

**CHAPTER 66**  
**OFFICER PROMOTIONS**

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## CHAPTER 66

### OFFICER PROMOTIONS

Reference: Promotions DIN released annually in March/April.

#### SECTION 1 - INTRODUCTION

##### 6601. The Promotion System

The officer promotion system is controlled centrally, relies on objective reporting over an individual's career to allow consideration for progressive promotion, and has many safeguards. A promotion system is necessary to ensure that:

- a. Personnel of the appropriate quality are assigned to positions of responsibility.
- b. High-quality recruits to the Naval Service are attracted and retained.
- c. A fair chance of promotion in the Service is given, and is seen as being given, to those concerned.

##### 6602. Promotion Types

In the initial stages of an officer's career, automatic, non-selective, substantive promotion is used to ensure proper remuneration tied to rank and length of service or seniority in the rank. Selective substantive promotion is used thereafter as responsibilities increase, based on open zones which enable outstanding officers to achieve very rapid progress but which also allow for experienced officers to be promoted later at each rank. The selection process is formal, objective and thorough. Timed substantive promotion to Lieutenant Commander is granted to Surgeon Lieutenants and Surgeon Lieutenants (D) following the introduction of Common Terms of Service (CTOS) in April 2003.

##### 6603. Non-Substantive Promotion

This is available to Career Managers as a short-term palliative to meet a Service requirement that cannot be satisfied by substantive means. There are two types of non-substantive promotion, as briefly outlined below.

- a. **Acting Higher Rank (AHR).** This may be used to fulfil short-term Service requirements which cannot be met by those who already hold the substantive rank or for those who have been selected for it competitively and are required to serve in the AHR until the effective date of substantive promotion (see [Para 6620](#)). Officers awarded the AHR receive the pay of the higher rank but do not accrue seniority in the higher rank. Personnel must be in date for the Royal Navy Fitness Test (RNFT) to be awarded the AHR.
- b. **Local Rank.** Granted occasionally for representational or traditional purposes. Local rank may be higher or lower than substantive rank, and pay remains at the substantive rank level.

**6604. Substantive Promotion**

There are three types of substantive promotion:

- a. **Selective.** Selective promotions are competitive within each branch at each rank, across defined zones of seniority (see [Annex 66B](#)).
- b. **Non-selective.** Non-selective promotions are automatic, based on seniority in the rank and/or time in service, and satisfactory performance. (See [Section 3](#), starting at [Para 6627](#))
- c. **Exceptional.** A mechanism exists for out-of-zone promotions to Lieutenant Commander, Commander, Captain and Commodore and equivalents (see [Para 6607](#)).

## SECTION 2 - SELECTIVE PROMOTION

### 6605. Introduction

The common principles covering the selection process for all promotions are detailed below. Specific instructions for selective promotion to Flag, General, 1 Star and Captain/Colonel rank, the selection of Chaplain of the Fleet and Principal Chaplains, Full Term Commission (Aviator) officers, and Medical, Dental, Medical Services and QARNNS officers and Reserves officers can be found at [Annex 66A](#).

### 6606. Zones for Promotion

- a. Details on zones for selective promotion up to and including substantive 2 Star rank can be found at [Annex 66B](#)
- b. In-zone officers not recommended for promotion, temporarily physically or medically unfit, or awaiting Court Martial or other disciplinary proceedings will be considered by Selection Boards but, if selected, their promotion may be deferred or cancelled depending upon the outcome of the prevailing circumstances. JPA recorded RNFT status will not affect a RN Officer's ability to be selected for promotion. To be considered by Selection Boards, RM Officers are required to hold a valid RM Basic Fitness Test (BFT) pass (recorded on JPA) or hold an approved permanent waiver or a temporary operational/medical extension or waiver at the Common Reporting Date.

### 6607. Selective Promotion Out of Zone

Promotion Selection Boards will consider, very exceptionally, any Captain/Colonel, Commander/Lieutenant Colonel, Lieutenant Commander/Major or Lieutenant/Captain who, although above or below the zone, is recommended by the Commanding Officer as being especially worthy of out of zone promotion. A 'Special' OJAR is to be raised for officers so recommended and supported by the appropriate intermediate authorities. The completed OJAR is to be forwarded to the Assistant Chief of Naval Staff (Personnel)/Naval Secretary (ACNS(Pers)/NavSec) who will instruct the Deputy Assistant Chief of Staff Promotions (DACOS (Prom)) accordingly. If the application is successful, the officer will be placed before the next relevant annual Promotion Board and will compete against the other candidates presented to the Board. Should the officer be selected, then the promotion will be confirmed at the Common Promotion Date (CPD) provided the officer meets the required criteria at [Para 6622](#). Navy Board Members who identify individuals with exceptional talent who are in zone for promotion may advise the ACNS(Pers)/NavSec who will instruct the DACOS (Prom) to pass these individuals directly to the Final Selection Board.

### 6608. Notification at Zone Exit

- a. Following their final in-zone Selection Board, all officers will receive a personal letter stating whether or not they have been selected for promotion. This letter will be despatched from Naval Secretary's Department in advance of the announcement date.
- b. Letters will normally be sent to officers' present assignments via their CO. Officers who wish letters to be sent to another address (eg. home address) are to inform their Career Manager at least 3 weeks prior to the formal announcement.

c. Officers on commissions other than a Full Commission Stage/Full Term Commission/Full Career Commission/Full Commission or RNR/RMR officers who are not selected for promotion at their last opportunity will, if subsequently transferred to a longer commission, become eligible again for consideration providing they fall within the appropriate new promotion zone. This does not apply to those on extensions of service on their current commissions.

#### 6609. Promotion Requirement

a. Promotion Boards are required to select suitable officers for promotion primarily on the basis of merit (see Para 6508) subject to the defined numerical, branch and specialisation, and, for promotion to OF5 and above, Career Fields (CFs) set annually for each rank and branch. Competition within each branch is across the whole of the zone and not confined to peer-groups of similar seniority and background. Profiles of seniority on promotion will vary according to rank and zone length, but in general there will be small numbers at the extremes, and a gradual rise and fall around the mid-zone.

b. Smoothed Promotion to Requirement (SPR) was introduced on 1 Apr 99 to cater for the officers' 3TC structure and to provide a means of reacting swiftly to the predominantly short-notice changes to the manpower requirement for each rank. Promotion targets, in the form of Maximum Authorised Numbers (MAUN), are based on the Planning Liability (see Para 0304), and fluctuations are smoothed over a rolling 3-5 year period. The aim is to give some predictability and to maintain as steady a flow as possible into the higher ranks.

c. Board members are informed of the MAUN by branch, specialisation and, where required, Career Field. However, Promotion Boards are not obliged to select the number authorised if there are insufficient candidates of the required quality. Where there are additional mandated specialisation, structural and/or reserved rights requirements, selections are required to be made on merit from the list of A-graded candidates (see [Para 6610](#)) only. If the quality is such that the board is unable to satisfy the definitive requirement, the Senior Board Adviser (see Para 6616 [sub para c](#)) will be consulted before a decision is taken.

