CHAPTER 81

WARFARE PROFESSION - FLEET AIR ARM

(Sponsor: NAVY PEOPLE-WFPT AV SO1)

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CHAPTER 81

WARFARE PROFESSION - FLEET AIR ARM

8101. General Terminology

a. Naval Airman entrants will be required to qualify in Aircraft Handling (AH) or Aircraft Controller (AC) specialisations. Aircrewman (ACMN) can be recruited as a Direct Entry or from within. Whilst the NA(METOC) specialisation has been superseded by the OM(HM) specialisation, branch management of legacy NA(METOC)s is undertaken by the GS Warfare Branch Manager – see Chapter 77.

b. For the purposes of this Chapter, Airman and Aircrewman refer to both male and female ratings.

8102. Examination for Advancement or Promotion - General

a. **Recommendations.** All recommendations for advancement/promotion, examination or course are to be made with due regard to the conditions in Para 6901.

b. **Application for Examination.** Applications for examination are to be made in accordance with Para 6914.

c. **Examinations.** The types of examination used in the Air categories are as follows:

(1) Professional Qualifying Examinations (PQE) - set and marked by the Specialist Schools.

(2) Provisional Examinations (PE) - set and marked by the Specialist Schools.

(3) Local - conducted by officers of the rating's own ship or squadron.

The general rules for examinations, including failures and refusal to take a Qualifying Course or Examination, are given in Para 6911 to Para 6914 and Lead School publications and apply to all examinations in the Fleet Air Arm (non-Air Engineering).

d. PE and PQE dates are published by DIN or RNTM.

8103. Removal of Aircraft Controller Qualification

The rules and procedures regarding the withdrawal of AC qualifications are detailed in BRd 768 NATMO ANNEX 3202(3)B Article 05 & BRd767 NAO FAA2102(3).

ANNEX 81A

NAVAL AIRMAN (AIRCRAFT HANDLER) SPECIALISATION – PROMOTION FLOWCHART

1. Naval Airman (Aircraft Handler) Specialisation - Promotion Flowchart

New Entry: Up to 39 years of age.

Table 81A-1. Naval Airman (AH)2 to Naval Airman (AH)1 - Advancement Criteria

Requirement	Competency	Proficiency Level	Notes
Completed Phase 1 New Entry Training.			
Completed Naval Airman (Aircraft Handler) Qualifying Course (Phase 2 Training).			See Notes 1, 2 and 3
Achieved OPS as NA(AH) by completion of OJT.	Professional|OPS for NA(AH) UQ50|Navy		See Note 3.
Minimum of 6 months' seniority post completion of Naval Airman (Aircraft Handler) Qualifying Course (Phase 2 Training)			
At least 6 months since last Career Check (if any) on date due advancement.			
Awarded and advanced to NA(AH)1			See note 3 and 4.
Continue instruction to achieve Functional Skills Level 2 – required for award of Trailblazer apprenticeship - in English and Mathematics.			Not required for advancement to NA1.

Table 81A-2. Leading Airman (Aircraft Handler) - Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Minimum of 18 months' seniority as NA(AH)1 12 months prior to Common Promotion Date (CPD).			Para 6703 b sub para (2)
Achieved RPS as NA(AH) by completion of Task Book/OJT.	Professional|RPS for NA(AH) UQ50|Navy		See Note 4.
Serving on ES1/FC/OE1 that expires after the nominated CPD.			Para 6703 b sub para (7)
Recommended for promotion on Appraisal Report at CRD.			.
Completed Able Rates Leadership Course (ARLC)	Miscellaneous|Able Rates Leadership Course (RNL		

Table 81A-3. Leading Airman (Aircraft Handler) – Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
Passed Leading Airman (Aircraft Handler) Qualifying Course.	Professional|Professional Qualifying Examination/Course For LA (AH)/(SE) (UD40)|Navy|		
Completed Leading Rates' Leadership Course (LRLC). Competence.	Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|		
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
Promoted to Leading Airman (Aircraft Handler).			

Table 81A-4. Petty Officer (Aircraft Handler) - Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Passed Professional Examination for PO(AH).	Professional|Provision al Examination For POACMN and POA(AH)/(SE)/(METO C)/(PHOT) (UC30)|Navy|		See Note 5.
Minimum of one year's seniority as a LA(AH) 12 months prior to the CPD.			
Serving on ES2/FC/OE1 or ES3/EC/2OE			
Recommended for promotion on Appraisal Report at CRD.			
EFP. Achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and appropriate competences recorded on JPA.			Para 9615

Table 81A-5. Petty Officer (Aircraft Handler) - Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
Passed Petty Officer (Aircraft Handler) Qualifying Course.	Professional|Professio nal Qualifying Examination/Course For POACMN and PO (AH)/(SE)/(METOC)/(P HOT) (UD30)|Navy		
Completed Senior Rates Leadership Course	Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|		
At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later)			
Promoted to Petty Officer (Aircraft Handler)			

Table 81A-6. Chief Petty Officer (Aircraft Handler) - Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Completed Senior Rates Leadership Course	Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|		
Serving on ES2/FC/OE1 or ES3/EC/2OE			
EFP. Must have achieved minimum Level 2 FS (or equivalent) in English and Mathematics and the appropriate competences recorded on JPA			Para 9615
Recommended for promotion on Appraisal Report at CRD.			

Table 81A-7. Chief Petty Officer (Aircraft Handler) - Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later)			
Promoted to Chief Petty Officer (Aircraft Handler)			

Table 81A-8. Warrant Officer 2 (Aircraft Handler) - Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Serving on ES2/FC/OE1 or ES3/EC/2OE			
EFP. Must have achieved minimum Level 2 FS (or equivalent) in English and Mathematics and the appropriate competences recorded on JPA			Para 9615
Recommended for promotion on Appraisal Report at CRD			.

Table 81A-9. Warrant Officer 2 (Aircraft Handler) - Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Satisfy terms of Assignment Order issued by Promotion Authority			
Promoted to Warrant Officer 2 (Aircraft Handler)			

Table 81A-10. Warrant Officer 1 (Aircraft Handler) - Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Serving on ES2/FC/OE1 or ES3/EC/2OE			
EFP. Must have achieved minimum Level 2 FS (or equivalent) in English and Mathematics and the appropriate competences recorded on JPA			Para 9615
Recommended for promotion on Appraisal Report at CRD			

Table 81A-11. Warrant Officer 1 (Aircraft Handler) - Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Satisfy terms of Assignment Order issued by Promotion Authority			
Promoted to Warrant Officer 1 (Aircraft Handler)			

Notes:

1. Ratings entering the Fleet Air Arm in the Naval Airman (AH) specialisation enter as a Naval Airman 2. They undergo Phase 1 New Entry Training at HMS RALEIGH and are then assigned to Naval Airman (Aircraft Handler) Phase 2 Qualifying Course (NA(AH)QC) at the RN School of (RNSFDO), RNAS Culdrose.

