

QUALIFICATION RECORD SHEET

RCAF R413

(1) TRADESMAN'S IDENTIFICATION:

15113	Sgt	A	KALICHUK	Sup Tech	3
Number	Rank	Initials	Name	Trade	Group

(2) TRAINING COURSES:

Passed/Failed/Attended
 Held at: Basic Supply Code 431
 Packaging Code 501
 SSTS and FS QE Code 764

Duration: from _____ to _____

Code _____

(3) ADDITIONAL CODING:

(special equipment incl. in course)

Type _____ Code _____

(4) ON-THE-JOB QUALIFICATIONS:

Qualified as/in/on
 Instructor Code 461
 Aircraft Fluids Handling Code 511

Method: _____ Code: _____

Checked by: _____

(5) CERTIFICATION OF OJQ or COURSE:

Certified JD Hart Date 15 Apr 65
Signature

(JD Hart) F/L A/SSupO
 Name (Print) Rank Position

(6) DRO entry:

DRO serial 75 date 20 Apr 65
ORDER ROOM

RCAF Station
 Clinton, Ont

000752

QUALIFICATION RECORD SHEET

RCAF R413

(1) TRADESMAN'S IDENTIFICATION:

15113

Number

SGT

Rank

A.

Initials

KALICHUK

Name

SUP

Trade

4

Group

(2) TRAINING COURSES: *Passed/Failed* Supply Course ~~Supply Course~~

Held at: COS CENTRALIA ONT.

Duration: from 6 JAN 64 to 29 APR 64

Code 53 J 10

(3) ADDITIONAL CODING:
(special equipment incl. in course)

Type

Code

(4) ON-THE-JOB QUALIFICATIONS: Qualified as/in/on

Method: _____ Code: _____

Checked by: _____

(5) CERTIFICATION OF OJQ or COURSE:

Certified *[Signature]* Date 24 Aug 64

Signature

M^o Cormick H.A.

Name (Print)

F/L

Rank

A/Deputy

Position

(6) DRO entry:

DRO serial 186 date 28 Sep 64

Unit Base Support Centre 000753

ROYAL CANADIAN AIR FORCE

EXEMPTION

QUALIFYING EXAMINATIONS

FLIGHT SERGEANTS

Number 15113 Rank SGT Name A KALI CHUK
Trade SupTech

EXEMPT - having passed SSTS Course

A. Mason
(AT Mason) W/C
for CAS

UNIT 1. TTS AYMER



Original - For AFHQ File

GROUND TRAINING ASSESSMENT

(1) No. 15113 Rank SGT Name A. KALICHUK Trade SupTech
 Attended SSTS (A2) Course, Entry No. 117 At RCAF STATION CAMP BORDEN
 From 2 NOV 59 To 11 DEC 59 Duration 6 WEEKS
 (2) ~~Distinguished Pass~~ / ~~Passed with Credit~~ / ~~Passed~~ / ~~Failed~~ Average 76.3% Standing..... Class.....

(3) Examination Results

Subjects	Marks Allotted	Course Average	Marks Obtained	Indiv. Average
LAW	150	109.6	127	84.6
GSK	250	205.1	196	78.4
SERVICE WRITING	150	123.9	110	73.3
DRILL SERVICE	100	89.5	86	86
MANAGEMENT	250	186	168	67.2
TOTALS	900	714.1	687	76.3
% Average obtained for course		79.3		

(4) Air Operating/Familiarization

Individual Hours	
Group Hours	
Total Hours	

(5) Operating Proficiency

	WPM Required	WPM Obtained
Morse (Aural Hand)		
Morse (Aural Type)		
Morse (Lamp)		
Morse (Tape Rdg)		
Shorthand		
Typing		
Teletype		

(6) Personal Assessment—Remarks

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.

APPLICATION.....	Exceptional	Superior	Satisfactory	Fair	Poor
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CO-OPERATION.....	Exceptional	Superior	Satisfactory	Fair	Poor
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DEPARTMENT.....	Exemplary	Very Good	Good	Fair	Poor
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MENTAL ALERTNESS.....	Exceptional	Above Aver.	Average	Below Aver.	Poor
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(7) This space to be used for reasons for failure/or for other aptitudes and remarks and employment recommended.

Sgt Kalichuk is a mature reserved NCO with a well motivated approach to the SSTS course. He has been an attentive cooperative student and has been fairly active throughout. His oral expression is very good; his practice speeches were delivered with sincerity and authority. Sgt Kalichuk readily grasps new ideas and is considered a capable on the job supervisor.

R.O. 2/60

(8) I have read this assessment..... 11 DEC 59 (Date)
C.W. McKee

A. Kalichuk
 A. KALICHUK (Student Signature)

(9) 11 DEC 59 (Date) (C.W. McKee) F/O (Course Officer)

(10) 11 DEC 59 (Date) (A.R. McAlpine) S/L (Commanding Officer)

GROUND TRAINING ASSESSMENT

(1) No. 15113 Rank SGT Name A. KALICHUK Trade Stn Tech
 Attended SSTS (A2) Course, Entry No. 117 At RCAF STATION CAMP BORDEN
 From 2 NOV 59 To 11 DEC 59 Duration 6 WEEKS
 (2) ~~Distinguished Pass~~/Passed with Credit/~~Passed~~/Failed Average 76.3% Standing..... Class.....

(3) Examination Results

Subjects	Marks Allotted	Course Average	Marks Obtained	Indiv. Average
LAW	150	109.6	127	84.6
GSK	250	205.1	196	78.4
SERVICE				
WRITING	150	123.9	110	73.3
DRILL	100	89.5	86	86
SERVICE				
MANAGEMENT	250	188	168	67.2
TOTALS	900	714.1	687	76.3
% Average obtained for course		79.3		

(4) Air Operating/Familiarization

Individual Hours	
Group Hours	
Total Hours	

(5) Operating Proficiency

	WPM Required	WPM Obtained
Morse (Aural Hand)		
Morse (Aural Type)		
Morse (Lamp)		
Morse (Tape Rdg)		
Shorthand		
Typing		
Teletype		

(6) Personal Assessment—Remarks

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.

	Exceptional	Superior	Satisfactory	Fair	Poor
APPLICATION.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CO-OPERATION.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DEPARTMENT.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MENTAL ALERTNESS.....	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(7) This space to be used for reasons for failure/or for other aptitudes and remarks and employment recommended.

Sgt Kalichuk is a mature reserved NCO with a well motivated approach to the SSTS course. He has been an attentive cooperative student and has been fairly active throughout. His oral expression is very good; his practice speeches were delivered with sincerity and authority. Sgt Kalichuk readily grasps new ideas and is considered a capable on the job supervisor.

(8) I have read this assessment..... 11 DEC 59 (Date) A. Kalichuk (Student Signature)
 (9) 11 DEC 59 (Date) C. V. McAlpine P/O (Course Officer)
 (10) 11 DEC 59 (Date) (A.R. McAlpine) S/L (Commanding Officer)

(ARMY)

372769

COURSE REPORT FORM

1 SURNAME **KALICHUK** 2 CHRISTIAN NAMES **Alexander**

3 SERVICE NO. **15113** 4 RANK **Cpl** 5 CORPS **RCAF** 6 UNIT AND LOCATION FROM WHICH DESPATCHED **RCAF Sta, Clinton, Ont**

7 HOME ADDRESS (ROYAL CANADIAN ARMY CADETS ONLY) 8 PLACE WHERE COURSE OR TRAINING GIVEN **The RCOC School**

9 DESIGNATION OF COURSE OR TRAINING **Joint Services Packaging** 10 SERIAL OR COURSE NO. **18** 11 DURATION OF COURSE **2 weeks** FROM **23 May 56** TO **8 Jun 56**

12 COURSE RESULTS — SUBJECTS STUDIED AND GRADINGS AWARDED OR MARKS OBTAINED ON THE BASIS OF 100

SUBJECTS	PASS STANDARD	GRADING OR MARKS
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.	50 - C	72 - C

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 OR FAIL 16 FINAL GRADING
 PASS FAIL A B C E F

17 DATE **8 Jun 56** SIGNATURE OF CANDIDATE *Cpl Kalichuk* 18 DATE **8 Jun 56** SIGNATURE OF WING INSTRUCTOR *A. Seeseck Major*

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
DATE

[Signature]
COMMANDANT

CONFIDENTIAL

GROUND TRAINING ASSESSMENT

(Airmen)

1 (a)

Selection Scores	
Test	Score
CT	
CLAT	
EAT	
MKT	

No. 15113 Rank CPL Name KA LICHUK A
 Trade Supply Tech
 Attended Cpl Service Trng Course, Entry 15
 At RCAF Stn Clinton From 22 Oct 56 To 2 Nov 56
 Duration 2 Weeks

2 (a) GRADUATION SUMMARY

This airman WAS ~~FAILED~~/PASSED/~~PASSED WITH CREDIT~~/~~DISTINGUISHED PASS~~* with an average of 70.3%, obtained a standing of 15 in a class of 16 POSTED/TRANSFERRED to Qualified Group
 *Delete non applicable terms.

OR

2 (b) SUSPENSION REPORT

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

3 EXAMINATION RESULTS

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.
Totals	300		211.	
Percent Average Obtained for the Course		77.1		70.3

4 OPERATING PROFICIENCY

(For applicable trades only)

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

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	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Exceptional	Superior	Satisfactory	Fair	Poor
(b) Co-operation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Exceptional	Superior	Satisfactory	Fair	Poor
(c) Deportment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Exemplary	Very Good	Good	Fair	Poor
(d) Mental Alertness	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Exceptional	Above Average	Average	Below Average	Poor

(e) Other Aptitudes and Remarks:

This NCO had a good course attitude, and he was most attentive at all times. His knowledge of drill and powers of expression were adequate.

