated, enforced and monitored by LI/MEDTECH
 - g. Staff must maintain communications by radio at all times and BPT relay messages
 - h. Signs and symptoms of dehydration must be reported to the LI/MEDTECH immediately
 - i. During Sea Survival serials, all ADF personnel must wear SECUMARs or life jackets whilst travelling in watercraft
 - j. Any staff member can cease an activity if they believe there is a serious safety concern. Liaison is to occur through to LI. (Contact the CI if uncertain).
31. **Physical Fitness Serials.** All administrative, logistic and coordinating details for each PT serial are the responsibility of the CSTS PTI. The LI is to liaise with the PTI to ensure adequate resourcing is provided throughout the Combat SERE B and C courses. This will be provided in the FRAGO. The following PT serials will be conducted IAW Annex D:
- a. 2.4km Aerobic Assessment (previously RAAF age and gender 2.4KM run standard) IAW reference H
 - b. 2x Aerobic Conditioning serials
 - c. Army Swim Test IAW reference V
 - d. s47E(d)
 - e. Section Evasion and stores carry.

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Sea Survival Training

32. **Watercraft Safety Procedures.** During Sea Survival serials, prior to any person boarding a watercraft, instructors are to ensure that:
- a. Students have their SECUMARs partially inflated
 - b. All equipment is properly secured in students' clothing
 - c. Students have been briefed on actions to be taken in the event of a 'person overboard' scenario
 - d. Student safety net is established via the Marine Radio and Spot Tracker with 'Geo-Fencing' is turned on and secured within the life rafts.
33. CSTS staff onboard the safety watercraft are to maintain a position no greater than 30m of students whilst transferring from the watercraft to the life-rafts. If assistance is deemed to be necessary, extreme caution is to be exercised when approaching students. Motors are to be in neutral when within 5m of a person in the water.
34. s47E(d) 
35. Sea Survival Safety Orders will be given to the students prior to boarding the watercraft and inserting into Sea Survival phase. Life rafts are to be marked with cyalume by night, visible from 360 degrees.

Range Safety

36. **Brief to Staff.** The Officer in Charge (OIC) Practice is to brief all Safety Supervisors (SS) prior to commencing the field training practice references P and Q.
37. **Brief to Firers.** OIC Practice or delegate is to carry out applicable range briefs to all personnel on entry and exit to the range. Where practicable, this is to be carried out on mass upon main party arrival and departure; personnel unable to attend the mass briefs are to report to the OIC Practice immediately for the applicable briefs.
38. **Range Safety Appointments.** OIC Practice and alternates will be stipulated in the Direct Fire Detail (DFD) submitted to TASMIS. Personnel appointed as SS are required to hold applicable qualifications and be annotated on the DFD submitted to Range Control. A list of qualified OIC Practice, SS, appointments and duties are listed in Annex A.
39. **Weapons.** The individual member signing out weapons is responsible for the security and safe handling of that system. The individual member is to ensure the weapon(s) are accounted for at all times. Weapons are to be physically signed over to another suitably qualified member when custody is handed over. All weapon handling is to be conducted IAW extant weapon system OIP. A night piquet of all weapon systems is to be conducted IAW references P and Q.

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40. s47E(d) Weapons/NFE custodians are to manage weapon requirements for all activities; this includes liaising with stakeholders and facilitating a field armoury.

41. **Degree of Weapon Readiness.** Weapons are to be at ACTION during authorised scenarios, and at the UNLOAD during all other times.

42. **Weapon management.** Respective OIC Practice and SS are to ensure each weapon system is employed by the firer IAW references P and Q, with each individual firer also responsible for individual safe handling and weapon drill application. OIC Practice is to ensure all personnel undergo a range clearance prior to commencing any field activity and prior to departing the TA. Flares are to remain within ammunition pouches or securely fastened with wire to a 'torch-stick' with all end caps left on until authorisation to initiate in a location exercise or emergency. Staff qualified on pyrotechnics are to apply the same principles.

43. **OIC Hand-Over.** Any handover of OIC Practice duties are to be appropriately documented. Alternate OIC Practices are to be annotated on the DFD.

44. OIC Practice it to:

- a. Liaise with the CI to ensure all range requirements are adhered to.
- b. Deliver Range briefs and warnings.
- c. Comply with all stipulated duties IAW reference C – E.
- d. OIC Practice is to ensure they are fully conversant with the applicable Range Standing Orders (RSO), references C - E.

Field Training

45. **Navigation.** All Instructors are to carry GPS units for CASEVAC emergencies. Additionally, all vehicles are to have TA specific maps within them IAW Training Area Standing Orders (TASO) requirements.

46. s47E(d)
s33(a)(ii)

47. **Formations.** Instructors who are observing/assessing student groups are to conform to the formation adopted by the group. s47E(d)

48. s47E(d)

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49. **Actions on.** A comprehensive list of actions on is detailed in Annex B.

ADMINISTRATION AND LOGISTICS

50. **Student Dress and Equipment.** Students are to be dressed in flying suits (aircrew) or AMCU/equivalent (non-aircrew) for all phases. This includes the issued Air Warrior load carriage equipment, issued mandatory survival stores, and the use of CSTS issued bush-hats.

51. During Sea Survival serials students are to wear Secumars for the duration they are in the water. Students will be advised to each place a water bottle into their respective section bag for pre-positioning into allocated life rafts. All students are to have in their possession:

a. Individual cyalume attached to Secumar for emergencies

b. Individual whistle, signal mirror and compass

c. Each student group is to be issued with a s47E(d)

52. **Student Inspections.** Student inspections are to occur prior to deployment to ensure student carriage of mandatory equipment and removal of prohibited items. Students are to remain quarantined following inspection prior to moving to vehicles for transport. Inspections are non-invasive and are to have positive consent of the student prior to conducting by staff. Any student who refuses to the conduct of a search is to be referred to the CI.

53. **Staff Dress.** Unit Dress of the Day (AMCU/flying suit/equivalent) is to be worn during the conduct of all Combat SERE courses.

54. During deployment, all staff are to be dressed in AMCU/flying suit/equivalent and PPE. When interacting with students or undertaking SERE training activities appropriate PPE is to be worn (e.g. bush hat, safety glasses and gloves). Staff are to meet the same dress/PPE requirements when IVO students.

55. During Sea Survival serials, SERE Instructors are to wear their issued Pool Shirts, and a form of enclosed wet shoe.

56. During stand down periods whilst deployed, PT attire or equivalent is approved to be worn around the FOBs. If leaving a FOB location, all personnel are to be in full uniform with over shirts and boots worn. Appropriate sleeping attire is expected, and only to be worn when sleep periods are imminent. If conducting an overnight piquet, PT attire is required at minimum.

57. s47E(d)

58. **Instructor Mandatory Equipment.** During deployments, Instructors should be equipped to replace U/S student stores IOT meet course Learning Outcomes (LOs) and safety requirements; additionally, all instructors are to have in their possession:

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- a. s47E(d)
- b. CSTS Students Safety Orders and Aide Memoir
- c. Staff Aide Memoir
- d. DCAC (Defence ID)
- e. Compass, mirror, whistle, map (applicable to TA) and GPS
- f. s47E(d) and staff area keys
- g. Medical shears s47E(d)
- h. Headlamp torch and strobe
- i. Individual Survival Kit (ISK)
- j. Survival knife s47E(d)
- k. Pocket knife
- l. Minimum four litres of water (including two litres for students)
- m. Individual first aid kit
- n. Hi-vis vest (academic situations/safety).

59. **Instructor First-Aid Stores.** All CSTS Instructors are to carry (minimum) the following first aid items for the initial management of severe injuries:

- a. Combat Application Tourniquet (M4003261) x 1
- b. Trauma Shears (M4005190) x 1
- c. Casualty Survival Blanket (M4005409) x 1
- d. Emergency Bandage (M4004136) x 1
- e. Burn Dressing 10cm x 10cm (M4005296) x 1
- f. 15cm Heavy Crepe Bandage (M4005077) x 1
- g. Instant Cold Pack (M4005098) x 1
- h. Large Nylon Gloves (M4005098) x 1 pair
- i. CASEVAC/9-Liner Card x 1.

60. Quantity of items for the management of minor cuts, abrasions and blisters such as iodine swabs, band-aids and hydrocolloid dressing (second skin) should also be carried.

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61. See Annex D – Physical Fitness Serials for the Instructor mandatory equipment to be carried for Physical Training serials.

62. **Unit Stores and Equipment.** Unit stores and equipment requirements are detailed in the relevant CSTS SERE Course Packing Lists located on Objective under Courseware. CSTS A4 ICW the CSTS MEDTECH are responsible to ensure items listed are available for deployments.

63. **Night Fighting Equipment.** Weapons/NFE custodians are to manage the deployment and accountability of CSTS night fighting equipment for all activities. Only qualified personnel are to operate the equipment. All NFE is to be secured and stored IAW references P and Q.

64. **Rations.** During the various courses, students will be issued a combination of emergency flying ration (EFR), fresh rations, live animals/insects, locally sourced food and tinned/package food. Instructors will demonstrate a range of natural foods found in each of the area as part of training, s47E(d)

Dietary requirements will be accommodated, however, due to the nature of training this will not always be possible. In these cases, students will be offered suitable alternate meals that meet the requirements of the course.

65. RAAF Townsville Mess will provide all catering requirements throughout the field phase. Staff are not to eat or carry food that is observable to students at any point during the field phases.

66. **Water.** Instructors must be equipped to provide two litres of water to a student/group. Water is not to be poured over the head of an individual unless in response to a serious heat injury. All surface water from s47E(d) is to be purified before being consumed. Staff are to ensure the student groups are sourcing/producing sufficient water from the Reverse Osmosis Pumps and or condensers during the Sea Survival phase. Staff are to ensure that student groups are drinking sufficient water during all phases in order to prevent dehydration and heat injuries.

67. **Explosive Ordnance.** Ammunition and pyrotechnics are to be transported and stored IAW references P, Q and extant OIPs. Explosive Ordnance (EO) is to be secured at all times and not left unattended. The use of any EO is to be done under staff supervision unless in the event of an emergency where students have lost other lines of communications. Staff are to remain aware of safety risks associated with EO during location exercises.

68. ADG SPVRs are to manage all EO requirements and administration for all activities; this includes management of the deployed EO storage area. The deployed EO storage areas may be managed by suitably qualified and endorsed CSTS staff.

69. **Vehicles.** CSTS Vehicle custodian is responsible for managing vehicle requirements throughout all activities. CSTS A4 is to ensure vehicle cleaning equipment is available for end of course refit. Vehicle requirements are detailed within the CSTS Convoy Orders located at Enclosure 2.

70. **Deployed Power.** Diesel generators are essential for safety and life support at deployed locations. CSTS GSE custodians are responsible for managing deployed power.

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This includes the safe and compliant use of all fuels, ensuring they are handled and managed IAW reference K. Only personnel qualified on the equipment type are authorised to operate it.

71. **Allowances.** LI is to record all timings for the field deployment against a nominal roll. This is to be forwarded to the Orderly Room (OR) NLT three days after returning from the field.

72. **Alcohol Consumption.** CO CSTS authorises the responsible consumption of alcohol during post course PXR's at the direction of the LI. During this period, CSTS BBQ area is not deemed a 'Safety Critical Area'.

