CHAPTER 75

ENGINEERING PROFESSION - WEAPON ENGINEERING GENERAL SERVICE (WEGS) AND WEAPON ENGINEERING SUBMARINES (WESM)

(Co-Sponsors: Navy People-WFPM WEGS PM SO2 – GS
Navy People-WFPM WESM PM SO2– SM)

CONTENTS

SECTION 1 – WEGS SPECIALISATION MANAGEMENT AND PROMOTIONS

7501. Introduction
7502. Weapon Engineering Examinations and Assessments in the RN
7503. Convening and Composition of Examining/Assessment Boards
7504. WEGS Promotion Table Guidance

SECTION 2 – WEGS ACCELERATED TRAINING AUTHORITY (ATA) / FAST TRACK

7505. WEGS Fast Track Scheme
7506. WEGS Accelerated Apprentice Scheme
7507. WEGS Maritime College Cadetship Scheme
7508. Accelerated Apprentice (AA) WEGS Pipeline
7509. Pipeline Description

SECTION 3 – WESM SPECIALISATION MANAGEMENT AND PROMOTIONS

7510. Recommendations
7511. WESM Examinations and Assessments in the Fleet
7512. Composition of Examining/Assessment Boards
7513. Local Examinations

ANNEXES

Annex 75A: WEGS Promotions Tables
Annex 75B: WEGS Legacy ET(WE) Promotion Tables
Annex 75C: WEGS Legacy WEM Promotion Tables
Annex 75D: WEGS Legacy Warfare ET(CIS) Promotion Tables
Annex 75E: WEGS Fast Track (FT) Scheme Promotion Tables
Annex 75F: WEGS Accelerated Apprentice (AA) Scheme Guidance
Appendix 75F1: Accelerated Apprentice (AA) Scheme Sea Training Return
Annex 75G: WEGS Maritime College Cadetship (MCC) Scheme Pipeline
Annex 75H: FT, AA and MCC Accelerated Schemes Application Form
Annex 75I: Weapon Engineering Submarines (WESM) Promotion Tables

CHAPTER 75

WEAPON ENGINEERING GENERAL SERVICE (WEGS) & WEAPON ENGINEERING SUBMARINE SERVICE (WESM)

SECTION 1

WEGS SPECIALISATION MANAGEMENT AND PROMOTIONS

7501. Introduction

a. This chapter covers the promotion requirements for the Weapon Engineering General Service specialisation (WEGS).

b. WEGS is responsible for the workforce management and promotion requirements for Officers and Ratings within the WE, Weapons (W), Sensors (S), Communications Information Technician (CIS) and Communications Information Systems Specialist (ET(CIS) Spec) areas of employment.

(1) EGS SharePoint[1] contains useful information for Apprentices and Divisional Officers on Career Development Journals, it also includes details of the latest workforce information and points of contact for the WEGS Profession Management (PM) team.

(2) Apprentices and Divisional Officers should refer to appropriate publications prior to contacting WEGS PMs, guidance at para g.

c. **WEGS Specialisation Terminology.** The following terminology is to be used when referring to the EGS Discipline and WEGS Specialisation:

(1) **Discipline.** Engineering General Service (EGS)

(2) **Specialisation.** Weapon Engineering (WE)

(3) **Department.** Weapon Engineering Department

(4) **Streams.** Weapons, Sensors, CIS Technician & CIS Specialists

d. **Contacts.** WEGS Profession Managers (PMs)and the Training Requirements Authority (TRA) manage the planning and training requirements, including setting the Gained Trained Strength (GTS), promotion numbers, Maximum Authorised Number (MAuN), Extended Service (ES) and Specialisation transfers to meet the RN requirements.

e. Also responsible for developing sustainable career pathways for our workforce and acting as TRA, setting individual training requirements such as Role Performance Statements (RPS) and working with training providers to set training course volumes.

[1] Navy - Profession Management Engineering General Service (PM EGS) - Home (sharepoint.com) (https://modgovuk.sharepoint.com/teams/50020/SitePages/Home.aspx)

f. WEGS personnel should consult the publications referenced and their Divisional Line Management prior to consulting the Specialisation team, contact details as follows:

Table 75-1. WEGS Specialisation Team Members

Rank	Global Address List Email	Role
Cdr	Navy People-WFPM EGS PM SO1	EGS Discipline Manager
Lt Cdr	Navy People-WFPM WEGS PM SO2	Profession Manager
Lt	Navy People-WFPM WEGS TRA SO3	Training Requirements Authority
WO1WE	Navy People-WFPM WEGS PM WO	Profession Manager
WO2WE	Navy People-WFPM CIS PM WO	Profession Manager

g. **Reference Publications.** This chapter should be read in conjunction with the following reference publications:

Table 75-2. WE Publications

Publication	Title
BR300	Weapon Engineering Manual (Surface Ships)
BRd 2000(4)(1)	Weapon Engineering Training and Examinations - General Instructions
BRd 2000(4)(2)	Weapon Engineering Training and Examinations - Weapon Engineering Training Courses
BRd 2000(4)(3)	Weapon Engineering Training and Examinations - General Service and Submarine Examinations

7502. Weapon Engineering Examinations and Assessments in the RN

a. This Article should be read in conjunction with Chap 69 and BRd 2000(4)(1) and 2000(4)(3) (Weapon Engineering Training and Examinations). Every effort is to be made to arrange examinations or assessments (where appropriate) as frequently as possible and without delay to ensure that the advancement or promotion prospects of ratings are not prejudiced.

b. Reporting Officers making recommendations for ratings' advancement, promotion, examination or courses are to pay due regard to the conditions given in Para 6901.

c. The requirement to pass a PE has been removed for all ranks between ET to WO, simplifying promotion eligibility criteria and reducing the number of professional hurdles an individual must overcome to be eligible for selection. All other pre-promotion criteria remain extant.

d. Examining Boards, Local Examinations and assessments are to be oral only and are to cover appropriate syllabus as laid down in BRd 2000(4). Additional oral questions can be used to probe the candidate's knowledge of their own unit.

e. Throughout the assessments, due regard is to be paid to the training, background, experience and present employment of individual candidates. Discretion is to be exercised in areas of the syllabus in which no formal training was given and in which little or no experience may have been gained. Assessors are reminded that individuals are being assessed in their current rank.

f. The Basic Date for advancement purposes is the date of passing the oral assessment, Candidates are to be either passed or failed; no marks are to be awarded.

g. The successful result of the assessment is to be entered on JPA; Competences are to be added by Unit HR personnel.

h. To ensure that ratings are competent at the current rate held, Engineering Technician Assessments (Safety Check, CDJ, HoDs Assurance) must be completed in accordance with the timescales stated in table 75-3. On successful completion of assessments, competencies are to be recorded on JPA by Unit HR personnel. If not achieved within the time scales stated above, then professional warnings should be applied, unless mitigating circumstances exist.

Table 75-3. WEGS ET Career Progression Timeline

Training milestone	Target dates (Fm joining unit)	JPA Competency Awarded
Safety Oral Board	To be achieved within 6 months	Professional | Engineering Technician (GS) | Navy | ET1 Sea 1
CBRNDC Taskbook	To be complete within 6	CBRN|Completed CBRNDC Task Book (All rank/rates)
CDJ	To be achieved by within 18 months	No Competency Awarded
HOD Assurance Board	To be achieved within 18 months	Professional | Engineering Technician (GS) | Navy | ET1 Sea 2

i. For refusal to take a Professional Qualifying Course, see Para 6911 for automatic penalties.

j. Achievement of all assessments are to be recorded on JPA for ET/LET/POET etc. It is the individual's responsibility to check JPA and verify that their records have been amended correctly.

7503. Convening and Composition of Examining/Assessment Boards

a. Examining Boards may be convened by Flotillas and by Commanding Officers of ships complemented with an officer of the WE sub-specialisation of Commander's rank. Examining Boards, where the President of the Board may be a Lieutenant Commander or Lieutenant, may also be convened by Commanding Officers of ships where the WE Officer is of Lieutenant Commander or Lieutenant's rank.

b. **Composition of Examining/Assessment Boards.** Boards are to comprise officers and/or senior ratings of the WE sub-specialisation or officers of other Engineering sub-specialisations serving in WE assignments. Details of the minimum requirement for the composition of the Examining Boards for each rate are contained in BRd 2000(4)(1) Chapter 2[2].

7504. WEGS Promotion Table Guidance

a. Annexes 75A-75D contains the promotion tables for all WEGS pathways.

b. Legacy personnel who have not completed a ICF WEGS Career Course, will remain on their legacy pathway (Annexes 75B-75D) until selection for promotion and completion of a ICF based CC, where they will then join the Annex 75A pathway.

c. Legacy personnel with a bespoke Terms And Conditions Of Service (TACOS) should indicate their aspiration to be added to the promotions board, however, must be aware that a new TACOS may be issued upon promotion. This should be discussed with the Specialisation Managers in advance.

d. Personnel who have Service transferred (RM/ARMY/RAF to RN) will follow the Annex 75A pathway upon entry to the RN. Substantive rank will be awarded on completion of the bespoke re-entry offer pre-requisites as laid down by the Specialisation Manager and joining the Gained Trained Strength (GTS).

[2] https://ndh.web.apps.royalnavy.r.mil.uk/fpgo/BRd_0001_4999/BRd_2000_4/BRd_2000_4_1/brd_2000_4_1.pdf

SECTION 2

WEGS ACCELERATED TRAINING AUTHORITY (ATA) / FAST TRACK / MARITIME COLLEGE CADETSHIP

7505. WEGS Fast Track Scheme

The Fast Track (FT) scheme will afford individuals an accelerated advancement route. Selection will be via a two-stage process with multiple entry points available; at ET, LET and POET (GS only). This takes account of individuals who develop at differing rates and gives a flexible career path to ensure that career progression through training and employment is better matched to the abilities of technicians. For full details on the FT scheme see Annex 75E and Chapter 68[3]

7506. WEGS Accelerated Apprentice Scheme

WEGS Accelerated Apprentices (AA) join HMS RALEIGH as Probationary Leading Hands until they become 'Gains to the Trained Strength' (GTS) as LETs, on completion of a 2-year bespoke training pipeline. This scheme has now been extended to the PLETs training pipeline meaning they would GTS at POET over the course of 3.5 years. Once GTS, the AA will be subject to the normal selection process of a LET/POET. Full details of the Accelerated Apprentice Scheme can be found at Annex 75F with the pipeline information below. The AA Warnings and Failure policy is laid down at Annex 75F and Chapter 68[4].

7507. WEGS Maritime College Cadetship Scheme

The Maritime College Cadetship (MCC) is a trial scheme and uses a combination of civilian college training and training at sea on an RN platform to expeditiously qualify a POET. This is followed by SRLC alongside their Select-Train-Promote (S-T-P) counterparts. Further detail on the MCC scheme may be found at Annex 75G.

ATA / FT / MCC Contact

Navy People-WFPM WEGS ATA Coord
HMS Collingwood,
Newgate Lane,
Fareham.
PO14 1AS

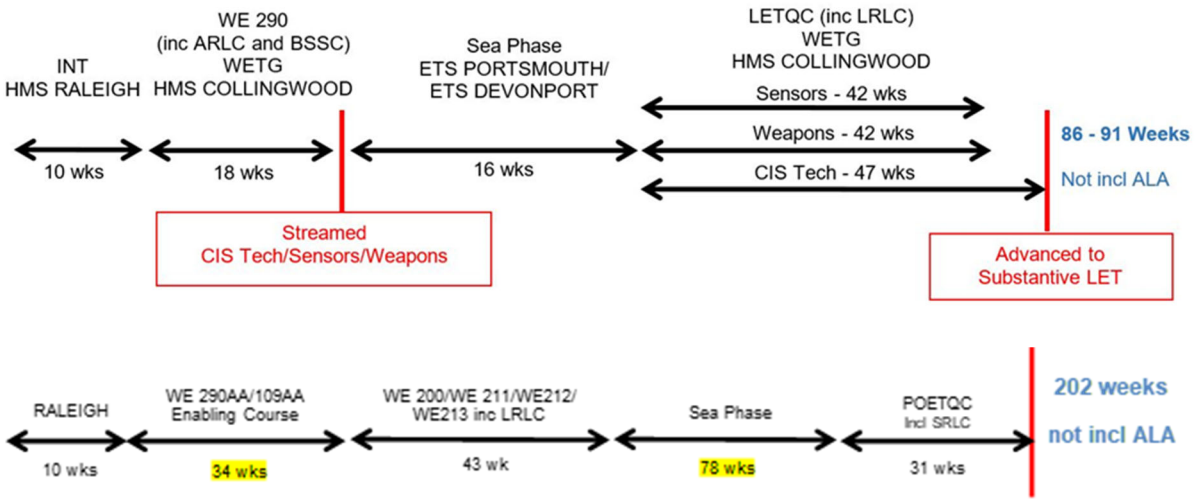
GAL: Navy People-WFPM WEGS ATA Coord

7508. Accelerated Apprentice (AA) WEGS Pipeline

The aim of the AA WEGS scheme is to expeditiously qualify a POET from point of entry. Following Initial Naval Training (INT) the AA WEGS pipeline consists of a bespoke Enabling Course, including a Streaming Selection into LETQC and LRLC. On completion of a short PJT package the PLETs will conduct an 18-month Sea Phase developing both a maritime system knowledge and Naval ethos. This is followed by POETQC and SRLC alongside their counterparts on the non-accelerated pipeline The aim of the AA WEGS scheme is to qualify a POET within three and a half years of entry.

