

Bureau du Directeur du GEMRC
Quartier général de la Défense nationale
Ottawa (Ontario) K1A 0K2

2184-1000-1 (OEM GEMRC)



Le 7 septembre 2017

Liste de distribution

**COMMUNIQUÉ NO 07/2017 DU DIRECTEUR DU GEMRC –
CHANGEMENTS AUX CRITÈRES DE NOTATION DU GEMRC**

Références : A. OCA 11-71

B. 5640-1 (DSSCM 2) Examen des critères de notation des conseils de sélection, 19 juin 2017

1. Le présent communiqué a pour but d'expliquer des changements mineurs aux critères de notation concernant les officiers et les militaires du rang du GEMRC. Ces critères forment une grille de notation qui permet au Corps du GEMRC de repérer les militaires qui sont en mesure d'accéder au prochain grade et au-delà durant les réunions des conseils de promotion (document de réf. A). Les changements en question découlent d'un examen annuel tenant compte de la rétroaction des membres des conseils de promotion et des directives du Conseil du GEMRC, en vue de déterminer si le Corps a établi des critères qui lui assureront un bon avenir.

CHANGEMENTS PROPRES AUX OFFICERS

2. Les changements suivants concernent les critères de notation des officiers :

- a. Leadership. Il importe de reconnaître que le commandement est le privilège et la responsabilité des militaires qui dirigent les Forces armées canadiennes. Ce ne sont pas tous les postes dont le titre comprend le mot « commandant » qui seront gérés en fonction du plan de relève du GEMRC ou de l'Armée de terre. On fournira une liste de postes de commandement dans les grades de major et de capitaine aux membres des conseils, à titre de référence;
- b. Nature des emplois. Il a été confirmé que le domaine d'activité d'une équipe ou d'un projet de gestion d'équipement exclut les rôles de soutien organisationnel et administratif au sein du SMA(Mat). Aucun changement n'a été apporté au guide de notation;
- c. Personnel de soutien de la Réserve. Un (1) point a été ajouté afin d'encourager et de reconnaître l'emploi des capitaines au sein de la Première réserve, de la même façon que cela est reconnu pour les militaires du rang;
- d. CMRC et CMR Saint-Jean (réf. B). Un (1) point a été ajouté pour ceux qui servent au sein des escadres d'instruction du CMRC et du CMR Saint-Jean;
- e. Rendement. On a accordé davantage de souplesse aux membres des conseils dans l'évaluation du rendement, en augmentant le nombre de points qui peuvent être attribués pour un rendement dont la cote est « maîtrise » par rapport à un rendement dont la cote est « au-dessus de la norme » ou « habile ». Cela avait pour but de mettre

fin aux notes gonflées dans les RAP et d'encourager la discussion parmi les membres des conseils. Les points pouvant être attribués sont désormais les suivants :

- i. Maîtrise = 10 à 20;
- ii. Au-dessus de la norme = 5 à 9;
- iii. Habile = 1 à 4.

CHANGEMENTS PROPRES AUX MILITAIRES DU RANG

3. Les changements suivants concernent les critères de notation des militaires du rang :
- a. Expérience relative à l'emploi ou au GPM. Les critères de notation ont été modifiés pour offrir des mesures incitatives et pour mieux aligner la gestion des carrières sur les priorités du Cmdt AC, notamment le soutien des membres de la Première réserve (P rés) de tous grades et les affectations à l'appui du GRFC et de l'UISP. Les gestionnaires des carrières s'assureront que des personnes compétentes sont choisies pour les postes à l'appui des unités de la P rés et qu'elles reçoivent la reconnaissance qui s'impose selon le rythme de progression de leur carrière;
 - b. Unités à cadence élevée. Historiquement, un (1) point était attribué uniquement aux militaires du grade de caporal à sergent employés dans les unités à cadence élevée. Cela a été modifié pour inclure les adjudants et les adjudants-maîtres;
 - c. CMRC et CMR Saint-Jean (réf. B). Un (1) point a été ajouté pour ceux qui servent au sein des escadres d'instruction du CMRC et du CMR Saint-Jean;
 - d. Postes de SMD. L'emploi à titre de SMD au sein d'un bataillon des services a été ajouté aux critères de notation des adjudants-maîtres. On peut attribuer un maximum de trois (3) points, comme pour les SMC, les SQM-GET et les gestionnaires des carrières, pour une note maximale de sept (7) points.
4. Ces changements entreront en vigueur au moment de la tenue des conseils à l'automne 2017 en vue des promotions de 2018. Il est important que tous les militaires comprennent les changements aux critères de notation, afin qu'ils possèdent l'information nécessaire à la prise de bonnes décisions en matière de carrière.

Arte et Marte



J.P.S. McKenzie
Colonel
Directeur du GEMRC



M. Walhin
Adjudant-chef
SM du Corps du GEMRC

Annexe A – Guide de notation des conseils de sélection pour les capitaines/majors, daté de septembre 2017

Annexe B – Guide de notation des conseils de sélection pour les militaires du rang, daté de septembre 2017

Liste de distribution (par courriel seulement)

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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 Without Command - Up to 7 points	10	
Education / Professional Certification	5	Baccalaureate (BSci/BEng/Math) - 3 points Baccalaureate (other) - 1 point Tech Diploma - 1 point ATSOP - 1 point	3	
		Masters (Eng discipline, Science, MBA, Proj Mgt, Ammo Eng, ILS) - 2 points Masters (MDEM, MDS) - 1 point Masters (other, 2nd) / PhD - 1 point	2	
		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 PI Comd @ land maintenance wksp - 3 points	4	
		LEPM (any EMT, Project staff, DLR, DSR)	2	
		Staff Any staff appt - 2 points	2	
		Key Staff Appointment Bn/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 <i>next</i> rank and beyond without restrictions (ie. Field sub-units or Maint Coy) and/or ranked in Formation/Command - 6 to 10 points Recommended for promotion and for command appointment in <i>next</i> 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 <i>current</i> rank - Up to max 4.	10	
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)	2	
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 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	10	
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/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 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					

**BY SKILL AND BY FIGHTING
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NCM RCEME - MCPL - 400 SERIES - VEH, WPNS, EO AND MAT TECHS



Eff: Aug 2017

1	2	3	4	5

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, XXA = 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	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 (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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NCM RCME - SGT - 400 SERIES - VEH, WPNS, EO AND MAT TECHS



1	2	3	4	5

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



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NCM RCME - WO - 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	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						
	ALP = 1pt	Max 1							
		Total							
Prof Development	1	DP4 RCME 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 RCME School, RCEMES Det Gagetown, CTC = 2 pts	Max 3						
		Career Manager = 3 pts	Max 3						
		CFRG, CFLRS, RMCC, CRMC, Army Schools, CMTC, 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						
		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						
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 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						
		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 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 RCME Manager = 1 pt for top 3	Max 1				
				DP4 RCME 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						

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



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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/RCEME) (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 (RCEME 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 RCEME 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						

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