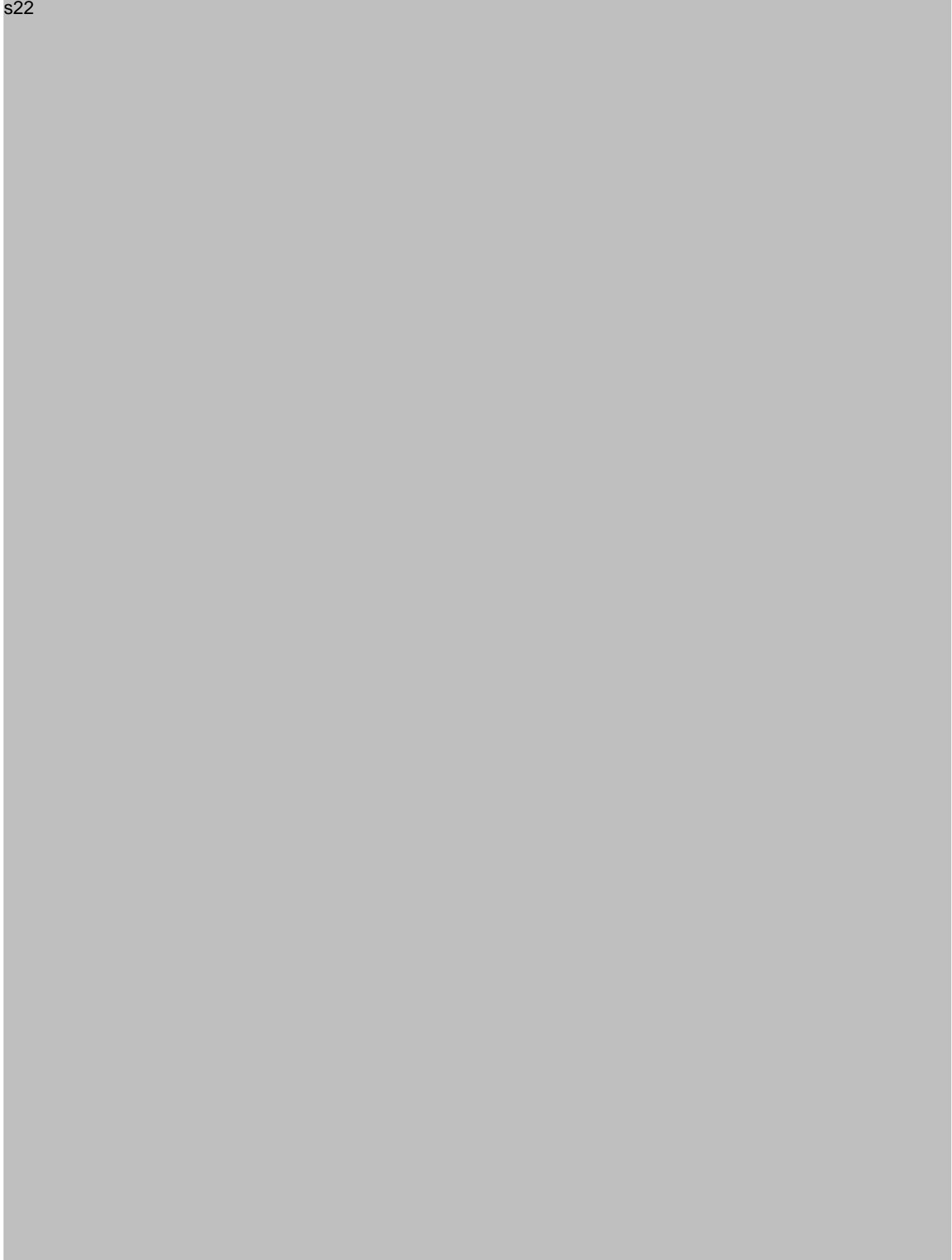


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Army Standing Instruction (Personnel), Part 3, Chapter 2

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- e. **Physical Fitness.** In order to operate effectively and efficiently in arduous physical and mental conditions across the spectrum of conflict, Army personnel are to be physically conditioned IAW [ASI \(P\) Medical Part 8 Chap 4](#) Physical Training. Army personnel are to remain physically fit in order to undertake both general military duties and special occupational functions. They must pass

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## Army Standing Instruction (Personnel), Part 3, Chapter 2

