



NATIONAL GUARD BUREAU
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ARNG-HRH (350)

15 June 2022

MEMORANDUM FOR The Adjutants General of all States, Territories, Commanding General of the District of Columbia, and Army National Guard Title 10 Program

SUBJECT: Execution of Personnel Actions for the Army Combat Fitness Test (PPOM 22-023)

1. References: See enclosure 1.
2. Purpose. To provide implementation guidance pertaining to the new Army Combat Fitness Test (ACFT) as it relates to personnel actions.
3. Applicability. This guidance applies to all Army National Guard (ARNG) Enlisted, Warrant Officers, and Commissioned Officers, including Active Guard and Reserve (AGR) (Title 10 (T10) and Title 32 (T32)). The term "States" in this memorandum refers to all States, Territories, the District of Columbia, and the Army National Guard Title 10 Program. The term "Soldier" refers to all Soldiers regardless of grade. In this guidance, the term Full Time National Guard Duty (FTNGD) refers to Soldiers serving on active-duty orders for more than 30 days; this includes: AGR (T10 and T32), Active Duty for Operational Support Reserve Component (ADOS-RC), and all categories of FTNGD.
4. Background. The Secretary of the Army, on 23 March 2022, approved the ACFT as the Army's official test of record (reference 1.a). This document outlines a time phased deliberate approach to the implementation of this guidance.
5. Personnel guidance. The following ARNG implementing guidance is provided for Commissioning, Suspension of Favorable Personnel Actions (FLAGS), Retention, Evaluations, Enlisted Promotions, Separations, and Digital Training Management System (DTMS). This guidance supersedes paragraph 6b and 6c of reference 1.b.

a. Officer Accessions and Commissions.

(1) FY22.

(a) A failed ACFT will not result in administrative separation, disenrollment, or negative action against any ARNG cadet during this period.

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(b) At any time during this period an ACFT (Diagnostic or Record) is not required as part of the packet submission for Officer Candidate School (OCS), Warrant Officer Candidate School (WOCS), Direct commission/appointment, or inter-service transfer.

(2) FY23.

(a) Effective 1 April 2023, a passing ACFT score is required for commissioning and contracting SROTC Scholarship applicants. States will take no administrative separation or disenrollment action against any cadet until after 1 April 2023; at which point, two consecutive failed ACFTs will result in consideration for separation or disenrollment.

(b) OCS and WOCS. Beginning 1 October 2022, a passing record ACFT is a graduation/commissioning requirement for candidates. States may require a record ACFT as part of the OCS/WOCS packet submission requirement on or after 1 October 2022 but will be a standard packet requirement beginning 1 April 2023.

(c) Beginning 1 October 2022, Direct Commission and Direct Appointment (from civilian status) must pass a record ACFT no earlier than 6 months after reaching their first unit of assignment.

(d) States may require a record ACFT as a packet submission requirement for currently serving personnel seeking a Direct commission/appointment on or after 1 October 2022.

(e) Inter-service transfers (IST), States may require an ACFT as a packet submission requirement for personnel seeking an IST.

b. Diagnostic ACFT.

(1) FTNGD. Soldiers will take a diagnostic ACFT (to standard) during 1 April 2022 - 30 September 2022. At any time during this period, Soldiers who pass a diagnostic ACFT may elect to have the test re-characterized as a record ACFT.

(2) Traditional Soldiers will take a diagnostic ACFT (to standard) during 1 April 2022 – 31 March 2023. At any time during this period, Soldiers who pass a diagnostic ACFT may elect to have the test re-characterized as a record ACFT.

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c. Suspension of Favorable Personnel Actions (FLAG)

(1) All Soldiers flagged for APFT failure must pass an ACFT to remove the flag.

(2) States beginning 1 October 2022 for FTNGD Soldiers, and 1 April 2023 for Traditional Soldiers will initiate a FLAG when a Soldier fails a record ACFT or when, through the Soldier's fault as determined by the Commander, the Soldier fails to take the ACFT within the time prescribed by existing regulations, or when directed by the Commander IAW reference 1.c.

d. Retention.

(1) Soldier flagged for APFT failure remains ineligible for retention. See reference 1.d, Table 8-1 for 12-month extension waivers. Soldiers who received an initial 12-month extension waiver before this guidance may be granted an additional up to 6-month extension for an opportunity to take an ACFT. The waiver authority for this additional extension is the State G1.

(2) Effective 1 April 2023, FTNGD Soldiers must have a passing ACFT within the previous 8 months to be eligible for extension/reenlistment. Effective 1 April 2024 Traditional Soldiers must have a passing ACFT within the previous 14 months to be eligible for extension/reenlistment.

e. Evaluations.

(1) FY 22. No ACFT information or ACFT data (Including Diagnostic ACFT test results) will be entered on an evaluation report having an evaluation "thru date" prior to 1 October 2022 IAW reference 1.e. This applies to DA Form 67-10 series officer evaluation reports (OERs), DA Form 2166-9 series Non-Commissioned Officer evaluation reports (NCOERs), and DA Form 1059 series academic evaluation reports (AERs).

