CHAPTER 7

ELIGIBILITY AND ENTRY STANDARDS

(Sponsor: NAVY RA-DHd RA)

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Note. *Recruiting policy is being aligned across the Services and will transfer to JSP 545 on or before 1 Apr 27; no further policy amendments or additions will be made to BRd 3(1). Recruiting-related RNTMs and RIs will remain extant until incorporated to JSP545 or cancelled.*

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CHAPTER 7

ELIGIBILITY AND ENTRY STANDARDS

0701. Job Eligibility Matrix (JEM) - RN, RM, RFA and Maritime Reserves

The JEM contains the eligibility requirements for entry into the RN, RM, RFA and MR in the capacity of Officer or Ratings/Other Rank. It is a living document that is regularly amended to reflect eligibility changes for each role. The JEM is available via Defence Intranet - JEM Link[1].

0702. Eligible Candidates - Entry into Recruiting Procedure

Once eligibility has been confirmed at the online application and initial CRM (Chapter 5, paragraph 0504) has commenced, the candidate will be asked to complete the Medical RFI, a Tattoo Proforma and MoD Form 493 (and Parental Consent Form where applicable), and unless exempt from it, will be invited to sit the DAA, either remotely or in person in an AFCO. On successful completion of DAA they will continue with the selection process depending on their chosen pathway, iaw RoM.

0703. Ineligible Candidates

a. During the CRM process it is essential that the proper procedure for ineligible candidates is followed. Candidates who are not eligible to continue with their application are only to be rejected after careful consideration. It is most important that any reason for rejection is explained and conveyed as sympathetically as possible. Rejections are to be made by R&A careers staff only (not including re-entrants).

b. **Maritime Reserves.** Candidates in certain occupations are ineligible to join the MR, as follows:

(1) Serving members of UKAF or Volunteer Reserve Forces (including Sponsored Reserves), Commonwealth or foreign equivalents – including members of the Naval Careers Service without reckonable regular-service prior to entry.

(2) All members of the Sponsored Reserves including RFA personnel who have accepted Sponsored Reserve status.

(3) Serving members of a URNU including Honorary Midshipmen and Training Staff.

(4) Other candidates in receipt of any form of sponsorship detailed in Annex 10A.

c. Whilst there are no longer any Reserved Occupations, employees are to be strongly encouraged to verify their employer's local policy for employment of Reservists.

[1] https://modgovuk.sharepoint.com/:x:/r/sites/IntranetNavy/_layouts/15/Doc.aspx?sourcedoc=%7B3BB95ABC-ED6B-4D2A-9FAF-078D8519DB0A%7D&file=JEM_15Nov24-O.xlsx&action=default&mobileredirect=true

d. Officers with an existing liability for call-out as officers on the Retired or Emergency Lists must inform the Naval Secretary of their intention to join the RNR. Once they have joined, call-out will normally be in their capacity as an RNR, as opposed to RFR officer.

e. Former Regular Service ratings with an RFR liability are required to sign a declaration acknowledging that they will be re-enrolled into the RFR to complete remaining RFR time, should they be discharged from the RNR before their RFR liability is fulfilled. This declaration is administered by the parent RNR unit during attestation.

f. **Criminal Convictions**. Candidates are not to be processed into Regular or Reserve service with any of the following unspent convictions:

(1) Hospital order.

(2) Sexual offences.

(3) Offences involving loss of life.

(4) Arson.

(5) Terrorist activities.

(6) Offences involving explosives.

(7) Misuse of drugs:

(a) Any offence relating to trafficking or supply of drugs.

(b) Any offence relating to the use of Class A drugs.

(c) More than one conviction for 'possession for personal use' of a Class B or C drug (see drugs classifications[2]).

(8) Three or more offences against persons, property, dishonesty or serious motoring offences.

g. Offences under schedule 2 of the Road Traffic Offenders Act 1988 attract a rehabilitation period of 5 years. This includes speeding, driving without a licence etc. Minor driving offences, such as those attracting penalty points only, may be considered for a waiver and so will not usually be a bar to entry; see ROM Chapter 14.

h. Candidates with 'spent' or 'unspent' convictions for sexual offences, drugs related offences, violence or dishonesty, or those who have been subject to a custodial sentence or hospital order are not eligible for entry into Medical, Dental or Nursing roles/specialisations.

[2] https://www.gov.uk/government/publications/controlled-drugs-list--2.

i. Candidates are also not eligible to be processed if they:

(1) Are on bail or awaiting criminal prosecution.

(2) Have unpaid fines or compensation orders.

(3) Have unexpired conditional discharge, bound over or curfew orders.

(4) Have probation, community service or combination orders which have not been completed.

(5) Are subject to a supervision requirement/order; community supervision order, care order, or fit person order for committing a criminal offence.

j. Candidates subject to the notification requirements of Part 2 of the Sexual Offences Act 2003, because they have been convicted, cautioned, reprimanded or warned for a relevant sexual offence, will not normally be awarded a security clearance, even if any associated conviction is spent. Failure to gain a security clearance will mean such candidates are ineligible to join.

0704. Rejecting Candidates

a. It is R&A policy that candidates who are rejected may, at the discretion of the CA, be either verbally rejected or rejected by letter. A rejection reason is to be entered on MIS and the AFCO Form 101. The reasons for their removal from the recruitment journey and the minimum time to re-apply are to be iaw RoM and clearly and sensitively explained by the CA to encourage the candidate to address their issues and re-apply when appropriate.

b. Previously rejected Candidates may be re-interviewed provided they meet the DAA requirement for the new profession. The timescale for the re-interview is at the discretion of the CA, and the appropriate MIS letter sent.

c. It is essential that details of any candidates who refuse to attest or engage at the NETE are recorded in RITS by New Entry Training Establishment staff.

0705. Appearing as a Witness

Candidates who will be required to appear as a witness in a criminal or civil court may be processed, however they should be counselled that given the tempo of Phase 1 Training they may wish to defer entry until after their appearance in court.

0706. Age Requirements and Restrictions

a. Age Requirements on Application.

(1) An application for entry to the RN may be accepted from an individual provided that:

(a) **Ratings/Other Ranks Entry.** The candidate is aged at least 15 years and 9 months before application can be accepted. Note: candidates are not to be forwarded for selection boards or auditions which commence before they are 16 years of age. Candidates entering either intelligence roles cannot enter until 17 years old as they cannot achieve DV.

(b) **Officer Entry.** The candidate is aged at least 15 years and 9 months other than potential scholars who may become enquirers at age 14 years, but may not apply until they are 15 years and 9 months. If required, the first year's A-Level scholarship payment may be backdated.

(c) The candidate will be eligible to leave school under the Local Education Authority rules prior to joining the RN.

(d) **Sixth Form Scholars.** Sixth Form scholars may apply to join via the A-Level Scholarship scheme from 15 years and 9 months old but can become an enquirer from age 14 to support payment in Year 12. The scheme is open only to Engineer officer candidates who will go onto study for a degree via the DSUS or UCE scheme.

(2) Conditions of Service and Reserve liability are to be fully explained to all candidates at the enquiry stage. It is essential that Career Staff evidence that candidates under the age of 18 understand the full implications of the undertaking they are considering entering into.

b. Age Restrictions on Entry - Ratings/Other Ranks.

(1) **Minimum Age.** Candidates must not enter INT any earlier than their birthday on which they reach the minimum age for the role/specialisation as directed in the JEM.

(2) **Maximum Age.** All candidates must be entered into INT before they exceed the 'Max to join' age as published in the JEM. Therefore, candidates for most RN roles must enter before they reach 40 years of age, however, some roles have now extended to a higher age threshold, and others having a lower threshold due to physical demands. Careers Staff must use discretion when considering processing candidates who are approaching the upper age limit. Consideration must be given to the requirement to complete the DBS, obtain SC and enter the candidate before the upper age limit is reached.

c. **Age Restrictions on Entry - Officers.**

(1) **Direct Entry.** Officer entrants must be over 18 on the first day of the month of entry to BRNC or CTCRM.

(2) **Sixth Form Scholars.** All candidates will be a minimum of 18 years old on joining BRNC and entering the RN.

(3) **Defence STEM Undergraduate Scheme.** Candidates must be under 23 at the commencement of their degree course and under 26 on entry to the RN. Candidates are usually accepted for a 3-year course but can be exceptionally selected for a 4-year course. Candidates may have been A-Level Scholarship candidates and as such will commence the DSUS immediately after Year 13.

d. **Maritime Reserves Recruiting Process - Age Limits and Waivers.**

(1) Age limits are detailed in the JEM. P&T WF CM, may approve age waivers for candidates who do not meet the age criteria.

(2) **Age Waivers.** If the candidate falls outside the MR age limits, Careers Staff are to take the following actions:

(a) Make a formal application for an age waiver to R&A MR RECRUIT SO2 using the standard approval to process method. Once received, the application will be forwarded to the RNR BM for RNR candidates and RMR CM for RMR candidates.