[3] BRd3(1) Ch68 para 6806 - Engineer General Service Branch Fast Track Scheme
[4] BRd3(1) Ch68 para 6809 - Accelerated Apprentice (AA) Scheme

Figure 75-1. Pipeline Schematic



7509. Pipeline Description

a. **Initial Training (INT).** The AA recruits undergo the same training as their ET counterparts and should be treated in the same manner. They will join as Probationary LET (P/LET).

b. **WE 290/109AA Enabling Courses.** WE 290/109AA develops system knowledge in preparation for LETQC and ensures AA WEGS trainees are safe to train in a technical environment.

c. **Streaming.** AA trainees will indicate their preference during their enabling course and will be streamed by ATA WEGS in consultation with WEGS PM WO1. This is not applicable to AA ET(CIS) ratings having conducted the WE 109AA CC as they're already streamed at entry.

d. **LETQC.** LETQC is the standard streamed course undertaken alongside their STP counterparts.

e. **LRLC.** LRLC is the standard 4-week course following successful completion all training.

f. **Sea Phase.** Trainees will then then be assigned to a ship for 18 months to:

(1) Consolidate the knowledge and skills learnt on WE 290/109AA/LETQC and become familiar with naval culture and experience living at sea.

(2) Complete an AA WEGS CDJ and successfully complete the HOD Assurance.

(3) Complete the CBRNDC Task Book.

g. **POETQC.** POETQC is the standard course taken alongside their STP counterparts.

h. **SRLC.** SRLC is the standard course taken alongside their STP counterparts.

i. **Return of Service (RoS).** RoS is iaw with para 5302 for Initial Training. RoS for POETQC will run concurrently.

SECTION 3

WESM SPECIALISATION MANAGEMENT AND PROMOTIONS

7510. Recommendations.

Officers making recommendations for ratings' advancement, promotion, examination or courses are to pay due regard to the conditions given in Chapter 69.

7511. WESM Examinations and Assessments in the Fleet

a. This Article should be read in conjunction with Chapter 69 Section 4 and the BRd 2000(4) series. Every effort is to be made to arrange examinations as frequently as possible and without delay to ensure that the advancement or promotion prospects of ratings are not prejudiced.

b. Applications for Provisional Examinations (PE) are to be made on Forms S442 in accordance with Chapter 69.

c. If officers of the appropriate rank and specialisation required for an Examining Board are not available (see Para 7511 and Para 7512), application should be made to the Administrative Authority for suitable arrangements to be made. Alternatively, when it is known that it will not be possible to convene a Board within four months of a rating's application for examination, the examination may be conducted by the officers of the rating's own ship under the rules for Local Examinations laid down in Chapter 69.

d. Examining Boards and Local Examinations are to be oral only examination and are to cover appropriate syllabus as laid down in BRd 2000(4). Additional oral questions are to be used to probe the candidate's knowledge of their own unit.

e. Throughout the examinations, due regard is to be paid to the training, background, experience and present employment of individual candidates. Discretion is to be exercised in areas of the syllabus in which no formal training was given and in which little or no experience may have been gained.

f. The basic date for advancement purposes is the date due by seniority or if later, the date of passing the oral examination, less any accelerated advancement awarded. Candidates are to be either passed or failed; no marks are to be awarded.

g. The successful result of the PE is to be entered on Form S442 and on JPA; the former being signed by all members of the Board, the latter by the President of the Board. The type of examination, 'Professional Qualifying', 'Provisional' or 'Local' is always to be clearly indicated on Form S442 and the completed form dealt with in accordance with Chapter 69. Competences are to be added by Unit HR personnel.

h. Engineering Technician Operational Performance Statement (OPS) Assessments must be completed in accordance with BRd 2000(4)(1). On successful completion of the OPS Assessment form, competencies are to be added by Unit HR personnel. If not achieved within the time scales stated above, then professional warnings should be applied, unless mitigating circumstances exist.

i. In the event of failure of examinations/assessments, see Chapter 69.

j. For refusal to take a Professional Qualifying Course or Examination, see Chapter 69 for automatic penalties.

7512. Composition of Examining/Assessment Boards.

Boards are to comprise officers and/or senior ratings of the WESM sub-specialisation or officers of other Engineering sub-specialisations serving in WESM assignments. Details of the minimum requirement for the composition of the Examining Boards for each rate are contained within BRd 2000(4).

7513. Local Examinations

a. Local examinations are to be convened in accordance with Chapter 69 and conducted in accordance with Para 7511.

b. Local Examination Boards are to comprise:

(1) **President.** An officer of the WESM sub-specialisation.

(2) **Member.** An officer of the WESM sub-specialisation (not under training) or a WO ET of the same specialist qualification or specialisation as the candidate.

(3) **Member.** Highest rate borne of the same specialist qualification and stream as the candidate.

c. All members of the Board may be from the candidate's own ship.

Figure 75-2. ET (WESM) - Rules Regarding Failure

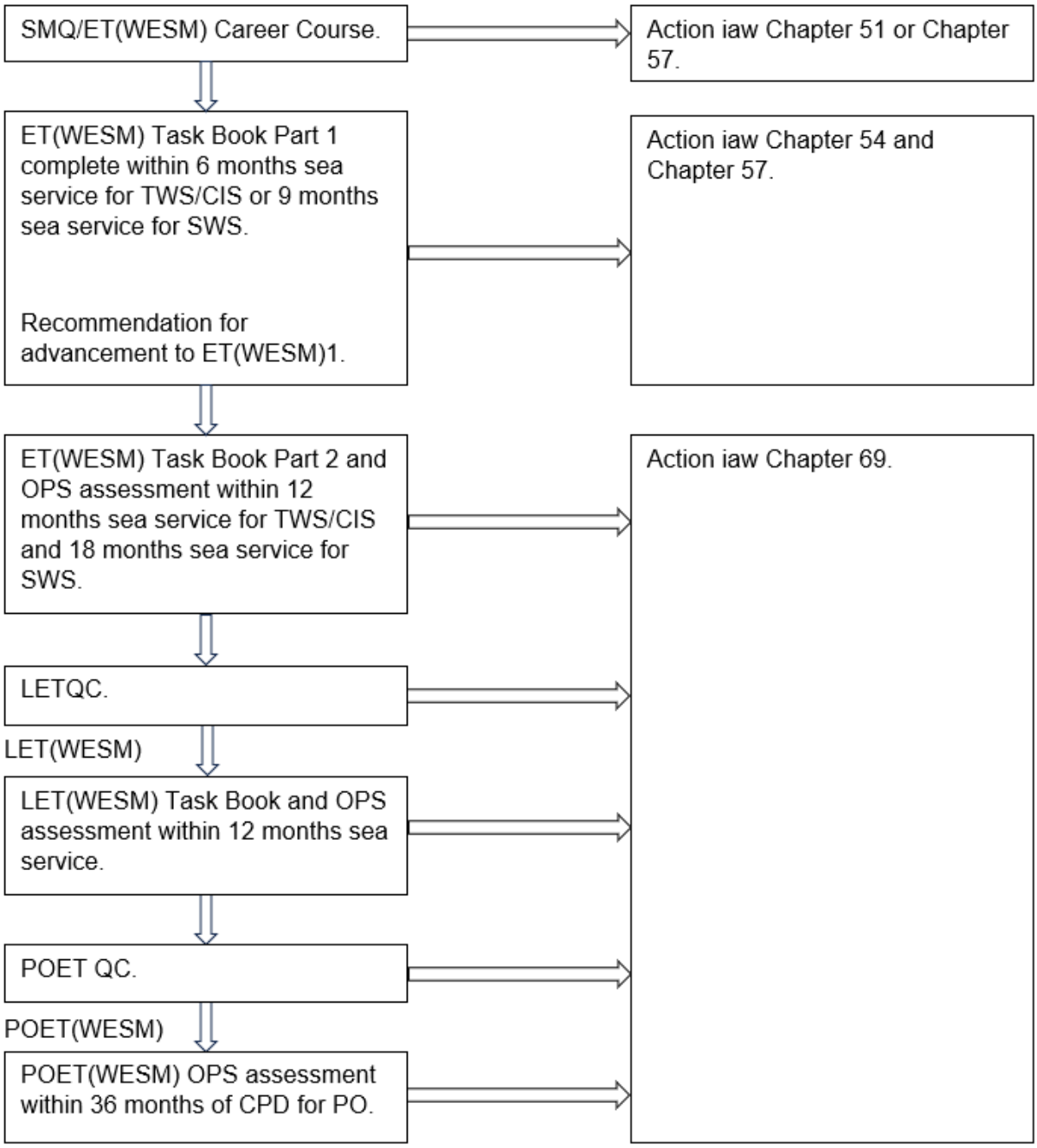


Table 75-1. WESM Branch - Branch Managers, Career Managers and General Information

Branch Manager (WESM)	Career Manager (WESM) (Senior Rate)	Career Manager (WESM) (Junior Rate)
NAVY PEOPLE-WFPT ENG WESM SO2	NAVY PEOPLE-CM SM WO1WESM	NAVY PEOPLE-CMF SWS CIS JR and NAVY PEOPLE-CM F TWS JR
Career and Promotion References BRd 2000(4) series		
General Information		
BRd 1900: Submarine Instructions JSP 419: Adventurous Training in the UK Armed Forces JSP 464: Tri-Service Accommodation Regulations (Forces Help to Buy Scheme) JSP 752: Tri-Service Regulations for Expenses and Allowances JSP 754: Tri-Service Regulations for Pay JSP 760: Tri-Service Regulations for Leave and Other Types of Absences JSP 765: MOD Compensation Schemes Statement of Policy JSP 905: Armed Forces Pension Scheme 2015 and Early Departure Payments Scheme 2015 Additional information: www.gov.uk/armed-forces-pension-calculator www.ticketsfortroops.org.uk www.defencediscountservice.co.uk		

ANNEX 75A

WEGS PROMOTION TABLES

1. Guidance

a. This annex contains the promotion tables for personnel who entered the RN as an:

Engineering Technician (Weapon Engineering),

or

Engineering Technician (Communication Information Systems)

b. These personnel will have one of the following competencies:

(1) WE|ET(WE)/ET(WESM) Career (WE 107)|Navy|

(2) WE|ET(WE)CIS Career (WE 108)|Navy|

(3) WE|ET(CIS) CIS CAREER COURSE (WE109)|Navy|

c. WE107 ET(WE) career course personnel will be streamed at selection to LET. Line Managers are to ensure that ET(WE)s indicate within their JPA front page comments box, their full streaming preferences in the individuals preferred order. The only approved streaming choices are:

(1) ‘My first preference is: CIS(Tech) / Sensors / Weapons’*

(2) ‘My second preference is: CIS(Tech) / Sensors / Weapons’*

(3) ‘My third preference is: CIS(Tech) / Sensors / Weapons’*

(* Delete as appropriate)

d. All preference fields must be completed and duplication is not permitted. For example, CIS(T) cannot be entered for all three preferences. Duplicate entries will be treated as no preference, and individuals will be streamed at the discretion of the board.

e. WE108 ET(WE)(CIS) career course personnel will be streamed at selection to LET. Line Managers are to ensure that ET(WE)(CIS)s indicate within their JPA front page comments box, which is their preferred stream, the only approved stream choices are:

(1) My first preference is: CIS TECHNICIAN / CIS SPECIALIST

(2) My second preference is: CIS TECHNICIAN / CIS SPECIALIST

f. WE109 ET(CIS) career course personnel are streamed upon entry and are therefore, not required to indicate streaming preference.

g. Streaming of eligible WEGS personnel is conducted during the promotion selection boards for ET to LET only, Reporting Officers should add a comment on suitability for a recommended stream within SPs SJAR. WEGS personnel are to be aware that streaming preference may not always be offered, this could be for many factors such as Service needs. After selection to LET, WEGS personnel will no longer be required to indicate their preference on JPA as streaming has already been conducted.

h. RN eligibility and entry standards can be found within BRd 3(1) Ch7.

2. Refusing Promotion on Streaming Basis for WEGS Personnel Only

Extant policy remains applicable for individuals who decline promotion when offered their first streaming preference[1].Individuals who decline promotion when offered their second, third or fourth streaming preference will be presented to the next board; however, it should be noted previous non-preference streaming will have no bearing on streaming decisions at future boards. The Service runs a merit-based system for promotions and streaming will be conducted in line with the order of merit, i.e. the strongest performing candidates have the highest chance of getting their first preference.

3. 12 Month Sea Competency Policy Amend for EGS (WEGS) Personnel.

EGS personnel who have completed the required qualifying (and, where applicable, leadership) courses and are then assigned to a substantive Higher Rate role prior to CPD ***will*** start counting sea time from the date they take up that role. This reflects the experience they are gaining at the higher rate.

[1] BRd3(1) Ch 67 Para 6711 – Candidates Refusing Promotion

WEGS ET2 to ET1 (All streams)

Table 75A-1. ET2 to ET1 Requirements

Requirement	Competency	Proficiency Level	Notes
Completed - Phase 1 New Entry Training.			2
Completed ET(WE), ET(CIS) or ET(WE)(CIS) Career Course.	'WE|ET(WE)/ET(WESM) Career (WE 107)|Navy|' **Or** 'WE|ET(CIS) CIS CAREER COURSE (WE109)|Navy|' **Or** 'WE|ET(WE)CIS Career (WE 108)|Navy|'		3
Display required proficiency as an ET(WE)2, ET(CIS)2 or ET(WE)(CIS)2. To be completed within 6 months sea service.	'Professional| Engineering Technician (GS)|Navy|'	'ET1 Sea 1'	1
At least 6 months since last Career Check (if any) on date due advancement.			
Recommended for advancement to ET(WE)1, ET(CIS)1, or ET(WE)(CIS)1 by CO. Promotion Authorisation Request (PAR) forwarded to parent Career Management Cell (CMC).			

