CHAPTER 92

WARFARE PROFESSION - PHOTOGRAPHER

(Sponsor: NAVY PEOPLE-WFPM WAR PM SO1)

CONTENTS

Para
9201. General
9202. Entry into the Photographer Specialisation
9203. Application Process
9204. Defence Photographer Selection and Interview
9205. Post Photographic Selection and Interview Actions
9206. Passing Defence Photographer Qualifying Course (DPQC)
9207. Reversion and Disrating
9208. JPA Recording - Competences, Annual RPS Check
9209. Education for Promotion
9210. Failure to Complete Leadership Course

ANNEX

Annex 92A: Photographer Specialisation - Promotion Flowchart

CHAPTER 92

WARFARE PROFESSION - PHOTOGRAPHER

9201. General

This Chapter covers the career regulations for General Service Warfare Profession - Photographer. Divisional Officers are to ensure that a copy of this Chapter and Annex is placed in the PDR of each member of the Photographer specialisation.

9202. Entry into the Photographer Specialisation

The following criteria must be met for entry into the Photographer specialisation:

a. An AB1 or Mne with at least 12 months' service since attaining Role Performance Standard (RPS) at the date of application, a Leading Hand (LH) or Corporal (Cpl).

b. In date for source Specialisation Annual RPS Check.

c. An individual attending the Defence Photographic Selection and interview must have received a positive recommendation of ‘Yes’ or above for LH/Cpl (if AB1, Mne or L/Cpl) on their current SJAR.

d. Recommended for the Photographer Specialisation by their Commanding Officer.

e. Received a provisional assessment of suitability for photographic training by the Photographic Specialisation Adviser (NAVY COMMS-PHOT SPEC AD).

f. Have a permanent medical category of MEDCAT MFD A4/L1/M1/E1.

g. Have a colour perception of Grade 2.

h. Be Educationally Qualified for Promotion (EFP) to LH in accordance with Para 9634. When applying for workforce clearance, must have achieved minimum Level 1 Functional Skills (FS) (or equivalent) in English and Mathematics and appropriate competences recorded on JPA.

i. Six months or more since last Career Check (if any).

j. Have at least 3 years to serve on completion of the Defence Photographer Qualifying Course (DPQC).

k. Have workforce clearance for transfer.

l. Hold a full UK driving licence.

m. Accept that they may be required to undertake flying duties in the course of their employment.

9203. Application Process

An individual must have passed a Photographer aptitude and interview before workforce clearance is authorised. No individual can attend an aptitude without WFPM approval; the following procedure is to be used:

a. **Defence Photographer Selection Clearance.** When an individual has been recommended for the Photography specialisation in accordance with Para 9202. and found suitable for training i an application is to be submitted **iaw Ch 51, Profession and Specialisation Transfers** to proceed to Defence Photographic Selection and interview.

b. When permission is granted, the individual's unit is to liaise with NAVY COMMS-PHOT SPEC AD to request a place on a Photography Selection and interview board.

9204. Defence Photographer Selection and Interview

The selection and interview process is held at the Defence School of Photography over a period of 5 days.

a. **Conduct of the Selection and Interview.** The candidate will be required to demonstrate, to the satisfaction of the Instructor, that they have the qualities and potential required of a Leading Photographer.

b. On completion of the selection and interview, candidates and their Commanding Officer will be informed if the candidate passed or failed. The Photographic Specialisation Adviser will also inform relevant Professions & Career Managers of the results.

c. If successful, a copy of the letter is to be placed in the candidate's Service Documents and is to be retained until the rating is assigned to the Defence School of Photography, or their name is withdrawn.

9205. Post Photographic Selection and Interview Actions

a. **Specialisation Transfer Workforce Clearance.** Once an individual has passed the Photography aptitude and interview process, workforce clearance to specialisation transfer is to be requested in accordance with current regulations.

(1) Workforce clearance, if granted, will be valid for 2 years.

(2) The individual will then be allocated a provisional place on a LH (Phot) PQC.

b. On receipt of an Assignment Order detailing a candidate for Defence Photographer Course, Divisional Officers are to check that the rating meets all the requirements for the Course listed at Para 9202. Queries regarding eligibility, which cannot be answered in this Chapter, should be referred to the Professions Manager immediately, particularly if they concern a Career Check, seniority or current recommendation for LH.

9206. Passing Defence Photographer Qualifying Course (DPQC)

On successful completion of DPQC the following rules apply:

a. On being rated LH Photographer, ratings leave their original specialisation and join the Photographer specialisation.

b. An individual will be advanced to LH Photographer once all the criteria at Annex 92A have been satisfied. The following gives further guidance:

(1) LHs or equivalent rates who pass DPQC will be rated LH Photographer with a seniority date adjusted to the last day of LH DPQC.