(b) If approved, eligible and recommended candidates are to be processed in the normal way.

0707. Statutory School Leaving Ages (Age of Participation)

a. Students must stay in some form of education or training until their 18th birthday. Their options are as follows:

(1) Full time education.

(2) An apprenticeship or traineeship which may include the UKAF.

(3) Part time education or training – as well as being employed, self-employed or volunteering for twenty hours or more a week.

b. It is illegal to employ a child full-time until the laid down statutory school leaving age is reached. This requirement is binding on all children, their parents and guardians, whether or not the child is enrolled in a school. Children educated outside school, whether under arrangements made by the parent or by a local authority, are also prohibited from taking full-time employment until the relevant date.

c. The specific limitations are as follows:

(1) **Schools in England and Wales.** Pupils may leave school on the last Friday in Jun in the school year in which they reach the age of 16. The school year normally ends on 31 Aug.

(2) **Schools in Northern Ireland.**

(a) Pupils whose 16th birthday falls between 1 Sep and 1 Jul may leave school after 30 Jun.

(b) Pupils whose 16th birthday falls between 2 Jul and 31 Aug may leave school after 30 Jun the following year.

(3) **Schools in Scotland.**

(a) Pupils whose 16th birthday falls between 1 Oct and the last day of Feb inclusive, may leave school at the Christmas holiday.

(b) Pupils whose 16th birthday falls between 1 Mar and 30 Sep may leave school after 31 May.

0708. Parental Consent for Candidates and Enquirers Under 18

a. Parental Consent to Process must be obtained for those under the age of 18 before any processing can take place. This is sought when the initial Request For Information (RFI) is sent via MIS.

(1) The candidate may undertake the DAA prior to receipt of the Parental Consent form.

(2) RFI Parental Consent Form (Process) must be received and checked prior to the candidate conducting SI.

(3) This consent will remain valid for the remainder of the candidate's recruitment journey.

(4) The Parental Consent Form (Process) is to be uploaded to RITS for visibility.

b. Parental Consent to enter Service is required for all candidates under the age of 18 on entry.

(1) Parental Consent Form ModForm486 is to be sent as an RFI using RITS as soon as the service entry date has been given.

(2) The form is to be signed by hand by the candidate's parents/guardian which is also to be signed by a witness as directed on the form.

(3) The ‘Notes’ relating to parental consent are to be explained to the candidate and it must be stressed that the ‘witness to signature’ is to be signed by a person with some standing in the community.

(4) The Parental Consent Form MoD Form 486 is to be uploaded to RITS for visibility.

0709. Under 18 and Active Service - UN Convention on the Rights of the Child

a. The purpose of this complex legislation is to strengthen the rights of children by prohibiting their participation in armed conflict.

b. The legislation has no direct impact on R&A but, should a query be raised by a candidate, parent or member of the general public concerning this subject, the following points may be made:

(1) Those aged under the age of 17 will not be assigned to HM ships, submarines, or an RM operational unit.

(2) Those few personnel under the age of 18 serving in HM ships, submarines or with an RM operational unit will, wherever feasible, be removed from situations in which the Fleet Commander or Chief of Joint Operations deem there to be a "greater than low risk of direct involvement in hostilities".

0710. Sighting of Certificates and Qualifications

a. Candidates applying for any form of entry requiring educational qualifications are to produce certificates, during initial CRM unless awaiting results, when they are required to complete RFI from MIS; these certificates must be uploaded to RITS by the candidate.

b. Qualifications that have been obtained overseas are to be presented by the candidate translated into English accompanied by a Certificate of Translation Accuracy by a professional translation service.

c. CAs are to verify academic qualifications by sighting original certificates over the Shine Video platform and comparing against the copy the candidate has uploaded to RITS. Detailed educational qualifications are outlined in the JEM and found in the entry matrices at paragraph 0716 and paragraph 0717.

d. Candidates may be processed whilst awaiting results of examinations but are not to be entered until qualifications are confirmed. If any doubt exists about the acceptability of educational qualifications, guidance is to be sought from R&A Policy WO1.

e. In the absence of original educational certificates, Statements of Academic Results issued by the examining boards are acceptable. Provisional Statements and letters from educational establishments are not acceptable. For roles that require a degree as a pre-requisite, only an original degree certificate is acceptable.

0711. Educational Requirements - Ratings/Other Ranks

a. Entry into most rating/other rank roles in the RN does not require any formal educational qualifications.

b. All candidates, unless eligible for a waiver[3], must, pass the DAA. There are minimum DAA scores required by each role. The candidate and the CA will receive a report on which roles the candidate has passed the DAA for on completion of the test.

c. In tandem to the DAA, the following roles also require GCSE or equivalent grades as detailed in the JEM:

(1) Cryptologic Technician.

(2) Medical Technician (Radiographer).

(3) Medical Technician (Biomedical Scientist).

(4) Medical Technician (Operating Department Practitioner).

(5) Dental Nurse.

(6) Dental Hygienist.

(7) Naval Nurse (Adult or Mental Health).

(8) Medical Assistant.

(9) Aircrewman.

(10) Royal Navy Police.

(11) Accelerated Apprentice Scheme.

(12) Fast Track Engineering Technician

d. **Qualified Medical Experience.** For individuals wishing to join the RN as Medical Professionals who have not trained in the UK healthcare system, 2 years (full time equivalent) of UK NHS experience is preferred, working in the professional role for which they are applying. Waivers will be considered on an individual basis and can be applied for through R&A-SAT MED SO3.

e. **Registration.** Several of the roles listed below may require registration to the appropriate UK governing body. The candidate may be in the process of gaining the listed registration at the time of application. Clarification of acceptable registration standards may be obtained from R&A-COHERENCE SR MED PO.

[3] Further guidance regarding DAA waivers can be found within Chapter 8.

f. **Medical Technician Student (Radiographer).** The educational eligibility standards for Medical Technician Radiographer (Student) are set by Birmingham City University (BCU). They are as follows:

(1) A minimum of 120 UCAS Tariff points or equivalent are considered on an individual basis.

(2) Education criteria and other equivalent qualifications can be found at this web address:

http://www.bcu.ac.uk/courses/diagnostic-radiography[4].

g. **Medical Technician Student (Biomedical Scientist).** The educational eligibility standards for Medical Technician Biomedical Scientist (Student) are set by Aston University, Birmingham. They are as follows:

(1) Three A-Levels at minimum BBB; including Biology or BBC; including Biology and B in either Core Maths or Extended Project Qualification (EPQ).

(2) Education criteria and other equivalent qualifications can be found at this web address:

http://www.aston.ac.uk/study/courses/biomedical-science-bsc[5]

h. **Medical Technician Student (Operating Department Practitioner).** The educational eligibility standards for Medical Technician Operating Department Practitioner (Student) are set by BCU. They are as follows:

(1) A minimum of 112 UCAS Tariff points or equivalent are considered on an individual basis.

(2) Education criteria and other equivalent qualifications can be found at this web address:

https://www.bcu.ac.uk/courses/operating-department-practice-bsc-hons-2026-27#entry_requirements[6].

[4] https://www.bcu.ac.uk/courses/diagnostic-radiography.
[5]http://www.aston.ac.uk/study/courses/biomedical-science-bsc
[6] https://www.bcu.ac.uk/courses/operating-department-practice-bsc-hons-2026-27#entry_requirements

i. **Naval Nurse Student (Adult or Mental Health).** The educational eligibility standards for Naval Nurse (Student) are set by BCU. They are as follows:

(1) A minimum of 120 UCAS Tariff points or equivalent are considered on an individual basis.

(2) Education criteria and other equivalent qualifications can be found at this web address:

http://www.bcu.ac.uk/courses/nursing-adult[7].

(3) Evidence of study within the last 5 years.

(4) Evidence of clinical experience/exposure in adult health care.

j. **Dental Nurse Student.** Eligibility standards are as follows: Educational qualifications: 2 GCSEs at Grade 4 or above (formally C), including English Language.

k. **Medical Technician Qualified (Radiographer).** Eligibility standards are as follows:

(1) Educational qualifications: BSc in Diagnostic Radiography.

(2) Registration: Candidates must be registered prior to entry with Health Care and Professions Council (HCPC) as Radiographer.

l. **Medical Technician Qualified (Biomedical Scientist).** Eligibility standards are as follows:

(1) Educational qualifications: Institute of Biomedical Science (IBMS) accredited Degree in Biomedical Sciences. Non-accredited degrees will be considered; guidance from R&A-COHERENCE SR-MED PO is available, as not all are acceptable.

(2) Registration: Candidates must be registered prior to entry with HCPC as Biomedical Scientist.

m. **Medical Technician Qualified (Operating Department Practitioner).** Eligibility standards are as follows:

(1) Educational qualifications: Dip He or BSc Degree in Operating Department Practice.

(2) Registration: Candidates must be registered prior to entry with HCPC as Operating Department Practitioner.

