

Office of Director RCEME
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Distribution List

**DIRECTOR RCEME COMMUNIQUÉ No 07/2017 –
UPDATES TO THE RCEME SCORING CRITERIA**

References: A. CAO 11-71

B. 5640-1 (DMCSS 2) Review of Scoring Board Criteria, 19 Jun 2017

1. The intent of this communique is to advise of minor changes made to the scoring criteria (SCRIT) pertaining to both RCEME Officers and NCMs. The SCRIT provides a scoring template to allow the RCEME Corps to identify members who will succeed in the next rank level and beyond at the promotion boards (ref A). These changes are a result of an annual review that incorporates feedback from the promotion board members as well as direction from RCEME Council to assess whether the Corps has incentivized the right criteria for the future of the Corps.

OFFICER-SPECIFIC CHANGES

2. The following updates pertain to the Officer SCRITs:

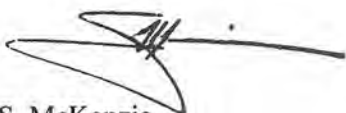
- a. Leadership. It is important to recognize that command is the privilege and responsibility of leading Canadian Armed Forces soldiers. Not every position with Comd in the title such as Officer Commanding (OC) will be managed via RCEME or Army succession. A list of Command posns at the Maj and Capt ranks will be provided as a reference to Board members;
- b. Breadth of Employment. It was confirmed that equipment management team (EMT) or project field of employment excludes corporate and administrative support roles within ADM (Mat). No changes were made to the scoring guide;
- c. Reserve Support Staff (RSS). An additional point (1 point) has been added to incentivize and recognize employment with the Primary Reserves for Captains in the same way as it is recognized for NCMs;
- d. RMCC and CMRC (ref B). An additional point (1 point) has been added for those serving in the training wings at RMCC and CMRC; and
- e. Performance. Board members have been granted more flexibility to score performance by broadening the band of points that may be awarded for mastered performance versus exceeded standard and satisfactory. This was done to counter inflation of PER scores and foster discussion amongst board members. The points available to be awarded are now:
 - i. Mastered = 10 to 20;
 - ii. Exceeded Standard = 5 to 9; and

- iii. Standard = 1 to 4.

NCM-SPECIFIC CHANGES

3. The following updates pertain to the NCM SCRITs.
- a. Employment/MOC Experience. The SCRITs have been adjusted to provide incentives and to better align career management to CCA priorities including support of the Primary Reserve (P Res) at all rank levels, and postings to support both CFRG and JPSU. The Career Managers will ensure that quality individuals are selected for positions in support of P Res units and that they receive appropriate recognition in keeping with the pace of their career progression;
 - b. High Tempo Units. Historically, 1 point was awarded only to Cpl – Sgt employed in high tempo units. It has been amended to include WOs and MWOs;
 - c. RMCC and CMRC (ref B). An additional point (1 point) has been added for those serving in the training wings at RMCC and CMRC; and
 - d. DSM Posns. DSM employment within the Svc Bn has been added to the MWO SCRIT. Maximum 3 points, which is the same as CSM, ETQMS and Career Managers, for a HPS of 7 points.
4. Changes will come into effect during the boards in Fall 2017 for the 2018 promotion year. It is important for all members to understand the changes to the SCRITs so that they are better informed to make correct career decisions.

Arte et Marte



J.P.S. McKenzie
Colonel
Director RCEME



M. Walhin
Chief Warrant Officer
RCEME Corps SM

Annex A – Selection Board Scoring Guide Capt/Maj dated Sept 2017

Annex B – Selection Board Scoring Guide NCM dated Sept 2017

Distribution List (via email only)

