

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



2184-1000-1 (DLEPS 3-4)

August 2024

Distribution List

DIRECTOR RCEME COMMUNIQUÉ NO 04/2024 -  
UPDATES TO THE RCEME SCORING CRITERIA

References: A. [5640-1 \(DMCSS 2\) Review of Selection Board Scoring Criteria \(Amendment 1\), 12 Jul 24](#)

B. 5640-1 (DMCSS 2) Review of Selection Board Scoring Criteria, 2 Jun 24

C. [CMP Instruction 001/23 - Performance and Competency Evaluation \(PaCE\), 10 Mar 23](#)

D. A-PD-229-001/AG-001 Canadian Armed Forces Selection Board Guidance Manual

1. This communiqué outlines the revised scoring criteria (SCRIT) for Royal Canadian Electrical and Mechanical Engineers (RCEME) Officers and Non-Commissioned Members (NCM) that will be used during selection boards. The SCRIT provides a scoring framework to enable The Corps of RCEME and Director General Military Careers (DGMC) to identify members with the behaviour, attributes, and experience to succeed at the next rank level and beyond. Feedback from previous board members and the RCEME Council has been incorporated to ensure the criteria align with the future goals of the Corps and the Canadian Armed Forces (CAF).

2. Last year marked the initial use of Performance Appraisal Reports (PAR) in the Regular Forces selection boards. Several lessons learned were documented and addressed in References A and B. For Promotion Year 2025, the Regular Force boards will again employ a transitional SCRIT capable of evaluating any combination of PAR, Personnel Evaluation Report (PER), or PAR/PER exemptions that may arise.

3. The following changes to NSB SCRIT will be sustained from previous years:

- a. Performance Scoring (60 points). Performance will be assessed based on the last three most recent PAR/PER, with the 2023/24 PAR carrying proportional weight. For example, if the assessments include a 2021/22 PER, a 2022/23 PAR, and a 2023/24 PAR, the 2023/24 PAR will represent one third of the Performance score (20 points). Scoring will consider the Performance sections of PAR/PER, Course Reports, and Letters of Commendation. Additionally, the Inclusive Behaviour Rating (IBR) from the 2022/23 and 2023/24 PARs will contribute one point each.
- b. Potential Scoring (40 points). Potential will be primarily based on the Potential sections of the last three most recent PAR/PER, information from the member's

military personnel record resume (MPRR), and indicators of potential in Course Reports and Letters of Commendation. The 2023/24 PAR will carry proportional weight. For example, if the assessments include a 2021/22 PER, a 2022/23 PAR, and a 2023/24 PAR, the 2023/24 PAR will represent one third of the Potential score.

## SCRIT CHANGES

4. Performance points will not be automatically awarded or become available based solely on High Impact employment irrespective of the actual observed/reported performance. Members employed in High Impact Positions have opportunity to demonstrate performance in difficult and challenging circumstances, often without guidance. Recognition for High Range employment is more appropriate to “Employment /Breadth of Experience” criteria.
5. Based on lessons learned from last year, “Meet expectations” PARs were evaluated by the Potential Evaluation Board (PEB) to be considered for the “Leadership” factor. The absence of a PAR “Potential outcome” for the 2022/23 PAR does not preclude the assessment of a member’s leadership based on their Performance rating across all Behaviour Indicators (BIs). Points awarded should not exceed those for files assessed with “Lateral” potential to the next rank.
6. Unlike a PER, a PAR does not contain a discrete promotion recommendation. SCRIT will use various data points to assign a suitable Promotion Recommendation score, considering the Higher Level Review Ranking (HLRR), narrative recommendations, numerical rankings from the PEB, and Potential outcomes of “Prepared” or “Advanced.” As PERs become less common at NSB, promotion recommendations will no longer be a relevant criterion.
7. The RCEME Corps continues this year to actively encourage the posting of its members to regions/Bases/Units where their second language is predominantly spoken. This initiative aims to enhance linguistic proficiency, cultural understanding, and operational effectiveness. By immersing members in environments that challenge and develop their language skills, the Corps ensures a more versatile and capable workforce, better prepared for diverse assignments and succession planning.
8. Due to significant financial cuts in DND’s operating budget over the past year, there is currently discrepancy between the Professional Development criteria of the SCRITs and the funding and resources available to achieve them. Should these changes be permanent, SCRITs for selection and succession will be adapted accordingly.

## OFFICER SCRIT SPECIFIC CHANGES

9. The following updates apply to Captains and Majors:
  - a. Performance. Additional points for High Impact Positions were removed in accordance with References A and B. The range of points for each assessment

level on PER (Mastered, Exceed Standards, Skilled, and Developing) has been adjusted slightly.

- b. Employment / Breadth of Experience. The scoring methodology was redefined to allocate points for CAF OP RECONSTITUTION positions (CFRC and CFLRS) as per References A and B.
- c. Potential – Promotion and Employment recommendation. The scoring methodology was redefined to leverage a broader range of data to assign an appropriate Promotion Recommendation score in line with References A and B.

#### NCM SCRIT SPECIFIC CHANGES

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

- a. Master Warrant Officer. The MWO SCRIT is a common CAF SCRIT and it is not controlled by the RCME Corps.
- b. Warrant Officer.
  - (1) Professional Development.
    - i. Education/Succession Management Learning. Points for the “1 yr Second Language Training” were moved under the “Language Profile” to prevent double scoring.
    - ii. Continuous Learning. Points for “Documented Second language Training / Upgrading” were removed to prevent double scoring.
  - (2) Employment / Experience.
    - i. Employment Diversity. This section was revised to better recognize a broad range of employment experience across an entire career.
    - ii. Other Employment. The scoring methodology was redefined to separate CCA priority A, B, C, and the CAF OP RECONSTITUTION positions as per the new directive.
    - iii. Operational Experience. The wording was revised to better recognize operational experience.
- c. Corporal / Master Corporal / Sergeant.
  - (1) Professional Development.

- i. Education/Succession Management learning. Points for the “1 yr Second Language Training” were moved under the “Language Profile” to prevent double scoring.
  - ii. Continuous Learning. Points for “Documented Second language Training / Upgrading” were removed to prevent double scoring.
- (2) Employment /Experience.
- i. Employment Diversity. This section was revised to better recognize a broad range of employment experience.
  - ii. Other Employment. The scoring methodology was redefined to separate CCA priority A, B, C, and the CAF OP RECONSTITUTION positions as per the new directive.
  - iii. Operational Experience. The wording of this section was revised to better recognize operational experience.

11. These changes will take effect during the Fall 2024 boards for the 2025 promotion year. All members must understand these SCRIT changes to make informed career decisions and guide their subordinates or mentees effectively.

