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ISSUE PAPER ON TASK IMPACT ANALYSIS:
IMPACT ON RANK STAGNATION
OF A DAY ONE TRANSITION TO TASK

by

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and
S. ISBRANDT

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Abstract

A preliminary examination of the Non Commissioned Member (NCM) population under a Trade Advancement through Skill and Knowledge (TASK) scenario was completed by the Directorate of Manpower Analysis (D Man A) in support of the impact analysis of TASK over the summer of 1991. This paper addresses the short to medium term consequences on rank stagnation of a "day one" transition to a TASK structure.

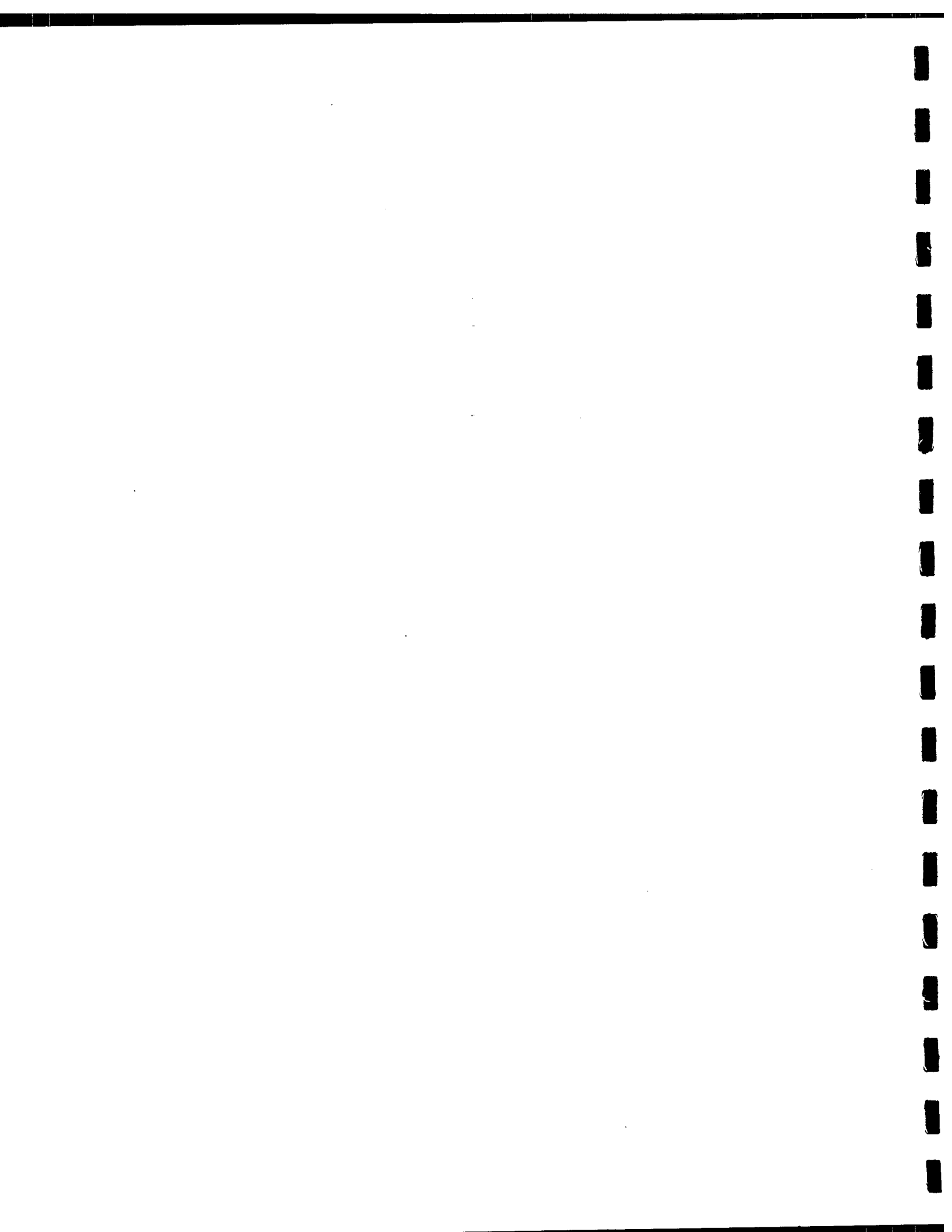


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**ISSUE PAPER ON TASK IMPACT ANALYSIS:
IMPACT ON RANK STAGNATION OF A DAY ONE TRANSITION TO TASK**

Introduction

1. A preliminary examination of the Non Commissioned Member (NCM) population under a Trade Advancement through Skill and Knowledge (TASK) scenario was completed by the Directorate of Manpower Analysis (D Man A) in support of the impact analysis of TASK over the summer of 1991. To provide a basis for comparison the same NCM population was similarly projected both under the current career progression structure as well as under a proposed TASK structure.
2. These population projections have highlighted several issues relevant to TASK and its implementation. A series of issue papers is being prepared by D Man A to describe significant outcomes or concerns associated with the preliminary projections. **This paper addresses the short to medium term consequences on rank stagnation of a "day one" transition to a TASK structure.**

TASK

3. TASK is being investigated as an alternate career progression structure for NCMs. Within TASK, career progression would not only be upwards in rank as in the current structure, but also laterally in distinct skill levels. Many aspects of TASK need to be addressed by the Project Management Office (PMO) prior to a go/no-go decision on its implementation. The projections done by D Man A reflect many of the career progression related aspects of TASK. Other facets such as costing and training implications are being addressed separately by PMO TASK.
4. PMO TASK is required to provide a detailed impact analysis of TASK for all relevant aspects in each and every NCM occupation. For the impact analysis of TASK on career progression D Man A was tasked to develop models in order to project the occupations for a period of 15 years. The model input was based on June 1989 establishment data as derived from PMO TASK's line by line occupational analysis as well as June 1989 NCM population data. Details of the methodology and data used in making the projections can be found in reference 1.
5. Implementation of TASK will bring many changes to career progression for NCM members in most Military Occupations (MOC). The predominant difference with current career progression is related to the subdivision of rank by qualification levels. This will allow some individuals to progress upwards in rank while others could progress laterally to higher qualification levels.

Assumptions Used In The Preliminary Impact Analysis

6. D Man A was requested, for the purpose of the TASK Impact Analysis, to model scenarios using particular assumptions which are critical to the issues which result from the modelling projections. These assumptions include:

- a) vested right to rank. Not only are current Master Corporals given the rank of TASK Corporal, but current Corporals are given a TASK Corporal rank level, even though they might have to offset a TASK Pte(J) position;
- b) "pull" promotion to Pte(J). The TASK scenarios do not include "push" promotion to the Pte(J) level. Rather, the level is controlled by a Preferred Manning Level (PML); and
- c) no restrictions on recruitment at entry.

