



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, 8TH THEATER SUSTAINMENT COMMAND
FORT SHAFTER, HAWAII 96858-5100

APTS-CG

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commanding General Policy #12, Comprehensive Soldier Fitness (CSF) Program

1. References.

- a. Information Paper, Subject: Comprehensive Soldier Fitness Program, 2 October 2009.
- b. Communication Plan - Comprehensive Soldier Fitness, 11 January 2010.
- c. ALARACT 293/2009, Global Assessment Tool and Comprehensive Fitness Module Available to the Army, 20 October 2009.
- d. ALARACT 097/2010, Comprehensive Soldier Fitness Execution Order, April 2010.

2. Purpose. Prescribe procedures for the 8TSC CSF program.

3. Applicability. This policy applies to all 8TSC units, including those that are preparing to deploy or in RESET.

4. Program Background. Comprehensive Soldier Fitness represents the Army's recognition that readiness of the force is linked to the psychological, emotional and mental strength of our Soldiers, family members, and civilians. The program emphasizes a holistic approach to fitness by optimizing five dimensions of strength: Physical, Emotional, Social, Spiritual and Family. In addition to traditional means of enhancing the five dimensions of Soldier fitness, the program uses individual assessments, tailored virtual training, classroom training and embedded resilience experts to provide critical skills needed to survive sustained deployments. The intent is to provide subordinate leaders with a program that allows them to leverage the various resources available to enhance Soldier resilience and coping skills – ensuring that our Soldiers are prepared for combat.

5. The five dimensions of strength are defined below:

- a. Physical- Performing and excelling in physical activities that require aerobic fitness, endurance, strength, healthy body composition and flexibility derived through exercise, nutrition, and training.
- b. Emotional - Approaching life's challenges in a positive, optimistic way by demonstrating self-control, stamina, and good character with your choices and actions.

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c. Social - Developing and maintaining trusted, valued relationships and friendships that are personally fulfilling and foster good communication including a comfortable exchange of ideas, views and experiences.

d. Spiritual - Strengthening a set of beliefs, principles or values that sustain a person beyond family, institutional, and societal sources of strength.

e. Family - Being part of a family unit that is safe, supportive and loving and provides resources for all members to live in a healthy and secure environment.

6. The Army has programs (see Enclosure 1) designed to address various individual and family issues. Comprehensive Soldier Fitness provides an overarching paradigm that focuses on strengthening the individual and families by leveraging the established programs coupled with recent Army-level initiatives described below. Leaders must use the recently developed tools along with existing programs to ensure that their Soldiers, civilians, and families achieve comprehensive fitness.

7. Three recently developed HQDA tools to assist in achieving Comprehensive Soldier Fitness are: Global Assessment Tool (GAT), Comprehensive Resilience Modules (CRMs), and Master Resilience Trainers (MRTs). Brigades and battalions will develop CSF programs that include GAT, CRMs and MRTs to create an environment of continuous development of our Soldiers, families, and civilians.

a. Global Assessment Tool. The GAT is available at <https://www.sft.army.mil>. The GAT is a self-assessment tool for the individual Soldier that must be completed annually and within 120 days following a contingency operation deployment. Units will provide GAT completion statistics during quarterly training briefs. All Soldiers in-processing 8TSC units will take the GAT.

b. Comprehensive Resilience Modules. CRMs educate and provide tools for individuals to develop strength in all dimensions except the physical dimension. Upon completion of the GAT, Soldiers, Family members, and civilians are directed to CRMs in areas where enhancement would be desirable. In these instances the self development modules in the family, emotional and social dimensions are mandatory for Soldiers. Spiritual dimension CRMs are completely voluntary and Soldiers shall not be directed to complete. CRMs are voluntary for Family members and civilians. Soldiers have up to one year to complete the CRMs. First line supervisors should know the status of their Soldier's progress in completing the CRMs.

c. Master Resilience Trainers. MRTs are qualified officers and NCOs who have successfully completed the 10-day MRT training course. The 8TSC units are required to have one MRT trained officer (O1-O4 or CW2-CW4) and NCO (E6-E8) at brigade-level and one MRT trained

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NCO (E6-E8) per battalion. Battalion MRTs will assist companies and serve as a training resource. The 8TSC units plan and conduct a minimum of two hours of resilience related training per quarter.