## 3.1–5

a Basic Fitness Assessment (BFA) once every six months for Permanent/Regular members and once every 12 months for Reserve members. D1 PMKeyS automatically defaults to an assessment of 'Not Ready' (six months for Permanent/Regular members and 12 months for Reserve members) after the last recorded BFA date. PTIs and unit Orderly Room/APAC/CSC staff are responsible for ensuring data is entered into D1 PMKeyS. The following are guidelines for compliance to this component of AIRN:

- (1) **Unit commander.** Unit commanders are responsible for the planning and conduct of physical conditioning programs and the conduct of physical fitness assessments. They are responsible to ensure that all personnel comply with the stipulated basic fitness standards and that the level of physical fitness of each member is assessed at least once every six months for Permanent/Regular personnel and 12 months for Reserve members.
- (2) **Medical staff.** Medical staff are to advise commanders regarding the ability of members to participate in physical conditioning activities and to complete the BFA. This advice is to be specific where possible to allow members to participate in those areas not affected by their restriction.
- (3) **Physical Training Instructors (PTI) / unit administration staff.** PTI and unit administration staff are responsible to support the Unit commander's administrative mechanisms and to ensure that the physical fitness component of individual readiness is recorded correctly in D1 PMKeyS.
- (4) **Individuals.** All Army personnel are to ensure that they comply with the physical fitness requirements of AIRN.
- (5) **Assessment/requirement.** The assessment regime for Permanent/Regular and Reserve personnel consists of undertaking a BFA. The BFA is to be conducted at least once every six months for Permanent/Regular and 12 months for Reserve members. Unit commanders and individuals are reminded that D1 PMKeyS will automatically record a member as 'Not Ready' six months after the last recorded BFA.
- (6) **Basic Fitness Assessment.** The performance standards and procedure to be followed for the BFA are detailed in [ASI \(P\) Medical Part 8 Chap 4](#) Physical Training.
- (7) **Failure to meet the standard.** If after the three periods of assessment as detailed in [ASI \(P\) Medical Part 8 Chap 4](#) Physical Training, an individual is unable to meet the standards specified they are to be assessed as 'Not Ready' for the individual physical fitness proficiency component. The member is to be placed on an appropriate administrative warning IAW [MILPERSMAN Part 9 Chap 2](#) Formal Warnings and Censures in the Australian Defence Force and given the required period as detailed in [ASI \(P\) Medical Part 8 Chap 4](#) Physical Training to achieve the standard or be considered for termination. Where all reasonable consideration has been given and where the reason for non-compliance is within the member's control, termination action is to commence. Termination is to occur IAW [MILPERSMAN Part 10 Chap 2](#) Termination of Service in the Australian Defence Force.

## ANNEX 4B

## RESPONSIBILITIES

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- 4.2. **Members.** Members are to:
- a. maintain baseline fitness IAW individual readiness requirements and standards
  - b. achieve applicable Physical Employment Standard as required by unit or command,
  - c. achieve and maintain any additional level of physical fitness as directed by their Commander
  - d. alert their Commander, or person conducting the PT of any personal factors that may affect their ability to conduct PT (such as injury, illness, medications, etc.)
  - e. comply with employment restrictions imposed by their treating Medical Officer.
  - f. Initiate sentinel report(s) if injured during or as a result of PT

**ANNEX 4D**

**STANDARDISED PHYSICAL ASSESSMENTS**

4.1. The system of standardised Army physical fitness assessments include:

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- b. Swimming Proficiency Assessment
- c. Basic Fitness Assessment (BFA)
- d. Physical Employment Standards Assessment (PESA)

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4.2. Details of each standardised physical assessment are contained in appendixes 1 to 5 to annex 4D.

4.3. Routine participation in physical fitness assessments is restricted to members that have a Military Employment Classification (MEC) of either MEC 1 or MEC 2. Members who are MEC 3 or below are only required to complete a physical assessment or rehabilitation fitness assessment (RFE) if recommended by their treating Medical Officer (MO). s22

**APPENDIXES**

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- 2. [Army Swimming Proficiency](#)
- 3. [Basic Fitness Assessment](#)
- 4. [Physical Employment Standards Assessment](#)

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**APPENDIX 2 TO  
ANNEX 4D**

**ARMY SWIMMING PROFICIENCY**

4.1. In the course of duty, members may encounter water obstacles of varying width, depth and speed. IOT minimise the effect of those obstacles, a baseline swimming proficiency is required for all Army members.

