

FACT SHEET - #1

SUBJECT: Setting and Enforcing Unit P.T. Standards

1. PURPOSE. To inform commanders of unit P.T. standards and permissible means of enforcing those standards.

2. FACTS.

a. Only one physical fitness standard, the Army Physical Readiness Test, may serve as the basis for adverse action. Soldiers who fail to meet this standard should be placed in remedial P.T., flagged, and may be subject to adverse administrative actions, such as a bar to reenlistment (BTR), or administrative separation.

b. AR 350-41 (3/19/93), para 9-6, provides that units may set reasonable unit physical fitness standards that exceed the Army standard. However, **NO ADVERSE ACTION MAY BE TAKEN AGAINST A SOLDIER WHO MEETS THE ARMY STANDARDS BUT FAILS TO MEET THE UNIT STANDARD.** Soldiers who fail to meet the unit standard should be counseled on the importance of meeting unit standards. These soldiers may also be placed in a SPECIAL P.T. program. **IT SHOULD NOT BE PUNITIVE, AND SHOULD BE CONDUCTED DURING GENUINELY NORMAL DUTY HOURS.** The program should be designed to aid and encourage soldiers in achieving the unit standard.

c. Finally, pursuant to Army Regulation 601-280 (3/31/99), para 8.4a, a BTR may be based on demonstrated and documented apathy, disinterest, inability to adapt to military life, and shirking. If a commander believes, and can substantiate, that a soldier's inability to meet unit standards is the result of one of the foregoing factors, a BTR may be appropriate. Before taking such an action, the commander should coordinate with the unit trial counsel.

3. POC is the Administrative Law Division at 4-7414/4668.

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