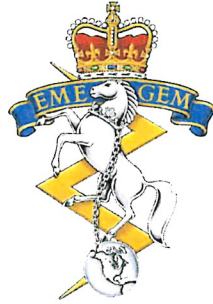


Office of Director RCEME
National Defence Headquarters
Ottawa, Ontario K1A 0K2



2184-1000-1 (RCEME MES TL)

26 November 2019

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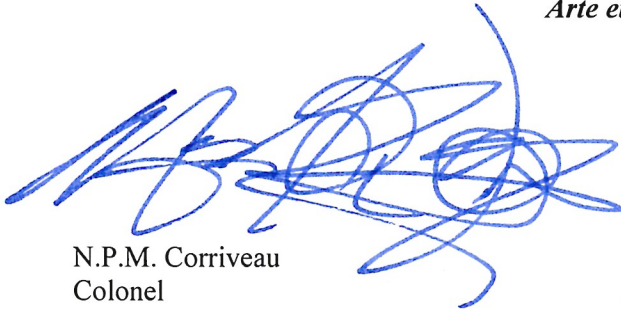
**DIRECTOR RCEME COMMUNIQUÉ No 05/2019 -
RCEME NCM MILITARY EMPLOYMENT STRUCTURE**

Refs: A. DAOD 5070-0, Military Employment Structure
B. A-PD-055-001/AG-001, The Canadian Forces Military Employment Structure
C. 3000-4 (DLEPS 4-5) D&G – RCEME Employment and Training Concept, 2 Dec 16

1. The intent of this communiqué is to provide the members of the RCEME Corps with the background and aim of the ongoing Military Employment Structure (MES) Review for RCEME Non-Commissioned Members (NCMs).
2. The focus of the MES Review is to align the competencies required to meet the needs of the CAF today while being flexible to meet the requirements of the future operating environment. The MES team consolidates all tasks and work requirements, identifies jobs, builds occupational structures, and then ascertains the necessary qualifications. The aim is to provide the Corps with a sustainable occupational structure that balances the service requirement with opportunities for members' professional development and career progression. The MES Review is based on the following four principles:
 - a. Recognize the primacy of operational effectiveness;
 - b. Optimize the scope of required work;
 - c. Optimize the training and development of CAF members; and
 - d. Rationalize the progression of work for employment at higher levels with a broader scope of responsibility.
3. The MES end-state is a sustainable occupation(s) to provide the skills and experience required to support the CAF. It is important to note that MES is based on Preferred Manning Level (PML) and will remain Person-Year (PY) neutral.
4. The MES Implementation Plan (IP) is being drafted and should be signed in the spring of 2020. The MES IP will contain four key changes that will affect our NCMs:
 - a. Occupational Functional Point changed from post DP 1.1 to DP 1.2 is being assessed;
 - b. A DP1 technician qualification will be called the Craftsman Rank Qualification (Cfn RQ);
 - c. A new receptor occupation of Land Equipment Engineering Technologists (LEET) will be created for RCEME Warrant Officers and Master Warrant Officers; and

- d. Training will be realigned to reflect the greater focus on Land Equipment Engineering domains.
5. Should you have any MES related questions, please contact Maj J. Dalziel at JASON.DALZIEL@forces.gc.ca or at 613-939-0976.

Arte et Marte



N.P.M. Corriveau
Colonel
Director RCEME



J.H. Saunders
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