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RCEME Regional Reps

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RCEME Corps Staff

SELECTION BOARD SCORING GUIDE
RCEME OFFICERS - CAPTAIN

Eff: Sep 2017

CRITERIA	HPS	COMMENTS	Max Pts	Pts
PERFORMANCE				
Performance	60	A performance assessment is a qualitative assessment of Section 4. This assessment includes the narrative and the AF within this section. When assessing a member's performance, boards will review all information available, including all past PERs and information resident within ESB, in order to make a subjective assessment upon the member's last 3 PERs.		
		Performance scores of PERs in a previous rank and/or different occupation are to be reduced by exactly 50% when assessing the individual at the current rank and occupation. No reductions are to be applied if there is a component change within the same MOSID.		
		Assessment also includes any special awards (ie. MID, CDSC, CLSC), performance on relevant course and any letters of commendation.		
		Mastered - 10 to 20 pts, Exceed Standards - 5 to 9 pts, Skilled - 1 to 4 pts		
		PER 2014-2015	20	
		PER 2015-2016	20	
		PER 2016-2017	20	
		Total	60	
SECOND LANGUAGE				
Language Ability	4	BAB = 4 pts, AAB = 3 pts, AAA = 2 pts, XXA = 1 pt, XXX = 0 pt.	4	
POTENTIAL FACTORS				
Leadership	10	Assessments should consider applicable occupation and leadership course reports when assessing overall leadership. Assessment must include Section 5 Potential Factors and the narratives contained in section 5 and 6 of the PERs. Criteria: - Complexity and level of challenge of jobs - Scope of responsibilities of jobs - Duration in Command (2 years is the "norm")		
		With Command - Up to 10 points	10	
		Without Command - Up to 7 points		
Education / Professional Certification	5	Baccalaureate (BSci/BEng/Math) - 3 points		
		Baccalaureate (other) - 1 point	3	
		Tech Diploma - 1 point		
		ATSOP - 1 point		
		Masters (Eng discipline, Science, MBA, Proj Mgt, Ammo Eng, ILS) - 2 points	2	
		Masters (MDEM, MDS) - 1 point		
		Masters (other, 2nd) / PhD - 1 point		
		Continuous learning/self-improvement through education upgrading (towards Bacc or above mentioned Masters) while in current rank and in the reporting year	1	
		Professional Certification (PEng, PMP) - 1 point each	2	
Military PD	3	EME/RCEME Advanced Officer Course (EAOC/RAOC)	1	
		Army Operations Course	1	
		CAFJOD or equivalent completed (OPME)	1	
Employment /Breadth of Experience	8	EME Officers must be capable and motivated to operate within the three EME fields of employment (Staff, Command and LEPM) at every rank. In cases where officers have occupied a position for less than one year, the board will assess whether or not to allocate points associated with that employment.		
		Command Unit/Base Maint O - 4 points	4	
		PI Comd @ land maintenance wksp - 3 points		
		LEPM (any EMT, Project staff, DLR, DSR)	2	
		Staff Any staff appt - 2 points	2	
		Key Staff Appointment Br/RCEME School Ops O or Adj; CFRG or JPSU; CADTC Trg Cadre (less jobs of a purely administrative nature); SO RCEME, Sp to Pri Res (RSS), Training Wings of RMC/CMR - Add 1 point to Staff	1	
		Op Tour (either Lt / Capt, at least 3 mos in TO at time of board)	1	
		Assessments should be relative to the strength of the potential narrative. Criteria: - the relative ranking within unit/formation, if applicable. - recommendations from one year to the next		
		Highly recommended for promotion and command appointment in next rank and beyond without restrictions (ie. Field sub-units or Maint Coy) and/or ranked in Formation/Command - 6 to 10 points	10	
		Recommended for promotion and for command appointment in next rank with restrictions (specific unit, locations, etc. ie. Static or garrison sub-units) and/or ranked in Unit - 3 to 8 points		
		Recommended for promotion and for command appointment in current rank - Up to max 4.		
Total	100			

