



**DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES SPACE FORCE
WASHINGTON DC**

22 May 2023

MEMORANDUM FOR ALL GUARDIANS

FROM: HQ USSF/S1
2020 Space Force Pentagon
Washington DC, 22030-2000

SUBJECT: U.S. Space Force Physical Fitness Program Guidance

References: (a) DoDI 1308.03 *DoD Physical Fitness/Body Composition Program*, 10 Mar 22
(b) DAFMAN 36-2905, *Department of the Air Force Physical Fitness Program*, 21 Apr 22
(c) SF/S1 Memorandum, U.S. Space Force Holistic Health Approach (HHA) Concept for CY2023, 22 May 2023

The United States Space Force (USSF) is in the midst of implementing a Service-specific Holistic Health Approach (HHA) for uniformed Guardians. Department of Defense Instruction (DoDI) 1308.03, *DoD Physical Fitness/Body Composition Program*, directs military services to design testing and fitness programs that meet Service-specific operational mission requirements. Ref. (c) contains details on the Holistic Health Approach (HHA) for CY2023, including the Continuous Fitness Assessment (CFA) research study.

CFA is one element of the HHA. The USSF is partnering with the Air Force Research Laboratory (AFRL) and the 711th Human Performance Wing to conduct a two-year, voluntary-enrollment research study to examine, assess, and validate whether Portable Wearable Fitness Devices (PWFD) will allow members to have a continuous examination of their select fitness measures, promote consistent purposeful physical activity, and ensure optimal levels of fitness and health.

Guardians who do not volunteer for, or are determined to be ineligible to participate in, or are subsequently disenrolled from the study will take a Physical Fitness Assessment (PFA) per Reference (b). Per Reference (c), All Guardians are exempt from taking the PFA through the end of the AFRL research study sign-up period. Guardians who voluntarily enroll in the AFRL research study will be exempt from the PFA for the duration of their enrollment.

The focus of the physical fitness program and the research study is readiness. Guardians not participating in the AFRL research study are expected to be in compliance with DAF fitness standards at all times. Guardians with an unsatisfactory fitness assessment will be given the opportunity to complete a remedial and re-testing program. Continued failure to meet the standards make Guardians subject to adverse action.

- a. Commanders and supervisors of Service members should, given the demands of operational readiness and mission requirements, schedule or authorize time to participate in physical fitness events during the duty day. This can be a unit-level or individual-level activity at the discretion of the commander or supervisor. Commanders will define parameters according to their unique circumstances;
- b. Unit commanders or equivalent may use administrative action (letters of reprimand, admonishment, or counseling, separation actions, rank reduction, or loss of leadership

position) to correct a Guardian's failure to maintain fitness standards, such as unexcused failures to participate in the physical fitness program (PFP), failing to accomplish a scheduled PFA, failing to attend scheduled remediation and fitness improvement appointment(s), or failing to complete mandatory intervention as agreed to by the Guardian and the Guardian Resilience Team (GRT) or by the Guardian and their commander/equivalent, except as noted in paragraph d.;

- c. Commanders shall not impose non-judicial punishment solely for failure to meet PFA standards;
- d. Guardians are not subject to adverse administrative actions for a first Unsatisfactory PFA score;
- e. Guardians are not subject to adverse administrative actions for inability to take the PFA, or complete components of the PFA, if on an appropriate medical waiver;
- f. The GRT will enter Guardians who fail the PFA into a fitness improvement program (FIP) and will devise an individualized plan to promote short- and long-term health outcomes and positive behaviors and help that Guardian pass the PFA with at least a Satisfactory score. Engagements with GRTs are dependent upon the individual Guardian's needs. GRTs will update commanders or equivalents on the FIP-enrolled Guardian's status on no less than a quarterly, optimally monthly, basis. Commanders may work directly with Guardians on remedial fitness goals, processes, and feedback;
- g. Guardians who fail the PFA will re-assess no later than the last day of the sixth month from the date of the failure, including the month of the previous assessment failure, to ensure the GRT and Guardian have adequate time for remediation. Guardians may not be directed to take the PFA earlier than 10 duty days prior to the end of the sixth month, but may volunteer to re-assess at any time after consulting with the GRT. GRTs are required to give a Guardian 30 days advance notice of the timing for re-assessment. Guardians who assess with a Satisfactory or Excellent score will take subsequent PFAs in accordance with Ref. (b);
- h. While remediation and retention are the goals, unit commanders may make a discharge or retention recommendation to the separation authority for enlisted Guardians or show cause authority for officers based on on-going failure to maintain fitness standards. Commanders must consult with medical authorities to rule out any medical conditions preventing the member from achieving a passing score and the GRT prior to making a formal recommendation. Further guidance on separation and retention actions is forthcoming.

This interim guidance will apply for the duration of the AFRL voluntary research study or until incorporated in formal guidance and does not apply to members in any component of the U.S. Air Force. Address questions to AF.USSFHQSF-.S1HHA@us.af.mil.


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