



QUALITATIVE MANAGEMENT PROGRAM (QMP)



What is the Qualitative Management Program?

The Army Qualitative Management Program (QMP) is a process of voluntary and involuntary separation, for the convenience of the Government, for Regular Army and U.S. Army Active Guard Reserve Noncommissioned officers. It is governed by AR 635-200, Chapter 19. The purpose is to identify NCOs whose performance, conduct, and/or potential for advancement do not meet Army standards and should be denied continued service.

Who is eligible for QMP selection?

The QMP applies to NCOs in the grades of SSG through CSM/SGM. The QMP *does not* apply to Soldiers who: (1) have been approved for retirement; (2) were previously retained by a QMP board (absent a new basis for QMP consideration); (3) hold the rank of CSM/SGM and are within 2 years of the retention control point; and (4) are promotable to the next higher grade and MSG previously selected to attend the SGM course for the purpose of promotion to SGM.

What kind of information triggers selection by the QMP?

The following information, permanently filed in either the performance or restricted folder of an NCO's Army Military Human Resource Record (AMHRR), may trigger selection by the QMP:

- General Officer Memorandum of Reprimand (GOMOR)
- Court-Martial Conviction or Punishment under Article 15, UCMJ
- "Relief for Cause" NCOER
- A "NO" block in Part IVA (Army Values) of an NCOER
- Senior Rater rating of 4 or 5 in the overall performance or potential blocks of NCOER
- AER indicating NCOES course failure

If I receive notification of QMP selection, what are my rights?

If any of the above information triggers your selection by the QMP, you will receive notification through your chain of command from Department of the Army, Human Resources Command. You must acknowledge receipt of the notification by the date indicated. The notification will also include the rights available to you throughout the QMP process.

Depending on how many years you have in service, you may be eligible to submit a request for voluntary retirement. Although you do not have a right to appear personally before the board, you have the right to submit matters in mitigation and extenuation,

requesting to be retained on Active Duty. A Legal Assistance Attorney can help you with drafting your rebuttal matters. In addition to the written matters you provide, you may also submit letters of support from third parties and other documents that support your retention on Active Duty. The suspense date for this submission will be included in your official notification.

If you chose to submit matters, and your request for retention is denied, you may still be eligible for voluntary retirement. Additionally, you may choose voluntary discharge in lieu of the involuntary discharge offered through the QMP process. However, absent material error in your record, there is no appeal right if you are denied continued service by the QMP selection board.

If you receive notification of selection by the QMP board, please contact the Fort Benning Legal Assistance Office to make an appointment.



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