2. Ratings who fail NA(AH)QC may be 'back-classed' or, unless willing to transfer to another specialisation under existing regulations, will normally be recommended for Discharge Unsuitable During Training (DUDT) by the Commanding Officer RNAS Culdrose.

3. NA(AH) completing NA(AH)QC should be assigned to core AH roles in either; QEC, 1700 NAS or TAS Fire Station, ensuring they are able to consolidate training under supervision of an AH specialisation training lead.

4. ***Instructions for Completion of NA(AH) OJT***

a. On completion of NA(AH)QC, NA(AH)s are required to undertake On-Job Training, as applicable, to develop the individual from Training Performance Standard (TPS) to Operational Performance Training (OPS), depending on their first assignment. OPS is achieved by individuals completing Continuation Training Logs (CTL) these include::

(1) .BRd 761 Form 001 QEC – NA(AH) Induction and Continuation Training Record.

(2) BRd 761 Form 002 RFA Platforms – NA(AH) Induction and Continuation Training Record.

(3) .RN Fire Station Maintenance of Competence (MOC) Risk Critical Package.

b. On completion of one of the requirements listed at Note 4.a above, the individual is to be awarded JPA competence 'Professional|OPS for NA(AH) UQ50|Navy'. This competence is only to awarded by RNSFDO Staff Officer.

c. The completion of NA(AH) Task Book is no longer required for advancement to NA(AH)1 but it is to be completed for eligibility for selection for LA(AH).

5. When an individual is advanced to AB1, the HR administrator is to ensure a Promotion Authorisation Request (PAR) is signalled to their parent Career Management Cell (CMC) NAVY PEOPLE-CM WAR FAA AH2, which will authorise the promotion and change the rate on JPA.

(Continued)

Notes: (Continued)

6. ***Aircraft Handler Provisional Examinations (PE).*** *The PE for PO (AH) may be taken at any time by confirmed Leading Hands (or post the CPD for which selected by those who have completed pre-promotion training but have yet to be promoted for reasons shown at Para 6714 sub para c), provided that the rating's Commanding Officer considers that the candidate is adequately prepared for the Petty Officer (AH) Qualifying Course (PO(AH)QC) and has the potential for future promotion to Petty Officer. Applications for the examination should be forwarded to the Commanding Officer, RNSFDO, RNAS Culdrose, HELSTON, on Form S442 in duplicate. Examination papers will be forwarded to the candidate's ship or establishment and completed papers should be returned without delay. CO RNSFDO will inform Commanding Officers and Navy Command/DDPD of results.*

ANNEX 81B

NAVAL AIRMAN (AIRCREWMAN) SPECIALISATION – PROMOTION FLOWCHART AND QUALIFICATIONS FOR ENTRY

1. Naval Airman (Aircrewman) Specialisation - Qualifications for Entry

a. **Direct Entry Aircrewman.** Direct Entry Naval Airmen (Aircrewman) (ACMN) will arrive at HMS RALEIGH for Part 1 Training having satisfied the following entry criteria:

(1) Minimum of 2 GCSE or equivalent at Grade A-C.

(2) Nationality or Dual (British plus one other). or Dual (British plus one other).

(3) Aged up to 34 years.

(4) Min DAA Score 60.

(5) Aircrew medical standard achieved.

(6) Passed Flying Aptitude Tests (FATS).

(7) Successful PRNC leadership assessment.

b. **Professions Transfer and Sideways Entry Candidates.** Eligibility criteria for transfer into the Aircrewman (ACMN) Spec, in addition to meeting criteria set at Para 1 and Para 5126, are as follows:

(1) Able Rate/Leading Hand or Substantive Mne/Cpl of any specialisation.

(2) In date PES.

(3) Medically Fully Deployable MES when applying for workforce clearance.

(4) Six months since last Career Check (if any).

(5) Must have achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and the appropriate competences recorded on JPA when applying for manning clearance.

(6) Clear potential for early promotion indicated in latest SJAR by achieving minimum performance standard of B+ (YES)

c. **Branch Transfer Procedure for Application.** Refer to para 5126.

d. **Aircrewman Suitability.**

(1) The Aircrewman suitability assessment is conducted at RAF Cranwell and utilises the Flying Aptitude Test procedure. Successful candidates will return to their units to await assignment to flying training. Due to the differences in their pathway prior to extraction, FATS for RM candidates remain extant for 36 months. It is stressed that a pass of FATS does not guarantee further flying training will be given as candidates with a higher score in FATS pass will be given priority over those with lower passes. RN and RM candidates will be streamed either Anti-Submarine Warfare (ASW) or Commando (CDO) to meet the Service requirement. Candidates who are not assigned to flying training within the 2-year period of workforce clearance will need to obtain an extension of the clearance if they wish to continue with their application.

(2) Individuals who do not pass FATS may be granted the opportunity to undertake a second and final attempt 12 months after the date of the initial test. Approval will be considered on an individual case basis.

e. **Flying Training.**

(1) **Return of Service.** ACMN are required to give a minimum of 6 years' Return of Service from completion of flying training (Award of Flying Badge or 'Wings') - refer to Chapter 53. Consequently, volunteers will be required to sign a RN Form S2658 prior to being assigned to course.

(2) **Length of Training.** Candidates can expect to undertake the following courses subject to streaming:

(a) All ACMN attend a series of short courses which will include Basic Sea Survival, Aviation Maritime Survival, First Aid, Crew Resource Management, Permissive Land Survival and Aviation Medicine.

(b) **Level C SERE.** All ACMN are required to complete Level C SERE, which takes place at RAF St Mawgan (2 weeks).

(c) **Aircrewman Grading/Streaming.** ACMN will be streamed ASW or CDO during an assessment phase at No1 FTS Shawbury, RNAS Yeovilton and RNAS Culdrose (2 weeks).

(d) **Rotary Wing Ground School.** All ACMN attend this course at No1 FTS Shawbury for general aviation awareness training (6 weeks). On Day 1 of Ground School personnel will be transferred to the ACMN category.