#### 6610. Promotion Categories

The following promotion definitions are used during the promotions process:

a. **A** Officers who, in comparison with others of their branch and rank:

(1) Are ready in all respects for substantive promotion and broad employment this time;

(2) Or (for promotion to OF5 and OF6) are nearing retirement and are considered worthy of promotion and employment in their stated deep specialist field only, this time, should the opportunity arise (see Annex 66A Para 3 [sub para d](#)).

b. **B+** Officers who, in comparison with others of their branch and rank, do not merit promotion this time but who stand every possibility, on current reporting, of being assessed **A** at the next board.

- c. **B** Officers who, in comparison with others of their branch and rank, do not merit promotion this time but who are judged to have the potential to become serious contenders for promotion in the next two years.
- d. **C** Officers who are not currently showing the potential for promotion in the next two years.
- e. **C+** Officers 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. This category will only be used by the FSB

#### 6611. Promotion Guidelines

a. Officers are considered for promotion on the basis of their whole record and Selection Boards are not bound to accept the recommendation of a current reporting officer. If any candidate receives less than a YES recommendation for promotion, the board is free to select that officer if they feel that other considerations outweigh the recommendation. If the recommendation is IK the board will base its judgement on earlier reports; in this way no officer is unfairly treated because of discontinuity of reporting. It also avoids unlawful discrimination against females who have taken maternity leave. However, under no circumstances will the board upgrade an officer to **A** who clearly does not merit promotion.

b. **Reports on Officers in NATO/EU Staff and Exchange Appointments, and on Secondment.** Officers assigned to NATO/EU staffs, exchange assignments and those on secondment may well only be reported on by Foreign and Commonwealth officers or private sector civilians, many of whom are not familiar with the Naval reporting system. Experience of non-UK service and non-MOD civilian reporting officers is that they do not always focus on the attributes of specific interest to selection boards, nor do they always follow the guidance on reporting provided. Furthermore, the fact that some of these assignments are high profile, politically sensitive and demanding may not be represented adequately by reporting officers. As the UK's foreign and security posture shifts from Campaign to Contingent operations, UK international Defence Engagement has never been more important. This globally strategic influence is increasingly achieved by UK Defence personnel serving abroad, especially in NATO, European Union and Loan Foreign Service appointments in general. Naval Service personnel who undertake these assignments should be given particular credit for service abroad and this should count towards merit for promotion.

#### 6612. Convictions for Offences and Censures

a. **Discrimination.** The fact that officers have been convicted of offences or awarded censures is recorded in promotion files until they are 'spent' in accordance with the Rehabilitation of Offenders Act 1974 (ROA74) (as amended by the Legal Aid, Sentencing and Punishment of Offenders Act 2012) and MOD policy. Board members are required not to discriminate unlawfully against candidates, in accordance with MOD Diversity and Inclusion policy (see Chapter 30).

b. **Offences.** Sentences passed by Service and civilian courts are subject to statutory and MOD-directed rehabilitation periods. The general purpose of the ROA74 (as amended) and MOD policy is to enable all but the most serious criminal offender to live down their criminal record after a specified time. Convictions by civilian courts, courts martial and, in some cases summary trials, are recorded in promotion files, as are the dates on which they will be spent. Once spent, references to offences are expunged from promotion files by the Officer Promotions Section.

c. **Censures.** Censures may be awarded either as a Naval penalty following conviction by a civilian court or by Higher Authorities in circumstances which do not warrant criminal or disciplinary proceedings or sanctions. They are recorded in promotion files together with the dates on which they will be spent. Censures awarded as a Naval penalty will be spent after the statutory or MOD-directed rehabilitation period has elapsed. All other censures will be spent after five years or earlier if so directed by the Higher Authority awarding the censure. Once spent, references to censures are expunged from promotion and archived files by the Promotions Section.

d. **Diversity and Inclusion.** Board members are also required to give due consideration and weight to comments within appraisal reports that indicate any failings in an officer's attitude towards the principles and practices of diversity and inclusion. Any indication that performance has fallen short in this area will not be regarded lightly (see Chapter 30).

### 6613. Promotion Documentation

All Selection Boards will be provided with the following documentation on all candidates who will be within the promotion zone on the appropriate effective dates of promotion, along with any officers who have been recommended for over- or under-zone promotion:

a. **Official Record.** The Official Record, often referred to as the promotion file, is a folder containing all ARs and other reports and admissible documentation on an officer written during a specified period for consideration by promotion boards.

b. **Curriculum Vitae (CV).** The CV, a standard print taken from JPA and legacy NMMIS data immediately prior to the Selection Board, is included in the Official Record. In addition to key personal data, it contains the officer's rank and assigning history, academic and professional qualifications including staff training completed.

c. **Profile Sheet.** A Profile Sheet accompanies every Official Record and provides a historical record of the Annual Reports raised on the officer through their career, and catalogues the assessments awarded and recommendations for promotion given on each, and the vote awarded by the last Selection Board.



#### 6614. Promotion Selection Process

a. For promotions to Commander/Lieutenant Colonel and above, there are normally two formal promotion Selection Boards for each rank and branch:

(1) **Preliminary Selection Board (PSB).** PSB members read, independently, the promotion files (see [Para 6617](#)) of all candidates and vote independently on each candidate's potential for promotion (see [Para 6618](#)). In session and following discussion, each officer is awarded an assessment based upon the corporate view of the PSB. The list of officers graded **A** is forwarded to the FSB in seniority order for promotion to Commander/Lieutenant Colonel and merit order for promotion to Captain/Colonel and above; the remainder, voted **B+**, **B** and **C** are listed for the record in seniority order. For promotion to OF5 and above, the PSB will select promotable (A graded) candidates by branch.

