CHAPTER 74

ENGINEERING PROFESSION - MARINE ENGINEERING

*(Sponsors: NAVY PEOPLE-WFPT ENG MEGS SO2 – GS
NAVY PEOPLE-WFPT ENG MESM SO2 – SM)*

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CHAPTER 74

ENGINEERING PROFESSION - MARINE ENGINEERING

7401. Recommendations

Officers making recommendations for ratings' advancement, promotion, examination or courses, are to pay due regard to the conditions set out in Para 6901 and Para 6902 sub para d.

7402. Marine Engineering Examinations in the Fleet

a. All ME Professional Qualifying Certificate and Examinations are to be conducted in accordance with BR 2000(3)(1) and Chapter 69 Section 4.

b. For refusal to take a Professional Qualifying Course or mandatory examinations, see Para 6912.

7403. Return from Submarine Service to General Service

a. Ratings returning to General Service will retain their existing rate, seniority and, where appropriate, base Service Qualification (SQ). They will be required to gain/endorse the watch-keeping qualifications commensurate with their rate, in accordance with BR 2000 (3)(1) Article 0214.

b. Where ratings have been disrated/reverted prior to transfer, re-advancement will be in accordance with the rules in Chapter 70. Ratings will also be required to pass the relevant General Service career courses on re-advancement.

7404. Titles and Origins of Marine Engineering Ratings

a. The ME sub-branch comprises of Mechanics and Engineering Technicians. A full history of branch composition, including description of Marine Engineering Artificers, is available in BRd 2000(3)(1) Ch.6.

b. **Marine Engineering Mechanics.** Individuals comprise the following:

(1) Mechanics who entered after 1 Apr 94 but commenced Part II training before 6 Sep 98 were designated MEM and received common electrical and mechanical training during MEM2CC/ MEM1CC/ MEMCC. They were designated (M) or (L) prior to LMEMQC on which they received specialist mechanical and electrical training. They have a full Marine Engineering operator capability. Submarine Service Mechanics were also designated (M) or (L) prior to LMEMQC on which they received specialist mechanical or electrical training. They have a full Marine Engineering operator capability.

(2) All Mechanics who commenced Part II training after 6 Sep 98 are designated MEM and receive common electrical and mechanical training during MEICC. Submarine Service Mechanics are designated (M) or (L) prior to LMEMQC, on which they receive specialist mechanical or electrical training. They have a full Marine Engineering operator capability.

(3) General Service Mechanics who were designated MEM or MEM(L) and completed the common LMEMQC after 1 Sep 99 are designated LMEM. They have no SQ and have common electro-mechanical training and full operator capability.

c. **Engineering Technician (ET).** From April 2006, the ME sub-branch new entry consists of two ET sub-specialisations: Marine Engineering and Marine Engineering Submarine (MESM). All ETs receive common electrical and mechanical training during their ETICC. ET(MESM)s are designated either (M) or (L) whilst on LET(MESM) QC and receive specialist mechanical or electrical training. They have a full ME operator capability.

d. **Marine Engineering General Service Operating Model.** From September 2024, ET(ME) qualifying courses for NHR were structured to offer Engineer and Technician stream training. ET(ME)s are designated either ML1, EL, ML3 or Technician prior to conducting LET(ME) and POET(ME) QCs. ET(ME)s designated as ML1, EL or ML3 will receive specialist mechanical or electrical training.

(1) **Technician Training.** provides for a more watchkeeping and maintenance focused role. Training courses at METG are less academically challenging and aim to promote watchkeeping, maintenance, and general engineering principles.

(2) **Engineer Training.** provides for a more specialist role. Training courses at METG are academically challenging with individuals delivering at sea in roles akin to the traditional Deputy Section Head, Section Head and Group Head roles. They are considered as Subject Matter Experts (SMEs) for ME systems and equipment and specialise, as per already established streams, ML1, EL and ML3.

(3) **Stream Transfer.** opportunities are available to stream transfer, and this allows individuals to self-determine at what stage they may consider themselves ready to undertake specific roles. Transfer between Engineer and Technician roles is via a Streaming Transfer Board (STB) which is conducted termly by Branch. Individuals must ensure their stream preference is recorded correctly as per para 7406.b to be considered at an STB. Stream transfer is only available for LET-CPOET inclusive, they must be 12 months substantive in rank and will be subject to any RoS associated with specific training following transfer. The option to transfer between Engineer and Technician roles will cease on selection and acceptance of WO2 promotion. Stream transfer is also possible via promotion to the next higher rank, but the respective Pre-Selection Requirements must be satisfied to be considered for promotion.

(4) **MEGS FT, AA and MCC Schemes.** personnel selected for training on these schemes will train to deliver in an Engineer role. Completion of the scheme then places the individual on to STP with promotion iaw para 7406.

7405. Non-advancement and Re-advancement

a. Ratings who, for reasons of misconduct, incompetence or want of diligence, cannot be advanced or promoted within a reasonable period are to be reported to the Administrative Authority (Annex 54A) so that further retention in the Service can be considered. In cases which are subject to parliamentary correspondence or enquiry, or if the case involves security matters, recommendations are to be forwarded to the Navy Command Headquarters Casework Cell, through the appropriate Administrative Authority (Annex 54A), accompanied by all relevant Service Documents (including Appraisal Reports). The length of a reasonable period in this context must be determined by a rating's Commanding Officer, having regard to the system of advancement or promotion governing each branch/specialisation. Recommendation should not normally be delayed beyond completion of the following:

(1) ET(ME)2 - ET(ME) Harbour Watchkeeping Qualification not completed in first six months of sea service.

(2) ET(MESM)2 - MEMOC - MEMOC Parts A and B not completed in first 15 months of sea service.

(3) ET(ME)1 - ET(ME) Sea Watchkeeping Qualification on completing 12 months' sea service as an ET(ME)1.

(4) ET(MESM)1 - Full MEMOC Taskbook and RPS Assessment not passed on completing 15 months sea service as an ET(MESM)1.

b. Attention is drawn to Chapter 57 with respect to the formal warning of ratings.

c. **Re-advancement/promotion.** All ratings' re-advancement or re-promotion following disrating or reversion will be in accordance with Chapter 70. In general, re-advancement or promotion is time based and does not require re-qualification. Those seeking promotion, or requiring two years or more to regain their previous rate, will need to re-qualify in accordance with the regulations given below.

7406. Engineering Technician (Marine Engineering) - Promotion Regulations for Individual Competency Framework (ICF) Trained Ratings

a. The following rules apply to personnel who entered the RN as an Engineering Technician (Marine Engineer) and completed an Engineering Technician Initial Career Course (ETICC) on or after **23 Jan 15** and ET(ME) personnel who have completed an Individual Competence Framework (ICF) designed next higher rate Qualifying Course (QC).

b. **Streaming Preference**. The Streaming Preference is to be recorded on JPA as follows:

(1) Log on to JPA Self Service.

(2) Select – **My Career**.

(3) Select - **Employee Preferences** and in the First **'Comments'** box enters either:

(a) ML1, or

(b) EL, or

(c) ML3, or

(d) Tech

(4) Click Apply.

(5) The 1RO is to provide supporting evidence in the individual's SJAR of suitability for a streaming preference.

(6) Do Not enter the streaming preference in any other field, for example Job 1st Preference box, as SCIO will not pull the preference through to the promotions board.

7407. MEGS/MESM Fast Track Scheme

The Fast Track (FT) scheme will afford individuals an accelerated advancement route. Selection will be via a two-stage process with two available entry points; initially at ET and subsequently at LET. This takes account of individuals who develop at differing rates and gives a flexible career path to ensure that career progression through training and employment is better matched to the abilities of technicians. For full details on the ESM FT scheme, see Chapter 73.

7408. MEGS/MESM Accelerated Apprenticeship Scheme

a. **MEGS(AA):** MEGS Accelerated Apprentices (AA) join HMS RALEIGH as a Probationary Leading Hand (see Para 6809) until they become a Gain to the Trained Strength (GTS) as a POET on completion of a bespoke training pipeline (see Annex 74C). Further detail on the AA(GS) scheme may be found at Para 6810. The AA(GS) Warnings and Failure policy is laid down at Annex 68K.

b. **MESM(AA):** The first intake for ESM AA joined HMS RALEIGH in Nov 18; The MESM AA pipeline followed that of the UGAS but finished on completion of the First Shore Training Phase (see Annex 73K). Further detail on the AA(SM) scheme may be found at Ch73 Para 7304. The AA(SM) Warnings and Failure policy is laid down at Annex 73G.

7409. MEGS Maritime College Cadetship Scheme

The Maritime College Cadetship (MCC) scheme uses a combination of civilian college training and training at sea on an RN platform to expeditiously qualify a POET. This is followed by SRLC alongside their Select-Train-Promote (S-T-P) counterparts. Further detail on the MCC scheme may be found at Annex 74F.

7410. Marine Engineering Mechanics (Submarines)

a. All personnel who remain within the legacy Marine Engineering Mechanic specialisation and have not undertaken conversion training to the ET(MESM) specialisation must meet the same pre-selection and pre-promotion requirements as detailed within Annex 74B.

b. In order to meet the requirements of Nuclear Safety Management Arrangements[1] for the watchkeeping qualifications needed to meet the pre-selection criteria for the next higher rate, additional training may be required. If an individual wishes to undertake this additional training, then this will be arranged in consultation between the individual, their Career Manager and the MESM Branch Manager. On selection for the next higher rate any additional training requirements to convert them to the ET(MESM) branch will be completed with the specialisation transition occurring on the individual's CPD (subject to all pre-promotion criteria being met).

c. There is no longer a service requirement for promotion within the Marine Engineering Mechanic specialisation and all personnel must transfer to the ET(MESM) branch on promotion to the next higher rate.

[1] NRPA 3-4 'Training and Qualification of Naval Nuclear Propulsion Plant Operators and Shore Based Personnel.

ANNEX 74A

ENGINEERING TECHNICIAN (MARINE ENGINEERING) PROMOTION TABLES

1. Engineering Technician (Marine Engineering) - Promotion Regulations for Non-ICF Trained Ratings April 2006 to 22 January 2015

These personnel are considered to be Engineer trained at their substantive rank. Further promotion is iaw the promotion tables below.

2. Engineering Technician (Marine Engineering) - Promotion Regulations for Marine Engineering Mechanic Trained Ratings

Legacy trained Marine Engineering Mechanics (MEMs) are considered to be Technician trained at their substantive rank. Further promotion is iaw the promotion tables below.

ET(ME)2 to ET(ME)1

Table 74A-1. Advancement from ET(ME)2 to ET (ME)1

Requirement	Competency	Proficiency Level	Notes
Completed Phase 1 Training.			
At least 6 months since last Career Check (if any) on date due advancement.			
Completed ET(ME) Initial Career Course (ETICC).	ME|Engineering Technician (ME) Initial Career (ME150)|Navy|		
Display required proficiency in accordance with competencies as laid down in the ICF as ET(ME)2, authorised by HOD.	Professional| Engineering Technician (GS)|Navy'	'ET1 Sea 1'	1
Complete Mandated CDJ tasks (ETOW2 – To be completed within 6 months sea service).			
Recommended for advancement to ET(ME)1 by CO. Promotion Authorisation Request (PAR) forwarded to Flotilla Career Management Cell (CMC).			