8. Implementation. In addition to DA directed requirements in paragraph 7, the 8TSC commanders and staffs will execute the following:

a. Brigades will appoint both an OIC and an NCOIC of CSF who will be qualified through the 10-Day Master Resilience Trainer Course.

1) These individuals will implement, direct, and oversee the brigade CSF Program for the commander and assisting the commander ensures compliance with the policies established in this letter and provided from USARPAC and HQDA.

2) The brigade CSF OIC and NCOIC are the primary trainers for the Brigade HHC in CSF programs, and serve as the brigade commander's subject matter experts for CSF.

3) The brigade CSF OIC and NCOIC serve as the brigade's link to the CSF Program and will work through the 8TSC Headquarters to gain any external expertise from the CSF Headquarters, DAMO-CSF, DCS G-3/5/7, HQDA to answer any questions that might arise.

4) The brigade CSF OIC and NCOIC will offer a minimum of two courses per year to the HHC Family Readiness Group (FRG).

b. Each battalion will have one Master Resilience Trainer (MRT) who is qualified through the 10 day Master Resilience Trainer Course.

1) The battalion MRT will serve as the battalion commander's subject matter expert for CSF.

2) The battalion MRT will assist the commander to ensure that all elements of their battalion are complying with CSF policy and guidance. They will track training and report to the brigade CSF OIC as well as their battalion S3.

3) The battalion MRT will be responsible for offering classes to FRGs within the BN.

4) Battalion MRTs will be between the ranks of SSG to MSG and will have the ASI of 8R added to their ERB.

5) Battalion MRTs will train company level Resiliency Training Assistants (RTAs) and periodically observe RTAs training to ensure the compliance with CSF and MRT standards.

c. Company Level RTAs will be trained by their battalion MRT in the 25-hour curriculum.

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1) Each company command team will identify at least one qualified NCO (E-5 and above) within the company to be trained as a RTA. Names will be provided to the battalion MRT, who will train them in the required 25 hour course allowing them to become a company RTA. The battalion MRT will forward this information to brigade MRT OIC/NCOIC.

2) Once certification is complete Company Level RTAs will be responsible for implementing training in their companies.

3) RTAs must teach their first two classes with or under the supervision of an MRT before they may teach on their own. They will report their training plans to their battalion MRT.

4) RTAs will serve as the company commanders subject matter expert on CSF and MRT.

5) RTAs will assist fellow Soldiers in accessing and taking the Global Assessment Tool (GAT) and Comprehensive Resilience Modules.

d. All Soldiers will take the GAT at least once a year. The GAT may be accessed at <https://www.sft.army.mil/>. Compliance with this task will be tracked by BN MRTs. The results of the GAT are confidential and a Soldier cannot and will not be forced to show results to leadership.

e. All BN level and higher SGMs/CDRs will hold an NCOOP/OPD for leadership at least once per year in which MRTs will discuss the topic/benefits of CSF as well as current and future implementation plans and goals of CSF within the organization.

f. Leaders will implement MRT and CSF skills into training, development, and operational tasks that are conducted during the normal duty day. For example, leaders can demonstrate how skills learned in CSF will assist in problem solving and dealings with subordinates in the counseling process.

g. MRTs and RTAs enhance rather than supercede commanders' programs designed to facilitate Soldier readiness. All MRTs and RTAs should keep on file contact information for the following individuals/agencies in their area of operation:

1) Chaplain.

2) Behavioral Health.

h. Commanders will ensure all Soldiers are assessed using the Soldier Risk Index (see Encl 3) or similar assessment tool in order to identify high risk Soldiers.

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i. All members of the TSC will receive no less than 2 hours of quarterly training in CSF/MRT skills. This training will be conducted by either an MRT or RTA and may be devised into whatever means the trainer feels will get the maximum results from the individuals being trained.

1) Training should be conducted in groups no larger than a platoon size element if applicable.

