



SECRETARY OF THE ARMY
WASHINGTON

23 MAR 2022

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2022-05 (Army Combat Fitness Test)

1. Reference. See references enclosed.
2. Purpose. This directive establishes the effective dates for full implementation of the new Army Combat Fitness Test (ACFT) and provides changes to Army policies affected by the ACFT.
3. Applicability. This policy applies to the Regular Army, Army National Guard/Army National Guard of the United States, and U.S. Army Reserve (USAR). In this directive, reserve component (RC) refers to Soldiers who serve in the Army National Guard/Army National Guard of the United States or USAR.
4. Policy. Starting 1 April 2022, the ACFT will begin to be implemented as the Army's official record physical fitness test for personnel actions. References 1b and 1c are hereby rescinded. Where this policy conflicts with any other previously published procedural guidance, this directive is controlling. ACFT policies for pregnant and postpartum Soldiers will be published separately.
 - a. Approved ACFT Design. The ACFT is performance-normed by gender and age groups. The test comprises 6 events: maximum dead lift (MDL), standing power throw (SPT), hand-release push-up (HRP), sprint/drag/carry (SDC), plank (PLK), and 2-mile run (2MR).
 - b. Profiles and Alternate Events. Soldiers will take all events not prohibited by a permanent profile. If a permanent profile prohibits the 2-mile run, permanent-profile-directed alternate aerobic events include the row, stationary bike, swim, and walk. Soldiers on temporary profiles will not take the ACFT, but will recover and recondition prior to taking the ACFT.
 - c. ACFT Scoring. To pass the ACFT, Soldiers must attain a score of at least 60 points on each test event taken and a "GO" on the alternate aerobic event, if taken. If a Soldier does not attain a minimum of 60 points in an event or a "GO" on an alternate aerobic event, the event is a failure. Failure of one or more events results in ACFT failure.
 - d. Diagnostic ACFTs.

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(1) RA and USAR (Active Guard Reserve (AGR)). Soldiers will take a diagnostic ACFT (to standard) during 1 April 2022–30 September 2022. In any instance where the Soldier passes the diagnostic ACFT prior to 1 October 2022, the Soldier may elect to have the test re-characterized as a record ACFT and uploaded to the Digital Training Management System (DTMS) at any time after 1 October 2022.

(2) RC (less USAR (AGR)). Soldiers will take a diagnostic ACFT (to standard) during 1 April 2022–31 March 2023. In any instance where the Soldier passes the diagnostic ACFT prior to 1 April 2023, the Soldier may elect to have the test re-characterized as a record ACFT and uploaded to the DTMS at any time after 1 April 2023.

e. Record ACFTs.

(1) RA and USAR (AGR). Soldiers will take their first record ACFT prior to 1 April 2023.

(2) RC (less USAR (AGR)). Soldiers will take their first record ACFT prior to 1 April 2024.

(3) Soldier accountability for ACFT performance starts with the first record test. Passing the ACFT highlights Soldier performance for future personnel actions and personal readiness.

f. Frequency. Beginning 1 October 2022, RA/USAR (AGR) Soldiers will take two record ACFTs per calendar year, with no less than 4 months between record tests. RC Soldiers (less USAR (AGR)) will take the ACFT once per calendar year for record, with no less than 8 months between record tests.

g. Acclimatization. Commanders will develop procedures to ensure all assigned Soldiers have sufficient time to properly acclimate to a duty station prior to taking any ACFT in accordance with reference 1g. Commanders will consider, at the very least, weather cycles, temperatures, altitude, and lengthy field exercises/deployments in developing local policy.

h. ACFT Failures. If a Soldier fails a record ACFT on or after 1 October 2022 (RA/USAR (AGR)) or on or after 1 April 2023 (RC (less USAR (AGR))), commanders will flag the Soldier (that is, suspend favorable personnel actions) until such time the Soldier retests and passes a record ACFT. If any Soldiers, including RC (less USAR (AGR)) Soldiers, attending professional military education (PME) for classes that start on or after 1 October 2022, fail both a record test and a retest during the course, they will

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be removed from the course and processed in accordance with reference 1g, paragraph 3–13.

(1) RA/USAR (AGR) Soldiers who fail a record ACFT will retest no less than 120 days and no more than 180 days from the test failure. If the commander and Soldier agree that sufficient reconditioning has occurred, the Soldier may retest in less than the prescribed time. The time a Soldier is on a temporary profile does not count toward the retesting timelines set in this directive. These retesting timelines do not apply to Initial Military Training (IMT) and PME courses.