SELECTION BOARD SCORING GUIDE
RCEME OFFICERS - MAJOR

Eff: Sep 2017

CRITERIA	HPS	COMMENTS	Max Pts	Pts
PERFORMANCE				
Performance	60	A performance assessment is a qualitative assessment of Section 4. This assessment includes the narrative and the AF within this section. When assessing a member's performance, boards will review all information available, including all past PERs and information resident within ESB, in order to make a subjective assessment upon the member's last 3 PERs.		
		Performance scores of PERs in a previous rank and/or different occupation are to be reduced by exactly 50% when assessing the individual at the current rank and occupation. No reductions are to be applied if there is a component change within the same MOSID.		
		Assessment also includes any special awards (ie. MID, CDSC, CLSC), performance on relevant course and any letters of commendation.		
		Mastered - 10 to 20 pts, Exceed Standards - 5 to 9 pts, Skilled - 1 to 4 pts		
		PER 2014-2015	20	
		PER 2015-2016	20	
		PER 2016-2017	20	
Total	60			
SECOND LANGUAGE				
Language Ability	5	BBB = 5 pts, BAB = 4 pts, AAB = 3 pts, AAA = 2 pts, XXA = 1 pt, XXX = 0 pt.	5	
POTENTIAL FACTORS				
Leadership	10	Assessments should consider applicable occupation and leadership course reports when assessing overall leadership. Assessment must include Section 5 Potential Factors and the narratives contained in section 5 and 6 of the PERs. Criteria: - Complexity and level of challenge of jobs - Scope of responsibilities of jobs - Duration in Command (2 years is the "norm") - Institutional leadership		
		With Command - Up to 10 points Without Command - Up to 7 points	10	
Education / Professional Certification	5	Baccalaureate (BSci/BEng/Math/Other) - 2 point ATSOP / Tech Diploma - 1 point	2	
		Masters (Eng discipline, Science, MBA, Proj Mgt, Ammo Eng, ILS) - 3 points Masters (MDEM, MDS) - 2 points Masters (other, 2nd) / PhD - 1 point	3	
		Continuous learning/self-improvement through education upgrading (towards Bacc or above mentioned Masters) while in current rank and in the reporting year	1	
		Professional Certification (PEng, PMP) - 1 point each (PMCD Lev 2) - 1 point	2	
		Military PD	2	JCSP (No points for EAOC/RAOC)
Employment /Breadth of Experience	8	EME Officers must be capable and motivated to operate within the three EME fields of employment (Staff, Command and LEPM) at every rank. In cases where officers have occupied a position for less than one year, the board will assess whether or not to allocate points associated with that employment.		
		Command: OC Fd Coy/FSG, OC Trg Coy, OC CDSB, OC Wing Wksp, OC TEME Sqn, CFRG, OC IPSC/JPSU, Chef du programme de production (202 WD). Posns that are competed for between peers and/or are assigned by Succession.	3	
		LEPM (any EMT, Project staff, DLR or DSR)	3	
		Staff Any - 2 points	2	
		Key Staff Appointment DLEPS 4-2, DCO, CI, G3/G4 CMBGs/Comds, Career Mgr, out of trade positions that are selection based or backfilling of LCol positions (eg. EA to a BGen or above), Training Wings of RMC/CMR - Add 1 point per job	2	
		Op Tour (in rank, at least 3 mos in TO at time of board)	1	
Promotion and employment recommendation	10	Assessments should be relative to the strength of the potential narrative. Criteria: - the relative ranking within unit/formation, if applicable. - recommendations from one year to the next.		
		Highly recommended for promotion and command appointment in next rank and beyond without restrictions (ie. Svc Bn/field) and/or ranked in Formation/Command - 6 to 10 points	10	
		Recommended for promotion and for command appointment in next rank with restrictions (ie. CDSB/static) and/or ranked in Unit - 3 to 8 points Recommended for promotion and for command appointment in current rank - Up to max 4 points		
Total	100			