Advanced to - ET(ME)1

ET(ME)1 to LET(ME)

Table 74A-2. Pre-Selection Requirements for LET(ME) Technician at Common Reporting Date (CRD)/Selection Eligibility Date (SED)

Requirement	Competency	Proficiency Level	Notes
Display required proficiency as an ET(ME)1	'Professional| Engineering Technician (GS)|Navy'	'ET1 Sea 2'	2, 3
Completed 12 months Sea service.	CMS|12 Months Sea Time AB|Navy'		
Passed Sea Watch Keeping Qualification.	Professional|ET1 Sea Watchkeeping Qualified| Navy		
Serving on an ES1/FC/OE1 that expires after the nominated Common Promotion Date (CPD) [1].			
Recommended for promotion on appraisal report at Selection Eligibility Date (SED).			4

Table 74A-3. Pre-Promotion Requirements for LET(ME) Technician

Requirement	Competency	Proficiency Level	Notes
Completed Leading Rates' Leadership Course (LRLC) by nominated CPD.	'Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy		5
Passed LET (ME) Qualifying Course[2] (QC) training by nominated CPD +12 months.	ME|LET (MEGS) Common QC:(ME151T)|Navy|		5 - 11
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
To be educationally qualified for promotion (EFP) iaw Para 9615.	Educational|RN/RM English Level 1|Navy **Or** Educational|RN/RM English Level 2|Navy **Or** Educational|RN/RM English Proxy A*- C|Navy|Navy| **And** Educational|RN/RM Mathematics Proxy A*- C|Navy| **Or** Educational|RN/RM Mathematics Level 1|Navy **Or** Educational|RN/RM Mathematics Level 2|Navy		

Promoted to - Leading Engineering Technician (Marine Engineering)

LET(ME) to POET (ME)

Table 74A-4. Pre-Selection Requirements for POET(ME) Technician at CRD

Requirement	Competency	Proficiency Level	Notes
Display required proficiency as an LET(ME) Technician.	'Professional| Technician(GS)Navy|'	LET Sea	2
Hold an MEOOW2 qualification.	'Professional|Marine Engineer Officer Of The Watch 2 Certificate (MEOOW2C)|Navy'		
Hold a Switchboard Operator's Certificate.	'Professional|Switchboard Operating Certificate (DB33)|Navy'		
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.			
Recommended for promotion on appraisal report at SED.			4
Completed 12 months Sea service.	CMS|12 Months Sea Time LH|Navy'		

Table 74A-5. Pre-Promotion Requirements for POET(ME) Technician

Requirement	Competency	Proficiency Level	Notes
Completed Senior Rates Leadership Course (SRLC) by nominated CPD.	'Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy		5
Passed POET (ME) Qualifying Course[3] (QC) training by nominated CPD +12 months.	ME|POET (MEGS) Common Qualifying course (ME153T)|Navy|	Pass	5 - 11
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
To be educationally qualified for promotion (EFP) iaw Para 9615.	Educational|RN/RM English Level 2|Navy **Or** Educational|RN/RM English Proxy A*- C|Navy|Navy| **&** Educational|RN/RM Mathematics Level 2|Navy **Or** Educational|RN/RM Mathematics Proxy A*- C|Navy|		

Promoted to - Petty Officer Engineering Technician (Marine Engineering)

POET(ME) to CPOET (ME)

Table 74A-6. Pre-Selection Requirements for Chief Petty Officer (ME) Technician at CRD

Requirement	Competency	Proficiency Level	Notes
Display required proficiency as an POET(ME) Technician.	'Professional|Technician(GS)| Navy|'.	POET Sea	2
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD[4].			
Hold an MEOOW2 qualification.	'Professional|Marine Engineer Officer Of The Watch 2 Certificate (MEOOW2C)|Navy'		
Hold an MEOOW1 qualification.	'Professional|Marine Engineer Officer Of The Watch Certificate (MEOOWC)|Navy'		
Recommended for promotion on appraisal report at SED.			4
Completed 12 months Sea service.	CMS|12 Months Sea Time PO|Navy'		

Table 74A-7. Pre-Promotion Requirements for CPOET(ME) Technician

Requirement	Competency	Proficiency Level	Notes
Passed CPOET (ME) Qualifying Course (QC) by nominated CPD +12 months.	ME|CPOET (MEGS) QC: ME155|Navy|	Pass	5 - 11
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			

Promoted to - Chief Petty Officer Engineering Technician (Marine Engineering)

CPOET(ME) to WO2ET (ME)

Table 74A-8. Pre-Selection Requirements for Warrant Officer Second Class (ME) Technician at CRD

Requirement	Competency	Proficiency Level	Notes
Serving on FC/OE1 or EC/2OE or ES2/ES3 which expires after the CPD[6].			
Recommended for Promotion on Appraisal Report at Common Reporting Date.			4
Completed 12 months Sea service.	CMS|12 Months Sea Time CPO|Navy'		

Table 74A-9. Pre-Promotion Requirements for WO2ET (ME) Technician

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
Educationally Qualified in accordance with Para 9615.			

Promoted to - Warrant Officer Second Class Engineering Technician (Marine Engineering)

WO2ET(ME) to WO1ET(ME)

Table 74A-10. Pre-Selection Requirements for Warrant Officer First Class (ME) Technician at CRD

Requirement	Competency	Proficiency Level	Notes
Serving on FC/OE1 or EC/2OE or ES2/ES3 which expires after the CPD[7].			
To be a substantive WO2 at Common Reporting Date			
Recommended for Promotion on Appraisal Report at Common Reporting Date.			4

Table 74A-11. Pre-Promotion Requirements for WO1ET (ME) Technician

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
Educationally Qualified for promotion in accordance with Para 9615.			

Promoted to - Warrant Officer First Class Engineering Technician (Marine Engineering)

Notes:

1. Failure to Achieve the Eligibility Criteria for Advancement from ET(ME)2 to ET(ME)1. *For an ET(ME) 2 who is not achieving the eligibility criteria and, therefore, the subsequent recommendation for advancement, see rules at Article 7405.*

2. CDJ Competence/ICF Framework. *Display required proficiency in current rate. In accordance with competences laid down in the ICF Competency Matrix and the ICF Competency Levels; achieved within the sea employment space, evidenced within the individual's CDJ, authorised by HOD.*

3. Competent ET(ME)1s who are assigned to an operational ship with a different equipment fit to that in which the competence was gained. *Competent ET(ME)1s who are assigned to an operational ship with a different equipment fit to that in which the competence was gained must be endorsed by the MEO within 6 months' sea service (BR 2000(3)(1) Article 0214).*

4. Recommendation for Promotion. *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. For promotion up to the rate of PO, Streamlined Eligibility Dates (SED) of 31 Mar, 31 Jul and 30 Nov in any year will apply. If a streamlined promotion candidate has been awarded a positive recommendation for promotion (as above) in the last SJAR and, since that report, has become eligible in all other respects for selection, they will be placed before the Promotion Board.*

5. Failure to Complete Professional and/or Leadership Course. *Reference should be made to Para 6714 and 6703 b sub para 4 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 own control) or non-service reasons (within own control).*

6. Pre-course Learning. *Pre-course learning is to be completed in accordance with the policy of the relevant Training School. Where this is not achieved, the suitability of the individual to undertake the course will be determined on a case-by-case basis by the Commanding Officer HMS SULTAN.*

(Continued)

Notes: (Continued)

7. The suitability of individuals to retake failed elements of the QC or the requirement to be back classed. *The suitability of individuals to retake failed elements of the QC or be back classed will be determined by the Commanding Officer HMS SULTAN. A repeat failure of part/all the course may result in the individual being deselected, continuing to serve in the lower rate and their suitability for future higher rate QCs will be through the selection process and will be dependent on performance as reported in the annual SJAR.*

8. Unsuitable Candidates. *Where, during the period of the Qualifying Course, candidates are found to be unsuitable for promotion to the next higher rate, they may be withdrawn from training by the Commanding Officer HMS SULTAN. In such cases, individuals will be deselected and will continue to serve in the lower rate. They will be eligible for future selection in normal course.*

9. Personnel who do not have sufficient length of service remaining to meet the requirement of any Return of Service (RoS) attached to a Qualifying Course (QC). *Personnel must agree on Form S61(Para 5304 sub para f) to serve any extension of service (EoS) that may be required to cover the length of the course and associated ROS. Acceptance of the EOS will be required prior to commencement of the relevant QC.*

10. Refusal to Undertake the QC. *If successful ratings decide to refuse the course, they will be deselected and continue to serve in their current rate.*

11. Qualifying Courses Failures. *For rules regarding failure, see Para 6912.*

12. Route to Engineer LET / POET / CPOET from Technician Promotion Table. *Personnel can move across to the Engineer Promotion Table but must be aware of any additional training requirement. Transfers will be considered by the Streaming Transfer Board.*

ENGINEERING TECHNICIAN (MARINE ENGINEERING) ENGINEER PROMOTION TABLE

ET(ME)2 to ET(ME)1

Table 74A-12. Advancement from ET(ME)2 to ET (ME)1

Requirement	Competency	Proficiency Level	Notes
Completed Phase 1 Training.			
At least 6 months since last Career Check (if any) on date due advancement.			
Completed ET(ME) Initial Career Course (ETICC).	ME|Engineering Technician (ME) Initial Career (ME150)|Navy|		
Display required proficiency in accordance with competencies as laid down in the ICF as ET(ME)2, authorised by HOD.	Professional| Engineering Technician (GS)|Navy'	'ET1 Sea 1'	1
Complete Mandated CDJ tasks (ETOW2 – To be completed within 6 months sea service).			
Recommended for advancement to ET(ME)1 by CO. Promotion Authorisation Request (PAR) forwarded to Flotilla Career Management Cell (CMC).			

Advanced to - ET(ME)1

ET(ME)1 to LET(ME)

Table 74A-13. Pre-Selection Requirements for LET(ME) Engineer at Common Reporting Date (CRD)/Selection Eligibility Date (SED)

Requirement	Competency	Proficiency Level	Notes
Display required proficiency as an ET(ME)1	'Professional| Engineering Technician (GS)|Navy'	'ET1 Sea 2'	2, 3
Completed 12 months Sea service.	CMS|12 Months Sea Time AB|Navy'		
Passed Sea Watch Keeping Qualification.	Professional|ET1 Sea Watchkeeping Qualified| Navy		
Serving on an ES1/FC/OE1 that expires after the nominated Common Promotion Date (CPD) [1].			
Recommended for promotion on appraisal report at Selection Eligibility Date (SED).			4

Table 74A-14. Pre-Promotion Requirements for LET(ME) Engineer

Requirement	Competency	Proficiency Level	Notes
Completed Leading Rates' Leadership Course (LRLC) by nominated CPD.	'Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy		5
Passed LET (ME) Qualifying Courses[2] (QC) inc Streamed and craft package training by nominated CPD +12 months.	ME|LET (MEGS) Common QC:(ME151T)|Navy| ME|LET (MEGS) Engineer QC:(ME151E)|Navy| Plus: **M1 Power and Propulsion:** ME|LET(MEGS) Power and Propulsion QC: ME151A|Navy| **&** ME|LET(MEGS) QC - Fitting and Machining (ME293)|Navy| **Or** **M2 Controls and Distribution:** ME|LET(MEGS) Controls and Distribution QC: ME151B|Navy| **Or** **M3 Ships Services:** ME|LET(MEGS) Ships Services QC: ME151C|Navy| **&** ME|LET (MEGS) QC Welding and Pipework (ME294)|Navy|		5 - 11
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
To be educationally qualified for promotion (EFP) iaw Para 9615.	Educational|RN/RM English Level 1|Navy **Or** Educational|RN/RM English Level 2|Navy **Or** Educational|RN/RM English Proxy A*- C|Navy|Navy| **And**		

	Educational|RN/RM Mathematics Proxy A*-C|Navy| **Or** Educational|RN/RM Mathematics Level 1|Navy **Or** Educational|RN/RM Mathematics Level 2|Navy		

Promoted to - Leading Engineering Technician (Marine Engineering) (ML or EL)

LET(ME) to POET (ME)

Table 74A-15. Pre-Selection Requirements for POET(ME) Engineer at CRD

Requirement	Competency	Proficiency Level	Notes
Display required proficiency as an LET(ME) Engineer.	'Professional| Engineering(GS)|Navy|'	LET Sea	2
Hold a Switchboard Operator's Certificate.	'Professional|Switchboard Operating Certificate (DB33)|Navy'		
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.			
Recommended for promotion on appraisal report at SED.			4
Completed 12 months Sea service.	CMS|12 Months Sea Time LH|Navy'		

Table 74A-16. Pre-Promotion Requirements for POET(ME) Engineer

Requirement	Competency	Proficiency Level	Notes
Completed Senior Rates Leadership Course (SRLC) by nominated CPD.	'Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy		5
Passed POET (ME) Qualifying Courses[3] (QC) inc Streamed training by nominated CPD +12 months.	ME|POET (MEGS) Common Qualifying Course (ME153T)|Navy| ME|POET (MEGS) Engineer Qualifying Course (ME153E)|Navy| Plus, one of the following: **M1 Power and Propulsion:** ME|POET(MEGS) Power and Propulsion QC: ME153A|Navy| **Or** **M2 Controls and Distribution:** ME|POET(MEGS) Controls and Distribution QC: ME153B|Navy| **Or** **M3 Ships Services:** ME|POET(MEGS) Ships Services QC: ME153C|Navy|	Pass	5 - 11

(Continued)

Table 74A-16. Pre-Promotion Requirements for POET(ME) Engineer (Continued)

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
To be educationally qualified for promotion (EFP) iaw Para 9615.	Educational|RN/RM English Level 2|Navy **Or** Educational|RN/RM English Proxy A*- C|Navy|Navy| **&** Educational|RN/RM Mathematics Level 2|Navy **Or** Educational|RN/RM Mathematics Proxy A*- C|Navy|		

Promoted to - Petty Officer Engineering Technician (Marine Engineering) (ML or EL)

POET(ME) to CPOET (ME)

Table 74A-17. Pre-Selection Requirements for Chief Petty Officer (ME) Engineer at CRD

Requirement	Competency	Proficiency Level	Notes
Display required proficiency as an POET(ME) Engineer.	'Professional|Engineering (GS)| Navy|'.	POET Sea	2
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD[4].			
Recommended for promotion on appraisal report at SED.			4
Completed 12 months Sea service.	CMS|12 Months Sea Time PO|Navy'		

Table 74A-18. Pre-Promotion Requirements for CPOET(ME) Engineer

Requirement	Competency	Proficiency Level	Notes
Passed CPOET (ME) Qualifying Course (QC) by nominated CPD +12 months.	ME|CPOET (MEGS) QC: ME155|Navy|	Pass	5 - 11
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			

Promoted to - Chief Petty Officer Engineering Technician (Marine Engineering) (ML or EL)

CPOET(ME) to WO2ET (ME)

Table 74A-19. Pre-Selection Requirements for Warrant Officer Second Class (ME) Engineer at CRD

Requirement	Competency	Proficiency Level	Notes
Serving on FC/OE1 or EC/2OE or ES2/ES3 which expires after the CPD[6].			
Recommended for Promotion on Appraisal Report at Common Reporting Date.			4
Completed 12 months Sea service.	CMS|12 Months Sea Time CPO|Navy'		

Table 74A-20. Pre-Promotion Requirements for WO2ET (ME) Engineer

Requirement	Competency	Proficiency Level	Notes
Passed WO2 ET (ME) Qualifying Course (QC) by nominated CPD +12 months.	Professional|Marine Engineer Warrant Officer Charge Qualification (WOCQ(ME))|Navy		5 - 11
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
Educationally Qualified in accordance with Para 9615.			

