

STAFF-IN-CONFIDENCE

**LEGAL OFFICER CAREER AND PROFESSIONAL
DEVELOPMENT COMMITTEE**

**OUT-OF-SESSION DECISION OF 3 JUL 07
COMMITTEE DECISION 54/07**

**Subject: Policy – The meaning of Management of Subordinates for the purposes
of Advancement under the LOSOCS.**

The Committee noted:

1. The request by the Secretary to clarify the meaning of management of subordinates when used for the purpose of advancement under the Legal Officers Specialist Officer Career Structure (LOSOCS) in light of the fact that our policy identifies that such management is evidenced by Performance Appraisal Reports (PARs).
2. The DFRT Decisions on the Legal Officers' Specialist Officer Career Structure (LOSCS) and the Outline of the LOSOCS dated 21 Mar 07.
3. That Annex E of the draft Defence Instruction General (Personnel) – *Management of the Specialist Officer Career Structure (SOCS)* provides for the establishment of Competencies in these terms:

Establishment of Competencies

9. *The CPDCs, in consultation with CMA/PMA delegates, are the delegated authorities for the establishment of required competencies pursuant to DFRT Determinations. These delegations must be carried out as follows:*
 - a. *no change is to conflict with the requirements of DFRT;*
 - b. *the Chair of the CPDC is to seek advice from the Director Military Salary and Allowances – Policy (DMSA-P) to ensure consistency with DFRT decisions; and,*
 - c. *no change is to be made without agreement from the Service capability branches and CMA/PMA delegates.*
4. The Secretary conferred with DMSA-P who advised that this issue was not a matter that warranted referral to the DFRT but rather could be the subject of clarification by the LO CPDC and the Service career managers.
5. That at the LO CPDC meeting of 5 Jun 07 the Committee, including the Service career managers, agreed that it was appropriate that PARs be used as evidence of management of subordinates for the purposes of advancement under the LOSOCS and the meaning of the *management of subordinates* should reflect the matters that are covered in the PARs.

6. That PARs have three assessment areas that reflect aspects of management of subordinates, namely: Leadership, Ethos and Appraising the performance of subordinates.

The Committee decided to:

1. **Agree** that for the purposes of advancement under the LOSOCS the term *management of subordinates* means Leadership, Ethos and Appraising the performance of subordinates.
2. **Agree** that in all future applications for advancement in legal competency legal (CL) where management of subordinates is one of the criteria for advancement, the Committee will assess whether a legal officer has satisfied this criteria based on material that addresses Leadership, Ethos and Appraising the performance of subordinates, such as in the PARs.



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