PROMOTION BOARD SCORING GUIDE
NCM RCME - CPL - 400 SERIES - VEH, WPNS, EO AND MAT TECHS



Eff: Aug 2017

CRITERIA PERFORMANCE		HPS	Pts						
Performance	60	A performance assessment focuses on but is not limited to the last 3 PERs. This assessment includes the narrative and the AF within this section.	2016/17						
		Performance scores of PERs in a previous rank and/or different occupation are to be reduced by exactly 50% when assessing the individual at the current rank and occupation. No reductions are to be applied if there is a component change within the same MOS. Assessment also includes any special awards (ie. MID, CDSC, CLSC), performance on relevant courses and any letters of commendation awarded in present rank.	2015/16						
			2014/15						
			M = 14 to 20 ES = 9 to 13 S = 5 to 8 D = 1 to 4	Total (Max 60)					
SECOND LANGUAGE									
Second Language Ability	2	AAA = 2 pts, XXA = 1 pt No profile = 0 pts	Total (Max 2)						
POTENTIAL									
Leadership	14	Leadership = 7 pts - Assessment includes but is not limited to the three most recent PERs and considers the Section 5 & 6 leadership assessments. - Note: if only 1 x PER in rank = score X 1.5; - If only 2 x PER in rank = Total of 2 PER + AVG/2	2016/17						
			2015/16						
			2014/15						
			Sub Total (Max 7)						
		Remainder of PFs = 6 pts - Includes Comms, Planning and Organization, Administration and Dedication - This assessment should also reflect the board members' overall qualitative assessment of potential. - Note: if only 1 x PER in rank = score x 1.5; - If only 2 x PER in rank = Total of 2 PER + AVG/2	2016/17						
			2015/16						
			2014/15						
			Sub Total (Max 6)						
			DP2 : PLQ or equivalent = 1 pt	Max 1					
				Total (Max 14)					
Education, Professional Certification and Self-Development	7	Completed x 1 OPME in career = 1 pt Completed x 2 OPME in career = 2 pts NCMPD Program (Defense and Security Certificate Completed) = 3 pts	Max 3						
		Technician/Technologist Diploma, Red seal, CWB Cert, Community College / CEGEP or DEP/DIP = 2 pts University completed = 3 pts	Max 3						
		Upgrading education in year = 2 pts (Accredited, Pertinent, Related to CF/RCME) (Transcripts of completed credits/course reports required) Ref LFCO 11-71. (No double scoring WRT completed programs)	Max 2						
		Certificate in PERMIS req'd for awarding points for any/all crses and upgrading	Total (Max 7)						
Employment/MOC Experience	6	Technical Field: 1st line field = 2 pts 2nd line field = 2 pts Static wksp (Base Maint, 202 Wksp, 25 CFSD, 7 CFSD, 3 CSU) = 2 pts	Max 5						
		Additional Point - High Tempo Units: CANSOFCOM, JTFX, CFJSR, CFJOSG, DART = 1 pt	Max 1						
		24 months is the norm for employment in a different discipline to award points Employment Experience begins once member has completed DP1.2 and posted in a hard position.							
		Op Tour in rank (3 months or more) = 1 pt	Max 1						
		Change in geographic location = 1 pt	Max 1						
		Max 1 point for employment in a different discipline in the previous rank. Boards can allocate points when member fills an appt at a higher rank (Acting in current year)	Total (Max 6)						
Self-Development (MOC related)	3	DP1.1 / QL3 (in present MOSID) = 1 pt for Top 3 or an A	Max 1						
		DP2 / QL5 (in present MOSID) = 1 pt for Top 3 or an A	Max 1						
		OSS = 1 pt (as per CM list)	Max 1						
			Total (Max 3)						
Promotion and employment recommendation	8	Assessment includes but is not limited to the three most recent PERs. Assessment will consider the Sect 5 (potential factors, potential ranking and promotion recommendation) Assessment will consider the narrative of Sect 6 for potential ranking within the unit and/or formation, promotion, recommendation and employment recommendation. 3 x Immediate = 4 pts (in the current MOSID and rank) 2 x Immediate = 2 pts 1 x Immediate = 1 pt Up to 4 additional pts to recognize recommendation/potential. Note: only 1x PER in rank = score X 1.5; only 2x PER in rank = Total of 2 PER + AVG/2	Max 8						
Total HPS	100		Total						

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PROMOTION BOARD SCORING GUIDE
NCM RCME - MCPL - 400 SERIES - VEH, WPNS, EO AND MAT TECHS