(2) **Final Selection Board (FSB).** Conducting its business solely in session, for promotion to OF4 and pre-reading for OF5 and above, the FSB reads the promotion files of all candidates graded **A** by the PSB and votes on each candidate's potential for promotion. Having generated an initial Order of Merit (OOM) and considered the detailed promotion requirement (see [Para 6609](#)), the FSB selects the required number of officers of the desired quality for promotion.

b. **APB.** For promotions to OF3, a single Annual Promotion Board (APB) only is convened for each branch whose tasks are an amalgam of those of the PSB and FSB.

c. **Pre-Board Review (PBR).** For Warfare and Engineering branch promotions to Lieutenant Commander, Commander and Captain, a PBR of all eligible candidates is carried out. The purpose of the PBR is to reduce the pre-reading load on the APBs and the PSBs, and the baseline for the PBR is the final outcome of the previous year's APB and FSB as appropriate, at which time all candidates were awarded an **A**, **B+**, **B** or **C** grading.

d. The PBRs are carried out by the Branch Secretaries (in the ACOS(PCap) Promotions Section), whose task is to take the previous year's APB or FSB final statement, review the files of all in-zone officers and recommend (List 1) the required number of candidates, approximately five times the promotion target, for consideration by the APB or PSB. Those candidates appearing before the board for the last time, who do not make List 1, will be separately identified and read by the PSB.

e. Those candidates not recommended for consideration by the PSB will appear as List 2 and are likely to be those for whom there are insufficient reports available to assess the true potential of the candidate, those not yet recommended for promotion and those not yet sufficiently professionally qualified or broadened. The PSB members will then each audit 25% of List 2 and call forward, and collectively read and discuss in-session the files of those they consider may be worthy of a higher grade than a **B** or **C**.

f. Because of their much smaller branch/corps size, the PBR process is not part of the promotions process for Logistics, Royal Marines, Medical, Dental, Medical Services, QARNNS Officers and the Maritime Reserves.

g. In order to keep the APB members' reading load within manageable bounds and to avoid reverting to a PSB/FSB combination, a 3 List process is conducted during the PBR.

(1) List 1 to be read by all Board members is defined as candidates considered to be graded A or B+ i.e. promotable now or within a year and will include all candidates graded A and B+ at the previous year's Board. There will be no cap on the numbers but likely to be about 3 times the MAuN. Those candidates appearing before the Board for the last time who do not make List 1 will be separately identified and read by the PSB.

(2) List 2 is defined as candidates who are filtered in but likely to be graded B or C at the Board. PSB members will each audit 25% of List 2 and call forward and collectively read and discuss at the Board the file of those they consider may be worthy to be on List 1.

(3) List 3 is defined as candidates who have been filtered out and is to be audited by the Branch secretary and a Career Manager. These candidates will not be viewed by a board member and will be graded C. The Career Manager may pull forward to List 1 or 2 any candidate who is considered to be qualified or an outstanding prospect.

(4) Filtered in is currently defined as:

- (a) An OPG of B or higher.
- (b) Promotion recommendation by the 2RO to be at least YES for one UP.
- (c) If in first assignment to have had at least 2 reports.

To be filtered in an officer must satisfy all of the above criteria.

(5) Conversely filtered out is defined as any one or more of:

- (a) An OPG of B- or less.
- (b) Promotion recommendation by the 2RO for one UP is DEV or less.
- (c) If in first assignment to be in receipt of only 1 report.

These criteria will be adjusted as the full effect of the Revised Officer Entry Scheme (ROES) is felt.

**6615. Promotion Board Members**

a. Branch Promotion Boards are convened to select officers for promotion to Lieutenant Commander/Major, Commander/Lieutenant Colonel and Captain/Colonel. They consist of four or more members, one of whom is a non-branch member. For promotion to 1 Star and 2 Star rank, cross-branch boards are convened and for promotion to OF5 the FSB is made up from representatives of each Career Field (CF). For board membership, the rule of thumb for PSBs is two ranks up on the rank being considered for the Chairman and one rank up for the branch and non-branch members. For APBs and FSBs, it is three ranks and two ranks up respectively.

b. DACOS (Prom) is responsible for assigning board members and this is done in accordance with instructions approved by the Navy Board. The requirements for each rank and branch are specific and it is also DACOS (Prom)'s duty to make sure the spread of expertise is such that each arm and specialisation is adequately represented and, where possible, members are assigned from diverse backgrounds.

**Table 66-1. Promotion Board Membership**

Promotion Board		APB Membership
Lt RN/Capt RM to Lt Cdr/Maj		Chair: Branch Capt/Col Branch CM Cdr/Lt Col Branch Cdr/Lt Col Non-Branch Cdr/Lt Col Sec: PROMBS
	PSB Membership	FSB Membership
Lt Cdr/Maj to Cdr/Lt Col	Chair: Branch Capt/Col Branch CM Cdr/Lt Col Branch Cdr/Lt Col Non-Branch Cdr/Lt Col Sec: PROMBS	Chair: Branch 1 Star Branch Capt/Col Branch Capt/Col Non-Branch Capt/Col Sec: PROMBS
Cdr/Lt Col to Capt RN/Col	Chair: Branch 1 Star Branch Capt/Col Branch Capt/Col Non-Branch Capt/Col Sec: PROMBS	Chair: NavSec (& Pers/Trg CF rep) Member 1 1* Cap & Acq CF rep Member 2 1* Def Engnt CF rep Member 3 1* Mgt of Def CF rep Member 4 1* Ops CF rep Member 5 1* Ops Spt CF rep Sec: PROMBS
Capt RN/Col to Cdre/Brig	Chair: ACNS(Pers)/NavSec Cdre X Cdre E Cdre L Brig RM Hd RNMS Sec: DACOS (Prom)	Chair: CNS/1SL 3 x 3* Branch CNOs FSOAB Ind Member Sec: ACNS(Pers)/NavSec

Cdre/Brig to RAdm/Maj Gen	Chair: VAdm X RAdm X RAdm E RAdm L MGen RM Surg RAdm Sec: ACNS(Pers)/NavSec	Chair: CNS/1SL 3 x 3* Branch CNOs FSOAB Ind Member Sec: ACNS(Pers)/NavSec
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#### 6616. Promotion Board Advisers

a. The appropriate branch/Career Manager at a minimum SO1 level will act as the Board Adviser. Their role is to provide an initial briefing to cover: the promotion target and any branch and specialisation considerations defined in the detailed promotion requirement (see [Para 6609](#)); relevant assigning factors such as continuity of reporting; further advice on reserved rights issues and the career management perspective.

b. There is a fine balance to be achieved between expecting Board Advisers to be present throughout FSBs, and APBs if not already there by right, to discharge these duties and gain the necessary background to fulfil their downstream responsibilities for career management and interviews, whilst maintaining the desired separation between promotion and assigning functions. However, rather than legislate on this issue, Naval Secretary has directed that Board Advisers' appearances, while at the discretion of the Board Chairman, should be sufficient for them to discharge their career management function.

c. Hitherto the Boards have not required a great deal of branch structural advice due to the relative simplicity of the MAUN target. The future will be different insofar as there are more likely to be conflicts between selecting candidates purely on merit and satisfying mandated structural guidelines (and therefore a greater call on the Board Advisers). To meet this increased challenge and mindful of the likely difficulties that some boards will have balancing the requirements specified, ACOS(PCap) at all Boards on an 'as required' basis.

