CHAPTER 93

WARFARE PROFESSION FAST TRACK SCHEME

(Sponsor: NAVY PEOPLE-WFPM WAR PM SO1)

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CHAPTER 93

WARFARE PROFESSION FAST TRACK SCHEME

9301. General

a. This Chapter covers the General and Submarine Service Warfare Profession specialisations included on the Fast Track (FT) scheme and outlines the selection and management protocols for all potential Warfare Profession FT personnel. Divisional Officers are to ensure that a copy of this Chapter and the appropriate Annex is placed in the PDR of each member of those specialisations listed at Para 9302 who is recommended for the FT scheme.

b. The FT scheme is an important element of Warfare Profession career pipeline managing the talent of suitable individuals, by selecting those ratings who are suitably motivated and demonstrate the necessary standards of leadership, Warfare aptitude and ability. This scheme will allow Warfare Profession ratings the opportunity to accelerate their progression and be advanced based on time, qualification and CO's recommendation rather than selective promotion.

9302. FT Specialisations of the Warfare Branch (General and Submarine Service)

The following specialisations (and sub-specialisations) are currently being selected for the FT[1] scheme:

a. **Warfare Specialist (WS).**

(AWT)	Abovewater Warfare Tactical
(AWW)	Abovewater Warfare Weapons
(EW)	Electronic Warfare
(SSM)	Sonar Submariner
(TSM)	Tactical Submariner
(UW)	Underwater Warfare

b. **Warfare Specialisations.**

(SEA)	Seamanship
(MW)	Mine Warfare
(H)	Hydrographic
METOC	Meteorological and Oceanographic
(D)	Diver
(INT)	Intelligence

9303. Warfare Profession FT Background

The aim of the FT scheme is to afford individuals an accelerated advancement route. This takes account of individuals who develop at differing rates and, when combined with the standard route to promotion, gives a flexible career path to ensure that career progression through training and employment is better matched to the abilities and expectations of Warfare Personnel. Selection will be via a two-stage process with two entry points available:

[1] CT and Phot Specialisations are not included in the Warfare Profession FT scheme.

a. **AB-LH.** Phase 2 Professional Qualifying Course (PQC) for FT AB (for accelerated advancement to LH); and

b. **LH-PO.** LH PQC/LRLC for FT LH (for accelerated advancement to PO).

9304. Fast Track Scheme Overview

a. The FT scheme seeks to offer the necessary training, experience and continuous assessment to permit advancement to LH and PO earlier than is currently the case for most personnel.

b. To deliver success, an additional level of management and oversight of FT personnel is required. This will seek to ensure standards and assist to manage the available opportunities to acquire sea experience for FT personnel. This will be provided by the Fast Track Authority (FTA)[2] by the Fast Track Managers (FTM)[3] and Fast Track Recording Authorities (FTRA) within HMS Collingwood Warfare Training Group (WTG)[4], RNSMS Raleigh[5], RNSoS Raleigh[6], FOST HM[7] and MWS DDS[8].

c. The FTRAs will be responsible for the co-ordination of the recommendation process during Phase 2 and 3 Training, supported by the Fast Track Through Life Managers (FTTLM's)[9] who are the focal point for any advice and administrative issues relating to FT personnel. The FTTLM will report to the FTMs, ensuring that all FT timelines are strictly adhered to.

9305. Non-Selective Promotion (Advancement)

Individuals on the FT scheme will, subject to the necessary qualifications being obtained, be subject to non-selective advancement, based on their Due Date for Advancement. Individuals will be advanced provided that they are eligible in all respects as detailed within the flow charts at the Annexes.

a. **FT AB.** An AB selected for FT AB (AB2-LH) will be awarded a Due Date[10] to LH of 24 months from the Fast Track Start Date (FTSD)[11]. For FT AB (Diver) only, the Due Date will be 36 months from FTSD[12]. The FTSDs given below for a FT AB will be determined for GS by the date they join their sea going unit, or for SM the date of passing SMQ(Wet), as follows:

(1) Individuals who are selected from Phase 2 Training and join their sea going unit/pass SMQ between 1 Apr and 31 Jul will be awarded a FTSD of 31 Jul.

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[2] Warfare Professions Manager SO1.
[3] WFPM WAR GS WO1 for WS(AWT), WS(AWW), WS(EW), WS(UW), INT and SEA: WFPM WAR SM WO1 for WS(SSM), WS(TSM), (MW), H, METOC and Divers.
[4] WT WTG OiC Warskills for support to War FT personnel.
[5] RN SMS OiC War Trg for support to SM personnel.
[6] RNSoS OC.
[7] FOST HM OiC H/OiC METOC.
[8] MWS DDS CO.
[9] The FTTLM for WS(AWT), WS(AWW), WS(EW), WS(UW), INT, SEA, H, METOC and Divers is position (Navy People-WFPM WAR TRA FTLM) while the FTTLM for WS(SSM) and WS(TSM) is position (NAVY PEOPLE-TMG RNSMS AWTO).
[10] Due Date for Advancement is the equivalent of Common Promotion Date (CPD) for selective promotion in determining seniority in the higher rate.
[11] The 24 months comprise 12 months sea time and 12 months for completion of PQC and LRLC.
[12] FT AB (Diver)s require 36 months to gain sufficient experience to comply with Diving At Work Regulations 1997.

(2) Individuals who are selected from Phase 2 Training and join their sea going unit/pass SMQ between 1 Aug and 30 Nov will be awarded a FTSD of 30 Nov.

(3) Individuals who are selected from Phase 2 Training and join their sea going unit/pass SMQ between 1 Dec and 31 Mar will be awarded a FTSD of 31 Mar.

b. **FT LH.** An AB1/LH selected for FT LH in Phase 3 Training will retain their seniority date as a LH, with a Due Date to PO of 36 months from their FTSD[13]. FT LH FTSDs will be standardised to 31 Jul, 30 Nov or 31 Mar, as above.

c. **FT LH (Optional Accelerated Advancement).** In the case of Optional Accelerated Advancement, the Due Date will be advanced from the standard FTSD plus 36 months to FTSD plus 24 months.