(e) **Joint Aircrewman Course.** ASW Aircrewmen undertake Course 361 and 406 (5 Months) at RAF Shawbury and RAF Valley. CDO ACMN undertake Courses 320, 435 and 436 (13 months) at RAF Shawbury and RAF Valley.

(f) **Initial Acoustic Course.** 824 NAS, RNAS Culdrose for ASW ACMN (12 weeks).

(g) **Air 338 Military Skills Course.** RN (Non Commando Trained) and DE only. RNAS Yeovilton for CDO ACMN (4 weeks).

(h) **Merlin HC Mk4/4a Aircraft Conversion and Operational Conversion Phases (CTT/CTR).** 846 NAS, RNAS Yeovilton, for CDO ACMN (28 weeks).

(i) **Merlin HM Mk2 Aircraft Conversion and Operational Conversion Phases (CTT/CTR).** 824 NAS, RNAS Culdrose for ASW ACMN (50 weeks).

(3) **Failures During Flying Training.** Students suspended from flying training will be referred to the Chair of the Naval Aviation Board (CNAAB). Confirmation of a failure will result in withdrawal from flying training and return to source branch. Direct Entry ACMN failures will be considered for transfer to other branches on a case-by-case basis.

(a) Students are required to achieve both the Training Performance Standard (TPS) and to have displayed sufficient spare capacity to ensure likely success at the next stage of training in order progress further. Consequently, students may achieve TPS but, due to concerns with respect to their capacity, be adjudged unlikely to progress to frontline service. These students are regarded as ‘training risks’ and will normally be referred to the Chair of the Naval Aviation Board (CNAAB)for assessment of suitability for further flying training and subsequent recommendation for future employment within the Service (see BRd 3(1) Para 5742).

(b) Training Risk is defined as: "An individual who, in the judgement of the relevant instructional staff, does not show the capacity, character and potential to operate as an ACMN in the front-line maritime environment.”

(c) In the unusual event that an individual fails to successfully complete C of C, they will be referred to CNAAB in accordance with BR 767 and, should they be removed from flying duties as a result of that referral, they will (except in exceptional circumstances) lose entitlement to wear the flying badge.

(4) **Award of 'Wings'**. On successful completion of Flying Training and confirmation of successful completion of LRLC/CLDC, ratings will be awarded the Flying Badge ('Wings') and rated Acting Petty Officer Aircrewman or Acting Sergeant RMAC as appropriate.

(5) **Promotion in Source Branch after Selection for Training.** All individuals transferring to the ACMN specialisation will no longer be considered for promotion in their source branch once Aircrew training has started (see Para 6703).

(6) **First Assignment.** On completion of the Flying Training/Conversion to Role, ACMN will be assigned to a Front Line Squadron for a probationary period where they will be required to successfully complete On Job Task Book Training, followed by the award of a Certificate of Competence (CofC). Failure to achieve a CofC will be treated in the same manner as a failure during Flying Training and, if confirmed by CNAAB, an individual will revert to source branch at their original rate/rank and seniority. Direct Entry ACMN failures will be considered for transfer to other branches on a case-by-case basis.

(7) **Subsequent Suspension from Flying Duties.** Post CofC, POACMN/Sgt RMAC and above who are permanently grounded for any reason may be retained in the ACMN category and employed on non-flying duties until the end of their current engagements, provided that they remain medically fit for General Service. They will be ineligible for further advancement/promotion from the date of grounding. They will be given the option of Discharge with normal terminal benefits. Any medical conditions will be assessed in accordance with current Royal Navy Medical Board of Survey (RNMBOS) process and reviewed by a Royal Navy Medical Employability Board (RNMEB).

Table 81B-1. Transfer Actions.

Action	Responsibility
Request manning clearance for sideways transfer to ACMN in accordance with Para 5126	Current unit
E-mail response – Provisionally approved/not approved	NAVYPEOPLE-CMMAILBOX@MOD.GOV.UK
If provisionally approved:	
Arrange Aircrew Medical under guidance of FGen NAvn FT PM SO2	NAVY PEOPLE-CM WAR FAA ACMN AC
Attendance at FATS	NAVY PEOPLE-CM WAR FAA ACMN AC
Email NAVYPEOPLE-CMMAILBOX@MOD.GOV.UK for final approval for BT	Current Unit
Assign to flying training course to meet NCHQ CAP AV FT pipeline requirements	NAVY PEOPLE-CM FT PIPELINE MGR / NAVY PEOPLE-CM WAR FAA ACMN AC
Main Trade for Pay (MTfP) - Changed to reflect transfer to FAA on Day 1 of Ground School	NAVY PEOPLE-CM WAR FAA ACMN AC
Assume career management responsibility on Day 1 of Ground School	NAVY PEOPLE-CM WAR FAA ACMN AC

2. Anti-Submarine Warfare and Commando Aircrewman Specialisations - Promotion Flowchart

Table 81B-2. Naval Airman (ACMN)2 to Acting Leading Airman (ACMN) Advancement Criteria

Requirement	Competency	Proficiency Level	Notes
Completed Phase 1 New Entry Training			Direct Entry.
Completed RN ACMN FATs.			Direct Entry and Branch Transfers (para 1a and 1b).
Completed Able Rates Leadership Course	Miscellaneous|Able Rates Leadership Course (RNLA 104)|Navy|		Direct Entry only.
Advanced to NA (ACMN)1			
Completed IFTC.			Para 1.e(a)
Advanced to A/LA (ACMN) RM Transfer as substantive Cpl (ACpl if CLDC is not complete prior to FT).			

Table 81B-3. Acting Leading Airman (ACMN)/CPL (RMAC) to Acting Petty Officer Aircrewman/Acting Sergeant RM Aircrewman Advancement Criteria

Requirement	Competency	Proficiency Level	Notes
Completed Military Aviation Ground School.			Para 1.e
Completed 'Basic and Advanced Rotary Wing Training' at No1 Flying Training School RAF Shawbury and RAF Valley.			Para 1.e
Completed Leading Rates' Leadership Course (LRLC) or CLDC Competence.	Relevant Competency Recorded		DE and RN Branch Transfer only
Completed Initial Acoustic Course for ASW ACMN.			Para 1.e
Completed Air 338 Course for CDO ACMN.			DE and RN Branch Transfer only
Completed relevant CTT and CTR for either ASW or CDO Merlin Aircraft.			Para 1.e
Promoted to Substantive Leading Hand/Corporal			
Advanced to Acting Petty Officer Aircrewman/ Acting Sergeant RM Aircrewman.			

