KALICHUK A

5

15112 911

15113 9//

PERSONAL EVALUATION REPORT DOCKET

	ROUTING		V	P. A. AND B. F. ENTRIES			
REFERRED	REMARKS	Date of Pass	Initials	of P.A.	Initials	Date of B. F.	CANCEL B.E.
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210 429

Checked by:				
(5) CERTIFICATION	OF	010	or	COURSE

Sgt

Rank

15113

(2) TRAINING COURSES:

Number

Duration: from -

Held at:

Code .

Method: -

(JD Hart)

Name (Print)

Certified

Signature

F/L

A/SSup0 Position

(6) DRO entry:

Unit.

DRO serial RCAF Station

000752 Clinton, Ont.

Distribution: Original - Section Record: Duplicate - Tradesman's RI

	•	
QUALIFICATION RECORD	SHEET •	RCAF R413
(1) TI SMAN'S IDENTIFICATION:		
15113 SGT A. KALICHUK  Number Rank Initials Nam  Nam		50P 4
11000		Trade Group
(2) TRAINING COURSES: Passed Filter AND	(3) ADDITIONAL COI (special equipment incl.	
Held at: COS CENTRALIA ONT.	Туре	Code
Duration: from 6 JAN 64 to 29 APR 64		
Code53 J 10		
(4) ON-THE-JOB QUALIFICATIONS: Qualified as/in/on		•-
Method: Code:		
Checked by:		
(5) CERTIFICATION OF OJQ or COURSE:	(6) DRO entry:	
Certified Date 2 Lang 60 Signature Date 2 Lang 60	DRO serial	_ date 28 Supply
Name (Print)  Rank  Position	Unit Section Se	000753
Distribution: Original — Section Record: Dupl		1

### GROUND TRAINING ASSESSMENT

Attended[0]					A Kalichuk Trade y No. 80 At Sask atoon Sa	
From	ó Sep		····•	To	16 Sep 60 Duration	2 weeks
					Sika Average85% Standingi	
3) Examinat	ion Result	S	_	·- a	(4) Air Operating/Familiarization	PROSC
Subjects	Marks Allotted	Course Average	Marks Obtained	Indiv. Average	Individual Hours	
POL	100	80.4	85	85	Group Hours  Total Hours	• • • • • • • • • • • • • • • • • • • •
••••••••						
					(5) Operating Proficiency	•
	<b>.</b>				WPM Requir	ed WPM Obtaine
					Morse (Aural Hand)	1
					Morse (Aural Type)	
					Morse (Lamp)	i
••••••••••••					Morse (Tape Rdg)	
				l. l	Typing	
					Teletype	
••••••					(6) Personal Assessment—Remarks	<b>:</b>
Totals	100	80.4	85	85	The assessor is not to complete Parts familiar with the requirements of AFA	0 9.00/03. Check
% Average ob	tained for co	ourse 80			applicable square. Ensure that com adequate, descriptive and specific.	ments in (7) are
Appricati	ON		Exce	entional	   Superior Satisfactory Fair	Poor
121212	<u> </u>					
Co-opera	TION		Exce	ptional ;	Superior Satisfactory Fair	Poor
DEPORTM	ENT		Exer	nplary	Very Good Good Fair	Poor
MENTAL A	Alertness		Exce	entional	Above Aver. Average Below	Aver. Poor
		•			Delow	
7) This spa	ce to be	used for	reasons	for failure,	or for other aptitudes and remarks	and employmen
his lac	k of FOI classes	C experi	ence. I	He applie	ent for his trade and rank cod himself very well and was a	
SGT Kal	TOTION WC					

(8) I have read this assessment

(9) 26 Sep 60 (VI 01son) F/L (10) 26 Sep 60 (IA Ye/lowlees) W/C (Date) (Course Officer)



#### GROUND TRAINING ASSESSMENT

					ry No. 80 At			
(2) Disting	uished Pass	s/Passed v	oth Credi	t/Passed/I	Tailed. Average85	% Sta	nding6	Class13
) Examina	tion Result	S			(4) Air Operating	g/Familia	rization	
Subjects	Marks Allotted	Course Average	Marks Obtained	Indiv. Average	Individual Hours Group Hours			
POL	100	80.4	85	85	Total Hours			
					(E) Otion D-	· C · · · · ·		
					(5) Operating Pro		M Required	MIDDA OLA
					7// / A 1 TV 1			WPM Obtain
					Morse (Aural Hand			
	*				Morse (Aural Type			
					Morse (Lamp)			
		#13 ·			Morse (Tape Rdg).			
					Shorthand			
					Typing			••••••
					Teletype			
		*						
					(6) Personal Asse	essment—	Remarks	
••••••					The assessing		1-4- D- 4- 6	1.77
TOTALS	100	80.4		85	The assessor is n familiar with the	requiremen	ts of AFAO 9.00	0/03. Check
% Average of	otained for co	ourse 80	4		applicable square adequate, descrip			s in (7) are
Appricat	ION		Fyce	entional	Superior Satis	factory	Fair	Poor
APPLICAT	1014	•••••••	Exce	ptionar	Superior Satis	Tactory	Fair	Poor
Co-opera	TION		Exce	ptional	Superior Satis	factory	Fair	Poor
DEPORTM	ENT		Ever	nalory	Very Good Good		Fair	Door
DEPORTM	ENI	••••••	Exel	ilpiai y	Very Good Good		Fair	Poor
MENTAL	ALERTNESS		Exce	ptional :	Above Aver. Aver	age	Below Aver	r. Poor
This spa	ace to be	used for	reasons	for failure	or for other aptitude	des and	remarks and	employme
recomme	nded.							· · · · · · · · · · · · · · · · · · ·
recommit	ek of Pol	experi			dent for his traced himself very			
SGT Kai	classes.							
SGT Kai his lac			ert and	interes	ted student.			

(8) I have read this assessment..... (Student (Date) (Student (10) 26 Sep 60 (Date) (Student Signature) (Commanding Officer)

(9) 26 Sep 60 (Date)

RCAF PT2 (Rev. 10-58) (Replaces all previous prints)

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### the first

### GROUND TRAINING ASSESSMENT

	7 277				Δ	ካ ያ _1 ፡			
					A Ke			Trade S	
Attended	SIT	Code #3	C	ourse, Ent	ry No571	At		T Trento	n.
From	25 A	pr 60		.To	6 May 60	••••••	D	uration2	Weeks
(2) Disting	orginalizees	/Passed w	rith Credi	t/RHSSEd/I	Kalledk Avera	age N/A	% Star	ndingN/A	.ClassN/A
3) Examina	tion Result	s			(4) Air C	perating/	Familia	rization	
Subjects	Marks Allotted	Course Average	Marks Obtained	Indiv. Average	Individua Group Ho	·  -			
•••••••••••		· · · · · · · · · · · · · · · · · · ·	······································		Total Ho	urs			
••••••••••					(=) =				
,					(5) Opera	ating Prof		M Required	WPM Obtained
·			•••••••		Morse (A	ural Hand)	ŀ	-	WPWI Obtained
***************************************		•••••					1		
***************************************							j		
***************************************					Morse (T	ape Rdg)			ASED ON RSE ONLY
					Shorthan	1	ASSE	PIEER COL	RSE ONLY
							TMU-	WELL	
					Teletype				
					(6) Perso	nal Assess	sment—	Remarks	
							· · · · · · · ·		
TOTALS					familia	with the re	equirement	s of AFAO 9.	nd 7 until he is 00/03. Check
% Average of	btained for co	urse	<del></del>		1	-		that commenterific.	nts in (7) are
Applicat	ION		Exce	ptional	Superior	Satisfa	actory	Fair	Poor
Co-opera	ATION	•••••	Exce	ptional	Superior	XX Satisfa	actory	Fair	Poor
DEPORTM	ENT	•••••	Exer	nplary	Very Good	Good		Fair	Poor
Ti // To to to to a	ALERTNESS		Free	ntional	Above Aver.	Avera		Below Av	er. Poor
WIENTAL	ALERTNESS		Exce	eptional	Above Aver.	Avera XX	ge	Below Av	er. Poor
(7) This spa		used for	reasons	for failure	e/or for other	r aptitude	es and	remarks ar	nd employment
student i	nterest, d and ch Thorough	thoroug arts。 I ness is	ghly dri Te is we the key	ves home	ted to inst	t points truct ei	, and ther o	makes goofficer	od use of the
				•					
i Service ser	··· .								
	· · · · · · · · · · · · · · · · · · ·			•					
(8) I have re	ad this ass	essment			•••••				
		(V		Date)				ent Signature)	
(-)	3May60. Date)		(Course Off Cahan)		<b>—</b> (10)	13 May (Date)	60	A/(Comma	anding Officer)
		•	·············	-/~					16y F/ 2 0007

RCAF PT2 (Rev. 10-58)
(Replaces all previous prints)

### GROUND TRAINING ASSESSMENT

					ne A Kali			
Attended	SIT	Code A3	C	Course, Er	ntry No. 571	At	SIT Trenton	1
From	25 A	pr 60		То	6 May 60		Duration 2	Weeks
(2) Distingu	fished Pass	s/Passed v	vith Credi	t/Passed/	Failed. Average	eN/A %	Standing N/A	.ClassN/A
(3) Examinat	ion Result	S			(4) Air Ope	erating/Fan	niliarization	
Subjects	Marks	Course	Marks	Indiv.	Individual E	Iours		
	Allotted	Average	Obtained	Average	Group Hour	S		
					Total Hours			
					(5) Operati	ng Proficier	ncy	
							WPM Required	WPM Obtained
					Morse (Aura	l Hand)		
·····					Morse (Aura	d Type)		
	7812				Morse (Lam	p)		······
					Morse (Tape	e Rdg)	CMENT F	RASED ON
					Shorthand	A	SSESSMENT F	IRSE ONLY
·····		N/A			Typing	T	MO-MEEK COL	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
					(6) Persona	1 Assessmen	nt—Remarks	
					The assess	or is not to a	complete Parts 6 as	ad 7 metil ha is
Totals					familiar w	ith the require	ements of AFAO 9.	00/03. Check
% Average ob	tained for co	urse				square. En	sure that commer id specific.	its in (7) are
					2 .	0 0 .		
APPLICATI	ON		Exce	eptional	Superior	Satisfactor	y Fair	Poor
Co-opera	TION		Exce	eptional	Superior	Satisfactor	y Fair	Poor
Danonass			F	:	Mana Caral	XX	TP-:-	D
DEPORTME	ENT	•••••	Exer	nplary	Very Good	Good	Fair	Poor
MENTAL A	ALERTNESS		Exce	ptional	Above Aver.	Average	Below Av	er. Poor
					-	XX		
(7) This spa		used for	reasons	for failur	e/or for other.a	aptitudes a	nd remarks an	d employment
student in chalkboard	terest, and cha horough	thoroug erts. H ness is	hly drive is well the keyn	ves home	resent effect e important p ted to instru his work. S	ct either	nd makes goo r officer o	d use of the

(8) I have read this assessment 20 may 60
(Date)
(Date)
(Student Signature)
(Student Signature)
(Date)
(Course Officer)
(Date)
(Date)
(Commanding Officer)
(Date)
(EC Domney) F/L 000757

CONFIDENTIAL (when filled in))

#### ROYAL CANADIAN AIR FORCE

#### EXEMPTION

#### QUALIFYING EXAMINATIONS

#### FLIGHT SERGEANTS

Number 15113	Rank SGT		Name	A KALI CHUK	•••
		•			
	Trade Sup Te	ch )	• • • • • • • • • • • •	•	
		•			
		····			

EXEMPT - having passed SSTS Course

(AT Mason) W/C for CAS

UNIT .... 1. ITS AYIMER ......

Original - For AFHQ File



#### Restricted When Completed

RCAF PT2 (Rev. 10-58) (Replaces all previous prints)

### GROUND TRAINING ASSESSMENT

	<del></del>		- <u> </u>	<u>.</u>	<del></del>			
(1) No <u>151</u>	13	Rank	sgt	Name	A. KAL	ICHUK	Trade S	mTe <b>c</b> h
Attended	ssts (A	2)	ć	Course, Ent	try No. 117	At RCA	f Station Cai	up borden
From2	NOV	5 <b>9</b>	•••••	.To	11 DEC 59	9	Duration6	veeks
(2) Addiscingui	sad Pos	X/Passed v	vith Credi	t <i>∕i</i> Passed∕i	Average.	76.3%	Standing	.Class
) Examination	on Result	ts			(4) Air Oper	ating/Far	miliarization	· .
Subjects	Marks Allotted	Course Average	Marks Obtained	Indiv. Average	Individual Ho Group Hours	ours		
LAW	150	109.6	127	84.6	Total Hours	ļ-		
gsk	250	1 7	196					,
SERVICE					(5) Operatin	g Proficie	ncy	
WRITING	<b>1</b> 50	123.9	110	73.3			WPM Required	WPM Obtain
DRILL	100	89.5	86	86	Morse (Aural	Hand)		***************************************
SERVICE		. * 248, 724			Morse (Aural	Туре)		***************************************
Management	250	186	168	67.2	Morse (Lamp	)		;
					Morse (Tape	Rdg)		
	·····				Shorthand	***************************************		
					Typing			·····
					Teletype			***************************************
	••••••••••					•		2
	•••••••••••				(6) Personal	Assessme	nt—Remarks	<del></del>
	900	714.1	687				complete Parts 6 as	
TOTALS   % Average obtained	· · · · ·	·	79.3	76.3		-	ements of AFAO 9.	•
· · · · · · · · · · · · · · · · · · ·				·	adequate, d	escriptive a	nd specific.	V
APPLICATIO	)NN		Exce	ptional		Satisfacto	ry Fair	Poor
Co-operat	ION		Exce	entional	X Superior	Satisfacto	rv Fair	Poor
	-				x [			
DEPORTME	NT		Exer	nplary	Very Good	Good	Fair	Poor
MENTAL A	LERTNESS	<b>5</b>	Exce	eptional	Above Aver.	Average	Below Av	er. Poor
						X		ļ <u></u>
7) This spac	e to be	used for	reasons	for failure	or for other a	ptitudes a	and remarks an	d employme
recommend	ded.		•		•		•	
et Kalichuk	ខាន់ខេត	mature r	e served	NCO wit	h a well moti	ivated a	moroach to t	he SSTS c
has been	an att	entive c	coperat	ive stud	ent and has b	een fai	rly active t	hroughout
					e speeches we ew ideas and			
b supervi		TTCHUK I	Caully	erashe n	ew ruess and	TS COIIS	ineren a car	STOTE OIL W
ı								
					11 R.O 2/60	)		
			r.*	Ä,	K RO			
•	,			:		MAG.	1/1/	.1 1
8) I have rea	d this ass	essment		EC 59			ICHUK	1111
		CWM	Change	(Date)		`	Student Signature)	MANYE
9) 11 DEC (Da	.59 .te)	(C.W.	McKeag (Course Of	) F/O ficer)	(10)	DEC 59 Date)	764	calpine) nding Officer)
,	- •		,	-	,	,	/ ,	



### GROUND TRAINING ASSESSMENT

(1) No. 15113 Rank SCT Name A. KALICHIK Trade Trade

Attended SSTS (A2) Course, Entry No. 117 At RCAF STATION CAMP BORDEN

) Examinati	on Result	S			(4) Air Operating/Familiarization
Subjects	Marks Allotted	Course Average	Marks Obtained	Indiv. Average	Individual Hours  Group Hours
LAW	150	109.6	127	84,6	Total Hours
GSK	250	205.1		78.4	
SERVICE					(5) Operating Proficiency
WRITING	150	123.9	110	73.3	WPM Required WPM Obtained
DRILL	100	89.5	86	86	Morse (Aural Hand)
SERVICE					Morse (Aural Type)
anagement	250	186	1.68	67.2	Morse (Lamp)
					Morse (Tape Rdg)
					Shorthand
*					Typing
					Teletype
TOTALS  % Average obt  APPLICATIO	ON				The assessor is not to complete Parts 6 and 7 until he is familiar with the requirements of AFAO 9.00/03. Check applicable square. Ensure that comments in (7) are adequate, descriptive and specific.  Superior Satisfactory Fair Poor Superior Satisfactory Fair Poor
% Average obt  APPLICATIO  CO-OPERAT  DEPORTME	ained for co	urse	Exce Exce	eptional eptional eptional enplary	familiar with the requirements of AFAO 9.00/03. Check applicable square. Ensure that comments in (7) are adequate, descriptive and specific.  Superior Satisfactory Fair Poor  Superior Satisfactory Fair Poor  Very Good Good Fair Poor
% Average obt  APPLICATIO	ained for co	urse	Exce Exce	eptional eptional eptional enplary	familiar with the requirements of AFAO 9.00/03. Check applicable square. Ensure that comments in (7) are adequate, descriptive and specific.  Superior Satisfactory Fair Poor  Superior Satisfactory Fair Poor
% Average obt  APPLICATIO  CO-OPERAT  DEPORTME:  MENTAL A	ained for co	urse	Exce	eptional ptional mplary eptional	familiar with the requirements of AFAO 9.00/03. Check applicable square. Ensure that comments in (7) are adequate, descriptive and specific.  Superior Satisfactory Fair Poor  Superior Satisfactory Fair Poor  Very Good Good Fair Poor
% Average obt  APPLICATIO  CO-OPERAT  DEPORTME:  MENTAL A	ained for co	urse	Exce	eptional ptional mplary eptional	familiar with the requirements of AFAO 9.00/03. Check applicable square. Ensure that comments in (7) are adequate, descriptive and specific.  Superior Satisfactory Fair Poor  Superior Satisfactory Fair Poor  Very Good Good Fair Poor  Above Aver. Average Below Aver. Poor
% Average obt  APPLICATIO  CO-OPERAT  DEPORTME  MENTAL A  This space recommend	ained for co	used for	Exce Exce Exce  reasons	ptional ptional pptional pptional pptional pptional	familiar with the requirements of AFAO 9.00/03. Check applicable square. Ensure that comments in (7) are adequate, descriptive and specific.  Superior Satisfactory Fair Poor  Superior Satisfactory Fair Poor  Very Good Good Fair Poor  Above Aver. Average Below Aver. Poor
APPLICATION CO-OPERAT DEPORTME MENTAL A This space recommend	ained for co	used for	Exce Exce Exce  reasons	ptional ptional pptional pptional pptional pptional	familiar with the requirements of AFAO 9.00/03. Check applicable square. Ensure that comments in (7) are adequate, descriptive and specific.  Superior Satisfactory Fair Poor  Superior Satisfactory Fair Poor  Very Good Good Fair Poor  Above Aver. Average Below Aver. Poor  /or for other aptitudes and remarks and employment
APPLICATION CO-OPERAT DEPORTME MENTAL A This space recommend	ained for co	used for	Exce Exce Exce  reasons	ptional ptional pptional pptional pptional pptional	familiar with the requirements of AFAO 9.00/03. Check applicable square. Ensure that comments in (7) are adequate, descriptive and specific.  Superior Satisfactory Fair Poor  Superior Satisfactory Fair Poor  Very Good Good Fair Poor  Above Aver. Average Below Aver. Poor  /or for other aptitudes and remarks and employment
APPLICATION CO-OPERATE DEPORTME MENTAL A This space recommend	ained for co	used for	Exce Exce  Exce  reasons	ptional ptional pptional pptional pptional pptional	familiar with the requirements of AFAO 9.00/03. Check applicable square. Ensure that comments in (7) are adequate, descriptive and specific.  Superior Satisfactory Fair Poor  Superior Satisfactory Fair Poor  Very Good Good Fair Poor  Above Aver. Average Below Aver. Poor  /or for other aptitudes and remarks and employment
APPLICATION CO-OPERATE DEPORTME MENTAL A This space recommend	ained for co	used for	Exce Exce  Exce  reasons	eptional ptional pptional pptional pptional pptional	familiar with the requirements of AFAO 9.00/03. Check applicable square. Ensure that comments in (7) are adequate, descriptive and specific.  Superior Satisfactory Fair Poor  Superior Satisfactory Fair Poor  Very Good Good Fair Poor  Above Aver. Average Below Aver. Poor  /or for other aptitudes and remarks and employment

%

#### TRADE RECORD SHEET

2.				6-	58	
) 15113	Sgt	A	Kalichuk	SupTech 3	ltts	
Number	Rank	Initial	Name	Trade	Present Unit	-

On-the-job qualifications in which the tradesman has been qualified in accordance with the method shown in Part 2 of the Trade Qualification List since 1 Jan 53.