9306. Selection, Recommendation and Transfer to the FT Scheme

A selection process will be conducted by the FTRA prior to an individual being recommended for entry onto the FT scheme. There will be two selection points:

a. **FT AB to LH.** The selection point will be on completion of Phase 2 Training (AB PQC)[14]. This will provide the opportunity for the individual to demonstrate that they have the necessary ability and leadership potential to succeed on the FT scheme, and have potential to operate as a competent Leading Hand in a short timeframe.

b. **FT LH to PO.** The selection point will be on completion of Phase 3 LH PQC[15] and LRLC. This will provide the opportunity for an individual to demonstrate that they have the necessary ability and leadership skills to succeed on the FT scheme, and have the potential to operate as a competent Petty Officer in a short timeframe. This selection point will consider individuals who are currently on the FT scheme to LH, those who have an AB1 FT CO Recommendation from sea as well as all other LH selectees who complete LH PQC and LRLC.

c. Personnel selected for FT AB during Phase 2 Training who remain on the scheme (subject to completing all eligibility criteria and CO's recommendation) will be advanced to LH. On completion, they will be removed from the FT scheme and revert to selective promotion for PO, unless they are subsequently selected for FT LH. Personnel selected for FT LH during Phase 3 training who remain on the scheme (subject to completing all eligibility criteria and CO's recommendation) will be advanced to PO. On completion, they will be removed from the FT scheme and revert to selective promotion for CPO.

[13] LH to PO FTSD will commence when rating joins their sea assignment. The 24 or 36 months includes 12 months for completion of PQC and SRLC.
[14] To include SMQ(Dry) for War SM, and EOD training for (Diver).
[15] To include EOD training for (Diver).

9307. Selection/Recommendation Process

The selection/recommendation process will be co-ordinated by the FTRA and include an interview and an assessment of an individual's training and experience to date, in order to determine their suitability based on the key selection criteria outlined below.

Table 93-1. Key Selection Criteria

Selection Point	Key Selection Criteria	Candidate Pool
Phase 2 AB PQC	1. Functional Skills Level 1 or above achieved. 2. Serving on a Full Career ES1/FC/OE1 that expires after the nominated Due Date. 3. Above average score during Phase 2 Module Assessments (Formative & Summative). 4. Level of potential for Command, Leadership and Management in the next higher rate. 5. Recommended from Phase 2 Training to be a FT AB (to LH). 6. At least 6 months since last Career Check (if any). 7. Passed Selection Interview. 8. For sideways entry Divers, previous service will replace Talybont and Phase 1 reports.	All AB2s recommended for FT during Phase 2 Training.
Phase 3 LH PQC	1. Functional Skills Level 2 achieved. 2. Serving on a Full Career ES1/FC/OE1 that expires after the nominated Due Date. 3. CO's Recommendation from sea[16] (not mandatory). 4. Above average score or training school equivalent during Phase 3 Module Assessments (Formative & Summative). 5. Potential for Command, Leadership and Management in the next higher rate. 6. Recommended from Phase 3 Training to be a FT LH to PO. 7. Passed LRLC. 8. At least 6 months since last Career Check (if any). 9. Passed Selection Interview.	All LHs recommended for FT during Phase 3 Training.

9308. AB1 CO's Recommendation for FT LH from Sea

Non-FT selected substantive AB1s who are eligible for promotion to LH and who demonstrate suitable levels of competence during their routine sea employment can be recommended as a potential FT LH - PO candidate. The recommendation is to be recorded on JPA as 'ProfessionalIFast Track LH CandidateINavy', with supporting comments on recommendation included by the 3RO in their next SJAR[17]. This is to be reflected with the appropriate grading in the Promotion – 1 Rank Up and 2 Ranks Up tab. The FT sea recommendation from the SJAR will be taken into consideration during the standard selective promotion process for AB to LH and will form part of the LH FT Selection process.

[16] CO's Recommendation can also be from shore assignment for AB1 (Diver).
[17] 3RO will normally be CO.

9309. Transfer to Fast Track

Candidates who are successful at the selection interview will then be recommended to the FTM for inclusion on the FT Scheme. Upon approval, the FTTLM will liaise with the relevant CM to identify and assign FT ratings to suitable platforms. Individuals on the FT scheme will continue to be assigned by the relevant Career Management Cell (CMC).

9310. Service on the Fast Track Scheme

a. The FT scheme is designed to accelerate individuals through the advancement system in a timescale that is at least as quick as, and in most cases faster than, the normal selective promotion process. In order to facilitate this, individuals will be carefully managed and therefore the following exceptions to normal career management need to be applied. These exceptions will be acknowledged by successful candidates when they sign the Certificate of Understanding (Part A); accepting the terms of service of FT scheme:

(1) **Waiver of Minimum Assignment Notice.** In order to maximise the at sea training opportunities, individuals selected for FT may require shorter than the usual minimum assignment notice. All individuals on the FT scheme will be required to volunteer to waive their minimum assigning notice period for sea and between platforms, as well as courses and employment associated with their advancement.

(2) **Waiver of Rights to Selective Promotion whilst on FT.** The requirement to carefully manage individuals on the FT scheme, together with the bespoke nature of the selection and advancement criteria, precludes individuals from following the dual paths of FT advancement and selective promotion simultaneously.

b. FT ABs will transfer to the normal selective promotion scheme on successfully achieving advancement to LH, and FT LHs on successfully achieving advancement to PO. Individuals removed from the FT scheme will also transfer to normal selective promotion. On transfer from FT to selective promotion, either on successful advancement or de-selection from FT, the Certificate of Understanding (Part B) will be used in transferring individuals back onto the standard selective promotion route and the normal assignment notice period. Certificates will be produced by the FTTLM and signed copies will be retained by both the FTTLM and individual. The FTTLM is to ensure that each individual is seamlessly transferred to selective promotion and all competences achieved are correctly recorded. An SJAR is to be raised at the next CRD as part of the transfer process.

9311. Accelerated TPS to OPS

a. FT personnel should, where possible, be employed in optimum billets as assigned by their CMC for the rate they hold. This will require close management by Career Managers (CMs) and the FTTLM. The FT scheme timeline does not allow for employment ashore[18] (except courses) and CMCs should, wherever possible, assign FT personnel to sea positions on completion of their PQC, as FTSD is set to the date of joining first sea unit, and hence determines the Due Date.