Advanced to – ET1

ET1 to LET (All Streams)

Table 75A-2. Pre-Selection Requirements for LET (all streams) at Common Reporting Date (CRD)/Selection Eligibility Date (SED)

Requirement	Competency	Proficiency Level	Notes
Display required proficiency as an ET(WE)1, ET(CIS)1 or ET(WE)(CIS)1, To be completed within 18 months sea service as an ET.	'Professional| Engineering Technician (GS)|Navy|'	'ET1 Sea 2'	1, 4
Completed 12 months Sea service.	'CMSI12 Months Sea Time AB|Navy|'		4
Streaming Preference recorded on JPA.			5
Serving on a ES1/ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD[3].			
Recommended for promotion on appraisal report at Selection Eligibility Date (SED)[2].			

[3] Para 6703 b sub para 6.
[2] Para 6703 b sub para 6, 7.

Table 75A-3. Pre-Promotion Requirements for LET (all streams)

Requirement	Competency	Proficiency Level	Notes
Completed Leading Rates Leadership Course (LRLC) by nominated CPD+12 months.	'Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|'		8
Passed LET(WE) or LET(CIS) Qualifying Course (QC) by nominated CPD+12 months.	'WE|LET(WE) Weapons Career (WE 211)|Navy|' **Or** 'WE|LET(WE) Sensors Career (WE 212)|Navy|' **Or** 'WE|LET(WE) CIS Career (WE 213)|Navy|' **Or** 'WE|LET(CIS) CIS Career Course (WE200)|Navy|'		7 - 14
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
Complete pre-course learning[3].b			10
To be educationally qualified for promotion (EFP) [4].	'Educational|RN/RM English Level 1|Navy|' **Or** 'Educational|RN/RM English Level 2|Navy| **Or** 'Educational|RN/RM English Proxy A*- C|Navy|Navy|' **&** 'Educational|RN/RM Mathematics Proxy A*- C|Navy|' **Or** 'Educational|RN/RM Mathematics Level 1|Navy|' **Or** 'Educational|RN/RM Mathematics Level 2|Navy|'		

Promoted to - Leading Weapon Engineering Technician (Weapon Engineering) or Leading Engineering Technician (Communication Information Systems)

[3] BR 2000(4)(1) Issue Dec 2015 Annex 4J.
[4] Para 9615 a sub Para 5.

WEGS LET to POET (All Streams)

Table 75A-4. Pre-Selection Requirements for POET (all streams) at CRD

Requirement	Competency	Proficiency Level	Notes
Display required proficiency as an LET(WE). To be completed within 18 months sea service as an LET.	'Professional| Engineering Technician(GS)|Navy|'	LET Sea	1
Serving on an ES2/ FC/ OE1 or ES3/ EC/ 2OE that expires after the nominated CPD[5].			
Recommended for promotion on appraisal report at SED[6].			
Completed 12 months Sea service.	'CMSI12 Months Sea Time LHlNavyl'		4

Table 75A-5. Pre-Promotion Requirements for POET (All Streams)

Requirement	Competency	Proficiency Level	Notes
Completed Senior Rates' Leadership Course (SRLC) by nominated CPD.	'Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|'		8
Passed POET(WE) or POET(CIS) PQC by nominated CPD+12 Months.	'WE|POET(WE) (W, S,SM,CIS) Career (WE 316)|Navy|' **Or** 'WE|POET(CIS) CIS Career Course (WE305)|Navy|'	Pass	7 - 14
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
To be educationally qualified for promotion (EFP)[7].	• 'Educational|RN/RM English Level 2|Navy|' **Or** • 'Educational|RN/RM English Proxy A*- C|Navy|Navy|' **&** • Educational|RN/RM Mathematics Level 2|Navy| **Or** • Educational|RN/RM Mathematics Proxy A*- C|Navy|		
Complete pre-course learning[8].			10

Promoted to - Petty Officer Weapon Engineering Technician (Weapon Engineering) or Petty Officer Engineering Technician (Communication Information Systems)

[5] Para 6703 b Sub Para 6.
[6] Para 6703 b sub para 3.
[7] Para 9615.
[8] https://www.dle.mod.uk/enrol/index.php?id=15875.

WEGS POET to CPOET (All Streams)

Table 75A-6. POET(WE) or POET(CIS) to CPOET (WE) or CPOET(CIS) - Pre-Selection Requirements for Chief Petty Officer (WE) or (CIS) at CRD

Requirement	Competency	Proficiency Level	Notes
Display required proficiency as a POET(WE) or POET(CIS). To be completed within 18 months sea service as an POET.	'Professional| Engineering Technician(GS)| Navy|'	POET Sea	1 (Evidenced in CDJ against ICF)
Serving on FC/OE1 or EC/2OE or ES1/ES2/ES3 which expires after the CPD (BRd3, Para 6703 b sub para 6.)			
Recommended for Promotion on Appraisal Report at SED (BRd3, Para 6703 b sub para 3, 9.)			
Completed 12 months Sea service (Includes all positions tagged Sea)	'CMSI12 Months Sea Time POINavyI'		

Table 75A-7. Pre-Promotion Requirements for CPOET (All Streams)

Requirement	Competency	Proficiency Level	Notes
Passed CPO ET(WE) QC	WE|CPOET(WE) Career Course (WE 320)|Navy|	Pass	7-14
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
EFP in accordance with BRd 3, Para 9634.			

Promoted to - Chief Petty Officer Weapon Engineering Technician (Weapon Engineering) or Chief Petty Officer Engineering Technician (Communication Information Systems)

WEGS CPOET to WO2ET (All Streams)

Table 75A-8. Pre-Selection Requirements for Warrant Officer Second Class (WE) at CRD

Requirement	Competency	Proficiency Level	Notes
Serving on FC/OE1 or EC/2OE or ES1/ES2/ES3 which expires after the CPD (BRd3, Para 6703 b sub para 6.)			
Recommended for Promotion on Appraisal Report at SED (BRd3, Para 6703 b sub para 3, 9.)			
Completed 12 months Sea service (Includes all positions tagged Sea)	'CMSI12 Months Sea Time CPOINavyI'		

Table 75A-9. Pre-Promotion Requirements for WO2ET(WE)

Requirement	Competency	Proficiency Level	Notes
Passed WO ET(WE) QC by nominated CPD+12 Months	'WE|WO Qualifying Course (WE 535)|Navy|'	Pass	7-14
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
EFP in accordance with BRd3, Para 96134.			

Promoted to - Warrant Officer Second Class Engineering Technician (Weapon Engineering) or Warrant Officer Second Class Engineering Technician (Communication Information Systems)

WEGS WO2ET to WO1ET

Table 75A-10. Pre-Selection Requirements for Warrant Officer First Class (WE) at CRD

Requirement	Competency	Proficiency Level	Notes
Serving on ES2/FC/OE1 or ES3/EC/2OE which expires after the CPD[9].			
Substantive WO2s, and those selected for WO2 but have yet to reach their CPD, will be eligible for consideration regardless of the seniority held in their rate[10].			
Recommended for Promotion on Appraisal Report at CRD[11].			

Table 75A-11. Pre-Promotion Requirements for WO1ET(WE)

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
Educationally Qualified for promotion in accordance with Para 9634.[12].			

Promoted to - Warrant Officer First Class Engineering Technician (Weapon Engineering) or Warrant Officer First Class Engineering Technician (Communication Information Systems)

[9] Para 6703 b sub para 6.
[10] Para 6703 b sub para 2.
[11] Para 6703 b sub para 3, 9.
[12] Para 9615.

Notes:

1. CDJ Competence/ICF Framework. *Display required proficiency in current rate. In accordance with competences laid down in the ICF Competency Matrix[13] and the ICF Competency Levels[14]; achieved within the sea employment space, evidenced within the individuals CDJ with mandatory completion, subsequently assessed and authorised by the HOD.*

2. New Entrants. *All new entrants are rated Engineering Technician (Weapon Engineering) (ET(WE)2), Engineering Technician (Weapon Engineering) (Communications and Information Systems) (ET(WE)(CIS)2)[15] or Engineering Technician (Communication Information Systems) ET(CIS)2[16] on joining Phase 1 New Entry Training.*

3. Phase 2 Training. *There are currently two streams upon joining Weapon Engineering General Service. These are Engineering Technician (Weapon Engineering) (ET(WE)) who stream on selection to LET to either Weapons, Sensors or CIS Tech and Engineering Technician (Communication Information Systems) (ET(CIS)) who single stream on joining Phase 1. The last combined ETWE(CIS)2 career course completed 6 Aug 20 with the New ET(CIS)2 career course having commenced 18 May 20.*

4. Potential Fast Track Candidates. *Assessments and recommendations from sea for potential FT candidates at ET Level are to have shown the potential to operate at the technical ability and expected CLM attributes of that of a POET. Recommend should be made on last SJAR prior to attending LET course, hence recommendation is for FT as an LET to POET.*

Potential FT candidates at LET level are to have shown the potential to operate at the technical ability and expected CLM attributes of that of a CPOET. Recommend should be made on last SJAR prior to attending POET course, hence recommended for FT as a POET to CPOET.

The recommendation is to be recorded on JPA with supporting comments included by the 1 and 2 RO in their next SJAR, competence details as follows:

*ET LEVEL - Professional|Fast Track POET Recommend|Navy **
*LET LEVEL - Professional|Fast Track CPOET Recommend|Navy| ***

**Recommend on last SJAR prior to LET course, hence recommended for FT between LET to POET*
*** Recommend on last SJAR prior to LET course, hence* recommended *for FT between POET to CPOET*

(Continued)

[13] ICF Matrix V5.4 - https://modgovuk.sharepoint.com/:x:/r/sites/defnet/Navy/_layouts/15/WopiFrame2.aspx?sourcedoc=%7bf5be280d-362f-44d0-b36f-11b71ceda32c%7d
[14] EGS ICF Competence Levels - https://modgovuk.sharepoint.com/sites/defnet/navy/Docs11/20161116.1/20140327-EGS%20ICF%20Competence%20Levels.pdf
[15] ET(CIS) single stream commenced Phase 1 - 5 May 19 and the last ET(WE)(CIS)2 WE108 course completed 6 Aug 20. (WE109 1903-1904 was made up of Single Stream ET(CIS).
[16] The first ET(CIS)2 WE109 course commenced 18 May 20.

Notes (Continued):

5. Individual Stream Preference. *The Individual's Streaming Preference is to be recorded on JPA within the section My Career, Employee Preferences, Comments, first box, IAW Para 1(c) above.*

ET(CIS) Specialist Ratings who conducted the WE109 Career Course are single streamed upon entry from 1 May 2019, therefore no streaming preference is required.

Divisional Officers - The 1RO is to provide supporting evidence of suitability for the stream in the individual's SJAR.

Streaming – Ratings and Divisional Officers are to be aware that individual streaming preference will be made IAW needs of service.

6. Recommendation for Promotion. *Awarded 'Exceptional', 'High' or 'Yes' recommendation for 'Promotion - 1 Rank Up' on SJAR by final RO. Where an otherwise fully eligible candidate has received an SJAR assessment of 'Insufficient Knowledge' at last report, presentation before the next Board will be determined by the Promotion Section using the previous report recommendation. For promotion up to the rate of PO, Streamlined Eligibility Dates (SED) in any year will apply[17]. If a streamlined promotion candidate has been awarded a positive recommendation for promotion (as above) in the last SJAR and, since that report, has become eligible in all other respects for selection, they will be placed before the Promotion Board.*

7. Selection Boards. *Selection Boards will be convened up to 3 times a year and the results of successful candidates announced on completion. CM will endeavour to assign selected personnel to Qualifying Courses (QC) depending on course and individual availability (OC).*

8. Failure to Complete Professional and/or Leadership Course. *Refer to Para 6714 and 6703 b sub para 4 for rules on the impact on a rating's promotion if they fail to complete PQC and/or LRLC/SRLC before CPD or within 12 months of CPD as a result of service reasons, non-service reasons (out with own control) or non-service reasons (within own control).*

(Continued)

[17] BRd3(1) Para 6703b – Streamlined Eligibility Dates

Notes (Continued):

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

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

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

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

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

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

ANNEX 75B

WEGS LEGACY ET(WE) PROMOTION TABLES

1. Engineering Technician (Weapon Engineering) - Legacy

a. The following rules apply to personnel who have not been trained via a Project Faraday/Mountbatten course.

b. Personnel will transfer to the WEGS career pathway detailed at Annex A on completion of a modern career course.

ET(WE)2 to ET(WE)1 - Legacy

Table 75B-1. ET(WE)2 to (ETWE)1 Requirements

Requirement	Competence	Proficiency Level	Notes
Completed Part 1 New Entry Training and Part 2 ET(WE) Career Course. On completion ratings issued ET(WE) Taskbook.			1
At least 6 months since last Career Check (if any) on date due advancement.			
Completed Task Book Section 2A (including ET 2 Safety Check Assessment).			
Recommended for advancement to ET(WE)1 by HOD.			

