

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

The Upper Yardman (UY) and RM Corps Commission (CC) schemes are designed to provide opportunities for the promotion of young ratings and other ranks to commissioned rank. Personnel seeking promotion to the Officer Corps via these schemes will be in competition with non-Service candidates. For older and more experienced ratings and other ranks there are the Senior Upper Yardman (SUY) and Senior Corps Commission (SCC) schemes, details of which can be found at [Section 3](#). The SUY/SCC scheme includes the Royal Navy Welfare specialisation.

5002. Selection

All officer candidates must pass selection by the Admiralty Interview Board (AIB), which acts as the primary method of determining officer potential. Those UY/CC candidates recommended by the AIB are subsequently considered for selection to enter Britannia Royal Naval College (BRNC) Dartmouth or Commando Training Centre Royal Marines (CTCRM) Lympstone, by a Final Selection Board (FSB) chaired by the Commander AIB. For SUY/SCC candidates, Selection Boards take place by branch, chaired by an appropriate Commander RN of the branch concerned or Colonel RM for SCC candidates. Selection to either scheme is subject to the requirements of the Service. The probability of selection to BRNC/CTCRM will vary depending upon branch/arm/specialisation.

5003. Branch and Specialisation

Ratings and other ranks may apply to be considered for any officer branch and, where appropriate, arm and specialisation, providing that they are able to satisfy the entry requirements. Their first choice of branch/arm/specialisation does not preclude them from being assessed for alternatives when appearing before the AIB. There are no guarantees that successful candidates will be offered the branch, arm or specialisation of their choice. UY (Engineering) (UY(E)) candidates may state a preference for specialisation within the Engineering branch. However, if successful at the AIB, they will be considered as an Engineering candidate and will be selected to, and offered a commission in, an Engineering specialisation subject to requirement. The offer of a commission may also be conditional on accepting service in submarines.

5004. Commission

Successful candidates will be selected for an Initial Commission Stage (ICS) of 12 years with the exception of QARNNS officers, for whom the ICS will be 6 years.

5005. Commission Transfers

Time and recommendations permitting, there will be opportunities to be considered for transfer to longer commissions, eg. 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. SUY and SCC 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. 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 may also consult the relevant Recording Authority through their Divisional Officer. Further advice may also be sought from the relevant Branch Manager. It is of paramount importance that potential candidates are identified early in order to be able to take advantage of the UY and CC schemes.
- b. **Encouragement.** All candidates are to be given every encouragement, help and advice to reach the required standards.
- 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 all of the opportunities available and that they have realistic expectations of the schemes. See also [Annex 50B](#) to [Annex 50F](#) for briefing on career expectations of SUY/SCC officers in each branch.
- d. **RM Initial Selection.** RM candidates are initially selected by a Unit Board and their names are then forwarded to the Corps Colonel at CTCRM to be placed on the list of candidates.

5007. UY/SUY and CC/SCC Recording Authorities Organisation

Each officer branch 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 Branch 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 Branch Manager as necessary.
- f. Actively promoting the SUY scheme 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.
- g. Acting as secretary to the relevant Selection Board for SUY/SCC candidates.

5008. Reporting Procedures

See Chapter 57.

5009. The Admiralty Interview Board

(See [Annex 50G](#) for pre-requisite actions for attendance at AIB).

a. **Applications.** All candidates who meet the required criteria undergo the 2½ day assessment process at the AIB. Applications for recommended qualified candidates, who have been confirmed as eligible by the appropriate Recording Authority, are to be made by completing the form at [Annex 50H](#) which should be submitted to the Commanding Officer, AIB, HMS SULTAN and copied to the relevant Recording Authority (contact details as shown at [Annex 50A](#)):

b. **Timing and Documentation.** COs will normally be informed of the date of the Board at least one month in advance. It should be noted that completed AIB 3-part documentation ([Annex 50I](#)) and Form Q104a should be forwarded to the AIB. These forms must arrive no later than 2 weeks before the candidate is due to appear at the Board. Late receipt of documents may lead to a delay in a candidate's attendance at the Board. For RM SCC candidates, PROMWORM collates the documentation. The normal waiting time for an AIB is no more than 3 months.

c. **Joining Instructions.** AIB will forward joining instructions, Form Q104a, a copy of the 'How to succeed and become an Officer' and Psychometric Test Battery Guide to candidates explaining the assessment procedure.

d. **Number of Attempts.** Candidates may be allowed a maximum of 3 attempts at the AIB, each appearance being separated by a minimum period of 12 months, provided they continue to remain eligible by age, educational qualifications etc. If a candidate fails the AIB for a third time, their CW candidature will automatically be cancelled.

e. **Board Results.** On completion of the assessment process, candidates will be informed whether they have been recommended for selection or not.

f. **Board Failure.** Unsuccessful candidates will be given a reason for their lack of success. A recommendation may be made for a further appearance in not less than 12 months and normally not more than two years. The AIB will also send a letter to the candidate's CO. This letter will identify the candidate's weak areas.

g. **UY Aircrew Only**

(1) Aircrew candidates who are successful at the AIB will be sent to RAF Cranwell for an aircrew medical arranged by their unit/establishment PMO (2013DIN01-187 refers).

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

h. If a SUY or SCC candidate's chances of final selection would be enhanced by improving the AIB Final Board Mark (FBM), CAIB may accept an application for a further attempt providing 1 year has elapsed from the first appearance. The recommendation for the successful candidate to board again should be made by the CO in consultation with the relevant Recording Authority. It should be noted that an inferior performance at the second Board could be detrimental to the candidate's final chance of selection.

i. **Validity of AIB Pass.** A pass at the AIB is valid for 5 years for SUY officers and 12 month for UY officers.

5010. Failure to Complete Officer Training

a. With the exception of UY(E) candidates who have completed the University of Portsmouth degree course (see Para 5013 [sub para a](#), Para 5306 and Para 5402 sub para k), individuals promoted to the Officer Corps through the UY/CC and SUY/SCC schemes who fail to make satisfactory progress and are compulsorily withdrawn from training may request to revert to their former rating or other rank branch/specialisation as an alternative to leaving the Service. 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 branch/specialisation as an alternative to leaving the Naval Service entirely. Approval to revert is subject to the discretion of the relevant Branch Manager and cannot be guaranteed. Once an officer joins the trained strength, they will no longer have the option of reverting to the ranks.

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 ranging 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 branch/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 CNPers. 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 (or Chief Petty Officer for legacy Artificers) is attained, at which point seniority, but not pay, may be antedated by the amount of time spent out of the branch.

- 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 - UY/CC SCHEME**5011. General Criteria**

All candidates must fulfil the following criteria:

- a. Be recommended by their CO (SBS(LE) candidates can only be recommended by 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.
- d. Have not exercised, or be in the process of exercising, their notice option to leave the Service.
- e. Be in date for their RNFT/appropriate RM Fitness Test (to be recorded on JPA) on attendance at the AIB.
- f. Have completed the AIB 3-part documentation (See [Annex 50I](#)).
- g. Satisfy the required educational criteria at Para 9638 and Para 9639.

5012. Age Criteria

- a. **Age on Entry to the Officer Corps.** Candidates for UY/CC schemes must be aged over 17 and below the ages given below on the first day of the month that initial officer training commences.
 - (1) Warfare (excluding Aviation) – age 30.
 - (2) Engineering (including TM) – age 35.
 - (3) Logistics – age 32.
 - (4) Warfare (Aviation), QARNNS and Royal Marines – age 26.
- b. **Age Overlap.** For most branches, the age limits above result in an overlap between the UY/CC and SUY/SCC schemes. Where a potential officer candidate's age falls within the overlap period, Recording Authority advice should be sought to determine which officer training route (UY/CC or SUY/SCC) is most appropriate for the individual. Due consideration should be given to factors such as the individual's age, qualifications, experience and personal qualities.
- c. **Age Waivers.** In exceptional circumstances, consideration may be given to granting an age waiver. COs should submit any case, which is considered to deserve exceptional treatment to the appropriate Requirements Manager for a decision.

5013. UY(E) University of Portsmouth Degree Scheme

- a. **Eligibility.** The UY(E)UoPDS is open to Engineering Technicians (including former Artificers) and source branch CIS ratings who are studying, or have completed, Engineering BTEC HND or Foundation degrees. 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 Portsmouth University. Candidates will undertake their degree training as ratings.
- b. **Academic Qualifications.** The academic requirements and pre-entry studies for UY(E)UoPDS are shown at [Annex 50K](#). 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, UY(E)UoPDS candidates are paid at their basic salary depending on the rate held. They may be promoted or (for those former Artificers with preserved rights) advanced, until such time as they join BRNC.
- d. **Post Degree Training.** After graduation, UY(E)UoPDS candidates will undertake Initial Naval Training (Officers) at BRNC followed by professional training (SEMC) (see BR 8374 Chapter 2).
- e. **Financial Commitment and Training Return of Service.** See Para 65303 sub para c.

5014. Medical Criteria

- 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.
- b. **UY.** Entry requirements are as per below but, due to the arduous nature of the INT(O) course, all UY must be in date RNFT and BMI/WC must be within the parameters below. Furthermore, due to the duty of care which 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.

Age (year)	BMI/WC			
	Male and Female Minimum	Male and Female Maximum	Male Maximum with Additional Assessment	Female Maximum with Additional Assessment
18+	18	28	32	30
16 to <18	17	27	27	27

The additional assessments required are measurement of waist circumference and satisfactory aerobic fitness. For males, waist circumference must be less than 94 cm; for females, waist circumference must be less than 80 cm. These requirements are based upon both research into risk of and type of training injuries, and the health effects of the extremes of BMI. It is generally considered that health becomes an issue when the BMI is outside of a range of 18-30 and the health effects of being underweight or overweight are well known. However, the overall fitness and functional capacity of the individual should also be considered. For example, some individuals, such as body builders, who are lean but have a high BMI due to a high lean body mass, may be suitable for service. There is also clear evidence of a significantly increased risk of musculoskeletal injury (particularly during military training and in females) in those with a low BMI. Similarly, there is evidence that, in individuals with a high BMI, there is decreased muscle endurance and an associated increase in fatigue.

c. **SUY.** In conjunction with BR1750A, SUYs must be in date for RNFT on presentation at AIB and BRNC. Due to the nature of the SUY course and the duty of care which 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.

