CHAPTER 78

WARFARE PROFESSION - DIVER

(Sponsor: NAVY PEOPLE-WFPM WAR PM SO1)

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CHAPTER 78

WARFARE PROFESSION - DIVER

7801. General

This Chapter covers the specific career regulations for General Service Warfare Profession Divers.

7802. Direct Entry into the Diver Specialisation

a. In order to commence training, the following eligibility criteria apply:

(1) Be aged 18-37.

(2) Be recommended by Careers staff.

(3) Must attend and pass the Potential Diver's Assessment (PDA) at the Defence Diving School (DDS).

(4) Must pass the Diver's Physical Fitness Test (DPFT).

(5) Must hold a full UK Driving Licence. An individual who has a full driving licence from their original country can join the service. At this point they will become a resident in the UK and iaw the government policy can drive in the UK for up to 12 months from the day they became a resident. An individual must apply for a provisional licence, pass the theory and the practical test to get a full UK driving licence to continue driving on UK roads.

b. All candidates must complete a diving medical in accordance with the Diver specialisation requirements contained in BRd 1750A (Handbook of Naval Medical Standards).

c. After successful completion of Phase 1 Training at HMS RALEIGH, candidates will undertake the Phase 2 Able Rate 2 (Diver) (AB2 (D)) Professional Qualifying Course (PQC). Promotion and the award of diving competences will be in accordance with Annex 78A and Annex 78B.

7803. Profession Transfer Entry into the Diver Specialisation

a. Profession transfer entry will complement direct entry to the Diver specialisation.

b. Volunteers for transfer to the Diver specialisation will be considered from ratings of any profession or specialisation and must satisfy the following eligibility criteria:

(1) Be an Able Rating (AB) who has achieved Operational Performance Standard (OPS) as an AB1 on the date of application, or a Leading Hand.

(2) Passed the Diver's Physical Fitness Test in accordance with JSP 286 (The Military Diving Manual).

(3) Attended a PDA at the DDS - the PDA is valid for 2 years, after which it must be retaken if the individual has not completed the AB2 (D) course.

(4) Be aged 18-37.

(5) Be in MEDCAT MFD A4 / L1 / M1 / E1 and meet the required medical standards for the Diver specialisation in accordance with BRd 1750A (renewed annually).

(6) Be recommended by their Commanding Officer for the Diver specialisation.

(7) Must hold a full UK Driving Licence. An individual who has a full driving licence from their original country can join the service. At this point they will become a resident in the UK and iaw the government policy can drive in the UK for up to 12 months from the day they became a resident. An individual must apply for a provisional licence, pass the theory and the practical test to get a full UK driving licence to continue driving on UK roads.

c. When the PDA has been successfully completed, workforce clearance to change profession / specialisation is to be requested via NAVYPEOPLE-CMMAILBOX@MOD.GOV.UK in accordance with current regulations. Workforce clearance, if granted, will be valid for two years. The applicant will then be allocated a place on an AB Diver PQC.

d. IAW 5128 b individuals will transfer into the Diving profession on starting training.

7804. Warfare Profession Training - Career Progress and Pre-Joining Training

Career Progression for ratings in the Diver specialisation is detailed in Annex 78A. In addition to Career training, individuals may be required to undertake Pre-Joining Training in accordance with the Unit Position List (UPL).

a. **Operational Performance Standard.** On successful completion of PQCs for AB2, LH and PO, which includes Diver and EOD training, a Diver rating will have attained the Role Performance Statement (OPS) for the current rate. On the subsequent assignment after completing professional training the Warfare Training Co-ordinator is to inform the unit Human Resource (HR) administrator in order for the relevant competences to be inputted to JPA (see Annex 78B for details). When an individual is advanced to AB1, the HR administrator is to ensure a Promotion Authorisation Request (PAR) is signalled to their parent Career Management Cell (CMC), which will authorise the promotion and change the rate on JPA. It is important that achievement of OPS is inputted to JPA before the PAR date; thus stating that the rating has achieved OPS before attempting to be advanced to AB1. A rating's OPS is defined and owned by the Professions Manager.

b. **Pre Joining Training.** PJTs are the method of training Divers in a specific role as required by UPL. Whilst undertaking a PQC, a rating who has been assigned to a unit or organisation in a position which requires the PJT will be booked on the

course, which will commence on completion of all other modules of the PQC. Some PJTs are graded whilst others are Pass / Fail, as follows:

(1) **Pass.** Training establishments and units which are responsible for conducting PJT courses are to report successful completion and ensure that HR administrators input the relevant competences on JPA.

