

CHAPTER 53
RETURN OF SERVICE

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CHAPTER 53**RETURN OF SERVICE****5301. General**

a. When RN and RM personnel undertake specific courses of training, studies or receive financial bonuses, the Naval Service requires a return on its investment. The normal requirement is that individuals complete an effective period of service called a return of service (ROS) which is defined as a period of time that an individual who has undertaken a course of funded training, taken up a secondment or placement within industry or been assigned into a designated command appointment shall be required to serve in order to give a reasonable return on the investment made by the MOD. Training falls into two areas: initial training, that undertaken by officers, ratings and other ranks prior to joining the trained strength; and further training, that undertaken by officers, ratings and other ranks who have joined the trained strength.

b. The Service not only invests in its people by means of training but also by appointing individuals into key roles, including command, where they acquire a breadth of experience and depth of knowledge which can be reinvested in subsequent positions, invaluable for the conduct of current operations, the administration of the Naval Service and the future planning of Defence. It would be illogical for the Service to appoint individuals into such key roles without seeking an assurance that it will be able to reap the benefits of the experience and knowledge which they have gained during the relevant appointment. In order to ensure that the Service is investing in those from whom it can gain such a return, certain command appointments will carry a ROS (see [Para 5308](#)).

c. It is the responsibility of individuals to acquaint themselves with the ROS requirements and regulations prior to applying for courses/training, selection for SASB2/AASB2) appointments or before receiving bonuses. It will be necessary to complete the appropriate ROS undertaking form in order to undertake further training, take up command appointments or receive Financial Retention Initiative (FRI) bonuses (see Para 5303 [sub para c](#) or Para 5308 [sub para b](#)).

5302. ROS for Initial Training**a. Officers**

(1) Officers can voluntarily withdraw from initial training up to a defined point in their training pipeline known as the Premature Termination of Career Training (PTCT) point. Details of the PTCT and the voluntary withdrawal from training process can be found at Para 5402.

(2) Beyond the PTCT point, RN and RM officers are required to give a ROS in recognition of the cost of their initial training which for all (except those promoted under the Senior Upper Yardman (SUY)/Senior Corps Commission (SCC) schemes) is defined as the training completed prior to joining the trained strength (eg. Phase 1 training at BRNC Dartmouth and CTCRM Lymstone; Phase 2 professional training such as IWOC, ILOC(M) and SEMC). For SUY/SCC officers promoted from the ranks, initial officer training is considered to be complete once individuals commence their first effective assignment.

(3) Details of the applicable initial training ROS are at [Table 53B-1](#), whilst [Table 53B-2](#) shows the point at which initial training is completed in all officer specialisations. [Para 5305](#) contains information concerning ROS waivers.

b. **Ratings and Other Ranks**

(1) All new recruits enlisting in the Naval Service, who have not previously so enlisted, have a statutory right to claim discharge within their first six months of service, provided that they have completed a minimum four weeks' service (excluding leave periods and any forfeited service) from their date of entry, or until the day before their 18th birthday, if this comes after the end of the six month period. Full details can be found at Para 5403.

(2) For ratings and other ranks, a ROS is required to consolidate an individual's training and give a reasonable return on the investment made by the Service. Having completed six months' service, or reached the age of 18 (if this comes after the end of the six month period), and subject to the exceptions that follow, ratings and other ranks become eligible to submit an application for Early Termination as follows: for those who joined prior to 4 Sep 16, on completion of 2½ years' service (commonly known as the Minimum Time to Serve (MTS)) from the end of their Standard Initial Training Period, and for those who joined after 4 Sep 16 the 2½ year ROS will commence on completion of Phase 1 and Phase 2 Training, who they joined the Trained Strength. The exceptions to the 2½ year rule are Student Naval Nurses and Medical Technicians who must complete a minimum of 3 and 3½ years respectively from the end of the SITP (prior to 4 Sep 16) or joining the trained strength (on or after 4 Sep 16) before they are eligible to apply for Early Termination. Details of the SITP are shown at [Table 53B-3](#).

(3) The SITP varies across specialisations and is the theoretical aggregate of the time that a rating or other rank spends undergoing the various components of initial training, assuming a smooth flow through the system and including an element for leave. Dates of actual completion of training should not be used. It should be noted that, if the length of an SITP is reduced, ratings and other ranks within the respective specialisation(s) will also be able to use the reduced period in the calculation of the earliest date on which they can submit their notice. If a SITP is lengthened, ratings and other ranks will retain their shorter SITP period.

(4) Unlike the ROS for further career training, the MTS period cannot run concurrently with the notice period. An individual must complete the MTS period before they become eligible to apply for Early Termination.

(5) When a rating or other rank voluntarily transfers from one specialisation to another and therefore undergoes two periods of initial training, the first SITP or point of reaching the trained strength, if completed, is to be used in determining their earliest release date. If the training is not completed, the time spent undergoing such training can count towards the SITP for the new specialisation. For example, if an individual spends four months undertaking training to become a Diver (with a nine month SITP) and is then allowed to transfer to the Air Engineering Technician specialisation, the four months will count towards the new 14 month SITP.

5303. ROS for Further Training and Financial Remuneration

a. Training ROS

(1) A zero ROS is the normal standard for Service personnel attending further training courses ie. that which follows the completion of initial training. However, some tri-Service and single-Service further training courses and qualifications exceptionally attract a training ROS (ie. as a result of being demonstrably expensive; lead to highly marketable skills or qualifications; normally of at least six months' duration, including modules of a course that add up to six months or more; in areas where there is a significant current or forecast operational or manning pinch points and failure to retain the individual would have a direct impact on the immediate output or operational capability of the organisation; where manning organisations require a long lead time to trawl, nominate and assign an individual to a training course). These are published regularly by DIN and are shown at Table 1A-1, Table 1A-2 and [Table 53C-3](#).