2) The BDE/BN MRT are required to track training compliance at the unit level.

3) Units preparing for deployment must ensure that the MRT pre-deployment module is a part of Soldiers pre-deployment process.

4) Unit MRT/RTAs must ensure that their Soldiers receive the initial 1 hour block of training upon returning from deployment and must complete within +/- 10 days of returning from theater. Unit MRT/RTAs also must ensure that their units receive the second block of post deployment training within three to six months of returning from theater.

j. Unit level leaders will leverage programs outlined in Enclosures 1 and 2 to maximize resilience for their Soldiers, family members and civilians.

k. Battalion and brigade commanders will develop feedback mechanisms to determine program effectiveness.

l. Commanders will highlight their CSF programs in quarterly training briefs.

m. The 8th TSC G3 will provide quarterly CSF feedback to USARPAC.

n. Organizational Inspection Programs will incorporate CSF program evaluation.

o. The 8th TSC CSF Executive Council, comprised of the DCO, Chief of Staff, G3, Chaplain, Surgeon, Safety Officer, SJA, Command Well Being Programs Manager, brigade DCOs, and senior TSC and brigade MRTs will meet quarterly to assess and adjust the 8th TSC CSF program. Focus will be on determining and gauging objective measures of Soldier resiliency within the command. Enclosure 4 provides an agenda for the Executive Council.

9. The 8TSC CSF Portal. The 8TSC CSF portal and website provides training materials, program updates, and external links to support subordinate unit CSF programs.

a. The 8TSC CSF portal link is at:
<https://portal.usarpac.army.mil:35000/8thtsc/staff/g3/fitness/Pages/default.aspx>.

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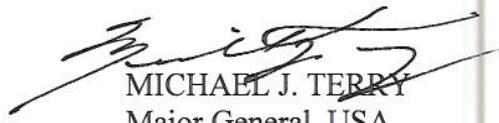
b. The 8TSC CSF website is located at:

<http://www.usarpac.army.mil/8tsc/IndexandPages/Navigation/soldierfitness.html>.

10. Proponent. The 8TSC G3 is the proponent for this policy and serves as CSF Program Coordinator for the command. The 8TSC G3 is responsible for providing program guidance to subordinate unit MRTs and will consolidate GAT results and provide CSF program updates to brigades.

4 Encls

1. CSF Supporting Programs
2. CSF Program Matrix
3. Soldier Risk Index
4. CSF Executive Council Agenda



MICHAEL J. TERRY
Major General, USA
Commanding

DISTRIBUTION:

8TSC BDE and BN CDRs and CSMs

Enclosure 1 – CSF Supporting Programs

Dimension	Program	OPR
Physical	Unit PT Program	Unit
	Combatives Program	Unit
	Composite Risk Management	Unit
	Army Warrior Training	Unit
	Medical Readiness	Unit
	Pregnancy Post Partum Physical Training	Unit
	Preventive measures against disease and injury	Surgeon
	PHA/Pre and Post Deployment Health Assessment	Surgeon
	Nurse Care Manager Initiative (BDE/BCT)	Tripler/SBHC
	FMWR Sports	FMWR
	Nutrition Counseling	Tripler/SBHC
	Outdoor Recreation	FMWR

Enclosure 1 – CSF Supporting Programs

Dimension	Program	OPR
Emotional	Soldier Risk Assessment	Unit
	Battle Mind Training	Unit
	ACE Program (Ask, Care, Escort)	Chaplain
	Counselors	Tripler/SBHC
	Deployment Cycle Support/Pre and Post Deployment Health Assessment	Tripler/SBHC
	Nurse Case Manager Initiative (BDE/BCT)	Tripler/SBHC
	Army Once Source	Army One Source
	Sexual Assault Prevention and Response Program	ACS
	Military and Family Life Consultants	ACS

