CHAPTER 87

HEALTHCARE AND MEDICAL PROFESSION - MEDICAL ASSISTANT AND MEDICAL TECHNICIAN

(Sponsor: NAVY PEOPLE-WFPT MED SO1)

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CHAPTER 87

HEALTHCARE AND MEDICAL PROFESSION - MEDICAL ASSISTANT AND MEDICAL TECHNICIAN

8701. General and General Terminology

This Chapter covers Promotion Pathways for Medical Assistants and Medical Technicians in the Royal Navy and/or Royal Marines. In this Chapter, Medical Assistant and Medical Technician refers to all ratings and other ranks of the Royal Navy, Submarine Service or Royal Marines.

8702. Medical Assistant

All Medical Assistants, including its sub-specialisations, are career managed and profession managed by the Royal Navy.

8703. Medical Technician – Unified Career Management

a. Since 2024 all Medical Technician cadres are Career Managed by the Unified Career Management (UCM) team.

b. Personnel joining after 1 Jan 24 are subject to harmonised UCM TACOS iaw JSP 755 (Part 2 Vol 2).

c. Personnel in-Service or undergoing Phase 1 or 2 training on 1 Jan 24 remained on legacy sS TACOS as per BRd 3(1) Chapters 48 and 49.

d. Personnel promoted or who have received a change of engagement post 1 Jan 24 will transfer to harmonised UCM TACOS iaw JSP 755 (Part 2 Vol 2).

e. Promotion zones for personnel on legacy sS TACOS will be modified to ensure the most beneficial terms are applied to the individual. As such, harmonised UCM and legacy sS promotion timelines will be compared to ensure personnel will enter promotion zone at the earlier of the two timelines and exit the promotion zone at the latest of the two timelines.

f. Further detailed UCM Policy information is available via the UCM Policy – Healthcare and Medical SharePoint site.

8704. Promotion Flowcharts

Detailed promotion flows for the Medical Assistant and Medical Technician Specialisations are at Annexes 87A-F.

ANNEX 87A

MEDICAL ASSISTANT SPECIALISATION – PROMOTION FLOWCHART

New Entry HMS RALEIGH

Entry: 17.5-39 years of age (see Note 1).

RN / RM MEDICAL ASSISTANT 2

Medical Assistant 1 - Advancement Criteria

a. Complete Phase 1 Initial Naval Training (INT).

b. Complete Phase 2 Medical Training.

c. Complete Phase 2 Consolidation Period (see Note 3).

d. Promotion Authorisation Request to be raised by DO for CO approval (Para 6708).

e. At least 6 months since last Career Check (if any) on advancement.

f. Completion of Able Rates Leadership Course or have received Branch Manager waiver.

Advanced to
RN / RM MEDICAL ASSISTANT 1

Leading Medical Assistant (or Corporal) - Pre-Selection Requirements

a. Minimum of 18 months' seniority as a MA1 12 months prior to Common Promotion Date (CPD) (Para 6703 b sub para (see Note 3).

b. Serving on ES1/FC/OE1 that expires after the nominated CPD (Para 6703 b sub para (7)).

c. Recommended for promotion on Appraisal Report at CRD (see Note 7).

d. Achieved MA CPD Taskbook at CRD and recorded as JPA competence **Medical|AB Medical Assistant Annual CPD Check|NAVY|.**

Leading Medical Assistant (or Corporal) - Pre-Promotion Requirements

a. Passed Professional Qualifying Course (PQC) (4) (see Note 8).

b. Completed Leading Rates' Leadership Course (LRLC) and recorded on JPA (see Note 8).

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

d. Education For Promotion (EFP) qualified in accordance with Para 9614. Achieved minimum or Level 2 Functional Skills (or equivalent) in English and Mathematics at Common Reporting Date (CRD) and appropriate competences recorded on JPA.

Promoted to
LEADING MEDICAL ASSISTANT / CORPORAL

Petty Officer Medical Assistant (or Sergeant) - Pre-Selection Requirements

a. Minimum of 2 years' seniority as an LMA or Cpl 12 months prior to the CPD.

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

c. Recommended for promotion on Appraisal Report at CRD (see Note 7).

d. Achieved LMA CPD Taskbook (see Note 3, 9) at CRD and recorded as JPA competence **Medical|LH Medical Assistant Annual CPD Check|Navy|.**

Petty Officer Medical Assistant (or Sergeant) - Pre-Promotion Requirements

a. Passed Professional Qualifying Course (PQC) (see Notes 5 and 8).

b. Completed Senior Rates' Leadership Course (SRLC) and recorded on JPA (see Note 8).

