



NATIONAL GUARD BUREAU

111 SOUTH GEORGE MASON DRIVE
ARLINGTON VA 22204-1382

ARNG-HRR

7 April 2017

MEMORANDUM FOR NG J1 RRF (All-Entire RRF)

SUBJECT: SMOM 17-041, SMOM 17-041, Occupational Physical Assessment Test (OPAT) Updated Implementation Guidance (Amended 7 April 2017)

1. References:

- a. HQDA EXORD 202-16, Accessions Occupational Physical Assessment Test (OPAT) Implementation, 16 June 2016.
- b. HQDA EXORD 071-17, Occupational Physical Assessment Testing (OPAT) Implementation, 09 Dec 16.
- c. TRADOC TASKORD IN163641, Occupational Physical Assessment Test (OPAT) Implementation, 29 December 2016.
- d. FRAGO 2 to TRADOC TASKORD IN163641, Occupational Physical Assessment Test (OPAT) Implementation, 3 April 2017.

2. Purpose. To provide updated implementation guidance on the Occupational Physical Assessment Test (OPAT) requirements. This SMOM supercedes SMOM #17-020 dated 19 January 2017.

3. Applicability. All Recruiting & Retention Battalions (RRB) within the 54 States, Territories and the District of Columbia.

4. Background. The Secretary of the Army directed the Army to implement the Occupational Physical Assessment Test (OPAT) in order to ensure that incoming Soldiers are set up to succeed, reduce injury rates and attrition in Initial Entry Training, and improve Army Readiness. OPAT is a four-event test that consists of the Standing Long Jump (LJ), Seated Power Throw (PT), Strength Deadlift (SD), and the Interval Aerobic Run (IR). Qualifying OPAT scores are valid for a period of one year from the date the test was administered.

5. OPAT Implementation (Enlisted/Non-Prior Service, PS, Reclassifications, Officer/Warrant Officer Candidates).

- a. NPS Soldiers. All NPS Soldiers shipping to initial entry training (IET) after 27 Dec 2016 must take and pass the OPAT performance standards for their Military Occupational

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Specialty's (MOS's) Physical Demand Category (PDC) prior to entering Active Duty for Training regardless of contract date. Effective 1 August 2017, all NPS Soldiers must take and pass the OPAT performance standards for their Military Occupational Specialty's (MOS's) Physical Demand Category (PDC) within 90 days of shipping to Basic Combat Training (BCT). BPT reduce successful OPAT-to-ship duration from 90 to 60 days not later than 1 October 2017. Soldiers may be administered the OPAT as many times as needed with no minimum time between attempts. An ETP is not required for multiple retests. However, Soldiers should have appropriate recovery time to avoid injury. Soldiers unable to meet the qualifications for their specialties PDC are unqualified to ship. If a NPS Soldier fail the OPAT he/she must retake all four events. **See updated Testing Guidelines in Enclosure 1.**

b. Prior Service. All PS Army Soldiers accessing into the ARNG will be grandfathered into the highest OPAT PDC level for their previously held MOS(s). PS applicants will not have to take the OPAT if they are contracting for an MOS with the same PDC or lower PDC level of the MOS previously held, regardless of the break in service length. Other Service Prior Service (OSPS) applicants who must attend BCT or AIT will be required to pass the OPAT at the required PDC level. If a OSPS applicant fail the OPAT, he/she must retake all four events. Marine Corps applicants will not have to take the OPAT if they are contracting for an MOS that converts their Marine MOS(s) to an Army MOS (See Enclosure 9) regardless of the break in service length. Marines Corps applicants contracting for a MOS that does not convert to an Army MOS, will have to take the OPAT.

c. Split Training Options (STO). Any Soldier who completed BCT prior to the implementation of OPAT on 27 December 2016 is exempt from the OPAT requirement regardless of AIT start date. STO Soldiers who ship to training after 27 December 2016 must pass OPAT at the PDC level required for the MOS prior to shipping to BCT. STO Soldiers do not need to retake the OPAT prior to AIT even if the AIT start date is beyond 12 months from the initial OPAT test.

d. Reclassification. All in-service Soldiers and Officers who reclassify/branch transfer into another MOS/branch will be grandfathered into the highest OPAT PDC level for their currently held MOS(s)/branch. Documents used to verify current or past MOSs include a DD214, DA 1059, or an Order awarding an MOS. Soldiers/Officers reclassifying/branch transferring into an MOS or AOC requiring a higher PDC level must have a qualifying OPAT, at the higher level, prior to approval of the reclassification/branch transfer. If a Soldier/Officer fail the OPAT, he/she must retake all four events. Commanders will ensure that the OPAT standards are met using local installation assets or gyms. Commanders may coordinate with Recruit Sustainment Program (RSP) sites or Regional Training Institutes (RTI) sites for use of equipment. All OPAT score cards must be entered into iPERMS. At this time, there are no profiles or alternate events authorized for OPAT. Questions concerning reclassifications should be addressed to the National Guard Bureau