(2) A training ROS will normally only be applied where an individual attends a discrete course of training away from normal duty. It is accepted that some training is delivered in the course of normal duties, but such training would not normally attract a training ROS unless it resulted in a recognised qualification in a transferable skill.

b. Financial ROS

(1) **Bonus Payments or Financial Retention Incentives.** From time to time, bonuses may be offered to personnel in shortage categories as a retention measure, with a financial ROS required in return - see JSP 754 (Tri Service Regulations for Pay and Charges) for more details. In general terms, the ROS will run concurrently with any other ROS required by courses or training. Individuals wishing to submit an Application for Early Termination whilst still bound by this type of ROS will be required to pay back some or all of the money they received.

(2) **Transfer to the Professional Aviator Spine (PAS).** On transfer to the PAS (referred to as Full Commission Stage (Aviator)(FCS(A)) for officers – see Annex 49A), personnel are required to complete a five year ROS from their Initial Pension Point/Early Departure Payment point (or date of transfer to the scheme if later). See JSP 754 Chapter 5 Section 6 for more information.

c. **The 'ROS Declaration' for Further Training Courses and FRIs**

(1) Individuals who are eligible to apply for Early Termination will be required to waive that right for a period equal to the length of the training course (if there is no ROS attached to the course) or the length of the course plus any ROS required for volunteering to attend a further training course.

(2) It is a condition of undertaking any course or accepting any FRI which attracts a ROS that all personnel **must** sign a written undertaking to state that they understand and accept the ROS requirement. A ROS Declaration (for officers, see [Annex 53A](#); for ratings and other ranks, use Form S2658), will be issued to the individual by either the Training Establishment or the Career Manager with instructions for its completion in the Remarks of the Assignment Order which assigns them to the course. The completed and signed undertaking must be returned as required (once an individual has applied for and been accepted for an FRI or bonus, the Unit HR informs DBS JPAC to take the appropriate payment action and forwards the original completed and signed application form to the Career Manager) and the individual's Earliest Exit date in JPA will be amended by the Career Manager. Mistakes found subsequently on the form itself or the loss of a signed form will not necessarily exempt the individual from being obliged to complete the ROS in force at the time; each case will be considered on its merits. Career Managers should store the signed form by scanning the document into JPA and attaching it as a public document to the Scribble Pad area and, vitally, forward the form to the DBS JPAC Records Office, since it will be required in the event that the SP challenges the ROS liability. Refusal to sign the form, when presented, will debar the individual from starting the course and the individual will be reassigned.

(3) Once an individual has applied for and been accepted for an FRI or bonus, the Unit HR informs DGS JPAC to take the appropriate payment action and forwards the original completed and signed application form to the Career Manager. On receipt of the form, the Career Manager is to update the individual's JPA record with the ROS name, ROS date and Earliest Exit Date.

(4) All individuals may serve out their notice period concurrently with the final 12 months (six months for Medical and Dental officers) of any outstanding ROS.

5304. ROS General Points

a. **ROS Starting Point.** Whilst a training ROS will normally commence on the completion of the course, the ROS obligation is incurred from the start date of the course and may be applied, subject to Service needs, at any time, irrespective of the final course outcome.

b. **Concurrency.** All periods of training ROS, whether for initial or further training, together with any time an individual is committed to serve as part of their Service engagement, will run concurrently unless otherwise specified. Employers and Career Managers are to ensure that an individual has sufficient service remaining in order to complete the relevant training ROS prior to formally committing the individual to a training course.

c. **Withdrawal from Training – impact on ROS**

(1) Individuals who embark on a course of further training are not permitted to apply for Early Termination during the training.

(2) Individuals who are withdrawn from further training (for whatever reason), or who effectively withdraw themselves from training, will need to 'work off' a period of ROS. As a rule, this period will be determined by the Navy Command Headquarters Terms of Service Team (in conjunction with the appropriate Career Manager and Branch Manager), taking into consideration a number of factors. These include the amount of the course that has been completed, the perceived value of the training to potential external employers, the course length, course frequency and number of places per course, the attractiveness of the course to Naval Service personnel, the loss to the Service if the individual does not complete the training, the ability of the Service to select, assign and train replacement personnel and, finally, the reason for not completing the course eg. compassionate or career change.

(3) As a general rule, personnel who leave or fail to complete those courses which are highly sought after and embrace easily transferred skills, such as management accountancy and barrister training, are likely to be required to complete the majority, if not all, of their ROS commitment.

(4) However, individuals will, if they are otherwise qualified, be permitted to apply for Early Termination with effect from the date of failure or withdrawal from training. Individuals who have requested an extension of service in order to qualify under Para 5304 [sub para f](#) will not have their extension cancelled if they fail or withdraw from the course but will become eligible to apply for Early Termination.

d. **Transferability of ROS.** As a rule, a training ROS liability is transferable between Services. Where an individual who is subject to a ROS transfers to another Service, they are required to complete a new undertaking for the balance of the ROS liability as part of the transfer arrangements.

e. Personnel who apply to exit prematurely from their Service while undertaking a training course that attracts a training ROS will be removed from the course immediately, unless it is in the Service interest to do otherwise.

f. **Extension of Service to Complete Course or ROS.** Personnel assigned to training courses who do not have sufficient time to serve in order to be able to fulfil the ROS requirement must agree to request any extension of service (see Para 4926) to cover the length of course and its associated ROS. In these circumstances, Form S61 should be completed and forwarded to the appropriate Career Manager prior to the commencement of training. The S61 should be completed to the effect that the individual understands that any new career/engagement and/or extension will remain valid in the event of course failure.