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

d. EFP in accordance with Para 9614. Achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics at CRD and appropriate competences recorded on JPA.

Promoted to
PETTY OFFICER MEDICAL ASSISTANT / SERGEANT

Chief Petty Officer Medical Assistant / Colour Sergeant - Pre-Selection Requirements

a. Minimum of 1 year seniority as a POMA or Sergeant 12 months prior to the CPD.

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

c. Completed Senior Rates' Leadership Course (SRLC) and recorded on JPA.

d. Recommended for promotion on Appraisal Report at CRD (see Note 7).

f. Achieved POMA CPD Taskbook at CRD and recorded on JPA as competence **Medical|PO Medical Assistant Annual CPD Check|Navy|.**

Chief Petty Officer Medical Assistant / Colour Sergeant - Pre-Promotion Requirements

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

Promoted to **CHIEF PETTY OFFICER MEDICAL ASSISTANT / COLOUR SERGEANT**

Warrant Officer 2 Medical Assistant - Pre-Selection Requirements

a. Minimum of 1 year seniority as a CPOMA / CSGT 12 months prior to the CPD.

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

c. Recommended for promotion on Appraisal Report at CRD (see Note 7).

Warrant Officer 2 - Pre-Promotion Requirements

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

Promoted to **WARRANT OFFICER 2 MEDICAL ASSISTANT**

Warrant Officer 1 - Pre-Selection Requirements

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

b. Recommended for promotion on Appraisal Report at CRD.

Warrant Officer 1 - Pre-Promotion Requirements

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

Promoted to **WARRANT OFFICER 1 MEDICAL ASSISTANT**

Notes:

1. Entry

a. ***Educational Standard.*** *Passed the Defence Aptitude Assessment.*

b. ***Age on Entry.*** *17.5-39 years.*

c. ***Rate on Entry.*** *Medical Assistant 2 (MA2).*

2. Phase 2 Medical Training (MA2)

a. ***Course.*** *Conducted at Defence Medical Academy, Lichfield including external placements. Written and practical examinations will be conducted as part of course assessment criteria.*

b. ***MASM.*** *A separate training pathway exists for Medical Assistant (Submarines) – see 8702 Annex 87B.*

c. ***RMMA.*** *An amended pathway exists for Royal Marine MA (6).*

d. All Branch Transfers will be subject to a 30-month TRoS iaw Chapter 53 Annex C and JSP 755 Part 2 Vol 2.

3. Phase 2 Consolidation Period

a. On successful completion of Phase 2 Training all MAs will undertake the MA consolidation period in which time they are to complete the mandated CPD workbook. All MA2 MAs will be assigned to an appropriately supported Healthcare Unit. During their consolidation period, they will not be available for position trawls and only on completion of their Workbook will they be eligible.

b. One hundred percent completion of the workbook is to be achieved by the 6-month point post Phase 2. MAs' Divisional Officers are to document a review in the workbook monthly and conduct a formal review at the 3-month point using the template provided within the workbook. The purpose of the formal review is to ensure the MA is on track for completion and to facilitate an opportunity to performance manage as required.

c. Failure to complete the workbook at the 6-month point will lead to the individual being placed on Divisional Warning for Discharge Shore (Inadequacy) iaw BRd 3(1) and direct referral to the Governing Body for MA Cadre (GBMAC) iaw BRd 1991. Additionally, the individual will remain at MA2 and undergo onward assignment for a further 6-month period. In exceptional cases, WFPM may consider whether a CPD workbook extension may be offered.

(Continued)

Notes: (Continued)

d. On successful completion of the MA CPD workbook, the Divisional Officer/Senior Officer and MA are to sign and date the Statement of Competency Certificate in the workbook. This Certificate is to be held within the individual's Personal Development Record (PDR) and the following Role Performance Statement (RPS) competency is to be recorded by the UPO on JPA: ***MEDICAL|AB Medical Assistant Annual CPD Check|Navy****.*

e. JPA competencies at the appropriate level are a requirement for advancement to MA1 and further. Following advancement to MA1, see Note 9 below

