CHAPTER 46

ROYAL CORPS OF NAVAL CONSTRUCTORS

(Sponsor: NAVY PEOPLE-PSP EXEC SO3)

CONTENTS

Para

4601. RCNC Uniform
4602. RCNC Uniformed Posts
4603. Uniform Schedules and Funding

CHAPTER 46

ROYAL CORPS OF NAVAL CONSTRUCTORS

4601. RCNC Uniform

As noted in QRRN Chapter 1, the Royal Corps of Naval Constructors (RCNC) is a civilian corps and an integrated part of the Defence Engineering and Science Group with its members wearing uniform in certain posts. It is not a part of the Naval Service, but RCNC uniform is very similar to Royal Navy uniform. As this subtle distinction is not understood by many, RN regulations for uniform shall be used as the guideline for the wearing of the equivalent RCNC uniform. RCNC members do not hold a commission and cannot be compelled to wear uniform. However, an individual who has volunteered to wear uniform shall follow naval traditions, marks of respect, etiquette and customs where reasonable and appropriate. For example, saluting a senior officer is reasonable and appropriate; being ordered into combat is not. RCNC members in uniform should be treated by other uniformed services with the same marks of respect and etiquette as they would treat a commissioned RN officer of the same rank.

4602. RCNC Uniformed Posts

This section discusses a method for identifying whether a post should be uniformed and how uniform should be worn appropriately. It does not consider the case of SCS grade Constructors and policy for this should be agreed on a case by case basis by Head of the RCNC[1] (HRCNC) and First Sea Lord.

a. In all cases the recent custom and practice of the RCNC shall be used to identify the RCNC rank equating to civil service grades. This aligns well with the common DE&S working equivalencies between uniformed and non-uniformed personnel but is not the same as noted in JSP755. The following equivalencies shall be used:

Table 46-1. RCNC Uniform Ranks

Substantive Civil Service Grade	Rank to be used on all RCNC Uniforms	JSP 755 Equivalencies
Band B1	Captain RCNC	No equivalent
Band B2	Commander RCNC	Captain RN
Band C1	Lt Commander RCNC	Commander RN
Band C2	Lieutenant RCNC	Lt Commander RN
DESG Graduate Engineer (Note 1)	Lieutenant RCNC (Note 2)	No equivalent

[1] As of this edition HRCNC is DE&S Director Ships. However the position is generally held by the most senior RCNC member currently employed by the MOD, and as such will rotate to that individual's post.

Notes:

1. Only when RCNC Graduate Member, only while training at sea.

2. Following previous RCNC precedent for "Probationary Assistant Constructors".

b. There are some anomalies between this grade-based table and a more historic-based view in which pre-1988 RCNC grade, and experience in that grade, were used to judge, for example, whether a person of the grade of Constructor should wear Lieutenant Commander or Commander rank. However to provide some clarity and reduce the amount of interpretation, the basis for rank worn shall be only current substantive civil service grade and not experience in that grade or any temporary promotion status.

c. For C2 staff and upwards, in all cases the act of gaining permission to wear uniform shall commence with the Constructor deciding to volunteer to wear uniform. The officer proposing to wear uniform shall gain approval from the post's line management and then the HRCNC to wear RCNC uniform.

d. For DESG Graduate Engineers undertaking training at sea, the engineer's Mentor shall initially decide whether the trainee is sufficiently experienced to wear uniform appropriately. Sea Time undertaken within six months of initial entry to the MOD shall generally not be undertaken in uniform. The officer proposing to wear uniform shall then gain approval from the Maritime Development partner and then the HRCNC to wear RCNC uniform on Sea Time.

e. When permission is sought from HRCNC to wear uniform, the proposed rank and schedule of uniform to be followed shall be identified.

f. Once a uniformed post proposal has been approved by HRCNC for an individual, the officer proposing to wear uniform shall:

(1) Familiarise themself with BRd 3(1) Part 6 and other relevant RN publications.

(2) Liaise with BRNC to arrange familiarisation training with regard to wearing the uniform and other elements of naval etiquette. Should this not prove practical, an appointment with the Base Warrant Officer of a Naval Base or Establishment Warrant Officer of a Shore Establishment shall be made to discuss informally the correct manner to wear uniform and discuss naval etiquette.