4.2. All members are to be assessed in swimming proficiency and be taught the principles and techniques of basic water safety at 1 RTB, RMC-D and ADFA. s22

[Redacted text]

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**Army minimum standard**

4.4. The minimum standard of swimming proficiency to be attained IOT be classified as a swimmer is as follows:

- a. negotiate a distance of 30 metres using any swimming stroke whilst dressed in Australian Multicam Camouflage Uniform (AMCU) without footwear
- b. without leaving the water on completion of the 30 metre swim, tread water or remain afloat out of depth for two minutes.

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APPENDIX 3 TO  
ANNEX 4D

BASIC FITNESS ASSESSMENT  
GENERAL

4.1. The BFA is a mandated assessment aimed at measuring baseline fitness IAW a member's gender and age.

4.2. The BFA is not a maximal output assessment and consists of two strength activities and an assessment of aerobic capacity:

- a. push-ups
- b. sit-ups
- c. 2.4 km run or 5 km walk.

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4.4. **Sequence.** The BFA is to be conducted in a single session in the following sequence:

- a. supervised warm-up
- b. push-ups
- c. sit-ups
- d. 2.4 km run or 5 km walk
- e. supervised cool down.

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4.7. **Preparation.** The BFA assesses baseline fitness, therefore all members of the Army are expected to pass without prior formalised training or prior warning.

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## BFA PERFORMANCE STANDARDS

4.10. Members must achieve the baseline standards for their age and gender as detailed in [enclosures 3 & 4 of appendix 3](#).

## SUPPORTING ASSESSMENTS

### Strength capacity

4.12. The maintenance of appropriate levels of strength capacity support specific military capability. The supporting strength assessments included in the BFA are based on their simplicity and their general support to many military tasks.

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

4.14. **Abdominal strength.** The cadence sit-up provides an indication of abdominal strength and endurance. Abdominal strength is vital in supporting the body through a range of military tasks. A strong abdominal region will assist in reducing the incidence of back injury when combined with correct lifting technique.

### Aerobic capacity

4.15. A common assessment of aerobic capacity is to determine maximal oxygen uptake (VO<sub>2</sub> max). VO<sub>2</sub> max is the maximum ability of the body to transport oxygen to the muscles for energy generation. Aerobic fitness, as indicated in VO<sub>2</sub> max, is strongly linked to work performance and in determining risk of injury. Higher VO<sub>2</sub> max indicates greater performance potential, lower risk of injury and improved health. The 2.4 km run and 5 km walk assess aerobic capacity, locomotor endurance and provide an indication of performance and health. Members are timed running a 2.4 km course set over sealed and generally level ground. The 5 km walk activity may be used where the 2.4 km run is inappropriate due to age or medical classification.

4.16. **2.4 km run.** The 2.4 km run is the primary aerobic capacity assessment with timings based on age and gender. The assessment starts on the command of the supervisor and is concluded as each member completes the required distance. Members should attempt to cover the distance as quickly as possible. A member may

be assisted by a 'pacer' to achieve the required standard, however no form of physical assistance is permitted.

4.17. **Walk assessment.** Members who are 41 years or older may elect to be timed walking the 5 km course. The aerobic output for the 5 km walk is closely related to that required of the 2.4 km run. The course should be set within the same route selected for the 2.4 km run. Members are to cover the distance in the specified time. **Running is not permitted.**

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**ENCLOSURE 2 TO  
APPENDIX 3****CONDUCT OF BASIC FITNESS ASSESSMENT ACTIVITIES****Push-up**

4.1. All members are to complete the push-up assessment as a component of the BFA. Push-ups assess upper body strength and endurance, as well as stabilising abdominal strength. Upper body strength is linked to the ability to carry load. The push-up comprises:

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

- c. the member rests their body on the ground, sags in the middle or raises their hands or feet from the ground, or
- d. the activity supervisor terminates the activity based on safety concerns.

