CHAPTER 18

SPONSORED UNDERGRADUATES

(Sponsor: NAVY TRG BRNC-DSUSO)

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CHAPTER 18

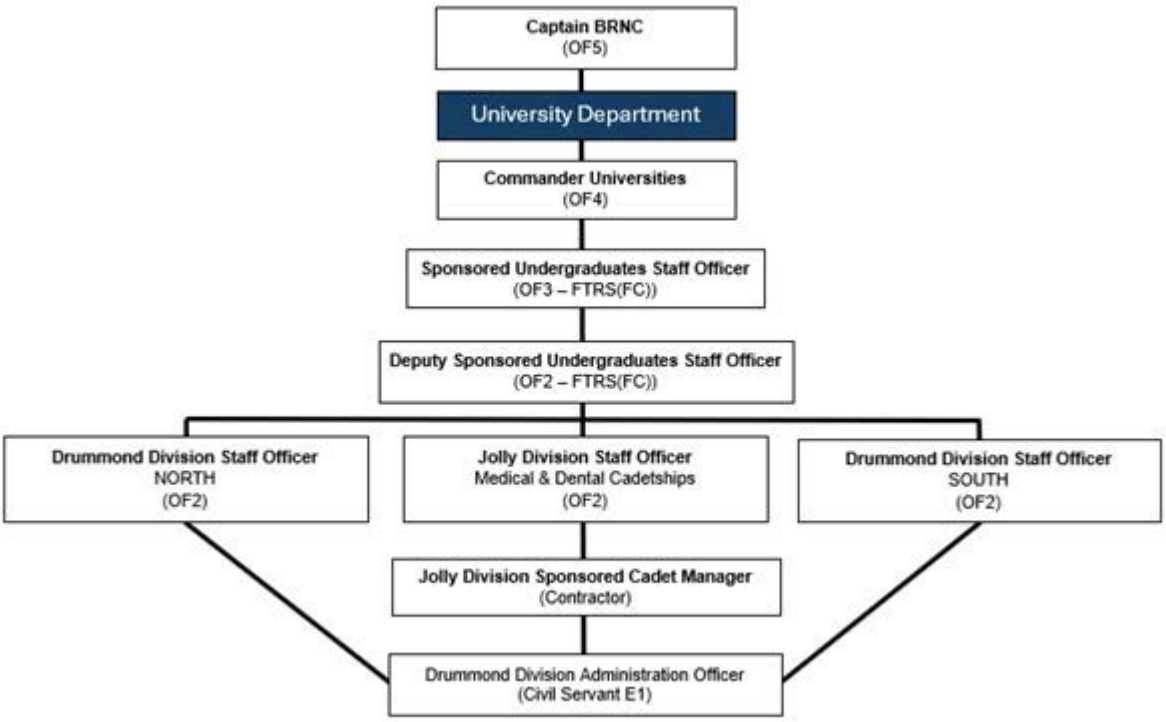
SPONSORED UNDERGRADUATES

1801. Introduction

a. Sponsored Undergraduates (SUs) are individuals who are sponsored by the Royal Navy through to completion of their respective degrees. The Sponsored Undergraduates Department (a sub department of the Universities Department) oversees and administers those individuals who have been selected, either prior to joining Initial Naval Training (Officer) (INT(O)) at Britannia Royal Naval College (BRNC) or thereafter. This chapter and its associated Annexes outlines governing policy and administration by the Sponsored Undergraduates Department.

b. SUs are encouraged to be members of the University Royal Naval Units (URNU) affiliated to their university, for the purpose of training and development. The SU Department is primarily a point of contact for, and delivery of, welfare and duty of care for the individuals; however, the URNUs will be able to provide a basic level of welfare and duty of care oversight, should the need arise. The SUs are entirely separate from URNU Cadets in that organisation, and they fall administratively and divisionally within the BRNC chain of command through the Sponsored Undergraduates Staff Officer (SUSO), Commander Universities (Cdr U) with Capt BRNC as their Commanding Officer. URNU Officers in Charge (OICs) and Coxswains are strongly encouraged to feed any N1 issues directly to either the SUSO or Deputy Sponsored Undergraduate Staff Officer (DSUSO). Captain BRNC retains welfare and duty of care over all SUs.

Fig 18-1: Sponsored Undergraduate Department Structure



c. The SU Department Battle Rhythm and administration and detail on the individual Undergraduate schemes can be found in Annexes 18A-18E.

1802. Administration at BRNC

Further details on the administration of SUs can be found at Annex 18F.

1803. Warnings Process

a. SUs and FYs studying pre-Phase 1 are on probation for the whole period of their training and the Ministry of Defence (MOD) reserves the right to terminate a Commission / Sponsorship at any time if:

(1) The academic standard required has not been achieved.

(2) Professional conduct is unsatisfactory (Courage, Commitment, Discipline, Respect, Integrity, Loyalty (C2DRIL), and Leadership or Temperament is deemed unsuitable).

b. The warning process will be managed by the SU Department and follows the spirit of assessment of any failure as is carried out by BRNC[1].

1804. Academic Failures

a. Where an individual fails a year, and that failure would result in further cost to the RN for an individual to retake the year, a Case Conference will be required to review whether financial support will be granted. The budget owners of the sponsorship schemes will need to be included in any discussions / decisions made. (NAVY COMMAND/R&A/CSOC).

(1) **MDCs.** Failure of an intermediate examination, which requires repetition of a year, will result in a Case Conference. A decision will be made as to whether they can continue with their Cadetship. MDCs will either be withdrawn from training altogether or permitted to re-sit the year. If permitted to re-sit the year, the RN will NOT cover the costs of University Fees but will continue to pay their salary, the individual will remain on the same pay spine as the failure year.

(2) **UY & UGAS students.** Post Phase 1 personnel who fail an intermediate examination which requires repetition of a year will be permitted to re-sit the year. The RN will NOT cover the costs of University Fees for the re-sit year, but will continue to pay their salary, the individual remaining on the same pay spine as the failure year.

(3) **UCE students.** Failure of an intermediate examination which requires repetition of a year will, as Post Phase 1 personnel, be permitted to re-sit the year. The RN will NOT cover the costs of University Fees for the re-sit year, but will continue to pay their salary, the individual remaining on the same pay spine as the failure year.

[1] BRNC CTM 17/25 Britannia Royal Naval College INT(O) Warning Process

(4) **DSUS students.** Failure of an intermediate examination, which requires repetition of a year, will result in a Case Conference. A decision will be made as to whether they can continue with their Cadetship. DSUS will either be withdrawn from training altogether or permitted to re-sit the year. If permitted to re-sit the year, the RN will NOT cover the costs of University Fees but the individual may continue to receive RSDs, T&S, Bursary and Bounty (up to 3 years maximum) as determined by the Case Conference, this will be impacted by the maximum budgeted numbers on the scheme. The individual will remain on the same RSD pay spine during the re-sit year.

