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1.- INTRODUCTION

1.1. Concept

Purpose of the document Basic Standards for Individual Training is to establish basic standards for assessment and evaluation of the level of training of soldiers, NCOs and officers in AF BH. It is compulsory for establishing standards in specific training segments, in accordance with the Individual and Collective Training Policy. It is the basis for development and harmonization of AF BH training syllabi that are within the authority of commanders in accordance with the mission.

It will focus on the following objectives:

- Test and evaluate the level of training of soldiers.
- Identify and define the necessary contents of training as a starting line for the development of education plans and programs for individual categories of AF BiH members and forms of training, in accordance with the competencies of authorities in charge of conducting training of AF BiH.
- Establish basic standards, instruments and ways of testing and evaluating the level of training
- Present ways of evaluating knowledge and skills in areas where standards are not set
- Apply NATO operational procedures
- Increase mutual understanding, interoperability and cooperation among Allied and Partner nation forces.
- Assess the level of training of NCOs and officers for integration into multinational HQs and commands.

1.2.- Standardization

The standardization program ensures that common operational, tactical, logistical, administrative and training tasks, drills and procedures will be performed AF BiH-wide in the same way as in NATO.

2.- SOLDIER TRAINING STANDARDS

Training of soldiers is conducted or organized for the purpose of acquiring knowledge and skills of operating individual weapon and basic equipment needed for accomplishment of specific mission.

Compulsory subjects and topics for development of individual training plans and programs (SMCT: Soldier's Manual Common Tasks)		
Subject / Topic	Training	
1.- Drill		
2.- Physical Fitness		
2.1. Physical fitness test	BCT	
3.- Individual Weapon		
3.1.- Load individual weapon	BCT	
3.2.- Engage targets with an individual weapon	BCT	
3.3.- Unload individual weapon	BCT	
3.4.- Maintain individual weapon	BCT	
4.- First aid		
4.1.- Evaluate a casualty	BCT	
4.2.- Performed first aid for a suspected fracture	BCT	
4.3.- Perform mouth to mouth resuscitation	BCT	
4.4.- Transport a casualty	BCT	
5.- Communicate		
5.1.- Maintain communication via a radio device	BCT	
5.2.- Maintain communication via a field telephone	BCT	

6.- Navigate		
6.1.- Navigate from one point on the ground to another point while dismounted. 6.2. – Navigate from one point on the ground to another point while mounted	BCT UNIT	
7.- Nuclear, Biological and Chemical (NBC)		
7.1.- Protect yourself from chemical/biological contamination using your assigned protective mask. 7.2.- Maintain your assigned protective mask. 7.3.- React to chemical or biological hazard/attack.	BCT BCT BCT	
8.- Combat activities		
8.1.- Select temporary fighting positions 8.2.- Construct individual fighting positions 8.3.- Camouflage yourself and your individual equipment 8.4.- Camouflage equipment 8.5.- Practice noise, light and litter discipline 8.6.- Perform duty as a guard 8.7.- Move under direct fire 8.8.- React to indirect fire while dismounted	BCT BCT BCT BCT BCT BCT BCT BCT	
9.- Individual conduct and Laws of war		
9.1.- Comply with the Law of war and the Geneva and Hague Conventions 9.2.- Comply with the requirements of the code of conduct	BCT BCT	

The table prescribes compulsory subjects and topics. When developing training syllabi, commanders will assess the need to expand the subjects and topics and to specify tasks, duration and levels of training.

A part of standards for subjects is given in the tables to follow:

1.- Drill

In accordance with Standard Operating Procedures.

2.- Physical Fitness

2.1.- Physical Fitness Test (APFT).

The purpose of the APFT is to give soldiers an incentive to stay in good physical condition and allow commanders a means of assessing the general fitness levels of their units.

Tasks		Conditions	Standards	References
2.1	1. Pass APFT according to prescribed standards	<input type="checkbox"/> Required equipment: <ul style="list-style-type: none"> • Shorts, socks, T-shirts and running shoes 	<input type="checkbox"/> As regulated by tests and tables for evaluation of physical fitness of soldiers.	

3.- Individual Weapon

3.1.- Load individual weapon

Tasks		Conditions	Standards	References
3.1	1. Prepare the rifle for semiautomatic or automatic fire; ensured the chamber was cleared and the magazine was seated. 2. Prepared the rifle for semiautomatic fire; ensured the magazine was seated. 3. Chambered a round; ensured the bolt was fully forward and locked. 4. Point the rifle in a safe direction. 5. Placed the selector lever in the SAFE position.	<input type="checkbox"/> Given an unloaded rifle with a magazine loaded with ammunition	<input type="checkbox"/> Loaded a rifle in the semiautomatic and automatic modes. In either case, ensured that a round was chambered and the selector was returned to the safe position	“Standards for testing and evaluating soldier level of training”

3.2.- Engage Targets with an individual weapon

Tasks		Conditions	Standards	References
3.2	<ol style="list-style-type: none"> 1.Assumed an appropriate firing position based on the situation 2.Identified targets in the designed sector of fire 3.Loaded the weapon 4.Acquired targets 5.Fired on targets until they were destroyed or until the order to cease fire was received 	<input type="checkbox"/> Given a rifle, loaded magazines with ammunition, threat targets, the soldier must engage required targets.	<input type="checkbox"/> Detected and determined range to targets. <input type="checkbox"/> Fired the rifle to engage targets in the assigned sector of fire. <input type="checkbox"/> These are the qualifications: <ul style="list-style-type: none"> • expert • sharpshooter • marksman • unqualified 	“Shooting Program and Evaluation Criteria”

3.3.- Unload individual weapon

Tasks		Conditions	Standards	References
3.3	<ol style="list-style-type: none"> 1.Pointed the rifle muzzle in a safe direction 2. Removed the magazine from the rifle 3.Place the selector lever on SAFE 4. Removed any ammunition from the receiver and chamber 5. Pulled the trigger to release the pressure on the firing pin spring 	<input type="checkbox"/> Given a rifle, from which you must remove the ammunition	<input type="checkbox"/> Cleared the rifle, removed all ammunition and secured the rifle in the safe mode	“Standards for testing and evaluating soldier level of training”

3.4.- Maintain individual weapon

Tasks		Conditions	Standards	References
3.4	<ol style="list-style-type: none"> 1.Cleared the rifle before disassembly 2.Disassembled the rifle 3.Cleaned the rifle using the correct materials 4.Assembled the rifle 	<input type="checkbox"/> Given a rifle, magazine, ammunition, small arms maintenance equipment case, and lubrication instructions. You have the following cleaning materials: swabs, pipe cleaner, and lubricant preservative.	<input type="checkbox"/> Cleaned, inspected and lubricated the rifle and magazine so they functioned correctly.	“Standards for testing and evaluating soldier level of training”

4.- First aid

4.1.- Evaluate a casualty

Tasks		Conditions	Standards	References
4.1	1.Checked for responsiveness 2.Checked for breathing, if necessary 3.Checked for bleeding 4.Checked for shock 5.Checked for fractures and immobilized neck or back 6.Checked for burns 7.Sought medical aid 8. Identified all wounds	<input type="checkbox"/> You have a casualty who has signs and /or symptoms of an injury.	<input type="checkbox"/> Evaluated the casualty following the correct sequence. <input type="checkbox"/> All injuries and/or conditions were identified. The casualty was immobilized if a neck or back injury was suspected	“Standards for testing and evaluating soldier level of training”

4.2.- Performed first aid for a suspected fracture

Tasks		Conditions	Standards	References
4.2	1.Used splints that reach beyond the joints above and below the fracture 2.Checked blood circulation – pulse 3.Applied padding between the splints and all bonny areas 4.Used at least four ties to secure the splints 5.Inmobilized the splint arm or leg using a sling to prevent easy movement 6.Checked the splint for tightness 7.Watched the casualty for life-threatening conditions and checked for other injuries	<input type="checkbox"/> You see a casualty who has an arm or leg that you think is broken. The casualty has no more serious wounds or conditions that have not been treated.	<input type="checkbox"/> Splinted the suspected broken arm or leg so the arm or leg did not move and circulation was not impaired.	“Standards for testing and evaluating soldier level of training”

4.3.- Perform mouth-to-mouth resuscitation

Tasks		Conditions	Standards	References
4.3	1.Positioned the casualty 2.Opened the airway 3.Checked for breathing 4.Gave breaths to ensure an open airway 5.Checked for pulse 6.Continued mouth-to-mouth resuscitation 7.Rechecked for pulse and breathing after every 12 breaths	<input type="checkbox"/> You see an adult casualty who is unconscious and does not appear to breathing	<input type="checkbox"/> Gave mouth to mouth resuscitation correctly, in the correct sequence. <input type="checkbox"/> Continued mouth-to mouth resuscitation at the rate of about 10 to 12 breaths per minute until the casualty started to breathe on his own.	“Standards for testing and evaluating soldier level of training”

4.4.- Transport a casualty

Tasks		Conditions	Standards	References
4.4	1.Selected the appropriate method of transporting the casualty. 2. Performed the carry. 3.Did not cause further unnecessary injury	<input type="checkbox"/> You have evaluated and given first aid casualty. You need to move the casualty to get further medical aid. There may or may not be other soldiers to help.	<input type="checkbox"/> Transported the casualty using an appropriate carry without dropping or causing further injury to the casualty.	“Standards for testing and evaluating soldier level of training”

5.- Communicate

5.1.- Maintain communication via a radio device

Tasks		Conditions	Standards	References
5.1	1.Entered the net in alphanumeric sequence 2.Sent a message of 15 to 25 words using the correct prowords and phonetic alphabet and numerals 3.Left the net in alphanumeric sequence	<input type="checkbox"/> Given one operational radio set for each net member, a call sign information card consisting of net member duty position, suffix list and a message to be transmitted	<input type="checkbox"/> Entered a radio net, sent a message and left a radio net using the proper call signs, call sign sequence, prowords and phonetic alphabet and numerals with 100 percent accuracy	“Standards for testing and evaluating soldier level of training”