5015. Aircrew – Additional Criteria

a. In addition to the general selection qualifications starting at [Para 5011](#), Aircrew candidates are required to attend the Officer and Aircrew Selection Centre (OASC) at RAF Cranwell to undergo Flying Aptitude Tests (FAT) prior to attending the AIB. Before submitting an application to undertake the Flying Aptitude Tests, an application must have been made to the AIB and eligibility confirmed by the Recording Authority. Those who reach the standards required by FAT will then proceed to the AIB to be assessed for the Aircrew entry.

b. Candidates who do not meet the FAT standard will receive counselling from the Senior Naval Officer RAF Cranwell regarding their potential future career paths. If the candidate is still considered suitable for entry into other alternative officer arms or specialisations, their parent unit may, if appropriate, request that the candidate is permitted to continue with their promotion opportunity and proceed to the AIB.

c. Candidates recommended by the AIB undergo the Aircrew Medical Examination the day following the Board. All successful aircrew candidates are subsequently considered for BRNC entry in either the Pilot or Observer specialisations by the FSB.

d. Aircrew candidates will undergo flying grading during their initial officer training. Pilot grading is conducted at RNAS Yeovilton, whilst Observer grading is conducted at RNAS Culdrose. Failure during flying grading will render the candidate unsuitable for flying duties and will result in the case being dealt with by BRNC.

5016. Air Traffic Control – Additional Criteria

a. In addition to the general selection qualifications starting at [Para 5011](#), ATC candidates are required to undergo ATC aptitude tests at the OASC, RAF Cranwell prior to attending the AIB. Aircraft Controller (AC) ratings who have completed ATC aptitude testing as an integral part of their AC training are exempt from the selection processes detailed in this Para. Before submitting an application to undertake the ATC grading, an AIB application must have been made and eligibility confirmed by the Recording Authority.

b. Candidates who do not meet the ATC selection standard will receive counselling from the Senior Naval Officer, RAF Cranwell regarding their potential future career paths. If the candidate is still considered suitable for entry into other alternative officer arms or specialisations, their parent unit may, if appropriate, request that the candidate is permitted to continue with their promotion opportunity and proceed to the AIB.

c. ATC grading of prospective candidates is undertaken during initial officer training. Failure during the ATC grading will render the candidate unsuitable for ATC duties and will result in the case being dealt with by BRNC.

5017. Royal Marines – Additional Criteria

a. In addition to the general selection qualifications starting at [Para 5011](#), RM candidates are required to attend and pass a 3 day Potential Officers' Course (POC) at CTCRM Lympstone prior to attending the AIB. During the POC, candidates will be briefed on the AIB procedures.

b. SBS(SCC) officers are incorporated in the RM(SF) Arm and as such are effectively a closed group for the purposes of the annual commissioning requirement; promotions and all assignments are tied to the UKSF Group or other dedicated SF posts.

5018. Training Management - Additional Criteria

a. In addition to the general selection qualifications above, starting at [Para 5011](#), TM candidates must have an honours degree or be in the process of gaining an honours degree, that is recognised within the UK.

b. 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 Branch 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.

5019. Period between AIB and Final Selection

Final allocation to each entry takes place 6-8 weeks before entry to BRNC. Selection for the UY(E) scheme takes place in Nov annually, with the closing date for applications to the AIB being 1 Sep. 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.

5020. Final Selection

- a. The names of all candidates considered suitable for officer training are submitted to the FSB, chaired by Commander AIB. Candidates must be qualified in all respects for promotion to the Officer Corps before final selection can be made. Those selected for entry into BRNC or CTCRM will be informed by the AIB through their COs.
- b. Selection of candidates is subject to the requirements of the Service and, consequently, some candidates may not be offered their preferred choice of branch, arm or specialisation.
- c. Candidates considered suitable for the UY(E)UoPDS will be provisionally selected to attend the university as a rating. Initial officer training will take place upon successful graduation.

5021. Rank and Seniority on joining the Officer Corps

See Para 4803 for the rules on the award of rank and seniority to UY and CC officers on entry pre and post 1 Sep 13 and Para 6633 for information relating to their subsequent promotion.

SECTION 3 - SUY/SCC SCHEMES

5022. Eligibility criteria for the SUY Scheme

Candidates for the SUY scheme must fulfil all the minimum criteria given below:

- a. Aged over 26 (30 for Engineer officers) on entry to the Officer Corps but see [Para 5029](#) for branch variations.
- b. Have completed a minimum of 12 months as a substantive Petty Officer, except for the Engineering Branch (see Para 5029 [sub para g](#) to [sub para l](#)), Logistics Branch (see Para 5029 [sub para m](#)), Communications Technicians (see Para 5029 b [sub para 4](#)), QARNNS (Para 5029 [sub para o](#)) and Medical Services (Para 5029 [sub para p](#)).
- c. Have a minimum of 4 years to serve as an officer until their final retirement date in the Officer Corps from the first day of the month that officer training is expected to commence.
- d. Be medically fit (see [Para 5027](#)).
- e. In date for the RNFT both on attendance at the AIB and arrival at BRNC.
- f. Meet the educational criteria ([Para 5024](#) and Para 9638 and 9639).
- g. Have at least 3 years' service since last Career Check (if any) preceding the date of application (see [Para 5026](#)).
- h. Have passed the Senior Rates Leadership Course (SRLC).
- i. Meet the Branch specific additional criteria ([Para 5029](#)).
- j. Be recommended by their CO.
- k. Accept a sea-going liability, where appropriate.
- l. Not have exercised, or be in the process of exercising, their notice option to leave the Service.
- m. Have passed the AIB (which necessitates completion of the AIB 3-part documentation (see [Annex 50I](#))).
- n. Have been selected by the appropriate SUY FSB prior to entry to BRNC.

5023. Eligibility criteria for the SCC Scheme

Candidates for the SCC scheme must fulfil all the minimum criteria given below:

- a. Aged over 26.
- b. Have completed a minimum of 12 months as a substantive Corporal (see Para 5029 [sub para n](#)).

- c. Have a minimum of four years to serve as an officer until their final retirement date in the Officer Corps from the first day of the month that officer training is expected to commence.
- d. Be medically fit (see [Para 5027](#)).
- e. In date for the RM Basic Fitness Test (BFT) both on attendance at the AIB and arrival at CTCRM.
- f. In date for the appropriate Junior Command Course (JCC) on attendance at the AIB and on arrival at CTCRM.
- g. Meet the educational criteria ([Para 5024](#) and Para 9638).
- h. Not have had a career check in the 3 years preceding the date of application (see [Para 5026](#)).
- i. Meet the Branch specific additional criteria ([Para 5029](#)).
- j. Be recommended by their CO.
- k. Accept a sea-going liability, where appropriate.
- l. Not have exercised, or be in the process of exercising, their notice option to leave the Service.
- m. Have passed the AIB (which necessitates completion of the AIB 3-part documentation (see [Annex 50I](#))).
- n. Have been selected by the appropriate SCC FSB prior to entry to CTCRM.

5024. SUY and SCC officers - Required Educational Criteria

Refer to Para 9638 and Para 9639 for further information.

5025. Assignment of SUY Candidates

Candidates for promotion to officer should be encouraged by their Divisional Officers/ SJAR Reporting Officers to complete their qualifications within as short a time as possible. As far as it is practicable to do so, this requirement should be borne in mind when the assignment of candidates who have obtained only a proportion of the required qualifications is considered. Preference forms should be annotated accordingly.

5026. Career Check

To be recommended for promotion to the Officer Corps, SUY and SCC candidates must have at least 3 years' service since their last Career Check (if any) preceding the date of application. A rating or other rank who is unable to satisfy this requirement may, however, be considered if deemed to be exceptionally deserving, or has distinguished themselves by special or meritorious service. Such cases are to be submitted to ACOS(PCap) through Administrative Authorities with a full report of the circumstances.

5027. Medical Criteria

- a. Personnel who wish to apply for promotion to the Officer Corps via the SUY and SCC schemes must have the medical category Medically Fully Deployable (MFD). The relevant section of the AIB 3-part documentation is to be completed and signed by a Medical Officer.
- b. Warfare Branch SUY candidates (excluding those for whom a Bridge Experience Certificate is not required under Para 5029 [sub para b](#)) are to have their eyesight examined and confirmed by the parent establishment for suitability for promotion as mainstream Warfare officers before applying to the AIB for the first time and on presentation at AIB.



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

c. Waiver of MFD Requirement

- (1) Personnel permanently medically downgraded at a Naval Service Medical Board of Survey (NSMBOS), whose retention in the Service has been approved by a Naval Service Medical Employability Board (NSMEB) and who remain Medically Limited Deployable (MLD) with a limited set of Joint Medical Employability Standards as laid down in Para 6908, may now seek a waiver of the above requirement. Existing SUY and SCC candidates who are permanently medically downgraded may also continue to be considered for promotion provided they remain no lower than MLD with caveats appropriate to their branch. Prior to consideration by the FSB, candidates must be fully qualified in all other respects.
- (2) Applications for SUY or SCC candidature, or continuation of candidature for candidates who are MLD should be made to CNPS for the attention of the appropriate Branch Manager. Each application will be considered by the Branch Manager 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 Branch Manager will consult the appropriate medical authorities, the Strategic Workforce Planner (Officers) and, as necessary, the relevant Career Manager and SUY/SCC Recording Authority, before approving the eligibility criteria waiver. If a medical waiver is granted, the relevant section of the AIB 3-part documentation ([Annex 50I](#)) must be completed and signed by the Branch Manager before the candidate attends the AIB. 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 Branch Manager who will review the situation further.