### Sit-up

4.4. All members are to complete the sit up assessment as a component of the BFA. The cadence sit-up assesses a member's abdominal strength and endurance. Abdominal strength is vital in supporting the body through a range of military tasks. A strong abdominal region when combined with correct lifting techniques can reduce the risk of back injury. The sit up comprises of:

- a. **Start position.** The member lies flat on their back with heels in contact with the ground so that their legs are bent to form an angle of approximately 90 degrees at the knees. The arms are held straight with the palms resting on the top of the thighs. Members can elect to have their feet secured / held at any stage during the test. This is the 'start' position.
- b. **Action:**
  - (1) The neck and upper body are flexed in succession to raise the upper body. As the upper body is raised to the 'up' position the hands slide up over the knees until the wrists touch the knees. The body is then lowered until the shoulder blades touch the floor, thereby returning to the start position.
  - (2) Repetitions are performed to a cadence of 1:3 seconds. Each repetition is conducted in a controlled manner. Resting in the down position is permitted provided the member maintains the required cadence.
  - (3) The chin is to be kept as close to the chest as possible to stabilise the head. The head is not to be jerked forward.

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

- a. the hands are lifted from the thighs/knees, or jerked forward as a means of increasing leverage or used to pull the body up
- b. the head is jerked forward
- c. the member's heels or buttocks are lifted from the ground
- d. the member pauses in the 'up' position, or
- e. the member fails to complete a repetition.

4.6. The activity starts on the command of the supervisor and ends when either of the following occurs:

- a. the member is unable to maintain the required cadence
- b. the member has completed the required repetitions up to a maximum of 100 repetitions, or

- c. the activity supervisor terminates the activity based on safety concerns.

### 2.4 km run

4.7. All members are to complete the 2.4 km run as a component of the BFA except members 41 years and over who may elect to complete the 5 km walk IAW paragraph 4.8 or permanently restricted members covered by paragraph 4.10. The 2.4 km run assesses aerobic capacity, locomotor endurance and provides a performance and health indicator. Members are timed running 2.4 km on a sealed and generally level course:

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

### 5 km walk

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

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

## MODIFIED BASIC FITNESS ASSESSMENT ACTIVITIES

4.9. Members below MEC 1 who are unable to complete components of the BFA due to their medical condition, may be approved to attempt the alternate activities. Approval is to be granted by the member's Commanding Officer, following consultation with the treating medical officer.

### 5 km walk

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### Modified push-up

4.11. The modified push-up provides an alternate assessment of upper body strength and endurance, and to a lesser degree, stabilising abdominal strength.

Upper body strength is also linked to the ability to carry load. The modified push-up activity comprises:

- a. **Start position.** The member assumes a position with hands and knees comfortable widths apart on the ground and with arms fully extended so that the body is off the ground. The body must be held in a generally straight line from the shoulders to the knees. The knees and toes are to be on the ground. The start position is also the 'up' position.
- b. **Action:**
  - (1) After the command 'begin' is given, the body is lowered to a position where the upper arms are parallel to the ground. The body may be lowered further, but may not rest on the ground. The body is generally kept in a straight line from shoulders to knees for the duration of the assessment. This is the 'down' position.
  - (2) Keeping the body in a generally straight line, the arms are then extended so that the body returns to the 'up' position and demonstrates one repetition.
  - (3) Repetitions are to be performed until the member completes as many repetitions as possible. The maximum time permitted is two minutes.
  - (4) Hands cannot be moved towards or away from the knees to decrease the percentage of body weight supported through the shoulders.

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

- a. the body is not lowered to the 'down' position, or
- b. the body is not returned to the 'up' position.

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

- a. two minutes have elapsed
- b. the member has completed the required repetitions
- c. the member rests the body on the ground, sags in the middle, raises their hands or knees from the ground, or
- d. the activity supervisor terminates the activity based on safety concerns.

### **Modified sit-up**

4.14. The modified cadence sit-up assesses a member's abdominal strength and endurance. Abdominal strength is vital in supporting the body through a range of military tasks. A strong abdominal region when combined with correct lifting techniques can reduce the incidence of back injury. The modified sit-up comprises of:

- a. **Start position.** The member lies flat on their back with heels in contact with the ground so that their legs are bent to form an angle of approximately 90 degrees at the knees. Their arms are by their side in contact with the ground

with palms down. The fingers are touching a piece of tape. A second piece of tape is placed 12 cm from the first. Their feet are not to be held. This is the 'start' position.

**b. Action:**

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

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

- a. the hands are lifted from the mat, or jerked forward as a means of increasing leverage or used to pull the body up
- b. the head is jerked forward
- c. the member's heels or buttocks are lifted from the floor
- d. the member pauses in the 'up' position, or
- e. the member fails to complete a repetition.