*Arte et Marte*

A.B. Lapointe  
Colonel  
Director RCEME

N.L. Barrett  
Chief Warrant Officer  
RCEME Corps SM

Annexes

Annex A - Selection Board Scoring Guide Capt/Maj effective September 2024  
Annex B - Selection Board Scoring Guide NCM effective September 2024

Distribution List (page 5)

Distribution List (via email only)

Action

RCEME Seniors Regional Representatives

Info

RCEME Council Members

RCEME Corps Staff Members

Annex A To 2184-1000-1 (DLEPS 3-4) Aug 24							
Eff: Aug 2024							
<b>RCEME Officer - Captain</b>							
CRITERIA		COMMENTS			Max Points		
PERFORMANCE							
Performance	PER	A performance assessment is a qualitative assessment of Section 4. This assessment includes the narrative and the AF within this section. When assessing a member's performance, boards will review all information available, including all past PERs and information resident within ESB, in order to make a subjective assessment upon the member's last PER.  Performance scores of PER in a previous rank and/or different occupation are to be reduced by exactly 50% when assessing the individual at the current rank and occupation. No reductions are to be applied if there is a component change within the same MOSID.  Assessment also includes any special awards (ie. MMM, CDS, CCA), performance on relevant course and any letters of commendation.	2021-22	Mastered	10-20	20	
				Exceed Standards	5-9		
				Skilled	1-4		
	PAR	Narratives in section 2, 4B, 4C must be considered to substantiate the score.  Performance Score shall not be influenced by the Potential assessment, PEB, and HLRR.  Assessment also includes any special awards (ie. MMM, CDS, CCA Commendations), performance on relevant course and any letters of commendation.  Performance scores of PARs in a previous rank and/or different occupation are to be reduced by exactly 50% when assessing the individual at the current rank and occupation. No reductions are to be applied if there is a component change within the same MOSID.  <i>Inclusive Behaviour Rating. Effectively demonstrates / Demonstrates / Engage in self-Reflection to incorporate inclusive behaviours +1 pt per PAR</i>	2022-23	Far Exceeds LE	18-19	20	
				Exceeds LE	16-17		
				Meets LE	13-15		
			2023-24	Partially Meets LE	10-12	20	
				Did Not Meet LE	0-9		
				Far Exceeds LE	18-19		
				Exceeds LE	16-17		
2023-24	Meets LE	13-15	20				
	Partially Meets LE	10-12					
2023-24	Did Not Meet LE	0-9	20				
<b>Performance Total</b>					<b>60</b>		
POTENTIAL							
Second Language Ability	Scored automatically IAW Selection Board Guidance Manual. Expired profile counts as X. Members who have completed formal second language training may be awarded +1 pt.	BAB	4	4			
		AAB	3				
		AAA	2				
		XXA	1				
		XXX	0				
<b>Second Language Ability Total</b>					<b>4</b>		
Leadership	PER	PER and PARs must be evaluated with an equivalent weight (1/3 = 4 pts) each.  Assessments should consider applicable occupation and leadership course reports when assessing overall leadership.  <u>Criteria:</u> - Command position completed - Complexity and level of challenge of jobs - Scope of responsibilities of jobs - Duration in Command (2 years is the "norm")  PER - Assessment must include Section 5 Potential Factors and the narratives contained in Section 5 and 6 of the PERs.  PAR - Assessments must include Section 3 Potential Outcome and the narratives contained in Section 2, 4B, 4C of the PAR.	2021-22	With Comd	Outstanding	4	4
				Without Comd	Above Average	3	
			2022-23	With Comd	Normal or Low	2	
				Without Comd	Outstanding	2	
			2023-24	With Comd	Above Average	1	
				Without Comd	Normal or Low	0	
	With Comd	Advanced		4	4		
	Without Comd	Prepared		3			
	With Comd	Lateral	2				
	Without Comd	Advanced	2				
2023-24	With Comd	Prepared	1	4			
	Without Comd	Emergent/Lateral	0				
	With Comd	Advanced	4				
	Without Comd	Prepared	3				
2023-24	With Comd	Emergent/Lateral	2	4			
	Without Comd	Advanced	2				
2023-24	With Comd	Prepared	1	4			
	Without Comd	Emergent/Lateral	0				
<b>Leadership Total</b>					<b>12</b>		
Education / Certification / Professional Development	Baccalaureate / Diploma	Baccalaureate (BSc/BEng/Math)	2	2			
		Baccalaureate (other)	1				
		Tech Diploma	1				
	Masters	Masters	2	3			
		Masters (other, 2nd) / PhD	1				
	Education / Certification	Army Technical Staff Officer Programme (ATSOP)	1	1			
		Continuous learning/self-improvement through education upgrading (towards Bacc or above mentioned Masters) while in current rank and in the reporting year, with transcripts or proof of completion (Bacc/Master course - 1 pt)	1				
	Military PD	Professional Certification (PEng, PMP, PMCD Lvl 1) - 1 pt each	2	3			
		EME/RCEME Advanced Officer Course (EAOC/RAOC)	1				
		Army Operations Course	1				
<b>Education / Professional Certification / Military Professional Development Total</b>					<b>7</b>		
Employment / Breadth of Experience	RCEME Officers must be capable and motivated to operate within the three RCEME fields of employment (Staff, Command and LEPM) at every rank. In cases where officers have occupied a position for less than one year, the board will assess whether or not to allocate points associated with that employment.						
	Command	Unit/Base Maint O, HQ&Sigs Tp Comd - 2 pts	4	11			
		PI Comd at land maint wkspt, Trg Establishment - 2 pts	4				
	LEPM	Any EMT, Project staff, DLR, DSR	3				
	Staff	Any staff appt	2				
	Key Staff Appointment	Unit Ops O or Adj; CAFTU/CAFTC; CADTC/CTC Trg Cadre (less jobs of a purely administrative nature); SO RCEME; Sp to PRes (RSS); Training Orgs of CACSC/CMTG/RMC/CMR/CF/Div TC; AdC/SO/EA to a Col or above <b>(Refer to attached High Impact position List)</b>	3				
	CAF OP RECONSTITUTION	CFRC and/or CFLRS (excluding CFRG) - at least 30 days 1-4 mos (1 pts) / 5-8 mos (2 pts) / 9-11 mos (3 pts) / 12 mos and more (4 pts)	4				
	Op Tour	Either Lt / Capt, at least 3 mos in TO at time of board) - DOMESTIC and/or EXPEDITIONARY Change in geographic location	1				
	Posting	Posted in geo-location that is in their SOL (NCR & RCEMES excluded)	2	3			
			1				
<b>Employment / Breadth of Experience Total</b>					<b>11</b>		
Promotion and employment recommendation	PER	PER and PARs must be evaluated with an equivalent weight (1/3 = 2 pts) each.  Assessments should be relative to the strength of the potential narrative.  <u>Criteria:</u> - numerical HLRR ranking within unit/formation/division, if applicable. - promotion/employment recommendations	2021-22	Highly recommended for promotion and comd appointment in next rank and beyond and/or ranked at L1, L2, or L3.	2	2	
				Recommended for promotion and for staff position in next rank and/or ranked in L4 (unit).	1		
				Recommended for promotion and for comd appointment in current rank.	1		
	PAR	PER - Assessment must be relative to the narratives contained in Section 6 of the PERs.  PAR - Assessments must be relative to the narratives contained in Section 3, 4B, 4C and HLRR results of the PAR.	2022-23	Employment recommendations - Comd appointment in next rank	1	2	
				Potential Outcome: Advanced - 2 pts Prepared - 1 pt	2		
				2023-24	Employment recommendations - Comd appointment in next rank		1
2023-24	Potential Outcome: Advanced - 2 pts Prepared - 1 pt	2	2				
<b>Promotion and Employment Total</b>					<b>6</b>		
<b>Potential Criteria Total</b>					<b>40</b>		
<b>Total</b>					<b>100</b>		