Eff: Aug 2017

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CRITERIA PERFORMANCE	HPS		Pts					
Performance	60	A performance assessment focuses on but is not limited to the last 3 PERs. This assessment includes the narrative and the AF within this section.	2016/17					
		Performance scores of PERs in a previous rank and/or different occupation are to be reduced by exactly 50% when assessing the individual at the current rank and occupation. No reductions are to be applied if there is a component change within the same MOS. Assessment also includes any special awards (ie. MID, CDSC, CLSC), performance on relevant courses and any letters of commendation awarded in present rank.	2015/16					
			2014/15					
		M = 14 to 20 ES = 9 to 13 S = 5 to 8 D = 1 to 4	Total (Max 60)					
SECOND LANGUAGE								
Second Language Ability	3	AAB = 3 pts, AAA = 2 pts, XXXA = 1 pt No profile = 0 pts	Total (Max 3)					
POTENTIAL FACTORS								
Leadership	14	Leadership = 7 pts - Assessment includes but is not limited to the three most recent PERs and considers the Section 5 & 6 leadership assessments.	2016/17					
			2015/16					
			2014/15					
			Sub Total (Max 7)					
		REMAINDER OF PFs: Remainder of PFs = 6 pts - Includes Communication Skills, Planning and Organization Skills, Administration, and Dedication - This assessment should also reflect the board members' overall qualitative assessment of potential.	2016/17					
			2015/16					
			2014/15					
			Sub Total (Max 6)					
	PLQ = 1 pt	Max 1						
		Total (Max 14)						
Prof Development	1	DP3 RCEME Common (QL6) = 1 pt	Total (Max 1)					
Employment/MOC Experience	7	Technical Field: 1st line field = 2 pts 2nd line field = 2 pts Static wksp (Base Maint, 202 Wksp, 25 CFSD, 7 CFSD, 3 CSU) = 2 pts RCEME School, RCEMES Det Gagetown, CTC = 2 pts	Max 4					
		CFRG, CFLRS, and CADTC = 2 pts	Max 2					
		Additional Point-High Tempo Units: CANSOFCOM, JTFX, CFJSR, CFJOSG, DART = 1 pt 24 months is the norm for employment in a different discipline to award points	Max 1					
		Op Tour in rank (3 months or more) = 1 pt	Max 1					
		Change in geographic location = 1 pt	Max 1					
		Maximum one point for employment in a different discipline in the previous rank. Boards can allocate points when member fills an appt at a higher rank (Acting in current year)	Total (Max 7)					
Education, Professional Certification and Self- Development	6	Completed x 2 OPME in career = 1 pt Completed x 3 OPME in career = 2 pts NCMPD Program (Defense and Security Certificate Completed) = 3 pts Technician/Technologist Diploma, Red seal, CWB Cert, Community College / CEGEP or DEP/DIP = 2 pts University completed = 3 pts	Max 3					
			Max 3					
		Upgrading education in year = 2 pts NOTE (Accredited, Pertinent, Related to CF/RCEME) (Transcripts of completed credits/course reports required) Ref LFCO 11-71. (No double scoring WRT completed programs)	Max 2					
		Certificate in PERMIS req'd for awarding points for any/all crses and upgrading	Total (Max 6)					
Self-Development (MOC related)	3	DP3 in present MOSID = 1 pt for top 3 (For Wpns T, scoring will be allotted on the common part of the crs, but the technical part must also be successful)	Max 1					
		DP3 in present MOSID = 1 pt for A (For Wpns T, scoring will be allotted on the common part of the crs, but the technical part must also be successful)	Max 1					
		OSQ in career = 1 pt (as per CM list)	Max 1					
			Total (Max 3)					
Promotion and employment recommendation	6	Assessment includes but is not limited to the three most recent PERs. Assessment will consider the Sect 5 (potential factors, potential ranking and promotion recommendation) Assessment will consider the narrative of Sect 6 for potential ranking within the unit and/or formation, promotion, recommendation and employment recommendation. 3 x Immediate = 3 pts (in the current MOSID and rank) 2 x Immediate = 2 pts 1 x Immediate = 1 pt Up to 3 additional pts to recognize recommendation/potential.	Max 6					
Total HPS	100		Total					

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PROMOTION BOARD SCORING GUIDE
NCM RCME - SGT - 400 SERIES - VEH, WPNS, EO AND MAT TECHS