5.2.- Maintain Communication via a field telephone

Tasks		Conditions	Standards	References
5.2	1. Initiated call 2. Verified distant end is ready to receive message 3. Communicated message 4. Verified message was received 5. Disconnected call	<input type="checkbox"/> Given a requirement to communicate a message via a tactical telephone and the following: 1. An unclassified message 2. A tactical telephone installed in a point-to-point configuration and operating in a non-secure mode	<input type="checkbox"/> Communicated the message within 10 minutes with no errors	“Standards for testing and evaluating soldier level of training”

6.- Navigate

6.1.- Navigate from one point on the ground to another point while dismounted

Tasks		Conditions	Standards	References
6.1	1. Identified the best route within 10 minutes and explained the reason for picking that route 2. Arrived at correct destination within the specified time	<input type="checkbox"/> Given a standard topographic map of the area, scale 1:50000 a coordinate scale and protractor, a compass and writing materials	<input type="checkbox"/> Moved on foot to designated points at a rate of 3 kilometers per hour	“Standards for testing and evaluating soldier level of training”

6.2.- Navigate from one point on the ground to another point while mounted

Tasks		Conditions	Standards	References
6.2	1. Terrain association 2. Dead reckoning <ul style="list-style-type: none"> • Move away from the vehicle • Set azimuth on compass and selected steering mark • Had the driver identify the steering mark 	<input type="checkbox"/> Given a standard topographic map of the area, scale 1:50000 a coordinate scale and protractor and a compass, while mounted in a vehicle with cross country capability and tasked to move from a known start point to one or more distant points	<input type="checkbox"/> Directed the driver to the designated points at a rate of nine kilometers per hour using terrain association and dead reckoning	“Standards for testing and evaluating soldier level of training”

7.- Nuclear, Biological and Chemical (NBC)

7.1.- Protect yourself from chemical/biological contamination using your assigned protective mask

Tasks		Conditions	Standards	References
7.1	1.Donned the mask as quickly as possible 2.Cleared and checked the mask 3.Resumed breathing 4.Secured the mask hood 5.Drank water while wearing the mask	<input type="checkbox"/> You are given your assigned protective mask with hood and carrier You hear or see a chemical biological attack	<input type="checkbox"/> Protect yourself from chemical or biological contamination using your assigned protective mask. <input type="checkbox"/> clear and check your mask within 9 seconds	“Standards for testing and evaluating soldier level of training”

7.2.- React to chemical or biological hazard/attack

Tasks		Conditions	Standards	References
7.2	1.Identified the CB hazard automatic masking criteria 2.Protected himself using his assigned protective mask 3.Gave the alarm 4.Decontaminated exposed skin using the individual decontaminating kit	<input type="checkbox"/> You are given mission-oriented protective posture gear and a protective mask and an environment in which CB. The enemy may use weapons. You hear or see a chemical biological attack.	<input type="checkbox"/> React to a CB hazard or attack <input type="checkbox"/> Identify chemical contamination markers Start steps to decontaminate yourself within 1 minute of finding chemical contamination	“Standards for testing and evaluating soldier level of training”

7.3.- Maintain your assigned protective mask

Tasks		Conditions	Standards	References
7.3	1.Conducted operator on the protective mask, the carrier, the hood and the accessories according the applicable manual 2.Cleaned and dried the mask 3.Stored the mask, the hood and the accessories in the carrier	<input type="checkbox"/> You have used your assigned protective mask or must conduct a scheduled mask inspection.	<input type="checkbox"/> Maintain your assigned protective mask. According applicable Maintenance manual	“Standards for testing and evaluating soldier level of training”

8.- Combat activities

8.1.- Select cover and fighting position

Tasks		Conditions	Standards	References
8.1	1. Chose a position that took advantage of available cover and concealment 2. Chose a position that allowed for observation and fire 3. Chose a position that allowed you to stay low when observing and firing 4. Chose a position with a background that did not silhouette you against the surrounding environment.	<input type="checkbox"/> You must select a temporary fighting position when at an overwatch position, after initial movement into a tentative defensive position, at a halt during movement, or upon receiving direct fire	<input type="checkbox"/> Selected a firing position that protected you from enemy observation and fire, and allowed you to place effective fire on enemy positions without exposing most of your head and body	

8.2.- Construct individual fighting positions

Tasks		Conditions	Standards	References
8.2	1. Prepare a one-man fighting position that <ul style="list-style-type: none"> • Had sector of fire stakes • Was dug in a shape that fits the natural cover available • Was armpit deep • Had a parapet 2. Camouflaged position using available materials so it was not visible from 35 meters to the front	<input type="checkbox"/> Given standard equipment construct an individual fighting position	<input type="checkbox"/> Characteristics of a one-man fighting position: <ul style="list-style-type: none"> • Wide enough for you and your equipment • Allowed you to place fire on your assigned sector 	

8.3.- Camouflage yourself and your individual equipment

Tasks		Conditions	Standards	References
8.3	1. Identified critical camouflage considerations 2. Camouflaged exposed skin 3. Camouflaged uniform and helmet 4. Camouflaged personal equipment	<input type="checkbox"/> Given load-carrying equipment, an individual weapon, a Kevlar helmet, with camouflage cover, grass, bushes, trees, shadows, skin paint and charcoal or mud for camouflage. You are wearing a battle dress uniform.	<input type="checkbox"/> Camouflage yourself and your individual equipment to prevent detection by visual, near-infrared, ultraviolet, radar, acoustic and radio sensors	

8.4.- Camouflage equipment

Tasks		Conditions	Standards	References
8.4	1. Hid the equipment by positioning it <ul style="list-style-type: none"> • Under natural cover • Within natural shadows • In natural or constructed depressions in the ground • So it was concealed by existing vegetation 2. Covered all shiny areas	<input type="checkbox"/> Given an item of equipment to camouflage, such a wheel vehicle (truck or jeep) or a tracked vehicle and the natural camouflage material. You are wearing a battle dress uniform.	<input type="checkbox"/> Camouflage equipment to prevent detection by visual, near-infrared, ultraviolet, radar, acoustic and radio sensors	

8.5.- Practice noise, light and litter discipline

Tasks		Conditions	Standards	References
8.5	1. Complied with noise discipline 2. Complied with light discipline 3. Complied with litter discipline	<input type="checkbox"/> You are a member of an element conducting a tactical mission.	<input type="checkbox"/> Ensured that noise was kept at a minimum; no light was visible to the enemy; the area was free of litter and other evidence of the unit's	

8.6.- Perform duty as a guard

	Tasks	Conditions	Standards	References
8.6	<ol style="list-style-type: none"> 1.Received order changes 2.Saluted officer when required 3.Challenged individual 4.Challenged group 5.Passed the order changes to the relief 	<input type="checkbox"/> Assigned a guard post, post-specific equipment and special orders.	<input type="checkbox"/> Performed duty according to general orders, special orders, and local implementing SOPs.	

8.7.- Move in the battlefield.

	Tasks	Conditions	Standards	References
8.7	<ol style="list-style-type: none"> 1.Selected an individual movement route within the team or squad. 2.Determined the correct movement technique 3.Communicated movement plan using hand signals 4.Used the rush to move from one covered position to another 5.Covered buddy's movement with fire 	<input type="checkbox"/> Given a tactical situation approach an enemy position from a distance of 250 to 300 meters across varied terrain. You are a member of a two-man team	<input type="checkbox"/> Moved to within 100meters of the enemy position, using the correct individual tactical fire and movement techniques dictated by terrain features. <input type="checkbox"/> Coordinated movement with team members and provided covering fire for each member	

8.8.- React to indirect fire while dismounted

	Tasks	Conditions	Standards	References
8.8	<ol style="list-style-type: none"> 1.Shouted "Incoming" in a loud, easily recognizable voice 2.Remained in defensive position 3.Took cover outside the impact area. 	<input type="checkbox"/> You are a member of a squad or team. You hear incoming rounds, shells exploding or passing overhead.	<input type="checkbox"/> React to each situation by shouting "Incoming" followed the leaders direction, if available. Took or maintained cover	

9.- Individual conduct and Laws of war

9.1.- Comply with the Law of war and the Geneva and Hague Conventions

Tasks		Conditions	Standards	References
10.1	<p>1. Study the Customary Law of War</p> <p>2. Study what the Hague and Geneva conventions basically represent</p> <p>3. Study the Customary Law of war and Hague Convention limitation on targets</p> <p>4. Study the Hague regulation prohibitions on the use of certain kind of weapons</p> <p>5. Study the rules of the Customary Law of War governing the humane treatment of non combatants</p>	<p><input type="checkbox"/> You are a soldier in the Army</p> <p>You are responsible for identifying, understanding and complying with the provisions of the Law of War, including the Geneva and Hague conventions</p>	<p><input type="checkbox"/> The soldier identified, understood and complied with the Law of War.</p> <p><input type="checkbox"/> Identified problems or situations that violate the policies and took appropriate action so expedient action could be taken to correct the problem or situation.</p>	

9.2. - Comply with the requirements of the code of conduct

Tasks		Conditions	Standards	References
10.2	<p>1. Code of conduct provides him a set of guiding principles, moral obligations and professional ethics</p>	<p><input type="checkbox"/> Given a survival, evasion, resistance or escape situation or a captivity environment.</p>	<p><input type="checkbox"/> Act in accordance with the Code of Conduct.</p>	

3. NCO TRAINING STANDARDS

3.1.- Basic NCO Course

a) Overview

The Course attendees study leadership, general, technical and tactical training and general NCO professionalism.