#### 6617. Promotion Board Records

a. On completion of the PSB, the Branch Secretary will prepare a closing statement for signature by the Chairman. This document will contain the name, initials, branch and specialisation of the candidates graded **A**, **B+**, **B** and **C** who will be listed in seniority order; also included will be the names of the candidates appearing before and read by the Board for the last time. The closing statement will include confirmation that the Board was conducted in accordance with the Board Instructions and the 2010 Equalities Act. Once completed and signed, the Branch Secretary will forward it to DACOS (Prom) for action and retention as the formal historical record of the board.

b. On completion of the APB and FSB, the Branch Secretary will prepare a closing statement for signature by the Chairman. This document will contain the name, initials, branch and specialisation of the officers selected and **A, B+, B, C+ and C** graded officers not selected in seniority order. Once completed and signed, the Branch Secretary will forward it to DACOS (Prom) for action and retention as the formal historical record of the Board.

#### **6618. Data Protection Act (DPA) and Selective Promotion Boards**

The data contained in the historical record of the Board and any other information generated during the Board process as it affects an individual is disclosable under the DPA, but only after the announcement of the promotion selections has been made. Given that the Board's decision is a corporate one and that minutes of the proceedings are not taken, it follows that individual board members' votes and personal notes may not be truly representative of the final outcome. It is for this reason that the Branch Secretary destroys all records and data other than the closing statements signed by the PSB, APB and FSB Chairmen. (Also see DPA at Bookmark.)

#### **6619. Promulgation**

Provisional selective promotions are announced on the RN Intranet website on dates promulgated in the annual promotions, transfers and command selections DIN. Following the announcement, they are released to the media for publication in newspapers and on the world-wide web. Non-selective promotions are not normally announced but a warning notice will be promulgated on the RN Intranet two months before the promotion date. Selections for substantive promotion to Surgeon Commander, Surgeon Commander (D), Commander MS and QA, Commander RNR, Lieutenant Colonel RMR, Captain, Colonel, Surgeon Captain, Surgeon Captain (D), Captain MS and QA, and Commodore and Brigadier are announced on the RN Intranet on the last Thursday of each month and released to the media at the same time once the individual and selected senior officers have been told. Promotions to Flag and General rank are released to the media once the individual and selected senior officers have been told. All selective and non-selective promotions are confirmed in the London Gazette.

#### **6620. Effective Dates of Promotion**

- a. Annual selective promotions will be effective as follows:
- (1) To Lieutenant Commander and Major - on 1 October.
  - (2) To Commander and Lieutenant Colonel - on 30 June of the year following the announcement notification.
  - (3) To Captain, Colonel, Commodore and Brigadier – on taking up assignment in the higher rank.
  - (4) To Commander, Captain and Commodore in the Medical, Dental, Medical Services, QARNNS branches and the Maritime Reserves - on taking up assignment in the higher rank.
  - (5) To 2 Star rank and above - as determined by the Naval Secretary in consultation with the First Sea Lord.

b. The December promotion date for all officers of the ranks of Lieutenant Commander, Major, Commander, Lieutenant Colonel, Captain and Colonel was removed in 2000. Since 2001, no officer selected for promotion from these ranks has had a last promotion opportunity in December. To ensure that no officer is disadvantaged, those with a seniority prior to 1 Jul 01 (excluding Medical, Dental and QARNNS officers) and who would have had a last opportunity of promotion in December, will continue to be considered with those being considered for substantive promotion for the last time in the following June.

#### **6621. Provisional Selection**

The procedure for provisional selection and promotion to Commander and Lieutenant Commander (and RM equivalents) is designed to increase efficiency by allowing properly planned assignments. This aim will normally be met by timing the assignments of provisionally selected officers to posts complemented for the higher rank to take effect as closely as possible to the due day for confirmation of their promotion. Should circumstances arise that make it necessary to assign an officer to a post complemented for the higher rank before confirmation of the promotion, the grant of AHR will be decided by Naval Secretary at the time the assignment is made, and will not depend on representations being made by the officer or any administrative authority.

#### **6622. Confirmation of Selective Promotion**

Confirmation of selective promotion is subject to continued eligibility, for which officers selected must:

- a. Continue to be recommended for promotion. This will be assumed unless an adverse 'Special' Report is raised and received in Naval Secretary's Department before the effective date of promotion.
- b. Not have requested Early Termination.
- c. Not be awaiting medical review (see [Para 6625](#)). Eligibility in each case will be decided on its merit.
- d. Be in date for the RNFT or hold a valid BFT pass on the effective date of promotion or be in possession of an approved waiver (see [Para 6626](#)).
- e. Not be awaiting Court Martial or other disciplinary proceedings. Eligibility in each case will be decided on its merit.

#### **6623. Career Intermissions and Unpaid Leave**

Career intermissions and unpaid leave will cause seniority to be adjusted by the period of that leave and can, therefore, affect zone entry. Once in zone, officers on unpaid leave will continue to be considered for promotion. RNR officers on List 6 are not eligible for promotion.

#### 6624. Early Termination

In-zone RN officers whose applications for Early Termination have been approved by their Career Manager will remain eligible for consideration for selective promotion providing that they are still serving on the day after that on which the Final Selection Board sits. RM Officers who apply for Early Termination will not be considered by promotion and transfer boards whilst that application remains active. If officers re-enter the Naval Service, and they are still within the appropriate promotion zone, they will be considered at the next opportunity.

#### 6625. Medical Fitness

a. Officers who are medically downgraded, and those who are likely to be categorized as permanently unfit for sea service or be restricted otherwise medically in the future, will normally remain eligible for selective and non-selective promotion. The following principles apply:

b. **Personnel with a Permanent JMES.** All individuals who have been awarded a permanently reduced JMES code by NSMBOS or by ROHC will be assessed by the NSMEB for their suitability for promotion as part of their determination in retaining an individual in service. This determination will take into account age, past experience, seniority, the nature and extent of the medical limitations, and types of assignment for which the individual might be required to undertake in the current rank and higher ranks if selected for promotion or due for advancement. By default the assessment will assume that retention in service will also include the potential for service at the next higher rank/rate. If the NSMEB are unable to offer continued employment in a higher rank or rate then the individual will be deemed medically unfit for promotion.

c. **Personnel with a Temporary JMES.** Individuals in a temporary JMES should undergo medical assessment by an accredited GMP or Consultant Occupational Physician.

(1) Where there is an expectation that the individual will regain MFD status within the next 12 months, the Medical Officer should deem the individual medically fit for promotion.

(2) Where an expectation that a temporary JMES would be removed and the individual regains a previous permanent JMES within 12 months, then individuals should be assessed as per their previous NSMEB determination (see Para 6625 [sub para b](#) above).



(3) Where a Service woman is pregnant and has the JMES code of E6, her fitness for promotion should be assessed in light of her previous JMES, providing that there is an expectation that this will be regained following the pregnancy and period of maternity leave. If previously MFD then she should be considered fit for promotion. If she was previously in a permanently reduced JMES, she should be assessed as per her previous NSMEB determination (see Para 6625 [sub para b](#) above). If temporarily downgraded prior to the pregnancy then an assessment must be made as to the likelihood of being upgraded within 12 months of a return from maternity leave and if it is likely, then the individual should be deemed fit for promotion. If it is not deemed likely, then the individual will need to be referred to NSMBOS for a permanent medical category to be awarded and their eligibility is to be determined by NSMEB.