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

- a. the member is unable to maintain the required cadence,
- b. the member has completed the required repetitions up to a maximum of 100 repetitions, or
- c. the activity supervisor terminates the activity based on safety concerns.

**ENCLOSURE 3 TO  
APPENDIX 3**

**BASIC FITNESS ASSESSMENT TABLE—MALES**

BFA component	Level	Age Groups		
		51–55	56–60	61–65
Push-up	Baseline	6	5	3
Sit-up	Baseline	20	15	10
2.4 km run	Baseline	14:30	15:30	16:30
5 km walk	Baseline	45:00	50:00	55:00

ENCLOSURE 4 TO  
APPENDIX 3

**BASIC FITNESS ASSESSMENT TABLE—FEMALES**

BFA component	Level	Age Groups		
		51–55	56–60	61–65
Push-up	Baseline	3	3	3
Sit-up	Baseline	20	15	10
2.4 km run	Baseline	16:30	17:00	17:30
5 km walk	Baseline	47:00	52:00	57:00

**APPENDIX 4 TO  
ANNEX 4D****PHYSICAL EMPLOYMENT STANDARDS ASSESSMENT**

4.1. The Physical Employment Standards Assessment (PESA) measures the minimum level of physical capacity required for all Corps and Employment Categories (EC). The PESA elements are based on the essential tasks required to be performed by all members of the Army and are gender and age neutral.

4.2. The PESA performance standards are based on the ability to achieve a task safely, not at maximum capacity. s22

**PESA CORE ELEMENTS**

4.3. The PESA consists of the following four core elements, each evaluating a key human performance capacity:

- a. **Weight load march (WLM).** The WLM assessment requires soldiers to march a specified distance with a specified load in a specified time. It tests both aerobic power and load carrying capacity. Marching with load is a common military task that is expected of all personnel. This assessment provides coverage for other tasks where aerobic power is the dominant capacity limiting performance.
- b. **Fire and movement (FM).** This assessment tests anaerobic power and is closely modelled on the physical movement patterns associated with fire and movement. Soldiers are required to move to a cadence from a prone firing position to a distance of six metres in five seconds. This process is repeated until the designated number of bounds is achieved. The test is not designed to be tactically correct as it requires personnel to reach the line in a standing position on or before the tone. Once stationary, they are to take a knee at the end of each bound as a control measure to limit injury. The Combat Arms (CA) standard is based on a 100 m section attack. The All-Corps (AC) standard is based on moving forward under fire into a defensive position.
- c. **Lift and carry (LC).** This assessment tests local muscular endurance and requires soldiers to carry two 22 kilogram jerry cans or two 22kg kettle bells for a prescribed distance in 25 metre bounds. It is based on the requirement for all soldiers to be capable of conducting a stretcher carry. A group assessment, such as a stretcher carry, will not accurately assess an individual's physical capacity, therefore an individual test has been developed. Other common military tasks included in this test comprise of repetitive manual handling tasks during administrative resupply and movement of defensive stores.
- d. **Box lift (BL).** This is a test of muscular strength and requires personnel to lift a box from the ground so that the top of the box is level to shoulder height, then lowered to the ground under control. Correct lifting technique must be used. Soldiers may commence the test by lifting lighter weights, progressing up to the mass prescribed for their EC. This progressive assessment allows assessing staff to ensure that a correct and safe lifting technique is utilised. Whilst the BL is reflective of many trade tasks such as lifting heavy equipment



into vehicles, it provides coverage for multiple manual handling tasks associated with being a soldier.

4.4. All trade tasks are benchmarked against one of the four elements above. In limited cases it is not possible to utilise one of the core tests and specific tests have been developed for the following EC:

- a. Artillery Gunner (ECN 162)—a repeat lift and carry assessment based on moving artillery ammunition which is detailed in enclosure 7.
- b. Advanced Rifleman (ECN 343)—a 1 km timed run prior to the FM assessment and a 10 m simulated casualty drag which is detailed in enclosure 8.

### PESA STANDARDS

4.5. PESA Standards for each EC have been determined by applying job-specific demands in addition to an assigned baseline standard. For example, a mechanic recovery has an AC baseline PESA but requires higher strength demands, which must be achieved during assessment.