(f) Employment Recommended:

I have read this Assessment

7 Nov 56
Date

D. King
Student

- 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)

7 Nov 56
Date

D. King
(D. KING) F/O
for Officer Commanding

RCAF Stn Clinton
Unit

H. Hawthorne
(H. HAWTHORNE) F/O
for Commanding Officer

DEPARTMENT OF NATIONAL DEFENCE
(ARMY)

COPY 1
372769

COURSE REPORT FORM

*POC/PA
C15113*

1 SURNAME KALICHUK			2 CHRISTIAN NAMES Alexander		
3 SERVICE NO. 15113	4 RANK Cpl	5 CORPS RCAF	6 UNIT AND LOCATION FROM WHICH DESPATCHED RCAF Sta, Clinton, Ont		
7 HOME ADDRESS (ROYAL CANADIAN ARMY CADETS ONLY)				8 PLACE WHERE COURSE OR TRAINING GIVEN The RCOG School	
9 DESIGNATION OF COURSE OR TRAINING Joint Services Packaging		10 SERIAL OR COURSE NO. 18	11 DURATION OF COURSE 2 weeks	FROM 23 May 56	TO 8 Jun 56

12 COURSE RESULTS — SUBJECTS STUDIED AND GRADINGS AWARDED OR MARKS OBTAINED ON THE BASIS OF 100		
SUBJECTS	PASS STANDARD	GRADING OR MARKS
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.	50 - C	72 - C

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 OR FAIL <input checked="" type="checkbox"/> PASS <input type="checkbox"/> FAIL	16 FINAL GRADING A <input type="checkbox"/> B <input checked="" type="checkbox"/> C <input type="checkbox"/> D <input type="checkbox"/> E <input type="checkbox"/> F
17 8 Jun 56 DATE	<i>Cpl Kalichuk</i> SIGNATURE OF CANDIDATE
18 8 Jun 56 DATE	<i>J. Hoesock Major</i> 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
DATE

[Signature]
COMMANDANT

PA
R!

ROYAL CANADIAN AIR FORCE
RESULTS
1955 QUALIFYING EXAMINATIONS
CORPORALS

Number . . . **15113** Rank . . . **OPL** Name . . . **A KALICERK**
Trade . . . **SupTech.**

SUBJECT	Maximum Marks	Pass Mark	Percent	Passed/Failed
General Service Knowledge	100	50	60	P
Reading Comprehension	100	50	54	P
TOTALS			57	

REMARKS **PASSED**

AUTHORITY Training Command Board of Officers

FILE NO C459 - 106 - 55 **2 NOV 55**

DATE **13 JAN 56**

RCAP STN CLINTON



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

- DISTRIBUTION
- ~~Original~~ - AFHQ File
 - ~~Duplicate~~ - CHQ File
 - ~~Triplicate~~ - Unit R1
 - ~~Quadruplicate~~ - Airman

ROYAL CANADIAN AIR FORCE

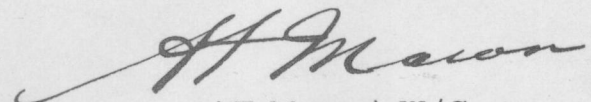
EXEMPTION

QUALIFYING EXAMINATIONS

FLIGHT SERGEANTS

Number **15113** Rank **SGT** Name **A KALI GHUK**
Trade **Sup Tech**

EXEMPT - having passed SSTS Course


(AT Mason) W/C
for CAS

UNIT **1 TFS AYMER**

Triplicate - For Unit R1

ROYAL CANADIAN AIR FORCE

RESULTS

1955 QUALIFYING EXAMINATIONS

CORPORALS

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

SUBJECT	Maximum Marks	Pass Mark	Percent	Passed/Failed
General Service Knowledge	100	50	60	P
Reading Comprehension	100	50	54	P
TOTALS			57	

REMARKS . . . PASSED

AUTHORITY Training Command Board of Officers

FILE NO C459 - 106 - 55 2 NOV 55

DATE 13 JAN 56

RCAF STN CLINTON

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

DISTRIBUTION

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



ROYAL CANADIAN AIR FORCE

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 Knowledge	100	48	50	48	F
Reading Comprehension	100	63	50	63	P

TOTALS

REMARKS FAILED

AUTHORITY Training Command Board of Officers

FILE NO C459-106-53

DATE 12 FEB 54

G.G. Diamond

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

DISTRIBUTION

- ✓ Original - AFHQ File
- Duplicate - CHQ File
- Triplicate - Unit R1
- Quadruplicate - Airman

RCAF STN CLINTON



ROYAL CANADIAN AIR FORCE

PA

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 Knowledge	100	48	50	48	F
Reading Comprehension	100	63	50	63	P

TOTALS

REMARKS **FAILED**

AUTHORITY Training Command Board of Officers

FILE NO C459-106-53

DATE **12 FEB 54**

DISTRIBUTION

- Original - AFHQ File
- Duplicate - CHQ File
- ✓ Triplicate - Unit R1
- Quadruplicate - Airman

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

RCAF STN CLINTON

CONFIDENTIAL

GROUND TRAINING ASSESSMENT

(Airmen)

1 (a)

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

No. 15113 Rank LAC Name AE Kaliohuk
 Trade SupTech
 Attended SupTech Course, Entry 36
 At 2KTS Trenton Ont From 12 Jun 50 To 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 of 14 ~~POSTED~~/TRANSFERRED * to Stn Clinton Qualified Group 1 (0)
 *Delete non applicable terms.

OR

2 (b) SUSPENSION REPORT

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

A.F. RECORD OFFICE
 OCT 17 1950

3 EXAMINATION RESULTS

Subjects	Marks Allotted	Course Average	Marks Obtained	Indiv. Average
Supply Admin.....	100	78.1	71	71
Phase 2 Practical.....	50	90.6	47	94
Totals	150		118	
Percent Average Obtained for the Course.....		82.3		78.7

4 OPERATING PROFICIENCY
(For applicable trades only)

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
.....hrshrshrs

6 PERSONAL ASSESSMENT—REMARKS

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

(a) Application	<input type="checkbox"/> Exceptional	<input type="checkbox"/> Superior	<input checked="" type="checkbox"/> Satisfactory	<input type="checkbox"/> Fair	<input type="checkbox"/> Poor
(b) Co-operation	<input type="checkbox"/> Exceptional	<input type="checkbox"/> Superior	<input checked="" type="checkbox"/> Satisfactory	<input type="checkbox"/> Fair	<input type="checkbox"/> Poor
(c) Deportment	<input type="checkbox"/> Exemplary	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Fair	<input checked="" type="checkbox"/> Poor
(d) Mental Alertness	<input type="checkbox"/> Exceptional	<input type="checkbox"/> Above Average	<input checked="" type="checkbox"/> Average	<input type="checkbox"/> Below Average	<input type="checkbox"/> Poor

(e) Other Aptitudes and Remarks:

Had some difficulty absorbing instruction at beginning of course, but overcame this towards latter part of course. His instructors all found him to be quiet, steady and hard working and his deportment in class and on the station was good. However his deportment at (c) above is rated "poor" solely because of an off-duty civil conviction in the town of Trenton.

(f) Employment Recommended:

SupTech

I have read this Assessment 8/9/50 LAC Kalichuk A

Date Student

<p>1 Copy RCAF R1 Station Document Envelope (in ink)</p> <p>1 Copy AFHQ/AMP/DPC (3 copies non-RCAF only)</p> <p>1 Copy IAM/SRS</p> <p>1 Copy SPSO of Command to which trainee is posted (to be forwarded through our Command HQ)</p> <p>1 Copy Training Unit Files</p> <p>1 Copy AFHQ/CAS/DAF (for non-RCAF only)</p>	<p style="text-align: center;">30 Aug 50 <small>Date</small></p> <p style="text-align: center;"><i>[Signature]</i> <small>Officer Commanding</small></p> <hr/> <p style="text-align: center;">21 Sep 50 <small>Unit</small></p> <p style="text-align: center;"><i>[Signature]</i> <small>Commanding Officer</small></p>
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CONFIDENTIAL

GROUND TRAINING ASSESSMENT

(Airmen)

1 (a)

Selection Scores	
Test	Score
CT	47
CLAT	114
EAT	26
MKT	

No. 15115 Rank LAC Name AE Kalichuk
 Trade SupTech
 Attended SupTech Course, Entry 38
 At 2KYS Trenton Ont From 12 Jun 50 To 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 of 14 ~~POSTED~~ / TRANSFERRED * to Sta Clinton Qualified Group 1 (0)
 *Delete non applicable terms. 28 Jul 50

OR

2 (b) SUSPENSION REPORT

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

3 EXAMINATION RESULTS

Subjects	Marks Allotted	Course Average	Marks Obtained	Indiv. Average
Supply	100	78.1	71	71
Phase 2 Practical	50	90.5	47	94
Totals	150		118	
Percent Average Obtained for the Course		78.7		

4 OPERATING PROFICIENCY
(For applicable trades only)

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

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	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Exceptional	Superior	Satisfactory	Fair	Poor
(b) Co-operation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Exceptional	Superior	Satisfactory	Fair	Poor
(c) Deportment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Exemplary	Very Good	Good	Fair	Poor
(d) Mental Alertness	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Exceptional	Above Average	Average	Below Average	Poor

(e) Other Aptitudes and Remarks:

Had some difficulty absorbing instruction at beginning of course, but overcame this towards latter part of course. His instructors all found him to be quiet, steady and hard working and his deportment in class and on the station was good. However his deportment at (c) above is rated "poor" solely because of an off-duty civil conviction in the town of Trenton.