On-The+Job Qualification	Code	Unit Involved	Approx. From	Month/Year	Unit	AFHQ CHQ USE
Repair & Disposal		Stn Clinton	Nov 53	Jan 55		
R&1 0 12	Iw	Stn Clinton	Jan 55	Jun 57		
Sup0		Resolute Bay	Sep 57	Mar 58		
Instructor 0/	IA	lTTS	Mar 58	To Present		
						0007

C.A.F.B. 1624 (QUAD. ENG.) 25M-4-54 (H.Q., 4554-8-1624) (7540) DEPARTMENT OF NATIONAL DEFENCE COPY 2 (ARMY) 372769 COURSE REPORT FORM 2 CHRISTIAN NAMES Alexander KALICHUK CORPS 6 UNIT AND LOCATION FROM WHICH DESPATCHED SERVICE NO RCAF Sta. Clinton, Ont ROAF Cpl HOME ADDRESS (ROYAL CANADIAN ARMY CADETS ONLY) 8 PLACE WHERE COURSE OR TRAINING GIVEN The RCOC School 9 DESIGNATION OF COURSE OR TRAINING 10 SERIAL OR COURSE NO. 11 DURATION OF COURSE 8 Jun 56 18 2 weeks 28 May 56 Joint Services Packaging 12 COURSE RESULTS -SUBJECTS STUDIED AND GRADINGS AWARDED OR MARKS OBTAINED ON THE BASIS OF 100 SUBJECTS GRADING OR MARKS 50 - C PACKAGING and PACKING including specifications, cleaning, preservation, materials, unit protection, strapping, all types of containers and wooden boxes, water resistant barriers, blocking, bracing and marking. 13 STATEMENT CONCERNING COURSE OR TRAINING PROGRESS Cpl Kalichuk showed a keen interest in the course and participated well in all class discussions. His written and practical tests were adequately performed. Cpl Kalichuk obtained a C grading, which meets the course standard, but his aggregate mark was below the class average. 14 STATEMENT CONCERNING INSTRUCTIONAL OR LEADERSHIP ABILITY Not assessed. 15 PASS 8 Jun 56 RECOMMENDATIONS CONCERNING EMPLOYMENT, FURTHER TRAINING AND LEVEL OF RESPONSIBILITY Cpl Kaluchuk is considered well qualified to supervise and/or inspect packaging and/or packing.

13 Jun 56

COMMANDANT

NOTE: WHEN PARTS 13, 14 AND 19 ARE COMPLETED FOR AN OFFICER, THE INFORMATION WILL BE REGARDED AS CONFIDENTIAL;
DISTRIBUTION WILL BE UNDER CONFIDENTIAL COVER.

000762

#### CONFIDENTIAL



### GROUND TRAINING ASSESSMENT

(Airmen)

1 (a)

Selection Scor	es
Test	Score
CLAT	
MKT	

No. 15113 Rank	CPL r	Namka LICHUK A
Trade Supply Tech		
Attended Cpl Service	Irng Cours	se, Entry15
At RCAF Stn Clinton	From22	Oet 56 To 2 Nov 56
	Duration	2 Weeks

#### 2 (a) GRADUATION SUMMARY

	This airman Was	FARED/PASSED/PASSERX	with Credit/Distinguished	PASS* with an average
of	703	%, obtained a stand	ing of	in a class
of	16	Posted/Transferred	toQualified	Group
		*Delete non applicable terms.		

#### OR 2 (b) Suspension Report

This airman did not complete the course for the following reasons:

#### 3 Examination Results

### 4 OPERATING PROFICIENCY (For applicable trades only)

Subjects	Marks Allotted	Course Average	Marks Obtained	Indiv. Average
Law	100	76.9	67.	67.
Supvr	100	75.7	72.	72.
Serv Info	100	78.8	72.	72.
			·····	
		••••••		
	***************************************			*****
	3 4 - 6 - 1	6		
			07.7	***************************************
Totals	300		211.	
Percent Average		77.1		70.3
for the Course				

Subject	W.P.M. Required	W.P.M. Attained
Morse (Aural Hand)		
Morse (Aural Type)		
Morse (Lamp)		
Morse (Tape Rdg.)		
Shorthand		
Typing		
Teletype		

### 5 Air Operating/Familiarization (Delete term not applicable)

Indiv.	Group	Total
hrs	hrs	hrs

#### 6 PERSONAL ASSESSMENT—REMARKS

(a) Application	Exceptional	Superior	Satisfactory	Fair	
b) Co-operation			X		
	Exceptional	Superior	Satisfactory	Fair	
c) Deportment	Exemplary	Very Good	Good	Fair	
d) Mental Alertnes	Exceptional	Above Average	Average	Below Average	
Thi	imes. His kn	ood course attitud owledge of drill a			
This at all t	s NCO had a g				
This at all t	s NCO had a g imes. His kn				
This at all to adequate.	s NCO had a g imes. His kn				
This at all to adequate	s NCO had a g imes. His kn				
This at all to adequate	s NCO had a g imes. His kn				

1 Copy RCAF R1 Station Document Envelope (in ink)
1 Copy AFHQ/AMP/DAPC (3 copies non-RCAF only)
1 Copy IAM/SRS
1 Copy SPSO of Command to which trainee is posted
(to be forwarded through our Command HQ)
1 Copy Training Unit Files
1 Copy AFHQ/CAS/DAF (for non-RCAF only)

RCAF Sta Clinton
Unit

TOTCommanding Officer

# C.A.F.B. 1624 (QUAD. ENG.) 25M-4-54 (H.Q. 554-B-1624) (7540)

#### DEPARTMENT OF NATIONAL DEFENCE

part of the second	5113	•	(ARMY)			_	20700
Y		cou	RSE REPORT FOR	M		3	372769
I SURNAME KALI	CHUK	,	2 CHRISTIAN NAME	, Alexar	der		
3 SERVICE NO. 4	RANK	5 CORPS	6 UNIT AND LOCATIO	N FROM WHICH	1 DESPATCH	IED	
15113	Cpl	RCAF	RCAF Sta,	Clinton	, Ont		
7 HOME ADDRESS (ROYAL CANAD	IAN ARMY CADETS	ONLY)	•			WHERE COURSE OR TRA	=
9 DESIGNATION OF COURSE C	R TRAINING		10 SERIAL OR COURSE NO.	11 DURATION O	F COURSE	FROM	TO
Joint Services	Packagii	e .	18	2 week	8	28 May 56	8 Jun 56
12 COURSE RESULTS —	SUBJECTS S	TUDIED AND GRADINGS A	WARDED OR MARKS	OBTAINED C	N THE BA	ASIS OF 100	
		SUBJECTS			P.A	SS STANDARD	GRADING OR MARKS
PACKAGING and PA			•		5	0 - C	72 <b>-</b> C
preservation, ma types of contain barriers, blocki	ers and r	wooden boxes, wa	ter resistant				

#### 13 STATEMENT CONCERNING COURSE OR TRAINING PROGRESS

Cpl Kalichuk showed a keen interest in the course and participated well in all class discussions. His written and practical tests were adequately performed. Cpl Kalichuk obtained a C grading, which meets the course standard, but his aggregate mark was below the class average.

14 STATEMENT CONCERNING INSTRUCTIONAL OR LEADERSHIP ABILITY

Not assessed.

15 PASS 8 Jun 56 SIGNATURE OF WING INSTRUCTOR

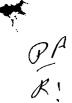
19 RECOMMENDATIONS CONCERNING EMPLOYMENT, FURTHER TRAINING AND LEVEL OF RESPONSIBILITY

Cpl Kalichuk is considered well qualified to supervise and/or inspect packaging and/or packing.

13 Jun 56

000765

NOTE: WHEN PARTS 13, 14 AND 19 ARE COMPLETED FOR AN OFFICER, THE INFORMATION WILL BE REGARDED AS CONFIDENTIAL;
DISTRIBUTION WILL BE UNDER CONFIDENTIAL COVER.



#### RESULTS

#### 1955 QUALIFYING EXAMINATIONS

#### CORPORALS

SUBJECT	Maximum Marks	Pass' Mark	Percent	Passed, Failed
General Service Knowledge	100	50	60	7
Reading Comprehension	100	50	54	₽
TOTALS			57	
REMARKS PASSED	• • • • • • • • • • • • • • • • • • • •	• • • • • • • • • •	• • • • • • • • • • • • • • • • • • • •	
•••••••••	• • • • • • • • • • • • • • • • • • • •	• • • • • • • • •	•••••	• • • • • • • • • • • • • • • • • • • •
	Command Boa	rd of Offic	ers	• • • • • • • • • • • • • • • • • • • •
AUTHORITY Training (	ooniniana boa	• • • • • • • • • •		
AUTHORITY Training C				

(E.A. Peters) Squadron Leader for Chief of the Air Staff

#### DISTRIBUTION

**Original** AFHQ File Duplicate\_ - CHQ File Triplicate - Unit Rl Quadruplicate

#### EXEMPTION

#### QUALIFYING EXAMINATIONS

#### FLIGHT SERGEANTS

Number	15113	. Rank	Name	A KALI CHUK	
		Trade	•		

EXEMPT - having passed SSTS Course

(AT Mason) W/C for CAS

1 TTS AYIMER

Triplicate - For Unit R1

#### RESULTS

#### 1955 QUALIFYING EXAMINATIONS

#### CORPORALS

CPL

Number + , + , + ,			Name	
SUBJECT	Maximum Marks	Pass Mark	Percent	Passed/ Failed
General Service Knowledge	100	50	60	P
Reading Comprehension	100	50	54	. Р
TOTALS			57	
REMARKS PASSED				• • • • • • • • • • • • • • • • • • • •
AUTHORITY Training	Command Boa	ard of Offic	ers	• • • • • • • • • • • • • • • • • • • •
FILE NO C459 - 10	6 - 55 2 N	TOV 55		
DATE 13 JAN 56				

(E.A. Peters)
Squadron Leader
for Chief of the Air Staff

#### DISTRIBUTION

RCAF STN CLINTON

Original - AFHQ File
Duplicate - CHQ File
Triplicate - Unit Rl
Quadruplicate - Airman

15113

Number



#### RESULTS

#### 1953 QUALIFYING EXAMINATIONS

#### CORPORALS

Number 15113					
SUBJECT	Maximum Marks	Marks Obtained	Pass Mark	Percent	Passed/ Failed
General Service F	Knowledge 100	48	50	48	F
Reading Compreh	ension 100	63	50	63	P
TOTALS					
REMARKS		FAILED			
AUTHORITY	Training Comman	d Board of Off	icers		
FILE NO	C459-106-53				
	12 FEB 54				

DISTRIBUTION
VOriginal - AFHQ File
Duplicate - CHQ File
Triplicate - Unit R1
Quadruplicate - Airman

RCAF STN CLINTON

DATE .....

(G.G. Diamond)
Group Captain
for Chief of the Air Staff



#### RESULTS

#### 1953 QUALIFYING EXAMINATIONS

#### CORPORALS

Number 15113 ..... Rank ... CPL .... Name .... A KALICHUK

Trade ... SUPPLY TECHNICIAN ...

SUBJECT	Maximum Marks	Marks Obtained	Pass Mark	Percent	Passed/ Failed
General Service Knowled	ge 100	48	50	48	F
Reading Comprehension	100	63	50	63	P

TOTALS

REMARKS ..... FALED

AUTHORITY ... Training Command Board of Officers

FILE NO .... C459-106-53

DISTRIBUTION
Original - AFHQ File
Duplicate - CHQ File
VTriplicate - Unit R1
Quadruplicate - Airman

(G.G. Diamond)

Group Captain for Chief of the Air Staff

RCAF STN CLINTON



### GROUND TRAINING ASSESSMENT

(Airmen)

1 (a)

Selection S	Scores
Test	Score
CT	47
CLAT	114
EAT	
MKT	26

No. 15113 Rank	IAC Name AE Kalichuk
Attended SupTech At 2KTS Trenton Ont	Course, Entry 36 From 12 Jun 50ro 25 Aug 50
	Duration 11 Weeks

2 (a) GRADUATION SUMMARY

This airman WAS	FAILED/PASSED/PASSED WITH CREDIT/DISTINGUISHED PASS* with an average
of 78.7	%, obtained a standing of 12 in a class
of14	POSTED/TRANSFERRED * to Stn ClintorQualified Group 1 (0) *Delete non applicable terms.

OR 2 (b) Suspension Report

This airman did not complete the course for the following reasons:



3 Examination Results

## 4 OPERATING PROFICIENCY (For applicable trades only)

Subjects	Marks Allotted	Course Average	Marks Obtained	Indiv. Average
Supply				
Admin	1.00	78.1	71	71
Phase 2				
Practical	50	90.6	4.7	94
				*
	769/8/3			SLACE
· · · · · · · · · · · · · · · · · · ·			S	JA I VIII
			Date	
				103
Totals				
Totals	150		118	
Percent Averag		82.3		78.7

Subject	W.P.M. Required	W.P.M. Attained
Morse (Aural Hand)		
Morse (Aural Type)		+
Morse (Lamp)		
Morse (Tape Rdg.)	A sid: bast	I heve
Shorthand		
Typing		
Teletype		

# 5 Air Operating/Familiarization (Delete term not applicable)

Indiv.	Group	Total
hrs	hrs	hrs

The assessor is not to comple	ete Part 6 until he is famil	iar with the requiren	nents of AFAO A	4, 24.
Check applicable square. Ensur	e that comments in (e) ar	nd (f) are adequate,	descriptive and spe	ecific.
		<del></del>		_
		· · ·		
(a) Application		X		
Exceptional	Superior	Satisfactory	Fair	$\mathbf{P}_{00}$
(b) Co-operation	·			_
	Superior	Satisfactory	Foi	 
Exceptional	Superior	Satisfactory	Fair	Poo
(c) Deportment,				Х
Exemplary	Very Good	Good	Fair	Poo
(d) Mental Alertness	, 📙	X		
			Below Average	
· · · · · · · · · · · · · · · · · · ·	-			•
(e) Other Aptitudes and Remark			- •	
		.:		
Had some	difficulty absorbi	ng instruction a	t beginning of	f
course, but overcame all found him to be	ouiet, steady and h	r part of course ard working and	. His instruc	ctors
class and on the sta	ition was good. How	ever his deportm	ent at (c) abo	ve
is rated "poor" sole town of Trenton.	ely because of an off	f-duty civil con	wiction in the	)
02 12 02 12				:
	•			
(f) Employment Recommended:		A har tree at	a 19 . aa	
		-		
~* ·*	SupTech			
• . •				
	-	,		• .
•	•	*** *** *** *** *** *** *** *** *** **	<b>.</b> .	
<del> </del>	<del></del>	······································		· · ·
·	. 0/0/	1 1 1 0	10:16	
I have read this Assessment	8/4/5 C	· ~ ~ // C /	Rallburk	4
	Date	:	Student	
	<del></del>	· · · · · · · · · · · · · · · · · · ·		<u> </u>
Copy RCAF R1 Station Docume	ent Envelope (in ink)		· · · / · · / · · · · · ·	
Copy AFHQ/AMP/DPC (3 copi	- ' ' I	·	~ /	
Copy IAM/SRS	7 1 30	aug 50 1	MALIAL	.60
Conv. SDSO of Comment to 1	2, 50	Date	Officer Commandi	//////////////////////////////////////
Copy SPSO of Command to whe (to be forwarded through or	ich trainee is posted	aug 50 /	Officer Commandi	WAS/I
Copy SPSO of Command to wh (to be forwarded through of Copy Training Unit Files Copy AFHQ/CAS/DAF (for non-	ich trainee is posted ur Command HQ)	Date Date	Officer Commandi	M(S/I



#### CONFIDENTIAL

### GROUND TRAINING ASSESSMENT

(Airmen)

1 (a)

Selection Sco	res	No. 35115	Rank
TestCTCLATEATMKT	Score 47 114 26	SupTed Trade Su Attended St ZAYS Tres	ialloch

No. 35115 Rank	IAC	Name AE Kalichak
Supfech Trade	•	w =
Supfoch Attended	······································	urse, Entry
ZKYS Trenton Ont	From	2 Jun 50 25 Aug 50
A	Duration	11 Weeks

#### 2 (a) GRADUATION SUMMARY

	This airman	Was	FAILED/PASSED/PASSED	WITE	H CREDIT/DIST	inguished 2	o≅Pāšš⁵ wi	th an ave	rage
of	14		%, obtained a stand	ding	of Clinton	n O		in a c L (0)	lass
of			*Delete non applicable terms			Quanneu	2 S	8 Jul	50

#### OR 2 (b) Suspension Report

This airman did not complete the course for the following reasons:

#### 3 Examination Results

### 4 OPERATING PROFICIENCY (For applicable trades only)

Subjects	Marks Allotted	Course Average	Marks Obtained	Indiv. Average
Supply				
ain	100	76.1	71	71
hase 2				
ractical	50	97.5	4.7	E44
	-			~ - ~ ·
			. , , , , , , , , , , , , , , , , , , ,	
••••••	······			
· · · · · · · · · · · · · · · · · · ·	. \			
Totals	150		118	:
Percent Avera		02.5	,	78.7

	Subject · · · · ·	W.P.M. Required	W.P.M. Attained	
ì	Morse (Aural Hand)		, , , , , , , , , , , , , , , , , , ,	
	Morse (Aural Type)		<i>*</i>	
	Morse (Lamp)	.ata		
	Morse (Tape Rdg.)		/ }	
	Shorthand	A J J Lese	] ]	
Ì	Typing			
	· Teletype			
	ernsfer till til okt om frag s et sklere i volker er tille k		· · · · · · · · · · · · · · · · · · ·	•

#### 5 Air Operating/Familiarization

(Delete term not applicable)

	Indiv.	· <u>.</u> .	Group	Total Tari	Total
		_		-	1
-		hrs		hrs	hrs

The assessor is not to complete Part 6 until he is familiar with the requirements of AFAO A42/14. Check applicable square. Ensure that comments in (e) and (f) are adequate, descriptive and specific.