(2) **Failure.** In the event of failure, students are to be back-classed either by course module, where appropriate, or for the entire course. If a student fails an entire TEM course, a written report is to be forwarded by MWS units and establishments (as appropriate) to the individual's parent unit and the receiving ship. The individual may be considered for Discharge SHORE in accordance with Chapter 54 or, in the case of LH, immediately warned by the parent unit for reversion in accordance with Para 7806. The need to assign a rating to the next available PJT course may mean that the formal warning period may be less than 3 months. The Course Booking Cell (CBC) may allocate an individual who has failed a PJT to a place on a later PJT.

(3) **Second Failure.** After a second failure, LH or above will be subject to reversion for unsuitability in accordance with Para 7003. Able Ratings who fail a PJT a second time are not to be employed in any UPL position number that requires that competence and are not to attempt that PJT for another 12 months. The organisation or ship is to assess the individual's employability. If deemed unemployable, the matter is to be referred to the Diver Ratings Professions Manager.

c. **Taskbook.** On completion of the PJT, the rating may be required to complete a separate PJT TB, which will be issued in loose leaf format.

d. **Attendance on Next Higher PQC.** A rating will not be eligible to attend the PQC for a higher rate unless that individual is in date for the Annual OPS Check in the lower rate. The PQC and LRLC / SRLC should normally be undertaken as a package. The Promotion Selection Signal will be the trigger for the CMC to load candidates on a PQC and relevant leadership course. Although it will not be possible to achieve this for every individual immediately, priorities will be amended to achieve commencement of PQC within 12 months of selection. On implementation, it is possible that a surge in applications may exceed available places. The Career Manager's judgement will be necessary to manage pinch-points.

e. **Failure to Complete Career and / or Leadership Course.** Refer to Para 6713 for rules on the impact on a rating's promotion if the individual fails to complete PQC and / or LRLC / SRLC before CPD or within 12 months of CPD because of service reasons, non-service reasons (out with control) or non-service reasons (within control). If the LH or PO PQC is refused, Para 6911 will apply. In the event of failure during a LH or PO PQC, Para 6910 will apply.

f. **OPS Lead Authority.** The Lead Authority responsible for an OPS Check for the Diver Specialisation is the Diving Standards Team Navy (DST(N)), on behalf of Superintendent of Diving, which ensures that diver currency and competence is maintained.

7805. JPA Recording – Competences and Annual OPS Check

a. **Recording of Competences.** Once a WB rating has successfully completed a PQC, WTTB, PJT and achieved OPS, that competence is to be input to JPA by the appropriate unit HR administrator. Annex 78B gives guidance on what, when and who has responsibility for the award of diving competences.

b. **Annual OPS Check.** Personnel are expected to remain at OPS while building experience towards promotion. Lead Authorities will define and regulate the standards required to pass an Annual OPS Check and will promulgate them to Fleet Units. Guidance on the process of conducting OPS checks is given in BRd 1984 - Warfare Training Regulations.

(1) Maintenance of OPS is to be monitored through an annual OPS Check process co-ordinated by the Warfare Training Co-ordinator, who is to ensure that sufficient opportunities are provided for this purpose within the constraints of the workforce planning cycle.

(2) Ratings assigned to positions outside of core diving disciplines are expected, where possible, to maintain OPS. It is recognised, however, that this may not be possible due to location and employment patterns. Individuals re-joining Diving Units from non-diving assignments are therefore, to be given a OPS check as soon as practicable after arrival; recorded on JPA as 'CMS|Annual OPS Check AB1|Navy'.

(3) An Annual OPS Check is a pre-requisite for all Promotion Career Courses for AB-LH and LH-PO.