(f) Employment Recommended:

I have read this Assessment 8/9/50 Date LAC Kalichuk Student

1 Copy RCAF R1 Station Document Envelope (in ink)	<u>30 Aug 50</u> Date	<u>Wintolahan</u> Officer Commanding
1 Copy AFHQ/AMP/DPC (3 copies non-RCAF only)		
1 Copy IAM/SRS	<u>21 Sep 50</u> Unit	<u>James</u> Commanding Officer
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)		

SECTION 1 - IDENTIFICATION

A - INDIVIDUAL BEING ASSESSED

Surname: **K A L I C H U K** Initials: **AK**

Social Insurance Number: **4 2 9 4 8 8 0 1 8**

Substantive Rank: **SGT (AF)**

Trade: **SUPTECH 911**

Service: **CAF**

Unit: **CFB CLINTON**

B - SUPERVISOR

Rank: **OFF** Trade or Branch: **RCN**

Rank: **CWO** Trade or Branch: **CA(R)**

Rank: **MWO** Trade or Branch: **RCAF**

Rank: **WO** Trade or Branch: **6-6-6-6-6**

Rank: **SGT** Trade or Branch: **8-8-8-8-8**

C - REPORT

Period of Observation: **12 MOS**

Type of Report: **ANNUAL**

Date of Report: **JAN**

SECTION 2 - QUANTITATIVE ASSESSMENT (Use Performance Evaluation Guide)

	* INFERIOR PERFORMANCE		ACCEPTABLE PERFORMANCE			SUPERIOR PERFORMANCE	
	Below Requirement	Meets Minimum Requirement	Meets Requirement	Meets Requirement	Exceeds Requirement	Greatly Exceeds Requirement	Outstanding
	1	2	3	4	5	6	7
CRITICAL REQUIREMENTS	1	2	3	4	5	6	7
1 PLANNING							
2 DELEGATION							
3 STRESS/PRESSURE							
4 CO-OPERATION							
5 SELF-ASSERTION							
6 DEALING WITH SUBORDINATES							
7 BRIEFING OTHERS							
8 KNOWLEDGE OF TRADE/JOB							
9 APPLYING KNOWLEDGE							
10 ADAPTABILITY							
11 INITIATIVE							
12 APPEARANCE							
13 SUPERVISION							
14 ENSURING UNDERSTANDING							
15 RESPONSIBILITY							
16 PROTECTION OF JUNIORS							
17 CONDUCT							
18 RULES AND ORDERS							
19 LEARNING FROM EXPERIENCE							
TOTAL RESPONSE SPACES FILLED IN EACH COLUMN	1.	2. 10	3. 9	4.	5.	6.	7.

NOTE: It is mandatory that all critical requirements be scored. See Performance Evaluation Guide for use of "NOT OBSERVED".

SECTION 3 - RECOMMENDATION

FOR PROMOTION:

YES NO

SECTION 4 - NARRATIVE (Continue on reverse)

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

G. M. Kenney
major
DPCLL/SAM

CONFIDENTIAL

(When any part other than Section 1 completed)

SECTION 4 - (Continued)

DATE	SUPERVISOR (Name and initials)	SIGNATURE	RANK
3 Oct 68	CUMMINGS RS		CAPT

SECTION 5 - PERSONAL FACTORS AFFECTING EMPLOYMENT
(to be completed by individual being assessed)

C. OTHER FACTORS

A. POSTING PREFERENCES (if any)

1. Clinton

2. Nil

3. Nil

B. PARTICULARS OF DEPENDENT CHILDREN
(use one column per child)

	1	2	3	4	5	6	7	8	9	10	11	12	13
Sex (M or F)	M												
Age	12												
School Grade	8												

INDIVIDUAL'S SIGNATURE

SECTION 6 - REVIEWING OFFICER (Elaborate on Supervisor's assessment as necessary)

Concur with assessment "not recommended" for promotion.

"I hereby certify that the individual being rated has been counselled during the reporting period on overall performance including the noted shortcomings".

DATE	REVIEWING OFFICER (Name and initials)	SIGNATURE	RANK	APPOINTMENT
3 Oct 68	CUMMINGS RS		CAPT	BSup0

SECTION 7 - COMMANDING OFFICER (Comments)

Future Base administrative action on SGT Kalichuk is dependent upon his response to his recent verbal counselling.

DATE	COMMANDING/DELEGATED OFFICER (Name and initials)	SIGNATURE	RANK	APPOINTMENT
8 Oct 68	E. W. RYAN		COL (AF)	BASE COMMANDER

CONFIDENTIAL

(When any part other than Section 1 completed)

000777

CONFIDENTIAL (when completed)

PA 429 158 018

CONFIDENTIAL PERSONAL ASSESSMENT

ON

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

INSTRUCTIONS TO ASSESSING OFFICERS

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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

15113	SGT	A KALICHUK	1 Apr 57	SUP TECH 911 4
Number	Rank	Initials and Name	Seniority date of present rank	List and Branch or Trade and Grouping
NCO i/c Clothing Stores	15 Mar 65	ANNUAL & PROMOTION	15 Oct 66	15 Oct 67 3 Nov 67
Regular Duties	Date Posted to Present Position	Reason for Submission (AFAO 26.08/01)	Period covered by this report	Date of Birth

Entered on R331
[Signature]
 15 Oct 67
 Date

PART II

ASSESSMENT

IMPORTANT: Read each section through first—then put an X in the square opposite the statement which best describes the person being assessed. When there is more than one square opposite a statement, the one/s to the right indicate a higher assessment

1. APPEARANCE AND BEARING

Is he neat and careful both on and off duty?

- Careless—creates an unfavourable impression..... *
- Room for improvement.....
- Satisfactory.....
- Smart.....
- Commanding bearing—Stands out among fellows.....

2. CO-OPERATION

How smoothly does he work with others?

- Difficult to work with—obstructive, stubborn, selfish..... *
- Tries but difficult due manner, lack of tact..... *
- Moderately co-operative.....
- Definitely promotes harmony and good will.....

3. DETERMINATION

With what resolution does he tackle his work?

- Lacks determination..... *
- Steady worker but only does what is essential.....
- Conscientious worker, active, applies self diligently.....
- Determined, enthusiastic—will not allow difficulties to divert him.....

4. INITIATIVE

To what extent does he go ahead with the right thing without being told?

- Needs urging and constant direction.... *
- Avoids responsibility. Does only what he is told.....
- Displays initiative in thinking and acting.....
- Exceptionally resourceful—plans and executes constructive ideas.....

5. LEADERSHIP

To what degree does he inspire others to follow him?

- A follower..... *
- Has little influence.....
- Not inclined to take lead unless forced to.....
- Occasionally takes the lead.....
- Willing to take lead—provides good leadership.....
- Inspires confidence, commands respect, excellent leader.....

6. LOYALTY—SENSE OF DUTY

To what extent does he support his senior officers and the Service?

- Undermines authority..... *
- Cannot be sure of his support..... *
- Inclined to put self before Service.....
- Can depend upon his support—faithful in duty.....
- High sense of duty—loyal in his support even though orders are counter to his opinion.....

7. MENTAL ALERTNESS

Does he readily grasp a situation and understand what is required?

- Slow and confused in understanding....
- Requires more than ordinary explanation
- Grasps normal situations satisfactorily..
- Exceptionally quick in appreciating a situation.....

8. ORGANIZING ABILITY

To what extent does he display organizing and supervising ability?

- Poor organizer..... *
- Obtains results but wasteful in time, men or equipment due to lack of proper organization.....
- Fair organizer—satisfactory for normal occasions.....
- Effective organizer—gets things done...
- Outstanding organizer even under most difficult conditions.....

9. POWER OF EXPRESSION

How clearly does he express himself?

- Difficult to follow..... *
- Expresses himself satisfactorily.....
- Above average in his ability to express himself.....
- Exceptional in his ability to express himself. Clear, concise, logical.....

10. RELIABILITY

How reliable is he in carrying out his duties?

- Unreliable, requires constant checking.. *
- Does average work.....
- Does above average work.....
- Can depend on him to complete most difficult jobs.....

11. SELF-CONFIDENCE

To what extent does he display confidence in his ability to carry out his duties?

- Timid, easily subdued..... *
- Overconfident..... *
- Lacks Force.....
- Sufficient self-assurance. Does not back down too easily.....
- Always at ease. Able to support his case without being obstinate.....
- Justifiably confident in his own ability..

12. SERVICE KNOWLEDGE

What steps does he take to improve and keep up-to-date?

- Poor, no effort to improve..... *
- Makes an effort when forced to by circumstances, exams, etc.....
- Adequate for normal purposes.....
- Consistently attempts to improve.....
- Exceptionally well-informed and keeps abreast of modern developments.....

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.)

PROFICIENCY

Below Average Average Above Average

1. NCO i/c Supply Administration

Secondary Duties

(Sports Officer, NPF Officer, etc.)

1.

2.

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 not want him | Prefer not to have him | Be satisfied to have him | Be pleased to have him | Particularly desire him |
|---------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|
| in his present rank | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| in next higher rank | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

If the assessment is in the first square i.e., "Definitely not want him", explain why in Section 16.

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 2 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 [Signature] Rank F/L Station CFB Clinton
Supply

Signature reproduced in Block Capitals RS CUMMINGS 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 [Signature] Rank S/L Station CFB Clinton

Signature reproduced in Block Capitals HR PATERSON Date 25 Sep 67

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.)

Concur with para 17.

Signature [Signature] Rank G/C Station Clinton

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 T/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.

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 Signature [Signature] Rank Station TC HQ

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

CONFIDENTIAL (when completed)**CONFIDENTIAL PERSONAL ASSESSMENT**

ON

(Qual 4)

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.

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

(Qual 4)

15113 Number	Sgt Rank	Kalichuk A Initials and Name	1/4/57 Seniority date of present rank	SupTech 3 List and Branch or Trade and Grouping
100 i/c Clothing Regular Duties	15 Mar 65 Date Posted to Present Position	Ann/Promotion Reason for Submission (AFAO 26.08/01)	15/10/65-15/10/66 Period covered by this report	3/11/23 Date of Birth

Entered on R331
Date

PART II

ASSESSMENT

IMPORTANT: Read each section through first—then put an X in the square opposite the statement which best describes the person being assessed. When there is more than one square opposite a statement, the one/s to the right indicate a higher assessment

1. APPEARANCE AND BEARING

Is he neat and careful both on and off duty?

- Careless—creates an unfavourable impression..... *
- Room for improvement.....
- Satisfactory.....
- Smart.....
- Commanding bearing—Stands out among fellows.....

2. CO-OPERATION

How smoothly does he work with others?

- Difficult to work with—obstructive, stubborn, selfish..... *
- Tries but difficult due manner, lack of tact..... *
- Moderately co-operative.....
- Definitely promotes harmony and good will.....

3. DETERMINATION

With what resolution does he tackle his work?

- Lacks determination..... *
- Steady worker but only does what is essential.....
- Conscientious worker, active, applies self diligently.....
- Determined, enthusiastic—will not allow difficulties to divert him.....

4. INITIATIVE

To what extent does he go ahead with the right thing without being told?

- Needs urging and constant direction.... *
- Avoids responsibility. Does only what he is told.....
- Displays initiative in thinking and acting.....
- Exceptionally resourceful—plans and executes constructive ideas.....

5. LEADERSHIP

To what degree does he inspire others to follow him?