1805. Withdrawal from Training

a. Additionally, SUs may find that they are withdrawn from training, effectively resulting in their sponsorship being terminated, also resulting in their space at BRNC being reviewed and a Debt Recovery process taking place. This process can apply to SUs across all schemes, though the processes are subtly different. The following are examples of circumstances under which an individual may withdraw from training:

(1) Voluntary withdrawal from Training (VWFT)

(2) Compulsory withdrawal from Training (CWFT)

(3) Medical Reasons.

(4) Warnings as highlighted earlier at para 1803.

(5) Unlawful actions - any ongoing/police legal matter under investigation.

(6) Failure to meet the mandatory Educational Standards required of your Deed of Acceptance.

b. Each circumstance will be decided on its merits, and with close consultation with the individual, and respective CMs. SUs are eligible to submit a request to VWFT at any time between becoming a Sponsored Undergraduate and Joining BRNC for INT(O), however, once at BRNC, INT(O) Ship's General Orders (SGOs) will apply.

c. During sponsorship, those on the Medical or Dental schemes may request permission to VWFT at any time (before the Premature Termination of Career Training (PTCT) and prior to joining INT(O) for Jolly Division) and before completing their RoS period. Requests will be passed to Captain BRNC for approval and are normally granted, after engagement has taken place with their specialisation UCM, the Deanery and R&A, providing the decision is made IAW BRd 3(1) Ch 54. At this point, there will be departmental action for SUSO and/or DSUSO to take, all of which are outlined in BRNC SGOs.

d. Where an SU's performance falls below the standard required and the proper Character & Leadership (C&L) is not met, or Professional Warnings have been applied, SUSO may submit a request for CWFT. The process, outlined in BRNC SGOs, will be followed.

1806. Debt Recovery for SU leavers

a. As highlighted in JSP 750, those awarded university Cadetships are required, as a condition of the offer and subsequent undertaking, to agree to repay the costs of the Cadetship should they fail to complete the full course and subsequent mandated RoS. Criteria will be applied to the assessment of what amount will be recovered. For further information on this, UDSOs or JSP 750, should be consulted.

b. Ahead of any Debt Recovery Letter being issued, SUSO will call a Case Conference to discuss the recovery with the appropriate stakeholders IOT make the right decision. On completion, a letter will be sent to the individual to inform them of the outcome of the Case Conference.

c. Once an assessment has been made regarding the amount of debt to be recovered, the SU Department will initiate debt recovery with the information being passed to Defence Business Services (DBS), where they will handle the debt recovery on behalf of the sS.

1807. Sponsored Undergraduate Travel Abroad

SUs may leave the UK to partake in a wide variety of evolutions organised and managed by the RN, and where there may be a duty element to that evolution. The SU department has generated internal policy which sets out the procedure for planning an individual's time abroad and to highlight actions that may need to be completed as part of preparations for sending different genres of SUs abroad either on duty, or for other types of evolution. Two checklists have been generated to aid in departmental planning, and for the individual proceeding abroad.[2] Further guidance on this internal process is incorporated in UDSOs, however the scenarios at Annex 18G are a *non-exhaustive* list of overseas evolutions that SUs may partake in – any additional evolutions that are generated should follow the spirit of this document with the evolution lead taking due consideration to its contents.

1808. Sponsored RN Personnel Volunteering and Off-Duty Employment

a. All personnel wishing to seek external off-duty employment, including unpaid voluntary work, are required to seek approval from Capt BRNC. This includes during Annual Leave, Terminal Leave, and when on a Career Intermission (CI). However, the RN will only restrict the off-duty activities of personnel where necessary and when justifiable.

b. Employment includes any profession, engaging in trade or accept any profitable employment; being a member of a governing body (including a director) of any corporation, company, or undertaking, or of any partnership engaged in any trade or carrying on any profession.

[2] UDSOs.

c. Nor can they assist, advise or act directly or indirectly as an agent for any corporation, company, partnership, undertaking or individual who is carrying on any profession or is engaged in trade or profitably employed.

d. This policy applies during all off-duty and leave periods, including during Terminal Leave, noting paid employment during Graduated Resettlement Time (GRT) is not permitted; it also applies during CIs. Where authority is given for business interests or off duty employment, the MoD will accept no liability for any such activity and personnel are to ensure they have adequate insurance[3]. Further specific information and request forms are reproduced in UDSOs.

[3] For further detail refer to BRd 2 Chapter 84.

ANNEX 18A

SPONSORED UNDERGRADUATES DEPARMTMENT BATTLE RHYTHM AND ADMINISTRATION

1. The staff that make up the Universities Department have a varied range of objectives to achieve throughout the academic year, ensuring the output and divisional objectives are met. This Annex outlines the structure of that delivery within the academic year.

a. **Battle Rhythm Structure.**

(1) The timeline will run with the same structure as the Universities' academic year, broken down into:

Term 1 - September to December
Term 2 - January to April
Term 3 - May to August

(2) This is to create simplicity when working with outside organisations and administering Cadets. All major annual changes (moving from Foundation Year 1 to Foundation Year 2, new joiners and arrivals at BRNC) happen between Term 3 and Term 1.

(3) The courses are labelled in chronological order throughout the academic year; when working within the wider College, the courses will be referred to as Yr/Course Number (e.g. 25-2) to mirror the College Planning Department's working practises.

b. **Term Characteristics.**

(1) **Term 1** primarily consists of administering new joiners, virtual interviews, and conducting cohort calls. This is to enable Divisional Staff to speak with all Cadets thus ensuring there are no immediate issues following the change from Term 3 to Term 1. It also allows Staff to brief Cadets on practises, policy and expectations, and receive feedback. In addition, Department Staff support the BRNC Training Team with c.30% of the September intake being SUs. Within this term, a Sponsored Undergraduate Acquaint Weekend (SUAW) will be delivered for new SU joiners.

(2) **Term 2** consists of face-to-face divisional chats between SU Staff and Foundation Year personnel (FYs) at Joint Hospital Groups (JHGs), and between SU Staff and Defence STEM Undergraduate Scheme (DSUS) personnel at URNUs. With University Cadet Entrants (UCEs) Passing Out of BRNC, the focus will be on managing their time between BRNC and joining their University in September.