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TASS team, MAJ Mathew Snyder at matthew.d.snyder4.mil@mail.mil or 703-601-7654.

e. Officer/Warrant Officer Candidates. Officers/Warrant Officer Candidates appointed in FY17 must take the OPAT for data collection purposes prior to entering BOLC B or Warrant Officer Basic Course, but are not required to pass the OPAT. Officer Candidates appointed in FY18 must take and pass an OPAT at the PDC level required of the AOC prior to appointment or prior to consideration by a branching board, whichever is earlier. Warrant Officer Candidates must take and pass the OPAT in FY18 for inclusion in their Predetermination Packet if they are branching into a higher PDC level than they currently hold. NPS 09R, 09S and 09W accessions (off the street) must pass the OPAT at the moderate level prior to shipping to IET, and must pass at the PDC level required of the AOC prior to appointing or branching, whichever is earlier. If an Officer/Warrant Officer Candidate fail the OPAT, he/she must retake all four events. Specialty Branch Officers (AMEDD, Chaplain, JAG) do not require an OPAT score for boarding, but must pass at the Moderate level prior to BOLC-B. Chief, Strength Maintenance Division will consider Exceptions to Policy on a case by case basis for Specialty Branch Officers.

f. OPAT Consent Statements are no longer required. However, should a State choose to test an applicant pre-accession or while not in a paid status, ARNG recommends the State use a Hold Harmless statement or another consent form that has been reviewed by your State JAG and upload into iPERMS with the OPAT score card.

6. OPAT Physical Demand Category (PDC): OPAT PDC's are Heavy (BLACK); Significant (GRAY); Moderate (GOLD); and unprepared (WHITE). The minimum passing scores for each are:

** Heavy Physical Demands Category (Black): LJ-0160 CM, PT- 0450 CM, SD- 0160 LBS, IR- 0043 Shuttles

** Significant Physical Demands Category (Gray): LJ-0140 CM, PT- 0400 CM, SD- 0140 LBS, IR- 0040 Shuttles

** Moderate Physical Demands Category (Gold): LJ-0120 CM, PT- 0350 CM, SD- 0120 LBS, IR- 0036 Shuttles

** Unprepared (White): Unprepared to meet physical demands

7. Request Operations Center (ROC) Guidance for MEPS Guidance Counselors and RSP Cadre.

a. Applicants must have three MOSs listed on their DD 1966. Of the three MOS listed on the DD 1966, two must be listed that will qualify them for enlistment into a lower OPAT physical demand category from the MOS for which enlisting.

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b. MEPS Guidance Counselors will not obtain a ship date in REQUEST for applicants to ship earlier than 30 days from the date of enlistment. If Soldiers fail to meet the minimum OPAT standard for their primary MOS prior to shipping to IADT, the RSP may request a RENO to obtain another training reservation for an alternate MOS in which the OPAT qualification was met. If the applicant fails to obtain a qualifying OPAT Score, the MEPS Guidance Counselors will scan the OPAT score sheet into ERM, validate that the scores are annotated into ARISS and perform a Cancellation (training only), in REQUEST. The Soldier will be given the opportunity to retake and pass the OPAT and obtain a training seat for one of the qualified alternate MOSs listed on the DD Form 1966. During the 30 Day Before Ship QC, if the Soldier cannot pass the minimum standard for any of the alternate MOSs, the Guidance Counselor will verify that the applicant was counseled on a DA Form 4856 detailing their OPAT performance failure. The DA 4856 will be scanned into ERM. The GC will then execute a Full Cancellation in REQUEST and accurately annotate the reason for Cancellation. The RRB Commander will decide either to retain or discharge. RSP Cadre must continually update the MEPS GCs with current and accurate OPAT information.

c. Direct Ship RSP sites will ensure OPAT score cards are scanned into ERM and raw OPAT scores are entered into ARISS. MEPS Guidance Counselors will ensure that OPAT score cards, provided from RSP sites, are uploaded to the Electronic Records Management (ERM) System. MEPS GC's will also verify the PDC raw scores that are loaded into ARISS are qualifying for the MOS, prior to shipping the Soldier to IADT. RSP personnel who do not have permissions/access to ERM, will ensure that OPAT score cards are emailed/scanned to MEPS Guidance Counselors for input.