5028. Promotion to an Alternative Branch/Arm or Specialisation

a. SUY candidates of any specialisation who demonstrate the necessary academic, leadership and officer-like qualities required for commissioned rank may apply for promotion to the Officer Corps as mainstream Warfare, Logistics, Medical Services or Training Management officers provided that they possess the following:

- (1) Meet the general criteria detailed at [Para 5022](#).
- (2) Meet the requirements of the branch, arm or specialisation they are applying to join.
- (3) Are considered suitable by the relevant Branch Manager of the branch, arm or specialisation they are applying to join.

b. These criteria may be waived by the appropriate Branch Manager if that is considered to be in the best interests of the Service.

c. COs of ratings and other ranks who wish to change branch on promotion to the Officer Corps should apply to the appropriate Branch Manager who, in turn, will then arrange for such individuals to be interviewed to ascertain their suitability for branch transfer and ensure that they fully understand the ramifications of this change in their career route.

d. SUY candidates applying to change branch to Warfare will be required to meet the appropriate eyesight standard for Warfare officer before applying to the AIB, and subsequently gain a BEC prior to being considered at the FSB. Any candidate applying to change branch to deep specialist Warfare will be required to meet the appropriate criteria and to have had a career in that Deep Specialist area; this predominantly applies to other ranks becoming SUY(X) Communications deep specialists. A brief explanation of Warfare branch GS Arm SUY careers is at Para 5029 [sub para b](#) and [Annex 50B](#).

e. A candidate's selection of first choice branch when initially applying to be considered as a candidate for officer rank is, as a general rule, to be regarded as final. See Annexes to this Chapter for a brief view of career expectations of specialisations/branches. Transferring candidature to another branch may, however, be allowed at the discretion of the appropriate Branch Manager, subject to the requirements of the Service. Applications for transfer should be forwarded through the Administrative Authority to the appropriate Branch Manager, copy to the relevant original Recording Authority (RA). On receipt of approval, documents held by the former RA are to be transferred to the new authority. When a rating chooses more than one specialisation, a copy of the document sent to the RA of first choice should also be sent to the RA of the second choice to enable them to monitor the candidate; note that this is only permissible for certain specialisations, RAs can advise.

5029. Branch-Specific Additional Criteria

Additional qualifications required for entry into specific arms/specialisations, are as follows but note that, when appropriate, the FSB may waive or reduce the front line service requirements and the requirement for 1 year's service in the actual performance of a senior rating's duties.

a. RN Candidates (except Legacy Artificers)

(1) Have 2 years' sea or front line service, although the relevant Branch Manager may waive or reduce this where it is in the best interests of the Service or where a candidate has been prevented from achieving the requirement due to the exigencies of the Service.

(2) Have passed the Professional Qualifying Course for Petty Officer, hold the minimum rate of Petty Officer (see Para 5029 [sub para m](#) for Logistics branch candidates) and normally have completed 1 year performing senior rate duties. However, the relevant Branch Manager may waive or reduce this requirement where it is in the best interests of the Service.

b. **Warfare Branch - General Service.** The normal career path for Warfare(GS) mainstream officers recruited via the SUY route will be watch-keeping at sea (OOW) through to PWO. Whilst there is a very slight opportunity for certain Warfare(GS) Mainstream SUY officers to specialise FC, MCD, MW or HM, those recruited via the SUY route will normally be considered for PWO training at the earliest opportunity. More detail on the career path of both mainstream and deep specialist Warfare officers is at [Annex 50B](#). In addition to the criteria earlier in this Chapter, prior to selection by the FSB, candidates must have:

(1) **A Valid Bridge Experience Certificate (BEC).** The award or renewal of this Certificate should be communicated to the SUY Recording Authority. The tasks to be performed and the Certificate itself are contained in the Bridge Experience Task Book which is issued to relevant candidates by the Warfare(GS) mainstream SUY Recording Authority at the Maritime Warfare School (MWS). The Certificate will remain valid for 3 years from the date of award or renewal (the BEC requirement is not required for those candidates seeking promotion to the Comms, HM(M), RN Police, O, ATC and AV specialisations). Once the BEC has been obtained, potential SUY candidates are to ensure that they maintain Rule of the Road currency.

(2) Four years' sea service since the age of 17½ or date of entry if later;

(3) Passed the appropriate Professional Qualifying Course for Petty Officer and have had 1 year's sea service in the actual performance of senior rate duties. These criteria may be waived by NAVY PERS-BM WAR OF SO2 only when in the best interests of the Service, for example, when considering Front Line Service specialisations unable to complete sea service.

(4) **Intelligence Specialisation.** Successful completion of the Naval Intelligence Aptitude Board (NIAB) at the Joint Intelligence Training Group (Naval Intelligence Division), JFC Chicksands, prior to attending the AIB (candidates who have successfully completed the Joint Maritime Intelligence Course (JMIC) are not required to undertake NIAB). Candidates will normally be from the Warfare or RM Combat Intelligence/Communications Technician branches, but those from other branches able to demonstrate the necessary aptitude at NIAB may go forward to AIB and FSB as Intelligence candidates.

(5) **HM(H) Specialisation.** Completed the 'H2' course as part of the POSR/HM career course. This foundation degree will satisfy the educational requirements to join the Officer Corps in the H specialisation prior to attendance at BRNC and IWOC.

(6) **RN Police Specialisation.** (For RM Police Troop, see Para 5029 n [sub para \(4\)](#)). Divisional Officers and the Branch/Career Manager should consult with the SUYRA (RN Police) and RNP Spec Advisor (WO T&R HQ PM(N)) on potential RN Police and RM Police Troop Officer candidates' career development. If potential candidates cannot be employed in any of the qualifying employment areas below, Provost Marshal (Navy)(PM(N)) is to be consulted for a waiver which will only be granted in exceptional circumstances and in the best interests of the Service. In addition to the other criteria in this Chapter, prior to selection by the FSB, candidates must have:

(a) Successfully completed the Serious Crime Investigations Course (SCIC).

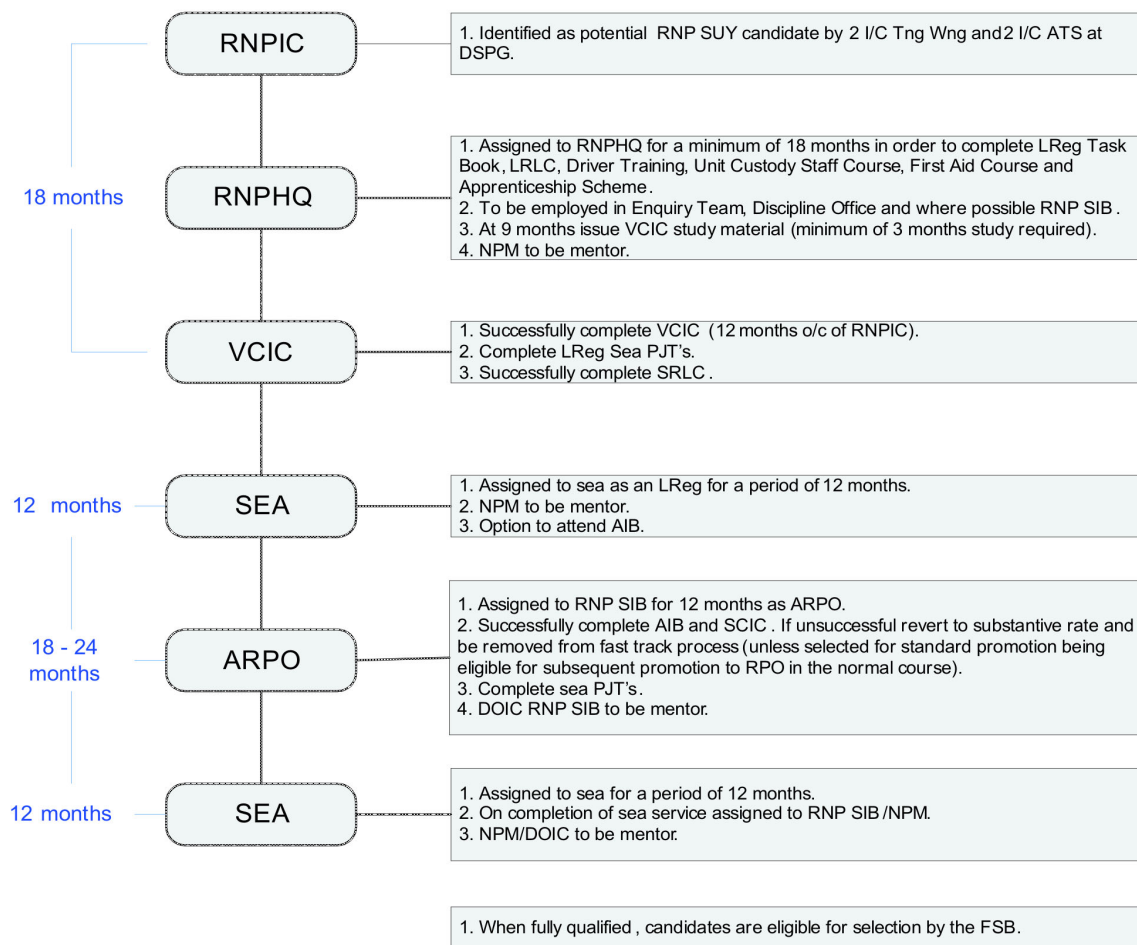
(b) On promotion to RPO, been employed in the RNP SIB for a minimum of 12 months and at sea for a minimum of 12 months.

(7) Where a candidate demonstrates outstanding potential for commission to RN Police Officer, they may be subject to the RNP SUY fast track route to RPO as detailed below.

(a) A RNP SUY candidate who has served on a sea going ship as a LReg and who is recommended for promotion may be assigned to a complement RPO position (RNP SIB or sea). Candidates who are provisionally selected under this arrangement are to be assigned to an appropriate position and rated Acting RPO.

(b) A LReg advanced under this arrangement is to be confirmed as an RPO at the end of 2 years' service. If not recommended, or the candidate fails to successfully complete the AIB and SCIC, or if found unsuitable before the end of 2 years, they will revert to their substantive rate, unless selected for standard promotion being eligible for subsequent promotion to RPO in the normal course.

RNP SUY FAST TRACK ROUTE



c. Warfare Branch – Submarine Service

(1) The rules for those wishing to be Warfare officers (SM) are as in Para 5029 [sub para a.](#) and [sub para b.](#) Candidates are taken from Warfare Branch specialisations, including Submarine Coxswains. Task Books will be issued to all new candidates by the Warfare(SM) SUY Recording Authority at the RNSMS.

