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5850-1 (DLEPS 3-5)

15 September 2020

DRCEME COMMUNIQUE No 02/2020
RCEME MES IMPLEMENTATION PLAN

Refs: A. DAOD 5070-0, Military Employment Structure
B. A-PD-055-001/AG-001, The Canadian Forces Military Employment Structure
C. 2184-1000-1 (RCEME MES TL) DRCEME Communiqué No 05/2019
D. DAOD 5031-8, Canadian Forces Professional Development

1. The intent of this communiqué is to provide the members of the RCEME Corps with the background and impact of the Military Employment Structure Implementation Plan (MES IP) for RCEME Non-Commissioned Members (NCM). This initiative will have impacts on the structure, manning and employment model for all RCEME NCMs.
2. Five occupations. MES IP is formalizing the transition to five occupations. In essence, a new occupation is being created with a feeder-receptor model where technicians from multiple occupations become a single occupation past a certain rank. All four current RCEME NCM occupations from Private-Sergeant will remain, however upon promotion to WO the occupations will merge to Land Equipment Engineering Technologist (LEET 00388). LEET will have improved roles and responsibilities, including advising on LEMS domains, recommending equipment modifications, and conducting technical investigations. Overall the Corps of RCEME remains focussed on engineering, trusted to provide technical expertise and capabilities whilst carrying out tactical objectives. These changes will only serve to reinforce our vital ground: relevance at the tactical level.
3. MES IP Progression. Although completed in 2019, the MES Review submitted for RCEME NCM occupations was not approved. A MES Tiger Team from the RCEME Corps is currently working closely with Director Personnel Generation Requirements (DPGR) to provide a solution. Over the next three weeks, the team will define the structure of all RCEME Private and Corporal positions to ensure that there is sufficient entry positions in the Occupation Structure Sustainability Model (OSSM) for new technicians before they move into Journeyman positions and higher. They will also ensure there is sufficient positions for the current establishment of RCEME Warrant Officers (WO) and Master Warrant Officers (MWO) to move to a common occupation, the Land Equipment Engineering Technologist.
4. Operationally Functional Point (OFP). The OFP for RCEME technicians remains DP1.1. While the MES Review team proposed moving the OFP to DP1.2, this was not accepted by Military Personnel Command due to resource requirements and employability of Craftsmen in supervised positions. Therefore, upon completion of DP1.1, technicians will now be posted directly to Trained Effective Strength (TES) positions. As a result, DP1.1 technicians will be assigned jobs fitting their qualification level, work under appropriate supervision, and be administered by Maintenance Officers and Equipment Technical Quartermaster Sergeants (ETQMS).
5. Military Manning Overhead (MMO) to TES. At the moment, most DP1.1-qualified technicians occupy MMO positions within On-the-Job-Training (OJT) Centres. In the near future, these members will be moved to TES positions and out of the OJT Centres. This plan, currently in motion, is being executed

by Career Managers with oversight by the RCEME senior leadership in each region. This will result in a large influx of apprentices into first line units as early as October on no-cost moves. For areas where insufficient empty positions are available, apprentices will remain within their current units in MMO positions until TES positions become available. No apprentice will be moved outside of their current geographical location.

6. Change to OJT Period. With OFP having been attained, apprentices will no longer require a formal OJT. DAOD 5031-8 defines training and employment experience as two separate pillars. While the apprentices need to develop knowledge, skills and abilities (KSA), the proper pathway for this is through an employment experience program. This will replace the current OJT period. The goals of the employment experience program will be the same as the OJT program and provide a certification package, with slight changes in structure, reporting requirements and performance goals.

7. Change to OJT Centers. As stipulated above, the roles and responsibilities of the OJT Centers that currently support the DP1.2 training period will undergo a review. During this time their current structure and roles and responsibilities will be studied. One anticipated goal is the establishment of these centers as a knowledge hubs, providing technical and Land Equipment Management System reach-back to those at the tactical level. A separate Tiger Team, led by DLEPS 3-5, will stand-up to lead this change. One of their first tasks will be to outline in a Communique the vision for this new employment experience program and the mandate for the OJT Centers.

Arte et Marte

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