[18] With the exception of AB1(Diver) – see para 9311 C.

b. FT personnel are to be employed within unit departments in the same manner as their non-FT counterparts, and are to perform all aspects expected of their role. In order to achieve their training requirements, a FT individual will be required to maintain a high degree of personal motivation, and will need to be fully supported by their platform and afforded suitable opportunities to develop. Unit staff will need to carefully balance the training burdens of FT and non-FT personnel to ensure all are provided with fair opportunities to undertake training whilst noting the aspiration for FT personnel to complete the required training within a shorter time frame than normal.

c. FT AB (Diver)s will spend an additional 12 months prior to the Recommendation for Advancement to LH point. The 24-month period will be split between an initial 12 months at sea in an MCMV crew, followed by 12 months at FDS. This additional phase is necessary to ensure that the FT AB gains sufficient diving experience to safely complete LH PQC.

d. Where a units's programme changes, or a FT individual cannot be suitably employed (such as a unit undergoing Upkeep), and the individual will be unable to achieve their advancement criteria, the Units' Staff are to liaise, well in advance, with the FTTLM to discuss alternative employment options.

e. All FT personnel will be expected to proactively manage and 'own' their training, and should therefore present a training plan to the unit Training Co-ordinator detailing when they believe they will achieve the required training milestones. This could be achieved as part of the joining interview, in consultation with the Divisional SR. The training plan should be reviewed and recorded as objectives for the individual as part of the SJAR process.

f. The FTTLM will maintain a record of all individuals' progress towards achieving the training requirements to meet their advancement Due Date. Unit Staff are to liaise directly and regularly with the FTTLM to enable this process.

g. All FT personnel must achieve Professional OPS in their current rate and remain in date for annual OPS checks. FT AB will achieve OPS as an AB1, and should therefore be in date for Annual OPS, providing that all other criteria are met. They are encouraged to undertake an Annual OPS Check prior to attending PQC to ensure that they are still in date, and as a refresher for the course itself. FT LH must achieve OPS as a LH, but will be required to be in date for their Annual OPS Check prior to the 24-month SJAR 2 and for attendance at PQC.

9312. SJAR Reporting Requirements

a. SJARs and MPARs remain a mandatory requirement for all FT individuals and comment should be made on their current performance (including OPS/OPS Check status), CLM, employment and training achievements. Within the SJAR, Reporting Officers should report whether or not an individual continues to maintain a recommendation for the FT scheme and, if appropriate, the individual's potential for the next FT stage. The SJAR must contain evidence to support these recommendations.

b. Due to the limited time FT ratings spend in sea assignments there is a requirement to increase the level of reporting. During the LH to PO FT reporting time frame an opportunity exists to accelerate advancement from 24 to 12 months, based on a CO's recommendation for early advancement based on merit and previous experience.

(1) **AB to LH Reporting Timeframe from FTSD.**

(a) 3 Months MPAR.

(b) 6 Months SJAR 1 (progress SJAR[19]).

(c) 9 Months MPAR.

(d) 12 Months SJAR 2 (CO recommend for advancement to LH).

(2) **AB to LH (Diver) Reporting Timeframe from FTSD.**

(a) 6 Months MPAR.

(b) 12 Months SJAR 1 (on completion of 12 months sea time - to include recommendation to remain on FT).

(c) 18 Months MPAR.

(d) 24 Months SJAR 2 (CO's recommendation for advancement to LH)[20].

(3) **LH to PO Reporting Timeframe from FTSD.**

(a) 6 Months MPAR.

(b) 12 Months SJAR 1. To include:

i. Recommendation to remain on FT.

ii. (If applicable) recommendation for Optional Accelerated Advancement[21].

(c) 18 Months MPAR.

(d) 24 Months SJAR 2 (CO's recommendation for advancement)[22].

[19] Progress SJAR compiled on JPA to enable capturing of recommendation and overall grading.
[20] SJAR 2 should record that subject is in date Annual OPS Check.
[21] FT LH recommended for Optional Accelerated Advancement must be in date Annual OPS Check on arrival at PQC.
[22] SJAR 2 should record that subject is in date Annual OPS Check.

c. The 12 Months SJAR 2 for FT AB and the 12 Months SJAR 1 for FT LH (for Optional Accelerated Advancement Point only) should not be raised until 12 months sea service has been accrued. The reporting unit should inform the FTTLM of any expected delays in order that career management adjustments can be made. Applications to delay the 'recommend' SJAR should be made to the FTTLM, who will seek approval from the FTM. If the delay is approved, the default position will be to defer the recommendation for advancement and the Due Date by 4 months, to the next standard date. The 12/24-month SJAR should still be raised, stating reasons for deferral. A subsequent SJAR will then be required to support the delayed recommendation.

d. On removal from the FT scheme through successful advancement to the higher rank, an annual SJAR must be raised at the next CRD for the individual's substantive rank, regardless of the length of reporting period. In addition to the normal requirements for SJAR reporting, this SJAR will re-synchronise the individual with the reporting period of their peer group.

e. On removal from the FT scheme through de-selection, a SPEC AR[23] must be raised to record the circumstances of the removal from the FT scheme. An annual SJAR must be raised at the next CRD for the individual's substantive rank, regardless of the length of reporting period. In addition to the normal requirements for SJAR reporting, this SJAR will re-synchronise the individual with the reporting period of their peer group.

9313. Substantive Advancement

a. **Attending a PQC.** The planning and enrolling of individuals onto a PQC will be completed by the CMC in liaison with the FTTLM. In general, FT personnel will be provisionally allocated a PQC and LRLC/SRLC start date at, or shortly after, transfer to Fast Track. The FT LH will be provisionally booked on PO PQC 12 months prior to course start[24]. Attendance on both the LH and PO PQC will be dependent upon the completion of all of the relevant advancement criteria. Frequent liaison between the employing unit and the FTTLM will ensure that Training Schools, CMCs and employing units will be able to effectively plan the movement of FT personnel.

b. **Leadership Training.** All FT personnel must complete LRLC or SRLC, as appropriate, as part of their next higher rate. Preparation for and completion of these courses is essential and although the responsibility to be fully prepared rests firmly with the individual, it is to be supplemented with appropriate coaching and mentoring by unit staff. The unit lead for the FT scheme is considered to be the Head of Department who must take an active interest in the performance of FT personnel.

[23] JSP 757 Pt 2 Vol 1 para 1c(1).
[24] Or place reserved if course not yet loaded on to JPA.

c. **Advancement.** Personnel who remain on the FT AB scheme will be advanced to LH (subject to completing all eligibility criteria and receiving their CO's recommendation) at 24 months from FTSD on their Due Date. Personnel who remain on the FT LH scheme will be advanced to PO (subject to completing all eligibility criteria and receiving CO's recommendation) at 36 months from FTSD (Due Date), or at 24 months if selected for the Optional Accelerated Advancement point (Due Date). In all cases, individuals who complete the eligibility criteria prior to Due Date can be advanced to the acting higher rate[25]. The FTTLM is to ensure that all JPA administrative action is taken for the FT Rating's substantive advancement.

d. There may be occasions where a FT AB or LH is at their Due Date by time but has failed to satisfy the advancement criteria by their Due Date. An award of the acting higher rate may be considered by their CO[26], keeping the FTTLM informed.