The extent and significance of the issue analyzed in this paper may depend in large part on the validity of these assumptions. Nevertheless, some of the issue effects may still be very significant even if the above assumptions are changed.

Issue

7. The major structural difference brought about through the implementation of TASK is the introduction of the rank of Private Journeyman (Pte(J)) and the elimination of the Master Corporal (MCpl) rank. The structure is shifted downward but members retain a vested right to rank. This elimination of the MCpl rank, in conjunction with the large number of members at the Cpl rank because of the current promotion "push" policy, results in a number of members at the TASK Cpl and Pte(J) rank levels in excess of the PML. For the purpose of tracking the excess number of corporals at the Pte(J) rank this population of "original corporals" was designated as "O_CPL" in modelling TASK. Details on the magnitude and duration of this "O_CPL" effect is documented in a companion paper (reference 2). The presence of "O_CPL"s either in Pte(J) positions or as a surplus, has an impact on many career progression related parameters. This issue paper examines the effect the "O_CPL"s have on both the Cpl Time In Rank (TIR) and the build up of promotions to the Pte(J) rank, on conversion to the TASK structure.

"O_CPL" Effect on Promotions to Private Journeyman

8. An analysis of the impact of the "O_CPL" vested right to rank on the promotions to the Pte(J) level will be presented in this section. The discussion will centre on the NCM population

overall, while individual MOC characteristics are given at Annex A. The analysis will focus on three measures:

- the number of years to first Pte(J) promotion, from Pte(T);
- the number of years till 50% of Pte(J) Preferred Manning Level (PML) is occupied by members (other than O_CPL) at the Pte(J) rank; and
- the number of years till 100% of Pte(J) PML is occupied by members (other than O_CPL) at the Pte(J) rank.

9. Figure 1 presents the cumulative distribution of the number of MOCs over time for all three measures. The data for Figure 1 is presented in tabular format at Annex B. The distribution plotted at Figure 1 shows projected values for time periods 0 through to 5, for year 10 and for year 15¹. Figure 1 illustrates that 40.6% of the MOCs experience the first promotion within the first year after transition, another 7.8% in the second year for a total of 48.4%, etc.

10. From the Figure it can be seen that the largest spread in the three measures occurs in year 5. By the end of year 5, 84.4% of the MOCs have seen a first promotion to the Pte(J) level, while 53.2% of the MOCs show a Pte(J) population of 50% of PML or more. This contrasts with only 11.1% of the MOCs having attained full Pte(J) representation. By year 10 all MOCs with Pte(J) positions (90 % of all MOCs) have achieved a first promotion to this rank. Most MOCs (53.1%) achieve full Pte(J) level between years 6 and 10. By the end of year 15 an additional 10% of the MOCs will attain the Pte(J) PML leaving still 11 MOCs (or 17.2%) short of the PML. Detailed results show that many of these 11 MOCs exhibit career flow problems resulting from their structure.

¹ It should be noted that model results were not generated for the intermediate years from 6 to 9 and 11 to 14. As a result the data for years 10 and 15 really indicate that the event occurred sometime between years 6 and 10 and 11 and 15 respectively.

PTE_J OFFSETS OVER TIME (Cumulative - Proportioned by MOC)

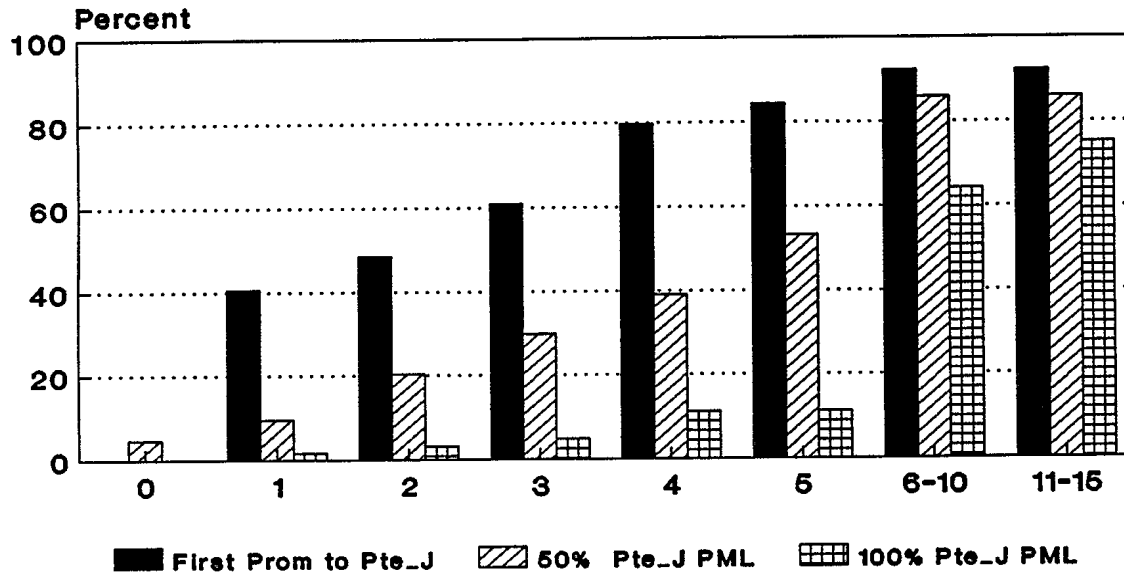


Figure 1 - Pte(J) Offsets

"O_CPL" Effect on Corporal Time in Rank

11. In this section an impact of the "O_CPL"s on the TASK Cpl TIR will be presented. The discussion will centre on specific MOCs to portray the range of results. Details on all MOCs can be found at Annex A.

12. Table 1 provides a breakdown of NCM MOCs by the Cpl average TIR in year 10. For instance MOC 011 has a Cpl average TIR in year 10 of 9.7 years thereby placing it in the 7.5 to 9.9 year category. Year 10 was chosen for the Table since it generally exemplifies the highest average time in rank values. The Table shows the large variation in the average TIR ranging from as little as 1.7 years for MOC 111 to 15.4 years for MOC 651. In general the MOCs with an average TIR value in excess of 10 years are typically those MOCs exhibiting a large "O_CPL" bubble in excess of 125% of Pte(J) PML (see reference 2).

