CHAPTER 77

WARFARE PROFESSION

(Sponsor: NAVY PEOPLE-WFPM WAR PM SO1)

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CHAPTER 77

WARFARE PROFESSION

7701. General

This Chapter covers the career regulations for all General Service Warfare Profession specialisations with the exception of Divers (Chapter 78), Cryptologic Technicians (Chapter 84), Photographers (Chapter 92) and Intelligence Specialist (Chapter 94).

7702. Specialisations of the Warfare Profession (General Service)

a. The following specialisations (and sub-specialisations) exist:

Specialisation Designator (BD).

WS	Warfare Specialist	
	(AWW)	(Abovewater Warfare Weapons)
	(AWT)	(Abovewater Warfare Tactical)
	(UW)	(Underwater Warfare)
	(EW)	(Electronic Warfare)
SEA	Seamanship	
MW	Mine Warfare	
H	Hydrographic	
METOC	Meteorological and Oceanographic	
D	Diver (See Chapter 78)	
CT	Cryptologic Technician (See Chapter 84)	
Phot	Photographer (See Chapter 92)	
INT	Intelligence Specialist (See Chapter 94)	

b. **Specialisation Selection.** General Service ratings will be recruited by profession and Individuals will be streamed into the various Warfare sub-specialisations, based on educational requirement and needs of the Service. The Warfare Ratings Profession Managers will manage requests from individuals to transfer specialisation, both within the Warfare Profession and the RN as a whole, on a case-by-case basis.

7703. Warfare Profession Training - Career Progress and Pre-Joining Training

Career Progression for Warfare Professions are detailed within Annex 77A to Annex 77E. In addition to Career training, individuals outside of the WS spectrum may be required to undertake Pre-Joining Training in accordance with the Unit Position List (UPL).

a. **Training Performance Statements, Workplace Training Task Books and Operational Performance Standard**. On successful completion of PQCs for AB2, LH and PO, a WS rating will have attained the Training Performance Statement (TPS) for the current rate. Individuals will be issued with the appropriate Workplace Training Task Book (WTTB) or a Professional Certification Record (PCR). In the subsequent sea assignment, a rating will be deemed to have achieved Operational Performance Standard (OPS) on successful completion of the core career workplace training section of the relevant TB (TPS + OJT = OPS) for AB / LH and PCR for PO. On achievement of OPS as an AB1, LH and PO, the Warfare Training Co-ordinator must inform the unit Human Resource (HR) administrator in order for the relevant competences (see Annexes for details) to be inputted to JPA. 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 relevant Profession Manager.

b. **Mechanism for Unacceptably Slow Progression.** It is entirely possible that some ratings may not achieve OPS. Within the Warfare Profession there is no scope to employ individuals who cannot or will not progress themselves beyond AB2. It must be realised that AB2s are employed primarily to gain experience and to advance to a higher rate. It follows, therefore, that the ultimate sanction for those who cannot or will not progress beyond AB2 is an application for administrative discharge on the grounds of un-employability. Within the WS specialisations an initial warning is set at 12 months from commencement of their WTTB, whilst SEA, MW, H, and METOC are set at 18 months (unless it has been given earlier, supported with unequivocal statements of non-recommendation for promotion in an Appraisal Report). Warnings will then continue 3-monthly within the Appraisal process for an aggregate total of 18 months under warning, whereupon application for administrative discharge on the grounds of un-employability will be sought.

c. **Pre-Joining Training (AWW, AWT, UW, H & METOC).** PJTs are the method of training WS ratings in a specific role, prior to joining a sea going unit, as required by the UPL. Whilst undertaking a PQC, a rating who has been assigned to a unit 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.

(1) **Pass.** Warfare Training Group (WTG) is responsible for conducting PJTs and is to report successful completion and ensure that WTG training support facilitators[1] input the relevant competences to JPA.

[1] https://modgovuk.sharepoint.com/teams/61416/QMS%20Documentation/PD-1202%20Training%20Facilitation.docx?web=1

(2) **Failure.** In the event of failure[2], a written report is to be forwarded by WTG 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 formally by the parent unit for reversion in accordance with Para 7705. As PJTs are taught at the end of a PQC pipeline, the rating will have to wait until the end of the next training pipeline before re-commencing the PJT.

(3) **Second Failure.** After a second failure, LH or above will be subject to reversion for unsuitability. 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 rating's parent unit is to assess the individual's employability. If deemed unemployable, the matter is to be referred to the relevant Warfare Ratings Profession Manager.

