CHAPTER 50

PROMOTION TO OFFICER BY RATINGS AND OTHER RANKS

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CHAPTER 50

PROMOTION TO OFFICER BY RATINGS AND OTHER RANKS

SECTION 1

GENERAL

5001. Schemes

a. Commissioning schemes are designed to provide opportunities for the promotion of ratings and other ranks on the Trained Strength to commissioned rank. Three In-Service Commissioning (ISC) pathways have been developed which provide access to all personnel throughout their career and builds upon the formal leadership training already delivered in-service. The pathways are: Initial, Intermediate and Advanced.

b. The Upper Yardman (UY) and RM Corps Commission (CC) schemes were designed to provide early opportunities for promotion to commissioned rank. For more experienced ratings and other ranks, there were the Senior Upper Yardman (SUY), the Senior Corps Commission (SCC), and the Warrant Officer Class 1 Commissioning (WOCS) schemes. Entry to the UY, SUY and WOC schemes is now closed to new applicants. Those already registered with the Recording Authority (RA) will remain eligible for selection, but where Phase 1 training has not yet commenced, they will align with the appropriate point of entry of the ISC pathways. The CC and SCC schemes will be reviewed to align with the ISC pathways but remain open to new applicants in the interim. Details of the closed UY/SUY/WOCS and the extant CC/SCC schemes were published in Annex 50M Version 7 (effective Mar 26) which has now been archived (available from Navy Warfare Publications).

5002. Selection

All officer candidates must pass selection by the AIB, which acts as the primary method of determining officer potential for these cadres, additionally those applying for a technical profession from a non-technical source profession must complete the Defence Aptitude Assessment (DAA) and achieve the score required for their chosen profession/specialisation. Those candidates recommended by the AIB are subsequently considered for selection to enter Britannia Royal Naval College (BRNC) Dartmouth, by a Final Selection Board (FSB). Selection Boards take place by profession or specialisation, chaired by the OF4 Profession or Career Manager of the profession or specialisation concerned along with two further OF3 board members, one of whom is to be independent of the Profession/Specialisation (for UCM the board must include input from the RN Profession Manager or a nominated representative). Selection is subject to the requirements of the Service and extraction limits may be placed on certain ranks/specialisations by the Profession Manager to protect the health of that cadre, as such the probability of selection to BRNC may vary depending upon profession/arm/specialisation.

5003. Profession and Specialisation

Ratings and other ranks may apply to be considered for any officer profession and, where appropriate, arm and specialisation, providing that they are able to satisfy the entry requirements. Their first choice of profession/arm/specialisation does not preclude them from being assessed for alternatives when appearing before the AIB. The offer of a commission may also be conditional on accepting service in submarines.

5004. Commissions

a. Successful candidates will be selected for an ICS of 12 years (or to age 55) with the exception of QARRNS, Environmental Health Officers and Allied Health Professional Officers, for whom the ICS will be 6 years. Where applicable, those commissioning via In Service Medical Officer will join the Medical Cadetship at Year 3 of training and follow this pathway[1] (see also sub para d). Warrant Officer Class One (including SCWO) will be awarded either an ICS of 12 years, or service to age 60 whichever ends sooner.

b. Those who commission through the ISC process will be awarded seniority as shown in the tables below:

Table 50-1. Seniority Awarded for Royal Navy ISC Candidates

Reckonable service for engagement purposes	RN rank/seniority on entry (X, E, L)	Time to promotion to Lieutenant (Promotion requirements as laid down in BRd 3(2) are to be met prior to promotion to Lt RNR)
Un-Trained Strength	Midshipman (considered direct entrant)	42 months
Ratings under 2 years	Sub Lieutenant with 0 months seniority	30 months
Ratings below WO1 with over 2 years	Sub Lieutenant with 12 months seniority	18 months
Ratings below WO1 with over 12 years	Sub Lieutenant with 12 months seniority and on promotion to Lieutenant awarded an additional 6 month's seniority	18 months
WO1s	Sub Lieutenant with 18 months seniority and on promotion to Lieutenant awarded an additional year's seniority	12 months
SCWO	Lieutenant with 12 months seniority	N/A

[1] Medical cohorts are subject to RN and Unified Career Management (UCM) harmonised Terms and Conditions iaw JSP 755 Part 2 Vol 2.

c. **QARNNS Officers.** The rank and seniority of QARNNS officers is based on relevant post-registration experience. As a minimum, individuals enter as a Sub Lieutenant but can qualify for additional seniority depending on their post-registration experience. The first two years of post-registration experience is counted in full, with the remaining years of relevant experience counted in half, up to a maximum of 6 years e.g. an individual with 4 years' post-registration experience would gain 3 years' seniority on entry (the first 2 years counting in full, with the remaining 2 years counting as 1 year's seniority). Individuals who qualify for less than 4 years' additional seniority based on the above calculation will enter as a Sub Lieutenant, with the appropriate seniority. Entrants who are entitled to receive more than 4 years' seniority on entry will enter as a Lieutenant, with a maximum seniority of 2 years in the rank.

d. **Medical Officers.** Where applicable, those personnel selected for commission as a Medical Officer from within Service will transfer to the Medical Cadet Scheme at Year 3. Personnel who are selected for training will remain on their existing pay spine for source branch during years 1 & 2 of training in Medical School. For years 3–5, personnel will be paid from the Main Officer Pay spine at OF1 with assimilation to the appropriate increment unless this is lower than the current pay. ISC should not be expected to be granted additional seniority, however at the point of transfer to the Medical Cadetship this may be considered iaw relevant policy (BR3d(1) and JSP 755) by RN REM.

5005. Commission Transfers

Time and recommendations permitting, there will be opportunities to be considered for transfer to longer commissions, e.g. to a Career Commission Stage (CCS), with the further opportunity of then transferring to a Full Commission Stage (FCS). Transfer to a longer commission is by selection. Officers who cannot complete a commission stage will retire upon reaching their retirement age. Specific information on commission transfers can be found at Chapter 49.

5006. Phase 1 training requirements

Candidates will not be required to repeat Initial Naval Training (Foundation) (INT(F)) at HMS RALEIGH, they will enter BRNC at a prescribed point based upon the leadership training undertaken in-service as rating as shown in Table 50-2.

Table 50-2. ISC Phase 1 entry points

ISC Pathway	Minimum course completed (note 1)	Phase 1 officer training requirement
Primary	Nil	Officer Commissioning Course Phase 1B & 1C
Intermediate	Leading Rates Leadership Course / Level 2 Leadership Course	Officer Commissioning Course Phase 1C (note 2)
Advanced	Senior Rates Leadership Course / Level 3 Leadership Course	Advanced Commissioning Course (note 3)

Notes:

1. This must include 12 months experience in gainful employment post course. This includes assignments in workforce requirement driving (permanent) positions, and temporary positions including augmentation and operational tours, but not in margin positions.

2. To enable completion of joining administration, candidates will join BRNC one week prior to the start of Phase 1C.

3. This course is currently in development, until it is ready for delivery those on the Advanced pathway will complete Phase 1C along with those on the Intermediate pathway.

5007. Unit Actions for Candidates

a. **Identification of Candidates.** Commanding Officers (COs) of ships, establishments and units are to make special arrangements to bring these regulations periodically to the notice of Divisional Officers/SJAR Reporting Officers. In addition, they are to explain the details to ratings and other ranks who may wish to be considered as candidates. Potential candidates are to register their interest with both the RA of their current profession and the RA of their potential future profession. The candidate is to submit a request to transfer profession, in accordance with BRd 3(1) Para 5126. Once both the donor and receiving Profession Managers have accepted the transfer request and manning clearance is given, the candidate may be considered an ISC candidate for the new profession. The candidate will be managed by the receiving profession RA from this point on. Further advice may also be sought from the relevant Profession Manager(s). It is of paramount importance that potential candidates are identified early in order for them to take full advantage of commissioning schemes.

b. **Encouragement.** Candidates are to be given every encouragement, help and advice to reach the required standards, COs are encouraged to endorse applications at the earliest opportunity allowing the AIB and subsequently the FSB to determine a candidate's suitability and readiness against others.

c. **Briefing.** It is the responsibility of COs and Recording Authorities (see Para 5007 and Annex 50A), who maintain a list of candidates, to ensure that individuals are fully briefed on the full range of opportunities available and that they have realistic expectations of the schemes. See also Annexes 50B to 50F for briefing on career expectations in each profession and/or specialisation.