Health Support

73. **Medical.** The CSTS MEDTECH is to ensure all medical stores and equipment listed in Para 30b are serviceable prior to deployment, and ensuring all equipment listed remains available for incident response. The MEDTECH is responsible for deploying and recording WBGT data throughout deployed phases. The Health Support Plan (HSP) is located at Enclosure 1. OIC Practice is responsible for coordination of medical support requirements prior to each day's range activities. A designated medical vehicle with driver for transportation of CASEVAC patients will be provided at all times throughout the conduct of the Field Training Exercises (FTX).

74. **CASEVAC Plan.** TA specific CASEVAC plans are located within the HSP at Enclosure 1 and are to be guided by advice from the on-site MEDTECH. OIC Practice/LI is to ensure all personnel are briefed on the TA specific CASEVAC plans. The MEDTECH and safety drivers are to have conducted reconnaissance of the route to the nearest hospital prior to the commencement of the exercise.

75. **Environmental Compliance.** The Environmental Compliance Certification (ECC) for relevant TAs can be located at references F and G.

76. **ENVH Recommendations.** In line with recommendations from the Water Analysis and Filter Replacement report for s47E(d) :

- a. s47E(d)
- b. Jerry's are to be emptied at the end of each course prior to storage at s47E(d) .

77. **Indigenous Heritage.** Indigenous Heritage sites are located across Training Areas (TA) utilised by CSTS. These sites are Restricted Areas and any siting are to be reported to the LI for further reporting. No member is authorised to remove any heritage artefacts from their original location.

COMMAND AND SIGNALS

78. **HQ Location.** s47E(d)

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79. **Safety Nets.** s47E(d)

[REDACTED]

80. s47E(d)

[REDACTED]

81. s47E(d)

[REDACTED]

82. **Communications Net.** All communications networks are identified in Annex C.

83. **Lost communications.** Should communications be lost, all training activities are to cease until communications are re-established. The OIC Practice is to ensure a communications check has been conducted prior to conduct of activities. The following PACE (Primary, Alternate, Contingency and Emergency) plan is to be used by Instructors/Support Staff for lost communications within the TAs:

s47E(d)

[REDACTED]

84. In the event that communications are lost during any phase of training, students are to follow the respective training phases PACE plan. These are clearly defined within Student Safety Orders, reference J.

85. **Emergency Contacts.** Emergency contacts are identified in reference I and should be used in the event of an emergency.

86. **Seniority.** Order of seniority is as follows:

- a. CI
- b. OIC Practice
- c. LI.

87. **Synchronisation of Watches.** Is to be conducted during LI Orders.

88. **Post- Activity Reporting.** Post-activity reporting (PAR) for individual sessions will occur at the finalisation of each course within the Observations, Insights and Lessons (OIL) format for consolidation. LI is responsible for collation of OIL from each activity conducted during 2025. This will be provided to the CI for inclusion into the 'Continuous Improvements Register'.

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89. **Acknowledgement.** All staff are to acknowledge having read and understood these orders on the attached acknowledgment sheet at Annex F, including the detailed controls relating to authorised safety risks assessments and relevant policies.

s47E(c) Digitally signed by
s47E(c)
Date: 2025.02.06
09:22:59 +10'00'

s47E(c)

Chief Instructor
Combat Survival Training School

Tel: s47E(c)

Email: s47E(c)

Feb 25

Annexes:

- A. Exercise Appointments and Duties
- B. Coordinating Instructions - Actions On
- C. Communications Plan
- D. Physical Fitness Serials
- E. Acknowledgment Certificate

Enclosures:

- 1. CSTS Health Support Plan 2025
- 2. s22
- 3. s22

Distribution:

CO
XO
SQN WOFF
A1
A3/5
A4
A9
INSTR GRP

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ANNEX A TO
CSTS COMBAT SERE TRAINING ORDERS
FEB 25

APPOINTMENTS AND DUTIES

Range Appointments

1. Range appointments for the exercise are as follows:
 - a. OIC Practice:
 - (1) s47E(c) s22 GRDEF
 - (2) s47E(c) s22 RAINF
 - (3) s47E(c) s22 RAAC
 - (4) s47E(c) s22 ADG SPVR
 - (5) s47E(c) s22 ADG SPVR
 - (6) s47E(c) s22 ARTYGUN.
 - b. Additional to OIC qualified personnel, the following are authorised Safety Supervisors (including Ammunition Safety Supervisor qualified):
 - (1) s47E(c) s22 GRDEF
 - (2) s47E(c) s22 RAINF
 - (3) s47E(c) s22 RAAC
 - (4) s47E(c) s22 ADG SPVR
 - (5) s47E(c) s22 ADG SPVR
 - (6) s47E(c) s22 ARTYGUN.
 - c. Medic – s47E(c) s22 MEDTECH.
 - d. Safety Driver – TBA in LI orders.
2. **OIC Practice.** The OIC Practice is to carry out the duties of an OIC Practice IAW references P and Q. Additionally, they are responsible for the following specified tasks:
 - a. Attend Range conferences.
 - b. Produce and deliver Brief to Safety Staff and Brief to Firers for specific conduct of range activities.
 - c. Produce and deliver Orders to exercise staff.
 - d. Safe conduct of the practice

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- e. Conduct of the post activity conference.
3. **Safety Supervisor's.** Safety Supervisors are to perform the duties of Safety Supervisor IAW references P and Q. They are responsible for the safety of their allocated personnel. In addition to this, they are responsible for the following specified tasks:
- a. Assist the OIC Practice with range set up
 - b. Safe conduct of the practice
 - c. Be prepared to provide immediate response if an incident occurs
 - d. Provide daily safety points.
4. **Ammunition Safety Supervisors.** The Ammunition Safety Supervisors are responsible to the OIC Practice for the pick-up, control, issue and accounting of all ammunition natures IAW references P and Q. In addition to this they are to carry out the following specified tasks:
- a. Provide daily account of ammunition
 - b. Support the return of ammunition.
5. **Medic.** The medic is responsible for the treatment of any casualties sustained during the exercise. The medic is to remain in the administration area with radio communications to the OIC Practice. The medic is to travel to and from the range in the safety vehicle with the designated driver.
6. **Safety Vehicle Driver.** The Safety Vehicle driver is responsible for driving the safety vehicle to and from ranges. The Safety Vehicle Driver is to ensure they meet all timings detailed in the sequence of events contained in Course Orders. During the conduct for the exercise the driver is to remain in the administration area co-located with the vehicle. The driver is not to be tasked with any other duty which may impede driving as their primary task and is to conduct a recon of the route for the medical plan.

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ANNEX B TO
CSTS COMBAT SERE TRAINING ORDERS
FEB 25

COORDINATING INSTRUCTIONS - ACTIONS ON

1. **Lost.** Attempt to establish communications IAW PACE plan and advise COMSURV of situation and last known location and/or direction. Personnel are advised to find shelter nearby and wait in location. Efforts are to be made to enable identification of location whilst awaiting COMSURV search party. Search parties are to be coordinated and initiated by the OIC for any CSTS staff or student if contact is not achieved within two hours.
2. **Separated.** Wait in location for 1 hour after attempting to contact CSTS using available communications. If no contact is made after 1 hour, move back to primary/alternate RV.
3. **Student Contraband.** In the event students are identified with contraband, the CM is to determine the requirement to undertake a further inspection / search of the remaining course members. Regardless of the additional search requirements, students are to immediately be issued an exception report highlighting their failure to comply with an order and their questionable morals and integrity relating to their attitude Course Learning Outcomes (CLO).
4. **Student Assessment (NYS).** Students are to be afforded the appropriate time and mentoring to achieve a SATISFACTORY assessment in these phases. The field phases are the consolidation and summative assessments of Combat SERE training. If student groups continue to fall below the expectations of the assessments, a Not Yet Satisfactory (NYS) outcome can be issued; with re-attempts possible in each phase once coordination has been achieved with the CM. The CM is to liaise with the CI prior to the issue of a NYS determination.
5. **Inclement Weather.** In the event that inclement weather experiences during all other phases, the CM, IM or CI have the following impacts to consider:
 - a. Transportation of students/staff on to shore if untenable conditions for life raft training or sea coast survival scenarios
 - b. Vehicle track access limitations (creek crossing heights, 4x4 requirements etc.)
 - c. CASEVAC capabilities
 - d. Course learning outcomes
 - e. Early departure from training area.
6. These considerations will shape options to continue, amend or suspend the training schedule/program. This may require an early exercise completion and departure from the training area if weather conditions are not safe for vehicle/watercraft movements and CASEVAC operations. The decision to suspend course or depart early from a TA will be coordinated by the C

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7. **Fire.** In the event of a fire, staff and or students are to immediately cease training and attempt to fight the fire within the means available. Fire rakes and knapsacks are located at each of the sites for this purpose. Range control authorities are to be called immediately should this occur for support from the dedicated fire tender vehicles. If the fire is uncontrollable by CSTS personnel, all members are to safely move back to the RV (s47E(d)) and await further direction by the CM. The CI, IM or CM will consider the risk and safety of all CSTS personnel and decide to evacuate the area if required. CSTS staff are to operate the vehicles and/or equipment unless they are suitably qualified.

8. **Contact with other ADF Units.** If another ADF unit is observed within the CSTS training area, the senior staff or student representative is to approach the member/s and advise them to immediately contact the CI/CM via communications or preferably in person. This is to be conducted in a civil manner after advising what training is being conducted and where the CI/CM can be located to discuss the TASMIS bookings.

9. **Civilian Contact.** In the event that contact is made with civilians moving through the training area, CSTS staff are to speak to the individuals with respect and show courtesy in their discussions. If required, the IM or CM can be contacted to speak to the civilians on behalf of the Unit; however, at no time do ADF members have the jurisdiction to move civilians from the area with force. CIVPOL are to be contacted if the civilian personnel fail to comply with directions to move from the area and are causing the activity to stop due to safety concerns.

10. **CASEVAC.** As per Enclosure 2 in the event of injury requiring CASEVAC, the training activity must be suspended immediately with first aid being rendered on site. First aid should include the deployment of the CSTS MEDTECH to the site (if available) to prioritise the casualty and determine CASEVAC requirements. CSTS HQ is to be notified in conjunction with the relevant supporting medical facility.

11. CSTS Staff are to provide the following information to the CSTS MEDTECH as a minimum:

- a. Site/Grid Reference
 - b. **M** – Mechanism of injury
 - c. **I** – Injuries sustained
 - d. **S** – Signs and symptoms; Conscious/ breathing
 - e. **T** – Treatment provided
12. Student number.

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13. A casualty can be prioritised into the following three categories for planning and response purposes:
 - a. **PRI 1.** Casualty requires first aid treatment from an advanced medical facility within 1 hour. These injuries are more often life threatening and must be offered the appropriate level of timely actions to CASEVAC the casualty in a timely but safe manner.
 - b. **PRI 2.** Casualty requires first aid treatment from a medical facility within 3 hours. PRI 2 casualties normally apply to more serious injuries than that of PRI 3 but are not life threatening within 3 hours.
 - c. **PRI 3.** Casualty requires first aid treatment within 12 hours. This normally applies to minor cuts, abrasions and aggravations.
14. **CASEVAC (Sea Survival).** In the case of Sea CASEVACs, all activities will cease whilst the casualty is stabilised and prepared for the CASEVAC. This will see the casualty transferred to the safety watercraft, which will be met on shore by the CSTS ambulance for further transfers onto hospital facilities.
15. The satellite phone is to travel with the casualty and MEDTECH to ensure authoritative guidance from the medical facilities can continue during the transfer.
16. **Sea Sickness.** Similarly to inclement weather affecting the entire course, individuals who are faced with significant sea sickness may require the following considerations:
 - a. Review by MEDTECH –may offer additional sea-sickness tablets
 - b. Transportation of students/staff on to shore.
17. Students will not be taken out of training unless extreme circumstances (ie sickness has created a dehydration issue).
18. **COVID 19.** Guidance below is based on a ‘low’ risk of exposure to COVID-19 and should be reviewed with any significant change.
19. Reference Y outlines steps that need to be considered for managing risk at training establishments IRT COVID-19. Specific in house requirements are, but not limited to, the following:
 - a. COVID-19 Screening Questionnaire is to be conducted (IAW 30.b) by CSTS MEDTECH:
 - (1) Prior to commencing any serial on day 1 of each applicable course for all students and staff
 - b. At any other time deemed necessary by the CM, MEDTECH or CSTS executive.

