CHAPTER 76

ENGINEERING PROFESSION - AIR ENGINEER SPECIALISATION - AIR ENGINEERING AND SURVIVAL EQUIPMENT TECHNICIANS

(Sponsor: NAVY PEOPLE-WFPM ENG AE SO1)

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CHAPTER 76

ENGINEERING PROFESSION - AIR ENGINEER SPECIALISATION - AIR ENGINEERING AND SURVIVAL EQUIPMENT TECHNICIANS

7601. FAA Engineering Specialisation - General Terminology

a. The Air Engineering (AE) sub-specialisation rating structure comprises technician, artificer and mechanic streams. Ratings are titled 'Air Engineering Technician', 'Air Engineering Artificer' or 'Air Engineering Mechanic' as appropriate and, from promotion to Leading Hand (LH) up to and including Chief Petty Officer (CPO), will specialise in one of the following trades:

Mechanical	(M)
Avionics	(Av)

b. In recognition of the wider managerial role of the Warrant Officer, AE trade categories are not retained above the rate of Chief Petty Officer.

c. The Survival Equipment (SE) sub-specialisation rating structure comprises a technician stream only. Ratings are titled 'Survival Equipment Technician'.

7602. Fast Track Scheme for Accelerated Advancement to the Rate of Leading Air Engineering Technician and Petty Officer Air Engineering Technician

a. The Fast Track (FT) scheme consists of a sequence of training, experience and rigorous continuous assessment culminating in advancement to LAET and/or POAET on a combined time and merit basis. The FT route provides early attendance on the LAET and/or POAET Qualifying Courses (QC) with a reduced time spent at AET and LAET for ratings to gain experience on a Squadron. Individuals who successfully complete the LAET FT scheme will not be automatically selected for POAET FT and must be re-selected and pass further assessment to continue on the scheme.

b. Selection for the FT Scheme is carried out by the FT Selection Board (FTSB), chaired by NAVY PEOPLE-WFPM ENG AE SO1, selecting FT ratings three times each calendar year, dependent on the Service requirement. Such selections will be made from a pool of candidates who have already successfully passed a FT Assessment Board (FTAB) post AET QC or LAET QC. Detailed regulations for the FT scheme are contained in the Manual of Naval Air Engineering Training (MNAET). There is also a Field Nomination (FN) route for the LAET FT scheme detailed within the MNAET Chapter 1.3.

7603. Air Engineering Accelerated Apprentice Scheme for Direct Entry as a Probationary Leading Hand

a. Air Engineering Accelerated Apprentices (AE AA) join HMS RALEIGH as Probationary Leading Hands (see Para 6809) until they become a Gain to the Trained Strength (GTS) as an LAET on completion of a 2 year bespoke training pipeline (see Annex 76C). Once GTS, the AE AA will be subject to the normal selection process of a LAET.

b. In order to maintain oversight of the scheme, NAVY PEOPLE-CM OR ENG AE2 monitors the number of AE AA students in the training pipeline and coordinates their attendance on courses.

c. Further detail on the AA scheme can be found at Para 6810. The AA Warnings and Failure policy is laid down at Annex 68N.

7604. Spare

7605. Recommendations for Promotion and Advancement - General

All recommendations for promotion and advancement are to be made with due regard to the conditions in Para 6901.

7606. Certificate of Competence to Supervise Aircraft Maintenance / Survival Equipment Maintenance

Achievement of the Certificate of Competence to Supervise Aircraft Maintenance (CCSAM) and Certificate of Competence to Supervise Survival Equipment Maintenance (CCSSEM) represents the final stages in the training and assessment process to reach the Role Performance Statement (RPS) for the LAET and LSET in terms of duties and tasks. Full details of the award of CCSAM and CCSSEM are set out in the MNAET.

7607. Aircraft Certificate of Competence

The Aircraft Certificate of Competence (ACC) is awarded on successful completion of CPOAET QC and CPOAET Workplace Training (WT) and represents the final stage in the training and assessment process to reach the RPS for the CPOAET in terms of duties and tasks. Full details, including the Enabling Objectives for the award of ACC, are set out in the MNAET.