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CRITERIA PERFORMANCE		HPS		Pts					
Performance	60	A performance assessment focuses on but is not limited to the last 3 PERs. This assessment includes the narrative and the AF within this section.	2016/17						
		Performance scores of PERs in a previous rank and/or different occupation are to be reduced by exactly 50% when assessing the individual at the current rank and occupation. No reductions are to be applied if there is a component change within the same MOS. Assessment also includes any special awards (ie. MID, CDSC, CLSC), performance on relevant courses and any letters of commendation awarded in present rank.	2015/16						
			2014/15						
		M = 14 to 20 ES = 9 to 13 S = 5 to 8 D = 1 to 4	Total						
SECOND LANGUAGE									
Second Language Ability	4	BAB = 4 pts, AAB = 3 pts, AAA = 2 pts, XXA = 1 pt No profile = 0 pts	Total						
POTENTIAL FACTORS									
Leadership	15	Leadership = 8 pts - Assessment includes but is not limited to the three most recent PERs and considers the Section 5 & 6 leadership assessments.	2016/17						
			2015/16						
			2014/15						
			Sub Total						
		REMAINDER OF PFs: Remainder of PFs = 6 pts - Includes Communication Skills, Planning and Organization Skills, Administration, and Dedication - This assessment should also reflect the board members' overall qualitative assessment of potential.	2016/17						
			2015/16						
			2014/15						
			Sub Total						
		DP3 (ILP) = 1 pt	Max 1						
			Total						
Education, Professional Certification and Self-Development	6	Completed x 3 OPME in career = 1 pt Completed x 4 OPME in career = 2 pts NCMPD Program (Defense and Security Certificate Completed) = 3 pts	Max 3						
		Technician/Technologist Diploma, Red seal, CWB Cert, Community College / CEGEP or DEP/DIP = 1 pt University completed = 3 pts	Max 3						
		Upgrading education in year = 2 pts NOTE(Accredited, Pertinent, Related to CF/RCME) (Transcripts of completed credits/course reports required) Ref LFCO 11-71. (No double scoring WRT completed programs)	Max 2						
		No more than 6 pts can be awarded for combination above Certificate in PERMIS req'd for awarding points for any/all crses and upgrading	Total						
Employment/MOC Experience	7	1st line field = 2 pts 2nd line field = 2 pts Static wksp (Base Maint, 202 Wksp, 25 CFSD, 7 CFSD, 3 CSU) = 2 pts RCME School, RCEMES Det Gagetown, CTC = 2 pts	Max 4						
		CFRG, CFLRS, RMCC, CRMC, Army Schools, and CADTC = 2 pts	Max 2						
		STAFF - ADM Mat, DGLEPM, CFSSAT, CFD, JPSU Staff= 2 pts	Max 2						
		Additional Point-High Tempo Units: CANSOFCOM, JTFX, CFJSR, CFJOSG, DART = 1 pt	Max 1						
		24 months is the norm for employment in a different discipline to award points							
		Op Tour in rank (3 months or more) = 1 pt	Max 1						
		Change in geographic location = 1 pt	Max 1						
		Maximum one point for employment in a different discipline in the previous rank. Boards can allocate points when member fills an appt at a higher rank (Acting in current year)	Total						
Self-Development (MOC related)	2	DP3 in present MOSID = 1 pt for top 3 (For Wpns T, scoring will be allotted on the common part of the crs, but the technical part must also be successful)	Max 1						
		DP3 in present MOSID = 1 pt for A (For Wpns T, scoring will be allotted on the common part of the crs, but the technical part must also be successful)	Max 1						
			Total						
Promotion and employment recommendation	6	Assessment includes but is not limited to the three most recent PERs. Assessment will consider the Sect 5 (potential factors, potential ranking and promotion recommendation) Assessment will consider the narrative of Sect 6 for potential ranking within the unit and/or formation, promotion, recommendation and employment recommendation. 3 x Immediate = 2 pts (in the current MOSID and rank) 2 x Immediate = 1 pt Up to 4 additional pts to recognize appointment recommendation/potential.	Max 6						
Total HPS	100		Total						