- g. **Selection Procedure for Individuals Formerly Ineligible for Courses.** Individuals who are ineligible for courses as a result of submitting their notice, or are nearing completion of a commission or engagement stage, and subsequently withdraw their notice or re-enlist will not necessarily be selected for the next available course for which they become eligible. Such individuals may be assigned to sea service, if due, with courses being arranged during their next period of shore service.
- h. **Individuals Subject to Administrative or Medical Discharge Whilst Completing ROS.** Individuals who are administratively discharged whilst under an FRI ROS obligation will be referred to the JPA termination debt recovery cell to make arrangements for recovery of the bonus. Arrangements for recovery of any payment following medical discharge will be on a case by case basis, in accordance with JSP 754.
- i. **Time Spent in Acting Higher Rank.** Time spent in the acting higher rank by officers, ratings and other ranks does not generate a ROS.
- j. **Transfer to a Longer Commission.** Transfer to a longer commission by officers does not attract a ROS.
- k. **Non-Reckonable Service.** Periods of non-reckonable service do not count against a ROS and, if approved, will extend the ROS end date accordingly.

5305. ROS Waivers

- a. Requests for a ROS waiver will be considered on a case by case basis. Early release from a ROS commitment is not a right and should therefore not be relied upon if applying for civilian employment. Individuals must not accept an offer of employment which would commence earlier than the end date of the ROS period until their application for a ROS waiver is approved officially. Every effort must be made to ensure that there are no delays in forwarding any request for a waiver of ROS (especially those submitted for compassionate reasons) for staffing. If granted, a ROS waiver will enable individuals to apply for Early Termination, however release within 12 months will be subject to the agreement of the appropriate Competent Authority (see Annex 54A). A ROS waiver does not negate the requirement to repay any financial liability for a bursary or cadetship. See Para 5412 to 5415 for further information regarding Non Standard Early Termination (including ROS waivers), early release criteria and the application process.
- b. If a ROS waiver is sought on medical grounds (further training only), the request must be accompanied by a medical certificate signed by a Service Medical Officer.

5306. ROS for UY(E) University of Portsmouth (UoP) Degree Course

- a. UY(E) officers who complete the UoP degree course as a precursor to joining the Officer Corps, but do not subsequently become a Gain to the Trained Strength in the Officer Corps (whether through voluntary or compulsory withdrawal from training), will have to return to the Ratings Corps (preferably in their source branch) to complete the balance of any ROS accrued whilst they were a rating on the trained strength. Completion of the ROS in full as a rating will cancel the financial liability that individuals would otherwise have (if leaving as officers) in lieu of their Service funded degree; failure to complete the ROS (for whatever reason) will mean that individuals potentially remain liable to refund education costs in full.
- b. The balance of the ROS (deemed to start upon posting of final results) to be served by a UY(E) officer on returning to the Ratings Corps will be determined by the ROS that was outstanding when he/she joined BRNC, less any time served as an officer.
- c. In an exceptional case (medical, compassionate or welfare; not professional or educational failure) and for reasons outwith their control, should a UY(E) fail to complete the UoP course or is unable to complete the ROS as a rating, then the liability to repay education costs in lieu may be reviewed. Each case will be considered on its individual merits.

5307. ROS for Transfers and Re-entry Requiring Bespoke Training

Personnel re-entering or transferring into the Naval Service, or transferring between branches and/or specialisations, who are required to undertake a period of bespoke training may be required to accept a ROS liability for such training. The bespoke training ROS will be determined on a case by case basis by the Terms of Service Team, in consultation with key Headquarters personnel, who will provide written notification to the individual of the ROS liability.

5308. ROS for Undertaking Command Appointments

- a. **General.** Command is a privilege and the essence of service as an officer in the Naval Service. It is an opportunity given only to the very best and it carries certain obligations and responsibilities. These are most evident whilst in an appointment, but the experience gained in command is unique. Additionally, there are some appointments at OF4 level and above that, by necessity, draw on previous Sea Appointment Selection Board (SASB2)/Air Appointment Section Board (AASB2) command experience. Therefore, it is in the best interests of the Service that it should seek a return on its investment in appointing individuals to command. Command appointments are therefore reserved for those officers who are prepared to show exceptional commitment by providing an assurance of continued service which will allow both them and the Service to capitalise upon their command experience to the overall benefit of Defence and in the interests of national security. An officer who is not prepared to accept command under these terms will not have their appointment confirmed and may be removed from any future command considerations.

b. **ROS Starting Point.** Officers undertaking their first appointments after selection by the annual Jun/Jul SASB2/AASB2 will be required to provide a 24 month ROS. Whilst the obligation to complete the ROS is incurred from the date that command is assumed ie. the start date of the SASB2/AASB2 command assignment, the ROS period will commence on completion of their command tour (or the date of earlier re-assignment if applicable). Such a ROS may also be applied to other command assignments (eg. RM, Shore Command, Charge, SASB1 etc.) if deemed appropriate and/or necessary. In such cases, the ROS starting point and liability will be calculated in the same manner. Officers will be notified of the ROS attached to a future command assignment on the Assignment Order and must complete a ROS Declaration Form ([Annex 53E](#)). The officer will be given the opportunity to decline the appointment offer.

c. **Impact of Applications for Early Termination.** Applications for Non-Standard Early Termination are to be made in accordance with Para 5412, however, it should be understood that Non-Standard Early Termination is not a right and officers should not seek or accept future employment in the expectation that an application will be approved.

OFFICIAL-SENSITIVE PERSONAL (when complete)

ANNEX 53A

RETURN OF SERVICE UNDERTAKING FOR FURTHER TRAINING - OFFICERS

To: [Career Managers Title and Address]

Room

West Battery

Whale Island

Portsmouth

Hants

PO2 8DX

1. I understand and accept that:

a. My future assignment to undertake
course/training has a return of service (ROS) of months.

b. I recognise that in return for furthering my Naval career by undertaking the above course and the investment the Service is making in me, I will be subject to the ROS liability from its start. I also understand that the period of ROS to be "worked off" will commence from the date I cease training, whether upon successful completion of the course, failing or upon being withdrawn from training for any reason. If the training/course is not completed, the precise ROS to be completed will be calculated by the Navy Command Headquarters Terms of Service Manager, who will take into account factors such as the value of the training to an external employer, the reason(s) for not completing the course, the amount of training completed and the ability of the Service to select, assign and train a replacement.

c. I understand that if I apply either to exercise my notice option or resign prior to commencing or whilst undertaking further training, I may be withdrawn from training and re-assigned. I recognise that my withdrawal from the course due to an application to exercise my notice option will not negate my ROS liability for undertaking this training.