4.6. There are three standards which have been derived from common military tasks that have been deemed necessary for Army personnel:

- a. **All Corps (AC).** The AC PESA (Level 1) is based on the requirements of performing a range of basic military tasks in an operational environment.
- b. **Combat Arms (CA).** The CA PESA (Level 2) is based on the requirements of performing a range of more physically demanding military tasks in a combat environment.
- c. **Dismounted Close Combatant (DCC).** The DCC PESA (Level 3) is based on the requirements of certain CA EC, within the trained force, to be proficient in the most physically demanding military tasks in a combat environment.

4.7. The PESA Standards by Corps and EC are detailed in [enclosure 1 to appendix 4](#).

Corps	Role	Rank	WLM	FM	LC	BL	Notes
s22							
Royal Australian Corps of Military Police (RACMP)	GD/ADFI	s22 LTCOL	1	1	1	1	
s22							
Royal Australian Corps of Transport (RACT)	ALL	s22 LTCOL	1	1	1	1	
Royal Australian Army Medical Corps (RAAMC)	AC	s22 LTCOL	1	1	1	1	
Royal Australian Army Nursing Corps (RAANC)	AC	s22 LTCOL	1	1	1	1	
Royal Australian Army Dental Corps (RAADC)	AC	s22 LTCOL	1	1	1	1	
Royal Australian Army Ordnance Corps (RAAOC)	AC	s22 LTCOL	1	1	1	1	
Royal Australian Electrical and Mechanical Engineers (RAEME)	AC	s22 LTCOL	1	1	1	1	
Australian Army Public Relations Service (AAPRS)	AC	s22 LTCOL	1	1	1	1	

Corps	Role	Rank	WLM	FM	LC	BL	Notes
Royal Australian Army Pay Corps (RAAPC)	AC	§22 LTCOL	1	1	1	1	
Australian Army Catering Corps (AACC)	AC	§22 LTCOL	1	1	1	1	
Australian Army Psychological Corps (AAPsych)	AC	§22 LTCOL	1	1	1	1	
Australian Army Band Corps (AABC)	AC	§22 LTCOL	1	1	1	1	
Australian Army Legal Corps (AALC)	AC	§22 LTCOL	1	1	1	1	
Royal Australian Army Educational Corps (RAAEC)	AC	§22 LTCOL	1	1	1	1	
Royal Australian Army Chaplains Department (RAA CH D)	AC	§22 LTCOL	1	1	1	1	Chaplains are not required to carry a rifle, but may elect to carry a similarly weighted object
Non-Corps	AC	COL + above	1	1	1	1	

4.3. The following tables detail the PESA core elements:

**Table D4-E1-3: PESA Other Ranks Employment Categories standards**

		WLM	FM	LC	BL
<b>PESA Level</b>	1 (AC)	5 km – Fighting Order (20 kg plus rifle): Min 50 mins – max 55 mins	12 x 6 m	125 m	25 kg
	2 (CA)	10 km – Marching Order ( 25 kg plus rifle): Min 90 mins - max 100 mins	16 x 6 m + 18 m leopard crawl	275 m	30 kg
	3 (DCC)	15 km – Marching Order (25 kg plus rifle): Min 135 min - max 150 mins	1km move (8 mins) + 16 x 6m + 18m leopard crawl		35 kg
	4 (IAW CA EC)				40 kg

Overview	Level 1 (All Corps)	Level 2 (Combat Arms)	Level 3 (Dismounted Close Combatant)	Level 4 (IAW CA EC)
March with load at a rate of 6 km/h (10min per km level 2 and 3)	5km – 20 kg load Time: Min 50 mins – max 55 mins	10km – 25 kg load Time: Min 90 mins - max 100 mins	15 km – 25 kg load Time: Min 135 min - max 150 mins	

Overview	Level 1 (All Corps)	Level 2 (Combat Arms)	Level 3 (Dismounted Close Combatant)	Level 4 (IAW CA EC)
<p>Complete 6m bounds (every 20 secs) to a cadence track.</p> <p>Start from prone firing position at start of each bound. Pers have 5 seconds to reach 6 m mark. Adopt a knee prior to re-adopting prone position.</p>	12 x 6 m bounds	<p>16 x 6 m bounds</p> <p>+ 18 m leopard crawl</p>	<p>1 km best paced move within a time of 8 minutes</p> <p>16 x 6 m bounds</p> <p>+ 18 m leopard crawl</p>	
<p>Carry 2 x 22 kg jerry cans or 2 x 22kg kettle bells in 25 m legs to a cadence track.</p> <p>Soldiers put down jerries or kettle bells at completion of 25 m leg, turn around and lift carry in opposite direction (in accordance with cadence).</p>	5 x 25 m legs	11 x 25 m legs		
<p>Lift a weighted box from the ground so that the top of the box is level to shoulder height then lowered to the ground under control. Using a prescribed lifting technique.</p>	25 kg	30 kg	35 kg	40 kg

