

3.2. APPRAISAL FORM

THE PROBLEM

The present form is inadequate in content and format and is not designed to rate the requirements of the present Statement of Qualifications for SCYs.

DISCUSSION

It goes without saying that the present appraisal form does require some major changes and does contain information that could possibly lead to a form of discrimination. Some of the major flaws are listed below:

Part I(A) - Basic Data

Date of Birth is considered irrelevant and it has been illegal on application for employment forms for many years.

Part I(B) - Recent Education and Training

Considered irrelevant.

Part II - Performance Review

The Duties and Responsibilities, check marks and supporting narrative are on different pages. It has proved extremely difficult for ARCs and promotion boards to sift through the various narrative sections in an effort to locate substantiation for check marks awarded. The various headings for Rated Requirements on the form are often in conflict with the requirements as stated in the Statements of Qualifications. There is confusion on the part of rating officers as to what to base the check marks on - the job description or the Statements of Qualifications.