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- c. Any personnel answering 'yes' to any of the below COVID-19 screening questions are to isolate and contact 1800 IMSICK:
 - (1) Do you feel unwell with any cold or flu like symptoms, such as cough or sore throat?
 - (2) Do you/have you felt feverish or had a temperature recently?
 - (3) Have you been on a cruise ship, arrived from overseas or interstate hotspot in the last 14 days?
 - (4) Have you been in contact with someone that is a suspected (being tested) or a confirmed COVID-19 case in the last 14 days?
 - d. Social Distancing (where possible).
 - e. Regular sanitising of training aids, surfaces and hands.
20. CO CSTS may authorise students to leave base during down time, blanket authorisation has been granted however, approval may be withdrawn at any time to limit COVID-19 spread.
21. In the event that CSTS staff or students are suspected or have a confirmed case of COVID-19, immediate isolation is to occur. CM is to make judgement on the best method of isolation based on the areas the course is conducted and seek urgent medical advice. CSTS Executives are to be consulted.

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COMMUNICATIONS NET

STUDENT SAFETY NET:

Primary: s47E(d)

Alternate:

Contingency:

Emergency:

STAFF SAFETY NET:

Primary: s47E(d)

Alternate:

Contingency: Mobile Phone s47E(d)

Emergency: Runner

EXCON SAFETY NET

Deployed Phone s47E(d)

Satellite Phone s47E(d)

INSTRUCTOR NET (Staff Internal):

Primary: s47E(d)

STUDENT SCENARIO NET:

Primary: s47E(d)

Alternate:

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**ANNEX D TO
CSTS COMBAT SERE TRAINING ORDERS
FEB 25**

PHYSICAL FITNESS SERIALS

1. **Physical Fitness Serial Duties.** Designated personnel are responsible for the following:

a. **CSTS PTI:**

- (1) Coordinate and control activity PT serials as OIC
- (2) Co-ordinate and supervise/conduct all acclimatisation activities
- (3) Conduct all safety briefs, warm ups/cool downs
- (4) Respond to any incident/s that occur
- (5) Notify the Instructor Manager (IM), and Course Manager (CM) on any incidents that occur
- (6) Remain contactable on s47E(d) and pers mobile phone (sec)
- (7) Conduct roll call
- (8) Provide activity briefing to students and staff (including assessment times)
- (9) Follow last student.

b. **PT Assistant Instructor** (2.4 PFT component only):

- (1) Provide support to OIC activity
- (2) Provide front safety marker in conduct of PFT
- (3) Position at eastern end of running track to supervise safety IVO roadway

c. **MEDTECH:**

- (1) Record WBGT readings
- (2) Provide first aid treatment as required
- (3) Carry the nominal role
- (4) Remain contactable on s47E(d) and pers mobile phone (sec).

d. **Safety Vehicle Driver:**

- (1) Provide support to MEDTECH by drive safety vehicle.

e. **Time Keeper.**

- (1) Responsible for holding time sheets and recording start/finish times

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2. **Safety.** Requirements for these conditioning and acclimatisation activities include:
 - a. All staff are to carry the following safety equipment when conducting HIRS Serials:
 - (1) s47E(d) [REDACTED]
 - (2) CSTS safety radio – s47E(d) [REDACTED]
 - (3) minimum two litres of water for emergencies, in addition to personal requirements (Personnel are not to pour water over their head unless in response to a heat injury)
 - (4) Staff first aid kit.
 - b. The following safety regulations are to be observed for all conditioning activities:
 - (1) Staff are to monitor each other and students for signs and symptoms of heat related illness
 - (2) Students are to be encouraged, but should not be pushed or pressured into unsafe levels of exertion
 - (3) Staff are to maintain communications through the CSTS radio net at all times and be prepared to relay messages if required
 - (4) All personnel are to be prepared to warn/marshal vehicle traffic or act as a guide for emergency vehicles/personnel
 - (5) Any staff member can cease the activity if they believe there is a serious safety concern; personnel are to contact CI/IM/CM/PTI by radio if there is any doubt
 - (6) Signs and symptoms of dehydration, regardless of how mild, must be reported to CI/IM/CM/PTI immediately
 - (7) CI/IM/CM/PTI are authority for tasking of MEDTECH and safety vehicle.
3. Staff are to assist as directed by CM/IM/PTI/Medic in an emergency situation.
4. **Dress and equipment.** Staff dress and equipment is as follows:
 - a. Physical Fitness Test – CSTS shirt, PT shorts, and runners, or dress of the day
 - b. Castle Hill – AMCU or flying suit pants, CSTS under shirt and SCE/back pack with luminescent safety vest.
5. Staff and students are to carry Defence ID cards at all times. Headdress is not required for the conduct of PT serials.

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COMBAT SERE LEVEL B & C STUDENT PHYSICAL FITNESS SERIALS

s47E(d)

PTS 1	PTS 2 & 4	s47E(d)
2.4KM AEROBIC ASSESSMENT	AEROBIC CONDITIONING	
Timin		
RAAF PFT STANDARDS FOR AGE/GENDER (Mandatory Requirement)	AT CSTS PTI DISCRETION	
< 25 M:12min - F:13min 25 - 34 M:13min - F:14min 35 - 44 M:14min - F:15min 45 - 54 M:15min - F:16min		
- Appropriate PT attire (serviceable running shoes). - One water bottle. - Towel.	- Appropriate PT attire (serviceable running shoes). - One water bottle. - Towel.	
		s47E(d)

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	s47E(d)
	Track guides are to ensure no less than 2 staff members are IVO last student

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CSTS/BP46833412

**HEALTH SUPPORT PLAN – COMBAT SURVIVAL TRAINING SCHOOL 21 JAN 25
– 20 JAN 26**

REFERENCES:

A. [AC SI \(PERS\) 03-07 – Air Force Combat Survival Training](#)

B. s22

C. s22

D. s22

E. s22

F. s22

G. s22

H. [CSTS Joining Instructions – SERE B, SERE C, s22](#)

I. s22

J. s22

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SITUATION

1. **General.** Aircrew and other identified personnel IAW Ref A are required to undergo combat survival training in a variety of possible environmental conditions. Combat Survive Evade Resist Escape (SERE) Level B and C, Unit Combat Survival Officer (UCSO), and ADF SERE Instructor course (ASIC) sessions will be conducted across locations in the Townsville region during 2025. Each course will be delivered adhering to Refs B – R to ensure the health and safety of all participants.

2. **Aim.** This Health Support Plan (HSP) is to detail the health support arrangements and requirement for personnel on conducting Combat Survival Training School (CSTS) training.

3. **Dependency.** The maximum dependency of any CSTS course is 60 personnel, consisting of both staff and course students.

4. **Location.** Training area utilised throughout CSTS training sessions include:

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5. **Health Threats.** A number of health threats, both disease and safety are present in North Queensland as outlined in Refs B to D. Preventative health measures are to be employed when able IOT reduce risks. Some major threats and preventative measures include:

- a. **Vehicle Accident.** CSTS survival courses involve both highway and off-road driving throughout the training areas. Preventative measures include driving within environmental limits and local road rules IAW Ref E.
- b. **Climate.** Typical of a tropical climate, temperatures from Feb - Nov are hot, ranging between 13.7 degrees Celcius - 30.8 degree Celcius; with rainfall between 10.1 – 193.7 mm. Extreme temperatures may occur during the day time period, exposing personnel to temperature related illness. Training courses conducted during this period are to be conducted IAW work rest tables located in Ref F. All personnel are to be vigilant for the signs and symptoms of heat illness.

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- c. **Watercraft Incident.** Sea survival activities focus on the priorities of survival within an isolating event pertinent to that environment. Qualified operators of the watercraft are the only personnel authorised to operate the vessels. All participants entering the water are to be qualified and wearing the SECUMAR life jacket IAW the CSTS Activity Risk Assessment. Instructional staff utilising in-service ALSE supervise all activities.
- d. **Unexploded Ordnance (UXO).** UXO are prevalent within s47E(), especially in Impact Sector East, West and North. If personnel encounter UXO all care must be taken not to disturb it and report ASAP to Range Control via the chain of command.
- e. **Noise.** Due to the nature of certain activities, appropriate hearing protection is to be available and worn correctly as required for the activity.
- f. **Snakes.** Poisonous snakes are present throughout Queensland. Avoid all contact with snakes as possible. Avoid hollow logs, thick grass or man-made havens without prior inspection.
- g. **Marine Life.** Dangerous marine life including irukandji, box jellyfish, sharks and crocodiles are present within the training areas. Relevant control measures will be taken IOT avoid unnecessary encounters with dangerous marine life, inclusive of wearing boots and long sleeved clothing, time of day personnel enter the water and having overwatch during sea survival training serials.
- h. **Vector-borne and Infectious Diseases.** Insect vectors, including mosquitos, ticks and sand flies in this region can carry many diseases such as Queensland Tick Typhus, viruses and bacteria. Preventative measures include proper wearing of uniform and insect repellent. If any member becomes unwell during the conduct of training they will follow all local procedures with regard to testing and isolation.
- i. s47E(d)

- j. **Personal Hygiene.** All personnel are to ensure that personal hygiene and cleanliness is within attainable means for the duration of the exercise to uphold optimal health and fitness.
- k. **Ground Water.** s47E(d)
 All locally sourced water is to be appropriately purified prior to consumption, inclusive of the safe operation of the osmosis pump.

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MISSION

6. CSTS is to PROVIDE ADF SERE training and support effects focused on contemporary operational contingencies in order to ENABLE integrated JPR capability preparedness.

EXECUTION

7. **Purpose.** Provide timely and responsive health support to participating ADF personnel in order to health and capability, and to enable overall operational training.

8. **Method.** To meet the requirements outlined in Ref I, Level 1 health support for this activity will be provided in the form of a MEDTECH with Medical Assistant First-Aid Kit (NSN 6545-66-156-9751) and Defence Land Cruiser Ambulance complete with CES (NSN 6545-66-043-0262).

9. **End State.** CSTS courses are completed with appropriate level of health support provided to participants as required.

10. **Pre-deployment Health Requirements.** All personnel must be MEC J1 / J2 IAW Ref H and J. MEC J3 or J4 personnel are not fit for course due to the physical nature of the training.