(4) Where it is likely that the individual will need a permanently reduced JMES, the Medical Officer should deem the individual unfit for promotion subject to the subsequent NSMBOS/ROHC and NSMEB recommendations. If the individual is subsequently given a permanently reduced JMES by the NSMBOS or ROHC and the NSMEB determines fitness for promotion, then seniority and pay should be back-dated to the original date of intended promotion.

(5) Any doubtful case is to be referred to the NSMEB.

#### **6626. Physical Fitness**

For all types of RN promotions, **in date for RNFT** means that the test should be undertaken at least annually. The results are to be recorded on JPA but a 'fail' will no longer restrict an individual from substantive promotion, provided they remain engaged with remedial training. The individual's CO is to determine whether there has been sufficient engagement with remedial training with the usual baseline being an average of 3 periods of training per week or as advised by PT staff. All personnel are to satisfy this RNFT requirement on the Common Promotion Date/Due Date for which selected or the Due Date for non-selective promotion.

a. **Selective Substantive Promotion.** Having been selected, officers need to be in date for the RNFT or have a valid BFT pass recorded on JPA or hold a waiver (permanent or pregnancy/maternity) or a temporary extension, recorded on JPA, on the effective date of promotion.

b. **Non-Selective Substantive Promotion.** Officers entitled to non-selective promotion on a date determined by their seniority and/or qualifications will not be promoted unless they are in date for the RNFT or have a valid BFT pass recorded on JPA, or hold a waiver (permanent or pregnancy/maternity) or a temporary extension recorded on JPA, on the due date for promotion.

c. **Acting and Local Higher Rank.** Officers identified for assignments in the acting or local higher rank (AHR/LHR) will not be awarded the higher rank unless they are in date for RNFT or have a valid BFT pass recorded on JPA or hold a waiver (permanent, pregnancy/maternity) or a temporary extension recorded on JPA, on the date of assignment in the higher rank.



d. **Effective Date of Promotion If Not In Date for RNFT/BFT.** If an officer is not in date for RNFT/BFT on the due date for promotion, the CO is to give the officer one month from the due date in which to undertake the RNFT or pass the BFT, but with the warning that deselection is a possibility if that deadline is not achieved. Thereafter, the following rules apply:

(1) If the officer undertakes the RNFT or passes the BFT in the time permitted, the individual is to be promoted, post Due Date, to the date after becoming qualified if still eligible in all other respects.

(2) If the officer fails to undertake the RNFT or pass the BFT in the time permitted, the CO is to determine whether there are any mitigating circumstances (eg. operational, medical or welfare reasons). If so, the CO may approve a time extension of up to two months. If an extension is agreed and the officer undertakes the RNFT or passes the BFT in time, the individual is to be promoted, post Due Date, to the date after becoming qualified if still eligible in all other respects. If there are considered to be no mitigating circumstances for an officer's failure to become qualified, the CO should recommend his/her deselection to the Naval Secretary and initiate Quarterly Reports in accordance with BRd 3(1) Chapter 57 Section 6.

e. **Application for Permanent Waivers.** Permanent waivers arising from the NSMBOS and NSMEB (see Para 2911) will be issued automatically by the NSMEB.

f. **Application for Temporary Extensions (Medical) or (Operational).** Applications for a temporary extension are to be made by letter to the individual's Commanding Officer. They should provide clear evidence why the officer will be unable to take the RNFT in time for their due promotion date. Temporary extensions are normally valid for 3 months from the date of issue. Officers in possession of a temporary extension are expected to take and pass the RNFT by the date stated; those prevented from doing so due to circumstances beyond their control may be granted a further extension by the Commanding Officer. Each extension must be justified in the form of written evidence provided by the applicant to the applicant's Commanding Officer.

**SECTION 3 - NON-SELECTIVE PROMOTION****6627. Introduction**

The timing of non-selective promotion is decided by seniority, service or completion of training. In the early stages, non-selective promotion is complicated by different rules for branches and age on entry. Full details of pay are contained in JSP 754 and training in BR 8374.

**6628. Unsatisfactory Performance**

Commanding Officers are to consider very carefully the performance of all Midshipmen and Sub Lieutenants (and equivalents) with a view to their suitability for non-selective promotion to Sub Lieutenant and Lieutenant respectively and, for those with reserved rights, Lieutenant to Lieutenant Commander (and equivalent). For officers on the Trained Strength whose performance is not satisfactory, thus making them unsuitable for promotion, Commanding Officers should not hesitate to recommend Quarterly Report action in accordance with the normal adverse report procedure (see Para 5744) or Command Report for Maritime Reservists (these are raised at appropriate intervals to take account of a reservist's training commitment but otherwise are the same as a Quarterly Report). This performance review must be carried out in sufficient time to enable Quarterly Report action, if merited, to be taken before non-selective promotion is due. Details of Quarterly Report action and delayed promotion are in Chapter 57. Officers under training are governed by the process of Training Warnings described in Chapter 57 Section 7.

**6629. Conditions**

Non-selective substantive promotion is subject to eligibility criteria and the following additional conditions:

- a. Recommended for promotion. This will be assumed unless an adverse Special Report (see Para 5743) is raised and received in Naval Secretary's Department before the effective date of promotion.
- b. Not under Character and Leadership Warning (see [Para 6642](#)) or on Quarterly Report (see [Para 6643](#)).
- c. Not awaiting medical review (see [Para 6625](#) and [Para 6644](#)). Eligibility in each case will be decided on its merit.
- d. In date RNFT or hold a valid BFT pass on the effective date of promotion or in possession of an approved waiver (see [Para 6626](#) and [Para 6644](#)).
- e. Not awaiting Court Martial or other disciplinary proceedings. Eligibility in each case will be decided on its merit.
- f. For the Maritime Reserves, successful completion of mandated training (Training Matrices).

**6630. Notice of Promotions Due**

A rolling three month warning notice is produced by the Officer Promotions Section monthly of anticipated non-selective promotions due following an eligibility check coordinated by NAVY PERS-CM OF WAR UTSO3. This is placed on the RN Intranet website (under Officers Promotions section) and the 'What's New' page. Commanding Officers of affected officers are to contact the Officer Promotions Section and appropriate Career Manager if an officer does not meet the prescribed conditions above, in particular RNFT currency and Commanding Officer's recommendation, but loss of seniority for back-classing may also be relevant.

**6631. Notice of Promotions Made**

The Officer Promotions Section will input the promotion into JPA 10 days before the due date if there has been no such contact. The notice of promotion will then be sent to the London Gazette for insertion.