(3) For sea time, DESG trainees shall consult with the Fleet Constructor.

g. Any proposal to HRCNC for a post holder to adopt a uniformed posture shall consider the following to identify whether the post holder should be uniformed in one of the following categories:

(1) **Fully Uniformed Posting (Schedule A).** A post holder will wear RCNC uniform for all routine MOD events and circumstances.

(2) **Partially Uniformed Posting (Schedule B).** A post holder will wear RCNC uniform for specific MOD events and circumstances.

(3) **Sea Time (Schedule C).** Only for Graduate Member training purposes at sea.

(4) **Not Appropriate.** A post holder shall not wear uniform.

4603. Uniform Schedules and Funding

a. The uniform worn for any given event shall be that which a Marine Engineer General Service RN officer of the same rank could legitimately wear at the same event with the exception of certain distinctions noted below.

b. No 1 Uniform suit shall be obtained from HMS NELSON RN Clothing Store at public expense charged to the RN/RM Uniform Supply Fit contract. Initial issue of service stocked ancillary items (cap, shirt, shoes, tie, socks) may be issued free of charge. To minimise the cost of uniform supply Naval Constructors will not be issued PE kit, Combat Uniform or other specialist clothing unless these are required in performance of specific duties of their post. Overalls, boots, rucksack and day sack may be issued on request where normally an RN officer would use them. Upkeep of uniform shall be at personal expense unless promoted in rank from one uniformed post to another, in which case a cost not more than the relevant promotion grant afforded to RN officers may be incurred via local purchase transaction between NELSON Clothing Store and the on-site tailor to adjust uniform sleeve lacing. Ceremonial (No 1A, 1B, 1C and tropical equivalents), and formal mess uniforms (No 2A, 2B and tropical equivalents) shall not be justifiable as a crown expense unless occupying a fully uniformed post with an expectation of attending formal events as part of the post's remit. Where these uniforms are purchased at crown expense, the maximum cost shall be that charged in accordance with the RN/RM Uniform Supply Fit contract schedule.

c. Tropical uniforms shall not be drawn unless the post requires substantial overseas activity. RN guidance shall be followed on wearing tropical dress schedules.

d. The uniform schedule below shall be followed.

Table 46-2. RCNC Uniform Schedules

		Uniform Schedule	
	Fully Uniformed	Partially Uniformed	Sea Time
Circumstance			
MOD Main Building	No uniform	No uniform	No uniform
Other MOD, Naval Base or Industry Office	No. 3	No uniform	No uniform
Dockyard / Shipyard / Ship Visit in Harbour	No. 3	No. 3 or No uniform	No uniform
Ship visit at Sea / Sea Trials	Nos. 4 / 3 / 2C	No. 4 / 3 / 2C	No. 4 / 3 / 2C (Beret not Peaked Cap)
Deployment to Operational Theatre (CS95/PCP only with support of local command)	No. 4 (at Sea) / CS95/PCP (on Land)	No. 4 (at Sea) / CS95/PCP (on Land)	No uniform
Operational Training	CS95/PCP	CS95/PCP	No uniform
Naval Training	No. 4	No. 4	No. 4
Ceremonial	No. 1	Lounge Suit (or No.1. on official business overseas)	No uniform
Evening Mess Dress/Undress	No. 2A / 2B	Black Tie (or No.2A / 2B on official business overseas)	No uniform

e. The following specific distinctions apply to RCNC uniform. These supersede the equivalent regulations for RN uniform:

(1) Silver grey distinction cloth shall be worn on all badges of rank.

(2) A silver grey cummerbund, with or without RCNC crest, may be worn with No 2B and No 2C uniforms in lieu of the black cummerbund.

(3) Graduate Members on sea time shall wear a beret rather than a peaked cap.

(4) Where a standard uniform includes RN/RM/Army/RAF specific symbols of identification (i.e. Tactical Recognition Flashes on CS95/PCP or the RN Logo on Windproof jacket) for which there is no RCNC equivalent, RN practice shall be used.

(5) CS95 or PCP shall only be worn when on an operational training course, where this is the default rig for RN trainees or when deployed to an operational theatre (when on land, with the local command's support). A Silver grey, blue (RN) or plain green stable belt shall be worn when appropriate.