The training is delivered through lectures, field exercises and situation training, with the emphasis on field exercises.

b) Purpose

The course is directed toward leaders at the crew, section, and squad levels in order to train NCOs to be leaders in the units of the mentioned levels

c) Attendees

- Be selected by the unit commander
- Possess demonstrated high military standards
- Be physically fit and able to pass a physical fitness assessment

d) Program and objectives

SUBJECT	OBJECTIVES
MILITARY LEADERSHIP	
1.- Military leadership	Students learn fundamentals of leadership, a review of the goals and objectives of the NCO development program is presented.
2.- The role of an NCO	Students acquire basic knowledge of place and role of an NCO in the military leadership system.
3.- Counseling	Students learn the basic concept and techniques for effective counseling of soldiers. Students have an opportunity to practice their skills during the practical exercise.
4.- Instruction to the Parties (ITP) Chapter 14 AF BiH in a Democratic society ethics, development and cooperation	
5.- Drill and Ceremonies	Students learn dismounted drill and methods of movement for unit formations. Students learn the manual of arms, and practice marching with weapons.
GENERAL SUBJECTS	
1.- Map Reading (Topography)	Students acquire basic map reading skills necessary to plan an conduct movements and identify locations using NATO mapping conventions.

2.- Land navigation	Students learn to orient themselves and conduct dismounted movement during all weather and terrain conditions. Emphasis is on individual skill and confidence development.
3.- Law on land warfare	Students are introduced to the customs and laws of war. Emphasis is placed on understanding the purpose in observing these international conventions during al conflicts
4.- Organizational maintenance	Students are introduced to the army maintenance system and their role as NCOs in properly conducting technical maintenance operations to maintain unit readiness. Students learn to inspect and record using standard procedures.
5. IT basics	Basic theoretical and practical knowledge of information technology.
TRAINING	
1.- Battle focused training	Students learn to apply the battle focus concept in developing and implementing a unit training program based on the unit METL. Emphasis is on task identification. Students develop and conduct performance oriented training sessions using battle focus concepts. Emphasis is on training to standard.
2.- After Action Review (AAR)	Students learn to conduct and participate in after action reviews of training and combat missions in order to improve performance.
3.- Risk Assessment	Students learn to incorporate safety and planning to reduce overall casualties and damage to equipment during training and combat situations. Risk assessment is emphasized.
COMMUNICATIONS	
1.- Effective communications, fundamentals and way of communications	Student learns basic military communications procedures and techniques.
3.- Radio devices	Student learns main radio devices
PHYSICAL TRAINING	
1.- Physical Fitness orientation	Students are introduced to physical training techniques, healthy eating habits, as well as personal and unit physical fitness goals and assessment
2.- Physical Fitness training	Students are first led, and then given the responsibility for conducting physical training sessions for squad and platoon sized elements.
3.-Physical Fitness assessment	Students are given an initial evaluation to determine their physical conditioning prior to beginning a training routine. A final evaluation measures each student's progress.
WEAPONS TRAINING AND SHOOTING	
1.- Rifle training-mechanical training	Students are introduced to the rifle. Procedures for safe and effective operating a rifle are presented and practiced
2.- Rifle marksmanship	Students are introduced to rifle marksmanship and methods of conducting rifle marksmanship training at the small unit level.
3.- Live firing with rifle	Students learn to conduct marksmanship, manipulate, field firing and field firing from fire positions.
4.- Machinegun training-mechanical training	Students are introduced to the machinegun with Tripod. Procedures for safe and effective operating a machinegun are presented.
5.- Machinegun marksmanship	Students learn the fundamentals of machinegun employment. Classes of fire, target engagement techniques, and fire control procedures are presented.
6.- Live firing with machinegun	Students learn to conduct marksmanship, manipulation, field zero, and field firing from the tripod and bipod firing positions. Emphasis is on burst control and manipulation of the tripod firing mechanism.
TACTICS	
1. Combat orders	Students are introduced to operations orders, and troop leading procedures required to conduct tactical ground operations
2.-Troop Leading Procedures	

3.- Call for fire	Students are introduced to basic indirect fire control techniques necessary at the squad level.
4.- Defense fundamentals	Students learn to select positions and designate sectors of fire during small unit tactical defensive operations. A terrain orientation and on-site discussion are included.
5.- Movement formations and techniques	Students conduct dismounted movement during tactical operations. Emphasis is on individual, team, and squad techniques and formations.
6.- Operations Symbols and Graphics	Students are introduced to NATO graphics used to designate units, positions, and control measures in tactical operations
7.- Assembly area procedures	Students learn assembly area procedures as a prelude to conducting tactical operations in combat.
8.- Consolidate and reorganize	Students learn tactical control and reporting procedures used during tactical operations.
9.- Situation Tactical Exercise Simulation Exercise	Students learn to move tactically as members of fire teams and squads in order to attain tactical mission goals. Students are first talked through the techniques, then are coached through the techniques. Students then perform various tasks without coaching.
10.- Limited visibility movement techniques	Students learn to move tactically as individuals, teams, and squads during times of limited visibility. Emphasis is on control and stealth.
ADMINISTRATION	
1.- Course Orientation	Students receive information on course SOP and general standards of conduct expected of all students. A pre-course test is administered to evaluate the student's general knowledge.
2.- Administrative tasks	Students learn daily NCO administrative and maintenance tasks through exposure to acceptable standards of accountability, personal hygiene, testing and reviews.
3.- Student counseling	Students receive weekly performance counseling on their duty and academic performance. Emphasis is on experiencing leadership.
TOTAL	

- **Course academic requirements**
- Acquired capabilities of a leader
- Five written examinations. Minimum passing score on each test of 70%.
- Failed retests are subject to an academic board.
- Incidents of undisciplined behavior are subject to a disciplinary review board.
- All performance testing requires that the student receive a “GO.”

3.2.- Advanced NCO Course.

a) Overview

Attendees of this course are NCOs of higher rank, performing duties of Sergeants in Platoons and Companies. These NCOs are trained for assisting to Platoon and Company Officers in leading the Platoon and in planning and carrying out of training. The training is organized through lectures, instructions, practical exercises and group work.

b) Purpose

This course focuses on the leader skills of platoon sergeants/NCOs. Throughout the course each student is placed in different leadership positions and evaluated on his ability to lead others.

c) Attendees

- Recommended by the unit Command Sergeant Major/Commander.
- Successful previous assignment as a Squad or Section Leader.
- Have successfully completed the Basic NCO Course.
- Current or future potential for assignment as platoon sergeant or above.
- APFT(Army Physical Fitness Test) Level 1 or 2 (must be capable of leading by example).

d) Program and Objectives

SUBJECT	OBJECTIVES
MILITARY LEADERSHIP	
1.- Military leadership	Review the factors, styles, principles, and competencies that affect your ability to provide effective leadership.
2.- Duty, responsibilities and authority of leaders	Determine Platoon Sergeant duties, responsibilities, and authority, determine tasks shared by Platoon Leader and Platoon Sergeant.
3.- Counseling and subordinate Development	Develop and institute a program that ensures effective counseling of subordinates.
4.- Instruction to the Parties (ITP) Chapter 14 AF BiH in a Democratic society ethics, development and cooperation	
5.- Develop a combat ready team	Discuss stages of soldier team development and how combat operations affect soldiers.
GENERAL SUBJECTS	
1.- Map Reading	Use a military map

2.- Land navigation	Apply the fundamentals of map reading and day and night land navigation
3.- Law of Land warfare	Conduct platoon combat operations in accordance with the Geneva and Hague Conventions
4. IT - advanced	Acquiring new skills.
TRAINING	
1.- Training Management Overview	Review the training management process. Provide instruction on how to squad and individual tasks from a platoon mission.
2.- After Action Review (AAR)	Apply the After Action Review process to assess training
3.- Risk Assessment	Incorporate the risk management process into mission planning to minimize accidents in unit training/operations
4.- Performance Oriented training	Teaches the students how to instruct using hands on methods of instruction
5.- Range Operations	Teaches the platoon sergeants skills to plan and operate any range.
COMMUNICATIONS	
1.- Radio devices	Teaches how to operate platoon radios.
PHYSICAL TRAINING	
1.- Physical Fitness training	Supervise and conduct physical fitness training
WEAPONS TRAINING	
1.- Rifle marksmanship	Determine marksmanship training requirements. Teaches the different techniques needed to train soldiers how to fire their weapon.
2.- Rifle training-mechanical training	Supervise soldiers operating and maintain the rifle
3.- machinegun training	Teaches a platoon sergeants how to supervise and employ crew served weapons. Focus is on the Traversing and elevating Mechanism and Range card construction. Culmination will be firing range card data on range.
4.- Live firing with	Train students to carry out different duties during fire.
TACTICS	
1.- Platoon movement techniques	Reviews Squad movement formations and techniques, teaches platoon movement formations and techniques.
2.- Combat orders	Brief a platoon oral operation order to include a risk assessment. This reinforced during the STX lanes
3.- Troop leading procedures	Determine the actions necessary to direct platoon operations – combat activities. This reinforced during the STX lanes
4.- Defense fundamentals	Identify the skills and knowledge that are required to lead a platoon during defense.
5.- Platoon defense	Teaches how to plan and conduct a platoon defense
6.- Platoon defense planning	Identify individual and collective actions required to occupy and defend a position
7.- Fire support planning	Teaches the basics of defensive fire planning at platoon level
8.- Battle drills	Teaches collective actions that are associated with squad/platoon battle drills
9.- Operations symbols and graphics	Teaches the operational terms and graphics used by NATO.
10.- Assembly area procedures	Teaches the procedures used to occupy and assembly area
11.- Situation Exercises(STX) Simulation exercises	Teaches the purpose of and design of STX lane training
12.- Reconnaissance operations	Teaches the leader responsibilities and used to conduct a platoon level reconnaissance.
13.- Tactical reports	Teaches the platoon sergeants the reports required by the platoon to keep his chain of command and to maintain the logistics to sustain the platoon in combat
14.- Counteroffensive operations	Teaches techniques of offensive operations so that the platoon leadership may use them to exploit an enemy weakness during the counterattack. Focuses on the movement to contact, raid, ambush and counterattack

15.- Field Training Exercise	Places the students in an as realistic as possible combat environment to test the student's ability to perform and be evaluated in the leadership positions performing the tactical leader skills taught during the course during continuous operations.
16.- Military Operations in urban terrain	Teaches the platoon sergeant skills needed to lead his unit during urban operations. Focus is on defense in populated areas.
17.- Noise, Litter and Light Camouflage Measures	Teaches platoon sergeant responsibilities to control battlefield noise and battlefield noise and battlefield clutter.
ADMISTRATION	
1.- Course Orientation	Welcome students and outline course standards and graduation requirements
2.- PT test	Establish level of physical fitness.
3.- Course critique	Provide summary information on development and results of the course to the school commandant.
4.- Weekly AAR	Conducted to receive feedback so that the course may be modified and improved
TOTAL	

e) Course academic requirements

- Acquired capabilities of a leader
- Five written examinations. Minimum passing score on each test of 70%.
- Failed retests are subject to an academic board.
- Incidents of undisciplined behavior are subject to a disciplinary review board.
- All performance testing requires that the student receive a "GO."

