CHAPTER 89

HEALTHCARE AND MEDICAL PROFESSION - QUEEN ALEXANDRA'S ROYAL NAVAL NURSING SERVICE

(Sponsor: NAVY PEOPLE-WFPT MED SO1)

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CHAPTER 89

HEALTHCARE AND MEDICAL PROFESSION – QUEEN ALEXANDRA'S ROYAL NAVAL NURSING SERVICE

8901. Unified Career Management

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

b. Personnel in-Service or undergoing Phase 1 or 2 training on 1 Jan 24 will remain on legacy TACOS as per Chapters 48 & 49.

c. 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).

d. Promotion zones for personnel on legacy TACOS will be modified to the most beneficial between harmonised UCM or legacy timings, e.g. personnel will enter promotion zone at the earlier of the two timings and exit the promotion zone at the latest of the two dates.

ANNEX 89A

NAVAL NURSE SPECIALISATION (IN SERVICE TRAINED) – PROMOTION FLOWCHART

Naval Nurse Specialisation (In Service Trained) - Promotion Flowchart

New Entry: 17 years 10 months - 39 years (see Note 1).

NAVAL NURSE (STUDENT) (4)

Naval Nurse - Advancement Criteria

a. Complete Initial Naval Training (INT)

b. Successfully complete Registered Nurse training and register with the Nursing and Midwifery Council (NMC).

c. Recommendation for advancement (see Note 2).

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

NAVAL NURSE

Acting Leading Naval Nurse - Advancement Criteria

a. Recommended for advancement (see Note 3).

b. Provide Commanding Officer or delegated authority with documentary evidence of registration with the NMC.

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

d. 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 NAVAL NURSE

Leading Naval Nurse - Advancement Criteria

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

b. Complete the Transition to Military Practice (TtMP) course (3) within 12 months of Phase II Training (see Note 3).

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

Advanced to
LEADING NAVAL NURSE

Petty Officer Naval Nurse - Pre-Selection Requirements

a. Minimum of 2 years' seniority as a LNN 12 months prior to the Common Promotion Date (CPD).

b. Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD (Para 6703 b sub para (7)).

c. Recommended for promotion on Appraisal Report at Common Reporting Date (CRD) (see Note 5).

Petty Officer Naval Nurse - Pre-Promotion Requirements

d. Completed Senior Rates' Leadership Course (SRLC) and recorded on JPA competence (see Note 6).

e. Evidence of continuing registration with the NMC recorded on JPA.

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

Promoted to
PETTY OFFICER NAVAL NURSE

Chief Petty Officer Naval Nurse - Pre-Selection Requirements

a. Minimum of 3 years' seniority as a PONN 12 months prior to the CPD (Para 6703 b sub para (2)).

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.

Chief Petty Officer Naval Nurse - Pre-Promotion Requirements

d. Evidence of continuing registration with the NMC recorded on JPA.

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

Promoted to
CHIEF PETTY OFFICER NAVAL NURSE

Warrant Officer 2 Naval Nurse - Pre-Selection Requirements

a. Minimum of 3 years' seniority as a CPONN 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 Naval Nurse - Pre-Promotion Requirements

d. Evidence of continuing registration with the NMC recorded on JPA.

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

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

Promoted to
WARRANT OFFICER 2 NAVAL NURSE

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

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

Promoted to
WARRANT OFFICER 1 NAVAL NURSE

Notes:

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

a. Be between 17 years 10 months and 39 years of age. Candidates must have achieved 18 years of age by the end of the calendar month in which the Common Foundation Programme course begins.

b. The following educational qualifications provide eligibility to be considered for QARNNS student nurse selection (BSc (Hons) Nursing). The degree only entry programme commenced in 2008.

c. 120 UCAS tariff points from a maximum of three A/A2 Level Passes (or equivalent) and must include a Science–based subject:

(1) A minimum of three GCSEs at Grade 4 or above (previously Grade C) which must include English Language, Mathematics and a Science.

(2) Other Level 2 and Level 3 qualifications may be acceptable but must be endorsed by SR MED in the first instance.

(3) Any qualifications achieved overseas are to be ratified and a Statement of Comparability to be obtained from the United Kingdom National Agency for the Recognition and Comparison of International Qualifications and Skills (UK NARIC).

d. Pass an Assessment Board by the Specialist Medical Recruitment Team. The Adult Nursing board takes place in February and the Mental Health Nursing board takes place in November.