Promoted to - Warrant Officer Second Class Engineering Technician (Marine Engineering)

WO2ET(ME) to WO1ET(ME)

Table 74A-21. Pre-Selection Requirements for Warrant Officer First Class (ME) Engineer at CRD

Requirement	Competency	Proficiency Level	Notes
Serving on FC/OE1 or EC/2OE or ES2/ES3 which expires after the CPD[7].			
To be a substantive WO2 at Common Reporting Date.			
Recommended for Promotion on Appraisal Report at Common Reporting Date.			4

Table 74A-22. Pre-Promotion Requirements for WO1ET (ME) Engineer

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
Educationally Qualified for promotion in accordance with Para 9615.			

Promoted to - Warrant Officer First Class Engineering Technician (Marine Engineering)

Notes:

1. *Failure to Achieve the Eligibility Criteria for Advancement from ET(ME)2 to ET(ME)1. For an ET(ME) 2 who is not achieving the eligibility criteria and, therefore, the subsequent recommendation for advancement, see rules at Article 7405.*

2. ***CDJ Competence/ICF Framework.*** *Display required proficiency in current rate. In accordance with competences laid down in the ICF Competency Matrix11 and the ICF Competency Levels12; achieved within the sea employment space, evidenced within the individual's CDJ, authorised by HOD.*

3. *Competent ET(ME)1s who are assigned to an operational ship with a different equipment fit to that in which the competence was gained. Competent ET(ME)1s who are assigned to an operational ship with a different equipment fit to that in which the competence was gained must be endorsed by the MEO within 6 months' sea service (BR 2000(3)(1) Article 0214).*

4. ***Recommendation for Promotion.*** *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. For promotion up to the rate of PO, Streamlined Eligibility Dates (SED) of 31 Mar, 31 Jul and 30 Nov in any year will apply. If a streamlined promotion candidate has been awarded a positive recommendation for promotion (as above) in the last SJAR and, since that report, has become eligible in all other respects for selection, they will be placed before the Promotion Board.*

5. ***Failure to Complete Professional and/or Leadership Course.*** *Reference should be made to Para 6714 and 6703 b sub para 4 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 own control) or non-service reasons (within own control).*

6. ***Pre-course Learning.*** *Pre-course learning is to be completed in accordance with the policy of the relevant Training School. Where this is not achieved, the suitability of the individual to undertake the course will be determined on a case-by-case basis by the Commanding Officer HMS SULTAN.*

(Continued)

Notes: (Continued)

7. *The suitability of individuals to retake failed elements of the QC or the requirement to be back classed. The suitability of individuals to retake failed elements of the QC or be back classed will be determined by the Commanding Officer HMS SULTAN. A repeat failure of part/all the course may result in the individual being deselected, continuing to serve in the lower rate and their suitability for future higher rate QCs will be through the selection process and will be dependent on performance as reported in the annual SJAR.*

8. ***Unsuitable Candidates.*** *Where, during the period of the Qualifying Course, candidates are found to be unsuitable for promotion to the next higher rate, they may be withdrawn from training by the Commanding Officer HMS SULTAN. In such cases, individuals will be deselected and will continue to serve in the lower rate. They will be eligible for future selection in normal course.*

9. *Personnel who do not have sufficient length of service remaining to meet the requirement of any Return of Service (RoS) attached to a Qualifying Course (QC). Personnel must agree on Form S61(Para 5304 sub para f) to serve any extension of service (EoS) that may be required to cover the length of the course and associated ROS. Acceptance of the EOS will be required prior to commencement of the relevant QC.*

10. ***Refusal to Undertake the QC.*** *If successful ratings decide to refuse the course, they will be deselected and continue to serve in their current rate.*

11. ***Qualifying Courses Failures.*** *For rules regarding failure, see Para 6912.*

12. *Route to Technician LET / POET / CPOET from Engineer Promotion Table. Personnel can move across to the Technician Promotion Table but must be aware of the requirement for watchkeeping qualifications. Transfers will be considered by the Streaming Transfer Board.*

ANNEX 74B

ENGINEERING TECHNICIAN (MARINE ENGINEERING SUBMARINE) PROMOTION TABLES

1. Engineering Technician (Marine Engineering Submarine) - Entry from April 2006 - Promotion Tables

The following rules apply to New Entry personnel who entered the Service from April 2006 and legacy Mechanics post higher rate or enabling QCs, who transferred to ET as part of the Branch Development process.

ENGINEERING TECHNICIAN (MARINE ENGINEERING SUBMARINE) PROMOTION TABLES

ET(MESM)2 to ET(MESM)1

Table 74B-1 ET(MESM)2 to ET(MESM)1 Requirements

Requirement	Competence	Proficiency Level	Notes
Completed Part 1 New Entry Training and Part 2 Career Course (ETICC). On completion rating issued ETME Task book.	ME|Engineering Technician (MESM) Initial Career (ME175)|Navy|	Pass	1, 19
Completed SMQ(Wet) - Qualified Submariner.	SM|Submarine Service|Navy|	Pass	
At least 6 months since last Career Check (if any) on date due advancement.			
Completed Task Book for ET(MESM)2 (MEMOC A and B).	'Professional|Achieved MEMOC(SM) (Parts A and B) (DQ50)|Navy|'		2 – 3, 19
Recommended for advancement to ET(ME)1 by CO.			3

Advanced to ENGINEERING TECHNICIAN (MARINE ENGINEERING SUBMARINE) FIRST CLASS

ET(MESM)1 to LET(MESM)

Table 74B-2. Pre-Selection Requirements for LET(MESM) at Selection Eligibility Date (SED)

Requirement	Competence	Proficiency Level	Notes
Pass RPS ET1 MESM assessment.	'Professional|RPS for ET(MESM)|Navy'	Pass	4, 5, 19
Streaming Preference recorded on JPA as ML or EL.			
Serving on an ES1/FC/OE1 that expires after the nominated Common Promotion Date (CPD) (Para 6703 b sub para 6).			
Recommended for promotion on appraisal report at Selection Eligibility Date (SED) (Para 6703 b sub para 3).		Yes or higher	

Table 74B-3. Pre-Promotion Requirements for LET(MESM)

Requirement	Competence	Proficiency Level	Notes
Minimum 24 months length of service remaining post career course to complete attached Return of Service (RoS).			11
Completed Leading Rates' Leadership Course (LRLC) by nominated CPD.	'Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy	Pass	13, 18
Completed LET(MESM)QC by nominated CPD +12 months.	'ME|LET(MESM) Career (ME176)|Navy|'	Pass	7 – 8, 13, 18
Completed NPSC by nominated CPD+12 months	'ME|NPSC(V) - Nuclear Propulsion Systems Course (V Class) (ME301V)|Navy|' **or** 'ME|NPSC(T) - Nuclear Propulsion Systems Course (T Class) (ME301T)|Navy|' **or** 'ME|NPSC(A) - Nuclear Propulsion Systems Course (A Class) (ME301A)|Navy|'	Pass	7 – 8, 13, 18
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			

Promoted to –LEADING ENGINEERING TECHNICIAN (MARINE ENGINEERING SUBMARINE)

Table 74B-4 Pre-Selection Requirements for POET(MESM)

Requirement	Competence	Proficiency Level	Notes
Completed LET(MESM) Task Book.			9
If employed in an Aft ME position, to hold the Professional Qualifying Certificate Cat C Watch Keeper (EPO/SCPO **or** MMSS) **and** Manoeuvring Room Shut Down Supervisor (MRSDS). Qualification to be achieved within 12 Months Sea Service.	'Professional|SM Category 'C' Nuclear Watchkeeper|Navy|' **and** 'Professional|SM Shut Down Supervisor|Navy|'	Pass	
If employed in a Ship System position, to hold the Professional Qualifying Certificate Submarine Control Console Operator (SCCOP) **and** Duty Fwd Tech Supervisor (DFTS). Qualification to be achieved within 12 Months' Sea Service.	'Professional|SM Control Console Operator|Navy|' **and** 'Professional|SM Shut Down Duty Forward Technical Supervisor|Navy|'	Pass	
Recommended for promotion on appraisal report at Selection Eligibility Date (SED). Para 6703 b sub para 3.		Yes or higher	
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD. Para 6703 b sub para 6.			

Table 74B-5. Pre-Promotion Requirements for POET(MESM)

Requirement	Competence	Proficiency Level	Notes
Minimum 36 months length of service remaining post career course to complete attached Return of Service (RoS).			11
SCCOP, DFTS, Cat C and MRSDS all to be achieved. Those qualified Aft must qualify Fwd and vice versa. **(All must be achieved prior to attendance on POETQC).**	'Professional|SM Control Console Operator|Navy|' **and** 'Professional|SM Shut Down Duty Forward Technical Supervisor|Navy|' **and** 'Professional|SM Category 'C' Nuclear Watchkeeper|Navy|' **and** 'Professional|SM Shut Down Supervisor|Navy|'	Pass	
Pass RPS LET(MESM) assessment. **(Must be achieved prior to attendance on POETQC).**	'Professional|RPS for LET(MESM) DQ40|Navy'	Pass	10
Completed Senior Rates' Leadership Course (SRLC) by nominated CPD+12 months.	'Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy'	Pass	13, 18

(Continued)

Table 74B-6. Pre-Promotion Requirements for POET(MESM) (Continued)

Requirement	Competence	Proficiency Level	Notes
Completed POET(MESM)QC by nominated CPD +12 months.	'ME|POET(MESM) Qualifying Course (ME264)|Navy|'	Pass	7 - 8, 13, 18
Completed NPOC by nominated CPD+12 months	'ME|NPOC(V) - Nuclear Propulsion Operations Course (V Class) (ME304V)|Navy|' **or** 'ME|NPOC(T) - Nuclear Propulsion Operations Course (T Class) (ME304T)|Navy|' **or** 'ME|NPOC(A) - Nuclear Propulsion Operations Course (A Class) (ME304A)|Navy|'	Pass	7 - 8, 13, 18
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
To be educationally qualified for promotion (EFP) iaw Para 9615.	'Educational|RN/RM English Level 2|Navy|' **Or** 'Educational|RN/RM English Proxy A*- C|Navy|Navy|' **&** 'Educational|RN/RM Mathematics Level 2|Navy|' **Or** 'Educational|RN/RM Mathematics Proxy A*- C|Navy|'	As achieved	

Promoted to – PETTY ENGINEERING TECHNICIAN (MARINE ENGINEERING SUBMARINE)

POET(MESM) to CPOET(MESM)

Table 74B-7. Pre-Selection Requirements for Chief Petty Officer (MESM) at CRD/SED

Requirement	Competence	Proficiency Level	Notes
Completed Post Course Study Guide.			9
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD. Para 6703 b sub para 6.			
Minimum of 3 years seniority as a PO, 12 months prior to the CPD. Para 6703 b sub para 2.			