(4) **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 and is to be included in their WTTB.

d. **Initiation of DV process for AB1 EW.** On award of AB1 competency Career Managers are to consider initiating the DV application process to align with employment requirements.

e. **Attendance on Next Higher Professional Qualifying Course.** A rating will not be eligible to attend the PQC for a higher rate unless the 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 Selection Signal will be the trigger for the CMC to load candidates on a PQC and relevant leadership course. It will not be possible to achieve this for every individual immediately, but priorities must be amended to achieve commencement of PQC at least within 12 months of selection. On implementation, it is possible that a surge in applications will exceed available places. The Career Manager's judgement will be necessary to manage pinch-points.

f. **Failure to Complete Professional and / or Leadership Course.** Refer to Para 6713 for rules on the impact on a rating's promotion if they fail to complete PQC and / or LRLC / SRLC before CPD or within 12 months of CPD because of service reasons, non-service reasons (outwith own control) or non-service reasons (within own control). If the LH or PO PQC is refused, Para 6910 will apply.

[2] https://modgovuk.sharepoint.com/teams/61416/QMS%20Documentation/PD%20-%201304%20Trainee%20Warnings%20and%20Failures.doc?web=1

g. **OPS Lead Authority.** The following table details the Lead School where there is an OPS Check.

	WS	SEA	MW	HM
OPS Check	WTG	RNSoS & WSTG(STE)	WTSG(STE) & WTG	WSTG(STE) & HMTG

Sea / MW / H OPS Checks all have both Seamanship and Specialist components, i.e.

SEA = Seamanship (RNSoS & WSTG(STE)) + Tactical Communications (WTG)
MW = Seamanship (RNSoS & WSTG(STE)) + MW (WTG)
H = Seamanship (WSTG(STE)) + FOST H

7704. JPA Recording - Competences, Annual OPS Check, and Sea Time

a. **Recording of Competences.** Once a WS rating has successfully completed a PQC, WTTB or PJT and achieved OPS that competence is to be input to JPA by the appropriate unit HR administrator.

b. **Annual OPS Check.** All personnel are expected to remain at OPS while building experience towards promotion. Sub-Specialisation Training Groups or lead Schools 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 warfare disciplines are expected, where possible, to maintain OPS. It is recognised, however, that this may not be possible due to location and employment patterns. Therefore, all individuals rejoining Front Line Units from shore assignments are to be given an OPS check as soon as practical after arrival, recorded on JPA as:

'CMS|Annual OPS Check AB1|Navy'.

(3) An Annual OPS Check is not a pre-selection requirement.

(4) An Annual OPS Check is a pre-requisite for all promotion career courses for AB-LH and LH-PO.

(5) 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 the lead training school (see table below) prior to the individual attending promotion career training.

(6) OPS qualifications will be checked on attendance of LH and PO career course training. Ratings who are not in date for an Annual OPS Check will be returned to Unit.

c. **Sea Service.** A minimum period of sea service (not including JR Squad time) is required as a pre-promotion requisite for promotion to PO and CPO and is to be recorded on JPA (See Annexes for individual specialisation minimum sea time requirements). Para 6904 defines criteria for award of sea service.

7705. Promotion Boards and Eligibility

Warfare GS 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 all ranks and rates are stated in JSP 757. 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 relevant 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 not having achieved 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.

7706. Warfare Profession Badges

a. Specialisation badges are to be shipped on completion of Phase II training.

b. Stars and Crowns are to be shipped as follows:

1 Star	On advancement to AB1 (OPS achieved).
2 Stars	On completion of the LH PQC.
Crown	On completion of the PO PQC.

7707. 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 Chapter 96 for further information.

7708. Warfare Profession - General Service - Promotion Flowcharts

Detailed promotion flows for each of the Warfare Profession sub-specialisations are listed in the Annexes to this Chapter (see bookmarks), along with specific notes relevant to that specialisation.