- a. **Medical Check.** All course participants must have a current Periodic Health Examination (PHE) for the duration of the activity and are to complete the Pre-Course Medical Clearance for Combat SERE training IAW Ref H.
 - b. **Dental.** All personnel are to be Dental Class 1 or 2 IAW Ref J. There is no requirement for pre-course dental checks.
 - c. **Medication.** All personnel who require prescription medications are to deploy with sufficient quantities and a copy of each prescription including chemoprophylaxis for scrub typhus and leptospirosis. Motion sickness medication is advised for personnel who suffer motion sickness. Personnel are also to deploy with an individual supply of sun block, pain relief medication, lip balm, and insect repellent.
 - d. **Vaccinations.** All members should be current IAW routine vaccination schedules.
 - e. **Spectacles.** All personnel who require spectacles are to carry them on their persons where able.
 - f. **Waiver Authority.** Personnel who do not meet these requirements are not to attend course unless they have received an AVMO review and recommendation. The waiver to attend course must be approved by CO CSTS IAW Ref H.
 - g. **Post-deployment Health Requirements.** All participating personnel should inform their MO of recent activity locations if illness occurs following return to duties.
11. **Course Health Support.** The purpose of course health support is to ensure participating ADF personnel are provided an appropriate level of medical and psychological support.
12. **Individual measures.** Participating individuals are responsible for the following.
- a. Personal field hygiene and cleanliness,

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- b. Minimisation of exposure to climatic extremes,
- c. Correct use of personal protective equipment,
- d. Hazard avoidance,
- e. Consumption of approved food and water, and
- f. Measures against vector borne diseases.

13. **Treatment.** To meet the requirements outlined in Ref B, Level 1 health support will be provided by an ADF MEDTECH equipped with an AMA First-Aid Kit and Defence Ambulance.

- a. **Point of Injury.** Self and buddy aid. All students are issued a small personal first-aid kit. All CSTS instructional staff carry limited first-aid stores for the initial management of injuries.
- b. **On-site Health Support.** Members requiring treatment will be seen at any time. Medical emergencies take precedence over all activities. Treatment will focus on stabilisation, preservation of life, limb and/or eyesight. For medical officer support and guidance, the dedicated medical personnel are to contact the remotely located 1EHS On-Call Medical Officer (OCMO).
- c. **On-Call Medical Officer.** The current OCMO is to be identified by contacting 1EHS OPS. The OCMO can be contacted on a duty / personal mobile IAW Ref K. The MEDTECH is to contact the OCMO prior to field deployment to confirm communications.
- d. The casualty priority is determined by the MEDTECH in consultation with the OCMO as required. Casualties requiring health care beyond the dedicated medical personnel capability, or who cannot be returned to duty, will be evacuated to the National Support Area (NSA).

14. **Evacuation.** The Officer-in-Charge or Officer Authorising Activity (OIC/OAA), in consultation with the MEDTECH, will coordinate all casualty tasking or evacuations. The decision to transfer to a higher facility should be made as early as possible in the medical management process, taking into consideration the nature and distance of the surface evacuation routes prior to casualty movement.

15. Contact numbers for Queensland Ambulance Services (QAS) and all health facilities are at Para 28. These will be made available to all participants prior to the activity commencing.

16. ^{s47E(1)} RSO stipulates a Command and Control procedure different to other training areas for the conduct of a CASEVAC. At ^{s47E(1)}, Range Control is to be notified of all casualties IAW Ref D. For casualty evacuation outside of ^{s47E(1)} the MEDTECH will coordinate Defence and/or civilian response through the OIC as required via the following means:

- a. **Surface.** Evacuation of Priority 1 and 2 casualties will be coordinated through QAS, by phoning 000, with Defence Ambulance utilised to transport patients for hand over as required. Personnel who do not hold the Defence Emergency Vehicle licence are not authorised to utilise lights and sirens on civilian roads IAW Ref E.

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- b. **Aeromedical Evacuation (AE).** Aeromedical evacuation of Priority 1 and 2 patients will be coordinated through QAS, by phoning 000, if required. QAS will confirm evacuation method with activity OIC. Flight times from Cairns or Townsville to RV locations vary based on the current location of AE asset and casualty. The delay between the initial request and the aircraft being airborne from QAS must also be considered.
 - c. **Sea Evacuation.** General activities for Sea Survival include road movements point of embarkation and watercraft activities IVO s47E(d). Personnel requiring evacuation whilst conducting marine operations will be evacuated by a suitable safety watercraft to RV with QAS at the location specified by the QAS Operator.
 - d. **Ambulance Exchange Point/Casualty Collection Point.** Several suitable locations are detailed in Enclosures 1 - 5 and are to be briefed by the relevant Safety Appointments in daily orders. If required, QAS will dictate the Ambulance Exchange Point (AXP)/Casualty Collection Point (CCP) based on the activity location.
17. **Casualty.** The 10-1-2 principle will be achieved within all training areas as detailed in Enclosures 1 - 5.
- a. **Priority One and Two** (Life and Limb or eyesight is immediately threatened or in serious jeopardy). The activity is to cease immediately. The nearest person is to administer first aid until qualified medical support arrives. The OIC is to contact QAS immediately to coordinate evacuation by boat/helo a marry-up point at the nearest accessible vessel transfer point. MEDTECH is to contact the on OCMO for clinical advice/guidance IAW the Primary, Alternate, Contingency, Emergency (PACE) plan. Officer in Charge (OIC) are to advise CSTS Operations and the CSTS Duty Officer following the evacuation of the casualty. Training is not to recommence without the direct approval of the OIC.
 - b. **Priority Three** (Neither life nor limb is in serious jeopardy). Priority three casualties will be treated at the scene as required by the MEDTECH. MEDTECH is to contact the OCMO for any additional clinical advice/guidance IAW the PACE plan. If required, evacuation is to be co-ordinated with QAS. If the activity has been stopped, training is not to recommence without the direct approval of the OIC/OAA. A white fleet safety vehicle will be available from point of port.
18. **NSA Medical Facilities.** Casualties are to be evacuated to the level of care appropriate for effective treatment of their condition. Civilian health facilities may be utilised where ADF health facilities are not available or appropriate. Level 2 – 4 health facilities relevant within the training areas utilised are:

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19. **Dental.** Emergency dental treatment will be available within identified hours through THC. After hours this can be coordinated through the ADF 1800 IM SICK number (1800 467 425).

20. **Psychology.** Personnel experiencing psychosocial concerns will be triaged by the CSTS MEDTECH and withdrawn from the activity. Personnel are to be escorted to s47E(d) for subsequent Mental Health assessments by a qualified Psychologist and MO. For those incidences that are outside of the range of normal human experience, and require a higher level of intervention, the Critical Incident Mental Health Support is available IAW Ref L.

ADMINISTRATION AND LOGISTICS

21. **Safety Briefing.** The OIC and relevant identified members are to deliver a detailed safety brief to all activity participants. All personnel are to understand and confirm the evacuation plan and locations prior to the commencement of all activities.

22. **Casualty Notification.** Notification of ADF casualties is to be in accordance with Ref M and N. This includes personnel not admitted to hospital but being RTU for any medical reason. Information is to be passed to the activity OIC for processing and follow-up reporting. All correspondence should have classification caveats of SENSITIVE PERSONAL – HEALTH INFORMATION.

23. **Clinical Governance.** All health personnel are to comply with the HSW clinical governance framework. All healthcare clinical incidents are to be reported to 1EHS Clinical Governance Cell utilising AD441 – *Health Incident Report*.

a. **Authority to be supplied with, to issue and to administer scheduled medications.** As a MO will not be deploying to the field environment, the supporting health personnel are to comply with all instructions detailed in Ref O and P, including completion of an AE834 Authority to Supply, Carry and Administer Medicines through 1EHS SMO.

b. **Class 8.** 1EHS are to release identified medical equipment ISO this activity. The MEDTECH is to manage adequate consumables for the duration of the activity as there will be no resupply. No medical cold stores will be utilised ISO this activity. Medications are to be monitored for heat exposure during the conduct of the activity.

24. **Waste.** Contaminated clinical waste generated ISO this activity is to be appropriately secured for disposal at THC. Clinical waste is to be handled IAW Ref P.

COMMAND AND SIGNALS

25. **Reports:**

a. **Health Reports.** The exercise OIC is to submit the following health reports as required through the CSTS administrative chain.

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- (1) **NOTICAS.** Message is to be raised by exercise OIC for personnel admitted to civilian or ADF facilities. Casualty notification addresses are to include the member's parent unit, wing and personnel agencies. NOTICAS can be sent by email.
 - (2) **MEDICAS.** Message is to be raised by authorised health professionals when personnel are admitted to civilian or ADF facilities. MEDICAS is to be raised each day the member remains admitted and can be sent by email.
- b. **Clinical Health Records.** Personnel who access civilian medical care should make every effort to obtain a copy of their outpatient notes, investigations, results and discharge summary for any hospital admission for later inclusion onto the member's electronic health record on return to normal duties.
- c. **Safety.** A Sentinel Report is to be submitted after any Work Health Safety (WHS) incident has occurred.

26. **Command and Control.** IAW extant MOU between CSTS and 1EHS, the OAA (CO CSTS) will hold OPCOMD authority of the CSTS MEDTECH providing direct on-site medical support to CSTS Survival training serials, with CO 1EHS retaining TECHON throughout.

27. **Signals.** The activity OIC and MEDTECH are to have access to mobile phone contact with OAA and OCMO for SME advice, as well as QAS when required. If outside of a mobile service area, the PACE plan is to be utilised IAW that stipulated below. The OIC is to ensure a satellite phone is present and functional prior to commencement of all activities. In the event of an incident the following PACE Plan is to be adhered to:

a. **Marine PACE Plan:**

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b. **Land PACE Plan:**

s47E(d)



28. **Key Health Contacts.** The following contacts are to be utilised for this activity:

- a. MEDTECH (s47E(c)) via CSTS Deployed Mobile: s47E(d)
- b. CSTS Course Satellite phone: s47E(d)
- c. On-Call Medical Officer: s47E(d)

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d. Queensland Ambulance Service (Emergency): 000

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29. **Conclusion.** Adherence to this HSP will ensure the safe conduct of Combat Survival training serials, using SFARP principles to achieve reduction in health associated hazard risk eventuation and/or consequences.

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Reviewed By:

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SOCM
HQ HSW

Approved by:

s47E(c)

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Enclosures:

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CSTS SI (OPS) 02-01 SERE INSTRUCTOR MANAGEMENT FRAMEWORK

INTRODUCTION

1. Combat Survival Training School (CSTS) is responsible for the delivery of Survive Evade Resist Escape (SERE) and Joint Personnel Recovery (JPR) training. This framework outlines the overarching management process for certifying SERE Instructors and assessing ongoing development. This ensures the delivery of instruction is maintained at a consistent standard, protecting the integrity of training delivery conducted by CSTS.

AIM

2. The aim of CSTS SI (OPS) 02-01 SERE Instructor Management Framework is to outline the system-based certification process of SERE Instructors, from induction through to supervisor status. It includes assessments milestones, professional development expectations, and authority pathways.

AUTHORITY

3. The authority for this instruction is the Commanding Officer (CO) CSTS.

SCOPE

4. This instruction applies to all personnel who are posted to CSTS in an instructional role and those engaged in the SERE training certification continuum.

ROLES AND RESPONSIBILITIES

Commanding Officer (CO)

5. The CO is responsible for the certification and employment of all SERE instructors at CSTS. This includes initial certification and RPL applications for the Initial SERE Instructor Qualification. In making decisions regarding this SI, the CO will consider advice given by the Chief Instructor.

Chief Instructor (CI)

6. The CI is responsible to the CO for all training operations, including development and validation of all SERE instructors posted on strength and or attached to CSTS. The CI is responsible for leading instructor development through the provision of intent, and setting of standards.