(Continued)

Table 74B-8. Pre-Selection Requirements for Chief Petty Officer (MESM) at CRD/SED (Continued)

Requirement	Competence	Proficiency Level	Notes
Hold Professional Qualifying Certificate Double Cat B Watch Keeper. To be qualified as NRPO/NMCDO **and** NMETOW. Must have 6 months experience in one in addition to being qualified in both.	'Professional|SM Reactor Panel Operator/Main Control Desk Operator (Cat B)|Navy|' **and** 'Professional|SM Marine Engineering Technician of the Watch (Cat B)|Navy|'	Pass	
Completed 12 months Sea service as POET(MESM).	'CMS|12 Months Sea Time PO|Navy|'		16
Pass POET(MESM) RPS Assessment.	'Professional|RPS for POET(MESM) DQ31|Navy'	Pass	12
Recommended for promotion on appraisal report at CRD. Para 6703 b sub para 3.		Yes or higher	

Table 74B-9. Pre-Promotion Requirements for CPOET(MESM)

Requirement	Competence	Proficiency Level	Notes
Minimum 36 months length of service remaining post NPSupC to complete attached Return of Service (RoS).			11
Completed NPSupC by nominated CPD+12 months	'ME|NPSupC(V) - Nuclear Propulsion Supervisor Course (V Class) (ME305V)|Navy|' **or** 'ME|NPSupC(T) - Nuclear Propulsion Supervisor Course (T Class) (ME305T)|Navy|' **or** 'ME|NPSupC(A) - Nuclear Propulsion Supervisor Course (A Class) (ME305A)|Navy|'	Pass	13 - 14
Hold Professional Qualifying Certificate Cat A2 Watch Keeper by nominated CPD+12 months.	'Professional|SM Category 'A2' Nuclear Watchkeeper|Navy|'	Pass	15
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			

Promoted to – CHIEF PETTY ENGINEERING TECHNICIAN (MARINE ENGINEERING SUBMARINE)

CPOET(MESM) to WO2ET(MESM)

Table 74B-10. Pre-Selection Requirements for WO2ET(MESM) at CRD/SED

Requirement	Competence	Proficiency Level	Notes
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD. Para 6703 b sub para 6.			
Minimum of 3 years seniority as CPOET(MESM) 12 months prior to the CPD. Para 6703 b sub para 2.			
Hold Professional Qualifying Certificate Cat A2 Watch Keeper by CPD+12 months.	'Professional|SM Category 'A2' Nuclear Watchkeeper|Navy|'	Pass	15
Recommended for promotion on appraisal report at SED. Para 6703 b sub para 3.		Yes or higher	

Table 74B-11. Pre-Promotion Requirements for WO2ET(MESM)

Requirement	Competence	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
To be educationally qualified for promotion (EFP) in accordance with Para 9615.		As achieved	

Promoted to – WARRANT OFFICER SECOND CLASS ENGINEERING TECHNICIAN (MARINE ENGINEERING SUBMARINE)

WO2ET(MESM) to WO1ET(MESM)

Table 74B-12. Pre-Selection Requirements for WO1ET(MESM) at CRD/SED

Requirement	Competence	Proficiency Level	Notes
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD. Para 6703 b sub para 6.			
To be a substantive WO2, or selected for WO2 but have yet to reach their CPD. Will be eligible for consideration regardless of the seniority held in their rate.			
Recommended for promotion on appraisal report at SED. Para 6703 b sub para 3.		Yes or higher	

Table 74B-13. Pre-Promotion Requirements for WO1ET(MESM)

Requirement	Competence	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
To be educationally qualified for promotion (EFP) in accordance with Para 9615.		As achieved	

Promoted to - WARRANT OFFICER FIRST CLASS ENGINEERING TECHNICIAN (MARINE ENGINEERING SUBMARINE)

Notes:

1. *All new entrants are rated Engineering Technician (Marine Engineering Submarine) 2 (ET(MESM)2) on entry.*

2. *The ET(MESM) Task Book (MEMOC) will be issued on completion of Part 2 training (ET(MESM) career course).*

3. *On completion of ET(MESM) Task Book (Parts A and B), and on being recommended, ratings will be advanced to ET(MESM)1. Failure to complete ET(MESM) Task Book parts A and B within 15 months sea service should result in individuals being placed on warnings for discharge shore in accordance with Chapter 54 Section 7, unless extenuating circumstances exist.*

4. *Full MEMOC C is no longer required prior to undertaking RPS Assessment for ET(MESM). Prior to undertaking RPS Assessment for ET(MESM) the candidate must have completed: MEMOC(SM) Parts A and B Taskbook (tasks 2.1 to 2.3 and 4 to 8) and either:*

Any Cat D at sea watchkeeping position and Shutdown Watchkeeper

or

Submarine Control Console Junior Rate and Submarine Control Console Watchkeeper.

The Assessment is to be constituted in accordance with BR 2000(3) series (oral aspects only). Failure to achieve RPS (competence in the current rate) at ET1 within 18 months sea service as an ET(MESM)1 should result in individuals being placed on warnings for discharge shore in accordance with Chapter 54 Section 7, unless extenuating circumstances exist. Full MEMOC C must be completed prior to assignment to LET(MESM) QC.

(Continued)

Notes: (Continued)

5. *ET(MESM)1s who have been awarded a RPS and who are assigned to an operational submarine with different equipment fit to that in which the OC was gained need to re-qualify in the part of the ship to which they are assigned. Ratings who fail to gain this endorsement will lose the ET(MESM)1 RPS qualification and suffer any corresponding pay effects in accordance with JSP 754.*

6. *Selection Boards will be convened up to 3 times a year and the results of successful candidates announced on completion. Career Management will assign selected personnel to Qualifying Courses (QC) based on normal assignment principles and course capacity.*

7. *The suitability of individuals to retake failed elements of the QC, or to be back classed, will be determined by DSMarE. A repeat failure of part/all of the course will result in the individual being deselected; continuing to serve in the lower rate and their suitability for future higher rate QCs will be through the selection process and dependent on performance as reported in the annual SJAR.*

8. *Personnel selected for LET(MESM) QC will be streamed for either mechanical or electrical training, by a Selection Board whilst on the QC, with the following factors taken into consideration:*

a. ***Aptitude.*** *The Selection Board will have access to the ratings' technical and academic performance on their Part II training phase and performance whilst on the Common elements of the LET(MESM) QC will be considered.*

b. ***Commanding Officer's Recommendation.*** *Commanding Officers will be required to make a recommendation for sub-specialisation based on current performance and previous reports. Implicit in this requirement will be the need for Divisional Officers to comment, where appropriate, on a rating's aptitude for sub-specialisation training and employment in their SJAR.*

c. ***Personal Preference.*** *Ratings will be required to state their preference for sub-specialisation. The needs of the Service are paramount, however, and selection of first preference sub-specialisation cannot be guaranteed.*

d. ***Service Requirement.*** *The ESM Branch Manager will advise the Selection Board of streaming requirements.*

After selection, ratings will complete the appropriate training as part of their training pipeline. Ratings who do not wish to accept their nominated stream will be considered to have refused the higher rate QC and will remain at the lower rate.

(Continued)

Notes (Continued):

9. *The Task Books/Study Guides associated with the higher rate training pipeline are to be completed within 12 months' sea service after the QC.*

10. *The RPS Assessment for LET(MESM) will be constituted in accordance with BR 2000(3) series (oral aspects only). The date of the RPS award for the LET(MESM) will be the date of completion of the RPS Assessment having already passed the professional operator qualifications (SCCOP, DFTS, Cat C and shut down supervisor qualification). RPS is to be achieved within 30 months' sea service and prior to attending POET(MESM)QC.*

11. *Personnel who do not have sufficient length of service remaining to meet the requirement of the Return of Service (RoS) attached to the LETQC, POETQC or NPSupC may be offered an Extension of Service (EoS). Acceptance of the EoS will be required prior to start of LETQC, POETQC or NPSupC. Failure to accept an EoS will lead to the candidate being automatically de-selected.*

12. *The RPS Assessment for POET(MESM) will be constituted in accordance with BR 2000 (3) series (oral aspects only). The date of the RPS award for the POET(MESM) will be the date of completion of the RPS Assessment having already passed the professional operator qualification (Double Cat B Watch Keeper). RPS is to be to be achieved within 30 months' sea service).*

The following is applicable only to ex-mechanics (all rates) transferring to ET(MESM):

13. ***Refusal.*** *As is customary in a selection process, successful ratings will have the opportunity of refusing the course. Those doing so will be deselected and continue to serve in the lower rate.*

14. ***Unsuitable Candidates.*** *Where, during the course of the NPSupC, candidates are found to be unsuitable for promotion to CPOET, they may be withdrawn from training by DSMarE. In such cases, individuals will be deselected and will continue to serve as POETs. They will be eligible for future selection in normal course.*

15. ***Award of Submarine Service Marine Engineering Charge Certificate.*** *The Submarine Service Marine Engineering Charge Certificate will be awarded on successful completion of the NCOW training.*

16. *Completed 12 months sea service in current rank, JPA competence recorded iaw Para 5908.*

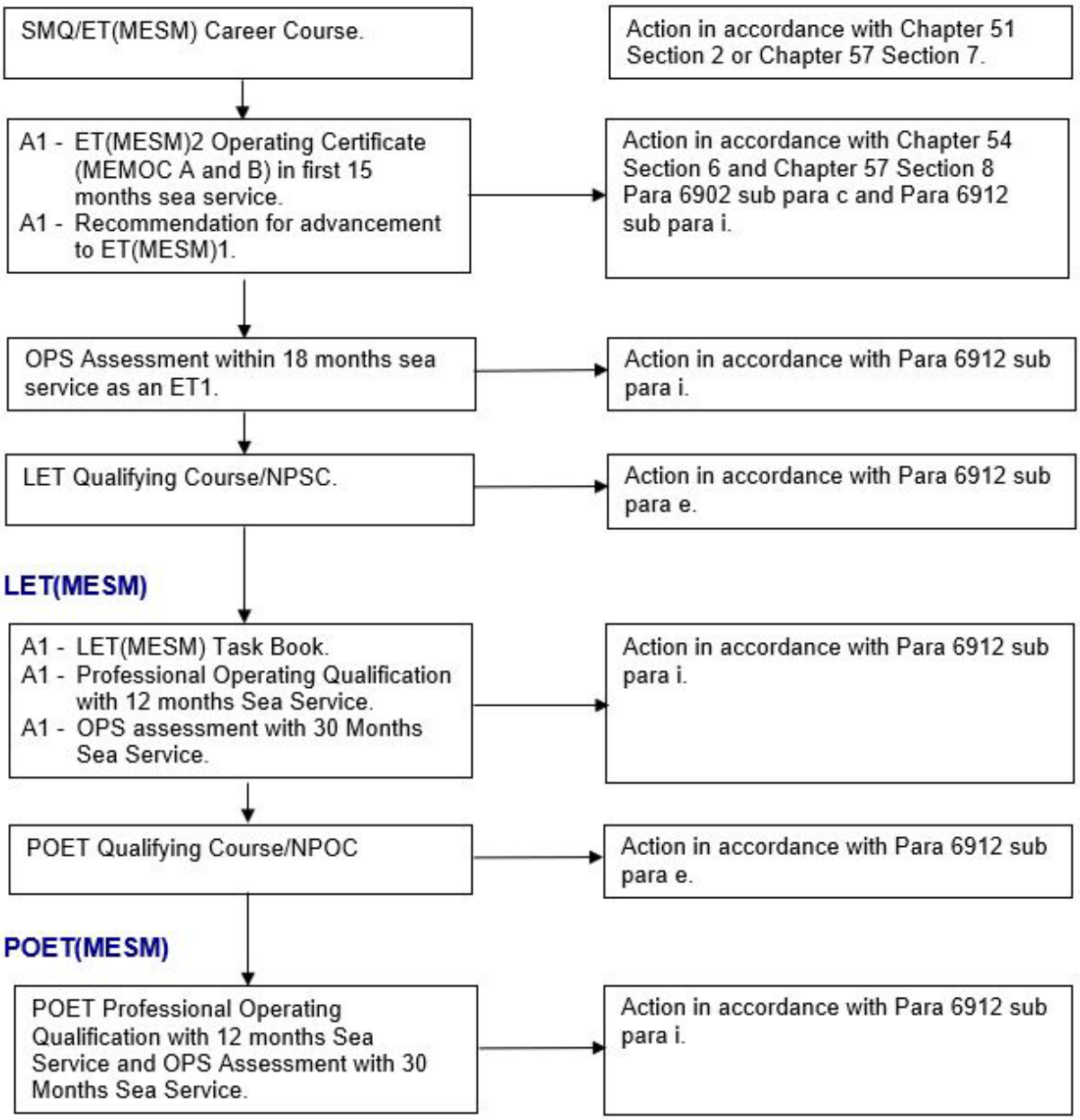
(Continued)

Notes (Continued):