### RCCE Officer - Major

CRITERIA		COMMENTS			Max Points			
PERFORMANCE	PER	<p>A performance assessment is a qualitative assessment of Section 4. This assessment includes the narrative and the AF within this section. When assessing a member's performance, boards will review all information available, including all past PERs and information resident within ESB, in order to make a subjective assessment upon the member's last PER.</p> <p>Performance scores of PER in a previous rank and/or different occupation are to be reduced by exactly 50% when assessing the individual at the current rank and occupation. No reductions are to be applied if there is a component change within the same MOSID.</p>	2021-22	Mastered	10-20	20		
				Exceed Standards	5-9			
				Skilled	1-4			
	PAR	<p>Narratives in section 2, 4B, 4C must be considered to substantiate the score. Performance Score shall not be influenced by the Potential assessment, PEB, and HLRR.</p> <p>Assessment also includes any special awards (ie. MMM, CDS, CCA Commendations), performance on relevant course and any letters of commendation.</p> <p>Performance scores of PARs in a previous rank and/or different occupation are to be reduced by exactly 50% when assessing the individual at the current rank and occupation. No reductions are to be applied if there is a component change within the same MOSID.</p> <p><i>Inclusive Behaviour Rating: Effectively demonstrates / Demonstrates / Engage in self-Reflection to incorporate inclusive behaviours +1 pt per PAR</i></p>	2022-23	Far Exceeds LE	18-19	20		
				Exceeds LE	16-17			
				Meets LE	13-15			
			2023-24	Partially Meets LE	10-12	20		
				Did Not Meet LE	0-9			
				Far Exceeds LE	18-19			
	2023-24	Exceeds LE	16-17	20				
Meets LE		13-15						
Partially Meets LE		10-12						
2023-24	Did Not Meet LE	0-9	20					
	<b>Performance Total</b>			<b>60</b>				
	<b>POTENTIAL</b>							
Second Language Ability	<p>Scored automatically IAW Selection Board Guidance Manual. Expired profile counts as X. Members who have completed formal second language training will be awarded +1 pt.</p>		BBB	5	5			
			BAB	4				
			AAB	3				
			AAA	2				
			XXA	1				
			XXX	0				
<b>Second Language Ability Total</b>					<b>5</b>			
Leadership	PER	<p>PERs and PAR must be evaluated with an equivalent weight (1/3 = 4 pts) each. Assessments should consider applicable occupation and leadership course reports when assessing overall leadership.</p> <p><b>Criteria:</b></p> <ul style="list-style-type: none"> <li>- Command position completed</li> <li>- Complexity and level of challenge of jobs</li> <li>- Scope of responsibilities of jobs</li> <li>- Duration in Command (2 years is the "norm")</li> </ul>	2021-22	With Comd	Outstanding	4	4	
				With out Comd	Above Average	3		
					Normal or Low	2		
				With out Comd	Outstanding	2		4
					Above Average	1		
				With out Comd	Normal or Low	0		
	PAR	<p>PERs - Assessment must include Section 3 Potential Factors and the narratives contained in Section 5 and 6 of the PERs.</p> <p>PAR - Assessments must include Section 3 Potential Outcome and the narratives contained in Section 2, 4B, 4C of the PAR.</p> <p><b>**PAR 2022-23 ONLY with no potential outcome - Board members could award up to two points after reviewing the ratings across multiple BIs, but not greater than the score awarded to a Lateral potential in the respective category.**</b></p>	2022-23		With Comd	Advanced	4	4
				With out Comd	Prepared	3		
					Lateral	2		
				With out Comd	Advanced	2	4	
					Prepared	1		
				With out Comd	Emergent/Lateral	0		
2023-24	<p><b>**PAR 2022-23 ONLY with no potential outcome - Board members could award up to two points after reviewing the ratings across multiple BIs, but not greater than the score awarded to a Lateral potential in the respective category.**</b></p>	2023-24	With Comd		Advanced	4	4	
			With out Comd	Prepared	3			
				Emergent/Lateral	2			
			With out Comd	Advanced	2	4		
				Prepared	1			
			With out Comd	Emergent/Lateral	0			
<b>Leadership Total</b>					<b>12</b>			
Education / Certification / Professional Development	Masters	Masters	3	4				
		Masters (other, 2nd) / PhD	1					
	Education / Certification	Continuous learning/self-improvement through education upgrading (towards Bacc or above mentioned Masters) while in current rank and in the reporting year, with transcripts or proof of completion (1 pt per Bacc/Master course - up to 2 pts)	2	3				
		Professional Certification - PEng, PMP (1 pt ea.)	2					
		PMCD Lev 1 (not cumulative to higher lev)	1					
		PMCD Lev 2 (not cumulative to higher lev)	2					
Military PD	PMCD Lev 3	3						
	JCSP or equivalents completed (No points for EAOC/RAOC)	1	2					
ALOC	1							
<b>Education / Professional Certification / Military Professional Development Total</b>					<b>7</b>			
Employment / Breadth of Experience	RCCE Officers must be capable and motivated to operate within the three RCCE fields of employment (Staff, Command and LEPM) at every rank. In cases where officers have occupied a position for less than one year, the board will assess whether or not to allocate points associated with that employment.							
	Command	OC Fd Coy/FSG, OC Trg Coy, OC CDSB, OC Wing Wksp, OC TEMA Sqn, CFRG, OC Transition Center, C Prog WS or MCE (202 WD), CANSOFCOM CSS OC. Posns that are competed for between peers and/or are assigned by Succession.	4	10				
	LEPM	Any EMT, Project staff, DLR, DSR	2					
	Staff	Any staff appt	1					
	Key Staff Appointment	DLEPS 3-2, DCO, G3/G4 CMBGs/CBG HQs/Formations, CANSOFCOM J4 Ops, CA HQ G4 Ops 2, Career Mgr, out of trade positions that are selection based or backfilling of LCO positions (eg. EA to a BGen or above), Training Orgs of CACSC/RMC/CMR/CFR/CTC/CMTC/RCMES (Refer to attached High Impact position List)	3					
	CAF OP RECONSTITUTION	CFRC and/or CFLRS (excluding CFRG) - at least 30 days 1-4 mos (1 pt) / 5-8 mos (2 pts) / 9-11 mos (3 pts) / 12 mos and more (4 pts)	4					
	Op Tour	At least 3 mos in TO at time of board - DOMESTIC and/or EXPEDITIONARY	1					
	Posting	Change in geographic location	2		3			
		Posted in geo-location that is in their SOL (NCR & RCMES excluded)	1					
		Occupation Advisor	1					
<b>Employment / Breadth of Experience Total</b>					<b>10</b>			
Promotion and employment recommendation	PER	<p>PERs and PAR must be evaluated with an equivalent weight (1/3 = 2 pts) each. Assessments should be relative to the strength of the potential narrative.</p> <p><b>Criteria:</b></p> <ul style="list-style-type: none"> <li>- numerical HLRR ranking within unit/formation/division, if applicable.</li> <li>- promotion/employment recommendations</li> </ul>	2021-22	Highly recommended for promotion and comd appointment in next rank and beyond and/or ranked at L1, L2, or L3.	2	2		
				Recommended for promotion and for staff position in next rank and/or ranked in L4 (with)	1			
				Recommended for promotion and for comd appointment in current rank.	1			
	PAR	<p>PERs - Assessment must be relative to the narratives contained in Section 6 of the PERs.</p> <p>PAR - Assessments must be relative to the narratives contained in Section 3, 4B, 4C and HLRR results of the PAR.</p>	2022-23	Employment recommendations - Comd appointment in next rank	1	2		
				Potential Outcome: Advanced - 2 pts	2			
				Prepared - 1 pt	1			
2023-24	<p>Employment recommendations - Comd appointment in next rank</p> <p>Potential Outcome: Advanced - 2 pts</p> <p>Prepared - 1 pt</p>	2023-24	Employment recommendations - Comd appointment in next rank	1	2			
			Potential Outcome: Advanced - 2 pts	2				
			Prepared - 1 pt	1				
<b>Promotion and Employment Total</b>					<b>6</b>			
<b>Potential Criteria Total</b>					<b>40</b>			
<b>Total</b>					<b>100</b>			