Enclosure 1 – CSF Supporting Programs

Dimension	Program	OPR
Family	Family Readiness Group	Unit
	Virtual Family Readiness Group	Unit
	Army Volunteer Corps	ACS
	Soldier Family Action Plan	ACS
	Child and Youth School Services	MWR
	Family Advocacy Program	MWR
	Family Overcoming Under Stress (FOCUS)	ACS
	Family Strong Hawaii/Family Strong Series/Pohai Pulama	ACS/Tripler
	Army Family Team Building	ACS/Installation
	Family Retreats/Strong Bonds	Chaplain/ACS
	Military and Family Life Consultants (MFLC)	ACS
	Exceptional Family Member Program (EFMP)	ACS/Tripler)

Enclosure 1 – CSF Supporting Programs

Dimension	Program	OPR
Spiritual	ACE (Ask, Care, Escort)	Unit
	ASIST (Applied Suicide Intervention Skills Training)	Chaplain
	Strong Bonds Retreat	Chaplain
	Spiritual Retreats	Chaplain
	Reintegration Retreats	Chaplain
	Shoulder to Shoulder Video	Chaplain
	Religious Services/Events	Chaplain
	Religious Training	Chaplain

Enclosure 1 – CSF Supporting Programs

Dimension	Program	OPR
Social	Cultural Awareness Training	Unit
	Prevention of Sexual Harassment	Unit
	Equal Opportunity Program	Unit
	Family Readiness Group	Unit/FRSA
	BOSS Program	Installation BOSS Program
	Arts and Crafts Center	Installation
	Information, Ticketing and Registration (ITR)	Installation
	Army Club System	Installation
	Army Volunteer Coordinators	ACS
	Cultural Awareness Training	EO/Unit
	Prevention of Sexual Harassment	EO/Unit
	Equal Opportunity Program	EO/Unit
	Army Community Services	Installation

Enclosure 2- CSF Program Matrix

	Spiritual	Emotional	Physical	Family	Social
Chaplains					
Strong Bonds	x				
Worship Services	x				
Vacation Bible School	x				
Single Soldier Programs	x				
Mindfulness	x				
Social Workers	x				
PFC- Tai Chi/Chi Gung	x				
Physical Fitness Centers					
Aerobics/Yoga			x		
PT Physical Therapists			x		
Mission Essential Fitness			x		
Physical Trainers			x		
Aquatics			x		
Outdoor Recreation			x		X
Warrior Adventure Quest			x		
Programming			x		
Libraries				x	X
Resources/Education		x			
Meditation	x				
Army Family Covenant		x	x	x	
MFLCs		x	x	x	X
Army Community Service					
Stress Management		x			
Relaxation Techniques		x			
Financial Readiness		x			
Mobilization & Deployment		x			
Relocation Readiness		x			
Island Tours-Newcomers					X
Hawaiian Culture					X
EFMP		x	x		
Sexual Assault Prevention		x		x	
Family Strong Series		x		x	
Employment Readiness				x	
Family Advocacy				x	
New Parent Support				x	
Victim Advocacy				x	
VTC				x	
Parenting Classes				x	
Family and Morale, Welfare, and Recreation					
BOSS					X
Arts & Crafts					X

Enclosure 2- CSF Program Matrix

BSC	x	x	x	x	X
Tropics Recreation Center				x	X
Bowling					X
Golf					X
PARC					X
Clubs					X
	Spiritual	Emotional	Physical	Family	Social
Community Special Events					X
Auto Skills					X
TAMC/Schofield Barracks Health Clinic					
Army Public Health Nurse			x		
Nutrition			x		
Family Advocacy Program					
Medical Social Work Services					
Outpatient Social Work		x			
Deployment Health Care Manager		x		x	
Women's Infant's and Children's Referral Program		x	x	x	
Soldier Assistance Center (SAC)					
Adult Family Member Assistance Center (AFMAC)					
Marriage & Family Therapy Clinic (MFTC)					
Child and Adolescent Assistance Center (CAAC)					
FOCUS		x		x	
Army Substance Abuse Program	x	x	x	x	x
Gottman Institute Marriage Seminar				x	
Therapeutic Riding		x	x		
Army Community Theatre					x