Advanced to - ET(WE)1

ET(WE)1 to LET(WE) - Legacy

Table 75B-2. Pre-Selection Requirements for LET(WE) at Common Reporting Date (CRD)/Selection Eligibility Date (SED)

Requirement	Competence	Proficiency Level	Notes
Completed Task Book section 2B.			
Completed 12 months Sea service	'CMSI12 Months Sea Time ABINavyI'		
Operational Performance Statement (RPS) as an ET(WE)1 - Awarded on successful completion of both the Task Book Section 2B and the formal RPS Assessment (within 36 months from completion of Phase 2 training). The Assessment is to be constituted in accordance with the guidance from the BR 2000 Series	'Professional|RPS for ET(WE) DQ40|Navy|'		2
Streaming Preferences submitted and showing on JPA.			3
Serving on an ES1/ FC/ OE1 that expires after the nominated Common Promotion Date (CPD)[1].			
Recommended for promotion on appraisal report at Selection Eligibility Date (SED)[2].			

[1] Para 6703 b sub para 6.
[2] Para 6703 b sub para 3.

Table 75B-3. Pre-Promotion Requirements for LET(WE)

Requirement	Competence	Proficiency Level	Notes
Completed Leading Rates' Leadership Course (LRLC) by nominated CPD.	'Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|'		4
Completed LET(WE) QC by nominated CPD +12 months.			5 - 8
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
To be educationally qualified for promotion (EFP)[3].	'Educational|RN/RM English Level 1|Navy|' **Or** 'Educational|RN/RM English Level 2|Navy|' **Or** 'Educational|RN/RM English Proxy A*- C|Navy|Navy|' **&** 'Educational|RN/RM Mathematics Proxy A*- C|Navy|' **Or** 'Educational|RN/RM Mathematics Level 1|Navy|' **Or** 'Educational|RN/RM Mathematics Level 2|Navy|'		

Promoted to - LEADING ENGINEERING TECHNICIAN (WEAPON ENGINEERING)

LET(WE) to POET (WE) - Legacy

Table 75B-4. Pre-Selection Requirements for POET(WE) at CRD

Requirement	Competence	Proficiency Level	Notes
Completed LET(WE) Task book.			
Awarded RPS at LET. The RPS Assessment for LET(WE) will be constituted in accordance with the guidance from the BR 2000 Series	'Professional|RPS for LET(WE) DQ40|Navy|'		
Recommended for promotion on Appraisal Report at SED[4].			
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD[5].			
Completed 12 months Sea service.	'CMSI12 Months Sea Time LHlNavyl'		

[3] Para 9615.
[4] Para 6703 b sub para 3.
[5] Para 6703 b sub para 6.

Table 75B-5. Pre-Promotion Requirements for POET(WE)

Requirement	Competence	Proficiency Level	Notes
Completed Senior Rates' Leadership Course (SRLC) by nominated CPD +12 months.	'Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|'		4
Passed POET (WE) Qualifying Course (QC) inc Streamed training by nominated CPD +12 months.		Pass	5 - 8
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
To be educationally qualified for promotion (EFP)[6].	'Educational|RN/RM English Level 2|Navy|' **Or** 'Educational|RN/RM English Proxy A*- C|Navy|Navy|' **&** 'Educational|RN/RM Mathematics Level 2|Navy|' **Or** 'Educational|RN/RM Mathematics Proxy A*- C|Navy|'		

Promoted to - PETTY OFFICER ENGINEERING TECHNICIAN (WEAPON ENGINEERING)

POET(WE) to CPOET (WE) – Legacy

Table 75B-6. Pre-Selection Requirements for Chief Petty Officer (WE) at CRD

Requirement	Competence	Proficiency Level	Notes
Completed Post Course Study Guide.			6
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD[7].			
12 months Sea Service as a POET(WE).	'CMS|12 Months Sea Time PO|Navy|'		
Pass RPS Assessment. The RPS Assessment for POET(WE) will be constituted in accordance with Para 7503.	'Professional| RPS for POET(WE) DQ40|Navy|'		
Recommended for promotion on appraisal report at CRD[8].			

[6] Para 9615.
[7] Para 6703 b sub para 6.
[8] Para 6703 b sub para 3.

Table 75B-7. Pre-Promotion Requirements for CPOET(WE)

Requirement	Competence	Proficiency Level	Notes
Passed CPOET (WE) Qualifying Course (QC) by nominated CPD +12 months.	'WE|CPOET (WE) Career (WE320)|Navy|'	Pass	5 – 8
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			

Promoted to – CHIEF PETTY OFFICER ENGINEERING TECHNICIAN (WEAPON ENGINEERING)

CPOET(WE) to WO2ET(WE) – Legacy

Table 75B-8. Pre-Selection Requirements for Warrant Officer Second Class (WE) at CRD

Requirement	Competency	Proficiency Level	Notes
FOR CPOWEMs ONLY - contact Proms Section and Profession Manager to request they are presented to the next WO2ET Selection Board. This should also feature in page 1 of the SJAR ahead of the CRD.			14 - 15
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD. (BRd3, Para 6703 b sub para 6.)			
Recommended for promotion on Appraisal Report at CRD. (BRd3, Para 6703 b sub para 3, 9.)			
Completed 12 months Sea service. (Includes all positions tagged Sea)	'CMSI12 Months Sea Time CPO|Navy|'		

Table 75B-9. Pre-Promotion Requirements for WO2ET(WE)

Requirement	Competency	Proficiency Level	Notes
Passed CPOET Career Course ahead of WOQC	'WE|CPOET(WE) Qualifying Course (WE 320)|Navy|'	Pass	16
Passed WO ET(WE) QC by nominated CPD+12 Months	'WE|WO Qualifying Course (WE 535)|Navy|'	Pass	5-13
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
To be educationally qualified for promotion (EFP) in accordance with BRd3, Para 9615.			

Promoted to - WARRANT OFFICER SECOND CLASS ENGINEERING TECHNICIAN (WEAPON ENGINEERING)

WO2ET(WE) to WO1ET(WE) - Legacy

Table 75B-10. Pre-Selection Requirements for Warrant Officer First Class (WE) at CRD

Requirement	Competence	Proficiency Level	Notes
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD[9].			
Substantive WO2s, and those selected for WO2 but have yet to reach their CPD, will be eligible for consideration regardless of the seniority held in their rate.[10].			
Recommended for promotion on Appraisal Report at CRD[11].			

Table 75B-11. Pre-Promotion Requirements for WO1ET(WE)

Requirement	Competence	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
To be educationally qualified for promotion (EFP)[12].			

Promoted to - WARRANT OFFICER FIRST CLASS ENGINEERING TECHNICIAN (WEAPON ENGINEERING)

[9] Para 6703 b sub para 6.
[10] Para 6703 b sub para 2.
[11] Para 6703 b sub para 3.
[12] Para 9615.

Notes:

1. New Entrants. *All new entrants are rated Engineering Technician (Weapon Engineering) (ET(WE)2) on joining Phase 1 Initial New Entry Training..*

2. Role Performance Statement (RPS) as an ET(WE)1. *Awarded on successful completion of both the Task Book Section 2B and the formal RPS Assessment (within 36 months from completion of Phase 2 training). The Assessment is to be constituted in accordance with the guidance from the BR 2000 Series.*

3. Individual Stream Preference. *The Individual's Streaming Preference is to be recorded on JPA within the section My Career, Employee Preferences, Comments, first box, as laid down in Annex 75A para 1c.*

Divisional Officers - The 1RO is to provide supporting evidence of suitability for the stream in the individual's SJAR.

Streaming – Ratings and Divisional Officers are to be aware that individual streaming preference will be made IAW needs of service.

4. Failure to Complete Professional and/or Leadership Course. *Refer to Para 6714 and 6703 b sub para 4 for rules on the impact on a rating's promotion if they fail to complete PQC and/or LRLC/SRLC before CPD or within 12 months of CPD as a result of service reasons, non-service reasons (outwith own control) or non-service reasons (within own control). For rules regarding failure, see Para 6912 sub para f.*

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

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

7. Selection Boards. *Selection Boards will be convened up to 3 times a year and the results of successful candidates announced on completion. CM will endeavour to assign selected personnel to Qualifying Courses (QC) depending on course and individual availability (OC)..*

(Continued)

Notes (Continued):

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

9. Selection Boards. *Selection Boards will select CPOET(WE)s to be assigned to the WOQC in the following training year. Shortly after each Selection Board has completed sitting, a signal originated by the Ratings' Promotions Section will promulgate the names of successful candidates in alphabetical order. DDPD will endeavour to assign all ratings to WO1QC on an opportunity basis, but the needs of the Service remain paramount.*

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

11. Failure. *If a candidate fails the WOQC, their suitability to retake the course or elements therein will be considered by the Commanding Officer HMS COLLINGWOOD. A repeat failure of all/part of the course will result in deselection and the rating continuing to serve as a CPOET(WE). Suitability for future WOQC will be through the selection process and will be dependent on the rating's performance as reported by SJAR.*

12. Unsuitable Candidates. *Whilst on the WOQC, if candidates are found to be unsuitable for promotion to WO2ET(WE), they may be withdrawn from training by the Commanding Officer HMS COLLINGWOOD; they will be deselected, continue to serve as CPOET(WE)s and will be eligible for future selection in normal course.*

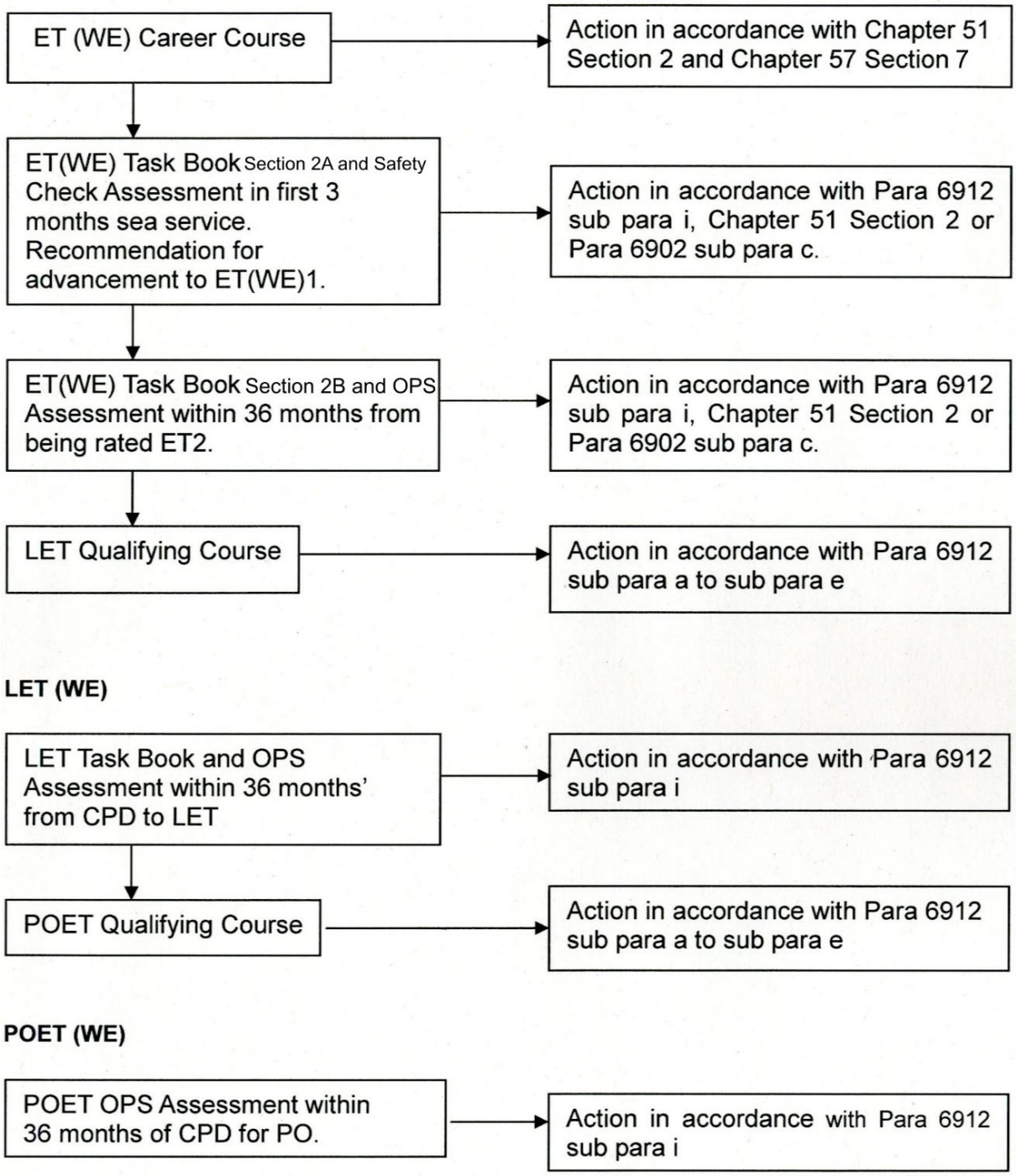
13. EFP Requirement for WO1. *The EFP requirement for consideration for selection for WO1 will not apply to any WO2ET(WE) GS who has been promoted to Warrant Officer under previous EFP regulations. Although EFP will not apply to any WO2 on previous EFP regulations, this will affect eligibility for selection on WOCB in that the criterion is not met.*

14. ***CPOWEM.*** Individuals wishing to be presented to the WO2 selection board must request this in writing/email to Proms and the relevant PM SO2.

15. This should be completed before the CPO CRD with supporting words in the SJAR

16. Must be completed prior to WOQC (WE 535).

Figure 75B-1. ET (WE) - Rules Regarding Failure



ANNEX 75C

WEGS LEGACY WEM PROMOTION TABLES

1. Legacy Rules - Senior Rate Weapon Engineering Mechanics - Adult Entry (Final Entry November 1992) - Promotion Flowchart

PETTY OFFICER WEAPON ENGINEERING MECHANIC (O) or (R)

Chief Petty Officer WEM - Pre-Selection Requirements

a. Serving on a ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD[1].

b. Recommended for promotion on Appraisal Report at CRD.