2. I have read and understood the regulations pertaining to ROS, Early Termination and/or Resignation described in BR3.

Signed:

Name (in Block Capitals)

Service Number:

Date:

Once completed, this form will be placed on the individual's
Personal File and kept for 116 years from date of birth

ANNEX 53B

INITIAL TRAINING ROS

Table 53B-1. Minimum ROS for Initial Training Undertaken by RN and RM Officers

Entry Type	Branch	ROS Rule
University Cadet Entrant (UCE) and Naval College Entrant (NCE) taking a full-time in-service degree (see Note.)	Warfare, Logistics, Engineering and Royal Marines	5 years commissioned service from completion of an officer's initial training (i.e. including professional training)
Defence Technical Undergraduate Scheme (DTUS) - Bursar	Engineering (excludes officers promoted from the Rating Corps who enter as NCE in-Service degree officers)	3 years from completion of an officer's initial training (includes professional training such as the SEMC)
Direct Graduate Entrant (DGE) and NCE not taking full-time in-Service degrees (see Note.)	Logistics, Engineering (including TM), Warfare (except aircrew and ATCO) and Royal Marines	3 years from completion of an officer's initial training
Air Traffic Controller	Warfare	3 years from award of signed licence issued at end of Part B training
Aircrew	Warfare/Royal Marines	6 years from completion of Operational Flying Training for both rotary and fixed wing training
Medical Cadet	Medical	Commences at the beginning of the pre-registration year and runs for 6 years from the date of full registration with the General Medical Council
Dental Cadet	Medical	7 years from registration with the General Dental Council



Note. The in-service degree known as 'Foundation for the Future (F3)' which NCE Logistics and Warfare officers (except Aircrew and ATCO) undertake during initial training is not a full-time in-service degree.

Table 53B-2. Completion of Initial Training - All Officer Branches

Officers (inc SUY)	GTS Point
X(GS)	Completion of Initial Warfare Officers Course (IWOC)
X(SM)	Completion of IWOC
X(P)	Completion of Operational Conversion Phase (OCP)
X(O)	Completion of OCP
X(ATC)	Completion of Part B Training
E(AE)	Completion of Certificate of Competence
E(ME)	Award of MEQ
E(MESM)	Award of Cat A1 EOOW qualification
E(WE) – Direct Entry	Completion of SFT(WE)
E(WE) - SUY	Completion of SEMC 3A
E(WESM)	Completion of DWEO (Desig) or SWS OEC
TM – Direct Entry	Completion of TMOC
TM - SUY	Completion of TMOC
L	Completion of Initial Logistics Officers Course (Maritime)
MS(EHO)	Completion of INT(O)
Medical – Cadet/DE	Completion of NEMO Course
Dentist	Completion of INT(O)1A
QARNNS	Completion of INT(O)1A
Chaplain	Successful completion of Chaplaincy Fleet Board
SUY Deep Specialist (INT, C, HM, RNP, AV, ATC, MS)	Completion of INT(O)1B
RM GD	Completion of Phase 2 training
RM SCC/RM Band	Completion of SCC Course

Table 53B-3. Standard Initial Training Period undertaken by Ratings and Other Ranks for Personnel Joining the RN Prior to 4 Sep 16

See Para 5304 [sub para b](#) for more details.

Warfare Branch	SITP
Warfare Specialist	7 months
Warfare Specialist Sensors (Submarine)	12 months
Warfare Specialist Tactical (Submarine)	11 months
Mine Warfare Specialist	7 months
Communications Information Systems Specialist	9 months
Communications Information Systems Specialist (Submarine)	12 months
Hydrographic and Meteorological (H) Specialist	7 months
Hydrographic and Meteorological (M) Specialist	6 months
Seaman Specialist	10 months
Naval Airman (Survival Equipment)	15 months
Naval Airman (Aircraft Handler)	7 months
Aircraft Controller	10 months
Direct Entry Diver	9 months
Direct Entry Communications Technician	24 months
Engineering Branch	SITP
Artificer Apprentice	48 months
Air Engineering Technician	14 months
Engineering Technician (Marine or Weapon Engineering)	7 months
Engineering Technician (Marine Engineering Submarines)	12 months
Engineering Technician (Weapon Engineering Submarines)	14 months
Logistics Branch	SITP
Logistician (Writer)	7 months 2 weeks
Logistician (Chef)	10 months
Logistician (Steward)	6 months 2 weeks
Logistician (Supply Chain)	6 months 2 weeks
Medical Branch	SITP
Dental Nurse	8 months
Medical Assistant	13 months
Student Naval Nurse	39 months
Medical Technician	42 months
Direct Entry Naval Nurse	3 months
Royal Marines	SITP
Recruit training	32 weeks
Bugler	105 wks (7 terms)
Musician	135 wks (9 terms)

ANNEX 53C
FURTHER TRAINING ROS

**Table 53C-1. ROS for Further Training Undertaken on a Tri-Service Basis
– Non-Medical**

Training	Qualification	ROS (months)	Exceptions
Advanced EOD Operator Course	None	36	None
Advanced Information Systems Course	None	36	None
Advanced Staff Training (JSCSC or foreign equivalent or High Level Academic Qualification (HLAD) training)	psc(j) or equiv MA (opt)	30	None
Chartered Institute of Management Accountants (CIMA)	ACMA CGMA	36	None
Cyber Operator Course	Operator Class A/ Skilled	36	None
Commercially Delivered Cyber Career Course		18	
Defence EOD Operator Course	None	24	None
Defence Logistics Staff Course	PG Dip	18	None
Degree/Masters Degree (full-time) (see Note 1)	Degree/ Masters	36	None
Degree/Masters Degree (part-time)	Degree/ Masters	18	Army: International Studies Degree
	PhD	18	Does not apply to RAF
Empire Test Pilots School, Test Pilot's Course	TP	36 (Note 2)	None
Flying Instructor, Helicopter Instructor, Helicopter Crewman Instructor	QFI/QHI/QHCI	36	None
Forward Air Controller Course	Q-J-FAC	36	Army
General Duties Aero-Systems Course	qas	36	None
Initial Flying Training/RPASP, including first CTT, Operational Conversion (OCU) and Central Flying School (CFS), and training on change of branch or specialisation	None	72	None
Intelligence Surveillance Reconnaissance Qualified Weapons Instructor Course	None	24	None
Joint Air Traffic Controller Course	None	36	None

