

INFORMATION PAPER

ATZR-J
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SUBJECT: Corrective Training

1. Purpose. To inform leaders at all levels of corrective training and how it can be used to promote good order and discipline within their organizations.

2. Facts.

a. One of the most effective, but under-utilized, non-punitive measures leaders may use when a Soldier commits an offense, or has demonstrated sub-standard performance is Extra Training or Instruction, commonly referred to as “corrective training.” This measure may be used in addition to, or in lieu of UCMJ or adverse administrative action. However, corrective training is never punishment and should not be confused with extra duty.

b. Corrective training *must* be directly related to the deficiency and *must* be oriented to improving the Soldier’s performance in his problem area (Army Regulation (AR) 600-20, para. 4-6 and AR 27-10, para. 3-3(c)). Although corrective training may be accomplished after normal duty hours, the measures must be training or instructive in nature, *not punishment*. When corrective training is being completed leaders should be present. Corrective training should continue only until the training deficiency is overcome.

c. Soldiers undergoing administrative separation or facing NJP or court-martial may be required to conduct corrective training prior to their case being adjudicated or their separation approved. Commanders wishing to do so should always consult with the Trial Counsel to ensure the corrective training does not amount to unlawful pretrial punishment under Article 13, UCMJ. Soldiers found to have been punished prior to trial may, among other things, have an adjudged sentence reduced at trial.

Corrective Training v. Punishment – KNOW THE DIFFERENCE!		
	Corrective Training	Punishment (ie, Extra Duty)
When Imposed	In an effort to correct a deficiency—substandard performance or minor misconduct	Only <i>after</i> determination of guilt at NJP or court-martial
Imposed by	Soldier’s immediate commander	Commander adjudicating Article 15 or Military Judge
Nature of Tasks	NEVER includes those tasks traditionally assigned as “extra duty” following an Article 15	Includes those traditional “extra duty” tasks like picking up the trash, etc...
Relation to Offense	ALWAYS / MUST be related to underlying misconduct or substandard performance	No requirement to be related to underlying misconduct; may be punishment simply for punishment’s sake

Duration	Continues until deficiency is corrected; requires constant assessment	Continues for a predetermined number of days (e.g., “14 and 14”). It’s done when the clock says it’s done
Stigmatizes or Humiliates?	Primary purpose cannot be to humiliate or degrade the Soldier*	Permissible, within reason

*If others reasonably perceive the primary purpose of corrective training to be humiliating or degrading, then it is improper corrective training.

3. Examples.

a. Examples of **unlawful** corrective training (e.g., actions considered unlawful punishment):

(1) SPC Doe gets multiple speeding tickets on post. SPC Doe cannot be made to stand at the entrance to the compound at lunchtime wearing a large sign warning people against the hazards of speeding. The primary purpose of such action is to publicly stigmatize or humiliate the Soldier.

(2) SPC Doe has a positive urinalysis for cocaine. His chapter and his Article 15, both incomplete, are “sitting at JAG.” SPC Doe is required to conduct one-man, after hour, motor pool checks. This is improper. SPC Doe is being punished (the work is unrelated to the positive urinalysis for cocaine) despite the fact that he has not yet been found guilty at his pending Article 15 proceeding.

b. Examples of **appropriate** corrective training include:

(1) SPC Doe continuously reports to formation late. Corrective training for SPC Doe may be required to report to his place of duty 30 minutes prior than everyone else for one week. The corrective training is aimed at remedying the substandard behavior—reporting for formation on time.

(2) SPC Doe fails to maintain accountability of his weapon during an exercise. SPC Doe may be required to inventory a section’s equipment or assist in the monthly sensitive items inventory, even if it is not his routinely assigned extra duty.

(4) SPC Doe fails to obey the orders given to him by an NCO. SPC Doe may be required to write a two-page essay explaining NCO authority and military discipline.

(5) SPC Doe gets multiple speeding tickets on post. SPC Doe may be directed to give a class to Soldiers in his unit about installation driving rules, including speed limits.

4. Contact your unit Trial Counsel/Judge Advocate if you have any questions.

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