(a) Application			X	
	Exceptional	Superior	Satisfactory	Fair Poor
(b) Co-operation	60	and the same of th	RaHA X	
	Exceptional	Superior	Satisfactory	Fair Poor
	The Parish			
(c) Deportment	2500 Part Part Part Part Part Part Part Part			X
	Exemplary	Very Good	Good	Fair Poor
(d) Mental Alertn	ess	American International	FAIR X SED PA	SAW HE INTERIOR
in a class	*Exceptional	Above Average	Average	Below Average Poor
29544 = 2				
(e) Other Aptitud	es and Remarks:			
all found class and	at overcase this his to be quie on the station "poor" solely b	s towards latte t, steady and h was good. How	ard working and	e. His instructors his deportment in ment at (c) above
(f) Employment F	Recommended:			
	4 Operating F	tupTech		
I have read this A	Assessment	8/9/5 Date	v. LAC	Kalichek a. Student
		geiggT		
1 Copy RCAF R1 St 1 Copy AFHQ/AMF 1 Copy IAM/SRS 1 Copy SPSO of Co (to be forward 1 Copy Training Unit 1 Copy AFHQ/CAS	P/DPC (3 copies no ommand to which to ded through our Co it Files	on-RCAF only) rainee is posted ommand HQ)	Bo Aug 50 M	Officer Commanding  Commanding Officer

2

#### COURSE RECORD SHEET

658

15113 Sgt A Kalichuk
Number Rank Initials Name

SupTech 3 Trade

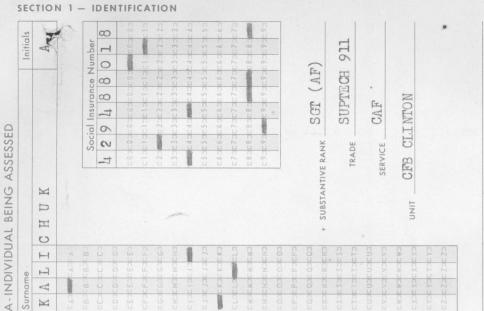
1778 Present Unit

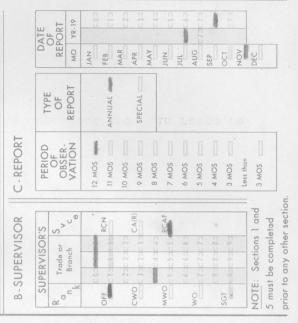
Course Name	Code	Where Taken	Approx.Mo	nth/year To	Un <b>i</b> t Use	AFHQ CHQ USE
SupTech O/	C4	Stn Trenton	12/6/50	25/8/50	608	
Cpl QE 0/	A6	Stn Clinton		1956		
	ing V5	Army Ordnance Montreal	28/5/56	8/6/56		
Opl Service Training	MAR	Stn Clinton	22/10/56	2/11/56		
						WAYE
						eschieder under undergebenge debn gemein verschieder der der
	-					
						d
A						000

#### CANADIAN FORCES PERFORMANCE EVALUATION REPORT - CORPORALS and ABOVE

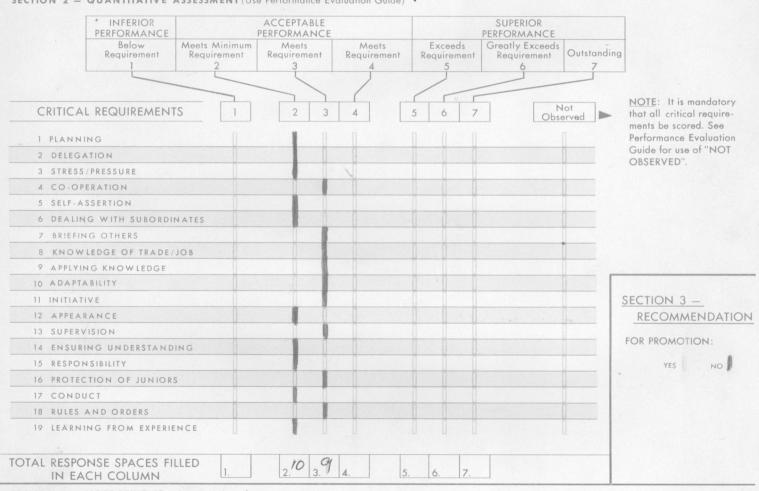
#### CONFIDENTIAL

(When any part other than Section 1 completed)





SECTION 2 - QUANTITATIVE ASSESSMENT (Use Performance Evaluation Guide)



SECTION 4 - NARRATIVE (Continue on reverse)

Sat Kalichuk is only meeting the minimum requirements in his service endeavours. He has been verbally counselled on his This sergeant has stated that he is contemplating retirement.

G. M. Kenney major DPCLL/SAM

(When any part other than Section 1 completed)

000776

#### CONFIDENTIAL

SECTION 4 - (Continued)

(When any part other than Section 1 completed)

DATE	SUPERVISOR (Name and initials)	, SIGNATURE			, RANK
	•	STOTIATORE -			?
3 Oct 68	CUMMINGS RS				CAPT
SECTION 5 - PERS (to b	SONAL FACTORS AFFECTING EN be completed by individual being	MPLOYMENT assessed)	C. OTHER FACTORS		, ,
A. POSTING PREFERE	NCES (if any) 1. Clinton				
2. Ni1 -	3. N	ii <u> </u>			
B. PARTICULARS OF I	DEPENDENT CHILDREN - child)	•			7.
Sex (M or F)   M   Age   12     School Grade   8	2 3 4 5 6 7 8 9	10 11 12 13		Kalio	but Sat
Sallest Clade   S			, -		'S SIGNATURE
Concur wi	th assessment "not recom	mended" for p	romotion.		
	•	•			•
			•	÷	
"I hereby certify the noted shortcomings	nat the individual being rated has	been counselled du	ring the reporting period	on overall perf	ormance including the
DATE	REVIEWING OFFICER (Name and initials)	SIGNATURE		RANK	APPOINTMENT
. 3 Oct 68	CUMMINGS RS			, CAPT	BSup0
SECTION 7 - CON	MANDING OFFICER (Comments	i)		- <del> -</del>	
	ure Base administrative it verbal counselling.	action on SG1	Kalichuk is depe	ndent upon l	nis response

CONFIDENTIAL (When any part other than Section I completed)

-w.

SIGNATURE

COMMANDING/DELEGATED OFFICER (Name and initials)

E. W. RYAN

DATE

8 Oct 68

000777

BASE COMMANDER

APPOINTMENT

RANK

COL (AF)

#### CONFIDENTIAL (when completed)



#### CONFIDENTIAL PERSONAL ASSESSMENT

ON

Number 15113 Rank SGT Name KALICHUK A List and Branch or SUP TECH 911 4

#### INSTRUCTIONS TO ASSESSING OFFICERS

The Confidential Personal Assessment (RCAF R211) was designed for the purpose of providing information on individuals which, together with other pertinent data, could be used in deciding on transfers, promotions, selection of officers with Short Service Commissions for Permanent Commissions, compulsory retirement or releases, etc. It is, therefore, important to the Service and to the individual that these reports be prepared as accurately as possible.

#### When making out an R211, keep the following instructions in mind:-

- (a) Do not begin assessment unless you have read AFAO 26.08/01, 04, 05 or 06 as applicable within the past two weeks.
- (b) When an officer or airman has served under you for less than 3 months the assessment is to be withheld until expiration of that period and is to be submitted as soon as possible thereafter.
- (c) It is essential that the individual assessed is compared with others of the same rank employed on the same type of work.
- (d) Over-assessment or concealment of deficiencies lowers the value of the assessment—the assessor's reputation for judgment is compromised in the eyes of his superiors and those being assessed are prejudiced since the assessments are known to be faulty.
- (e) The assessor must make a completely impartial and unbiased report and not allow his personal feelings toward the individual to have any bearing on the marking.
- (f) Seldom, if ever, does any one individual possess all traits in their highest degree or two individuals possess all traits in the same degree.
- (g) It is the duty of an officer to point out the deficiencies of those serving under him immediately they come to his attention. Advice and assistance in correcting such faults should be given at once. No individual should first learn of his failings through an unsatisfactory report.
- (h) The R211 is not to be used to initiate an adverse report. Such a report is to be submitted in narrative form in accordance with AFAO 26.08/04 or 06 as applicable.
- (j) The assessor is to ensure that when unfavourable comments are made in para 16 or when an assessment is made in one of the squares in part II indicated by an asterisk, the individual assessed signs in para 16 as evidence of acknowledgment of the assessment.

	<b>*</b>			PAKII			, '		
	5113 Number	SGT Rank	A KALIC		l Apr 57 Seniority dat present ran	e of		L 4 Branch or T Grouping	Trade
NCO	i/c Cloth Regular Duti	ing Stores es	15 Mar 65 Date Posted to Present Position	Reason	PROMOTION for Submission O 26.08/01)	Period	66 15 (covered report	Det 67 Date of	3 Birth
		% 					Timesed on the Date	k331	
		-		PART II			<u>-</u>		
IMP	th	e person being :	A S through first—then p assessed. When the igher assessment	SESSME put an X in t re is more th	he square opposit	posite a st	atement, tl	i best desc ne one/s t	cribes to the
1.	APPEARANCE	e and Bearin	( <b>G</b>	5.	LEADERSHIP				
		•	on and off duty?		To what degree follow him?	e does he	inspire oth	ers to	
		eates an unfav		3	A follower				$\Box$
	-		, i	<b>₹</b>	¥	•		·	*
		nprovement		_	Has little influ  Not inclined to	N			
	Satisfactory			X				· ·	
	•		_	]	Occasionally ta Willing to tal				
			inds out among	П	leadership		• • • • • • • • •	· · · · · ·	X
		٠	,	<del></del>	Inspires confidence excellent leader	ence, com	mands res	spect,	
2.	Difficult to v born, selfish Tries but d	ly does he work vork with—obs	structive, stub-	6.	LOYALTY—SEN To what extent officers and th Undermines au Cannot be sure	does he su he Service? thority	upport his		□ * □ *
	Moderately Definitely p	co-operative			Inclined to put Can depend up duty High sense of c even though c opinion	on his supp loys luty—loys orders are	oort—faith l in his su counter t	ful in ···· □ [ pport o his	
3.	DETERMINAT	TION		7.	MENTAL ALER				
			tackle his work?	<b>-</b>	Does he readily g stand what is	rasp a situ required?	atron and u	nder-	
		mination Iron but only	न	 *	Slow and confu	_	lerstanding	ş 🛚	
	essential	ker but only	🔲	Ļ	Requires more	than ordin	ary explan	ation [	
	diligently	is worker, activ	ve, applies self		Grasps normal	situations	satisfactor	ily 🔲	X
		enthusiastic-			Exceptionally situation				
	dimenties to	o aivert nim	<b>X</b>						لبا
	_			0.	ORGANIZING A To what extent	does he di	splay organ	izing	
4.	INITIATIVE  To what exte	ent does he go	ahead with the		'and supervisi Poor organizer			П	
	right thing	without being			Obtains results or equipment	but waster due to	ful in time, lack of p	men roper	*
	Avoids response told	nsibility. Doe	es only what he		organization  Fair organizer occasions	satisfact	ory for ne	ormal	
	Displays init	tiative in think	sing and acting	[X]					
	Exceptionall	ly resourceful—			Effective organ Outstanding or difficult conditi	rganizer e	ven under	most	

9.	Power of Expression	11.	Self-Confidence
	How clearly does he express himself?		To what extent does he display confidence in his ability to carry out his duties?
	Difficult to follow	:	Timid, easily subdued
	Expresses himself satisfactorily		Overconfident
	Above average in his ability to express himself.	. ,	Lacks Force  Sufficient self-assurance. Does not back down too easily.
	Exceptional in his ability to express himself. Clear, concise, logical	, ,, -	Always at ease. Able to support his case without being obstinate
	in the second of	: .	Justifiably confident in his own ability.
10.	RELIABILITY	<b>12</b> .	SERVICE KNOWLEDGE
	How reliable is he in carrying out his duties?		What steps does he take to improve and keep up-to-date?
	Unreliable, requires constant checking		Poor, no effort to improve
	Does average work		Makes an effort when forced to by circumstances, exams, etc
	Does above average work 🗵 🗌		Adequate for normal purposes
<b>,</b>	Can depend on him to complete most difficult jobs		Consistently attempts to improve
· —		-	
	PART	, III	
	on W in the applicable square in Person 12, 14, an	J 15	
	ee an X in the applicable square in Paras. 13, 14, an	.a 15	•
13.	PROFICIENCY AT DUTIES UPON WHICH ENGAGED		_
	Primary Duty		Proficiency
	(Flight Commander, Station Supply Officer, etc.	.)	Below Average Average Above Average
	1. NCO i/c Supply Administration		
	Secondary Duties		
	(Sports Officer, NPF Officer, etc.)		•
( , 0 -	11.0. To 4		
	<b>2.</b> 11		
14.	Assessment of Service Conduct		
	(Airmen only—See QR (Air) Art. 26.11)		Bad Indiff. Fair Good Exem.
15.	DESIRABILITY What is your attitude toward having this officer/air	man	under your Command. Would you
	Definitely Pre not want him to he	fer n ave l	
	in his present rank		<b>X</b>
	in next higher rank		

#### PART IV\*

16. Remarks, Recommendations, Etc. of Assessing Officer (To be type written) I CERTIFY that the assessments on this report have been made from personal knowledge and represent my honest opinion. He has served under me for .........years ........months. I have informed him of the failings shown in the starred statements. In addition, I have the following remarks to make:-

This NCO has been in charge of clothing stores for the period Mar 65 to Aug 67 and has now been re-located in supply administration. His supervising capability in clothing stores was most effective during a period when this base was responsible for off season initial kitting to students in the Radar and Communications trade.

The past year resulted in a 200% increase in aircadet kitting requirements due to the close out of Centralia. This he also accomplished to the satisfaction of all concerned.

Signature	Rank	F/L Statio	CFB Clinton
			The state of the s
Signature reproduced in Block Ca	pitals RS CUM	MINGS Date.	25 Sep 67

17. REMARKS, RECOMMENDATIONS, ETC. OF NEXT SENIOR OFFICER

(Note: The station commander or other senior officer is to add any remarks which may throw further light on the individual's character, personality and qualifications. If in disagreement with the above assessment, a red X is to be placed in the square considered applicable.)

While his supervisors indicate that Sgt Kalichuk has been doing very good work over the past year, on the basis of his personal record I cannot recommended promotion at this time.

Signature AM ateu Rank S/L Station CFB Clinton

Signature reproduced in Block Capitals. HR PATERSON

Indicate degree of acquaintance with person being assessed: Personal......Moderate......Casual......Slight...×

18. REMARKS, RECOMMENDATIONS, ETC. OF AOC OR OTHER SUPERIOR OFFICER

(Note: If there is any difference of opinion or other unusual comment in this report, a superior's opinion in the matter will be of value.)

Signature reproduced in Block Capitals EW RYAN G/C Date 29 Sep 67

AOC to sign for assessments on Station or Squadron Commanders and Senior Staff Officers at Command HQ

AOC or CStaffO on all officers of S/L rank and above, SPSO on  $\Gamma$ /L and F/O.

\* Note: If there is insufficient space for remarks under any section of Part IV a separate sheet is to be attached, signed and dated, and the signature is to be reproduced in block capitals.

In addition, the appropriate section of the R211 is to be signed.

Remarks, Recommendations, Etc. of AOC or other Superior Officer 18.

(Note: If there is any difference of opinion or other unusual comment in this report a superior's opinion in the matter will be of value.)

Signature reproduced in Block Capitals J. FAB Date 17 NOV 1967 000781

#### **CONFIDENTIAL** (when completed)



#### CONFIDENTIAL PERSONAL ASSESSMENT

ON

(Qual 4)

List and Branch or

Number 15113 Rank Sgt Name Kalichuk A Trade and Grouping SupTech 3

#### INSTRUCTIONS TO ASSESSING OFFICERS

The Confidential Personal Assessment (RCAF R211) was designed for the purpose of providing information on individuals which, together with other pertinent data, could be used in deciding on transfers, promotions, selection of officers with Short Service Commissions for Permanent Commissions, compulsory retirement or releases, etc. It is, therefore, important to the Service and to the individual that these reports be prepared as accurately as possible.

#### When making out an R211, keep the following instructions in mind:-

- (a) Do not begin assessment unless you have read AFAO 26.08/01, 04, 05 or 06 as applicable within the past two weeks.
- (b) When an officer or airman has served under you for less than 3 months the assessment is to be withheld until expiration of that period and is to be submitted as soon as possible thereafter.
- (c) It is essential that the individual assessed is compared with others of the same rank employed on the same type of work.
- (d) Over-assessment or concealment of deficiencies lowers the value of the assessment—the assessor's reputation for judgment is compromised in the eyes of his superiors and those being assessed are prejudiced since the assessments are known to be faulty.
- (e) The assessor must make a completely impartial and unbiased report and not allow his personal feelings toward the individual to have any bearing on the marking.
- (f) Seldom, if ever, does any one individual possess all traits in their highest degree or two individuals possess all traits in the same degree.
- (g) It is the duty of an officer to point out the deficiencies of those serving under him immediately they come to his attention. Advice and assistance in correcting such faults should be given at once. No individual should first learn of his failings through an unsatisfactory report.
- (h) The R211 is not to be used to initiate an adverse report. Such a report is to be submitted in narrative form in accordance with AFAO 26.08/04 or 06 as applicable.
- (j) The assessor is to ensure that when unfavourable comments are made in para 16 or when an assessment is made in one of the squares in part II indicated by an asterisk, the individual assessed signs in para 16 as evidence of acknowledgment of the assessment.

#### PART I

in the second							(Qua	£~4) •	
15113	Sgt	Kalic	huk A		1/4/57		SupTec	h 3	
Number	Rank		and Name	•	Seniority present			Branch or T Grouping	lrad
IGO i /c. Gl.o Regular Du		15 Mar 65 Date Posted to Present Position	Reas	on f	omotion or Submission 0 26.08/01)	Perio	-15/10/66 d covered dis report	3/11 Date of	
			,				Entered on	R331	
	•						Date		
	,		PART	·II			·	<del></del>	
		· A	SSESSI	A E I	ΥT				
) <b>t</b>	he person being :	through first—the assessed. When t igher assessment	n put an X here is mor	in tl e th	ne square oppo an one square	osite the state e opposite a	ement which statement, th	best desc ne one/s t	rib o t
APPEARAN	CE AND BEARIN	G	1218	5.	LEADERSHIP	, ·			
	nd careful both o creates an unfav				follow him	ı?	inspire other		
impression.		••••••	*	•	A follower.		• • • • • • • • • • • • • • • • • • • •		$\Box_*$
Room for in	mprovement	• • • • • • • • • • • • • • • • • • • •				N.,	-		
Satisfactor	y		X		•		d unless force		
	ng bearing—Sta				Willing to	take lead -	ead — provides	good	
			] [		leadership Inspires con excellent lea	nfidence, co	mmands res	spect,	ΣΣ <u>,</u>
Difficult to	hly does he work work with—obs	structive, stub-		6.	officers an	ent does he d d the Service	support his s		
born, selfis	h		*   *		`				*
	difficult due m				Inclined to		upport ore Service	,	`* _
Definitely	co-operative promotes harm	ony and good	* *		Can depend duty	upon his su	pport—faith	ful in · · · · · · · · · · · · · · · · · · ·	
will		2			even though	h orders ar	e counter t	o his	
. DETERMINA With what r	ATION esolution does he	tackle his work?		7.	MENTAL AI Does he reads			nder-	
	rmination		<u> </u>		Slow and co	_		g □	,
essential	rker but only	· · · · · · · · · · [		•	Requires mo	ore than ord	inary explan	ation 🗌	
diligently.	,				Grasps norm		ns satisfactor		
difficulties	l, enthusiastic— to divert him	-will not allow					·········		
	/			8.		ent does he d	lisplay organ	izing	
	tent does he go				_	vising ability zer	y? 	<u>.</u> . 🗆	
	ng without being ng and constant		<b>]</b>		Obtains resu	ılts but wast	eful in time, lack of p	men	
Avoids resp	ponsibility. Doe	es only what he	7 [		organization Fair organi	ı zer—satisfa	ctory for no	ormal	
		_						_	_
Exceptiona	lly resourceful-	ting and acting [ -plans and s[			Outstanding	g organizer	ts things dor	most	X.