(4) Divisional Officers and Line Managers of ABs and LHs who are serving ashore when selected for the next higher rate are to arrange for an Annual OPS check via MWS DDS prior to the individual attending Promotion Career training.

(5) OPS qualifications will be checked on attendance of LH and PO Career Course training. Ratings who are not in date for OPS will be returned to Unit.

7806. Promotion Boards and Eligibility

Diving Profession Boards consider all candidates based on merit.

a. **Appraisal Reports.** Appraisal Reports are required in order to provide selection boards with the detail of an individual's performance and suitability for promotion. Appraisal reports are to be raised annually. Common Reporting Dates (CRDs) for Naval Ratings are stated in Para 6703. Responsibility for reports are NOT solely on the Reporting Officer but also, the individual. Individuals who cannot maintain OPS, or who receive an unequivocal statement of 'non-recommendation' in a SJAR appraisal, must be given a clear plan of action to remedy the situation. This plan must be summarised in the report. If no clear improvement is forthcoming within 3-6 months, individuals should be issued with a formal Divisional Officer, HOD or Commanding Officer's warning for inadequacy. In cases where a warning has been issued and an individual has not achieved or maintained OPS within the 3-6 month period, the Professions Manager is to be consulted for advice.

b. **SJAR Recommendation.** If an individual has been awarded a positive recommendation for promotion ('Exceptional', 'High' or 'Yes' recommendation for 'Promotion - 1 Rank Up' on SJAR by final RO) 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. 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. Reporting Officers making recommendations for promotion, confirmation or course, are to pay due regard to the regulations shown in Para 6901.Ratings may be deemed as ‘developing’ at the annual reporting stage, but this should not be based solely on non-achievement of OPS.

c. Failure to include accurate recommendations may disadvantage candidates at future promotion boards. SJARs must contain accurate and timely recommendations for:

(1) **Extended Service (ES3).** Divisional Officers/Line Managers must ensure the ES3 box is ticked when an individual is approaching their 5-year exit point, if recommended.

(2) **CDPS Boards.** Only individuals with a clear recommendation in their SJAR can be selected, either in the potential and or the recommendations boxes.

7807. Education for Promotion

A Leading Hand must be educationally qualified to Level 1 Functional Skills and a Petty Officer to Level 2 Functional Skills in English and Mathematics (or a suitable equivalent) for either or both of these qualifications. See Para 9615 for further information.

7808. Diver Specialisation - Promotion Flowchart

A detailed promotion flow for the Diving specialisation is at Annex 78A.

7809. Diver Specialisation - Award of Diving Competences

A detailed explanation of when Diving competences should be awarded and end dated is at Annex 78B.

7810. Employment on Clearance Diver Pay Spine

Regulations for employment on the Clearance Diver Pay Spine are at Annex 78C.

ANNEX 78A

DIVER SPECIALISATION PROMOTION FLOWCHART

Table 78-A1 AB(Diver)2 to AB(Diver)1 Requirements

Requirement	Competency	Proficiency Level	Notes
Completed Phase 1 New Entry Training			
Completed RALEIGH, DDS AB(D) and EOD training			
Continue instruction to achieve FS Level 1 Certificates in Adult Literacy and Numeracy			Para 7807
Achieved OPS as AB (D)	Professional|OPS for AB1 (D)|Navy|		
At least 6 months since last Career Check (if any) on date due advancement			
Awarded AB1 Badge (single star). PAR sent to CM.			Para 7804 sub para a
Request for change of category to Special Service Pay (Diving) forwarded to parent UPO			Annex 78B
Advanced to AB1 (Diver)			

Table 78-A2 Leading Hand (Diver) Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Serving on ES1 / FC / OE1 that expires after the nominated CPD			Para 6703 b sub para (7)
Recommended for promotion on Appraisal Report at CRD			Para 7806 sub para b

Table 78-A3 Leading Hand (Diver) Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
Educationally qualified for promotion (EFP). Achieved minimum Level 1 FS (or equivalent) in English and Mathematics and appropriate competences recorded on JPA.			(Para 9615)
Completed Leading Rates Leadership Course	Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|	Pass	Para 7804 sub para f and sub para g
Passed LH (D) PQC by nominated CPD+12 months (awarded 2-star specialisation badge)			Para 7804 sub para f and sub para g
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Promoted to LH(Diver)			