Chief Petty Officer WEM – Pre-Promotion Requirements

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

Promoted to
CHIEF PETTY OFFICER WEAPON ENGINEERING MECHANIC (O) or (R)

Warrant Officer 2 WEM - Pre-Selection Requirements

a. Serving on a ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.

b. Recommended for promotion on Appraisal Report at CRD.

Warrant Officer 2 WEM - Pre-Promotion Requirements

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

d. Educationally qualified for promotion (EFP) in accordance with Para 9636.

[1] Para 6703 b sub para 7.

e. Must have achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and the appropriate competence recorded on JPA.

Promoted to **WARRANT OFFICER 2 WEAPON ENGINEERING MECHANIC**

Warrant Officer 1 WEM - Pre-Selection Requirements

a. Serving on a ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.

b. Recommended for promotion on Appraisal Report at CRD.

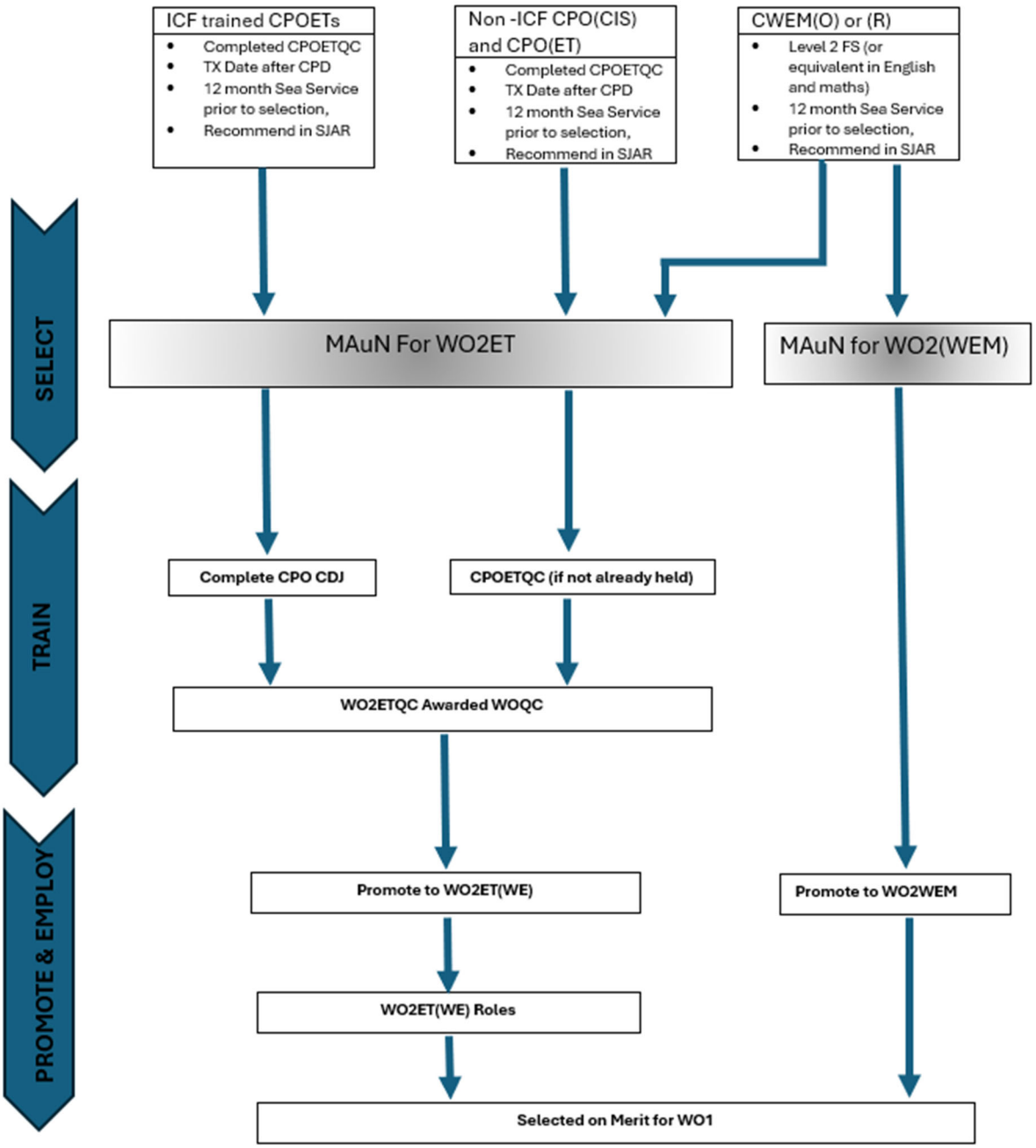
Warrant Officer 1 WEM - Pre-Promotion Requirements

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

d. Educationally qualified for promotion (EFP) in accordance with Para 9615. Must have achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and the appropriate competence recorded on JPA.

Promoted to **WARRANT OFFICER 1 WEAPON ENGINEERING MECHANIC**

Figure 75C-1. WEGS CPOET(WE), CPO(WEM), CPOET(CIS) ROUTES TO WARRANT OFFICER 1



ANNEX 75D

WEGS LEGACY WARFARE ET(CIS) PROMOTION TABLES

1. Engineering Technician (CIS Specialist) Entered as Warfare CIS and transferred to WE Branch in April 2015

ET(CIS)2 to ET(CIS)1 - Legacy

Table 75D-1. ET(CIS)2 to ET(CIS)1 Requirements

Requirement	Competence	Proficiency Level	Notes
Completed Part 1 New Entry Training.			
Completed MWS - ET(WE)(CIS) Generic Professional Qualifying Course (PQC).			
At least 6 months since last Career Check (if any) on date due advancement.			
Completed OJT TB - at RPS as ET(WE)(CIS), authorised by HOD[1]. (Para 7703 sub para a and sub-para b).	'Professional|RPS for AB (CIS)(QQ50)|Navy|'		
Recommended for advancement to ET(CIS)1 by HOD.			

Advanced to - ET(CIS)1

[1] Para 7703 sub -a and sub para b.

ET(CIS)1 to LET(CIS) - Legacy

Table 75D–2. Pre-Selection Requirements for LET(CIS) at Common Reporting Date (CRD)/Selection Eligibility Date (SED)

Requirement	Competence	Proficiency Level	Notes
Complete ET(CIS)1 Career Course (pre-requisite for LH PQC).	'Comms AB(CIS)1/AB(CISSM)1 Career Course Navy|' or 'WARFARE AB(CIS) TEM Navy|'		1
Completed 12 months Sea service.	'CMSl12 Months Sea Time ABlNavyl'		
Achieve full RPS as an ET(CIS)1.	'Professional|RPS for AB(CIS)1 LQ50|Navy|'		1
Serving on an ES1/FC/OE1 that expires after the nominated Common Promotion Date (CPD)[2].			
Recommended for promotion on appraisal report at Selection Eligibility Date (SED)[3].			

[2] Para 6703 b sub-para 6.
[3] Para 6703 b sub para 3.

Table 75D-3. Pre-Promotion Requirements for LET(CIS)

Requirement	Competence	Proficiency Level	Notes
Completed Leading Rates' Leadership Course (LRLC) by nominated CPD.	'Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|'		2
Completed LH PQC by nominated CPD +12 months.	'Comms|LS(CIS) Career (COMMS 206)|Navy|'		3 - 7
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
To be educationally qualified for promotion (EFP)[4].	'Educational|RN/RM English Level 1|Navy| **Or** 'Educational|RN/RM English Level 2|Navy| **Or** 'Educational|RN/RM English Proxy A*- C|Navy|Navy| **&** 'Educational|RN/RM Mathematics Proxy A*- C|Navy| **Or** 'Educational|RN/RM Mathematics Level 1|Navy| **Or** 'Educational|RN/RM Mathematics Level 2|Navy|		

Promoted to - LEADING ENGINEERING TECHNICIAN (CIS)

[4] Para 9615.

LET(CIS) to POET (CIS) - Legacy

Table 75D-4. Pre-Selection Requirements for POET(CIS) at CRD

Requirement	Competence	Proficiency Level	Notes
Completed generic OJT TB and TEM OJT TB.			
Achieve RPS as LH[5].	'Professional|RPS for LS(CIS) QQ40|Navy|'		8
Recommended for promotion on Appraisal Report at SED[6].			
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD[7].			
12 Months' sea service (excluding Squad time ashore where applicable) since passing LH PQC at CPD[8].	'CMSI12 Months Sea Time LHlNavyl'		

[5] Para 7703 sub-para a and sub-para b.
[6] Para 6703 b sub-para 4.
[7] Para 6703 b sub-para 6.
[8] Para 7704 sub-para d.

Table 75D-5. Pre-Promotion Requirements for POET(CIS)

Requirement	Competence	Proficiency Level	Notes
Completed Senior Rates' Leadership Course (SRLC) by nominated CPD +12 months[9].	'Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|'		2
Passed POET (WE) Qualifying Course (QC) inc Streamed training by nominated CPD +12 months[10].	'Comms|PO(CIS) Career (Comms 205)|Navy|'	Pass	3 – 7
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
To be educationally qualified for promotion (EFP)[11].	'Educational|RN/RM English Level 2|Navy|' **Or** 'Educational|RN/RM English Proxy A*- C|Navy|Navy|' **&** 'Educational|RN/RM Mathematics Level 2|Navy|' **Or** 'Educational|RN/RM Mathematics Proxy A*- C|Navy|'		

Promoted to – PETTY OFFICER ENGINEERING TECHNICIAN (CIS)

[9] Para 7703 sub para g and h.
[10] Para 7703 sub para g and h.
[11] Para 9615.

POET(CIS) to CPOET (CIS) - Legacy

Table 75D-6. Pre-Selection Requirements for Chief Petty Officer Engineering Technician (CIS) at CRD

Requirement	Competence	Proficiency Level	Notes
Complete PO's Professional Certification Record.			9
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD[12].			
12 months Sea Service as a PO[13].	CMS|12 Months Sea Time PO|Navy|		
Achieved RPS as a PO.	'Professional| RPS for POET(WE) LQ30|Navy|'		8
Recommended for promotion on appraisal report at CRD[14].			

Table 75D-7. Pre-Promotion Requirements for CPOET(CIS)

Requirement	Competence	Proficiency Level	Notes
Passed CPOET (WE) Qualifying Course (QC) by nominated CPD +12 months.	WE|CPOET (WE) Career (WE320)|Navy|	Pass	3 - 7, 14
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			

Promoted to - CHIEF PETTY OFFICER ENGINEERING TECHNICIAN (WE) CIS

[12] Para 6703 b sub para 6.
[13] Para 7704 sub para d.
[14] Para 6703 b sub para 4.

CPOET(CIS) to WO2ET - Legacy

Table 75D-8. Pre-Selection Requirements for Warrant Officer Second Class (ET) at CRD

Requirement	Competence	Proficiency Level	Notes
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD[15].			
Recommended for promotion on Appraisal Report at CRD[16].			

Table 75D-9. Pre-Promotion Requirements for WO2ET(WE)

Requirement	Competence	Proficiency Level	Notes
Complete WOET (WE) QC by nominated CPD+12 months.	'WE|WO Qualifying Course (WE 535)|Navy|'	Pass	3 - 7, 11 - 14
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
To be educationally qualified for promotion (EFP)[17].			

Promoted to - WARRANT OFFICER SECOND CLASS ENGINEERING TECHNICIAN

[15] Para 6703 b sub para 6.
[16] Para 6703 b sub para 3.
[17] Para 9615.

WO2ET(WE) to WO1ET(WE) - Legacy

Table 75D-10. Pre-Selection Requirements for Warrant Officer First Class (ET) at CRD

Requirement	Competence	Proficiency Level	Notes
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD[18].			
Substantive WO2s, and those selected for WO2 but have yet to reach their CPD, will be eligible for consideration regardless of the seniority held in their rate[19]			
Recommended for promotion on Appraisal Report at CRD[20].			

Table 75D-11. Pre-Promotion Requirements for WO1ET(WE)

Requirement	Competence	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
To be educationally qualified for promotion (EFP)[21].			

Promoted to - WARRANT OFFICER FIRST CLASS ENGINEERING TECHNICIAN

[18] Para 6703 b sub para 6.
[19] Para 6703 b sub para 2.
[20] Para 6703 b sub para 3.
[21] Para 9615.