(3) **Term 3** is typically a high tempo term, where a variety of courses will be offered: Jolly Division Annual Weekend (JDAW) acting as an 'All of the medical Division' congregation; Drummond Division Annual Weekend (DDAW) a similarly focussed weekend for engineers; and two Sponsored Undergraduate Bridging Courses (SUBC1 & SUBC2) (5-days duration each) aimed to prepare personnel for their future INT(O) at BRNC. Deanery Induction for Medical Officers and Dental Officers (MODOs) will also take place during this term.

c. **Departmental Administration.**

(1) The expectations of individual SUs, along with the operational output of the SU Department, are governed by Departmental Policy within University Department Standing Orders (UDSOs).[1] Here, all schemes are explained and include the requirements of the SU in detail. Specifically, they identify the expectations of those in:

(a) Jolly Division

i. Medical Cadets

ii. Dental Cadets

(b) Drummond Division

i. UCEs (University Cadet Entrants)

ii. DSUS (Defence STEM Undergraduates Scheme) – STEM (Science, Technology, Engineering and Mathematics)

iii. UY(E) (Upper Yardmen (Engineering))

iv. UGAS (Undergraduate Apprenticeship Scheme)

v. Bursars (legacy 24)

(2) All SUs are expected to be conversant with the data in UDSOs and are to use it as their initial reference point for additional information about SU Department outputs. A significant amount of information, relevant to the individual schemes, is pulled from RN policy and reproduced for ease of reference in UDSOs, and as such, is the reference book for many queries encountered by the SUs but will not override any policy in BRs or JSPs. It will, from time-to-time, incorporate information promulgated via RNTMs and is kept under live review.

[1] UDSOs are currently being reviewed and will be subsumed in BRNC SGOs.

(3) Within UDSOs, there are paragraphs governing the SU Departmental Staff output. The Department comprises of both Civilian and Military Staff and includes Terms of Reference (TORs) for each role. Civilian Staff are either Contractors or Civil Servants and will follow their individual structures and Line Management, with oversight from Military Staff within the Department. All Universities Military Staff fall under the Line Management of Cdr Universities, and under BRNC for budgetary purposes[2].

[2] UIN N0355A is to be used for Universities Military Staff T&S.

ANNEX 18B

SPONSORED UNDERGRADUATES MEDICAL AND DENTAL DEGREE SCHEMES

1. The Medical and Dental Cadets' (MDCs) pathway through to INT(O) follows the outline below:

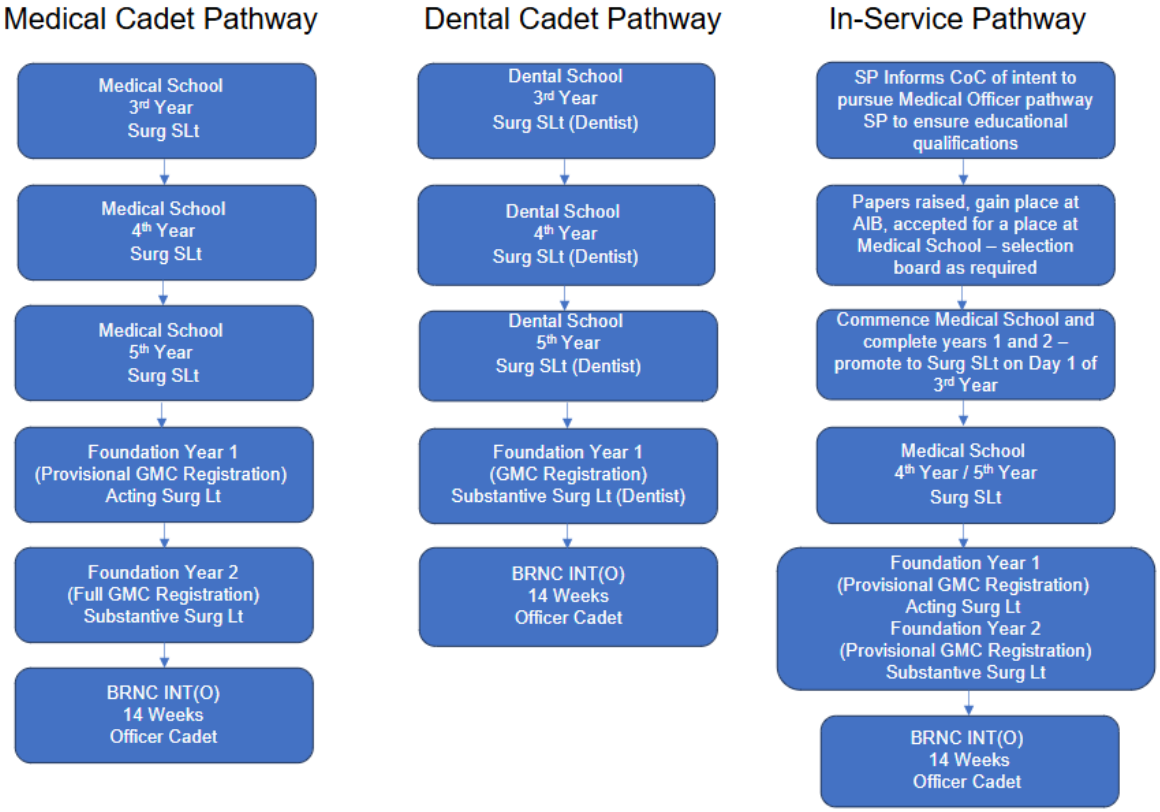


Fig 18B-1: Medical and Dental Cadet routes to INT(O)

2. Aspects generic to both schemes. Jolly Division is comprised of MDCs. During the sponsorship scheme, they will be referred to collectively as Jolly Division. At INT(O), MDCs will join BRNC in September for the Autumn Term; they will combine with the Direct Graduate Entry (DGE) doctors and pass out as Jolly Division. There are elements of administration that are overarching for both Sponsored MDCs and the DGEs; however, the DGEs are primarily separate from the SUs and are therefore not discussed here.

3. Budget Management. All costs associated with the SU schemes should be charged against UIN N6032T, with authority from SUSO; this will include T&S for Duty Travel.

4. Entitlement to Medical and Dental. MDCs hold Rank throughout their Medical School and FYs, pre-INT(O). They are regular serving, salaried and entitled to medical and dental treatment. In addition, their pension starts to accrue.

5. Seniority. MDCs will not be entitled to bring across previous Commissioned Service that contributes to seniority[1]; however, for Medical and Dental Officers (MODOs), Rank and Seniority on entry will be based on an individual's relevant experience, post General Medical Council (GMC) / General Dental Council (GDC) Registration.

6. Warnings Process. During their time in the scheme, MDCs are required to abide by their Terms and Conditions of Service (TACOS) as detailed in their Signed Undertaking. Failure to comply may result in the Warnings Process being implemented or Termination of Service via Compulsory Withdrawal from Training (CWFT).

7. Wearing of Epaulettes. MDCs, when in years 3, 4, 5 of Medical School, (and FY1 for Medics) will wear white tabs with their Rank slide, unless when wearing No 1 Uniform. This is not only for the MDC professional protection, but also for wider Defence personnel to be aware that the individual is Untrained Strength. The white tabs shall be removed once they are GMC / GDC Registered (commencement of FY2 for Medics and commencement of FY1 for Dentists). Rank boards should not be worn until New Entry Medical Officer (NEMO) training begins.