Table 81B-4. Substantive Promotion Criteria to Petty Officer Aircrewman/Acting Sergeant RM Aircrewman. All to be completed within 2 years of achieving GTS as an Aircrewman.

Requirement	Competency	Proficiency Level	Notes
Completed Senior Rates' Leadership Course (SRLC)/ Sergeants Leadership and Development Course (SLDC)	Relevant Competency recorded.		
Completed On Job Training Task Book.			
Awarded Certificate of Competence – recorded as JPA competence.	Professional|Certificate Of Competence PO/SGT ACMN|NAVY		
Promoted to Petty Officer/Sergeant Aircrewman.			

Table 81B-5. Chief Petty Officer/Colour Sergeant Aircrewman - Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Completed Senior Rates' Leadership Course (SRLC)/ Sergeants Leadership and Development Course (SLDC)	Relevant Competency recorded.		
Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.			
Recommended for promotion on Appraisal Report at CRD.			See Note 1.

Table 81B-6. Chief Petty Officer/Colour Sergeant Aircrewman - Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later)			
Promoted to Chief Petty Officer/Colour Sergeant Aircrewman			

Table 81B-7.Warrant Officer 2 Aircrewman - Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD			
EFP. Must have achieved minimum Level 2 FS (or equivalent) in English and Mathematics and the appropriate competences recorded on JPA			Para 9615
Recommended for promotion on Appraisal Report at CRD			See Note 1.

Table 81B-8. Warrant Officer 2 Aircrewman - Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Satisfy terms of Assignment Order issued by Promotion Authority			
Promoted to Warrant Officer 2 Aircrewman See Note 4			

Table 81B-9. Warrant Officer 1 Aircrewman - Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD			
Recommended for promotion on Appraisal Report at CRD			See Note 1.

Table 81B-10. Warrant Officer 1 Aircrewman - Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Satisfy terms of Assignment Order issued by Promotion Authority			
Promoted to Warrant Officer 1 Aircrewman See Note 4			

Notes:

1. ***Recommendation.*** *Awarded 'Exceptional', 'High' or 'Yes' recommendation for 'Promotion - 1 Rank Up' on SJAR by final RO. Where an otherwise fully eligible candidate has received an SJAR assessment of 'Insufficient Knowledge' at last report, presentation before the next Board will be determined by the Promotion Section using the previous report recommendation.*

2. ***Failure to Complete Professional and/or Leadership Course.*** *Refer to Para 6716 for rules on the impact on 1a rating's promotion if they fail to complete PQC and/or LRLC/SRLC before CPD or within 12 months of CPD as a result of service reasons, non-service reasons (outwith control) or non-service reasons (within control).*

3. RMOR on promotion from CSGT to WO2 will also be required to complete the RM Advanced Command Course (ACC). In addition, on promotion from WO2 to WO1, complete the RM WO1 course in common with all RMOR (see Annex 91C).

ANNEX 81C

AIRCRAFT CONTROLLER SPECIALISATION – CAREER AND PROMOTION FLOWCHART AND QUALIFICATIONS FOR ENTRY

1. Aircraft Control Specialisation - Qualifications for Entry

a. **Direct Entry Aircraft Controllers.** Direct Entry Aircraft Controllers will arrive at HMS RALEIGH for Phase 1 Training having met the following entry criteria:

(1) Nationality or Dual (British plus one other).

(2) Aged 18-34.

(3) Min DAA Score 60.

(4) Air Traffic Control (ATC) medical standard achieved.

(5) Visual Acuity II Colour Perception 2.

(6) Successful completion of Computer Based Aptitude Test (CBAT)

b. **Branch Transfer Candidates.**
Applications to the AC spec are to be submitted following the guidance laid down within BRd 3 Chapter 51. In addition to the eligibility criteria, candidates will only be considered for transfer, on successful completion of CBAT, Initial Aviation Medical (IAME) and subject to service requirement.

c. Along with the requirements detailed in Para 1.a., additional eligibility criteria for Profession Transfer and Sideways Entry are as follows:

(1) Have at least 3 years to serve on completion of LACPQC.

(2) In date RN PES.

(3) At least 6 months since last Career Check.

(4) Medical Employment Standard (MES) Category is Medically Fully Deployable.

(5) Recommended by Commanding Officer.

d. **The Training Pipeline from New Entry to Role PS LAC.** Upon completion of Phase 1 Training at HMS RALEIGH, or upon successful sideways entry the AC candidate will undertake the following professional courses:

(1) **AWT 270 - AB WS (AWT) Type 23 Career Course.** This course introduces Direct Entrant candidates and branch transferees from non-WS specialisations to the structure of the Action Information Organisation (AIO) and the Command System which is commonly used by ACs in the Fleet. The 12 weeks of training, which primarily takes place at HMS Collingwood, includes attendance on CBRNC 1 (Basic Sea Survival Course) and RNLA 104 (Able Rates Leadership) which are mandatory requirements from Direct Entrant candidates to complete. Candidates are also required to achieve Maths and English Functional Skills Level 2 at this stage, if this competency is not already held.

(2) **Air 201 - Leading Aircraft Controller Professional Qualifying Course (LACPQC).** The main qualifying course for ACs is split between AIR 201 Part 1 at the RN School of Aircraft Control (RNSAC) at RNAS Yeovilton, and AIR 201 Part 2 at the Aviation Training Element (AvTE) at HMS Collingwood. See Note 4 for trainees who commenced LACPQC prior to 1 Oct 25.

(3) **Air 201 Part 1 - LACPQC Basic Modules.** The part of the course involves a Helicopter Controller (Non-Tactical) module which teaches and develops core control skills, including responses to emergencies. Other modules included are focused on training candidates to perform the role of Command Aviation Advisor in a ASW and ASuW tactical environment, as well as developing the skills required to procedurally control multiple aircraft simultaneously. Successful candidates will be advanced to Acting Probationary Leading Aircraft Controller (PLAC) RNLA 102 (Leading Rates Leadership Course) will also be completed immediately following Part 1.

(4) **Marinisation Phase/First Sea Assignment as TPS.** Upon successful completion of AIR 201 Part 1 and RNLA 102. PLACs will be TPS and are assigned to a Front-Line Unit with an RPS LAC for their Marinisation Period. Whilst TPS, PLACs remain under training and will be under the mentorship of the SURFLOT AC Mentor Team, to maximise aviation exposure and ensure both their LAC and CBRN task books are completed within 6 months of completing AIR 201 Part 1. See Note 4 for trainees who commenced LACPQC prior to 1 Oct 25.