4. Leading Rates' Professional Qualifying Course (LRPQC)

a. ***PQCs.*** *PQCs are held at the RNMSS INM and the dates of the course will be published annually by a DIN By passing the PQC, Medical Assistants will be professionally qualified for LMA. The general rules for examinations at Para 6911 will apply. Failures are to be dealt with in accordance with Para 6912.*

b. ***Loading of PQC.*** *Candidates for the course will be nominated and assigned by the Career Manager from those selected at an annual Promotion Board*

5. Senior Rates' Professional Qualifying Course (SRPQC)

a. ***PQC.*** *A PQC is held in RNMSS INM and the dates of the course will be published annually by a DIN. By passing the PQC, LMAs will be professionally qualified for POMA. The general rules for examinations, given in Para 6911, will apply to these examinations. Failures are to be dealt with under Para 6912.*

b. ***Loading of PQC.*** *Candidates for the course will be nominated and assigned by the Career Manager from those selected at an annual Promotion Board.*

6. Royal Marine Medical Assistant (RMMA)

a. Promotion for RMMA will follow the Promotional Flowchart described in Para 8701 for RN MAs, with the exception of completion of Corporals Leadership Development Course (CLDC) / Sergeants Leadership Development Course (SLDC) is required in lieu of LRLC/SRLC. Additionally, promotion to WO2 RMMA then WO1 RMMA will also require completion of Warrant Officer Leadership Development Course (WLDC) and the WO1 course in common with all other RMOR (see Annex 91C).

(i) Whilst RM leadership and promotion courses follow the same path as non-Medical RMORs, selection to WO1 RMMA is selective.

b. RMs transferring PSQ to RMMA will retain their RM seniority date on qualifying as an MA but must achieve a minimum of 18 months seniority as a MA1, 12 months prior to CPD as a Pre-Selection requirement for LMA / CPL.

(Continued)

Notes: (Continued)

c. RMMAs may be awarded the local, unpaid rank of L/Cpl for attendance on CLDC. This local, unpaid rank can be held on return to Unit on successful completion of CLDC until subsequent promotion to Cpl.

7. 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.*

8. Failure to Complete Professional and/or Leadership Course and/or MASM2 (SM Only). *Refer to Para 6716 for rules on the impact on a rating's promotion if they fail to complete PQC and/or LRLC/CLDC, SRLC/SLDC 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).*

9. Annual MA CPD Taskbook

a. Further to Note 3.e., after advancement to MA1 and beyond, there is a requirement to complete an annual MA CPD Taskbook. It is recognised that occasionally there may be factors beyond the control of the individual which preclude them from completing the Taskbook. In these circumstances an extension to the period in which to satisfy the check, or in exceptional circumstances a waiver, may be requested. Applications for extensions or waivers will be dealt with on a case by case basis and should be made in writing by the individual's Divisional Officer or Divisional Senior Rate to the RNMSS Warrant Officer (Training), INM Alverstoke (FAO Warrant Officer (Training) (WO(T)).

b. An extension or waiver may only be issued by WO(T), who may consult with the Healthcare and Medical Profession Manager, who will record the decision on a local database, held at INM, of all waivers and extensions which will be forwarded to the Promotions Office before each board. ***Individuals can still be presented at Promotion Boards provided the waiver is current and mention made of it in the SP's appraisal report in the performance section.*** *The Healthcare and Medical Profession Manager SO1 will be the final authority for any issues regarding eligibility for promotion.*

c. Failure to achieve completion of the annual MA CPD Taskbook will be treated as a serious matter. Should a ***unit*** *be unable to complete then RNMSS Warrant Officer (Training) (WO(T)) should be engaged for advice at the earliest opportunity. Should an* ***individual*** *consistently fail to meet the required standards of knowledge and skill throughout the year then the Divisional system should be employed appropriately and consideration should be given to warning the rating for Discharge SHORE (Professional Inadequacy).*

ANNEX 87B

MEDICAL ASSISTANT (SUBMARINE) SPECIALISATION – ADVANCEMENT FLOWCHART

Medical Assistant (Submarine) Specialisation

Entry: 17.5-39 years (see Annex 87A, Note 1).

MEDICAL ASSISTANT 2 (SUBMARINE)

Advancement to MA1 in accordance with Para 8701-8704.

