

Office of Director RCEME
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Distribution List

DIRECTOR RCEME COMMUNIQUÉ No 05/2021 -
UPDATES TO THE RCEME SCORING CRITERIA

1. This communiqué outlines the changes made to the scoring criteria (SCRIT) pertaining to RCEME Officers and Non-Commissioned Members (NCM) utilized during both selection and succession boards. The SCRIT provides a scoring template to allow the Corps of RCEME and Director General Military Careers (DGMC) to better identify members who will succeed at the next rank level and beyond. The majority of the changes are the result of SCRIT standardization across the CAF imposed by DGMC. Feedback from previous board members and RCEME Council is also incorporated to ensure criteria are incentivized for the future of the Corps and the Canadian Armed Forces (CAF).

OFFICER SCRIT SPECIFIC CHANGES

2. The following updates pertain to the different categories found on the Officer SCRITs:

a. Captain

- (1) Leadership. The maximum points available have increased from 10 to 13;
- (2) Education/professional certification. The maximum points available have decreased from 5 to 4 points. Completion of a Baccalaureate (Bacc) has reduced from 3 to 2 points. Continuous learning has increased from 1 to 2 points, with 1 point for each Bacc/Masters course completed. ATSOP is now separated from Bacc and other diplomas;
- (3) Employment/breadth of experience. The maximum points available have increased from 8 to 10. LEPM positions have increased from 2 to 3 points. Key Staff Appointments (KSA) have a wider range of positions and increased from 1 to 4 points, 2 per position. Headquarters and Signals Squadron Support Troop Commander is now scored as a Maint O position; and
- (4) Promotion and employment recommendation. The maximum points available have decreased from 10 to 6. Promotion recommendation no longer makes a distinction on the location of command.

b. Major

- (1) Leadership. The maximum points available have increased from 10 to 12;
- (2) Education/professional certification. Continuous learning has increased from 1 to 2 points, with 1 point allocated for each Bacc/Masters course completed;
- (3) Employment/breadth of experience. The maximum points available have increased from 8 to 10. Command positions points have increased from 3 to 4. KSAs have a wider range of positions and have increased from 2 to 4 points, 2 points per position; and
- (4) Promotion and employment recommendation. The maximum points available have decreased from 10 to 6. Promotion recommendation no longer makes a distinction on the location of command.

NCM SCRIT SPECIFIC CHANGES

3. The following updates pertain to the NCM SCRITs. These changes will show the possibility of double scoring for certain positions. This was deliberate and is applicable unless the SCRIT explicitly states differently. These points are attributed to different reasons, for example, to recognize work experience gained on the job or filling Commander of the Canadian Army (CCA) priority positions.

a. Corporal

- (1) Leadership. The maximum points available have decreased from 12 to 11. A point has been added for the completion of Primary Leadership Qualification (PLQ) and Army Junior Leadership Course (AJLC);
- (2) Education, professional certification, and self-development. The maximum points available have decreased from 7 to 6. Points for Officer Professional Military Education (OPME) and NCM Professional Development (NCMPD) courses have been removed;
- (3) Employment/MOC Experience. The maximum points available have increased from 8 to 13 points. Technical field has increased from 3 to 6 points, 2 per position. The additional point section has a wider range of positions and increased from 1 to 2 points. Named domestic or operational tours has been increased from 1 to 2 points; and
- (4) Promotion and employment recommendation. The maximum points available have decreased from 9 to 6.

b. Master Corporal

- (1) Leadership. The maximum points available have decreased from 13 to 12. 1 point added for completing PLQ;
- (2) Education, professional certification, and self-development. The maximum points available have increased from 6 to 7. OPMEs courses have been removed;
- (3) Employment/MOC Experience. The maximum points available have increased from 7 to 12 points. Technical field has changed to direct maintenance and increased from 4 to 6 points, 2 per position. Training Staff has increased from 2 to 3 points and has a wider range of positions. Added Workshop Support for 1 point. The additional point section has a wider range of positions;
- (4) Self-Development (Military Occupation Classification (MOC) Related). Removed; and
- (5) Promotion and employment recommendation. The maximum points available have decreased from 10 to 6.

c. Sergeant

- (1) Leadership. The maximum points available have decreased from 13 to 12. 1 point added for completing Intermediate Leadership Program (ILP);
- (2) Education, professional certification, and self-development. OPME program removed. Upgrading education increased from 1 to 2 points. Upgrading or completing second language training increased from 1 to 2 points;
- (3) Employment/MOC Experience. The maximum points available have increased from 7 to 12 points. Technical field has changed to Direct Maintenance and increased from 4 to 6 points, 2 per position. Training Staff has increased from 2 to 3 points and has a wider range of positions. Staff was split into Technical (Tech) Staff and Miscellaneous (Misc) Staff. Tech Staff has 2 points and Misc Staff has 1 point. Added Workshop Support for 1 point. The additional point section has a wider range of positions;
- (4) Self-Development (MOC Related). Removed; and
- (5) Promotion and employment recommendation. The maximum points available have decreased from 9 to 6.

d. Warrant Officer (WO)

- (1) Leadership. The maximum points available have decreased from 13 to 12; 1 point added for completing Advanced Leadership Program (ALP);
- (2) Education, professional certification, and self-development. OPME program removed. Upgrading education increased from 1 to 2 points;
- (3) Employment/MOC Experience. The maximum points available have increased from 7 to 12. Technical field has changed to Direct Maintenance and increased from 3 to 4 points, 2 per position. Career Manager has increased from 2 to 3 points. Training Staff has increased from 2 to 3 points and has a wider range of positions. Tech Staff has increased from 2 to 3 points and has a wider range of positions. CAF Transition Centers Platoon WO has 1 point. The additional point section has a wider range of positions;
- (4) Self-Development (MOC Related). Removed; and
- (5) Promotion and employment recommendation. The maximum points available have decreased from 9 to 6.

e. Master Warrant Officer (MWO). The MWO SCRIT is now standardized across the CAF, as such, there are extensive changes in this SCRIT compared to previous years. This SCRIT should be reviewed by all RCEME personnel, notably MWOs and senior leadership.

- (1) Leadership. The maximum points available have increased from 13 to 14. Position combinations have been removed and potential factors now apportion this section;
- (2) Professional Development. This is now apportioned into Education/Succession Management Learning and Continuous self-education. Values have changed for most courses and certificates.
- (3) Employment/MOC Experience. This is now apportioned between employment diversity, 3 points; operational experience, 2 points; high-impact position, 2 points; training system or CFRG experience, 3 points; and mobility, 1 point. Operational experience is cumulative across ones career. Current high-impact positions include: Company Sergeant Major (CSM), Drill Sergeant Major (DSM), Directorate Sergeant Major, Career Manager, and Tech Staff positions within DGLEPM and Director Land Requirements (DLR).
- (4) Promotion and employment recommendation. The maximum points available have decreased from 10 to 4.

4. These changes will come into effect during the boards in Fall 2021 for the 2022 promotion year. All members need to understand the changes to the SCRITs to be better informed in making personal career decisions and equally important in guiding their subordinates or those they mentor.

Arte et Marte



E.J.R.C. Gauthier
Colonel
Director RCME



K.S. Northorp
Chief Warrant Officer
RCME Corps SM

Annexes

Annex A - Selection Board Scoring Guide Capt/Maj effective September 2021

Annex B - Selection Board Scoring Guide NCM effective September 2021

Distribution List (via email only)

Action

RCME Regional Representatives

Info

RCME Council Members

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