AVERAGE TIME IN RANK	MOC ²
0 - 2.4	111
2.5 - 4.9	273, 631, 881
5.0 - 7.4	065, 081, 091, 131, 141, 171, 231, 274, 275, 276, 331F, 435F, 811, 921, 933
7.5 - 9.9	011, 021, 022, 042F, 121, 151, 161, 191, 224F, 262, 286F, 314F, 321, 421, 625F, 717F, 725F, 831, 841, 851
10.0 - 12.4	031, 052, 181, 211, 291, 411, 441, 525F, 541, 551, 563, 615F, 861, 862, 911
12.5 - 14.9	212, 341F, 513F, 531, 561, 562, 572, 935
15.0 +	651
N/A	871

Table 1. MOC Breakdown by TASK CPL Average Time in Rank in Year 10.

13. A specific MOC (935) was selected to illustrate the evolution of the CPL rank stagnation as caused by the "O_CPL" bubble.

² In the table the "F" suffix on some MOCs designates an occupational group (eg two feeder MOCs joining into one terminal MOC). Details on the modelling of related occupational groups can be found in a related paper of this series (Reference 1).

	YEAR									
	1	2	3	4	5	...	10	...	15	
TASK Cpl Avg Time in Rank	6.3	7.1	7.9	8.9	9.9		14.2		1.8	
Current MCpl Avg Time in Rank	4.7	4.8	4.9	4.9	4.9		4.1		4.7	

Table 2. Average Time in Rank at the TASK Cpl and Current MCpl ranks.

14. Table 2 compares the projected average TIR for the TASK Cpl rank and the current MCpl rank. It can be seen from the Table that under the current structure the flow through the MCpl rank is reasonably steady resulting in a fairly constant average TIR at around 5 years. This differs markedly from the average TIR for TASK Cpls which steadily increases through year 10 and drops dramatically to a much lower average in year 15.

15. The increase in the average TIR at the TASK Cpl rank stems from the presence of "O_CPL"s. As modelled no promotions of Pte(J) to the Cpl rank occurs until the bubble is dissipated. As a result, the "O_CPL"s gradually move from Pte(J) positions to TASK Cpl positions thereby lengthening their dwell at the Cpl rank. In year 1 there are 501 TASK Cpls for a total PML of only 115. By year 10, through attrition and promotions to Sergeant (Sgt), the TASK Cpls number 178. It is likely that the average Cpl TIR will continue increasing after year 10 until the Cpl population falls to its PML of 115. Basically, the TASK Cpl average TIR increases while the excess Cpls (including O_CPLs) are promoted or attritted, and cannot start decreasing until it is necessary to promote a number of Pte(J) members, who then receive a TIR of zero.

16. Several related factors contribute to the sudden drop by year 15 in the average TIR. All of these factors are related to the natural promotion of Pte(J) to the rank of Cpl resulting from vacancies at that rank due to attrition and promotions to Sgt. Although there are both voluntary and involuntary types of attrition the large pull on the Pte(J) is caused by the fact that many of the Cpls are beyond the promotion window and eventually fall on Continuing Engagement (CE) or Extension (EXT) before leaving involuntarily. Details on the model parameters can be found in reference 1 and a discussion of the impact of the "O_CPL" bubble on the conversion process can be found at reference 3.

Experience Profiles

17. The effect of the "O_CPL" presence in the aging of the TASK Cpls is shown in two experience profiles. Figures 2 and 3 show the years of service profiles for MOC 935 under the TASK scenario, for model years 1 and 10, respectively.