Capt	
High Impact	Medium Impact
Ops O	Maint O
Adjt	Bn/Fmn/Div Staff
Fmn G4 Ops/Plans	PI Comd
EA/ADC to Col and above	OIC TSC
RCEME School Staff	EMT/PMO posns
Maj Posn as AWSE (min 3 months)	CFRC MCC
	CADTC HQ Staff (CTC, CMTC)
	SO RCEME
	RMC/CMR/CFLRS/CACSC/CFC Staff
	CDTC Staff
	Maint and Admin Coy 2IC

Maj	
High Impact	Medium Impact
DLEPS 3-2	CADTC HQ Staff (CTC, CMTC)
DLEPS 3-5	EMT/PMO posns (incl OUTCAN)
DCO	OCs
D Mil C 3-2	Bn/Fmn/Div Staff
EA/SO to BGen and above	OUTCAN LOs
Fmn G4/G3	RCEME School CI
CANSOFCOM J4 Ops	CFRG/CFRC
CA HQ G4 Ops 2	RMC/CMR/CFLRS/CACSC/CFC Staff
LCol Posn as AWSE (min 3 months)	CAFTU/CAFTG Staff
	DLR/DSR
	CA G4 Maint





All RCEME NCM Occupations - Cpl

CRITERIA		COMMENTS			Max Points		
PERFORMANCE	PAR/PER - last 3 years	PERs	A performance assessment is a qualitative assessment of Section 4. This assessment includes the narrative and the AF within this section.  Performance scores for PER in a previous rank, including different occupation, are to be reduced 50% when assessing at current rank / occupation. No reductions are to be applied to performance scores from PER in the same rank within a different component (i.e., P Res) as long as no occupation change has occurred.  Performance scores may also consider course reports / letters of commendation. Performance scores shall not be influenced by potential assessments or rankings.	2021-22	Mastered	15-20 pts	20
				2021-22	Exceed Standards	10-14 pts	
				2021-22	Skilled	5-9 pts	
		2021-22	Developing	1-4 pts			
		2022-23	Far Exceeds LE	18-19 pts			
		2022-23	Exceeds LE	16-17 pts			
		2022-23	Meets LE	13-15 pts			
		2022-23	Partially Meets LE	10-12 pts			
		2022-23	Does Not Meet LE	0-9 pts			
	2023-24	Far Exceeds LE	18-19 pts	20			
2023-24	Exceeds LE	16-17 pts					
2023-24	Meets LE	13-15 pts					
2023-24	Partially Meets LE	10-12 pts					
2023-24	Does Not Meet LE	0-9 pts					
<b>Performance - Total</b>					<b>60</b>		
POTENTIAL	Language Profile	Second Language Ability	Scored automatically IAW SBGM R/W/O  1 additional pt can be allocated to mbrs who demonstrate effort to improve their SOL through formal, informal, or other means, that is captured in the PER/PAR or HRMS for the last reporting period. The score cannot exceed the maximum points.	AAA	2	2	
				XXA	1		
	XXX	0					
	<b>Second Language Ability Total</b>					<b>2</b>	
	Leadership	Successful completion of PLQ or equivalent				1	12
		PER Leadership Potential Factor	Leadership Potential Factor maximum 2 pts (in current rank) Supported in narrative.	2021-22	Outstanding	2	
				2021-22	Above Average	1	
		2021-22	Normal	0			
		PER Remainder of Pfs	Includes Communication Skills, Planning and Organization Skills, Administration, and Dedication *This assessment should also reflect the board members' overall qualitative assessment of potential based on the narratives contained in Section 5 of the PER.	2021-22		2	
				2022-23	Advanced	4	
PAR Potential Outcome	Potential Outcome from PEB  <b>Maximum of 2 pts for PARs not seen at a PEB based on holistic assessment of BIs (Competency Ratings - Sect 6)</b>  Potential Outcome from PEB	2022-23	Prepared	3			
		2022-23	Emergent	2			
		2022-23	Lateral	1			
		2023-24	Advanced	4			
2023-24	Prepared	3					
2023-24	Emergent	2					
2023-24	Lateral	1					
<b>Leadership Total</b>					<b>12</b>		
Professional Development	Education/Succession Management Learning	NCMPD Program completed (General Arts and Science - 1 yr, or Military Arts and Science) or Official member of a Defence Advisory Group  Technician/Technologist Diploma, CWB Cert, Community College / CEPEP or DEP/DIP (Min 1 year duration program)  University degree completed	2	4	8		
			2				
	Continuous Learning	Formal education upgrading while in current rank = 1pt /course **No double scoring WRT completed programs**  Successful completion of DND, CAF, Allied or civilian courses focused on leadership, management, planning, project management, or trades/craft, at least two weeks long. Must have been completed in current rank - 1 pt per course	2	4			
			2				
Self-Development (MOSID related)	DP1.1 (in present MOSID) - 1 pt for Top 3 DP2 (in present MOSID) - 1 pt for Top 3	2					
<b>Professional Development Total</b>					<b>8</b>		
Employment/Experience	<b>24 months is the norm for employment in a different discipline to award points 12 months should be considered for all points, if the position change resulted from an institutional requirement</b>						
	Employment Diversity (MOSID)	(current)	Direct Maintenance Position - 1st line deployable unit (includes CFJSR, 1 Cdn Div HQ, *Maint Bn of a Svc Bn)	2	7		
			Direct Maintenance Position - 2nd line deployable unit (Svc Bn)	2			
			Direct Maintenance Position - 3rd line maintenance (202 WD)	2			
			Direct Maintenance Positions - Static wkup (CDSB, Tech Svc, Base Maint, 25 CFSD, 3 CSU, 7 CFSD, RCAF, RCN, TEME, Div TC, AEFC, TSS, P Res Svc Bn)	2			
			Direct Maintenance Position - CANSOFCOM, JTFX	2			
	Operational experience	Mission / deployment / taskings (Ex: SIVs, SAVs, TAVs, shortened tours/deployments, ships, theatre opening/closing, named international exchanges, named domestic ops). Cumulative time breakdown is: 1 pt for 2-5 mths; 2 pts for 5 mths or more. Additional mission: 1 pt for 5 mths, up to the maximum points. Assessed in current MOSID. Mission in previous MOSID: max 1 pt	4				
CFLRS & CFRC posns (in rank)	24 months in rank within CFLRS, or within the same CFRC, will be the norm for the award of all points - 1-11 mos (1 pt) / 12-23 mos (2 pts) / 24 mos and more (3 pts)	3					
Posting (in rank)	Change in geographic location (does not include off-BL posting)  Posted in geo-location that is in their SOL (NCR RCEMEs excluded)	2 1	3				
Appointment	Boards can allocate 1 x point when member fills an appt at a higher rank, such as AWSE (cut-off line is beginning of Selection Boards) (3+ months continuously)	1					
<b>Employment/Experience Total</b>					<b>12</b>		
Promotion Recommendation	PERs	Using PER and PARs in current rank across 3 reporting periods based on potential and promotion/employment recommendations:  PER - 1 pt immediate PER  PAR - 1 pt each PAR for three of five Meta-competencies rated as Consistently - Meta-Competencies located in Sect 5 of the PAR, or Section 2 / RO comments including suitability for employment at the next rank.  1 additional pt / PER or PAR (max 3 pts): PER - Succession or talent mentioned in Sect 6 narrative PAR - Relative to the narratives and Potential Outcome found in priority, Sect 3, 4, and 2.	2021-22	Immediate PER	1	6	
			2021-22	Succession or talent mentioned in Sect 6	1		
			2022-23	3/5 Meta-competencies rated Consistently - gr, Section 2 / RO comments	1		
			2022-23	Relative to the narratives and Potential Outcome found in priority, Sect 3, 4, and 2.	1		
			2023-24	3/5 Meta-competencies rated Consistently - gr, Section 2 / RO comments	1		
2023-24	Relative to the narratives and Potential Outcome found in priority, Sect 3, 4, and 2.	1					
<b>Promotion Recommendation Total</b>					<b>6</b>		
<b>Potential - Total</b>					<b>60</b>		
<b>TOTAL</b>					<b>100</b>		