4.- OFFICER TRAINING STANDARDS

4.1.- Basic Officer Course.

a) Overview

After successful completion of this course, officers will be trained to successfully lead a platoon and for the tactics of a fire group and platoon within a company. The training will be delivered through accomplishment of theoretical subjects, practical activities in the field and MAPEX exercises.

b) Purpose

This course is designed to provide newly commissioned officers an opportunity to learn the leadership, tactical and technical tasks and supporting skills and knowledge required to lead platoon-sized units.

c) Attendees

- Recommended by Battalion Commander.
- Not more than two years on an officer's post
- Current and future assignment as platoon leader.

d) Program and Objectives

SUBJECT	OBJECTIVES
MILITARY LEADERSHIP	
1.- Military leadership	Define leadership, describe the factors and principles of leadership
2.- Leader professional development program	Introduces the student to leader development.
3.- Leadership philosophy	The student will complete and turn in a leadership philosophy at the end of the leadership block. It will be analyzed by the staff and returned to the student with instructor feedback.
4.- Leader duties, responsibilities and authorities	Functions and responsibilities of leaders and the NCO professional link with officers and the team concept of training and fighting.
5.- Leadership styles	Historical review and practical experience identifying leadership styles applied in the role of the commander. The student will complete two instruments during the class; identify his preferred leadership style, and application of situational exercise.
6.- Counseling	Explain leader responsibilities for counseling, types of counseling, and how counseling contributes to soldier team development.
7.- Soldier team development	Overview of the principles of soldier-team development
8.- Inspections	Introduction to the art of inspecting soldiers, training and equipment
9.- Instruction to the Parties (ITP) Chapter 14	

GENERAL SUBJECTS	
1.- Law of land warfare	Historical overview of the international treaties governing land warfare
2.- Map reading	Grid reference system, marginal information contour and elevation, major/minor terrain features, measuring distance, protractor, azimuths, intersection/resection
3.- Land navigation	The student will negotiate a day and night land orientation course requiring individual skills in map reading, terrain association and use of the compass
4.- Course AAR	Review of the course curriculum procedures
5.- Student counseling	Each student receives an end of course leadership evaluation which is maintained in the student folder
6.- Graduation	
7.- Individual study	Time allotted by the course manager for student study, mentoring and work on class projects
8.- Equipment maintenance	Students are briefed about military maintenance system and their role as officers in correct maintenance of equipment.
9.- Risk assessment	Students learn to incorporate safety and planning factor in order avoid and minimize casualties during training or combat.
10.- Combat stress management	Role of a leader in identification and management of combat stress.
11.- Platoon Drills	Ceremony, inspections, drill etc.
12.- IT basics	Basic theoretical and practical IT skills.
TRAINING	
1.- Intro to training management	Focus on general concepts, terms and platoon training responsibilities Focus on near term planning at platoon level Students will participate in a platoon level training meeting and determine critical tasks that support the company METL. Overview of training techniques and detailed study of those appropriate for individual, squad and platoon training. Procedures used to evaluate training
2.- After Action Review (AAR)	Learn students to provide feedback.
3.- Achievement Oriented training	Develop performance steps for a simple task and conduct the training
COMMUNICATIONS	
1.- Briefings	Students are introduced to the types and techniques of military briefings. Each student will prepare and present a 10 minute information brief, and as a member of a staff group prepare and present a 10 minute decision briefing
2.- Effective communications	Use effective listening skills to improve small group communication. Using a communications model to achieve full understanding.
PHYSICAL TRAINING	
1.- Intro to army physical training	Introduction to Army Physical Principles and techniques of the program
2.- Daily PT	Maintaining and improving physical fitness.
WEAPONS TRAINING	
1.- Rifle- mechanical training	Learn basics of fire and acquire skills to supervise weapons training to ensure it is conducted in accordance with military standards.
2.- M60/M84 mechanical training	
3.- Marksmanship	
TACTICS	
1.- Intro to defensive operations	Determine the fundamentals of defense and priority of work
2.- Troop leading procedures	Train for preparation and organization of combat activities.
3.- Observation posts	Train for observation system development in the combat activities area.
4.- Passage of lines	Brief the planning and operational considerations required for a successful passage of lines Determine planning considerations for a forward and reward passage
5.- Fire support	Principles of fire support, counterfire, call for fire and control measures Students prepare and brief platoon fire plan and fire support matrix

6.- Combat Service Support	Determine the procedures for feeding, arming, and maintaining units in combat
7.- Combat orders	Methodology for the development of combat orders. Students are briefed and provided a company operations order. Must prepare and brief a platoon order for the instructor and fellow students. Students are required to brief using a terrain model
8.- Assembly area operations	Determine platoon responsibilities in the AA. Enter, secure and conduct assembly area operations
9.- Operations symbols and graphics	Students will be able to identify the operational terms and symbols required to understand and construct a graphics overlay
10.- Movement to contact	Determine the tactical and operational aspects required to conduct a successful movement to contact at company and platoon level
11.- Counterattack	The student will determine the methods, techniques and operational control measures required to conduct a successful counterattack
12.- Platoon STX /Simulation exercise	The student will participate in a Platoon level STX; movement to contact, AA operations, passage of lines, defensive operations and counter attack. Students will develop and brief a platoon operations order and conduct troop leading procedures
13.- Battle drills	Planning of combat training techniques. Practical exercise in the local training area.
MAPEX	
MAPEX	
ADMINISTRATION	
1.- Course Orientation	Welcome the students, present the course standards and course academic requirements.
2.- PT test	Establish physical fitness level.
3.- Graduation	Course graduation ceremony.
4.- Course critique	Brief summary information on development and results of the course to the school commander.
5.- Weekly AAR	Performed in order to get feedback so that the course may be modified and improved.

e) Course academic requirements

- Acquired capabilities of a leader
- Four examinations worth 100 points each; Minimum passing score on each test of 70%.
- Only one retest per failed examination.
- Active participation during all instruction.
- Disciplined behavior.
- Assessment by Academic Panel if failing course standards (retests).

4.2.- Advanced Officer Course.

a) Overview

Focus of training at this course is on duties and responsibilities of a company commander and officer in a battalion command. They study how to plan, allocate means, give tasks, observe, perform and evaluate all company activities.

b) Purpose

This course is designed to give an opportunity to 1st Lieutenants and Captains to improve their leadership, tactical-technical and support skills at the company level and at the level of battalion command.

c) Attendees

- Officers recommended by Battalion or Brigade Commander.
- Officers at the company level, the lowest rank 1st Lt.
- Successful graduate of Officer Basic Course.
- Successful performing of a Platoon Leader's duties.

d) Program and Objectives

SUBJECT	OBJECTIVES
MILITARY LEADERSHIP	
1.- Military leadership	Definition of military leadership, Factors of military leadership Principles of military leadership, Competencies of military leadership
2.- Leader development program	Conduct through the practical exercise
3.- Conflict management	The term and definition, Function of conflict, Types of conflict and Conflict management in a military environment.
4.- Military Leadership philosophy	Definition of the term. The place and role
5.- Leader duties, responsibilities and authorities	The role of an officer and NCO Characteristics of the leadership Development of officers and NCOs Channels of communication Duties, responsibilities and authorities The power of commanding
6.- Soldier team development	Leader's responsibilities in soldier team development The ways of proper directing and developing a soldier team

7.- Combat stress management	Combat stress How does the combat stress come and how to notice it The ways to manage and control combat stress
8.- Military leadership in the Army of democracy	Competencies and basic responsibilities of leaders Special functions Relationships in military leadership Combat functions and functions on a battlefield
9.- Responsibilities of staff officers	Basic duties and responsibilities. Coordination and work
10.- Instruction to the Parties (ITP) Chapter 14	Entity armed forces in democratic society Ethics, development and cooperation Support to Dayton Peace Agreement
GENERAL SUBJECTS	
1.- Weapon inspections	Training for inspection of weapons and equipment.
2.- Range operations	Personnel and duties on the range Operation check-list Commands and procedures on the range
3.- Law on land warfare	About the laws, Law provisions and Application of the law
4.- Map reading	Marginal information on the map Measuring coordinates, azimuth, elevation and terrain features
5.- Land navigation	Issuing and studying tasks Execution of tasks Results upon execution of task
6. Risk assessment	Students learn to incorporate safety and planning to avoid and reduce casualties during training and combat situations.
7. IT - advanced	Acquiring new knowledge.
ADMINISTRATION	
1.- Course orientation	Welcome students, present course standards and academic course requirements.
2.- AAR at the end of the course	Provide summary information on development and results of the course to the school commandant.
3.- Graduation	Course graduation ceremony.
TRAINING	
1.- Intro to battle focused training	Define the training, Principles of training, METL development Training planning, Conduct of training, Training evaluations Responsibilities of leaders in training
2.- After Action Review (AAR)	Definition and types of AAR Steps in AAR Conduct an AAR
3.- Achievement oriented training	Conduct the training, Training presentation and Training levels AAR and post-operation changes
COMMUNICATIONS	
1.- Military Briefings	Types of briefings, Format of briefing, Steps in preparation of a briefing Presentation
2.- Effective communications	Communication, Active listening Dissemination of information and Feedback
PHYSICAL TRAINING	
1.- Intro to physical training	Components of physical fitness Muscular strength and endurance estimate Exercising rules Circular training – term and definition