ANNEX 77A

WARFARE SPECIALIST - PROMOTION FLOWCHART

Table 77-A1 AB WS (AWT/AWW/EW/UW)2 to AB WS (AWT/AWW/EW/UW)1 Requirements

Requirement	Competency	Proficiency Level	Notes
Completed Phase 1 New Entry Training			
Completed WTG AB(WS)PQC in relevant Sub-Specialisation			
Continue instruction to achieve FS Level 1 Certificates in Adult Literacy and Numeracy			Para 7707
Assigned to sea billet			
Completed WTTB - achieved RPS as AB(WS), authorised by Warfare HOD	Professional|RPS for AB1 WS(AWT)|Navy| Professional|RPS for AB1 WS(AWW)|Navy| Professional|RPS for AB1 WS(EW)|Navy| Professional|RPS for AB1 WS(UW)|Navy|		Para 7703 sub Para a & b
At least 6 months since last Career Check (if any) on date due advancement			
Awarded AB1 Badge (single star). PAR sent to CM.			Para 7703 sub para a.
Advanced to AB1 AB WS (AWT/AWW/EW/UW)1			

Table 77-A2 LH WS (AWT/AWW/EW/UW) Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Serving on ES1 / FC / OE1 that expires after the nominated CPD			Para 6703 b sub para (5)
Recommended for promotion on Appraisal Report at CRD			Para 7705

Table 77-A3 LH WS (AWT/AWW/EW/UW) 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 9634
Completed Leading Rates Leadership Course	Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|	Pass	Para 7703 sub para g and sub para h
Passed LH PQC by nominated CPD+12 months (awarded 2-star specialisation badge AWT, AWW, EW or UW)			Para 7703 sub para e and sub para f
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Promoted to LH WS (AWT/AWW/EW/UW)			

Table 77-A4 PO WS (AWT/AWW/EW/UW) Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Completed LH WTTB in relevant Sub-Specialisation. Achieved RPS.	Professional|RPS for LH WS(AWT)|Navy|' Professional|RPS for LH WS(AWW)|Navy|' Professional|RPS for LH WS(EW)|Navy|' Professional|RPS for LH WS(UW)|Navy|'		
Serving on ES2 / FC / OE1 or ES3 / EC / 2OE that expires after the nominated CPD			Para 6703 b sub para (5)
Recommended for promotion on Appraisal Report at CRD			Para 7705

Table 77-A5 PO WS (AWT/AWW/EW/UW) Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
Completed Senior Rates Leadership Course	Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|		Para 7703 sub para e and sub para f
Pass PQC for PO by CPD+12 months (awarded PO specialisation badge (Crown))			Para 7703 sub para e and sub para f
12 months' sea service (excluding Squad time ashore where applicable) as a LH at the CPD.	CMS|12 Months Sea Time LH|Navy|		Para 7704 sub para c
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 9634
Promoted to PO WS (AWT/AWW/EW/UW)			

Table 77-A6 CPO WS (AWT/AWW/EW/UW) Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Achieved RPS as a PO	Professional|RPS for PO WS(AWT)|Navy| Professional|RPS for PO WS(AWW)|Navy| Professional|RPS for PO WS(EW)|Navy| Professional|RPS for PO WS(UW)|Navy|		See Note
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			Para 7705

Table 77-A7 CPO WS (AWT/AWW/EW/UW) Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
12 months' sea service as a PO at the CPD	CMS|12 Months Sea Time PO|Navy|		
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Promoted to CPO WS (AWT/AWW/EW/UW)			

Table 77-A8 WO2 WS (AWT/AWW/EW/UW) 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 9634
Recommended for promotion on Appraisal Report at CRD			Para 7705

Table 77-A9 WO2 (AWT/AWW/EW/UW) 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 WS (AWT/AWW/EW/UW)			

Table 77-A10 WO1 WS (AWT/AWW/EW/UW) 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 9634
Recommended for promotion on Appraisal Report at CRD			

Table 78-A11 WO1 WS (AWT/AWW/EW/UW) 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 WS (AWT/AWW/EW/UW)			

Note. *Professional Certification Record. On completion of PO PQC, individuals will be issued a Professional Certification Record. This record is to be completed within 12 months of joining their first sea going Unit as a PO. Once completed, an individual has achieved RPS and can be awarded the competence.*

ANNEX 77B

SEAMAN SPECIALIST - PROMOTION FLOWCHART

Table 77B-1 AB2 (SEA) to AB1 (SEA) Requirements

Requirement	Competency	Proficiency Level	Notes
Completed Phase 1 New Entry Training			
Completed RNSoS / WTG AB(SEA)PQC	Warfare|AB Seamanship (SEA 103)|Navy| Warfare|AB(SEA) Career (COMMS 204)|Navy|Miscellaneous |Helmsman (SEA 112)|Navy|		Description: Competency associated with Career course training
Continue instruction to achieve FS Level 1 Certificates in Adult Literacy and Numeracy			Para 7707
Assigned to sea billet		Achieve Local Boats Crew endorsement (Bowman)	
Completed WTTB - (Sections 1-2, Seamanship and Tactical Communication) - achieved RPS as AB (SEA), authorised by Warfare HOD.	Professional|RPS for AB1 (SEA)|Navy|		Para 7703 sub Para a & b
At least 6 months since last Career Check (if any) on date due advancement			
Awarded AB1 Badge (single star). PAR sent to CM.			Para 7703 sub para a
Advanced to AB1 (SEA)			

