

Appraisal Report - Officers

MOD Form 2020
(Original)

Service No. [REDACTED]	Act / Loc Rank Maj	Seniority 04 Feb 02	Rank Capt	Seniority 12 Sep 98	Surname & Initials CLIFTON R H
Date of Birth [REDACTED]	Commission IRC	Regt / Corps AGC(ALS)	Branch & Specialization		Decorations
OEC / LUE 120	Date Assumed 04 Feb 02	Command LAND	Theatre UK/IRAQ	Unit / Establishment / Ship HQ 3 (UK) Div	
Appointment SO2 ALS		Occasion A03		Period 01 Jun 03 to 29 Feb 04	

1a. Qualifications

	Year	Year
LLB(Hons)	1993	
Bar Vocational Course	1995	

1b. Preferences for Next Appointment & Career Aspirations

L.MDCZG

Appointment Location	SO2 Legal JSG IIQNI	SO2 Legal Exchange Offr HQ LAND Australia	SO1 Legal JFHQ PJHQ Northwood
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After my next posting to APA(UK) in Mar 04, I would like to work with the JSG to broaden the experience I have, from Kosovo and Iraq, of that type of work, which I have found interesting and stimulating. If not a posting to JSG I would like to benefit from seeing how the Australian Army Legal Services works. Medium term, I would like to return to operational law with a posting to JFHQ.

1c. Current Key Responsibilities / Objectives

1. Providing legal advice to GOC and Headquarters staff in the sphere of operational law including ROE, the law of armed conflict and relevant international law.
2. Developing the operational law content of the Division's training programme, deploying on exercises and attending study periods to provide operational legal input.
3. Instructing in military law and operational law as required throughout the Division.
4. Providing legal advice to Comds and COs on disciplinary legal matters when required.
5. Providing legal advice to COs, higher authorities and appropriate superior authorities on Boards of Inquiry (including sitting as a member where appropriate) administrative actions under AGAIs, Redresses of Complaint (including attending case conferences where appropriate), Equal Opportunities legislation and orders made under s147 of the Army Act 1955.
6. Advising RMP/SIB on their investigations a appropriate.
7. Acting as/deputising for Comd Legal as required.
8. Augmenting subordinate Bde Headquarters as required.

1d. Subject Officer's Certificate

I have verified the personal details and qualifications above, completed Section 1b and obtained 1RO's confirmation of the contents of Section 1c.
 I participated in a Mid-Period Appraisal on Signature [REDACTED]
 I am a volunteer for a change of Commission Date 28 Jan 04

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[REDACTED]						
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01 Jun 03 to 29 Feb 04

Capt (Maj) 12 Sep 98

CLIFTON R H

2. First Reporting Officer's Assessment

SO2 ALS

HQ 3 (UK) Div

Performance					Insert Slip(s) attached		Dctx1		
Leadership	B	Professional Effectiveness	A-	Effective Intelligence	A-	Judgement	B+	Management	B
Initiative	B+	Reliability	B+	Powers of Communication	B+	Subordinate Development	B+	Courage & Values	B

A/Maj Clifton has continued as the SO2 Legal within the Legal Branch at HQ 3(UK) Div. For the majority of the reporting period he was deployed with the Divisional Headquarters in Iraq on Op TELIC 2 and acted as the SO2 Legal for 19 Mech Bde during what was an incredibly challenging and testing operational tour. He also stood in as SO1 Legal at the Divisional Headquarters on numerous occasions. On returning to the UK he was heavily involved with the Operational Law Branch at LWC as a result of his experience in Iraq, as well as assisting 1 Mech Bde with their legal training prior to their imminent deployment on Op TELIC 4.

A/Maj Clifton has had an exceptional year. As an acting major he has had to take on the responsibilities that at times would be afforded to Lieutenant Colonel, all within a highly charged operational environment. He is an intuitive, intelligent and extremely perceptive officer, who is able to grapple with complex issues, but then offer pragmatic and practical advice, which soldiers understand and importantly respond to. He has an energetic, enquiring mind and a tenacity to see a problem through to its conclusion, whatever the obstacles or constraints. He had a cracking tour with 19 Mech Bde and his insert slip is a testament to this. He had the trust of his Brigade Commander and earned the respect of the Headquarters Staff. His professional ability as a Legal Advisor is well tested and proven. In conjunction with the SO1 HQ MND (SE), he helped devise new anti smuggling operations carried out by the Brigade.

A/Maj Clifton is a robust, but pleasantly modest officer, who has a dry, sharp sense of humour, which makes for good company. He is very much a team player and has gone to great lengths to ensure that the new SO3 Legal in the Headquarters is prepared and capable of providing the legal service required.