(2) RC (less USAR (AGR)) Soldiers who fail a record ACFT will retest no less than 180 days and no more than 240 days from the test failure. If the commander and Soldier agree that sufficient reconditioning has occurred, the Soldier may retest in less than the prescribed time. The time a Soldier is on a temporary profile does not count toward the retesting timelines set in this directive. These retesting timelines do not apply to IMT and PME courses.

(3) Direct commissioned officers (including judge advocates, chaplains, medical officers, and those appointed under reference 1a) are expected, but not required to pass an ACFT, until 6 months after reaching their first unit of assignment. No adverse administrative actions, including flags, will be taken on these Soldiers until that time.

i. Initial Military Training. For all IMT courses ending on or after 1 October 2022, Soldiers of all grades must have a passing record ACFT to graduate, pursuant to reference 1g, paragraph 3–27. This requirement applies to all components. The Commanding General, U.S. Training and Doctrine Command; The Surgeon General; The Judge Advocate General; and the Chief of Chaplains retain current authorities to approve waivers.

j. Professional Military Education. For all PME courses starting on 1 October 2022 or later, Soldiers must pass a record ACFT to graduate, pursuant to reference 1g, paragraph 3–13c. Proponents of troop schools and functional training courses may require an ACFT as either an entrance or graduation requirement, regardless of course length, for any course starting on or after 1 October 2022. These requirements apply to all components.

k. Commissioning. Effective 1 April 2023, a passing ACFT score is required for contracting Senior Reserve Officer Training Corps (SROTC) cadets (all components). Effective 1 April 2023, a passing ACFT score is also required for commissioning (all components).

l. Retention.

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(1) Prior to 1 October 2022 for RA/USAR (AGR) and 1 April 2023 for RC (less USAR (AGR)), Soldiers must not be flagged for an Army Physical Fitness Test (APFT) or ACFT failure and must be recommended for retention by their immediate commander.

(2) Effective 1 October 2022 for RA/USAR (AGR) and 1 April 2023 for RC (less USAR (AGR)), Soldiers must have a passing ACFT within the previous 12 months to be eligible for reenlistment. Soldiers without a passing ACFT on or after 1 October 2022 for RA/USAR (AGR) and 1 April 2023 for RC (less USAR (AGR)) are authorized to extend only up to 12 months, allowing an opportunity to pass a record ACFT.

m. Evaluations.

(1) RA/USAR (AGR). Evaluations will indicate ACFT status on officer evaluation reports (OERs) and noncommissioned officer evaluation reports (NCOERs) ending with thru dates of 1 October 2022 or later.

(2) RC (less USAR (AGR)). Evaluations will indicate ACFT status on OERs and NCOERs ending with thru dates of 1 April 2023 or later.

(3) All components. Academic evaluation reports (AERs) or military training courses beginning 1 October 2022 or later will indicate ACFT status as required.

n. Promotions.

(1) Effective 1 October 2022 for RA/USAR (AGR) and 1 April 2023 for RC (less USAR (AGR)), any Soldier flagged for failing to pass the ACFT is ineligible for promotion in accordance with reference 1h.

(2) Effective 1 October 2022 for RA/USAR (AGR) and 1 April 2023 for RC (less USAR (AGR)), the enlisted board record brief will display ACFT scores/data for all noncommissioned officer evaluation boards.

(3) Promotion point changes for promotion to sergeant (SGT) and staff sergeant (SSG) are as follows:

(a) RA and USAR (AGR) Soldiers will continue to use the last record APFT to establish physical fitness promotion points through 31 March 2023, and USAR (less AGR) Soldiers continue through 31 March 2024. During these periods, E-4s and E-5s with no record APFT in the DTMS will be provided the opportunity to take the APFT solely for promotion purposes. No adverse administrative actions, including flags or the initiation of separation, will be taken against Soldiers who fail the APFT under this provision.

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(b) Effective 1 April 2023, the distribution points for promotion to SGT and SSG will be revised for all RA and USAR Soldiers. The Deputy Chief of Staff (DCS), G-1 will issue guidance on the redistribution of points to facilitate RA and USAR implementation. The Director, Army National Guard will issue guidance for ARNG implementation.