ANNEX 76A

AIR ENGINEERING TECHNICIANS – PROMOTION FLOWCHART AND FAILURE POLICY

1. Air Engineering Technicians - Promotion Flowchart

AET 2

AE Technician 1 - Advancement Criteria

a. Complete Phase 1 New Entry Training (see Note 1).

b. For branch transfers, a minimum of Level 1 Functional Skills in English and Mathematics, and attainment of the relevant DAA scores as for AET entry.

c. Complete AET QC (Phase 2A Training) (see Note 2).

d. Complete AET WT (Phase 2B Training), and award of QM and QS (see Notes 3,4 and 5).

e. Twelve months' seniority as an AET2.

f. Recommended for advancement.

g. At least 6 months since last Career Check (if any) on date due advancement.

Advanced to
AET 1 (see Note 6)

Leading AE Technician - Pre-Selection Requirements

a. Minimum of 18 months' seniority as AET1 12 months prior to the Common Promotion Date (CPD) (Para 6703 b sub para (2)).

b. Serving on a ES1/FC/OE1 that expires after the nominated CPD (Para 6703 b sub para (6)).

c. 2RO recommendation for promotion on Appraisal Report at CRD (see Note 13).

d. Issued the Pre-LAET QC Training Performance Record Task Book. Recorded as JPA competence 'Professional |Task Book Issued (AV) – AET (SK50)|Navy' or 'Professional |Task Book Issued (M) For AET (TE80)|Navy'

Leading AE Technician – Pre-Promotion Requirements

a. Completed Pre-LAET QC Training Performance Record Task Book (see Note 5). Recorded as JPA competence 'Professional |Task Book Completed (AV) – AET (SK53)|Navy' or 'Professional |Task Book Completed (M) For AET (TE83)|Navy'

b. Passed LAET QC by nominated CPD+12 months (see Notes 4c, 8, 9 &16).

c. Completed Leading Rates' Leadership Course (LRLC) and recorded as JPA competence 'Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|' (16).

a.

d. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

e. Educationally qualified for promotion (EFP) in accordance with Para 9615. Achieved Level 1 Functional Skills (or equivalent) in English and Mathematics at Common Promotion Date (CPD) and appropriate competences recorded on JPA.

Promoted to **LAET (M) or (AV)**

Petty Officer AET- Pre-Selection Requirements

a. Hold Certificate of Competence to Supervise Aircraft Maintenance (CCSAM) and recorded as JPA competence 'FAA|Certificate Of Competency-Supervise A/C Maint|Navy|' or 'Professional|Certificate Of Competence For LAEM/LAET (TQ40)|Navy|' (Para 7606) (see Note 10).

b. Minimum of 2 years' seniority as a LAET 12 months prior to the CPD.

c. 2RO recommendation for promotion on Appraisal Report at CRD.

d. Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.

e. Not serving on a Navy Tailored Career.

f. Not serving on an Extension of Service.

Petty Officer AET- Pre-Promotion Requirements

a. Completed LAET WT Task Book((see Note 9).

b. Completed POAET QC by nominated CPD+12 months (see Notes 11 and 16).

c. Completed Senior Rates Leadership Course (SRLC) and recorded as JPA competence 'Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|' (see Note15).

b.

d. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

e. EFP in accordance with Para 9615. Achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics at CPD and appropriate competences recorded on JPA.

Promoted to **PETTY OFFICER AET (see Note 12)**

Chief Petty Officer AE Technician - Pre-Selection Requirements

a. Minimum of 3 years' seniority as a POAET 12 months prior to the CPD.

b. Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.

c. Not serving on a Navy Tailored Career.

d. Not serving on an Extension of Service.

e. Completed Senior Rates' Leadership Course (SRLC) by nominated CRD and recorded as JPA competence 'Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|'.

f. 2RO recommendation for promotion on Appraisal Report at CRD.

Chief Petty Officer AE Technician - Pre-Promotion Requirements

a. Completed CPOAET QC by nominated CPD+12 months (see Note 15).

c.

b. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

Promoted to **CHIEF PETTY OFFICER AET**

Warrant Officer 2 AE Technician – Pre-Selection Requirements

a. Minimum of 3 years' seniority in the rate 12 months prior to CPD.

b. Hold Aircraft Certificate of Competence (ACC) (Para 7607). Recorded as JPA competence 'FAA|ACC Aircraft Certificate of Competence|Navy|'.

c. Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.

d. 2RO recommendation for promotion at CRD.

e. Not serving on a Navy Tailored Career.

f. Not serving on an Extension of Service.