Instructor Manager (IM)

7. The IM directly supports the CI in the development and validation of SERE instructors. The IM is responsible for managing initial certification, ongoing instructor development, examination and assessment and ensuring consistency of training standards. The IM should maintain a high standard of SERE knowledge, and must demonstrate above average instructional ability. Where practicable, the IM is to fulfil the Course Manager (CM) role to ensure continuity of course execution, and designate a Lead Instructor (LI) for each

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course session. Additionally, the IM is to employ the assistance of an Instructor Supervisor to assist in:

- a. Manage and monitor the implementation of instructor reviews and checks
- b. Identify opportunities for instructor development
- c. Moderate assessments ICW the CI.

Instructor Supervisor (IS)

8. An Instructor Supervisor is responsible for the development, mentoring and assessment of an Instructor Under Training. The Instructor Supervisor is responsible for supervising implementation of an Instructor Development Plan for any assigned Instructor Under Training. The Instructor Supervisor may be authorised to provide certification of an Instructor Qualified on additional CSTS courses.

Instructor Qualified (IQ)

9. An Instructor Qualified is an individual who is deemed to have a competent understanding of SERE and or JPR training. The Instructor Qualified must meet all pre-requisites, have completed Initial SERE Instructor Certification Course (ASIC), and demonstrated the ability to train and assess CSTS students on Combat SERE Level B and Level C courses. The Instructor Qualified is required to achieve individual SERE Instructor certification (P121153) to instruct on any additional CSTS course independently.

Instructor under Training (IUT)

10. An Instructor Under Training is an individual who is developing competence and confidence in order to achieve endorsement as an Instructor Qualified. The Instructor Under Training is required to be in the presence of an Instructor Supervisor when instructing and or assessing CSTS students.

Course Manager (CM)

11. The CM is responsible for the conduct of planning, coordination, and administrative oversight of the training course, ensuring it aligns with command intent, policy and training outcomes. They manage course logistics, student administration and reporting, serving as the key liaison between training staff and command. Where practicable, the IM fulfils the duty of the CM for overall continuity, however, an Instructor Qualified may be tasked as a CM for any course they are certified to instruct and is responsible to the IM.

Lead Instructor (LI)

12. A Lead Instructor is responsible to the CM, and primarily accountable for the instructional delivery and content accuracy. They oversee the conduct of daily training activities IAW the course program, ensure instructional standards are maintained, mentor junior instructors ISO the Instructor Supervisors, and provide subject matter expertise to enhance learning effectiveness and safety.

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ACTIVE INSTRUCTOR MANAGEMENT FRAMEWORK

13. The Active Instructor Management (AIM) Framework is a key element for the delivery and advancement of training at CSTS. This framework provides guidance and direction on instructor standards required to meet training objectives and is to be applied in conjunction with other Defence Orders, Instructions and Procedures (OIPs).
14. The CSTS AIM Framework is the cornerstone of instructor quality assurance. The effectiveness of a training program for the learner is fundamentally dependent on the quality of instruction, and the professionalism, standards and the professional distance provided by the learning practitioner; being the instructor.
15. The AIM Framework provides a charter to set and maintain the professional standards required for SERE training delivery, where high quality training starts with high quality instructors. AIM seeks to develop and enhance individual and collective instructor performance, recognise excellence, and take action on poor performance.
16. In order for SERE instructors to understand and implement the AIM Framework, an appreciation of the AIM Framework's Purpose, Method and End-state is essential:
- a. **Purpose.** The AIM Framework applies a deliberate and standardised approach to manage the CSTS mission critical element; the instructor.
 - b. **Method.** The method or approach to the AIM Framework is based on three elements:
 - i. Instructor expectations
 - ii. Instructor development
 - iii. Instructor performance.
 - c. **End-state.** To deliver high quality training, we require high quality instructors.
17. Personnel posted to CSTS undertaking a SERE Instructor role gain valuable knowledge, skills and attitudes that are both transferable and beneficial to the individual and the Air Force post their CSTS tenure. Personnel departing CSTS on completing an Instructor role are well positioned to have a positive effect and influence on the greater organisation in terms of professional mastery. The emphasis is on the individual instructor to achieve the expectation requirements and develop themselves into a position where they can have a highly effective and influential posting to CSTS and continue this influence when returning to the wider Air Force.
18. Whilst AIM provides a framework and guidance for instructor management, it is fundamentally the individuals responsibility to actively manage their own development and performance.
19. Furthermore, AIM Framework provides a level of quality assurance for Air Force that Instructors are being developed IAW the organisational expectations and are an effective tool for CSTS to achieve its mission and directed level of training operations.

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INSTRUCTOR DEVELOPMENT

20. The aim of the Instructor Development (ID) element of the AIM Framework is to actively develop instructors to enhance individual and collective knowledge, skills and attitudes. The components include:

- a. Core training requirements
- b. Position specific training
- c. Skills refresher training requirements
- d. Targeted professional development opportunities
- e. Observations, insights and lessons learnt.

21. **Instructor Development Requirements.** Personnel posted to CSTS are expected to continue enhancing their professional development as instructors over their tenure. In order to determine the allocation of these core training requirements there are three priority levels:

- a. **Priority 1 – Mandatory Development.** These training requirements are those that are absolutely essential to the instructor's role within CSTS and without the training or qualification would result in a degradation in CSTS's training ability. These include Instructor Development Training (IDT) milestones, whereby Instructors are expected to achieve specific practical skillsets each year.
- b. **Priority 2 – Elective Development.** These training requirements are those that are necessary for an instructor's progression under the SERE Instructor Certification process and ongoing capability development. These may include internal and external SERE training activities that support certification progression and the ongoing maintenance of SERE TTP.
- c. **Priority 3 – Individual Development.** These training requirements are those that are necessary for an instructor's progression within their own specialisation, including training and qualifications that are required for skill grade and/or pay grade advancement. These training opportunities are a nicety and release on these types of opportunities are subject to greater CSTS requirements.

22. The IM is to prepare an Instructor Development Plan to ensure that all components are undertaken; however, it is the **individual's** responsibility to ensure that they complete all required training and reassessment currencies. The IM is to maintain and update the SERE Instructor Database on Objective.

INSTRUCTOR STANDARDISATION

23. Quality training requires the provision of competent instructors and assessors whose skills can be standardised, reinforced and developed through training supported by regular audit and review. CSTS has an obligation to ensure that its instructor's knowledge and skills as well as their competence is that of a satisfactory standard. To that end, each instructor at CSTS will be subject to both informal and formal feedback, as well as documented instructor certification reviews throughout each calendar year.

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24. **Observation.** It is the responsibility of all instructors and supervisors to identify and correct faults in an instructor's technique and style. In most cases, this will be done through verbal feedback and observation. Shortfalls in instructional technique can also be addressed through documented observation. Observation is an informal assessment method designed to provide constructive feedback in an informal setting. Information gathered during observation can also be used to inform both CSTS training practices and the member's annual reporting.
25. Observations can be undertaken on any instructor at any time and do not need to be prearranged. Each instructor should be observed delivering a lesson at least once during the conduct of each SERE course. Observations should cover both theory and practical lessons as appropriate. The observer should refrain from interfering with the training activity unless inappropriate behaviour or unsafe practice has occurred and intervention is required.
26. **Instructor Review Requirements.** The following outlines the two review requirements to be conducted for each Instructor Qualified:
- a. **Instructor Supervisor Review.** The supervisor review is an important aspect of both professional development and for the maintenance instructional content and performance. These reviews are also helpful for further management within the Performance Appraisal Report (PAR) process.
 - b. **CI Standards Review.** The standards review provides a level of quality assurance that the Instructor Qualified being developed within CSTS are meeting the internal unit instructional/assessor requirements and also meeting the greater organisational requirements and expectations.
27. **Instructor Review Frequency.** Each instructor is subject to:
- a. One Instructor Supervisor review for either a theoretical or practical lesson during each training stage of a course
 - b. One biannual CI Standards review.
28. **Feedback.** Following the observation event, the observed member is to be debriefed by the observer. After the debrief, the member is to sign the SERE Instructor Review form. The report is then to be passed to the IM for filing with the SERE Instructor Database.
29. **Training Standardisation.** Training standardisation is the unified systematic application and measurement of training objectives by a group of instructors/assessors. Standardisation of training is critical in building a training program that produces consistent, measurable results. Standardisation is also essential in achieving interoperability between instructional staff. Training standardisation is not intended to repress instructor innovation; rather, its purpose is to build a foundation upon which the instructor may apply their own individual instructional style whilst producing the most consistent result.
30. Training standardisation issues can have the potential to adversely impact the image and reputation of CSTS and the development of trainees to achieve the training outcomes mandated in the LMP. Ideally, such issues should be resolved within the Instructional Group;

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however, there are instances in which intervention at an executive level is required for resolution.

31. **Addressing Standardisation Issues.** It is the duty of all CSTS staff to address training standardisation issues if observed. It is preferable that standardisation issues are identified and resolved at the lowest possible level.
32. **Observations, Insights and Lessons learnt (OILs).** CSTS instructors are expected to actively contribute to the retention of knowledge, analysis of past experiences and the imparting of information to others for the continued advancement of training and instructional development.
33. OILs can be seen as a recommendation based on an analysed experience from which others can learn in order to improve their performance. OILs need to be specific enough that individuals can learn from it and must be actionable.
34. An observation is a reflection that has no analysis and recommendation but the subject topic could benefit future projects by the sharing of that knowledge.
35. A lesson learnt is knowledge, an understanding or an improvement gained from an experience that has a significant impact for an organisation. The experience may be either positive or negative with successes also being seen as lessons learnt. In order for a lesson to be learnt, the unit needs to undertake analysis and testing against an action, either positive or negative to gain insight and to demonstrate the learnt element. This part of the process is about applying the identified lesson. The analysis process for lessons learnt can attempt to:
- a. Reflect on the part of the process being considered and analyse as a team the experience and what occurred
 - b. Identify as a team the learning points and assess if there was a difference between what was planned, and what actually happened and if so was that a positive or negative difference
 - c. Analyse as a team what the difference was and what the team felt were the root causes of any such difference and if the difference demonstrated a benefit or caused an issue for the project
 - d. Define as a team what the learning point is
 - e. Define what should be done in future applications of that part of the process stage to avoid the pitfall, or to repeat the success; this is the stage that a lesson learnt is identified.

INSTRUCTOR PERFORMANCE

36. The aim of the Instructor Performance (IP) element of the AIM Framework is to actively manage performance. The following components of IP:
- a. Identify, recognise and report

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b. Failure management.

37. **Identify, Recognise and Report.** An important aspect of instructor development is to ensure that substantial and/or exceptional performance of an individual is appropriately identified and recognised. Recognition of this higher level of performance can be achieved through a variety of means, including:

- a. Appropriate reporting in Performance Appraisal Reports
- b. Consideration for unit award
- c. Selection for professional exchanges
- d. Selection for additional professional development opportunities, such as overseas training
- e. Nominations for Defence honours and awards.

38. **Failure Management.** In contrast to the recognition of exceptional performance of instructors, the underperformance of instructors is to be appropriately identified and managed. s22

Related Orders, Instructions and Publications:

s22

Sponsor: CI CSTS

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DECISION BRIEF: APPROVAL OF REVISED SERE TRAINING LMP	
Branch: Combat Survival Training School	Reference: BP36483522
	Due Date: Jan 2024

References:

- A. AIR STD AM 3014 Ed 1 version 1 – *SERE Training Standards*
- B. s22
- C. s22
- D. Air Command Standing Instruction (PERS) 03-07 – *Air Force SERE Training*
- E. s22

Recommendations

That you:

- (a) **Note** the Combat Survival Training School (CSTS) has developed a training system for Aircrew and other select ADF personnel to qualify on Survive, Evade, Resist, Escape (SERE) proficiencies s22.