d. A thorough packet QC will be conducted on all shippers at 90, 60 and 30 days to ensure that all pre-ship requirements are met and validated. MEPS GCs and Direct Ship site coordinators will ensure that the OPAT score is validated and the shipper meets all pre-ship requirements prior to departing for training. All shippers will be verified as "Ship Confirm" in REQUEST the day they ship to training. MEPS GCs are encouraged to call the ROC for support when they experience validation issues related to OPAT. Any Soldier that ships to training without a qualifying OPAT score for their MOS properly recorded in the system will trigger a Suspected Irregularity (SI) in the Recruiting Standards Branch (RSB) Strength Maintenance Tool Portal (SMT). This SI must review and determine the quality control assurance or issue by the RSP or MEPS. These costly errors that cause a loss of training seats and travel funds, must have corrective action taken to ensure future success.

8. Additional Recruit Sustainment Program (RSP) Guidance.

a. All new Soldiers will be administered the OPAT during their first RSP drill attendance (Red Phase) and again within 90 days of shipping to BCT. This requirement must be met by 1 August 2017. Only RSP personnel (E-5 and above) are authorized to administer the

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OPAT for new Soldiers.. If a Soldier fails to meet the minimum OPAT requirements for his or her MOS within 60 days prior to shipping to IADT, MEPS Guidance Counselors will renegotiate (RENO) a training seat in REQUEST for one of the other qualified alternate MOS's listed on the DD Form 1966. Note: Recruits may have to return to MEPS to resign enlistment documents.

b. OPAT test scores will be annotated on the OPAT score cards, JUNE 2016 ver 10 provided in enclosure 2. RSP personnel will ensure OPAT score cards are scanned into ERM and Vulcan. RSP personnel will also ensure raw scores are entered into ARISS. RSP sites that do not have permissions/access to ARISS, will ensure that OPAT score cards are email/scanned to MEPS Guidance Counselors for submission into the appropriate database.

c. Based on training seat availability, RSP sites may coordinate with the RSP Training Seat Utilization Analyst and the ROC to renegotiate (RENO) an earlier ship date for recruits that have passed the qualifying standard for their MOS's physical demand category.

d. Reporting Requirement. RSP personnel must manually keep track of all discharges due to OPAT failure and submit a report at the State/Territory level by the 5 day of each month for the previous month listing all OPAT discharges to MAJ Mercer at richard.p.mercer.mil@mail.mil. States/Territories that discharged Soldiers due to OPAT failure from 1 January - 31 March 2017 that have not already been reported will submit a rollup report listing those losses. The authority for separating a NPS Soldier for failure to meet OPAT standards is NGR 600-200, paragraph 6-35d(4). The loss reason code is "PE".

9. iPERMS is the system of record for OPAT score cards for all Soldiers and named as "OPAT SCORES". NPS and PS Soldiers' scores and score cards will be captured in ARISS in accordance with Paragraph 8b. above.

10. OPAT Reporting Procedures. ARNG Strength Maintenance Division will pull monthly reports for the Department of the Army from ARISS. States are no longer required to submit OPAT spreadsheets to CPT Robinson. It is imperative that States accurately upload all OPAT raw score data into ARISS and scan OPAT score cards into ERM, for each OPAT test taken. If a Soldier needs more than one attempt to pass OPAT, each test should be entered into ARISS. MEPS GCs and IADT managers must accurately annotate the reason for RENOs and Cancellations within REQUEST to provide accurate information on the impact of OPAT on accessions.

11. Points of contact for message are:

Accessions policy: CPT Keith L. Robinson at keith.l.robinson1.mil@mail.mil or Ph: (703) 601-6887 or MSG Shawn Callahan at shawn.m.callahan.mil@mail.mil or Ph: (703) 607-

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Recruiting Operations: SFC Rory Nelor at rory.c.nelor.mil@mail.mil, or Ph: (703) 607-3172.

Attrition Management Section: MAJ Richard Mercer at richard.p.mercer.mil@mail.mil or Ph: (703) 603-4211.

/s/

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9 Encls

1. [Encl 1 OPAT Testing Guidelines April 2017.pdf](#)
2. [Encl 2 OPAT Score Card 6 July 2016.pdf](#)
3. [Encl 3 OPAT Interval Aerobic Run Score Card Sheet 7 April 2016.docx](#)
4. [Encl 4 OPAT Standards Summary June 2016.pdf](#)
5. [Encl 5 OPAT equipment List updated June 2016.pdf](#)
6. [Encl 6 AOC & MOS PDC 6 December 2016.pdf](#)
7. [Encl 7 OPAT You tube Links.docx](#)
8. [Encl 8 OPAT Prep Guide v6.0 29MAR2016.pdf](#)
9. [Encl 9 MOS Conversion Marine and Joint School Org.pdf](#)

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