(5) **Air 201 Part 2 - LACPQC Advanced Modules.** This part of the course brings together the skills learned during Part 1, and the experience accrued at sea during the Marinization Period, to ensure that candidates are able to fulfil the responsibilities of a NATO qualified Aircraft Controller authorised to provide tactical and non-tactical control to all NATO Fixed Wing and Rotary Wing aircraft in the Maritime environment, subject to their control grade. Following this part of the course, candidates will return to RNSAC for Air 203 (Low Level Height Keeping Target Control) prior to completing a Role PS check and being advanced to substantive Leading Hand.

e. **Second Sea Assignment as RPS.** Following Air 201 Part 2 and the successful completion of their Role PS check LACs will be rated substantive and assigned to the SURFLOT Operational Readiness Pool (ORP). This will provide a suitable timeframe for them to be employed in a Front-Line controlling capacity and accrue further experience and core naval skills. Selected individuals can then be employed ashore in instructional roles or to remain within SURFLOT as Mentors.

f. **Stars and Crowns.** Stars and Crowns are awarded as follows:

(1) 1 star awarded upon successful completion of AIR 201 Part 1 and ABLC.

(2) 2 stars awarded upon successful completion of AIR 201 Part 2, including achievement of the requisite live control hours and completion of LRLC.

(3) Crown worn on substantive promotion to POAC.

2. Aircraft Controller Specialisation - Career and Promotion Flowchart

Table 81C-1. Naval Airman (Aircraft Controller)2 to Acting Leading Airman (Aircraft Controller) Advancement Criteria

Requirement	Competency	Proficiency Level	Notes
Completed Phase 1 New Entry Training.			Direct Entry.
Completed AWT270.			Direct Entry and non-WS branch transferees
Completed Able Rates Leadership Course.	Miscellaneous|Able Rates Leadership Course (RNLA		Direct Entry only.
Pass Helicopter Controller (Non-Tactical) module of Air 201 Part 1.	FAA|Helicopter Control (Non Tactical) |Navy|		See Note 5
Advanced to NA(AC)1			
Completed AIR 201 Part 1.	FAA | Air 201 Part 1 (Basic LACPQC Modules) | Navy		
Advanced to A/LA(AC)			

Table 81C-2. Leading Airman (Aircraft Controller) Advancement and Substantive Promotion Criteria

Requirement	Competency	Proficiency Level	Notes
Awarded NATO Control Grade DELTA.	FAA|Helicopter Controller NATO Grade D|Navy|		
Completed AIR 201 Part 2.	FAA | Air 201 Part 2 (Advanced LACPQC Modules) | Navy		See Note 5
Completed Air 203.	FAA|Height Keeping Target Controller Course-Air 203 |Navy|		
Completed Leading Rates' Leadership Course (LRLC).	Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|		
Completed Flight Safety Course.	FAA|Flight Safety Course (Air 302)|Navy|		
Achieved RPS as LAC.			See note 6.
Recommended for advancement to LAC by OIC RNSAC.			
Promoted to Leading Airman (Aircraft Controller)			

Table 81C-3. Petty Officer (Aircraft Controller) - Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Minimum of 2 years' seniority as a Leading Aircraft Controller 12 months prior to CPD.			Para 6703 b sub para (2)
Serving on ES2/FC/OE1 that expires after the nominated CPD.			Para 6703 b sub para (7)
Achieve RPS as LAC.			
Passed written Provisional Qualifying Examination (PQE) for POAC	Professional|PROFESSIONAL EXAMINATION FOR POAC (POPQE)|Navy|		
EFP. Achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and appropriate competences recorded on JPA.			Para 9615
Recommended for promotion on Appraisal Report at CRD.			See Note 2

Table 81C-4. Petty Officer (Aircraft Controller) - Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
Successfully completed Joint Air Traffic Control Course.	Air Traffic Control|ATCTerm1|RAF (Or from Mar 2024 Air and Space Operations|ATC Aerodrome Control|Joint|No Air and Space Operations|ATC Ground Control|Joint|No Air and Space Operations|ATC Surveillance Radar Approach|Joint|No Air and Space Operations|ATC Terminal Control Precision Approach|Joint|No Air and Space Operations|ATC Radar Approach|Joint|No Air and Space Operations|ATC Radar Departures|Joint|No Air and Space Operations|ATC Radar Director|Joint|No Air and Space Operations|ATC Radar LARS|Joint|No Air and Space Operations|ATC Radar Zone|Joint|No)		See Note 4
In date Annual Standards Check.			
Completed Senior Rates Leadership Course	Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|		
At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later)			
Promoted to Petty Officer (Aircraft Controller)			

Table 81C-5. Chief Petty Officer (Aircraft Controller) - Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Successfully completed Joint Air Traffic Control Course.	Air Traffic Control|ATCTerm1|RAF (Or from Mar 2024 hold competencies IAW Table 81C-4)		See Note 4
Successfully achieved Competent to Operate Status.	Professional|ATM Competent to Operate|Navy|		IAW BRd 768 See Note 4
Completed Senior Rates Leadership Course	Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|		
EFP. Achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and appropriate competences recorded on JPA.			Para 9615
Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.			
Recommended for promotion on Appraisal Report at CRD.			See Note 2

Table 81C-6. Chief Petty Officer (Aircraft Controller) - Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later)			
Promoted to Chief Petty Officer (Aircraft Controller)			

Table 81C-7. Warrant Officer 2 (Aircraft Controller) - Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Successfully completed Joint Air Traffic Control Course.	Air Traffic Control|ATCTerm1|RAF (Or from Mar 2024 hold competencies IAW Table 81C-4)		See Note 4
Successfully achieved Competent to Operate Status.	Professional|ATM Competent to Operate|Navy|		IAW BRd 768 See Note 4
Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.			
EFP. Achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and appropriate competences recorded on JPA.			Para 9615
Recommended for promotion on Appraisal Report at CRD.			See Note 2.

Table 81C-8. Warrant Officer 2 (Aircraft Controller) - Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Satisfy terms of Assignment Order issued by Promotion Authority			
Promoted to Warrant Officer 2 (Aircraft Controller)			

Table 81C-9. Warrant Officer 1 (Aircraft Controller) - Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Successfully completed Joint Air Traffic Control Course.	Air Traffic Control|ATCTerm1|RAF (Or from Mar 2024 hold competencies IAW Table 81C-4)		See Note 4
Successfully achieved Competent to Operate Status.	Professional|ATM Competent to Operate|Navy|		IAW BRd 768 See Note 4
Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.			
EFP. Achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and appropriate competences recorded on JPA.			Para 9615
Recommended for promotion on Appraisal Report at CRD.			See Note 2.