Enclosure 3 - Soldier Risk Index

Soldier Risk Index

NAME:		DATE:	
ASSESS HAZARDS AND ISSUES		IMPLEMENT CONTROLS	
SOLDIER IS UNDER THE AGE OF 26 TWO POINT IF YES	0	PREVIOUS OR PENDING UCMJ FOUR FOR EACH IN LAST 12 MONTHS	0
SOLDIER IS UNDER THE RANK OF SGT ONE POINT IF YES	0	MOTORCYCLE RIDER FIVE IF YES	0
SOLDIER IS SINGLE OR DIVORCED ONE POINT IF YES	0	PARTICIPATES IN HIGH RISK ACTIVITIES per 8th TSC Safety SOP TWO IF YES	0
REDEPLOYED IN THE LAST 120 DAYS ONE POINT IF YES	0	EXPERIENCING FINANCIAL TROUBLES FOUR IF YES	0
ARRIVED FROM AIT LESS THAN FOUR MONTHS TWO IF YES	0	TYPE OF PRIVATELY OWNED VEHICLE ONE FOR SUV or VAN TWO FOR TRUCK THREE FOR 4 Door SEDAN FOUR FOR 2 Door Sedan	0
EXPERIENCED DIVORCE OR SEPARATION IN LAST 12 MONTHS (Including relationships other than marriage) TWO IF YES	0	CURRENTLY ENROLLED IN ASAP FOUR IF YES	0
KNOWN TO DRIVE UNDER THE INFLUENCE (DUI, DWI OR OBSERVATION) IN THE LAST 12 MONTHS SIX IF YES	0	DRUNK ON DUTY OR DRUG USE FOUR IF YES IN THE LAST 12 MONTHS	0
RECEIVED OTHER TRAFFIC CITATIONS THREE FOR EACH IN LAST 12 MONTHS	0	SUBSTANDARD WORK PERFORMANCE THREE IF SOLDIER IS CONTINUOUS POOR PERFORMER	0
PARTICIPATES IN WATER RELATED ACTIVITIES TWO FOR YES	0	MENTAL AND PERSONALITY ISSUES SIX IF SOLDIER IS DISPLAYING THESE ISSUES	0
LEISURE OR JOB RELATED INJURIES ONE FOR EACH IN LAST 12 MONTHS	0	<div style="border: 1px solid black; padding: 5px; display: inline-block;"> TOTAL </div>	<div style="border: 1px solid black; padding: 5px; display: inline-block; background-color: #90EE90;"> 0 </div>
UNDER INVESTIGATION BY COMMAND OR CIVIL AUTHORITIES FOUR IF YES	0		
IS THE SOLDIER CERTIFIED BY NATIONALLY RECOGNIZED SCUBA DIVING ORGANIZATION SUBTRACT ONE POINT		HIGH RISK COUNSELING COMPLETED SUBTRACT ONE POINT	
Total Before Controls		0	
Total of Controls Applied		0	
Total After Controls		<div style="border: 1px solid black; padding: 5px; display: inline-block; background-color: #90EE90;"> 0 </div>	
SOLDIER'S OVERALL RISK INDEX		<div style="border: 1px solid black; padding: 5px; display: inline-block; background-color: #90EE90;"> LOW </div>	
ZERO POINTS TO SIX POINTS SEVEN POINTS TO FIFTEEN POINTS SIXTEEN OR MORE POINTS		<div style="border: 1px solid black; padding: 5px; display: inline-block; background-color: #FFFF00;"> LOW RISK </div> <div style="border: 1px solid black; padding: 5px; display: inline-block; background-color: #FFA500;"> MEDIUM RISK </div> <div style="border: 1px solid black; padding: 5px; display: inline-block; background-color: #FF0000;"> HIGH RISK </div>	
Prepared By:			
Soldier Acknowledgment:			
Last Assessment Score			

Enclosure 4 – 8TSC CSF Executive Council Agenda

Agenda

Resiliency Indicators (e.g. SIRs, Accidents, Bull's Eye Charts)

Non-deployable Rosters

Resiliency Training (e.g. MTTs for MRTs, Classes conducted by MRTs)

GAT statistics by units

CSF Resource discussion by dimensions of strength (i.e. physical, emotional, social, spiritual, and family)