9314. Fast Track Failure Policy and De-Selection from Scheme

Once selected, an individual will remain on the FT scheme unless their progress, performance or standards are deemed insufficient or they choose voluntarily to remove themselves. Where an individual, through their own actions or ability, has not been able to maintain FT accelerated training they may be de-selected from the FT scheme. If de-selected, personnel revert back to the standard selective promotion route, and continue training and employment as necessary to meet the service requirement. The FT scheme failure and de-selection policy is detailed at Annex G.

9315. Fast Track Notes

a. **Educationally Qualified for Advancement.** It is mandatory that the appropriate educational qualification is held prior to starting Fast Track – Functional Skills Level 1 or higher for AB and Level 2 for LH.

b. **Career Check.** Due to the tight timescales, receipt of a Career Check will result in automatic deselection from the Fast Track scheme.

c. **24 Month Due Date.** During the LH to PO FT reporting time frame an opportunity exists to accelerate advancement where a CO can recommend a FT rating for early advancement based on merit and previous experience.

d. **Unsuitable Candidates.** Where, during the period of the PQC, candidates are found to be unsuitable[27] for advancement to the next higher rate, they may be withdrawn from training by the CO of the relevant Training School. In such cases, individuals will be deselected from Fast Track scheme. They will transfer from Fast Track back to Selective Promotion as the eligibility route for future selection.

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

[25] BRd 3(1) para 6913.
[26] BRd 3(1) para 6802.
[27] The required attributes of the next higher rate.

f. **Achieved OPS/Annual OPS Check.** It is a requirement that individuals achieve OPS in the new rank within the timescales outlined, and remain in date for Annual OPS Check throughout to ensure that each key stage is achieved without delay. Individuals must be in date for Annual OPS Check at start of PQC.

ANNEX 93A

WARFARE SPECIALIST (AWT/AWW/UW/EW) FAST TRACK ADVANCEMENT FLOWCHART

Table 93A-1. AB WS (AWT/AWW/UW/EW)1 Pre-Advancement Requirements

Selected for Fast Track, awarded a Fast Track Start Date with a Due Date Advancement to LH of 24 months from this date.

Requirement	Competency	Proficiency Level	Notes
Assigned to sea billet (join date determines FTSD)			
Completed WTTB - achieved RPS as AB(WS), authorised by Warfare HOD.	Professional|RPS for AB1 WS(AWT)|Navy| Professional|RPS for AB1 WS(AWW)|Navy| Professional|RPS for AB1 WS(EW)|Navy| Professional|RPS for AB1 WS(UW)|Navy|	Pass	
Awarded AB1 Badge (single star). PAR sent to parent CM. Copied to FTTLM			
Advanced to AB1WS (AWT/AWW/UW/EW)			

Table 93A-2. Leading Hand WS(AWT/AWW/UW/EW) Pre-Advancement Requirements (12 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
12 months' sea service	CMS|12 Months Sea Time AB|Navy|		
Recommended for advancement by CO to LH in 12 Months Appraisal Report SJAR 2.			

Table 93A-3. Leading Hand WS (AWT/AWW/UW/EW) Pre-Advancement Requirements (24 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
To be in date for Initial RPS (valid for 12 months) or in date Annual RPS Check at start of PQC			
Completed Leading Hand PQC and recorded in JPA			
Completed Leading Rates Leadership Course	Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|	Pass	
Recommended for advancement by CO. Promotion Authorisation Request (PAR) sent to parent Career Management Cell, copied to FTTLM and Promotions Office			
Advanced to LHWS (AWT/AWW/UW/EW) If not selected for transfer to FT LH-PO revert to selective promotion.			

Selected FT LH for PO, awarded a Fast Track Start Date with a Due Date Advancement to PO of 36 months from this date.

Table 93A-4. Petty Officer WS (AWT/AWW/UW/EW) Pre-Advancement Requirements (12 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
Completed LH WTTB in relevant Sub-Specialisation. Achieved RPS	Professional|RPS for LH WS(AWT)|Navy| Professional|RPS for LH WS(AWW)|Navy| Professional|RPS for LH WS(EW)|Navy| Professional|RPS for LH WS(UW)|Navy|		
Assigned to sea billet (join date determines FTSD)			
12 months' sea service	CMS|12 Months Sea Time LH|Navy|		
Optional Advancement Point. Recommended for advancement by CO in 12 Months Appraisal Report SJAR 1			

Table 93A-5. Petty Officer WS (AWT/AWW/UW/EW) Pre-Advancement Requirements (24 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
In date Annual RPS Check	CMS|Annual RPS Check LH|Navy		
Recommended for advancement in 24 Months Appraisal Report SJAR 2			

Table 93A-6. Petty Officer WS (AWT/AWW/UW/EW) Pre-Advancement Requirements (36 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
Passed PO PQC and competency recorded in JPA			
Completed Senior Rates' Leadership Course (SRLC)	Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|		
Recommended for advancement by CO. Promotion Authorisation Request (PAR) sent to Career Manager, copied to FTTLM and Promotions Office			
Advanced to POWS (AWT/AWW/UW/EW) Transfer to Selective Promotion Flowchart for Selective Promotion			

ANNEX 93B

SEAMAN SPECIALIST - FAST TRACK PROMOTION FLOWCHART

Table 93B-1. AB(SEA)1 Pre-Advancement Requirements

Selected for Fast Track, awarded a Fast Track Start Date with a Due Date Advancement to LH of 24 months from this date.

Requirement	Competency	Proficiency Level	Notes
Assigned to sea billet (join date determines FTSD)			
Achieve Local Boats Crew Endorsement (Bowman)			
Completed AB SEA OJT TB (sections 1-2, Seamanship and Tactical Communication). At RPS as AB (SEA), authorised by Warfare HOD	Professional|RPS for AB1 (SEA)|Navy|	Pass	
Awarded AB1 Badge (single star). PAR sent to parent CM. Copied to FTTLM			
Advanced to AB1(SEA)			

Table 93B-2. Leading Hand (SEA) Pre-Advancement Requirements (12 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
Passed Boat Coxswain TEM (cannot be taken as an AB(SEA)2)			
Passed SSEM TEM (cannot be taken as an AB(SEA)2)			
12 months' sea service	CMS|12 Months Sea Time AB|Navy|		
Recommended for advancement by CO to LH in 12 Months Appraisal Report SJAR 2.			