Table 81C-10. Warrant Officer 1 (Aircraft Controller) - Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Satisfy terms of Assignment Order issued by Promotion Authority			
Promoted to Warrant Officer 1 (Aircraft Controller)			

Notes:

1. *Branch Transfer candidates will retain their previous rate until successful completion of AIR 201Part 2. They will then be rated Leading Hand (Aircraft Controller).*

2. ***Recommendation.*** *Awarded 'Exceptional', 'High' or 'Yes' recommendation for 'Promotion – 1 Rank Up' on SJAR by final RO. Where an otherwise fully eligible candidate has received an SJAR assessment of 'Insufficient Knowledge' at last report, presentation before the next Board will be determined by the Promotion Section using the previous report recommendation.*

3. ***Failure to Complete Professional and/or Leadership Course.*** *Refer to Para 6716 for rules on the impact on a rating's promotion if they fail to complete LRLC/SRLC before CPD or within 12 months of CPD as a result of service reasons, non-service reasons (outwith own control) or non-service reasons (within own control).*

4. *IAW RNTM 0-051/25 these competences are required for those personnel selected prior to 1 Apr 2025 only.*

5. ***Trainees commencing LACPQC prior to 1 Oct 25.*** *Trainees on course prior to and including LACPQC 24/03 will reach TPS after completing both parts of Air 201, LACPQC and achievement of NATO Control Grade DELTA. This will also be the point at which they will be advanced to Acting LH. Promotion to substantive LAC and completion of Role PS check can only be achieved for these ratings after completion of their LAC Taskbook, which includes the award of NATO Control Grade CHARLIE.*

6. *36-month Return of Service (RoS) applied from achievement of Role PS.*

ANNEX 81D

AIRCRAFT CONTROLLER JATCC FAST TRACK SCHEME

1. Aircraft Controller Fast Track Scheme

a. General.

(1) This section covers the Aircraft Controller (AC) Fast Track (FT) Scheme, and outlines the selection and management protocols for all potential AC FT personnel.

(2) The FT scheme provides a means of advancing ratings who are suitably motivated and demonstrate the necessary standards of leadership, aptitude and ability. The scheme allows AC ratings the opportunity to accelerate their progression and be advanced based on POAC PQE results and 2RO recommendation rather than by selective promotion.

b. Background.

(1) **Fast Track.** The aim of the FT scheme is to afford individuals an accelerated advancement to Petty Officer and further advancement to Chief Petty Officer if all pre-requisite criteria are met.

The two key stages of the scheme:

(a) LH-PO - JATCC qualification (for accelerated advancement to PO); and

(b) PO-CPO - 3 years as substantive PO (for accelerated advancement to CPO).

(2) This takes account of individuals who develop at different 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 ACs.

c. **Management of FT Personnel.**[1] To deliver success, an additional level of management and oversight of FT personnel is required. This will seek to ensure standards and assist the management of available opportunities to acquire sea experience for FT personnel. This will be provided by the Fast Track Authority (FTA), the Fast Track Manager (FTM) and the Fast Track Recording Authority (FTRA) RNSAC. The FTRA will be responsible for the co-ordination of the selection process of AC FT personnel using the Fast Track Selection and Review Panel (FTSRP). This is supported by the Fast Track Through Life Manager[2] who will be the focal point for any advice and administrative issues relating to all FT personnel. The FTTLM will ensure all FT timelines are strictly adhered to.

d. **Non-Selective Promotion (Advancement).** Individuals on the FT scheme will, subject to the necessary qualifications being achieved, be subject to non-selective advancement, based on their Due Date for Advancement (Due Date[3]) as detailed within the flow chart.

(1) **FT PO.** A LH selected for FT will be awarded a Fast Track Start Date (FTSD). They will be advanced to Acting Petty Officer on commencement of JATCC and to substantive PO when they have completed 'Competent to Operate' status, with seniority back-dated to the date that they completed JATCC. If SRLC has not been completed for Service or Medical reasons by the start date of JATCC, they will have 1 year from the completion of JATCC to pass SRLC; even if they complete the validation process before SRLC, their Seniority will be adjusted to coincide with completion of SRLC.

(2) **PO - CPO.** FT POACs will be advanced to CPO 36 months from completion of JATCC, having completed their first full sea assignment as a PO AC. PO ACs who transfer to the FT scheme, , will have a Due Date nominated by the FTSRP that reflects the requirement for 36 months of experience post-JATCC before advancement to CPO.

e. **Selection, Recommendation and Transfer to the FT Scheme.** The selection process will be conducted by the FTSRP, comprising of WFPT AV SO1, RNSAC OiC, RNSAC CPO and FGEN NAVN ATM WO1. There will be two selection points:

(1) **FT LH (LH to PO).** Potential FT candidates will normally be identified during LACPQC or during the first sea assignment and will be boarded at the next FTSRP after completion of POAC PQE. The panel will select suitable individuals who meet the eligibility criteria, with selection numbers dependent on the requirement.

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1. PCAP BM-AV SO1.
2. FGEN NAVN ATM WO1.
3. PEOPLE CM WAR FAA ACN AC.
4. Due Date for Advancement is the equivalent of Common Promotion Date (CPD) for selective promotion in determining seniority in the higher rate.

(2) **FT PO (PO to CPO).** PO ACs who wish to transfer to the FT scheme must submit an application in accordance with Annex 81E and will be boarded by the FTSRP alongside LH ACs to join the FT scheme. POACs who have already completed JATCC are not eligible to apply to join the scheme.

f. **Selection/Recommendation Process.** The selection/recommendation process will be co-ordinated by the FTRA and conducted by the FTSRP who will select FT individuals based on SJAR reports and POAC PQE recommendations, and the key selection criteria outlined below in order to determine their suitability.