17. Failure to complete Professional and/or Leadership Course. *Refer to Para 6714 for rules on the impact on a rating's promotion if they fail to complete QC and/or LRLC/SRLC before CPD+12 months as a result of service reasons, non-service reasons (outwith own control) or non-service reasons (within own control).*

18. ***ET(MESM) – Rules Regarding Failure.*** *See Figure 74-1.*

Figure 74B-1. ET(MESM) – Rules Regarding Failure



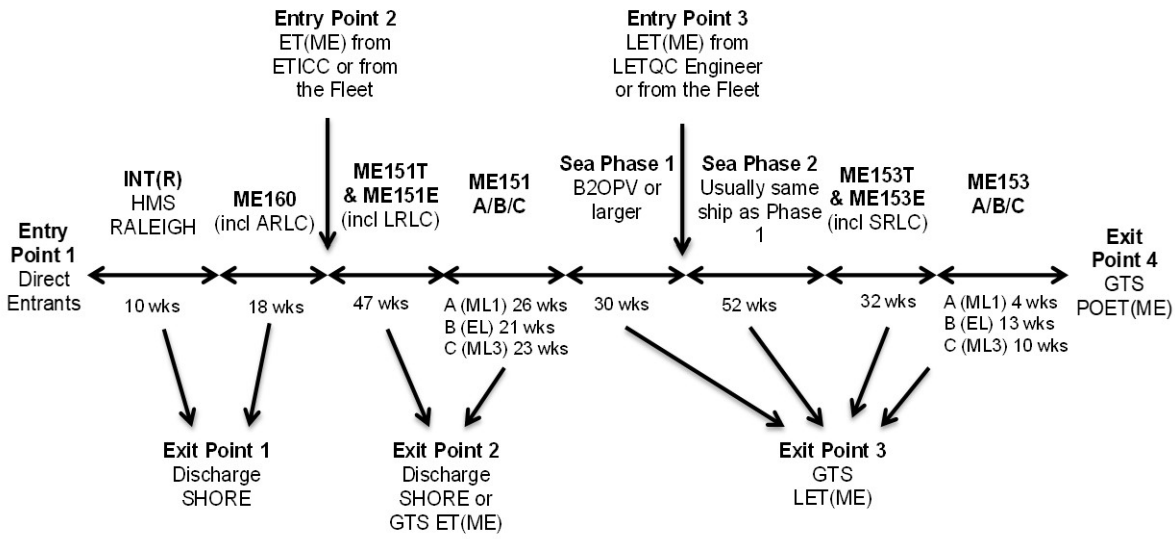
ANNEX 74C

MEGS ACCELERATED APPRENTICE (AA) SCHEME PIPELINE

1. Introduction

The aim of the MEGS AA scheme is to expeditiously qualify a POET from point of entry. Following Initial Naval Training (INT) the AA MEGS pipeline consists of a bespoke Enabling Course followed by LETQC, LRLC and Sea Phases developing both a maritime system knowledge and Naval ethos. This is followed by POETQC and SRLC alongside their Select-Train-Promote (S-T-P) counterparts.

Figure 74C-1. Pipeline Schematic



2. Pipeline Description

The majority of the scheme will be filled using direct entry candidates however extra capacity in the scheme can be filled by in service candidates.

a. **Entry Point 1.** This entry point applies for direct entrants to HMS Raleigh. They will be placed on OR4-1 Supp 3 pay spine upon the day of joining, consistent with other AA schemes. They join as Probationary LET (P/LET).

b. **Entry Point 2.** This entry point applies to ET(ME)s who have completed or are near completion of ETICC. It involves initiating candidates into the scheme at the beginning of LETQC, promoting to PLET, and transitioning to the OR4-1 Supp 3 pay spine on day one of LETQC.

c. **Entry Point 3.** This entry point will be for substantive LET(ME)s who have completed both the LETQC and the associated stream training. Candidates will enter the scheme at the beginning of Sea Phase 2 and will remain as per their original stream.

d. The training pipeline for the MEGS AA will include streaming training (ML1, EL or ML3). The pipeline also includes an 18-month sea training phase to facilitate completion of the LET Engineer CDJ, attainment of SOC and MEOOW2 qualification.

e. Trainees will undertake the sea phases individually or in small groups, shared across all surface ships B2OPV and larger, and will be borne as additional (non-liability) personnel with no specific section responsibility. The ultimate aim of the sea training phase is to obtain the qualifications described above. MEOs are free to employ these trainees as they see fit in order to achieve these aims, further the professional development of the trainees and benefit the hosting ME Department.

f. Trainees will wear Leading Hand rank slides with white flashes to denote their PLET status, however they will not wear these white flashes during the sea training phase or thereafter. This reflects the fact that LETs undergoing sea training on the AA scheme will have successfully completed LETQC and LRLC.

g. All trainees on this pipeline, regardless of entry point, are considered as untrained strength until completion of the relevant ME153 streaming course and as such will be subject to the appraisals and warnings procedures surrounding ratings on the untrained strength. Their career management throughout the training pipeline sits with the MEGS ATA CM, located in HMS Sultan.

ANNEX 74D

MEGS DIRECT ENTRY TECHNICIAN (DET) SCHEME

1. Introduction. The Royal Navy's Direct Entry Technician (DET) scheme is an example of a Lateral Entry (LE) route that focuses specifically on the recruitment of Suitably Qualified and Experienced Personnel (SQEP) from industry into shortage categories in the Royal Navy. Presently, the scheme is open only for entry into the MEGS cadre; achieving trained strength entry at the level of Petty Officer Technician (Marine Engineering) (POET(ME)).

2. Background Intent. By attracting the right civilian technicians into the Royal Navy, the DET scheme aims to exploit the previous training and experience of the lateral entrant in order to expedite their delivery of engineering competence[1] at the SR level; whilst supplementing routine methods to develop equivalent expertise via the standard Select, Train, Promote route and EGS advancement schemes[2]. The scheme demands a bespoke training package for all DET personnel that accounts for their personal blend of prior qualifications and experience. Ultimately the DET pipeline will generate qualified POET(ME) personnel within approximately 2 years of joining the Royal Navy.

3. DET Entry Standards. Alongside RT score, age and security criteria, the Statement of Requirement (SOR) for educational entry standards to the DET scheme are:

a. Level 4 qualification (HNC equivalent) in an engineering discipline.

b. Minimum of 3 years of experience in an engineering related position.

c. Supervisory experience including responsibility for line managing a minimum of 2 subordinate technicians.

d. Level 2 in English and Maths.

4. Recruitment

a. Recruitment to the DET scheme is being conducted through traditional marketing and attraction of candidates byRecruit and Attract (R&A). The RN Career website[3] has been operational with DET since Jul 15. Furthermore, all Armed Forces Careers Offices (AFCOs) are fully aware of the DET scheme[4] and are actively filtering any potential DET candidates into the scheme.

b. Assessment of entry requirement eligibility, defined in the entry Statement of Requirement, will be managed through the AFCO organisation with additional support from the R&A appointed DET Programme Manager. The main difference for the DET recruit phase is the requirement to pass a Selection Board, convened at the DET Assessment Centre.

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[1] Operate, Maintain, Diagnose and Repair (OMDR) iaw with the Engineering General Service (EGS) Individual Competence Framework (ICF).
[2] Namely Accelerated Apprentice (AA) and Fast Track (FT).
[3] As a result of marketing feedback, the RN Careers website identifies DET as Direct Entry Petty Officer Technician (DEPOT) to clarify the exact rate that individuals will enter the Royal Navy.
[4] RI 23/17 Direct Entry Petty Officer Technicians Recruiting Process Recruiting Instruction dated 30 Jun 17.

c. Upon initial contact by a potential candidate, AFCOs/TPUK agents are to inform the DET Programme Manager who will conduct a preliminary assessment of basic eligibility and suitability against the entry SOR. There will be an initial telephone interview and CV assessment conducted between the potential candidate and the DET Programme Manager to assess whether their engineering qualifications, technical and supervisory experience meet the DET scheme expectations. This interview will also clarify for the candidate the exact TACOS and recruiting and training process. If successful at this interview the candidate will be referred to an AFCO for management. The AFCO will conduct a Recruit Test and standard recruiting interview; if successful at this stage attendance is arranged at the DET Assessment Centre.

d. The DET Assessment Centre has been designed against the competency set required of a POET(ME). It currently operates at the Admiralty Interview Board (AIB) centre and consists of:

(1) **Practical Leadership Tasks (PLTs).** The PLTs used are the same as conducted for officer candidates.

(2) **Written Technical Scenario.** The written technical scenario provides an engineer challenge for which the candidates must submit a written response. This assesses the candidate's communication, technical and management skills.

(3) **Oral Technical Scenarios.** Oral technical scenarios are conducted by a panel of WO1ET(ME)s and explore the candidate's communication, technical and management skills in a relevant and dynamic engineering scenario.

(4) **Interview.** The interview is conducted by the AIB staff and explores the individual's motivation, character, leadership and communication skills.

e. The DET Assessment Centre will operate on a termly periodicity, subject to demand.

f. If successful at the DET Assessment, the LE candidate will be subject to standard medical, fitness and security checks and attendance on a Pre-Royal Navy Course (Ratings) (PRNC(R)), before finally receiving a Tailored Career Offer to join the Royal Navy.

5. DET Terms and Conditions of Service. DET candidates enter the Royal Navy on a bespoke Tailored Career (TC) which has been developed to recognise their qualifications and experience gained in the civilian sector. These TACOS have been designed to make the offer attractive to recruit individuals whilst ensuring that current POETs are not disadvantaged. The key tenets of DET initial TACOS include:

a. A tailored career of 11 years length of service with an automatic offer to transfer to ES2 on completion of their probationary period.

b. Joining the Royal Navy as a probationary POET(ME) on IL1[5] with seniority of their joining date. During their probationary period DETs are identifiable by white flashes in addition to their epaulettes.

c. Achievement of 'Trained Strength' status and removal of the probationary rank occurs on successful completion of sea phase training requirements, SRLC and tailored ME153 series specialisation training.

d. Being subject to a Training Return of Service (TRoS) of 30 months from the achievement of Trained Strength status.

e. Having joined the Trained Strength and transferred to ES2, further promotion opportunities and regulations being governed by extant ET(ME) regulations.

6. DET Training Pipeline. The DET training pipeline incorporates 6 elements as per Figure 75B-1 and detailed further below. The ATA retains whole pipeline oversight once a DET enters Phase 1 Training.

Figure 74D-1. DET Training Pipeline Schematic

a. **Phase 1 RN Initial Training**[6]. At HMS Raleigh (10 weeks), in accordance with standard Royal Navy entrance.

b. **Waterfront Work Experience Phase.** After successful completion of Phase 1 Training, DET personnel will be employed within Engineering Delivery Groups at the waterfronts[7] in order to gain early insights into RN Engineering practices. Individuals will be mentored by an experienced POET and have opportunities to work within ships and workshops. This phase is intended to be tailored to the individual's needs and previous experiences in order to enable them to adjust to RN culture, working practices and gain a better understanding of the role they will perform as a POET before embarking on further training[8,9].

[5] DETs will not join on Initial Rates of Pay but will commence their pay Level OR6-1(Yr1) in Trade Supplement 3. Unless previous service in the Armed Forces has been conducted in which case a tailored pay scale will be developed.
[6] Unless previous service in the Armed Forces has been conducted, in which case a tailored initial training period will be considered.
[7] This is currently operating at MSU Portsmouth but is intended that, where appropriate to the individual, it could be at Devonport.
[8] The work experience phase may be before or after ME 161 course, dependent on course timings.
[9] At any time during their training pipeline it is assumed that DET personnel may be similarly employed within EDGs whilst awaiting courses or sea training positions. The duration of these periods will vary, dependent on course timings, but it is hoped that each individual will get between 3 and 8 weeks of this type of work experience before their Sea Training Phase.

c. **Phase 2 ME161 DET Enabling Course.** Technical training at HMS SULTAN; focussed on safety, engineering management, administration and mandatory training modules from LET QC and POET QC as detailed in Table 74D-1. Any further content within ME161 will vary, dependent upon the individual's qualifications and experience prior to joining the RN.