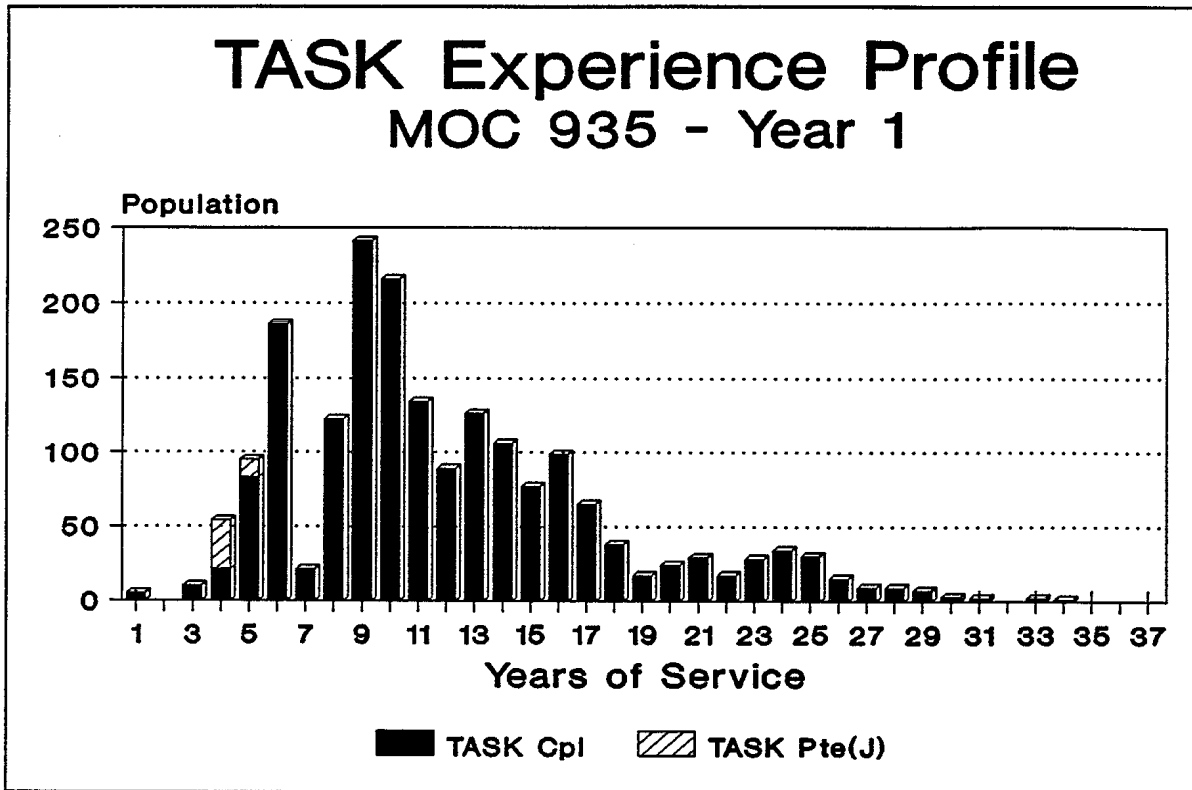


Figure 2 - MOC 935, TASK Year 1 Experience Profile

TASK Experience Profile

MOC 935 - Year 10

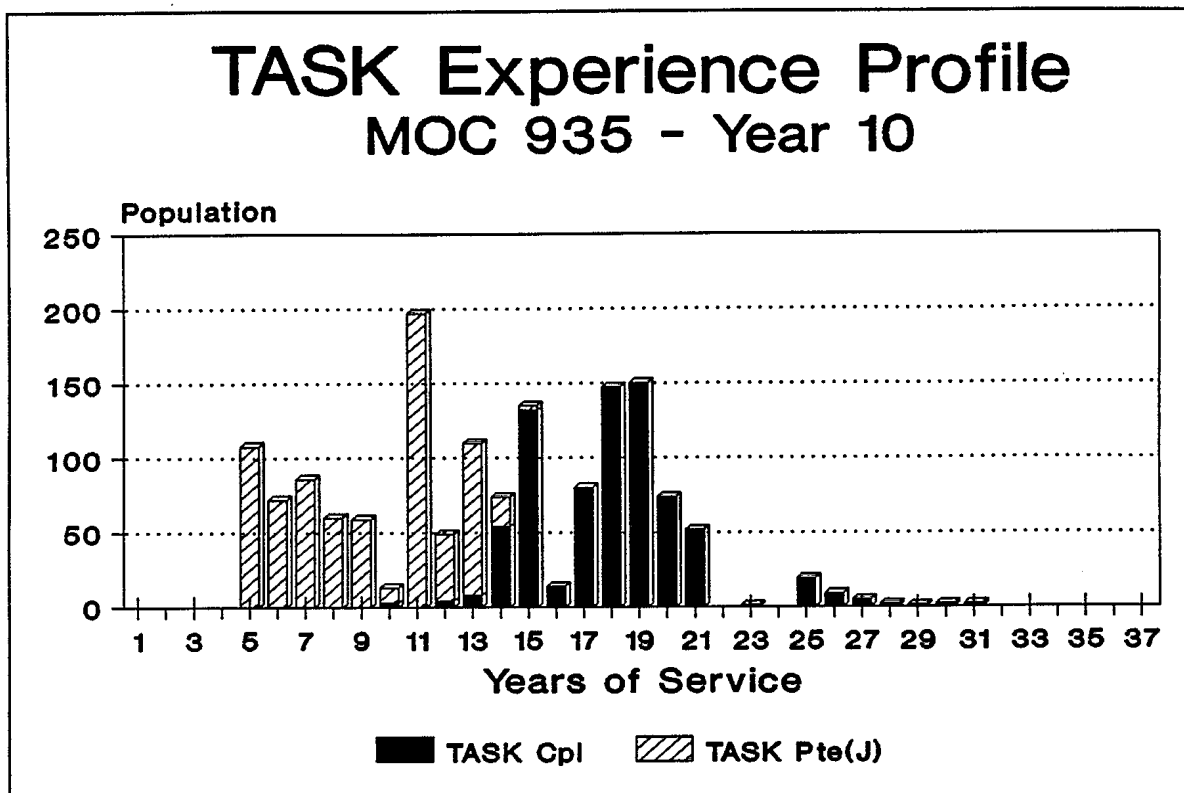


Figure 3 - MOC 935, TASK Year 10 Experience Profile

18. The "O_CPL" presence as TASK Cpls in year 1 is quite evident in Figure 2. In Figure 3, representing year 10, the number of TASK Cpls is substantially lower as the rank's PML is approached. A significant aging of the Cpl rank occurs as the number of TASK Cpls gradually decreases, until the strength reaches the PML and new members are promoted in.

19. In addition, as members come into the Pte(J) rank, they have no opportunity to progress to the Cpl rank, and an aging of the Pte(J) rank occurred. Over time, members may have to be released at the Pte(J) rank level to ensure that sufficient younger members will be available for promotion.

20. For purposes of comparison, experience profiles for the current career progression system are included as Figures 4 and 5. The dramatic "O_CPL" aging effect is noticeably absent from the profiles for both years 1 and 10.