5008. Recording Authorities Organisation

Each officer profession or specialisation listed at Annex 50A has a separate staff officer (Recording Authority) who maintains a list of candidates, collates Commissioning Reports (CRs) and is authorised to communicate directly with COs, relevant Profession Managers and Training Pipeline Managers as necessary. The Recording Authority is responsible for:

a. Verifying from the initial registration to the candidate's entry into BRNC or CTCRM that they are, and remain, eligible.

b. Monitoring a candidate's progress towards promotion to officer.

c. Ensuring that the candidate's educational qualifications have been authenticated by the Education Officer of the unit and shown on JPA.

d. Liaison with the ship or establishment and the AIB.

e. Advising candidates and Divisional Officers on procedures and regulations, providing advice as required including probability of success, consulting the relevant Profession Manager as necessary.

f. Maintaining oversight of candidates interested in commissioning within their profession, and those potentially transferring in from other professions, and out of the profession to others through the CW process.

g. Actively promoting the ISC schemes and promotion to the Officer Corps for certain deep specialist specialisations, such as C, AV or RN Police, to appropriate senior ratings who are eligible to be recruited and promoted to these specialisations.

h. Acting as Secretary to the relevant Selection Board.

Reporting Officers are encouraged to comment on the activity of those undertaking the role of Recording Authority in their annual appraisal. The appropriate Profession Manager can be approached to provide evidence where necessary.

5009. Reporting Procedures

See Chapter 57.

5010. Admiralty Interview Board

a. **Applications.** All candidates are eligible to sit their AIB Multistage Assessment process. For those applying from a non-technical, to a technical profession this is predicated on successful completion of their Defence Aptitude Assessment (DAA). The AIB is a virtual platform assessment meaning personnel do not need to be MFD to undergo this process. All candidates are to be nominated by completion of Annex 50G form which is to be submitted to the relevant Recording Authority located at Annex 50A. Recording Authorities will make note of the candidates' details, check their eligibility and upload the document to the AIB RA Teams Channel before notifying the AIB Operations team. While candidates are able to complete the AIB Multistage Assessment process in any Medical Category, they must meet the medical criteria to promote to the officer core in line with Chapter 50, para 5014. In the event that a candidate wishes to apply for a different Profession/Specialisation preference prior to attending AIB they must complete a further Annex 50G.

b. **Process.** It is the responsibility of the AIB Operations Team to liaise with candidates to facilitate their DAA. Once a candidate passes the DAA, candidates will normally be informed of the date of their AIB Multistage Assessment process at least one month in advance. All candidates will receive a link to RITS, which they must open and complete in order to proceed with their application. The AIB Operations Team will upload the completed electronic copy of the Annex 50G to the candidate's RITS account. The normal waiting time for an AIB is no more than 3 months. Recording Authorities will liaise with the AIB Operations Team and candidates to deconflict any front-line requirements to enable completion of AIB in time for the profession/specialisation Final Selection Board (FSB) where necessary. The AIB Operations Team will also liaise with In-Service candidates to establish candidate availability, prior to loading the candidate to the AIB Multistage Assessment process.

c. **AIB Multistage Assessment.** The AIB assessment process is 2 stages and is the same for RN, RM, RFA, RNR, RMR candidates, regardless of entry type (Direct Entry or In-Service). It is facilitated through contractual arrangements with Sopra Steria and is an online assessment which is accessed by laptop or a PC using the Tazio virtual platform. Candidates will receive instructions on the compatibility requirements of the technology required to conduct the Pre-Recorded Interview (PRI) and Group Planning Exercise (GPE) when loaded for their AIB. The format is as follows:

(1) **Pre Recorded Interview (PRI) – Stage 1.** Candidates will be loaded to a Candidate Cohort List and will receive a AIB Holding Notice within RITS. They will subsequently receive an invitation to conduct a PRI using a link which will be valid for 7 days from the point of being sent. On completion, all candidates will move forward to Stage 2. Candidates will be asked 8 questions and will have 2 minutes to provide their answer. Competencies which are assessed during Stage 1 are motivation, awareness, and communication skills.

(2) **Group Planning Exercise (GPE) – Stage 2.** Candidates will receive an email notification to book their GPE. Working against the clock, candidates must read the briefs provided and adopt teamwork and problem-solving skills to identify the issues and decide on the best available solution with the assets and resources at their disposal. At the end of the group session, candidates will be moved into a separate virtual room where they will be asked one to one questions, which centre around scenario information and changes which require dynamic decision making. Competencies which are assessed during Stage 2 are Teamwork and Collaboration, Problem Solving, Confidence and Resilience, Communication and Effective Intelligence.

d. **AIB Misconduct Policy.** The AIB has recently introduced a Misconduct Policy which provides a standard response to the detection or suspected detection of misconduct at any point during the AIB Multistage Assessment process. Misconduct in this respect, is considered to mean unacceptable or improper behaviour and can be described as, but is not limited to:

(1) **Plagiarism. To use another person's idea or a part of their work and pretend that it is your own.** This includes ideas or work, including paraphrasing, which originates from someone other than the candidate. This includes any material which is considered to have originated by someone who is in the current assessment process, as well as those who have taken part in any previous assessments, whether in the current AIB format or otherwise.

(2) **Collusion. To do something secretly with another person or group, in order to deceive or cheat others.** Whilst group work is utilised and encouraged at certain stages within the assessment, the following activities are prohibited:

(a) Secret or illegal co-operation, to cheat or deceive.

(b) Preparing a piece of work with others, then claiming it as your own.

(c) Allowing someone to copy your work, to subsequently present it as being their own. This includes the sharing of any interview questions or planning scenario details and questions.

(3) **Cheating. To behave in a way that is not honest or fair, to win something or gain something.** This is the use or attempted use of unauthorised assistance which is not permitted within the assessment process. It can be described as, but not limited to:

(a) Copying answers from another person(s) or candidate.

(b) To have a person(s) present in the room during any part of the assessment process.

(c) Communicating with any other person(s) during any part of the assessment process; unless authorised to do so by SSCL or AIB staff.

(d) Use of any unauthorised material including the use of AI technology or device. **Heavy reliance on notes** or **reading from a script** will have a **negative** impact on PRI scoring.

(e) The use of Group Planning Exercise documents/material, following direction to close down any windows or information relating to the assessment.

(f) Obtaining and using an unauthorised copy of any assessment paperwork or material.

(g) Impersonation.

(h) Plagiarism and collusion.

(4) **Fraud.** False representation in this context is when a candidate deliberately lies or misrepresents the truth when conducting their AIB Multistage Assessment process, to make a gain for themselves or a loss to another candidate.

e. **Misconduct Penalties.** Any candidate suspected of misconduct at any stage of the AIB Multistage Assessment process will be reported to Officer Commanding AIB (OC AIB) and a Misconduct Investigation will be initiated. Candidates will be informed of a potential breach of the AIB Misconduct Policy by a RITS Communication. On completion of a Misconduct Investigation, OC AIB will review recommendations made and finalise their decision. All candidates will be made aware of the decision by a RITS Communication or formal letter from OC AIB. Any candidate found on the *balance of probabilities* to have breached the AIB Misconduct Policy will not be permitted to re-attempt the AIB Multistage Assessment process for a minimum of 12 months, unless stated otherwise by OC AIB. Candidates may also be subject to disciplinary action and/or administrative sanctions.

f. **Exemptions.** Where a candidate changes their profession, arm or specialisation following successful completion of AIB, there may be a requirement to retake their AIB Multistage Assessment process. Recording Authorities should engage the AIB Operations team for advice on a case-by-case basis.

g. **Information Technology.** The ‘Tazio’ platform is not compatible with MODNET or DII Afloat. For those who are abroad or deployed, individual Chains of Command should make every effort ensure candidates can conduct their AIB using appropriate technology. Where possible, the AIB Operations Team will book a candidate on a AIB Multistage Assessment prior to deployment.

h. **Timing.** The AIB Multistage Assessment process is designed to be completed in quick succession. The maximum period between PRI and GPE should be no more than two months and where operational or other personal commitments impede this, candidates will be required to restart the process. Where candidates move or delay their AIB on more than two consecutive occasions, they will be required to commence the AIB assessment process in full. Recording Authorities will liaise with the AIB Operations Team and candidates to deconflict any front-line requirements to enable completion of AIB in time for the profession/specialisation Final Selection Board where necessary.

i. **Number of Attempts.** Candidates will be allowed a maximum of 2 attempts at the AIB, each appearance being separated by a minimum period of 3 months, provided they remain eligible. In exceptional circumstances, this timeline may be reduced at the discretion of OC AIB, where there is a Service need. Any justifiable request for a third attempt at AIB must be passed directly to AIB SO2 N5. Each request will be considered on a case-by-case basis by OC AIB and in only in the most exceptional circumstances will a third attempt be permitted. Candidates who are unsuccessful at AIB may reapply to commence the process 12 months from their final AIB attempt.

j. **Failure to Attend.** Where a candidate fails to attend their PRI or GPE, they will be removed from the AIB Multistage Assessment process, unless they contact SSCL to explain their absence. Where a candidate fails to attend a pre-arranged second attempt, they will be removed from the AIB process in its entirety and a score FAIL issued. The relevant Recording Authority will be notified to this effect. Candidates are reminded that both stages of their AIB (Pre-Recorded Interview and Group Planning Exercise) are equally important. Where candidates feel unwell, or where there are extenuating circumstances which are likely to adversely affect their performance at either Stage of their AIB, they must contact Sopra Steria at the earliest opportunity to request a pause in their AIB Multi-Stage Assessment, and to re-book as necessary.

k. **Results.** Candidates will receive their AIB results in the form of an 'AIB Outcome Letter' via RITS. The letter will be loaded to the AIB RA Microsoft Teams Channel for RA review and successful candidates will be awarded a JPA competency administered by the AIB Operations Team. The entire AIB Multistage Assessment process will take candidates 23 days and results will be released on the Tuesday of week 4.

l. **Validity of AIB Pass and AIB Retakes.** A pass at the AIB is valid for 5 years. Where a candidate requests to conduct a further AIB to improve their score, a formal request must be made via email to the AIB Operations Team. Requests will be considered on a case-by-case basis and authorised by CAIB. Candidates who choose to retake their AIB must be cognisant their most recent AIB score will always take primacy. Where a candidate changes their profession, arm or specialisation following successful completion of AIB, there may be a requirement to retake their AIB Multistage Assessment. CAs and RAs should engage the AIB Operations team for advice on a case-by-case basis.

m. **Aircrew and ATC Only:**

(1) Aircrew candidates are required to complete Computer Based Aptitude Tests (CBATs) at RAF Cranwell. CBATs and the AIB Multistage Assessment process can be completed concurrently. The AIB Operations Team will book CBATs for all aircrew candidates. Aircrew and ATC Medicals are booked via the R&A Allocations Team.