Warrant Officer 2 AE Technician - Pre-Promotion Requirements

a. For CPOAETs, completed WO2AETQC by nominated CPD+12 months (see Note16).

d.

b. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

Promoted to **WARRANT OFFICER 2 AET**

Warrant Officer 1 AE Technician - Pre-Selection Requirements

a. No minimum seniority requirements for a serving WO2AET.

b. Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.

c. 2RO recommendation for promotion at CRD.

d. Not serving on a Navy Tailored Career.

e. Not serving on an Extension of Service.

Warrant Officer 1 AE Technician - Pre-Promotion Requirements

e.

a. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

Promoted to **WARRANT OFFICER 1 AET**

Notes:

1. New entrants join the Air Engineering (AE) specialisation as an Able Rating (AET2) with a seniority of date of entry. They undergo Phase 1 Training before being assigned to the Royal Navy Air Engineering and Survival School (RNAESS) for the Air Engineering Technician Qualifying Course (AET QC) (also known as Phase 2A training).

2. Selection for the Fast Track scheme may occur during AET QC (Phase 2A) or LAET QC training. Regulations governing those selected to the Fast Track are detailed separately at Para 7602 and Annex 76B.

3. Following training at RNAESS, ratings are assigned to an Air Station for AET Workplace Training (AET WT) (also known as Phase 2B Training). During this period, ratings are required to become 'Qualified to Maintain' (QM) and 'Qualified to Sign' (QS). Regulations regarding the award of QM and QS are contained in the MNAET.

4. ***Trade Categorisation.***

a. A completed Trade Preference Card (TPC) is to be submitted within 6 months of successful completion of AET WT (award of QM/QS), but not prior to advancement to AET1. The TPC template can be found in the MNAET; it must be signed by an Air Engineer Officer (AEO)/Senior Maintenance Rating (or other Services equivalent) and submitted to the Administration Office of the Engineering Training School that provided the individual's AET WT. ETSs are to co-ordinate returns, forwarding completed TPCs to the AE Trade Categorisation Authority at RNAESS. ETSs are to manage the administration of TPC submission and hasten overdue categorisations. AE trade categorisation will be carried out on a monthly basis and the AE Ratings Career Manager (RCMAE) will be informed of the trading decision for each rating. The submission of a TPC ensures that ratings may nominate the trade of their choice, however, the requirements of the Service will remain the overriding factor. Ratings will not be allowed to change their trade preference unless authorised by the AE Branch Manager; where an individual seeks re-categorisation they are to request to do so in writing to the Trade Categorisation Authority.

b. Trade categorisation of AETs does not prevent their employment outside that trade category. Ratings will adopt their new trade category title on promotion to LAET.

c. Ratings who have successfully completed LAET QC are eligible to wear the appropriate (M) or (AV) one star trade badge.

(Continued)

Notes (Continued):

5. ***Pre-LAET QC Training Performance Record Task Book.***

a. A traded Training Performance Record Task Book (TPR) will be issued as soon as the AET is notified of their trade categorisation. Completion of a traded TPR is not a requirement for selection to LAET but it is a prerequisite for attendance at Qualifying Course. TPRs will be prepared by RNAESS and issued by the local Engineering Training School or equivalent.

b. Completion of the TPR is the responsibility of the individual. Sufficient opportunity should exist for a rating to complete the task book within the constraints of normal assignment. It would reasonably be expected that ratings could complete the TPR on most Units within a 9 month period following its issue. For those ratings assigned to a non-Squadron position following their AET WT consolidation period, employing Units should, where practicable, maximise opportunities for TPR completion. Where this proves not to be feasible, the Unit/rating is to engage with the RCMAE to identify a suitable follow on assignment to enable TPR completion on the next Unit. Only in exceptional circumstances will RCMAE consider assigning ratings outside of normal processes in order that a TPR may be completed.

c. Once issued, TPRs are to be retained by the individual rating. Divisional Officers are to carry out routine checks on the progress of ratings in completing their TPR and are to complete the TPR Task Book Monitoring Form (TMF).

d. Completed TPRs are to be presented to the local Engineering Training School or equivalent for a JPA TPR completion competence to be added. The TPR Completion Certificate should then be dispatched to RNAESS. Loss of a TPR before it is fully completed will prejudice a rating's prospects for promotion to LAET since completion is a prerequisite for attendance at.

e. Completion of a TPR is a mandatory requirement for attendance at the LAET QC. In exceptional circumstances RNAESS will consider individual cases where TPR completion has not been possible. Reporting instructions are included in the TPR.