Advanced to
MEDICAL ASSISTANT 1 (SUBMARINE)

Acting Leading Medical Assistant - Advancement Requirements

a. Education For Promotion (EFP) qualified in accordance with Para 9614. Achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics at date of advancement and appropriate competences recorded on JPA.

b. Serving on ES1/FC/OE1 that expires after advancement to Acting LMA (see Note 2).

c. Recommended for advancement iaw para 6802.c (Authority to Advance) (see Note 1).

d. Achieved MA CPD Taskbook at date of advancement and recorded as JPA competence Medical|AB Medical Assistant Annual CPD Check|Navy|.

e. Completed MASM 1 course and recorded with JPA competence: Medical|Medical Assistant Submariner 1 Course (MASM1) (ME841N)|Navy|No.

f. Completed Basic Submarine Qualification and recorded with JPA competence: SM|Submarine Service|Navy|.

g. Completed MASM 1 task book and recorded with JPA competence: Medical|Medical Profession Submarine Training MASM1 Task Book|Navy| (see Note 2a).

h. At least 6 months since last Career Check (if any) at date of advancement.

i. The effective date for advancement to Acting LMA(SM) will be when all elements of 8702 (Annex 87B) have been achieved[1].

Advanced to
ACTING LEADING MEDICAL ASSISTANT (SUBMARINE)

[1] RNTM 01-032-24 Confirmation of Advancement Requirements for Medical Assistant (Submarines)

Leading Medical Assistant - Advancement Requirements

a. Passed Professional Qualifying Course (PQC) within 12 months of acting role (see Annex 87A Note 4).

b. Completed Leading Rates' Leadership Course (LRLC) and recorded as JPA competence 'Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|' within 12 months of acting role.

c. At least 6 months since last Career Check (if any) at date of advancement.

e. Complete 12 months in the rate of Acting LMA(SM).

Advanced to **LEADING MEDICAL ASSISTANT (SUBMARINE)**

Petty Officer Medical Assistant - Pre Selection Requirements

a. Minimum of 2 years' seniority as an LMA(SM) 12 months prior to the CPD. The 2 year minimum seniority as an LMA(SM) 12 months prior to CPD is reduced to 1 year for Branch Transfers from MA (General Service).

b. Recommended for promotion as an LMA SM on Appraisal Report at CRD (see Note 4).

c. Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after advancement to POMA.

d. Achieved LMA CPD Taskbook at CRD and recorded as JPA competence Medical|LH Medical Assistant Annual CPD Check|Navy (see Note 3).

Petty Officer Medical Assistant - Advancement Requirements

a. Passed Professional Qualifying Course (PQC) for Medical Profession Senior Rating (see Note 2b).

b. Completed Senior Rates' Leadership Course (SRLC) and recorded as JPA competence 'Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|' (see Note 2b).

c. Complete MASM 2 training course and recorded as JPA competence Medical|SM Medical Profession Ratings Advanced Course MASM2 (ND835)|Navy| (see Note 2c).

d. At least 6 months since last Career Check (if any) at date of advancement.

e. EFP in accordance with Para 9614. Achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics at CRD and appropriate competences recorded on JPA.

Promoted to **PETTY OFFICER MEDICAL ASSISTANT (SUBMARINE)**

Further promotion beyond Petty Office Medical Assistant (Submarine) is in accordance with Chief Petty Officer Medical Assistant selection / promotion pathway at 8704 Annex 87A.

Notes:

1. Advancement to Acting LMA(SM) on Completion of MASM1 Training. *The effective date of advancement will be when all elements of 8202 have been achieved. The recommendation is an important part of this advancement and, before making recommendations to their CO, Line Managers are to satisfy themselves that MASM meets the necessary requirements in BRd 3(1) Chapters 68 and 69 and 87.*

2. Failures.

a. Ratings who fail to complete the MASM 1 task book within 12 months post MASM 1 course will have their cases reviewed in the first instance by the Head of Cadre prior to referral to the Medical Ratings Branch Manager to ensure that all opportunities have been taken to complete the task book. This part of their training at any stage will be assessed by their Commanding Officer and Healthcare and Medical Ratings Profession Manager SO1 to determine whether a further period of training should be undertaken or whether the rating should be discharged SHORE iaw Article 6901b and 6902.

b. The acting higher rate will be for a maximum of 12 months, after which time ratings will, exceptional reasons apart, relinquish the rate if they fail to attain the outstanding qualifications iaw 6802 and 6803.

c. Ratings who fail MASM 2 course outright or are removed from MASM 2 training will be deselected from the POMA(SM) selection signal and will see a requirement to spend a minimum of 12 months in the lower rate and the need to re-qualify, by way of a Commanding Officer's recommendation for subsequent consideration for selection for POMA(SM).