Training	Qualification	ROS (months)	Exceptions
Joint Service Exercise Rehabilitation Instructor Course	None	24	None
Joint Service Photographic Qualifying Course (Defence Photographer Course)	NVQ Level 3	36	None
Language Training (see Note 3)	Professional or Expert award	36 (Note 4)	None
Network Analysis Development Programme (Military) (NADP-M)	NADP(M)	36	None
Network Analysis Advanced Skills Programme (NAASP)	NAASP	36	None
Officers Long Aeronautical Engineering Course	ae	24	None
Officers' Petroleum Course	MEI Inst Pet	24	None
Refresher Flying training courses lasting 6 months or longer (see Note 5)	None	24	None
Royal College of Defence Studies or overseas equivalent (see Note 6)	rcds	30	None
Second and subsequent OCU/CTT on change of aircraft (any type of aircraft) inc RPASP (see Note 7)	None	36	Army 48 (Apache, Fixed Wing and Dauphin N3) JCA TES pilots - 60
Signals Development Course	Q-INT-SD	24	None
TEMPEST Testers Basic On-site Course	Q-COMM-EST-B	36	None
Weapons Controller Course	None	36	None
Weapons Instructor (Flying) Course	QWI	36	None

(The ROS for Special Forces training courses have been excluded from this Table - for information on which SF training courses attract a ROS, contact the NCHQ Terms of Service Team.)

Notes:

1. *The ROS is to be applied only when the full cost of training is funded by the MOD.*
2. *Training completed by a TP during their TP tour will only incur a ROS if: the training is a full military OCU on a new aircraft type or the training results in a civilian type rating, in which case an 18 month ROS will apply.*
3. *Includes the Army Language Scholarship scheme and any language training exceeding 12 months' duration.*
4. *A Professional award is any NATO SLP profile aggregating between 9 and 12 points, with not less than 6 SLP points for either speaking and listening together or listening and reading together. An Expert award requires a minimum of 13 SLP points, with no skill lower than SLP2. The ROS is to run from the first qualifying award.*
5. *Including Flying Instructor courses.*
6. *When personnel attend modules of RCDS but not the whole course, a Trg ROS is to be calculated on a pro-rata basis, based on the length of the module(s) completed.*
7. *Aircrew returning to a previously trained on aircraft type will not be required to complete a ROS on refresher training.*



Table 53C-2. ROS for Further Training undertaken on a Tri-Service Basis – Medical

Training	ROS (months)	Remarks
Medical and Dental Officer		
Medical Officer and Dental Officer Cadetship	72	72 months of productive service, commencing at full registration with the GMC or GDC
Consultant Training – Medical and Dental Officers Higher speciality training - ST3 onwards	60	60 months of productive Consultant service (see Note 1) to commence on assumption of Consultant duties in support of UK Armed Forces
Consultant Training – Oral and Maxillo Facial Surgeons – ST3 onwards	60	
Consultant Training - Second career consultant training	48	
GMP Training	48	ROS to commence on date of accreditation
Other external specialist training leading to post-graduate degrees undertaken full time during consultant training that do not form an essential part of that training (includes Out of Programme training and Fellowship training in excess of 12 months).	36	The ROS for this training runs consecutively with any other ROS, i.e. it will start when all other ROS has been completed
Other external specialist training leading to post-graduate degrees undertaken part time during consultant training that do not form an essential part of that training (includes Out of Programme training and Fellowship training in excess of 12 months)	18	The ROS for this training runs consecutively with any other ROS
Other Medical post-graduate degrees/ diplomas undertaken full time outside Consultant or GMP training	36	
Other Medical post-graduate degrees/ diplomas undertaken part time outside Consultant or GMP training	18	
Newly qualified Dental Officers who undertake the one year DDS Foundation Training. Undertaken full time.	30	For those DOs who were previously cadets, the FT ROS should run concurrently with their undergraduate/cadetship training ROS
Medical Intelligence Long Detachment Training	24	

Training	ROS (months)	Remarks
Dental		
Diploma in Dental Hygiene (2 years F/T)	36	ROS to commence on assignment date from course
National Diploma in Dental Nursing	30	Training ROS to commence upon completion of National Qualification in Dental Nursing. Note: it does not start at the point of GDC registration
BSc in Primary Dental Care (F/T)	36	ROS to commence on assignment date from course
BSc in Primary Dental Care (P/T)	24	ROS to commence on date of qualification awarded
Environmental Health Officer		
MSc available in various Environmental Health/ Occupational Health/Environmental Protection subjects (2 years P/T)	18	ROS to commence on date qualification awarded
Environmental Health Technician		
Environmental Health Technician course leading to a Foundation Degree (2 years F/T) including Class 3-1	36	ROS to commence on assignment date from course
BSc(Hons) in Environmental Health (3 years F/T)	36	ROS to commence on assignment date from course
Environmental Health Technician. British Occupational Hygiene Society Certificate (P/T)	24	ROS to commence on assignment date from course
Medical/Technical Assistants/Combat Medical Technician/Search and Rescue (SAR) Aircrew		
Diploma and Foundation Degree in Paramedic Science (F/T)	36	ROS to commence on assignment date from course
Diploma in Paramedic Science (P/T)	24	ROS to commence on date qualification awarded (individuals do not register separately but rather register biennially)
SAR 10 week Extended Immediate Emergency Care Course	24	ROS to commence on successful completion of course/qualification awarded
Emergency Care Practitioner	24	ROS to commence on successful completion of course/qualification awarded

