

Office of Director RCEME
National Defence Headquarters
Ottawa ON K1A 0K2



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September 2023

Distribution List

DIRECTOR RCEME COMMUNIQUÉ
No 02/2023 – PAY INCENTIVE AND RECRUITMENT ALLOWANCE

- Refs: A. [CANFORGEN 096/23 CMP 043/23 091140Z JUN 23](#)
B. [CBI 205.525 – Recruitment Allowance \(RA\)](#)
C. [Military Occupation List \(MOL\) – Approved List](#)
D. [CBI 204.211 – Pay – General Service Officers](#)

1. Vehicle Technicians (Veh Tech), Electronic-Optronic Technicians (EO Tech), Weapons Technicians (Wpns Tech) and RCEME Officers occupation are eligible for recruitment allowances (RAs) for new candidates for enrolment or component transfer to the Regular Force (Reg F), as per [Ref A](#). Veh and EO candidates are maintaining this eligibility, effective 1 Apr 21. Wpns Techs and RCEME officer candidates are now eligible, effective 1 Apr 23.

2. There are a set of requirements for RAs eligibility, [Ref B](#), to be awarded to an enrollee or transferee, and it is not afforded to every applicant. RAs are taxable allowances that are actioned by the Canadian Forces Recruiting Group (CFRG). There are a limited number of RAs permitted per pathway and are on a first come first serve basis. There are different pathways for NCMs to be eligible for a recruitment allowance with a corresponding different value, as per the table below:

	RA	Veh Tech	Wpns Tech	EO Tech
Civilian Trade Qualified (CTQ)	\$20,000	✓	✓	✓
Military Occupation Qualified (MOQ)	\$20,000	✓	✓	✓
Post-Secondary Diploma / Certificate (PSD/C)	\$10,000	✓	N/A	✓

3. Civilian Trade Qualified (CTQ) or Military Occupation Qualified (MOQ). Members who possess a technical or vocational qualification that is in part based upon practical work experience and that closely corresponds to the majority of advanced military occupation training; or possesses the military training and experience that is necessary for immediate employment — without further training or experience. In essence, CTQs are considered for personnel who have completed a red seal or equivalent; MOQ are considered for personnel who enlist already military qualified, this could be due to a component transfer or a previously qualified member re-enrolling. Members are eligible for MOQ if they did not serve in the Reg F during the three years immediately prior the date of enrolment or component transfer. Note, there are no listed CTQ technical or vocational qualifications for Wpns or EO Techs, [Ref C](#), and the Corps is actively investigating for potential qualifications. These RAs are provided in two instalments:

- a. 1st instalment (\$10,000) – on date of completing Reg F basic training, or being credited for that training; and

- b. 2nd instalment (\$10,000) – 12 months after the first instalment provided that the member is still serving in the Reg F as a non-commissioned member in the assigned understrength occupation.
4. Post-Secondary Diploma / Certificate (PSD/C). Members who possess a diploma or certificate issued by a Canadian post-secondary educational institution in an area that closely corresponds to a majority of the initial military occupation training are eligible for RAs in two instalments:
 - c. 1st instalment (\$5,000) – On date of completing Reg F basic training, or being credited for that training; and
 - d. 2nd instalment (\$5,000) – 12 months after the first instalment provided that the member is still serving in the Reg F as a non-commissioned member in the assigned understrength occupation.
5. RCEME Officers. Members who possess an engineering or science degree that is recognized by a Canadian university and is suitable for the RCEME occupation. These candidates are eligible for RA valued at \$40,000 and it is paid in two instalments:
 - a. 1st instalment (\$25,000) – On date of completing Reg F basic officer training, or being credited for that training; and
 - b. 2nd instalment (\$15,000) – 24 months after the first instalment provided that the member is still serving in the Regular Force as an engineering officer in the assigned understrength occupation.
6. Minimum Period of Service
 - a. NCMs. Commencing on the date of enrolment, component transfer, or other entry into an NCM RCEME RAs occupation, three years in that specific military occupation.
 - b. Officers. Commencing on the date of enrolment, component transfer, or other entry into RCEME Officer MOSID, four years of service in that specific military occupation.
7. Approved Post-Secondary Institutes (PSI). There is an approved list of PSIs for the PSD/C criteria that can be found at [Ref C](#). If a PSI isn't on the pre-approved list, the file can be processed as a Prior Learning Assessment and Recognition (PLAR) by CA HQ and can be actioned within the Fiscal Year (FY).
8. Pay Increment (PI). A higher pay increment is offered to these candidates on completion of their basic training. MOQ/CTQ will receive Cpl Basic and PSD/C applicants will receive Pte – PI 3. Direct Entry Officers (DEO) will receive a higher pay incentive relevant to their education on enrolment, as detailed on List C of Ref C.
9. Training. Training bypassed or awarded will be determined on a case-by-case basis. Generally, CTQ applicants will be provided provisional DP2 and PSD/C will be provided provisional DP1. Full qualifications will be awarded once required delta training is completed. MOQ applicants will have their qualifications determined by the Occupational Authority (OA).

10. Questions and/or clarifications on any of the above information should be directed to the Chief Military Personnel Administrative Response Centre (ARC) at CMPARC.CRACPM@forces.gc.ca or at 1-833-445-1182.

Arte et Marte

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Distribution List

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