Table 93B-3. Leading Hand (SEA) Pre-Advancement Requirements (24 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
To be in date for Initial RPS (valid for 12 months) or in date Annual RPS Check at start of PQC			
Completed Leading Hand PQC and recorded in JPA			
Completed Leading Rates Leadership Course	Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|	Pass	
Recommended for advancement by CO. Promotion Authorisation Request (PAR) sent to parent Career Management Cell, copied to FTTLM and Promotions Office			
Advanced to LH(SEA) If not selected for transfer to FT LH-PO revert to selective promotion.			

Selected FT LH for PO, awarded a Fast Track Start Date with a Due Date Advancement to PO of 36 months from this date

Table 93B-4. Petty Officer (SEA) Pre-Advancement Requirements (12 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
Completed LH (SEA) OJT TB (sections 1, 2). Achieved RPS	Professional|RPS for LH (SEA)|Navy|		
Assigned to sea billet (join date determines FTSD)			
12 months' sea service	CMS|12 Months Sea Time LH|Navy|		
Optional Advancement Point. Recommended for advancement by CO in 12 Months Appraisal Report SJAR 1			

Table 93B-5. Petty Officer (SEA) Pre-Advancement Requirements (24 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
In date Annual RPS Check	CMS|Annual RPS Check LH|Navy		
Recommended for advancement in 24 Months Appraisal Report SJAR 2			

Table 93B-6. Petty Officer (SEA) Pre-Advancement Requirements (36 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
Passed PO (SEA) PQC and competence recorded in JPA			
Completed Senior Rates' Leadership Course (SRLC)	Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|		
Recommended for advancement by CO. Promotion Authorisation Request (PAR) sent to Career Manager, copied to FTTLM and Promotions Office			
Advanced to PO(SEA) Transfer to Selective Promotion Flowchart for Selective Promotion			

ANNEX 93C

MINE WARFARE SPECIALIST FAST TRACK ADVANCEMENT FLOWCHART

Table 93C-1. AB (MW) 1 Pre-Advancement Requirements

Selected for Fast Track, awarded a Fast Track Start Date with a Due Date Advancement to LH of 24 months from this date.

Requirement	Competency	Proficiency Level	Notes
Assigned to a MCMV crew or MTXG (join date determines FTSD)			
Completed OJT Task Books (TBs) - achieved OPS as AB (MW)	Professional|OPS for AB1 (MW)|Navy|	Pass	
Awarded AB1 Badge (single star). PAR sent to parent CM. Copied to FTTLM			
Advanced to AB1(MW)			

Table 93C-2. Leading Hand (MW) Pre-Advancement Requirements (12 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
Passed Boat Coxswain TEM (cannot be taken as an AB(MW)2)			
Recommended for advancement by CO to LH in 12 Months Appraisal Report SJAR 2.			

Table 93C-3. Leading Hand (MW) Pre-Advancement Requirements (24 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
To be in date for Initial OPS (valid for 12 months) or in date Annual OPS Check at start of PQC			
Completed Leading Hand PQC and recorded in JPA			
Completed Leading Rates Leadership Course	Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|	Pass	
Recommended for advancement by CO. Promotion Authorisation Request (PAR) sent to parent Career Management Cell, copied to FTTLM and Promotions Office			
Advanced to LH(MW) If not selected for transfer to FT LH-PO revert to selective promotion.			

Selected FT LH for PO, awarded a Fast Track Start Date with a Due Date Advancement to PO of 36 months from this date

Table 93C-4. Petty Officer (MW) Pre-Advancement Requirements (12 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
Completed LH(MW) TB. Achieved OPS	Professional|OPS for LH (MW)|Navy|		
Assigned to a MCMV crew or MTXG (join date determines FTSD)			
Optional Advancement Point. Recommended for advancement by CO in 12 Months Appraisal Report SJAR 1			

Table 93C-5. Petty Officer (MW) Pre-Advancement Requirements (24 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
In date Annual OPS Check	CMS|Annual OPS Check LH|Navy		
Recommended for advancement in 24 Months Appraisal Report SJAR 2			

Table 93C-6. Petty Officer (MW) Pre-Advancement Requirements (36 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
Passed PO (MW) PQC and competence recorded in JPA			
Completed Senior Rates' Leadership Course (SRLC)	Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|		
Recommended for advancement by CO. Promotion Authorisation Request (PAR) sent to Career Manager, copied to FTTLM and Promotions Office			
Advanced to PO(MW) Transfer to Selective Promotion Flowchart for Selective Promotion			

ANNEX 93D

HYDROGRAPHY FAST TRACK ADVANCEMENT FLOWCHART

Table 93D-1. AB H1 Pre-Advancement Requirements

Selected for Fast Track, awarded a Fast Track Start Date with a Due Date Advancement to LH of 24 months from this date.

Requirement	Competency	Proficiency Level	Notes
Assigned to sea billet (join date determines FTSD)			
Completed OJT Task Books (TBs) - achieved OPS as AB H	Professional|OPS for AB1 HM(H)|Navy|	Pass	
Awarded AB1 Badge (single star). PAR sent to parent CM. Copied to FTTLM			
Advanced to AB1H			

Table 93D-2. Leading Hand H Pre-Advancement Requirements (12 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
12 months' sea service	CMS|12 Months Sea Time AB|Navy|		
Recommended for advancement by CO to LH in 12 Months Appraisal Report SJAR 2.			

Table 93D-3. Leading Hand H Pre-Advancement Requirements (24 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
To be in date for Initial OPS (valid for 12 months) or in date Annual OPS Check at start of PQC			
Completed Leading Hand PQC and recorded in JPA			
Completed Leading Rates Leadership Course	Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|	Pass	
Recommended for advancement by CO. Promotion Authorisation Request (PAR) sent to parent Career Management Cell, copied to FTTLM and Promotions Office			
Advanced to LH H If not selected for transfer to FT LH-PO revert to selective promotion.			