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NCM RCEME - WO - 400 SERIES - VEH, WPNS, EO AND MAT TECHS



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CRITERIA PERFORMANCE	HPS	Pts					
Performance	60	A performance assessment focuses on but is not limited to the last 3 PERs. This assessment includes the narrative and the AF within this section.	2016/17				
		Performance scores of PERs in a previous rank and/or different occupation are to be reduced by exactly 50% when assessing the individual at the current rank and occupation. No reductions are to be applied if there is a component change within the same MOS. Assessment also includes any special awards (ie. MID, CDSC, CLSC), performance on relevant courses and any letters of commendation awarded in present rank.	2015/16				
			2014/15				
		M = 14 to 20 ES = 9 to 13 S = 5 to 8 D = 1 to 4	Total				
SECOND LANGUAGE							
Second Language Ability	4	BAB = 4 pts, AAB = 3 pts, AAA = 2 pts, XXA = 1 pt No profile = 0 pts	Total				
POTENTIAL FACTORS							
Leadership	15	Leadership = 8 pts - Assessment includes but is not limited to the three most recent PERs and considers the Section 5 & 6 leadership assessments.	2016/17				
			2015/16				
			2014/15				
			Sub Total				
		REMAINDER OF PFS: Remainder of PFS = 6 pts - Includes Communication Skills, Planning and Organization Skills, Administration, and Dedication - This assessment should also reflect the board members' overall qualitative assessment of potential.	2016/17				
			2015/16				
			2014/15				
			Sub Total				
Prof Development	1	DP4 RCEME MANAGER = 1 pt	Max 1				
			Total				
Employment/MOC Experience	7	1st line field = 2 pts 2nd line field = 2 pts Static wksp (Base Maint, 202 Wksp, 25 CFSD, 7 CFSD, 3 CSU) = 2 pts RCEME School, RCEMES Det Gagetown, CTC = 2 pts	Max 3				
		Career Manager = 3 pts	Max 3				
		CFRG, CFLRS, RMCC, CRMC, Army Schools, CMTG, CADTC and JPSU Staff = 2 pts	Max 2				
		EPM project, LCMM, LESC = 2 pts	Max 2				
		Staff (CMBG, CBG, ASG, 1 Cad, Land Staff, Sp to Pri Res (RSS)) or Ops WO = 1 pt each	Max 2				
		Additional Point-High Tempo Units: CANSOFCOM, JTFX, CFJSR, CFJOSG, DART = 1 pt	Max 1				
		24 months is the norm for employment in a different discipline to award points					
		Op Tour in rank (3 months or more) = 1 pt	Max 1				
Education, Professional Certification and Self-Development	5	Completed x 4 OPME in career = 1 pt Completed x 5 OPME in career = 2 pts NCMPD Program (Defense and Security Certificate Completed) = 3 pts	Max 3				
		Technician/Technologist Diploma, Red seal, CWB Cert, Community College / CEGEP or DEP/DIP = 1 pt	Max 3				
		ATWOP completed = 3 pts University completed = 3 pts					
		Upgrading education in year = 2 pts NOTE (Accredited, Pertinent, Related to CF/RCEME) (Transcripts of completed credits/course reports required) Ref LFCO 11-71. (No double scoring WRT completed programs)	Max 2				
		No more than 5 pts can be awarded for combination above Certificate in PERMIS req'd for awarding points for any/all crses and upgrading	Total				
Self-Development (MOC related)	2	DP4 RCEME Manager = 1 pt for top 3	Max 1				
		DP4 RCEME Manager = 1 pt for A	Max 1				
			Total				
Promotion and employment recommendation	6	Assessment includes but is not limited to the three most recent PERs. Assessment will consider the Sect 5 (potential factors, potential ranking and promotion recommendation) Assessment will consider the narrative of Sect 6 for potential ranking within the unit and/or formation, promotion, recommendation and employment recommendation. 3 x Immediate = 2 pts (in the current MOSID and rank) 2 x Immediate = 1 pt Up to 4 additional pts to recognize appointment recommendation/potential.	Max 6				
Total HPS	100		Total				