	Power of Expression	11.	SELF-CONFIDEN	CE		
•	How clearly does he express himself?		To what extent of in his ability			
	Difficult to follow	,	Timid, easily su	.bdued		···· 📮
	Expresses himself satisfactorily		Overconfident			`□
		C. C. 76 C	Lacks Force			
	Above average in his ability to express himself		Sufficient self-adown too easily	ssurance.	Does not	back
	Exceptional in his ability to express him-	• , • ,	Always at ease.	. Able to s	upport his	case
	self. Clear, concise, logical	J	without being o			•
			Justifiably confi			
10	RELIABILITY , C. D. C.	12.	SERVICE KNOW	LEDGE .	<i>:</i>	o ipil
10.	How reliable is he in carrying out his duties?		What steps does	he take	to improve	and
	Unreliable, requires constant checking.		keep up-to-da			
:	Officiality requires constant enecking.		Poor, no effort			
		M.	Makes an effor cumstances, exa	ıms, etc		🖺
	Does above average work	j '	Adequate for n	ormal purp	ooses	
			Consistently at	tempts to	improve	
	Can depend on him to complete most difficult jobs	]	Exceptionally abreast of mode	well-inforn ern develo	ned and k pments	keeps
	Primary Duty  (Flight Commander, Station Supply Officer	, etc.)	·. Below		FICIENCY Average A	bove Averas
	1. NCO i/c Clothing Scres				] [2]	
		• , •		: 1,,:	· · · · · · · · · · · · · · · · · · ·	
	Secondary Duties	,	· · · · · · · · · · · · · · · · · · ·			73.130
	(Sports Officer, NPF Officer, etc.)					
	1.				] 🗆	
```	<b>2.</b>				] [	
14	Assessment of Service Conduct		<del> </del>		<del></del>	
Lt.						
14.	(Airmen only—See QR (Air) Art. 26.11)		Bad	Indiff.	Fair Good	d Exem.
14.	(Airmen only—See QR (Air) Art. 20.11)		Bad	Indiff.	Fair Good	Exem.
			Bad	Indiff.		d Exem.
15.	Desirability	r/airmor				
	Desirability  What is your attitude toward having this office		under your Cor	mmand.	Would you	
	DESIRABILITY  What is your attitude toward having this office  Definitely	er/airman Prefer r to have	under your Con	mmand. Vied Be		
	DESIRABILITY  What is your attitude toward having this office  Definitely	Prefer r	under your Con	mmand. Vied Be	Would you	Particular
	Desirability  What is your attitude toward having this office  Definitely  not want him	Prefer r	under your Connot Be satisf	mmand. Vied Be	Would you	Particular

#### PART IV\*

16. Remarks, Recommendations, Etc. of Assessing Officer (To be type written)

This NCO is in charge of clothing stores and as such provides an efficient service to both station personnel and numerous air cadet squadrons. He has had considerable experience in Supply School instruction and during the period of this assessment has been called upon to fulfil this requirement at the former COS Centralia. On completion of the last Officer's Supply Course in Aug the OC (F/L Greenfield) stated that he considered Sgt Kalichuk an excellent instructor.

When comparing this NCO with others of equal rank an area of weakness exists through his inability to plan in advance his requirement for time off. While this does not necessarily effect the operation of his supply group, it does create a nuisance factor with his superiors and raises some doubt in the area of reliability. In all fairness to this individual the reasons for these impromptu periods of absenteeism are always justified by some personal requirement of his own.

Unless this NCO has exceptional qualities as an instructor, this being unknown by the assessor, any recommendation for further promotion is lacking in enthusiasm.

Signature Johnston Rank WO2 Station

Signature reproduced in Block Capitals (RJH JOHNSTON) Date 12 Sep 66

17. REMARKS, RECOMMENDATIONS, ETC. OF NEXT SENIOR OFFICER

(Note: The station commander or other senior officer is to add any remarks which may throw further light on the individual's character, personality and qualifications. If in disagreement with the above assessment, a red X is to be placed in the square considered applicable.)

During the period of this assessment an incident was brought to the attention of the base which necessitated verbal counselling of this NCO.for excessive use of alcohol. This will probably account for the assessors remarks concerning reliability although he was not aware of it. Sgt Kalichuk must be able to control this weakness before a recommendation for promotion can be given.

Ochalichuk Ag

Signature

Rank F/L Station CFB Clinton

Signature reproduced in Block Capitals RS CUMMINGS Date 12 Sep 66

Indicate degree of acquaintance with person being assessed: Personal......Moderate......Casual......Slight.

18. REMARKS, RECOMMENDATIONS, ETC. OF AOC OR OTHER SUPERIOR OFFICER

(Note: If there is any difference of opinion or other unusual comment in this report, a superior's opinion in the matter will be of value.)

Signature reproduced in Block Capitals BALL Date

AOC to sign for assessments on Station or Squadron Commanders and Senior Staff Officers at Command HQ AOC or CStaffO on all officers of S/L rank and above, SPSO on  $\Gamma/L$  and F/O.

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In addition, the appropriate section of the R211 is to be signed.

# CONFIDENTIAL PERSONAL ASSESSMENT

ON

Number 15113 Rank Sgt Name Kalichuk A List and Branch or SupTech 3

#### INSTRUCTIONS TO ASSESSING OFFICERS

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			~ <del>-</del>	•	PART	•	*
	N	113 Number	Sgt Rank	A Kal Initials	ichuk and Name		Qual Gp 4 SupTech 3 List and Branch or Trade and Grouping
ICO	i/c	c Clothi Regular D	ng uties	15 Mar 65 Date Posted to Present Position	Reason		65 3 Nov 23  priod covered withis report Date of Birth
_			•		• •	,	Entered on R331
•				•	•	· · _ /	8 act 65 15
			· .				Date
٠					PART II	•	
1	MP(		Read each section the person being a right indicate a hi	through first—the		he square opposite the s	tatement which best describes a statement, the one/s to the
-	1.	Appearan	CE AND BEARIN	Gr	5.	Leadership	Contraction of the contraction o
		•	and careful both or creates an unfavo	-	•	To what degree does follow him?	
	-		Č			A follower	. <i>:</i> 📮
		Room for	improvement	-		Has little influence	🗖
		Satisfacto	ry			Not inclined to take l	ead unless forced to.
					K	Occasionally takes the Willing to take less	
		Command	ing bearing—Sta	nds out among	п п ·	leadership	······ 🔲
		10110 110 11		\	<b>-</b>	Inspires confidence, excellent leader	commands respect,
	•	Difficult to	TION thly does he work o work with—obs	tructive, stub-	- ′6. ⊋ □	LOYALTY—Sense of To what extent does leading officers and the Serve Undermines authority	ne support his senior
	•	Tries, but	difficult due ma	nner, lack of	 	Cannot be sure of his	*
				_	# \#'	Inclined to put self be Can depend upon his	
~	٠	Definitely	y co-operative. promotes harm	ony and good	3	duty High sense of duty— even though orders	loyal in his support are counter to his
					, _	opinion	
	3.	DETERMIN With what	NATION resolution does he	tackle his work?	7.	MENTAL ALERTNESS  Does he readily grasp of stand what is required.	situation and under-
	÷		ermination,		*	Slow and confused in	
		essential.	orker but only			Requires more than o	ordinary explanation [
		diligently	ious worker, activ	··· applies sen		Grasps normal situat	
			ed, enthusiastic— to divert him		a C	Exceptionally quick situation	in appreciating a
				_		ORGANIZING ABILITY	
	4.	Initiativ	9	,	·	To what extent does hand supervising abo	
			xtent does he going without being				📮 📮
			ing and constant			Obtains results but work or equipment due	to lack of proper
			sponsibility. Doe			organizationFair organizer—satio	sfactory for normal
			nitiative in think		<b>_ [</b> ]	Effective organizer—	
		executes of	ally resourceful— onstructive ideas	-pians and		Outstanding organiz difficult conditions.	er even under most

J.	Power of Expression	11.	Self-Confidence	31
	How clearly does he express himself?		To what extent does he display confidence in his ability to carry out his duties?	A. S. C.
	Difficult to follow		Timid, easily subdued	Ū
	Expresses himself satisfactorily		Overconfident	Ţ
	- 1. <i>i</i>		Lacks Force	
; (	Above average in his ability to express himself.		Sufficient self-assurance. Does not back down too easily	
	Exceptional in his ability to express himself. Clear, concise, logical		Always at ease. Able to support his case without being obstinate	`
			Justifiably confident in his own ability	
			, , , , , , , , , , , , , , , , , , ,	
10.	RELIABILITY		SERVICE KNOWLEDGE / What steps does he take to improve and	4
	How reliable is he in carrying out his duties?		keep up-to-date?	
	Unreliable, requires constant checking		Poor, no effort to improve	<b>□</b>
	Does average work		Makes an effort when forced to by circumstances, exams, etc	· 🗆 :
	Does above average work		Adequate for normal purposes	
	don donord on this to complete		Consistently attempts to improve	<b>x</b>
	Can depend on him to complete most difficult jobs	`	Exceptionally well-informed and keeps abreast of modern developments	
Plac	PART e an X in the applicable square in Paras. 13, 14, an PROFICIENCY AT DUTIES UPON WHICH ENGAGED			
Plac	e an X in the applicable square in Paras. 13, 14, and Proficiency At Duties upon which Engaged Primary Duty	nd 15	Proficiency	
Plac	e an X in the applicable square in Paras. 13, 14, as PROFICIENCY AT DUTIES UPON WHICH ENGAGED	nd 15		Average
Plac	e an X in the applicable square in Paras. 13, 14, and Proficiency At Duties upon which Engaged Primary Duty	nd 15	Proficiency	Average
Plac	e an X in the applicable square in Paras. 13, 14, and PROFICIENCY AT DUTIES UPON WHICH ENGAGED  Primary Duty  (Flight Commander, Station Supply Officer, etc.)	nd 15	Proficiency Below Average Average Above	Average
Plac	e an X in the applicable square in Paras. 13, 14, and Proficiency At Duties upon which Engaged  Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. NCO i/c Clothing  Secondary Duties	nd 15	Proficiency Below Average Average Above	Average
Plac	e an X in the applicable square in Paras. 13, 14, and Proficiency At Duties upon which Engaged Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. NCO i/c Clothing  Secondary Duties	nd 15	Proficiency Below Average Average Above	
Plac	e an X in the applicable square in Paras. 13, 14, and Proficiency At Duties upon which Engaged Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. NCO i/c Clothing  Secondary Duties  (Sports Officer, NPF Officer, etc.)	nd 15	PROFICIENCY  Below Average Average Above	
Place 13.	e an X in the applicable square in Paras. 13, 14, and Proficiency At Duties upon which Engaged Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. NCO i/c Clothing  Secondary Duties  (Sports Officer, NPF Officer, etc.)	nd 15	PROFICIENCY  Below Average Average Above	
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Place 13.	e an X in the applicable square in Paras. 13, 14, and Proficiency At Duties upon which Engaged Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. NCO i/c Clothing  Secondary Duties  (Sports Officer, NPF Officer, etc.)  Assessment of Service Conduct	nd 15	PROFICIENCY  Below Average Average Above	
Place 13.	e an X in the applicable square in Paras. 13, 14, and Proficiency At Duties upon which Engaged Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. NCO i/c Clothing  Secondary Duties  (Sports Officer, NPF Officer, etc.)  2.  Assessment of Service Conduct  (Airmen only—See QR (Air) Art. 26.11)	nd 15	PROFICIENCY  Below Average Average Above      Below Average Average Above	
Place 13.	e an X in the applicable square in Paras. 13, 14, and Proficiency At Duties upon which Engaged Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. NCO i/c Clothing  Secondary Duties  (Sports Officer, NPF Officer, etc.)  2.  Assessment of Service Conduct  (Airmen only—See QR (Air) Art. 26.11)	nd 15	PROFICIENCY  Below Average Average Above  Below Average Average Above  Bad Indiff. Fair Good Exe	
Place 13.	e an X in the applicable square in Paras. 13, 14, and Proficiency at Duties upon which Engaged Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. NCO i/c Clothing  Secondary Duties  (Sports Officer, NPF Officer, etc.)  2.  Assessment of Service Conduct  (Airmen only—See QR (Air) Art. 26.11)  Desirability  What is your attitude toward having this officer/air Definitely Pr	nd 15	PROFICIENCY  Below Average Average Above  Description:	17000h.
Place 13.	e an X in the applicable square in Paras. 13, 14, and Proficiency at Duties upon which Engaged Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. NCO i/c Clothing  Secondary Duties  (Sports Officer, NPF Officer, etc.)  2.  Assessment of Service Conduct  (Airmen only—See QR (Air) Art. 26.11)  Desirability  What is your attitude toward having this officer/air Definitely Pr	irman	PROFICIENCY  Below Average Average Above  Description:	ticularly

Remarks, Recommendations, Etc. of Assessing Officer (To be type written)

I CERTIFY that the assessments on this report have been made from personal knowledge and represent my honest opinion. He has served under me for......years...6.....months. I have informed him of the failings shown in the starred statements. In addition, I have the following remarks to make:-

Sgt Kalichuk as supervisor of Clothing Stores functions in an efficient, courteous, well organized manner and serves all personnel on an equal basis. When approached is ready and willing to accept extra station activities. known marital or financial problems.

Signature WX B. LAMI Rank F/O Station CLIMTON

Signature reproduced in Block Capitals. (WK

17. Remarks, Recommendations, Etc. of next Senior Officer

(Note: The station commander or other senior officer is to add any remarks which may throw further light on the individual's character, personality and qualifications. If in disagreement with the above assessment, a red X is to be placed in the square considered applicable.)

Concur in above. Recommended for Promotion.

Recommended for promotion, but only known for less than three months.

(MW Garnett)

CO, Clinton Se Rank F/L Station CLINTON

Stn Clinton Msge W108 12 Nov Signature reproduced in Block Capitals (RS CUMMINGS) Date 16 SEP 65 advises Stn Board did has had long history personal problems and board wishes to defer il there is do doubt that these will not re occur.

18. Remarks, Recommendations, Etc. of AOC or other Superior Officer

(Note: If there is any difference of opinion or other unusual comment in this report, a superior's opinion in the matter will be of value.)

Signature.....

Signature reproduced in Block Capitals (TP HAUGHN) Date 15 Nov 65

AOC to sign for assessments on Station or Squadron Commanders and Senior Staff Officers at Command HQ AOC or CStaffO on all officers of S/L rank and above, SPSO on \(\Gamma/L\) and \(F/O\).

## CONFIDENTIAL (when completed)



# CONFIDENTIAL PERSONAL ASSESSMENT

ON

Number 15113 Rank Sgt Name Kalichuk A

List and Branch or Trade and Grouping Sup Tech 3 / QUAL 4

# INSTRUCTIONS TO ASSESSING OFFICERS

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•	`			111111	•					•
15	1113 Number	Sgt Rank	A Kal	and Name	Of	1 Apr 57 Seniority date of present rank Assessor	of	Sup Tec List and B and C	ch 3 dranch o Broupin	r Trade
Ins	structor Regular Duties	Date	P 61 Posted to nt Position	Annual Reas	& on fo	promotion15 or Submission 0 26.08/01)	Period	3–23 Jun ( l covered is report		Nov 23 of Birth
			·	·				Entered on 1	R331	12
				PART	II	<u> </u>	-			
		•	A	SSESSM	1 E I	T				
IMP	ORTANT: Read eac the pers right in	ch section throug on being assessed dicate a higher a	d. When th	n put an X i iere is more	in the	ne square opposite i an one square opp	the state osite a s	ement which statement, th	best d e one/	escribes s to the
1,	APPEARANCE AND	BEARING			<b>5.</b>	Leadership				
,	Is he neat and care Careless—creates	-		•		To what degree of follow him?	does he	inspire other	rs to	
	impression			*		A follower				
	Room for improve	ement				Has little influer	ı <b>c</b> e			
	Satisfactory					Not inclined to to	ake lead	l unless force	d to.	
	Smart	•		X		Occasionally tak Willing to take leadership	lead -	— provides	good	X
	fellows					Inspires confider excellent leader.	nce, co	mmands res	pect,	
2.	Co-operation  How smoothly doe  Difficult to work v born, selfish	with-obstruct	ive, stub-	]	6.	LOYALTY—SENS To what extent d officers and the Undermines auth	oes he s Service nority	support his s		*
	Tries but difficultact	lt due manner	, lack of	j		Cannot be sure of Inclined to put s				₩ □
	Moderately co-op Definitely promo will	tes harmony a	and good			Can depend upon duty High sense of du even though or opinion	ity—loy ders ar	al in his suj	$egin{array}{ll} \dots & [ & & [ & & ] \\ \mathbf{pport} & & & \mathbf{his} & \\ \mathbf{o} & & & \mathbf{his} & \\ \end{array}$	
3.	DETERMINATION With what resoluti Lacks determinat				7.	MENTAL ALERT Does he readily gr stand what is r	asp a si equired	?		
	Steady worker b	out only does	what is	*		Slow and confus		_	-	
	essential Conscientious wo diligently	rker, active, ap	plies self	] [] ] []		Requires more the Grasps normal s				
ı	Determined, enth	usiastic—will	ot allow		-	Exceptionally q				
4	Initiative				8.	ORGANIZING AB To what extent d and supervisin	oes he d		vizing	
	To what extent de		with the	•		Poor organizer.			· · · · •	
	right thing with Needs urging and	-	ction	<b>-</b>		Obtains results to or equipment	due to	lack of p	roper	<b>Г</b> —Л Г—Л
	Avoids responsible is told			□.		organization Fair organizer—occasions	-satisfa	ctory for no	ormal	
	Displays initiativ Exceptionally res	sourceful—plan	s and			Effective organized	ganizer	even under	most	X -
	executes construc	ctive ideas				difficult conditio	ns		• • • • •	Ц

9.	Power of Expression	11.	Self-Confidence
	How clearly does he express himself?		To what extent does he display confidence in his ability to carry out his duties?
	Difficult to follow		Timid, easily subdued
	Expresses himself satisfactorily		Overconfident
	. —		Lacks Force
	Above average in his ability to express himself		Sufficient self-assurance. Does not back down too easily
	Exceptional in his ability to express himself. Clear, concise, logical		Always at ease. Able to support his case without being obstinate
			Justifiably confident in his own ability 🗵 🗌
10.	RELIABILITY	12.	SERVICE KNOWLEDGE
-0.	How reliable is he in carrying out his duties?		What steps does he take to improve and keep up-to-date?
	Unreliable, requires constant checking		Poor, no effort to improve
	Does average work	:	Makes an effort when forced to by circumstances, exams, etc
	Does above average work		Adequate for normal purposes
	Can depend on him to complete most difficult jobs		Consistently attempts to improve   Exceptionally well-informed and keeps abreast of modern developments
	PROFICIENCY AT DUTIES UPON WHICH ENGAGED  Primary Duty	anu 10	Proficiency
			2 1001 101 D1(01
	(Flight Commander Station Supply Officer, e	te.)	Rolow Averege Averege Above Averege
	(Flight Commander, Station Supply Officer, e  1. Instructor	tc.)	Below Average Average Above Average
	1. Instructor	tc.)	
	1. Instructor Secondary Duties	te.)	
	1. Instructor	te.)	
	1. Instructor Secondary Duties	te.)	
	1. Instructor  Secondary Duties (Sports Officer, NPF Officer, etc.)	te.)	
14.	1. Instructor  Secondary Duties (Sports Officer, NPF Officer, etc.)  1. Section Inventory Holder	te.)	
14.	1. Instructor  Secondary Duties (Sports Officer, NPF Officer, etc.)  1. Section Inventory Holder  2.	te.)	
	1. Instructor  Secondary Duties (Sports Officer, NPF Officer, etc.)  1. Section Inventory Holder  2.  Assessment of Service Conduct (Airmen only—See QR (Air) Art. 26.11)	te.)	
14.	1. Instructor  Secondary Duties (Sports Officer, NPF Officer, etc.)  1. Section Inventory Holder  2.  Assessment of Service Conduct		
	Secondary Duties (Sports Officer, NPF Officer, etc.)  1. Section Inventory Holder  2.  Assessment of Service Conduct (Airmen only—See QR (Air) Art. 26.11)  Desirability What is your attitude toward having this officer/s		Bad Indiff. Fair Good Exem.  Bad Indiff. Fair Good Exem.  Under your Command. Would you  not Be satisfied Be pleased Particularly
	Secondary Duties (Sports Officer, NPF Officer, etc.)  1. Section Inventory Holder  2.  Assessment of Service Conduct (Airmen only—See QR (Air) Art. 26.11)  Desirability What is your attitude toward having this officer/s	airman	Bad Indiff. Fair Good Exem.  Bad Indiff. Fair Good Exem.  Under your Command. Would you  not Be satisfied Be pleased Particularly