6. On advancement to AET1, ratings are eligible to wear one star on their (AE) specialisation badge.

7. ***Preparation for Promotion.*** *Preparation for promotion to LAET is the responsibility of the individual. Ratings should maximise the opportunities to achieve the necessary experience and educational qualifications and, in particular, must achieve a good knowledge of the work in their designated trade category.*

(Continued)

Notes (Continued):

8. A return of service for training applies to LAETs on completion of the Certificate of Competence to Supervise Aircraft Maintenance (CCSAM) Board (Chapter 53 refers).

9. ***LAET WT Task Book.***

a. A LAET WT TB shall be issued to all ratings on completion of LAET and represents those tasks to be completed to meet the Operational Performance Statement for a LAET. Completion of the TB is the responsibility of the individual and is a mandatory requirement prior to attempting the Certificate of Competence to Supervise Aircraft Maintenance (CCSAM) Board.

b. Line Management shall make sure that the completion of the LAET WT tasks is positively encouraged and actively managed within their units. To this end, LAETs undertaking CCSAM Training are not to be employed in ancillary or non-technical roles to the extent that the completion of the LAET WT tasks is prejudiced.

c. Once issued, TBs shall be retained by the individual rating until successful completion of CCSAM and then returned to RNAESS. The date that the TB is issued and completed should also be recorded on JPA as a competence.

d. Individuals who have been selected for promotion shall make sure that the Task Book completion competence ('Professional|Task Book completed (M)-LAET(SJ52)|Navy|' or 'Professional|Task Book completed (Av)-LAET(SJ51)|Navy|') is recorded on JPA prior to attendance at POAET QC.

10. Ratings who have successfully completed LAETQC, Leading Rates Leadership Course and hold CCSAM are eligible to wear 2 stars on their trade badge.

11. ***Pre-POAET QC Academic Preparation Material***

a. Preparation material for is available on the Defence Learning Environment for personnel selected for promotion to POAET. The material is a summary of the subjects which have been taught on LAETQC and acts as a refresher to ensure personnel are at the appropriate standard to start the POAET QC.

b. Whilst completion of this material is not mandatory, due to the short nature of the POAET QC there will be little opportunity for those who fall behind to catch up. Individuals are strongly recommended, therefore, to complete this refresher training to avoid the risk of being back classed or deselected.

c. A Return of Service for training applies to POAETs on completion of POAET QC (Chapter 53 refers).

(Continued)

Notes (Continued):

12. Trade badges shall be worn in accordance with Chapter 39.

*13. **Recommendation.** Awarded 'Exceptional', 'High' or 'Yes' recommendation for 'Promotion - 1 Rank Up' on SJAR by final RO. Where an otherwise fully eligible candidate has received an SJAR assessment of 'Insufficient Knowledge' at last report, presentation before the next Board will be determined by the Promotion Section using the previous report recommendation.*

*14. **Spare***

*15. **Failure to Complete Professional and/or Leadership Course.** Refer to Para 6719 for rules on the impact on a rating's promotion if they fail to complete Professional Qualifying Course and/or LRLC/SRLC before CPD or within 12 months of CPD as a result of service reasons, non-service reasons (outwith own control) or non-service reasons (within own control).*

16. ***EFP requirement for WO1.** It is considered that WO2AETs have been promoted to Warrant Officer under previous EFP regulations and, as such, there is no further EFP requirement for consideration for selection for WO1.*

2. Air Engineering Technicians - Rules Regarding Failure

The action to be taken when an AET fails training or an examination is shown below:

Table 76-1. AET Failure Policy

Failure Point	Failure Action
AET2	
Phase 1 Training	Consider back classing and re-examine. Consider branch change or Discharge SHORE (Chapter 54).
Phase 2a Training AET QC	Repeated failures. Consider branch transfer or Discharge SHORE (Chapter 54).
Phase 2b Training AET WT	Tiered warnings in accordance with the MNAET and Chapter 57
AET1	
LAET QC	Tiered warnings in accordance with MNAET. Consider back classing and re-examine.
LRLC	Not to be promoted. Refer to Chapter 69.
LAET	
CCSAM	Tiered warnings in accordance with MNAET Consider reversion (see Note)
POAET QC	Tiered warnings in accordance with MNAET. Not to be promoted. Consider back classing and re-examine.
SRLC	Not to be promoted. Refer to Chapter 69.