Table 78-A4 Petty Officer (Diver) Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Achieved OPS as a LH (D)	Professional|OPS for LH (D)|Navy|		
Serving on ES2 / FC / OE1 or ES3 / EC / 2OE that expires after the nominated CPD			
Recommended for promotion on Appraisal Report at CRD			Para 7806

Table 78-A5 Petty Officer (Diver) Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
Completed Senior Rates Leadership Course	Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|		Para 7804 sub para f and sub para g
Pass PQC for PO(D) by CPD+12 months (awarded PO(D) specialisation badge (Crown))			Para 7804 sub para f and sub para g
At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later)			
EFP. Achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and appropriate competences recorded on JPA.			Para 9615
Promoted to PO(Diver)			

Table 78-A6 Chief Petty Officer (Diver) Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Achieved OPS as a PO(D)	Professional|OPS for PO(D)|Navy|		
Serving on ES2 / FC / OE1 or ES3 / EC / 2OE that expires after the nominated CPD			
SRLC completed	Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|		
Recommended for promotion on Appraisal Report at CRD			

Table 78-A7 Chief Petty Officer (Diver) Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Promoted to CPO(Diver)			

Table 78-A8 Warrant Officer 2 (Diver) Pre-Selection Requirements

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

Table 78-A9 Warrant Officer 2 (Diver) Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Satisfy terms of Assignment Order issued by Promotion Authority			
Promoted to WO2 (Diver)			

Table 78-A10 Warrant Officer 1 (Diver) Pre-Selection Requirements

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

Table 78-A11 Warrant Officer 1 (Diver) Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Satisfy terms of Assignment Order issued by Promotion Authority			
Promoted to WO1 (Diver)			

ANNEX 78B

DIVER SPECIALISATION - AWARD OF DIVING COMPETENCES

1. AB Diver (D)

a. When the Diving|AB Diver Career (DDS100)|Navy| competency has been awarded an individual is deemed to be at the Operational Performance Standard (OPS) for Diving AB(D)2. The following Recruitment & Retention Payment (Diver) (RRP(D)) is to be awarded[1] with the same end date as the DDS 100 competency:

"Specialist Pay|Diving Pay – Cat 2 (All ranks)|Navy|".

b. When an individual has completed training at the Defence Explosive Ordnance Disposal (EOD), Munitions and Search (DEMS), which includes the Bomb Disposal Engineering Foundation and the RN Elementary Underwater EOD (0807) the following competencies are awarded:

"RE|BOMB DISP ENGR FOUNDATION|Army|"

"Explosives|RN Elementary UW EOD (0807)|Navy|".

c. On completion of Diver and EOD training an individual is deemed to be at OPS for AB(D) 1. The following competency action is required:

Award "Professional|OPS for AB1 (D)|Navy|".

End date "Specialist Pay|Diving Pay - Cat 2 (All ranks)|Navy|".

Award "Specialist Pay|Diving Pay - Cat 3a EOD (All ranks)|Navy|no"[2]

2. LH (Diver)

a. When the Diving|LH Diver Career (DDS101)|Navy| competency has been awarded an individual is deemed to be at the OPS for Diving. The following competency action is required:

End date "Specialist Pay|Diving Pay - Cat 3a EOD (All ranks)|Navy|no"

Award "Specialist Pay|Diving Pay - Cat 4 (Leading Rate and above)|Navy|"[3].

[1] Payment of RRP(D), however, will not commence until an individual is assigned to a position that has been tagged for RRP(D) (i.e. non-Workforce Resilience & Training Margin (WRTM) position).
[2] The start date will be the last date when either the DDS 100, Bomb Disposal Engineering Foundation or the RN Elementary UW EOD has been awarded.
[3] The start date must be the same date the DDS 101 has been awarded.

b. When an individual has completed the 0804 (Defence EOD No 2 CMD) and the 0813 (Intermediate UW EOD) at DEMS the following competencies are awarded:

"Explosives|Defence EOD CMD No2|Joint|".