	Secondary Duties (Sports Officer, NPF Officer, etc.)  1. Section Inventory Holder  2.  Assessment of Service Conduct (Airmen only—See QR (Air) Art. 26.11)  Desirability What is your attitude toward having this officer/s  Definitely not want him to	airman	Bad Indiff. Fair Good Exem.  Be satisfied Be pleased Particularly him to have him desire him

16. Remarks, Recommendations, Etc. of Assessing Officer (To be type written)

I CERTIFY that the assessments on this report have been made from personal knowledge and represent my honest opinion. He has served under me for......2 years months. I have informed him of the failings shown in the starred statements. In addition, I have the following remarks to make:—

Sgt Kalichuk has been a very capable instructor of junior officers for several years. During the past year he has made a determined effort to qualify himself in every way for promotion, and there is no doubt that he has succeeded. He is unfailingly co-operative with his superiors, tactful and patient with students and other instructors, always willing, and thoroughly dependable in carrying out assigned tasks. Although he has been instructing for a long time, he shows no signs of becoming bored or tired with his job, and on the contrary he continuously revises his lesson plans, produces new training aids etc whenever required by changes in regulations, syllabus or directive. He is highly productive personally, and shows above average ability in getting things done through other people. Although he does not have the flexibility of mind which is expected from university-trained personnel, he is very quick and alert mentally. He is above average as an instructor, and as a tradesman he undoubtedly stands in the top bracket for his rank. He should do well in a position of greater responsibility, and is strongly recommended for promotion.

Signature () Amer 5	Rank F/L	Station	CENTRALIA
Signature reproduced in Block Capitals	WJ CAMERON	Date9	Jul 64

17. REMARKS, RECOMMENDATIONS, ETC. OF NEXT SENIOR OFFICER

(Note: The station commander or other senior officer is to add any remarks which may throw further light on the individual's character, personality and qualifications. If in disagreement with the above assessment, a red X is to be placed in the square considered applicable.)

Concur.

MAR RANDALLY G/C

CO. RCAF. STN. CENTRALIA

Signature Rank S/L Station CENTRALIA

Signature reproduced in Block Capitals WJ ANDREW Date 9 Jul 64

Indicate degree of acquaintance with person being assessed: Personal......Moderate......Casual.X...Slight...

12 18. REMARKS, RECOMMENDATIONS, ETC. OF AOC OR OTHER SUPERIOR OFFICER

(Note: If there is any difference of opinion or other unusual comment in this report, a superior's opinion in the matter will be of value.)

Signature Rank F/L Station TCHQ
Signature reproduced/in Block Capitals (PT HAUGHN) Date 26 OCT 64

NOTED

AOC to sign for assessments on Station or Squadron Commanders and Senior Staff Officers at Command HQ AOC or CStaffO on all officers of S/L rank and above, SPSO on  $\Gamma$ /L and  $\Gamma$ /O.

\* Note: If there is insufficient space for remarks under any section of Part IV a separate sheet is to be attached, signed and dated, and the signature is to be reproduced in block capitals.

In addition, the appropriate section of the R211 is to be signed.

000793

7530-21-801-0158

#### CONFIDENTIAL (when completed)

# CONFIDENTIAL PERSONAL ASSESSMENT

ON

Number 15113 Rank SGT Name KALICHUK A List and Branch or Trade and Grouping SUPTECH 3

### INSTRUCTIONS TO ASSESSING OFFICERS

The Confidential Personal Assessment (RCAF R211) was designed for the purpose of providing information on individuals which, together with other pertinent data, could be used in deciding on transfers, promotions, selection of officers with Short Service Commissions for Permanent Commissions, compulsory retirement or releases, etc. It is, therefore, important to the Service and to the individual that these reports be prepared as accurately as possible.

- (a) Do not begin assessment unless you have read AFAO 26.08/01, 04, 05 or 06 as applicable within the past two weeks.
- (b) When an officer or airman has served under you for less than 3 months the assessment is to be withheld until expiration of that period and is to be submitted as soon as possible thereafter.
- (c) It is essential that the individual assessed is compared with others of the same rank employed on the same type of work.
- (d) Over-assessment or concealment of deficiencies lowers the value of the assessment—the assessor's reputation for judgment is compromised in the eyes of his superiors and those being assessed are prejudiced since the assessments are known to be faulty.
- (e) The assessor must make a completely impartial and unbiased report and not allow his personal feelings toward the individual to have any bearing on the marking.
- (f) Seldom, if ever, does any one individual possess all traits in their highest degree or two individuals possess all traits in the same degree.
- (g) It is the duty of an officer to point out the deficiencies of those serving under him immediately they come to his attention. Advice and assistance in correcting such faults should be given at once. No individual should first learn of his failings through an unsatisfactory report.
- (h) The R211 is not to be used to initiate an adverse report. Such a report is to be submitted in narrative form in accordance with AFAO 26.08/04 or 06 as applicable.
- (j) The assessor is to ensure that when unfavourable comments are made in para 16 or when an assessment is made in one of the squares in part II indicated by an asterisk, the individual assessed signs in para 16 as evidence of acknowledgment of the assessment.

# F

				1,1111	•					•
1	5113 Number	SGT Rank		ALICHUK and Name		1 Apr 5 Seniority da present ra	to of	Tist and	ECH 3 Branch o Groupin	
Sup	ply Instructo Regular Duties	or	5 Sep 61 Date Posted to Present Position	Reaso	on fo	Promotion or Submission 26.08/01)	15 Oct Period	63 covered s report	3No Date	723 of Birth
							, I	Entered on Date		,¶
				PART	H		1			
IMP(	ORTANT: Read ea the per right in	son being a	hrough first—the ssessed. When the gher assessment	here is more	n th	ie square opposit an one square o	te the state	tatement, t	h best d he one/	escribes s to the
1.	APPEARANCE AN				5.	LEADERSHIP				
	Is he neat and car	-				To what degre follow him?	e does he	inspire oti	hers to	
	Careless—creates impression					A follower		• • • • • • • •		
	Room for improv	vement				Has little influ	ience			
	Satisfactory					Not inclined to	take lead	unless for	ed to.	
	Smart	<b></b>		[XZ]		Occasionally t				
	Commanding bea	aring—Star	nds out among	 		Willing to ta leadership	ke lead –	– provides	good	<b>~</b>
	Tenows		· · · · · · · · · · · · · · · · · · ·	لحا لـ		Inspires confidence excellent leader				
2.	Co-operation  How smoothly do Difficult to work born, selfish  Tries but difficult tact  Moderately co-operately prom	with—obst	nner, lack of	· · · · · · · · · · · · · · · · · · ·	6.	LOYALTY—SET To what extent officers and t Undermines as Cannot be sur Inclined to pu Can depend up duty	does he she Services athority  e of his sut self before his sur	pport his  pport re Service port—fait	  hful in	
3.	will  Determination			9 🗆 .	7.	High sense of even though opinion  MENTAL ALEI	orders are	counter	to his	
	With what resolut	_				Does he readily stand what i	s required?			
	Steady worker	but only	does what is	*		Slow and conf			_	니 니 
	essential	orker, activ	e, applies self			Requires more				
	Determined, ent difficulties to div	husiastic—	will not allow			Grasps normal Exceptionally situation	quick in	apprecia	ting a	
4.	Initiative				8.	ORGANIZING A To what extent and supervise	does he d		inizing	
	To what extent of right thing wit					Poor organize	-			<b>-</b> -
	Needs urging an			<b>-</b>		Obtains result or equipment organization	due to	lack of	proper	
	Avoids responsible told	oility. Does	s only what he			Fair organize	r—satisfac	tory for 1	ormal	
	Displays initiati Exceptionally re- executes constru	sourceful—	-plans and			Effective orga Outstanding of difficult condi-	organizer e	even unde	r most	

How dearly does he carpress himself?   To what extent does he display confidence in the sibility to carp you his desired.   Coverconfident.   Coverconfide	9.	Power of Expression	11.	Self-Confidence
Expresses himself satisfactorily   Calcar, some average in his ability to express himself   Calcar, concise, logical   Calcar, co		How clearly does he express himself?		To what extent does he display confidence in his ability to carry out his duties?
Above average in his ability to express himself.  Exceptional in his ability to express himself. Clear, concise, logical.  Exceptional in his ability to express himself. Clear, concise, logical.  Does average work.  Does average work.  Can depend on him to complete most difficult jobs.  Can depend on him to complete most difficult jobs.  PART III  Place an X in the applicable square in Pares. 13, 14, and 15  13. PROPICIENCY AT DUTIES UPON WHICH ENGAGED  Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. NET-  2.  14. ASSESSMENT OF SERVICE CONDUCT (Airmen only—See QR (Air) Art. 26.11)  Definitely not want him in his present rank    Lacks Force.   Sufficient self-assurance. Does not back down to accessity.   Always at ease. Able to support his case without being obstinate.   Supply officer, etc.)    Lacks Force.   Sufficient self-assurance. Does not back down to suitcout be sufficient self-assurance. Does not back down to suitcout be sufficient self-assurance.   Does not back down to suitcout be sufficient self-assurance. Does not back down to suitcout be suitcout being obstinate.   Supply confident in his own ability   Survival access without being besting obstinate   Supply officer to the force of the keep without being best he take to improve and keep without being best he take to improve and keep without being best he take to improve and keep without being best he take to improve and keep without being best he take to improve and keep without be asserted from the lack to improve and keep without being best he take to improve and keep without be asserted from the lack to improve and keep without be asserted from the lack to improve and keep without be asserted from the lack to improve and keep without be asserted from the lack to improve and keep without be asserted from the lack to improve and keep without being best he take to improve and keep without be asserted from the lack to improve and keep without beautifully asserted from the lack to improve and keep without beautifully asserted from		Difficult to follow	•	· -
Above average in his ability to express		Expresses himself satisfactorily		tana da sa
Exceptional in his ability to express himself. Clear, concise, logical		Above average in his ability to express himself	٠.	Sufficient self-assurance. Does not back
Justifiably confident in his own ability.        10. Reliability		Exceptional in his ability to express himself. Clear, concise, logical	•	Always at ease. Able to support his case
What steps does he take to improve and keep up-to-date?   What steps does he take to improve and keep up-to-date?   Poor, no effort to improve	*			Justifiably confident/in his own ability.
How reliable is he in carrying out his dutiest   What steps does he take to improve and keep up-to-datest	10.	RELIABILITY	12.	SERVICE KNOWLEDGE
Does average work	10.		•	
Does above average work		Unreliable, requires constant checking		Poor, no effort to improve
Can depend on him to complete most difficult jobs		Does average work		
Can depend on him to complete most difficult jobs.		Does abové average work		Adequate for normal purposes
PART III  Place an X in the applicable square in Paras. 13, 14, and 15  13. Proficiency at Duties upon which Engaged  Primary Duty  (Flight Commander, Station Supply Officer, etc.)  Below Average Average Above Average  1. Supply Instructor  Secondary Duties  (Sports Officer, NPF Officer, etc.)  1. Nill-  2.		Can depend on him to complete most		Exceptionally well-informed and keeps
Secondary Duties (Sports Officer, NPF Officer, etc.)  1. Nill- 2.	13.	•	•	Proficiency
Secondary Duties  (Sports Officer, NPF Officer, etc.)  1. Nill—  2.		(Flight Commander, Station Supply Officer, etc.	e.)	Below Average Average Above Average
(Sports Officer, NPF Officer, etc.)  1. Nill-  2.		1. Supply Instructor		
2.  14. Assessment of Service Conduct (Airmen only—See QR (Air) Art. 26.11)  Bad Indiff. Fair Good Exem.  Bad Indiff. Fair Good Exem.  Bed Indiff. Fair Good Exem.		•		
14. Assessment of Service Conduct  (Airmen only—See QR (Air) Art. 26.11)  Bad Indiff. Fair Good Exem.                           15. Desirability  What is your attitude toward having this officer/airman under your Command. Would you  Definitely Prefer not Be satisfied Be pleased Particularly not want him to have him to have him to have him desire him  in his present rank				·
(Airmen only—See QR (Air) Art. 26.11)  Bad Indiff. Fair Good Exem.		2.		
(Airmen only—See QR (Air) Art. 26.11)  Bad Indiff. Fair Good Exem.	14.	Assessment of Service Conduct		•
What is your attitude toward having this officer/airman under your Command. Would you  Definitely Prefer not Be satisfied Be pleased Particularly not want him to have him to have him to have him desire him in his present rank		(Airmen only—See QR (Air) Art. 26.11)		
Definitely Prefer not Be satisfied Be pleased Particularly not want him to have him to have him to have him desire him in his present rank	15.			n under weger Command Would way
not want him to have him to have him desire him in his present rank		,		,
		· · · · · · · · · · · · · · · · · · ·		
in next higher rank		in his present rank		
		in next higher rank		

16. Remarks, Recommendations, Etc. of Assessing Officer (To be type written)

Sgt Kalichuk is a very capable NCO. His intelligent and practical approach to training Supply Officers has both helped the students greatly and also lightened the task of his superiors. With his vast supply of knowledge he is a credit to our Supply Training.

Sgt Kalichuk's financial and family affairs are in good order at this time. I would gladly have this man work for me at any time, for his solutions to problems are always well thought out and always practical.

I strongly recommend his promotion to Flight Sergeant not only for the service already given but for the excellent service I know he will give the RCAF in that rank.

Signature Duard Rank F/L Station Centralia

Signature reproduced in Block Capitals (DR WARD) Date 9 Sep 63

17. REMARKS, RECOMMENDATIONS, ETC. OF NEXT SENIOR OFFICER

(Note: The station commander or other senior officer is to add any remarks which may throw further light on the individual's character, personality and qualifications. If in disagreement with the above assessment, a red X is to be placed in the square considered applicable.)

Sgt Kalichuk has made a genuine effort to solve some personal and family problems during the past 7 or 8 months, and therefore could be considered for promotion. However, the time has been fairly short to indicate definitely that his problems have been permanently resolved.

(GC PEEK) W/C

Officer Commanding Central Officers School ignature Rank

Rank F/L Sta

Rank F/L Station Centralia

Signature reproduced in Block Capitals (WJ GAMERON) Date 12

Indicate degree of acquaintance with person being assessed: Personal X...Moderate......Casual......Slight....

18. REMARKS, RECOMMENDATIONS, ETC. OF AOC OR OTHER SUPERIOR OFFICER

(Note: If there is any difference of opinion or other unusual comment in this report, a superior's opinion in the matter will be of value.)

Unit now advises personal and domestic problems are under control after unit counselling and interviews by the ASWELO. Next R211 to be screened for sustained improvement.

Signature Rank F/L Station TCHO

Signature reproduced in Block Capitals PT Haughn Date OCT 22 1963

AOC to sign for assessments on Station or Squadron Commanders and Senior Staff Officers at Command HQ AOC or CStaffO on all officers of S/L rank and above, SPSO on  $\Gamma/L$  and F/O.

\* Note: If there is insufficient space for remarks under any section of Part IV a separate sheet is to be attached, signed and dated, and the signature is to be reproduced in block capitals.

In addition, the appropriate section of the R211 is to be signed.

#### 15113 Sgt A Kalichuk - SupTech

Factors of an adverse nature are contained on his personal file, and these are of a recent origin. The Board, therefore, considers that they are of too serious a nature to warrant him being considered for promotion at this time? Not recommended.

esident of the Promotion Board 000

CONFIDENTIAL (when completed)



# CONFIDENTIAL PERSONAL ASSESSMENT

ON

Number 15113 Rank SCT Name KALICHUK A List and Branch or Trade and Grouping SUPTECH 5

#### INSTRUCTIONS TO ASSESSING OFFICERS

The Confidential Personal Assessment (RCAF R211) was designed for the purpose of providing information on individuals which, together with other pertinent data, could be used in deciding on transfers, promotions, selection of officers with Short Service Commissions for Permanent Commissions, compulsory retirement or releases, etc. It is, therefore, important to the Service and to the individual that these reports be prepared as accurately as possible.

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- (b) When an officer or airman has served under you for less than 3 months the assessment is to be withheld until expiration of that period and is to be submitted as soon as possible thereafter.
- (c) It is essential that the individual assessed is compared with others of the same rank employed on the same type of work.
- (d) Over-assessment or concealment of deficiencies lowers the value of the assessment—the assessor's reputation for judgment is compromised in the eyes of his superiors and those being assessed are prejudiced since the assessments are known to be faulty.
- (e) The assessor must make a completely impartial and unbiased report and not allow his personal feelings toward the individual to have any bearing on the marking.
- (f) Seldom, if ever, does any one individual possess all traits in their highest degree or two individuals possess all traits in the same degree.
- (g) It is the duty of an officer to point out the deficiencies of those serving under him immediately they come to his attention. Advice and assistance in correcting such faults should be given at once. No individual should first learn of his failings through an unsatisfactory report.
- (h) The R211 is not to be used to initiate an adverse report. Such a report is to be submitted in narrative form in accordance with AFAO 26.08/04 or 06 as applicable.
- (j) The assessor is to ensure that when unfavourable comments are made in para 16 or when an assessment is made in one of the squares in part II indicated by an asterisk, the individual assessed signs in para 16 as evidence of acknowledgment of the assessment.

•	-/ (		÷	<del></del> 1			•
15	113 SGT	KALIC	HUK A	1 Apr 5	7	Suptech 3	
I	Number Rank	Initials	and Name	Seniority da present ra		List and Branch and Groupin	
	Instructor	E.S. (3	۸., - ۵	-	a set o	Ţ	•
•••••	Regular Duties	5 Sep 61 Date Posted to	Reason	& Promotion for Submission	15 Oct 6 Period cov		ov23 of Birth
		Present Position		AO 26.08/01)	by this re		
					l E	ntered on R331	,
					;		· /
		-		-	/		(o <sup>2</sup>
					/	Date	
					,' <b>!</b>		
			PART I		,		
	•	A	SSESSMI	ENT	,		
IMP	ORTANT: Read each section	through first—the	n put an X in	the square opposi	te the stateme	nt which best	lescribes
	right indicate a h	assessed. When thigher assessment	iere is more i	than one square o	pposite a state	ment, the one	/s to the
1.	APPEARANCE AND BEARIN	G	5	. Leadership			
	Is he neat and careful both of			To what degre	e does he ins	pire others to	
	Careless—creates an unfav	ourable		follow him?			
	impression			A follower			₽
	Room for improvement		П	Has little influ	ience		
	-			Not inclined to			
	Satisfactory		X				니.
	Smart			Occasionally t			X
	Commanding bearing—Sta			Willing to ta leadership	ke lead — p	rovides good	
	fellows			Inspires confi			
	•			excellent leade	er		
	Co opposition	<u> </u>	6	6. LOYALTY—SE	NSE OF DUTY	7	
2.	Co-operation  How smoothly does he work	with others?		To what extens	does he supp	port his senior	
