



FORT SILL LEGAL ASSISTANCE



Qualitative Management Program (QMP)

What is the Qualitative Management Program?

The QMP is a process where the U.S. Army identifies NCOs for involuntary separation. The QMP Board will review the Soldier's file, and determine whether that NCO should be separated or not. The NCO has the opportunity to submit evidence for the Board to consider.

Who is affected by the QMP selection?

NCOs who:

1. Are referred by their chain of command,
2. Fail to graduate from a grade qualifying course within 48 months time in grade, **OR**
3. Have negative paperwork in their record, including a Court-Martial Conviction or Punishment under Article 15, UCMJ, letter of reprimand, negative NCOER(s), and/or service school failure.

Note: The QMP Board will consider your Army Military Human Resource Record (AMHRR), which contains all records relating to your military career. The AMHRR is broader than your OMPF. That means that the QMP Board may consider documents in the *restricted* section of your file.

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.

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

First, you must notify the Board whether you wish to submit matters for consideration by the QMP Board. This notification will be signed by you and the first lieutenant colonel in your chain of command. This notification has its own separate deadline, which is well before the deadline to submit a rebuttal packet, so pay careful attention.

Second, if you do not wish to submit rebuttal packet, the Board will consider your file alone and make a decision. If you do wish to submit a rebuttal packet, pay careful attention to the due date for the packet.

Third, regardless of whether you submit a rebuttal packet or not, you should ensure that your ERB, AMHRR, and DA photo are current and accurate, because the Board will consider each of these things.

What sort of documents can I submit for the Board's consideration?

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. An effective rebuttal packet will contain:

1. Evidence that you should not have been selected because of a filing or paperwork error. (i.e. your letter of reprimand was accidentally filed in your AMHRR and not your local file)
2. Evidence of improvement since the incident giving rise to your selection for QMP.
3. Evidence of potential for continued service in the Army.

This evidence can include letters of support, subsequent positive NCOERs, evidence of voluntary training to remedy the deficiency (ASAP, etc.), schooling, and other evidence.

You should also submit a cover memorandum discussing your value to the Army and why any past actions do not reflect your performance as a Soldier and Leader.

What happens after the Board meets?

The Board will make a decision based on anything you submit, your ERB, and your AMHRR. If you are denied continued service, the involuntary discharge is scheduled for approximately six months after the first notification of denial.

I was denied continued service. What are my options?

You have several options. One is to voluntarily retire, if you have eighteen years of service by the involuntary discharge date. You can also choose to voluntarily discharge. Another option is to appeal. You must submit your intent to appeal within seven days, and submit your appeal packet within thirty days.

Where can I get help?

The Legal Assistance Office can assist you with your rebuttal packet and other questions about the QMP process. Please call (580) 442-5058/5059 to make an appointment as soon as you receive notification that you have been selected for QMP. You should bring the QMP paperwork, any documentation regarding why you were selected (such as a letter of reprimand or Article 15), and a draft statement discussing your future potential in the Army and any other relevant matters. The Legal Assistance Office can provide you with a template for your draft statement, if requested.

Updated January 2016

If you have questions concerning the information in this fact sheet, please call the Legal Assistance Office (580) 442-5058 or (580) 442-5059. Our hours of operation are Monday, Tuesday, Wednesday and Friday, 0900 – 1600, and Thursdays 1300-1600. The Fort Sill Legal Assistance Office is located on the 4th floor of Building 4700, Hartell Hall (Welcome Center) on Mow-Way Road.