**6632. Promotion up to Lieutenant RN pre and post 1 Sep 13 - Direct Entry Warfare, Engineering, Logistics and Medical Services Officers)**

a. **From 1 Sep 13.** Regardless of an individual's age or educational qualifications held on entry, all Direct Entry Warfare, Engineer and Logistics officers will join BRNC Dartmouth as a Midshipman. On completion of 12 months' service from their date of entry, officers who have successfully completed Initial Naval Training (Officers) (INT(O)) will be promoted to Sub Lieutenant. Individuals who fail to complete INT(O) within a year of joining the RN will not be promoted at this point and, instead, will become eligible for confirmation as a Sub Lieutenant once the training has been completed successfully (see [Para 6640](#) for the rules relating to backdated awards of pay and seniority). Thereafter, officers will be eligible for promotion to the rank of Lieutenant on attaining 30 months' seniority as a Sub Lieutenant. Promotion beyond the rank of Lieutenant is by selection.

b. **Pre 1 Sep 13.** For Direct Entry RN officers who entered prior to 1 Sep 13, the standard path to the rank of Lieutenant was to attain 2 years' seniority as a Midshipman and then 3 years' seniority as a Sub Lieutenant (a total of 5 years in all). However, officers could be awarded up to 3½ years' seniority on entry, depending on educational qualifications held (see also Para 4803), thereby reducing the amount of time spent as a Midshipman or Sub Lieutenant - this is shown at [Table 66-2](#) below.

Table 66-2. Direct Entry pre 1 Sep 13 - Standard Progression to Lieutenant RN

Years of Service ( <a href="#">Note 1</a> )	Basic Educational Qualifications ( <a href="#">Note 2</a> )	HNC or equivalent	Foundation Degree or equivalent	Graduate or equivalent	Masters Degree or equivalent
On Entry	Midshipman	Midshipman with one year's seniority	Sub Lt	Sub Lt with one year's seniority	Sub Lt with 18 months seniority
1 year	Midshipman with one year's seniority	Sub Lt	Sub Lt with one year's seniority	Sub Lt with 2 years' seniority	Sub Lt with 30 months seniority
18 months					Lieutenant
2 years	Sub Lt	Sub Lt with one year's seniority	Sub Lt with 2 years' seniority	Lieutenant	
3 years	Sub Lt with one year's seniority	Sub Lt with 2 years' seniority	Lieutenant		
4 years	Sub Lt with 2 years' seniority	Lieutenant			
5 years	Lieutenant				

**Notes:**

1. Any seniority adjustment which has a negative effect on an officer's seniority incurs a commensurate increase in the 'Years of Service' required to achieve the next rank. The basic date of seniority as a Lieutenant is the promotion date. The effect of any seniority gain was to advance subsequent pay and promotion dates; it had no retrospective effect for pay purposes. To conform with the standard progression, pre-3TC officers who had more than three years' seniority in the rank of Sub Lieutenant on 31 Mar 99 had their seniority adjusted and were promoted to Lieutenant on 1 Apr 99.

2. To ensure that RN officers entering BRNC prior to 1 Sep 13 as Midshipmen (with basic educational qualifications (up to and including A level standard)) cannot be overtaken by their peers entering after 1 Sep 13, transitional promotion arrangements will apply to officers who entered between Jan 11 and May 13. These are shown below.



Entry Date	Seniority as Midshipman for promotion to Sub Lieutenant	Expected date of promotion to Sub Lt	Seniority as a Sub Lieutenant for promotion to Lieutenant	Expected date of promotion to Lieutenant
Jan 11	24 months	(1 Jan 13)	34 months	1 Nov 15
May 11	24 months	(1 May 13)	34 months	1 Mar 16
Sep 11	24 months	(1 Sep 13)	32 months	1 May 16
Feb 12	22 months	1 Dec 13	32 months	1 Aug 16
May 12	21 months	1 Feb 14	32 months	1 Oct 16
Sep 12	18 months	1 Mar 14	32 months	1 Nov 16
Nov 12	18 months	1 May 14	31 months	1 Dec 16
Feb 13	17 months	1 Jul 14	30 months	1 Jan 17
May 13	16 months	1 Sep 14	29 months	1 Feb 17

**6633. Promotion up to Captain RM pre and post 1 Sep 13 - Royal Marines Officers**

a. **Post 1 Sep 13.** Regardless of an individual's age or educational qualifications held on entry, all Direct Entry RM officers will join CTCRM Lympstone as a Second Lieutenant and will remain in the rank until successful completion of the RM officer initial training course, at which point they will be promoted to Lieutenant RM with seniority backdated to 12 months from their date of entry (see [Para 6640](#) for the rules relating to backdated awards of pay and seniority for RM officers who fail to complete their initial training on time). Thereafter, RM officers will be eligible for promotion to the rank of Captain RM on attaining 30 months' seniority as a Lieutenant RM. Promotion beyond the rank of Captain RM is by selection.

b. **Pre 1 Sep 13.** Prior to 1 Sep 13, Direct Entry RM officers joined CTCRM with the rank of Second Lieutenant irrespective of educational qualifications on entry. Antedated seniority was applied for pay purposes but was not reflected in an individual's rank until they completed their initial training satisfactorily. The standard path to the rank of Captain RM was to attain 2 years' seniority as a Second Lieutenant and then 3 years' seniority as a Lieutenant RM (a total of 5 years in all). However, RM officers could be awarded up to 3½ years' seniority on entry, depending on educational qualifications held (see also [Para 4803](#)), thereby reducing the amount of time spent as a Second Lieutenant or Lieutenant - this is shown at [Table 66-3](#) below.

Table 66-3. Direct Entry pre 1 Sep 13 - Standard Progression to Captain RM

Years of Service	Basic Educational Qualifications (Note.)	HNC or equivalent	Foundation Degree or equivalent	Graduate or equivalent	Masters Degree or equivalent
Under a year	Second Lieutenant	Second Lieutenant	Second Lieutenant	Second Lieutenant	
1 year	Second Lieutenant	Second Lieutenant	Second Lieutenant	Second Lieutenant	
18 months					Captain
2 years	Lieutenant	Lieutenant with one year's seniority	Lieutenant with 2 years' seniority	Captain	
3 years	Lieutenant with one year's seniority	Lieutenant with 2 years' seniority	Captain		
4 years	Lieutenant with 2 years' seniority	Captain			
5 years	Captain				



**Note.** To ensure that officers entering CTCRM prior to 1 Sep 13 as Second Lieutenants (with basic educational qualifications (up to and including A level standard)) could not be overtaken by their peers entering after 1 Sep 13, transitional promotion arrangements will apply to officers who entered between Jan 11 and May 13. These are shown below.