Table 74D-1. ME161 Minimum Training Elements

Subject	Content	Duration
Safety	Engineering Safety and Environmental Compliance	34 Periods
Engineering Management	UMMS	32 Periods
Administration	Engineering Administration	32 Periods
Mechanical Maintenance MDR Refrigeration	Category 3 and 4 FGAS qualification (common to ME151)	45 Periods
BSSC	Basic Sea Survival Course	1 week
LRLC	Leading Rates Command Course	4 weeks
Stability	LET Stability (common to ME151)	6 periods
CBRNDC 29	LET(ME) CBRNDC Acquaint	1 day
T23/T45 simulator	SCC Familiarisation	2 days

d. **Sea Training Phase (typically not to exceed 12 months[10]).** Utilising the ET and LET Career Development Journals, this phase will culminate in the completion of Marine Engineering Officer of the Watch 2 (MEOOW2) certificate. The Accelerated Training Authority (ATA) will liaise with the Career Manager (CM) to identify the most appropriate unit to support DET training. Wherever possible, this should be DD/FF to ensure the adequate level of training, supervision and experience can be gained[11]. During the DET Sea Training Phase the DET are to achieve the milestones listed in Table 74D-2 within targeted timelines.

Table 74D-2. DET Sea Phase Training Milestones

Milestone	Comments	Deadline for first attempt
ET(ME) Career development Journal (CDJ)	*For guidance only*[12]	N/A
Switchboard Operators Certificate (SOC)	Mandatory	6 Months
CBRNDC Taskbook	Mandatory	6 Months
LET ME CDJ	Mandatory	9 Months
MEOOW2	Mandatory	12 Months

e. **Senior Rates' Leadership Course (SRLC).** The SRLC will be undertaken in accordance with standard pipeline criteria.

[10] The duration of the phase will vary as a result of candidate's previous experience and the ship's programme.
[11] **During this training DETs will be in training margin positions and not fulfilling a complement role.**
[12] ETME CDJ to be used to create baseline system and equipment knowledge.

f. **ME153 Series Professional Stream Training.** In order to refine technical skillset and satisfy the baseline entry standard for equipment and platform PJTs, each DET will be required to undertake the Stream course of their respective specialisation. On successful completion of this stream training the DET will achieve Trained Strength status and will be awarded the rank of substantive POET(ME).

7. DET Sea Training Progress Review Process

a. Within the first week of arrival in their seagoing unit, DET personnel are to meet with the Department Training Coordinator to discuss and agree timescales for achievement of training targets.

b. Thereafter, Training Coordinators are to conduct monthly progress reviews where forthcoming deadlines and possible programme risks are to be discussed. Due to the exigencies of operational programmes the assessment of an individual's progress will, to a certain extent, remain subjective at unit level however this formal review process will allow the opportunity to refine and record training deadlines accordingly and feedback to the ATA:

(1) Monthly.

(2) Following the issue, escalation or removal of any warning.

c. The DET is expected to have achieved all training milestones within 12 months[9] of joining the sea phase training unit. A Progress Review Proforma to be used to plan and measure the progress of the DET's training is at pages 6-7 of this Annex.

d. **Warning for Failure.** The process for warning a DET for removal from the DET scheme and ultimately termination of their TC contract is iaw current UTS warning process for ratings Deemed Unsuitable During Training (DUDT)[13]. Noting the bespoke nature of each DET's training pipeline and the criticality of the sea phase, SS are to liaise with the ATA and BM for advice at every stage of this warnings process. In particular, a tailored approach will be required for agreement of review timescales and possible remedial recovery options.

8. Technical Streaming prior to joining the Trained Strength

a. Subsequent streaming into MEGS technical specialisations[14], including the nature of the tailored stream package[15], will be based on the needs of the Service, the previous experience of the DET, and their personal preference.

b. It is the responsibility of the individual to ensure that they record[16] their stream preference within 3 months of joining their sea training phase unit. Thereafter, 9 months into the sea phase the nature of the associated tailored streaming package is to be confirmed by the ATA; this will in turn confirm the DET's planned GTS date.

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[13] BRd 3(1) Chap 57 Para 5748 – 5751.
[14] M1 Power and Propulsion(ML), M2 controls and Distribution (EL), M3 Ship Services (ML).
[15] Each DET will be required to complete the respective ME153 stream course in full or in part depending on prior qualification and experience.
[16] JPA Self Service – Employee, Armed Forces/Extra Information Types/Employee Preferences – Job 1st Preference.

EGS DET PROGRESS REVIEW PROFORMA

FULL NAME		SERVICE No.	RATE
DATE OF SELECTION	**START DATE**	**REPORT FOR DUTY DATE**	**COMPLETION OF SEA TRAINING PHASE**
TRAINING MILESTONE TARGETS to be agreed with Dept Training Coordinator and recorded within JPA Personal Objectives within 1 week of joining unit			
LET CDJ		MEOOW2	
CBRNDC TASKBOOK			
SWITCHBOARD OPERATOR CERTIFICATE			

Review Dates	**Dept Training Coord Comments** to include progress assessment (strengths/weaknesses), CDJ feedback, review of training targets including associated risks or need for rescheduling.	Training Co-Ord Signature	DET Signature
Month 1 Date:			
Month 2 Date:			
Month 3 Date:			

(Continued)

EGS DET PROGRESS REVIEW PROFORMA (Continued)

End Month 3	***Confirm Streaming Preference Recorded in JPA? (Action: DET)***		
Month 4 Date:			
Month 5 Date:			
Month 6 Date:			
Month 7 Date:			
Month 8 Date:			
Month 9 Date:			
End Month 3	***Tailored Stream Training Package details confirmed? (Action: ATA)***		
Month 10 Date:			
Month 11 Date:			
Month 12 Date:			

MEOOW2 Passed	**SRLC BOOKED (Contact ATA)**	**AO Raised**
DEPCO:	DEPCO:	DEPCO:

ANNEX 75E

MEGS FAST TRACK (FT) – NON-SELECTIVE PROMOTION (ADVANCEMENT)

Engineering Technician 1 (Fast Track) – Pre-Advancement Requirements

General Service ET ME		
Selection Point	**Key Advancement Criteria**	**Applicability**
	1. Completed Phase 1 Training. 2. Completed ET(ME) Career Course (ETICC), recorded on JPA as ME|Engineering Technician (ME) Initial Career (ME150|Navy|. 3. Display required proficiency in accordance with competencies as laid down in the Individual Competency Framework (ICF) as ET, authorised by HOD and recorded on JPA as 'Professional| Engineering Technician (GS)|Navy', with a Proficiency Level of 'ET1 Sea 1'. To be completed within 4 months' sea service. (See Notes 2 and 11. 4. At least 6 months since last Career Check (if any) on date due advancement. 5. Recommended for advancement to ET1 by HOD. Promotion Authorisation Request (PAR) forwarded to Flotilla parent Career Management Cell (CMC).	

Advanced to **ENGINEERING TECHNICIAN 1st Class**

Leading Engineering Technician (Fast Track) – Pre-Advancement Requirements

General Service LET ME		
Selection Point	**Key Advancement Criteria**	**Applicability**
	1. Completed CBRNDC TB within 12 months of joining unit and recorded on JPA as 'Professional|Completion of CBRNDC Task Book (All Ratings) (9J94)|Navy|' (See Note 2). 2. Serving on a ES1/FC/OE1 that expires after the nominated Due Date for Advancement. 3. Educationally qualified for promotion (EFP) in accordance with Para 9615 and recorded on JPA as 'Educational|RN/RM QELH/Cpl|Navy|'. 4. Display required proficiency in accordance with competencies as laid down in the Individual Competency Framework (ICF) as ET 1, authorised by HOD and recorded on JPA as 'Professional| Engineering Technician (GS)|Navy', with a Proficiency Level of 'ET1 Sea 2'. To be completed within 9 months' sea service as an ET (See Note 11). 5. Streaming Preference submitted and showing on JPA (See Note 4). 6. 24 months' seniority from Fast Track Start Date, including a minimum of 9 months' sea service as an ET recorded on JPA as 'CMS|Fast Track ET 9 Month Sea Time|Navy'. 7. Recommended for advancement on Appraisal Report at Due Date (See Note 11). 8. Completed Leading Rates' Leadership Course (LRLC); recorded on JPA as 'Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|' (Para 6909) (See Note 8). 9. Passed LET(ME) Qualifying Course (QC) by nominated Due Date; recorded on JPA as 'ME|LET (MEGS) Common QC:(ME151T)|Navy|' and 'ME|LET (MEGS) Engineer QC:(ME151E)|Navy|' Plus: M1 Power and Propulsion: 'ME|LET(MEGS) Power and Propulsion QC: ME151A|Navy|' & 'ME|LET(MEGS) QC - Fitting and Machining (ME293)|Navy|' Or M2 Controls and Distribution: 'ME|LET(MEGS) Controls and Distribution QC: ME151B|Navy|' Or M3 Ships Services: 'ME|LET(MEGS) Ships Services QC: ME151C|Navy|' & 'ME|LET (MEGS) QC Welding and Pipework (ME294)|Navy|' (See Notes 5, 6, 7, 8, 10 and 11). 10. At least 6 months since last Career Check (if any) on date due for Advancement (if later).	

Advanced to

LEADING ENGINEERING TECHNICIAN - not selected for Fast Track to POET

If not selected for Fast Track to POET, Transfer back to Selective Promotion Flowchart for ICF ET and selective promotion rules in Chapter 67

Advanced to
LEADING ENGINEERING TECHNICIAN – selected for Fast Track to POET
If selected at Fast Track Selection Board for POET, awarded an Advancement Due Date to POET of 24 months from the LET Seniority Date (See Note 1)

Petty Officer Engineering Technician (Fast Track) – Pre-Advancement Requirements

General Service POET ME		
Selection Point	**Key Advancement Criteria**	**Applicability**
	1. Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated Due Date for Advancement. 2. Educationally Qualified for Promotion (EFP) in accordance with Para 9613 and recorded on JPA as 'Educational|RN/RM QEPO/Sgt|Navy|'. 3. Completed Professional Qualifications SOC and MEOOW2C within 12 months' sea service; recorded as JPA competency 'Professional|Switchboard Operating certificate (DB33)|Navy' and 'Professional|Marine Engineer Officer of the Watch 2 Certificate (MEOOW2C)|Navy' (See Note 9). 4. Display required proficiency in accordance with competencies as laid down in the Individual Competency Framework (ICF) as a LET, authorised by HOD and recorded on JPA as 'Professional| Engineering Technician (GS)|Navy|' with a Proficiency Level of 'LET Sea'. To be completed within 15 months' sea service as a LET (See Note 9). 5. 24 months' seniority including a minimum of 18 months' sea service as a LET recorded on JPA as 'CMS|Fast Track LET 18 Month Sea Time|Navy'. 6. Recommended for advancement on Appraisal Report at Due Date (See Note 11). 7. Completed Senior Rates' Leadership Course (SRLC); recorded as JPA competency 'Miscellaneous|Senior Rates Leadership Course (RNLA 103|Navy|' (Para 6909) (See Note 8). 8. Passed POET(ME) Qualifying Course (QC) by nominated Due Date; recorded on JPA as 'ME|POET (MEGS) Common Qualifying Course (ME153T)|Navy|' and 'ME|POET (MEGS) Engineer Qualifying Course (ME153E)|Navy|' Plus, one of the following: M1 Power and Propulsion: 'ME|POET(MEGS) Power and Propulsion QC: ME153A|Navy|' Or M2 Controls and Distribution: 'ME|POET(MEGS) Controls and Distribution QC: ME153B|Navy|' Or M3 Ships Services: 'ME|POET(MEGS) Ships Services QC: ME153C|Navy|' (See Notes 5, 6, 7, 8, 10 and 11).	

	9. At least 6 months since last Career Check (if any) on due date for Advancement (if later). 10. Recommendation for further Fast Track scheme should be highlighted within body of report.	

Advanced to
PETTY OFFICER ENGINEERING TECHNICIAN - not selected for Fast Track to CPOET
If not selected for Fast Track to CPOET, Transfer back to Selective Promotion Flowchart for ICF ET and selective promotion rules in BRd 3 Chapter 67

Advanced to
PETTY OFFICER ENGINEERING TECHNICIAN – selected for Fast Track to CPOET
If selected at Fast Track Selection Board for POET, awarded an Advancement Due Date to POET of 36 months from their FTSD (1)

Chief Petty Officer Engineering Technician (Fast Track) – Pre-Advancement Requirements

General Service CPOET ME		
Selection Point	**Key Advancement Criteria**	**Applicability**
	1. Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated Due Date for Advancement. 2. Educationally Qualified for Promotion (EFP) in accordance with Para 9613 and recorded on JPA as 'Educational|RN/RM QEPO/Sgt|Navy|'. 3. Professional Qualifications MEOOW1 Certificate to be completed within 12 months' sea service; recorded as JPA competency 'Professional|Marine Engineer Officer Of The Watch Certificate (MEOOWC)|Navy' (See Note 12). 4. Display required proficiency in accordance with competencies as laid down in the Individual Competency Framework (ICF) as a POET, authorised by HOD and recorded on JPA as 'Professional| Engineering Technician(GS)|Navy|' with a Proficiency Level of 'POET'. To be completed within 18 months of joining unit (See Note 12). 5. A minimum of 24 months' sea service as a POET recorded on JPA as 'CMS|Fast Track POET 24 Month Sea Time|Navy'. 6. Recommended for advancement on Appraisal Report at Due Date (See Note 11). 7. Passed CPOET(ME) QC by nominated Due Date; recorded on JPA as 'ME|CPOET(ME) Career (ME155E)|Navy' (See Noes 5, 6, 7, 8, 10 and 11). 8. At least 6 months since last Career Check (if any) on due date for Advancement (if later).	