Current Experience Profile MOC 935 - Year 1

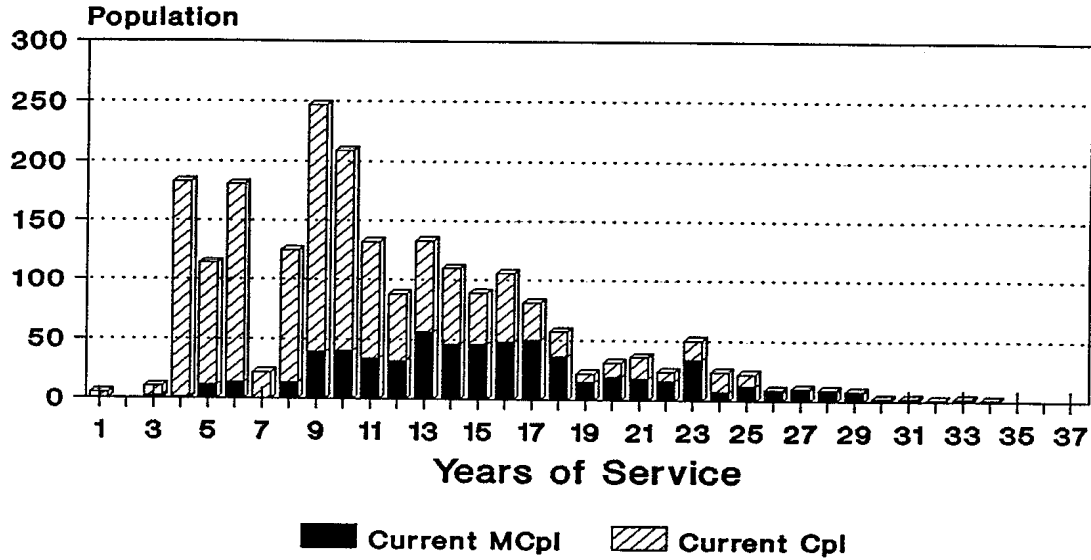


Figure 4 - MOC 935. Current Year 1 Experience Profile

Current Experience Profile MOC 935 - Year 10

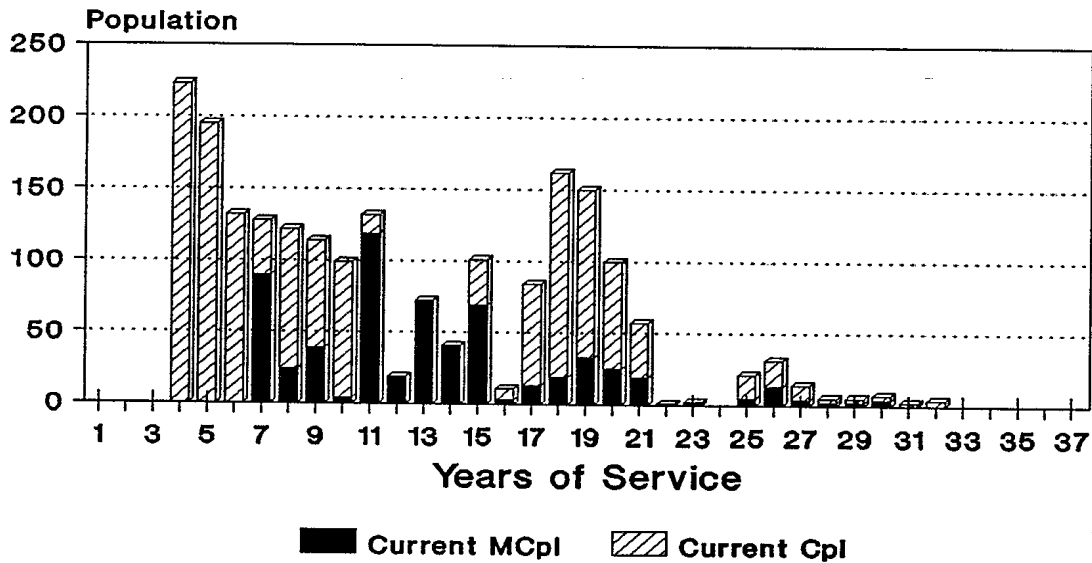


Figure 5 - MOC 935. Current Year 10 Experience Profile.

Conclusions

21. As a result of model assumptions provided by PMO TASK, the presence of "O_CPL"s resulting from a "day one" transition to TASK has an impact on the timing of the promotions to Pte(J) and leads to increases in the Cpl average TIR. As a result, members recruited during this time period will not be able to reach the MWO rank. However, even under vastly different assumptions, for the implementation of TASK this aging effect may still have very serious consequences.

22. The transition effect of the "O_CPL"s in most MOCs is significant and sometimes very large. Consequently the true impact of TASK on career progression is masked by the distortions created by the bubble. Even more, the magnitude of this transition effect can be exacerbated under a force reduction scenario.

23. It is evident that any implementation of TASK must address the "O_CPL" problem. It may be necessary to examine innovative ways of reducing the magnitude of the problem prior to or during a transition to a TASK structure.

24. Should the "O_CPL" problem not be adequately addressed in an implementation of TASK then it may be necessary to consider the impact of promoting large numbers of much older individuals at the Cpl and Sgt ranks. This would result in an aging of MOC experience profiles possibly leading to downstream problems of other sorts.

REFERENCES

1. "TASK Impact Analysis - Methodology and Parameters for Modelling of a Day One Transition to TASK" (in preparation).
2. "Issue Paper on TASK Impact Analysis: Impact of Vested Rights to Rank on a Day One Transition to TASK", D Man A Staff Note 6/91, by P. Bender and S. Isbrandt.
3. "Issue Paper on TASK Impact Analysis: Effect of Current Engagement Conversion Policy Following a Day One Transition to TASK", D Man A Research Note 4/92, by P. Bender and S. Isbrandt.
4. "Issue Paper on TASK Impact Analysis: Observations on the Line by Line MOC Analysis as Used for Modelling TASK", D Man A Research Note 3/92, by P. Bender and S. Isbrandt.



ANNEX A

MOC		YEAR								
		1	2	3	4	5	...	10	...15	
011	1st PTE _J	3								
	50% OFFSET	5	100%	6-10						
	Average TIR:									
	TASK CPL	3.3	4.4	5.4	6.4	7.5		9.7	3.0	
	CURRENT MCPL	2.5	2.9	3.3	4.0	4.5		6.3	5.4	
021	1st PTE _J	3								
	50% OFFSET	0	100%	6-10						
	Average TIR:									
	TASK CPL	3.4	4.3	5.2	6.2	7.2		8.7	11.2	
	CURRENT MCPL	1.7	2.0	2.9	3.1	3.9		5.8	5.6	
022	1st PTE _J	1								
	50% OFFSET	1	100%	3						
	Average TIR:									
	TASK CPL	3.2	4.1	5.0	5.5	6.3		8.7	6.2	
	CURRENT MCPL	1.8	2.6	3.3	4.0	4.8		7.3	4.4	
031	1st PTE _J	1								
	50% OFFSET	2	100%	6-10						
	Average TIR:									
	TASK CPL	4.1	5.2	6.1	7.2	8.2		10.6	3.7	
	CURRENT MCPL	2.7	3.3	3.8	4.4	5.0		5.8	5.4	
042F	1st PTE _J	1								
	50% OFFSET	3	100%	6-10						
	Average TIR:									
	TASK CPL	3.9	4.9	6.1	7.2	8.2		8.8	2.5	
	CURRENT MCPL	1.9	2.5	2.9	3.6	4.1		4.4	3.3	
052	1st PTE _J	1								
	50% OFFSET	5	100%	6-9						
	Average TIR:									
	TASK CPL	4.7	5.6	6.6	7.7	8.8		11.1	8.5	
	CURRENT MCPL	3.6	3.9	4.2	3.9	4.5		4.4	4.9	
065	1st PTE _J	1								
	50% OFFSET	0	100%	4						
	Average TIR:									
	TASK CPL	3.6	4.6	5.4	5.6	6.1		5.8	4.0	
	CURRENT MCPL	2.7	2.9	3.2	2.8	3.0		4.1	3.6	

