

IG Bulletin



MAR 2019

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Army Combat Fitness Test

By LTC Timothy J. Diley, Command Inspector General



Soldiers and leaders across the Fires Center of Excellence are definitely taking an interest since the 9 July 2018 announcement of the new Army Combat Fitness Test (ACFT). It's important to disseminate and share as much information across the force so Soldiers and leaders understand the genesis behind the test, the components of the test, and the timelines associated with it in order to prepare for implementation of the ACFT.

The ACFT is a part of the Holistic Health and Fitness (H2F) System. The System is designed to improve Soldier Lethality through physical readiness and mental toughness. The system is broken up into five categories: governance, programs, equipment and facilities, personnel, and leader's education. TRADOC was designated command lead for H2F governance so they figure out how to, "track, monitor and assess a Soldier's progress in the H2F system."

The purpose of the ACFT is to, "assess a Soldier's physical performance

capability within components of combat fitness." The objectives are (1) Improve individual Soldier readiness, (2) Transform the culture of Army fitness, (3) Reduce preventable injuries and attrition, (4) Enhance mental toughness and stamina, (5) Contribute to increased unit readiness.

The ACFT came from the Baseline Soldier Physical Readiness Requirements Study (BSPRRS) which focused on a new test from 2012. The Army researched the baseline physical readiness requirements of high physical demand tasks Soldiers perform in combat. We know these as Warrior Tasks and Battle Drills (WTBD) and Common Soldier Tasks (CST). The Army, through 20 years of research and studies and consulting with sister services, allied partners, Department of Physical Education (West Point), U.S. Army Research Institute of Environmental Medicine, U.S. Army Public Health Center (MEDCOM), and the Army Physical Fitness School (USACIMT) developed six physical fitness events that will be able to predict WTBD/CST performance in Soldiers.

The ACFT measures six primary (Muscular strength, Muscular Endurance, Power, Speed, Agility, and Cardio Endur-

ance) and four secondary (Flexibility, Coordination, Balance, and Reaction Time) components of fitness. The Army Physical Fitness Test (APFT) only provided adequate assessment of two primary components of fitness: muscular strength and cardio endurance. The Army agrees that these are important to Soldiers, but other components are also relative to combat readiness. The six ACFT events are: Three Repetition Maximum Deadlift (MDL), Standing Power Throw (SPT), Hand-Release Push-up (HRP), Sprint-Drag-Carry (SDC), Leg Tuck (LTK), and Two-Mile Run (2MR). There are no exceptions to the ACFT testing sequence.

The Center for Initial Military Training created an ACFT video on YouTube (<https://www.youtube.com/watch?v=RnVTW1Lh7zk>) which goes into greater detail on the events. Additionally, the Center for Army Lessons Learned (CALL) has published, *The Army Combat Fitness Test* publication number 18-38 dated SEP 2018. This 80 page booklet goes into great detail about the ACFT including procedures, training guide, test procedures, and equipment requirement. **Continued on page 2**

Parental Leave Program

By SFC Antonique Hawkins, Assistant Inspector General



Family time is important to every service member. Army Directive (AD) 2019-05 (Army Military Parental Leave Program) was established to ensure members are given adequate time to bond after the birth of their child or an adoption. The program provides more flexibility for mothers and primary caregivers. It also provides secondary caregivers with additional parental leave time.

According to AD 2019-05 (Army Military Parental Leave Program) there are three types of non-chargeable leave related to parentage: maternity convalescent leave, primary caregiver leave, and secondary caregiver leave.

What are the differences from the previous policy?

The new changes will allow mothers to take six weeks of convalescent leave directly after giving birth. Then they can be granted another six weeks of consecutive leave as primary caregiver to bond with their infant anytime up to a year after birth. Before AD 2019-05, mothers could receive up to 12 weeks of maternity leave, but it had to be taken immediately following childbirth.

Secondary caregivers are now able to receive up to 21 days instead of the previously allotted 10 days. Secondary caregivers are allowed to be designated as the primary caregiver if the mother has not taken the six weeks of maternal leave. If the mother is the secondary caregiver, she will receive six weeks of maternity convalescent leave directly after giving birth and

then may be authorized an additional 21 days as the secondary caregiver.

Who the change affects:

AD 2019-05 (Army Military Parental Leave Program) applies to Regular Army Soldiers on active duty, reserve component Soldiers performing active Guard and Reserve duty or full-time National Guard duty for a period in excess of 12 months. Additionally, reserve component Soldiers performing duty under a call or order to active service in excess of 12 months.

Retroactive Benefits:

Soldiers who took advantage of the 10 days of paternal leave on or after December 23, 2016, are eligible to apply for an additional 11 days of leave as a secondary caregiver. Retroactive primary **Continued on page 2**

Duty Roster

By SFC Eric Castillo, Assistant Inspector General



Details and duties are part of everyday life while in the service. No matter your rank or background, at some point in your career you will be selected to have duty. This can be Charge of Quarters (CQ), Staff Duty, or even Field Officer of the Day. According to Army Regulation 220-45, Duty Rosters, each type of duty must have an accompanying DA Form 6, Duty Roster.