- A follower..... *
- Has little influence.....
- Not inclined to take lead unless forced to.....
- Occasionally takes the lead.....
- Willing to take lead—provides good leadership.....
- Inspires confidence, commands respect, excellent leader.....

6. LOYALTY—SENSE OF DUTY

To what extent does he support his senior officers and the Service?

- Undermines authority..... *
- Cannot be sure of his support..... *
- Inclined to put self before Service.....
- Can depend upon his support—faithful in duty.....
- High sense of duty—loyal in his support even though orders are counter to his opinion.....

7. MENTAL ALERTNESS

Does he readily grasp a situation and understand what is required?

- Slow and confused in understanding....
- Requires more than ordinary explanation.....
- Grasps normal situations satisfactorily..
- Exceptionally quick in appreciating a situation.....

8. ORGANIZING ABILITY

To what extent does he display organizing and supervising ability?

- Poor organizer..... *
- Obtains results but wasteful in time, men or equipment due to lack of proper organization.....
- Fair organizer—satisfactory for normal occasions.....
- Effective organizer—gets things done...
- Outstanding organizer even under most difficult conditions.....

9. POWER OF EXPRESSION

How clearly does he express himself?

- Difficult to follow..... *
- Expresses himself satisfactorily.....
- Above average in his ability to express himself.....
- Exceptional in his ability to express himself. Clear, concise, logical.....

10. RELIABILITY

How reliable is he in carrying out his duties?

- Unreliable, requires constant checking..... *
- Does average work.....
- Does above average work.....
- Can depend on him to complete most difficult jobs.....

11. SELF-CONFIDENCE

To what extent does he display confidence in his ability to carry out his duties?

- Timid, easily subdued..... *
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- Sufficient self-assurance. Does not back down too easily.....
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12. SERVICE KNOWLEDGE

What steps does he take to improve and keep up-to-date?

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- Makes an effort when forced to by circumstances, exams, etc.....
- Adequate for normal purposes.....
- Consistently attempts to improve.....
- Exceptionally well-informed and keeps abreast of modern developments.....

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.)

PROFICIENCY

Below Average Average Above Average

1. NCO i/c Clothing Stores

Secondary Duties

(Sports Officer, NPF Officer, etc.)

1.

2.

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 not want him	Prefer not to have him	Be satisfied to have him	Be pleased to have him	Particularly desire him
in his present rank	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
in next higher rank	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If the assessment is in the first square i.e., "Definitely not want him", explain why in Section 16.

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.....10 months. I have informed him of the failings shown in the starred statements. In addition, I have the following remarks to make:—

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.....*R Johnston*.....Rank WO2.....Station CFB Clinton
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.

A Kalichuk Sq Signature..... Rank F/L..... Station CFB Clinton
Concur. *M.W. Garnett* (M.W. Garnett) S/L
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.....*R Baum*.....Rank *PS*.....Station.....
Signature reproduced in Block Capitals.....F/L NE BAUM.....Date DEC 15 1966

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.

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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

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PART I

15113
Number

Sgt
Rank

A Kalichuk
Initials and Name

1 Apr 57
Seniority date of present rank

Qual Gp 4
SupTech 3
List and Branch or Trade and Grouping

NCO i/c Clothing
Regular Duties

15 Mar 65
Date Posted to Present Position

Annual 15 Mar 65-15 Oct 65
Reason for Submission (AFAO 26.08/01)

Period covered by this report

3 Nov 23
Date of Birth

Entered on R331
8 Oct 65 Date

75

PART II

ASSESSMENT

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1. APPEARANCE AND BEARING

Is he neat and careful both on and off duty?

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How smoothly does he work with others?

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With what resolution does he tackle his work?

- Lacks determination..... *
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To what extent does he go ahead with the right thing without being told?

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- Exceptionally resourceful—plans and executes constructive ideas.....

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To what degree does he inspire others to follow him?

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To what extent does he support his senior officers and the Service?

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How reliable is he in carrying out his duties?

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- Adequate for normal purposes.....
- Consistently attempts to improve.....
- Exceptionally well-informed and keeps abreast of modern developments.....

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.)

PROFICIENCY

Below Average Average Above Average

- | | | | | | | |
|---------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| 1. NCO i/c Clothing | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
|---------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|

Secondary Duties

(Sports Officer, NPF Officer, etc.)

- | | | | | | | |
|----|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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 not want him | Prefer not to have him | Be satisfied to have him | Be pleased to have him | Particularly desire him |
|---------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| in his present rank | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| in next higher rank | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

If the assessment is in the first square i.e., "Definitely not want him", explain why in Section 16.

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...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. He has no known marital or financial problems.

Signature *W.K. Berry* Rank F/O Station CLINTON

Signature reproduced in Block Capitals (WK BERRY) Date 16 SEP 65

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.

M.W. Garnett
(MW Garnett) S/L
CTSO

Signature *[Signature]* Rank F/L Station CLINTON

NOTED.

[Signature]
(KR Greenaway) G/C
CO, Clinton Sep 65

Stn Clinton Msge #108 12 Nov advises Stn Board did not recommend NCO as he has had long history personal problems and board wishes to defer recommendation until there is no doubt that these will not re occur. Indicate degree of acquaintance with person being assessed: Personal.....Moderate.....Casual Slight....

Signature reproduced in Block Capitals (RS CUMMINGS) Date 16 SEP 65

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

Signature *[Signature]* Rank F/L Station TCHQ

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 T/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.

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

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

15413 <small>Number</small>	Sgt <small>Rank</small>	A Kalichuk <small>Initials and Name</small>	1 Apr 57 <small>Seniority date of present rank</small>	Sup Tech 3 / QUAL 4 <small>List and Branch or Trade and Grouping</small>
Instructor <small>Regular Duties</small>	5 Sep 61 <small>Date Posted to Present Position</small>	Change of Assessor <small>Annual & promotion</small>	15 Oct 63-23 Jun 64 <small>Reason for Submission (AFAO 26.08/01)</small>	3 Nov 23 <small>Date of Birth</small>

Entered on R331
Date

PART II

ASSESSMENT

IMPORTANT: Read each section through first—then put an X in the square opposite the statement which best describes the person being assessed. When there is more than one square opposite a statement, the one/s to the right indicate a higher assessment

- | | |
|---|---|
| <p>1. APPEARANCE AND BEARING
<i>Is he neat and careful both on and off duty?</i></p> <p>Careless—creates an unfavourable impression..... <input type="checkbox"/> *</p> <p>Room for improvement..... <input type="checkbox"/></p> <p>Satisfactory..... <input type="checkbox"/></p> <p>Smart..... <input checked="" type="checkbox"/></p> <p>Commanding bearing—Stands out among fellows..... <input type="checkbox"/> <input type="checkbox"/></p> <p>2. CO-OPERATION
<i>How smoothly does he work with others?</i></p> <p>Difficult to work with—obstructive, stubborn, selfish..... <input type="checkbox"/> <input type="checkbox"/> *</p> <p>Tries but difficult due manner, lack of tact..... <input type="checkbox"/> <input type="checkbox"/> *</p> <p>Moderately co-operative..... <input type="checkbox"/> <input type="checkbox"/></p> <p>Definitely promotes harmony and good will..... <input checked="" type="checkbox"/> <input type="checkbox"/></p> <p>3. DETERMINATION
<i>With what resolution does he tackle his work?</i></p> <p>Lacks determination..... <input type="checkbox"/> *</p> <p>Steady worker but only does what is essential..... <input type="checkbox"/> <input type="checkbox"/></p> <p>Conscientious worker, active, applies self diligently..... <input type="checkbox"/> <input type="checkbox"/></p> <p>Determined, enthusiastic—will not allow difficulties to divert him..... <input checked="" type="checkbox"/> <input type="checkbox"/></p> <p>4. INITIATIVE
<i>To what extent does he go ahead with the right thing without being told?</i></p> <p>Needs urging and constant direction.... <input type="checkbox"/> <input type="checkbox"/> *</p> <p>Avoids responsibility. Does only what he is told..... <input type="checkbox"/> <input type="checkbox"/></p> <p>Displays initiative in thinking and acting..... <input type="checkbox"/> <input checked="" type="checkbox"/></p> <p>Exceptionally resourceful—plans and executes constructive ideas..... <input type="checkbox"/> <input type="checkbox"/></p> | <p>5. LEADERSHIP
<i>To what degree does he inspire others to follow him?</i></p> <p>A follower..... <input type="checkbox"/> *</p> <p>Has little influence..... <input type="checkbox"/></p> <p>Not inclined to take lead unless forced to..... <input type="checkbox"/></p> <p>Occasionally takes the lead..... <input checked="" type="checkbox"/></p> <p>Willing to take lead—provides good leadership..... <input type="checkbox"/></p> <p>Inspires confidence, commands respect, excellent leader..... <input type="checkbox"/> <input type="checkbox"/></p> <p>6. LOYALTY—SENSE OF DUTY
<i>To what extent does he support his senior officers and the Service?</i></p> <p>Undermines authority..... <input type="checkbox"/> *</p> <p>Cannot be sure of his support..... <input type="checkbox"/> *</p> <p>Inclined to put self before Service..... <input type="checkbox"/></p> <p>Can depend upon his support—faithful in duty..... <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p> <p>High sense of duty—loyal in his support even though orders are counter to his opinion..... <input checked="" type="checkbox"/> <input type="checkbox"/></p> <p>7. MENTAL ALERTNESS
<i>Does he readily grasp a situation and understand what is required?</i></p> <p>Slow and confused in understanding.... <input type="checkbox"/> <input type="checkbox"/></p> <p>Requires more than ordinary explanation <input type="checkbox"/> <input type="checkbox"/></p> <p>Grasps normal situations satisfactorily.. <input type="checkbox"/> <input checked="" type="checkbox"/></p> <p>Exceptionally quick in appreciating a situation..... <input type="checkbox"/> <input type="checkbox"/></p> <p>8. ORGANIZING ABILITY
<i>To what extent does he display organizing and supervising ability?</i></p> <p>Poor organizer..... <input type="checkbox"/> <input type="checkbox"/> *</p> <p>Obtains results but wasteful in time, men or equipment due to lack of proper organization..... <input type="checkbox"/> <input type="checkbox"/></p> <p>Fair organizer—satisfactory for normal occasions..... <input type="checkbox"/> <input type="checkbox"/></p> <p>Effective organizer—gets things done... <input checked="" type="checkbox"/></p> <p>Outstanding organizer even under most difficult conditions..... <input type="checkbox"/></p> |
|---|---|

9. POWER OF EXPRESSION

How clearly does he express himself?