Failure Point	Failure Action
POAET CPOAET QC	 Tiered warnings in accordance with MNAET. Not to be promoted. Consider back classing and re-examine.
CPOAET ACC WO2AET QC	 Tiered warnings in accordance with MNAET Consider reversion to POAET Tiered warnings in accordance with MNAET. Not to be promoted. Consider re-examination.

Note. *For those that joined under the Accelerated Apprentice scheme there is not the option for reversion as they have not held the rate of AET. As such, the options following failure are either Discharge SHORE or transfer to AET at the PM's discretion.*

ANNEX 76B

AIR ENGINEERING TECHNICIANS FAST TRACK SCHEME – QUALIFICATIONS FOR SELECTION AND SUBSEQUENT ADVANCEMENT

1. Air Engineering Technician Fast Track Scheme - Qualifications for Selection and Subsequent Advancement

On selection to the FT Scheme from (AET QC Training) by the Fast Track Selection Board (before or after advancement to AET1) (see Note 1).

AET 1

Leading AET - Advancement Criteria (Fast Track)

a. Minimum of 9 months' experience in a Squadron or Flight.

b. Educationally qualified for promotion (EFP) in accordance with Para 9615. Achieved minimum NAMET 5:5 or Level 1 Functional Skills (or equivalent) in English and Mathematics before selection to Fast Track Scheme and appropriate competences recorded on JPA (see Note 2).

c. Completed Pre-LAET QC Training Performance Record Task Book.

d. Recommended for advancement (see Note 3).

e. Minimum of 18 months' seniority as AET1.

f. Passed LAET QC without attracting any academic or disciplinary warnings and maintaining above average course results (see Note 4).

g. Completed Leading Rates' Leadership Course and recorded as JPA competence 'Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|'.

h. Assignment Order issued by RCMAE (see Note 5).

i. At least 6 months since last Career Check (if any) on date due advancement.

j. Rating returns to the Select-Train-Promote pipeline once substantively promoted LAET unless selected for POAET FT (see Note 1).

Advanced to **LAET (M) or (AV)**

k. Subsequent promotion as per normal intake in the AET stream (Annex 76A).

l. On selection to the POAET FT Scheme from LAET QC by the FTSB (post CCSAM) (see Note 1).

POAET - Advancement Criteria (Fast Track)

a. Complete LAET WT Task Book.

b. Awarded the Certificate of Competence to Supervise Aircraft Maintenance (CCSAM) inside the stipulated timeline (within 6 months WT consolidation not including aircraft specific TEMs as defined in Para 7606 and the MNAET Para 2.2.4).

c. Minimum of 24 months' experience in a Squadron or Flight complement position, post award of CCSAM.

d. EFP in accordance with Para 9615. Achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics before attendance at POAET QC and appropriate competences recorded on JPA.

e. Minimum of 18 months' seniority as LAET.

f. Recommended for advancement.

g. Passed POAET QC (4).

h. Completed Senior Rates' Leadership Course and recorded as JPA competence 'Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|'.

a.

i. At least 6 months since last Career Check (if any) on date due advancement.

Advanced to **PETTY OFFICER AE TECHNICIAN**

j. Subsequent promotion is as per normal intake in the AET stream (Annex 76A).

Notes:

1. *The rules for selection to the Fast Track (FT) scheme and associated administrative arrangements are detailed in the MNAET.*

2. *Ratings will not normally be allowed to join the FT scheme unless they meet the educational requirements for promotion to LH. FT ratings will need to meet the educational requirements for promotion to before the end of LAETQC to continue on the scheme as LAETs, as will those wishing to join the Scheme at this point. No ratings will be assigned to POAET QC who do not meet the educational requirements for promotion to.*

3. *Failure to achieve the criteria stipulated for FT or to continue to demonstrate the potential for higher managerial and leadership responsibilities and for further technician training will result in removal from the FT scheme (7602). SJARs are to include a positive reference with regard to continued retention of FT status. Where the unit Level J no longer supports the rating's retention on the FT scheme, the individual is to be given a formal warning and, if no improvement is seen, should be removed from the FT scheme (informing the AE PM and AE FT Recording Authority as appropriate).*

4. *RCMAE will normally assign FT ratings to the first available LAET QC or POAET QC dependent on meeting the criteria above, continuing FT status, course availability and the needs of the Service.*