8. Leave. For the MDCs, in FYs, the amount of annual leave that they are permitted to take within the NHS Trust training provider, is 27 days. The balance of 11 days leave (38 days Annual Leave Allowance (ALA) minus 27) must be carried forward in Joint Personnel Administration (JPA). There is a maximum of 20 days 'Time Out of Training' (TOOT), should this be exceeded, it will trigger an extension in Foundation Training.

Medical Cadet Scheme Specific Information

9. One cadre of the SUs is sponsored by the RN to complete their medical degree at various universities in the UK. They are usually recruited into the RN in the third year of their medical degree having applied to join and subsequently been selected. They are then deemed as Serving Regulars and subject to Service Law. They are to adhere to their TACOS and are held to a Return of Service (RoS) and Training Obligations. Further details of the scheme can be obtained from the SUSO. A third pathway is available whereby in-Service personnel can apply to pursue a career as a Medical Officer (MO). This pathway is open to applicants outside of the medical profession and places are expected to be competitive. As such, a separate selection board will convene to confirm the successful applicant(s) following the route detailed in Figure 1 (Medical and Dental Cadet Routes) above.

[1] WFPT MED SO1 direction.

10. There are three MO pathways: the in-Service pathway to MO[2], a Medical Cadetship, and Direct Graduate Entry (already qualified doctor). The Medical Specialist Recruitment Team (MSRT) at Recruitment and Attraction (R&A) will deliver advice and manage applicants for all routes to MO. In the case of in-Service pathway and Medical Cadetship, sponsorship includes the payment of tuition fees and additional academic support (book fees). Each medical pathway will generate an annual salary[3] appropriate to the stage highlighted in the individuals' TACOS.

a. The Service Person (SP) on an in-Service pathway to MO will remain in their existing Rate in years 1 & 2 of Medical School. On completion they will transition to the Medical Cadetship pathway.

b. The SP on a Medical Cadetship will be supported for their final 3 years of medical school study. This sponsorship then continues into FY training, attracting more pay, allowances, and promotion prior to joining INT(O). Promotion to Acting Surg Lt from Acting Surg Sub Lt will be managed by the Unified Career Management (UCM) team once the individuals' have receipt of their GMC registration.

11. The schemes are managed by a Medical Division; between the MSRT, Branch Manager (BM), and UCM. This Annex provides a summary of the schemes; further details should be sought from MED PERS POL at NCHQ.

12. Application to the scheme is done via the Armed Forces Careers Offices (AFCO) and R&A, the eventual selection will be decided at a board by the Medical Division. Upon successful selection, the BM will issue an Offer of Cadetship[4] (OOC) to the individual, SUSO and Sponsored Cadet Manager (SCMAN) are cc'd into this offer and will initiate the joining process[5].

13. The joining process should be completed as close as possible to the start date listed on the OOC to ensure the successful applicant is aware of what is expected of them. Once complete they will be added to the relevant cohort and join the scheme.

14. The numbers within each year group are dictated by Single Service (sS) requirements, an example is shown below (c.20 pa):

	Yr 1 Med School	Y2 Med School	Y3 Med School	Y4 Med School	Y5 Med School	FY1	FY2	BRNC INT(O)
In-Service Pathway	2	2	2	2	2	2	2	2
Medical Cadetship	0	0	14	14	14	14	14	14
Direct Entrant	0	0	0	0	0	0	0	4
Total	**2**	**2**	**16**	**16**	**16**	**16**	**16**	**20**

[2] RNTM_07_039_24 Application of an In-Service Pathway to Medical Officer.
[3] Refer to the current AFPRB Policy.
[4] Contact NAVY PEOPLE-CM ADMIN.
[5] UDSOs Part 2, Ch 4.

15. During Medical school all MDCs are eligible for a career intermission and elective; permission from their school, SUSO, R&A and in certain cases, the UCM, needs to be sought. Further information is available in UDSOs.

16. The FY placements for MOs are allocated by the FY Manager at Defence Medical Services (DMS), this is initiated at the end of Year 4 with each MO submitting their preferences and a supporting personal statement. During FY, MOs are allocated leave by the NHS Trust, this is in place of ALA and does not include Adventurous Training (AT) leave. The FY placements are within the following Joint Hospital Groups (JHGs):

a. South – Portsmouth (Queen Alexander Hospital)

b. South-West – Plymouth (Derriford Hospital)

c. North – Northallerton (James Cook University Hospital)

d. Royal Centre for Defence Medicine (RCDM) – Birmingham (Queen Elizabeth Hospital)

e. South-East – Frimley (Frimley Park Hospital)

17. MO Promotion. Promotion to substantive Surgeon Lieutenant occurs on full registration with the GMC following graduation from university (commencement of FY2). For this to happen, MOs must send copies of their **provisional** GMC Certificate to the UCM's Executive Assistant (EA) at Whale Island, Portsmouth, and Cc the Universities Office. The UCM will raise an entry in JPA, which in turn, triggers the promotion to Acting Surgeon Lieutenant and pays them as such. MOs must send copies of their **full** GMC Registration Certificate to the Medical Officers' UCM at Whale Island, Portsmouth. On receipt, the UCM will raise an entry in JPA, which in turn, triggers the promotion to Substantive Surgeon Lieutenant and pays them as such.

18. Engagement in Medical Support and Volunteering. FY1 doctors who are provisionally registered with the GMC are obligated to practise only within very narrow GMC restrictions. There is no mechanism by which they can "turn off" being a doctor, so they always remain subject to GMC regulations in all placements.

19. This therefore means that as FY1 doctors they cannot volunteer in roles such as Mountain Rescue Medic or Volunteer Medic at an event without the risk of compromising their professional registration. They can, of course, volunteer in non-clinical roles subject to permission from their Chain of Command. The process to complete this is outlined in UDSOs.

20. Dental Cadet Scheme Specific Information. For the first 3 years on the scheme, the DCs will progress in parallel to the MCs' route as described in the table at Figure 1 above (Medical and Dental Cadet Routes). There are some nuances associated with the Dental Scheme, and these are promulgated where necessary in UDSOs.

21. Placements. The FY placements for DCs are organised via the Dentist UCM, this is initiated at the end of Year 4 and is distributed between HMS DRAKE and HMS NELSON. DCs complete one year of foundation training before commencing INT(O).