[7] https://www.bcu.ac.uk/courses/nursing-adult.

n. **Naval Nurse Qualified (Adult).** Eligibility standards are as follows:

(1) Educational qualifications: BSc/MSc or BN in Adult Nursing.

(2) Registration: Candidates must be registered prior to entry with Nursing and Midwifery Council (NMC) as an Adult Nurse.

o. **Naval Nurse Qualified (Mental Health).** Eligibility standards are as follows:

(1) Educational qualifications. BSc/MSc or BA in Mental Health Nursing.

(2) Registration: Candidates must be registered prior to entry with Nursing and Midwifery Council (NMC) as an Mental Health Nurse.

p. **Dental Hygienist Qualified.** Eligibility standards are as follows:

(1) Educational qualifications: DipHe or BSc in Dental Hygiene & Therapy.

(2) Registration: Candidates must be registered prior to entry with GDC.

q. **Dental Nurse Qualified.** Eligibility standards are as follows:

(1) Educational qualifications: Diploma in Dental Nursing.

(2) Registration: Candidates must be registered prior to entry with GDC.

r. **RNR Nurse (Officer and Rating) Candidates.** Candidates must meet the following criteria:

(1) Registered General Nurse (RGN) or Registered Nurse (RN) (Adult) on sub-part 1 (RN1, RNA) or alternatively sub-part 2 (RN2, RN7) of the NMC.

(2) Officer candidates must hold a Nursing degree in Adult Nursing and be registered with the Nursing and Midwifery council (NMC) without restrictions.

(3) Ratings must hold a Nursing degree in Adult Nursing and be registered with the Nursing and Midwifery council (NMC) without restrictions.

(4) Currently working in an acute clinical setting, within a hospital.

(5) The candidate should be directed to forward a CV to R&A Nurse Recruit Adviser (NRA) at RA-MR Recruit WO. This will be appended to the candidate's journal by NRA. On NPT(Res) BM's authority, the NRA will hand the candidate off to the processing CA with the authority to proceed with application.

(6) RNR Nurses are not required to attend an acquaint visit but do need to be interviewed and assessed by the R&A Specialist Recruiter.

s. **RNR Medical Technician Qualified (Radiographer).** Eligibility standards are as follows:

(1) Minimum age on entry is 20 years.

(2) Educational qualifications: BSc in Diagnostic Radiography.

(3) Registration: Candidates must be registered prior to entry with Health Care and Professions Council (HCPC) as Radiographer without restrictions.

(4) Currently working in an acute clinical setting, within a hospital.

(5) The candidate should be directed to forward a CV to R&A Nurse Recruit Adviser (NRA) at RA-MR Recruit WO. This will be appended to the candidate's journal by NRA. On NPT(Res) BM's authority, the NRA will hand the candidate off to the processing CA with the authority to proceed with application.

(6) RNR Radiographers are not required to attend an acquaint visit but do need to be interviewed and assessed by the R&A Specialist Recruiter.

t. **RNR Medical Technician Qualified (Biomedical Scientist).** Eligibility standards are as follows:

(1) Minimum age on entry is 20 years.

(2) Educational qualifications: IBMS accredited Degree in Biomedical Sciences.

(3) Registration**:** Candidates must be registered prior to entry with HCPC as a Biomedical Scientist without restrictions.

(4) Currently working in an acute clinical setting, within a hospital.

(5) The candidate should be directed to forward a CV to R&A Nurse Recruit Adviser (NRA) at RA-MR Recruit WO. This will be appended to the candidate's journal by NRA. On NPT(Res) BM's authority, the NRA will hand the candidate off to the processing CA with the authority to proceed with application.

(6) RNR Biomedical scientists are not required to attend an acquaint visit but do need to be interviewed and assessed by the R&A Specialist Recruiter.

u. **RNR Medical Technician Qualified (Operating Department Practitioner).** Eligibility standards are as follows:

(1) Minimum age on entry is 20 years.

(2) Educational qualifications: Dip He or BSc Degree in Operating Department Practice.

(3) Registration: Candidates must be registered prior to entry with HCPC as an Operating Department Practitioner without restrictions.

(4) Currently working in an acute clinical setting, within a hospital.

(5) The candidate should be directed to forward a CV to R&A Nurse Recruit Adviser (NRA) at RA-MR Recruit WO. This will be appended to the candidate's journal by NRA. On NPT(Res) BM's authority, the NRA will hand the candidate off to the processing CA with the authority to proceed with application.

(6) RNR Operating Department Practitioners are not required to attend an acquaint visit but do need to be interviewed and assessed by the R&A Specialist Recruiter

v. **Accelerated Apprentice Scheme.** Candidates for the Accelerated Apprentice Scheme must meet the following criteria:

(1) A minimum of 3 GCSEs (or Scottish equivalent) at Grade C (4 on the new grading system) or higher including Maths, English Language and at least 1 science-based subject.

(2) The AA scheme requires applicants to hold specified Level 3 qualifications which provide a minimum of 48 UCAS points. There are two options available to applicants:

(a) **Vocational.** A vocational qualification in an engineering discipline at Level 3, generally carrying the title 'Level 3 Diploma in Engineering'. There are many sub-disciplines or 'pathways', including mechanical, electrical/electronic, manufacturing or aeronautical engineering as required by the individual specialisation.

(b) **Academic.** 2 GCEs (A-Levels or equivalents – Mathematics (or further Mathematics)) and a STEM based subject from the list below.

i. Physics.

ii. Chemistry.

iii. Physical Science.

iv. Electronics.

v. Engineering.

vi. Computer Studies/Science.

vii. Design and Technology.

(c) Applicants who have a combination of A/A2 Level Maths and a STEM vocational course from the subject table above at the following level or higher (minimum 24 UCAS points):

i. Diploma - minimum Grade PP.

ii. Subsidiary Diploma - minimum Grade M.

iii. 90 Credit diploma - minimum Grade PP.

iv. Certificate - minimum Grade D.

(d) DAA – Overall Score of 60 for AA AE, 55 for ME, SM, WE & CIS. No discretion is to be applied unless service need dictates.

w. **Fast Track Engineering Technicians** must meet the following minimum criteria:

(1) 2 x GCSEs at grade A-C (9-4) in English Language and Mathematics

And

1 x GCSE at grade A-C (9-4) in a STEM subject: Physics, Chemistry, Physical Science, Electronics, Engineering, Computer Science or Studies.

Or

(1) Level 2 Diploma in Engineering at a Pass or higher in: Mechanical, Electrical or Electronic, Manufacturing, Aeronautical, Computing.

0712. Educational Requirements - Officers (Non-Graduate)

a. The JEM shows the educational standard for non-graduate officer entry. Candidates must demonstrate they have achieved, or are expected to achieve, the required standards in GCSEs or equivalent and the required UCAS points. Level 6 or above higher degrees are acceptable as alternatives for candidates applying for non-graduate officer roles that do not have evidence of the required A-Level or UCAS points.

b. If unsure of overlapping subject areas, CAs should seek advice from Specialist Recruitment Teams or R&A Policy WO1.

c. Officer candidates must have passed the DAA, unless exempt or eligible for waiver iaw policy. No discretion is to be applied by CAs; waivers can be sought from R&A Policy WO1.

0713. Educational Requirements - Officers (Graduate)

a. All graduate candidates will be required to hold a suitable UK degree, or equivalent, and they must satisfy the non-graduate standard above (except Chaplains who only require only a Chaplaincy degree). In exceptional cases this condition may be waived, but only at the discretion of the appropriate BM (if a waiver is granted, CAs are to annotate RITS to this effect). Degrees need not be of honours standard.

b. **Degree Requirements.** Degrees are required only for Engineer Officer, Medical Officer, Dental Officer, Nursing Officer, Environmental Health Officer, Medical Services Officer and Submarine Health Physicist Officer entrants, and Chaplains. While the experience and education gained at university may be beneficial to other officer entrants, the degree qualification is not a requirement.

c. **Engineer Officer - Degree Requirements.** Within the Engineering Branch, each engineering specialisation will have its own engineering degree requirements. Relevant engineering degrees, as detailed at sub-paragraph e. are to be accredited by the UK Engineering Council[8] [9] to IEng or CEng. This is aimed to attract, recruit and subsequently train individuals with the most suitable educational background to each individual engineering specialisation. This in turn should minimise training risk and deliver optimum Gains to Trained Strength (GTS). Furthermore, this should lead to enhanced professional developments as people will be recruited to the most relevant engineering specialisations in accordance with their educational backgrounds.