(2) Candidates who fail to meet the special requirements for an Aircrew specialisation, but who are appropriately qualified for other professions, arms or specialisations, may be considered for an alternative entry.

(3) Further detail can be found at Para 5016.

5011. Failure to Complete Officer Training

a. Individuals promoted to the Officer Corps who fail to make satisfactory progress and are compulsorily withdrawn from training may request to revert to their former rating or other rank profession/specialisation as an alternative to leaving the Service. For Engineer candidates who have completed the University of Portsmouth degree course, the Return of Service accrued through the degree course applies and hence if reversion is mandated, they are not permitted to leave the Service (see Para 5014 sub para e, Para 5306 and Para 5402 sub para k). Similarly, officers who have yet to reach their Premature Termination of Career Training (PTCT) point (see Para 5402) and have the opportunity to apply for voluntary withdrawal from training may ask to return to the ranks in their former profession/specialisation as an alternative to leaving the Royal Navy entirely. Approval to revert is subject to the discretion of the relevant Profession Manager and cannot be guaranteed. Once an officer joins the trained strength (see Table 53B-2), they will no longer have the option of reverting to their former rate or rank.

b. Those reverting to their previous rate or rank will surrender all items of officer uniform and equipment and will be re-equipped with appropriate uniform at public expense.

c. On reversion to the ranks, personnel will continue to serve the balance of their engagement as a rating or other rank. Time spent as an officer under training will count towards a rating or other rank's pension.

d. Every effort will be made to ensure that, as far as possible, ratings and other ranks suffer the minimum loss of seniority and pay through absence from their profession/specialisation. In cases where individuals were qualified in all respects for promotion, and had been selected, and would have expected to be promoted during the period of service as an officer, they may return to their rating or other rank service at the higher rate/rank, as determined by DDPD. In these instances, the appropriate backdated seniority (and pay level) will be applied. Where selected, but such promotion was not due during the period of officer service, selection will still be deemed to stand but enforced at a later date.

e. Those returning to the ranks in specialisations which mandate time and professional qualifications for promotion may have to qualify by passing the appropriate examination and by serving the full normal time. This may be necessary if experience in the lower rate/rank is essential for promotion. If so, no backdating of seniority can be allowed until the rate/rank of Petty Officer/Sergeant is attained, at which point seniority, but not pay, may be antedated by the amount of time spent out of the profession.

f. The Phase 1 or 2 Training Establishment is to inform the Navy Command Headquarters Terms of Service Team, as early as possible, of all requests to return to the ranks in order that revised terms and conditions of service can be prepared and agreed.

SECTION 2

ISC SCHEME

5012. General Criteria

All candidates must fulfil the following criteria:

a. Have the support of their CO (for SBS(LE) candidates this must be CO SBS).

b. Have accepted, or accept, a sea-going liability where appropriate.

c. Have not been subject to a Career Check within the last 3 years. A rating or other rank with less than 3 years' service may be registered as a candidate for promotion to officer rank provided they have not been the subject of a Career Check since their date of entry. A rating or other rank who is unable to satisfy the requirement may, however, be considered if deemed to be exceptionally deserving, or having distinguished themselves by special or meritorious service. Such cases are to be submitted to DDPD through Administrative Authorities with a full report of the circumstances.

d. Have not exercised, or be in the process of exercising, their notice option to leave the Service.

e. Satisfy the required educational criteria at Para 9635 and Para 9636.

Note. *Para 9635 and Para 9636 have not yet been updated to reflect the changes associated with ISC as detailed in this Chapter. Candidates should contact their RA for guidance on educational criteria.*

5013. Age Criteria

a. **Age on Entry to the Officer Corps.** Candidates for the ISC scheme must be aged over 17 and be able to serve for a minimum period of 4 years on the first day of the month that officer training commences.

b. Owing to the pipeline length and financial investment associated with flying training, Warfare (Aviation) candidates must commence officer training before age 26 with the exception of individuals who have achieved Certificate of Competence in either ASW or CDO Aircrewman (ACMN) roles who are eligible for extraction to Observer if they commence officer training before age 34.

c. **Waivers.** In exceptional circumstances, consideration may be given to granting a waiver to the limits above. COs should submit any case which is considered to deserve exceptional treatment to the appropriate Professions Manager for a decision which must be made in the best interests of the Service.

5014. University of Portsmouth Degree Scheme

a. **Eligibility.** The UoPDS is open to Engineering Technicians and source specialisation CIS ratings who are studying, or have completed, Engineering BTEC HND or Foundation degrees enabling them to meet the same academic entry requirements as their Direct Entry counterparts. Candidates must pass the AIB prior to provisional selection and will then be subsequently assigned to HMS NELSON to read for an Engineering degree (third year) at the University of Portsmouth. Candidates will undertake their degree training as ratings. Those who have progressed sufficiently in their career as a rating to not be required to complete the full Systems Engineering Management Course (SEMC) for their chosen specialisation are not eligible for the UoPDS.

b. **Academic Qualifications.** The academic requirements and pre-entry studies for UoPDS are shown at Annex 50I. The pre-entry enabling study listed will be provided by the University and is to be completed prior to commencement of degree training. Pre-entry courses will be arranged through the Base Education Officer, HMS NELSON.

c. **Remuneration.** Whilst at University, UoPDS candidates are paid at their basic salary depending on the rate held. They may be promoted until such time as they join BRNC.

d. **Post Degree Training.** After graduation, UoPDS candidates will undertake officer training at BRNC followed by professional training (SEMC) (see BRd 8374 Chapter 2).

e. **Financial Commitment and Training Return of Service.** See Para 5303 sub-para c.

5015. Medical Criteria and Physical Fitness

a. **Medical Standard.** The Medical Entry Standard (MES) for Direct Graduate Entrants (DGE) and Naval College Entrants (NCE) is in accordance with BR 1750A and JSP 950; all ISC candidates must be medically fully deployable (MFD). Furthermore, in light of the duty of care the Service has to those undergoing such training, the Executive may, having taken medical advice, return any individual to unit whose medical condition or physical fitness is assessed as posing a significant risk, either to themselves or to the completion of training.

b. Those applying to the Warfare profession are to have their eyesight examined and confirmed by the parent establishment for suitability for selection as mainstream Warfare officers before applying to the AIB for the first time.

Note. *WESM candidates who will undertake periscope and bridge watch-keeping duties will require the same visual standard as mainstream Warfare officers.*

c. **Additional Requirements for the Primary/Intermediate pathways.** In addition to the MFD requirement, those on the Primary and Intermediate pathways must achieve Category 2 (0.4-0.49) or Category 3 (0.5-0.59) for Waist Circumference to Height Ratio (WCHtR) as specified in BR3 Article 0720 and RNTM 01-133/24 prior to commencing training at BRNC.

d. **Physical fitness.** For all pathways, candidates must be in date RNPES on entry to BRNC. Those on the Primary and Intermediate pathways will also need to ensure that their cardiovascular fitness is sufficient to manage the demands of Phase 1 training alongside their Direct Entrant colleagues. As part of BRNC's risk assessment, a non-summative 2.4km run will be undertaken on arrival. To support candidate's physical preparation a 4-week pre-joining fitness programme is available either on the RN website or within the 'Navy Ready' App and all candidates are strongly encouraged to complete this programme and seek additional support from their Unit PTI if required prior to arrival at BRNC.

e. **Waiver of MFD Requirement.** Personnel permanently medically downgraded at a Royal Navy Medical Board of Survey (RNMBOS), whose retention in the Service has been approved by a Royal Navy Medical Employability Board (RNMEB) and who remain Medically Limited Deployable (MLD) with a limited set of Joint Medical Employability Standards as laid down in Para 6908, may seek a waiver of the MFD requirement via the Profession Manager who will consider each application on its merits and account will be taken of the potential effect that a medical restriction may have on the ability of a candidate to perform their duties as an officer. On receipt of applications, the Profession Manager will consult the appropriate medical authorities, the Strategic Workforce Planner (Officers) and, as necessary, the relevant Career Manager and Recording Authority, before approving the eligibility criteria waiver. Where a candidate, for whom the waiver of the MFD requirement has been approved, is subsequently medically downgraded for a medical condition that is unrelated to that considered earlier, this is to be reported to the Profession Manager who will review the situation further.