22. DC Promotion. Promotion to substantive Surgeon Lieutenant (Dentist) occurs on full registration with the GDC following graduation from university (commencement of FY1). DCs must send copies of their GDC Certificate to the Dental Officers' UCM at Whale Island, Portsmouth, and Cc the Universities Office. On receipt, the UCM will raise an entry in JPA, which in turn, triggers the promotion to Surgeon Lieutenant (Dentist) and pays them as such. Promotion to Substantive Surgeon Lieutenant occurs automatically on completion of their Vocational Dental Practitioner time.

23. Return of Service

a. TACOS per scheme, can be found in the SU's Offer Letter and are generally bespoke to the individual. The Treasury insists that the Royal Navy receives a proper return on any investment in training, which is not purely financial. RoS is a legally enforceable period that an individual shall be required to serve and give a Return on the Investment (RoI) made by the MOD. Those awarded an MC or DC sponsorship are required, as a condition of the offer and subsequent undertaking, to agree to repay the costs of the Cadetship should they fail to complete the full course and subsequent mandated training.

b. In return for sponsorship, MDCs are committed to serving 72 months of productive Service, commencing at full registration with GMC/GDC. This is usually after successful completion of Foundation Year 1. Furthermore:

(1) During sponsorship, MCs are to make satisfactory progress in their studies; progress reports may be obtained from a Cadet's Tutor / Line Manager.

(2) Dentists in their first year will be Vocational Dental Practitioners.

(3) Further information can be found in JSP 750.

ANNEX 18C

SPONSORED UNDERGRADUATES ENGINEERING DEGREE SCHEMES

1. Overview. The following schemes are available to future Engineer Officer Candidates.

a. **Scholarship.** Successful applicants will receive an annual £1,500 bursary whilst studying A-levels (or equivalent). On successful completion of their further education, scholars will be offered entry to either UCE or DSUS if qualified.

Scholarship Scheme: (Age 15yrs 9 months - 18yrs)	
What	Students, studying at GCSE or lower sixth level (or Scottish equivalent) who wish to join the RN as an Engineering Officer and would like a financial contribution towards costs of post 16yr education at an educational establishment of their choice. Sponsorship is paid at £1500 per annum, to the candidates' parents or guardians with no commitment following completion.
Who	Students about to take GCSE or first year of A-level (and equivalents). Age 15yrs 9 months – 18 yrs.
When	Final selection board will sit sometime after GCSE results day. If space remains on the scholarship scheme, retrospective spaces can be allocated by the Officer Allocation Team for candidates that have completed the application process by 31 Jan of the Academic year of entry.
Requirements	5 GCSEs (or equivalent) at grade 7 or higher which must include English language and Mathematics. No break in education between GCSE and further qualifications. Candidates must study for A-levels or equivalents in Maths and Physics and must achieve the grades / UCAS points required in these subjects to progress to either the DSUS or UCE scheme. Must undertake the Defence Aptitude Assessment (DDA). The score provides an indicator but is not a pass or fail element for eligibility onto the scheme. Scholars will be professionally qualified at entry, however their DAA score can be used at Final Selection Board (FSB) or to seamlessly stream them if they are unsuccessful at higher education.
Recruitment Information Technology System (RITS) Comms	• RN Scholar Eng Undertaking • RN Scholarship Parent or Guardian Letter • Scholarship Award Certificate • Scholarship Bank Details
Additional Information	Candidates are required to sit the DAA to provide an indication of ability, however, the DAA results do not preclude the applicant for obtaining a place on the scheme but may assist should any selection boards exist. Candidates who successfully complete the selection process will be offered sponsorship at university as part of the DSUS or UCE schemes. This offer is conditional on achieving the required grades / UCAS points for progression to the university schemes. WO1 Officer Allocations is to provide SUSO with a list of selected Candidates NLT 1 Sep each year. Applications are accepted for: 2 Year Scholarship (sponsorship for years 12 and 13) 1 Year Scholarship (sponsorship for year 13)

Scholarship Scheme: (Age 15yrs 9 months - 18yrs)	
Additional Information	Candidates are required to sit the DAA to provide an indication of ability, however, the DAA results do not preclude the applicant for obtaining a place on the scheme but may assist should any selection boards exist. Candidates who successfully complete the selection process will be offered sponsorship at university as part of the DSUS or UCE schemes. This offer is conditional on achieving the required grades / UCAS points for progression to the university schemes. WO1 Officer Allocations is to provide SUSO with a list of selected Candidates NLT 1 Sep each year. Applications are accepted for: 2 Year Scholarship (sponsorship for years 12 and 13) 1 Year Scholarship (sponsorship for year 13)

b. **University Cadetship Entry (UCE).** UCE is for a select number of high achieving engineering applicants. Those selected will undertake INT(O) at BRNC prior to attending university. They will join BRNC as an Engineer Officer where they will be streamed into Air Engineer (AE) / Marine Engineer (ME) / Weapons Engineer (WE). Streaming will be conducted to meet RN Service requirements while taking into consideration the student's personal preferences. Students will commence their degree once commissioned and will receive the appropriate RN Salary with all university fees and an Education Grant paid at a Daily Rate of Pay (DROP) incorporated with their salary.

University Cadetship Entry: (Age 18 - 23 on entry to BRNC)	
What	A selective and elite entry scheme for high achievers wishing to join the RN as an Engineering Officer. Those selected will undertake INT(O) at BRNC before commencing their degree. Study can be undertaken at any UK university and whilst at university, all university fees will be paid, and entrants receive the appropriate RN salary.
Who	Studying for or achieved A-levels (or equivalent). Age 18 yrs – 23yrs upon entry to BRNC. Allocated places are limited to 1 x AE, 2 x ME and 2 x WE. Candidates will be streamed into their branch at BRNC. UCE applicants can be either existing Scholarship candidates or Direct Entrants (DE) to the scheme. Candidates that are unsuccessful at gaining a place on UCE will be considered for a place on DSUS if they meet the requirements. If selected, they will not have to defer their university place.
When	Candidates must complete the Officer recruitment process by 1 Aug of the year of entry. FSB will sit in August once A-Level results are known.
Requirements	5 GCSEs (or equivalent) at grade 7 or higher including English Language and Mathematics. 144 UCAS points, at least 80 points should be in maths and an engineering-based science. Meets the Officer requirement at DAA, as they are entering Service without Professional Qualification. Accepted onto a degree course in a UK university studying an approved Engineering/STEM degree.
RITS Comms	UCE offer. Annexes contain deferral letter and deed of undertaking.