(c) Soldiers with permanent physical profiles will be granted 60 points in the DTMS for each ACFT event not taken due to the profile. Soldiers will also receive 60 points for a "GO" from an alternate event. These points are in addition to the scores achieved for any ACFT event the Soldier performs.

(d) During 1 April 2023–31 March 2025 (RA/USAR (AGR)) and 1 April 2024–31 March 2026 (USAR (less AGR)), Soldiers with temporary profiles who are prohibited from taking a record ACFT within the prescribed testing periods will be awarded an ACFT score in the DTMS with effective dates of 31 March 2023 (RA/USAR (AGR)) and 31 March 2024 (USAR (less AGR)). For the purpose of awarding promotion points, Soldiers who have never taken a record APFT will be awarded a minimum passing ACFT score (360 points), and Soldiers who have a record APFT score in DTMS will be awarded an ACFT score equal to twice the total previously achieved on their last record APFT (APFTx2).

o. Separations.

(1) Enlisted Personnel. Starting 1 April 2023 for RA/USAR (AGR) Soldiers or 1 April 2024 for RC (less USAR (AGR)) Soldiers, commanders will initiate an administrative separation action when an enlisted Soldier fails, or has failed, two consecutive record ACFTs. Commanders have the discretion to initiate a bar to continued service in lieu of initiation of separation. Commanders will follow policy for initiating administrative separation proceedings, pursuant to chapter 13 of Army Regulation (AR) 635–200 or chapter 9 of AR 135–78. The basis for separation will be "unsatisfactory performance."

(2) Officers. Starting 1 April 2023 (RA/USAR (AGR)) or 1 April 2024 (RC less USAR (AGR)), 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 4 of AR 600–8–24 or chapter 2 of AR 135–175. The basis for separation will be "substandard performance of duty."

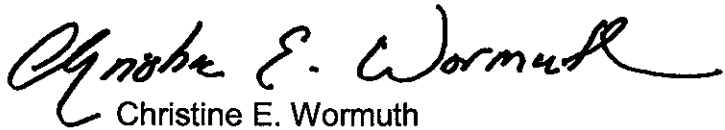
p. Governance. The Army will use the Army People Strategy (APS) governance structure to support Holistic Health and Fitness (H2F) and the ACFT. The APS Board of Directors is co-chaired by the Secretary of the Army and Chief of Staff of the Army with support from the Under Secretary of the Army, Vice Chief of Staff of the Army, and

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Sergeant Major of the Army. An Executive Steering Committee, co-chaired by the Assistant Secretary of the Army (Manpower and Reserve Affairs) and the Commanding General, U.S. Army Training and Doctrine Command, will oversee ACFT implementation. The DCS, G-3/5/7 is a member of the Executive Steering Committee.

5. Proponent. The DCS, G-3/5/7 is the proponent for this policy and will incorporate its provisions in AR 350-1 within 2 years of the date of this directive. In coordination with the Assistant Secretary of the Army (Manpower and Reserve Affairs), the DCS, G-1 will issue additional implementation guidance as applicable.

6. Duration. This directive is rescinded on publication of the revised regulation.



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REFERENCES

- a. Army Directive 2019-27 (Direct Appointment of Officers Up to the Grade of Colonel (Other Than Special Branches)), 12 September 2019
- b. Army Directive 2020-06 (Army Combat Fitness Test), 12 June 2020 (hereby rescinded)
- c. Army Directive 2021-14 (Army Physical Fitness Test and Army Combat Fitness Test), 29 April 2021 (hereby rescinded)
- d. Army Regulation (AR) 135–175 (Separation of Officers), 30 March 2020
- e. AR 135–178 (Army National Guard and Reserve Enlisted Administrative Separations), 7 November 2017
- f. AR 140–111 (U.S. Army Reserve Reenlistment Program), 2 March 2018
- g. AR 350–1 (Army Training and Leader Development), 10 December 2017
- h. AR 600–8–2 (Suspension of Favorable Personnel Actions (Flag)), 5 April 2021
- i. AR 600–8–24 (Officer Transfers and Discharges), 8 February 2020
- j. AR 601–280 (Army Retention Program), 16 June 2021
- k. AR 635–200 (Active Duty Enlisted Administrative Separations), 28 June 2021
- l. Field Manual (FM) 7-22 (Health and Holistic Fitness), 1 October 2020
- m. Army Techniques Publication (ATP) 7-22.01 (Holistic Health and Fitness Testing), 1 October 2020

Enclosure