5016. Profession/Specialisation Specific Additional Criteria

a. **Aircrew.**

(1) In addition to the general selection qualifications starting at Para 5011, Aircrew candidates are also required to attend the Officer and Aircrew Selection Centre (OASC) at RAF Cranwell to undergo Computer Based Aptitude Tests (CBAT). Before submitting an application to undertake the CBAT, an application must have been made to the AIB and eligibility confirmed by the Recording Authority. Attendance at CBAT, Flying Grading (conducted at RNAS Yeovilton for Pilots and RNAS Culdrose for Observers) and AIB is concurrent activity. CBAT and Flying Grading does not necessarily need to be completed prior to completion of AIB Multistage Assessment, however, a pass at both CBAT (including relevant score for the role) and Flying Grading is required for Aircrew entry.

(2) Candidates who do not meet the CBAT standard will receive counselling from the Senior Naval Instructor RAF Cranwell regarding their potential future career paths. If the candidate is still considered suitable for entry into other alternative officer arms or specialisations, the RA or parent unit may, if appropriate, request the candidate is permitted to continue with their promotion opportunity. Where a candidate has already successfully completed an AIB, RAs should follow the process detailed at Para 5009 (l).

(3) Post AIB candidates will be allocated for an Aircrew Medical Examination by the R&A Allocations team. All successful aircrew candidates are subsequently considered for BRNC entry in either the Pilot or Observer specialisations by the FSB.

(4) Failure or voluntary withdrawal from flying training will be dealt with in accordance with Para 5125 (a)(3)(6).

(5) RM candidates selected for Observer/AV duties will commission as an RN officer.

b. **Air Traffic Control.**

(1) In addition to the general selection qualifications starting at Para 5011, Air Traffic Controller ratings are required to undergo CBATs at the OASC, RAF Cranwell; these can be completed concurrently with their AIB. Aircraft Controller (AC) ratings who have completed CBATs as an integral part of their AC training are exempt from the selection processes detailed in this Para. Before submitting an application to undertake CBATs, eligibility must be confirmed by the Recording Authority before a CBATs is made.

(2) Candidates who do not meet the ATC selection standard will receive counselling from the Senior Naval Instructor, RAF Cranwell regarding their potential future career paths. If the candidate is still considered suitable for entry into other alternative officer arms or specialisations, the RA or parent unit may, if appropriate, request the candidate is permitted to continue with their promotion opportunity. Where a candidate has already successfully completed an AIB, RAs should follow the process detailed at Para 5009 (l).

c. **Aviation.** Extraction to AV officer is open to senior ratings only and candidates must have experience of working in an aviation related field that enables them to carry out a role normally undertaken by an AV officer. Ratings/other ranks not from a FAA Warfare or AE specialisation should seek clarification of their eligibility from the Aviation Recording Authority in the first instance.

d. **Royal Marines.** See legacy policy at Annex 50M.

e. **Training Management.**

(1) In addition to the general selection qualifications above, starting at Para 5011, TM candidates must have an honours degree (BSc, BA etc) or Master's degree (MSc, MA etc) which is recognised in the UK, equivalents will not be accepted.

(2) Candidates will not normally be able to attend the AIB until they have received their degree results in writing. Only in exceptional circumstances, and with the approval of the relevant Profession Manager, will candidates be permitted to attend the AIB without written evidence of their degree results. It should be noted that entry into the Officer Corps will be on production of either the degree certificate or a document containing the candidate's final results.

f. **Intelligence**

(1) In addition to meeting the general selection qualifications above, starting at Para 5011, candidate should be cognisant of the key attributes and selection/training criteria laid out in BRd 8374.

(2) Candidates must complete the Defence Aptitude Assessment (DAA) regardless of current branch, trade or specialisation. Candidates who have already completed the DAA may be granted a waiver dependent on if they met the required GSX(INT) criteria.

(3) Candidates must complete the Naval Intelligence Aptitude Board (NIAB) at the Naval Intelligence Division, Defence Intelligence Academy (DefIntAc), Chicksands, prior to attending the AIB. NIABs are programmed in February and September of each year.

(4) GSX(INT) trainees will complete Ph1 training at BRNC before Common and Specialist Fleet Time in seagoing units/shore establishments prior to starting JMIC.

g. **Warfare (General Service).** The normal career path for Warfare (GS) mainstream officers will be watch-keeping at sea (OOW) through to PWO. There are some limited opportunities for certain Warfare (GS) Mainstream officers to specialise as FC, MCD, MW or HM. More detail on the career path of both mainstream and deep specialist Warfare officers is at Annex 50B.

(1) **Warfare Profession – Advanced Pathway Experience Form.** Those candidates who would undertake the Advanced pathway in Phase 1 must demonstrate an awareness of the roles of a warfare officer and that they have the potential to deliver as an officer. This is evidenced through acquaints to gain experience and awareness across the Warfare spectrum and must include Bridge and Operation Room experience. Acquaints could include P2000s/47 Cdo RG, Bridge Simulator, MCTS, Mine Warfare School, Dive School, Submarine School, HM School and Air Stations and any other appropriate Warfare experience. There is no set number of acquaints that need to be completed, but there should be no more than one from each area in each unit within a reporting period (e.g. bridge). Experiences may be combined if achieved in one unit (e.g. bridge and Ops Room in a FF/DD). More emphasis will be placed on quality of experience than quantity. An example of the Warfare Profession Experience Feedback Form is at Annex 50J. The form will be included in the reading pack for the FSB.

(2) **X(H) Sub-Specialisation.** If a potential candidate has completed the 'H2' course as part of the POSR/H career course, this foundation degree will satisfy the educational requirements to join the Officer Corps in the GSX(H) specialisation prior to attendance at BRNC and IWOC. The service person will then have to achieve H OPS as a GSX(H) Officer.

(3) **IW METOC.** If a potential candidate has completed the Forecaster's course as a Rating, this Foundation degree will satisfy the educational requirements to join the Officer Corps in the IW(METOC) sub-specialisation prior to attendance at BRNC. The service person will then have to achieve M OPS as a IW(METOC) Officer.

h. **Warfare Profession - Submarine Service.**

(1) Candidates are taken from Warfare Profession specialisations, including Submarine Coxswains. Their default career path will be the same as a direct entry submarine Warfare Officer. However, opportunities for a more bespoke career do exist if candidates have prior key skills and/or niche experience in specialist areas or are unlikely to compete for Submarine Command in future.

i. **Engineering Profession - General.** Routes to Engineer officer are described in Annex 50H.

j. **CIS Source Specialisation.** Source Specialisation CIS Senior Ratings, who have not cross trained to ET(WE)CIS/CISSM, will follow a route to WE C or WESM C extraction.

k. **Logistics and Personnel Profession.** Routes to Logistics officer are described in Annex 50E. In addition, prior to selection by the FSB:

(1) **Royal Navy Family and People Support (RN FPS) Candidates.**

(a) Must have served for not less than 3 years in a specialist welfare casework position within RN FPS since passing the Defence Specialist Welfare Workers Course (DSWWC).

(b) Must undertake selection and commissioning as SUY(Logistics) officers plus Phase 2 professional Logistics training.

(c) Must have passed the NS FPS Professional Board.

(d) **Prior to attending BRNC.** Candidates must hold a Degree in Social Work (Annex 50E Para 6) and be registered as a Social Worker with Social Work England.

(e) Must conduct a series of acquaints with Logistics departments, both at sea and ashore, in order to widen their knowledge of the profession and demonstrate to the FSB their ongoing commitment to the Logistics Profession. Further guidance on the requirement for acquaints and reporting will be provided by the Logistics Profession RA.

(2) **RN Police Specialisation.** (For RM Police Troop, see Annex M Para 5029 m sub para (4)) Divisional Officers and the Profession/Career Manager should consult with the RA (RN Police) and RNP Command Warrant Officer on potential RN Police and RM Police Troop Officer candidates' career development. All potential candidates will be considered on their own merits, but as a general rule should expect to have completed their apprenticeship scheme and attained substantive rank at OR4 and completed the Volume Crime Investigations Course (or equivalent qualification). Only in exceptional circumstances will Provost Marshal (Navy) (PM(N)) grant a waiver for this criteria having taken all other supporting information into account.

l. **Royal Marines and Royal Marines Band Service.** See legacy policy at Annex 50M.

m. **QARNNS.** In-Service candidates must hold a Sub part 1 or 2 registration with the Nursing and Midwifery Council (NMC) and must be a substantive Leading Hand or above. At the discretion of the QARNNS Recording Authority, candidates may be deferred when there are already too many nominations.

n. **Medical Services (MS)**

(1) MS officer candidates may be selected from any specialisation of the Medical and Dental specialisations or QARNNS or, exceptionally, as a sideways entry; all must be in the rank of at least confirmed Leading Hand or Corporal RM.

