

SERVICE COMPLAINT CASE SUMMARY 4

RAF SERVICE COMPLAINT (SC) – TERMS AND CONDITIONS OF SERVICE (TACOS) - APPRAISAL

FINAL DECISION LETTER ISSUED – JULY 18

DECISION BY DECISION BODY

Complaint

A Regular RAF SAC submitted a SC to his Commanding Officer, in which he alleges that he has been wronged because of an unjustified Promotion Recommendation (Prom Rec) and Overall Performance Grade (OPG) awarded in his on-posting Service Person's Joint Appraisal Report (SJAR). The First Reporting Officer (1RO) and the Second Reporting Officer (2RO) were nominated as Respondents to the SC. It is claimed that he has been wronged due to: an unjustified OPG and Prom Rec.

The SC is deemed **Admissible** by the Commanding Officer and investigated accordingly.

Investigation

The Complaint was divided into 3 parts to investigate:

1. Overall Performance Grade

On investigation the Decision Body is conscious that both 1RO and 2RO have agreed that his OPG is a reasonable assessment of his performance. The Decision Body determines that based on the evidence provided to him the OPG awarded to the SAC is the correct grading for the SAC's SJAR.

2. Promotion Recommendation

The Decision Body believes that given the evidence provided to him and the fact that he received the OPG that he did, a Prom Rec of Dev (Displays some suitability) is the correct grading for the SAC's SJAR.

3. Failings of Reporting Chain

The Decision Body acknowledges that the Reporting Officers were at fault for not providing an appropriate Mid-Period Appraisal Review (MPAR).

Decision

The Decision Body **Partially Upholds** this complaint. Whilst the Decision Body agrees with the OPG and Prom Rec. The Decision Body instructs that the 1 and 2 ROs are retrained on the rules and requirements for MPARs in Joint Service Publication 757: Tri-Service Appraisal Reporting Instructions.

Service Complaints Ombudsman for the Armed Forces (SCOAF)

Involvement: No

DETERMINATION BY APPEAL BODY

No Appeal.