CRITERIA		COMMENTS		Max Points				
PERFORMANCE	PA/PER - last 3 years	PERs	A performance assessment is a qualitative assessment of Section 4. This assessment includes the narrative and the AF within this section.  Performance scores for PER in a <u>previous</u> rank, including different occupation, are to be reduced 50% when assessing at current rank / occupation. No reductions are to be applied to performance scores from PER in the <u>same</u> rank within a different component (i.e., P Res) as long as no occupation change has occurred.  Performance scores may also consider course reports / letters of commendation. Performance scores shall not be influenced by potential assessments or rankings.	2021-22	Mastered	15-20 pts	20	
				Exceed Standards	10-14 pts			
				Skilled	5-9 pts			
		PAR	A performance assessment is a qualitative assessment of Section 2, 4B, and 4C. This assessment includes the narrative within these sections.  Performance scores for PARs in a <u>previous</u> rank, including different occupation, are to be reduced 50% when assessing at current rank / occupation. No reductions are to be applied to performance scores from PARs in the <u>same</u> rank within a different component (i.e., P Res) as long as no occupation change has occurred.  Performance scores may also consider course reports / letters of commendation. Performance scores shall not be influenced by potential assessments or rankings.  <b>Inclusive Behaviour Rating:</b> Effectively demonstrates IB +1 pt Engage in self-reflection +1 pt	2022-23	Far Exceeds LE	18-19 pts	20	
					Exceeds LE	16-17 pts		
					Meets LE	13-15 pts		
					Partially Meets LE	10-12 pts		
		PAR	A performance assessment is a qualitative assessment of Section 2, 4B, and 4C. This assessment includes the narrative within these sections.  Performance scores for PARs in a <u>previous</u> rank, including different occupation, are to be reduced 50% when assessing at current rank / occupation. No reductions are to be applied to performance scores from PARs in the <u>same</u> rank within a different component (i.e., P Res) as long as no occupation change has occurred.  Performance scores may also consider course reports / letters of commendation. Performance scores shall not be influenced by potential assessments or rankings.  <b>Inclusive Behaviour Rating:</b> Effectively demonstrates IB +1 pt Demonstrates IB +1 pt	2023-24	Far Exceeds LE	18-19 pts	20	
					Exceeds LE	16-17 pts		
	Meets LE				13-15 pts			
Partially Meets LE	10-12 pts							
<b>Performance - Total</b>				<b>60</b>				
POTENTIAL	Language Profits	Second Language Ability	Scored automatically IAW SBGM R/W/O  1 additional pt can be allocated to mbrs who demonstrate effort to improve their SOL through formal, informal, or other means, that is captured in the PER or HRMS for the last reporting period. The score cannot exceed the maximum points.	AAB	3	3		
				AAA	2			
				XXA	1			
				XXX	0			
				<b>Second Language Ability Total</b>			<b>2</b>	
	Leadership	Successful completion of PLQ or equivalent	PER Leadership Potential Factor	Leadership Potential Factor maximum 2 pts (in current rank) Supported in narrative.	2021-22	Outstanding	2	12
					Above Average	1		
		PER Remainder of PFs	Includes Communication Skills, Planning and Organization Skills, Administration, and Dedication - This assessment should also reflect the board members' overall qualitative assessment of potential based on the narratives contained in Section 5 of the PER.	2022-23	Advanced	4		
					Prepared	3		
					Emergent	2		
PAR Potential Outcome	Potential Outcome from PEB  <b>Maximum of 2 pts for PARs not seen at a PEB based on holistic assessment of BRs (Competency Ratings - Sect 6)</b>  Potential Outcome from PEB	2023-24	Lateral	1				
			Advanced	4				
<b>Leadership Total</b>		<b>12</b>						
Professional Development	Education/Succession Management Learning	NCMPD Program completed (General Arts and Science - 1 yr, or Military Arts and Science) or Official member of a Defence Advisory Group	2	3	7			
						Technician/Technologist Diploma, CWB Cert, Community College / CEGEP or DEP/DIP (Min 1 year duration program)		
	University degree completed	3						
Continuous Learning	Formal education upgrading while in current rank - 2 pts ** Accredited, Pertinent, Related to CAF/RCME - No double scoring WRT completed programs**	2	7					
<b>Professional Development Total</b>		<b>7</b>						
Employment/Experience	<b>24 months is the norm for employment in a different discipline to award points 12 months should be considered for all points, if the position change resulted from an institutional requirement</b>							
	Employment Diversity (current MOSID)	Direct Maintenance Position - 1st line deployable unit (includes CFJSR, 1 Cdn Div HQ, "Maint Pl of a Svc Bn)	2	2	2	6		
							Direct Maintenance Position - 2nd line deployable unit (Svc Bn)	
							Direct Maintenance Position - 3rd line maintenance (202 WD)	
							Direct Maintenance Positions - Static wskp (CDSB, Tech Svc, Base Maint, 25 CFSD, 3 CSU, 7 CFSD, RCAF, RCN, TEME, Div TC, AEFC, TSS, P Res Svc Bn)	
							Direct Maintenance Position - CANSOFCOM, JTFX	
	Operational experience (current MOSID)	Mission / deployment / tasks (Ex: SVs, SAVs, TAVs, shortened tours/deployments, ships, theatre opening/closing, named international exchanges, named domestic ops). Cumulative time breakdown is: 1 pt for 2-5 mths; 2 pts for 5 mths or more. Additional mission: 1 pt for 5 mths, up to the maximum points. Assessed in current MOSID.	4	3	1	4		
							Other Employment	
	Additional point for CCA Pri A & B poss (in rank)	Additional point for all CCA Pri A & B positions - CANSOFCOM, CFJSR, 3CSU, JTFX, 1st CDN DIV (DART), RCNEMES, JTF N, P Res Svc Bn	1	1	1	4		
							CFLRS & CFRC poss (in rank)	
Posting (in rank)	24 months in rank within CFLRS, or within the same CFRC, will be the norm for the award of all points - 1-5 mos (1 pt) / 6-11 mos (2 pts) / 12-23 mos (3 pts) / 24 mos and more (4 pts)	2	1	3	4			
						Change in geographic location		
Appointment	Boards can allocate 1 x point when member fills an appt at a higher rank, such as AWSE (out-of line is beginning of Selection Boards) (3+ months continuously)	1	1	1	1			
						Posted in geo-location that is in their SOL (NCR & RCNEMES excluded)		
<b>Employment/Experience Total</b>		<b>12</b>						
Promotion Recommendation	PERs	Using PER and PARs in current rank across 3 reporting periods based on potential and promotion/employment recommendations:  PER - 1 pt immediate PER  PAR - 1 pt each PAR for three of five Meta-competencies rated as Consistently or Meta-Competencies located in Sect 5 of the PAR, or Section 2 / RO comments including suitability for employment at the next rank.  1 additional pt / PER or PAR (max 3 pts): PER - Succession or talent mentioned in Sect 6 narrative PAR - Relative to the narratives and Potential Outcome found in priority, Sect 3.4, and 2.	2021-22	Immediate PER	1	6		
				Succession or talent mentioned in Sect 6	1			
				3/5 Meta-competencies rated Consistently or Section 2 / RO comments	1			
				Relative to the narratives and Potential Outcome found in priority, Sect 3.4, and 2	1			
				3/5 Meta-competencies rated Consistently or Section 2 / RO comments	1			
PAR	Relative to the narratives and Potential Outcome found in priority, Sect 3.4, and 2	1	1	1	1			
						3/5 Meta-competencies rated Consistently or Section 2 / RO comments		
<b>Promotion Recommendation Total</b>		<b>6</b>						
<b>Performance - Total</b>		<b>60</b>						
<b>POTENTIAL - Total</b>		<b>40</b>						
<b>TOTAL</b>		<b>100</b>						