(Continued)

University Cadetship Entry: (Age 18 - 23 on entry to BRNC)	
Requirements	5 GCSEs (or equivalent) at grade 7 or higher including English Language and Mathematics. 144 UCAS points, at least 80 points should be in maths and an engineering-based science. Meets the Officer requirement at DAA, as they are entering Service without Professional Qualification. Accepted onto a degree course in a UK university studying an approved Engineering/STEM degree.
RITS Comms	UCE offer. Annexes contain deferral letter and deed of undertaking.
Additional Information	Candidates older than 18 may already have the confirmed UCAS points. If insufficient UCE candidates achieve the required grades, R&A will approach any DSUS candidates who have achieved UCE UCAS grades and who have expressed a wish to be considered for UCE and ask Engineering BM to validate the list prior to entry to BRNC. The UCE Board (occurring in Aug post A-level results), consists of: • ESM BM SO1 (Chair) • R&A SO1 P&P • R&A SO2 SAT • R&A WO1 Officer Allocator (Secretary) The board will consider the stated branch requirements as well as the merits of the candidates. Applicants will be required to sign a financial undertaking guaranteeing their entrance to INT(O) and a 5-year RoS thereafter on attainment of Gained Trained Strength (GTS). Those who breach the terms of the financial undertaking are liable for the return of university fees and other associated fees, but not salary received during their time in Service. UCE are granted all university tuition fees, and an Education Grant, incorporated with their salary, will be paid at a DROP. University living and travel costs will not be covered by separate allowances, but expenses associated with RN training may be reimbursed. UCE hold the rank of Midshipman whilst at university. They will promote to Sub Lieutenant upon commencement of phase 2 training and fall into a regular promotion timeline thereafter. In-Service management of the Candidate whilst studying, will be administered by the SU Office with Captain BRNC as their Commanding Officer. UCE are not eligible for any element of the Golden Hello.

c. **Defence STEM (Science, Technology, Engineering and Mathematics) Undergraduate Scheme (DSUS).** This Quad-Service scheme has now replaced the Defence Technical Universities Scheme (DTUS) entirely. Successful applicants will receive an annual £5,000 bursary and university tuition fees paid in full; they are also eligible for the £27K 'Golden Hello'[1] upon joining the RN. This will be abated against the RN component of the Bursary already received.[2]

DSUS: (Age 18 – 35 yrs at commencement of degree)	
What	University sponsorship for students wishing to join the RN as an Engineering Officer. Successful applicants will receive a £5000 bursary per annum (£4000 – R&A; £1000 – UK Cyber & Special Operations Command (CSOC)) and all university fees paid up to a maximum of £9535 per annum. The financial remuneration package is split into a Benefits Package, where the Secretary of State for Defence pays the SUs' university tuition fees[3] and a bursary; in addition to an Opportunity Package, where the SU could be paid, at the agreed rate for the given financial year, by committing time to Reserve Service Days (RSDs). A Maximum of 45 paid RSDs per annum are available for each student (max 3 years). The Universities Department in BRNC will provide further details on URNU, RSDs and the extra activities. The financial management will be retained within CSOC HQ, whilst payment of tuition fees and Bursary, will be managed by BRNC Universities Department.
Who	Studying for A-levels (or equivalent) or an approved engineering/STEM degree at a UK university. Students must have at least one year of study remaining at time of application. DSUS applicants can be existing Scholarship candidates or Direct Entrants (DE) to the scheme. Available places on the scheme are limited to 35 at Initial Operating Capacity (IOC) and a maximum of 105 when at Full Operating Capacity (FOC).
When	FSB will sit once A-Level results are known. If sufficient space remains on the DSUS scheme, retrospective spaces can be allocated by the Officer Allocation Team if application process is complete by 31 Jan of the Academic year of entry.
Requirements	5 GCSEs (or equivalent) at Grade 4 or higher including grade 6 or higher in both English Language and Mathematics. 96 UCAS points, at least 64 points should be in maths and an engineering-based science. Must undertake the DAA. Score provides an indicator but is not a pass or fail element for eligibility onto the scheme. DSUS will be professionally qualified at entry, however their DAA score can be used at FSB or to seamlessly stream them if they are unsuccessful at gaining their degree. Applying for or accepted onto a degree course in a UK university studying an approved Engineering degree or acceptable STEM subject.
RITS Comms	DSUS, Deed of Acceptance with Secretary of State for Defence.

(Continued)

[1] Financial Incentive RNTM-08-003-24-Financial-Incentive-FI-for-Direct-Graduate-Entry-Engineer-Officers-and-Environmental-Health-Officers
[2] £27,000 FI is abated £4,000 for each year that student is on DSUS.
[3] CSOC approved DSUS financial model details, tuition fees and RSD budget.

DSUS: (Age 18 – 35 yrs at commencement of degree)	
Additional Information	Candidates older than 18 may already have the confirmed UCAS points. An educational waiver must be requested from the Engineering SAT team for all unapproved degrees or educational shortfalls and considered by all engineering BMs and approved by a majority. Engineering SAT may accept a waiver of a shortfall of 1 GCSE grade. Members of DSUS will join the URNU where they will become list 7C reservists (borne for pay and admin only). They may be paid up to 45 RSD training days per year, paid at a DROP as an URNU member. Applicants will be required to sign a financial undertaking which guarantees their entrance to INT(O) and a 3-year RoS thereafter on attainment of GTS. DSUS members entering BRNC Dartmouth in September 25, will be streamed by R&A in consultation with Engineering BMs to AE, ME, or WE, prior to their final academic year. The streaming board consists of: • R&A Plans SO2 • R&A WO1 Officer Allocations • R&A NAVY RA-SAT SO2 The board results will be presented to all Eng BMs for validation prior to SUSO and the students being notified. DSUS members entering BRNC in September 26 will enter as 'Engineering Officers' and be streamed in line with Recruit by Profession (RbP) policy.[4][5] Streaming of ME and WE students to SM will take place at BRNC unless candidates state a preference for SM prior to entry. Officer Allocation Team is to provide SUSO with a list of DSUS Candidates by 1 Sep each year, confirming those advancing from Scholarships and those direct onto DSUS. Funding covers a 3-year period therefore students on a longer course can only apply for funding over their final 3 years. A student on a 3-year course can request to extend studies in their final year, this is not guaranteed. Each request will be considered on a case-by-case basis and measured against the needs of the Service. DSUS entrants will be eligible for the £27k "Golden Hello" upon joining the RN; however, this will be abated against the RN component (£4000pa) of the Bursary received through the scheme.

(Continued)

[4] RI 10.24-Recruit By Profession (RbP): Legacy scheme rights refers.
[5] BRNC Universities team to ensure that current DSUS entrants are aware of new policy and deed of acceptance changed to align with RbP.

DSUS: (Age 18 – 35 yrs at commencement of degree)	
	Removal from the DSUS scheme In agreeing to accept the award of joining the DSUS scheme, SUs are embarking upon a Financial Undertaking with the Secretary of State for Defence; this requires their compliance and agreement to the Terms and Conditions of the Scheme. Should SUs become ineligible for the scheme, either through personal choice (e.g. decide they no longer wish to join the RN, or obtain a STEM degree), or via circumstances out of their control, the SUs will be required to pay back, to the Secretary of State for Defence, all financial remuneration received under the Financial Benefits section (all tuition fees and bursary received up until date of Discharge from DSUS scheme). BRNC Universities Department will manage the 'Discharge' from the scheme, including informing the SU of the reasons for discharge and the processes that will follow. BRNC will inform both DBS, who in turn, will manage the debt recovery process, and R&A for them to manage recruitment numbers.