[8] https://www.engc.org.uk/.
[9] An accredited course search facility is available on the Engineering Council Website.

d. **Engineer Officer - Broader accepted Degrees.** Subject to approval by the relevant Engineering BM, candidates with broader STEM degrees, and/or outside the criteria described above, may be considered. Positive attributes of the candidate such as motivation to learn, leadership capability and previous experience should also be considered. Candidates should be made aware that degree accreditation is critical in some specialisations, due to the regulatory environment within which Service engineering is conducted; candidates given approval to join with non-accredited or broader STEM degrees may be ineligible for some specialisations and this will influence their streaming under Recruit by Profession.

e. **Individual Engineer Specialisation Educational Requirements.** The educational requirements for each engineering specialisation are stipulated as follows:

(1) **WE/WESM.** Requirement for UK-Recognised Degree accredited by the IET, BCS, RAeS, IMechE, IMarEST, IOP, IM or Nuclear Institute with fundamentals based in Electronic Engineering, Computer Systems Engineering, Applied Maths or Physics. Additionally, completion of a degree in one of the subjects listed below is also permitted. If the number of applicants exceeds the number of places available, then primacy will be afforded to those holding degrees in engineering/computing disciplines.

Aero-Mechanical Systems Engineering	Aeronautical & Electronic Engineering	Aeronautical Systems Engineering
Artificial Intelligence & Mechanical Engineering	Automation & Control	Computer Science
Computer & Robotic Systems	Computational Intelligence & Robotics	Digital Systems Engineering
Electronic Control & Robotics Engineering	Electrical Power Engineering	Embedded Systems & Robotics
Engineering Management	Engineering Physics	Mathematics
Mechanical & Marine Engineering	Mechanical Engineering	Mechanical Systems Engineering
Mechatronics & Robotics	Robotics	Robotics & Automated Systems
Robotics & Cybertronics	Robotics, Cybernetics & Process Automation	Robotics & Electronic Engineering
Physics	Physics & Maths	Mechanical Engineering

(2) **ME/MESM.** Requirement for UK-recognised degree in Mechanical or Marine Engineering accredited to CEng or IEng level. Degrees outside this remit will be subject to consideration by the ME/MESM BM.

(3) **AE.** Requirement for UK-recognised degree accredited to CEng or IEng level in Electrical, Electronic or Mechanical Engineering, or an Aeronautically-related degree similarly accredited. Degrees outside this remit will be subject to consideration by the AE BM. If the number of applicants exceeds the places available, however, primacy will normally be afforded to those holding aeronautically related qualifications.

(4) For WE/WESM, ME/MESM and AE the route to Incorporated or Charted status is clearly defined. Provided that the degree studied is recognised by the UK Engineering Council, the RN's training package for Engineer Officers meets their requirements for corporate membership. For those Engineer Officers joining with non-UK Engineering Council recognised qualifications, a route to IEng and CEng status remains, but it is not as clearly defined and may need additional experience-based evidence to fulfil the requirements for membership.

f. **Educational Waivers (EW) - Engineer Officers.** There are two waivers which can be granted to Engineer Officer candidates in relation to educational qualifications. Primarily, candidates will be put forward for shortfalls in one area/competency only. Only in the most exceptional circumstances will a waiver be considered for those falling short across multiple areas. Waivers can be issued in the following circumstances:

(1) **UCAS.** Less than 96 UCAS points held. If 64 or more points are held in maths and an engineering-based science the candidate may be granted an EW following referral to, and approval by ESAT.

(2) **Degree.** Not accredited by the relevant approving body or compliant with Engineering BM guidance. Any EW issued for a non-compliant degree **must** be granted by the relevant BM via the ESAT. The candidate is then limited to the role that approved the EW.

g. **Medical and Dental.**

(1) **Medical Officers.** DGE Medical Officers require a medical degree and full General Medical Council registration (no conditions), and 4 months foundation training in Emergency Medical and General Practice.

(2) **Dental Officers.** DGE Dental Officers require a dental degree, full General Dental Council registration (no conditions), and are to have completed Dental Foundation Training.

(3) **Nursing Officer (Adult).** Nursing Officers need to have a BSc/MSc or BN in Adult Nursing and be registered with the Nursing and Midwifery Council (NMC).

(4) **Nursing Officer (Mental Health).** Nursing Officers need to have a BSc/MSc or BA in Mental Health Nursing and be registered with the NMC.

(5) **Environmental Health Officer.** EHOs are required to hold a BSc or MSc in Environmental Health from an accredited institute and be registered (or working towards registration) with the Environmental Health Registration Board (EHRB).

(6) **Medical Services Officer Submariner Health Physicist.** MSO SM are required to hold a 2.2 of higher degree in Maths, Physics, Chemistry or Biological Sciences.

(7) **RNR Pharmacist Officer.** Pharmacist officers are to hold a pharmacist degree and are to be GPC registered.

(8) **RNR Physiotherapist Officer.** Physiotherapist officers are to hold a physiotherapist degree and are to be HCPC registered.

(9) **Educational Waivers (EW).** Where a qualified candidate has obtained a qualification that is higher than the GCSE results required for officer entry, an EW can be applied for through the Medical Branch Manager. The Specialist Medical Recruitment Team must be contacted to facilitate this.

(10) **Qualified Experience.** For individuals wishing to join the RN as Medical Professionals who have not trained in the UK healthcare system, 2 years (full time equivalent) of UK NHS experience is preferred, working in the professional role for which they are applying. Waivers will be considered on an individual basis and can be applied for through R&A-SAT MED SO3.

0714. UCAS Points Requirement

a. The JEM lists the minimum UCAS point requirement against each role.

b. UCAS points requirement: Unless specified higher in the JEM, i.e., for Engineer, some Medical or sponsored education roles, every officer entrant must have at least 72 UCAS points. These can be accrued from either GCE A/AS Levels (or equivalent), National Diplomas (e.g., BTEC), a variety of other Level 3 educational qualification (see para 0714.e.) or replaced by a level 6 degree or above for non-graduate candidates that do not have evidence of the required A-Level or UCAS points (see 0712a).

c. Overlapping subjects may be counted as two qualifications for the purpose of assessing UCAS points, e.g. Mathematics/Further Mathematics. For other potentially over lapping subjects, clarification is to be sought from the R&A Policy WO.

d. UCAS points attained at AS Level are overridden by UCAS points gained at A Level in the same subject. Only the higher tariff is to be counted.

e. For qualifications other than A/AS/H Level; all accepted UCAS qualifications can be found on the UCAS calculator[10].

f. Level 4 and Level 5 qualifications do not carry UCAS points and will not be found in the UCAS calculator.

[10] https://www.ucas.com/undergraduate/applying-university/entry-requirements/calculate-your-ucas-tariff-points.

0715. Educational Equivalency - General Guidance

a. Educational equivalency is a complex area, and the GCSE and UCAS tables below provide only limited guidance. Any qualification which is not covered by these tables should be referred to the R&A Policy WO1 or the appropriate Specialist Attract Team.

b. Queries must be accompanied by a copy of the certificates of qualifications in question, when issued, and details of all qualifications held including those in question.

c. Level 1/Level 2 Certificates are regarded as being the equivalent of GCSEs and are acceptable where GCSEs are required for education eligibility. Level 1 Certificates will be comparable to GCSE grades 1-3/G-D and Level 2 Certificates will be comparable to GCSE grades 4-9/C-A*. The certificate should state the grade attained although does not in all cases.

0716. Convertibility of New Scottish Qualifications

a. The new Scottish qualifications can be mapped to the current qualifications using the equivalence table below:

SCQF Level	New Scottish Qualifications	Previous Scottish Qualifications	QCF/NQF Level	BRd 3(1) Eligibility Matrix Qualifications
1 and 2	National 1 and National 2	Access 1 and Access 2	Entry Level	Entry Level Certificates
3	National 3	Access 3 Standards Grade (Foundation Level)	Entry Level	Entry Level Certificates
4	National 4	Standard Grade (General Level) Intermediate 1	1	GCSE Grades D-G Level 1 Qualifications, Foundation Certs/Diplomas etc
5	National 5	Standard Grade (Credit Level) Intermediate 2	2	GCSE Grades A*-C Level 2 Qualifications Certs/Diplomas etc
6	Higher (New)	Higher	3	AS/A Level
7	Advanced* Higher (New)	Advanced Higher	3/4	A Level HNC

b. Within a National 5, a student will receive a Grade A to D. There is no A* however Grades A to C map across to the equivalent GCSE grade (A to C). Therefore, where the matrix currently stipulates that a candidate must hold a GCSE A* to C, this will equate to a National 5 Grade C or above.

