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1000-1 (DLEPS 3-4)

*Date of e-signatures*

Distribution List

DIRECTOR RCEME COMMUNIQUE NO 05/2025 -  
UPDATES TO THE RCEME SCORING CRITERIA

References: A. [5640-1 \(DMCSS 2\) Review of Selection Board Scoring Criteria \(Amendment 1\), 3 Mar 25](#)  
B. [5640-1 \(DMCSS 2\) Review of Selection Board Scoring Criteria, 12 Dec 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 communique 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. This year marks the continued use of Performance Appraisal Reports (PAR) in the Regular Forces National Selection Boards (NSB). Build on the lessons learned of the last two years documented and addressed in References (Refs) A and B. The NSB for promotion Year 2026 will again use transitional SCRIT capable of evaluating any combination of PAR, Personnel Evaluation Report (PER) or PAR/PER exemptions that may be encountered.

SCRIT CHANGES

3. One of the most significant changes from previous years is the variation in performance/potential weighting across most officers and NCM ranks, with weightings varying from 60/40, 54/46, 48/52, or 45/55. However, the following changes to the performance and potential will be sustained from previous years:

- a. Performance Scoring. Performance will be assessed based on the last three most recent PARs (or up to five PARs/PERs if needed), with the 2024/25 PAR carrying proportional weight. For example, if the assessments include a 2022/23 PAR, a 2023/24 PAR, and a 2024/25 PAR, the 2024/25 PAR will represent one third of the Performance score. Scoring will consider the Performance sections of PAR,

supplemented by course reports, letters of commendation, and other relevant documents. Additionally, the Inclusive Behaviour Rating (IBR) for each year PARs will contribute to one point each.

- b. Potential Scoring. Potential will be primarily based on the Reviewing Officer's comments and the Potential section of the last three most recent PARs (or PERs if needed), along with information from the member's military personnel record resume (MPRR), course reports, and other relevant documents. The 2024/25 PAR will carry proportional weight. For example, if the assessments include a 2022/23 PAR, a 2023/24 PAR, and a 2024/25 PAR, the 2024/25 PAR will represent one third of the Potential score. Valid second language profiles contribute to the score as outlined in Refs A and B.

4. The RCEME Corps continues this year to actively encourage the posting of its members to regions/Bases/Units where their second official 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.

5. Following a period of significant financial constraints in DND's operating budget, the alignment between Professional Development criteria in the SCRITs and the resources to achieve them has improved. This adjustment ensures that selection and succession SCRITs remain relevant and achievable, supporting the continued development of personnel as intended.

#### OFFICER SCRIT SPECIFIC CHANGES

6. The following updates are specific to each respective officer rank:

- a. Lieutenant-Colonel (LCol) and above. The SCRITs for LCol and above are common CAF SCRITs and are not controlled by the RCEME Corps.
- b. Major:
  - i. Performance. The total performance score has been reduced to 45 points, and the point ranges for each assessment level on the PARs (Far Exceeds, Exceeds, Meets, Partially Meets, and Did Not Meets) have been adjusted accordingly.
  - ii. Potential. The total potential score has been increased to 55 points, and the point ranges for each sub-category has been adjusted accordingly.
    - (1) Leadership. The total score has been increased to 18 points, and the scoring methodology has been redefined to better integrate both subjective and objective evaluations of a member's leadership. In accordance with Refs A and B, the subjective assessment focuses on the individual's ability to lead within the institution.

- (2) Employment / Breadth of Experience. The total score has been increased to 16 points, and the scoring methodology has been revised to better recognize diverse employment and breadth of experience. The point ranges for each category has been slightly adjusted.
  - (3) Promotion and employment recommendation. The scoring methodology has been redefined to leverage the data available in the PARs to assign appropriate scores, in accordance with Refs A and B.
- c. Captain:
- i. Performance. The total performance score has been reduced to 54 points, and the point ranges for each assessment level on the PARs (Far Exceeds, Exceeds, Meets, Partially Meets, and Did Not Meets) have been adjusted accordingly.
  - ii. Potential. The total potential score has been increased to 46 points, and the point ranges for each sub-category has been adjusted accordingly.
    - (1) Leadership. The total score has been increased to 15 points, and the scoring methodology has been redefined to better integrate both subjective and objective evaluations of a member's leadership. In accordance with Refs A and B, the subjective assessment focuses on the individual's ability to lead within the institution.
    - (2) Employment / Breadth of Experience. The total score has been increased to 14 points, and the scoring methodology has been revised to better recognize diverse employment and breadth of experience. The point ranges for each category has been slightly adjusted.
    - (3) Promotion and employment recommendation. The scoring methodology has been redefined to leverage the data available in the PARs to assign appropriate scores, in accordance with Refs A and B.

#### NCM SCRIT SPECIFIC CHANGES

7. The following updates are specific to each respective NCM rank:
- a. Master Warrant Officer (MWO) and above. The SCRITs for MWO and above are common CAF SCRITs and are not controlled by the RCEME Corps.
  - b. Warrant Officer and Sergeant:
    - i. Performance. The total performance score has been reduced to 54 points, and the point ranges for each assessment level on the PARs (Far Exceeds, Exceeds, Meets, Partially Meets, and Did Not Meets) have been adjusted accordingly.

- i. Potential. The total potential score has been increased to 46 points, and the point ranges for each sub-category has been adjusted accordingly.
  - (1) Leadership. The total score has been increased to 14 points, and the scoring methodology has been redefined to better reflect the individual's ability to lead within the institution.
  - (2) Professional Development. The total score has been increased to 8 points, and the scoring methodology has been redefined slightly.
  - (3) Employment / Experience. The total score has been increased to 14 points, and the scoring methodology has been revised to better recognize diverse employment and a broad range of experience. The definitions of some categories have also been slightly adjusted.
  - (4) Promotion recommendation. The scoring methodology has been redefined to leverage the data available in the PARs to assign appropriate scores, in accordance with References A and B.

c. Corporal / Master Corporal:

- i. Performance. The point ranges for each assessment level on the PARs (Far Exceeds, Exceeds, Meets, Partially Meets, and Did Not Meets) have been slightly adjusted.
- ii. Potential. The total potential score remains unchanged; however, the scoring methodology has been reviewed, and the definitions of some categories have been slightly adjusted to better leverage the data available in the PARs and MPRR.

8. These changes will take effect during the Fall 2025 boards for the 2026 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 and Distribution List (page 5)

## Annexes

Annex A - Selection Board Scoring Guide Capt/Maj

Annex B - Selection Board Scoring Guide NCM

Distribution List (via email only)

## Action

RCEME Seniors Regional Representatives

## Info

RCEME Council Members

RCEME Corps Staff Members