CRITERIA		COMMENTS		Max Points			
PERFORMANCE	PAR/PER - last 3 years	PERs	A performance assessment is a qualitative assessment of Section 4. This assessment includes the narrative and the AF within this section.  Performance scores for PER in a previous rank, including different occupation, are to be reduced 50% when assessing at current rank / occupation. No reductions are to be applied to performance scores from PER in the same rank within a different component (i.e., P Res) as long as no occupation change has occurred.  Performance scores may also consider course reports / letters of commendation. Performance scores shall not be influenced by potential assessments or rankings.	2021-22	Mastered 15-20 pts	20	
				Exceed Standards 10-14 pts			
				Skilled 5-9 pts			
		PAR	A performance assessment is a qualitative assessment of Section 2, 4B, and 4C. This assessment includes the narrative within these sections.  Performance scores for PARs in a previous rank, including different occupation, are to be reduced 50% when assessing at current rank / occupation. No reductions are to be applied to performance scores from PARs in the same rank within a different component (i.e., P Res) as long as no occupation change has occurred.  Performance scores may also consider course reports / letters of commendation. Performance scores shall not be influenced by potential assessments or rankings.  <b>Inclusive Behaviour Rating:</b> Effectively demonstrates IB +1 pt Engage in self-reflection +1 pt	2022-23	Far Exceeds LE 18-19 pts	20	
				Exceeds LE 16-17 pts			
				Meets LE 13-15 pts			
				Partially Meets LE 10-12 pts			
		PAR	A performance assessment is a qualitative assessment of Section 2, 4B, and 4C. This assessment includes the narrative within these sections.  Performance scores for PARs in a previous rank, including different occupation, are to be reduced 50% when assessing at current rank / occupation. No reductions are to be applied to performance scores from PARs in the same rank within a different component (i.e., P Res) as long as no occupation change has occurred.  Performance scores may also consider course reports / letters of commendation. Performance scores shall not be influenced by potential assessments or rankings.  <b>Inclusive Behaviour Rating:</b> Effectively demonstrates IB +1 pt Demonstrates IB +1 pt	2023-24	Far Exceeds LE 18-19 pts	20	
				Exceeds LE 16-17 pts			
	<b>Performance - Total</b>				<b>60</b>		
	POTENTIAL	Language Profile	Second Language Ability	1 additional pt can be allocated to members who demonstrate effort to improve their SOL through formal, informal, or other means, that is captured in the PER or HRMS for the last reporting period. The score cannot exceed the maximum points.	BAB	4	4
					AAB	3	
AAA					2		
XXA					1		
XXX					0		
<b>Second Language Ability Total</b>				<b>2</b>			
Leadership		Successful completion of ILP or equivalent	Leadership Potential Factor maximum 2 pts (in current rank) Supported in narrative.	2021-22	Outstanding 2	2	
				Above Average 1			
		PER Remainder of PFs	Includes Communication Skills, Planning and Organization Skills, Administration, and Dedication - This assessment should also reflect the board members' overall qualitative assessment of potential based on the narratives contained in Section 5 of the PER.			2	
				PAR Potential Outcome	Potential Outcome from PEB <b>Maximum of 2 pts for PARs not seen at a PEB based on holistic assessment of BIs (Competency Ratings - Sect 6)</b>  Potential Outcome from PEB	2022-23	Advanced 4
		2023-24	Prepared 3				
<b>Leadership Total</b>				<b>12</b>			
Professional Development	Education/Succession Management Learning	NCMPD Program completed (General Arts and Science - 1 yr, or Military Arts and Science) or Official member of a Defence Advisory Group  Technician/Technologist Diploma, CWB Cert, Community College / CEGEP or DEP/DIP (Min 1 year duration program)  University degree completed	2	3	6		
			2	3			
	Continuous Learning	Formal education upgrading while in current rank - 2 pts **Accredited, Permitted, Related to CAF/RCME - No double scoring WRT completed programs**			2		
<b>Professional Development Total</b>				<b>7</b>			
Employment Experience	Employment Experience	<b>24 months is the norm for employment in a different discipline to award points</b>					
		<b>12 months should be considered for all points, if the position change resulted from an institutional requirement</b>					
		Employment Diversity (in rank)	Direct Maintenance Position - 1st line deployable unit (includes CFJSR, 1 Com Div HQ, **Maint Pt of a Svc Bn)	2		6	
				2			
				2			
				2			
				2			
		Operational experience (current MOSID)	Mission / deployment / taskings (Ex: SIVs, SAVs, TAVs, shortened tours/deployments, ships, theatre opening/closing, named international exchanges, named domestic ops). Cumulative time breakdown in current rank is: 1 pt for 2-5 mths; 2 pts for 5 mths or more. Mission in previous rank within the same MOSID: 1 pt for 5 mths, up to a maximum of 2 pts	3			
				3			
		Other Employment (in rank)	Tig Staff - RCEMES, Training Support Center (OJT), CADTC, CTC  Technical Staff - ADM MAT, DGLPEM  Misc Staff - CFSAT, CFD, Transition Center Staff  Key unit post - Control Office, Contracts, Operation / Training NCO (must be completed following a supervision/production employment in rank)	2			
				2			
				1			
Additional point for CCA Pri A & B posns (in rank)	Additional point for all CCA Pri A & B positions - CANSOFCOM, CFJSR, 3CSU, JTFX, CFJOSG, 1st GDN DIV (DART), RCEMES, JTF N, P Res Svc Bn	1					
CFLRS & CFRC posns (in rank)	24 months in rank within CFLRS, or within the same CFRC, will be the norm for the award of all points - 1-5 mos (1 pt) / 6-11 mos (2 pts) / 12-23 mos (3 pts) / 24 mos and more (4 pts)	4					
Posting (in rank)	Change in geographic location	2					
		3					
Appointment	Boards can allocate 1 x point when member fills an appl at a higher rank, such as AWSE (out-of line is beginning of Selection Boards) (3+ months continuously)	1					
<b>Employment/Experience Total</b>				<b>12</b>			
Promotion Recommendation	PERs	Using PER and PARs in current rank across 3 reporting periods based on potential and promotion/employment recommendations:  PER - 1 pt immediate PER  PAR - 1 pt each PAR for three of five Meta-competencies rated as Consistently - Meta-Competencies located in Sect 5 of the PAR, or Section 2 / RO comments including suitability for employment at the next rank.  1 additional pt / PER or PAR (max 3 pts): PER - Succession or talent mentioned in Sect 6 narrative PAR - Relative to the narratives and Potential Outcome found in priority, Sect 3, 4, and 2.	2021-22	Immediate PER 1	6		
			2022-23	Succession or talent mentioned in Sect 6 1			
			2022-23	3/5 Meta-competencies rated Consistently, or Section 2 / RO comments Relative to the narratives and Potential Outcome found in priority, Sect 3, 4, and 2. 1			
			2023-24	3/5 Meta-competencies rated Consistently, or Section 2 / RO comments Relative to the narratives and Potential Outcome found in priority, Sect 3, 4, and 2. 1			
			2023-24	3/5 Meta-competencies rated Consistently, or Section 2 / RO comments Relative to the narratives and Potential Outcome found in priority, Sect 3, 4, and 2. 1			
<b>Promotion Recommendation Total</b>				<b>6</b>			
<b>Potential - Total</b>				<b>60</b>			
<b>TOTAL</b>				<b>100</b>			