ENCLOSURE 2 TO  
APPENDIX 4

PESA CONDITIONING INSTRUCTIONS AND PROTOCOLS

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**Overview of assessments**

4.2. All PESA have one of two baseline standards: AC or CA.

4.3. All PESA have four core elements and a summary of these and the AC/CA standards are detailed in the table below:

**Table D4-E2-1: PESA Standards table—Other Rank Employment Categories Standards**

	<b>Overview</b>	<b>AC</b>	<b>CA</b>	<b>DCC</b>
<b>WLM</b>	March with load at a rate of 5.5 km/h (11 minutes per km level 1 and 10min per Km level 2 and 3)	5 km – 20Kg load plus rifle Time: Min 50 mins – max 55 mins	10 km – 25 kg load plus rifle Time: Min 90 mins - max 100 mins	15 km – 25 kg load plus rifle Time: Min 135 mins - max 150 mins
<b>FM</b>	Complete 6 m bounds (every 20 seconds) to a cadence track	12 x 6 m bounds	16 x 6 m bounds + 18 m leopard crawl	1 km move (8 mins) +16 x 6 m bounds + 18 m leopard crawl

	<b>Overview</b>	<b>AC</b>	<b>CA</b>	<b>DCC</b>
<b>LC</b>	Carry 2 x 22 kg jerry cans or 2 x 22 kettle bells in 25 m legs to a cadence track	5 x 25 m legs	11 x 25 m legs	
<b>BL</b>	Lift a weighted box from the ground so that the top of the box is level to shoulder height then lowered to the ground under control. Using a prescribed lifting technique	25 kg	30 kg	40 kg

4.4. Many EC have PESA requirements above their prescribed baseline standard and personnel should be assessed to their respective EC PESA.

4.5. Testing protocols for each of the assessments are detailed in the following enclosures:

- a. WLM—enclosure 3
- b. FM—enclosure 4
- c. LC—enclosure 5
- d. BL—enclosure 6.

**ENCLOSURE 3 TO  
APPENDIX 4**

**WEIGHT LOAD MARCH ASSESSMENT**

4.1. The weight load march (WLM) assessment tests the aerobic demands and load carriage requirements across a range of tasks including patrolling, digging and repetitive manual handling tasks.

4.2. Timings for the WLM assessments are as follows:

- a. **All-Corps (AC):** 5 km in a minimum time of 50 minutes and a maximum time of 55 minutes, carrying 20kg plus rifle
- b. **Combat Arms (CA):** 10 km in a minimum time of 90 minutes and a maximum time of 100 minutes, carrying 25kg plus rifle.
- c. **Dismounted Close Combatant (DCC):** 15 km in a minimum time of 135 minutes and a maximum time of 150 minutes, carrying 25kg plus rifle.



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**ENCLOSURE 4 TO  
APPENDIX 4**

## **FIRE AND MOVEMENT ASSESSMENT**

4.1. This assessment is a task simulation linked to the physical requirements of performing repetitive fire and movement (FM). It assesses the ability to perform high intensity, short duration tasks that may be expected when operating as a member of a section in contact.

4.2. The requirements of the FM assessment are as follows:

- a. All-Corps (AC): Complete 12 x 6 m bounds (each in 5 seconds) on a 20-second duty cycle
- b. Combat Arms (CA): Complete 16 x 6 m bounds (each in 5 seconds) on a 20-second duty cycle and at the completion of the 16th bound conduct an 18 m leopard crawl in 35 seconds.

**UNCONTROLLED IF PRINTED**

Army Standing Instruction (Personnel), Part 8, Chapter 4  
4—65

**ENCLOSURE 5 TO  
APPENDIX 4**

### **LIFT AND CARRY ASSESSMENT**

4.1. This assessment tests local muscular endurance. It is based on the requirements of performing a stretcher carry and other muscular endurance tasks such as admin resupply and carrying defence stores.

