

B.13.4 Levels of hardship

Considerations relevant to each element of hardship are set out in the following table.

Item	Element	Element description	Level of hardship	Standard of level of hardship
1.	Living conditions	Living conditions include any accommodation provided and arrangements for sleeping. This is a mandatory element.	a. Extreme	<p>This level of living condition is characterised by arrangements that are often arbitrary, or dependent on the nature of the task being performed in the field. Accommodation, if it exists at all, is:</p> <ul style="list-style-type: none"> a. self-contained; b. limited to individual or small group resources generally transported or carried by individuals; and c. erected as required. <p>Example: Living conditions are the furthest removed from the comforts of barracks or a normal household.</p>
			b. Intermediate	<p>Temporary accommodation is any form of housing erected by a group of people. It is more static than the extreme level, but is not necessarily fixed in one place. Although static, it is of a deficient standard.</p> <p>Examples: Fixed tentage (such as 11 feet x 11 feet or 3 metres x 3 metres) and also fixed ‘camps’ or huts which are deficient in standard (for example, do not protect from weather).</p>
			c. Low	<p>Fixed accommodation includes functional, permanent or established buildings or purpose built structures which are designed and provided for accommodation purposes.</p> <p>Example: Barracks.</p>

Item	Element	Element description	Level of hardship	Standard of level of hardship
2.	Working conditions	Working conditions encompass the conditions under which daily work is undertaken. This is a mandatory element.	a. Extreme	<p>Extreme working conditions feature extended exposure to disabilities and very limited, or no opportunity, for relief. Extreme working conditions typically involve:</p> <ul style="list-style-type: none"> a. consistent exposure to humidity, water, dust, mud or dirt; b. consistent and significant exposure to weather; c. frequent exposure to hazards not normally experienced in the barracks environment; d. strenuous physical activity may be required for extended periods. There is very limited opportunity to rest during activities.
			b. Intermediate	<p>Medium working conditions are demonstrably more difficult and demanding than those experienced in barracks. The working conditions involve some exposure to such factors as adverse weather conditions or demanding physical activity. There is little opportunity for relief from such conditions during the working day; work continues regardless.</p>
			c. Low	<p>Low level hardship working conditions are those which are generally normal and reflect those that apply in the barracks or workplace. The normal workplace involves occasional adverse working conditions.</p>

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3.	Eating arrangements	This hardship includes the rations provided, the method of preparation and the arrangements for consuming food.	a. Extreme	<p>No general facilities are provided for the preparation or consumption of rations, and:</p> <ul style="list-style-type: none"> a. meals are prepared by individuals or small groups, from rations; b. meals are prepared and consumed under adverse conditions; and c. the quality, quantity and regularity of meals vary.
			b. Intermediate	<ul style="list-style-type: none"> a. Food is prepared and consumed under temporary arrangements, such as a field kitchen. b. Any facilities provided are not purpose designed or members may have to assist in the preparation of their food. c. Under these temporary arrangements, rationing conditions are demonstrably inferior to those in barracks.
			c. Low	Food is normally prepared by dedicated staff in purpose designed facilities. These fixed facilities provide arrangements similar to those in barracks, although the style and variety of meals may be limited.

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4.	Leisure	This hardship encompasses access to mail and telephone, and the ability to communicate with family or friends. It also includes the capacity to take time off to relax while in the field and, more importantly, the ability to effectively use such time.	a. Extreme	<p>This level is characterised by the almost total lack of any meaningful leisure time.</p> <ul style="list-style-type: none"> a. There is little or no opportunity to maintain contact with family or friends. b. Any time off is so restricted or irregular that it does not relieve the effects of the disabilities of field service. c. No leisure resources are available.
			b. Intermediate	<p>Individuals get some leisure, but are clearly disadvantaged when compared with the normal barracks environment.</p> <ul style="list-style-type: none"> a. Communication facilities are limited or inconsistently available. b. Some time off may be given (for example, at night) but is limited and irregular. c. There may be few resources provided to allow effective use of such time.
			c. Low	<p>Facilities may be of a lesser standard than those enjoyed in barracks, but individuals are not significantly disadvantaged.</p> <ul style="list-style-type: none"> a. There is reasonable access to communications facilities. b. Leisure time is available and some resources are provided for use in time off.

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5.	Facilities and services	Facilities include ablutions and toilet, and services include such things as water and electricity.	a. Extreme	<p>Facilities and services are generally absent or not available for consistent use.</p> <ul style="list-style-type: none"> a. Water would normally be individually carried or transported, or be obtained from local resources. b. Toilet facilities would normally be individual or group field latrines dug as required.
			b. Intermediate	<p>Facilities and services may be provided, but are deficient.</p> <ul style="list-style-type: none"> a. Ablutions and toilets may be temporary facilities provided in situ. b. Permanent hot water may not be available. c. Electricity may be provided by generator. <p>The net effect of these deficiencies causes individuals to be demonstrably disadvantaged when compared with the barracks standard of facilities and services.</p>
			c. Low	<ul style="list-style-type: none"> a. Facilities and services are similar to those provided in barracks, although not necessarily to the same standard. b. Ablutions and toilets are fixed, and hot and cold running water is provided.

6.	Hours of work	This hardship relates to the length of the working day.	a. Extreme	<p>a. There is a sustained requirement in each 24 hour period to undertake duty for 16 hours or more.</p> <p>b. Resting or sleep is very limited and irregular.</p> <p>Example: Fully tactical exercises would normally be in this category. At night, members would be required to carry out picket or sentry duty and operate radios.</p>
			b. Intermediate	<p>a. There is a sustained requirement in each 24 hour period to undertake duty between 12 to 16 hours.</p> <p>b. The remainder of waking hours could be taken up with eating and essential rest.</p> <p>These working hours are demonstrably more arduous than those in barracks.</p>
			c. Low	<p>The structure of the working day generally differs little from that experienced in the barracks workplace. Work may be hard, and may involve extended hours (between 8 to 10 hours) on some days, but the cumulative effect does not lead to a significant hardship for members.</p>