CRITERIA		COMMENTS		Max Points		
PERFORMANCE	PAR/PER - last 3 years	PERs	A performance assessment is a qualitative assessment of Section 4. This assessment includes the narrative and the AF within this section.  Performance scores for PER in a <u>previous</u> rank, including different occupation, are to be reduced 50% when assessing at current rank / occupation. No reductions are to be applied to performance scores from PER in the <u>same</u> rank within a different component (i.e., P Res) as long as no occupation change has occurred.  Performance scores may also consider course reports / letters of commendation. Performance scores shall not be influenced by potential assessments or rankings.	2021-22	Mastered 15-20 pts	20
			Exceed Standards 10-14 pts			
			Skilled 5-9 pts			
		PAR	A performance assessment is a qualitative assessment of Section 2, 4B, and 4C. This assessment includes the narrative within these sections.  Performance scores for PARs in a <u>previous</u> rank, including different occupation, are to be reduced 50% when assessing at current rank / occupation. No reductions are to be applied to performance scores from PARs in the <u>same</u> rank within a different component (i.e., P Res) as long as no occupation change has occurred.  Performance scores may also consider course reports / letters of commendation. Performance scores shall not be influenced by potential assessments or rankings. <b>Inclusive Behaviour Rating:</b> Effectively demonstrates IB +1 pt Engage in self-reflection +1 pt	2022-23	Far Exceeds LE 18-19 pts	20
			Exceeds LE 16-17 pts			
			Meets LE 13-15 pts			
		PAR	A performance assessment is a qualitative assessment of Section 2, 4B, and 4C. This assessment includes the narrative within these sections.  Performance scores for PARs in a <u>previous</u> rank, including different occupation, are to be reduced 50% when assessing at current rank / occupation. No reductions are to be applied to performance scores from PARs in the <u>same</u> rank within a different component (i.e., P Res) as long as no occupation change has occurred.  Performance scores may also consider course reports / letters of commendation. Performance scores shall not be influenced by potential assessments or rankings. <b>Inclusive Behaviour Rating:</b> Effectively demonstrates IB +1 pt Demonstrates IB +1 pt	2023-24	Far Exceeds LE 18-19 pts	20
			Exceeds LE 16-17 pts			
			Meets LE 13-15 pts			
	<b>Performance - Total</b>					<b>60</b>
POTENTIAL	Language Proficiency	Second Language Ability	Scored automatically IAW SBGM R/W/O	BAB 4	4	
			1 additional pt can be allocated to mbrs who demonstrate effort to improve their SOL through formal, informal, or other means, that is captured in the PER or HRMS for the last reporting period. The score cannot exceed the maximum points.	AAB 3		
		AAA 2				
		XXA 1				
		XXX 0				
	<b>Second Language Ability Total</b>					<b>4</b>
	Leadership	Successful completion of ALP or equivalent	PER Leadership Potential Factor Leadership Potential Factor maximum 2 pts (in current rank) Supported in narrative.	2021-22	Outstanding 2	12
				Above Average 1		
		PER Remainder of PFs	Includes Communication Skills, Planning and Organization Skills, Administration, and Dedication - This assessment should also reflect the board members overall qualitative assessment of potential based on the narratives contained in Section 5 of the PER.	2022-23	Normal 0	
				Advanced 4		
PAR Potential Outcome		Potential Outcome from PEB <b>Maximum of 2 pts for PARs not seen at a PEB based on holistic assessment of BIs (Competency Ratings - Sect 6)</b>  Potential Outcome from PEB	2023-24	Prepared 3		
			Emergent 2			
<b>Leadership Total</b>					<b>12</b>	
Professional Development	Education/Succession Management Learning	NCMPD Program completed (General Arts and Science - 1 yr, or Military Arts and Science) <u>gr</u>	2	6		
		Official member of a Defence Advisory Group	2			
	Technician/Technologist Diploma, CWB Cert, Community College / CEGEP or DEP/DIP (Accredited, Pertinent, Related to CAF/RCEME)	3				
Continuous Learning	Formal education upgrading while in current rank - 2 pts <b>** Accredited, Pertinent, Related to CAF/RCEME - No double scoring WRT completed programs**</b>	2				
<b>Professional Development Total</b>					<b>6</b>	
Employment/Experience	<b>24 months is the norm for employment in a different discipline to award points</b> <b>12 months should be considered for all points, if the position change resulted from an institutional requirement</b>					
	Employment Diversity (across career)	Recognize increasing importance of experience in a broad range of employments, as well as understanding and employment of military and organizational environments. Consider breadth of experience, both inside and outside hard occupation requirements during career, to include other geographical postings, (CA, RCAF, RCN, P Res suppt, CJOC, CANSOFCOM, RCMES, OUTCAN, CFLRS, etc.)	4	12		
	Operational experience (across career)	Mission / deployment / tasks (Ex: SIVs, SAVs, TAVs, shortened tours/deployments, ships, theatre opening/closing, named international exchanges, named domestic ops). Cumulative time breakdown is: 1 pt for 2-5 mths; 2 pts for 5 mths or more. Assessed across career.	2			
	CCA Pri A & B posns (in rank)	DGMC, AFCC, CANSOFCOM, CFJSR, 3 CSU, JTFX, CFJOSG, 1st CDN DIV (DART), CJOC, JTF N, NT OG, CADTC, CTC, CMT/C, Div TC, P Res Svc Bn, Transition Units/Centers, QAWC, DGLEPM, DCMPTD, QETIE - 2 pts each	4			
	CCA Pri C (in rank)	Trg Establishment - RCMES, RMC, CMRC, CFC, PSTC - 3 pts	2			
	Other Employment	All Pri C posns - 1 pt each	1			
	CFLRS & CFRG posns (in rank)	Ops, Con O, Trg NCO (must be completed following a supervision/production employment in rank)	4			
	Posting (in rank)	24 months in rank within CFLRS, or within the same CFRG, will be the norm for the award of all points - 1-5 mos (1 pt) / 6-11 mos (2 pts) / 12-23 mos (3 pts) / 24 mos and more (4 pts)	2			
	Appointment	Change in geographic location	1			
		Posted in geo-location that is in their SOL (NCR & RCMES excluded)	3			
	Boards can allocate 1 x point when member fills an app't at a higher rank, such as AWSE (cut-off line is beginning of Selection Boards) (3+ months continuously)	1				
<b>Employment/Experience Total</b>					<b>12</b>	
Promotion Recommendation	PERs	Using PER and PARs in current rank across 3 reporting periods based on potential and promotion/employment recommendations: <b>PER - 1 pt immediate PER</b> <b>PAR - 1 pt each PAR for three of five Meta-competencies rated as Consistently - Meta-Competencies located in Sect 5 of the PAR, or Section 2 / RO comments including suitability for employment at the next rank.</b> <b>1 additional pt / PER or PAR (max 3 pts):</b> <b>PER - Succession or talent mentioned in Sect 6 narrative</b> <b>PAR - Relative to the narratives and Potential Outcome found in priority, Sect 3, 4, and 2.</b>	2021-22	Immediate PER 1	6	
			Succession or talent mentioned in Sect 6 1			
			2022-23	3/5 Meta-competencies rated Consistently, or Section 2 / RO comments 1		
			Relative to the narratives and Potential Outcome found in priority, Sect 3, 4, and 2. 1			
			2023-24	3/5 Meta-competencies rated Consistently, or Section 2 / RO comments 1		
	Relative to the narratives and Potential Outcome found in priority, Sect 3, 4, and 2. 1					
<b>Promotion Recommendation Total</b>					<b>6</b>	
<b>Potential - Total</b>					<b>40</b>	
<b>TOTAL</b>					<b>100</b>	