(2) Sideways Entry Candidates must apply in writing to the Medical Profession Manager who will then arrange for an interview to be conducted to ascertain motivation towards and suitability for service as an MS officer. Candidates will undertake a series of acquaints with Medical departments and organisations, in order to widen their knowledge of the profession and demonstrate to the FSB their ongoing commitment to MS. Further guidance on the requirement for acquaints and reporting will be provided by the MS profession RA.

(3) Exceptionally, professionally qualified MS officer candidates may be recruited via intra-service transfer or as direct entry officers for specific positions as identified by the Profession Manager, this includes but is not limited to MS Officer Submarines (Health Physicist), Environmental Health Officer, Allied Health Professional Officer.

5017. Period Between AIB and Final Selection

Final allocation to each entry takes place 6-8 weeks before entry to BRNC. Selection for the ISC scheme takes place annually and Table 50-4 details when the annual board for each sub-specialisation takes place. RN candidates who are qualified in all respects for entry will be allocated to the next entry at BRNC appropriate to their specialisation. RM candidates join CTCRM in Sep.

Table 50-4. Final Selection Board timetable

Specialisation	Typical FSB Date
Engineer – AE	3rd Week in Jul
Engineer – MEGS	3rd week in May
Engineer – MESM	
Engineer – WEGS	3rd week in Nov
Engineer – WESM	
Logistics and Personnel (incl RNP)	3rd week in Oct
Medical Services	2nd week in Oct
QARNNS	
Royal Marines – SCCO/WO1 C/S	3rd week in May
Training Manager	1st week in Sep
Warfare GSX, SM, Int	Last week in Nov
Warfare – AV, ATC, O, P	3rd week in Oct

5018. Final Selection

a. The names of all candidates considered suitable for officer training are submitted to the FSB, convened by SO1 Profession Manager (PM) or Officer Career Manager (CM). Should an alternate OF4 be selected as Chair, either the PM or CM must be included as a board member. This is of particular importance for UCM boards. Candidates must be qualified in all respects for promotion to the Officer Corps before final selection can be made. Those selected will be informed by notification in the My Navy application and signal on the Proms sharepoint site. COs will receive advanced notification on the day the signal is released.

b. In making their selections, the Board takes into account the candidate's Service record, performance at the AIB, professional aptitude testing (where appropriate), appraisal reports and previous trade experience in relation to the employment needs of the officer specialisation. The following should be noted:

(1) Selection Boards are required to select suitable ratings for promotion to officer, based primarily on their merit to meet the numerical profession/specialisation and, if appropriate, specialist requirements. The requirement for this selection is also derived from the Service need which may, on occasion, limit the extraction from a donating profession/specialisation in order to maintain sustainability of that profession/specialisation.

(2) Selection is primarily based on merit which includes factors such as seniority, experience and time to serve. Although the RN is exempt from the Age Discrimination legislation, it would not be proper to take account of age alone as a factor in selection. Although legitimate factors such as seniority, experience and time to serve are, in many cases, linked to age, it is important to note that they are separate considerations in selecting candidates. For example, if there is a Service requirement that candidates need to serve for a particular period in order to be capable of qualifying and serving up to a certain level, then age is a legitimate factor. Although it is likely to result in the exclusion of older candidates, this will be on the grounds they have insufficient time left to serve to meet an important Service requirement, and not their age alone. Similarly, if, for demonstrable profession/specialisation structural reasons, it is important to maintain a through flow of personnel, it may be appropriate to take into account length of remaining service (which may be determined by age) as a factor in candidate selection provided that other factors such as quality and experience are also taken into account. In other words, selection should not be made based on age, but rather merit together with the justifiable requirements and best interests of the Service.

c. Selection of candidates is subject to the requirements of the Service and, consequently, some candidates may not be offered their preferred choice of profession, arm or specialisation.

d. Candidates considered suitable for the UoPDS will be provisionally selected to attend the university as a rating. Initial officer training will take place upon successful graduation.

5019. Final Selection Board (FSB)

a. The names of all the candidates considered suitable for officer entry by the AIB are passed to SUY/UY Recording Authorities who will arrange FSBs for the next appropriate BRNC or CTCRM entry. Recording Authorities are essential members of the FSBs as they oversee the progress of each SUY/UY candidate and can advise on their preparation and achievement. Most FSBs include the appropriate Profession Manager and, in some cases, a Career Manager. These officers, together with profession, arm and specialisation specific personnel, are important members of the relevant Board.

b. Provided that they have passed the AIB, all fully qualified candidates will be considered on every occasion until they are promoted, cease to be eligible, or after 5 years when an AIB pass is no longer valid or advised by the FSB that their prospects in relation to other candidates suggests their candidature be terminated. As the nature of the various FSBs varies depending on the specialisation in question, the feedback process is to be standardised in a similar way to officer Promotion Boards and the same descriptors are to be used, as detailed below:

(1) ***A.*** Candidates who, in comparison with others of their profession and rank, are ready for selection and broad employment at this time;

(2) ***B+.*** Candidates who, in comparison with others of their profession and rank do not merit selection at this board but who are considered promising candidates, who stand every possibility, on current reporting, of being assessed A at the next board.

(3) ***B.*** Candidates who, in comparison with others of their profession and rank, do not merit selection at this board but have sufficient evidence to indicate the will be considered promising candidates in due course.

(4) ***C.*** Candidates who, in comparison with others of their profession and rank, do not merit selection at this board and have insufficient evidence to indicate when they will be considered as promising candidates.

(5) ***C+.*** Candidates who are nearing retirement for whom, for the period of their remaining service, no opportunities for employment in the higher rank currently exist, but who would otherwise have been graded A–B.

c. Amplifying detail should be added as appropriate. Recording Authorities should then record FSB results to make it possible to provide appropriate advice to qualified candidates in order to manage their expectations and enable better informed career decisions such as whether to persevere, consider an alternative specialisation or suspend their candidature.

d. FSBs, including additional FSBs, are to be convened at least six months before the relevant BRNC entry; the CTCRM FSB is held in March of the previous year (13 months' lead-time). If appropriate, FSBs may need to consider more than one entry (e.g. May and Jul). Additional FSBs will be required if there is a need to review the candidates selected at an earlier FSB or if circumstances change, for example, new candidates for available spaces. Supplements to the BRNC entry signals will be issued as necessary by DDPD-PPLAN SWPO SO1.

e. Following FSBs, Recording Authorities e-mail (or signal) the list of candidates selected for the relevant entries to BRNC to DDPD-PPLAN SWPO SO1, copy to relevant Profession Manager. A co-ordinated nomination signal will be sent by DDPD-PPLAN SWPO SO1 informing BRNC, relevant Profession and Career Managers and all nominated candidates six months before the relevant BRNC entry point.

f. SCC Recording Authorities e-mail (or signal) the list of candidates selected for the CTCRM Apr entry to CTCRM, copy to relevant Profession and Career Managers.

5020. Delays in attending BRNC and CTCRM

Occasionally, Service requirements may result in SUY and SCC candidates starting BRNC or CTCRM later than the entry date that is provisionally offered. In such cases, individuals will not be entitled to any further backdated seniority on becoming an officer.

5021. Senior Command Warrant Officer (SCWO) - Additional TACOS

a. Incumbents of SCWO positions will automatically be awarded OF2 with 12 months seniority in their existing Profession commencing at the start of their SCWO assignment. Owing to the selection and interview process for assignment to these positions, there is no requirement for SCWO to complete an AIB.

b. Incumbents will wear the rank of WO1 (acting lower rank unpaid) during their SCWO assignment but are to receive appraisal reports in line with OF2 reporting timelines. On completion of their SCWO assignment they are encouraged, but not mandated, to attend the ACC at BRNC Dartmouth or SCCO at CTC Lympstone as applicable, before taking up their first complement assignment as an OF2.

c. Those wishing to decline their commission and remain as a WO1 should inform DHd Proms at the earliest opportunity prior to commencing their SCWO assignment. Should they subsequently wish to apply to become an officer they are not entitled to back-dating of a commission and must follow the normal selection process detailed in this Chapter.