(2) ABs or equivalent rates who have passed the LRLC will be rated LH Photographer with a seniority of the last day of DPQC.

(3) ABs or equivalent rates who pass DPQC but have not passed the LRLC will be rated LH Photographer on successful completion of LRLC with seniority back-dated to the last day of DPQC.

c. All LH Photographers are subject to a 12-month probationary period as described at Para 9207.

d. LH Photographers are required to give a minimum of 3 years Return of Service from completion of DPQC (see Chapter 53) (the 3-year period may include the 12 month notice period).

e. See Para 6907 and Para 6914 regarding non completion of LRLC and advancement to AHR in exceptional circumstances.

f. The Defence School of Photography will notify R&A of any RM personnel successfully completing course. Royal Marines will then be instructed to join HMS RALEIGH for the issue of clothing and documentation.

9207. Reversion and Disrating

a. **Leading Photographer.** The first 12 months' service as a LH Photographer will be a probationary period during which personnel will be required to complete a Task Book (TB). Any rating who fails to complete the TB and/or does not perform satisfactorily is to be considered for reversion to source specialisation with original seniority as an AB1 or LH.

b. In common with other sideways entry specialisations, ratings who are reverted or disrated to AB will be returned to their former specialisation and categories. Re-promotion and future employment within the Photographer Specialisation will be considered by the Professions Manager on a 'case by case' basis in consultation with the Navy Command Terms of Service team.

9208. JPA Recording - Competences, Annual RPS Check.

a. **Recording of Competences.** Once a Photographer rating has successfully completed DPQC, TB and achieved RPS, that competence is to be input to JPA by the appropriate unit HR administrator.

b. In exceptional circumstances, some individuals may be unable to achieve the mandatory RPS. Where this is the case, the Professions Manager should be consulted for advice.

9209. Education For Promotion

A Leading Hand must be educationally qualified to Level 1 Functional Skills and a Petty Officer to Level 2 Functional Skills in English and Mathematics or a suitable equivalent for either or both of these qualifications (see Para 9634 for further information).

9210. Failure to Complete Leadership Course

Refer to Para 6713 for rules on the impact on a rating's promotion if they fail to complete DPQC 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).

ANNEX 92A

PHOTOGRAPHER SPECIALISATION PROMOTION FLOWCHART

Table 92A-1 Photographer Sideways Entry Requirements

Requirement	Competency	Proficiency Level	Notes
Passed PQC for Leading Photographer			
Completed LRLC	Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|		Para 9210
At least 6 months since last Career Check (if any) on advancement			
Once rating is eligible for substantive promotion, units are to send a PAR Signal to the Ratings Promotion Section, info Career Manager			
EFP. Must have achieved minimum Level 1 FS (or equivalent) in English and Mathematics and the appropriate competences recorded on JPA			Para 9634
Rated LH (PHOT)			

Table 92A-2 Petty Officer (Photographer) Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Complete LH WTTB. Achieved RPS	Professional|RPS for LH (Phot)|Navy|		Para 9208
Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the CPD			Para 6703 b sub para (5)
Recommended for promotion on Appraisal Report at CRD			

Table 92A-3 Petty Officer (Photographer) Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
Completed SRLC	Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|		
Complete 5214 – Defence Photographic Management Course	Photo|Defence Photographer Management|Joint		
EFP. Achieved minimum Level 2 FS (or equivalent) in English and Mathematics and appropriate competences recorded on JPA			Para 9634
Promoted to PO(PHOT)			

Table 92A-4 Chief Petty Officer (Photographer) Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD			Para 6703.b sub para (5)
Completed SRLC	'Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|		
Recommended for promotion on Appraisal Report at CRD			

Table 92A-5 Chief Petty Officer (Photographer) Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Promoted to CPO(PHOT)			

Table 92A-6 Warrant Officer 2 (Photographer) Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD			Para 6703 b sub para (5)
EFP. Must have achieved minimum Level 2 FS (or equivalent) in English and Mathematics and the appropriate competences recorded on JPA			Para 9634
Recommended for promotion on Appraisal Report at CRD			

Table 92A-7 Warrant Officer 2 (Photographer) Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Satisfy terms of Assignment Order issued by Promotion Authority			
Promoted to WO2 (PHOT)			

Table 92A-8 Warrant Officer 1 (Photographer) Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD			
EFP. Must have achieved minimum Level 2 FS (or equivalent) in English and Mathematics and the appropriate competences recorded on JPA. competences recorded on JPA			Para 9634
Recommended for promotion on Appraisal Report at CRD			

Table 92A-9 Warrant Officer 1 (Photographer) Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Satisfy terms of Assignment Order issued by Promotion Authority			
Promoted to WO1 (PHOT)			