First and foremost, the "From" date on the DA Form 6 will be the date immediately following the "To" date from the previous month's DA Form 6. Next, the "To" date will always be the last day of the detail or duty. Only those personnel who are required to perform the duty will be listed in alphabetical order and by highest pay grade. The duty roster is posted only for those days which a detail is selected. AR 220-45, para 7, "Posting DA Form 6," goes into detail as to how a roster is labeled with the only authorized abbreviations. For example, if a Soldier is not present due to authorized leave, they will be marked with the abbreviation "A" for being absent or otherwise not available. There is no other method or abbreviation showing a Soldier who is authorized as being absent or unavailable. Another authorized abbreviation on the DA Form 6 is the letter "D". This code is important if Soldiers are on multiple duty rosters. For example, Soldiers on a CQ roster will have a letter "D" on the Staff Duty DA Form 6 to show they are not eligible to have duty the day they are scheduled for CQ. Soldiers, as a result of their own misconduct, not eligible for duty will be identified with the letter "U". The aforementioned codes are the only abbreviations authorized for a DA Form 6.

According to AR 220-45, paragraph 10, (a), "The sequence of numbers shows the number of details made from this DA Form 6 since the Soldier concerned was last detailed as charge of quarters, excluding any details made from DA Form 6 while such Soldier was in a nonchargeable status." The example given within the regulation is seven days between duty days. The DA Form 6 is individually numbered one through seven according to when they had duty last. The eighth day for each Soldier is considered their duty day. The day each Soldier is assigned as a duty day is signi-

fied by diagonal lines from the right corner of the block. Afterwards, the number sequence begins again and continues to repeat until the end of the duty cycle.

The IG office has received an increase in issues concerning the completion of DA Form 6. A recent example is the use of digital software to complete the DA Form 6. Auto Duty Pro, the DA6 Wizard, or Duty Roster Maker from Everett Software are unauthorized for use. The systems can be manipulated or may have glitches that assign Soldiers inaccurate duty days. The DA Form 6 is a manual form, which should be completed by a trained individual.

Parental Leave Program Cont.

caregiver leave can be taken up to 18 months after the birth of their child. If you fall into this category, you will need to fill out a Department of the Army Form 4187 and submit it to your Commander for consideration to retrieve your retroactive parental leave.

Process to Designate Caregivers:

In order to request designation as a primary or secondary caregiver, Soldiers must submit a DA Form 4187. Soldiers should submit the DA Form 4187 through the chain of command about 60 days prior to the estimated date of birth or finalized adoption. After Commander's approval, S1 or G1 will submit it to iPERMS for inclusion in the Soldier's personnel records.

When Soldiers submit primary or secondary caregiver leave, they need to be aware that leave will be granted within the constraints of operational military requirements. The Commander has the right to approve or disapprove leave when mission dictates. To learn more on the new policy and retroactive stipulations please refer to AD 2019-05. If you have questions concerning the article or would like the IG office to conduct training, please feel free to contact us.



Army Combat Fitness Test Cont.

Visit the CALL website at <http://call.army.mil>.

The Army will phase in the ACFT over the next two years.

1 October 2018 to 1 October 2019: Initial Operational Capability-The ACFT is not mandatory. The Army will select 60 battalions to conduct the ACFT to gain valuable feedback on scoring and testing procedures. The current APFT will be the record test.

1 October 2019 to 1 October 2020: Full Operational Capability, Not for Record-All required equipment will be on hand at the unit level. All Soldiers will be required to take the ACFT but it will not be for record. The current APFT will be the record test.

1 October 2020: Full Operational Capability, For Record. The ACFT will become the Army's record test. Scoring for the ACFT will be based on Occupational Physical Demand Categories for close combat battalion and below units. These categories (Heavy Physical Demand, Significant Physical Demand, and Moderate Physical Demand) are established regardless of age or gender. Currently, there are no alternate events authorized for the ACFT. A decision about alternate events has not been made. According to the Center for Initial Military Training, "The Army is studying alternate fitness test for Soldiers on temporary and/or permanent profiles." More information and guidance will be disseminated as the Army conducts the extensive field tests that started in October 2018.

The ACFT will become the Army's record fitness test in October 2020. Leaders need to keep their Soldiers informed and remain flexible throughout the fielding of the ACFT. Leaders need to utilize their Master Fitness Trainers (MFTs) to ensure Soldiers are training safely by enforcing proper techniques when using weight training in order to prevent unnecessary injuries. Also, utilize the CALL Army Combat Fitness Training Guide to develop strength, endurance, and mobility in preparation for the ACFT. This will be a significant culture change for the Army, but one that will improve the overall readiness to deploy, fight, and win our nation's wars.

"Droit-et-Avant"



**Office of the Inspector General,
USAFCoEFS
BLDG 1613 Randolph Road**



Upcoming Inspections			
Date	Agency	Units Affected	Topic
25 FEB - 08 MAR 19	FCOE IG	FCoE, 30 ADA, 428 FA, 434 FA	DTS
18 -19 MAR 19	DAIG IG	FCoE	Military Housing

The FCoE IG office relocated to building 1613 across from the NEC. Additionally, office hours have changed to 0900-1700.

Inspector General Mission

The Office of the Inspector General provides assistance, teaches and trains, and conducts inspections and investigations as directed by the Commanding General for and throughout the United States Army Fires Center of Excellence and Fort Sill in order to assist commanders in achieving disciplined and combat-ready units and to maintain the operational effectiveness of the command.

For questions or assistance, or to file a complaint:

Comm: 580-442-6007/3224

DSN: 639-3224

E-mail: usarmy.sill.fcoe.mbx.fort-sill-inspector-general@mail.mil

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