Entry Date	Seniority as 2Lt for promotion to Lieutenant	Expected date of promotion to Lieutenant	Seniority as Lt for promotion to Captain	Expected date of promotion to Captain
Sep 11	24 months	(1 Sep 13)	32 months	1 May 16
Sep 12	18 months	1 Mar 14	32 months	1 Nov 16

#### 6634. Promotion to Lieutenant RN/Captain RM pre and post 1 Sep 13 - Upper Yardman/Corps Commission Candidates

Since the introduction of ROES, the seniority levels and promotion timescales for UY/CC and SUY/SCC individuals based on their previous experience have been revised.

#### UY/SUY and CC/SCC Seniority Levels on Commissioning

The revised seniority levels on commissioning through the UY/ SUY or CC/SCC schemes, applicable to all individuals commissioned after 1 Sep 13, are as follows:

**Royal Navy**

<b>Reckonable service for engagement purposes</b>	<b>RN rank/seniority on entry (X, E, L and MS)</b>	<b>Time to promotion to Lieutenant</b>
Under 3 years	Sub Lieutenant with 6 months' seniority	24 months
UY Ratings below WO1 with over 3 years	Sub Lieutenant with 12 months' seniority	18 months
SUY Ratings below WO1	Sub Lieutenant with 12 months' seniority and on promotion to Lieutenant awarded an additional 6 month's seniority	18 months
WO1s (except CWOs and SUY(WO))	Sub Lieutenant with 18 months' seniority and on promotion to Lieutenant awarded an additional year's seniority	12 months
CWOs/ SUY(WO)s	Lieutenant with 1 year's seniority	N/A

**Royal Marines**

<b>Reckonable service for engagement purposes</b>	<b>RM rank on entry.</b>	<b>RM Rank on Completion YO Training</b>	<b>Promotion to Captain RM</b>
CC Officer	2 <sup>nd</sup> Lieutenant	Lieutenant (back dated to 12 months from joining date)	26 months from passing out
SCC Ratings below WO1 with over 3 years	Lieutenant with 6 months' seniority and on promotion to Captain awarded an additional year's seniority	N/A	24 months from commissioning.
WO1s (except Corps RSMs and SUY(WO))	Lieutenant with 18 months' seniority and on promotion to Captain awarded an additional year's seniority	N/A	12 months from commissioning.
Corps RSMs and SUY(WO)	Captain with 1 year's seniority	N/A	N/A

**Notes:**

1. Any seniority adjustment which has a negative effect on an officer's seniority will incur a commensurate increase in the 'Years of Service' required to achieve the next rank.
2. RN UY officers joined with a rank that reflected their antedated seniority, e.g. 3 years' antedated seniority equated to a Sub Lieutenant with one year's seniority, whereas RM CC officers all joined in the rank of 2nd Lieutenant and would only wear the rank that reflected their seniority after two years' service and on satisfactory completion of Phase 2 training.

**6635. Medical and Dental Officers**

- a. **Rank on Entry.** Rank on entry for a Medical or Dental officer is laid down in Chapter 48.
- b. **Non-Selective Promotion.** Non-selective promotion to Surgeon Lieutenant Commander/Surgeon Lieutenant Commander (D) is as follows:

**Table 66-4. Standard Progression to Surgeon Lieutenant Commander/Surgeon Lieutenant Commander (D)**

Rank	Post 1 Apr 03
Surg Lt/ Surg Lt(D)	Medical Officers - automatic on date of full registration with the GMC. Dental Officers - automatic on date of successful completion of 1 yr VDP training.
Surg Lt Cdr/ Surg Lt Cdr(D)	Automatic on attaining: 5 yrs seniority in the substantive rank of Surg Lt 5 yrs seniority in the rank of Surg Lt (D) (Acting & Substantive time to count).

- c. Promotion beyond the rank of Surgeon Lieutenant Commander/Surgeon Lieutenant Commander (D) is by selection.
- d. **Additional Seniority.** This may be awarded for previous medical experience. Eligibility for this award is laid down in JSP 527 Chapter 1 Section 4 (new reference tbc).

**6636. Queen Alexandra's Royal Naval Nursing Service Officers**

- a. **Rank on Entry.** Rank on entry for QARNNS officers is laid down in Chapter 48.
- b. **Non-Selective Promotion.** Promotion to Lieutenant is automatic on attaining four years' seniority in the rank of Sub Lieutenant. Thereafter, promotion is by selection.



- c. **Additional Seniority.** Additional seniority may be awarded for previous medical experience. Eligibility for this award is laid down in JSP 950 Part 1, Leaflet 10-1-9.

**6637. Bursars**

A small number of officers awarded bursaries in 1996 and later, and who entered the Naval Service after 1 Apr 99, retain the reserved rights pertaining to the commission awarded, i.e. seniority credits from training and, dependent upon commission, automatic promotion to Lieutenant Commander/Major RM and rank related retirement age.

**6638. Senior Upper Yardmen and Senior Corps Commission Officers**

The promotion of SUY and SCC officers is covered in Chapter 50 and at [Para 6634](#).

**6639. RNR Officer Candidates and Upper Yardmen**

a. On passing the AIB, and subject to final selection by Commodore Maritime Reserves (CMR), RNR officer candidates and Upper Yardmen will be promoted to the rank of Midshipman but will not wear rank insignia and will be addressed as Officer Cadets until completion of initial training at BRNC (Phase 1A training). Promotion thereafter will be as follows:

(1) Midshipmen will be promoted to Sub Lieutenant following successful completion of Fleet Board at the end of Phase 1B training.

(2) Promotion from Sub Lieutenant to Lieutenant is subject to successful completion of branch-specific training and on attaining a minimum of 3 years' seniority as a Sub Lieutenant.

b. Entry in a higher substantive rank may be authorised exceptionally for professionally qualified officers such as Medical and Merchant Navy officers.

**6640. Delays in Initial Training - Impact on Promotion Progression**

a. **Entry Post 1 Sep 13 - RN Officers**

(1) **Phase 1 Training.** RN officers who fail to complete their Phase 1 training (INT(O)) within 12 months of joining the Service will not be promoted to Sub Lieutenant at this point. Instead, they will be promoted once the training is successfully completed, at which point they will be entitled to apply for backdated pay and seniority to a date 12 months from entry if their failure to complete the training on time is deemed to be attributable to the Service or is for non-Service reasons outside their control, eg. medical, welfare or compassionate. Requests for redress should be forwarded through the CO to the Officer Terms of Service Manager who, in turn, will consult the Officer Promotions Section. All cases will be considered on their individual merits.