**BY SKILL AND BY FIGHTING
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PAR L'ADRESSE ET LE COMBAT**

PROMOTION BOARD SCORING GUIDE
NCM RCME - MWO - 400 SERIES - VEH, WPNS, EO AND MAT TECHS



1	2	3	4	5

Eff: Aug 2017

CRITERIA PERFORMANCE	HPS		Pts					
Performance	60	A performance assessment focuses on but is not limited to the last 3 PERs. This assessment includes the narrative and the AF within this section.	2016/17					
		Performance scores of PERs in a previous rank and/or different occupation are to be reduced by exactly 50% when assessing the individual at the current rank and occupation. No reductions are to be applied if there is a component change within the same MOS. Assessment also includes any special awards (ie. MID, CDSC, CLSC), performance on relevant courses and any letters of commendation awarded in present rank.	2015/16					
			2014/15					
		M = 14 to 20 ES = 9 to 13 S = 5 to 8 D = 1 to 4	Total					
SECOND LANGUAGE								
Second Language Ability	5	BBB = 5 pts, BAB =4 pts, AAB = 3 pts, AAA = 2 pts, XXA = 1 pt No profile = 0 pts	Total					
POTENTIAL FACTORS								
Leadership	15	Assessments should consider applicable occupation and leadership course reports when assessing overall leadership. Assessment must include Section 5 Potential Factors and the narratives contained in section 5 and 6 of the PERs. Assessment not limited to the last 3 PERs. Criteria: DSM / CSM(or SSM) / ETQMS / CM : combination of 3 employments = max 14 pts DSM / CSM (or SSM) / ETQMS / CM: combination of 2 employments = max 13 pts DSM or CSM (or SSM) or ETQMS or CM : 1 employment = 11 pts Others (no DSM or CSM or ETQMS or CM experience) = max 10 pts Note: 24 months is the norm for employment in a different discipline to reward points. Points to be awarded after 1 yr when predicted that mbr will complete 2 yrs.	Max 14					
			Sub Total					
		DP5 (SLP) = 1 pt	Max 1					
			Total					
Education, Professional Certification and Self-Development	6	Completed x 5 OPME in career = 1 pt OPME program Completed = 2 pts NCMPD Program (Defense and Security Certificate Completed) = 3 pts Technician/Technologist Diploma, Red seal, CWB Cert, Community College / CEGEP or DEP/DIP = 1 pt ATWOP completed = 3 pts University completed = 3 pts	Max 3					
			Max 3					
		Upgrading education in year = 2 pts NOTE (Accredited, Pertinent, Related to CF/RCME) (Transcripts of completed credits/course reports required) Ref LFCO 11-71. (No double scoring WRT completed programs)	Max 2					
		No more than 6 pts can be awarded for combination above Certificate in PERMIS req'd for awarding points for any/all crses and upgrading	Total					
Employment/MOC Experience	7	CSM	Max 3					
		DSM	Max 3					
		ETQMS (Svc Bn Con O is considered equivalent)	Max 3					
		Career Manager	Max 3					
		Training Systems (RCME School, CFLRS, CTC, CADTC, RMCC, CRMC) = 2 pts	Max 2					
		HQ Staff, PI 2IC, wksp positions, PI Comd, CMTc, JPSU Staff	Max 2					
		LEPM, LCMM, 202 WD, QETE, METC, LESC	Max 2					
		Additional Point-High Tempo Units: CANSOFCOM, JTFX, CFJSR, CFJOSG, DART = 1 pt	Max 1					
		Change in geographic location = 1 pt	Max 1					
		Op Tour in rank (3 months or more) or JPSU staff appt or CFRG posn = 1 pt each	Max 2					
		Maximum one point for employment in a different discipline in the previous rank Boards can allocate points when member fills an appt at a higher rank (Acting in current year)	Max 1					
		Note: 24 months is the norm for employment in a different discipline to award points.	Total					
Self-Development (MOC related)	1	DP4 RCME Manager = 1 pt for top 3	Total					
Promotion and employment recommendation	6	Assessment includes but is not limited to the three most recent PERs. Assessment will consider the Sect 5 (potential factors, potential ranking and promotion recommendation) Assessment will consider the narrative of Sect 6 for potential ranking within the unit and/or formation, promotion, recommendation and employment recommendation. Employed over rank more than 6 months = 1 pt 2 x Immediate = 1 pt 3 x Immediate and more = 2 pts Recommendation to CWO = 2 pts Recommendation to ETSM or unit RSM = 3 pts Recommendation to formation CWO and Key/Senior Appointments = max 4 pts Up to 2 additional pts to recognize appointment recommendation/potential.	Max 6					
Total HPS	100		Total					

**BY SKILL AND BY FIGHTING
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