

MOD 2020 – NSAR – ARMY OTHER RANK'S APPRAISAL

* Mandatory fields – also, use F1 key for field help.

* Number	* Rank	* Name
25063039	WO2	BLUHME, EK

* Occasion:	Annual			* Appraisal Year:	2017/18
* Command Category:	N/A			* Appraisal Period:	From: 1-Jul-17 To: 3-Jun-18
* Appraisal Period:	From:	1-Jul-17	To:	3-Jun-18	MPAR Date: 3-Dec-17

Details of Personal Employment, Roles and Responsibilities, Personal Objectives, and Career Preferences and Aspirations will be provided by the parent unit Appraisal Administrator.

First Reporting Officer's Assessment

* I have contact with the Subject's work:	Daily	* Number of insert slips: 0
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Performance Grades

Attributes	* Grades
Leadership	A- performing above standard expected in all respe
Professional Effectiveness	A- performing above standard expected in all respe
Effective Intelligence	A- performing above standard expected in all respe
Judgement	A- performing above standard expected in all respe
Management	A- performing above standard expected in all respe
Initiative	A- performing above standard expected in all respe
Reliability	A- performing above standard expected in all respe
Powers of Communication	B+ performing above standard expected in most resp
Team Spirit	A- performing above standard expected in all respe
Subordinate Development	A- performing above standard expected in all respe
Physical Stamina	B+ performing above standard expected in most resp
Courage and Values	B+ performing above standard expected in most resp

Performance Narrative * (up to 1850 characters Including Spaces)

WO2 Bluhme has spent the reporting period as the Trg WO for the RWxY. As one of two staff within the Trg Wing he held sole responsibility for all day-to-day trg within the Regt including managing CR2 courses, trawls, and implementing Reserve-policy. He also deputised for the CO, XO, and RSM when required.

Bluhme performed above the standard expected in all respects throughout the course of this reporting period. As a member of a small team in RHQ he could reliably be left to work completely autonomously, requiring no direction beyond that of an intent. The nature of his role meant he single-handedly delivered key Regtl events; unfazed, Bluhme acted with determination and professionalism in all instances. Of note, he planned and managed the Regtl CR2 Range Period at Lulworth Ranges, where six crews achieved ACT; a task requiring liaison across multiple agencies and the careful management of Reserve manpower to ensure critical range tasks were met to his exacting standards. Bluhme's experience in all areas G5 and G7 enabled him to scrutinise exercise paperwork with a ruthless eye for detail yet offer constructive advice to those who wrote it, while also enabling him to plan key serials efficiently and safely. A team player, Bluhme would regularly do all he could to ensure his PSIs received maximum support, and Sqns gained the most from all activity they organised. In his spare time Bluhme studied for a degree in Leadership and Management, focusing his work on Reserve-related issues.

Bluhme has shown utter reliability and effectiveness over the course of the period. His pro-active and diligent attitude, combined with exacting standards, meant issues were identified and resolved quickly and calmly. The professional and safe training delivered to the Reservists over the period was as a direct result of Bluhme's approach.

Signature:

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First Reporting Officer's Assessment (continued)

Potential Narrative * (up to 925 characters Including Spaces)

WO2 Bluhme is graded top of the WO2s in the RWxY. Such have been his efforts over his tenure that any replacement will find them hard to replicate.

He will promote into his next job as RCMI Ranges (Lulworth), a role I have no doubt he will excel in given his extensive G5/7 experience and eye for detail. He is approaching his final two years in service, after which point he must capitalise on where his obvious strengths lie; he would be a strong candidate for any civilian employment valuing these proven talents.

Should he decide to remain in the Army Bluhme would be recommended for a late entry commission, where his skills would make him ideally suited to a range of positions in Operations, Operations Support, and Defence Policy.

Recommendations

	Types	1RO Grades
Overall Performance Grade *		A-
Promotion - 1 Rank Up *		High
Promotion - 2 Ranks Up *		N/A
Commission	Late Entry	Yes
Further Service		
Rank for Future Employment *		
- Next Employment *Refer to Appendix A		
- Next (Free Text)		
- Special Employment		
- Special (Free Text)		
- Instructor Duties	Recommended for any instructional environment	High
- Recruiting Duties		
- Instructor/Recruiting (Free Text)		
- Other (Free Text)		
Training		
Training (2 nd)		
Training (Free Text)		

* Name:	G E TYSON	* Rank:	Maj	* Number:	25185353	Signature:
* Position:	XO	* Unit:	R Wx Y	* Date:		