2.- Army physical training program	Stretching exercises Warm-up exercises Endurance and strength exercises Combined exercises
TACTICS-MILITARY OPERATIONS	
1.- Infantry battalion organization	Composition and organization of battalion Leader's work within battalion
2.- Mission planning procedures	Considerations during planning for combat METT-T
3.- Movement techniques	Company, platoon and squad formations Company, platoon and squad movement techniques
4.- Battle reports	Tactical reports How to prepare reports Reporting on enemy activity and importance of it
5.- Defense planning and techniques of conduct of defense	Planning types and conduct of defense
6.- Passage of lines	Types, planning and execution
7.- Fire support	Form of call for fire Methods of adjustment FS planning, control measures and smoke operations
8.- Personnel relief	Types of relief, Methods of relief Contingency planning
9.- Combat orders	Purpose of combat orders Types of combat orders Elements of combat orders
10.- Assembly area operations	Purpose of assembly area Characteristics of assembly area Planning and Actions in assembly area
11.- Combat Service Supports operations	Principles of CSS operations, Logistics operations CSS organization, Re-supply operations
12.- Movement to contact	Principles of usage Methods of movement to contact Control measures
13.- Counterattack	Planning, Conduct a counterattack Requirements
14.- Situation exercise development	Purpose of STX, STX planning Conduct an STX
15.- Battle operating systems	Purpose of BOS Combat functions of BOS
16.- Graphics and symbols	Purpose and types
17.- Intelligence preparation of battlefield	Enemy terrain, battlefield and weather assessment
18.- Raid	Purpose, Planning Conduct a raid
19.- Antiarmor combat	Planning, Types, Weapons and Execution
20.- March	Purpose and types of march Time calculation, Conduct a march
21.- Ambush	Planning, Types of ambush, Ambush locations, Conduct an ambush
22.- Battle drills	Importance and planning of battle drills Phases of battle drills Types of battle drills
23.- Maneuver	Definition of maneuver Forms of maneuver

24.- MDMP(Military Decision Making Process)	Staff work on developing a plan Ways of planning
25.- Maps and Control measures	The ways of plotting symbols Showing symbols and control measures
26.- Usage of reserve	The ways of using reserve Reserve force tasks Size of reserve
27.- Situational training exercise(STX) Simulation Exercise	Introduction to STX MDMP by steps and roles of officers in staffs Deliberate defense Passage of lines Hasty defense Counterattack Ambush

e) Course academic requirements

- Acquired capabilities of a leader
- Nine examinations worth 100 points each. Minimum passing score on each test of 70%.
- Only one retest per failed examination.
- Active participation during all instruction.
- Disciplined conduct without incidents.
- Assessment by Academic Panel if failing course standards.

4.3. - Command Staff Course

a) Overview

This course is focused on the military decision-making process, combat command, synchronization, and system of battlefield operations and battalion and brigade level tactics. The course is delivered through a combination of lectures, field demonstrations and exercises, simulations and MAPEX.

b) Purpose

This is a course designed to train officers to be successful at command and staff positions at the battalion and brigade level.

c) Attendees

- Recommended by Brigade Commander.

d) Program and Objectives

SUBJECT	OBJECTIVES
MILITARY LEADERSHIP	Familiarizes the student with the tenets and styles of leadership for officers in an Army serving a Democratic State. Focuses on selflessness, duty, honor and country.
1.- Intro to Military Leadership and principles	
2.- The role of a leader and the leadership in action	
3.- Leadership in battle	
4.- Leadership styles and competence	
5.- Leadership at higher level	
6.- The role of an NCO as a leader in AF	
7.- Instruction to the Parties (ITP) Chapter 14	
COMMAND AND CONTROL	Develop the students ability to prepare and present combat orders and reports, develop and use SOP's and understand the functions of the various command posts
1.- Operation basics	
2.- Command in the battle	
3.- Operations control	
4.- Unit organization	
5.- Combat orders	
6.- Operations maps (exercise)	
7.- Standard tactical operation procedures	
8.- Control measures	
STAFF ORGANIZATION AND OPERATIONS	Teaches the roles and responsibilities of the XO and coordinating staff officers. Present to the officers duties of special and personal staff
1.- The role, organization and responsibilities of staff	
2.- Duties and responsibilities of the staff officers	
3.- Combat reports	
4.- Military briefings	
5.- Military decision making process	
S2 FUNCTIONS	Develop the students ability to integrate threat and battlefield analysis into the Military Decision Making Process
1.- Intro to duties and functions of S2	
2.- S2 organization and assets	
3.- Intelligence	
4.- Intelligence estimates	
5.- Intelligence collecting and reporting process	
6.- Personnel security and physical security	
7.- Intelligence electronic warfare	
8.- Intelligence annex to OPORD	

S3 FUNCTIONS	Enables the student to manage training at the brigade and battalion level. Focuses on the METL development, preparation of training guidance, training plans and AAR.
1.- Duties and responsibilities of S3	
2.- S3 Information Management System	
3.- Plans and planning	
4.- S3 in the MDMP(Military Decision Making Process)	
5.- Observing the battle	
6.- Training planning	
7.- Training meetings	
8.- Training evaluations and observations	
9.- Training resources management	
PERSONNEL MANAGEMENT	Introduces the officer to the fundamentals of personnel strength management. Focuses on forecasting and managing replacements during combat operations.
1.- Intro to S1 and adjutant duties	
2.- The role and activities of S1 section at the CP	
3.- S1 estimates	
4.- Force reconstitution	
5.- Prisoners of War (POW) procedures	
6.- Evaluation system	
7.- Promotion Program	
8.- Professional development program	
9.- Force protection	
LOGISTICS MANAGEMENT	Teaches the officer the fundamentals of logistics planning and execution in support of combat operations
1.- Duties and responsibilities of S4	
2.- Logistic operations	
3.- Log. Operations planning- S4 estimates	
4.- Combat Log. Operations	
5.- Unit Log. Operations	
6.- Medical support	
7.- Log. Annex to OPORD	
TACTICAL OPERATIONS AND PLANNING	
1.- Movement to contact	Teaches the student how to plan and execute a movement to contact. Focuses on synchronization during movement to contact operations
2.- Fire support	Teaches the officer how to plan, coordinate and execute indirect fires in support of tactical operations
3.- Hasty defense	Teaches the student how to plan and execute a hasty defense. Focuses on synchronization during hasty defense operations
4.- Defense	Teaches the student how to plan and execute defensive operations. Focuses on synchronization during defensive operations
5.- Counterattack	Teaches the student how to plan and execute a counterattack. Focuses on synchronization during counterattack operations
6.- Passage of lines, linkup and relief operations	Teaches the officer how to plan and coordinate. Passage of lines, linkup and relief.
7.- Maneuver Counterfire	Teaches the student how to plan and execute counterfire operations. Focuses on methods of locating and suppressing enemy indirect fire assets.

8.- Light/ Heavy operations	Introduces the student to the challenges of planning for and synchronizing operations involving heavy and light forces (infantry and armored-mechanised). Provides the officer hands on introduction to new equipment fielded.
GENERAL MILITARY SUBJECTS	Familiarizes the student with the Defense Laws and international warfare laws.
1.- International Law of land warfare	
2.- Military service in democracy	
3.- Instruction to the Parties (ITP)	
4.- Fundamental of military PSO	
GENERAL EDUCATIONAL SUBJECTS	
1.- BiH Defense and Security System	
2.- Military psychology	
3.- Methodology	
4.- Computers – advanced	
5.- Modern communications	
6.- Military geography	
EXERCISES	
1.- MAPEX(Map Exercise)	
2.- Simulation Exercise	
3.- Leaders trips	
PHYSICAL TRAINING	Teaches the student how to develop a physical training program in his unit. Introduces the student to the basic of exercise physiology.
1.- Lecture	
2.- Test	
3.- Exercising	
ADMINISTRATION	
1.- Course Familiarization	
2.- Diagnostic test	
3.- Course opening	
4.- Pre-course estimate	
5.- Course AAR	
6.- Course estimate	
7.- Graduation	

e) Course academic requirements

- Favorable judgment of the group about the leadership qualities
- Nine examinations worth 100 points each; Minimum passing score on each test of 70%.
- Only one retest per failed examination.
- Active participation during all instruction.
- Assessment by Academic Panel if failing course standards.

5.- SPECIALIST TRAINING COURSES

5.1.- PSO Course

a) Overview

This course is focused on leadership skills, civil-military operations, multinational logistics, Rules of Engagement, protection of human rights, humanitarian aid and force protection. The course is primarily taught in English language.

b) Purpose

The course is designed to prepare military personnel to conduct peace support operations within the framework of UN missions.

c) Attendees

- Candidates for participation in UN peace support missions, trained in the foreign language needed for the particular mission,
- Age: 45 for officers, 40 for NCOs and 35 for soldiers
- Psychophysical and medical capability in accordance with UN standards
- Selected by personnel departments of all levels of the army

d) Program

Subject	Officers	NCOs	Soldiers
GENERAL SUBJECTS			
1.- Command and leadership in PSO	X	X	
2.- Operational staff procedures in PSO	X	X	
3.- Leadership in Humanitarian Support operations	X		
4.- Principles of employment of Armed Forces	X	X	X

5.- Operational staff procedures, processes and problem solving in PSO	X	X	X
6.- Code of Conduct	X	X	X
PHYSICAL TRAINING			
1.- PT orientation	X	X	X
2.- PT test	X	X	X
3.- Conduct PT	X	X	X
ADMINISTRATION			
1.- Course Orientation	X	X	X
2.- Administrative inspections	X	X	X
3.- Graduation	X	X	X
4.- Student counseling	X	X	X

e) Operational Performance Standards (OPS), Training Objectives (TO) and Enabling Objectives (EO)

Ser	Performance	Condition	Standard	References
OPS	Conduct Operations Other than War (OOTW) at platoon, company or battalion level	<input type="checkbox"/> Under a mandate from the United Nations, or other authorized body <input type="checkbox"/> Globally (anywhere in the world) <input type="checkbox"/> With or without compliance of the peace agreement conditions <input type="checkbox"/> AS part of a force integrated within a multinational, NATO compatible force, or, within national boundaries, acting independently under national command	<input type="checkbox"/> In accordance with UN mandate or national authority <input type="checkbox"/> In compliance with international law	Geneva Convention Appropriate Human Rights legislation (UN PSO Handbook)

Ser	Performance	Condition	Standard	Reference
TO 1	Demonstrate comprehension of command and leadership in PSO	<input type="checkbox"/> From memory <input type="checkbox"/> Up to Battalion level <input type="checkbox"/> Across operational spectrum	Identify the following: <input type="checkbox"/> Purpose and evolution of doctrine <input type="checkbox"/> Theoretical underpinning of doctrine <input type="checkbox"/> The operational framework and core functions <input type="checkbox"/> Spectrum of military operations <input type="checkbox"/> Principles of employment of the	A. BiH PSO Doctrine B. Dependent upon themes selected

			Armed Forces <input type="checkbox"/> Legal and political constraints on PSO <input type="checkbox"/> Command and leadership functions in PSO For the above, demonstrate theoretical application of doctrine and tactics to field operations	
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Training Gap:
 1. Comprehension not confirmed through application of doctrine and tactics in the field.
 2. Effective team training cannot be delivered or evaluated.