(2) Prior to selection by the FSB, candidates must have a valid Submarine OOW Experience Certificate in any class of submarine, which is to be communicated to the SUY Recording Authority. Once this certificate has been obtained, potential SUY candidates are to ensure that they maintain Rule of the Road currency.

d. Warfare Branch - Fleet Air Arm: Observer, Aviation (AV) and Air Traffic Control (ATC) Specialisations. Prior to selection by the FSB and before attendance at the AIB, ratings/other ranks wishing to be considered for Observer duties must have successfully completed Flying Aptitude Testing and Observer grading. Results of aptitude tests and grading are to be forwarded to the FAA SUY Recording Authority (FSRA), copied to NAVY CSAV (for the attention of Pipeline Manager SO2). In addition, SUY Observer, ATC and AV candidates must also meet the following criteria:

- (1) **For Observer** - have achieved Certificate of Competence in either ASW or CDO Aircrewman (ACMN) roles.
 - (2) **For ATC** - have passed the Joint Air Traffic Controllers' Course in all disciplines and have subsequently achieved ATC validations in ADC/PAR/RA and RD. Candidates who are not professionally qualified through a lack of currency in the ATC disciplines may be considered by NAVY PERS-BMAV SO1 in consultation with FLEET AV SO1 ATC for selection to ATC. However, such cases will be considered on their merits and the overriding factor will be the requirements of the branch.
 - (3) **For AV** - have experience of working in an aviation related field that enables them to carry out a role normally undertaken by an SUY AV officer. Ratings/other ranks not from a FAA Warfare or AE branch should seek clarification of their eligibility from the FAA SUY Recording Authority at the first instance.
- e. **SUY Observer Age Limits.** Notwithstanding [Para 5022](#), the upper age limit for the SUY Observer specialisation is 34 years at the commencement of training at BRNC.
- f. **RM Candidates for SUY Observer/AV Duties.** RM candidates selected for SUY Observer/AV duties will enter BRNC and if successful will pass out as an RN officer.
- g. **Engineering Branch - General.** With the exception of the TM specialisation, the only avenue for promotion to Engineer Officer is via the route at [Annex 50J](#). Any candidate previously qualified as an Artificer must have a minimum of 3 years' service since being rated Petty Officer Artificer, of which 2 years must be in positions associated with maintenance tasks and normally to include a minimum of 12 months as a Chief Petty Officer in a sea or front line position (or second line squadron which includes front line tasking). They must complete a minimum of 6 months of the Artificer Qualifying Course before CW papers are initiated.
- h. **Marine Engineering (ME) or (MESM).** The minimum requirements to apply to the AIB are:
- (1) Age 21 or completed 6 months of the POET(ME)QC (whichever is the later).
 - (2) Educationally qualified. (see Para 9638)
 - (3) Recommended by their CO.
 - (4) Prior to selection by the FSB, in addition to the general criteria in this Chapter and Annex 96I, candidates must also have as a minimum, 3 years' service since being rated POETME, 2 years associated with maintenance tasks, plus 12 months' sea time as a CPOET(ME) on the day commencing officer training.
- i. **Fleet Air Arm (AE) (M) or (AV).** Candidates must have served for not less than 3 years since being rated POAET of which 2 years must be in positions associated with aircraft maintenance, in a sea position, front line squadron or a second line squadron which includes front line tasking.

j. **Weapon Engineering (WE) or (WESM).** Candidates must have served for at least 3 years since being rated Petty Officer of which 2 years must be sea going service or service in authorised complement positions.

k. **CIS Source Branch.** The CIS stream will have a number of different routes for SUY extraction which will be dependent upon the individual's source branch and if they have completed cross training.

(1) Source branch WE who are CIS stream and have not been through a conversion course can follow the existing path to SUY E(WE).

(2) Source branch CIS who have not been through a conversion course can follow the existing path to SUY X(C).

(3) ET(WE)(CIS) who have completed cross training and a POETQC will have the option to undertake either the X(C) or E(WE) route.

l. **Training Management (TM) Candidates**

(1) TM candidates must have an honours degree, or be in the process of gaining an honours degree, that is recognised in the UK.

(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 Branch 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.

m. **Logistics Branch.** Prior to selection by the FSB:

(1) **Logistic Source Branch Candidates**

(a) Must be at least a confirmed Petty Officer.

(b) Must have served for at least one assignment in a ship or establishment or on a staff where they are to be reported on by an officer of the Logistics branch. Where a candidate is educationally qualified but has not served as above, the fact is to be reported in writing by the rating's CO to NAVY PCAP-CM OR LOGS SO2 who will arrange an appropriate assignment.

(2) **Royal Navy Welfare Candidates**

(a) Must hold a Degree in Social Work and, if qualified post 2015, have completed the Assessed and Supported Year in Employment (ASYE).

(b) Must have 2 years post degree qualifying experience.

(c) Must have registered as a Social Worker with HCPC.

(d) Must have passed the Advanced Social Worker Selection Board (or recognised equivalent).

(3) **Transferees from other Branches**

(a) Must be at least a confirmed Petty Officer or Sergeant RM.

(b) Must apply to the Logistics Branch Manager, who will then arrange for an interview to be conducted to ascertain motivation towards, and suitability for, SUY candidature in the Logistics branch.

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

(4) **Age Waivers.** As always, no one route will suit all circumstances and age waivers for younger SRs to be considered SUY candidates, as well as older JRs, to be considered as UY candidates, can be made on a case by case basis. Age waiver applications are to be applied for by the DO of the potential candidate to the Logistics Branch manager, via the Logistics UY/SUY RA.

n. **Royal Marines and Royal Marines Band Service**

(1) In order to be considered for SCC extraction, RM and RMBS candidates must have served not less than 1 year as a substantive Corporal and meet all the criteria at [Para 5023](#). For consideration as a candidate for the SUY scheme, individuals must have served not less than 1 year as a substantive Sergeant and meet the criteria at [Para 5022](#).

(2) **Royal Marines Band Service.** SCC(B) candidates must also have obtained a LRSM/LRAM Conducting (Military Band) Diploma prior to attendance at the AIB and have qualified in all parts of the Bandmaster's examination. Recognised music diplomas are an acceptable alternative to two GCSE passes for SCC (B) candidates only.

(3) **SBS(SCC).** Only Swimmer Canoeist ranks will be considered for SBS (SCC) commissions and are required to be recommended by CO SBS. Generally, candidates will be selected for commissions from WO2 or CSgt rank to meet the pre-requisite SF experience requirement (although exceptions can be made to meet the needs of UKSF).

(4) **RM Police Troop.** The rules at Para 5029 b [sub para \(6\)](#) apply equally to RM Police Troop candidates wishing to be considered for RN Police SUY. However, the sea service requirement (Para 5029 b (6) [sub para \(b\)](#)) is to be substituted with 12 months' service as a Detachment Commander. This period may be accumulated.

o. **QARNNS.** In-Service candidates must hold a Level I or Level 12 registration with the Nursing and Midwifery Council (NMC) and have at least 2 years' appropriate clinical experience since qualifying. They must also have completed 6 months' preceptorship and a minimum of 6 months' service (total 1 year after being rated Leading Naval Nurse). At the discretion of the QARNNS Recording Authority, candidates may be deferred when there are already too many nominations or when, in the Recording Authority's judgement and with the agreement of the CO, a candidate is not yet ready to attend the AIB.

p. **Medical Services (MS)**

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

(2) Sideways Entry Candidates must apply in writing to the Medical Branch 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 branch 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 branch SUYRA.

(3) Exceptionally, MS officers may be recruited as direct entry officers from civilian applicants for specific posts identified by the Branch Manager, such as an Environmental Health Practitioner.

5030. AIB

The process for attendance at AIB is described at [Section 1](#). Candidates may appear before the Board in advance of achieving all the pre-selection qualifications provided they expect to be fully qualified within 12 months of attending the AIB. Candidates for TM officer 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 NAVY PERS-CM ENG TMSO1, will such candidates be permitted to attend the AIB without written evidence of their degree results.

5031. Final Selection Board (FSB)

a. The names of all the candidates considered suitable for officer entry by the AIB are passed to SUY 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 candidate and can advise on their preparation and achievement. Most FSBs include the appropriate Branch Manager and, in some cases, a Career Manager. These officers together with branch, arm and specialisation specific personnel are important members of the relevant Board.

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, primarily on the basis of merit to meet the numerical branch and, if appropriate, any specialist requirements. The requirement for this selection is also derived from the Service need which may, on occasion, limit the extraction from a donating branch in order to maintain sustainability of that branch. Merit is defined as suitability and capacity and having sufficient experience to be employed in at least the next higher rank. Therefore, promotion is not awarded for current and previous good performance. Factors such as consistency of success in delivery (especially in the face of particular challenges), leadership and management acumen, accomplishment with people, ability to make things happen, ability to think at a level above the peer group, potential flair for command and future employability in both specialist and broader assignments all constitute merit.

(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 SUY candidates need to serve for a particular period in order to be capable of qualifying and serving up to a particular level, then age is a legitimate factor to consider. 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 branch 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 on the basis of age, but rather merit together with the justifiable requirements and best interests of the Service.

(3) FSBs are to conduct their business in accordance with Defence Diversity and Inclusion requirements (see Chapter 30).

c. Provided that they have passed the AIB, all fully qualified SUY and SCC candidates will be considered on every occasion until they are promoted, cease to be eligible, or after five 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 SUY FSBs varies depending on the specialisation in question, the SUY and SCC FSB feedback process is to be standardised in a similar way to officer Promotion Boards and the same descriptors are to be used, as follows:

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

- (2) **B+**. Candidates who, in comparison with others of their branch and rank do not justify selection this time but 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 branch and rank, do not justify promotion this time but who are judged to have the potential to become serious contenders for promotion in the next 2 years.
 - (4) **C**. Candidates who are not currently showing the potential for promotion in the next 2 years.
 - (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.
- d. Amplifying detail should be added as appropriate. Recording Authorities should then record FSB results in order that future FSBs may be aware of the potential candidates' recent FSB results. This process should make it possible to provide appropriate advice to qualified SUY and SCC candidates in order to manage their expectations and enable better informed career decisions such as whether to keep going as an SUY; consider an alternative specialisation or suspend their candidature.
- e. **SUY/SCC Selection Process Timetable**. In order to provide sufficient time to relieve nominees within normal assignment notice, the timetable for the SUY/SCC selection process to fit in with the BRNC SUY and CTCRM entries is at [Table 50-1](#) (dates are latest for completion of action).