- Difficult to follow..... *
- Expresses himself satisfactorily.....
- Above average in his ability to express himself.....
- Exceptional in his ability to express himself. Clear, concise, logical.....

11. SELF-CONFIDENCE

To what extent does he display confidence in his ability to carry out his duties?

- Timid, easily subdued..... *
- Overconfident..... *
- Lacks Force.....
- Sufficient self-assurance. Does not back down too easily.....
- Always at ease. Able to support his case without being obstinate.....
- Justifiably confident in his own ability..

10. RELIABILITY

How reliable is he in carrying out his duties?

- Unreliable, requires constant checking.. *
- Does average work.....
- Does above average work.....
- Can depend on him to complete most difficult jobs.....

12. SERVICE KNOWLEDGE

What steps does he take to improve and keep up-to-date?

- Poor, no effort to improve..... *
- Makes an effort when forced to by circumstances, exams, etc.....
- Adequate for normal purposes.....
- Consistently attempts to improve.....
- Exceptionally well-informed and keeps abreast of modern developments.....

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.)

PROFICIENCY

Below Average Average Above Average

- | | | | | | | |
|---------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| 1. Instructor | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
|---------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|

Secondary Duties

(Sports Officer, NPF Officer, etc.)

- | | | | | | | |
|-----------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| 1. Section Inventory Holder | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 2. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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 not want him | Prefer not to have him | Be satisfied to have him | Be pleased to have him | Particularly desire him |
|---------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|
| in his present rank | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| in next higher rank | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |

If the assessment is in the first square i.e., "Definitely not want him", explain why in Section 16.

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.....2.....years.....10.....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 *WJ Cameron* Rank F/L Station CENTRALIA
Signature reproduced in Block Capitals WJ CAMERON Date 9 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.)

M Randall Concur.
WJ RANDALLY G/C
CO. RCAF STN CENTRALIA

Signature *WJ Andrew* 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 Slight....

72 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
Signature *PT Haughn* Rank F/L Station TCHQ
Signature reproduced in Block Capitals (PT HAUGHN) Date 26 OCT 64

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.

CONFIDENTIAL (when completed)**CONFIDENTIAL PERSONAL ASSESSMENT**

ON

Number 15113 Rank SGT Name KALICHEUK 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.

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

15113 Number SGT Rank A KALICHUK Initials and Name 1 Apr 57 Seniority date of present rank SUPTECH 3 List and Branch or Trade and Grouping

Supply Instructor Regular Duties 5 Sep 61 Date Posted to Present Position Annual & Promotion Reason for Submission (AFAO 26.08/01) 15 Oct 62 - 15 Oct 63 Period covered by this report 3 Nov 23 Date of Birth

Entered on R331
71
Date

PART II

ASSESSMENT

IMPORTANT: Read each section through first—then put an X in the square opposite the statement which best describes the person being assessed. When there is more than one square opposite a statement, the one/s to the right indicate a higher assessment

1. APPEARANCE AND BEARING

Is he neat and careful both on and off duty?

- Careless—creates an unfavourable impression..... *
- Room for improvement.....
- Satisfactory.....
- Smart.....
- Commanding bearing—Stands out among fellows.....

2. CO-OPERATION

How smoothly does he work with others?

- Difficult to work with—obstructive, stubborn, selfish..... *
- Tries but difficult due manner, lack of tact..... *
- Moderately co-operative.....
- Definitely promotes harmony and good will.....

3. DETERMINATION

With what resolution does he tackle his work?

- Lacks determination..... *
- Steady worker but only does what is essential.....
- Conscientious worker, active, applies self diligently.....
- Determined, enthusiastic—will not allow difficulties to divert him.....

4. INITIATIVE

To what extent does he go ahead with the right thing without being told?

- Needs urging and constant direction.... *
- Avoids responsibility. Does only what he is told.....
- Displays initiative in thinking and acting.....
- Exceptionally resourceful—plans and executes constructive ideas.....

5. LEADERSHIP

To what degree does he inspire others to follow him?

- A follower..... *
- Has little influence.....
- Not inclined to take lead unless forced to.....
- Occasionally takes the lead.....
- Willing to take lead—provides good leadership.....
- Inspires confidence, commands respect, excellent leader.....

6. LOYALTY—SENSE OF DUTY

To what extent does he support his senior officers and the Service?

- Undermines authority..... *
- Cannot be sure of his support..... *
- Inclined to put self before Service.....
- Can depend upon his support—faithful in duty.....
- High sense of duty—loyal in his support even though orders are counter to his opinion.....

7. MENTAL ALERTNESS

Does he readily grasp a situation and understand what is required?

- Slow and confused in understanding....
- Requires more than ordinary explanation
- Grasps normal situations satisfactorily..
- Exceptionally quick in appreciating a situation.....

8. ORGANIZING ABILITY

To what extent does he display organizing and supervising ability?

- Poor organizer..... *
- Obtains results but wasteful in time, men or equipment due to lack of proper organization.....
- Fair organizer—satisfactory for normal occasions.....
- Effective organizer—gets things done...
- Outstanding organizer even under most difficult conditions.....

9. POWER OF EXPRESSION

How clearly does he express himself?

- Difficult to follow..... *
- Expresses himself satisfactorily.....
- Above average in his ability to express himself.....
- Exceptional in his ability to express himself. Clear, concise, logical.....

11. SELF-CONFIDENCE

To what extent does he display confidence in his ability to carry out his duties?

- Timid, easily subdued..... *
- Overconfident..... *
- Lacks Force.....
- Sufficient self-assurance. Does not back down too easily.....
- Always at ease. Able to support his case without being obstinate.....
- Justifiably confident in his own ability..

10. RELIABILITY

How reliable is he in carrying out his duties?

- Unreliable, requires constant checking.. *
- Does average work.....
- Does above average work.....
- Can depend on him to complete most difficult jobs.....

12. SERVICE KNOWLEDGE

What steps does he take to improve and keep up-to-date?

- Poor, no effort to improve..... *
- Makes an effort when forced to by circumstances, exams, etc.....
- Adequate for normal purposes.....
- Consistently attempts to improve.....
- Exceptionally well-informed and keeps abreast of modern developments.....

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.)

PROFICIENCY

Below Average Average Above Average

- | | | | | | | |
|----------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| 1. Supply Instructor | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
|----------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|

Secondary Duties

(Sports Officer, NPF Officer, etc.)

- | | | | | | | |
|-------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. NIT | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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 not want him | Prefer not to have him | Be satisfied to have him | Be pleased to have him | Particularly desire him |
|---------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| in his present rank | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| in next higher rank | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

If the assessment is in the first square i.e., "Definitely not want him", explain why in Section 16.

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 1 years 11 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 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 DR Ward 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.

Signature WJ Cameron Rank F/L Station Centralia
A/C EMT

Signature reproduced in Block Capitals (WJ CAMERON) Date 12 Sep 63

GC PEEK W/C
Officer Commanding
Central Officers School

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.)

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

Signature PT Haughn 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 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.

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.

LM Randall
(LM Randall) G/C
President of the Promotion Board 000797

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.

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

<u>15113</u> Number	<u>SGT</u> Rank	<u>KALICHUK A</u> Initials and Name	<u>1 Apr 57</u> Seniority date of present rank	<u>SUPTECH 3</u> List and Branch or Trade and Grouping
<u>Instructor</u> Regular Duties	<u>5 Sep 61</u> Date Posted to Present Position	<u>Annual & Promotion</u> Reason for Submission (AFAO 26.08/01)	<u>5 Sep 61-15 Oct 62</u> Period covered by this report	<u>3 Nov 23</u> Date of Birth

Entered on R331
Date

65

PART II

ASSESSMENT

IMPORTANT: Read each section through first—then put an X in the square opposite the statement which best describes the person being assessed. When there is more than one square opposite a statement, the one/s to the right indicate a higher assessment

1. APPEARANCE AND BEARING

Is he neat and careful both on and off duty?

- Careless—creates an unfavourable impression..... *
- Room for improvement.....
- Satisfactory.....
- Smart.....
- Commanding bearing—Stands out among fellows.....

2. CO-OPERATION

How smoothly does he work with others?

- Difficult to work with—obstructive, stubborn, selfish..... * *
- Tries but difficult due manner, lack of tact..... * *
- Moderately co-operative.....
- Definitely promotes harmony and good will.....

3. DETERMINATION

With what resolution does he tackle his work?

- Lacks determination..... *
- Steady worker but only does what is essential.....
- Conscientious worker, active, applies self diligently.....
- Determined, enthusiastic—will not allow difficulties to divert him.....

4. INITIATIVE

To what extent does he go ahead with the right thing without being told?

- Needs urging and constant direction.... * *
- Avoids responsibility. Does only what he is told.....
- Displays initiative in thinking and acting
- Exceptionally resourceful—plans and executes constructive ideas.....

5. LEADERSHIP

To what degree does he inspire others to follow him?

- A follower..... *
- Has little influence.....
- Not inclined to take lead unless forced to.....
- Occasionally takes the lead.....
- Willing to take lead—provides good leadership.....
- Inspires confidence, commands respect, excellent leader.....

6. LOYALTY—SENSE OF DUTY

To what extent does he support his senior officers and the Service?

- Undermines authority..... *
- Cannot be sure of his support..... *
- Inclined to put self before Service.....
- Can depend upon his support—faithful in duty.....
- High sense of duty—loyal in his support even though orders are counter to his opinion.....

7. MENTAL ALERTNESS

Does he readily grasp a situation and understand what is required?

- Slow and confused in understanding....
- Requires more than ordinary explanation
- Grasps normal situations satisfactorily..
- Exceptionally quick in appreciating a situation.....

8. ORGANIZING ABILITY

To what extent does he display organizing and supervising ability?

- Poor organizer..... * *
- Obtains results but wasteful in time, men or equipment due to lack of proper organization.....
- Fair organizer—satisfactory for normal occasions.....
- Effective organizer—gets things done...
- Outstanding organizer even under most difficult conditions.....

9. POWER OF EXPRESSION

How clearly does he express himself?