Selected FT LH for PO, awarded a Fast Track Start Date with a Due Date Advancement to PO of 36 months from this date

Table 93D-4. Petty Officer H Pre-Advancement Requirements (12 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
Completed LH (H) and Seamanship OJT TBs. Achieved OPS	Professional|OPS for LH H(H)|Navy|		
Assigned to sea billet (join date determines FTSD)			
12 months' sea service	CMS|12 Months Sea Time LH|Navy|		
Optional Advancement Point. Recommended for advancement by CO in 12 Months Appraisal Report SJAR 1			

Table 93D-5. Petty Officer H Pre-Advancement Requirements (24 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
In date Annual OPS Check	CMS|Annual OPS Check LH|Navy		
Recommended for advancement in 24 Months Appraisal Report SJAR 2			

Table 93D-6. Petty Officer H Pre-Advancement Requirements (36 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
Passed PO PQC and competence recorded in JPA			
Completed Senior Rates' Leadership Course (SRLC)	Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|		
Recommended for advancement by CO. Promotion Authorisation Request (PAR) sent to Career Manager, copied to FTTLM and Promotions Office			
Advanced to PO H Transfer to Selective Promotion Flowchart for Selective Promotion			

ANNEX 93E

WARFARE SPECIALIST SUBMARINE FAST TRACK ADVANCEMENT FLOWCHART

Table 93E-1. AB (SSM)/(TSM)1 Pre-Advancement Requirements

Selected for Fast Track, awarded a Fast Track Start Date with a Due Date Advancement to LH of 24 months from this date.

Requirement	Competency	Proficiency Level	Notes
Completed SMQ(Dry) – SMQ(North)			
Assigned to sea billet (join date determines FTSD)			
Completed SMQ(Wet) – Qualified SM point (date of passing determines FTSD)			
Completed OJT TB 1 – achieved OPS as AB1, authorised by Warfare HOD	'Professional|OPS for AB1 WS(SSM or TSM)|Navy|	Pass	
Awarded AB1 Badge (single star). PAR sent to parent CM. Copied to FTTLM			
WS(SSM) ratings completed narrowband TEM	SM|Narrowband Operator (SSM 005)|Navy|		
Advanced to AB1(SSM)/(TSM)			

Table 93E-2. Leading Hand (SSM)/(TSM) Pre-Advancement Requirements (12 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
12 months' sea service	CMS|12 Months Sea Time AB|Navy|		
Recommended for advancement by CO to LH in 12 Months Appraisal Report SJAR 2.			

Table 93E-3. Leading Hand (SSM)/(TSM) Pre-Advancement Requirements (24 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
To be in date for Initial OPS (valid for 12 months) or in date Annual OPS Check at start of PQC			
Completed Leading Hand PQC and recorded in JPA			
Completed Leading Rates Leadership Course	Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|	Pass	
Recommended for advancement by CO. Promotion Authorisation Request (PAR) sent to parent Career Management Cell, copied to FTTLM and Promotions Office			
Advanced to LH(SSM)/(TSM) If not selected for transfer to FT LH-PO revert to selective promotion.			

Selected FT LH for PO, awarded a Fast Track Start Date with a Due Date Advancement to PO of 36 months from this date

Table 93E-4. Petty Officer (SSM)/(TSM) Pre-Advancement Requirements (12 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
Completed LH TB and any TEM OJT TBs. Achieved OPS	Professional|OPS for LH WS(SSM/TSM)|Navy		
Assigned to sea billet (join date determines FTSD)			
12 months' sea service	CMS|12 Months Sea Time LH|Navy|		
Optional Advancement Point. Recommended for advancement by CO in 12 Months Appraisal Report SJAR 1			

Table 93E-5. Petty Officer (SSM)/(TSM) Pre-Advancement Requirements (24 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
In date Annual OPS Check	CMS|Annual OPS Check LH|Navy		
Recommended for advancement in 24 Months Appraisal Report SJAR 2			

Table 93E-6. Petty Officer (SSM)/(TSM) Pre-Advancement Requirements (36 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
Passed PO WS(SSM)/(TSM) PQC and competence recorded in JPA			
Completed Senior Rates' Leadership Course (SRLC)	Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|		
Recommended for advancement by CO. Promotion Authorisation Request (PAR) sent to Career Manager, copied to FTTLM and Promotions Office			
Advanced to PO(SSM)/(TSM) Transfer to Selective Promotion Flowchart for Selective Promotion			

ANNEX 93F

DIVER - FAST TRACK ADVANCEMENT FLOWCHART

Table 93F-1. AB DIVER 1 Pre-Advancement Requirements

Selected for Fast Track, awarded a Fast Track Start Date with a Due Date Advancement to LH of 36 months from this date.

Requirement	Competency	Proficiency Level	Notes
Assigned to DTXG or MTXG (join date determines FTSD)			
Achieve OPS as AB Diver	Professional|OPS for AB1 (D)|Navy|	Pass	
Awarded AB1 Badge (single star). PAR sent to parent CM. Copied to FTTLM			
Request for change of category to Special Service Pay (Diving) forwarded to parent UPO (see 8).			
Advanced to AB1 DIVER			

Table 93F-2. Leading Hand DIVER Pre-Advancement Requirements (24 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
Assigned to DTXG or DTXG			
In date Annual OPS Check	CMS|Annual OPS Check AB|Navy|		
Recommended for advancement by CO to LH in 24 Months Appraisal Report SJAR 2.			

Table 93F-3. Leading Hand DIVER Pre-Advancement Requirements (36 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
To be in date for Initial OPS (valid for 12 months) or in date Annual OPS Check at start of PQC	CMS|Annual OPS Check AB1|Navy|		
Completed Leading Hand PQC and recorded in JPA			This includes Diving and EOD training
Completed Leading Rates Leadership Course	Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|	Pass	
Recommended for advancement by CO. Promotion Authorisation Request (PAR) sent to parent Career Management Cell, copied to FTTLM and Promotions Office			
Advanced to LH DIVER If not selected for transfer to FT LH-PO revert to selective promotion.			

Selected FT LH for PO, awarded a Fast Track Start Date with a Due Date Advancement to PO of 36 months from this date.