5. *FT ratings do not have a Common Promotion Date (CPD) so a 'Due Date' is used in place of CPD, this is to provide equality across all those on the FT scheme by allowing for the availability of Leadership Courses. A 'Due Date' of 4 weeks from QC completion will be calculated by RCMAE when a Promotion Authority Request is raised by the rating's parent Unit.*

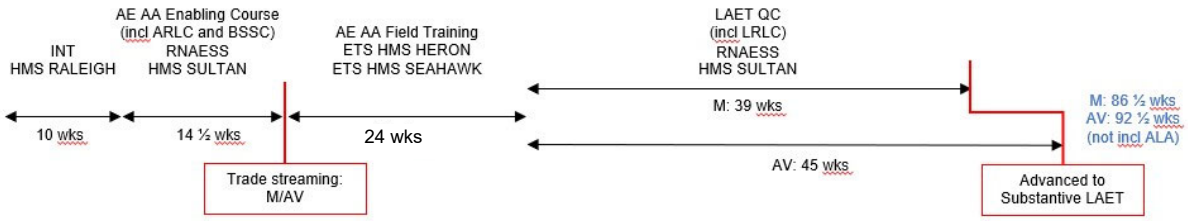
ANNEX 76C

ACCELERATED APPRENTICE (AA) AE SCHEME PIPELINE

1. Introduction

The aim of the AA AE scheme is to qualify a LAET within two years of entry. Following Initial Naval Training (INT), the AA pipeline consists of 2 bespoke technical training courses. These are principally a compression of Phase 2 for the AET pipeline, covering the same milestones but with a bespoke Task Book during AA AE Field Training at a Typed Air Station. This is followed by LAET Qualifying Course (LAETQC) and Leading Rates' Leadership Course (LRLC) alongside their AET counterparts. Further detail can be found in the Manual of Naval Air Engineering Training.

Figure 76C-1. Pipeline Schematic



2. Pipeline Description

a. **INT.** The AA recruits undergo the same training as their AET counterparts and should be treated in the same manner. They join as Probationary LAET (P/LAET).

b. **AE AA Enabling Course.** AE AA is a compressed version of the AETQC where the AA trainees develop their system knowledge and learn how to operate in the air environment safely. This will also include Able Rates' Leadership Course (ARLC) and Basic Sea Survival Course (BSSC). At the end of this time their trade preference card will be submitted to NAVY PEOPLE-CM OR ENG AE2 who will stream them as Mechanical (M) or Avionic (Av) in consultation with AE PM WO1.

c. **AE AA Field Training.** AE AA Field Training provides exposure to a squadron environment and an aircraft type. They will be expected to complete their AA Field Phase Task Book, which is based upon the standard Ph2B AET task book, with some additional CLM elements.

(1) The first 19 weeks is a compressed version of Phase 2b of the AET pipeline which culminates in achieving the Qualified to Sign (QS) and Qualified to Maintain (QM) competences.

(2) The following five and a half weeks are spent undertaking the LAET development section of the Task Book where the focus is understanding the role of a supervisor in addition to other CLM tasks.

d. **LAETQC.** LAETQC is the standard traded course alongside their Select-Train-Promote (STP) counterparts. AAs may be selected for the FT Scheme during this phase.

e. **LRLC**. LRLC is the standard 4-week course.

f. **Return of Service (RoS).** Candidates will be considered as Gains to the Trained Strength (GTS) on completion of INT(R), LRLC, LAETQC and subsequent streamed training. MTS will start from this point IAW para 5302 with personnel initially working towards their Certificate of Competence.

3. Accelerated Apprentice Scheme - Air Engineering- Advancement Flow Chart

New Entry Training (1).

PROBATIONARY LAET

Leading AET - Advancement Criteria (see Note 2)

a. Completed Phase 1 New Entry Training.

b. Completed AA AE Enabling Course.

c. Completed Basic Sea Survival Course and Able Rates Leadership Course.

d. Completed Field Phase including award of QM and QS and completion of AA Field Phase Task Book.

e. A completed Trade Preference Card (TPC) is submitted.

f. Passed all aspects of LAETQC.

g. Completed Leading Rates' Leadership Course and recorded as JPA competence 'Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|

h. Recommended for advancement.

i. At least 6 months since last Career Check (if any) on date due advancement.