0717. Acceptable Alternatives to GCSE Mathematics and English Grade 4/C

	Accept	Do Not Accept
Mathematics	SCE Ordinary Grade: A, B, C *	CSE Grade 1 in Arithmetic
	SCE Standard Grade: 1, 2, 3 *	CSE Grade 1 in Applied Mathematics
	Irish Leaving Certificate Ordinary Level; 01 – 04 or A – C/A1 – C3 *	SCE pass in Arithmetic
	For Maths equivalence a candidate must present a full Mathematics level NII unit passed at a minimum of Merit level or a pass at the Higher level (indicated on certificates as NIII or H).	GCSE/SCE pass in Statistics
	Relevant Open University Credits	'Application Of Numbers' Key Skills
		GCSE pass in Computer Studies
English Language	A pass in a full unit of General and Communications studies at BTEC NC, ND, HNC or HND.	CSE Grade 1 in English and Business Communication
	Irish Leaving Certificate Ordinary Level; 01 – 04 or A – C/A1 – C3	A compensatory award in SCE H Grade English
	SCE Ordinary Grade: A, B, C *	'Communications' Key Skills
	SCE Standard Grade: 1, 2, 3 *	

0718. Medical Standards for Candidates - General

a. CAs are not, in any circumstances, to comment on or advise candidates on potential outcomes related to their individual medical conditions.

b. All candidates must be medically fit to serve world-wide. In general, physical defects of the body, impediment of speech, defect of sight or hearing, and pre-disposition to constitutional or hereditary disease or illness may cause rejection if these conditions are considered to be of such a nature as to render the candidate incapable of performing general duties in the RN ashore and afloat.

c. Automatic rejection may apply to those suffering from active asthma, epilepsy, diabetes, the majority of childhood cancers (even if successfully treated), colitis, Crohn's Disease or any other long standing bowel disorder or removal of spleen, rheumatoid arthritis, or other major bone or joint disorders. An application may be rejected due to other medical conditions which are not listed but which are subject to the discretion of the examining doctor or Service Medical Authorities in accordance with JSP 950 6-7-7 Section 4. Selected medical appeals will be examined by a board chaired by SMO SE, or a delegated Registered Medical Practitioner and should be submitted directly to SEMC Medical Appeals Inbox. Medical appeals will be conducted dependent on the needs of the Service, no candidate is entitled to a medical appeal.

0719. Physical Standards for Candidates - Height

a. The minimum height standards for candidates are:

(1) RN General Service, RM and Reserves: 145cm.

(2) Submariner: 157 cm.

(3) RN aviation: 151.5 cm.

(4) RFA personnel are not required to meet a minimum height standard.

b. Candidates must, without exception, meet the minimum height criteria.

0720. Physical Standards for Candidates - Weight

a. Candidates should have a Waist Circumference to Height ratio of between 0.4 and 0.49. Candidates with a Waist Circumference outside this range will be considered on a case-by case basis by the Service Entry Medical Cell / Pre-Entry Medical Employability Board (PMEB) JSP 950, Leaflet 6-7-7, Section 3 Annex C contains further information. [11]

b. Candidates who are deferred for weight should be advised to contact their GP for support and referred to the pre-joining fitness programme, available on the RN Careers Website and Navy Ready App. Candidates should also be advised that height and weight will be measured at CPC and on joining Phase 1 training.

c. **RM (excluding RMBS).** All RM officers, OR and RMR candidates must weigh at least 65kg; or have a minimum BMI of 23 before commencing New Entry Training. Weight is to be measured during the F2F medical. Candidates must be guided to maintain this minimum eligibility weight/BMI between the F2F medical and joining; a candidate who is underweight during the entry medical check at CTCRM will not be accepted for RM entry. No waivers are to be issued to those who fall short of these metrics.

0721. Sickle Cell Trait (SCT)

a. During the CRM process candidates will be issued with a Family Origin Questionnaire (FOQ). The completed FOQ will be used to determine if the candidate is either low SCT risk or high SCT risk. If high risk, the candidate requires further screening. In addition, and attached to the FOQ, each candidate will receive a SCT/Exercise Collapse Associated with Sickle Cell Trait (ECAST) information document.

b. The candidate's FOQ will be processed by the pre-entry medical service provider, if determined high risk, they will be referred for a SCT blood test to determine their SCT status.

[11] RNTM 01-133/24 contains the RN's interim policy in this area, which will be incorporated into BR 1750A in due course.

c. Candidates who decline to consent to the blood test are to inform the pre-entry medical service provider immediately so that advice can be sought from SEMC.

d. The MME will discuss the results with the candidates during the F2F medical at the CPC.

e. SCT Positive blood test result. The criteria to determine the fitness of a confirmed SCT positive candidate is detailed in JSP 950 6-7-7 Section 4 Annex N para 4. Candidates determined as FIT by the MME will have their medical records annotated with an E2 Marker (FIT for unrestricted duties but with a medical risk) for onward inclusion in the MOD integrated health record by the NETE.

f. SCT Negative blood test result. If candidates are found not to have SCT they will have their medical records annotated as negative at the F2F medical and proceed with the medical process.

g. Overseas Candidates. Overseas candidates who are considered high risk on review of their Medical FOQ will require Blood Tests on arrival in the UK. The CA is to inform the pre-entry medical service provider when the date of arrival is known and include where the candidate will be residing. The candidate will be contacted to book a suitable appointment prior to their CPC and F2F medical. The CA is to ensure the candidate understands the SCT blood test process and is to set reminders on MIS to ensure the blood test is complete before the F2F medical.

0722. Eyesight Standards for Candidates - General and Corrected Vision

a. Eyesight standards are promulgated in JSP 950 to be read in conjunction with BRd 1750A, Chapter 6. Individual role VA and CP standards are shown in the JEM.

b. There are a large number of abnormalities of the eye or visual system (congenital, traumatic or pathological) which may be a cause of rejection regardless of visual acuity. These are detailed in JSP 950 Lft 6-7-7, section 4, Annex A, and include those candidates who have monocular or uniocular vision, or who have suffered a detached retina or undergone lens implantation or corneal grafting.

c. Candidates who have undergone certain types of surgery for correction of refractive errors may be acceptable for service subject to certain criteria and following specialist assessment as detailed in JSP 950 6-7-7, Section 4,Annex A. Candidates seeking advice on corrective laser surgery should be given a copy of the letter available on the MIS which encompasses eye surgery. Aircrew candidates should be assessed against the specific aircrew standards for refractive surgery.[12]

d. There is no general restriction to the wearing of spectacles or contact lenses to improve visual efficiency provided the eyesight standards, aided and unaided, are met. Candidates must not wear contact lenses for a minimum of 48 hours prior to the eyesight test, or 10 days in the case of hard contact lenses.

[12] AP 1269A Leaflet 05-14 paragraph 10

0723. Eyesight Standards for Candidates - Colour Perception (CP)

a. CP testing will be conducted during the Service entry medical using the Ishihara 38 Plate Booklet iaw JSP 950, Leaflet 6-7-7, Section 3, Annex G.

a.

b. Candidates who are graded 'Not CP2' at F2F medical will be required to undertake a further CP test using the Colour Perception Trade Wire Test (TWT) iaw BR1750A, Leaflet 6-05.

c. Candidates who are graded CP4, but for profession require CP3 after CRM can be referred to SEMC for Colour Assessment Diagnosis (CAD) testing.

0724. Dental Standards for Candidates - General and Orthodontics

a. Candidates may be rejected for excessive dental decay or other oral conditions that are identified during the recruiting medical examination (see JSP 950 Lft 6-7-7, Section 4Annex M).

b. Due to the proven difficulties of continuing orthodontic treatment during the initial training period, recruits who are undergoing active orthodontic treatment with fixed or removable appliances must complete the course of treatment prior to entry. If orthodontic treatment cannot be completed prior to entry, the entry date may need to be deferred (with the exception of DTUS/DSUS/UCE and joining URNU). Career staff are to seek advice from SEMC for these candidates.

0725. Food Allergies and Related Conditions

a. Generally, a history of serious food allergy (e.g. peanuts) and inborn errors of metabolism are incompatible with military Service. Exceptions to this general guidance may be permitted under certain circumstances and will be determined by the Service entry medical process, referring to SMO SE as required.

b. Coeliac disease, gluten enteropathy, gluten sensitivity and lactose intolerance will be considered on a case-by-case basis on medical and employability grounds (PMEB), and candidates may be enlisted in a restricted medical category.

0726. Pregnant Candidates - Acceptance for Training, Deferrals and Cancellations

a. To refuse or defer an offer of employment to a candidate solely on the grounds that they are pregnant constitutes unlawful discrimination. Careers Staff are not to ask candidates if they are, or intend to become, pregnant.

b. If during the recruiting process, a candidate reveals that they are pregnant, in accordance with the RN's duty of care obligations, their application may be deferred to allow the requisite selection tests to be taken at a later timescale to protect the health and safety of the candidate and their unborn child. Following the birth however, the candidate is free to continue their application and should be referred to SEMC as part of the normal recruiting process. The requirement for the provision of childcare should be explained at the earliest opportunity. Refer to Chapter 5, paragraph 0510 (Childcare provision during and after initial training).

c. If a candidate declares themselves to be pregnant after they have received an Offer of Service date, their entry into the Service must be allowed to proceed providing the conditions are met. Legal advice must be sought from NAVY-LEGAL EMPLOYMENT LAW SO1 (through **R&A Policy WO1**) on **all** occasions this paragraph applies. If the candidate gives birth whilst awaiting entry, the candidate is free to continue their application after childbirth and should be referred to the medical contractor using the Change of Medical Circumstances process. The requirement for the provision of childcare should be explained at the first opportunity via a bespoke SHINE interview, which must be recorded.

d. Should a pregnant candidate wish to defer or cancel their entry to the Service, this is to be recorded on RITS with all subsequent actions outlined, including Medical re-assessment and the intent for deferral or withdrawal. The candidate should not, however, be forced to do so.

e. A candidate who requests advice on possible health and safety risks should be referred to their own GP. Careers Staff must not offer medical advice.

f. Advice on maternity, paternity and adoption in the RN is at chapter 35. Prior to a candidate's entry into the RN, legal advice may be sought from NAVY LEGAL-EMPLOYMENT LAW SO1 (through **R&A Policy WO1**).