Notes:

1. ***ET(WE)(CIS)1 Career Course.*** *The final Comms|AB(CIS)1/AB(CISSM)1 Career (Comms 202)|Navy|Career Course took place in Q1 18 and all remaining ET1 CIS Specialist now hold the competence. At this point training moved to ICF with ET(WE)(CIS) completing WE|ET(WE)CIS Career (WE 108)|Navy|.*

2. ***Failure to Complete Professional and/or Leadership Course.*** *Refer to Para 6714 and 6703 b sub para 4 for rules on the impact on a rating's promotion if they fail to complete PQC and/or LRLC/ SRLC before CPD or within 12 months of CPD due to service reasons, non-service reasons (outwith own control) or non-service reasons (within own control). For rules regarding failure, see Para 6912 sub para f.*

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

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

5. ***Failure.*** *If a candidate fails the QC, their suitability to retake the course, or elements therein, will be considered by the Commanding Officer HMS COLLINGWOOD. A repeat failure of all/part of the course will result in deselection and the rating continuing to serve in the lower rate. Suitability for future QC will be through the selection process and will be dependent on the rating's performance as reported by SJAR.*

6. ***Selection Boards.*** *Selection Boards will be convened up to 3 times a year and the results of successful candidates announced on completion. CM will endeavour to assign selected personnel to Qualifying Courses (QC) depending on course and individual availability (OC).*

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

8. ***Annual RPS Check.*** *Annual RPS must be completed and recorded on JPA prior to attending LET(CIS)/POET(CIS) Spec QC. 'NCT|Annual RPS Check|Navy|'.*

(Continued)

Notes (Continued):

9. ***Professional Certification Record.*** *On completion of PO PQC, individuals will be issued a Professional Certification Record. This record is to be completed within 12 months of joining first sea going Unit as a PO. Once completed, the following competence is to be awarded by the Unit HR Admin: 'Professional|RPS for PO LQ30|Navy|'.*

10. ***Selection Boards.*** *Selection Boards will select CPOET(CIS) to be assigned to the WOQC in the following training year. Shortly after each Selection Board has completed sitting, a signal originated by the Ratings' Promotions Section will promulgate the names of successful candidates in alphabetical order. DDPD will endeavour to assign all ratings to WOQC on an opportunity basis, but the needs of the Service remain paramount.*

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

12. ***Failure.*** *If a candidate fails the WOQC, their suitability to retake the course or elements therein will be considered by the Commanding Officer HMS COLLINGWOOD. A repeat failure of all/part of the course will result in deselection and the rating continuing to serve as a CPOET(CIS). Suitability for future WOQC will be through the selection process and will be dependent on the rating's performance as reported by SJAR.*

13. ***Unsuitable Candidates.*** *Whilst on the WOQC, if candidates are found to be unsuitable for promotion to WO2ET(WE), they may be withdrawn from training by the Commanding Officer HMS COLLINGWOOD; they will be deselected, continue to serve as CPOET(CIS)s and will be eligible for future selection in normal course.*

14. ***CPO and WO QCs.*** *On selection to CPOET, legacy CIS SRs are required to complete both CPO (WE 320) and WO (WE 535) Career Courses. On completion they will transfer to the ICF Promotion Tables[22]. All those selected on or after the 2021 selection signal will be required to complete CPOET CC, with follow-on sea assignment[23]. Any CPOET(CIS) prior to this date will continue to follow legacy promotion requirements within these tables.*

[22] Para 7505.
[23] 12 months Sea competency required iaw Table 75-8.

ANNEX 75E

WEAPON ENGINEER GENERAL SERVICE (WEGS) FAST TRACK (FT) SCHEME PROMOTION TABLES

1. WEGS Fast Track

a. Generic Fast Track Policy can be found in BRd 3(1) Chapter 68.

b. **Advancement Flowcharts.** The following rules apply to personnel selected for the EGS Fast Track scheme from Sep 15.

Table 75E-1. Engineering Technician 1 (Fast Track)

Pre-Advancement Requirements

General Service ETWE		
Selection Point	**Key Advancement Criteria**	**Applicability**
	1. Completed Phase 1 Training. 2. Completed ET(WE) or ET(CIS) Career Course (ET CC), recorded on JPA as 'WE|ET(WE)Career (WE 107)|Navy' or 'WE|ET(WE)CIS Career (WE 108)|Navy' or 'WE|ET(CIS) Career Course (WE109)|Navy|'. WE109 Course replaced WE108 5 May 20 for WEGS ET(CIS). 3. Display required proficiency in accordance with competencies as laid down in the Individual Competency Framework (ICF) as ET, authorised by HOD and recorded on JPA as 'Professional| Engineering Technician (GS)|Navy', with a Proficiency Level of 'ET1 Sea 1'. To be completed within 4 months' sea service. (2)(11). 4. At least 6 months since last Career Check (if any) on date due advancement. 5. Recommended for advancement to ET1 by HOD. Promotion Authorisation Request (PAR) forwarded to Flotilla parent Career Management Cell (CMC).	

Advanced to
ENGINEERING TECHNICIAN 1st Class

Table 75E-2. Leading Engineering Technician (Fast Track)

Pre-Advancement Requirements

General Service LET WE		
Selection Point	**Key Advancement Criteria**	**Applicability**
	1. Completed CBRNDC TB within 6months of joining unit and recorded on JPA as 'Professional|Completion of CBRNDC Task Book (All Ratings) (9J94)|Navy|'. 2. Serving on a ES1/FC/OE1 that expires after the nominated Due Date for Advancement. 3. Educationally qualified for promotion (EFP) in accordance with Para 9634 and recorded on JPA as 'Educational|RN/RM QELH/Cpl|Navy|'. 4. Display required proficiency in accordance with competencies as laid down in the Individual Competency Framework (ICF) as ET 1, authorised by HOD and recorded on JPA as 'Professional| Engineering Technician (GS)|Navy', with a Proficiency Level of 'ET1 Sea 2'. To be completed within 9 months' sea service as an ET, (11). 5. Streaming Preference submitted and showing on JPA (Note Not applicable for CIS Spec) 6. 24 months' seniority from Fast Track Start Date, including a minimum of 9 months' sea service as an ET recorded on JPA as 'CMS|Fast Track ET 9 Month Sea Time|NAVY'. 7. Recommended for advancement on Appraisal Report at Due Date (11). 8. Completed Leading Rates' Leadership Course (LRLC); recorded on JPA as 'Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|' (Para 6909) (8). 9. Passed LET(WE) Qualifying Course (QC) by nominated Due Date; recorded on JPA as 'WE|LET(WE) Weapons Career (WE 211)|Navy' or 'WE|LET(WE) Sensors Career (WE 212)|Navy' or 'WE|LET(WE) CIS Career (WE 213)|Navy' (5), (6), (7), (8), (10), (11). 10. At least 6 months since last Career Check (if any) on date due for Advancement (if later).	

Advanced to

LEADING ENGINEERING TECHNICIAN - not selected for Fast Track to POET

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

Advanced to

LEADING ENGINEERING TECHNICIAN – selected for Fast Track to POET

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

Table 75E-3. Petty Officer Engineering Technician (Fast Track)

Pre-Advancement Requirements

General Service POET WE		
Selection Point	**Key Advancement Criteria**	**Applicability**
	1. Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated Due Date for Advancement. 2. Educationally Qualified for Promotion (EFP) in accordance with Para 9613 and recorded on JPA as 'Educational|RN/RM QEPO/Sgt|Navy|'. 3. Display required proficiency in accordance with competencies as laid down in the Individual Competency Framework (ICF) as a LET, authorised by HOD and recorded on JPA as 'Professional| Engineering Technician (GS)|Navy|' with a Proficiency Level of 'LET Sea'. To be completed within 15 months' sea service as a LET , (9). 4. 24 months' seniority including a minimum of 18 months' sea service as a LET recorded on JPA as 'CMS|Fast Track LET 18 Month Sea Time|NAVY'. 5. Recommended for advancement on Appraisal Report at Due Date (11). 6. Completed Senior Rates' Leadership Course (SRLC); recorded as JPA competency 'Miscellaneous|Senior Rates Leadership Course (RNLA 103|Navy|' (Para 6909) (8). 7. Passed POET QC by nominated Due Date; recorded on JPA (5), (6), (7), (8), (10), (11). 8. At least 6 months since last Career Check (if any) on due date for Advancement (if later). 9. Recommendation for further Fast Track scheme should be highlighted within body of report text from SEA embarkation phase where GTS.	

Advanced to

PETTY OFFICER ENGINEERING TECHNICIAN - not selected for Fast Track to CPOET

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

Advanced to

PETTY OFFICER ENGINEERING TECHNICIAN – selected for Fast Track to CPOET

If selected at Fast Track Selection Board for POET, awarded an Advancement Due Date to POET of 36 months from their FTSD (1)

Table 75E-4. Chief Petty Officer Engineering Technician (Fast Track)

Pre-Advancement Requirements

General Service CPOET WE		
Selection Point	**Key Advancement Criteria**	**Applicability**
	1. Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated Due Date for Advancement. 2. Educationally Qualified for Promotion (EFP) in accordance with Para 9634 and recorded on JPA as 'Educational|RN/RM QEPO/Sgt|Navy|'. 3. Display required proficiency in accordance with competencies as laid down in the Individual Competency Framework (ICF) as a POET, authorised by HOD and recorded on JPA as 'Professional| Engineering Technician(GS)|Navy| with a Proficiency Level of 'POET'. To be completed within 18 months of joining unit (12). 4. A minimum of 24 months' sea service as a POET recorded on JPA as 'CMS|Fast Track POET 24 Month Sea Time|NAVY'. 5. Recommended for advancement on Appraisal Report at Due Date (11). 6. Passed CPOET(WE) QC by nominated Due Date; recorded on JPA as 'WE|CPO(WE) Career (WE 320)|Navy' (6), (7), (8), (10). 7. At least 6 months since last Career Check (if any) on due date for Advancement (if later).	

Advanced to
CHIEF PETTY OFFICER ENGINEERING TECHNICIAN
Transfer to Selective Promotion Flowchart for ICF ET and back to selective promotion rules in BRd 3 Ch 67

Notes:

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

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

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

4. Stream Preference of either ET(WE) CIS Tech, CIS Spec or S or W, as appropriate is to be submitted into JPA, within the section Personal Preference Comments 1.

5. Pre-course learning is to be completed no later than on completion of 8 months' sea service.

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

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

(Continued)

Notes: (Continued)

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

9. Competence as an LET(WE)/LET(WE)(CIS)/LET(CIS) is achieved on successful completion of the ICF mandated competencies within the sea employment space, evidenced within the individual's CDJ. This is to be completed within 15 months' sea service as a LET.

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

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

12. Competence as a POET(WE)/POET(WE)(CIS)/POET(CIS) is achieved on successful completion of the ICF mandated competences within the sea employment space, evidenced within the individual's CDJ. This is to be completed within 18 months' sea service as a POET.

ANNEX 75F

WEAPON ENGINEER GENERAL SERVICE (WEGS) ACCELERATED APPRENTICE (AA) SCHEME GUIDANCE

1. WEGS AA Scheme

Generic Accelerated Apprentice Policy can be found in BR3 Ch 68.

2. Recruitment

a. **Entry Point 1.** It is envisaged that Direct Entry candidates will supply the majority, but where capacity allows, there will be opportunities for in-service candidates to apply.

b. Service personnel who meet the entry standards are eligible to apply to join the AA scheme at one of two entry points, depending on their career progress to date:

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

d. **Entry Point 3.** This entry point will be for substantive LET(WE)s who have completed both the LETQC and the associated stream training. Candidates will enter the scheme at the Sea Phase[1] and will remain as per their original stream.

3. Application Process

a. It should be noted that in-service entry onto the AA scheme will be based on the needs of the Service, with selection boards taking place termly with maximum authorised numbers (MAuN) set by the WEGS BM WO.

b. Functional Skills Level 2 (or equivalent) in Maths and English is the entry standard applicable to all in-service candidates.

c. The following criteria will be reviewed during selection boards:

(1) SJARs (definition of merit).

(2) Career course academic grades.

(3) Academic and vocational qualifications.

[1] With the exception of LETs from the legacy AA scheme who do not yet hold ET Sea 1 and ET Sea 2 competencies – these candidates, if selected for this scheme, will join the training pipeline at the start of Sea Phase.

d. Interested candidates are to have a recommendation from their Divisional Officer/Line Manager and should apply to the WEGS ATA CM using the form at Appendix 1. A personal statement of no more than 500 words, detailing why the candidate believes they are suited to this accelerated scheme, is to be included with the application form, along with copies of any relevant academic or vocational qualifications. Application forms will only be valid for one selection board.

e. Candidates for Entry Point 2 will likely have insufficient evidence to allow the board to identify merit for the scheme. Candidates will therefore be required to sit an oral board at HMS Collingwood (or via MS Teams, if required) before consideration at the termly selection board.

f. Successful candidates will be required to sign a certificate of understanding which details the return of service[2], entitlement to advancement, and consequences of exiting the scheme via the predetermined exit points. Administration of this process will be overseen by the WEGS ATA CM.

4. Trainee Status

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

b. Trainees joining the AA pipeline at Entry Points 2 and 3, who are already selected for LET, will remain in the sub-specialisation to which they were streamed at the point of selection.

c. All trainees on this pipeline, regardless of entry point, are considered as untrained strength and as such will be subject to the appraisals and warnings procedures surrounding ratings on WETG training[3]. Their career management throughout the training pipeline sits with the WEGS ATA CM, located in HMS Collingwood.

5. Scheme Exit Points

a. The following exit points from the AA scheme are available to personnel who are unable to successfully complete the training pipeline in full:

(1) **Exit Point 1.** Trainees unable to complete either Phase 1 (INT(R)) or Phase 2 (WE290AA/WE109AA) training will be subject to Discharge SHORE[4].

[2] Three years upon completion of the respective WE streaming course.
[3] BRd 3(1) Ch.57 Section 7.
[4] Usually Discharge SHORE (deemed unsuitable during training (DUDT)) will be the most suitable mechanism.

(2) **Exit Point 2.** Trainees unable to complete LETQC (including streaming courses) will have two options available to them:

(a) Discharge SHORE[5].

(b) Removal from the AA scheme and placed on STP. Reverted to ET(WE)[6] and considered GTS at this point.

(3) **Exit Point 3.** Trainees unable to achieve all milestones within the time allocated for the sea training phase, or complete POETQC (including streaming courses), will be considered GTS at LET(WE) and removed from the AA scheme.

b. Sea Training Returns and an End of Tour SJAR are to be completed, with Sea Training Returns submitted to the WEGS ATA CM iaw Appendix 2. The WEGS ATA CM should be consulted at all stages of the warning process, or whenever in any doubt.

c. Advancement Flowcharts.