Advanced to

CHIEF PETTY OFFICER ENGINEERING TECHNICIAN

Transfer to Selective Promotion Flowchart for ICF ET and back to selective promotion rules in BRd 3(1) Ch 67

Notes:

1. FT Selection Panels and Boards will be co-ordinated by the ATA within each training school and will be convened throughout each term. ETs selected during Phase 2 Training will be awarded an appropriate Fast Track Start Date of 31 Mar, 31 Jul or 30 Nov. The date due advancement by time to LET, subject to meeting the eligibility criteria will be 24 months from this date. Selection for FT from LET to POET will be selection by a termly Selection Board, with a date due advancement to POET, subject to meeting the eligibility criteria of 24 months from the seniority date as a LET. Selection for FT from POET to CPOET will be selection by a termly Selection Board, with a date due advancement to CPOET, subject to meeting the eligibility criteria, of 36 months from their FTSD that is determined by the point at which they are selected and will be used in the subsequent calculation for future Due Date.

2. On completion of the ET2 Career Development Journal (CDJ) mandated tasks and being recommended, ratings will be advanced to ET1 and issued their CBRN DC Task Book.

3. Competence as an ET1 is achieved on successful completion of the ICF mandated competencies within the sea employment space, evidenced within the individual's CDJ. This is to be completed within 9 months' sea service as an ET.

4. Stream Preference is to be recorded on JPA as follows:

a. Log on to JPA Self Service.

*b. Select – **My Career**.*

*c. Select - **Employee Preferences** and in the First **'Comments'** box enters either:*

(1) ML1

or

(2) EL

or

(3) ML3

d. Click Apply.

5. Pre-course learning is to be completed no later than on completion

of 8 months' sea service.

6. Suitability of individuals to retake failed elements of the QC, or the requirement to be back classed, or remain as a Fast Track, will be determined by the Commanding Officer of the relevant Training School in consultation with EGS Branch Managers. A repeat failure of part/all of the course will result in the individual being deselected from FT, however, will remain on the QC, but not on the Fast Track scheme (normal QC failure rules apply). Suitability for future higher rate QCs will be through the selection process and will be dependent on performance as reported in the annual SJAR.

*7. **Unsuitable Candidates.** Where, during the period of the Qualifying Course, candidates are found to be unsuitable for advancement to the next higher rate, they may be withdrawn from training by the Commanding Officer of the relevant Training School. In such cases, individuals will be deselected from Fast Track and the Qualifying Course and will continue to serve in their current rate. They will transfer from Fast Track back to Selective Promotion as the eligibility route for future selection.*

*8. **Failure to Complete Professional and/or Leadership Course.** Refer to Para 6803 for rules on the impact on a rating's advancement if they fail to complete QC and/or LRLC/SRLC before the due date by time or within 12 months of the due date as a result of service reasons (outwith own control) or non-service reasons (within own control).*

9. Competence as an LET(ME) is achieved on successful completion of the SOC, MEOOW2 within 12 months and the ICF mandated competencies within the sea employment space, evidenced in the individual's CDJ within 15 months' sea service as a LET.

*10. **Refusal to Undertake QC.** Individuals who refuse to undertake the QC will be deselected from Fast Track, continue to serve in their current rate and transfer back to Selective Promotion.*

11. If for any reason an ET, LET or POET does not achieve the eligibility criteria and subsequent recommendation for advancement, a review will be undertaken by the Fast Track Manager on a case by case basis of suitability to remain as a Fast Track. Individuals who are removed from FT will transfer back to the Selective Promotion rules.

12. Competence as a POET(ME) is achieved on successful completion of the MEOOW1 within 12 months and the ICF mandated competencies within the sea employment space, evidenced within the individual's CDJ within 18 months' sea service as a POET

ANNEX 74F

MEGS MARITIME COLLEGE CADETSHIP (MCC) SCHEME PIPELINE

1. Introduction. The Merchant Navy use regional Maritime Colleges to deliver Level 5 academic qualifications in Marine Engineering. These cadetship programmes follow the MCA's approved programme MSN 1857, leading to the award of a Reg III/1 (unlimited power) Engineering Officer of the Watch (EOOW) Certificate of Competency (CoC). The aim of the MEGS MCC scheme is to expeditiously qualify a POET from ET level using a combination of civilian college training and training at sea on a RN platform. This is followed by SRLC alongside their Select-Train-Promote (S-T-P) counterparts.

Figure 74F-1. Cadetship Timeline

Phase	Location	Duration (approximate)
1	Maritime College	30 weeks
2	Sea	25 weeks
3	Maritime College	35 weeks
4	Sea	21 weeks
5	Maritime College	29 weeks
6	ME161 (DET course)	6 weeks
7	PJT training (including SRLC)	10 weeks

2. Timeline Description. There are subtle variations in course syllabus across the maritime colleges, but the cadetships will generally comprise of the modules listed below.

Phase	Academics	Short Courses
1	NC Shipping and Maritime Operations (SQA)	• Personal Survival Techniques (PST) • Personal Safety and Social Responsibility (PSSR) • Proficiency in Elementary First Aid • Basic Fire prevention and Fighting (with tanker endorsement) • Entry into Enclosed Spaces • Abrasive Wheels • Programme Induction • MCA Workshop Skills (Part 1) • Industrial Experience (Part 1) • Engine Room ready (Part 1)
2	MNTB training record book Distance learning maths course Merchant Navy work based learning	Note: Cadets will also need to progress with the LET CDJ for Engineer
3	L4 Marine Engineering	• Proficiency in Medical First Aid • MCA Workshop Skills (Part 2) • Industrial Experience (Part 2) • Engine Room ready (Part 2)
4	MNTB training record book	Note: Cadets will need to complete the LET CDJ for Engineer prior to returning to college for Phase 5

5	L5 Marine Engineering year 2 EOOW preparation course (COGC)	• Advanced Fire Fighting • High Voltage (Operational) • Human Element Leadership and Management (Operational) • Final exams

3. Trainee Status.

a. To match other AA schemes, MCC candidates will be advanced to Probationary LET (PLET) on their course start date and will be transferred to the OR4-1 Supp 3 pay spine. Trainees will be subject to a 36 month Return of Service from completion of the ME161 course. Promotion to POET will be on completion of SRLC.

b. Trainees will be required to wear RNPCS (Rig 22) along with LH rank slides and white flashes to denote their PLET status. Trainees will be streamed ML1/EL/ML3. Subsequent promotion to CPO will be on merit, with pre-selection eligibility aligned to their peer group.

c. During the college phases, trainees are to align with the college's leave schedules and must submit their leave requests via JPA. Whilst under training, they will be accommodated within RN-funded student accommodation on the College Campus and entitled to Food and Incidental Allowance.

d. Trainees will undertake the sea phases individually or in small groups, shared across all surface ships B2OPV and larger, and will be borne as additional (non-liability) personnel with no specific section responsibility. The ultimate aim of the sea training phase is to obtain the qualifications described above. MEOs are free to employ these trainees as they see fit in order to achieve these aims, further the professional development of the trainees and benefit the hosting ME Department.

e. All trainees on the MCC scheme are subject to the appraisals and warnings procedures surrounding ratings on the trained strength, along with METG training warnings associated with Phase 3 trainees. Their career management throughout the training pipeline sits with the MEGS ATA CM, located in METG.

4. RN Engagement. To ensure sustained engagement with Royal Navy life during their college experience, MCC cadets are mandated to regularly interact with the local RNR. These interactions are designed to immerse candidates in activities that advance their CLM development, while concurrently supporting routine operations and reinforce their RN engagement. Additionally, cadets may have the opportunity to contribute to broader community engagement initiatives, such as Armed Forces Day, Remembrance parades etc. They will also benefit from access to gym facilities and MODNET, thereby strengthening their connection to the RN and enriching their comprehensive training experience.

ANNEX 74G

GENERAL SERVICE – CAREER ON A PAGE

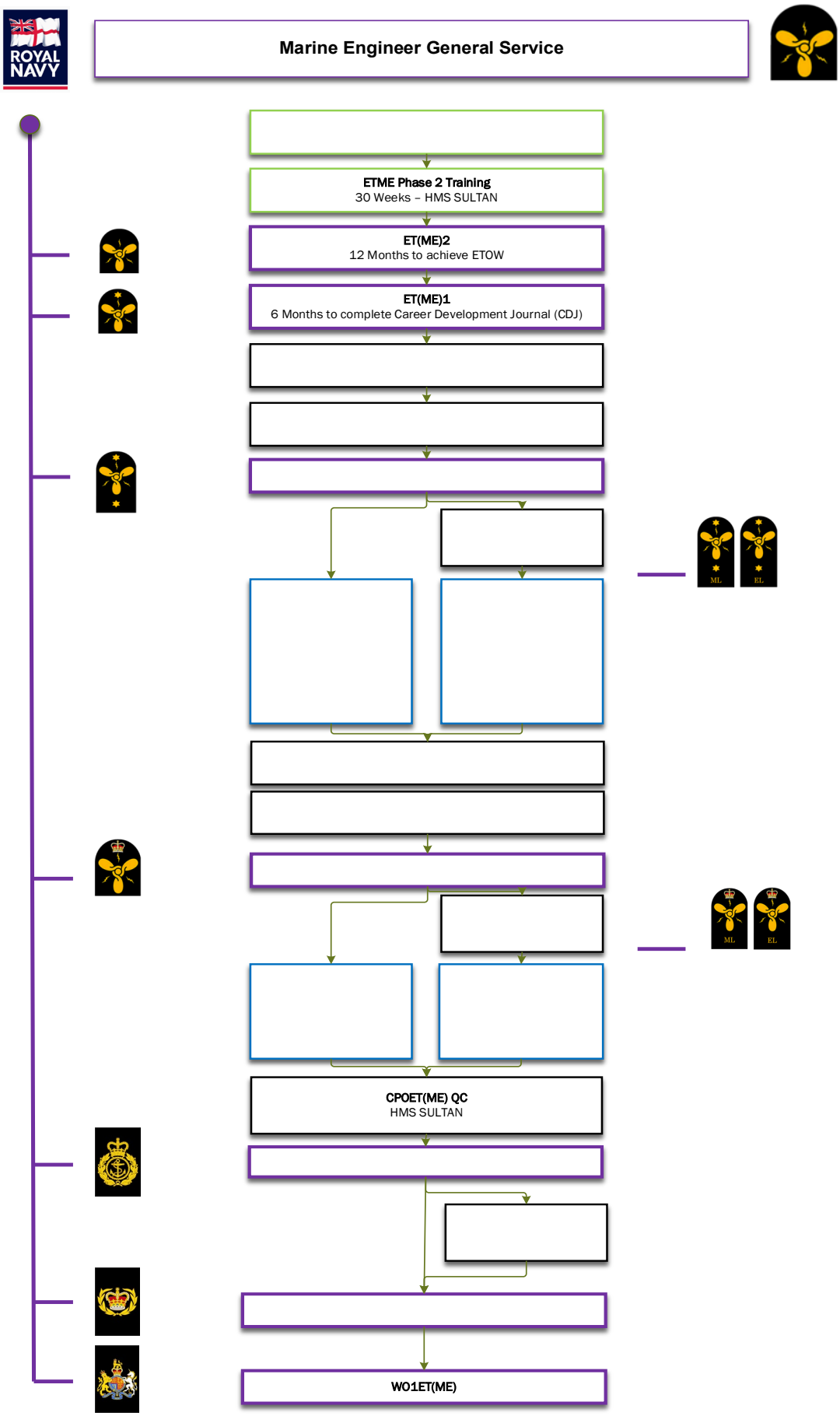
1. General Service - Career on a Page

a. The purpose of the Career on a Page is to provide a quick look at possible career progression to enable informed decisions to be made. Master documents should always be consulted to ensure that the latest information is available.

b. Ratings are advised to liaise with their Reporting Officer regarding any decisions concerning their careers prior to contacting the Career Manager.

c. Ratings seeking promotion to the Officer Corps can do so via the Upper Yardman (UY) or Senior Upper Yardman (SUY) schemes, details of which may be found in Chapter 50.