- Difficult to follow..... *
- Expresses himself satisfactorily.....
- Above average in his ability to express himself.....
- Exceptional in his ability to express himself. Clear, concise, logical.....

11. SELF-CONFIDENCE

To what extent does he display confidence in his ability to carry out his duties?

- Timid, easily subdued..... *
- Overconfident..... *
- Lacks Force.....
- Sufficient self-assurance. Does not back down too easily.....
- Always at ease. Able to support his case without being obstinate.....
- Justifiably confident in his own ability..

10. RELIABILITY

How reliable is he in carrying out his duties?

- Unreliable, requires constant checking.. *
- Does average work.....
- Does above average work.....
- Can depend on him to complete most difficult jobs.....

12. SERVICE KNOWLEDGE

What steps does he take to improve and keep up-to-date?

- Poor, no effort to improve..... *
- Makes an effort when forced to by circumstances, exams, etc.....
- Adequate for normal purposes.....
- Consistently attempts to improve.....
- Exceptionally well-informed and keeps abreast of modern developments.....

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.)

PROFICIENCY

Below Average Average Above Average

1. Instructor

Secondary Duties

(Sports Officer, NPF Officer, etc.)

1.

2.

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 not want him | Prefer not to have him | Be satisfied to have him | Be pleased to have him | Particularly desire him |
|---------------------|--------------------------|--------------------------|-------------------------------------|-------------------------------------|--------------------------|
| in his present rank | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| in next higher rank | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

If the assessment is in the first square i.e., "Definitely not want him", explain why in Section 16.

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.....².....years.....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 *W.J. Cameron* Rank F/L Station CENTRALIA Ont
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.

RECOMMENDED FOR PROMOTION

GC PEEK
Signature *GC PEEK* Rank S/L Station CENTRALIA Ont
Officer Command Central Officers School
Signature reproduced in Block Capitals (JK BROWN) Date 10 Sep 62

Indicate degree of acquaintance with person being assessed: Personal.....Moderate.....Casual^x.....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.)

65 *Improvement noted.*
Signature *AW Hunter* Rank F/L Station TCHO
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 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.

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.

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

15113	Sgt	A KALICHUK	1 Apr 57	SupTech 3
Number	Rank	Initials and Name	Seniority date of present rank	List and Branch or Trade and Grouping
Instructor	29 Mar 58	Annual	1 Jul 60 - 1 Jul 61	3 Nov 23
Regular Duties	Date Posted to Present Position	Reason for Submission (AFAO 26.08/01)	Period covered by this report	Date of Birth

Entered on R331
27 Jun 61
Date

74

PART II

ASSESSMENT

IMPORTANT: Read each section through first—then put an X in the square opposite the statement which best describes the person being assessed. When there is more than one square opposite a statement, the one/s to the right indicate a higher assessment

1. APPEARANCE AND BEARING

Is he neat and careful both on and off duty?

- Careless—creates an unfavourable impression..... *
- Room for improvement.....
- Satisfactory.....
- Smart.....
- Commanding bearing—Stands out among fellows.....

2. CO-OPERATION

How smoothly does he work with others?

- Difficult to work with—obstructive, stubborn, selfish..... *
- Tries but difficult due manner, lack of tact..... *
- Moderately co-operative.....
- Definitely promotes harmony and good will.....

3. DETERMINATION

With what resolution does he tackle his work?

- Lacks determination..... *
- Steady worker but only does what is essential.....
- Conscientious worker, active, applies self diligently.....
- Determined, enthusiastic—will not allow difficulties to divert him.....

4. INITIATIVE

To what extent does he go ahead with the right thing without being told?

- Needs urging and constant direction.... *
- Avoids responsibility. Does only what he is told.....
- Displays initiative in thinking and acting.....
- Exceptionally resourceful—plans and executes constructive ideas.....

5. LEADERSHIP

To what degree does he inspire others to follow him?

- A follower..... *
- Has little influence.....
- Not inclined to take lead unless forced to.....
- Occasionally takes the lead.....
- Willing to take lead—provides good leadership.....
- Inspires confidence, commands respect, excellent leader.....

6. LOYALTY—SENSE OF DUTY

To what extent does he support his senior officers and the Service?

- Undermines authority..... *
- Cannot be sure of his support..... *
- Inclined to put self before Service.....
- Can depend upon his support—faithful in duty.....
- High sense of duty—loyal in his support even though orders are counter to his opinion.....

7. MENTAL ALERTNESS

Does he readily grasp a situation and understand what is required?

- Slow and confused in understanding....
- Requires more than ordinary explanation
- Grasps normal situations satisfactorily..
- Exceptionally quick in appreciating a situation.....

8. ORGANIZING ABILITY

To what extent does he display organizing and supervising ability?

- Poor organizer..... *
- Obtains results but wasteful in time, men or equipment due to lack of proper organization.....
- Fair organizer—satisfactory for normal occasions.....
- Effective organizer—gets things done...
- Outstanding organizer even under most difficult conditions.....

9. POWER OF EXPRESSION

How clearly does he express himself?

- Difficult to follow..... *
- Expresses himself satisfactorily.....
- Above average in his ability to express himself.....
- Exceptional in his ability to express himself. Clear, concise, logical.....

11. SELF-CONFIDENCE

To what extent does he display confidence in his ability to carry out his duties?

- Timid, easily subdued..... *
- Overconfident..... *
- Lacks Force.....
- Sufficient self-assurance. Does not back down too easily.....
- Always at ease. Able to support his case without being obstinate.....
- Justifiably confident in his own ability.....

10. RELIABILITY

How reliable is he in carrying out his duties?

- Unreliable, requires constant checking.. *
- Does average work.....
- Does above average work.....
- Can depend on him to complete most difficult jobs.....

12. SERVICE KNOWLEDGE

What steps does he take to improve and keep up-to-date?

- Poor, no effort to improve..... *
- Makes an effort when forced to by circumstances, exams, etc.....
- Adequate for normal purposes.....
- Consistently attempts to improve.....
- Exceptionally well-informed and keeps abreast of modern developments.....

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.)

PROFICIENCY

Below Average Average Above Average

- | | | | | | | |
|---------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| 1. Instructor, Supply Officers School | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
|---------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|

Secondary Duties

(Sports Officer, NPF Officer, etc.)

- | | | | | | | |
|------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| 1. WGO i/c Barrack Block #40 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
|------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|

- | | | | | | | |
|----|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 2. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
|----|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|

14. ASSESSMENT OF SERVICE CONDUCT

(Airmen only—See QR (Air) Art. 26.11)

Bad Indiff. Fair Good Exem.

- | | | | | |
|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|

15. DESIRABILITY

What is your attitude toward having this officer/airman under your Command. Would you

- | | Definitely not want him | Prefer not to have him | Be satisfied to have him | Be pleased to have him | Particularly desire him |
|---------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| in his present rank | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| in next higher rank | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

If the assessment is in the first square i.e., "Definitely not want him", explain why in Section 16.

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.....9.....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.

CERTIFIED HAVING READ

A Kalichuk Sgt
(A Kalichuk) Sgt

Concur

Signature *W J Cameron* Rank F/L Station Aylmer

J H Brown
(J H Brown) S/L
OC TCTS

Signature reproduced in Block Capitals (WJ 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 *A H Moody* 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.)

NOTED

Signature *W Hunter* 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 T/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.

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.

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

15113 Number	Sgt Rank	A Kalichuk Initials and Name	1-4-57 Seniority date of present rank	SupTech 3 List and Branch or Trade and Grouping
Instructor - TOTS Regular Duties	29-3-58 Date Posted to Present Position	Annual Reason for Submission (AFAO 26.08/01)	1-7-59 - 30-6-60 Period covered by this report	23-11-23 Date of Birth

Entered on R331
Date

A. Kalichuk

PART II

ASSESSMENT

IMPORTANT: Read each section through first—then put an X in the square opposite the statement which best describes the person being assessed. When there is more than one square opposite a statement, the one/s to the right indicate a higher assessment

1. APPEARANCE AND BEARING

Is he neat and careful both on and off duty?

- Careless—creates an unfavourable impression..... *
- Room for improvement.....
- Satisfactory.....
- Smart.....
- Commanding bearing—Stands out among fellows.....

2. CO-OPERATION

How smoothly does he work with others?

- Difficult to work with—obstructive, stubborn, selfish..... *
- Tries but difficult due manner, lack of tact..... *
- Moderately co-operative.....
- Definitely promotes harmony and good will.....

3. DETERMINATION

With what resolution does he tackle his work?

- Lacks determination..... *
- Steady worker but only does what is essential.....
- Conscientious worker, active, applies self diligently.....
- Determined, enthusiastic—will not allow difficulties to divert him.....

4. INITIATIVE

To what extent does he go ahead with the right thing without being told?

- Needs urging and constant direction.... *
- Avoids responsibility. Does only what he is told.....
- Displays initiative in thinking and acting.....
- Exceptionally resourceful—plans and executes constructive ideas.....

5. LEADERSHIP

To what degree does he inspire others to follow him?

- A follower..... *
- Has little influence.....
- Not inclined to take lead unless forced to.....
- Occasionally takes the lead.....
- Willing to take lead—provides good leadership.....
- Inspires confidence, commands respect, excellent leader.....

6. LOYALTY—SENSE OF DUTY

To what extent does he support his senior officers and the Service?

- Undermines authority..... *
- Cannot be sure of his support..... *
- Inclined to put self before Service.....
- Can depend upon his support—faithful in duty.....
- High sense of duty—loyal in his support even though orders are counter to his opinion.....

7. MENTAL ALERTNESS

Does he readily grasp a situation and understand what is required?

- Slow and confused in understanding....
- Requires more than ordinary explanation
- Grasps normal situations satisfactorily..
- Exceptionally quick in appreciating a situation.....

8. ORGANIZING ABILITY

To what extent does he display organizing and supervising ability?

- Poor organizer..... *
- Obtains results but wasteful in time, men or equipment due to lack of proper organization.....
- Fair organizer—satisfactory for normal occasions.....
- Effective organizer—gets things done...
- Outstanding organizer even under most difficult conditions.....

9. POWER OF EXPRESSION

How clearly does he express himself?

- Difficult to follow *
- Expresses himself satisfactorily
- Above average in his ability to express himself
- Exceptional in his ability to express himself. Clear, concise, logical

10. RELIABILITY

How reliable is he in carrying out his duties?