ANNEX 18D

SPONSORED UNDERGRADUATES IN-SERVICE ENGINEERING DEGREE SCHEMES

1. Upper Yardman (Engineer) (UY(E)) University of Portsmouth Degree Scheme

a. The Upper Yardman University of Portsmouth Degree Scheme (UY(E) UoPDS) is open to Engineering Technicians and source branch CIS Ratings who are studying, or have completed, Engineering BTEC HND or Foundation degrees. Candidates must pass the AIB prior to provisional selection and will then be subsequently assigned to UTS DRUMMOND and, on location in the wider Portsmouth area[1], to read for an Engineering degree (third year) at the University of Portsmouth. Candidates will undertake their degree training as Ratings.

b. The academic requirements and pre-entry studies for UY(E) UoPDS are detailed in BRd 3(1) Chapter 50 Annex 50K. The pre-entry enabling study listed will be provided by the university and is to be completed prior to commencement of degree training. Pre-entry courses will be arranged through the Universities Department at BRNC, and prior to commencement, the UY(E) candidates will receive an Assignment Order into the pooled position of 'UTS Drummond', with their location set as 'Portsmouth (HMS NELSON)'. For administrative purposes, they will be tracked by the Sponsored Undergraduate Administration Officer (SUAO) at BRNC, and the HMS RALEIGH UPO as required.

c. During their degree, the UY(E) candidates will be divisionally managed by Drummond Division Staff Officer (South) (DDSO(S)) who will conduct joining calls and manage divisional issues throughout their time at the UoP. Further details on the departmental management of the individuals on this course can be found in UDSOs if required.

d. After graduation, UY(E) UoPDS candidates will undertake INT(O) at BRNC followed by enrolment onto the Systems Engineering and Management Course (SEMC) professional training. BRd 8374 Chapter 2 Sect 5 refers.

2. Undergraduate Apprenticeship Scheme Marine Engineer / Weapon Engineer (Submarine), UGAS (MESM / WESM)

a. The Undergraduate Apprenticeship Scheme (UGAS) aims to significantly accelerate the advancement of appropriately able and specifically recruited Engineering Technician (ET) candidates to qualify and serve as Petty Officer Engineering Technician (POET) Operator and Maintainers (OM) in Submarines. During Phase 2 Training, the scheme will stream candidates as either ME (Submarine) Technicians under UGAS(MESM) or WE (Submarine) Technicians under UGAS(WESM). At the end of the scheme, candidates have the following options:

(1) Request to transfer to the standard ET Career Pipeline and continue progression with the ET(MESM/WESM) cadre.

[1] Wider Portsmouth Area to include SFA, Private Accommodation and SLA in SUL, CWD and NEL.

(2) If an AIB pass has been achieved during the engagement, and they are selected, join BRNC as a prospective MESM/WESM Engineer Officer.

(3) Leave the Service in accordance with the Tailored Career Contract. Note the B-Eng degree does not incur a RoS for UGAS candidates.

b. Those on the scheme will be assigned into the pooled position in "UTS Drummond", with the position location set as 'Portsmouth (HMS NELSON)'. As such, for administrative purposes, they will also be tracked by the SUAO, BRNC and the HMS RALEIGH UPO as required.

c. Alongside UY(E), the UGAS candidates will be divisionally managed by DDSO(S) in the same manner. Further details on the departmental management of the individuals on this course can be found in UDSOs.

3. Return of Service. The Treasury insists that the RN receives a proper return on any investment in training, which is not purely financial. As such, for each of the respective Sponsored Engineering Schemes, there is a commensurate RoS, the specific details for which can be found in the individual's Terms and Conditions of Sponsorship, and more generally below.

a. **DSUS Students.** In return for sponsorship, DSUS students must commit to 3-years RoS as a serving RN Officer (Engineer); the 3-years RoS will commence once they have completed their initial and professional training and become 'Trained Strength'. Time in Service prior to reaching 'Trained Strength' does not count towards the 3-years RoS.

b. **University Cadetship Entry (UCE).** In return for sponsorship, UCE students must commit to 5-years RoS as a serving RN Officer (Engineer); the 5-year RoS will commence once Phase 2 Training is completed, and the SU is classed as 'Trained Strength'. Phase 1 and 2 Training, does not count towards the 5-year RoS.

4. On completion of INT(O) and prior to commencement of their university course, subject to necessary places being obtained, UCEs will be placed into a programme of Naval Experience and Development. This will comprise of 1-month at the US Naval Academy (USNA) in Annapolis with time attached to a sea going platform. The remaining time will be filled with approved leave (and any other SU Department directed activities).

5. UY(E) and UGAS Scheme

a. The RoS requirement for UY(E) is outlined in BRd 3(1) Ch 53.

b. The RoS requirement for UGAS is outlined in BRd 3(1) Ch 73.

ANNEX 18E

OTHER LEGACY SPONSORSHIP SCHEMES

1. Bursars. Since 2024 (bar a handful of known individuals), the Bursary scheme has ceased to exist. Until its end, the SU Department will continue to oversee the management of the individuals who have been offered a bursary prior to entry into INT(O). The undertaking stipulates that Bursars are expected to serve in the RN for a period of not less than 3-years. However, for part of this period individuals will be undertaking professional training for their future career and during this time the RN will be making a further investment in them for which we expect a reasonable return by way of actual Service on the 'Trained Strength'. In effect, Bursars will undertake some 2 to 3-years training, depending on specialisation, after which they will be required to serve for a minimum of 3 years (RI 33/22).

2. DTUS. The DTUS scheme will become legacy in 2026 with the Universities Department overseeing the administration and management of the individuals remaining on this scheme until their entrance into BRNC at INT(O). The DDSOs are the point of contact for these individuals and will oversee them as they progress towards the end of their degrees.