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Background

1. The current SERE Level C course (SERE C) is s47E(d)
This course LMP has been in draft status since 2019, with no significant updates in course curriculum added since that time.
2. There are no pre-requisites to the current SERE C, with training audiences consisting of IET and PIET personnel who have either completed Aircrew Initial Survival (AIS) via the Pilot Training System (PTS), or have no related SERE training at all prior to attending CSTS. This creates a disparity in trainee baseline SERE acumen for any given course.

s22

~~OFFICIAL~~

~~OFFICIAL~~

s22



Enclosures:

1. SERE A, SERE B and SERE C LMP
2. ADF SERE Course Learning Outcomes/  s22
3. Combat SERE B and SERE C training program overview
4. SERE Training Level Risk Analysis

s22



~~OFFICIAL~~



Australian Government

Department of Defence

COURSE CODE: 215084

**COMBAT SURVIVE, EVADE, RESIST,
ESCAPE (SERE) LEVEL A
LEARNING MANAGEMENT PACKAGE**

Date of Issue: 12 Dec 23

Service RAAF

Authority: OC Air-A

Authority Location: HQ Air-A

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Release Versions

Change Description	Ver.	Objective Reference	Date Last Updated
New LMP IAW old AIS construct s22 [REDACTED]	1.0		12 Dec 23

Preamble

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Security - Conditions of Release

- A. [Defence Security Principles Framework \(DSPF\)](#)
- B. AirA SI (PERS) 3-9 Release of AirA Learning Packages

This Learning Management Package (LMP) contains valuable Australian Defence information. In accordance with the references above, the following minimum conditions of release apply:

- Security handling and storage commensurate with the classification of this LMP are to be observed in accordance with Ref A.
- The security classification indicated on the cover applies to all parts of this document. The classification cannot be downgraded without the relevant Training Authority's approval.
- The contents are not to be divulged to non-Defence organisations, including other Commonwealth agencies, or other individuals unless authorised in writing by the respective commanders listed below or nominated delegate/s.

This LMP is not to be released to foreign governments without written authority from the respective commanders listed below or their nominated delegate/s and with reference to DSPF.

CDR AFTG
RAAF Williams (Laverton)
VIC 3027

Intellectual Property

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Risk Management

The Defence Enterprise Risk Management (ERM) framework is used to oversee all activities conducted within a Defence environment. This framework is aligned to the Australia and New Zealand risk management standard AS/NZS/ISO 31000:2009. The ERM framework and its supporting risk management process is used to identify, analyse, mitigate and manage all operational, commercial, financial, security, legal, regulatory and other risks. For further details of the ERM framework and standard Defence risk management process, refer to the SADL website: (<http://intranet.defence.gov.au/vcdf/sites/SADL/>).

WHS – Defence WHS whilst managed within the ERM framework requires specific additional controls and measures. Consequently, Defence will adopt the Safe Work Australia Code of Practice – *'How to manage Work Health and Safety Risks'*. The Management of Safety Risks is detailed in the Vol 2, Part 1, Chapter 2 of the Defence Safety Manual.

Risk management principles and processes are to be applied to all L&D activities undertaken in accordance with Group or Service approved risk management plans, directives and tools.

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- Espionage and Foreign Interference Act 2018
 - Crimes Act 1914
 - Defence Act 1903
 - Criminal Code Act 1995
 - Public Service Act 1999
-

SECTION 1 - LEARNING MANAGEMENT INFORMATION

Course Data Sheet	Document title	Version	Objective reference	Date modified
	Combat SERE Level A	2.0	BP38016117	14 Dec 23

1.1 Evaluation Plan

Learning Review Plan (Internal Evaluation)	Learning Reviews are to be conducted IAW the <i>Manual Of Air Force Education and Training</i> Chapter 2, para 2.17 (i) and 2.19 (e), and Chapter 6, paras 6.30 and 6.31 and the associated Handbook – Learning Reviews.
Workplace Evaluation Plan (External Evaluation)	Refer AFTG SI(PERS) 33-03 <i>Training Evaluation Requirements for Air Force Training Group Elements</i>

1.2 Learning Pathways

The proficiency awarded from this course may be achieved through:

- A learning and assessment pathway (completion of course).
- An assessment only pathway – RPL can be granted IAW CSTS SIs.
- Recognition of other pathways such as on the job training and experience followed by assessment or off the job training and assessment such as attendance on similar formal courses.
- A combination of a learning and assessment pathway and a recognition pathway.

1.3 Accreditation

Course Accrediting Body	N/A
AVETMISS Information	N/A
Period of Accreditation	N/A

1.4 Authority to Use LMP/Materials

Authorisation to conduct course	Authorisation to conduct course is provided by Implementation Authority (CO CSTS).
Authorisation from Third Party to use their	Authority to use any part of this LMP is to be granted by OC AirA through CO CSTS.

materials	
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1.5 Intellectual Property (IP) Holders

Defence IP Holders	CDR AFTG Headquarters Air Force Training Group RAAF Base Williams Laverton VIC 3027
Third Party IP Holders	N/A

1.6 Special Instructions or Comments

This LMP shall be amended as per AIR ACADEMY SI (PERS) 3-3 <i>Management and Processing of Air Academy Learning Management Packages</i> .

SECTION 2 - CURRICULUM

2.1 Course Description and Aim

Course Aim	The Combat SERE Level A course provides graduates with the required skills, knowledge and attitude to s33(a)(ii) [REDACTED] is a co-requisite to this course and delivered via online learning platform CAMPUS.
Course Description	The Combat SERE Level A course is primarily used to s33(a)(ii) [REDACTED] Combat SERE Level A is delivered via the online learning platform ADELE. Alternatively, the Combat SERE Level A LMP can be exported, and may be delivered face-to-face during ADF initial flying training by either a SERE Instructor or Unit Combat Survival Officer (UCSO). Combat SERE Level A can be taught in conjunction with standalone ALSE LMPs.

2.2 Course Overview

Course Overview	The Combat SERE Level A course is a s33(a) training package conducted at the initial stage of the SERE training continuum either via the online learning platform ADELE, or exported and delivered face-to-face during initial aircrew training. The Combat SERE Level A training package is comprised of the following events: • s33(a)(ii) [REDACTED] • [REDACTED] • [REDACTED] • [REDACTED] • [REDACTED] Learning content is provided at Section 4 of this LMP.
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2.3 Course Relationship Table

Combat SERE Level A Relationship Table			
Learning Outcome	Assessment Criteria	Event/s	Assessments (Formative/ Summative)
s33(a)(ii)	[REDACTED]		

s33(a)(ii)



2.4 Event Sequence – Combat SERE Level A Overview

Combat SERE Level A is conducted in conjunction with ALSS training IAW AirA SI (PERS) 3-7. SERE Level A can be delivered face-to-face, or online via ADELE.

s33(a)(ii)



2.5 Combat SERE Level A Master Events List

2.5.1 Instructional Definitions

INSTRUCTIONAL DEFINITIONS The following terms and their definition are used throughout this document:	
Teach (T)	• The instructor shall provide the SP with the instruction detailed in the instructor guide.
Demonstrate (D)	• The instructor will demonstrate the exercise, activity or sequence. This shall include a description of the key parameters or features.
Practice (P)	• The SP shall perform the exercise, activity or sequence to consolidate the learning/demonstration. • The instructor shall assist/correct and debrief as required.
Summative Assessment (SA)	• The SP shall conduct the exercise, activity or sequence to the required proficiency level. • The SP should have the required knowledge and skills for all learning requirements prior to assessment execution.

2.6 Assessment Procedures

Assessment Overview	
Assessor Qualifications	All instructors/assessors are to be qualified in the role for which they are providing training.
Course Assessments	Summative assessment The Combat SERE Level A course is assessed via knowledge-based theory application of skills. Formative assessment Formative assessments include classroom-based discussions and/or knowledge based theory test of objectives.
Course reporting	At completion of the Combat SERE Level A course, candidates will achieve the proficiency code suite as per the course data sheet (CDS).
Recognition of Prior Learning	RPL application and assessment will be conducted IAW CSTS SI (PERS) 03-08.

SECTION 3 – MAJOR RESOURCE REQUIREMENTS

3.1 Human Resource Requirements

Programming/ Scheduling	- For course duration, event breakdown and instructional resource requirements are detailed in LMP Section 2 - At all times, resource programming must be IAW this LMP - ULTRA is the preferred course programming tool		
Instructor Standards	- All instructors/assessors are to be qualified in the role for which they are providing training - Where instructional standards cannot be met, DES AUTH through IMPLEMENT AUTH, can deem equivalence. Equivalence assessment must consider relevant and current vocational competence and/or industry skills against current ADF standards (as per below).		
	Position	Standard	Events
	SERE	P121155 ADF SERE Instructor 215086	A 1-5
	UCSO	P109786 Unit Combat Survival Officer 113905	A 1-5

3.2 Physical Resource Requirements

s33(a)(ii)



SECTION 4 – LEARNING AND ASSESSMENT MATERIALS

Document Title / Package Name	Reference
Combat SERE Level A Courseware	fBP6288019
SERE A courseware - ADELE	ADELE Course Link

DRAFT

SECTION 5 – SUPPORTING MATERIALS

Document Title / Package Name	Reference
231013 - Brief - CSTS - SERE Training System	BP36483522
231031_Enclosure 2_Brief_CSTS_SERE Training System - ADF SERE Course Learning Outcomes, s22	BP36922811
231031_Enclosure 4_Brief_CSTS_SERE Training System - Isolation/Exploitation (IE) Risk Analysis Matrix	BP36972877



Australian Government
Department of Defence

COURSE CODE: 215085

**COMBAT SURVIVE, EVADE, RESIST,
ESCAPE (SERE) LEVEL B
LEARNING MANAGEMENT PACKAGE**

Date of Issue: 12 Dec 23

Service RAAF

Authority: OC Air-A

Authority Location: HQ Air-A

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Release Versions

Change Description	Ver.	Objective Reference	Date Last Updated
New Version. All Sections rewritten	1.0		12 Dec 23
Included attitudinal LO	1.1		08 Oct 24

Preamble

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Security - Conditions of Release

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CDR AFTG
RAAF Williams (Laverton)
VIC 3027

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s47E(d)

Risk Management

The Defence Enterprise Risk Management (ERM) framework is used to oversee all activities conducted within a Defence environment. This framework is aligned to the Australia and New Zealand risk management standard AS/NZS/ISO 31000:2009. The ERM framework and its supporting risk management process is used to identify, analyse, mitigate and manage all operational, commercial, financial, security, legal, regulatory and other risks. For further details of the ERM framework and standard Defence risk management process, refer to the SADL website: (<http://intranet.defence.gov.au/vcdf/sites/SADL/>).

WHS – Defence WHS whilst managed within the ERM framework requires specific additional controls and measures. Consequently, Defence will adopt the Safe Work Australia Code of Practice – *'How to manage Work Health and Safety Risks'*. The Management of Safety Risks is detailed in the Vol 2, Part 1, Chapter 2 of the Defence Safety Manual.

Risk management principles and processes are to be applied to all L&D activities undertaken in accordance with Group or Service approved risk management plans, directives and tools.