0727. Body Piercing and Wearing of Jewellery

a. The risk of injury, infection and the requirement for an individual's bearing to be neat, discreet and have a restrained personal appearance when in uniform, combine to make body piercing inappropriate within a Service environment.

b. No jewellery is to be visible with uniform other than the following items:

(1) Signet and wedding rings for men.

(2) Signet, engagement, wedding rings and small plain gold sleeper or stud earrings for females.

(3) All medical personnel (MOs, NOs, NNs, Dental Officers and MAs) must follow current clinical guidelines when in a clinical environment or clinical uniform.

c. **Flesh Tunnels.** Should a candidate elect to remove a flesh tunnel spacer, the hole resultant of the piercing must be resolved to enable eligibility on health and safety grounds.

d. No other form of jewellery will be allowed to be worn on the body even where a part of the body has been pierced or prepared, whether for any ring, stud or sleeper. Body piercing does not include a piercing of the ear lobe for the wearing of a stud or sleeper.

0728. Tattoos

a. Individuals applying for entry into the RN are to be rejected if they have any tattoo, whether visible or not, which is obscene or offensive (e.g., racist, anti-religious, crude, overtly sexist, drugs-related or of an extreme political nature). RN tattoo policy is stated in Chapter 38, paragraph 3819.k. and only repeated here. The Service Entry Medical Examiner is to bring to the attention of Careers Staff any applicant with a tattoo which is considered unacceptable.

b. The interpretation of whether a tattoo is offensive is an executive function. It is not the responsibility of the Service Entry Medical Examiner to make such a decision but they are to highlight the existence and description of any tattoos to the CA who is empowered to make a judgement as to whether it is offensive. If there is doubt, advice should be sought via R&A Policy WO1.

c. Tattoos to the hands, neck and face are no longer an outright bar to entry, noting para a. above. Tattoos to the face (above the jawline/below the hairline/forward of the ears) are to be referred to R&A Policy WO1 for approval by Dep Hd R&A. Where further doubt exists as to the eligibility of a tattoo, referral may be made by DepHd R&A to Navy Exec SO3.

d. On no account are Careers Staff to advise candidates to have tattoos removed, but should state that the candidate cannot join the RN whilst wearing the non-compliant tattoo.

e. In cases of doubt, advice is to be sought from R&A Policy WO1.

0729. Option for Medical Discharge During Phase 1 Training

a. During Phase 1 Training, Ratings and other ranks who are found to be unfit due to a pre-existing medical condition which has materially worsened as to render the recruit unfit to continue training, or due to a medical condition which was not diagnosed/disclosed prior to entry, will be discharged from the Service on medical grounds. Phase 1 is interpreted as the first 10 weeks of training for RN recruits, and the first 18 weeks for RM recruits. For any individual, this method of discharge period may cover periods of back-classing, rehabilitation and leave, but with an absolute upper limit of 12 months of joining NETE. The following administrative action will be taken by the NETE:

(1) A letter will be sent to the recruit (or parents/guardians if under 18), explaining the reasons underlying the decision and indicating whether they can re-apply in the future and, if so, what conditions will have to be met prior to that re-application.

(2) A discharge letter will be forwarded to the recruit's GP as part of transferring primary care. The FMed 133 will normally suffice but PMOs may provide additional information as appropriate.

(3) A letter will be forwarded to the appropriate CA indicating that the recruit has been medically discharged and whether they may re-apply in the future.

(4) A letter will be forwarded to SMO SE providing full medical details of the condition leading to the discharge and indicating whether this was pre-existing and could reasonably have been expected to have been identified at the initial medical. Information on any prior treatment or specialist assessment should also be provided.

(5) For officers and recruits from Commonwealth and non-UK countries, who are granted exemption from UK Immigration Control while in Service, reference should be made to Chapter 54, paragraph 5465.

b. Candidates who, prior to entry, deliberately withhold information concerning a pre-existing medical condition will be discharged as 'Fraudulent Entry'.

0730. Baseline Personal Security Standard (BPSS)

The Baseline Personnel Security Standard (BPSS) is the mandatory pre-employment control required for all Civil Servants, members of the Armed Forces (including Reserves and Cadet Instructors), temporary staff and government contractors. It is not a National Security clearance, but its rigorous application underpins National Security Vetting. BPSS is a collective term for 4 pre-employment checks; identity, right to work, employment history, and criminal convictions. The BPSS is an essential part of the MoD's system of protection against risks from terrorism, espionage and crime by providing assurance about the identity and integrity of individuals.[13]

0731. BPSS - Use within Recruiting Process

a. BPSS checks should be completed at the earliest possible opportunity. Vetting can be applied for once identity and right to work checks have been completed, however all four BPSS checks should be completed before vetting is awarded. If either a candidate's references or basic DBS (the mechanism for checking criminal convictions) highlights issues, these should be referred to R&A Policy WO1 for discussion with PSyA.

b. All candidates are to upload copies of their identity documents prior to SI or AIB. Other Ranks candidates' identity and right to work checks are conducted over SHINE by the CA during the recorded SI. Officer candidates' checks are conducted following hand-off via the 'Officers BPSS Check', also recorded over SHINE. For information regarding the BPSS process at SI refer to Chapter 8, paragraph 0813.

c. Candidates requiring attendance at RAF Cranwell for CBAT must have fully completed BPSS checks beforehand.

d. Further information and guidance on Security and Vetting policy is located in BRd 3(1) Chapter 63.

[13] https://www.gov.uk/government/publications/government-baseline-personnel-security-standard.

0732. Nationality Eligibility Criteria for Recruitment into the Royal Navy

Up to date Nationality eligibility criteria is listed in the JEM.

a. For entry into the RN, a candidate must satisfy one of the following nationality criteria:

(1) **Sole British Citizen[14].** An individual who was:

(a) Born in the UK (including the British Crown Dependencies of the Channel Islands and Isle of Man) and has been a British citizen at all times since birth.

(b) Born outside the UK but qualifies for British citizenship from birth by descent e.g., parent(s) who, at the time of birth, was employed on Crown Service in a country other than a Tier 1 Country and the birth was registered at a British Military unit or British Embassy / Consulate.

(2) **Sole Republic of Ireland (ROI) Citizen.** Someone who was born in the RoI and has been a citizen at all times since birth.

(3) **Sole Commonwealth Citizen.** Someone who was born in the independent Commonwealth country of which they are now a citizen and has been a citizen of the country at all times since birth. A full list of Commonwealth countries is shown at sub-paragraph f.

(4) **Dual Nationals**. The following individuals are also eligible to apply to enter the RN (subject to award of SC):

(a) Was born in the UK, retains UK citizenship, but has acquired nationality of another country with the exception of Tier 1 restricted countries

(b) Was born outside the UK and has retained the nationality of the country of birth with the exception Tier 1 restricted countries but has now also acquired British nationality through naturalisation.

(c) Is a Republic of Ireland citizen who holds nationality of another country, with the exception of Tier 1 restricted countries

(d) Is a Commonwealth citizen who holds nationality of another country, with the exception of Tier 1 restricted countries

(e) Dual nationals are not eligible for some roles as detailed in the JEM

[14] The following are **not** British citizens unless they qualify under historical nationality criteria: British Overseas Territories citizen, British Overseas citizen, British subject, British National (Overseas) or a British Protected person. All are classed as Commonwealth citizens. Refer to the website www.gov.uk/types-of-british-nationality or contact the Home Office/UK Visas and Immigration for further information if required.

b. Nationality: Additional Points of Guidance.

(1) An individual does not have to possess a passport of any country to have nationality of that country.

(2) An individual remains a national of the country where they were born throughout their life, unless they have formally rescinded their nationality and are in possession of a rescindment of nationality certificate.

(3) A birth certificate is satisfactory evidence of an individual's foreign nationality, unless superseded through possession of a rescindment of nationality certificate. A birth certificate is not satisfactory evidence of UK nationality in its own right; it should be accompanied by a parent's birth certificate where the candidate does not yet hold a British passport.

(4) If an individual is in possession of a rescindment of nationality certificate, they then need to provide evidence of their new nationality, e.g. naturalisation certificate or passport.

(5) Possession of an in-date passport is evidence of nationality, unless that nationality has been rescinded through a rescindment of nationality certificate.