3. MA CPD Taskbook Refer to Para Annex 87A Note 9.

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.*

ANNEX 87C

MEDICAL TECHNICIAN SPECIALISATON (ENTRY AS STUDENT MEDICAL TECHNICIAN) – PROMOTION FLOWCHART

Entry: 17½ - 39 years of age (see Note 1).

STUDENT MEDICAL TECHNICIAN

a. Complete Phase 1 Initial Naval Training (INT).

b. Conduct Phase 2 professional course (see Note 2).

c. Graduate on completion of professional course.

Advanced to
MEDICAL TECHNICIAN

Leading Medical Technician - Advancement Criteria

a. Seniority as Medical Technician to be date of completing professional registration.

b. Obtained Full Registration with appropriate civilian professional body.

c. Provide documentary evidence of registration with civilian professional body; recorded under JPA competence Professional Healthcare Staff.

d. Recommended for advancement (Promotion Authority Request).

e. At least 6 months since last Career Check (if any) on advancement.

f. Education For Promotion (EFP) qualified in accordance with Para 9614. Achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and appropriate competences recorded on JPA.

Advanced to
ACTING LEADING MEDICAL TECHNICIAN

a. Completed Leading Rates' Leadership Course (LRLC) and recorded on JPA within 12 months of Phase 2 Training (see Note 3)

b. At least 6 months since last Career Check (if any) on advancement.

Advanced to
LEADING MEDICAL TECHNICIAN

Petty Officer Medical Technician - Advancement Criteria

a. Two years' service as a substantive Leading MT.

b. Provide documentary evidence of relevant registration with civilian professional body; recorded under JPA competence Professional Healthcare Staff.

c. Recommended for advancement (Promotion Authority Request).

d. At least 6 months since Career Check (if any) on advancement.

e. EFP in accordance with Para 9614. Achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and appropriate competences recorded on JPA.

Advanced to
ACTING PETTY OFFICER MEDICAL TECHNICIAN

a. Completed Senior Rates' Leadership Course (SRLC) and recorded on JPA.

b. At least 6 months since last Career Check (if any) on advancement.

Advanced to
PETTY OFFICER MEDICAL TECHNICIAN

Chief Petty Officer Medical Technician - Advancement Criteria

a. Two years' service as a substantive POMT.

b. Provide documentary evidence of relevant registration with civilian professional body; recorded under JPA competence Professional Healthcare Staff.

c. Recommended for advancement (Promotion Authority Request).

d. At least 6 months since last Career Check (if any) on advancement.

Advanced to
CHIEF PETTY OFFICER MEDICAL TECHNICIAN

Warrant Officer 2 Medical Technician - Pre-Selection Requirements

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

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

c. Recommended for promotion on Appraisal Report at CRD.

Warrant Officer 2 Medical Technician - Pre-Promotion Requirements

a. Provide documentary evidence of registration with civilian professional body; recorded under JPA competence Professional Healthcare Staff.

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

c. Complete the Warrant Officers Staff Course (WOSC).

Promoted to **WARRANT OFFICER 2 MEDICAL TECHNICIAN**

Warrant Officer 1 Promotion is in accordance with regulations for the Executive Branch.

Note.

1. *Candidates must fulfil the following conditions to become eligible for entry:*

a. Be between 17½ and 39 years of age.

b. Meet the Minimum Educational Requirements. These are subject to change and definitive advice should be sought from the Healthcare and Medical Profession Manager.

c. Meet the specific requirements of the relevant academic establishment and appropriate Healthcare Professional Governing Body.

d. Pass an Interview Board.

Candidates accepted for entry will join as Probationary Medical Technicians.

2. Training. *All SP will commence a professional course of Medical Technician training in the specialisation for which they have been selected. Candidates who fail the specialist professional course will be offered branch transfer/return to source branch if possible and recommended, or discharged SHORE per Chapters 67-69*

3. *Leading Hand seniority date is to be backdated to completion of Phase 2 Training. Failure to complete LRLC will be iaw Chapter 67.*

ANNEX 87D

MEDICAL TECHNICIAN SPECIALISATION (DIRECT ENTRY) – PROMOTION FLOWCHART

a. Entry upper age limit - 39 years of age (see Annex 87C Note 1).

b. Provide documentary evidence of passing the appropriate civilian professional course.

c. Provide documentary evidence of registration with appropriate Healthcare Professional Governing Body.

d. Pass Interview and Selection Board.

e. Entered for Initial Naval Training.