MOC		YEAR							
		1	2	3	4	5	...	10	...15
081	1st PTE_J	NIL							
	50% OFFSET	NIL							
	Average TIR:								
	TASK CPL	2.4	2.7	3.3	3.7	4.0		5.1	5.3
	CURRENT MCPL	1.5	1.9	2.4	2.6	2.8		4.7	4.8
091	1st PTE_J	NIL							
	50% OFFSET	NIL							
	Average TIR:								
	TASK CPL	3.6	4.1	4.6	4.9	5.3		6.8	4.0
	CURRENT MCPL	2.4	2.8	3.3	3.7	3.6		5.8	3.4
111	1st PTE_J	1							
	50% OFFSET	3	100%	6-9					
	Average TIR:								
	TASK CPL	3.4	4.4	5.4	6.7	7.9		1.7	0.9
	CURRENT MCPL	0.2	0.8	0.8	1.2	1.7		0.9	0.4
121	1st PTE_J	1							
	50% OFFSET	2	100%	4					
	Average TIR:								
	TASK CPL	5.5	6.6	7.8	8.8	9.0		8.8	4.8
	CURRENT MCPL	2.1	2.2	2.3	2.6	3.0		1.4	1.1
131	1st PTE_J	NIL							
	50% OFFSET	NIL							
	Average TIR:								
	TASK CPL	4.6	5.7	6.4	6.5	7.0		6.1	1.7
	CURRENT MCPL	5.5	5.0	5.5	6.2	6.5		6.6	2.8
141	1st PTE_J	1							
	50% OFFSET	1	100%	6-10					
	Average TIR:								
	TASK CPL	2.5	3.5	4.5	5.5	6.5		5.4	2.8
	CURRENT MCPL	0.8	1.8	2.6	1.8	1.4		1.4	1.0
151	1st PTE_J	1							
	50% OFFSET	2	100%	2					
	Average TIR:								
	TASK CPL	3.5	4.6	5.6	6.6	7.6		7.6	2.3
	CURRENT MCPL	1.3	1.8	2.0	1.1	1.3		1.5	1.0
161	1st PTE_J	1							
	50% OFFSET	4	100%	NIL					
	Average TIR:								
	TASK CPL	4.9	5.9	6.7	7.6	8.5		7.6	3.0
	CURRENT MCPL	2.0	2.3	2.6	2.6	3.3		5.2	3.3

MOC		YEAR											
		1	2	3	4	5	...	10	...	15			
171	1st PTE_J	1											
	50% OFFSET	3	100%	NIL									
	Average TIR:												
	TASK CPL	4.2	5.1	6.1	7.0	7.9		6.9		3.8			
	CURRENT MCPL	2.8	2.7	2.7	3.2	3.9		4.5		3.3			
181	1st PTE_J	4											
	50% OFFSET	6-9	100%	6-9									
	Average TIR:												
	TASK CPL	4.7	5.5	6.4	7.4	8.4		12.2		1.1			
	CURRENT MCPL	3.4	3.1	3.3	3.3	4.1		3.7		3.6			
191	1st PTE_J	1											
	50% OFFSET	2	100%	6-10									
	Average TIR:												
	TASK CPL	2.5	3.4	4.4	5.4	6.4		8.4		6.6			
	CURRENT MCPL	1.2	1.9	2.9	3.4	4.2		6.3		3.6			
211	1st PTE_J	3											
	50% OFFSET	5	100%	6-9									
	Average TIR:												
	TASK CPL	4.4	5.2	6.1	6.9	7.8		11.3		11.2			
	CURRENT MCPL	4.2	4.2	4.4	4.5	5.3		7.0		4.5			
212	1st PTE_J	6-9											
	50% OFFSET	6-9	100%	6-9									
	Average TIR:												
	TASK CPL	5.8	6.9	8.0	9.0	10.0		14.0		1.0			
	CURRENT MCPL	4.7	4.6	4.7	4.9	5.5		4.5		4.1			
224F	1st PTE_J	2											
	50% OFFSET	6-10	100%	6-10									
	Average TIR:												
	TASK CPL	4.6	5.7	6.7	7.8	9.0		9.9		3.1			
	CURRENT MCPL	4.1	4.1	4.1	4.0	3.7		4.9		3.6			
231	1st PTE_J	2											
	50% OFFSET	4	100%	6-9									
	Average TIR:												
	TASK CPL	5.8	6.6	7.2	7.7	8.4		6.3		2.9			
	CURRENT MCPL	5.7	4.5	4.7	4.2	3.3		3.3		2.7			
262	1st PTE_J	1											
	50% OFFSET	2	100%	6-9									
	Average TIR:												
	TASK CPL	3.2	4.2	5.1	6.1	7.2		9.2		2.3			
	CURRENT MCPL	2.3	2.8	3.5	4.1	4.3		6.3		5.1			

MOC		YEAR							
		1	2	3	4	5	...	10	...15
273	1st PTE_J	1							
	50% OFFSET	0	100%	1					
	Average TIR:								
	TASK CPL	1.9	2.9	3.7	2.7	3.4		3.5	3.5
	CURRENT MCPL	0.1	1.0	1.0	1.8	2.2		5.0	5.5
274	1st PTE_J	1							
	50% OFFSET	4	100%	6-10					
	Average TIR:								
	TASK CPL	3.6	4.6	5.7	6.8	7.7		5.7	1.8
	CURRENT MCPL	2.6	2.6	2.9	2.6	2.6		3.8	4.1
275	1st PTE_J	1							
	50% OFFSET	3	100%	6-9					
	Average TIR:								
	TASK CPL	3.7	4.9	5.9	7.1	8.2		6.5	1.4
	CURRENT MCPL	1.8	2.4	2.7	3.1	2.9		4.2	4.1
276	1st PTE_J	1							
	50% OFFSET	1	100%	4					
	Average TIR:								
	TASK CPL	2.9	3.9	4.8	5.1	5.0		6.4	2.0
	CURRENT MCPL	1.7	2.2	2.4	3.0	3.8		5.4	2.5
286F	1st PTE_J	1							
	50% OFFSET	3	100%	6-10					
	Average TIR:								
	TASK CPL	4.3	5.3	6.3	7.2	8.2		7.6	2.5
	CURRENT MCPL	1.6	1.8	2.6	3.2	3.8		4.5	3.5
291	1st PTE_J	1							
	50% OFFSET	2	100%	11-15					
	Average TIR:								
	TASK CPL	4.7	5.6	6.5	7.2	8.0		12.4	3.5
	CURRENT MCPL	3.6	4.1	4.8	5.5	6.0		6.3	3.6
314F	1st PTE_J	4							
	50% OFFSET	6-10	100%	NIL					
	Average TIR:								
	TASK CPL	3.6	4.6	5.5	6.5	7.5		8.9	4.8
	CURRENT MCPL	1.8	2.4	3.1	3.7	4.4		5.3	3.7
321	1st PTE_J	1							
	50% OFFSET	6-9	100%	6-9					
	Average TIR:								
	TASK CPL	3.4	4.4	5.5	6.5	7.5		9.3	1.3
	CURRENT MCPL	2.3	2.6	3.0	3.2	2.9		4.3	2.6