	Difficult to work with—obs			officers and t			
	born, selfish		ļ <b>Ū</b> .	Undermines a	utnority	• • • • • • • • • • • • •	<b>!</b>
	Tries but difficult due m	anner. lack of	• •	Cannot be sur	e of his supp	ort	Ü
	tact		] [	Inclined to pu	t self before s	Service	
	36 1	,	7 🗗	Can depend u			_
	Moderately co-operative  Definitely promotes harm		J []	duty			
	will			High sense of even though			
	-			opinion			
			7	7. MENTAL ALE			•
3.			,	Does he readily		ion and under-	
	With what resolution does he		П	stand what i			
	Lacks determination  Steady worker but only		*	Slow and conf	used in under	rstanding	
	essential			Requires more	than ordinar	y explanation	
	Conscientious worker, acti			• -			
	diligently			Grasps norma Exceptionally			
	Determined, enthusiastic—difficulties to divert him		1 <b></b>	situation			
				8. Organizing A	ARILITY		
				To what exten		lay organizing	
4.	Initiative			and supervi	sing ability?		
	To what extent does he go	ahead with the		Poor organize	r	• • • • • • • • • • • • • • • • • • • •	$\Box$
	right thing without being Needs urging and constan		-) <i>[</i> -	Obtains result	s but wastefu	l in time, men	-
	Needs urging and constan	· [		or equipment or organization.	due to lac	ek of proper	
	Avoids responsibility. Do			<del>-</del>		y for normal	
	is told	[		occasions			
	Displays initiative in thinl	king and acting	[ <b>x</b> ]	Effective orga	nizer—gets tl	hings done	X
	Exceptionally resourceful-	-plans and		Outstanding	organizer eve	n under most	
	executes constructive idea	s[		difficult condi	tions		

9.	Power of Expression	11.	SELF-CONFIDENCE
	How clearly does he express himself?		To what extent does he display confidence in his ability to carry out his duties?
	Difficult to follow		Timid, easily subdued
	Expresses himself satisfactorily		Overconfident
٠,		, ,	Lacks Force
	Above average in his ability to express himself	•	Sufficient self-assurance. Does not back down too easily
	Exceptional in his ability to express himself. Clear, concise, logical	· .	Always at ease. Able to support his case without being obstinate.
			Justifiably confident in his own ability
10	RELIABILITY	12.	SERVICE KNOWLEDGE
10.	How reliable is he in carrying out his duties?		What steps does he take to improve and keep up-to-date?
	Unreliable, requires constant checking		Poor, no effort to improve
	Does average work		Makes an effort when forced to by circumstances, exams, etc
	Does above average work		Adequate for normal purposes
	Can depend on him to complete most difficult jobs		Consistently attempts to improve Exceptionally well-informed and keeps abreast of modern developments
<u>.                                    </u>			<del></del>
	PAR	T III	ı
Plac	e an X in the applicable square in Paras. 13, 14, a	nd 15	
_ 1600	o un 11 m uno appriçacio squaro m 1 aras. 10, 11, a	II L	,
10	<b>T</b>		
13.	PROFICIENCY AT DUTIES UPON WHICH ENGAGED Primary Duty		Proficiency
13.	Primary Duty	c.)	Proficiency  Below Average Average Above Average
13.		c.)	Below Average Average Above Average
13.	Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. Instructor	c.)	Below Average Average Above Average
13.	Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. Instructor  Secondary Duties	c.)	Below Average Average Above Average
13.	Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. Instructor	c.)	Below Average Average Above Average
13.	Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. Instructor  Secondary Duties  (Sports Officer, NPF Officer, etc.)	c.)	Below Average Average Above Average
13.	Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. Instructor  Secondary Duties  (Sports Officer, NPF Officer, etc.)  1.	c.)	Below Average Average Above Average
	Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. Instructor  Secondary Duties  (Sports Officer, NPF Officer, etc.)  1.	c.)	Below Average Average Above Average
	Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. Instructor  Secondary Duties  (Sports Officer, NPF Officer, etc.)  1.  2.  Assessment of Service Conduct	c.)	Below Average Average Above Average
	Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. Instructor  Secondary Duties  (Sports Officer, NPF Officer, etc.)  1.	c.)	Below Average Average Above Average
14.	Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. Instructor  Secondary Duties  (Sports Officer, NPF Officer, etc.)  1.  2.  Assessment of Service Conduct  (Airmen only—See QR (Air) Art. 26.11)	c.)	Below Average Average Above Average
	Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. Instructor  Secondary Duties  (Sports Officer, NPF Officer, etc.)  1.  2.  Assessment of Service Conduct  (Airmen only—See QR (Air) Art. 26.11)  Desirability		Below Average Average Above Average
14.	Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. Instructor  Secondary Duties  (Sports Officer, NPF Officer, etc.)  1.  2.  Assessment of Service Conduct  (Airmen only—See QR (Air) Art. 26.11)  Desirability  What is your attitude toward having this officer/a		Below Average Average Above Average  Below Average Average Above Average  Below Average Average Above Average  Below Average Above Average  Below Average Above Average  Below Average Above Average
14.	Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. Instructor  Secondary Duties  (Sports Officer, NPF Officer, etc.)  1.  2.  Assessment of Service Conduct  (Airmen only—See QR (Air) Art. 26.11)  Desirability  What is your attitude toward having this officer/a  Definitely Pr	irman	Below Average Average Above Average  Below Average Average Above Average  Below Average Average Above Average  Below Average Above Average  Below Average Above Average  Below Average Above Average
14.	Primary Duty  (Flight Commander, Station Supply Officer, etc.)  1. Instructor  Secondary Duties  (Sports Officer, NPF Officer, etc.)  1.  2.  Assessment of Service Conduct  (Airmen only—See QR (Air) Art. 26.11)  Desirability  What is your attitude toward having this officer/at not want him to be	irman	Below Average Average Above Average  Bad Indiff. Fair Good Exem.  Bad Indiff. Fair Good Exem.

16. Remarks, Recommendations, Etc. of Assessing Officer (To be type written)

I CERTIFY that the assessments on this report have been made from personal knowledge and represent my honest opinion. He has served under me for..................................months. I have informed him of the failings shown in the starred statements. In addition, I have the following remarks to make:—

In the past, Sgt Kalichuk had some family and personal problems, including a tendency to drink too much, which reduced his effectiveness to some extent, and precluded a recommendation for promotion. He has dealt with these problems successfully, and is at this time a devoted and sober family man. As an NCO he is excellent at taking immediate action; he is a little weak in long-range following-up. He has good authority with subordinates, and maintains a very good working relationship with other NCOs on the unit, so that he can be depended on to get things done. He is a good organizer, and there is no doubt that he could handle additional responsibility very capably.

RECOMMENDED/NOT RECOMMENDED FOR PROMOTION

Signature Rank F/L Station CENTRALIA On Signature reproduced in Block Capitals (WJ CAMERON)

Date 10 Sep 62

17. REMARKS, RECOMMENDATIONS, ETC. OF NEXT SENIOR OFFICER

(Note: The station commander or other senior officer is to add any remarks which may throw further light on the individual's character, personality and qualifications. If in disagreement with the above assessment, a red X is to be placed in the square considered applicable.)

Considerable improvement noted during the past year and concur in the recommendation for promotion.

RECOUNTRYDED FOR PROMOTION

Officer CommandSiggature.
Central Officers School

...Rank S/L Station

ENTRALIA Ont

Signature reproduced in Block Capitals (JK BROWN

Data 10 Sep 62

Indicate degree of acquaintance with person being assessed: Personal......Moderate......Casual......Slight....

18. REMARKS, RECOMMENDATIONS, ETC. OF AOC OR OTHER SUPERIOR OFFICER

(Note: If there is any difference of opinion or other unusual comment in this report, a superior's opinion

in the matter will be of value.

Rank F/L Station TCHQ

Signature reproduced in Block Capitals AW. Hunter Date 29 Oct 62

AOC to sign for assessments on Station or Squadron Commanders and Senior Staff Officers at Command HQ AOC or CStaffO on all officers of S/L rank and above, SPSO on  $\Gamma$ /L and F/O.

#### CONFIDENTIAL (when completed)



# CONFIDENTIAL PERSONAL ASSESSMENT

ON

Number 15113 Rank SGT Name A KALICHUK List and Branch or Trade and Grouping SupTech 3

#### INSTRUCTIONS TO ASSESSING OFFICERS

The Confidential Personal Assessment (RCAF R211) was designed for the purpose of providing information on individuals which, together with other pertinent data, could be used in deciding on transfers, promotions, selection of officers with Short Service Commissions for Permanent Commissions, compulsory retirement or releases, etc. It is, therefore, important to the Service and to the individual that these reports be prepared as accurately as possible.

- (a) Do not begin assessment unless you have read AFAO 26.08/01, 04, 05 or 06 as applicable within the past two weeks.
- (b) When an officer or airman has served under you for less than 3 months the assessment is to be withheld until expiration of that period and is to be submitted as soon as possible thereafter.
- (c) It is essential that the individual assessed is compared with others of the same rank employed on the same type of work.
- (d) Over-assessment or concealment of deficiencies lowers the value of the assessment—the assessor's reputation for judgment is compromised in the eyes of his superiors and those being assessed are prejudiced since the assessments are known to be faulty.
- (e) The assessor must make a completely impartial and unbiased report and not allow his personal feelings toward the individual to have any bearing on the marking.
- (f) Seldom, if ever, does any one individual possess all traits in their highest degree or two individuals possess all traits in the same degree.
- (g) It is the duty of an officer to point out the deficiencies of those serving under him immediately they come to his attention. Advice and assistance in correcting such faults should be given at once. No individual should first learn of his failings through an unsatisfactory report.
- (h) The R211 is not to be used to initiate an adverse report. Such a report is to be submitted in narrative form in accordance with AFAO 26.08/04 or 06 as applicable.
- (j) The assessor is to ensure that when unfavourable comments are made in para 16 or when an assessment is made in one of the squares in part II indicated by an asterisk, the individual assessed signs in para 16 as evidence of acknowledgment of the assessment.

	A STATE			•	PART	1				•	ı
	15113 Number	Sgt Rank	A K Initia		CHUK d Name		1Apr57 Seniority date of present rank	of	SupT List and I and	⊕ch3 Branch or Grouping	Trade
	Instruc Regular I		29 Mar 58  Date Posted to Present Position	·•	Reaso	on fo	al 1 Jul 6 or Submission 0 26.08/01)	Period	Jul 61 covered s report	3 No.	
							:		Entered on 27 Jun 6 Date		74
IMP	ORTANT:	Read each section	through first—th	ien j	PART SESSM out an Xi	E I	ie square opposite t	the state	ment which	best de	scribes
		right indicate a h	assessed. When igher assessment	tnei	e is more	tn	an one square oppo	osite a s	tatement, ti	ie one/s	to the
1.		NCE AND BEARIN		•		<b>5</b> .	LEADERSHIP	7 7			
		t and careful both c —creates an unfav				•	To what degree of follow him?	toes he	inspire oth	ers to	
		on		Ę	]		A follower			. <b></b>	□ .
	Room for	r improvement		ŗ	<b>'</b> ¬		Has little influen	CO			*
		_		_	<u> </u>		Not inclined to ta	×.,			
	Satisfact	ory	••••••	[2	<u>x</u>						
					]		Occasionally take Willing to take				Ш
	Comman	ding bearing—Sta	ands out among	П	$\Box$		leadership				X
*	10110 11 15 1			ш			Inspires confider excellent leader.	ice, coi	nmands re	spect,	7 [7]
	-		•	<u> </u>		•					ים ב
2.	Difficult	ATION  othly does he work  to work with—ob  fish	structive, stub-	□		ь.	LOYALTY—SENSE  To what extent de  officers and the  Undermines auth	oes he s Servicel	upport his		
	Tries bu	t difficult due m	anner, lack of	*	*		Cannot be sure of Inclined to put s				□ *
	Moderat Definitel	ely co-operative. y promotes harn	ony and good	<u>*</u>	*		Can depend upon duty	his sup ty—loy lers are	port—faith al in his su counter t	ful in ···· [ pport o his	<u> </u>
3.	.,	INATION  at resolution does hetermination			]	<b>.7</b> .	MENTAL ALERTM Does he readily gro stand what is re	asp a sit equired?	•		<del></del>
	Steady	worker but only	does what is	_	k <sup>*</sup>		Slow and confuse			_	 - L
		tious worker, act		LJ			Requires more th	an ordi	nary explar	ation [	j 🗆
		7					Grasps normal si			_	X
		ned, enthusiastic- es to divert him		X			Exceptionally quantum situation				
4.	Initiati	Ve				8.	Organizing Abi To what extent do and supervising	oes he d	isplay organ ?	rizing	
	To what	extent does he go	ahead with the				Poor organizer	-		[	ַ ַ
		hing without being rging and constan		<u></u>			Obtains results b	ut wast lue to	eful in time lack of p	, men roper	, *
		esponsibility. Do					organization Fair organizer—occasions	satisfac	tory for n	ormal	
	Displays	s initiative in thin	king and acting				Effective organiz			_	<u> </u>
	Exception	nally resourceful-	-plans and		_		Outstanding org	anizer (	even under	most	
	executes	constructive idea	ıs	_ <u>&gt;</u> ;			difficult condition	ns	<i></i>	• • • • •	

9.	Power of Expression	11.	Self-Confiden	CE .		
	How clearly does he express himself?		To what extent of in his ability t	loes he displo to carry out h	y confide is duties?	ence
	Difficult to follow		Timid, easily su	bdued	. <b></b>	
	*	•				` , *
	Expresses himself satisfactorily	٠٠ _	Overconfident Lacks Force	1.45		¥ ~
	Above average in his ability to express himself		Sufficient self-as down too easily	ssurance. D	oes not b	ack
	Exceptional in his ability to express himself. Clear, concise, logical		Always at ease.	Able to sup	port his	ease
٠	As the first the second of the first of the	· · ·	Justifiably confi	dent in his o	wn abilit	y 🗷 🗌
10.	RELIABILITY	12.	SERVICE KNOW			
	How reliable is he in carrying out his duties?		What steps does keep up-to-dat		improve	and
	Unreliable, requires constant checking		Poor, no effort	to improve		🖺
	Does average work		Makes an effor cumstances, exa	ms, etc	وروزه والمراز	cir-
	Does above average work		Adequate for no		1 :	
	Can depend on him to complete most difficult jobs		Consistently att Exceptionally abreast of mode	well-informed	l and k	eeps
				· · · · · ·	<u> </u>	, itildian()
	PAR	RT III		•		Frair C
				1	( ) ( ) ( ) ( )	id
Plac	ce an X in the applicable square in Paras. 13, 14,	and 15				
13.	PROFICIENCY AT DUTIES UPON WHICH ENGAGED					
	Primary Duty			Profic	ENCY	** *
	(Flight Commander, Station Supply Officer, e	tc.)	Below	Average Av	erage Al	ove Average
. (3) . (3)	1. Instructor, Supply Officers School	<del>-                                    </del>			. 🗀	<b>X</b>
	Secondary Duties	N 143	11.	· first war		· · · · · · · · · · · · · · · · · · ·
	(Sports Officer, NPF Officer, etc.)					*,
	1. NGO i/c Barrack Block #40		. 🗆			<b>x</b>
	<b>12.</b> ****					·
14.	Assessment of Service Conduct					
	(Airmen only—See QR (Air) Art. 26.11)		Bad	Indiff. Fa		Exem.
15	December					
15.	Desirability What is your attitude toward having this officer/s	airman	under vour Cor	nmand Wa	uld vou	•
	Definitely F	refer n have h	ot Be satisfi	ied Be pl	eased ve him	Particularly desire him
			00 110 TO			TOMO HIII
	in his present rank $\Box$					X
,	in next higher rank					<b>X</b>

16. Remarks, Recommendations, Etc. of Assessing Officer (To be type written)

I CERTIFY that the assessments on this report have been made from personal knowledge and represent my honest opinion. He has served under me for...........years.........months. I have informed him of the failings shown in the starred statements. In addition, I have the following remarks to make:—

Sgt Kalichuk is an above-average instructor, and judging from his knowledge of his trade, his motivation, his ability to get things done, and his intelligence, it is considered that he would do an above-average job wherever he might be employed. Unfortunately, he has a number of family and personal problems which weigh rather heavily on him, and probably as a result of these, his off-duty conduct has in the past, not provided a very good example to subordinates. Recent improvement in this respect should be sustained for some time before he could be considered amongst those most suitable for promotion.

CERT:	IFIED HAVING READ
	Malichuk Sgt
	/ (A Kalichuk) Sgt
Concur	Signature (2) / Kunlion Rank F/L Station Aylmer
J. Sjour	Spation Ay Lines
(JH Brown) S/L	Signature reproduced in Block Capitals(W.J. CAMERON) Date 16. Jun 61

17. REMARKS, RECOMMENDATIONS, ETC. OF NEXT SENIOR OFFICER

(Note: The station commander or other senior officer is to add any remarks which may throw further light on the individual's character, personality and qualifications. If in disagreement with the above assessment, a red X is to be placed in the square considered applicable.)

This NCO carries out his primary duties in an excellent manner, however, his off-duty behaviour has in the past not been consistent with his performance of his primary duties. Not recommended for promotion.

Signature Rank W/C Station Aylmer

Signature reproduced in Block Capitals (AH MOODY) Date 16 Jun 61

Indicate degree of acquaintance with person being assessed Personal Moderate Casual Slight.

18. REMARKS, RECOMMENDATIONS, ETC. OF AOC OR OTHER SUPERIOR OFFICER

(Note: If there is any difference of opinion or other unusual comment in this report, a superior's opinion in the matter will be of value.)

MOTED

Signature Rank F/L Station TCHQ WINNIPEG

Signature reproduced in Block Capitals ((AW HUNTER) Date 4 JUL 61

AOC to sign for assessments on Station or Squadron Commanders and Senior Staff Officers at Command HQ AOC or CStaffO on all officers of S/L rank and above, SPSO on  $\Gamma/L$  and F/O.

8-41-8

#### CONFIDENTIAL (when completed)



CONFIDENTIAL PERSONAL ASSESSMENT

ON

Number 15113 Rank Sgt Name A Kalichuk List and Branch or Trade and Grouping SupTech 3

#### INSTRUCTIONS TO ASSESSING OFFICERS

The Confidential Personal Assessment (RCAF R211) was designed for the purpose of providing information on individuals which, together with other pertinent data, could be used in deciding on transfers, promotions, selection of officers with Short Service Commissions for Permanent Commissions, compulsory retirement or releases, etc. It is, therefore, important to the Service and to the individual that these reports be prepared as accurately as possible.

- (a) Do not begin assessment unless you have read AFAO 26.08/01, 04, 05 or 06 as applicable within the past two weeks.
- (b) When an officer or airman has served under you for less than 3 months the assessment is to be withheld until expiration of that period and is to be submitted as soon as possible thereafter.
- (c) It is essential that the individual assessed is compared with others of the same rank employed on the same type of work.
- (d) Over-assessment or concealment of deficiencies lowers the value of the assessment—the assessor's reputation for judgment is compromised in the eyes of his superiors and those being assessed are prejudiced since the assessments are known to be faulty.
- (e) The assessor must make a completely impartial and unbiased report and not allow his personal feelings toward the individual to have any bearing on the marking.
- (f) Seldom, if ever, does any one individual possess all traits in their highest degree or two individuals possess all traits in the same degree.
- (g) It is the duty of an officer to point out the deficiencies of those serving under him immediately they come to his attention. Advice and assistance in correcting such faults should be given at once. No individual should first learn of his failings through an unsatisfactory report.
- (h) The R211 is not to be used to initiate an adverse report. Such a report is to be submitted in narrative form in accordance with AFAO 26.08/04 or 06 as applicable.
