

Office of Director RCEME
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Distribution List

**DIRECTOR RCME COMMUNIQUÉ No 02/2022 -
UPDATES TO THE RCME SCORING CRITERIA**

Reference: A. [CAF Ethos – Trusted to Serve](#)

1. This communiqué outlines the changes made to the scoring criteria (SCRIT) pertaining to Royal Canadian Electrical and Mechanical Engineers (RCME) Officers and Non-Commissioned Members (NCM) utilized during both selection and succession boards. The SCRIT provides a scoring template to allow The Corps of RCME and Director General Military Careers (DGMCC) to better identify members who will succeed at the next rank level and beyond. Feedback from previous board members and RCME 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) Education / professional certification. The list of eligible Masters Degrees worth 2 points has increased. PMCD level 1, worth 1 point, has been added under professional certification; and
- (2) Employment / breadth of experience. The maximum points available for Maintenance Officer positions has remained at 4 points but scoring has been modified to award 3 points for employment in the first official (FOL) language and 4 points for employment in the second official language (SOL). This will be determined by a member's FOL and the designation of their position (bilingual or SOL). The list of Key Staff Appointments (KSAs) now has a wider range of positions, each worth 2 points. The description for Op Tour has been modified to include "domestic and/or expeditionary".

b. Major

- (1) Leadership. The maximum point distribution for “With Command” and “Without Command” have been reduced by 2 points, adding a Personal Leadership section worth 2 points (Ethos, EQ). As per ref A, page 49, institutional leaders must place more equal weight on both character and competence;
- (2) Education / professional certification and Military Professional Development. Baccalaureate and ATSOP/Tech Diploma have both been removed. The list of eligible Masters Degrees worth 3 and 2 points have been increased. PMCD level 1 has been added for 1 point and PMCD level 2 has increased to 2 points. ALOC, worth 1 point, has been added; and
- (3) Employment / breadth of experience. The list of eligible command positions has increased. The maximum points available for LEPM has been reduced from 3 to 2. The maximum points available for a staff position has been reduced from 2 to 1. The list of KSAs now has a wider range of positions, each worth 2 points. Occupation Advisor, worth 1 point, has been added. The wording for Op Tour has been modified to remove “in rank” and include “domestic and/or expeditionary”.

NCM SCRIT SPECIFIC CHANGES

3. The following updates are common to all NCM ranks less MWO, as applicable:

- a. Second language. Descriptions have been added to identify scores by proficiency level;
- b. Leadership. All wording around Primary Leadership Qualification (PLQ) and Army Junior Leadership Course (AJLC) has been changed to “PLQ or equivalent”;
- c. Education, professional certification, and self-development. “Upgrading education in year” has been modified to “upgrading education in rank”. 2 points are now awarded for being an official member of a Defence Advisory Group (DAG); and
- d. Employment / MOC experience. 3 CSU has been removed from static workshop positions and added under CCA Pri A & B positions. Members with 12 months of employment in a position should now be considered for all the points instead of being awarded half points.

4. The following updates pertain to the different categories found on the NCM SCRITs:

a. Corporal

- (1) Education, professional certification, and self-development. A point has been added for moving into a region of second language in rank. This will be determined by a member's FOL and the designation of their position (bilingual or SOL).
- b. Sergeant
 - (1) Education, professional certification, and self-development. Blue seal has been added to the list of education programs; and
 - (2) Employment / MOC experience. Transition Center has been added under training staff positions.
- c. Warrant Officer
 - (1) Education, professional certification, and self-development. Red seal has been removed from the list of education programs; and
 - (2) Employment / MOC experience. Div TC has been added under training staff positions. The maximum points available for training staff positions has increased from 3 to 4, with each position worth 2 points.
- d. Master Warrant Officer
 - (1) Employment / experience. The maximum points available for high impact positions has increased from 2 to 3, with each position worth 1 point. The list of high impact positions has been modified, removing technical staff positions (DGLP and DLR) and including CJOC (including 1 Cdn Div and CFJOSG), CANSOFCOM, CA G4 Maint 2, and Assistant Occupation Advisor.

5. These changes will come into effect during the boards in Fall 2022 for the 2023 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 RCEME

K.S. Northorp
Chief Warrant Officer
RCEME Corps SM

Annexes

Annex A - Selection Board Scoring Guide Capt/Maj effective September 2022

Annex B - Selection Board Scoring Guide NCM effective September 2022

Distribution List (via email only)

Action

RCEME Regional Representatives

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RCEME Council Members

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