Table 81D-1. Selection Criteria

Selection Point	Key Selection Criteria	Candidate Pool
LH AC	1. Functional Skills Level 2 or above achieved. 2. Serving on a Full Career ES2 that expires after the nominated Due Date. 3. Level of potential for Command, Leadership and Management in the next higher rate and two ranks up. 4. SJAR Recommendation for JATCC and FT by the 2RO (if GTS). 5. Recommendation from POAC PQE board.	All LHs who volunteer for FT
PO AC	1. Serving on a Full Career ES2/3 that expires after the nominated Due Date. 2. Level of potential for Command, Leadership and Management in the next higher rate. 3. SJAR Recommendation for JATCC and FT by the 2RO.	All POs who volunteer for FT

g. **Transfer to Fast Track Scheme.** Candidates who are selected at the FTSRP will be forwarded to the FTTLM for inclusion on the FT scheme. Upon approval, the FTTLM will assign FT ratings to JATCC.

h. **Service on the Fast Track Scheme.** The FT scheme is designed to accelerate individuals through the advancement system in a timescale that is faster than the normal selective promotion process. To facilitate this, individuals will be carefully managed, and therefore the following exceptions to normal career management need to be applied. This will be acknowledged by successful candidates when they sign the Certificate of Understanding (Part A)[4]; accepting the terms of service of FT scheme:

(1) **Waiver of Minimum Assignment Notice.** In order to maximise sea training opportunities, individuals selected for FT may require to be assigned at less 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, although all effort will be made to provide the maximum amount of notice.

[4] Once signed, the FTTLM is to award the competence 'FAA|Aircraft Controller|JATCC|Fast Track|' on JPA.

(2) **Rights to Selective Promotion whilst on FT.** Personnel will remain eligible for selective promotion IAW current pre-selection requirements found at BRd 3(1) Ch 8110. Individuals not successful at selective promotion will remain eligible for promotion in line with the FT advancement policy

(3) **Waiver of Rights to 660/3 Separated Service.** The requirement to carefully manage individuals on the FT scheme through training courses and employment in specific roles associated with their advancement, incurs the consequence that the individual may need to be separated from their home address for regular and/or prolonged periods. All individuals on the FT scheme will be required to volunteer to waive their rights to 660/3 Separated Service for as long as they remain on the scheme, although all effort will be made to avoid excessive separated service periods.

i. **Maintenance of Performance.** All ACs on the FT scheme are to remain in date for their Annual Standards Check (ASC) until they successfully complete JATCC, and Annual ATC Medical. They should achieve a minimum score of 75% at ASC; should they fail to achieve 75% or more, their suitability for remaining on the FT scheme will be determined by the FTA on a case by case basis. Appraisal Reports for FT ratings should contain a recommendation from both 1 RO and 2 RO to remain on the FT scheme and a minimum 'B' OPG.

j. **SJAR Reporting Requirements.**

(1) SJARs and MPARs remain a mandatory requirement for all FT individuals and should comment on their current performance, 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.

(2) On completion of the FT scheme through successful advancement to CPO, an annual SJAR must be raised at the next CRD for CPO, 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.

(3) On voluntary removal from the FT scheme or through de-selection, a SPEC AR[5] must be raised to record the circumstances of the removal. 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.

[5] JSP 757 Pt 2 Vol 1 Para 1c(1).

k. **Substantive Advancement.**

(1) **Leadership Training.** All FT personnel must complete SRLC prior to substantive promotion. Preparation for and completion of these courses is essential and although the responsibility rests firmly with the individual to be fully prepared, it is to be supplemented with appropriate coaching and mentoring by ship's staff. The unit lead for the FT scheme is their Head of Department who must take an active interest in the performance of FT personnel. The planning and enrolling of individuals onto a SRLC will be completed by the FTTLM. In general, FT personnel will be provisionally allocated a SRLC start date at, or shortly after Transfer to Fast Track. The FTTLM is to ensure that all JPA administrative action is taken for the FT Rating's substantive advancement.

(2) **Advancement.** LACs who remain on the FT scheme will become Acting PO (subject to completing all eligibility criteria) on commencement of JATCC on their Due Date and advanced to substantive PO upon achieving 'Competent to Operate' status or SRLC, whichever is later. PO ACs who remain on the FT scheme will be advanced to CPO (subject to completing all eligibility criteria) at 36 months from completion of JATCC. In all cases, individuals who complete all eligibility criteria prior to Due Date may be advanced to the acting higher rate.

(3) There may be occasions where a FT LH or PO 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 will be considered by their CO, keeping the FTTLM informed.

(4) LHs applying for FT who are subsequently selected for PO through selective promotion will be required to rescind any substantive promotion if the CPD is before the date they are expected to achieve Competent to Operate.[6]

l. **Fast Track Failure Policy and De-selection from FT Scheme.** Once selected, an individual will remain on the FT scheme unless their progress, performance or standards are deemed insufficient or they voluntarily choose 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 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 sub para n.

m. **Fast Track Notes.**

(1) **Career Check.** Due to the tight timescales, imposition of a Career Check will result in automatic deselection from the FT scheme.

[6] This applies to all personnel entering the FT after 1 October 2025.

(2) **Unsuitable Candidates.** Where candidates are found to be unsuitable for advancement to the next higher rate, they may be withdrawn from training and deselected from the FT scheme following consultation from the FTA and the FTM. They will transfer from FT back to Selective Promotion as the eligibility route for future selection.

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

(4) **Achieved Annual Standards Check (ASC).** It is a requirement that individuals achieve Role PS in the new rank within the timescales outlined and remain in date for their ASC throughout to ensure that each key stage is achieved without delay. Individuals must be in date for their ASC at start of JATCC.

n. **Aircraft Controller - Fast Track Advancement Flowchart.** The following rules apply to personnel selected for the AC Fast Track Scheme.

LEADING AIRCRAFT CONTROLLER Selected for Fast Track, awarded a Fast Track Start Date with a Due Date Advancement to PO on commencement of JATCC

Petty Officer (Aircraft Controller) - Pre-advancement Requirements

a. Achieved Role PS as LAC.

b. Passed Professional Qualifying Examination (PQE) for POAC and receive a recommend for Fast Track.

c. Completed Senior Rates' Leadership Course (SRLC) and recorded in JPA competence 'Miscellaneous|Senior Rates Leadership Course (RNLA 102)|Navy|'.

d. Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated Due Date.

e. Recommended for advancement by CO. Promotion Authorisation Request (PAR) sent to parent Career Management Cell, copied to FTTLM and Promotions Office.

Advanced to **PETTY OFFICER (AIRCRAFT CONTROLLER)** With a Due Date for Advancement to CPO 36 months from completion of JATCC

Chief Petty Officer (Aircraft Controller) - Pre-advancement Requirements

a. Completed JATCC and recorded as JPA competence 'Competent to Operate'[7].

