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SUPERSINST 1610
 Performance evaluation is defined as a formal procedure to measure an employee's work based on their job responsibilities. The idea behind employee performance evaluation is to calculate the total value that an employee adds to the company's business revenue.

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The Manual for Courts-Martial (MCM), United States (2012 Edition) updates the MCM (2008 Edition). It is a complete reprinting and incorporates the MCM (2008 Edition), including all amendments to the Rules for Courts-Martial, Military Rules of Evidence (Mil. R. Evid.), and Punitive Articles made by the President in Executive Orders (EO) from 1984 to present, and specifically including EO 13468 (24 July 2008); EO 13552 (31 August 2010); and EO 13593 (13 December 2011). This edition also contains amendments to the Uniform Code of Military Justice (UCMJ) made by the National Defense Authorization Acts for Fiscal Years 2009 through 2012. Some of the significant changes are summarized and listed below. This summary is for quick reference only and should not be relied upon or cited by practitioners in lieu of the actual provisions of the MCM that have been amended. The MCM (2012 Edition) includes unique changes warranting attention.

Sample text: NCIS REPORTING AND MILITARY JUSTICE INVESTIGATIONS REFERENCES: (a) MCM (RCM 303) (b) JAGMAN (Chapter II) (c) SECNAVINST 5430.107 (series) (d) SECNAVINST 1752.4A (series) (e) DODI 6495.02 COMMAND INQUIRY: Suspected offenses may come to command attention in a variety of ways (e.g., shore patrol, civil law enforcement, or phone call, etc.) The commanding officer (CO) must conduct some form of inquiry into reported offenses that may be tried by court-martial per reference (a). The degree of inquiry will depend on the nature, validity, and seriousness of the complaint. See reference (b). MANDATORY REFERRAL TO NCIS: Reference (c) mandates that certain incidents be referred to NCIS whether occurring on or off base and regardless of civilian investigation involvement. These incidents include: Actual, suspected, or alleged major criminal offenses (punishable under the Uniform Code of Military Justice (UCMJ) by more than 1 year of confinement); Non-combat deaths when the cause of death is not medically attributable to disease or natural causes; Fires or explosions of unknown origin affecting Department of the Navy (DON) property or property under DON control; Theft or loss of ordnance or controlled substances; Disappearance of a command member; All instances of suspected fraud against the government within DON (e.g., theft of government property, bribery, false claims for pay, etc.); actual or suspected acts of espionage, terrorism, sabotage, assassination, and actual, suspected, or attempted defection of DON personnel; Internal security incidents, such as loss, compromise, or suspected compromise of classified information and national security cases; and Suspected sex-related offenses as defined under Articles 120 and 125 of the UCMJ. WHEN NCIS DECLINES TO INVESTIGATE: NCIS may, at its discretion, decline to conduct or continue any investigation, but shall expeditiously inform the effected command. A command may then request assistance from the local base security department or appropriate authority or pursue a command investigation pursuant to reference (a).

The manual describes the general strategy for the U.S. Marines but it is beneficial for not only every Marine to read but concepts on leadership can be gathered to lead a business to a family. If you want to see what make Marines so effective this book is a good place to start.

Supervisors at all levels need practical advice and specific approaches on how to evaluate staff. This manual provides background principles and proven guidelines for describing positions and evaluating individuals occupying them. Specific examples and step-by-step approaches to job description, job analysis, and performance appraisal should enable supervisors to write job enrichment specifications of an individual employee's job related strengths and weaknesses. Forms and checklists are also included.

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