2. Advancement to Naval Nurse. *Student Naval Nurses will be advanced to Naval Nurse on successful completion of Registered Nurse Training and eligibility for registration with the Nursing and Midwifery Council (NMC). The date of advancement to Naval Nurse will be that of successful completion of Naval Nurse Training.*

(Continued)

Notes (Continued):

3. Advancement to Acting Leading Naval Nurse and Leading Naval Nurse

a. The seniority date for LNN will be the date of registration with the NMC.

b. Should a rating, on completion of Phase II Training, not be recommended for Acting LNN, the Unit Commanding Officer icw CM/Head of Discipline has the authority to withhold the advancement and recommend that the rating be reviewed by the parent establishment not less than 3 months and not more than 6 months. The rate held during this assessment period will be that of Naval Nurse. If subsequently recommended for advancement to Acting LNN (in writing to the CM), the seniority date will be the actual date of recommendation. If not recommended, consideration should be given to Discharge SHORE.

c. To enable advancement action by CM, the end of pre-registration training reports (appraisal report) provided by the DSHE for Naval Nurses must include a recommendation for advancement to Acting LNN.

d. Upon receipt of notification from the RN Leadership Academy confirming successful completion of LRLC, Unit Admin staffs are to ensure that individuals meet the requirements for substantive advancement laid down at Para 8902 and arrange for the individual to submit a request for substantive advancement by the Commanding Officer. Upon granting of substantive promotion, Unit Admin staffs are to raise a Promotion Authority Request signal to DDPD, copy to the Ratings' Promotions Section, requesting JPA action to reflect the award of substantive advancement and adjustment of seniority date.

4. Student Entry

a. Naval Nurses (Student) follow a 3 year course of practical and theoretical instruction based on the current syllabus of General Training stipulated by the Nursing and Midwifery Council (NMC). Naval Nurses (Student) undertake training at Birmingham City University (BCU), administered by the Defence School of Healthcare Education (DSHE), which is embedded within BCU.

b. QARNNS Student Naval Nurses may be seconded to certain civilian hospitals or Joint Hospital Groups (JHGs) in order to obtain specialist experience.

c. Failure will result in specialisation/branch/Service transfer if available and approved, or Discharge Unsuitable During Training.

(Continued)

Notes (Continued):

5. 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.*

6. Failure to Complete Professional and/or Leadership Course. *Refer to Para 6716 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 (outwith own control) or non-service reasons (within own control).*

ANNEX 89B

NAVAL NURSE SPECIALISATION (DIRECT ENTRY) – PROMOTION FLOWCHART

Naval Nurse Specialisation (Direct Entry) - Promotion Flowchart

New Entry: 20½ - 39 years (see Note 1).

NAVAL NURSE

Acting Leading Naval Nurse - Advancement Criteria

a. Provide documentary proof of Registration of the NMC Register (Registered Nurses trained in Adult Nursing or Mental Health Nursing).

b. Complete Initial Naval Training (INT) (see Notes 2/3/4).

c. Recommended for advancement (see Note 3).

d. Education For Promotion (EFP) qualified in accordance with Para 9615. Achieved minimum Level 1 Functional Skills (or equivalent) in English and Mathematics recorded on JPA.

Advanced to
ACTING LEADING NAVAL NURSE

a. Attend Transition to Military Practice (TtMP) Course within 12 months of Phase I Training (see Note 2).

b. Completed Leading Rates' Leadership Course (LRLC) within 12 months of Phase I Training; recorded on JPA.

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

Advanced to
LEADING NAVAL NURSE

(Further promotion will be as per Annex 89A)

Notes:

1. *Candidates for Direct Entry as fully qualified and Registered Nurses must fulfil the following conditions:*

a. Be aged between 20½ and 39 years.

b. Provide documentary proof of Registration of the NMC Register (Registered Nurses trained in, Adult Nursing or Mental Health Nursing).

c. Pass a Professional Interview Board.

2. *Candidates accepted for entry will join* Initial Naval Training (INT) *in the rate of Naval Nurse:*

a. All entrants will undergo Initial Naval Training (INT).

b. All entrants will attend a Transition to Military Practice course (TtMP).