Advanced to **LAET (M) or (AV) (see Note 4)**

Notes:

1. *The eligibility criteria to be recruited as an AA AE include that candidates join educationally qualified for promotion to LAET in accordance with Para 9615.*

2. *Failure of career or leadership courses by an AA trainee is to be managed in accordance with the AA Warnings and Failure Policy at Annex 68K.*

3. *On successful completion of the AA pipeline, the individual will become a Gain to the Trained Strength and be advanced to Leading Air Engineer Technician. They will then transfer to either the Selective Promotion Flowchart or, if selected, to the Fast Track POAET Flowchart.*

ANNEX 76D

SURVIVAL EQUIPMENT TECHNICIAN – PROMOTION FLOWCHART AND FAILURE POLICY

1. Survival Equipment Technician - Promotion Flowchart

New Entry Training (see Note 1).

SURVIVAL EQUIPMENT TECHNICIAN 2

SET 1 - Advancement Criteria

a. Complete Phase 1 New Entry Training and SET QC (Phase 2A Training).

b. Complete SET WT (Phase 2B Training) and award of QM (see Note 2).

c. Recommended for advancement (see Note 3).

Advanced to
SURVIVAL EQUIPMENT TECHNICIAN 1

Leading Hand SET Pre-Selection Requirements

a. Minimum of 18 months' seniority as SET1 12 months prior to Common Promotion Date (CPD) (Para 6703 b sub para (2)).

b. Serving on ES1/FC/OE1 that expires after the nominated CPD (Para 6703 b sub para (6)).

c. 2RO Recommendation for promotion on Appraisal Report at CRD (4).

Leading Hand SET Pre-Promotion Requirements

d. Successful completion of Leading Rates Qualifying Course (see Notes 5 and 10).

e. Completed Leading Rates' Leadership Course; recorded as JPA competence 'Miscellaneous|Leading Rates' Leadership Course (RNLA 102)|Navy|' (see Notes 5 and 9).

f. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

g. Educationally qualified for promotion in accordance with Para 9615. Achieved Level 1 Functional Skills (or equivalent) in English and Mathematics at Common Promotion Date (CPD) and appropriate competences recorded on JPA.

Promoted to
LEADING SURVIVAL EQUIPMENT TECHNICIAN

PO SET - Pre-Selection Requirements

a. Hold Certificate of Competence to Supervise Survival Equipment Maintenance (CCSSEM) and recorded as JPA competence 'FAA|Certificate Of Competency-Supervise SE Maint|Navy' (see Note 6).

b. Completed Leading Rates' Leadership Course (LRLC); recorded as JPA competence 'Miscellaneous|Leading Rates' Leadership Course (RNLA 102)|Navy|' (see Notes 5 and 9)

c. Minimum of 2 years' seniority as LSET 12 months prior to the CPD.

d. Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.

e. Not serving on a Navy-Tailored Career.

f. Not serving on an Extension of Service.

g. 2RO recommendation for promotion on Appraisal Report at CRD (see Note 4).

PO SET - Pre-Promotion Requirements

h. Successful completion of Petty Officer Qualifying Course (see Notes 5 and 10)

i. Completed Senior Rates' Leadership Course (SRLC), recorded as JPA competence 'Miscellaneous|Senior Rates' Leadership Course (RNLA 103)|Navy|' (see Notes 5 and 9).

j. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

k. Educationally qualified for promotion in accordance with Para 9615. Achieved Level 2 Functional Skills (or equivalent) in English and Mathematics at Common Promotion Date (CPD) and appropriate competences recorded on JPA.

Promoted to **PETTY OFFICER SURVIVAL EQUIPMENT TECHNICIAN**

CPO SET - Pre-Selection Requirements

a. Minimum of 3 years' seniority as a PO SET 12 months prior to the CPD.

b. Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.

c. Not serving on a Navy Tailored Career.

d. Not serving on an Extension of Service.

e. Completed Senior Rates' Leadership Course, by nominated CRD and recorded as JPA competence 'Miscellaneous|Senior Rates' Leadership Course (RNLA 103)|Navy|'.

f. 2RO Recommendation for promotion on Appraisal Report at CRD.

CPO SET - Pre-Promotion Requirements

g. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

Promoted to **CHIEF PETTY OFFICER SURVIVAL EQUIPMENT TECHNICIAN**

Warrant Officer 2 SET - Pre-Selection Requirements

a. Minimum of 3 years' seniority as CPO SET 12 months prior to the CPD.

b. Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.

c. Not serving on a Navy-Tailored Career.

d. Not serving on an Extension of Service.

e. 2RO recommended for promotion on Appraisal Report at CRD.