ANNEX 50A

UY/CC AND SUY/SCC RECORDING AUTHORITIES

Branch/Specialisation	UY/SUY RA or SPOC
Warfare	
GS(X) Intelligence	UKStratCom-DI-DITG-DSI NIDOC
GS (inc. H) & M	NAVY PEOPLE-WFPT WAR SO2
SM	NAVY PEOPLE-TMG RNSMS SXO
Fleet Air Arm	
P & O	NAVY CU-AIR TMS CI
AV & ATC	NAVY CU-RNSFDO OC
Engineering	
ME & MESM	DSMarE-ME-REC-AUTHORITY
WE, & C	Navy People-WFPM WEGS PM SO2
WESM	Navy People-WFPM WESM PMSO2
AE	DSAE-RNAESS AERA
TM	NAVY FGen-NAvn AV TM
Logistics and Welfare	
L	DCLPA-DSLA-MCTS-CTO4-LogsRA
RNP and RM Police Troop	NAVY POLICE-HQ COS
Medical	
MS & QARNNS	NAVY HEALTHCARE-RECORD AUTHORITY (MULTIUSER)
Royal Marines	
RM CC	NAVY RA-DOCC CO
RM (inc. SBS & RMBS) SCC	NAVY PEOPLE-PROMS WO1 RM
Royal Naval Reserves	
All Professions	NAVY PEOPLE-MR HQ RNR TRG SO2

ANNEX 50B

WARFARE OFFICERS - ADVANCED PATHWAY CAREER EXPECTATIONS

1. Mainstream Warfare Officers' Career Path

a. The mainstream X officer will complete their Phase 1 training at BRNC before then commencing their 15 weeks professional training, Initial Warfare Officers (Foundation) Course (IWO(F)), before proceeding to the Maritime Warfare School to attend a 4 week navigation course (including WECDIS Course and Initial Warfare Officers Navigation (IWO NAV)). This will be followed by Specialist Fleet Training (SFT), which will last about 9 months (to include 600 hours of bridge watch-keeping). This period at sea, when coupled with the training prior to the assessment for the Navigation Watch-keeping Certificate (NWC), will meet the needs of the IMO Standards of Training Certification and Watch-keeping (STCW). Mainstream X officers will then be assigned to the 15-week Initial Warfare Officers' Course (IWOC) at the Maritime Warfare School, during which they will be examined prior to the award of the NWC. The certificate will permit an individual to keep an unsupervised navigational watch in a vessel in a benign warfare environment once Platform Endorsed (PE). Failure to achieve the NWC will result in withdrawal from training.

b. During the IWOC, the mainstream X officer may be selected to specialise SM, especially if from a submarine background, or in a very few cases H or FC. The vast majority, however, will proceed to their first ship for watch-keeping duties, with the aim of being selected for Principal Warfare Officer (PWO) training at the earliest appropriate opportunity. Early on in their First Complement Assignment (FCA), mainstream X officers will be required to gain a PE for the class of warship in which they are serving and then within their first year gain their Bridge Warfare Qualification (BWQ). The latter will permit an individual to keep an unsupervised navigational watch in a busy warfare environment and to subsequently take Ops Control as a Warfare Officer in the Operations Room.

c. Unlike Direct Entry officers, there is not the option to specialise as a Pilot or Observer, and only in exceptional circumstances train as an MCDO, (in particular if they have an MCD or MW background as a rating), after the FCA. This is due to there being insufficient time to specialise and subsequently be employed in specialist assignments before proceeding on the PWO course. Therefore, after one, two or occasionally three complement assignments (dependent on previous experience), the majority at sea, X mainstream officers will follow the PWO route. This usually comprises the Initial Command and Staff Course (Maritime) (ICSC(M)) and the PWO course in a package which lasts about 12 months.

d. During the PWO course, all students are trained generically and no longer streamed, although they will be assigned to their first ships in order to achieve Role Performance Standard (RPS). Limited options may be available to subsequently train as a PWO(N). Following at least one seagoing warfare assignment and achieving RPS, most PWOs have the opportunity to serve ashore. Apart from periods of shore-based training, this is likely to be the first shore assignment since promotion to the Officer Corps. Mainstream X officers will be competing for promotion with other warfare officers on merit but they have a much greater opportunity to achieve higher rank and a more diverse career than that available to their more specialist peers. This includes sea command. Competition is strong, however, so only the most able are likely to emerge successfully from the selection process.

e. MCD ratings selected to enter the MCD Officer cadre will be expected to remain in that specialisation although, in consultation with the Career Manager, PWO training will remain an option. The MCDO cadre has opportunities to promote to OF3, but officers require the PWO qualification to promote to OF4 and beyond.

2. Deep Specialist Warfare Officers Career

a. There remains a limited specialist requirement for ISC officers for Intelligence, METOC, etc. specialisations. The requirement for officers in these specialisations is relatively small and assignments and promotion prospects are more limited, so ratings who are considering this path may wish to discuss these issues with the appropriate Recording Authority (listed at Annex 50A) prior to requesting to become a candidate. There is no requirement for Specialist candidates to obtain a NWC or eyesight waiver.

b. Following Phase 1 training, the Specialist X officer will conduct the relevant sea training package and phase 2 training course before taking up their first complement assignment. Although they have a liability for sea service and Operational Tours, the majority of their employment will be ashore within their specialist area with very occasional opportunities for broadening. Deep Specialist X Officers will not receive any training in watch-keeping and will not be employed as an OOW. With promotion to requirement the main driver after merit, the prospects for promotion beyond Lieutenant Commander are limited for deep specialist warfare officers.

c. The General Service Warfare Intelligence (GSX INT) sub-specialisation, which subsumed the Electronic Warfare Deep Specialisation, was established in 2009. The GSX INT sub-specialisation has a strength of approximately 160 officers. ISC candidates will compete for promotion alongside their direct and sideways entry counterparts who have specialised after joining the Trained Strength. Deployable, sea and shore liability is increasing as intelligence becomes mainstream in the RN and Joint operations and broader career profiles, including Common Appointments, are possible. All GSX INT officers have the opportunity to reach OF5 rank based upon merit.

3. Warfare (ex-Warrant Officer) Officer's Career

a. There is a limited requirement for specialist officers to commission from Warrant Officer. As the requirement for officers in these specialisations is relatively small, however, and assignments and promotion prospects more limited, ratings who are considering this path may wish to discuss these issues with the appropriate Recording Authority (listed at Annex 50A) prior to becoming a candidate. There is no requirement for candidates to obtain a BWC or eyesight waiver.

b. Officers will join BRNC for Phase 1 training before taking up their first complement assignment. Where appointing profiles allow, they will then be assigned to the Initial Command and Staff Course (Maritime) (ICSC(M)) and extant Maritime Planning Officer training course, or the Joint Operational Planning Course before taking up their first complement assignment. A typical career is at Figure 50B-1.

Figure 50B-1. Typical Career Path

c. Although they have a liability for operational deployments, the majority of their employment will be ashore within their specialist area with very occasional opportunities for broadening. With promotion to requirement the main driver after merit, the prospects for promotion beyond Lieutenant Commander are extremely small for specialist Warfare officers.

4. Acknowledgement

Appendix 1 or Appendix 2 to this Annex as applicable, are to be signed by all potential X officers.

APPENDIX 1 TO ANNEX 50B

ACKNOWLEDGEMENT OF CAREER IMPLICATIONS FOR MAINSTREAM WARFARE OFFICERS ON THE ADVANCED PATHWAY

1. I hereby sign that I have read BRd 3(1) Chapter 50 Annex 50B paras 1a-e inclusive and acknowledge that a career as a mainstream Warfare Officer involves successive sea assignments (usually until reaching mid seniority Lt Cdr) and that the GS Arm career path will be OOW followed by PWO, even if selected for another specialisation during the early stages of a career as an officer.

Signed ..... Name .....

Rank/Rate ..... Date .....

This form is to be forwarded to BRNC for inclusion in the officer's E190.

APPENDIX 2 TO ANNEX 50B

ACKNOWLEDGEMENT OF CAREER IMPLICATIONS FOR WARFARE OFFICERS EXTRACTED AS A WARRANT OFFICER

1. I hereby sign that I have read BRd 3(1) Chapter 50 Annex 50B Para 3a-c inclusive and acknowledge that a career as a specialist Warfare officer (GS or SM) may involve sea assignments or Loan Foreign Service (LFS).

Signed ..... Name .....

Rank/Rate ..... Date .....

This form is to be forwarded to BRNC for inclusion in the officer's E190.

ANNEX 50C

GENERAL SERVICE AND SUBMARINE ARM ENGINEER OFFICERS - CAREER EXPECTATIONS

1. General

a. Marine and Weapon Engineer officers' career expectations and reach are affected primarily by the age of the officer on commissioning.

b. Broadly speaking, those aged 39 and under on commissioning should have expectations similar to their Graduate Entrant contemporaries, although the number of promotions to the rank of Commander and above will clearly be proportionally fewer. Those aged 40 or over on commissioning should probably have slightly more restricted expectations, due to time available, especially in terms of undertaking a Charge Assignment, and prospects for promotion to Commander.

2. Engineer Officers' Career Expectations - Age 39 and Under on Commissioning

a. On completion of Initial Officer Training at BRNC and the Lead Schools, officers will be career managed in the same way as graduate entrants. They are required to obtain a 'recommendation for Charge' in their first complement assignment, before undertaking the recognised foundation stage career through a range (2 to 4 in number) of core branch and broadening assignments. Once selected for promotion to Lieutenant Commander they should reasonably expect to complete a Professional Command Assignment. Progress thereafter is merit based.

b. Late promotion to Lieutenant Commander may preclude selection for a Charge Assignment. The Career Manager makes this discretionary decision, based primarily on the availability of Professional Command Assignments whilst balancing the Service requirement, career development needs and personal preference.