ANNEX 18F

ADMINISTRATION OF THE SCHEMES AT BRNC

1. On-boarding Process

a. Each year SUs are selected at either the FSB for the MDCs, or through the R&A Department for the selection of DSUS / UCE candidates. The SU Department should be advised of successful candidates in July and August, in preparation for the "on-boarding process" to begin. In support to the SU Department, the BRNC UPO will carry out the initial administration to ensure details are extracted from the RITS portal and entered in JPA; this ensures that they are correctly administered, accounting for any previous Service reflected in their pay scales. There are subtle nuances between the on-boarding of the MDCs in comparison to the on-boarding of DSUS or UCE cadets (the latter initially forming part of the September BRNC INT(O) intake). As such, for any specific advice on this process, the SU Department should be consulted.

b. During the completion of the on-boarding process (usually in October), the SU Department will arrange joining calls with each selected candidate to confirm their place on the scheme and discuss departmental expectations. In advance of these calls, the individuals should have received their welcome letter from the SU Department and have read, and signed for, their TACOS, and Deed of Acceptance. As part of the joining process, the signed documents are kept in the SU Department 'Share-point' in the individual's P-File.

c. The SU Department will then coordinate a Sponsored Undergraduate Acquaint Weekend (SUAW) to which the new intake of SUs will attend. The purpose of this weekend is primarily an introduction to BRNC and what expectations and requirements will be expected whilst being on their respective Schemes. The weekend is comprised of several briefs, introduction to the SU Department Staff, and provide some basic training to mitigate the culture shock between university-life and military demands. As part of the MDCs' training, they will go through a New Entry Medical Officer (NEMO) / New Entry Dental Officer (NEDO) Lite package on completion of the Militarisation Phase of INT(O). The aim of this package is to introduce them to aspects of Phase 2 Doctor and Dentist training they will enrol in, on completion of BRNC. This is predominantly delivered at the Institute of Naval Medicine (INM) and HMS EXCELLENT and will cover short courses such as Basic Sea Survival Course (BSSC) and intros to INM.

2. SU Department Divisional Engagement

During the year, to support each SU with their studies and their prospective transition into a Military lifestyle, the SU Department will arrange several visits, calls and events as follows:

3. Jolly Division Individual Meetings

For the MDCs, mostly in the Spring term, SUSO (and / or DSUSO) aided by the Sponsored Cadet Manager (SCMAN), will visit each of the JHGs to meet the students. The meetings will generally be focussed on Welfare and Duty of Care to the individuals; however, various topics can be discussed, generally with the aim of ensuring continued integration with, and engagement on, the Medical or Dental Sponsorship Scheme. MDCs are encouraged to raise any points of concern during these meetings and highlight any issues they have faced within their hospital place of work, or on their respective medical degrees. It is also a chance for SUSO / DSUSO / SCMAN to communicate any specific SU Departmental messages directly to the individuals. With the future introduction of the Jolly Division Staff Officer (JDSO)[1], it is likely that these meetings will fall to them to attend (they may not exclusively take place in the Spring term).

4. Drummond Division Individual Meetings

As a matter of course, the primary output of the Drummond Division Staff Officer North (DDSON) and Drummond Division Staff Officer South (DDSOS) is to provide Welfare and Duty of Care and advise on divisional and N1 matters. This is achieved through F2F interactions with those in their sphere of influence whilst detached from BRNC. Based in either the North (above Birmingham) or South (below Birmingham), the Staff Officers are expected to regularly meet those individuals in the North / South of the country mostly at their respective URNUs. Largely, the DDSOs will deliver career advice, and, in the main, coordinate their participation in various training events, and the accrual of RSDs via their individual Personal Training Statement (PTS). The use of RSDs will be coordinated between the SUAO and the individual and will usually be comprised of training events, and experience-building courses. The DSUS' attendance on the Sponsored Undergraduate Bridging Course (SUBC) will be paid at 6 RSDs for the event, along with 3 RSDs for attendance at SUAW, and DDAW respectively.

5. Medical cover for SUs

Whilst the SUs are under the administration of BRNC, they will have access to different types of healthcare whilst within the UK. As serving members of the Armed Forces, the MDCs will be entitled to full in-Service medical and dental support where needed. Those in Drummond Division are different. As Commissioned Officers, the UCEs will be entitled to in-Service medical support, as will UY(E) and UGAS. DSUS and legacy DTUS will only be entitled to NHS support. However, should either of the latter be injured whilst on a course and "on duty" for the purposes of RSD payments, they will be entitled to immediate emergency cover and first aid.

[1] JDSO - Potentially arrives in post, Jan 2026

ANNEX 18G

SPONSORED UNDERGRADUATE TRAVEL ABROAD

1. General Types of Overseas Evolution

a. **Medical Elective.** As part of the SU Medical Degree scheme, individuals may undertake time on an elective. There is opportunity to conduct these electives within a military setting. These are conducted whilst they are at university. Locations for electives, have in recent years, included Cyprus, Princess Royal Medical Centre (Gibraltar), Brunei and Washington (USA). Electives are likely to be up to 4-weeks duration but may be longer.

b. **FY2 GP Placements**. These are mandated rotations conducted in FY2 and may be conducted abroad as part of The Defence Deanery Pilot Scheme. Potential locations include Cyprus, Princess Royal Medical Centre (Gibraltar), Brunei, the Falkland Islands and Germany. The duration is typically 3 months.

c. **University Led Medical Electives.** These electives are periods of time abroad at a hospital which has been organised in concert with the individual's university, or through an "elective-provider" by the individual themselves. It is encouraged by the university, but has no administrative support provided from the sS and has no military influence in its organisation. The only aspect of oversight that is executed by the SU Department, is duty of care and being made aware of the travel plans and location. In determining those travel plans, advice of route taken should be given (to avoid T1/2 restricted countries) and alert to the in-country Defence Attaché (methods to secure these notifications are in the Annex checklist within UDSOs). The individual is classed as 'on duty' only insofar as they are abroad completing an aspect of their degree for which the RN is paying. Medical planning for these evolutions will need to be considered, but in most cases the individual will, as a minimum, be advised to secure their own personal insurance. They will be directed to advise the SU Department IAW UDSOs for any emergency medical requirement.

d. **Military Contingency Medicine Course EX BUSHMASTER.** EX BUSHMASTER is a training event, run annually in September for the US Military Healthcare University; c.200 4th year medical students attend. Typically, at least two or three SU Medical Cadets are invited to take part.

e. **Sea Ride.** Opportunities have arisen for SUs across the spectrum to take part in Sea Rides in allegiant Navy vessels. Opportunities for embarkation on RFA platforms may also arise.

f. **Evolutions organised by URNU.** With SUs affiliated to 1 of 17 URNUs, opportunities routinely arise for SUs to participate in evolutions abroad that are organised by URNU Staff. Owing to the differences between URNU OCs and SUs, additional factors are likely to require consideration during preparations for SUs to leave the UK.[1]

[1] UDSOs refers

g. **United States Naval Academy (USNA).** It has been possible to send UCEs to the USNA to partake in their training. Such personnel are pooled with USNA Midshipman.

h. **P2000.** Opportunities for SUs to embark on P2000s have been frequent in recent years, with the length of evolutions varying considerably.

i. **German Navy HQ.** An opportunity for a Dental Elective to take place with the German Navy.