Ser	Performance	Condition	Standard	Reference
TO 2	Demonstrate comprehension of operational staff procedures in PSO	<input type="checkbox"/> From memory <input type="checkbox"/> Up to Brigade level <input type="checkbox"/> Across operational spectrum	Identify the following: <input type="checkbox"/> The manoeuvrist approach to operations applied to PSO <input type="checkbox"/> The estimate process and mission analysis <input type="checkbox"/> The planning process for multinational operations <input type="checkbox"/> The contribution of all arms in PSO <input type="checkbox"/> Multinational logistics and battlefield infrastructure <input type="checkbox"/> Inter-Agency Cooperation <input type="checkbox"/> The impact of outside factors/players on military operations From the above, demonstrate how staff procedures affect the conduct of operations in the field	As for TO 1

Training Gap:
 1. Comprehension only partly confirmed through practice

Ser	Performance	Condition	Standard	Reference
TO 3	Demonstrate comprehension of command and leadership in Humanitarian Support operations	<input type="checkbox"/> From memory <input type="checkbox"/> Up to Battalion level	Identify the following: <input type="checkbox"/> Military Aid to the Local Civil Authorities (MACA) <input type="checkbox"/> Specialist contributions to MACA, including infrastructure issues <input type="checkbox"/> Inter Agency Cooperation in MACA and Humanitarian Operations <input type="checkbox"/> Legal and political constraints on MACA and Humanitarian Operations <input type="checkbox"/> Command and leadership functions in MACA and Humanitarian Operations For the above, demonstrate theoretical application of doctrine and tactics to field operations	As for TO 1

Training Gap:
 1. Comprehension not confirmed through application of doctrine and tactics in the field.
 2. Effective team training cannot be delivered or evaluated

Ser	Performance	Condition	Standard	Reference
TO 4	Demonstrate comprehension of operational staff procedures in Humanitarian Support operations	<input type="checkbox"/> From memory <input type="checkbox"/> Up to Brigade level	Identify the following: <ul style="list-style-type: none"> <input type="checkbox"/> The estimate process and mission analysis as they apply to MACA and Humanitarian Operations <input type="checkbox"/> The planning process <input type="checkbox"/> Logistics issues particular to MACA and Humanitarian Operations and battlefield infrastructure <input type="checkbox"/> Inter-Agency Cooperation <input type="checkbox"/> The impact of outside factors/players on military operations From the above, demonstrate how staff procedures affect the conduct of operations in the field	As for TO 1

Training Gap:

1. Comprehension only partly confirmed through practice

Ser	Performance	Condition	Standard	Reference
EO 1	Demonstrate comprehension of the purpose and evolution of doctrine	<input type="checkbox"/> From memory <input type="checkbox"/> Up to Battalion level	Students achieve pass mark in assessment tests and contribute satisfactorily to debate covering: <ul style="list-style-type: none"> <input type="checkbox"/> The purpose of doctrine in delivering the underpinning objectives of defence policy <input type="checkbox"/> The essential differences between doctrine and dogma and between doctrine and procedures <input type="checkbox"/> The doctrine cycle and the relationship between doctrine and lessons learned <input type="checkbox"/> BiH PSO doctrine and the relationship between it and UN and NATO doctrine <ul style="list-style-type: none"> o Relationship between BiH Mission 1 operations and Missions 2 and 3 o Differences between BiH Mission 2 and Mission 3 <input type="checkbox"/> Context of military operations in relation to political oversight <ul style="list-style-type: none"> o Spectrum of Military Operations o Types of Military Operation and the Nature of Conflict o Law of Armed Conflict and the Geneva Convention o Restraint and appropriate response o Rules of Engagement and their impact upon military operations 	As for TO1

Ser	Performance	Condition	Standard	Reference
EO 2	Demonstrate comprehension of the theoretical	<input type="checkbox"/> From memory <input type="checkbox"/> Up to Battalion level	Students achieve pass mark in assessment tests and contribute satisfactorily to debate covering:	As for TO1

	underpinning of BiH doctrine		<input type="checkbox"/> The levels of operation. <input type="checkbox"/> The manoeuvrist approach to operations <input type="checkbox"/> Mission command <input type="checkbox"/> The operational framework of close, deep and rear <input type="checkbox"/> The core function of find, fix and strike	
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Ser	Performance	Condition	Standard	Reference
EO 3	Demonstrate comprehension of the principles of employment of Armed Forces	<input type="checkbox"/> From memory <input type="checkbox"/> Up to Battalion level	Students achieve pass mark in assessment tests and contribute satisfactorily to debate covering: <ul style="list-style-type: none"> <input type="checkbox"/> Principles of unified command. <input type="checkbox"/> Principles of combined operations, including the roles of the arms and services <ul style="list-style-type: none"> o Limitations of the use of the Armed Forces o Relationship between the Armed Forces and the civilian police o Asymmetric operations and the changing nature of conflict <input type="checkbox"/> Impact of the media on military operations <input type="checkbox"/> Inter Agency Cooperation and its impact on military operations <input type="checkbox"/> Operating in a multinational environment <input type="checkbox"/> Phases of an operation 	As for TO1

Ser	Performance	Condition	Standard	Reference
EO 4	Demonstrate comprehension of PSO	<input type="checkbox"/> From memory <input type="checkbox"/> Up to Battalion level	Students achieve pass mark in assessment tests and contribute satisfactorily to debate covering: <ul style="list-style-type: none"> <input type="checkbox"/> Political control and the influential players in PSO <input type="checkbox"/> Different kinds of PSO <ul style="list-style-type: none"> o Peace Enforcement o Peace Keeping o Peace Making o Peace Building <input type="checkbox"/> PSO techniques <ul style="list-style-type: none"> o Consent and impartiality o Consent promoting techniques o Endstates and defining success o Military Civil Affairs and CIMIC o Crowd control operations o Force Protection o Negotiation <input type="checkbox"/> Command and Control in PSO <input type="checkbox"/> Range, principles and role of armed forces in Humanitarian Operations 	As for TO1

			<input type="checkbox"/> Range, principles and role of armed forces in Military Aid to the Civil Authorities	
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Ser	Performance	Condition	Standard	Reference
EO 5	Demonstrate comprehension of operational staff procedures, processes and problem solving in PSO	<input type="checkbox"/> From memory <input type="checkbox"/> Up to Brigade level	Students achieve pass mark in assessment tests and contribute satisfactorily to debate covering: <ul style="list-style-type: none"> <input type="checkbox"/> Assess the risk of conflict <input type="checkbox"/> Decision-making techniques and tools <input type="checkbox"/> Mission Analysis in PSO and Humanitarian Operations contexts <input type="checkbox"/> Information operations <input type="checkbox"/> Estimates <input type="checkbox"/> The operational framework in the PSO and Humanitarian Operations contexts <input type="checkbox"/> Wargaming <input type="checkbox"/> Planning PSO and Humanitarian Operations 	As for TO1

Ser	Performance	Condition	Standard	Reference
EO 6	Demonstrate comprehension of command and leadership in PSO	<input type="checkbox"/> From memory <input type="checkbox"/> Up to Battalion level	Students achieve pass mark in assessment tests and contribute satisfactorily to debate covering: <ul style="list-style-type: none"> <input type="checkbox"/> The difference between command and leadership <input type="checkbox"/> Command relationships and command status in a multinational operation <input type="checkbox"/> The enhanced role of the NCO in PSO and Humanitarian Operations <input type="checkbox"/> Command responsibilities <ul style="list-style-type: none"> o Rights of combatants o Rights of non-combatants and civilians o Rights of refugees and displaced persons o Rights of prisoners o Management of personnel on operations o Duty of Care, Health and Safety o Personal development of subordinates <input type="checkbox"/> Codes of conduct <input type="checkbox"/> PSO in NATO 	As for TO1

Ser	Performance	Condition	Standard	Reference
EO 7	Demonstrate comprehension of the roles of the different arms and services in PSO	<input type="checkbox"/> From memory <input type="checkbox"/> Up to Battalion level	Students achieve pass mark in assessment tests and contribute satisfactorily to debate covering: <ul style="list-style-type: none"> <input type="checkbox"/> Capabilities and limitations of Combat Support arms available to a multinational force in PSO <input type="checkbox"/> Capabilities and limitations of special forces in PSO <input type="checkbox"/> Capabilities and limitations of ISTAR in PSO <input type="checkbox"/> Capabilities and limitations of Combat Service Support systems in PSO and Humanitarian Operations <input type="checkbox"/> Complexities of multinational logistics <input type="checkbox"/> Battlefield infrastructure 	As for TO1

Ser	Performance	Condition	Standard	Reference
EO 8	Demonstrate comprehension of the learning methods employed on the course	<input type="checkbox"/> From memory	Students achieve pass mark in assessment tests and contribute satisfactorily to debate covering: <ul style="list-style-type: none"> <input type="checkbox"/> Case Studies <input type="checkbox"/> Exercises <input type="checkbox"/> Syndicate discussions <input type="checkbox"/> Internal and external validation 	

f) Course academic requirements

- Pass tests during the training process,
- Minimum passing score on each test of 70%.
- Only one retest per failed examination.
- Active participation during all instruction.
- Disciplined behavior and code of conduct in accordance with international standards.
- Assessment by Academic Panel if failing course standards.