(2) FY 23. Additional guidance specific to ACFT content and entries on evaluation reports will be published prior to 1 October 2022.

f. Enlisted Promotions.

(1) A Soldier with a FLAG code "J" is eligible for promotion consideration but is ineligible for selection and pin-on.

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(2) APFT.

(a) Soldiers who pass their most recent record APFT (in DTMS), regardless of time, are awarded an ACFT score equal to twice the score achieved on the APFT (APFT Score X 2), not to exceed 75 administrative points as outlined in enclosure 2., effective immediately, or on the next scheduled annual promotion board but no later than 1 January 2023. Thereafter, a passing ACFT takes precedence in determining promotion points. Soldiers are still required to complete a record ACFT within the prescribed time.

(b) Soldiers who have never taken a record APFT (Recorded in DTMS) or passed an ACFT since 1 April 2022, will be awarded a minimum passing ACFT score (360 points) effective immediately or on the next scheduled annual promotion board but no later than 1 January 2023. Soldiers are still required to complete a record ACFT within the prescribed time.

(c) Soldiers flagged for APFT failure will not receive promotion points or a minimum passing ACFT score. Soldiers must pass the ACFT to obtain promotion points.

(3) ACFT.

(a) Effective immediately or on the next scheduled Annual Promotion Board, but no later than 1 January 2023, States may utilize a passing ACFT taken after 1 April 2022 for promotion purposes.

(b) Promotion points will be awarded based on ACFT scores as outlined in enclosure 2. Coordination is in progress to have this integrated in the new table 6-7 in a future update to reference 1.f.

(4) **Medical.** The below temporary provisions support a continued path for promotion eligibility while the Soldiers recover from their temporary profiles and are otherwise physically unfit to take a record ACFT. Once a Soldier is medically cleared and provided an opportunity to take a record ACFT, these temporary scores will no longer apply and the Soldier's actual performance on a record ACFT will be used.

(a) Soldiers with temporary profiles who are prohibited from taking a diagnostic (paragraph 5b) or record ACFT, will be awarded an ACFT score promotion point IAW paragraph 5f(2). This temporary provision expires on 31 March 2025.

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(b) Soldiers with permanent physical profiles will be granted 60 ACFT points for each ACFT event not taken due to the profile and for a “GO” from an alternate event.

(c) Soldiers on temporary profiles will not take the ACFT. They will recover, rehabilitate, recondition, and complete the full ACFT once the temporary profile has ended and the Soldier is cleared by their medical provider to resume testing.

(d) All permanent profiles must be updated by the Soldier’s medical provider to reflect the ACFT events permitted or prohibited. Soldiers must test on all events within the limits of their permanent profile. The minimum number of events a Soldier must take is one aerobic event (run, stationary bike, swim, row, or walk).

g. Separations (Enlisted and Officers). While Commanders are required to initiate administrative separations as noted below, they may continue to allow Soldiers to retest, and consider a Soldier’s subsequent passing record ACFT favorable when determining and/or recommending retention or separation.

(1) Commanders will not initiate separation for any failed ACFT during the diagnostic window in paragraph 5b.

(2) FTNGD Enlisted Soldiers. Beginning 1 April 2023, Commanders will initiate separation for unsatisfactory performance when a Soldier fails, or has failed, two consecutive record ACFTs. The ACFT failures must be within the timeline established within reference 1.a. The time a Soldier is on a temporary profile, which prohibits taking an ACFT, does not count toward the timeline prescribed in reference 1.a. Commanders have the discretion to initiate a Bar to Continued Service in lieu of initiation of separation pursuant to reference 1.d. Commanders will follow policy for initiating administrative separation proceedings for T32, pursuant to chapter 6 of reference 1.g, or for T10, pursuant to chapter 5 of reference 1.h. Commanders will refer to reference 1.i. for the governing regulation for ADOS-RC and FTNGD-OS.

(3) FTNGD Officers. Beginning 1 April 2023, Commanders, or other authorized initiating officials, will initiate an involuntary separation action when an officer fails, or has failed, two consecutive record ACFTs. Administrative separation proceedings will be initiated for T32 pursuant to chapter 6 of reference 1.g, or for T10, pursuant to chapter 5 of reference 1.j. The basis for separation is “Substandard Performance of Duty”.

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(4) Traditional Enlisted Soldiers. Beginning 1 April 2024, Commanders will initiate separation for Unsatisfactory Performance when a Soldier fails, or has failed, two consecutive record ACFTs. The ACFT failures must be within the timeline established within reference 1.a. The time a Soldier is on a temporary profile, which prohibits taking an ACFT, does not count toward the timeline prescribed in reference 1.a. Commanders have the discretion to initiate a Bar to Continued Service in lieu of initiation of separation pursuant to reference 1.d. Commanders will follow policy for initiating administrative separation proceedings, pursuant to reference 1.d.

(5) Traditional Officers. Beginning 1 April 2024, Commanders, or other authorized initiating officials, will initiate an involuntary separation action when an officer fails, or has failed, two consecutive record ACFTs. Administrative separation proceedings will be initiated pursuant to chapter 2 of reference 1.j.

h. Active Guard Reserve (AGR) Accessions.