Figure 74G-1. Marine Engineering (GS) Branch - Career on a Page



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ANNEX 74H

SUBMARINE SERVICE – CAREER ON A PAGE

1. Submarine Service - Career on a Page

a. The purpose of the Career on a Page is to provide a quick look at possible career progression to enable informed decisions to be made. Timelines are indicative averages and are always subject to change. Master documents should always be consulted to ensure that the latest information is available.

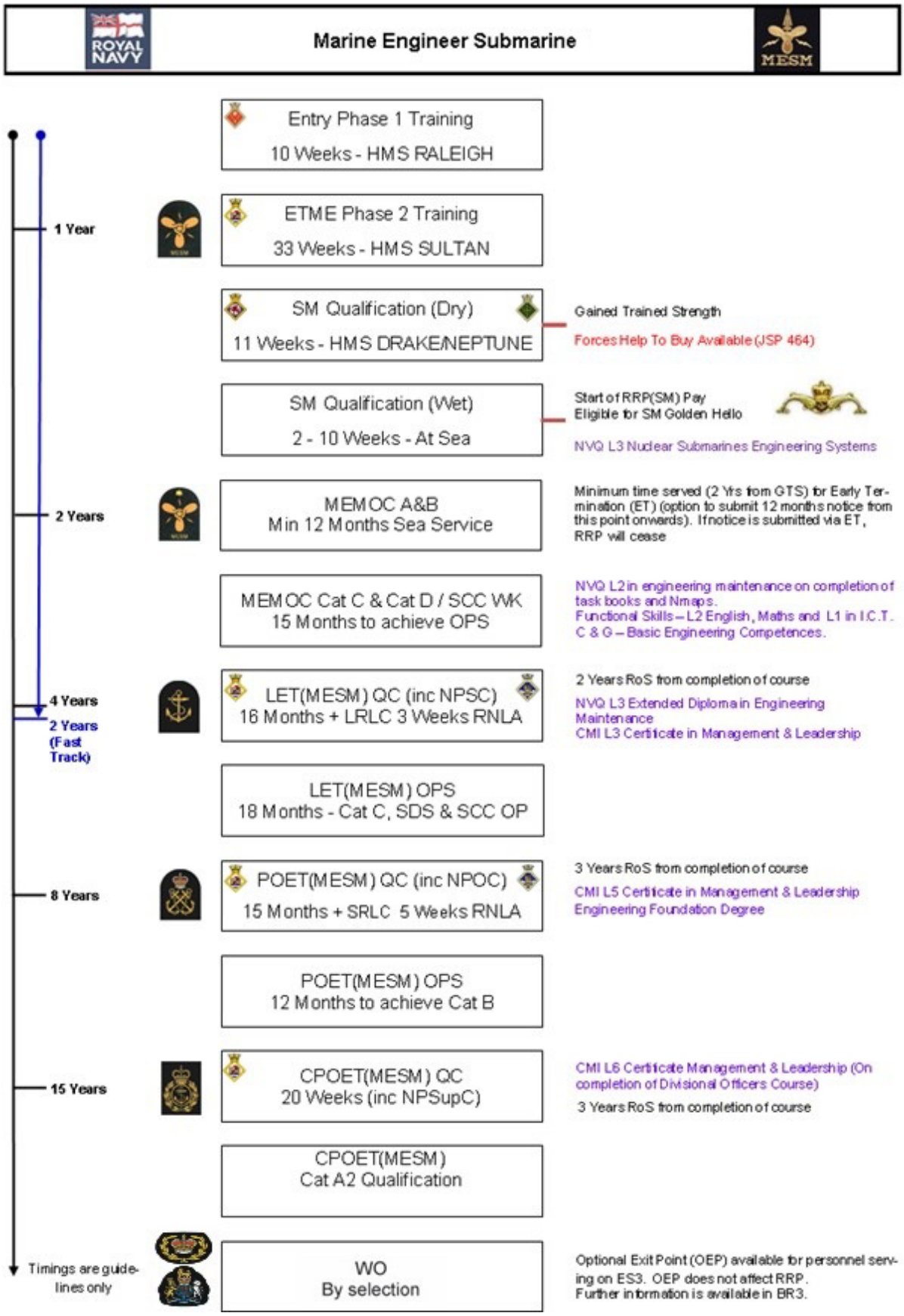
b. Ratings are advised to liaise with their Reporting Officer regarding any decisions concerning their careers prior to contacting the Branch or Career Manager. Career Managers are located in HMNB Clyde.

c. Information pertaining to Ratings training pipeline is contained within the Marine Engineering branch (SM) Career on a Page. Information relating to allowances and benefits available during a career are referenced in the Table below.

d. Ratings seeking promotion to the Officer Corps can do so via the Upper Yardman (UY) or Senior Upper Yardman (SUY) schemes, details of which may be found in Chapter 50.

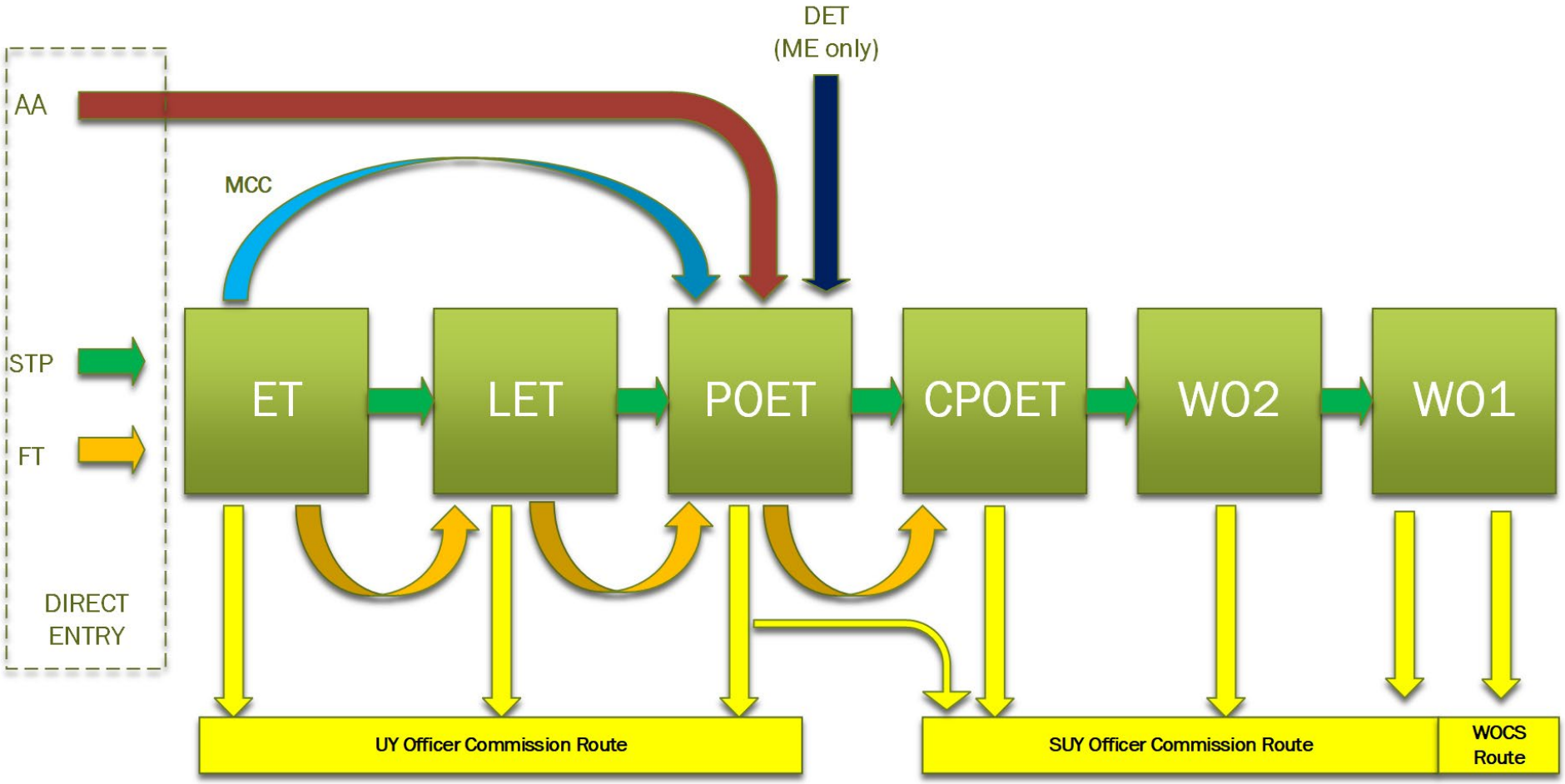
e. **Optional Exit Points.** Ratings in receipt of RRP(SM) may be eligible to submit an Optional Exit Point application which will enable them to leave the service at an earlier point than their current Termination Date, without any loss of RRP; full details may be found in Annex 54K.

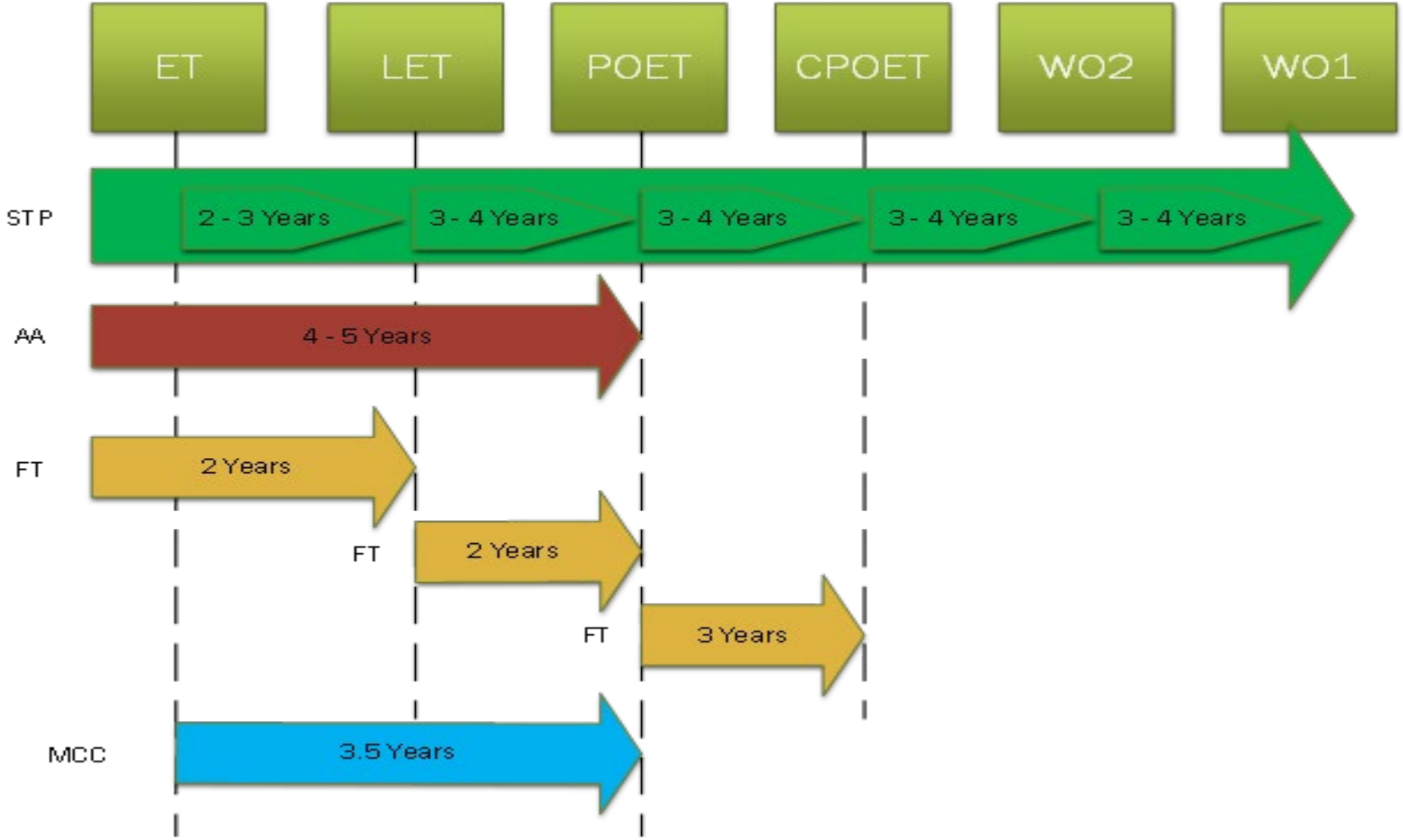
Figure 74H-1. Marine Engineering (SM) Branch - Career on a Page



ANNEX 74I

MEGS TRAINING PIPELINES



ANNEX 74J

MEGS TRAINING TIMELINES