Training	ROS (months)	Remarks
Medical Support Officer		
MSc in Health Services Management (1 year F/T)	36	ROS to commence on assignment date from course
MSc in Health Services Management (2 years P/T)	18	ROS to commence on date qualification awarded
Operating Department Practitioner		
Diploma in Operating Department Practice (2 years F/T) (3 year full time BCs(Hons) programme)	36	ROS to commence on assignment date from course
Pharmacy Technician		
NVQ Level 3 Pharmacy Services (2½ years F/T)	36	ROS to commence on assignment date from course
Psychologist (Clinical)		
BSc(Hons) in Medical Physics and Physiological measurements (4 years F/T + 1 year multi-disciplinary training)	36	ROS to commence on completion of multi-disciplinary training
Physiotherapy and Pharmacy Officer		
Post-graduate course - MSc (F/T pathway)	36	ROS to commence on assignment date from course
Post-graduate course - MSc (P/T pathway)	18	ROS to commence on date qualification awarded
QARNNS, QARANC and PMRAFNS		
Student Nurse training leading to registration in Adult and Mental Health Nursing (3 years F/T)	36	ROS to commence on assignment date from course
Distance learning course, undertaken over 6 months	18	ROS to commence on date qualification awarded/course completed
All courses leading to a Specialist Qualification (full or part time)	36	ROS to commence on assignment date from course for F/T students; for P/T students, to commence on date of qualification awarded
Any Diploma, BSc or PG course other than specialist training (on a P/T pathway, over 6 months)	18	ROS to commence on date qualification awarded
Any Diploma, BSc or PG course other than specialist training (on a F/T pathway)	36	ROS to commence on assignment date from course
Defence Nursing Studies degree (on a P/T pathway)	18	ROS to commence on date qualification awarded

Training	ROS (months)	Remarks
Radiographer		
BSc(Hons) in diagnostic radiography (3 years F/T)	36	ROS to commence on assignment date from course
PG Cert within Radiographic Practice (P/T pathway)	18	ROS to commence on date qualification awarded
PG Dip within Radiographic Practice (P/T pathway)	24	ROS to commence on date qualification awarded
MSc within Radiographic Practice (P/T pathway)	36	ROS to commence on date qualification awarded
Scientist (Biomedical)		
BSc(Hons) in Medical Laboratory Sciences (3 years P/T + 1 year multi-disciplinary training)	36	ROS to commence on completion of multi-disciplinary training
BSc(Hons) in Biomedical Science (3 years P/T)	36	ROS to commence on date qualification awarded
BSc(Hons) in Biomedical Science (2 years P/T)	24	ROS to commence on date qualification awarded
BSc(Hons) in Biomedical Science (1 year P/T)	12	ROS to commence on date qualification awarded
MSc in Biomedical Science including Clinical Microbiology, Haematology, Clinical Biochemistry, Transfusion Science and laboratory management (2 years P/T)	24	ROS to commence on date qualification awarded
Sports and Exercise		
Certificate in Sports and Exercise Medicine (P/T)	12	ROS to commence on date qualification awarded
Diploma in Sports and Exercise Medicine (P/T)	12	ROS is consecutive. ROS to commence on date qualification awarded
MSc in Sports and Exercise Medicine (P/T)	24	ROS is consecutive. ROS to commence on date qualification awarded
All DMS personnel undertaking Higher Educational Qualifications unless covered above		
Level 4 Certificate of Higher Education/Higher National Certificates (F/T pathway)	36	ROS to commence on assignment date from course
Level 4 Certificate of Higher Education/Higher National Certificates (P/T pathway)	18	ROS to commence on date qualification awarded

Training	ROS (months)	Remarks
Level 5 Diplomas of Higher Education, Foundation Degrees, Higher National Diplomas (F/T pathway)	36	ROS to commence on assignment date from course
Level 5 Diplomas of Higher Education, Foundation Degrees, Higher National Diplomas (P/T pathway)	18	ROS to commence on date qualification awarded
Level 6 Bachelors Degrees, Bachelor Degree with Honours, Graduate Certificates and Diplomas, Post Graduate Certificate in Education (F/T pathway)	36	ROS to commence on assignment date from course
Level 6 Bachelors Degrees, Bachelor Degree with Honours, Graduate Certificates and Diplomas, Post Graduate Certificate in Education (P/T pathway)	18	ROS to commence on date qualification awarded
Level 7 Masters Degrees, Integrated Masters Degrees, Post Graduate Certificates, Post Graduate Diplomas (F/T pathway)	36	ROS to commence on assignment date from course
Level 7 Masters Degrees, Integrated Masters Degrees, Post Graduate Certificates, Post Graduate Diplomas (P/T pathway)	18	ROS to commence on date qualification awarded
Level 8 Doctoral Degrees (F/T pathway)	36	ROS to commence on assignment date from course
Level 8 Doctoral Degrees (P/T pathway)	18	ROS to commence on date qualification awarded
All DMS personnel undertaking NQF OR QCF qualifications unless individually covered above		
Level 4 Certificate of Higher Education/BTEC Professional Diplomas Certificates and awards, NVQ at level 4 (F/T pathway)	36	ROS to commence on assignment date from course
Level 4 Certificate of Higher Education/BTEC Professional Diplomas Certificates and awards, NVQ at level 4 (P/T pathway)	18	ROS to commence on date qualification awarded
Level 5 HNCs and HNDs, other Higher National Diplomas, BTEC Professional Diplomas, Certificates and Awards, NVQ Level 5 (F/T pathway)	36	ROS to commence on assignment date from course
Level 5 HNCs and HNDs, other Higher National Diplomas, BTEC Professional Diplomas, Certificates and Awards, NVQ Level 5 (P/T pathway)	18	ROS to commence on date qualification awarded

