

FACT SHEET

Career and Personal Development

Australian Defence Force Performance Appraisal Report

Short Description

The ADF Performance Appraisal Report (PAR), is a contemporary, fit for purpose reporting and development tool that will replace all existing single-Service performance appraisal reports for members up to, and including, CMDR/LTCOL/WGCDR.

Status: Implemented

Lead: PAR Working Group

TARGETING

All ADF members up to and including O5 (CMDR)

WHEN

From 1 Oct 2023

YOU GET

More consistent reporting, greater input and focussed development

Benefits

- Simplifies assessment with a single form for members in all three Services.
- Improves the ability to compare and select appropriate personnel for joint roles.
- Guides holistic development of members in Technical Mastery, Social Mastery and Defence Mastery (including Maritime Mastery)
- Allows greater member input into the PAR process
- Facilitates honest and meaningful feedback for members on their performance and potential.
- Sets the conditions for integration with new Human Resource Information Systems (HRIS) being introduced under the Defence Enterprise Resource Planning (ERP) Program.

Next Steps

- 1 – 30 Sep 23: Release of the ADF PAR form (AF195), ADF PAR Guide, instructional videos and updated ADF PAR policy (MILPERSMAN)
- From 1 Oct 23: All Navy members O5 and below to commence using the AF195 ADF PAR from the start of their performance reporting cycle as follows:
 - 1 Oct 23: Officers (up to and including O5) and WO commence using the ADF PAR
 - 1 Feb 24: All CPO commence using the ADF PAR
 - 1 Jun 24: All PO commence using the ADF PAR
 - 1 Jul 24: All LS, AB and SMN commence using the ADF PAR
- Navy PAR policy in [ANP4104 Part 5, Chapter 2](#) to be progressively updated as the ADF PAR is implemented

More Information

See [Pages - ADF Performance Appraisal Reporting - ADF PAR](#)



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