(1) Individuals applying for AGR status will use their last passing record APFT or ACFT in their packet submission until 31 March 2023.

(2) Beginning 1 April 2023, individuals applying for AGR status will require a passing ACFT within 6 months in their packet submission.

i. ADOS-RC and FTNGD.

(1) Soldiers applying for ADOS-RC and FTNGD tours will use their last recent passing fitness test of record (APFT or ACFT) to determine eligibility for orders until 31 March 2023.

(2) Beginning 1 April 2023, Soldiers applying for ADOS-RC and FTNGD tours must have a passing record ACFT within 6 months to determine eligibility for orders.

j. Digital Training Management System (DTMS) Data Input.

(1) States must follow the guidance released in reference 1.k. Further DTMS guidance will be released in subsequent releases to reference 1.k by ARNG G3/577/.

(2) To avoid delay, Commanders will use paper copies of ACFT results to facilitate personnel actions.

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(3) All tests conducted after 1 April 2022 will be reflected within DTMS once the system allows for data input. The data will indicate whether the test is diagnostic or record. Soldiers who PCS prior to data input should hand-carry the PT card to their next duty station to ensure data input to DTMS.

(4) A diagnostic ACFT that is recharacterized in DTMS to a record test must maintain the original date the test was conducted to ensure continuity for all personnel actions related to the test. The date of the test will not be adjusted to a later date.

6. Point of contact for this memorandum is LTC Ginger M. Wietholder, Chief, Enlisted Policy Branch at DSN 327-3296, 703-607-3296 or ginger.m.wietholder.mil@army.mil.

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2 Encls

1. References

2. ACFT Promotion Points

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Enclosure 1

REFERENCES

1.a. DEPARTMENT OF THE ARMY DIRECTIVE 2022-05, (ARMY COMBAT FITNESS TEST).

1.b. NATIONAL GUARD BUREAU (NGB), ARNG-HRH, MEMORANDUM, (CONSOLIDATED ENLISTED PROMOTION POLICIES (PPOM #21-026)).

1.c. AR 600-8-2, (SUSPENSION OF FAVORABLE PERSONNEL ACTIONS (FLAGS)).

1.d. NATIONAL GUARD REGULATION (NGR) 600-200, ENLISTED PERSONNEL MANAGEMENT.

1.e. MILPER MESSAGE 22-099, ARMY COMBAT FITNESS TEST (ACFT) ON EVALUATION REPORTS, DA FORM 67-10 SERIES (OER), DA FORM 2166-9 SERIES (NCOER) AND DA FORM 1059 SERIES (AER).

1.f. AR 600-8-19, (ENLISTED PROMOTIONS AND REDUCTIONS).

1.g. NGR 600-5, THE ACTIVE GUARD RESERVE (AGR) PROGRAM TITLE 32, FULL TIME NATIONAL GUARD DUTY (FTNGD) MANAGEMENT.

1.h. AR 135-18, (THE ACTIVE GUARD RESERVE PROGRAM).

1.i. AR 135-200, (ACTIVE DUTY FOR MISSIONS, PROJECTS, AND TRAINING FOR RESERVE COMPONENT SOLDIERS)

1.j. AR 135-175, (SEPARATION OF OFFICERS).

1.k. NGB, ARNG-TR, MEMORANDUM (ARMY NATIONAL GUARD (ARNG) ARMY COMBAT FITNESS TEST (ACFT), 18 APRIL 2022.

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Enclosure 2

ARNG ACFT PROMOTION POINT SCORES					
APFT SCORE RANGE		POINTS	APFT SCORE RANGE		POINTS
600		75	480	to 484	39
595	to 599	74	475	to 479	38
590	to 594	72	470	to 474	36
585	to 589	71	465	to 469	35
580	to 584	69	460	to 464	33
575	to 579	68	455	to 459	32
570	to 574	66	450	to 454	30
565	to 569	65	445	to 449	29
560	to 564	63	440	to 444	27
555	to 559	62	435	to 439	26
550	to 554	60	430	to 434	24
545	to 549	59	425	to 429	23
540	to 544	57	420	to 424	21
535	to 539	56	414	to 419	20
530	to 534	54	408	to 413	18
525	to 529	53	402	to 407	17
520	to 524	51	396	to 401	15
515	to 519	50	390	to 395	14
510	to 514	48	384	to 389	12
505	to 509	47	378	to 383	11
500	to 504	45	372	to 377	9
495	to 499	44	367	to 371	5
490	to 494	42	361	to 366	3
485	to 489	41	360		1

Notes:
 1. Soldiers with a passing APFT (in DTMS), regardless of time, will be awarded an ACFT score that is equal to twice the score achieved on the APFT (APFT Score X 2), not to exceed 75 administrative points, effective immediately or on the next scheduled annual promotion board but no later than 1 January 2023.
 2. Soldiers who have never taken a record APFT (Recorded in DTMS) or passed an ACFT since 1 April 2022, will be awarded a minimum passing ACFT score (360 points) effective immediately or on the next scheduled annual promotion board but no later than 1 January 2023.