MOC		YEAR												
		1	2	3	4	5	...	10	...	15				
331F	1st PTE_J	2												
	50% OFFSET	NIL	100%	NIL										
	Average TIR:													
	TASK CPL	3.1	4.1	5.2	6.3	7.4		6.6		1.4				
	CURRENT MCPL	1.8	2.7	4.0	4.2	5.4		5.3		4.0				
341F	1st PTE_J	6-10												
	50% OFFSET	NIL	100%	NIL										
	Average TIR:													
	TASK CPL	5.3	6.2	7.2	8.1	9.2		14.2		1.2				
	CURRENT MCPL	3.2	2.6	2.2	2.9	3.6		2.5		2.3				
411	1st PTE_J	4												
	50% OFFSET	6-10	100%	10-15										
	Average TIR:													
	TASK CPL	5.5	6.6	7.7	8.8	9.7		11.6		2.8				
	CURRENT MCPL	4.3	4.8	5.3	5.7	6.1		4.0		3.5				
421	1st PTE_J	1												
	50% OFFSET	4	100%	6-10										
	Average TIR:													
	TASK CPL	4.6	5.6	6.7	7.9	9.0		8.6		2.9				
	CURRENT MCPL	2.8	3.2	3.8	4.7	5.2		5.5		2.4				
435F	1st PTE_J	1												
	50% OFFSET	4	100%	NIL										
	Average TIR:													
	TASK CPL	3.5	4.5	5.5	6.4	7.2		6.8		2.6				
	CURRENT MCPL	2.6	3.2	3.5	3.9	3.8		6.2		3.1				
441	1st PTE_J	1												
	50% OFFSET	5	100%	NIL										
	Average TIR:													
	TASK CPL	4.9	6.1	7.1	8.2	9.4		12.0		3.0				
	CURRENT MCPL	1.0	1.7	2.4	3.0	3.4		5.1		3.7				
513F	1st PTE_J	6-10												
	50% OFFSET	6-10	100%	11-15										
	Average TIR:													
	TASK CPL	5.1	6.2	7.3	8.3	9.3		14.2		2.8				
	CURRENT MCPL	3.3	3.3	3.7	3.9	4.0		5.3		4.9				
525F	1st PTE_J	3												
	50% OFFSET	5	100%	6-10										
	Average TIR:													
	TASK CPL	4.4	5.5	6.5	7.5	8.5		11.5		3.6				
	CURRENT MCPL	3.7	3.8	3.8	4.2	4.3		5.5		5.3				

MOC		YEAR								
		1	2	3	4	5	...	10	...15	
531	1st PTE_J	6-9								
	50% OFFSET	6-9	100%	11-14						
	Average TIR:									
	TASK CPL	5.5	6.6	7.4	8.5	9.5		14.2	4.0	
	CURRENT MCPL	4.2	4.3	4.2	4.1	4.1		4.7	4.9	
541	1st PTE_J	4								
	50% OFFSET	6-10	100%	6-10						
	Average TIR:									
	TASK CPL	6.0	7.0	8.2	9.2	10.2		12.1	2.7	
	CURRENT MCPL	4.9	4.9	4.9	4.8	4.1		4.2	4.5	
551	1st PTE_J	3								
	50% OFFSET	5	100%	6-10						
	Average TIR:									
	TASK CPL	4.3	5.4	6.5	7.6	8.5		11.2	4.5	
	CURRENT MCPL	3.4	3.5	3.7	4.1	4.3		5.1	6.3	
561	1st PTE_J	4								
	50% OFFSET	6-10	100%	6-10						
	Average TIR:									
	TASK CPL	7.3	8.5	9.7	10.6	11.7		13.4	2.4	
	CURRENT MCPL	3.6	4.1	4.6	4.4	3.9		3.7	3.4	
562	1st PTE_J	4								
	50% OFFSET	6-10	100%	6-10						
	Average TIR:									
	TASK CPL	8.1	9.0	9.8	11.0	11.9		13.6	2.5	
	CURRENT MCPL	6.0	6.4	6.2	6.6	7.6		3.1	3.4	
563	1st PTE_J	4								
	50% OFFSET	6-10	100%	6-10						
	Average TIR:									
	TASK CPL	7.4	8.6	9.4	10.4	11.4		12.3	4.9	
	CURRENT MCPL	3.9	4.0	3.9	4.1	3.3		3.7	4.0	
572	1st PTE_J	5								
	50% OFFSET	6-10	100%	11-15						
	Average TIR:									
	TASK CPL	4.8	5.9	6.6	7.7	8.7		13.5	4.6	
	CURRENT MCPL	4.6	5.0	5.0	4.9	5.1		4.6	5.1	
615F	1st PTE_J	6-10								
	50% OFFSET	6-10	100%	6-10						
	Average TIR:									
	TASK CPL	6.7	7.7	8.7	9.5	10.2		11.9	1.3	
	CURRENT MCPL	3.0	2.4	2.6	2.4	1.8		2.1	0.7	

MOC		YEAR								
		1	2	3	4	5	...	10	...	15
625F	1st PTE_J	4								
	50% OFFSET	NIL								
	Average TIR:									
	TASK CPL	6.3	7.3	8.3	9.3	10.4		9.8		4.0
	CURRENT MCPL	3.8	3.5	3.7	3.0	3.2		3.9		1.4
631	1st PTE_J	1								
	50% OFFSET	4	100%	6-10						
	Average TIR:									
	TASK CPL	5.9	6.8	7.9	9.3	10.3		2.8		1.7
	CURRENT MCPL	4.5	3.8	3.8	3.7	4.3		5.7		3.5
651	1st PTE_J	4								
	50% OFFSET	6-10	100%	15+						
	Average TIR:									
	TASK CPL	6.5	7.5	8.6	9.6	10.6		15.4		1.9
	CURRENT MCPL	3.5	3.7	3.8	4.1	4.6		4.7		2.8
717F	1st PTE_J	3								
	50% OFFSET	6-10	100%	6-10						
	Average TIR:									
	TASK CPL	4.6	5.5	6.6	7.6	8.4		8.5		4.7
	CURRENT MCPL	3.5	3.2	3.2	3.5	4.2		4.5		3.0
725F	1st PTE_J	5								
	50% OFFSET	NIL								
	Average TIR:									
	TASK CPL	5.1	6.0	6.9	8.0	8.7		8.4		7.0
	CURRENT MCPL	-	-	-	-	-		-		-
811	1st PTE_J	2								
	50% OFFSET	5	100%	6-10						
	Average TIR:									
	TASK CPL	4.5	5.4	6.4	7.4	8.5		7.1		3.5
	CURRENT MCPL	3.1	3.4	3.9	4.5	5.0		4.0		3.4
831	1st PTE_J	1								
	50% OFFSET	3	100%	6-10						
	Average TIR:									
	TASK CPL	3.8	4.9	6.0	7.2	8.1		7.6		3.6
	CURRENT MCPL	2.6	3.1	3.5	3.9	4.5		4.0		3.0
841	1st PTE_J	1								
	50% OFFSET	6-10	100%	6-10						
	Average TIR:									
	TASK CPL	5.2	6.1	7.1	8.1	9.0		9.8		2.2
	CURRENT MCPL	3.1	3.2	3.7	4.1	4.5		3.2		2.6

