

CHAPTER 9

RATINGS AND OTHER RANKS SELECTION PROCESSES

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CHAPTER 9

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SECTION 1 - RATINGS AND OTHER RANKS SELECTION INTERVIEW

0901. Ratings and Other Ranks Selection Interview

- a. Candidates applying to join the regular service and Maritime Reserves (MR) as ratings/OR are to be interviewed by a qualified CA. The purpose of the SI is to assess the candidate's suitability for service, their Branch of Preference (BOP) and that they are ready to start training. The interview is BOP specific and any change of BOP before entry must be followed by a new SI for that branch. Re-entries (trained, part trained and untrained) and transfers from other services are also to be interviewed; re-entrants' SIs are conducted by members of the Re-joiners and Inter-Service Transfer Team (RISTT). The SI may be conducted virtually or in an AFCO; the interviewer's decision is final.
- b. The interview lasts for approximately 45 mins and is semi-structured, covering the candidate's home background, education, work record, spare time activities and motivation for joining the service and reasons behind their choice of BOP.
- c. On completion of the SI, the CA will calculate the Selection Score (SS) for the candidate based upon the following areas: personal situation, teamwork, physical and mental resilience, discipline and trustworthiness and development/motivation.
- d. The candidate is told face-to-face the outcome of the SI and subsequent actions required. This is completed by the same individual who conducted the interview.
- e. There are 3 possible outcomes from the SI, as follows:
 - (1) **Successful.** Candidates who are successful are moved forward to the next stage. An update interview is required for all successful candidates at 6 monthly intervals, or when required, through to entry.
 - (2) **Not Suitable at Interview (Reject).** Candidates who are deemed unsuitable for RN and who are very unlikely to become suitable in the future.
 - (3) **Not Suitable at Interview (User Defined Time Period).** Candidates who are presently unsuitable, but may become suitable within 12 months. The amount of time before the candidate is re-interviewed is at the discretion of the CA. An update SI is then conducted, SS assessed, and suitability decision made.

f. Post SI, the CA produces an Interview Report (AFCO Form 101). This form contains all the information required by the respective NETE PSOs to assess eligibility to change branch during Phase 1 Training. It contains all the evidence gained during the SI and is used to produce the SS. It also contains an 'Interviewer's General Impression' which details the CA's selection decision. In conjunction with NETE PSOs, the content and layout of the AFCO Form 101 is determined by RNSR. Candidates who change branch before entry must be fully re-interviewed and a new AFCO Form 101 produced.

g. SIs for re-entries, branch transfers and the MR are based on the standard SI but are amended to deal with the different requirements and circumstances.

h. **Conduct.** SIs for ratings and ORs are only to be conducted by qualified CAs/RISTT personnel. **Reference:** ROM Ch 7 - contains instructions on the conduct and marking of these interviews.

i. **Update Interviews.**

(1) **NSI.** If, following an unsuccessful outcome at the initial SI, the CA identifies potential to meet the required standard, the candidate is to be re-interviewed at a later date as agreed with the CA. During this re-interview the CA is to concentrate on all areas of concern raised previously. Once the interview has been completed the same method of scoring is to be used across all competencies.

(2) **Routine Update Interviews.** Routine 6 monthly updates are to concentrate only on the mandatory information required in the AFCO Form 101. The required narrative is to record only changes or new information.

(3) **Final Update Interviews.** The aim of the final update interview is to ensure that the mandatory information required by the NETE is up-to-date and current prior to the candidate commencing training.

(4) **Other Occasions for Update Interviews.** Other occasions for an update interview include any changes in the candidate's situation, or failure at any further selection serial including Pre-entry Diver's Assessment (PDA), RMBS Audition, Boards or pre-selection courses. This does not include failure at medical, PJFT or SC where a comment in the journal will suffice.

0902. Competences Assessed in Ratings and Other Ranks Selection Interview and Selection Scores Awarded

The full matrix for assessing the SS is available from the RNSR website.

0903. Selection Scoring Rules

a. With a maximum of 6 per competence, total = 36.

b. Pass score for all branches = 21.

c. A SS of 1 or 2 in any competence is considered a failure, apart from a score of 2 in either 'Personal Situation' or 'Mental Resilience', but not both.