Official Secrecy Reminder

As a security clearance holder, you are reminded that you signed an Official Secrecy Acknowledgement when you applied for your security clearance. You are further reminded that all official information acquired in the course of your duties remains the property of the Commonwealth; and that you are not to publish, or communicate any such information to another person in any form either during or after your service in or association with the Commonwealth, unless disclosure is for official purposes. You are also reminded that any breach of laws regarding the safeguarding of official information is an offence, and may render you liable to criminal prosecution under the:

- Espionage and Foreign Interference Act 2018
 - Crimes Act 1914
 - Defence Act 1903
 - Criminal Code Act 1995
 - Public Service Act 1999
-

SECTION 1 - LEARNING MANAGEMENT INFORMATION

Course Data Sheet	Document title	Version	Objective reference	Date modified
	Combat SERE Level B	2	BP38025099	08/10/2024

1.1 Evaluation Plan

Learning Review Plan (Internal Evaluation)	Learning Reviews are to be conducted IAW the <i>Manual Of Air Force Education and Training</i> Chapter 2, para 2.17 (i) and 2.19 (e), and Chapter 6, paras 6.30 and 6.31 and the associated Handbook – Learning Reviews.
Workplace Evaluation Plan (External Evaluation)	Refer AFTG SI(PERS) 33-03 <i>Training Evaluation Requirements for Air Force Training Group Elements</i>

1.2 Learning Pathways

The proficiency awarded from this course may be achieved through: • A learning and assessment pathway (completion of course). • An assessment only pathway – RPL can be granted IAW CSTS SIs. • Recognition of other pathways such as on the job training and experience followed by assessment or off the job training and assessment such as attendance on similar formal courses. • A combination of a learning and assessment pathway and a recognition pathway.	
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1.3 Accreditation

Course Accrediting Body	N/A
AVETMISS Information	N/A
Period of Accreditation	N/A

1.4 Authority to Use LMP/Materials

Authorisation to conduct course	Authorisation to conduct course is provided by Implementation Authority (CO CSTS).
Authorisation from Third Party to use their materials	Authority to use any part of this LMP is to be granted by OC AirA through CO CSTS.

1.5 Intellectual Property (IP) Holders

Defence IP Holders	Air Commander Australia Headquarters Air Command RAAF Base Glenbrook GLENBROOK NSW 2773
Third Party IP Holders	As listed in LMP and/or relevant third party contractual requirements.

1.6 Special Instructions or Comments

This LMP shall be amended as per AIR ACADEMY SI (PERS) 3-3 <i>Management and Processing of Air Academy Learning Management Packages</i> .

SECTION 2 - CURRICULUM

2.1 Course Description and Aim

Course Aim	The Combat SERE Level B course is primarily to train aircrew in the tactics, technique and procedures which are applicable to an isolating event. s33(a)(ii)
Course Description	The Combat SERE Level B course delivers the necessary skills to increase survivability and recovery following an isolating event s33(a)(ii) Combat SERE Level B is a non-exportable LMP delivered face-to-face at the Combat Survival Training School (CSTS) by qualified SERE Instructors.

2.2 Course Overview

Course Overview	The Combat SERE Level B course is a s33(a) face-to-face training package conducted at the post initial employment training stage of the SERE training continuum at CSTS. The Combat SERE Level B training package is comprised of the following events: s33(a)(ii) Learning content is provided at Section 4 of this LMP.
------------------------	---

2.3 Course Relationship Table

Combat SERE Level B Relationship Table			
Learning Outcome	Assessment Criteria	Event/s	Assessments (Formative/ Summative)
s33(a)(ii)			

2.4 Event Sequence – Combat SERE Level B Overview

s33(a)(ii)



2.5 Combat SERE Level B Master Events List

2.5.1 Instructional Definitions

INSTRUCTIONAL DEFINITIONS	
The following terms and their definition are used throughout this document:	
Teach (T)	The instructor shall provide the SP with the instruction detailed in the instructor guide.
Demonstrate (D)	The instructor will demonstrate the exercise, activity or sequence. This shall include a description of the key parameters or features.
Practice (P)	- The SP shall perform the exercise, activity or sequence to consolidate the learning/demonstration. - The instructor shall assist/correct and debrief as required.
Summative Assessment (SA)	- The SP shall conduct the exercise, activity or sequence to the required proficiency level. - The SP should have the required knowledge and skills for all learning requirements prior to assessment execution.

2.6 Assessment Procedures

Assessment Overview	
Assessor Qualifications	All instructors/assessors are to be qualified in the role for which they are providing training
Course Assessments	Summative assessment The Combat SERE Level B course is assessed via knowledge-based theory application of skills. Formative assessment Formative assessments include classroom-based discussions and/or knowledge based theory test of objectives.
Course reporting	At completion of the Combat SERE Level B, candidates will achieve the proficiency code suite as per the course data sheet (CDS).
Recognition of Prior Learning	RPL application and assessment will be conducted IAW CSTS SI (PERS) 03-08.

SECTION 3 – MAJOR RESOURCE REQUIREMENTS

3.1 Human Resource Requirements

Programming/ Scheduling	- For course duration, event breakdown and instructional resource requirements are detailed in LMP Section 2 - At all times, resource programming must be IAW this LMP		
Instructor Standards	- All instructors/assessors are to be qualified in the role for which they are providing training - Where instructional standards cannot be met, DES AUTH through IMPLEMENT AUTH, can deem equivalence. Equivalence assessment must consider relevant and current vocational competence and/or industry skills against current ADF standards (as per below).		
	Position	Standard	Events
	SERE	P121155 ADF SERE Instructor 215086	B 1-5
	UCSO	P109786 Unit Combat Survival Officer 113905	B 1-5

3.2 Physical Resource Requirements

Physical Resource Requirements	Reference
Combat SERE Level B	fBP719619

SECTION 4 – LEARNING AND ASSESSMENT MATERIALS

Document Title / Package Name	Reference
Combat SERE Level B Courseware – Section 4	fBP719619

SECTION 5 – SUPPORTING MATERIALS

Document Title / Package Name	Reference
Minor LMP Change form – Addition of attitudinal LO and duration confirmation.	BP44272315
231013 - Brief - CSTS - SERE Training System	BP36483522
231031_Enclosure 2 _Brief_CSTS SERE Training System - ADF SERE Course Learning Outcomes, s22	BP36922811
231031_Enclosure 4_Brief_CSTS_SERE Training System - Isolation/Exploitation (IE) Risk Analysis Matrix	BP36972877



Australian Government

Department of Defence

COURSE CODE: 214435

**COMBAT SURVIVE, EVADE, RESIST,
ESCAPE (SERE) LEVEL C
LEARNING MANAGEMENT PACKAGE**

Date of Issue: 12 Dec 23

Service RAAF

Authority: OC Air-A

Authority Location: HQ Air-A

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Release Versions

Change Description	Ver.	Objective Reference	Date Last Updated
New Version	1.0	P1364019	14 Oct 15
Add Course PMKeyS numbers to SERE A & B level courses throughout document. Plus amend Obj IDs for Section 5's.	1.1	P1364019	25 Jul 17
Change Resources objective reference Section 4.	1.2	P1364019	14 Nov 17
Changed format from TMP to LMP. Alignment to Air Standard AM 3015 Ed 1 v1.	2.0	BP38658447	12 Dec 23
Included attitudinal LO	2.1		08 Oct 24

Preamble

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RAAF Williams (Laverton)
VIC 3027

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s47E(d)

Risk Management

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WHS – Defence WHS whilst managed within the ERM framework requires specific additional controls and measures. Consequently, Defence will adopt the Safe Work Australia Code of Practice – *'How to manage Work Health and Safety Risks'*. The Management of Safety Risks is detailed in the Vol 2, Part 1, Chapter 2 of the Defence Safety Manual.

Risk management principles and processes are to be applied to all L&D activities undertaken in accordance with Group or Service approved risk management plans, directives and tools.

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- Espionage and Foreign Interference Act 2018
 - Crimes Act 1914
 - Defence Act 1903
 - Criminal Code Act 1995
 - Public Service Act 1999
-

SECTION 1 - LEARNING MANAGEMENT INFORMATION

Course Data Sheet	Document title	Version	Objective reference	Date modified
	Combat SERE Level C	2.1		08 OCT 24

1.1 Evaluation Plan

Learning Review Plan (Internal Evaluation)	Learning Reviews are to be conducted IAW the <i>Manual Of Air Force Education and Training</i> Chapter 2, para 2.17 (i) and 2.19 (e), and Chapter 6, paras 6.30 and 6.31 and the associated Handbook – Learning Reviews.
Workplace Evaluation Plan (External Evaluation)	Refer AFTG SI(PERS) 33-03 <i>Training Evaluation Requirements for Air Force Training Group Elements</i>

1.2 Learning Pathways

The proficiency awarded from this course may be achieved through:

- A learning and assessment pathway (completion of course).
- An assessment only pathway – RPL can be granted IAW CSTS SIs.
- Recognition of other pathways such as on the job training and experience followed by assessment or off the job training and assessment such as attendance on similar formal courses.
- A combination of a learning and assessment pathway and a recognition pathway.

1.3 Accreditation

Course Accrediting Body	N/A
AVETMISS Information	N/A
Period of Accreditation	N/A

1.4 Authority to Use LMP/Materials

Authorisation to conduct course	Authorisation to conduct course is provided by Implementation Authority (CO CSTS).
Authorisation from Third Party to use their materials	Authority to use any part of this LMP is to be granted by OC AirA through CO CSTS.

1.5 Intellectual Property (IP) Holders

Defence IP Holders	Air Commander Australia Headquarters Air Command RAAF Base Glenbrook GLENBROOK NSW 2773
Third Party IP Holders	As listed in LMP and/or relevant third party contractual requirements.

1.6 Special Instructions or Comments

This LMP shall be amended as per AIR ACADEMY SI (PERS) 3-3 <i>Management and Processing of Air Academy Learning Management Packages</i> .

SECTION 2 - CURRICULUM

2.1 Course Description and Aim

Course Aim	The Combat SERE Level C course is primarily to train aircrew in the Tactics, Techniques and Procedures which are applicable to an isolating event. s33(a)(ii)
Course Description	The Combat SERE Level C course delivers the necessary skills to increase survivability and recovery following an isolating event s33(a)(ii) Combat SERE Level C is a non-exportable LMP delivered face-to-face at the Combat Survival Training School (CSTS) by qualified SERE Instructors.

2.2 Course Overview

Course Overview	The Combat SERE Level C course is a s33(a) face-to-face training package conducted at the post initial employment training stage of the SERE training continuum at CSTS. The Combat SERE Level C training package is comprised of the following events: s33(a)(ii) Learning content is provided at Section 4 of this LMP.
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2.3 Course Relationship Table

Combat SERE Level C Relationship Table			
Learning Outcome	Assessment Criteria	Event/s	Assessments (Formative/ Summative)
s33(a)(ii)			

2.4 Combat SERE Level C Event Sequence - Overview

COMBAT SERE LEVEL C

s33(a)(ii)

2.5 Combat SERE Level C Master Events List

2.5.1 Instructional Definitions

INSTRUCTIONAL DEFINITIONS The following terms and their definition are used throughout this document:	
Teach (T)	The instructor shall provide the SP with the instruction detailed in the instructor guide.
Demonstrate (D)	The instructor will demonstrate the exercise, activity or sequence. This shall include a description of the key parameters or features.
Practice (P)	- The SP shall perform the exercise, activity or sequence to consolidate the learning/demonstration. - The instructor shall assist/correct and debrief as required.
Summative Assessment (SA)	- The SP shall conduct the exercise, activity or sequence to the required proficiency level. - The SP should have the required knowledge and skills for all learning requirements prior to assessment execution.