(6) A foreign country's government may have policy that if an individual has taken nationality of a second country, then they are no longer regarded as a national of their country of origin. However, the British government might not recognise that status and still regard the individual as a national of their country of origin unless they have a rescindment of nationality certificate.

(7) To be eligible as a Dual National for recruitment purposes, the individual must have British, Commonwealth or ROI citizenship as one of their nationalities. Their other nationality can be any other country subject to restrictions placed against certain roles as detailed in the JEM with reference to the Countries of Concern in Vetting for Security Clearances list available in ROM Art 1318

(8) **Gurkhas.** The Armed Forces (Aliens) Regulations 2009 exempts citizens or nationals of Nepal, who joined before 2018, who serve or have served for not less than 5 years in the Brigade of Gurkhas, from the prohibition on aliens serving in the UKAF. This means that they are ineligible to join the RN before 5 years has elapsed. For those who joined after 2018 they have to have served for 7 years before they can join the RN.

b. **Asylum Seekers or Refugees.** Asylum Seekers or Refugees are not eligible for entry into the RN.

c. **National Service Liability.** Candidates who are citizens of a country other than the UK or the RoI (as indicated below) must present written confirmation from the Government of the nation(s) concerned that they are not required for national service (or military service), either now or at some future date. Documentation must be produced by the candidate before an application can be processed further. Due to the list of affected countries being updated regularly, Careers Staff should liaise with the Overseas Recruitment team to check the relevant affected Nationalities.

d. **Rescindment of Nationality.** For a previously Non-British or Dual Nationality candidate to be declared Sole British, they must have rescinded their former nationality. A Certificate of Rescindment issued by the country of origin government authority is to be presented by the candidate to their Careers Adviser.

e. **Promotion to Officer from the Ranks.** RN and RM candidates holding sole Commonwealth citizenship should be advised that, in most branches, they will not be able to be promoted to officer from the ranks (via the Upper Yardman/Corps Commission or Senior Upper Yardman/Senior Corps Commission schemes) due to nationality employment rules which stipulate the need to hold British citizenship.

f. **Full list of Commonwealth countries**.

Antigua and Barbuda	Australia	Bahamas, The	Bangladesh	Barbados	Belize
Botswana	Cameroon	Canada	Cyprus	Dominica	Fiji
Gabon	Ghana	Grenada	Guyana	India	Jamaica
Kenya	Kiribati	Lesotho	Malawi	Malaysia	Maldives
Malta	Mozambique	Namibia	Nauru	New Zealand	Nigeria
Pakistan	Rwanda	Saint Lucia	Samoa	Seychelles	Sierra Leonne
Singapore	Solomon Islands	South Africa	Sri Lanka	St Kitts and Nevis	St Vincent and the Grenadines
Togo	Tonga	Trinidad and Tobago	Tuvalu	Uganda	United Republic of Tanzania
Vanuatu	Zambia				

0733. UK Immigration Exemptions for Commonwealth Candidates

a. Under section 8(4) of the Immigration Act 1971 members of the UKAF are exempt from immigration control for the duration of their service. On discharge, however, immigration exemption is no longer valid and in these circumstances, reference should be made to Chapter 19. Commonwealth candidates with a valid UK visa, who pass all elements of the recruitment process, including SC, may be entered into the RN. The appropriate RITS Letter is to be raised by R&A Overseas Desk and must be included with Entry Papers when forwarded to the NETE. All candidates must hold a valid passport and visa/residency permit before entering the RN. Where a candidate comes from a non-visa country, then a flight boarding pass or airline ticket with date of entry to the UK must be provided.

b. Once engaged/attested, the NETE UPO/HR Admin Office is to forward the candidate's passport and the covering RITS letter to the Home Office, a template for which can be found at Annex A to Chapter 19. The letter must state that the candidate has now entered the UKAF, and request an exemption stamp to be placed in their passport.

0734. Residency Criteria

a. Generic information regarding Residency Criteria is in BRd3(1) Chapter 63 Annex A.

b. **Cryptologic Technicians, Warfare Specialist (Int), Warfare Specialist (SM), Cyber Reservist, Warfare Officers (Int).** Candidates for entry into the above roles require DV and must have resided in the UK for a minimum of 10 years continuously, immediately prior to making an application. A residency waiver will only be considered in exception. In addition to holding sole British citizenship, candidates considering these roles must satisfy the following requirements:

(1) Their parents must be sole British.

(2) Their spouse/cohabitant and their surviving parents must hold sole British nationality.

(3) Their immediate family, and any other person to whom the candidate is bound by affection or obligation, should not be subject to physical, mental, or other forms of duress by a foreign power.

0735. Residency Rules - Waiver Application

a. Refer to BRd3(1) Chapter 63 Annex 63A for full policy on Residency Waivers.

b. Personnel applying for a role that requires a DV, must have lived in the UK for the previous 10 years continuously. Residency waivers will only be considered on a case-by-case basis in exceptional circumstances. [redacted]Some roles require personnel to have a DV at a very early stage of their career, therefore any candidate requiring a residency waiver would not be eligible for any of the 5 DV roles or for WEO(SM) or X(SM) officer.

0736. Security Clearance and Travel Requirements for Overseas Candidates

Overseas candidates may be required to attend pre-selection courses, auditions or selection boards.

a. **Security Clearance (SC).** candidate cannot join the RN or RM until SC has been issued. Career staff are to advice candidates to confirm possession of an SC before making any travel arrangements to the UK for this purpose. If a candidate's joining date is known, they must be issued SC at least one month prior to this date to enable them to make appropriate travel plans. Of note, the candidate will also be required to complete a full F2F Medical and RN/RM Candidate Preparation Course in the UK.

b. **UK Resident Sponsor.** The candidate must provide details of a genuine sponsor who is resident in the UK. The candidate must understand, and confirm, that this sponsor will be able to, where required:

(1) Support the candidate's travel from the UK point of entry to the nominated sponsor's address. The MoD will not fund travel to UK. The MoD will fund travel only from the sponsor's address to the Phase 1 Establishment.

(2) Provide accommodation for the candidate from arrival in UK to commencing Phase 1 Training. The sponsor must be aware that the date of joining is subject to change due to factors outside MoD control and must be able to provide accommodation until the revised joining date. The MoD will not provide or fund accommodation for candidates.

(3) Provide the recruits with support to accommodation during main leave periods when the Phase 1 Training establishment is closed.

c. **Return Travel to Country of Origin.** The candidate must have sufficient funds in their bank account to support a journey back home if the career in the RN/RM does not work out for them at an early stage. Their visa will not support remaining in the UK on leaving the Service and MoD will not fund their travel home.

0737. Security Clearance - Applying to UKSV

SC is required for all Candidates, except for Cryptologic Technician (CT), Cyber Operative, Warfare Intelligence Specialist and X (INT) Officer Candidates who require Developed Vetting (DV). All SC and DV applications are to be initiated at the earliest opportunity on successful completion of BPSS and SI, or Officers' BPSS Check. If a candidate is withdrawn or is rejected from the recruitment process for any reason, the CA is to ensure the SC / DV application is terminated.

a. Once the candidate has passed the DAA, references are to be obtained and the BPSS check completed. The SC is to be initiated at the earliest opportunity.

b. DV applications are to be routine and raised to priority if required when a joining date is known[15]. Candidates requiring DV will not be permitted to enter Service unless they have been awarded a clearance[16].

[15] To raise the DV case to priority please contact NAVY PSYA Personal Security.
[16] Careers Advisor to liaise with R&A Plans Rating Allocator.

c. A record of the date of initiation of the UKSV 001 to UKSV is to be made on MIS.

d. Candidates may attend CPC, MedFit, AIB, OSC, Aircrew recruitment serials and selection boards in parallel with the SC application.

e. Security clearance is to be confirmed prior to entry. A check of SC applications is conducted on candidate successful completion of CPC. If there are any issues affecting timely award, Candidates are to be given the option to continue with allocation to entry or deferring their entry date according to their personal circumstances.

f. Careers Staff must inform UKSV, by cancelling on NSVS, of those candidates who are rejected or withdraw their application after submission has been made to UKSV for SC or DV.

g. Should the candidate already hold a National Security Vetting clearance (by checking NSVS portal) UKSV may transfer/share the clearance without a new NSV 001.

h. **Security Clearance Waivers.** Waivers will only be considered where a candidate's entry date is driven by a Phase 2 training date and/or delaying the candidate would significantly disadvantage them or lead to a very long holdover. Waivers must all be approved by Dir P&T. Administration to support a potential waiver should be considered as early as possible, within the 31 days to the allocated entry date, to allow time to seek the required higher command approval. A Risk Balance Case (RBC) is to be drafted by R&A Plans Officer Allocator in readiness to submit a waiver request at least2 weeks before the candidate's allocated entry date. The vetting application is to continue in these 2 weeks, and the waiver withdrawn if the clearance is confirmed prior to entry.