5.2.- Military assistance to civil authorities in emergency situations

a) Overview

This course is focused on preparing AF members to perform operations of military assistance to civil authorities in case of natural, industrial or other disasters as well as in demining, construction and repair of infrastructure.

b) Purpose

To develop ready and trained AF in BH capable of executing missions of providing help to civil authorities.

Training of Officers, NCOs and soldiers for operations in case of natural disasters, catastrophes and demining activities.

This training will contribute to:

- accomplishing of particular operational goals,
- improvement of system of operations in emergencies,
- saving and protection of people and material goods,
- helping already active civil resources.

c) Attendees

- AF in BH members involved in units for aid to civil authorities.
- Selection made by personnel departments at all levels of the army

d) Program

SUBJECT	
PLANNING OPERATIONS	
1. Legislature	
2. Emergency management system	
3. Method of planning	
4. Types of plans	
5. Preparation and development of plans	
6. Readiness	
7. Attendees	
8. Training	

PROTECTION AND SAVING	
1. Protection and saving in accordance with protection measures	
2. Protection and saving (individual and collective training)	
3. Means and equipment	
4. Demining	
5. Training	
6. Maintaining of acquired knowledge	
ADMINISTRATION	
1. Familiarization with the course program	
2. Administrative inspections	
3. Course completion	
4. Students counseling	
5. Administrative process (preliminary)	
6. Administrative process (final)	

e) Academic course requirements

- Passed tests during the training process. Minimum passing score on each test of 70%.
- Only one retest per failed examination.
- Active participation during all instruction.
- Disciplined behavior and code of conduct in accordance with international standards.
- Assessment by Academic Panel if failing course standards.

5.3.- Personnel Administration Staff Course

a) Overview

The course is focused on training of officers and NCOs of personnel departments to perform functional duties S1, G1 and J1.

The training is delivered through lectures, small groups instruction, practical exercises and group participation.

b) Purpose

This functional course is designed to enhance the enlisted student's knowledge, skill and confidence to function effectively as a member of the Personnel Administrative Corps and to perform pertinent administrative and personnel functions in the unit.

c) Attendees

Officer and NCO performing or preparing to perform duties as personnel NCO or officer.

d) Focus

This course focuses on the major areas of personnel management and administrative procedures required by policy and regulation, such as:

- **Personnel Management Programs.**

Introduce the students to the personnel policies and regulations that are adopted by the AF for personnel administration and management.

- **Personnel Management (Staff Activities).**

Introduction to the role of the S1/G1/J1 officer and personnel NCO as member of the staff.

Instruction in staff procedures and requirements.

Planning considerations for personnel support in a combat environment.

- **Personnel Management (Unit Activities).**

Introduction to the role of S1/G1/J1 as unit personnel officer and as adjutant.

Role of the NCO.

Management of daily unit activities.

- **Personnel Management (Support Area Activities).**

The role of the S1/G1/J1 and personnel section in supporting unit tactical operations.

Role of the NCO in training.

Support area operations, defense and command post operations.

e) Program and objectives

SUBJECT	OBJECTIVES
Personnel Management Programs	
Course Welcome and Overview	
Accessions, Retention and Separations	Overview of accessions, retention and separations process. Role and responsibilities of S1/G1/J1 and unit leaders
Professional Development	Understand and develop unit PD programs
Records Management	Management of official personnel records and performance files. Role and responsibilities of S1
Soldier Life Cycle Management	Concept, overview of program
Leadership Schools and Selection Process	Role and responsibilities of S1/G1/J1
Awards Program	Unit and personnel programs
Evaluation Program	Concept, overview of program
Promotions Program	Concept, overview of program
Staff Activities	
Introduction to Staff Organization and Responsibilities	Overview of the staff organization. Staff functions and typical duties
Personnel Command Post	Function and organization of the personnel CP. Operations of the S1 section
Prepare a Personnel Staff Estimate	Provide the commander and staff a personnel staff estimate
Unit Manning	Principles and methods of unit manning
Activities in a unit	
Introduction to S1/G1/J1 and Adjutant Duties	Introduction to the duties of the S1/G1/J1 in his role as personnel officer and role as adjutant. Duties of the personnel NCO and soldiers
Standard Operating Procedures	Develop a personnel section SOP
Time Management	Establish daily priorities Manage interruptions and plan disruptions
Problem solving	Problem solving techniques Develop a problem solving action plan
Plan and Conduct Effective meetings	
Activities in providing support	
Intro to S1/G1/J1 Section Field Duties	Strengthen accounting procedures
PW Procedures and Processing	PW operations taken to ensure the humane treatment, accountability, and evacuation of PWs. Staff coordination and responsibilities of the S1/G1/J1
Support Area Security Operations	Support area Selection, Support Area Defense, Camouflage, cover and concealment and noise and light discipline

Convoy Procedures	Conduct proper mounted movements
NBC Reports	Complete a sport report and NBC report
Force Protection	Safety and safety risk management for leaders

f) Academic course requirements

- Passed tests during the training process. Minimum passing score on each test of 70%.
- Only one retest per failed examination.
- Active participation during all instruction.
- Disciplined behavior at all times without incidents.
- Assessment by Academic Panel if failing course standards.

5.4.- Combat Intelligence Course

a) Overview

This course is designed for officers and NCOs performing combat intelligence duties and it is aimed at standardizing and amplifying their knowledge in this field of work, in order to perform their duties more successfully.

b) Purpose

The purpose of the Combat Intelligence Course is to train the Combat Intelligence (S2) officer and NCO in the critical staff and military intelligence skills in order to provide accurate and timely intelligence information to the commander In According With (IAW) NATO doctrine and standardized procedures.

c) Attendees

Officer and NCO performing or preparing to perform duties as an intelligence officer.

d) Focus

This course focuses on the major areas of combat intelligence operations, such as:

- **Combat Intelligence Operations.**

Introduction to army intelligence principles and intelligence officer and NCO role and functions.

- **Combat Intelligence Planning and MDMP (staff activities).**

Support the staff estimate process while providing critical information that allows the commander to maximize his combat power.

- **Combat Intelligence Operations (Unit Operations).**

Conduct intelligence operations in the field environment using available systems.

- **Unit Security Activities.**

Introduction to personnel and equipment security requirements and considerations in the field and military facilities environment.

e) Program and objectives

SUBJECT	OBJECTIVES
Intelligence Operations Overview	
Intel Course Overview	Course timelines, course requirements
Intro to S2 Duties	Role and mission of S2 Characteristics of effective intelligence Overview of key duties
Intel BOS	Review of BOS
Intel Cycle	Components and functions of the intel cycle
Military Intel Organization and Assets	General MI organization Mission and tactics of assets

Staff Organization	Intel&Staff affairs
Command Post Operations	Operations of S2 Sections Reports, Communications
Intel Planning/MDMP (Military Decision Making Process)	
Intro to S2/ Staff Activities	S2 responsibilities and S2 Actions and Staff coordination
Intel Estimates	Draft and Intel Estimate
Course of Action Analysis	Principles of COA
Intelligence Annex to OPORD	Prepare an Intel Annex to OPORD
Intel Collection Process	Principles of Intel Collection Intel Collection Steps(Process) Organic and Supporting Assets Collection Procedures
Intel Reporting Process	Principles of reporting Responsibilities and reporting procedures
Battle Damage Assessment (BDA)	BDA procedures
Intel Operations	
Personnel Security	Determine security threats Develop a Personnel Security program
Physical Security	Personnel Security Activities Develop a Unit Security Program
Unit Intel Training	Integrate training into Operations Sample Unit Training Programs
Intel SOP (Standard Operation Procedure)	Develop a Unit SOP

f) Academic course requirements

- Passed tests during the training process. Minimum passing score on each test of 70%.
- Only one retest per failed examination.
- Active participation during all instruction.
- Disciplined behavior at all times without incidents.
- Assessment by Academic Panel if failing course standards.

5.5.- Operational Affairs Course

a) Overview

This course is aimed at training of battalion and brigade level officers and NCOs for planning and preparation of operations, time plans and other issues.

b) Purpose

Purpose of the course is to give an opportunity to S3 officers and NCOs to learn management and tactical-technical tasks and support skills to help them successfully accomplish their missions.

c) Attendees

- Officers and NCO recommended by unit commander,
- Battalion level officers at least with the rank of 1st Lieutenant,
- Completed at least basic officers or NCO course,

d) Academic course requirements

- Active participation in the course
- Minimum score on each test of 70%
- Fulfill PT requirements

5.6.- Logistic Operations Course

a) Overview

The course is organized for the purpose of standardizing and amplifying knowledge of logistics officers and NCOs in the field of logistics operations, within their duties and their mission. It is organized when needed with additional involvement of logistics instructors in the training process.

b) Purpose

The purpose of the Logistical Operations Course (LOC) is to train the Combat Logistics (S4) officer and NCO in the critical staff and logistic skills in order to provide sufficient and timely logistical support in according with (IAW) NATO doctrine and standardized procedures.

c) **Attendees**

Officer and NCO performing or preparing to perform duties as an logistic officer.

d) **Focus**

This course focuses on the major areas of logistical operations, such as:

- **Logistical Operations.**

Introduction to army logistic principles and logistic officer and NCO role and functions.

- **Logistical Operations Planning (staff activities).**

Support the staff estimate process while providing critical information that allows the commander to maximize his combat power.

- **Logistic Combat Operations.**

Conduct sustainment operations in the field environment using available systems.

