

ARMY SERVICE COMPLAINT (SC) CASE SUMMARY 2: TERMS AND CONDITIONS OF SERVICE, CAREER MANAGEMENT (APC)

FINAL DECISION LETTER ISSUED 2019

DECISION BY DECISION BODY (DB)

Complaint

A Regular junior non-commissioned officer (JNCO) alleged he had been career fouled. This was because:

1. He did not receive a 2017 Mid Period Appraisal Report (MPAR),
2. the subsequent 2017/18 Soldiers' Joint Annual Report (SJAR) and Overall Performance Grade (OPG) did not accurately reflect his performance in the reporting period, adversely affecting his promotion prospects.

Investigation

The investigation looked at the two parts of the SC:

1. **MPAR:** why an MPAR covering the 17- 18 reporting period was not produced. The respondents apologised to the JNCO.
2. **SJAR:** it was confirmed that only the two most recent SJAR are considered by promotion grading boards. So, the OPG awarded can adversely affect an individual's promotion prospects for the following two years.

Decision

The complainant was **wronged** as he did not receive an MPAR. This meant the complainant had no opportunity to acknowledge and rectify his performance if required. The only performance feedback received during the period was in a course report which led the JNCO to expect a higher OPG than given. This expectation was compounded by filling a senior rank's appointment during the reporting year. The 1RO / 2RO* performance and potential paragraphs were not coherent. The SC was **Upheld**.

Redress

The DB directed that the OPG was changed to better reflect the JNCO's performance and that the potential paragraphs were amended to be coherent with each other.

SCOAF Involvement: No.

DETERMINATION BY APPEAL BODY

Appeal

The complainant did **not** submit an application to Appeal the DB's Decision.

SCOAF Involvement: An application for investigation of maladministration or substance was **not** made.

* 1RO / 2RO - 1st and 2nd Reporting Officers.