"Explosives|RN Intermediate UW EOD (0813)|Navy|".

c. On completion of Diver and EOD training an individual is deemed to be at OPS for LH(D). The following competency action is required:

Award "Professional|OPS for LH (D)|Navy|".

End date "Specialist Pay|Diving Pay - Cat 4 (Leading Rate and above)|Navy|".

Award "Specialist Pay|Diving Pay - Cat 4a EOD (Leading Rate and above)|Navy|"[4].

3. PO (Diver)

a. When the Diving|PO Diver Career (DDS102)|Navy| competency has been awarded an individual is deemed to be at the OPS for Diving. The following competency action is required:

End date "Specialist Pay|Diving Pay - Cat 4a EOD (Leading Rate and above)|Navy|".

Award "Specialist Pay|Diving Pay - Cat 5 (Petty Officer and above)|Navy|"[5]

b. When an individual has completed the DEMS DEOC CMD 0064 (Defence EOD Operator (CMD) and the 0808 Course (RN UW Advanced EOD) at DEMS the following competencies are awarded:

"Explosives|Defence EOD Op CMD|Joint|".

"Explosives|RN Advanced UW EOD (0808)|Navy|".

c. On completion of Diver and EOD training an individual is deemed to be at OPS for PO(D). The following competency action is required:

Award "Professional|OPS for POO (D)|Navy|".

End date "Specialist Pay|Diving Pay - Cat 5 (Petty Officer and above)|Navy|".

Award "Specialist Pay|Diving Pay - Cat 5b EOD (Petty Officer and above)|Navy|"[6].

[4] The start date will be the last date when either the DDS 101, Defence EOD No 2 CMD or the RN Intermediate UW EOD has been awarded.
[5] The start date must be the same date the DDS 102 has been awarded.
[6] The start date will be the last date when either the DDS 102, Defence EOD Op CMD or the RN Advanced UW EOD has been awarded.

d. When an individual has completed and been awarded the Explosives|Defence EOD Op IEDD|Joint| competency RRP(D) Cat 5a can be awarded. The following competency action is required:

End date “Specialist Pay|Diving Pay - Cat 5b EOD (Petty Officer and above)|Navy|”.

Award “Specialist Pay|Diving Pay - Cat 5a IEDD (Petty Officer and above)|Navy|”.

4. Clearence Diver Pay Spine (CDPS)

When an individual has been selected for CDPS the RRP(D) specialist pay competency will be end dated. CDPS includes and EOD element of RRP(D) and individuals are NOT entitled to receive CDPS and any form of RRP(D).

ANNEX 78C

EMPLOYMENT ON CLEARANCE DIVER PAY SPINE - ROYAL NAVY SENIOR RATING DIVERS

1. Origin

The Clearance Diver Pay Spine (CDPS) was introduced in 2009 as part of the recommendations of the Specialist Pay (Diving) (now RRP(D)) Quinquennial Review. Full details of the CDPS regulations are set out in JSP 754 Chapter 4 Section 11, which remains the definitive authority for CDPS eligibility.

2. Requirement

The intention of the CDPS is to create, for selected PO(D) and above at or beyond 15 years' length of service, a structure that makes non pensionable RRP(D) pay into pensionable basic pay and offers an extended career in diving / EOD employment. Personnel on CDPS are no longer eligible for RRP(D) but will receive the equivalent rate of pay as part of their new 'basic' rate of pay. This new basic rate will also have factored in the amount that is equivalent to the EOD Supplement. These enhancements are to recognize their diving and EOD skills as well as the Service's need to retain them employed in diving and diving related assignments beyond the Initial Pension Point (IPP).

3. Terms of Employment

Royal Navy Senior Rating Divers employed under the CDPS are normally to be employed on Diving, Diving Related, EOD or EOD Related assignments. A Diving / EOD assignment is one requiring an individual to undertake diving or EOD operations using their professional qualification as required by the post specification. A Diving / EOD Related assignment is one that requires the individual to utilise specialist diving or EOD knowledge and expertise, but which does not necessarily require the incumbent personally to undertake diving or EOD operations.

4. Eligibility

Substantive Petty Officers, Chief Petty Officers and Warrant Officers of the RN Diver Profession will be eligible to transfer to the CDPS if they meet the following criteria:

a. Have completed Diver training at DDS and EOD training at DEMS which includes:

(1) PO(D) Professional Qualifying Course.