MOC		YEAR								
		1	2	3	4	5	...	10	...15	
851	1st PTE_J	NIL								
	50% OFFSET	NIL								
	Average TIR:									
	TASK CPL	5.6	6.3	6.6	6.8	7.2		8.3	3.9	
	CURRENT MCPL	3.2	3.1	3.0	3.5	3.8		4.0	1.9	
861	1st PTE_J	3								
	50% OFFSET	5	100%	6-10						
	Average TIR:									
	TASK CPL	4.5	5.4	6.4	7.3	8.2		10.1	5.3	
	CURRENT MCPL	3.7	3.9	4.4	5.0	5.6		6.0	3.8	
862	1st PTE_J	4								
	50% OFFSET	6-10	100%	6-10						
	Average TIR:									
	TASK CPL	3.4	4.4	5.5	6.6	7.8		10.1	3.6	
	CURRENT MCPL	2.7	2.4	2.5	2.4	2.4		3.4	4.6	
871	1st PTE_J	-								
	50% OFFSET	-								
	Average TIR:									
	TASK CPL	-								
	CURRENT MCPL	-								
881	1st PTE_J	3								
	50% OFFSET	5	100%	NIL						
	Average TIR:									
	TASK CPL	7.9	8.9	10.0	11.2	12.1		3.7	1.8	
	CURRENT MCPL	3.7	3.3	3.2	3.5	2.8		4.1	2.2	
911	1st PTE_J	4								
	50% OFFSET	6-10	100%	11-15						
	Average TIR:									
	TASK CPL	4.4	5.5	6.7	7.7	8.6		10.7	2.1	
	CURRENT MCPL	2.9	3.3	3.9	4.4	5.0		4.3	3.2	
921	1st PTE_J	2								
	50% OFFSET	2	100%	4						
	Average TIR:									
	TASK CPL	3.2	4.1	5.0	5.9	6.5		5.6	2.8	
	CURRENT MCPL	3.4	3.7	4.0	4.7	5.1		5.5	3.5	
933	1st PTE_J	4								
	50% OFFSET	6-10	100%	6-10						
	Average TIR:									
	TASK CPL	5.5	6.5	7.2	8.1	8.9		7.1	3.3	
	CURRENT MCPL	4.1	4.1	3.8	3.8	4.2		3.6	3.2	

MOC		YEAR											
		1	2	3	4	5	...	10	...	15			
935	1st PTE_J	5											
	50% OFFSET	6-10	100%	11-15									
	Average TIR:												
	TASK CPL	6.3	7.1	7.9	8.9	9.9				14.2		1.8	
	CURRENT MCPL	4.7	4.8	4.9	4.9	4.9				4.1		4.7	



ANNEX B

Year	SUMMARY - MOC					
	1st Promo to Pte_J		50% Pte_J PML		100% Pte_J PML	
	#	%	#	%	#	%
0	0	0	3	4.7	0	0
1	26	40.6	3	4.7	1	1.6
2	5	7.8	7	10.9	1	1.6
3	8	12.5	6	9.4	1	1.6
4	12	18.8	6	9.4	4	6.2
5	3	4.7	9	14.1	0	0
6 - 10	5	7.8	21	32.8	34	53.1
11- 15	0	0	0	0	7	10.9
Never	0	0	4	6.2	11	17.2
N/A	5	7.8	5	7.8	5	7.8
Total	64	100.0	64	100.0	64	100.0

Table B1. MOC Frequency Achieving Various Pte_J Levels, By Year

Year	SUMMARY - PML					
	1st Promo to Pte_J		50% Pte_J PML		100% Pte_J PML	
	#	%	#	%	#	%
0	0	0	2736	4.2	0	0
1	21637	33.4	1128	1.8	356	0.5
2	5134	7.9	8147	12.6	48	0.1
3	12527	19.3	7260	11.2	679	1.0
4	13395	20.7	2538	3.9	1486	2.3
5	4293	6.6	11343	17.5	0	0
6 - 10	6258	9.7	27093	41.8	38018	58.7
11- 15	0	0	0	0	16700	25.8
Never	0	0	2999	4.6	5957	9.2
N/A	1553	2.4	1553	2.4	1553	2.4
Total	64797	100.0	64797	100.0	64797	100.0

Table B2. Sum of Pte_J PMLs for MOCs Achieving Various Pte_J Levels, By Year

Year	MOCs
0	Nil
1	022, 031, 042F, 052, 065, 111, 121, 141, 151, 161, 171, 191, 262, 273, 274, 275, 276, 286F, 291, 321, 421, 435F, 441, 631, 831, 841
2	224F, 231, 331F, 811, 921
3	011, 021, 211, 525F, 551, 717F, 861, 881
4	181, 314F, 411, 541, 561, 562, 563, 625F, 651, 862, 911, 933
5	572, 725F, 935
6 - 10	212, 341F, 513F, 531, 615F
11- 15	Nil
Never	Nil
N/A	081, 091, 131, 851, 871

Table B3. MOC Breakdown by time of first promotion of Pte(J).

Year	MOCs
0	021, 065, 273
1	022, 141, 276
2	031, 121, 151, 191, 262, 291, 921
3	042F, 111, 171, 275, 286F, 831
4	161, 231, 274, 421, 435F, 631
5	011, 052, 211, 441, 525F, 551, 811, 861, 881
6 - 10	181, 212, 224F, 314F, 321, 411, 513F, 531, 541, 561, 562, 563, 572, 615F, 651, 717F, 841, 862, 911, 933, 935
11- 15	Nil
Never	331F, 314F, 625F, 725F
N/A	081, 091, 131, 851, 871

Table B4. MOC Breakdown by time to achieve 50% of PTE(J) PML.

Year	MOCs
0	Nil
1	273
2	151
3	022
4	065, 121, 276, 921
5	Nil
6 - 10	011, 021, 031, 042F, 052, 111, 141, 181, 191, 211, 212, 224F, 231, 262, 274, 275, 286F, 321, 421, 525F, 541, 551, 561, 562, 563, 615F, 631, 717F, 811, 831, 841, 861, 862, 933
11- 15	291, 411, 513F, 531, 572, 911, 935
Never	161, 171, 314F, 331F, 341F, 435F, 441, 625F, 651, 725F, 881
N/A	081, 091, 131, 851, 871

Table B5. MOC Breakdown by time to achieve 100% of Pte(J) PML.



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