Overall Performance Grade	B+
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Potential

A/Maj Clifton has proved consistently that he is an officer of great quality, depth and ability. Not only in the day to day Divisional Legal Advisory work but more importantly whilst on operations.

He has recently been posted to the Prosecuting Authority where he will do well. In the future he has aspirations to work with JSG which I would strongly support. With his operational focus and expertise he would also be eminently suitable for working with Special Forces, JHFQ at PJHQ or an appointment with an international flavour.

When promoted he should be given one of two Legal places on ICSC(L) in 2005 as he would be ideally suited and with his experience have a very great deal to offer. I recommend him unreservedly for promotion to Major and he certainly has the potential for promotion beyond. He must be given a Regular Commission.

Promotion		Commission Vol: REG C	Type Grade (Maj)	Appointments					Training	
1 Rank	2 Ranks			Command	Joint	Staff	Other	Other	Staff	Other
High	Yes	REG C High	NA	PJHQ High	CBT SF High	-	-	ICSC High	-	

Name	T P EVANS	Rank	COL	Appointment	COS	
Branch / Unit	HQ 3(UK) DIV	Signature	[Redacted]		Date	29 Mar 04

3. Subject Officer's Statement

ZVWDPA

I have been given the opportunity to make written comments.		Signature	[Redacted]
- I do not wish to do so	<input checked="" type="checkbox"/>	- My comments are attached	<input type="checkbox"/>
		Date	29 Apr 04

Insert Slip

Detachment

Service No. [REDACTED]	Act / Loc Rank Maj	Rank Capt	Regt / Corps AGC(ALS)	Surname & Initials CLIFTON R
Unit HQ 19 MECH BDE	Theatre IRAQ		Operation TELIC 2	Mid-Period Appraisal NONE
Appointment During Period SO2 LEGAL			Period Covered by this Insert Slip 23 Jun 03 to 10 Nov 03	
Narrative		I have contact with this officer's work <input type="checkbox"/> Daily		
<p>Acting Major Clifton has been the SO2 Legal in a very busy Brigade Headquarters during a challenging tour in South East Iraq. He has also stood in on many occasions for the SO1 Legal at Division.</p> <p>Acting Major Clifton is a first class officer. Clever, intelligent and extremely perceptive, his keen mind is able to cut through the padding to establish, and then focus on the key issue. His naturally enquiring mind when coupled with a tenacity to pursue a particular problem makes him hugely effective. He has that rare ability to tackle oblique problems without breaking his stride. Furthermore, he is pleasant, has a dry but sharp sense of humour and is a cracking team player. He is also a robust man - twice he has found himself in very tricky situations under fire, and both times he has showed courage in his dealing with the problem.</p> <p>Acting Major Clifton has been closely involved in everything that the Brigade has done. Spread between two large Provinces the battle groups have faced a multitude of challenges. Blood feuds, shootings, and anti smuggling operations have thrown up a plethora of legal issues. With little guidance, Major Clifton has gone back to first principles and has realised sensible and pragmatic solutions to what were very complex issues. That these answers have worked shows him to be an extremely bright man, but one who recognises the art of the possible. The anti smuggling legislation produced is of particular note. Written in conjunction with SO1 Legal, this new set of laws formed the basis for changing the way in which Iraq's oil was moved around the country - no easy task when the country had successfully been flouting UN sanctions for the previous 12 years. The new legislation worked and was proven in the courts; that the Brigade managed to impound so many barges and tankers, and arrest so many people during the month long anti smuggling operation was testament to his hard work and undoubted skill. He has had a truly superb tour, and I would take him with me on operations anywhere in the world.</p> <p>Acting Major Clifton is a strong officer and a highly capable SO2 Legal. He has thrived on this extremely complex operation and has produced workable solutions to difficult problems. He would do very well as the SO1 in JFHQ. He is a good soldier and would fit in easily to their expeditionary ethos. He has also shown a clear bent for international law and his experiences in Iraq would add value to a demanding SO1's post in this arena. His pragmatic approach when coupled with his understanding of wider operations would suit the SO1 Doctrine's post at JDCC. He needs to be continually faced with interesting challenges in order to put his mind to best use. I recommend him unreservedly for promotion to Major.</p>				
I have arranged for a copy of this report to be forwarded to the Subject Officer.				<input checked="" type="checkbox"/> Y
Name	W H MOORE	Rank	Brigadier	Appointment
Branch/Unit	NA	Signature	[REDACTED]	Date
				10 Nov 03

PEJLD3