Training	ROS (months)	Remarks
Level 6 National Diploma in Professional Production Skills, BTEC Advanced Professional Diplomas, Certificates and Awards (F/T pathway)	36	ROS to commence on assignment date from course
Level 6 National Diploma in Professional Production Skills, BTEC Advanced Professional Diplomas, Certificates and Awards (P/T pathway)	18	ROS to commence on date qualification awarded
Level 7 Diploma in Translation, BTEC Advanced Professional Diploma Certificates and awards (F/T pathway)	36	ROS to commence on assignment date from course
Level 7 Diploma in Translation, BTEC Advanced Professional Diploma Certificates and awards (P/T pathway)	18	ROS to commence on date qualification awarded
Level 8 Specialist awards, award, Certificate and Diploma in Strategic Direction (F/T pathway)	36	ROS to commence on assignment date from course
Level 8 Specialist awards, award, Certificate and Diploma in Strategic Direction (P/T pathway)	18	ROS to commence on date qualification awarded

Notes:

1. After a minimum of 36 months functional service as a DMS Consultant, the single Services are at liberty to review ROS for those consultants that have completed a minimum of 3 years' GDMO service prior to HPT. Completion of ROS is to be balanced between the exigencies of Defence and DMS specialty manning requirement and DMS cadre management (not applicable to second career consultant training). Where it is considered that a case can be made for rescinding any or all of the final 24 months ROS, Career Managers are to forward individual case details and justification to HQSG Pers Pol for consideration and ratification by CDP.

2. Those who receive training through the military to achieve a registerable qualification and subsequent GDC registration. The Trg ROS is to commence from completion of the training that will lead to GDC registration, rather than waiting for the registration to be completed.



Table 53C-3. ROS for Further Training - Naval Service Only

Training	ROS (months)	Remarks
Officers		
Advanced Survey	30	
Air Warfare Instructors Course (X/RM)	30	
Landing Craft Officers Qualification	24	
Legal training – Bar Vocational Course and Pupillage	48	See Note 1
Legal training – Post Graduate Diploma (Law), Bar Vocational Course and Pupillage	60	See Note 1
Legal training – Pupillage	36	See Note 1
Mine Warfare Clearance Diving (LMCDO)	30	
Qualified Observer Instructor Course	24	
RM Communications Officer	30	
RM Mountain Leader Officer	30	
RN/RM Aircrew – Initial Search and Rescue (SAR) training	36	
SUY Degree Course (3 years)	48	
Upper Yardman (Engineering) – University of Portsmouth Degree Course	36	See Note 2
Warfare HM (consisting of 2 modules, H and M)	30	See Note 3
Ratings and Other Ranks		
Defence Specialist Welfare Worker Course (DSWWC)	36	On specialisation transfer (see Note 4)
Degree in Social Work	36	
Leading Aircraft Controller Qualifying Course	30	On direct entry or specialisation transfer (See Note 4)
Leading Air Engineering Technician Qualification Course	24	Avionics or Mechanical
Leading Engineering Technician (Marine Engineering) Qualifying Course	24	Mechanical or Electrical (See Note 5)
Leading Engineering Technician (Marine Engineering Submariner) Qualifying Course	24	Mechanical or Electrical
Accelerated Apprentices (ME)	24	See Note 6
Direct Entry Technician (ME)		See Note 7
Leading Engineering Technician (Weapon Engineering) Qualifying Course	24	CIS Maintainers, Weapons or Sensors

Training	ROS (months)	Remarks
Leading Engineering Technician (Weapon Engineering Submariner) Qualifying Course	24	CIS, SWS, Weapons or Sensors
Leading Physical Trainer Qualifying Course	36	On specialisation transfer (See Note 4)
Leading Seaman Hydrographic and Meteorological Qualifying Course	24	Hydrography or Meteorology
Petty Officer Air Engineering Technician Qualifying Course	24	Avionics or Mechanical
Petty Officer Engineering Technician (Marine Engineering) Qualifying Course	24	Mechanical or Electrical (See Note 5)
Petty Officer Engineering Technician (Marine Engineering Submariner) Qualifying Course	36	Mechanical or Electrical
Petty Officer Engineering Technician (Weapon Engineering) Qualifying Course	36	CIS Maintainers, Weapons or Sensors
Petty Officer Engineering Technician (Weapon Engineering Submariner) Qualifying Course	36	CIS, SWS, Weapons or Sensors
Petty Officer Hydrographic and Meteorological Qualifying Course	24	Hydrography or Meteorology
Chief Petty Officer Airman (METOC) Qualifying Course	30	
Communication Technical Course	36	
Coxswain Submariner Qualifying Course	24	On specialisation transfer (See Note 4)
Maritime Manoeuvre Wing (SBS Boats) - SF Boat Operators' Course	36	
RN Police Initial Course	36	On specialisation transfer (See Note 4)
RN/RM Aircrew – Qualified Aircrew Instructor's Course	24	
RN/RM Aircrew Course	36	On specialisation transfer (See Note 4)
RM AE Carpenter	24	
RM Armourer 3rd Class	24	
RM Artificer (Vehicle)	42	
RM Artificer Technician/Artificer Telecommunications	42	

Training	ROS (months)	Remarks
RM Colour Sergeant Information Systems	36	RM Colour Sergeants undertake Information Systems training courses run by the Army
RM Communications Technician	36	
RM Exercise Sea Hammer	24	
RM Exercise Sea Spray	24	
RM Illustrator 3rd Class	24	
RM Landing Craft 2nd Class (LC2) Course	24	
RM Landing Craft 3rd Class (LC3) Course	24	
RM Maritime Sniper (MDT)	24	
RM Metalsmith 3rd Class	24	
RM Military Police 2nd Class	30	
RM Mountain Leader 1st and 2nd Class	30	
RM Physical Training Instructor 2nd Class (PT2)	24	
Qualifying Course		
RM Sergeant Information Systems	24	RM Sergeants undertake Information Systems training courses run by the Army
RM Telecommunications Technician 1st and 2nd Class	36	
RM Vehicle Mechanic 1st and 3rd Class	36	
RM Yeoman of Signals	36	