MEDICAL TECHNICIAN

Leading Medical Technician - Advancement Criteria

a. Complete Initial Naval Training.

b. Recommended for advancement (Promotion Authority Request).

c. Provide documentary evidence of registration with civilian professional body.

d. At least 6 months since last Career Check (if any) on advancement.

e. Education For Promotion (EFP) qualified in accordance with Para 9614. Achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and appropriate competences recorded on JPA.

Advanced to
ACTING LEADING MEDICAL TECHNICIAN

a. Completed Leading Rates' Leadership Course (LRLC) and recorded on JPA' within 12 month of completing Phase I training (see note 3 within Annex 87C).

b. Complete TtMP within 12 months of completing Phase I Training (for BMS DE only).

c. At least 6 months since last Career Check (if any) on advancement.

Advanced to
LEADING MEDICAL TECHNICIAN

PROMOTION BEYOND LEADING MEDICAL TECHNICIAN IAW PROMOTION FLOWCHARTS DETAILED AT ANNEX 87C

ANNEX 87E

MEDICAL TECHNICIAN SPECIALISATION (BRANCH TRANSFER – UNTRAINED) – PROMOTION FLOWCHART

Entry – OR2

a. Educationally qualified as required for specialist training.

b. Pass Interview and Selection Board.

c. Comply with current ROS requirement and other criteria (see Note 1).

STUDENT MEDICAL TECHNICIAN

SUBSEQUENT PROMOTION IAW PROMOTION FLOWCHARTS AT ANNEX 87C

Entry – OR4

a. Educationally qualified as required for specialist training.

b. Pass Interview and Selection Board.

c. Comply with current ROS requirement and other criteria (see Note 1).

STUDENT MEDICAL TECHNICIAN

a. Successfully complete Phase 2 professional training (see Annex 87C Note 2).

b. Provide documentary evidence of passing the appropriate Healthcare Professional Governing Body recognised course.

c. Provide documentary evidence of registration with civilian professional body recorded under JPA competence Professional Healthcare Staff (see Note 4).

d. Recommended for advancement (Promotion Authority Request).

e. At least 6 months since last Career Check (if any) on advancement.

f. EFP in accordance with Para 9614. Achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and appropriate competences recorded on JPA.

Advanced to
LEADING MEDICAL TECHNICIAN

SUBSEQUENT PROMOTION IAW PROMOTION FLOWCHARTS AT ANNEX 87C

Entry – OR6

a. Educationally qualified as required for specialist training.

b. Pass Interview and Selection Board.

c. Comply with current ROS requirement and other criteria (see Note 1).

STUDENT MEDICAL TECHNICIAN

a. Successfully complete Phase 2 specialist professional training (see Annex 87C Note 2).

b. Provide documentary evidence of passing the appropriate Healthcare Professional Governing Body recognised course.

c. Provide documentary evidence of registration with a civilian professional body, recorded under JPA competence Professional Healthcare Staff (see Note 4).

d. Recommended for advancement (Promotion Authority Request).

e. At least 6 months since last Career Check (if any) on advancement.

f. EFP in accordance with Para 9614. Achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and appropriate competences recorded on JPA.

SUBSEQUENT PROMOTION IAW PROMOTION FLOWCHARTS AT ANNEX 87C

Notes:

1. Internal recruitment of Medical Technicians

a. When volunteers are called for by the Healthcare and Medical Profession Manager, RN and QARNNS ratings may apply to be considered for any one of the following Medical Technician courses:

(1) Medical Technician (Radiographer).

(2) Medical Technician (Biomedical Scientist).

(3) Medical Technician (Operating Department Practitioner).

(4) Medical Technician (Pharmacy Technician).

(5) Medical Technician (Paramedic). STBC, under development[1].

b. Applications for workforce clearance should be made to the Navy Command HQ (Strategic Workforce Planning WO1) in accordance with current regulations. Workforce clearance, if approved, will be valid for two years. If clearance is approved, applications are to be forwarded to R&A SR MED PO, together with full Service Documents and documentary evidence of academic attainments held by the applicant. Inter-Service transfers, however, are to be processed through R&A, Room 202, Building 1/080, MP 73A, Jago Road, HM Naval Base, Portsmouth. PO1 3LU and applicants' units are advised to make preliminary enquiries of R&A regarding the possibility of release from the parent Service before applications are forwarded.