- **Logistical Operations on the unit level**

Introduction to logistics and maintenance activity requirements and considerations in the field and in military facility environment.

e) Program and objectives

SUBJECT	OBJECTIVES
Logistical Operations Overview	
Logistics Course Overview	
Intro to S4 Duties	Role and mission of S4 Characteristics of effective logistics
Logistical doctrine	Principles of Logistical Logistical Support Concepts and Organization
Maintenance Systems	Principles of Maintenance Maintenance Support Organization

Maintenance Categories and System	Maintenance concepts and Policies
Transportation System	Logistics Transportation Structure Intro to movement planning
Logistics Operations Center Overview	Operations of S4 sections Reports, communications and Sustainment Operations Systems
Logistical Operations Planning	
Role of the S4	S4 responsibilities
Staff Coordination and Planning Procedures	Maintain S4 staff Journal Supply & Service Responsibilities Logistics briefings
Develop a Resource Assessment	The Readiness Reporting System Unit Status Report Prepare a Maintenance Resource Assessment
Conduct Supply and Maintenance Planning	Prescribed Load List Operator Licensing
Conduct Transportation and Movement Planning	Transportation Asset Allocation Movement Planning Convoy briefings
Prepare a Logistics Estimate	Draft a logistics estimate
Prepare a Logistics Operations Annex to OPOD	
Logistic Combat Operations	
Conduct Logistical Support Operations in the Field	Intro to Combat Support Operations Field Feeding, Clothing exchange and bath Laundry
Operate a Logistical Command Post	Establish a CP Conduct CP movement Operations
Determine Tactical Trains Area	Trains Organization Site selection
Submit Tactical Reports	Report Unit Combat Readiness Status Logistics summary Reports
Conduct Security Operations	Rear Area Security Operations Trains and Base defense Operations Detective Prevention Measures
Logistic Route Planning Operations	Route Planning Strip Maps
Logistical Operations on the unit level	
Conduct Logistical Support Operations in the Unit	Management of Basic Loads Operations in military facilities - barracks
Unit Maintenance System	Unit Maintenance Operations Recovery Operations
Unit Supply System	Unit Supply Activities Supply Activities at Company Level
Unit Transportation System	Combat field transportation
Property Accountability	Material management property books Lost, damaged and Destroyed Property Property Disposal
Unit Inventory Procedures	Requesting and Receiving Property Storage Operations
Logistic SOP	Develop a Unit Logistical SOP

f) Academic course requirements

- Passed tests during the training process. Minimum passing score on each test of 70%.
- Only one retest per failed examination.
- Active participation during all instruction.
- Disciplined behavior at all times without incidents.
- Assessment by Academic Panel if failing course standards.

5.7.- Civil-Military Relations Course

a) Overview

The Civil-Military Relations Course is planned to present basic knowledge on the crucial elements of tactics, technique and procedures in civil-military operations, to improve knowledge and skills of officers and NCOs and their ability to act efficiently in the field of establishing civil-military relations and in missions.

b) Purpose

Purpose of the course is to train officers and NCOs to perform duties in institutions for civil-military relations in order to accomplish missions in the scope of civil-military relations.

c) Attendees

Officers and NCOs performing duties of planning, coordinating and supervising civil-military operations or those preparing for performing duties in the field of civil-military relations.

d) Focus

The course covers main areas of planning, coordinating and supervising civil-military operations/relations as follows:

- Support to implementation of state goals in the field of defense and security,
- Coordination and supervision of complying with obligations following from agreements, Laws and International Laws,

- Support to military operations in war,
- Support to military operations other than war,
- Monitoring and analysis of social situation in the country and preparation / forwarding of information on elements important for the Armed Forces,
- Development of proposals and forwarding of civil-military activities policy and procedures guidelines,
- Planning of engagement of military assets in the aid to civil authorities.

e) Academic course requirements

- Passed tests during the training process. Minimum passing score on each test of 70%.
- Only one retest per failed examination.
- Active participation during all instruction.
- Disciplined behavior at all times without incidents.
- Assessment by Academic Panel if failing course standards.

6.- OTHER COURSES

6.1.- Communications course

a) Overview

The course is designed for telecommunication officers and NCOs at the level of crew, section and platoon to acquire, in a comparatively short time, certain knowledge and skills for correct and standardized communication.

b) Purpose

To train telecommunication officers and NCOs in accurate, correct and quick installing of communication equipment, setting up of links, mediation in communication and communication management.

c) Attendees

- Selected by unit commander.
- From the rank of Sergeant to Major.
- Current or future candidates for commanding telecommunication duties.

d) Focus

This course covers key areas in the field of telecommunication, such as:

Role and obligations of telecommunication officers and NCOs, accurate, correct and quick installing and usage of communication equipment, establishing of links, mediation in communication and communication management.

e) Academic course requirements

- Passed tests (70% and more).
- Regular attendance to the course and active participation to the training process.

6.2. - Combat Arms and Combat Support Arms Courses

a) Overview

These courses are designed for direct preparation of officers and NCOs to perform functional duties in a specific arm and specialty.

b) Purpose

To train attendees to successfully perform duties in their Arms.

c) Attendees

- Current or future candidates for performing duties in a specific arm
- selected by the unit commander

d) Academic course requirements

- Passed tests (70% and better)
- Attend the course and participate actively in the training process

6.3.- Foreign Language Course

a) Overview

The course is designed for AF members to acquire, in a comparatively short time, certain knowledge and skills for communication.

b) Purpose

- To improve capabilities of military personnel to communicate and maintain operational communication in one of the official NATO languages.
- To enable local foreign language instructors to improve their skills in teaching methods and NATO terminology.

- To enable experts from a PfP country to improve their foreign language knowledge in the field of technical and standardization NATO terminology as well as other terminology.

c) Attendees

- AF members selected by the authorized command.

d) Academic Course Requirements

Pass tests for appropriate level.

6.4.- Course for Instructors

a) Overview

The course is focused on training of future instructors in accordance with established standards and NATO doctrine. Courses are delivered through lectures and practical activities focused on method of training and education.

b) Purpose

To train future instructors to independently perform given tasks in the process of training and conveying knowledge to the students.

c) Attendees

- Candidates proposed by the subordinate officers,
- Completed course or a level of a higher course they will be instructors on,
- Good interpersonal skills and capability to perform duties of instructor.

d) Academic course requirements

- Passed test for the theoretical part of the course
- Pass presentation of lesson,

- Develop a lesson in a methodical and didactical way,
- Be computer literate,
- Pass PT test.

6.5.- Information Technologies Course

a) Overview

The course is aimed at training in basic IT knowledge. The course can be basic and advanced.

b) Purpose

To train attendees in IT skills enabling them to use computers in performance of their functional tasks.

c) Attendees

Soldiers, NCOs and officers recommended by units and commands.

d) Academic course requirements

- Completion of WINDOWS, EXPLORER
- Completion of MS WORD
- Completion of MS EXCEL
- Completion of MS POWER POINT

6.6.- International Humanitarian Law Course

a) Overview

The course is designed to train AF members in international Law of War and it is compulsory for training of NCOs and officers of both professional and reserve components of the Armed Forces.

b) Purpose

To train AF members in application and compliance with the international humanitarian law in case of armed conflict.

c) Attendees

Officers and NCOs performing duties in the field of training, planning and executing operations.

d) Focus

The course covers main areas of application of international humanitarian law, as follows:

- Law of war and control of armed conflict,
- Procedures with civilians, procedures with the wounded and the dead, procedures with the prisoners of war,
- Conduct in combat,
- Cooperation with civil authorities, especially with civil protection.

6.7.- New Armament and military equipment course

a) Overview

The course is designed to present new armament and military equipment, techniques and procedures of work with new armament and military equipment in order that AF BH members acquire capabilities and knowledge needed for usage of new armament and military equipment.

b) Purpose

Train students who will use this armament and military equipment, acquire new standards and procedures of usage of new armament and military equipment in the AF in BH units.

c) Attendees

Officers, NCOs and soldiers using new armament and military equipment or planning to use new armament and military equipment.

d) Focus

The course covers main areas of usage and maintenance as follows:

- Purpose, technical and tactical characteristics,
- Construction and structure of the armament and military equipment,
- Tactical usage,
- Technical maintenance.

Abbreviations

AAR	After Action Review
AF	Armed Forces
AIT	Advanced Individual Training
ANCOC	Advanced Noncommissioned Officers' Course
APFT	Army Physical Fitness Test
BDA	Battle Damage Assessment
BCT	Basic Combat Training
BOS	Battle Operation System
BiH	Bosnia i Herzegovina
BNCOC	Basic Noncommissioned Officer Course
BT	Basic Training
COA	Course of Action
CSC	Command and Staff Course
CMT	Common Military Training
CP	Command Post
CPX	Command Post Exercise
CS	Combat Support
CSS	Combat Service Support
CTT	Common Task Test
EO	Enable Objectives
FTX	Field Training Exercise
IAW	In According With

IET	Initial Entry Training
IPB	Intelligence Preparation of the Battlefield
IT	Information Technologies
ITP	Instruction to the Parties
LFX	Live Firing Exercise
LOC	Logistic Operations Course
MACA	Military Assistance to Civil Authorities
MAPEX	Map Exercise
MDMP	Military Decision Making Process
METL	Mission Essential Task List
MOS	Military Occupational Specialty
MTP	Mission Training Plan
NATO	North Atlantic Treaty Organization
NBC	Nuclear, Biological, and Chemical
NCO	Non Commissioned Officer
OAC	Officer Advanced Course
OBC	Officer Basic Course
OOTW	Operations Other Than War
OPS	Operational Performance Standards
OPORD	Operational Order
PD	Professional Development
PfP	Partnership for Peace
POI	Program Of Instruction

POW	Prisoner Of War
PSO	Peace Support Operations
PT	Physical Training
SL	Skill Level
SMCT	Soldier's Manual of Common Tasks
SOP	Standing Operating Procedure
STP	Soldier's Training Publication
STX	Situational Training Exercise
TO	Training Objectives
UN	United Nations
VF	Federation Army
VRS	Republic Srpska Army