0738. Security Clearances for Scholarship and DSUS candidates

A National Security Vetting Security Clearance is required from the commencement of a Scholarship, UCE and DSUS, to ensure that no adverse security behaviours exist from the start of the process.

a. Once an SC is awarded, the SC remains valid; with a change of personal circumstance conducted, if required.

b. An SC must be in place prior to entry to INT in all cases.

c. If entry to the RN does not progress; an email is to be sent to NAVY PSYA-PERSONNEL SECURITY GRP (MULTIUSER) who will lapse any clearances as required.

d. Whilst Candidates are under the scholarship scheme, the individual needs to be mindful of their security behaviours. However, whilst DSUS are facilitated by BRNC Universities department, Scholars are not.

0739. UKSV Processing of Security Clearance Applications

a. The process is laid down in JSP 440 leaflet 2B.

b. Where overseas enquiries are needed and a residency waiver required, the vetting application is not to be submitted until the residency information has been gathered and submitted accordingly to the appropriate focal point.

c. In certain circumstances and in the interests of national security, Security Clearance may be denied. A reason for denial will not be given to the CA, however the candidate may be informed by UKSV. It is therefore vital that, on completion of successful interview, the candidate is cautioned using MIS-generated Post Interview Caution.

0740. UKSV Notification of Security Clearance

a. UKSV will forward notification of award of clearance to the sponsor electronically.

b. On receipt of clearance notification, the number and date of award is to be inputted into MIS. The notification is also to be uploaded to documents on MIS thus making it available to NETE.

0741. Security Clearance Validity Periods

a. A Security Check (SC) is typically valid for 10 years, provided that the candidate enters the Service within 12 months from the date of issue. The candidate's SC will lapse 12 months from the date of issue if the candidate has not entered the Service and an application for renewal will need to be made.

b. Applications for renewal of SC should not be made until 11 months from the date of initial applications. If an existing application has previously been awarded, then arrangements must be made to cancel the clearance in preference to the renewal (UKSV will cancel the review if they see an existing valid clearance on the basis that they are unaware if personnel are employed or not).

0742. UKSV Security Clearance Denial Procedure

a. Navy PSYA Per Sy will inform the CA when a candidate has been denied Security Clearance. UKSV additionally informs the sponsor.

b. UKSV will write directly to the candidate denying the Security Clearance application. The candidate has no right of appeal as they are not employed. Once it is apparent that the Security Clearance has been denied, a period of 7 days is to be allowed for UKSV to issue their letter, then reject the candidate on MIS. A further application is not to be accepted without permission from R&A HQ. Queries or complaints from the candidate must be forwarded to R&A HQ and a holding letter sent to the candidate to this effect, as per Chapter 4, paragraph 0410.

0743. Security Clearance Applications - Guidance to Candidates

a. Careers Staff must fully explain to the candidate the significance of the UKSV 001 and MoD Form 493 when they are issued. The candidate must be warned that failure to disclose relevant information when completing these forms is likely to be regarded as evidence of unreliability and an indication of a lack of integrity, and may result in rejection for entry into the RN.

b. Candidates are to be instructed to complete the UKSV 001 using identical data to that inserted by the CA when initiating the form. CAs may need to provide guidance or assistance to the candidate when they are filling out the form. Guidance notes for the applicant and sponsor are on the UKSV website.

0744. Disclosure and Barring Service (D&BS)

a. The medical roles listed below require enhanced D&BS prior to entry. This should be applied for immediately after a pass at the Selection Interview and the Candidate's identification has been verified.

(1) Medical Officer/Medical Officer Cadet

(2) Medical Services Officer Submarines Health Physicist

(3) Dental Officer/Dental Officer Cadet

(4) Nursing Officer - Adult/Mental Health

(5) Naval Nurse Rating - Adult/Mental Health (Qualified or Student)

(6) Medical Technician Radiographer (Qualified or Student)

(7) Medical Technician Operating Department Practitioner (Qualified or Student)

(8) Medical Technician Biomedical Scientist (Qualified or Student)

(9) Medical Technician Dental Hygienist (Qualified)

(10) Dental Nurse (Qualified or Student)

(11) Medical Assistant General Service/Submariner

(12) Chaplain

b. For any other roles that are believed to require D&BS prior to entry, refer to the R&A Policy team.

c. In the event of a D&BS having not been cleared by the time the Candidate is ready to be Bid for Allocation, R&A Policy team is to be consulted, and a waiver will be considered by Dep Hd R&A to permit the candidate to enter Initial Naval Training. The D&BS must be received prior to the candidate commencing a patient or client facing role.

0745. References

References are no longer routinely processed by the CA, with the following exceptions:

a. Candidates with residency issues.

b. Candidates who have gaps in academic or employment history of more than 6 months when establishing BPSS.

c. If the CA has any doubts.

d. The following are considered to be suitable referees:

(1) Is over the age of 18 and has known the individual for over 2 years.

(2) Is not related to the individual or who lives in the same household.

(3) Works in a recognised profession (or has retired from one), e.g. schoolteacher/tutor, medical professional, legal or financial professional, police officer, government employee, current or former serving armed forces SNCO or Officer, community leader, minister of religion, manager at candidate's place of work (list is not exhaustive).

(4) Has something to lose if they make a false declaration (i.e. it will have a negative impact on their life if they made a false declaration).

(5) Is able to identify the individual, have a knowledge of their background and vouch for their character, values and standards.

0746. Cryptologic Technicians, Cyber Operatives, Warfare Specialist (Int), Warfare Officers (Int)

a. Once candidates have passed SI, DV clearance applications are to be initiated by the CA.

b. On award, DV clearance will not exceed 7 years. There are certain circumstances when a clearance awarded will be for a shorter period; authority remains with NAVY PSyA. Clearance will remain valid until the candidate enters Service, regardless of how long the candidate is in the recruitment pipeline and will automatically be refreshed once the candidate joins SCU.

c. A candidate with full SC clearance may enter NETE prior to DV being confirmed as long as the DV process has been initiated. If the DV is not in place prior to the new entrant joining Phase 2 Training, this will be managed in-Service.

0747. Specialist Entry RNR Officers

a. **Medical Officer Reserves.** Candidates must meet the following criteria:

(1) All qualified doctors must be registered with the General Medical Council (GMC) without restrictions.

(2) The candidate should be directed to forward a CV to R&A Nurse Recruit Adviser (NRA) at RA-MR Recruit WO. This will be appended to the candidate's journal by NRA. On NPT(Res) BM's authority, the NRA will hand the candidate off to the processing CA with the authority to proceed with application

(3) Currently working in an acute clinical setting, within a hospital.

(4) RNR Doctors are not required to attend an acquaint visit but do need to be interviewed and assessed by the R&A Specialist Recruiter.

b. **Pharmacist Officer Reserves.** Candidates must meet the following criteria:

(1) All qualified Pharmacists must be registered with the General Pharmaceutical Council (GPC) without restrictions.

(2) The candidate should be directed to forward a CV to R&A Nurse Recruit Adviser (NRA) at RA-MR Recruit WO. This will be appended to the candidate's journal by NRA. On NPT(Res) BM's authority, the NRA will hand the candidate off to the processing CA with the authority to proceed with application.

(3) Currently working in an acute clinical setting.

(4) RNR Pharmacists are not required to attend an acquaint visit but do need to be interviewed and assessed by the R&A Specialist Recruiter

c. **Physiotherapist Officer Reserves.** Candidates must meet the following criteria:

(1) All qualified Physiotherapists must be registered prior to entry with Health Care and Professions Council (HCPC) without restrictions.

(2) The candidate should be directed to forward a CV to R&A Nurse Recruit Adviser (NRA) at RA-MR Recruit WO. This will be appended to the candidate's journal by NRA. On NPT(Res) BM's authority, the NRA will hand the candidate off to the processing CA with the authority to proceed with application.

(3) Currently working in an acute clinical setting

(4) RNR Physiotherapists are not required to attend an acquaint visit but do need to be interviewed and assessed by the R&A Specialist Recruiter

d. **Nursing Officer Reserves.** Candidates must meet the following criteria:

(1) All qualified Nursing Officers must be registered prior to entry with Health Care and Professions Council (HCPC) without restrictions.

(2) The candidate should be directed to forward a CV to R&A Nurse Recruit Adviser (NRA) at RA-MR Recruit WO. This will be appended to the candidate's journal by NRA. On NPT(Res) BM's authority, the NRA will hand the candidate off to the processing CA with the authority to proceed with application.

(3) Currently working in an acute clinical setting

(4) RNR Nursing Officers are not required to attend an acquaint visit but do need to be interviewed and assessed by the R&A Specialist Recruiter

e. **RNR Chaplain.** Newly qualified and accredited clerics / practitioners can apply for Probationary RNR Chaplaincy. They will not enter INT until they have been endorsed by their relevant organisation. Eligibility advice is available from the Chaplain Specialist Recruiter - NAVY RA-Chaplain. Further information on Chaplaincy entry are provided in chapter 10.