SECTION 2**RATINGS AND OTHER RANKS SPECIALIST SELECTION PROCESSES****0904. Naval Airman Aircrewman (NA(ACMN))**

- a. Eligibility criteria for NA(ACMN) are at Para 0759.
- b. A return of service (RoS) of 3 years will apply on completion of Operational Conversion Unit Training.
- c. On completion of PJFT, NA (ACMN) are to complete additional specialist testing (CBAT) as per **ROM Ch 12**.
- d. Candidates who fail CBAT or are assessed as being 'PMU Aircrew' are to be contacted by the CA and career counselled with a view to either BOP change, re-sit CBAT or withdrawal. For those candidates assessed as 'PMU Aircrew' and who elect to change BOP, the CA is to contact CNR-SEMC SO3 to confirm that the candidate remains fit for the alternative BOP and that medical issues have not been exposed during the Aircrew medical that would make them unfit for that branch.
- e. A candidate who fails CBAT may re-sit, provided that they remain eligible in all other respects. There must be an interval of at least 12 months, which applies to those seeking to improve their grade as well as failures; candidates will only be permitted to take the tests twice.
- f. Rejection or Withdrawal of any Aircrew candidate post PJFT, but prior to Specialist Medical, must be notified to OES and CNR PLANS RA immediately.
- g. AFCO staffs are reminded that there can be significant delays in undertaking the Aircrewman specialist testing and should take this into account when processing candidates to meet known entry dates. Additionally, they should manage candidates' expectations with regard to the timescales for entry and possibility of failure at CBAT, selection and medical.

0905. Royal Marines Band Service (RMBS) - Auditions

- a. Auditions are held bi-annually; Royal Marines School of Music (RMSOM) will inform CNR of the dates. The audition lasts 5 days (4 nights) and consists of a comprehensive musical audition, fitness profiles, tests and a personal interview.
- b. Audition dates and administration procedures will be issued as an RGM.
- c. The recruiting process for RMBS is contained in **ROM – Chapter 12**.

0906. Naval Nurse Selection Boards - Naval Nurse (Student)

- a. Student NN Boards are held bi-annually at HMS SULTAN.
 - (1) **November:** Mental Health Nurse (Student), Radiographer (Student), Operating Department Practitioner (Student) and Biomedical Scientist (Student).
 - (2) **February:** Naval Nurse (Student).
- b. **Eligibility Standards.** Educational eligibility standards are at Para 0751.
- c. The recruiting process for Naval Nurse (Student) is contained in **ROM Ch 12**.
- d. All administration is co-ordinated by CNR-COHERENCE SR MED PO. Candidates receive full guidance including joining instructions from the Specialist Medical Recruitment team.
- e. Final Selections boards are facilitated 1-2 weeks following the Assessment Board and candidates are informed of the outcome by phone directly by CNR-COHERENCE SR MED PO or SO3. To further guide candidates AFCOs and relevant stakeholders are informed by formal letter.

0907. Naval Nurse Assessment Boards - Naval Nurse (Qualified)

- a. Naval Nurse (Qualified) Boards are held in Portsmouth at CNR HQ on an ad hoc basis. Qualified Nurses may be interviewed alongside Qualified Medical Technicians and ideally three candidates should attend a single board to allow the Team Task to be facilitated.
- b. **Eligibility Standards.** Educational eligibility standards are at Para 0751.
- c. The recruiting process for Naval Nurse (Qualified) is contained in **ROM Ch 12 - Specialist Selection**.
- d. All administration is co-ordinated by CNR-COHERENCE SR MED PO. Candidates receive full guidance including joining instructions from the Specialist Medical Recruitment team.
- e. Final Selections boards are facilitated 1-2 weeks following the Assessment Board and candidates are informed of the outcome by phone directly by CNR-COHERENCE SR MED PO or SO3. To further guide candidates, AFCOs and relevant stakeholders are informed by formal letter.

0908. Diving Assessments

- a. **Aim.** The aim of the 2½ day (3 nights) course is to show potential Divers where and how Naval diving training is conducted and, by undertaking exercises, including diving, give some exposure to the physical demands of Diver training.
- b. The Assessment will take place at the Defence Diving School, Horsea Island, Portsmouth. Course dates and other practical arrangements will be promulgated by RGM. The maximum number of candidates for each course is 12.
- c. The administration process for Diving Assessments is contained in **ROM Ch 12 - Specialist Selection**.
- d. Grading is conducted by a Specialist Board, comprising the Diving Officer and SMDI. The board issues candidates one of the following results:

Result	Description	CNR action
Good	Candidate passed all aspects of PDA and performed at a good level throughout. Pass valid for 1 year.	Load candidate onto next available intake.
Recommended	Candidate passed all aspects of PDA. Pass valid for 1 year.	Process candidate in normal course.
Not Ready	Candidate failed one or more of the assessed criteria, but passed the try dive(s).	Candidate to return to PDA in 6 months, following further preparation.
Not Recommended	Candidate failed the try dive(s) serial.	Candidate assessed as unsuitable for further RN diver training.