PERFORMANCE		00388 LEET MWO				
PERFORMANCE	PAR/PER - last 3 years	2023 - 2024	Performance scores for PERs or PARs in a <u>previous</u> rank, including different occupation, are to be reduced 50% when assessing at current rank / occupation. No reductions are to be applied to performance scores from PERs or PARs in the <u>same</u> rank within a different component (i.e., P Res) as long as no occupation change has occurred. Performance scores may also consider course reports / letters of commendation. Performance scores shall not be influenced by potential assessments or rankings.	20		
		2022 - 2023		20		
		2021 - 2022		20		
		PER M = 15 to 20 ES = 10 to 14 S = 5 to 9 D = 1 to 4				
		PARs FELE = 17 to 19 ELE = 15 to 16 MLE = 12 to 14 PMLE = 9 to 11 DNMLE = 0 to 8 *Inclusive Behaviour Rating (IBR) (Max 1 pt) 1 pt - Effectively demonstrates inclusive behaviours in daily work 1 pt - Engage in self-reflection to help incorporate more inclusive behaviours in your daily work 0 pts - Behaviours do not promote an inclusive, psychologically safe work environment. Further education and training required				
Based on Performance on section 4 of the PER and Section 2, 4B and 4C of the PAR - TOTAL:				60		
POTENTIAL	Language Profile	Second Language Ability 5 pt maximum	Scored automatically IAW SBGM R/W/O: B/B/B 5 pts; B/A/B 4 pts; A/A/B 3 pts; A/A/A 2 pts; -/-/A 1 pt; or -/-/- 0 pt.  1 additional pt can be allocated to mbrs who demonstrate effort to improve their SOL through formal, informal, or other means, that is captured in the PER or HRMS for last reporting period. The score cannot exceed maximum points.	5		
		2 Pts - Successful completion of SLP or equivalent 1 Pt - Successful completion of SLP Distance Learning in current reporting period Max 2 pts		2		
	Leadership (3 reporting period)	PER Leadership Potential Factor max 2 pts	Leadership Potential Factor maximum 2 pts per PER (in current rank) supported in narrative. (PER O=2 pts, AA=1 pt, N=0)			
		PER Communication Skills max 1 pt	1 pt per PER - Outstanding rating Score must be supported in Section 5			
		PER Dedication max 1 pt	Dedication - Supported by Section 5 score and narrative for the pt Could consider additional activities above and beyond to include voluntary secondary duties and community involvement Outstanding rating = 1 pt per PER	12		
		PAR Potential Outcome max 4 pts	Maximum of 4 pts per PAR based on Potential Meta-Competency rating Advanced: 4 pts Prepared: 3 pts Emergent: 2 pts Lateral: 1 point <b>Maximum of 2 pts for PARs not seen at a PEB based on holistic assessment of BIs</b>			
	Professional Development	Education/Succession Management Learning max 3 pts	Defence Security Certificate - 1 pt ; College Diploma or CEGEP - 1 pt; University Certificate (equivalent of one year university or 10 credits such as RMC's certificate in management or the CMLM) - 1 pt OIPEP (completion) - 1 pt NEPDP (completion) - 1 pt OPME program (completed) - 1 pt University Degree (undergraduate/BMAsc/Masters) - 2 pts <b>All above cumulative, up to maximum of 3 pts</b>	6		
		Continuous Learning max 3 pt	Formal education upgrading while in current rank = 1pt/course Foreign language with certificate – current = 1 pt successful completion of DND, CAF, Allied or civilian courses focused on leadership, management, planning, project management, or tradecraft, at least two weeks long. Must have been completed in current rank – 1 pt per course <b>All above cumulative, up to maximum of 3</b>			
	Employment/Experience	Employment Diversity - max 3 pt	Recognize increasing importance of experience in a broad range of employments, as well as understanding and development of military and organizational environments. Consider breadth of experience, both inside and outside hard occupation requirements during career, to include OUTCAN and other geographical postings.			
		Operational experience - max 2 pts	Mission / Deployment / taskings for which a medal or no medal was awarded. (Ex: SIVs, SAVs, TAVs, shortened tours/deployments, ships, theatre opening/closing, named international exchanges, named domestic ops). Cumulative time breakdown is: 1 pt for 2-5 mths; 2 pts for 6 mths or more. Assessed across career			
Employment at rank - max 3 pts		Assessed at Rank - Minimum 6 months in position Annex to be provided by Managing Authority or L1 High Impact Positions - max 3 Pts (1 pt / year) Medium Impact Positions - 1 pt	11			
Trg System Experience, CFRC pr CAF TU Max 3 pts		Any person serving in any capacity in one of the following posns: Experience serving in a recognized CAF Training Establishment (to also include CFLRS) at MS/MCpl to CPO2/MWO - or Experience serving in CFRC or CAF TU at MS/MCpl to CPO2/MWO - 3 pts				
Promotion Recommendation	Using PERs and PARs in current rank across 3 reporting periods based on performance and potential: PER - 1 pt each immediate PER and or PAR - 1 pt each PAR for three of five Meta-competencies rated as Frequently or better Meta-Competencies located in section 5 of the PAR <b>1 additional pt for:</b> PER - mention of succession or talent spotted in section six narrative and or PAR - narratives found in priority, Section 4C, Section 4B and Section 2		4			
				40		
<b>TOTAL</b>				100		

High impact positions (1 point each - Max 3 pts)	Medium impact positions	Entry level positions
CSM	Fmn/Div G4 Maint 2 / Plan	PI 2IC
DSM	CMBG (2nd Line) Control Officer	QS/TP Mgr
Career Manager	RCEME School STIs	TSC STIs
CA Army G4 Maint 2	CJOC Staff (including 1CDN DIV and CFJOSG)	LCMM
ETSM	CA G1 Ops	ETQMS
	LCMM + Directorate SM	LESC
		CAD TC Analyst