Table 77B-2 LH (SEA) Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Serving on ES1 / FC / OE1 that expires after the nominated CPD			Para 6703 b sub para (5)
12 months' sea service	CMS|12 Months Sea Time AB|Navy|		
Achieved Sea 127 Waterjet Drive Coxswain qualification by CRD	Miscellaneous|Waterjet Drive Coxswain (SEA 127)|Navy|		Can be achieved by an AB2 Note 1
Achieved Sea 113 Water Safety Equipment Maintainer and Supervisor qualification by CRD	Ratings (General)|Water Safety Equipment Maintainer/Supervisor (SEA 113)|Navy|		Can be achieved by an AB2 Note 1
Recommended for promotion on Appraisal Report at CRD			Para 7705

Table 77B-3 LH (SEA) 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 9634
Completed Leading Rates Leadership Course	Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|	Pass	Para 7703 sub para e and sub para f
Passed LH (SEA) PQC by nominated CPD+12 months (awarded 2-star specialisation badge)			Para 7703 sub para e and sub para f
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Promoted to LH (SEA)			

Table 77B-4 PO (SEA) Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Completed LH WTTB in relevant Sub-Specialisation. Achieved RPS.	Professional|RPS for LH (SEA)|Navy|		
Serving on ES2 / FC / OE1 or ES3 / EC / 2OE that expires after the nominated CPD			Para 6703 b sub para (5)
Recommended for promotion on Appraisal Report at CRD			Para 7705

Table 77B-5 PO (SEA) Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
Completed Senior Rates Leadership Course	Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|		Para 7703 sub para e and sub para f
Pass PQC for PO by CPD+12 months (awarded PO specialisation badge (Crown))			Para 7703 sub para e and sub para f
12 months' sea service (excluding Squad time ashore where applicable) as a LH at the CPD.	CMS|12 Months Sea Time LH|Navy|		Para 7704 sub para c
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 9634
Promoted to PO (SEA)			

Table 77B-6 CPO (SEA) Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
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			7705

Table 77B-7 CPO (SEA) Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
12 months' sea service as a PO at the CPD	CMS|12 Months Sea Time PO|Navy|		
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Promoted to CPO (SEA)			

Table 77B-8 WO2 (SEA) 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 9634
Recommended for promotion on Appraisal Report at CRD			Para 7705

Table 77B-9 WO2 (SEA) 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 (SEA)			

Table 77B-10 WO1 (SEA) 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 9634
Recommended for promotion on Appraisal Report at CRD			

Table 78B-11 WO1 (SEA) 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 (SEA)			

Notes:

1. *Failure to achieve SEA 127 and SEA 113 by CRD will result in ratings not being presented to the LH selection board.*

2. ***Petty Officer (SEA) RPS.*** *PO(SEA) complete PQC at RPS therefore once completed RNSoS will award the RPS competence.*

ANNEX 77C

MINE WARFARE SPECIALIST PROMOTION FLOWCHART

Table 77C-1 ABLE RATE 2 (MW) to AB 1 (MW) Requirements

Requirement	Competency	Proficiency Level	Notes
Completed Phase 1 New Entry Training			
Completed RNSoS / MWS AB2 (MW) PQC			
Continue instruction to achieve FS Level 1 Certificates in Adult Literacy and Numeracy			Para 7707
Assigned to MCMV crew or MTXG			
Achieved OPS as AB (MW)	Professional|OPS for AB1 (MW)|Navy|	Pass	Para 7703 sub para a and sub para b
At least 6 months since last Career Check (if any) on date due advancement			
Awarded AB1 Badge (single star). PAR sent to CM.			Para 7703 sub para a
Advanced to AB1 (MW)			

Table 77C-2 LEADING HAND (MW) 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 7705

Table 77C-3 LEADING HAND (MW) 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	
Passed LH PQC by nominated CPD+12 months (awarded 2-star specialisation badge MW)			Para 7703 sub para e and sub para f
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Promoted to LH (MW)			