3. Engineer Officers' Career Expectations - Age 40 and Over on Commissioning

a. Those officers aged 40 or over on commissioning will invariably need to be slightly more limited in their career expectations. Whenever possible, they will be employed in the same way as their younger counterparts.

b. Where it is unlikely that the individual, on account of their age on commissioning and/or their age of promotion to Lt Cdr will have time to state a credible case for promotion to Commander, there may still be sufficient opportunity to conduct an SO2 Professional Command appointment subject to the Career Manager's discretion iaw Para 2.b.

c. Where it is unlikely that an individual, on account of their age on commissioning, will have an opportunity to be promoted to Lt Cdr and complete a Professional Command Assignment, special career progression arrangements may be considered, depending on the Service need and in particular the availability of First Complement Assignments.

d. It is crucial that prospective candidates receive accurate advice on their career opportunities an Engineer Officer. Anyone advising a potential or recorded candidate should ensure that the individual understands the above information. If further information is required, advice should be sought from the relevant Engineer Profession Career Manager.

ANNEX 50D

AIR ENGINEER OFFICERS - CAREER EXPECTATIONS

1. General

a. Air Engineer officers' career expectations and reach are affected primarily by the age of the officer on commissioning.

b. Broadly speaking, those aged 39 and under on commissioning should have expectations similar to their Graduate Entrant contemporaries, although the number of promotions to the rank of Commander and above will clearly be proportionally fewer. Those aged 40 or over on commissioning should probably have slightly more restricted expectations, due to time available, especially in terms of opportunity for a Professional Command Assignment, and prospects for promotion to Commander.

2. After Commissioning - Professional Command

a. On completion of Phase 1 Training at BRNC and RNAESS, officers will be career managed in the same way as graduate entrants. They are required to obtain a 'recommendation for Professional Command' in their first complement assignment, before undertaking the recognised Foundation Stage Career through a range (2-4 in number) of core Specialisation and broadening assignments. Once selected for promotion to Lieutenant Commander they can reasonably be expected to complete a Professional Command Assignment.

b. Late promotion to Lieutenant Commander may preclude selection for a Professional Command Assignment. The Career Manager makes this discretionary decision, based primarily on the availability of Professional Command Assignments whilst balancing the Service requirement, career development needs and personal preferences.

3. Aged 40 and over on Commissioning

a. Those officers aged 40 or above on commissioning will invariably be slightly more limited in their career opportunities. Whenever possible, they will be employed in the same way as their younger counterparts.

b. Where it is unlikely that the individual, on account of their age on commissioning and/or their age of promotion to Lt Cdr, will have time to state a credible case for promotion to Commander, there may be limitations in their ability to complete Professional Command Assignments.

c. Where it is unlikely that an individual, on account of their age on commissioning, will have an opportunity to be promoted to Lt Cdr and complete a Professional Command Assignment, special career progression arrangements may be considered, depending on the Service need and in particular the availability of AAEO/DAEO First Complement Assignments.

d. It is crucial that prospective candidates receive accurate advice on their career opportunities as an Air Engineer Officer. Anyone advising a potential or recorded candidate should ensure that the individual understands the above information. If further information is required, advice should be sought from either the AE Profession or Career Manager.

ANNEX 50E

LOGISTICS OFFICERS - CAREER EXPECTATIONS

1. General

a. Logistics officers' career expectations and reach are affected by the age of the officer on commissioning.

b. Broadly speaking, those aged 39 and under on commissioning should have expectations broadly similar to their Graduate Entrant contemporaries, although the number of promotions to the rank of Commander and above will clearly be proportionally fewer. Those aged 40 or over on commissioning should probably have slightly more restricted expectations, due to time available, especially in terms of the opportunity for a Professional Command Assignment, and prospects for promotion to Commander.

2. After Commissioning - Professional Command

a. On completion of Phase 1 Training at BRNC and the Defence School of Logistics and Administration (DSLA), officers aged under 39 will be career managed in the same way as graduate entrants, with early assignments providing professional broadening. If selected for promotion to Lieutenant Commander, provided they have obtained a positive 'recommendation for Professional Command' during their previous sea assignment(s), and dependent on selection by the Logistics Professional Command Board (LPCB), they should reasonably expect to complete a Professional Command Assignment.

b. Late promotion to Lieutenant Commander may preclude selection for a Professional Command Assignment. The PCSB(L) makes this discretionary decision, based primarily on the ability of the individual and availability of Professional Command Assignments – whilst balancing the Service requirement, career development needs and personal preferences.

3. Aged 40 and Above on Commissioning

Those officers aged 40 and above on commissioning will invariably need to be slightly more limited in their career expectations. They will be employed in the same way as their younger counterparts, with the caveat that they will have limited opportunities for a Professional Command Assignment. This does not mean that they will not be considered. Normal career progression should see them promoted to Lieutenant Commander over the age of 43, which will leave them with less time to state a credible case for promotion for Commander. The performance of certain officers may warrant an exception being made to this general approach.

4. Advice to Candidates

It is crucial that prospective candidates receive accurate advice on their career opportunities as Logistics Officer. Anyone advising a potential or recorded candidate should ensure that the individual understands the above information. If further information is required, advice should be sought from either Logistics Profession or Career Manager.

5. Royal Navy Welfare (RNW) Social Work Degree Scheme (SWDS)

a. **Eligibility.** The SWDS is open to confirmed RNW ranks who have completed a minimum of 3 years following passing DSWWC in positions associated with RN FPS specialist welfare casework. Candidates must pass the AIB and the RN FPS Professional Board prior to the FSB. If extracted, and not held already, they will undertake a Social Work Degree (second and third years) at a specified university. Candidates will undertake their degree training as Senior Ratings or SNCOs.

b. **Academic Qualifications.** The minimum academic requirements are DSWWC and GCSEs at Grades A* - C (4 - 9) in english and mathematics or certified equivalents.

c. **Remuneration.** Whilst studying, SWDS candidates are paid at their basic salary depending on the rank/rate held. On joining BRNC, candidates will enter the officer stream and will be awarded the appropriate rank and pay.

d. **Return of Service.** See Chapter 53.

ANNEX 50F

ROYAL MARINES SCC OFFICERS - CAREER EXPECTATIONS

1. Senior Corps Commission Entry

a. All SCC candidates must have reached the minimum rank of Corporal, be aged over 26, but have a minimum of four years to serve as an officer until their retirement date from the first day of the month that their officer training is expected to commence. The minimum general educational qualifications required of a SCC candidate are four GCSEs at Grade C, or better, including English Language and Mathematics. The selection procedure for promotion to the Officer Corps follows the RN SUY boarding system; candidates attend the AIB and, if successful, are then considered by the Final Selection Board (FSB) for officer entry.

b. SCC officers enter the Corps on a RM Initial Commission of eight years (IC 8) and undertake the SCC Course, which is currently held annually between January and April each year at CTCRM. The number of commissions in the General Service (GS), the RM Band Service (RMBS) and the SBS is dictated by the requirement.

2. SCC Employment

a. GS SCC officers are commissioned specifically to undertake roles in G1 and G4[1], thereon providing the bedrock of desk-level expertise at unit and headquarters' level. SCC Officers in the RMBS and SBS will fulfil wider specialist employment within their SQ, although some positions may be within the G1/G4 field.

b. As a general rule, the Career Managers will seek to provide each SCC officer with two or three G1/G4 assignments prior to entering the OF3 promotion zone[2]. Upon completion of initial training all SCC officers will undertake a mainstream G1 or G4 role[3] in their first full assignment. In their second full assignment, subject to position availability and the Service's requirements, SCC officers may compete for some broadening positions. Thereafter, a SCC officer will undertake further, more demanding, G1 and G4 assignments[4] to build competency and experience to allow for an accurate assessment of suitability for promotion to Maj, and potential for subsequent employment in G1 and G4 positions as an SO2.

3. SCC Age and Promotion

a. Applicants for a SCC must have the recommendations from their chain of command. The younger a SCC officer is commissioned, the more time and opportunity they have to reach higher rank. As a general guide, if a rank seeks promotion to OF3, they must be commissioned by the time he is 40 years old to avoid being Out of Zone (OOZ) for promotion (aged 47). Similarly, ranks aspiring to OF4 must be realistically commissioned by age 38 to avoid being OOZ.

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[1] There is a preponderance of G4 positions, vice G1, and this is where officers are likely to be employed for the most-part, hence G1 being second in terms of likelihood only, not importance.
[2] After 6 years as a substantive Capt.
[3] MTO, QM(T), UIRO, Sqn AO are examples.
[4] SO3 G4 Ops (HQ 3X), SO3 N4 Ops (CAF), AO (RMR), SO3 RCMRM (NPT(RM)) are examples.

b. Promotion is based on merit and SCC officers not only compete against each other, but also against their Direct Entry peers to fill a range of positions at the next higher rank, including the mainstream G1/G4 positions.

