

Office of Director RCEME  
National Defence Headquarters  
Ottawa, Ontario K1A 0K2



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Distribution List

DIRECTOR RCEME COMMUNIQUE No 05/2018 -  
UPDATES TO THE RCEME SCORING CRITERIA

References: A. CAO 11-71 Selection Board  
B. 5640-1(DMCSS2) Review of Scoring Board Criteria, 19 Jun 2017

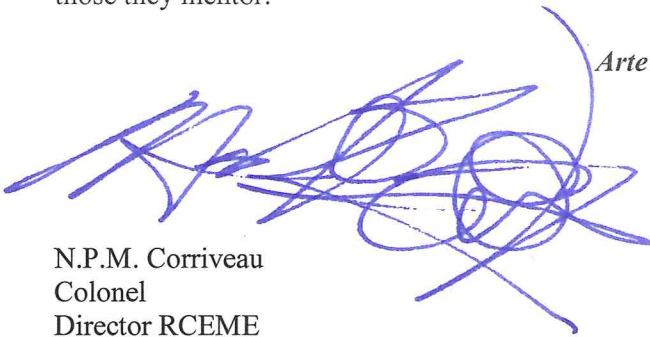
1. The intent of this communique is to advise of minor changes made to the scoring criteria (SCRIT) pertaining to both RCEME Officers and NCMs. The SCRIT provides a scoring template to allow the RCEME Corps to identify members who will succeed in the next rank level and beyond at the promotion boards (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 both a privilege and a responsibility. As junior command billets are not managed by the Corps of RCEME or through Army succession, MPRRs of officers who command as a Lt must be annotated as doing so to ensure this accomplishment is recorded. A list of Command posns at the Maj and Capt ranks will be provided as a reference to Board members;
  - b. Breadth of Employment. Equipment management team (EMT) and project fields of employment exclude corporate and administrative support roles within ADM (Mat). Hence no change was made to the scoring guide. A list of EMT posns at the Maj and Capt ranks will be provided as a reference to Board members;
  - c. Reserve Support Staff (RSS). An additional point has been added to incentivize employment with the Primary Reserves for Majors, the same way it was recognized in the previous year for Captains and NCMs; and
  - d. Performance. Last year, Board members were 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 among board members. The discussion resulting from this change allowed for a better evaluation of the candidates. It is important to stress however that for this scoring methodology to work, supervisors must ensure they enter the results achieved by the individual in Section 4 of the PER.

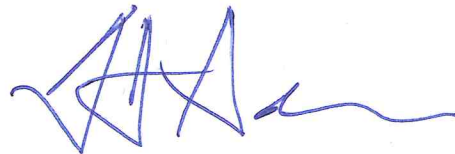
NCM SPECIFIC CHANGES

3. The following updates pertain to the NCM SCRITs.
  - a. High Tempo Units. CFJSR was removed from the high tempo unit list as it was determined to have the same op tempo as other sigs unit;
  - b. Deployment. In order to recognize that domestic deployments are more common and require dedication, Domestic Ops were added as a deployment. In addition, the minimum 3 months deployment period to obtain points was changed to a 1 month minimum;
  - c. Education. Last year, 3 Pts were given for NCMPD, which is too much in comparison to a university degree. So the allocation of points is now: OPMEs completed 1 Pt, NCMPD completed 2 Pts, College/CEGEP completed 2 Pts and University completed 3 Pts.
  - d. Education. To acknowledge the dedication required and to provide an incentive for candidates to attend the course, 2 Pts were added for completing 1 year of SLT.
  - e. Self-Development (MOC Related). Last year, 1 Pt was given for an "A" but many candidates are getting "A", so it was decided to leave 1 Pt for the "Top 3" candidates only;
  - f. Employment/MOC experience for MWO. The SEM project downranked some CWO positions to MWO. As a result, the MWO scoring was adjusted as follows: ETSM 4 pts, Dir SM 3 pts. The new DSM posns within the Svc Bns were also added and will get 3 pts; and
  - g. Leadership for WO. To emphasize the importance of leadership roles as a WO, the max points was increased from 8 to 9, for a total of 16 Pts in that potential.
  
4. Changes will come into effect during the boards in Fall 2018 for the 2019 promotion year. It is important for all members to understand the changes to the SCRITs so that they are better informed in making personal career decisions and equally important in providing guidance to their subordinates or those they mentor.



N.P.M. Corriveau  
Colonel  
Director RCEME

*Arte et Marte*



J.H. Saunders  
Chief Warrant Officer  
RCEME Corps Sergeant Major

Annex A - Selection Board Scoring Guide Capt/Maj dated July 2018  
Annex B - Selection Board Scoring Guide NCM dated April 2018

Distribution List (next page)

Distribution List (via email only)

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