- Unreliable, requires constant checking. *
- Does average work
- Does above average work
- Can depend on him to complete most difficult jobs

11. SELF-CONFIDENCE

To what extent does he display confidence in his ability to carry out his duties?

- Timid, easily subdued *
- Overconfident *
- Lacks Force
- Sufficient self-assurance. Does not back down too easily
- Always at ease. Able to support his case without being obstinate
- Justifiably confident in his own ability

12. SERVICE KNOWLEDGE

What steps does he take to improve and keep up-to-date?

- Poor, no effort to improve *
- Makes an effort when forced to by circumstances, exams, etc
- Adequate for normal purposes
- Consistently attempts to improve
- Exceptionally well-informed and keeps abreast of modern developments

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.)

PROFICIENCY

Below Average Average Above Average

- | | | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| 1. Instructor - Supply Officer Training | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
|---|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|

Secondary Duties

(Sports Officer, NPF Officer, etc.)

- | | | | | | | |
|----|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

14. ASSESSMENT OF SERVICE CONDUCT

(Airmen only—See QR (Air) Art. 26.11)

Bad Indiff. Fair Good Exem.

- | | | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|

15. DESIRABILITY

What is your attitude toward having this officer/airman under your Command. Would you

- | | Definitely not want him | Prefer not to have him | Be satisfied to have him | Be pleased to have him | Particularly desire him |
|---------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| in his present rank | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| in next higher rank | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

If the assessment is in the first square i.e., "Definitely not want him", explain why in Section 16.

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 1 years 10 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 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 a very 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. His personal family problems concerning local accommodation and a law-suit involving 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.

Conway
R.E. Inuinski
OC-TOTS
17 June 60

Signature *RK Malott* Rank F/L Station Aylmer

Signature reproduced in Block Capitals RK MALOTT Date 16 Jun 60

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.)

Conway

Signature *AH Moody* Rank W/C Station Aylmer

Signature reproduced in Block Capitals AH MOODY Date *5 July 60*

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 TCHQ
15 JUL 60
IA VOGL F/L
Signature *Wage* Rank Station

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.

* 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.

75

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.

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

- (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 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.

PART I

15113 Number Sgt Rank A Kalichuk Initials and Name 1-4-57 Seniority date of present rank SupTech(SC)3 List and Branch or Trade and Grouping
 Instructor-Sup Officers Regular Duties School 29-3-58 Date Posted to Present Position Annual Reason for Submission (AFAO P3/6) 17-1-58 - 1-7-59 Period covered by this report 1 JUL 59 Submission Date

I hereby certify that I have read "Instructions to Assessing Officers" on Page 1 of the R211 and AFAO P3/6 within the last two weeks.

RK Malott (Name) F/L (Rank) Assessing Officer

Entered on R331
 Date

SH

PART II

ASSESSMENT

IMPORTANT: Read each section through first—then put an X in the square opposite the statement which best describes the person being assessed. When there is more than one square opposite a statement, the one/s to the right indicate a higher assessment

1. APPEARANCE AND BEARING

Is he neat and careful both on and off duty?

- Careless—creates an unfavourable impression..... *
- Room for improvement.....
- Satisfactory.....
- Smart.....
- Commanding bearing—Stands out among fellows.....

2. CO-OPERATION

How smoothly does he work with others?

- Difficult to work with—obstructive, stubborn, selfish..... *
- Tries but difficult due manner, lack of tact..... *
- Moderately co-operative.....
- Definitely promotes harmony and good will.....

3. DETERMINATION

With what resolution does he tackle his work?

- Lacks determination..... *
- Steady worker but only does what is essential.....
- Conscientious worker, active, applies self diligently.....
- Determined, enthusiastic—will not allow difficulties to divert him.....

4. INITIATIVE

To what extent does he go ahead with the right thing without being told?

- Needs urging and constant direction.... *
- Avoids responsibility. Does only what he is told.....
- Displays initiative in thinking and acting
- Exceptionally resourceful—plans and executes constructive ideas.....

5. LEADERSHIP

To what degree does he inspire others to follow him?

- A follower..... *
- Has little influence.....
- Not inclined to take lead unless forced to.....
- Occasionally takes the lead.....
- Willing to take lead—provides good leadership.....
- Inspires confidence, commands respect, excellent leader.....

6. LOYALTY—SENSE OF DUTY

To what extent does he support his senior officers and the Service?

- Undermines authority..... *
- Cannot be sure of his support..... *
- Inclined to put self before Service.....
- Can depend upon his support—faithful in duty.....
- High sense of duty—loyal in his support even though orders are counter to his opinion.....

7. MENTAL ALERTNESS

Does he readily grasp a situation and understand what is required?

- Slow and confused in understanding....
- Requires more than ordinary explanation
- Grasps normal situations satisfactorily..
- Exceptionally quick in appreciating a situation.....

8. ORGANIZING ABILITY

To what extent does he display organizing and supervising ability?

- Poor organizer..... *
- Obtains results but wasteful in time, men or equipment due to lack of proper organization.....
- Fair organizer—satisfactory for normal occasions.....
- Effective organizer—gets things done...
- Outstanding organizer even under most difficult conditions.....

9. POWER OF EXPRESSION

How clearly does he express himself?

- Difficult to follow..... *
- Expresses himself satisfactorily.....
- Above average in his ability to express himself.....
- Exceptional in his ability to express himself. Clear, concise, logical.....

11. SELF-CONFIDENCE

To what extent does he display confidence in his ability to carry out his duties?

- Timid, easily subdued..... *
- Overconfident..... *
- Lacks Force.....
- Sufficient self-assurance. Does not back down too easily.....
- Always at ease. Able to support his case without being obstinate.....
- Justifiably confident in his own ability..

10. RELIABILITY

How reliable is he in carrying out his duties?

- Unreliable, requires constant checking.. *
- Does average work.....
- Does above average work.....
- Can depend on him to complete most difficult jobs.....

12. SERVICE KNOWLEDGE

What steps does he take to improve and keep up-to-date?

- Poor, no effort to improve..... *
- Makes an effort when forced to by circumstances, exams, etc.....
- Adequate for normal purposes.....
- Consistently attempts to improve.....
- Exceptionally well-informed and keeps abreast of modern developments.....

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 Equipment Officer, etc.)

PROFICIENCY

Below Average Average Above Average

1. Instructor - Supply Officers School

Secondary Duties

(Sports Officer, NPF Officer, etc.)

1. NA

2. NA

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 not want him	Prefer not to have him	Be satisfied to have him	Be pleased to have him	Particularly desire him
in his present rank	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
in next higher rank	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If the assessment is in the first square i.e., "Definitely not want him", explain why in Section 16.

PART IV *

16. REMARKS, RECOMMENDATIONS, ETC. OF ASSESSING OFFICER

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 10 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.

his son Sgt Kalichuk has family problems concerning accommodation and ^{a lawsuit involving} ~~finances~~ 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.

Noted *A Kalichuk Sgt*
17 June 59.

(A Kalichuk) Sgt
Concur

Signature.....*RK Malott*.....Rank F/L Station Aylmer

Flewelling
(G. Flewelling) S/L

Signature reproduced in Block Capitals.....RK MALOTT.....Date.....*16 Jun 59*

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

Signature.....*AH Moody*.....Rank W/C Station Aylmer

Signature reproduced in Block Capitals.....(AH Moody).....Date.....*23 Jun 59*

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.....*JA Vogel*.....Rank F/L Station TCHQ

Signature reproduced in Block Capitals.....(JA VOGEL).....Date.....2 Jul 59

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

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.

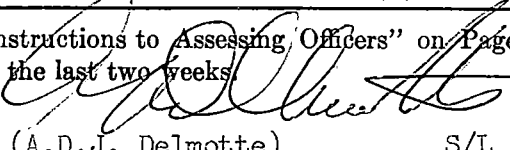
When making out an R211, keep the following instructions in mind:—

- (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 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.

PART I

15113	SGT	A KALICHUK	1 APR 57	SUP TECH 3
Number	Rank	Initials and Name	Seniority date of present rank	List and Branch or Trade and Grouping
SUP TECH		11 SEP 57	TRANSFER	SEP 57 - FEB 58 25 FEB 58
Regular Duties		Date Posted to Present Position	Reason for Submission (AFAO P3/6)	Period covered by this report Submission Date

I hereby certify that I have read "Instructions to Assessing Officers" on Page 1 of the R211 and AFAO P3/6 within the last two weeks.


 (A.D.J. Delmotte) S/L
 (Name) (Rank)
 Assessing Officer

Entered on R331
Date

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PART II

ASSESSMENT

IMPORTANT: Read each section through first—then put an X in the square opposite the statement which best describes the person being assessed. When there is more than one square opposite a statement, the one/s to the right indicate a higher assessment

1. APPEARANCE AND BEARING

Is he neat and careful both on and off duty?

- Careless—creates an unfavourable impression..... *
- Room for improvement.....
- Satisfactory.....
- Smart.....
- Commanding bearing—Stands out among fellows.....

2. CO-OPERATION

How smoothly does he work with others?

- Difficult to work with—obstructive, stubborn, selfish..... *
- Tries but difficult due manner, lack of tact..... *
- Moderately co-operative.....
- Definitely promotes harmony and good will.....

3. DETERMINATION

With what resolution does he tackle his work?

- Lacks determination..... *
- Steady worker but only does what is essential.....
- Conscientious worker, active, applies self diligently.....
- Determined, enthusiastic—will not allow difficulties to divert him.....

4. INITIATIVE

To what extent does he go ahead with the right thing without being told?

- Needs urging and constant direction.... *
- Avoids responsibility. Does only what he is told.....
- Displays initiative in thinking and acting.....
- Exceptionally resourceful—plans and executes constructive ideas.....

5. LEADERSHIP

To what degree does he inspire others to follow him?

- A follower..... *
- Has little influence.....
- Not inclined to take lead unless forced to.....
- Occasionally takes the lead.....
- Willing to take lead—provides good leadership.....
- Inspires confidence, commands respect, excellent leader.....

6. LOYALTY—SENSE OF DUTY

To what extent does he support his senior officers and the Service?