Warrant Officer 2 SE Technician - Pre-Promotion Requirements

a. For CPOSETs, completed WO2QC by nominated CPD+12 months (see Note 16).

b. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

Promoted to **WARRANT OFFICER 2 SE TECHNICIAN**

Warrant Officer 1 SET - Pre-Selection Requirements

a. No minimum seniority requirements for a serving WO2SET.

b. Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.

c. 2RO recommendation for promotion at CRD.

d. Not serving on a Navy Tailored Career.

e. Not serving on an Extension of Service.

Warrant Officer 1 SET - Pre-Promotion Requirements

f. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

Promoted to **WARRANT OFFICER 1 SURVIVAL EQUIPMENT TECHNICIAN**

Notes:

1. *All new entrants are rated SET2 with seniority from date of entry. They undergo Phase 1 Training before being assigned to the Defence School of Air Engineering (Gosport) for the Survival Equipment Technician Qualifying Course (SET QC) (also known as Phase 2A Training).*

(Continued)

Notes (Continued):

2. *Survival Equipment Technician Workplace Training (SET WT) (also known as Phase 2B training) is primarily carried out at a Royal Naval Air Station SE section. Successful completion of SET QC and WT culminates in the award of 'Qualified to Maintain' (QM). Regulations regarding the award of QM are contained in the MNAET.*

3. *All SET2 must have successfully completed SET QC, SET WT, QM Award and a minimum of 12 months' reckonable service before being recommended for advancement to SET1.*

4. ***Recommendation.*** *Awarded 'Exceptional', 'High' or 'Yes' recommendation for 'Promotion - 1 Rank Up' on SJAR by final RO. Where an otherwise fully eligible candidate has received an SJAR assessment of 'Insufficient Knowledge' at last report, presentation before the next Board will be determined by the Promotion Section using the previous report recommendation.*

5. *Ratings selected for promotion to Leading Survival Equipment Technician (LSET) or Petty Officer Survival Equipment Technician (POSET) will be promoted on the CPD if they have successfully completed the LSETQC/POSETQC and LRLC/SRLC respectively prior to this date. Ratings who are unable to complete the relevant professional and/or leadership training by the CPD are to be treated in accordance with Para 6719.*

6. *Certificate of Competence to Supervise Survival Equipment Maintenance (CCSSEM). Survival Equipment personnel who have passed the LSET Professional Qualifying Course subsequently undergo Workplace Training at a Royal Naval Air Station SE Section. Successful completion of WT culminates in the award of CCSSEM, and regulations regarding this award are contained within the MNAET.*

7. *There are no professional or leadership training requirements for promotion to CPO SET or WO1 SET.*

8. ***Failure to Complete Professional and/or Leadership Course.*** *Refer to Para 6719 for rules on the impact on a rating's promotion if they fail to complete PQC and/or LRLC/SRLC before CPD or within 12 months of CPD as a result of service reasons, non-service reasons (out with control) or non-service reasons (within control).*

9. ***Rules Regarding Failure.*** *The actions to be taken when SET ratings fail training or an examination are shown below:*

Table 76-2. SET Failure Policy

Failure Point	Failure Action
SET2 Phase 1 Training	Consider back classing and re-examine. Consider branch change or Discharge SHORE (Chapter 54).
Phase 2a Training SET QC	Repeated failures. Consider branch transfer or Discharge SHORE (Chapter 54).
Phase 2b Training SET WT	Tiered warnings in accordance with the MNAET and Chapter 57.
SET1 LSET QC	Tiered warnings in accordance with MNAET. Consider back classing and re-examine.
LRLC	Not to be promoted. Refer to Chapter 69.
LAET CCSSEM	Tiered warnings in accordance with MNAET Consider reversion.(See Note)
POSET QC	Tiered warnings in accordance with MNAET Not to be promoted. Consider back classing and re-examine.
SRLC	Not to be promoted. Refer to Chapter 69.
POSET	
CPOSET WO2AET QC	Tiered warnings in accordance with MNAET Not to be promoted. Consider re-examination.
WOSET	

Notes:

1. *With due regard to SERE course availability and planning constraints, ratings who fail SERE051 or SERE059 may be allowed to continue on to SET WT. Failure on either of these courses is subject to the warnings procedure. The training deficiency must be recorded on the rating's SJAR and include the remedial action required.*

2. *Ratings subject to the provisions of Note 1 must have passed SERE051 and SERE059 before they can successfully complete SET WT.*