[10]IAW BRd 3(1) Annex 81C Table 81C-4.

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

c. Recommended for advancement by CO. Promotion Authorisation Request (PAR) sent to parent Career Management Cell, copied to FTTLM and Promotions Office.

Advanced to **CHIEF PETTY OFFICER (AIRCRAFT CONTROLLER)** Transfer to Selective Promotion Flowchart for Selective Promotion Table 81C-7.

d. **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 FTM and their team.

(b) Lack of progress within the scheme has the potential to prevent the achievement of the nominated Due Date. Where any potential weaknesses are identified, appropriate mentoring and professional development is to be provided and recorded in writing by their Line Manager and/or Divisional Officer. At all times, a FT individual must maintain a positive recommendation to remain on 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 FT 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. When signing, they confirm their understanding that, whilst on the FT scheme, they will:

i. Not be considered at Selective Promotion Boards until removed from FT scheme;

ii. Be required to waive their minimum time for assignment to sea and shore and;

iii. Be required to waive their 660/3 Separated Service.

(d) On leaving the FT scheme, a Certificate of Understanding (Part B) will be completed and signed by the individual. This reverses the process, with the individual returning to Selective Promotion and minimum 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 or potential for removal from the scheme.

(b) There may be extenuating circumstances[8], 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 affect progression to PO or CPO 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, as below. The FTM will seek advice from the relevant FTA and the FTTLM before making a decision.

(3) **Removal from the FT Scheme.**

(a) ACs may be removed from the scheme in any of the following circumstances:

i. Submission of an Early Termination request or request to leave the FT scheme;

ii. Failure to achieve 75% at Annual Standards Check;

iii. Not being recommended for advancement by CO;

iv. Failure of Leadership Course;

v. Removal from JATCC course;

vi. Career Intermission[9];

vii. Poor performance relating to professional performance, including but not limited to failure to achieve a 'B' OPG, or CLM failings;

viii. Imposition of a Career Check;

ix. Other significant reason which the FTM deems sufficient to justify removal.

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

(b) On submission of a request for Early Termination, an individual will be de-selected from the FT scheme. Unit Staff 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.

(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):

i. Individual is to be fully briefed on all aspects of removal and that future promotion will be by Selection.

ii. A SPEC AR raised detailing reasons for the de-selection.

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

iv. FTM to remove the JPA FT competence.

v. Individual's seniority date to be agreed with FTM and recorded on JPA.

(4) **Volunteer for Removal from the FT Scheme.**

(a) An individual may volunteer to be removed from FT and revert to selective promotion at any stage in the scheme. 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 is carried out by the unit HOD or the FTA.

(b) The individual's request 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;

i. 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.

ii. If the request for removal is associated with submission of Early Termination the FTTLM will liaise with AC Career Manager before advising the HOD on future employment plans.

iii. If at sea the rating is expected to remain in that position.

iv. If the request for removal is not associated with an Early Termination but occurs at RNSAC, the individual will be reassigned at their substantive rank. All cases will be treated individually and be approved by the FTM.

v. If the request for removal is not associated with an Early Termination but occurs at DCASO, the individual will be 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 FTTLM and be 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.

(5) **Failure within Professional Qualifying Courses.**

(a) FT personnel who fail on course at DCASO will be managed by the DCASO Training Failure Policy.

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

(c) Where FT personnel fail or miss course module(s) then the RNSAC policy is to be followed in reprogramming modules. Where a module(s) has been missed for Service or Non-Service reasons then the FTRA is to be notified **in all cases.** 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 FTRA and the FTM.

(6) **Failure of Leadership Courses.**

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

(b) Those FT personnel who fail LRLC or SRLC may be de-selected from the FT scheme for not meeting the standard of leadership expected at their rank. In exceptional cases, and where there is sufficient mitigation and a recommendation from the Royal Navy Leadership Academy (RNLA) staff to return to leadership course, a waiver from de-selection from the FT scheme 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 FT Scheme.** In all other cases units should make application to the FTM for the individual's removal. The FTTLM will conduct all administrative actions for recommendation for removal from the FT scheme.

ANNEX 81E

APPLICATION FOR THE AIRCRAFT CONTROLLER FAST TRACK SCHEME

When completed, this form must be protectively marked and forwarded to the Fast Track Authority. No JPA action is required. ***Applicants must ensure that their volunteer status is recorded on the front page of their SJAR.***

Part 1 - Individual's Details

FULL NAME (in capitals)	SERVICE No.	RATE	UNIT

Date Joined RN	Date Joined Current Unit	Current Job Title

Part 2 - Individual's Declaration[1]

I wish to apply for the Aircraft Controller Fast Track Scheme:

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

Part 3 - Divisional Officer/HoD/Unit CO[2]

The application for the Aircraft Fast Track Scheme by the above-named rating is supported.

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

Name (in capitals): ..... Date: .....

Unit: ..... Role: .....

[1] A copy of this Application Form is to be retained by the individual.
[2] Part 3 must be completed by an officer of OF2 or above.

ANNEX 81F

CERTIFICATE OF UNDERSTANDING PART A

TRANSFER TO THE AIRCRAFT CONTROLLER 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]

1. I understand that during my time on the Aircraft Controller Fast Track Scheme:

   a. I will be subject to advancement by time, as detailed in BRd 3(1) Chapters 68 and 81, I will remain eligible for selective promotion.

   b. 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 Section 11.

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

Part 3 - Fast Track Through Life Manager[2]

2. The above-named rating has been transferred to the Aircraft Controller 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
PO	

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

Name (in capitals): ..... Date: .....

[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 Aircraft Controller Fast Track Scheme.

CERTIFICATE OF UNDERSTANDING PART B

REMOVAL FROM THE AIRCRAFT CONTROLLER FAST TRACK SCHEME

Part 1 - Individual's Details

FULL NAME (in capitals)	SERVICE No.	RATE

1. The Above-Named Rating has been removed from the Aircraft Controller Fast Track Scheme and will no longer be subject to time based advancement.

2. 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]

3. I understand that on removal from the Aircraft Controller Fast Track Scheme:

   b. I will be liable to be assigned to sea or shore units as detailed in BRd 3(1) Chapter 59 Section 11.

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

Part 3 - Fast Track Through Life Manager[4]

4.

.....

5. The following actions have been completed;

   a. The individual has been fully briefed on implications of removal from the Aircraft Controller Fast Track Scheme.

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

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

Name: ..... Date: .....

[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 Aircraft Controller Fast Track Scheme.