Table 93F-4. Petty Officer DIVER Pre-Advancement Requirements (12 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
Achieved OPS as a LH	Professional|OPS for LH (D)|Navy|		
Assigned to sea billet (join date determines FTSD)			
Optional Advancement Point. Recommended for advancement by CO in 12 Months Appraisal Report SJAR 1			

Table 93F-5. Petty Officer DIVER Pre-Advancement Requirements (24 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
In date Annual OPS Check	CMS|Annual OPS Check LH|Navy		DSC and seamanship if applicable
Recommended for advancement in 24 Months Appraisal Report SJAR 2			

Table 93F-6. Petty Officer DIVER Pre-Advancement Requirements (24-36 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
Passed PO PQC and competency recorded in JPA			
Completed Senior Rates' Leadership Course (SRLC)	Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|		
Recommended for advancement by CO. Promotion Authorisation Request (PAR) sent to Career Manager, copied to FTTLM and Promotions Office			
Advanced to PO DIVER Transfer to Selective Promotion Flowchart for Selective Promotion			

ANNEX 93G

FAST TRACK SCHEME TERMS OF SERVICE AND FAILURE POLICY

1. FT Terms of Service

a. The FT scheme affords significant opportunity in terms of career progression at an earlier stage and therefore it is expected that FT personnel will perform at a higher than average level of competence in all aspects of training and employment. The scheme's success is dependent on both the individual and the unit's organisation to ensure sufficient progress is made towards the next higher rate. To ensure this occurs the scheme will be externally assured by the FTMs and their teams.

b. Lack of progress within the scheme has the potential to prevent the achievement of the nominated Due Date. It is expected that FT personnel will be appropriately supported in their unit and placed on warning in a timely manner to highlight where progress is not sufficient in order to support recovery and indicate not only the failure but the potential impact to the Due Date achievement and how to recover the situation. At all times an FT individual must maintain a positive recommendation to remain in the scheme and for the next advancement. Any training failure, CLM or NGT warnings or attitudinal problems will, in all probability, result in removal from the scheme.

c. To ensure all FT personnel are fully aware of the changes to their Terms of Service on selection to the FT scheme (including being advanced, in lieu of selective promotion), individuals will sign a Certificate of Understanding (Part A). When signing, they confirm that they understand, whilst on the FT scheme, that they will:

(1) Not be considered at Selective Promotion Boards until removed from FT scheme,

(2) Be required to waive their minimum time for assignment to sea and shore, and

(3) Be required to waive their 660/3 Separated Service Allowance.

d. On leaving the FT scheme, a Certificate of Understanding (Part B) will be completed and signed by the individual reversing the process, with an individual returning to Selective Promotion and minimal notice for future assignments.

2. FT Scheme Failure Policy

a. Where it is suspected that agreed targets may not be achieved, for reasons within the control of the individual, FT personnel are to be placed on warning in a timely manner to highlight the concern to the individual and ensure a recovery plan is created and followed. This will also highlight to the FTTLM the potential delay in the individual's progression and potential for removal from the scheme.

b. There may be extenuating circumstances[1], both Service (e.g. ship's programme) and non-Service (e.g. compassionate or medical reasons) which may prolong an individual's time within the training pipeline. Delays may have an effect on the ability to meet progression to LH or PO within the expected time and in all circumstances the FTTLM should be informed at the earliest point.

c. The FTM has the authority to remove personnel from the FT scheme and will do so where it is deemed appropriate in all the circumstances. Prior to making a decision, the FTM should seek advice from the relevant FTA and the FTTLM.

3. Removal from the FT Scheme

a. A Rating may be removed from the scheme in any of the following circumstances:

(1) Submission of an Early Termination request or request to leave the scheme.

(2) Failure to achieve RPS.

(3) Not being recommended for advancement by CO.

(4) Failure of Leadership Course (LRLC or SRLC).

(5) Removal from course.

(6) Career Intermission[2].

(7) Poor performance relating to professional performance or CLM failings.

(8) Imposition of a Career Check.

(9) Other significant reason which the FTM deems sufficient to justify removal.

b. On submission of a request for Early Termination an individual will be de-selected from the FT scheme. Unit Staff and Career Managers are to ensure they liaise with the FTTLM prior to accepting any notice to ensure that the individual is fully briefed on all aspects associated with removal from FT and serving notice, such as TRoS and being employed at sea during the notice period.

[1] These occasions should be rare, as the CO and FTTLM should be working to meet the tight FT timescales.
[2] Previously called Career Break.

c. When being de-selected from the FT scheme, the FTTLM will ensure the following actions are completed and appropriate details are recorded on the Certificate of Understanding (Part B):

(1) Individual is to be fully briefed on all aspects of removal and that future promotion will be by selection.

(2) A SPEC AR raised detailing reasons for the de-selection.

(3) FT Certificate of Understanding (Part B) to be completed by the FTTLM.

(4) FTTLM to remove the JPA FT competence.

(5) Individual's seniority date to be agreed with FTM and recorded on JPA.

4. Volunteer for Removal from the FT scheme

a. At any stage of the scheme an individual can volunteer to be removed from FT and revert to selective promotion. The process is detailed below, and all individuals should be fully advised of the changes to their career progression when transferred back to the selective promotion route. It is recommended this action be carried out by the unit HOD.

b. A request by an individual for removal from the FT scheme is to be forwarded to the FTTLM for review and consideration. The FTM will retain the authority to remove any rating from the FT scheme. The process to be followed is indicated below:

(1) The FT rating is to submit a formal request to the CO detailing the explanation why they wish to be removed from the FT Scheme.

(2) If the request for removal is associated with submission of Early Termination, the FTTLM will liaise with CMC Career Manager before advising the HOD on future employment plans.

(3) If at sea the rating is expected to remain in that position.

(4) If the request for removal is not associated with an Early Termination request but occurs on LH PQC or PO PQC, the individual will be removed from the course and reassigned at their substantive rank. All cases will be treated individually and be approved by the FTM.

c. Individuals removed from the FT scheme will be career managed by their appropriate CMC and employed according to the Needs of the Service. It is to be recognised that the individual will have completed less time at sea than those on selective promotion. It is therefore to be expected that these individuals will be assigned back to sea at the earliest opportunity by CMC.

5. Failure within Professional Qualifying Courses

a. FT personnel who fail on AB, LH or PO PQC will be managed by the Training Schools PQC Training Failure Policy.

b. Back-classing of FT personnel is to be considered only for exceptional reasons outside of any professional training failure. Where back-classing is necessary, then the individual case will be reviewed by the Training School, FTRA and FTM to assess the impacts to the individual's training. Where a FT individual is being back-classed then, following liaison with the FTRA, the Training School will review the circumstances of the back-classing and consider on a case by case basis if the individual is to remain on the FT scheme.

c. Where FT personnel fail or miss course module(s), then the Training School policy is to be followed in reprogramming modules. Where a module(s) has been missed for Service or non-Service reasons, **in all cases** the FTRA is to be notified. Whether an individual remains on the FT scheme will be reviewed on a case by case basis, with the final decision being made between the Training School, FTRA and the FTM.