Table 77C-4 PETTY OFFICER (MW) Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Achieved OPS as LH (MW)	Professional|OPS for LH (MW)|Navy|	Pass	Para 7703 sub para a and sub para b.
Serving on ES2 / FC / OE1 / TC or ES3/EC/2OE that expires after the nominated CPD			Para 6703 b sub para (7)
Recommended for promotion on Appraisal Report at CRD			Para 7705 sub para a

Table 77C-5 PETTY OFFICER (MW) Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
Completed Senior Rates Leadership Course	Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|		Para 7703 sub para h
Passed PO PQC by nominated CPD+12 months (awarded PO specialisation badge (Crown))			Para 7703 sub para g / h and Note 2
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 (MW)			

Table 77C-6 CHIEF PETTY OFFICER (MW) Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Achieved OPS as a PO	Professional|OPS for PO (MW)|Navy|		Note 1.
Serving on ES2 / FC / OE1 / TC 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			Para 7705

Table 77C-7 CHIEF PETTY OFFICER (MW) - 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 (MW)			

Table 77C-8 WARRANT OFFICER 2 (MW) Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Serving on ES2 / FC / OE1 / TC 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			Para 7705

Table 77C-9 WARRANT OFFICER 2 (MW) 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 (MW)			

Table 77C-10 WARRANT OFFICER 1 (MW) Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Serving on ES2 / FC / OE1 / TC 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			Para 7705

Table 77C-11 WARRANT OFFICER 1 (MW) 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 (MW)			

Note. PO(MW). *On completion of PO PQC, individuals will be issued a Professional Certification Record. This record is to be completed within 12 months of joining their first crew or MTXG as a PO. Once completed, an individual has achieved OPS and can be awarded the competence.*

ANNEX 77D

HYDROGRAPHIC SPECIALIST - PROMOTION FLOWCHART

Table 77D-1. ABLE RATE 2 H to AB1 H Requirements

Requirement	Competency	Proficiency Level	Notes
Completed Phase 1 New Entry Training			
Completed HMTU / MWS AB2 HYD PQC			Note 1
Continue instruction to achieve FS Level 1 Certificates in Adult Literacy and Numeracy			Para 7707
Assigned to sea billet			
Achieved OPS as AB H	Professional|OPS for AB1 H|Navy|	Pass	Para 7703 sub para a and sub para b Note 2
At least 6 months since last Career Check (if any) on date due advancement			
Awarded AB1 Badge (single star). PAR sent to CM.			Para 7703 sub para a
Advanced to AB1 H			

Table 77D-2. LEADING HAND H 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 7705

Table 77D-3. LEADING HAND H 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	
Passed LH PQC by nominated CPD+12 months (awarded 2-star specialisation badge H			Para 7703 sub para e and sub para f
Completed 12 months sea (excluding Squad time ashore where applicable) as an AB at the CPD	CMS|12 Months Sea Time AB|Navy|		Para 7704 sub para d
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Promoted to LH H			

Table 77D-4. PETTY OFFICER H Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Achieved OPS as LH H	Professional|OPS for LH H|Navy|	Pass	Para 7703 sub para a and sub para b.
Serving on ES2 / FC / OE1 / TC or ES3 / EC / 2OE that expires after the nominated CPD			Para 6703 b sub para (7)
Recommended for promotion on Appraisal Report at CRD			Para 7705 sub para a

Table 77D-5. PETTY OFFICER H Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
Complete 12 months' sea service (excluding Squad time ashore where applicable) as a LH at the CPD	CMS|12 Months Sea Time LH|Navy|		Para 7704 sub para d
Completed Senior Rates Leadership Course	Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|		Para 7703 sub para h
Passed PO PQC by nominated CPD+12 months (awarded PO specialisation badge (Crown))			Para 7703 sub para g / h
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 H			

Table 77D-6. CHIEF PETTY OFFICER H Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Achieved OPS as a PO	Professional|OPS for PO HM(H)|Navy|		Note 3 & 4a
Serving on ES2 / FC / OE1 / TC 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			Para 7705

Table 77D-7. CHIEF PETTY OFFICER H Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
12 months' sea service as a PO HM(H) only	CMS|12 Months Sea Time PO|Navy|		Para 7704 sub para d
Passed CPO PQC by nominated CPD+12 months			Para 7703 sub para g / h
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Promoted to CPO H			

Table 77D-8. WARRANT OFFICER 2 H Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Serving on ES2 / FC / OE1 / TC 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			Para 7705

Table 77D-9. WARRANT OFFICER 2 H 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 H			