(2) Defence EOD Operator Training.

(3) RN Underwater Advanced EOD Training.

b. Have completed 15 years or more paid reckonable service.

c. Are serving on a permanent pensionable engagement.

d. The following additional criteria will apply:

(1) Personnel must be in receipt of RRP(D) (either at Full or Reserve Band rates).

(2) Personnel must not have applied for Early Termination (also known as premature voluntary retirement (PVR) or Voluntary Outflow (VO)).

(3) Personnel must not have been permanently medically downgraded as unfit for diving duties. Personnel who are temporarily downgraded will have their suitability for entry onto CDPS assessed on a case-by-case basis by the Service Manning Authorities.

(4) Personnel must be able to provide a minimum of 5 years' service from date of entry to CDPS to their Normal Retirement Date.

5. Application Procedure

Application for entry to the CDPS will be through an individual's SJAR. The 'Volunteer for Further Service' box should be selected, and Reporting Officers should make comment in the text on an individual's suitability for EC and CDPS.

6. Return of Service

Although there is no ROS associated with CDPS, it is recommended that personnel fully understand the implications on their pension should they choose to apply for ET (or VO) within 5 years of selection (see JSP 754 Ch 4 sect 11 Art 04.1120).

7. Selection Criteria

Transfer to CDPS is not automatic; it will be by selection. The number, skill-set and rate of personnel selected each year will be established by the Ratings' Warfare Profession Manager and will be commensurate with the Service's requirement to achieve the desired Sustainable Experience Profiles.

8. Selection Board

A CDPS Selection Board may be held at the same time as the Senior Rate Extended Stage 3 (ES3) Boards. The board will be open to all PO-WO's with 15 years' or more service, as described in Para 2 above.

9. 'Opt-out' of transfer to CDPS

Individuals are permitted to 'opt-out' and those not wishing to accept the CDPS offer are to notify NAVY PEOPLE-Proms Audit Mgr.

10. Entry onto JPA

Ratings will be automatically transferred to CDPS and JPA updated IAW the CDPD Notification. Personnel will enter at their current increment and will retain their current Incremental Basic Date (IBD).

11. Extended Service

As well as introducing more favourable pension terms for divers, the CDPS may also offer an extended career for those selected. The length of extension will be subject to annual review by the Ratings' Warfare Profession Manager, who will ensure that the desired Sustainable Experience Profiles are maintained.

12. Medical Downgrading

The current single-Service regulations for medical downgrading will remain unchanged for CDPS personnel. CDPS personnel who are temporarily medically downgraded will remain on the CDPS. However, CDPS personnel who are permanently medically downgraded and cannot fill either a diving or diving related post (see para 3 above) will not remain on the CDPS. In these circumstances personnel should be offered a transfer to a non-diving specialisation (workforce requirements permitting), reversion to the Main Pay scales and employed on EOD duties only (when RRP(D) may be paid) or discharge from the Service (see JSP 754 Pt 2 Ch 4 Sect 11 for further details).

13. Promotion

All personnel on CDPS will remain eligible for promotion to the next higher rank in accordance with current policy and as merited by the Service Manning Authority.

14. Re-entry / Transfer into the Diver Branch

Eligible PO(D)s and above who have previously served on a full time engagement and who have re-joined the Service are eligible for immediate transfer to the CDPS, provided that there is a workforce requirement. On re-joining, the individual will enter the CDPS in accordance with JSP 754 04.1105 and 04.1108-04.1109. Their IBD will be the date that they enter the CDPS. Transfers from other branches / Services will be in accordance with single-Service regulations at the Able Rate level.

15. Transfer out of the Diver Branch

Personnel who transfer out of the Diver Branch will move back to a commensurate Main Pay Scale or, if this is not possible, to a Specially Determined Rate of Pay (SDRP). Unless the transfer is due to medical downgrading, personnel will forego their entitlement to an enhanced pension.

16. Pay and Pensions

Details of pay and pension for CDPS personnel can be found in JSP 754 Chapter 4 Section 11.