2.6 Assessment Procedures

Assessment Overview	
Assessor Qualifications	All instructors/assessors are to be qualified in the role for which they are providing training
Course Assessments	Summative assessment The Combat SERE Level C course is assessed via knowledge-based theory application of skills. Formative assessment Formative assessments include classroom-based discussions and/or knowledge based theory test of objectives.
Course reporting	At completion of the Combat SERE Level C course, candidates will achieve the proficiency code suite as per the course data sheet (CDS).
Recognition of Prior Learning	RPL application and assessment will be conducted IAW CSTS SI (PERS) 03-08.

SECTION 3 – MAJOR RESOURCE REQUIREMENTS

3.1 Human Resource Requirements

Programming/ Scheduling	- For course duration, event breakdown and instructional resource requirements are detailed in LMP Section 2 - At all times, resource programming must be IAW this LMP		
Instructor Standards	- All instructors/assessors are to be qualified in the role for which they are providing training - Where instructional standards cannot be met, DES AUTH through IMPLEMENT AUTH, can deem equivalence. Equivalence assessment must consider relevant and current vocational competence and/or industry skills against current ADF standards (as per below).		
	Position	Standard	Events
	SERE	P121155 ADF SERE Instructor 215086	C 1-6
	UCSO	P109786 Unit Combat Survival Officer 113905	C 1-6

3.2 Physical Resource Requirements

Physical Resource Requirements	Reference
Combat SERE Level C	OBJ Hyperlink

SECTION 4 – LEARNING AND ASSESSMENT MATERIALS

Document Title / Package Name	Reference
Combat SERE Level C Courseware – Section 4	fBP719563

SECTION 5 – SUPPORTING MATERIALS

Document Title / Package Name	Reference
241008 - Minor LMP Change form – Addition of attitudinal LO and duration confirmation.	BP44272315
231013 - Brief - CSTS - SERE Training System	BP36483522
231031_Enclosure 2 _Brief_CSTS SERE Training System - ADF SERE Course Learning Outcomes/§22 [REDACTED] [REDACTED]	BP36922811
231031_Enclosure 4 _Brief_CSTS_SERE Training System - Isolation/Exploitation (IE) Risk Analysis Matrix	BP36972877

AIR FORCE SURVIVE EVADE RESIST ESCAPE TRAINING

INTRODUCTION

1. Survive Evade Resist Escape (SERE) concerns those measures taken by personnel when involuntarily separated from friendly forces. This can occur across low, medium and high risk of isolation and/or exploitation environments. Correct and timely application of SERE tactics, techniques and procedures (TTP) will increase the likelihood of an isolated person surviving and being successfully recovered.

s22



AIM

3. This Instruction outlines the SERE training continuum for Air Force aircrew and other selected individuals.

AUTHORITY

4. The authority for this Instruction is Air Commander Australia (ACAUST).

SCOPE

5. This Instruction applies to Air Force aircrew, foreign service personnel on exchange to Air Force flying units and other selected individuals requiring SERE training.

EXECUTION

6. Air Force SERE training is designed to ensure aircrew receive training at a level commensurate to their operational status, thus increasing their likelihood of survivability and successful recovery in the event of isolation. Initial Air Force SERE training will focus on survival TTP that allows aircrew to safely complete their flying training. Subsequent SERE training provides aircrew with further skills and knowledge to apply more advanced SERE TTP across the personnel recovery (PR) spectrum. Regular refresher training enables aircrew an operational baseline, augmented by conducting theatre specific pre-deployment training.

Combat Survival Model

7. Aircrew will receive baseline SERE training at a level commensurate to their operationally assessed risk of isolation and/or exploitation. The risk levels of isolation and/or exploitation are expressed as Low (LRIE), Medium (MRIE) or High (HRIE):

- a. **Low risk.** s33(a)(ii)



- b. **Medium risk.** s33(a)(ii)



s33(a)(ii)

c. **High risk.** s33(a)(ii)

8. Levels of combat survival training are linked to the risk categories of isolation, capture or confinement. s33(a)(ii)

a. **Level A.** s33(a)(ii)

b. **Level B.** s33(a)(ii)

c. **Level C.** s33(a)(ii)

s33(a)(ii)

¹ FEZ: Fighter Engagement Zone – In air defence, that airspace of defined dimensions within which the responsibility for engagement of air threats normally rests with fighter aircraft.

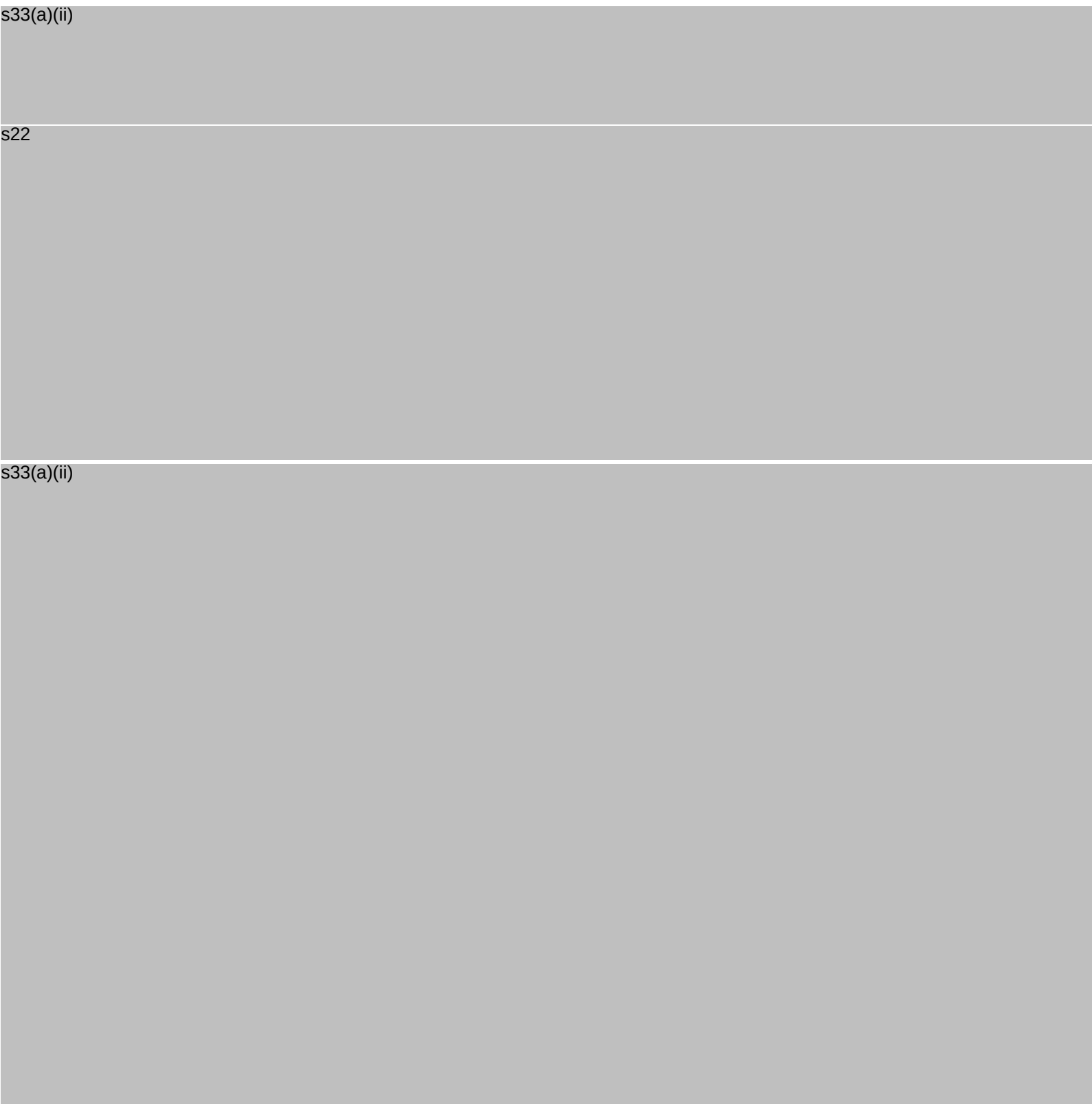
² FEBA: Forward Edge of Battle Area – The foremost limits of a series of areas in which ground combat units are deployed, excluding the areas in which the covering or screening forces are operating, designated to coordinate fire support, the positioning of forces or the manoeuvre of units.

³ FLOT: Forward Line of Own Troops – A line that indicates the most forward positions of friendly forces at a specific time.

s33(a)(ii)



s33(a)(ii)



s22

s33(a)(ii)

⁶ Designed by HQ JOC via AOC JPRC.

⁷ Delivered by qualified CSTS SERE Instructors either at CSTS or in requesting unit location. On direction from AOC/JPRC, JPR FPT may be used to complete short-notice operational upskilling from SERE Level B to SERE Level C.

s33(a)(ii)

s22

s33(a)(ii)

25. **CSTS SERE Instructors.** CSTS instructors should complete SERE Level C course prior to posting into the unit. If unachievable, CO CSTS is to panel non-qualified instructional staff as soon as practicable after commencing duty. All CSTS instructors are to be SERE Level C qualified and are to complete the ADF Survival Instructor Course (ASIC),

8

s33(a)(ii)

9

Delivered by a qualified UCSO.

inclusive of post-course certification, before commencing SERE instructional duties.

s33(a)(ii)

Command and Control

27. CSTS are the lead in training delivery of the SERE training continuum. s22

CDR AFTG, through OC AirA, is responsible for managing SERE training at CSTS. FEG CDRs, through unit COs, are responsible for determining unit specific training content and maintenance of aircrew SERE refresher currencies in line with this policy.

Annex A:

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Related Orders and Instructions

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AIR STD AM 3015 Ed 1 Version 1 – *SERE Training Standards*

s22

Keywords

aircrew	capture	cold	SERE
conduct	CSTS	course	Joint
personnel	policy	recovery	survival

SPONSOR: HQAC - Director Air and Space Operations Centre (DAOC)

Contact Officer: Commanding Officer Combat Survival Training School (CO CSTS)

AIRCREW SERE C PHYSICAL CONDITIONING PROGRAM

References:

- A. S22 [REDACTED]
- B. S22 [REDACTED]
- C. S22 [REDACTED]
- D. S22 [REDACTED]

- 1 The ASC PCP is designed to physically prepare ADF Aircrew and other select members to successfully complete SERE C course without risk of injury due to poor physical conditioning.
- 2 There are a number of physical conditioning serials throughout the conduct of SERE C. These are required to be completed IOT (but not limited to):
 - a) Identify members who are at risk of injury due to lack of physical conditioning; and
 - b) Expose students to arduous physical training in the context of survival, whilst aligning the taught survival principles, prior to deploying to field training areas.
- 3 It is mandatory that all students complete the 2.4km run component of their service fitness test upon the commencement of SERE C, in the assigned time allocation for their respective age & gender.

There is not enough time allocated throughout the course to increase the general physical preparedness (GPP) of students, therefore it is strongly recommended that in anticipation of nomination or panelling,
- 4 members complete appropriate training to ensure they are physically robust to complete course, without injury, in demanding conditions.

Where possible, training is to be offset with flying hours IOT increase performance in both areas. This is particularly important in the initial stages of the PCP, especially if the member has limited training
- 5 experience.
- 6 Local PTI consultation is recommended if aspects of the program are unfamiliar, or if clarification of movement patterns is required.

Like any training program undertaken, members are to ensure adequate rest, nutrition and hydration. All workouts are to include a thorough warm up and cool down, and further daily stretching is
- 7 recommended. If an injury occurs, seek medical advice.