Table 77D-10. WARRANT OFFICER 1 H Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Serving on ES2 / FC / OE1 / TC 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			Para 7705

Table 77D-11. WARRANT OFFICER 1 H 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 H			

Notes:

*1. **Phase 2 Training.** AB (HM)s will complete the (HM)(H)course at MWS HMTU and seamanship specialisation training delivered at MWS (STU) located at HMS RALEIGH.*

*2. **OPS.** AB1 H are not deemed to be at full OPS until completion of their H and Seamanship WTTBs.*

*3. **PO H.** On completion of the PQC an individual will be issued a Professional Certification Record (PCR). The PCR is to be completed within 12 months of joining the first sea going Unit as a PO. Once completed an individual has achieved OPS and can be awarded the competence.*

ANNEX 77E

METEOROLOGICAL AND OCEANOGRAPHIC SPECIALIST - PROMOTION FLOWCHART

Table 77E-1. ABLE RATE 2 METOC to AB1 METOC Requirements

Requirement	Competency	Proficiency Level	Notes
Completed Phase 1 New Entry Training			
Completed HMTU / MWS AB2 METOC PQC			
Continue instruction to achieve FS Level 1 Certificates in Adult Literacy and Numeracy			Para 7707
Assigned to air station			
Achieved OPS as AB METOC	Professional|OPS for AB1 METOC|Navy|	Pass	Para 7703 sub para a and sub para b
At least 6 months since last Career Check (if any) on date due advancement			
Awarded AB1 Badge (single star). PAR sent to CM.			Para 7703 sub para a
Advanced to AB1 METOC			

Table 77E-2. LEADING HAND METOC 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 7705

Table 77E-3. LEADING HAND METOC 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	
Passed LH PQC by nominated CPD+12 months (awarded 2-star specialisation badge METOC)			Para 7703 sub para e and sub para f
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Promoted to LH METOC			

Table 77E-4. PETTY OFFICER METOC Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Achieved OPS as LH METOC	Professional|OPS for LH METOC|Navy|	Pass	Para 7703 sub para a and sub para b.
Serving on ES2 / FC / OE1 / TC or ES3 / EC / 2OE that expires after the nominated CPD			Para 6703 b sub para (7)
Recommended for promotion on Appraisal Report at CRD			Para 7705 sub para a

Table 77E-5. PETTY OFFICER METOC Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
Completed Senior Rates Leadership Course	Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|		Para 7703 sub para h
Passed PO PQC by nominated CPD+12 months (awarded PO specialisation badge (Crown))			Para 7703 sub para g / h
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 METOC			

Table 77E-6. CHIEF PETTY OFFICER METOC Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Achieved OPS as a PO	Professional|OPS Meteorological Forecasting |Navy|		Note 1
Serving on ES2 / FC / OE1 / TC 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			Para 7705

Table 77E-7. CHIEF PETTY OFFICER METOC Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
Passed CPO PQC by nominated CPD+12 months HM(M) only			Para 7703 sub para g / h
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Promoted to CPO METOC			

Table 77E-8.WARRANT OFFICER 2 METOC Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Serving on ES2 / FC / OE1 / TC 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			Para 7705

Table 77E-9. WARRANT OFFICER 2 METOC 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 METOC			

Table 77E-10. WARRANT OFFICER 1 METOC Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Serving on ES2 / FC / OE1 / TC 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			Para 7705

Table 77E-11. WARRANT OFFICER 1 METOC 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 METOC			

Note. Meteorological Qualification.

a. A PO METOC rating who has passed the PQC will be assigned to an Air Station or sea billet to complete a WTTB. An individual has 3 months to complete the WTTB. The completion of the WTTB signifies an individual has achieved OPS and is to be awarded the following competence:

'Professional|OPS Meteorological Forecasting|Navy|'

b. In accordance with Aeronautical Meteorological Forecaster (AMF) guidelines there is a need to conduct an annual RPS check for all forecasters. The following competence is to be used:

'CMS|AnnualOPS Meteorological Forecasting|Navy|'

c. In order to track where individuals were certified as a Bench Forecaster the following competences are to be used:

'Professional|Meteorological Bench Forecaster Culdrose|Navy|'

'Professional|Meteorological Bench Forecaster Yeovilton|Navy|'

'Professional|Meteorological Bench Forecaster Marham|Navy|'

'Professional|Meteorological Bench Forecaster JOMOC|Navy|'

'Professional|Meteorological Bench Forecaster Waddington|Navy|'