3. *On successful completion of Phase 1 Training and, if recommended for advancement, direct entrants will be advanced to Acting Leading Naval Nurse. On successful completion of TtMP and LRLC, if recommended for advancement, entrants will be confirmed Leading Naval Nurse. Further advancement will be in accordance with the regulations for Naval Nurses laid down at Para 8902. The seniority date for Direct Entry qualified LNN will be from the date of enlistment in the RN.*

4. *If not recommended for advancement or for failure of LRLC, action should be taken in accordance with Para 6714.*

ANNEX 89C

NAVAL NURSE SPECIALISATION – SIDEWAYS ENTRY/TRANSFER FROM OTHER SERVICE

Naval Nurse Specialisation - Sideways Entry/Transfer from Other Service

a. Ratings of confirmed Petty Officer (PO) rate and below may apply at any time to be considered for Naval Nurse training.

b. Applications for workforce clearance should be made to the Navy Command HQ (NAVY PEOPLE-TRG-HQ-N5 SWP WO1 in accordance with current regulations. Workforce clearance, if approved, will be valid for 2 years. If workforce clearance is approved, applications are to be forwarded to NAVY RA-SAT MED PO Inter-Service transfers are processed through Recruit & Attract (R&A), Room 202, Building 1/080, MP 73A, Jago Road, HM Naval Base, Portsmouth, PO1 3LU and applicants' units are advised to make enquiries of R&A regarding the possibility of release from the parent Service.

c. Applicants will be eligible to appear before a Naval Nurse Selection Board provided they fulfil the following conditions:

(1) Be at least an NATO Rank OR2 but not more than a confirmed OR6.

(2) Hold 120 UCAS tariff points from a maximum of three A/A2 Level Passes (or equivalent) which must include a Science-based subject.

(3) Evidence of Medical Category (JMES) MFD or another JMES that allows Sea Service and Land Operational Deployment. Exceptionally, those in MLD category may be approved, RHOC advice will be taken with NAVY PEOPLE-WFPT MED SO1 holding the overall approval.

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

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

(6) Passed the Defence Aptitude Assessment.

(7) Provide curriculum vitae, emailed to NAVY RA-SAT MED PO.

(8) Gain a recommendation to train in health care from current CoC.

(9) Have completed a minimum of 2 weeks clinical exposure obtained in a relevant adult Health Care setting.

(10) Provide copies of SJARs for the last 3 years.

(11) Evidence of Service Leadership course.

d. R&A will convene all Selection Boards when necessary, and will inform Commanding Officers, copy to RCMNAHP.

e. Selected candidates will, subject to confirmation of availability by Ratings Career Manager (R&A for Inter-Service transfers), be assigned to the Defence School of Health Care Education (DSHE) for course. The rate at which Inter-Service personnel transfer, and the limitations on advancement during training, where applicable, will be confirmed by R&A after consultation with the Healthcare and Medical Profession Manager.

f. All candidates must comply with the current Return of Service regulations and sign a Waiver of Notice of Discharge as of Right in Consideration of a Course of Training (Form S2658) in accordance with Para 5305.

g. Failure to meet the standards required will result in discontinuation of training and either return to their original Service/branch/specialisation or Discharge Unsuitable During Training.

h. Ratings returned to their original Service/branch/specialisation who subsequently qualify at their own expense in the civilian examination and obtain registration with the NMC, may apply through their Commanding Officer for transfer to the Naval Nurse structure. If recommended the rating may, subject to approval by the Medical Branch Manager (R&A for inter-Service transfers), transfer from the date of the rating's registration with the NMC.

i. **Promotion in Source Specialisation whilst undergoing Naval Nurse Training.** See Para 6704. LHs will not be eligible for selection for promotion to Petty Officer whilst undergoing Naval Nurse training.

j. Ratings will be transferred to the QARNNS Naval Nurse structure subject to the following conditions:

(1) They have successfully completed Naval Nurse training and registered with the NMC (effective date of transfer will be date of successful completion of the course).

(2) Are recommended.

(3) Have minimum of 6 months since last Career Check (if any).

k. Ratings will transfer to the Naval Nurse structure as shown below:

Present Rate	Transfer To
Able Rating	A/LNN (see Para 6909 re LRLC)
Leading Hand	Leading Naval Nurse (see Para 6909 re LRLC)
Petty Officer	Petty Officer

l. Further promotion within the Naval Nurse structure for sideways entry is in accordance with Annex 89A.