- (j) The assessor is to ensure that when unfavourable comments are made in para 16 or when an assessment is made in one of the squares in part II indicated by an asterisk, the individual assessed signs in para 16 as evidence of acknowledgment of the assessment.

····· <del>·</del>	5113 Sgt Number Rank	A Kali Initials and		1-4-57 Seniority da present ra	te of	Sup Tech List and Bra and Gr	nch or Trade
Inst	tructor - TOTS	29-3-58	Annu	***************************************			2.3-11-23
	Regular Duties	Date Posted to Present Position	Reason (AFA	for Submission O 26.08/01)		covered report	Date of Birth
						Entered on R3	31
	•						
	•		-				
		Wanter State of the State of th			ļ	Date	75
		My must be to	PART II		,	<del></del>	
			SESSME		!		
IMP	ORTANT: Read each secti the person being right indicate a	on through first—then pong assessed. When there a higher assessment	ut an X in the is more t	the square opposi han one square o	te the state pposite a st	ment which b atement, the	est describes one/s to the
ĩ.	APPEARANCE AND BEAL	RING	5.	LEADERSHIP		0 1.0.1. N = 0.00	
	Is he neat and careful bot Careless—creates an unf	· ·	,	To what degree follow him?	e does he	inspire others	s to
	impression			A follower		• • • • • • • • • • • • • • • • • • • •	· · · □
	Room for improvement.			Has little influ	ience		🗆
	Satisfactory	<u>x</u>	}	Not inclined to	take lead	unless forced	to.
	Smart		]	Occasionally t			
	Commanding bearing—	Stands out among	, 	Willing to ta leadership	ıke lead —	- provides ge	ood <b>5</b> 5
	fellows	···········		Inspires confi- excellent leade	dence, con	mands respond	ect,
2.	Co-operation	•	. 6	LOYALTY—SE			
	How smoothly does he we		,	To what extension officers and to			iior
	Difficult to work with—born, selfish		Ţ	Undermines a	uthority	•••••••	📮
	Tries but difficult due	manner, lack of	7	Cannot be sur	e of his su	pport	
	tact		*	Inclined to pu			_
	Moderately co-operative			Can depend up			
	Definitely promotes ha will	rmony and good		High sense of even though opinion	duty—loya orders are	al in his supp counter to	ort his
3.	DETERMINATION		7	MENTAL ALE			
	With what resolution does	<del></del>	1	Does he readily stand what i			ter-
	Lacks determination Steady worker but on	*	l	Slow and conf	used in un	derstanding.	🗌 🖺
	essential			Requires more	than ordin	ary explanat	ion 🗌 🗎
	Conscientious worker, a diligently			Grasps norma	l situations	satisfactoril	y 🗆 🗖
	Determined, enthusiasti difficulties to divert him	c—will not allow	_ , _	Exceptionally situation			
	•		8	ORGANIZING A			•
4.	Initiative			To what extendand supervis			ring
	To what extent does he right thing without bei	go ahead with the ng told?	•	Poor organize	r		* *
	Needs urging and const	-	*	Obtains result or equipment organization	due to	lack of pro	per
÷	Avoids responsibility. I is told			Fair organize occasions	r—satisfac	tory for nor	mal
	Displays initiative in th	_	X	Effective orga	nizer—gets	things done	🕱
	Exceptionally resourcef executes constructive id			Outstanding difficult condi	organizer e tions	ven under m	ost · · ·

<i>J</i>	Power of Expression	11.	SELF-CONFIDEN	CE			
	How clearly does he express himself?		To what extent in his ability	does he dis to carry out	play confid his duties	lence ?	٠
	Difficult to follow	ţ.	Timid, easily su	ıbdued			. 📮
	Expresses himself satisfactorily		Over confident.	• • •			
	Above average in his ability to express himself	. • • • • • • • • • • • • • • • • • • •	Lacks Force. Sufficient self-a down too easily	ssurance.	Does not	back	. <u> </u>
·	Exceptional in his ability to express himself. Clear, concise, logical		Always at ease. without being o	Able to s	upport his	case	
		' *	Justifiably conf	ident in hi	s own abil	ity [	
10		12.	SERVICE KNOW				
10.	RELIABILITY  How reliable is he in carrying out his duties?		What steps doe	s he take t	o improve	and	. :
	Unreliable, requires constant checking.		keep up-to-da				· ·
		•	Poor, no effort				*
	Does average work		Makes an effor	ams, etc	iceq to by		: 🗀
	Does above average work		Adequate for n	ormal purg	oses	[	
	Can depend on him to complete most difficult jobs	•	Consistently at Exceptionally abreast of mod	well-inforn	ned and	keeps	
	e an X in the applicable square in Paras. 13, 14,						
13.	Proficiency at Duties upon which Engaged Primary Duty	•		Prop	CIENCY		
13.	Proficiency at Duties upon which Engaged Primary Duty  (Flight Commander, Station Supply Officer, e		Below	Prop Average		Above A	Average
13.	Primary Duty	etc.)	Below			Above A	Average
13.	Primary Duty  (Flight Commander, Station Supply Officer, of the Instructor - Supply Officer Training)	etc.)	Below		Average A		Average
13.	Primary Duty  (Flight Commander, Station Supply Officer, o	etc.)	Below		Average A		Average
13.	Primary Duty  (Flight Commander, Station Supply Officer, of the Instructor - Supply Officer Training Secondary Duties	etc.)	Below		Average A		Average
13.	Primary Duty  (Flight Commander, Station Supply Officer, officer - Supply Officer Training Secondary Duties  (Sports Officer, NPF Officer, etc.)	etc.)			Average A		Average
	Primary Duty  (Flight Commander, Station Supply Officer, officer Training Secondary Duties  (Sports Officer, NPF Officer, etc.)	etc.)			Average A		Average
	Primary Duty  (Flight Commander, Station Supply Officer, officer Training Secondary Duties  (Sports Officer, NPF Officer, etc.)  1.	etc.)		Average	Average A		
	Primary Duty  (Flight Commander, Station Supply Officer, of the Instructor - Supply Officer Training Secondary Duties  (Sports Officer, NPF Officer, etc.)  1.  2.  Assessment of Service Conduct	etc.)		Average	Average A	d Exer	
14.	Primary Duty  (Flight Commander, Station Supply Officer, officer Instructor - Supply Officer Training Secondary Duties  (Sports Officer, NPF Officer, etc.)  1.  2.  Assessment of Service Conduct (Airmen only—See QR (Air) Art. 26.11)	etc.)	Bac	Average	Average A	d Exer	
14.	Primary Duty  (Flight Commander, Station Supply Officer, officer)  1. Instructor - Supply Officer Training  Secondary Duties  (Sports Officer, NPF Officer, etc.)  1.  2.  Assessment of Service Conduct  (Airmen only—See QR (Air) Art. 26.11)  Desirability  What is your attitude toward having this officer,  Definitely	etc.)	Bac	Average  Indiff.  mmand.	Average A	d Exer	
14.	Primary Duty  (Flight Commander, Station Supply Officer, officer)  1. Instructor - Supply Officer Training  Secondary Duties  (Sports Officer, NPF Officer, etc.)  1.  2.  Assessment of Service Conduct  (Airmen only—See QR (Air) Art. 26.11)  Desirability  What is your attitude toward having this officer,  Definitely	etc.) ng /airmai	Bac	Average  Indiff.  mmand.	Average A	d Exer	m.
14.	Primary Duty  (Flight Commander, Station Supply Officer, of the Instructor - Supply Officer Training Secondary Duties  (Sports Officer, NPF Officer, etc.)  1.  2.  Assessment of Service Conduct (Airmen only—See QR (Air) Art. 26.11)  Desirability What is your attitude toward having this officer, Definitely not want him to	etc.) ng /airmai	Bac	Average  Indiff.  mmand.	Average A	d Exer	m.

16. Remarks, Recommendations, Etc. of Assessing Officer (To be type written)

Sgt Kalichuk is a thorough, hard-working supply NCO instructor. He has improved most favourably in his instructional duties during the last year. Since he successfully completed the SIT course, he has been able to carry out his instructional duties much more efficiently. He has shown initiative and resourcefulness in operating the supply officers external source training area which represents all external supply formations (depots, TSUs, etc) and contractors. He also has supervised the Receipts and Issues area and the Technical, POL, and Unit Supply Groups most satisfactorily. He is a most productive supply instructor.

He is severy congenial and he gets along well with all his associates. He is always willing to help other personnel in personal problems. He is interested in station sport and social activities. He personal family problems concerning local accommodation and a law-suit envolving a young son are still a worry to him.

Sgt Kalichuk's potential as a supply instructor is now most apparent. With further instructional experience, he will become a most valuable instructor for supply officers' training.

Conun	Signature Al Malatt	Rank F/L	Station Aylmer
	Signature reproduced in Block Capitals	RK MALOTT	Data 16 Jun 60
17 June 63	Signature reproduced in Block Capitals		Date20 oun oo

17. REMARKS, RECOMMENDATIONS, ETC. OF NEXT SENIOR OFFICER

(Note: The station commander or other senior officer is to add any remarks which may throw further light on the individual's character, personality and qualifications. If in disagreement with the above assessment, a red X is to be placed in the square considered applicable.)

Signature About Rank W/C Station Aylmer

Signature reproduced in Block Capitals AH MOODY Date Scheller

Indicate degree of acquaintance with person being assessed: Personal Moderate Casual Slight.

18. REMARKS, RECOMMENDATIONS, ETC. OF AOC OR OTHER SUPERIOR OFFICER

(Note: If there is any difference of opinion or other unusual comment in this report, a superior's opinion in the matter will be of value.)

15 NUL 60

JA VOGL F/L
Signature Produced in Block Capitals Date

AOC to sign for assessments on Station or Squadron Commanders and Senior Staff Officers at Command HQ AOC or CStaffO on all officers of S/L rank and above, SPSO on  $\Gamma$ /L and F/O.

#### CONFIDENTIAL

# CONFIDENTIAL PERSONAL ASSESSMENT

ON

Number 15113 Rank Sgt Name A Kalichuk List and Branch or Trade and Grouping SupTech(SC)3

## INSTRUCTIONS TO ASSESSING OFFICERS

The efficiency of the RCAF depends almost entirely on the quality of its officers and airmen. It is essential, therefore, that RCAF personnel are accurately assessed in order to ensure that the most suitable are promoted to higher ranks and appointed to positions of responsibility.

The Confidential Personal Assessment (RCAF R211) was designed for the purpose of providing information on individuals which, together with other pertinent data, could be used in deciding on postings, promotions, selection of officers with Short Service Commissions for Permanent Commissions, compulsory retirement or discharge, etc. It is, therefore, of vital importance to the Service and to the individual that these reports are made out accurately.

- (a) Do not begin assessment unless you have read AFAO P3/6 within the past two weeks.
- (b) When an officer or airman has served under you for less than 3 months the assessment is to be withheld until expiration of that period and is to be submitted as soon as possible thereafter.
- (c) It is essential that the individual assessed is compared with others of the same rank employed on the same type of work.
- (d) Over-assessment or concealment of deficiencies lowers the value of the assessment—the assessor's reputation for judgment is compromised in the eyes of his superiors and those being assessed are prejudiced since the assessments are known to be faulty.
- (e) The assessor must make a completely impartial and unbiased report and not allow his personal feelings toward the individual to have any bearing on the marking.
- (f) Seldom, if ever, does any one individual possess all traits in their highest degree or two individuals possess all traits in the same degree.
- (g) No attempt should be made to arrive at any predecided score. Consider each section separately.
- (h) It is the duty of an officer to point out the deficiencies of those serving under him immediately they come to his attention. Advice and assistance in correcting such faults should be given at once. No individual should first learn of his failings through an unsatisfactory report.
- (j) The R211 is not to be used to initiate an adverse report. Such a report is to be submitted in narrativé form in accordance with AFAO P3/6.
- (k) The assessor is to ensure that when unfavourable comments are made in para 16 or when an assessment is made in one of the squares in part II indicated by an asterisk, the individual assessed signs in para 16 as evidence of acknowledgment of the assessment.

. 15113 Number	Sgt Rank	A Kalichtik Initials and Na		1=4=57 Seniority date of present rank	SupTech (SC)3 List and Branch or Trade and Grouping
tructor—Sup Ot Regular Duties	School Dat	ent Position		Submission Pe	3 - 1-7-59 / JUL 5 priod covered Submission United the Prior Submission United the Pri
I hereby certify the of the R211 and A	FAO $P3/6$ within	the last two weeks  RK Malott  (Name)  Asses	T	/I. (Rank)	Entered on R331  Date
		PA	RT II		
the	id each section thro person being asses nt indicate a higher	ugh first—then put a sed. When there is	SSMEN nXintho more tha	square apposite the st	atement which best describes a statement, the one/s to the
1. Appearance				LEADERSHIP	ha inamina athama ta
	d careful both on an eates an unfavoura			To what degree does follow him?	ne inspire oiners to
impression.	ates an uniavoura			A follower	
Room for im	provement	·· 🗆		Has little influence	
Satisfactory		· · · · · · · · · · · · · · · · · · ·		Not inclined to take le	ead unless forced to.
Smart	g bearing - Stands	out among		Occasionally takes the Willing to take leadership	d — provides good
Difficult to v born, selfish  Tries but d tact  Moderately Definitely 1	by does he work with obstructifficult due mann co-operative	er, lack of  and good	6.		te support his senior fice?  Y
0 D	TTON .		7.	MENTAL ALERTNESS	
3. DETERMINA With what re	rion esolution does he tac	kle his work?		Does he readily grasp of stand what is requi	a situation and unde <b>r-</b> red?
Lacks deter	mination			Slow and confused in	
essential	ker but only do	·····	·	Requires more than	ordinary explanation 🔲 📋
diligently . Determined	us worker, active,, enthusiastic—wi o divert him	ll not allow	<b>.</b>	Grasps normal situal Exceptionally quick situation	
			8.	ORGANIZING ABILITY	
4. Initiative				and supervising ab	
To what ex	tent does he go ah	ead with the		•	
	g without being toling and constant d		]	or equipment due	wasteful in time, men to lack of proper
Avoids respis told	oonsibility. Does o	only what he	]	Fair organizer—sat	isfactory for normal
	itiative in thinkin lly resourceful—p			Outstanding organi	gets things done

9.	Power of Expression		11.	SELF-CONI	IDENCE				
	How clearly does he express hi	mself?		To what ex in his ab	tent does h ility to carr	e display	y confid s duties?	ence	
	Difficult to follow	··············	٦	Timid, eas	ily subdue	i			
	Expresses himself satisfactori	lv	* x	Overconfid	ent				į.
		_	X. J	Lacks For	с <b>е</b>		· · • • • • • •		
	Above average in his ability himself	to express	□ .	Sufficient	self-assurar easily	ce. Do	es not l	back	
	Exceptional in his ability to eself. Clear, concise, logical.			Always at without be	ease. Able ing obstin	to suppate	ort his	case`	园.
,		•		Justifiably	confident	in his ov	vn abili	ty [	
10	RELIABILITY		12.	SERVICE I	∑nowledg:	E.		• • •	
10.	How reliable is he in carrying or	ut his duties?		What step	s does he t	ake to i	improve	and	
	Unreliable, requires constant		☐ ************************************	Poor, no e	to-date? .	· ·		, "	`
			•		effort whe			. ,	*
	Does average work	· · · · · · · · · · · · · · · · · · ·	<b>X</b>	cumstance	s, exams, e	tc			. 🗆
	Does above average work	🗆	. 🔲	Adequate	for normal	purpose	s.:		
	Can depend on him to condifficult jobs			Exception	ly attempt ally well-i modern de	$\mathbf{nformed}$	and k	ceeps	
	<u> </u>								
Plac	ce an X in the applicable squa	are in Paras. 13	PART II				•		
13.	PROFICIENCY AT DUTIES UPO	on which Eng.	AGED	•					
	Primary Duty					Profici	ENCY		
	(Flight Commander, Sta	tion Fauinment	· · Officer ata	. ) 1	Below Aver			horre /	1
	· · · · · · · · · · · · · · · · · · ·		o Onicer, etc		Delow Aver			DOVE A	
	1. Instructor - Supp	oly Officers	School			K		<del></del>	
	Secondary Duties		•					-	
	(Sports Officer, NPF Off	icer, etc.)							
	1:. <sub>PVA</sub>								
	AVi	······································		· .					
	2. NA [								
14.	2. NA :  Assessment of Service Co								
14.	2. NA [				Bad Ind	iff. Fai		Exer	
14.	2. NA :  Assessment of Service Co				Bad Ind	iff. Fai	Good		n.
	2. NA :  Assessment of Service Co				Bad Ind	iff. Fair			n.
	2. NA  Assessment of Service Co (Airmen only—See QR (Ai	ir) Art. 26.11)	fficer/airma	n under you			<u> </u>	d Exer	n.
	2. NA  Assessment of Service Co (Airmen only—See QR (Airmen only—S	ir) Art. 26.11)	fficer/airman Prefer : to have	not Be			ıld you	d Exer	n.
	2. NA  Assessment of Service Co (Airmen only—See QR (Airmen only—S	ir) Art. 26.11) d having this of Definitely	Prefer :	not Be	r Comman	d. Wou	ıld you	d Exer	icularly
	2. NA  Assessment of Service Co (Airmen only—See QR (Airmen only—What is your attitude toward)	ir) Art. 26.11) d having this of Definitely	Prefer :	not Be	r Comman satisfied ave him	d. Wou	ıld you	d Exer	icularly

<b>16</b> .	REMARKS.	RECOMMENDATIONS,	Erc.	OF	Assessing	OFFICE
10.	TOTAL TOTAL OF	TARCOMMENDATIONS.	LITU.	Ur	TOO FOOTING	OFFIC

I CERTIFY that the assments on this report have been made from personal knowledge and represent my honest opinion. He has served under me for years 10 months. I have informed him of the failings shown in the starred statements. In addition, I have the following remarks to make:

(Note: These remarks should throw as much additional light as possible on his personality, talents, qualifications, etc.; interest in the welfare of personnel under his control, ability at games, knowledge of current events, etc.; social conduct, financial and family affairs, physical fitness. Any weaknesses, mental, moral, physical, etc., which adversely affect his efficiency should be recorded with an explanation. The remarks are to include a statement as to his suitability for other employment, i.e., administration, instructor, liaison, etc., and are to contain a recommendation for a permanent commission where applicable. All remarks are to be consistent with the main assessment and, if adverse comment is included, the individual concerned is to be informed.) IF AN AIRCREW OFFICER, AND NOT ENGAGED ON FLYING DUTIES, A BRIEF STATEMENT IS TO BE MADE AS TO HIS CURRENT FLYING STATUS.

Sgt Kalichuk is a co-operative worker who carries out his assigned practical instruction tasks satisfactorily. He has not had the SIT course which has made his theory instruction presentation difficult. He gets along well with his associates and students. He is interested in station sport and social activities.

Sgt Kalichuk has family problems concerning accommodation and finances and which have upset him psychologically and which have prevented him from applying himself whole-heartedly to his work. These family problems and a lack of an innate ability to instruct has lowered his efficiency as an instructor. Sgt Kalichuk would be able to show his capabilities to a much better advantage if he were settled with his family and employed in a unit supply section.

Kalichuk) Sgt

Rank

Signature reproduced in Block Capitals.....RK MALOTT

#### 17. Remarks, Recommendations, Etc. of next Senior Officer

(Note: The station commander or other senior officer is to add any remarks which may throw further light on the individual's character, personality and qualifications. If in disagreement with the above assessment, a red X is to be placed in the square considered applicable.)

CONCUR

Rank

Signature reproduced in Block Capitals....

(AH Moody)

Indicate degree of acquaintance with person being assessed

Personal Moderate Casual Slight...

18. REMARKS, RECOMMENDATIONS, ETC. OF AOC OR OTHER SUPERIOR OFFICER

(Note: If there is any difference of opinion or other unusual comment in this report, a superior's opinion in the matter will be of value.) This NCO will attend the SIT course commencing 27 Jul. His results from this course will be closely monitored. Due to two recent brushes with civil authority this CHQ have requested career recommendations from Stn Aylmer my C15113 (SOAPC) dated 24 Jun refers.

Signature....

Rank F/L Station TCHQ

Signature reproduced in Block Capitals (JA VOGL)

AOC to sign for assessments on Station or Squadron Commanders and Senior Staff Officers at Command HQ AOC or CStaffO on all officers of S/L rank and above, SPSO on T/L and F/O.

#### CONFIDENTIAL

# CONFIDENTIAL PERSONAL ASSESSMENT

ON

Number 15113 Rank SGT Name KALICHUK A

List and Branch or Trade and Grouping

SUP TECH 3