4.1. The requirements of the lift and carry (LC) assessment are as follows:

- a. All-Corps (AC): wearing FO, carrying two 22 kg jerry cans or two 22 kg kettle bells 125 m at a constant walking speed, with a 5 second rest every 25 m.
- b. Combat Arms (CA): wearing FO, carrying two 22 kg jerry cans or two 22kg kettle bells 275m at a constant walking speed, with a 5 second rest every 25m.

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Army Standing Instruction (Personnel), Part 8, Chapter 4  
4—73

**ENCLOSURE 7 TO  
APPENDIX 4**

**ARTILLERY GUNNER LIFT AND CARRY ASSESSMENT**

4.1. This assessment is to be completed by Artillery Gunner (ECN 162) soldiers. It reflects the physical demands, as a member of a gun detachment, moving ammunition for a M777A2 conducting a 10 round fire for effect mission.

4.1. The requirements of the Artillery Gunner lift and carry (LC) assessment are to: lift and carry 10m an inert artillery round (weighing 43 kg) five times.

s22

**ENCLOSURE 8 TO  
APPENDIX 4****DISMOUNTED CLOSE COMBATANT PESA STANDARDS**

- 4.1. The DCC PESA is as follows:
- a. 15 km weight load march (WLM)
  - b. 1 km best paced move followed by exactly 2 minutes rest and conduct of the Combat Arms (CA) fire and movement (FM) assessment
  - c. 10 m casualty drag simulation in 10 seconds
  - d. 275 m (CA) lift and carry (LC) assessment
  - e. 35 kg box lift (BL).
- 4.2. The assessments are to be completed in the above order in a single session.

**Weight load march assessment**

4.3. The WLM is 15 km in Marching Order (25kg plus rifle) in a minimum time of 135 minutes and a maximum time of 150 minutes. All other guidance as per WLM protocols.

**Fire and movement assessment**

4.4. The FM assessment requires participants to complete 1 km within a time of 8 minutes followed by 16 x 6 m bounds on a 20 second duty cycle. At the completion of the 16th bound conduct an 18 m leopard crawl in 35 seconds.

s22

### **Casualty drag assessment**

4.7. This assessment is a task simulation linked to the physical requirements of performing a quick casualty drag to a point of immediate cover from enemy fire. It assesses the ability to perform an explosive high intensity, short duration task which is not covered by other elements of the PESA.

4.8. The casualty drag assessment requires each soldier to drag a casualty simulator (Dragmaster 5000) from a stationary start, a distance of 10 m within 10 seconds.

s22



**Lift and carry assessment**

4.14. As per Combat Arms LC assessment protocols.

**Box lift assessment**

4.15. As per usual BL assessment protocols to 35 kg.

### Attempted BFA Assessments 1 Jan 2021 to 10 Nov 2023

Full/Part Time	BFA Result	Worn Rank	Age Group				Grand Total
			50-54	55-59	60-64	65-69	
Full Time	Pass	GEN		4	2		6
		LTGEN	1	10			11
		MAJGEN	52	14			66
		BRIG	78	5	1		84
		COL	110	9	4		123
	LTCOL	309	141	4	2	456	
	Pass Total		550	183	11	2	746
	Fail	MAJGEN	1	1			2
		BRIG	3				3
		COL	2				2
		LTCOL	5	6			11
Fail Total		11	7			18	
Full Time Total		561	190	11	2	764	
Part Time	Pass	MAJGEN	2	6			8
		BRIG	16	11	3	1	31
		COL	58	57	47	9	173
		LTCOL	194	209	169	27	599
	Pass Total		270	283	219	37	811
	Fail	MAJGEN			1		1
		COL	1				1
LTCOL		1	8	3		12	
Fail Total		2	8	4		14	
Part Time Total		272	291	223	37	825	
Grand Total		833	481	234	39	1589	

Number of Individuals that have attempted a BFA 1  
for the Period Jan 2021 to 10 Nov 2023 In the  
Target Rank Range

Count of ID	Total
Full/Part Time	
Full Time	289
Part Time	357
Grand Total	646

If a member has transferred from full time to part time service or Vice Versa during the period they will be counted twice.

### PESA Test Results 1 Jan 2021 to 10 Nov 2023

Full/Part Time	BFA Result	Worn Rank	Age Group	
			50-54	Grand Total
Full Time	Pass	LTCOL	1	1
	Pass Total		1	1
Full Time Total			1	1
Grand Total			1	1