0909. Spare.

0910. Spare.

0911. Pre-Royal Navy Course (Ratings)

- a. All entrants into HMS RALEIGH must have attended the Pre-Royal Navy Course (Ratings) (PRNC(R)) which is conducted at either RNAC(N) (MoD Caledonia) or RNAC(S) (HMS COLLINGWOOD). A PRNC(R) 'pass' will remain extant for 12 months. Re-entrants to the RN are not required to complete PRNC(R).
- b. As 'bid for' candidates are allocated to an entry by CNR PLANS RA, the RNAC will liaise with the candidate's AFCO to agree a date for attendance which shall be no more than 6 months prior to their planned entry date. The RNAC will complete MIS booking procedures and the AFCO will issue the joining letter.
- c. In exceptional circumstances, and for training pipeline management purposes only, with the authority of both CNR PLANS SO1(P&P), attendance at PRNC(R) may be waived. Candidates aged under 18 on entry to HMS RALEIGH cannot be given a waiver from attendance at PRNC(R).

- d. PRNC(R) content is provided in the candidate's joining letter and a video of the course is available via the RN web site.
- e. On completion of PRNC(R) each candidate is invited to:
 - (1) **Continue.** Having demonstrated suitable fitness standards and passed the RN swimming test.
 - (2) **Defer.** The candidate will be referred back to the AFCO to determine the deferral period.
 - (3) **Withdraw.** The candidate will be directed to return to the AFCO for counselling and to process withdrawal of their application.
- f. A candidate who demonstrates the potential to meet the Phase 1 Training entry standards may be allowed up to 3 attempts at PRNC(R) . Continued failure will deem the candidate ineligible. The candidate is not to re-apply to join the RN within the ensuing 3 years.
- g. On successful completion of PRNC(R), the AFCO is to post the candidate's medical documents to:

Medical Centre Co-ordinator
Medical Centre
HMS RALEIGH
TORPOINT
Cornwall
PL11 2PD

0912. Direct Entry Petty Officer Technicians (DEPOT/DET)

- a. Eligibility criteria for DET are at Para 0759.
- b. A RoS of 6 months from end of Phase 1 and Phase 2 Training.
- c. Standard eligibility criteria for ET(ME) will apply, with the following exceptions:
 - (1) Applicants must commence training before their 40th birthday.
 - (2) RT is to be recorded in MIS but there is no set pass mark.
 - (3) Basic eligibility and Baseline Personal Security Standard (BPSS) are to be checked when the applicant attends the AFCO for RT.

- d. DET will attend a 1-day Assessment Centre which will include the following:
 - (1) Briefing on and exercises in practical leadership.
 - (2) Engineering Case Study.
 - (3) Competence and suitability interview.
- e. The Selection Process may be found in the **ROM - Chapter 12**.

0913. RNR Cyber Reserves

- a. The RNR Cyber Reserves Branch will recruit only suitably qualified and experienced personnel (SQEP) who have demonstrated they have the requisite cyber skills and experience developed in academia and/or employment. The skill sets sought by the JCU(R) are in extremely short supply.
- b. Candidates who do not meet the RNR standard criteria for age, fitness, medical or appearance criteria will still be considered for entry to the RNR Cyber Branch with the requisite waivers being assessed on a case-by-case basis (RNR POC is Lt Joseph Morrison (Joseph.morrison19@mod.gov.uk)).
- c. There is no requirement to apply for approval to process for over-age applicants.
- d. RT and interview are to be conducted as normal, including verification of BPSS.

0914. Accelerated Apprenticeship Scheme

Details of the Accelerated Apprenticeship Scheme may be found in the **ROM - Chapter 12**.

0915. Under Graduate Apprenticeship Scheme (UGAS)

- a. UGAS eligibility criteria are detailed in the JEM at Para 0760.
- b. Standard eligibility criteria for ET(ME) and (WE) apply, with the following exceptions:
 - (1) Age 18 - 34 years on entry.
 - (2) Minimum RT score of 90.
 - (3) 5 GCSEs or equivalent at Grade C or higher including Maths, English and at least one science based subject.
 - (4) A minimum of 64 UCAS points (or equivalent) with a minimum of 48 points derived from Science, Technology, Engineering and Maths (STEM) subjects.