6. Failure of Leadership Courses

a. As Fast Track ratings, it is expected that all FT personnel will allocate sufficient time and preparation to pass the required leadership courses.

b. FT personnel who fail LRLC or SRLC may be de-selected from the scheme for not meeting the standard of leadership expected at their rank. In exceptional cases, and where there is sufficient mitigation and a recommendation is made by Royal Navy Leadership Academy (RNLA) Staff for return to leadership course, a de-selection from the FT scheme waiver may be considered. This must be approved by the FTM.

c. On removal from the FT scheme following failure at LRLC or SRLC, the individual will be transferred to the selective promotion route at their current rank. The individual must then seek promotion by selection and will be planned to attend leadership course only after further selection for the next higher rate.

7. Ratings Removal from the Fast Track Scheme

In all other cases, units should make application to the FTTLM for the rating's removal. The FTTLM will conduct all administrative actions for a rating's removal from the FT scheme.

ANNEX 93H

FAST TRACK CERTIFICATE OF UNDERSTANDING PART A

TRANSFER TO THE WARFARE FAST TRACK SCHEME

Being subject to: Advancement by time in accordance with BRd 3(1) Chapter 68 and possible changes in minimum notice for assignment to sea and shore.

Part 1 - Individual's Details

FULL NAME (in Capitals)	SERVICE No.	RATE

Date of Selection	Fast Track Start Date	Due Date Advancement	Remarks

Part 2 - Individual's Declaration[1]

I understand that during my time on the Warfare Fast Track scheme:

I will be subject to advancement by time, as detailed in BRd 3(1) Chapter 68, rather than selective promotion and, therefore, I will not be considered by Selection Boards for Promotion.

I may be liable to be assigned to sea or shore units at less than normal assigning notice, as detailed in BRd 3(1) Chapter 59.

Signed: ..... Date: .....

Part 3 - Fast Track Through-Life Manager[2]

The above-named rating has been transferred to the Warfare Fast Track scheme and will be subject to advancement by time, with the following awarded due date for the next higher rate:

Advancement To	Due Date Advancement
LH/PO*	

** delete as applicable*

Signed: ..... Rate/Rank*: .....

Name*: ..... Date: ..... **Block Capitals*

[1] A copy of the Certificate of Understanding Part A is to be retained by the individual.
[2] The Certificate of Understanding Part A is to be retained by the FTTLM for a period of 3 years after the individual leaves the Warfare Fast Track scheme.

FAST TRACK CERTIFICATE OF UNDERSTANDING PART B

REMOVAL FROM THE WARFARE FAST TRACK SCHEME

Part 1 - Individual's Details

FULL NAME (in Capitals)	SERVICE No.	RATE

The above-named rating has been removed from the Warfare LH/PO (delete as appropriate) Fast Track scheme and will no longer be subject to time-based advancement.

The following seniority date has been determined by the Fast Track Authority and will be recorded in JPA:

RATE	SENIORITY DATE

Part 2 - Individual's Declaration[3]

I understand that on removal from the Warfare Fast Track scheme:

I will return to being subject to selective promotion as detailed in BRd 3(1) Chapter 67.

I will be liable to be assigned to sea or shore units as detailed in BRd 3(1) Chapter 59.

Signed: ..... Date: .....

Part 3 - Fast Track Through-Life Manager[4]

The above-named rating has been transferred to the Selective promotion scheme and will be subject to promotion by Selection from the following date:

Date:

The following actions have been completed:

The individual has been fully briefed on implications of removal from the Warfare Fast Track scheme.

All Warfare Fast Track competences have been removed from JPA.

The Individual's seniority date has been agreed with the Fast Track Authority and recorded in JPA.

Signed: ..... Rate/Rate*:.....

Name*: ..... Date:..... **Block Capitals*

[3] A copy of the Certificate of Understanding Part B is to be given to the individual.
[4] The Certificate of Understanding Part B is to be retained by the FTTLM for a period of 3 years after the individual leaves the Warfare Fast Track scheme.

ANNEX 93I

METEOROLOGY AND OCEANOGRAPHIC FAST TRACK ADVANCEMENT FLOWCHART

Table 93D-1. AB METOC 1 Pre-Advancement Requirements

Selected for Fast Track, awarded a Fast Track Start Date with a Due Date Advancement to LH of 24 months from this date.

Requirement	Competency	Proficiency Level	Notes
Assigned to shore billet (join date determines FTSD)			
Completed OJT Task Books (TBs) - achieved OPS as AB (HM)	Professional|OPS for AB1 METOC|Navy|	Pass	
Awarded AB1 Badge (single star). PAR sent to parent CM. Copied to FTTLM			
Advanced to AB1 METOC			

Table 93D-2. Leading Hand METOC Pre-Advancement Requirements (12 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
Recommended for advancement by CO to LH in 12 Months Appraisal Report SJAR 2.			

Table 93D-3. Leading Hand METOC Pre-Advancement Requirements (24 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
To be in date for Initial OPS (valid for 12 months) or in date Annual OPS Check at start of PQC			
Completed Leading Hand PQC and recorded in JPA			
Completed Leading Rates Leadership Course	Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|	Pass	
Recommended for advancement by CO. Promotion Authorisation Request (PAR) sent to parent Career Management Cell, copied to FTTLM and Promotions Office			
Advanced to LH METOC If not selected for transfer to FT LH-PO revert to selective promotion.			

Selected FT LH for PO, awarded a Fast Track Start Date with a Due Date Advancement to PO of 36 months from this date

Table 93D-4. Petty Officer METOC Pre-Advancement Requirements (12 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
Completed LH METOC OJT TBs. Achieved OPS	Professional|OPS for LH METOC|Navy|		
Assigned to shore billet (join date determines FTSD)			
Optional Advancement Point. Recommended for advancement by CO in 12 Months Appraisal Report SJAR 1			

Table 93D-5. Petty Officer METOC Pre-Advancement Requirements (24 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
In date Annual OPS Check	CMS|Annual OPS Check LH|Navy		
Recommended for advancement in 24 Months Appraisal Report SJAR 2			

Table 93D-6. Petty Officer METOC Pre-Advancement Requirements (36 Months from FTSD)

Requirement	Competency	Proficiency Level	Notes
Passed PO PQC and competence recorded in JPA			
Completed Senior Rates' Leadership Course (SRLC)	Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|		
Recommended for advancement by CO. Promotion Authorisation Request (PAR) sent to Career Manager, copied to FTTLM and Promotions Office			
Advanced to PO METOC Transfer to Selective Promotion Flowchart for Selective Promotion			