Table 50-1. SUY/SCC Selection Process Timetable

Event	Date	Action
Branch and Career Managers (consulting Recording Authorities) determine extraction targets for each specialisation	By mid Jul	RMs/SUY RA/SCC RA
Promulgate SUY/SCC Extraction Targets for forthcoming FY	By mid Jul	CNPS/PPLAN SWPO SO1
Initial Nomination Signal(s) – May/Jul/Sep BRNC Entries	By mid Oct	CNPS/PPLAN SWPO SO1
Assignment Action for May/Jul/Sep BRNC Entries	By mid Nov/ Jan	CNPers/RCM
Update forecasts of SUY Candidates (as required)	By mid Jan	SUY RAs
Initial Nomination Signal(s) – for Nov/Jan/Mar BRNC Entries	By mid Apr	CNPS/PPLAN SWPO SO1
Assignment Action for Nov/Jan/Mar BRNC Entries	By mid May /Jul/Sep	CNPers/RCM

f. 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 (eg. 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 CNPS/PPLAN SWPO SO1.

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

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

5032. SUY Officers - Rank and Seniority on Joining the Officers Corps

a. Warfare, Engineer, Logistics, Medical Services and Royal Navy Welfare Officers

(1) **From 1 Sep 13.** In all cases, a SUY officer's rank and seniority on entry is based on the following:

(a) Ratings below WO1 join BRNC as a Sub Lieutenant with 6 months' seniority. Individuals are eligible for promotion to the rank of Lieutenant on attaining 30 months' seniority as a Sub Lieutenant (ie. 2 years after joining the Officer Corps). On promotion to Lieutenant, officers are awarded an additional year's seniority and are therefore eligible to enter the Lt-Lt Cdr promotion zone 3 years later (on attaining a total of 4 years' seniority as a Lieutenant) - see Annex 66B.

(b) All WO1s (bar Command Warrant Officers - see [sub para \(c\)](#)) join BRNC as a Sub Lieutenant with 18 months' seniority. Individuals are eligible for promotion to the rank of Lieutenant on attaining 30 months' seniority as a Sub Lieutenant (ie. 1 year after joining the Officer Corps). On promotion to Lieutenant, officers are awarded an additional year's seniority and are therefore eligible to enter the Lt-Lt Cdr promotion zone 3 years later (on attaining a total of 4 years' seniority as a Lieutenant).

(c) Command Warrant Officers join BRNC directly as a Lieutenant with 1 year's seniority and are eligible to enter the Lt-Lt Cdr promotion zone 3 years later (on attaining a total of 4 years' seniority as a Lieutenant).

(d) All SUY officers wear the rank insignia of an Officer Cadet whilst undertaking Initial Naval Training at BRNC, in line with their Direct Entry counterparts, and ship the substantive rank insignia on passing out.

(2) **Before 1 Sep 13.** A SUY officer's rank and seniority on entry was as shown below:

(a) With the exception of TM officers, all SUY officers entered BRNC as a Sub Lieutenant with one year's seniority; in effect, SUY officers were awarded 3 years' seniority on entry in recognition of their experience and service in the Ratings Corps, consistent with seniority policy for UY officers and putting them on a par with their Direct Graduate Entrant peers. SUY TM officers joining BRNC were given up to three years' additional seniority (over and above the starting rank of Sub Lieutenant +1) in recognition of the level of their degrees, putting them in line with TM officers recruited directly from outside the Service.

(b) On the day after completing the SUY course at BRNC, former WO2s and below were rated Lieutenant with no seniority, former WO1s were rated Lieutenant with 1 year's seniority and former Command Warrant Officers were rated Lieutenant + 3 years.

(c) In some situations, SUY TM officers already had a higher rank/seniority on finishing BRNC than that shown above eg. a former CPO holding a first class degree could qualify for 3 years' additional seniority on starting BRNC - meaning a starting rank of Lieutenant +1 - and would therefore lose seniority if the above rules were applied. In such cases, individuals retain their extant rank and seniority on completing the SUY course.

b. **QARNNS Officers.** The rank and seniority of QARNNS SUY 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 eg. 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. In line with their Direct Entrant counterparts, QARNNS SUY officers wear the rank insignia of Officer Cadet at BRNC and assume their substantive rank insignia on successful completion of Initial Naval Training (SUY).

5033. SCC Officers - Rank and Seniority on joining the Officer Corps

a. **From 1 Sep 13.** A SCC officer's rank and seniority on entry is based on the following criteria:

(1) Other ranks below WO1 join CTCRM as a Lieutenant with 6 months' seniority. Individuals are eligible for promotion to the rank of Captain on attaining 30 months' seniority as a Lieutenant (ie. 2 years after joining the Officer Corps). On promotion to Lieutenant, officers are awarded an additional year's seniority

and are therefore eligible to enter the Captain-Major promotion zone 3 years later (on attaining a total of 4 years' seniority as a Captain).

(2) All WO1s (bar former Corps Regimental Sergeant Majors) join CTCRM as a Lieutenant with 18 months' seniority. Individuals are eligible for promotion to the rank of Captain on attaining 30 months' seniority as a Lieutenant (ie. 1 year after joining the Officer Corps). On promotion to Captain, officers are awarded an additional year's seniority and are therefore eligible to enter the Captain-Major promotion zone 3 years later (on attaining a total of 4 years' seniority as a Captain).

(3) Former Corps Regimental Sergeant Majors join CTCRM directly as a Captain with 1 year's seniority and are eligible to enter the Captain-Major promotion zone 3 years later (on attaining a total of 4 years' seniority as a Captain).

- b. **Before 1 Sep 13.** Prior to 1 Sep 13, SCC candidates entered CTCRM as a Lieutenant RM with 1 year's seniority and, on completion of the SCC(O) course, were awarded the rank of Captain RM along with the following seniority: former WO2s and below - no additional seniority; former WO1s (with the exception of the Corps Regimental Sergeant Major) - 1 year's seniority; the former Corps Regimental Sergeant Major - 3 years' seniority.

5034. 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 shown provisionally on the FSB signal. In such cases, individuals will not be entitled to any further backdated seniority on becoming an officer.

5035. Retirement Ages – SUY/SCC Candidates

For details on officer retirement, see Para 5427.

- a. Retirement age regulations for SUY/SCC officers promoted before 1 Jan 01 are contained in Chapter 54.
- b. SUY and SCC who were promoted to the Officer Corps from 1 Jan 01 to 31 Mar 15, and who cannot complete a full IC, will retire on their officer rank related retirement date or on the day that their former rating/rank career or engagement was due to end, whichever is later.
- c. SUY/SCC officers promoted from the ranks on or after 1 Apr 15 are no longer subject to rank related retirement age policy and will retire at the end of their commission or at age 55, whichever is earlier.

ANNEX 50A

UY/CC AND SUY/SCC RECORDING AUTHORITIES

Branch/ Specialisation	UY/SUY RA or SPOC	E-mail	Address	Phone
Warfare				
GS, INT, HM & C	Mrs Katrina (Trina) Plummer	NAVY OP TRG-MWS WE TGSA	TGSA, G87, Marlborough Building HMS Collingwood Fareham, PO14 1AS	93825 2432
SM	Lt Cdr K Wall	NAVY OP TRG-RNSMS SXO	SXO, RNSMS, HMS Raleigh Torpoint, PL11 2PD	9375 41805
RNP and RM Police Troop	Lt Cdr M May	NAVY POLICE-HQ DPMN SO2	DPM(N), Building 25 HMS Excellent Portsmouth, PO2 8ER	93832 7821
Fleet Air Arm				
AV, O & ATC - SUY	Lt Cdr M J Burgess	NAVY CU-RNSFDO CO	CORNSFDO RNAS Culdrose Helston TR12 7RH	93781 7162
P, O & ATC - UY	Lt Cdr P N Robertson	NAVY CU-AIR TMS LCDRT	Lt Cdr (Training) RNAS Culdrose Helston TR12 7RH	93781 2366
Engineering				
ME & MESM	Lt Tom Bowler (Raffles)	DSMarE-MERA	Pillar Building, HMS Sultan, Military Road, Gosport, PO12 3BY	93843 2141
WE, WESM	Mrs Katrina (Trina) Plummer	NAVY OP TRG-MWS WE TGSA	TGSA, G87, Marlborough Building, HMS Collingwood, Fareham, PO14 1AS	93825 2432
AE	Lt D Bonner	DSAE-RNAESS AERA	DCAE (Gosport), Daedalus Building, Room A24, HMS Sultan, Military Road, Gosport, PO12 3BY	93843 2706
TM	Lt Cdr J Watkins	NAVY PCAP-HRTSG RASO2	HRTSG, Jervis Block, HMS Nelson, Portsmouth, PO1 3HH	9380 25395
Logistics				
L	Lt J Canosa	DMLS-HQ PLANS SO3	Logistics Training Squadron Command, DMLS, HMS Raleigh, Torpoint, PL11 2PD	9375 41921

Branch/ Specialisation	UY/SUY RA or SPOC	E-mail	Address	Phone
Royal Navy Welfare				
RNW	Lt Tracey Santrian RN	NAVY PERS-PFCS SO3 CST	OiC Defence School of Specialist Welfare Jervice Block HMS NELSON Portsmouth PO1 3HH	9380 20250
Medical				
MS & QARNNS	Cdr Al Murray	NAVY PERS-CM OF MED NAHPSO1	SOT(M), Training Division, INM, Crescent Road, Alverstoke, Gosport, PO12 2DL	93832 8854
MS & QARNNS FSB	Lt Tony Thurgood	NAVY INM-TRAINING SOTM		9380 68033
Royal Marines				
RM CC	Lt Col D Maddison	NAVY TRG CTCRM- CORPSCOL	Corps Colonel, CTCRM, Lymptone, Exmouth EX8 5AR	93785 4507
RM (inc SBS & RMBS) SCC	WO1 Shakespeare	NAVY PCAP-PROM RM WO	PROMWORM, Victory Building, HMNB Portsmouth, PO1 3LS	9380 24619