LEADING ENGINEER TECHNICIAN AA (GENERAL SERVICE) FLOWCHART

Entry to HMS RALEIGH (See Note 1)

PROBATIONARY LEADING ENGINEER TECHNICIAN (WEGS)

Leading Engineer Technician AA (General Service) Advancement Criteria

a. Compete Phase 1 New Entry Training.

b. Complete WE290/WE109AA Enabling Course.

c. Undertake Basic Sea Survival Course and Able Rates Leadership Course, dockyard, platform and organisation visits to assist in stream decision.

d. Streaming preference submitted (2).

e. Complete respective LETQC depending on Stream preference.

f. Completed Leading Rates' Leadership Course (LRLC), recorded on JPA as 'Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|'.

g. Generic PJT package to assist in employability during sea phase.

h. Undertake AA Sea Time (~18 months) as UTS PLET completing CDJ, CBRNDC TB.

[5] Discharge SHORE will only be available to trainees who entered the scheme via Entry Point 1.
[6] It should be noted that reversion from PLET to ET will incur a reduction in pay.

i. Recommended for advancement.

j. Complete respective POETQC.

k. Complete Senior Rates' Leadership Course (SRLC), recorded on JPA as 'Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|'**.**

l. At least 6 months since last Career Check (if any) on date due advancement.

m. Once PAR has been raised to substantive POET, ATA to End Date 'AA competency'. Rating becomes GTS. (3)

Advanced to
PETTY OFFICER ENGINEER TECHNICIAN
(WEAPON ENGINEERING GENERAL SERVICE)

Notes:

1. *The eligibility criteria to be recruited as an AA include that they join educationally qualified for promotion (EFP) to LET in accordance with Para 9615. Appropriate competences should be recorded on JPA. At recruitment AA professional competency should be issued:*

Professional|Advanced Apprenticeship|Navy|

2. *Stream Preference of either CIS Spec / CIS Tech / SENS or WPNS, as appropriate, is to be recorded on JPA, within the section Personal Preference Comments 1.*

3. *On successful completion of the AA pipeline the individual will become a Gain to the Trained Strength and advanced to Petty Officer Engineer Technician. They will then transfer to either the Selective Promotion Flowchart or, if selected, to the Fast Track CPOET Flowchart. Advanced Apprenticeship JPA competency should then be removed by CM to facilitate for Select/Train/Promote eligibility.*

APPENDIX 1 TO ANNEX 75F

ACCELERATED APPRENTICE (AA) SCHEME SEA TRAINING RETURN

To be updated every second month and sent to: Navy People-WFPM WEGS ATA Coord.

FULL NAME		SERVICE No.	RATE
DATE OF EMBARKATION	**NOMINAL FAD**	**DUE DATE FOR ADVANCEMENT TO PO**	
TRAINING MILESTONE TARGETS to be agreed with Dept Training Coordinator and recorded within JPA Personal Objectives within 1 week of joining unit			
Safety Check		CBRDNC Task-book Completion	
PLET CDJ Completion		HOD Assurance Check	

Review Dates	**Dept Training Coord Comments** to include progress assessment (strengths/weaknesses), CDJ feedback, review of training targets including associated risks or need for rescheduling.	Training Co-Ord Signature	WEGS ATA CM Signature
Month 2	**Safety Check due** *Passed/Progressing/Warning issued?*		
Month 4			
Month 6	**CBRNDC Task book due** *Passed/Progressing/Warning issued?*		
Month 8	**CDJ** *Completed/Progressing/Warning issued?*		
	CDJ		

Month 10	*Completed/Progressing/Warning issued?*		
Month 12	**HOD Assurance Check** *Passed/Progressing/Warning issued?*		
Month 14			
Month 16			
Month 18	**POETQC Booked** **(Contact WEGS ATA CM)**		

Command Recommendation for Advancement	DEPCO:	**AO Raised**
		DEPCO:

ANNEX 75G

WEGS MARITIME COLLEGE CADETSHIP (MCC) SCHEME PIPELINE

1. Introduction

a. The aim of the WEGS MCC scheme is to expeditiously qualify a POET from ET level using a combination of civilian college training and training at sea on a RN platform. This is followed by SRLC alongside their Select-Train-Promote (S-T-P) counterparts.

b. Following the initial success of the Marine Engineering Glasgow Maritime College Cadetship pilot introduced in 2023, funding has been approved for a comparable WE scheme in Edinburgh College for up to 3 cadets. The WEGS College Cadetship scheme commenced in Jan 25 for the first candidates.

c. The Computer Networking HND[1] is a 2-year residential course which incorporates the industry-recognised CISCO CCNA (CISCO CERTIFIED NETWORK ASSOCIATE) curriculum.

2. College Cadetship

The WEGS MCC scheme will deliver SQEP WEGS OR6 to the frontline in approximately 3.5 years. Selection of in-service candidates will be based on merit through a process outlined in paras 6-8. An indicative timeline of the cadetship is at Table 75G-1.

Figure 75G-1. Cadetship Timeline

Phase(s)	Location	Duration (approximate)
1-4	Maritime College	104 weeks (Inc ALA)
5	HMS Collingwood	TBC (Stream Dependant)
6	Sea Period as PLET	TBC(6-12 mnths)
7	Technical/PJT training (including SRLC)	TBC (3-6 mnths)

3. Timeline Description

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

[1] HND is a Level 5 qualification in England and Wales, equivalent to the Foundation Degree awarded on completion of POQC; the HND course is intended to be taken in lieu of LETQC and POQC.

Figure 75G-2. Timeline Description

Phase	Location	Short Courses
1A, B and C	Edinburgh College	• Multiuser Operating Systems • Project Management for IT • Networking Technology • Computing: Networking • Developing Software: Introduction • Computer Systems Fundamentals • Troubleshooting Computing Problems • Team Working in Computing • Computing: PC Hardware and OS Essentials • Professionalism and Ethics in Computing • Computing: Graded Unit 1 • Network Security Concepts • Ethical Hacking
2	HMS Collingwood/RN Establishment	Note: to progress with CDJ and attend RN Courses
3A, B and C	Edinburgh College	• Routing Technology • Switching Technology • Internetworking Technology • Managing a Web Server • Server Administration • Client Operating Systems • Computing: Networking: Graded Unit 2 • Data Security • Digital Forensics
4	HMS Collingwood/RN Establishment	Note: to progress with CDJ and attend RN Courses.
5	HMS Collingwood	• Technical top up courses • BSSC/ISSC
6	Sea Phase	Marinisation/Consolidation
7	HMS Collingwood	• SRLC • PJT's • CDJ Issue • Technical top up courses • Rated POET

4. Application

Service personnel that possess or are expected to attain the competencies below by 1 Nov 24 may apply to be considered for selection for the WECC scheme:

a. Educational qualifications[2]:

(1) Five GCSEs including Mathematics, English Language and either Physics or Chemistry or Dual Science at grade 4/C

or

(2) 9-4 Scottish equivalent.

b. WE 107/109 (no module failures).

c. Not currently subject to any professional warnings or ongoing disciplinary investigation.

d. Interested candidates should apply to the WEGS Accelerated Training Authority (ATA) using the form at Annex 75H. A personal statement of no more than 500 words, detailing why the candidate believes they are suited to this accelerated scheme, is to be included with the application form, along with copies of any relevant academic or vocational qualifications.

e. **All applications must be received no later than 1st Nov 24.** This will allow successful applicants to be assigned by their Career Manager to an appropriate position under the WEGS ATA CM.

5. Interview

Following a pre-interview selection, based on the quality and content of the completed application forms, candidates will be invited for interview with WEGS PM SO2 and WEGS PM WO. Interviews will take place in person in Portsmouth, however virtual interviews may be arranged as required.

6. Successful Applicants

Successful applicants will be required to conduct pre-course learning prior to college start date. This documentation will be provided by course tutors via WE ATA CM.

7. Trainee Status

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

[2] Personnel with combinations of vocational and academic qualifications will be considered on a case-by-case basis through consultation with WEGS PM WO.

b. During Phases 2, 4 and beyond, Trainees will be required to wear RNPCS (Rig 22) along with LH rank slides and white flashes to denote their PLET status.

c. During the college phases, trainees are to wear smart, civilian attire and are to align with the college's leave schedules. They must submit their leave requests via JPA. Whilst under training in Edinburgh, they will be accommodated in RN-funded student accommodation on the College Campus and entitled to Food and Incidental Allowance[3].

d. All trainees on this pipeline, regardless of entry point, will be subject to the appraisals and warnings procedures surrounding ratings on the trained strength[4], along with WETG training warnings associated with Phase 3 trainees[5]. Their career management and divisional care throughout the training pipeline sits with the WEGS ATA CM, located in HMS Collingwood.

8. RN Engagement

To maintain strong engagement with the Service throughout their college experience, candidates are required to periodically visit a nearby Royal Navy establishment (WE ATA CM to facilitate). During these visits, they will have the opportunity to utilise gym facilities and gain access to MODNET, fostering a deeper connection with the Service and enhancing their overall training experience.

[3] JSP 752 Ch.5 Section 5 – Food and Incidentals Allowance.
[4] BRd 3(1) Ch.57 Section 8.

ANNEX 75H

FT, AA AND MCC ACCELERATED SCHEMES APPLICATION FORM

Email to Navy People WFPM WEGS ATA Coord once complete

Applicant			
Forename (Preferred name)		Surname	
Service Number		Rank/Title	
Mobile contact number		Streaming preference	
MOD Email		External Email	

Divisional Officer/Reporting Officer			
Rank/Title		Surname	
Service Number		MOD Email	
Work contact number		Mobile contact number	

I am interested in the following scheme/s:

FT ☐ AA ☐ MCC ☐

Preferred College (if applicable): .....

Qualifying criteria check:

Academic Qualifications relevant to scheme/s Y/N

Personal statement attached (no more than 500 words). Y/N

Details of additional academic / vocational qualifications (certificates to be attached):
……
……
……

Divisional Officer/Reporting Officer's comments:

I have checked the above rating's qualifications and endorse that the individual is eligible to transfer to a non-selective promotion scheme. I agree that the individual may be released to attend interview if required.

Signed: **Date:**

Rank: **Name:**

Unit: **Appointment:**

ANNEX 75I

WEAPON ENGINEERING SUBMARINES (WESM) PROMOTION TABLES

WESM TWS/SWS/CIS

Note: Historic competencies for a small percentage of individuals may not align with the following table. In outlier circumstances personnel should defer to CM or PM for advice.

1. ET(WESM)2 to ET(WESM)1

Table 75I-1. ET(WESM)2 to (ETWESM)1 Requirements

Requirement	Competence	Profession	Notes
Completed Part 1 New Entry Training and Part 2A ET(WESM) Career Course.	WE|ET(WE)/ET(WESM) Career (WE 107)|Navy|' **or** 'WE|ET(WE)CIS Career (WE 108)|Navy|'	All	1, 2
Completed Part 2B ET(WESM) Career Course.	SM|ET(WESM)(TWS) Career (UW441AJN)|Navy|	TWS	
Completed Part 2B ET(WESM) Career Course.	SM|ETWESM(CIS) Career (UP172QJN)|Navy|	CIS (Dual Trained)	13
Completed Part 2B ET(WESM) Career Course.	SM|SWS (VAN) LCHRTECH Course Qualified|Navy| **or** SM|SWS (VAN) FCTECH Course Qualified|Navy| **or** SM|SWS (VAN) NAVTECH Course Qualified|Navy|	SWS	
–BSQ qualified Submariner.	SM|Submarine Service|Navy	All	
At least 6 months since last Career Check (if any) on date due advancement.		All	
Completed Task Book Section 2A (including ET 2 Safety Check Assessment).		All	4
Recommended for advancement to ET(WESM)1 by HOD.		All	4

Advanced to - ET (WESM)1

2. ET(WESM)1 to LET(WESM)

Table 75I-2. Pre-Selection Requirements for LET(WESM) at Common Reporting Date (CRD)/Selection Eligibility Date (SED)

Requirement	Competence	Profession	Notes
Streaming Preferences submitted and showing on JPA.		TWS	3
Serving on an ES1/ FC/ OE1 that expires after the nominated Common Promotion Date (CPD).See Chapter 67		All	
Recommended for promotion on appraisal report at Selection Eligibility Date (SED). See Chapter 67.		All	

Table 75I-3. Pre-Promotion Requirements for LET (WESM)

Requirement	Competence	Profession	Notes
Pass ET(WESM) OPS Assessment. **Must be achieved prior to attendance on LETQC.**	'Professional|OPS for ET(WESM)|Navy|'	All	6
Minimum 24 months length of service remaining post technical training to complete attached Return of Service (RoS).		All	7, 12
Completed Leading Rates' Leadership Course (LRLC) by nominated CPD.	'Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|'	All	10
Completed LET(WESM) QC by nominated CPD +12 months.	WE|LET(WESM) Career Course(WE214X)|Navy|	All	7 – 10, 12
Completed LET(CISSM) QC by nominated CPD +12 months.	'SM|LS(CISSM) Career (UP174QJN)|Navy|'	CIS	7 – 10, 12, 10, 13
In date Annual RPS Check. Must be completed prior to attendance on LETQC.	'CMS|Annual RPS Check AB1|Navy|'	CIS	13, 14
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).		All	
To be educationally qualified for promotion (EFP) in accordance with Chapter 96.	'Educational|RN/RM English Level 1|Navy|' **Or** 'Educational|RN/RM English Level 2|Navy|' **Or** 'Educational|RN/RM English Proxy A*- C|Navy|Navy|' **&** 'Educational|RN/RM Mathematics Proxy A*- C|Navy|' **Or** 'Educational|RN/RM Mathematics Level 1|Navy|' **Or** 'Educational|RN/RM Mathematics Level 2|Navy|'	All	