#### INSTRUCTIONS TO ASSESSING OFFICERS

The efficiency of the RCAF depends almost entirely on the quality of its officers and airmen. It is essential, therefore, that RCAF personnel are accurately assessed in order to ensure that the most suitable are promoted to higher ranks and appointed to positions of responsibility.

The Confidential Personal Assessment (RCAF R211) was designed for the purpose of providing information on individuals which, together with other pertinent data, could be used in deciding on postings, promotions, selection of officers with Short Service Commissions for Permanent Commissions, compulsory retirement or discharge, etc. It is, therefore, of vital importance to the Service and to the individual that these reports are made out accurately.

- (a) Do not begin assessment unless you have read AFAO P3/6 within the past two weeks.
- (b) When an officer or airman has served under you for less than 3 months the assessment is to be withheld until expiration of that period and is to be submitted as soon as possible thereafter.
- (c) It is essential that the individual assessed is compared with others of the same rank employed on the same type of work.
- (d) Over-assessment or concealment of deficiencies lowers the value of the assessment—the assessor's reputation for judgment is compromised in the eyes of his superiors and those being assessed are prejudiced since the assessments are known to be faulty.
- (e) The assessor must make a completely impartial and unbiased report and not allow his personal feelings toward the individual to have any bearing on the marking.
- (f) Seldom, if ever, does any one individual possess all traits in their highest degree or two individuals possess all traits in the same degree.
- (a) No attempt should be made to arrive at any predecided score. Consider each section separately.
- (h) It is the duty of an officer to point out the deficiencies of those serving under him immediately they come to his attention. Advice and assistance in correcting such faults should be given at once. No individual should first learn of his failings through an unsatisfactory report.
- (j) The R211 is not to be used to initiate an adverse report. Such a report is to be submitted in narrative form in accordance with AFAO P3/6.
- (k) The assessor is to ensure that when unfavourable comments are made in para 16 or when an assessment is made in one of the squares in part II indicated by an asterisk, the individual assessed signs in para 16 as evidence of acknowledgment of the assessment.

15	113	SGT	A KALICH	IUK	1 APR 57		SUP T	ECH 3
•••••	Number	Rank	Initials and	Name	Seniority date present ran		List and Bran	
SU	P TECH Regular Duties	D	1SEP57 ate Posted to esent Position	Keason i	RANSFERor Submission AO P3/6)	Peri	7 - FEB 58 od covered this report	25 FEB 5 Submission Date
I he of the	ereby certify that he R211 and AF.	AO <i>P3/6</i> withi		eks notte)	S/L (Rank)	· · · · · · · · · · · · · · · · · · ·	Entered on R33  Date	62
				ART II ESSMEI	AT T			
IMP	the pe	each section thro erson being asse indicate a highe	ough first—then put ssed. When there i	an X in th	ie square opposite	the state posite a s	ement which be tatement, the o	st describes ne/s to the
1.	Appearance a			5.	LEADERSHIP	-		
	Is he neat and co	*	· -		To what degree follow him?	does he	inspire others	to
	impression				A follower		• • • • • • • • • • • • • • • • • • • •	🗀
	Room for impro	ovement			Has little influe	nce		🗆
	Satisfactory		<b>X</b>		Not inclined to	take lead	unless forced t	o. 🗆
	Smart				Occasionally tal			_
	Commanding be fellows			٦	Willing to tak leadership		· · · · · · · · · · · · · · · · · · ·	🔀
			· · · · · · · · · · · · · · · · · · ·		Inspires confide excellent leader	ence, com	nmands respec	et, 🗆 🔲
2.	How smoothly d Difficult to work born, selfish  Tries but difficult tact  Moderately co-	with—obstructure due manners	etive, stub- er, lack of	]	LOYALTY—SENS To what extent a officers and th Undermines aut Cannot be sure Inclined to put Can depend upo duty	does he see Services shority of his su self before his sur	upport his sens  pport  re Service  port—faithful	
	Definitely pronwill	iotes narmony	and good	] .	High sense of deven though or opinion	rders are	counter to h	nis
3.	DETERMINATION With what resolu Lacks determine	tion does he tack		7.	MENTAL ALERT Does he readily go stand what is Slow and confus	rasp a sit required?	•	
	Steady worker essential			] ′	Requires more t	han ordi	nary explanatio	on 🗌 📋
	Conscientious w diligently Determined, en difficulties to di	thusiastic—wil	1  not allow	3	Grasps normal s Exceptionally situation	quick in	appreciating	a
4.	Initiative			8.	Organizing And To what extent of and supervising	does he d		ng
	To what extent	does he go ahed thout being told			Poor organizer.			📮 📮
	Needs urging a	nd constant dir	ection	] •	Obtains results or equipment organization	due to	lack of prop	er
	Avoids responsi is told	• • • • • • • • • • • • • • • • • • • •		]	Fair organizer-occasions			
	Displays initiat Exceptionally rexecutes constru	esourceful—pla	ns and	<b>9</b>	Effective organi Outstanding or difficult condition	ganizer e	even under mo	st

	Power of Expression			M					
	How clearly does he express himself?			in his ab	tent does lility to car	he displ ry out h	ay conf is dutie	idence es?	
	Difficult to follow	П		Timid, eas	ily subdue				
		*		Overconfid	ent	nde enl			
	Expresses himself satisfactorily	and robust		Lacks For					*
	Above average in his ability to ex himself	press x		Sufficient a	self-assura	nce. D	oes not	back	
	Exceptional in his ability to express self. Clear, concise, logical	him-		Always at without be	ease. Abl	e to sup	port hi	s case	
	CURRENT FLYING STATUS	EIH OT EA	adiaz :	Justifiably	confident	in his o	own abi	ility	
	Leaning up the stores muldle RELIABILITY OVERTIME YIMITER		12	SERVICE P	NOWLEDG	100	a A		
10.	RELIABILITY ONL OTOVO VIIAM DE	Jug of h	an ash				ma /-		
2	How reliable is he in carrying out his du			What steps keep up-		take to	improi	e ana	
	Unreliable, requires constant checking		Poor, no e					*	
	Does average work		Makes an cumstance	effort wh	en force	ed to b	y cir-		
	Does above average work		Adequate	for normal	l purpos	ses			
	Can depend on him to complete difficult jobs	Consistent Exceptions abreast of	ally well-i	nforme	d and	keeps			
Place	e an X in the applicable square in I	Paras. 13, 1							
Place	e an X in the applicable square in I PROFICIENCY AT DUTIES UPON WHI Primary Duty	Paras. 13, 1	14, and 15			Profic	bar a .		ST. T.
Place	e an X in the applicable square in I	Paras. 13, 1	14, and 15		elow Aver	del X	rerage	Above	Averag
Place	PROFICIENCY AT DUTIES UPON WHI Primary Duty  (Flight Commander, Station Ed.)	Paras. 13, 1	14, and 15			del X	bar a .	Above	Averag
Place	PROFICIENCY AT DUTIES UPON WHI Primary Duty  (Flight Commander, Station Ed	Paras. 13, 1	14, and 15			del X	rerage	Above	Averag
Place	PROFICIENCY AT DUTIES UPON WHI Primary Duty  (Flight Commander, Station Ed.)	Paras. 13, 13	14, and 15			del X	rerage	Above	Averag
lace	PROFICIENCY AT DUTIES UPON WHI Primary Duty (Flight Commander, Station Ec.	Paras. 13, 13	14, and 15			del X	rerage	Above	Averag
Place	PROFICIENCY AT DUTIES UPON WHI Primary Duty (Flight Commander, Station Ed.)  Secondary Duties (Sports Officer, NPF Officer, etc.)	Paras. 13, 13	14, and 15			del X	rerage	Above	Averag
Place 3.	PROFICIENCY AT DUTIES UPON WHI Primary Duty  (Flight Commander, Station Ed.)  Secondary Duties  (Sports Officer, NPF Officer, etc.)	Paras. 13, 13	14, and 15			del X	rerage	Above	Averag
Place	e an X in the applicable square in It Proficiency at Duties upon white Primary Duty  (Flight Commander, Station Ed.)  Secondary Duties  (Sports Officer, NPF Officer, etc.)  1.	Paras. 13, 13 CCH ENGAG	14, and 15		elow Aver	del X	rerage	od Exe	
rlace 3.	PROFICIENCY AT DUTIES UPON WHI Primary Duty  (Flight Commander, Station Ed.)  Secondary Duties  (Sports Officer, NPF Officer, etc.)  1.  Assessment of Service Conduct	Paras. 13, 13 CCH ENGAG	14, and 15		elow Aver	rage Av	rerage	od Exe	
Place 3. 4. 5.	e an X in the applicable square in In Proficiency at Duties upon white Primary Duty  (Flight Commander, Station Ed.)  Secondary Duties  (Sports Officer, NPF Officer, etc.)  2.  Assessment of Service Conduct (Airmen only—See QR (Air) Art.)	Paras. 13, 13 CCH ENGAG	14, and 15 ED Officer, etc		elow Aver	age Av	rerage	od Exe	
Place 33. 4. 4. 55.	PROFICIENCY AT DUTIES UPON WHI Primary Duty  (Flight Commander, Station Ed.)  Secondary Duties  (Sports Officer, NPF Officer, etc.)  1.  2.  Assessment of Service Conduct (Airmen only—See QR (Air) Art.  Desirability What is your attitude toward havin Defi	Paras. 13, 13 CCH ENGAG	14, and 15 ED Officer, etc	under you ot Be	elow Aver	age Av	rerage	od Exe	m.
Place 33. 4. 4. 55.	PROFICIENCY AT DUTIES UPON WHI Primary Duty  (Flight Commander, Station Ed.)  Secondary Duties  (Sports Officer, NPF Officer, etc.)  1.  2.  Assessment of Service Conduct (Airmen only—See QR (Air) Art.  Desirability What is your attitude toward havin Defi	Paras. 13, 13 (CH ENGAGE Quipment Co.)  26.11)	officer, etc	under you ot Be	Bad Ind	age Av	ir Goo	od Exe	

16.	REMARKS.	RECOMMENDATIONS,	ETC.	OF	Assessing	OFFICER

I CERTIFY that the assments on this report have been made from personal knowledge and represent my honest opinion. He has served under me for years months. I have informed him of the failings shown in the starred statements. In addition, I have the following remarks to make:—

(Note: These remarks should throw as much additional light as possible on his personality, talents, qualifications, etc.; interest in the welfare of personnel under his control, ability at games, knowledge of current events, etc.; social conduct, financial and family affairs, physical fitness. Any weaknesses, mental, moral, physical, etc., which adversely affect his efficiency should be recorded with an explanation. The remarks are to include a statement as to his suitability for other employment, i.e., administration, instructor, liaison, etc., and are to contain a recommendation for a permanent commission where applicable. All remarks are to be consistent with the main assessment and, if adverse comment is included, the individual concerned is to be informed.) IF AN AIRCREW OFFICER, AND NOT ENGAGED ON FLYING DUTIES, A BRIEF STATEMENT IS TO BE MADE AS TO HIS CURRENT FLYING STATUS.

A good NCO who has done a good job of cleaning up the stores muddle that originally existed at Resolute. He has had to put in many overtime hours with his staff to keep ahead of his work. This NCO does his work willingly and well.

Signature Rank S/L Station Resolute Bay

Signature reproduced in Block Capitals. ADJ DEIMOTTE

Date 17 JAN 58

#### 17. REMARKS, RECOMMENDATIONS, ETC. OF NEXT SENIOR OFFICER

(Note: The station commander or other senior officer is to add any remarks which may throw further light on the individual's character, personality and qualifications. If in disagreement with the above assessment, a red X is to be placed in the square considered applicable.)

No for the comment

Signature....

Ronk /

Station

Signature reproduced in Block Capitals PSTURULA Date 19 Man SE

Indicate degree of acquaintance with person being assessed: Personal......Moderate......Casual......Slight....c

#### 18. Remarks, Recommendations, Etc. of AOC or other Superior Officer

(Note: If there is any difference of opinion or other unusual comment in this report, a superior's opinion in the matter will be of value.)

Signature ATCHQ Rank F/L Station ATCHQ

Signature reproduced in Block Capitals (JG WYNN) Date 20 Mar

AOC to sign for assessments on Station or Squadron Commanders and Senior Staff Officers at Command HQ AOC or CStaffO on all officers of S/L rank and above, SPSO on F/L and F/O.

\* Note: If there is insufficient space for remarks under any section of Part IV a separate sheet is to be attached, signed and dated, and the signature is to be reproduced in block capitals.

In addition, the appropriate section of the R211 is to be signed.

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#### CONFIDENTIAL

CONFIDENTIAL PERSONAL ASSESSMENT

ON

Number 15113 Rank Sgt Name Kalichuk A List and Branch or Trade and Grouping Sup Tech 3

#### INSTRUCTIONS TO ASSESSING OFFICERS

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- (c) It is essential that the individual assessed is compared with others of the same rank employed on the same type of work.
- (d) Over-assessment or concealment of deficiencies lowers the value of the assessment—the assessor's reputation for judgment is compromised in the eyes of his superiors and those being assessed are prejudiced since the assessments are known to be faulty.
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- (k) The assessor is to ensure that when unfavourable comments are made in para 16 or when an assessment is made in one of the squares in part II indicated by an asterisk, the individual assessed signs in para 16 as evidence of acknowledgment of the assessment.

inte		111				-	•
, 15113	Sgt	Kalichuk A		1 Apr	•••••	Sup Tech	
Number	Rank	Initials and Na	me	Seniority date present rank		List and Bra and Gre	
NCOYC	REI	27 Aug 50	••••••	Annual	**********	56 <b>-</b> 30/6/ <i>5</i> 7	
Regular	Duties	Date Posted to Present Position	Reason i	for Submission AD 193/6)		d covered is report	Submission Date
I hereby cer	tify that I have read	d "Instructions to Asse		<del>///</del>	1_	Entered on R3	21
		ithin the last two weeks				minered on 100	1 1
		(III)	/o		,	15/1- 1	-
		(Name)	·	(Rank)	····· ′	Date	<b>7</b> VG
			sing Offi	cer		· · · · · · · · · · · · · · · · · · ·	
		PAI ASSES	RT II	AT 2T			
IMPORTANT	: Read each section the person being a right indicate a hi	through first—then put an assessed. When there is a	n X in th	ne square opposite	the state posite a st	ment which be atement, the	est describes one/s to the
1. Арреат	RANCE AND BEARIN	G G	5.	LEADERSHIP		<del></del>	
Is he ne	eat and careful both of	n and off duty?		To what degree	does he	inspire others	to to
	s—creates an unfavo ion			follow him? A follower			٦
_		*					
Room f	or improvement			Has little influe			
Satisfac	etory	<u>x</u>		Not inclined to t	ake lead	unless forced	to.
Smart.				Occasionally tal			
Comma	anding bearing—Sta	nds out among		Willing to tak leadership	e lead —	- provides go	ood ··· Ist
fellows		······································		Inspires confide excellent leader	ence, con	nmands respe	ect,
2. Co-ope	RATION		6.	LOYALTY—SENS	ье <b>о</b> ғ Dτ	J <b>TY</b>	
	noothly does he work	with others?	•	To what extent of officers and the			ior
	t to work with—obs			Undermines aut			🗆
Ť	elfish	* *		Cannot be sure	of his su	oport.	<del>*</del> ·
	out difficult due ma			Inclined to put		_	*
		* *		Can depend upo			_
	ately co-operative ely promotes harm			duty			🗆 🗆 🗆
				High sense of de even though or	uty—loya :ders are	tl in his supp counter to	ort his
	1		,	opinion			
3. Deter	MINATION	•	7.	MENTAL ALERT			
With wi	hat resolution does he	tackle his work?		Does he readily gr stand what is	rasp a situ required?	ation and und	ler-
	letermination	<b>T</b>		Slow and confus	_	derstanding.	🗆 🗖
	worker but only			Requires more t	han ordir	arv explanat	ion 🗆 🗀
Conscie	entious worker, activ	ve, applies self		Grasps normal s			
	ly			Exceptionally of		-	
	ies to divert him			situation			
			8.	ORGANIZING AB			
4. Initiat	'IVE			To what extent of and supervisir			ing
To who	t extent does he go			Poor organizer.			🗖 🗀
	thing without being urging and constant			Obtains results lor equipment	but waste due to	ful in time, m lack of prop	nen per
Avoids	responsibility. Doe	s only what he		organization			
			•	Fair organizer- occasions			
Display	s initiative in think	ing and acting 🔲 🕱		Effective organi	•		
Except	ionally resourceful—	-plans and		Outstanding or	ganizer e	ven under m	ost
execute	s constructive ideas	······ 📙 📙		difficult condition	)118	• • • • • • • • • • •	☒

· 9.	POWER OF EXPRESSION		11.	SELF-CONFIDE	NCE				
	How clearly does he express himsel	<i>f</i> ?		To what exten in his ability					
	Difficult to follow			Timid, easily	subdued	l <b>.</b>	· · · · · ·		Ū
	Expresses himself satisfactorily	····· <u>x</u>	•	Overconfident			• • • • • •		Ţ
				Lacks Force.					
	Above average in his ability to himself	express [		Sufficient self- down too easi					
	Exceptional in his ability to expreself. Clear, concise, logical	ess him-		Always at eas without being	e. Able obstina	to sup	port his	s case	
				Justifiably con	nfident i	n his o	wn abil	lity	
10.	Reliability		12.	SERVICE KNO	WLEDGE	0			
	How reliable is he in carrying out hi	s duties?		What steps do	es he to ate?	ake to	improve	e and	
	Unreliable, requires constant che	cking		Poor, no effor					
	Does average work	🗆 [	_ ·	Makes an effecumstances, e					
	Does above average work	🗖 [		Adequate for	normal	purpos	es		
	Con depend on him to commit	40 mara4		Consistently a	_		_		X
	Can depend on him to comple difficult jobs	······· 🛣 🥆	⊐, `.	Exceptionally abreast of mo	well-in dern de	oformed velopm	ents	keeps	
	ce an X in the applicable square i	•				·			
	Primary Duty	·			]	Profici	ENCY		-
	(Flight Commander, Station	Equipment O	fficer, etc.	) Belo				Above	Average.
	1. NCO /c RECEIPT		SSUES	· 				x	
	Secondary Duties	-							
<i>)</i>	(Sports Officer, NPF Officer,	etc.)	,					•	
	1.			,					
	2.	·	•						· ·
14.	Assessment of Service Condu	ICT			<u> </u>				
	(Airmen only—See QR (Air) A			Ba	d Indi	ff. Fai □	r Goo	d Exe	
15.	DESIRABILITY		•	•					
_5.	What is your attitude toward ha	ving this <b>var</b> ce	ek/airman	under your C	ommano	d. Wo	uld you	l	
	I	Definitely want him	Prefer n to have l	ot Be sati	sfied	Be ploto have	eased	Par	ticularly ire him
	in his present rank								K
	in next higher rank			. 🗆		X			

16. Remarks, Recommendations, Etc. of Assessing Officer

I CERTIFY that the assments on this report have been made from personal knowledge and represent my failings shown in the starred statements. In addition, I have the following remarks to make:

(Note: These remarks should throw as much additional light as possible on his personality, talents, qualifications, etc.; interest in the welfare of personnel under his control, ability at games, knowledge of current events, etc.; social conduct, financial and family affairs, physical fitness. Any weaknesses, mental, moral, physical, etc., which adversely affect his efficiency should be recorded with an explanation. The remarks are to include a statement as to his suitability for other employment, i.e., administration, instructor, liaison, etc., and are to contain a recommendation for a permanent commission where applicable. All remarks are to be consistent with the main assessment and, if adverse comment is included, the individual concerned is to be informed.) IF AN AIRCREW OFFICER, AND NOT ENGAGED ON FLYING DUTIES, A BRIEF STATEMENT IS TO BE MADE AS TO HIS CURRENT FLYING STATUS.

He is energetic, willing and extremely This NCO has a quiet personality. He has no financial or family difficulties. He is interested in Fond of out of doors and such sports as hunging and sports but not active. He is interested in the welfare of people under his control. fishing. Lives on and works a small farm. Normally active socially.

No secondary duties at present.

Signature...

Rank F/L Station Clinton

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17. REMARKS, RECOMMENDATIONS, ETC. OF NEXT SENIOR OFFICER

(Note: The station commander or other senior officer is to add any remarks which may throw further light on the individual's character, personality and qualifications. If in disagreement with the above assessment, a red X is to be placed in the square considered applicable.)

Youru

Signature.....

Rank S/L Station Clinton

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Indicate degree of acquaintance with person being assessed: Personal......Moderate.......Casual ....... Slight....

18. REMARKS, RECOMMENDATIONS, ETC. OF AOC OR OTHER SUPERIOR OFFICER

Note: If there is any difference of opinion or other unusual comment in this report, a superior's opinion in the matter will be of value.) NOTED TCHO

23 JUL 57

Signature reproduced in Block Capitals.....

.....Date.....

AOC to sign for assessments on Station or Squadron Commanders and Senior Staff Officers at Command HQ AOC or CStaffO on all officers of S/L rank and above, SPSO on F/L and F/O.