ANNEX 50B**WARFARE SUY OFFICERS - CAREER EXPECTATIONS****1. Mainstream Warfare SUY Officers' Career Path**

a. The mainstream X SUY officer will complete an 11 week course at BRNC Dartmouth. The first week will be an induction week and include Physical Training, English Language and Essay Structure Lessons, River Training (Single Screw), Leadership Seminars and other Academic Lessons. Following this week, the SUYs will spend the next 10 weeks fully integrated with their Direct Entry counterparts undertaking the INT(O) Marinisation Phase. This includes Maritime Operations, Academics, Twin Screw Picket Boats, Navigation, Maritime Leadership Development (MLD), the Maritime Assessed Leadership Exercise (MARL) and a passing out parade. They will then remain at BRNC for 15 weeks of 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 900 hours of bridge watch-keeping). This period at sea when coupled with the training prior to the award of the Bridge Watch-keeping Certificate (BWC) will meet the needs of Standards of Training Certification and Watch-keeping (STCW). Mainstream X SUY 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 Navigational Watch Certificate (NWC). The certificate will permit an individual to keep an unsupervised navigational watch of a vessel in a benign warfare environment once Platform Endorsed (PE'd). Failure to achieve the NWC will result in withdrawal from training.

b. During the IWOC, the mainstream X SUY officer may be selected to specialise SM, especially if from a submarine background, and in a very few cases HM or FC. However, the vast majority will proceed to their first ship for watch-keeping duties, with the aim of being selected for PWO training at the earliest appropriate opportunity. Early on in their First Complement Assignment (FCA), mainstream SUY 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 MCD/MW (in particular if they have an MCD or MW background as a Rating), after the FCA. This is because there is insufficient time to specialise and subsequently be employed in specialist assignments before proceeding on the PWO course. By delaying their PWO training, SUY officers would be disadvantaged in relation to their non-SUY peers. Therefore, after one, two or occasionally three complement assignments, the majority at sea, X mainstream SUY officers will follow the PWO route. This usually comprises the Initial Command and Staff Course (Maritime) (ICSC(M)) and the PWO course and this package lasts about 12 months. During the PWO course, all PWOs are trained generically and are no longer streamed, although they will be appointed to their first Ships in one of 3 PWO sub-specialisations in order to achieve Operational Performance Standard (OPS); PWO(A), PWO(C) or PWO(U). Limited options may be available to subsequently train as a PWO(N). Following at least one seagoing warfare assignment and achieving OPS, most PWOs have the opportunity to serve ashore. This is likely to be the first shore assignment since promotion to the Officer Corps apart from periods of shore-based training. Mainstream X SUY officers will be competing for promotion on merit 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 deep specialist peers. This includes sea command for those who are selected. However, competition is strong so only the most able are likely to emerge successfully from the selection process.

2. Deep Specialist Warfare SUY Officers' Career

a. There remains a limited deep specialist requirement for officers recruited via the SUY route for the Communications, AV and RN Police specialisations. SUY candidates who wish to pursue a career in one of these officer specialisations do not require the appropriate eyesight standard for X officers or to have been awarded a BWC. However, as the requirement for officers in these specialisations is relatively small and assignments and promotion prospects more limited, ratings who are considering this path may wish to discuss these issues with the appropriate Recording Authority beforehand (see [Annex 50A](#)). In view of this, there is no longer any requirement for Deep Specialist SUY candidates to obtain a BWC or eyesight waiver.

b. Deep Specialist X SUY officer will join BRNC for one phase including a very limited academics package before taking up their first complement assignment. Although they have a liability for sea service, the majority of their employment will be ashore within their specialist area with very occasional opportunities for broadening. Following the introduction of STCW, officers of the C, AV and RN Police specialisations will not receive any training in watch-keeping and will not be employed as an OOW. There is a requirement for some Lieutenant Commanders in all these specialisations but for only two 'C' and one 'RN Police' Commanders (currently) and no Captains or above. With promotion to requirement the main driver after merit, the prospects for promotion beyond Lieutenant Commander are extremely small 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 130 officers and continues to evolve at the heart of the Information Warfare epoch. SUYs will compete for promotion alongside their sideways entry counterparts who have specialised after joining the Trained Strength. Deployable, sea and shore liability is increasing as intelligence is mainstreamed in RN and Joint operations and broad career profiles, including Common Appointments, are possible. GSX INT officers (including SUYs) have the opportunity to reach OF5 rank based upon merit.

3. Acknowledgement

Extracts from paragraphs 1 and 2 above, at [Appendix 1](#) and [Appendix 2](#) to this Annex respectively, are to be signed by all potential X SUY officers.

APPENDIX 1 TO ANNEX 50B

ACKNOWLEDGEMENT OF MAINSTREAM SUY WARFARE OFFICERS' CAREER IMPLICATIONS

1. The Mainstream X SUY officer will complete an 11 week course at BRNC Dartmouth. The first week will be an induction week and include Physical Training, English Language and Essay Structure Lessons, River Training (Single Screw), Leadership Seminars and other Academic Lessons. Following this week, the SUYs will spend the next 10 weeks fully integrated with their Direct Entry counterparts undertaking the INT(O) Marinisation Phase. This includes Maritime Operations, Academics, Twin Screw Picket Boats, Navigation, Maritime Leadership Development (MLD), the Maritime Assessed Leadership Exercise (MARL) and a passing out parade. They will then remain at BRNC for 15 weeks of 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 900 hours of bridge watch-keeping). This period at sea when coupled with the training prior to the award of the Bridge Watch-keeping Certificate (BWC) will meet the needs of Standards of Training Certification and Watch-keeping (STCW). Mainstream X SUY 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 Navigational Watch Certificate (NWC). The certificate will permit an individual to keep an unsupervised navigational watch of a vessel in a benign warfare environment once Platform Endorsed (PE'd). Failure to achieve the NMC will result in withdrawal from training.

2. During the IWOC, the Mainstream X SUY officer may be selected to specialise SM, especially if from a submarine background, and in a very few cases HM or FC. However, the vast majority will proceed to their first ship for watch-keeping duties, with the aim of being selected for further training, in the main PWO training at the earliest appropriate opportunity. Early on in their First Complement Assignment (FCA), mainstream SUY 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.

3. Unlike direct entry officers, there is not the option to specialise as a Pilot or Observer, and only in exceptional circumstances MCD/MW, (in particular if they have an MCD or MW background as a Rating), after the FCA. This is because there is insufficient time to specialise and subsequently be employed in specialist assignments before proceeding on the PWO course. By delaying their PWO training, SUY officers would be disadvantaged in relation to their non-SUY peers. Therefore, after one, two or occasionally three complement assignments, the majority at sea, X Mainstream SUY officers will follow the PWO route. This usually comprises the Initial Command and Staff Course (Maritime) (ICSC(M)) and the PWO course, a package lasting about 12 months.

BRd 3(1)

4. During the PWO course, all PWOs are trained generically and are no longer streamed, although they will be assigned to their first Ships in one of 3 PWO sub-specialisations in order to achieve Operational Performance Standard (OPS): PWO(A), PWO(C) or PWO(U). Limited options may be available to subsequently train as a PWO(N). Following at least one sea going warfare assignment and achieving OPS, most PWOs have the opportunity to serve ashore. This is likely to be the first shore assignment since promotion to the officer corps apart from periods of shore-based training. Mainstream X SUY 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 deep specialist peers. This includes sea command for those who are selected. However, competition is strong so only the most able are likely to emerge successfully from the selection process.

5. I hereby sign that I have read the above 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 SUY officer's E190.

APPENDIX 2 TO ANNEX 50B

ACKNOWLEDGEMENT OF DEEP SPECIALIST SUY WARFARE OFFICERS' CAREER IMPLICATIONS

1. There remains a limited deep specialist requirement for officers recruited via the SUY route for the Communications, INT (comprising ex EW and CT ratings), AV and RN Police specialisations. SUY candidates who wish to pursue a career in one of these officer specialisations do not require the appropriate eyesight standard for X officers or to have been awarded a BWC. However, as the requirement for officers in these specialisations is relatively small and assignments and promotion prospects more limited, ratings who are considering this path may wish to discuss these issues with the appropriate Recording Authority beforehand (listed at [Annex 50A](#)). In view of this, there is no longer any requirement for Deep Specialist SUY candidates to obtain a BWC or eyesight waiver.

2. Deep specialist X SUY officers will complete an 11 week course at BRNC Dartmouth. The first week will be an induction week and include Physical Training, English Language and Essay Structure Lessons, River Training (Single Screw), Leadership Seminars and other Academic Lessons. Following this week, the SUY officers will spend the next 10 weeks fully integrated with their Direct Entry counterparts undertaking the INT(O) Marinisation Phase. This includes Maritime Operations, Academics, Twin Screw Picket Boats, Navigation, Maritime Leadership Development (MLD), the Maritime Assessed Leadership Exercise (MARL) and a passing out parade before taking up their first complement assignment. Although they have a liability for sea service, the majority of their employment will be ashore within their specialist area with very occasional opportunities for broadening. Following the introduction of STCW, officers of the C, INT, AV and RN Police specialisations will not receive any training in watch-keeping and will not be employed as an OOW. There is a requirement for some Lieutenant Commanders in all these specialisations but for only 2 'C' & 1 RN Police Commanders (currently) and no Captains or above. With promotion to requirement the main driver after merit, the prospects for promotion beyond Lieutenant Commander are extremely small for deep specialist Warfare officers.

3. I hereby sign that I have read the above and acknowledge that a career as a deep specialist Warfare officer 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 SUY officer's E190.

ANNEX 50C**GENERAL SERVICE AND SUBMARINE ARM ENGINEER SUY OFFICERS – CAREER EXPECTATIONS****1. General**

- a. Marine and Weapon Engineer SUY officers' career expectations and reach are affected primarily by the age of the officer on commissioning.
- b. Broadly speaking, those aged 35 and under on commissioning should have expectations similar to their Graduate Entrant contemporaries, although the number of SUY promotions to the rank of Commander and above will clearly be proportionally fewer. Those aged 36 or over on commissioning will probably have slightly more restricted opportunities, especially in terms of undertaking a Charge Assignment. Their chances of promotion to Commander will be slight.
- c. Marine and Weapon Engineer SUY officers will complete an 11 week course at BRNC Dartmouth. The first week will be an induction week and include Physical Training, English Language and Essay Structure Lessons, River Training (Single Screw), Leadership Seminars and other Academic Lessons. Following this week, the SUY officers will spend the next 10 weeks fully integrated with their Direct Entry counterparts undertaking the INT(O) Marinisation Phase. This includes Maritime Operations, Academics, Twin Screw Picket Boats, Navigation, Maritime Leadership Development (MLD), the Maritime Assessed Leadership Exercise (MARL) and a passing out parade.