Notes:

1. *The differences in legal training ROS recognise that some individuals will be part-qualified on starting courses and will therefore require less training. For officers who successfully complete barrister training, the ROS liability will start to be 'worked off' from completion of pupillage. If, however, pupillage has to be split into 2 periods before and after another assignment, the ROS will be measured from date of completion of the first period.*
2. *Individuals who are withdrawn from officer training (voluntarily or compulsorily) before becoming a gain to the trained strength (GTS) will be required to return to the ranks to complete the balance of the 3 year ROS period.*
3. *For officers who successfully complete the HM course, the ROS liability will start to be 'worked off' from completion of the second module. Where the two modules are separated by a complement assignment to meet the Service need, ROS will begin at the start of that assignment.*
4. *The ROS will start to be 'worked off' from the end of the training shown.*
5. *The ROS for MEGS is to be applied as follows:*
 - a. *ME151A & C and ME152 A & C will be on completion of the respective Craft Training packages.*
 - b. *ME151B and ME152B will be on completion of the streamed qualifying course.*
 - c. *ME153 (All streams) will be on completion of the respective streamed qualifying course.*
6. *The RoS linked the ME151 to the series of training, noting a MTS in accordance with Para 5302 b.(2) and (4), is also applicable the the AA scheme.*
7. *In accordance with Para 5302 b.(2) and (4), the MTS for DET is 30 months from completion of Phase 1 and Phase 2 Training. They also come under the TRoS associated with the respective Phase 2 course training.*



ANNEX 53D

UY(E) OFFICER CANDIDATES - UNDERTAKING TO WAIVE RIGHT TO GIVE NOTICE AND, IF APPLICABLE, TO REPAY THE COSTS OF SPONSORSHIP IN RETURN FOR UNDERTAKING FURTHER CAREER TRAINING/EDUCATION AND DEVELOPMENT

In consideration of the Secretary of State for Defence supporting me (under the terms set out in the attached document) while I am undergoing training at the University of Portsmouth (UoP) with a view to obtaining a Service funded degree required to become a UY(E) officer.

I,

of

.....

HEREBY AGREE AND UNDERTAKE that:

- 1. I will use my best endeavours to complete the studies.
- 2. In accordance with [Para 5306](#) and upon completion of my final examinations on the UoP degree course, if, other than by reason of redundancy, I should subsequently:
 - a. Be withdrawn from officer training voluntarily before my Gain to the Trained Strength (GTS) point (having joined BRNC as a UY(E) officer), I will return to the rating corps (preferably in my source branch) to complete the balance of a 3 year ROS¹ – the length to be determined by the ROS outstanding on joining BRNC less any time served as an officer - in recognition of the fact that I will obtain a full time funded degree from the RN as a rating.
 - b. Be removed from officer training compulsorily before my GTS point (having joined BRNC as a UY(E) officer), I will return to the rating corps (preferably in my source branch) to complete the balance of a 3 year ROS - determined by the ROS outstanding on joining BRNC less any time served as an officer - in recognition of the fact that I will have obtained a full time funded degree from the RN as a rating.
 - c. Withdraw voluntarily or be withdrawn from the UY(E) scheme before entry to BRNC, I will be liable to complete a 3 year ROS as a rating (preferably in my source branch).
- 3. If I fail to complete the UoP course, I will be liable to repay costs incurred².
- 4. I understand that if I return to the rating corps and serve out of the required ROS in full, it will negate any financial commitment for the degree training received.

1. This will start upon posting of final results.
 2. In an exceptional case (Medical, compassionate or welfare, but not professional or educational failure), and for reasons out with my control, should a UY(E) fail to complete the UoP course or is unable to complete the ROS as a rating, then the liability to repay education costs in lieu may be reviewed by the Naval Personnel Team (E). Each case will be considered on its individual merits.

BRd 3(1)

5. If, for any other reason, a ROS cannot be served in full, I shall be liable to repay costs. I will, if required to do so, pay to the Secretary of State an amount equal to the total of the costs incurred on my behalf by the Secretary of State in respect of, or in connection with, my studies and subsequent service. I understand that these costs include the tuition fees for the UoP degree course, an amount equivalent to the education grant received by University Cadet Entrants for the period of sponsored studies and the value of cash grants issued.

6. I agree that, if I cease to be a member of the RN, any costs that may be repayable to the Secretary of State pursuant to this understanding may be set off against any pay, allowances, pension benefits or other payments due to me. If this is not possible then recovery will pass to PACCC Recoveries & Write Offs.

The reasons for the Secretary of State requiring this undertaking have been explained to me.

Dated the day of 20.....

(Signed)

Witnessed by:

(Name)(Not a relative)

(Address)

.....

.....

(Occupation)

OFFICIAL-SENSITIVE PERSONAL (when complete)

ANNEX 53E

RETURN OF SERVICE UNDERTAKING FOR SASB2/AASB2 COMMAND APPOINTMENTS

To: [CM OF WAR SO1X/CM OF WAR AIRSO1]

Room

West Battery

Whale Island

Portsmouth

Hants

PO2 8DX

1. I understand and accept that:

a. My future appointment in Command of
has a return of service (ROS) of 24 months from completion of my tenure.

b. I recognise that, due to the unique experience gained in Command, it is in the best interests of the Service to seek a return on that investment and that I will be subject to the ROS liability from the date my Command is relinquished. I also understand that the precise ROS to be completed will be calculated by the Navy Command Headquarters Terms of Service Manager, who will take into account factors such as the ability of the Service to select, assign and train a replacement.

2. I have read and understood the regulations pertaining to ROS, Early Termination and/or Resignation described in BR3.

Signed:

Name (in Block Capitals)

Service Number:

Date:

Once completed, this form will be placed on the individual's
Personal File and kept for 116 years from date of birth