c. Applicants will be notified by R&A whether they are eligible to appear before a Selection Board. If ineligible, they will be made aware of any further educational qualifications required. In addition, they will be advised whether vacancies exist in their preferred specialisation and, if not, whether vacancies exist in any of the other specialisations.

d. Applicants will be eligible to appear before a Medical Technician Selection Board provided they fulfil the mandated academic requirements and also provide evidence of satisfying the following conditions:

(1) Evidence of Medical Category JMES MFD/P2 or another JMES that allows Sea Service and Land Operational Deployment. Applicants who are MLD will be considered in exceptional circumstances, advice will be taken from ROHC with Healthcare and Medical Profession Manager's decision being final.

(Continued)

[1] As at May 2026, the RN Paramedic Cadre is under development in conjunction with Unified Career Management.

Notes (Continued):

(2) Recommended for transfer on the candidate's latest SJAR.

(3) Evidence of in date workforce clearance to transfer from current branch/trade.

(4) Passed the Defence Aptitude Assessment.

(5) Provide Nurse Recruitment Assistant with a curriculum vitae, emailed to NAVY CNR-COHERENCE SR MED PO.

(6) Completed evidence of two weeks clinical experience obtained in a relevant Health Care setting with a recommendation to train in radiography/biomedical science/ODP.

(7) Provide copies of last three years' SJARs.

e. R&A, in consultation with the Healthcare and Medical Profession Manager, will convene Selection Boards as necessary and will inform Commanding Officers, copy to DDPD.

f. Subject to confirmation of availability by the Healthcare and Medical Profession/Career Manager, selected candidates will be assigned to the Margin for training.

g. The individual will remain in their current Profession/Specialisation and rate until completion of specialist training.

h. In a transfer where the rating is a Petty Officer, the new rate will be determined by the Healthcare and Medical Profession Manager on a case by case basis, dependent upon the Service requirement.

i. Seniority as Medical Technician will be the date of completing Phase I training.

j. All candidates must comply with the current ROS regulations and sign a Notice of Waiver of Right of Discharge in Consideration of Course of Training (Form S2658) in accordance with Para 5313.

3. Advancement of Students During Training. *Individuals will not be eligible for selection for promotion in their source specialisation whilst on course.*

(Continued)

Notes (Continued):

4. Transfer to Medical Technician

a. Ratings will be transferred to the Medical Technician structure when they have successfully completed professional training.

b. The effective date of transfer will be the date of completion of professional registration. The date of seniority will also be amended to this date.

c. Transfer will be to the rates shown below:

Present Rate	***Transfer To***
Able Rate	*Acting Leading Medical Technician*
Leading Hand	*Leading Medical Technician (See Para 6909 re LRLC)*
Petty Officer	*Leading Medical Technician*

ANNEX 87F

MEDICAL TECHNICIAN SPECIALISATION (SERVICE TRANSFER TRAINED) – PROMOTION FLOWCHART

Entry - OR2 / OR3

a. Entry upper age limit - 39 years of age.

b. Provide documentary evidence of passing the appropriate civilian professional course and evidence of registration with civilian professional body.

c. Pass Interview and Selection Board.

d. Entered for Initial Naval Training or waiver (see Note 1).

MEDICAL TECHNICIAN

Leading Medical Technician - Advancement Criteria

a. Complete Phase 1 Initial Naval Training (INT) if required.

b. Seniority as per Branch Manager offer letter.

c. Recommended for advancement (Promotion Authority Request).

d. Provide documentary evidence of registration with civilian professional body; recorded under JPA competence Professional Healthcare Staff.

e. At least 6 months since last Career Check (if any) on advancement.

f. Education For Promotion (EFP) qualified in accordance with Para 9614. Achieved minimum Level 1 Functional Skills (or equivalent) in English and Mathematics and appropriate competences recorded on JPA.

Advanced to
ACTING LEADING MEDICAL TECHNICIAN

a. Completed Leading Rates' Leadership Course (LRLC) and recorded on JPA within 12 months of transfer.

b. At least 6 months since last Career Check (if any) on advancement.

Advanced to
LEADING MEDICAL TECHNICIAN

SUBSEQUENT PROMOTION IAW PROMOTION FLOWCHARTS AT ANNEX 87C

Entry - OR4

a. Entry upper age limit - 39 years of age.

b. Provide documentary proof of passing the appropriate civilian professional course.

c. Provide documentary evidence of registration with civilian professional body.

d. Pass Interview and Selection Board.

e. Complete Phase 1 Initial Naval Training (INT) or waiver. Seniority as per Healthcare and Medical Profession Manager offer letter.

f. Recommended for advancement (Promotion Authority Request).