2. Engineer SUY Officers' Career Expectations – 35 and Under on Commissioning

- a. On completion of Initial Officer Training at BRNC and the Lead Schools, these 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 Charge Assignment, eligibility for which is strictly on a seniority basis. Progress thereafter is merit based.
- b. Late promotion to Lieutenant Commander (i.e. after nine years' seniority or aged 43 or over), may preclude selection for a Charge Assignment. The Career Manager makes this discretionary decision, based primarily on the availability of Charge Assignments whilst balancing the Service requirement, career development needs and personal preference.

3. Engineer SUY Officers' Career Expectations – 36 and Over on Commissioning

- a. Those officers aged 36–40 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, with the caveat that they may have limited opportunities for a Charge Assignment. This may impact on their early employment. Normal career progression should see them promoted to Lieutenant Commander over the age of 43, which is likely to leave them with insufficient time to state a credible case for promotion to Commander.
- b. The performance of certain officers may warrant an exception being made to this general approach. In particular, those promoted to Lieutenant Commander at the “first shot” or under the age of 43 may, at the Career Manager’s discretion, have an increased chance of undertaking a Charge Assignment.
- c. Officers commissioned over the age of 41 are unlikely to proceed beyond the rank of Lieutenant and will not complete a Charge Assignment depending on the Service need – and in particular the availability of First Complement Assignments – special career progression arrangements may be considered for these individuals.
- d. The Line Manager of any potential CW candidate likely to be selected for promotion and commissioning aged 36 or over should consult with the relevant Branch Manager or Career Manager before raising CW papers. This will ensure that the individual concerned is given accurate advice on their career opportunities if selected for promotion.

ANNEX 50D**AIR ENGINEER SUY OFFICERS - CAREER EXPECTATIONS****1. General**

- a. Air Engineer SUY officers' career expectations and reach are affected primarily by the age of the officer on commissioning.
- b. Broadly speaking, those aged 35 and under on commissioning should have expectations similar to their Graduate Entrant contemporaries, although the number of SUY promotions to the rank of Commander and above will clearly be proportionally fewer. Those aged 36 or over on commissioning should probably have slightly more restricted expectations, especially in terms of opportunity for a Charge Assignment.
- c. Air Engineer SUY officers will complete an 11 week course at BRNC Dartmouth. The first week will be an induction week and include Physical Training, English Language and Essay Structure Lessons, River Training (Single Screw), Leadership Seminars and other Academic Lessons. Following this week, the SUY officers will spend the next 10 weeks fully integrated with their Direct Entry counterparts undertaking the INT(O) Marinisation Phase. This includes Maritime Operations, Academics, Twin Screw Picket Boats, Navigation, Maritime Leadership Development (MLD), the Maritime Assessed Leadership Exercise (MARL) and a passing out parade.

2. Age 35 and under on commissioning

- a. On completion of Initial Officer Training at BRNC and DCAE, these 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 (2-4 in number) of core Branch and broadening assignments. Once selected for promotion to Lieutenant Commander they can reasonably be expected to complete a Charge Assignment.
- b. Late promotion to Lieutenant Commander (i.e. after nine years' seniority or aged 43 and over), may preclude selection for a Charge Assignment. The Career Manager makes this discretionary decision, based primarily on the availability of Charge Assignments whilst balancing the Service requirement, career development needs and personal preferences.

3. Aged 36-41 on commissioning

- a. Those officers aged 36–41 on commissioning will invariably 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 Charge Assignment. Normal career progression should see them promoted to Lieutenant Commander over the age of 43, which will leave them with insufficient time to state a credible case for promotion to Commander.

BRd 3(1)

b. The performance of certain officers may warrant an exception being made to this general approach. In particular, those promoted to Lieutenant Commander at the “first shot” or under the age of 43 may, at Career Managers’ discretion, have an increased chance of completing a Charge Assignment.



Note. *SUY officers who hold the substantive rate of WO1 prior to commissioning receive one years’ seniority as a Lieutenant on commissioning. For these officers the maximum age applicable is 42.*

4. Aged 42 and above on commissioning

Officers commissioned over the age of 41 cannot proceed beyond the rank of substantive Lieutenant. Depending on the Service need, special career progression arrangements may be considered for these individuals, which may exclude the opportunity to undertake an AAEO/DAOE First Complement Assignment.



Note. *SUY officers who hold the substantive rate of WO1 prior to commissioning receive one years’ seniority as a Lieutenant on commissioning. For these officers the minimum age applicable is 43.*

5. Advice to CW candidates

Anyone advising a potential or recorded CW candidate should ensure that the candidate understands the information above. If further information is required, advice should be from either the AE Branch or Career Manager.

ANNEX 50E

LOGISTICS SUY OFFICERS - CAREER EXPECTATIONS

1. General

- a. Logistics SUY officers' career expectations and reach are affected primarily by the age of the officer on commissioning.
- b. Broadly speaking, those aged 35 and under on commissioning should have expectations broadly similar to their Graduate Entrant contemporaries, although the number of SUY promotions to the rank of Commander and above will clearly be proportionally fewer. Those aged 36 or over on commissioning should probably have slightly more restricted expectations, especially in terms of the opportunity for a Charge Assignment, and prospects of promotion to Commander will be slight.
- c. Logistics SUY officers will complete an 11 week course at BRNC Dartmouth. The first week will be an induction week and include Physical Training, English Language and Essay Structure Lessons, River Training (Single Screw), Leadership Seminars and other Academic Lessons. Following this week, the SUY officers will spend the next 10 weeks fully integrated with their Direct Entry counterparts undertaking the INT(O) Marinisation Phase. This includes Maritime Operations, Academics, Twin Screw Picket Boats, Navigation, Maritime Leadership Development (MLD), the Maritime Assessed Leadership Exercise (MARL) and a passing out parade.

2. Age 35 and under on commissioning

- a. On completion of Initial Officer Training at BRNC and the RN Logistics School (RNLS), these officers will be career managed in the same way as graduate entrants, with early assignments providing professional broadening. If selected for promotion to Lieutenant Commander, they should reasonably expect to complete a Charge Assignment, provided they have obtained a positive 'recommendation for Charge' during their previous sea assignment(s), and dependent on selection by the Logistics Charge Selection Board (LCSB).
- b. Late promotion to Lieutenant Commander (i.e. after nine years' seniority or aged 43 or over), may preclude selection for a Charge Assignment. The LCSB makes this discretionary decision, based primarily on the ability of the individual and availability of Charge Assignments – whilst balancing the Service requirement, career development needs and personal preferences.

3. Aged 36-41 on commissioning

Those officers age 36–41 on commissioning will invariably 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 Charge Assignment. Normal career progression should see them promoted to Lieutenant Commander over the age of 43, which will leave them with insufficient 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.



Note. *SUY officers who hold the substantive rate of WO1 prior to commissioning receive one years' seniority as a Lieutenant on commissioning. For these officers the maximum age applicable is 42.*

4. Age 42 and above on commissioning

Officers commissioned over the age 41 cannot proceed beyond the rank of substantive Lieutenant. Depending on the Service need, special career progression arrangements may be considered for these individuals.



Note. *SUY officers who hold the substantive rate of WO1 prior to commissioning receive one years' seniority as a Lieutenant on commissioning. For these officers the maximum age applicable is 43.*

5. Advice to CW candidates

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

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 G4¹, 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 zone². Upon completion of initial training all SCC officers will undertake a mainstream G1 or G4 role³ 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 assignments⁴ 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 he has to reach higher rank. As a general guide, if a man seeks promotion to OF3, he must be commissioned by the time he is 40 years old to avoid being Out of Zone (OOZ) for promotion (aged 47). Similarly, men aspiring to OF4 must be realistically commissioned by age 38 to avoid being OOOZ.

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.

BRd 3(1)

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**UY/CC AND SUY/SCC PREREQUISITE ACTIONS FOR ATTENDANCE AT THE ADMIRALTY INTERVIEW BOARD**

References:

- A. BR1750A Handbook of Naval Medical Standards – Chapter 3, Article 0312
- B. AIB Booklet "How to succeed and become an officer".

1. Introduction

This Annex details the medical and physical requirements for in-service candidates attending the AIB. This information is contained at Reference A. However, to reduce the risks of candidates attending the AIB not meeting the medical or physical fitness standards stated, all candidates are required to complete the 3-part documentation.

2. Candidate Preparation

In preparation for attendance at the AIB, candidates should ensure that they have read [Chapter 50](#) and Reference B. In accordance with the guidance detailed in Reference A, all candidates (specialisation applicable) are to have their eyesight examined before having their CW papers raised.

3. Medical Standard

All candidates must have a medical category of Medically Fully Deployable (P2) when they appear before the AIB; the candidate's medical category should be entered in Part 2 of the documentation. In addition all candidates need to meet the medical standards mandated for their particular branch or specialisation. Part 2 of the documentation should be signed by a Medical Officer confirming the candidate meets the medical requirements for his/her chosen branch.

4. SUY/SCC candidates who have been permanently medically downgraded at a Naval Service Medical Board of Survey, and whose retention has been approved by a Naval Service Medical Employability Board in a medical category no less than Medically Limited Deployable (P3P) (physical restriction indicated), may seek a waiver. Applications should be made to the appropriate Branch Manager, via the SUY/SCC Recording Authority and Part 2 of the documentation should be completed by the candidate's Principal Medical Officer, and the Branch Manager, if approved. Medical waivers are not granted to RM candidates who are required to undertake full Commando training as part of their officer training.

5. If a candidate is injured, ill or medically downgraded after dispatching the 3-part documentation to the AIB they must obtain Medical Officer's approval that they are fit enough to complete all aspects of the Board. On arrival at the AIB, all candidates are required to complete a declaration confirming that they are either in the same medical category as stated in the 3-Part documentation or have obtained Medical Officer's approval if applicable.

6. Physical Fitness

Before attending the AIB, all candidates must be in date for the RNFT and Part 3 of the documentation must be completed by a Physical Training Instructor. If a candidate completed the RNFT at their previous ship or establishment, the PTI at their new establishment or ship must seek verification from their previous unit before completing Part 3.