- Undermines authority..... *
- Cannot be sure of his support..... *
- Inclined to put self before Service.....
- Can depend upon his support—faithful in duty.....
- High sense of duty—loyal in his support even though orders are counter to his opinion.....

7. MENTAL ALERTNESS

Does he readily grasp a situation and understand what is required?

- Slow and confused in understanding....
- Requires more than ordinary explanation.....
- Grasps normal situations satisfactorily..
- Exceptionally quick in appreciating a situation.....

8. ORGANIZING ABILITY

To what extent does he display organizing and supervising ability?

- Poor organizer..... *
- Obtains results but wasteful in time, men or equipment due to lack of proper organization.....
- Fair organizer—satisfactory for normal occasions.....
- Effective organizer—gets things done...
- Outstanding organizer even under most difficult conditions.....

9. POWER OF EXPRESSION

How clearly does he express himself?

- Difficult to follow *
- Expresses himself satisfactorily
- Above average in his ability to express himself
- Exceptional in his ability to express himself. Clear, concise, logical

11. SELF-CONFIDENCE

To what extent does he display confidence in his ability to carry out his duties?

- Timid, easily subdued *
- Overconfident *
- Lacks Force
- Sufficient self-assurance. Does not back down too easily
- Always at ease. Able to support his case without being obstinate
- Justifiably confident in his own ability ..

10. RELIABILITY

How reliable is he in carrying out his duties?

- Unreliable, requires constant checking.. *
- Does average work
- Does above average work
- Can depend on him to complete most difficult jobs

12. SERVICE KNOWLEDGE

What steps does he take to improve and keep up-to-date?

- Poor, no effort to improve *
- Makes an effort when forced to by circumstances, exams, etc
- Adequate for normal purposes
- Consistently attempts to improve
- Exceptionally well-informed and keeps abreast of modern developments

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 Equipment Officer, etc.)

PROFICIENCY

Below Average Average Above Average

- | | | | | | | |
|----|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|
| 1. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
|----|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|

Secondary Duties

(Sports Officer, NPF Officer, etc.)

- | | | | | | | |
|----|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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 not want him | Prefer not to have him | Be satisfied to have him | Be pleased to have him | Particularly desire him |
|---------------------|--------------------------|--------------------------|-------------------------------------|-------------------------------------|--------------------------|
| in his present rank | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| in next higher rank | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

If the assessment is in the first square i.e., "Definitely not want him", explain why in Section 16.

PART IV *

16. REMARKS, RECOMMENDATIONS, ETC. OF ASSESSING OFFICER

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.....5.....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 *[Handwritten 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 commander

Signature *[Handwritten Signature]* Rank *C/L* Station *Saline*

Signature reproduced in Block Capitals P.S. TURNER Date 19 MAR 58

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 *[Handwritten Signature]* Rank F/L Station ATCHQ

Signature reproduced in Block Capitals (JG WYNN) Date 20 Mar 58

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

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.

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

- (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 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.

PART I

15113 Number	Sgt Rank	Kalichuk A Initials and Name	1 Apr 57 Seniority date of present rank	Sup Tech 3 List and Branch or Trade and Grouping
NCO:rc R&I Regular Duties	27 Aug 50 Date Posted to Present Position	Annual Reason for Submission (AFAO P3/6)	1/7/56-30/6/57 Period covered by this report	1/7/57 Submission Date

I hereby certify that I have read "Instructions to Assessing Officers" on Page 1 of the R211 and AFAO P3/6 within the last two weeks.

(H.L. Jones)
 (Name) F/L
 Assessing Officer (Rank)

Entered on R331 18 Jan 57 Date
--

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PART II

ASSESSMENT

IMPORTANT: Read each section through first—then put an X in the square opposite the statement which best describes the person being assessed. When there is more than one square opposite a statement, the one/s to the right indicate a higher assessment

- | | |
|--|---|
| <p>1. APPEARANCE AND BEARING
<i>Is he neat and careful both on and off duty?</i></p> <p>Careless—creates an unfavourable impression..... <input type="checkbox"/> *</p> <p>Room for improvement..... <input type="checkbox"/></p> <p>Satisfactory..... <input checked="" type="checkbox"/></p> <p>Smart..... <input type="checkbox"/></p> <p>Commanding bearing—Stands out among fellows..... <input type="checkbox"/> <input type="checkbox"/></p> <p>2. CO-OPERATION
<i>How smoothly does he work with others?</i></p> <p>Difficult to work with—obstructive, stubborn, selfish..... <input type="checkbox"/> <input type="checkbox"/> *</p> <p>Tries but difficult due manner, lack of tact..... <input type="checkbox"/> <input type="checkbox"/> *</p> <p>Moderately co-operative..... <input type="checkbox"/> <input type="checkbox"/></p> <p>Definitely promotes harmony and good will..... <input checked="" type="checkbox"/> <input type="checkbox"/></p> <p>3. DETERMINATION
<i>With what resolution does he tackle his work?</i></p> <p>Lacks determination..... <input type="checkbox"/> *</p> <p>Steady worker but only does what is essential..... <input type="checkbox"/> <input type="checkbox"/></p> <p>Conscientious worker, active, applies self diligently..... <input type="checkbox"/> <input checked="" type="checkbox"/></p> <p>Determined, enthusiastic—will not allow difficulties to divert him..... <input type="checkbox"/> <input type="checkbox"/></p> <p>4. INITIATIVE
<i>To what extent does he go ahead with the right thing without being told?</i></p> <p>Needs urging and constant direction.... <input type="checkbox"/> <input type="checkbox"/> *</p> <p>Avoids responsibility. Does only what he is told..... <input type="checkbox"/> <input type="checkbox"/></p> <p>Displays initiative in thinking and acting <input type="checkbox"/> <input checked="" type="checkbox"/></p> <p>Exceptionally resourceful—plans and executes constructive ideas..... <input type="checkbox"/> <input type="checkbox"/></p> | <p>5. LEADERSHIP
<i>To what degree does he inspire others to follow him?</i></p> <p>A follower..... <input type="checkbox"/> *</p> <p>Has little influence..... <input type="checkbox"/></p> <p>Not inclined to take lead unless forced to..... <input type="checkbox"/></p> <p>Occasionally takes the lead..... <input type="checkbox"/></p> <p>Willing to take lead—provides good leadership..... <input checked="" type="checkbox"/></p> <p>Inspires confidence, commands respect, excellent leader..... <input type="checkbox"/> <input type="checkbox"/></p> <p>6. LOYALTY—SENSE OF DUTY
<i>To what extent does he support his senior officers and the Service?</i></p> <p>Undermines authority..... <input type="checkbox"/> *</p> <p>Cannot be sure of his support..... <input type="checkbox"/> *</p> <p>Inclined to put self before Service..... <input type="checkbox"/></p> <p>Can depend upon his support—faithful in duty..... <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p> <p>High sense of duty—loyal in his support even though orders are counter to his opinion..... <input checked="" type="checkbox"/> <input type="checkbox"/></p> <p>7. MENTAL ALERTNESS
<i>Does he readily grasp a situation and understand what is required?</i></p> <p>Slow and confused in understanding.... <input type="checkbox"/> <input type="checkbox"/></p> <p>Requires more than ordinary explanation <input type="checkbox"/> <input type="checkbox"/></p> <p>Grasps normal situations satisfactorily.. <input type="checkbox"/> <input checked="" type="checkbox"/></p> <p>Exceptionally quick in appreciating a situation..... <input type="checkbox"/> <input type="checkbox"/></p> <p>8. ORGANIZING ABILITY
<i>To what extent does he display organizing and supervising ability?</i></p> <p>Poor organizer..... <input type="checkbox"/> <input type="checkbox"/> *</p> <p>Obtains results but wasteful in time, men or equipment due to lack of proper organization..... <input type="checkbox"/> <input type="checkbox"/></p> <p>Fair organizer—satisfactory for normal occasions..... <input type="checkbox"/> <input type="checkbox"/></p> <p>Effective organizer—gets things done... <input type="checkbox"/></p> <p>Outstanding organizer even under most difficult conditions..... <input checked="" type="checkbox"/></p> |
|--|---|

9. POWER OF EXPRESSION

How clearly does he express himself?

- Difficult to follow..... *
- Expresses himself satisfactorily.....
- Above average in his ability to express himself.....
- Exceptional in his ability to express himself. Clear, concise, logical.....

11. SELF-CONFIDENCE

To what extent does he display confidence in his ability to carry out his duties?

- Timid, easily subdued..... *
- Overconfident..... *
- Lacks Force.....
- Sufficient self-assurance. Does not back down too easily.....
- Always at ease. Able to support his case without being obstinate.....
- Justifiably confident in his own ability..

10. RELIABILITY

How reliable is he in carrying out his duties?

- Unreliable, requires constant checking.. *
- Does average work.....
- Does above average work.....
- Can depend on him to complete most difficult jobs.....

12. SERVICE KNOWLEDGE

What steps does he take to improve and keep up-to-date?

- Poor, no effort to improve..... *
- Makes an effort when forced to by circumstances, exams, etc.....
- Adequate for normal purposes.....
- Consistently attempts to improve.....
- Exceptionally well-informed and keeps abreast of modern developments.....

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 Equipment Officer, etc.)

PROFICIENCY

Below Average Average Above Average.

- | | | | | | | |
|------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| 1. NCO 1/2 RECEIPTS + ISSUES | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
|------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|

Secondary Duties

(Sports Officer, NPF Officer, etc.)

- | | | | | | | |
|----|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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 not want him | Prefer not to have him | Be satisfied to have him | Be pleased to have him | Particularly desire him |
|---------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|-------------------------------------|
| in his present rank | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| in next higher rank | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

If the assessment is in the first square i.e., "Definitely not want him", explain why in Section 16.

PART IV *

16. REMARKS, RECOMMENDATIONS, ETC. OF ASSESSING OFFICER

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 1 years 4 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.

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

No secondary duties at present.

Signature.....(H.L. Jones).....Rank F/L Station Clinton

Signature reproduced in Block Capitals.....(H.L. JONES) F/L Date.....14 Jun 57

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

Signature.....(B.A. Hainer).....Rank S/L Station Clinton

Signature reproduced in Block Capitals(BA HAINER) S/L Date 14 Jun 57

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 TCHQ
23 JUL 57

Signature.....Rank Station R.J. BLACK F/L

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.

* 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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