Promoted to - LET (WESM)

3. LET(WESM) to POET (WESM)

Table 75I-4. Pre-Selection Requirements for POET (WESM) at CRD

Requirement	Competence	Profession	Notes
Completed LET(WESM) Task book.		All	
Pass LET(WESM) OPS Assessment.	'Professional|OPS for LET(WESM)|Navy|'	All	5 – 6, 15
Recommended for promotion on Appraisal Report at SED. See Chapter 67.		All	
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD. See Chapter 67.		All	

Table 75I-5. Pre-Promotion Requirements for POET (WESM)

Requirement	Competence	Profession	Notes
Minimum 36 months length of service remaining post professional career course to complete attached Return of Service (RoS).		All	7, 12
Completed Senior Rates' Leadership Course (SRLC) by nominated CPD +12 months.	'Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|'	All	10
Passed POET (WESM) Qualifying Course (QC) by nominated CPD +12 months.	WE|POET(WE) (W S SM CIS) Career (WE 316)|Navy|	All	6 – 10, 12
Passed POET(CISSM)QC by nominated CPD +12 months.	'SM|PO(CISSM) Career (UP175QSN)|Navy|'	CIS	6 – 8, 10, 12, 13
In date Annual RPS Check. Must be completed prior to attendance on POETQC.	'CMS|Annual RPS Check LH|Navy|'	CIS	13, 14
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).		All	
To be educationally qualified for promotion (EFP) in accordance with See Chapter 96.	'Educational|RN/RM English Level 2|Navy|' **Or** 'Educational|RN/RM English Proxy A*- C|Navy|Navy|' **&** 'Educational|RN/RM Mathematics Level 2|Navy|' **Or** 'Educational|RN/RM Mathematics Proxy A*- C|Navy|'	All	

Promoted to - POET (WESM)

4. POET (WESM) to CPOET (WESM)

Table 75I-6. Pre-Selection Requirements for CPOET (WESM) at CRD

Requirement	Competence	Profession	Notes
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD. See Chapter 67.		All	
Completed 12 months Sea Service as a POET(WESM).	'CMS|12 Months Sea Time PO|Navy|'	All	11
Pass POET (WESM) OPS Assessment.	'Professional|OPS for POET(WESM)|Navy|'	All	5 – 6, 15
Recommended for promotion on appraisal report at CRD. Chapter 67.		All	

Table 75I-7. Pre-Promotion Requirements for CPOET (WESM)

Requirement	Competence	Profession	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).		All	

Promoted to - CPOET (WESM)

5. CPOET (WESM) to WO2ET (WESM)

Table 75I-8. Pre-Selection Requirements for WO2ET (WESM) at CRD

Requirement	Competence	Profession	Notes
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD. Chapter 67.		All	
Recommended for promotion on Appraisal Report at CRD. Chapter 67.		All	

Table 75I-9. Pre-Promotion Requirements for WO2ET (WESM)

Requirement	Competence	Profession	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).		All	
To be educationally qualified for promotion (EFP) in accordance with Chapter 96.		All	

Promoted to – WO2ET (WESM)

6. WO2ET (WESM) to WO1ET (WESM)

Table 75I-10. Pre-Selection Requirements for WO1ET (WESM) at CRD

Requirement	Competence	Profession	Notes
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD. Chapter 67.		All	
Recommended for promotion on Appraisal Report at CRD. Chapter 67.		All	

Table 75I-11. Pre-Promotion Requirements for WO1ET (WESM)

Requirement	Competence	Profession	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).		All	
To be educationally qualified for promotion (EFP). in accordance with Chapter 96.		All	

Promoted to – WO1ET (WESM)

Notes:

1. *All new entrants are rated Engineering Technician (Weapon Engineering Submarine) 2 (ET(WESM)2) on entry. Individuals are streamed TWS, CIS or SWS during phase one training.*

2. *Phase 2 training is completed at various training establishments. All ET(WESM)s will undertake the Submarine Escape Rescue Abandonment and Survivability (SMERAS), Firefighting (CBRNDC12 SM) and Submarine Qualification (SMQ).*

3. *On advancement to ET(WESM)1, ET(WESM) TWS individuals are to submit their WESM preferences on JPA in the Employees Preference, Comments by stating 'WESM TWS Preference: Sensors or Weapons'*

4. *On completion of ET(WESM) Task Book Part 2 and Safety Check and on being recommended, ratings will be advanced to ET(WESM)1.*

5. *OPS assessments are to be constituted in accordance with BR 2000(4) (oral aspects only).*

6. *Rules regarding failure and lack of progress (see Chapter 75).*

7. *Personnel who do not have sufficient length of service remaining to meet the requirement of the Return of Service attached to the LETQC or POETQC may be offered an extension of service (EoS). Acceptance of the EoS will be required prior to being loaded onto QC. Failure to accept an EoS will lead to the candidate being automatically de-selected.*

8. *Selection Boards will be convened up to 3 times a year and the results of successful candidates announced on completion. CM will endeavour to assign selected personnel to Qualifying Courses (QC) as soon as reasonably practicable.*

(Continued)

Notes (Continued):

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

10. Failure to Complete Professional and/or Leadership Course. *Refer to Chapter 67 for rules on the impact on a rating's promotion if they fail to complete PQC and/or LRLC/SRLC before CPD or within 12 months of CPD as a result of service reasons, non-service reasons (outwith control) or non-service reasons (within control).*

11. *Completed 12 months sea service in current rank, JPA competence recorded iaw Chapter 59.*

12. Refusal. *As is customary in a selection process, successful ratings will have the opportunity of refusing the course. Those doing so will be deselected and continue to serve in the lower rate. Personnel who start QC and have signed for the RoS will be held to the full duration of that RoS even if they remove themselves from QC at any point.*

13. *Single side engineers under the WESM CIS trade are not required to complete UP 172, UP 174 or UP 175 (CISSM Career courses) at any rate to meet promotion requirements. Furthermore, dual trained WESM CIS are required to undertake annual RPS examinations.*

14. CIS Dual Trained - Annual RPS Check.

a. All personnel are expected to remain at RPS while building up experience towards promotion. Lead Schools will define and regulate the standards required to pass an Annual RPS Check and will promulgate them to Fleet Units. Guidance on the process of conducting RPS checks is given in BR 1984.

b. The RPS examination forms part of the annual RPS Check and is valid for 12 months from the date of the examination. The examination is to be conducted at the RPT Facility in Faslane. Ratings assigned or loaned to units outside of these geographical locations are to contact the RPT Facility Faslane to request authorisation to conduct an 'outstation RPS examination'.

15. Additional requirements to achieving OPS for dual trained WESM CIS. *Dual trained personnel should refer to the additional requirements within BRd 2000(4)(3) in achieving OPS for their specific rate.*

Note. *The following rules apply to personnel who entered the RN as a Warfare CIS Specialist and transferred to the Weapon Engineering Branch on 1 Apr 15 and those streamed CISSM. No remaining legacy personnel exist in the rate of ET(CISSM)2.*

7. ET (CISSM)1 to LET (CISSM)

Table 75I-12. Pre-Selection Requirements for LET (CISSM) at Common Reporting Date (CRD)/Selection Eligibility Date (SED)

Requirement	Competence	Proficiency Level	Notes
Serving on an ES1/ FC/ OE1 that expires after the nominated Common Promotion Date (CPD). See Chapter 67.			
Recommended for promotion on appraisal report at Selection Eligibility Date (SED). See Chapter 67.			

Table 75I-13. Pre-Promotion Requirements for LET (CISSM)

Requirement	Competence	Proficiency Level	Notes
Pass ET(CISSM) OPS Assessment. **Must be completed prior to attendance on LETQC.**	'Professional|OPS for AB(CISSM)(QQ50)|Navy|'		
In date Annual RPS Check. **Must be completed prior to attendance on LETQC.**	'CMS|Annual RPS Check AB1|Navy|'		1
Completed Leading Rates' Leadership Course (LRLC) by nominated CPD+12 months.	'Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|'		4
Completed LET(CISSM) QC by nominated CPD +12 months.	'SM|LS(CISSM) Career (UP174QJN)|Navy|'		4
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
To be educationally qualified for promotion (EFP) in accordance with Chapter 96.	'Educational|RN/RM English Level 1|Navy|' **Or** 'Educational|RN/RM English Level 2|Navy|' **Or** 'Educational|RN/RM English Proxy A*- C|Navy|Navy|' **&** 'Educational|RN/RM Mathematics Proxy A*- C|Navy|' **Or** 'Educational|RN/RM Mathematics Level 1|Navy|' **Or** 'Educational|RN/RM Mathematics Level 2|Navy|'		

Promoted to - LET (CISSM)

8. LET (CISSM) to POET (CISSM)

Table 75I-14. Pre-Selection Requirements for POET (CISSM) at CRD

Requirement	Competence	Proficiency Level	Notes
Completed LET(CISSM) Task book.			
Pass LET(CISSM) OPS Assessment.	'Professional|OPS for LS(CISSM) QQ40|Navy|'		
Recommended for promotion on Appraisal Report at SED. See Chapter 67.			
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD. See Chapter 67.			

Table 75I-15. Pre-Promotion Requirements for POET (CISSM)

Requirement	Competence	Proficiency Level	Notes
12 months sea service as LET(CISSM).	'CMS|12 Months Sea Time LH|Navy|'		3
In date Annual RPS Check. **Must be completed prior to attendance on POETQC.**	'CMS|Annual RPS Check LH|Navy|'		1
Completed Senior Rates' Leadership Course (SRLC) by nominated CPD +12 months.	'Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|'		4
Passed POET(CISSM)QC by nominated CPD +12 months.	'SM|PO(CISSM) Career (UP175QSN)|Navy|'		4
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
To be educationally qualified for promotion (EFP) in accordance with Chapter 96.	'Educational|RN/RM English Level 2|Navy|' **Or** 'Educational|RN/RM English Proxy A*- C|Navy|Navy|' **&** 'Educational|RN/RM Mathematics Level 2|Navy|' **Or** 'Educational|RN/RM Mathematics Proxy A*- C|Navy|'		

Promoted to - POET (CISSM)

9. POET(CISSM) to CPOET (CISSM)

Table 75I-16. Pre-Selection Requirements for CPOET (CISSM) at CRD

Requirement	Competence	Proficiency Level	Notes
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD. See Chapter 67.			
Completed PO CISSM Professional Certification Record.			2
Pass POET(CISSM) OPS Assessment.	'Professional|OPS for PO(CISSM) AQ30|Navy|'		1
Recommended for promotion on appraisal report at CRD. See Chapter 67.			

Table 75I-17. Pre-Promotion Requirements for CPOET (CISSM)

Requirement	Competence	Proficiency Level	Notes
12 months Sea Service as a POET(CISSM).	'CMS|12 Months Sea Time PO|Navy|'		3
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			

Promoted to - CPOET (CISSM)

10. CPOET (CISSM) to WO2ET (CISSM)

Table 75I-18. Pre-Selection Requirements for WO2ET (CISSM) at CRD

Requirement	Competence	Proficiency Level	Notes
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD. See Chapter 67.			
Recommended for promotion on Appraisal Report at CRD. See Chapter 67.			

Table 75I-19. Pre-Promotion Requirements for WO2ET (CISSM)

Requirement	Competence	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
To be educationally qualified for promotion (EFP) in accordance with Chapter 96.			

Promoted to – WO2ET (CISSM)

11. WO2ET (CISSM) to WO1ET (CISSM)

Table 75I-20. Pre-Selection Requirements for WO1ET (CISSM) at CRD

Requirement	Competence	Proficiency Level	Notes
Serving on an ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD. See Chapter 67.			
Recommended for promotion on Appraisal Report at CRD. See Chapter 67.			

Table 75I-21. Pre-Promotion Requirements for WO1ET (CISSM)

Requirement	Competence	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).			
To be educationally qualified for promotion (EFP) in accordance with Chapter 96.			

Promoted to – WO1ET (CISSM)

Notes:

1. CISSM Branch Training - Annual RPS Check.

a. All personnel are expected to remain at RPS while building up experience towards promotion. Lead Schools will define and regulate the standards required to pass an Annual RPS Check and will promulgate them to Fleet Units. Guidance on the process of conducting RPS checks is given in BR 1984.

b. The RPS examination forms part of the annual RPS Check and is valid for 12 months from the date of the examination. The examination is to be conducted at the RPT Facility in Faslane. Ratings assigned or loaned to units outside of these geographical locations are to contact the RPT Facility Faslane to request authorisation to conduct an 'outstation RPS examination'.

2. Professional Certification Record. *On completion of PO PQC, individuals will be issued a Professional Certification Record. This record is to be completed within 12 months of joining first sea going Unit as a PO. Once completed the competence 'Professional|OPS for PO(CISSM)|Navy|' is to be awarded by the Unit HR Admin.*

3. *Completed 12 months sea service in current rank, JPA competence recorded iaw Chapter 59.*

4. Failure to Complete Professional and/or Leadership Course. *Refer to Chapter 67 for rules on the impact on a rating's promotion if they fail to complete PQC and/or LRLC/SRLC before CPD or within 12 months of CPD as a result of service reasons, non-service reasons (outwith control) or non-service reasons (within control).*