4. SCC Officer Attendance at ICSC(L)

Attendance at ICSC(L) is not assured and Career Managers will use their discretion dependent on a SCC officer's age on promotion to OF3, balanced against the Service's interest. The cut-off is generally 45 years old due to there being a very slim chance of promotion to OF4 for any SCC officers of that age or older.

ANNEX 50G

ISC SCHEME - AIB NOMINATION FORM

1. All RN and RM candidates are to be nominated by completion of this form which should be submitted to the relevant Recording Authority (contact details are listed at Annex 50A)

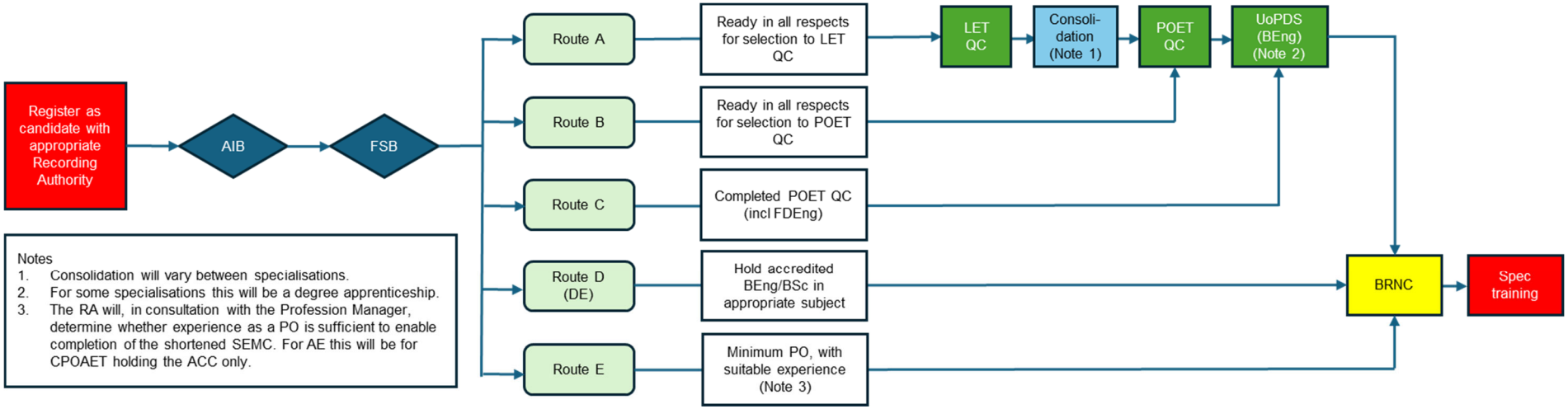
2. AIB Applicant Information

Rate/Rank	
Forename(s)	
Surname	
Service number	
Date of birth	
Civilian Email Address	
Personal Mobile Number	
Unit	
Current Career Manager email address	
Date of first expression of interest in ISC scheme entry	
Date Divisional Officer contacted Recording Authority	
Is applicant intending on entering on the Primary, Intermediate or Advanced pathway?	
Profession, arm and specialisation preference[1]	
AIB non-availability dates	
Forthcoming assignments(FAD)	
Is the applicant undergoing a course of instruction leading to the required educational qualifications or awaiting results? If yes, give details	
In submitting this application to attend AIB, I confirm that the information on this form is correct. I have discussed this application with my Divisional Officer/Troop Commander and understand the requirements of AIB and the officer training scheme. **Applicant's signature and date:**	
I confirm that (rate/rank/name) ……. has my support to attend AIB at the earliest opportunity. **Commanding Officer's rank/name/initials:** **Commanding Officer's signature and date:**	

[1] In the event of a change of preference at a later date, a new Annex 50H must be completed.

ANNEX 50H

ENGINEERING TECHNICIAN - ROUTES TO OFFICER



Notes
1. Consolidation will vary between specialisations.
2. For some specialisations this will be a degree apprenticeship.
3. The RA will, in consultation with the Profession Manager, determine whether experience as a PO is sufficient to enable completion of the shortened SEMC. For AE this will be for CPOAET holding the ACC only.

1. Failure Criteria

a. A candidate who fails to pass Qualifying Courses or who, for whatever reason, is deemed unsuitable for continued training towards becoming an officer will be returned to their specialisation in the last substantive rate held and employment commensurate with their QC achievement. Those candidates who have been selected for promotion to the next higher rate will be promoted at the Common Promotion Date once all the pre-promotion requirements are met.

b. Personnel failing on academic grounds, following the Training Establishments' (TE) normal warning processes, will have the opportunity to reapply at a later date. They may apply to re-enter from the beginning of the same or via an alternative route.

2. Rank and Pay

Ratings selected for any route will retain their current rate and pay throughout the training process until joining BRNC. They will not be eligible for selection to the next higher rate but will receive incremental pay awards in accordance with the regulations for their specialisation. Where the necessary qualifications cannot be achieved due to the training programme, waivers may be sought from the relevant Profession Manager who will assess each application on its own merits. On joining BRNC, candidates will enter the officer stream and will be awarded the appropriate rank and pay.

3. Return of Service

All stages of training may attract a ROS and these run concurrently through each of the routes.

4. UoP BEng may be achieved through a Degree Apprenticeship.

ANNEX 50I

UY(E) UNIVERSITY OF PORTSMOUTH DEGREE SCHEME - ACADEMIC QUALIFICATIONS

Degree	Eligible Specialisations	Academic Requirement	Enabling Subjects to be completed before start at University of Portsmouth (Delivered by the University of Portsmouth)
BEng(Hons) in Electronic Engineering including Degree Apprenticeships leading to the same Degree	WE (GS & SM) AE	Complete HND with minimum of 8 'H' level analytical based units at Merit that must include the following units: Unit 3: Analytical Methods Unit 23: Combinational & Sequential Logic Unit 8: Data Communication & Networks Unit 5: Electrical & Electronic Principles Unit 25: Electronics Unit 9: Microprocessor Systems	UoP Bridging Programme: Maths Element Microcontroller Element C-Programming Element
BSc in Mechanical & Manufacturing Engineering Course	ME (GS, SM (L & M)) WE (GS & SM)	Complete HND at Pass level <u>OR</u> Complete FD (ME only)	Complete Mathematics enabling course
BEng(Hons) in Mechanical & Manufacturing Engineering Course	AE ME (GS, SM (L & M))	Complete FD (ME Only), **OR** Complete HND with a minimum of 8 'H' level analytical based units at Merit that must include: Unit 3: Analytical Methods Unit 2: Engineering Science Unit 18: Mechanical Principles Unit 10: Marine Engineering Thermodynamics Unit 7: Fluid Mechanics **OR** Unit 8: Further Aerodynamics	Complete Mathematics enabling course

(Continued

UY(E) UNIVERSITY OF PORTSMOUTH DEGREE SCHEME - ACADEMIC QUALIFICATIONS (Continued)

Degree	Eligible Specialisations	Academic Requirement	Enabling Subjects to be completed before start at University of Portsmouth (Delivered by the University of Portsmouth)
BEng(Hons) in Electronic Engineering	WE (GS & SM) AE	Complete HND with minimum of 8 'H' level analytical based units at Merit, that must include the following units: Analytical Methods (BTEC Code 21717P) Combinational & Sequential Logic (BTEC Code 8685R) Data Communication & Networks (BTEC Code 9526M) Electrical & Electronic Principles (BTEC Code 21759P) Electronics (BTEC Code 21762P) Microprocessor Systems (BTEC Code 21794P)	UoP Bridging Programme: Maths Element Microcontroller Element C-Programming Element
BSc in Mechanical & Manufacturing Engineering Course	ME (GS, SM(L & M)) WE (GS & SM)	Complete HND at Pass level	Complete Mathematics enabling course
BEng(Hons) in Mechanical & Manufacturing Engineering Course	AE ME (GS, SM(L & M))	Complete HND with a minimum of 8 'H' level analytical based units at Merit, that must include: Analytical Methods (BTEC Codes 21717P, 21717) Engineering Science (BTEC Codes 21718P, 9499M) Mechanical Principles (BTEC Codes 21793P, 9503M) Engineering Thermodynamics (BTEC Codes 21769P, 9521M) Fluid Mechanics (BTEC Code c-d 21520P) OR Further Aerodynamics (BTEC Code 21773P)	Complete Mathematics enabling course
BSc(Hons) in Computer Networks and Security Course	WE (GS) - ET(CIS)	Complete FD ET(CIS) only OR similar academic Quals as required by UoP for Legacy CIS	

ANNEX 50J

WARFARE PROFESSION ADVANCED PATHWAY EXPERIENCE FEEDBACK FORM

WARFARE PROFESSION ADVANCED PATHWAY EXPERIENCE FEEDBACK FORM *(Downloadable version available in BRd 3(1) Forms Section)*