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

h. Completed Leading Rates' Leadership Course (LRLC) and recorded on JPA or equivalent Service Command Course (see Note 1).

i. EFP in accordance with Para 9614. Achieved minimum Level 1 Functional Skills (or equivalent) in English and Mathematics and recorded on JPA.

Advanced to **LEADING MEDICAL TECHNICIAN**

SUBSEQUENT PROMOTION IAW PROMOTION FLOWCHARTS AT ANNEX 87C

Entry - OR6

a. Entry upper age limit - 39 years of age.

b. Provide documentary proof of passing the appropriate civilian professional course.

c. Provide documentary evidence of registration with civilian professional body.

d. Pass Interview and Selection Board.

e. Compete Phase 1 Initial Naval Training (INT) or waiver (see Note 1).

f. Seniority as per Offer letter.

g. Recommended for advancement (Promotion Authority Request).

h. At least 6 months since last Career Check (if any) on advancement.

i. Completed Senior Rates' Leadership Course (SRLC) and recorded on JPA or equivalent Service Command Course (see Note 1).

j. EFP in accordance with Para 9614. Achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and appropriate competences recorded on JPA.

SUBSEQUENT PROMOTION IAW PROMOTION FLOWCHARTS AT ANNEX 87C

Entry - OR7

a. Entry upper age limit - 39 years of age.

b. Provide documentary evidence of passing the appropriate civilian professional course.

c. Provide documentary evidence of registration with civilian professional body.

d. Pass Interview and Selection Board.

e. Complete Phase 1 Initial Naval Training or waiver.

f. Seniority as Chief Petty Officer Medical Technician as per Offer letter.

g. Recommended for advancement (Promotion Authority Request).

h. At least 6 months since last Career Check (if any) on advancement.

i. EFP in accordance with Para 9614. Achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and appropriate competences recorded on JPA.

SUBSEQUENT PROMOTION IAW PROMOTION FLOWCHARTS AT ANNEX 87C

Notes:

1. Recruitment of Service Transfer Medical Technicians

a. Army and RAF other ranks may apply for Service Transfer to any one of the following Medical Technician cadres:

(1) Medical Technician (Radiographer).

(2) Medical Technician (Biomedical Scientist).

(3) Medical Technician (Operating Department Practitioner).

(4) *Medical Technician (Pharmacy Technician).*

(5) Medical Technician (Paramedic). STBC, under development[1].

b. Applications for Service transfers should be made by letter to R&A. Applicants' units are advised to make preliminary enquiries of R&A regarding the possibility of release from the parent Service before applications are forwarded.

c. Applicants will be notified by R&A whether they are eligible to appear before a Selection Board. In addition, they will be advised whether vacancies exist in their specialisation and it should be noted that vacancies are very limited and vary according to the requirement of the Service.

d. The Healthcare and Medical Profession Manager will seek approval through HMS RALEIGH Cdr Training to waive Phase 1 Initial Naval Training and instead the transferee will undertake the 5 day bespoke HMS RALEIGH Transferee Induction package.[1]

e. All candidates must comply with the current ROS regulations and sign a Notice of Waiver of Right of Discharge in Consideration of Course of Training (Form S2658) in accordance with Para 5303 sub para c.

f. Leading Rates or Senior Rates' Leadership Course is not required if Service transfer candidates have previously undertaken equivalent Leadership courses in their current Service.

(Continued)

[1] Provided the Royal Navy continues to provide this package.

Notes (Continued):

2. Transfer to Medical Technician

a. The effective date of transfer will be the date of completion of Phase 1 Initial Naval Training.

b. Transfer will be to the rates shown below:

Present Rates

(Army)	***(RAF)***	***Transfer To***
Pte	*AR / AS*	*Acting Leading Medical Technician*
L/Cpl	*-*	*Acting Leading Medical Technician*
Cpl	*Cpl*	*Acting Leading Medical Technician*
(Leading Medical Technician if completed donor service Leadership equivalent course)		
Sgt	*Sgt*	*Acting Petty Officer Medical Technician*
(Petty Officer Medical Technician if completed donor service Leadership equivalent course)		
S/Sgt	*F/Sgt*	*Chief Petty Officer Medical Technician*