



SECRETARY OF THE ARMY
WASHINGTON

29 APR 2021

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2021-14 (Army Physical Fitness Test and Army Combat Fitness Test)

1. References.

- a. Army Directive 2020-06 (Army Combat Fitness Test), 12 June 2020
- b. Army Regulation 350-1 (Army Training and Leader Development), 10 December 2017
- c. Field Manual 7-22 (Holistic Health and Fitness), 1 October 2020
- d. Army Techniques Publication 7-22.01 (Holistic Health and Fitness Testing), 1 October 2020
- e. Assistant Secretary of the Army for Manpower and Reserve Affairs (ASA (M&RA)) SAMR memorandum (Supplemental Guidance #3 – Records Management Guidance for the Army's Provisional Fitness Test Scorecard Forms), 15 March 2021

2. Purpose. This directive supersedes reference 1a, in part, to allow specialists and corporals (E-4s) the opportunity to volunteer to take the Army Physical Fitness Test (APFT) during the transition to the Army Combat Fitness Test (ACFT). This directive provides those Soldiers the opportunity to fairly compete for promotion or other personnel and administrative requirements.

3. Applicability. This directive applies to the Regular Army, Army National Guard/Army National Guard of the United States, and U.S. Army Reserve.

4. Background. The ACFT replaced the APFT as the Army's physical fitness test of record on 1 October 2020. As discussed in reference 1a, the transition to the ACFT should not adversely affect any Soldier or group. To accomplish this, the Army will continue to collect performance data and assess standards and requirements to ensure that the ACFT, when fully implemented, best meets the needs of the Army and our Soldiers. During this assessment period, E-4s will be provided the opportunity to take the APFT. This allows those Soldiers an equal opportunity to compete for promotions and other personnel or administrative actions. Commanders will ensure that the application of this directive does not delay or impede ACFT training, testing, and the recording of test data required during the transition. Administering the APFT pursuant to this directive will be in addition to the established requirements in references 1a and 1c.

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5. Policy.

a. All E-4s are authorized to take the APFT during the transition to the ACFT to qualify for or increase their opportunity for promotion or other personnel or administrative requirements. The authority to approve or deny requests is the first commander in the chain of command. Commanders should grant requests from Soldiers to take the APFT unless doing so will pose a safety risk, impede mission requirements, or delay collection of ACFT data.

(1) Soldiers without a recorded APFT score in the Army's Digital Training Management System (DTMS) who volunteer to take the APFT pursuant to this directive, and who fail to pass the APFT, will not be subject to adverse administrative actions (such as suspension of favorable actions (flag), initiation of administrative separation, or derogatory/referred evaluation reports). However, without a passing APFT, they continue to be ineligible for any previously established personnel/administrative requirements, such as promotion.

(2) Soldiers with a recorded passing APFT score in the DTMS who volunteer to take the APFT pursuant to this directive in an attempt to improve their score, and who fail or do worse on the APFT, will retain their former higher score in the DTMS for meeting personnel/administrative requirements. They will not be subject to adverse administrative actions (such as suspension of favorable actions (flag), initiation of administrative separation, or derogatory/referred evaluation reports).

(3) Unit leaders will not force or pressure Soldiers to take the APFT. Commanders will counsel, in writing, those Soldiers without a record fitness test in DTMS who elect not to take the APFT. The counseling will advise Soldiers on the effects of not taking the APFT.

(4) Commanders will temporarily grant a minimum passing APFT score (60 points per event) to those E-4s who do not have a record APFT score in the DTMS and are unable to take an APFT due to deployment or a pregnancy/postpartum profile. This minimum passing score will remain valid only until the Soldier is able to take the APFT.

b. Commanders will record all APFT and ACFT scores in the DTMS.

6. Exceptions to Policy. All current exceptions to reference 1a remain in effect. The ASA (M&RA) is authorized to grant further exceptions for use of the APFT. The Deputy Chief of Staff, G-3/5/7, in coordination with the ASA (M&RA), will publish additional APFT-related guidance and is responsible for updating reference 1b with testing standards for the APFT and the APFT scorecard once finalized.

7. Proponent. The ASA (M&RA) is the proponent for this directive.

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8. Duration. This directive is effective until rescinded.



John E. Whitley
Acting

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