7. Preparation and Documentation

The Divisional Officer should forward the 3-part documentation to the AIB, 14 days before the candidate's interview date.

ANNEX 50H

UY/CC AND SUY/SCC AIB NOMINATION FORM

All RN and RM candidates are to be nominated by completion of this form which should be submitted to: The Commanding Officer, AIB, HMS SULTAN, and copied to the relevant Recording Authority. (RA contact details are listed at [Annex 50A](#))

AIB Applicant Information

Rate/Rank	
Forename(s)	
Surname	
Service number	
Date of birth	
National Insurance number	
Unit name	
Unit address	
Date of first expression of interest in UY/CC or SUY/SCC scheme entry	
Date Divisional Officer contacted Recording Authority	
Is applicant intending UY/CC or SUY/SCC scheme entry?	
Branch, arm and specialisation preferences	
AIB non-availability dates	
Forthcoming assignments	
Is the applicant undergoing a course of instruction leading to the required educational qualifications or awaiting results? If yes, give details	
<p>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.</p> <p>Applicant's signature: _____ Date: _____</p>	
<p>I confirm that (rate/rank/name) has my recommendation to attend AIB at the earliest opportunity.</p> <p>Commanding Officer's rank/name/initials: _____</p> <p>Commanding Officer's signature: _____ Date: _____</p>	

ANNEX 50I**UY/CC AND SUY/SCC AIB 3-PART DOCUMENTATION**

References:

- A. AIB Booklet "How to succeed and become an officer".
- B. BR1750A Handbook of Naval Medical Standards (Application of the PULHHEEMS System) – Chapter 3, Article 0312.

The 3-part documentation must be completed and sent 14 days prior to attending the AIB. Failure to forward correctly completed 3-part documentation will result in the individual being unable to attend the AIB.

PART 1 - AIB Preparation Routine - *to be completed by candidate*

Name: Rate: Service No:

Branch/Sub-Specialisation applying for:

Date of AIB:/...../.....

I have read Reference A and understand it is my duty to prepare for my AIB. I acknowledge the requirement to obtain a Medical Officer and PT Instructor's signature on Parts 2A & 2B respectively of this form and understand I will not be accepted for attendance at the AIB if the documentation is incorrect.

Candidate's Signature..... Date.....

PART 2A - Certificate of Medical Fitness - *to be completed by a Medical Officer (MO)*

Medical Category:

I confirm that the candidate meets the requirements specified in BR 1750A Article 0312 and meets the medical requirements of the branch or sub specialisation being applied for.

MO's Signature.....

Name:

Rank:

Date:

BRd 3(1)

Senior Upper Yardman/Senior Corps Commission candidates who are permanently medically downgraded to a category no less than MLD (P3P): (if applicable)

Waiver Approved/Declined (delete as applicable)

Branch Manager's Signature.....

Name

Rank

Date.....

PART 2B - Certificate of Physical Fitness - to be completed by a member of the Physical Training Branch

The above named rating is in date for their RNFT.

Date RNFT conducted.....

Signature:

Name:

Rate:

Date:

PART 3 - Certificate of Readiness - to be completed by the Divisional Officer (DO)

I am satisfied that this 3-part documentation is complete. The above named rating is ready in all respects for the AIB.

DO's Signature:

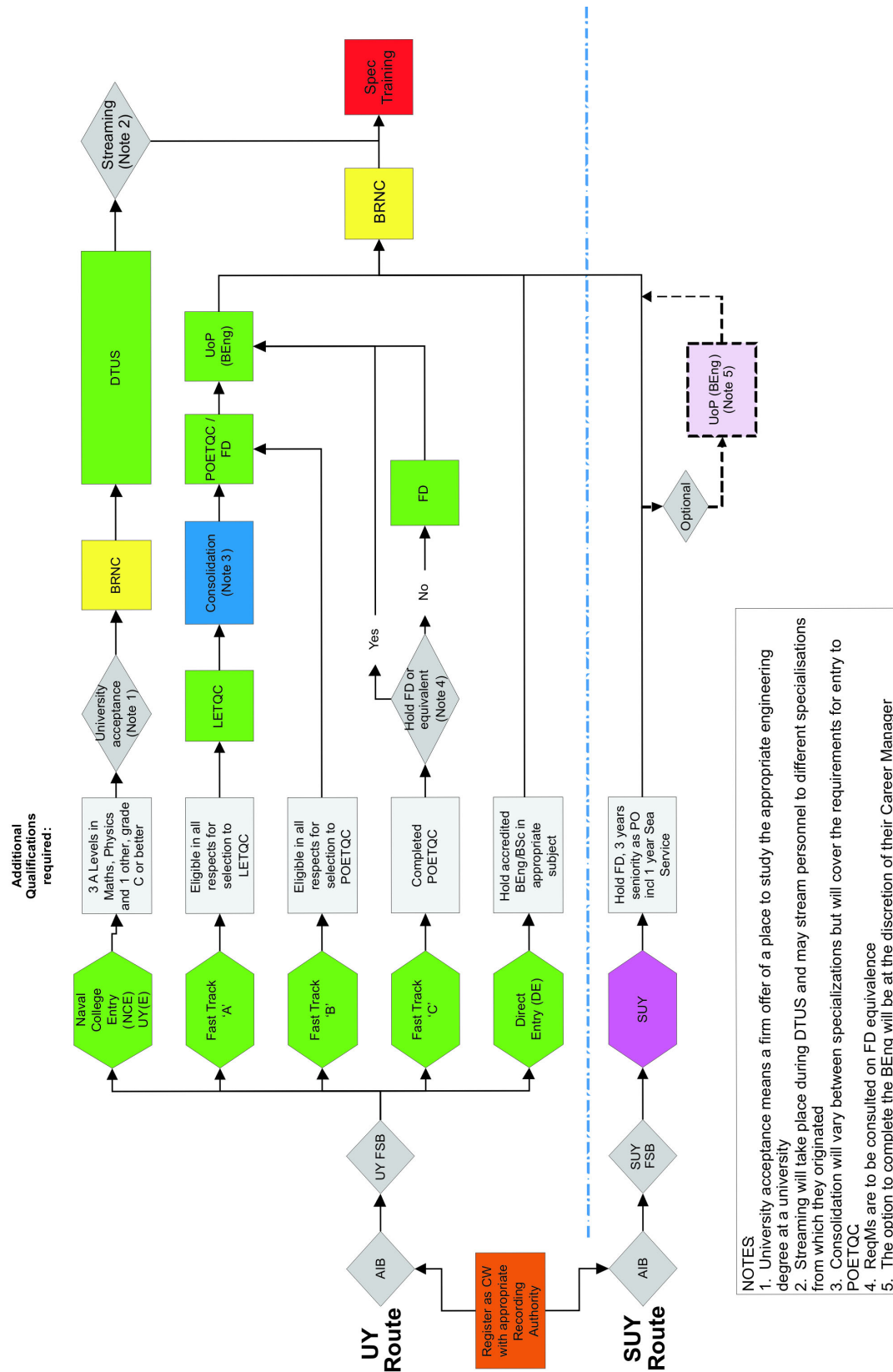
Name:

Rank:

Date

ANNEX 50J

ENGINEERING BRANCH – UY AND SUY TRAINING ROUTES



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 rate and employment commensurate with their QC achievement. For example, a candidate going through the Fast Track 'A' scheme who passes POETQC but fails the Foundation Degree will be return to Fleet as a PO.
- b. Personnel failing on academic grounds, following the Training Establishments' (TE) normal warning processes, will have the opportunity to reapply at a later date from the beginning of the same or 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 Requirements 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, with the exception of LETQC, attract a ROS.

4. Current Artificers

Artificers undergoing AQC or who are still within the age criteria for registration as CW candidates remain eligible for selection through the Fast Track 'C' route which mirrors their current arrangements.

ANNEX 50K

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	WE (GS & SM) AE (L & R only)	Complete HND with minimum of 8 'H' level analytical based units at Merit that must include the following units: 1. Unit 3: Analytical Methods 2. Unit 23: Combinational & Sequential Logic 3. Unit 8: Data Communication & Networks 4. Unit 5: Electrical & Electronic Principles 5. Unit 25: Electronics 6. Unit 9: Microprocessor Systems	Complete Mathematics enabling course. Complete VHDL enabling course. (Very High Speed Integrated Circuits Hardware Description Language)
BSc in Mechanical & Manufacturing Engineering Course	AE (M, L & R) 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 (M only) ME (GS, SM(L & M))	Complete FD (ME Only), <u>OR</u> Complete HND with a minimum of 8 'H' level analytical based units at Merit that must include: 1. Unit 3: Analytical Methods 2. Unit 2: Engineering Science 3. Unit 18: Mechanical Principles 4. Unit 10: Marine Engineering Thermodynamics 5. Unit 7: Fluid Mechanics <u>OR</u> 6. Unit 8: Further Aerodynamics	Complete Mathematics enabling course

BRd 3(1)

BEng(Hons) in Electronic Engineering	WE (GS & SM) AE (L & R only)	Complete HND with minimum of 8 'H' level analytical based units at Merit, that must include the following units: 1. Analytical Methods (BTEC Code 21717P) 2. Combinational & Sequential Logic (BTEC Code 8685R) 3. Data Communication & Networks (BTEC Code 9526M) 4. Electrical & Electronic Principles (BTEC Code 21759P) 5. Electronics (BTEC Code 21762P) 6. Microprocessor Systems (BTEC Code 21794P)	Complete Mathematics enabling course. Complete VHDL enabling course. (Very High Speed Integrated Circuits Hardware Description Language)
BSc in Mechanical & Manufacturing Engineering Course	AE (M, L & R) 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 (M only) ME (GS, SM(L & M))	Complete HND with a minimum of 8 'H' level analytical based units at Merit, that must include: 1. Analytical Methods (BTEC Codes 21717P, 21717) 2. Engineering Science (BTEC Codes 21718P, 9499M) 3. Mechanical Principles (BTEC Codes 21793P, 9503M) 4. Engineering Thermodynamics (BTEC Codes 21769P, 9521M) 5. Fluid Mechanics (BTEC Code c-d 21520P) OR Further Aerodynamics (BTEC Code 21773P)	Complete Mathematics enabling course