(2) **Phase 2 Training.** As above, time lost by RN officers during Phase 2 training as a result of Service reasons or non-Service reasons outside their control, eg. medical, welfare or compassionate reasons, will not normally result in an adjustment to an individual's seniority. However, seniority adjustments will be applied to RN officers for back-classing, examination failure, repeated elements of professional training or warning during Phase 2 training and these will affect an officer's promotion (ie. the additional period of time will not count for seniority purposes) and also impact on pay if applied to the IBD. Any seniority adjustment will result in the implementation of a Specially Determined Rate of Pay (SDRP); once the SDRP is lifted, the officer will revert to normal incremental progression and the seniority will be adjusted accordingly.

b. **Entry Post 1 Sep 13 - RM Officers.** RM officers who fail to complete their initial training at CTCRM on time will be eligible to apply through their CO to the Officer Terms of Service Manager for backdated pay and seniority (to the 12 month point from entry) if the delay in completing the training is deemed to be attributable to the Service or is for non-Service reasons outside the individual's control. All cases will be considered on their individual merits.

c. **Entry Pre 1 Sep 13 - RN and RM Officers**

(1) Time lost by RN and RM officers during initial training as a result of Service reasons or non-Service reasons outside their control, e.g. medical, welfare or compassionate reasons, will not normally result in an adjustment to an individual's seniority. Where doubt exists about the applicability of a penalty, Commanding Officers should consult the Officer Terms of Service Manager in the first instance.

(2) Seniority penalties will be applied to RN and RM officers in cases of back-classing, back-batching, examination failure, repeated elements of training or warning during initial training and these will have an effect on promotion (the additional period of training time will not count for seniority purposes) and pay if applied to the IBD. Any seniority adjustment will result in the implementation of a SDRP; once the SDRP is lifted, the officer will revert to normal incremental progression and their seniority will be adjusted accordingly.

#### **6641. Seniority Adjustments Following Branch/Specialisation Transfer**

a. Rates of pay are linked to rank and IBD. As such, any adjustments made to an officer's seniority on transfer as described below, will also have an effect on pay if applied to the IBD. Adjustments to seniority will affect promotion.

(1) **Untrained Strength.** If an officer under training transfers from one branch/specialisation to another, whether because of failure in the original branch/specialisation or by choice, promotion to Lieutenant RN may be deferred. Officers who have already attained the rank of Lieutenant may have their seniority adjusted. The need for any deferment or adjustment is determined by the officer's position in relation to that of their new peers in the branch/specialisation into which they are transferring, and is to ensure, in so far as is possible, that training that does not form part of the training pattern in the new branch does not count towards promotion. See Para 5107 b sub para (2) for further information. A sizeable seniority adjustment for an officer on the Initial Commission Stage (ICS) may result in the loss of the opportunity for selective promotion to Lieutenant Commander/Major as long as the officer remains on the commission.

(2) **Trained Strength.** For an officer on the trained strength transferring from one branch or specialisation to another, promotion may be deferred and/or seniority adjusted. This may result in the implementation of an SDRP, as described in Para 6640 [sub para c](#). The need for any deferment, adjustment or SDRP is determined by the officer's position in relation to that of officers who joined the Service at the same time in the branch or specialisation into which they are transferring, and is to ensure, in so far as is possible, that any training which does not contribute directly to the officer's new branch or specialisation does not count towards an accrual of seniority.

b. The seniority of an officer transferring from or to a branch where seniority is granted for a degree or relevant civilian experience or both may be adjusted by more than 1 year.

#### **6642. Training Warnings**

Officers under training will not be promoted on their due date if they are under Phase 1 (Tier 3) or Phase 2 (Admiralty Board level) Character and Leadership (C&L) Warning (see Para 5737). Officers who are removed from C&L Warning due to an improvement in their performance will be promoted with effect from, and with seniority of, the date of the Commanding Officer's recommendation for removal from C&L Warning if this is later than the non-selective date. Officers who fail to achieve a satisfactory standard will be compulsorily withdrawn from training under the normal procedures detailed in Chapter 57.

#### **6643. Quarterly Report**

Officers due for non-selective promotion will not be promoted on their due date if they are under Quarterly Report (or Command Report for the Maritime Reserve). Officers who are removed from Quarterly Report due to an improvement in their performance will be promoted with effect from, and with seniority of, the date of the Commanding Officer's recommendation for removal from Quarterly Report if this is later than the non-selective date. Officers who fail to achieve a satisfactory standard will be liable to discharge under normal procedures. See also Chapter 57.

**6644. Medical and Physical Fitness**

- a. Officers placed in a reduced medical category remain eligible for non-selective promotion so long as they are retained in the Service (see [Para 6626](#)).
- b. Officers are required to be in date RNFT or hold a valid BFT pass on the effective date of substantive promotion or in possession of an approved waiver (see [Para 6626](#)).

## SECTION 4 - ACTING RANK ASSIGNMENTS

### 6645. Introduction

The following regulations cover the award of acting higher rank (AHR) to officers, as distinct from the award of substitution pay. They do not apply to Acting Lieutenants who have not been confirmed in rank because they have not acquired the necessary qualifications, or to Acting Sub Lieutenants. In general, the AHR is appropriate when an officer is assigned to perform the full duties of a post at a higher rank because no officer of the required substantive rank and branch is available to do so. This may occur in a period of manpower shortage or when a holder of an assignment dies or is placed in a reduced medical category which will prevent the performance of the full duties of the post for a minimum of 3 months. Award of the AHR attracts the pay of the higher rank but does not accrue seniority in the higher rank. Substitution pay may be appropriate if an officer is required to perform the duties of a higher rank, normally without being assigned to the post, for a minimum of 21 consecutive days and for periods up to 6 months (see JSP 754 for full details and for extensions beyond 6 months). Relative rank and order of command regulations for AHR officers are shown in BR 2 (QRRN).

### 6646. Assigning Notice

Assignments at normal notice in the AHR will be decided by the Career Management Authority before publication.

### 6647. Local Assignments and Transfer

The senior officer present in an area has authority to fill vacant posts immediately for Service reasons, keeping the Assistant Chief of Naval Staff (Personnel)/Naval Secretary (ACNS(Pers)/NavSec) informed. If the granting of AHR is involved in filling an urgent vacant post, ACNS(Pers)/NavSec's approval is required beforehand unless the officer is due substantive promotion within 3 months.

### 6648. Selection Criteria for Granting Acting Higher Rank

a. In making selections for AHR, Career Managers should maintain similar principles to those which apply in the case of officers selected for promotion ie. they should be prepared to accept a degree of assigning inconvenience to ensure that a worthy candidate can take up the assignment. The selection of officers for appointment in the rank of Acting Captain, Acting Commander and Acting Lieutenant Commander (other than those already provisionally selected for promotion) should normally be made from officers who have a high probability of achieving substantive promotion to the next higher rank during the AHR appointment. Overzone officers who narrowly missed promotion to Lieutenant Commander and Commander should only be considered where there is a particular service requirement to which that officer brings the necessary skills. Normally the Career Manager should nominate a minimum of two potential candidates to the appropriate SO1 Career Manager. A note is to be made in the PF of an unsuccessful candidate to generate an audit trail and record the AHR selection process. Occasions will arise when only one suitable candidate can be found to fill a particular specialist post.

b. It is most important that ACOS(PCap)'s approval for AHR is obtained when the best candidate to fill an important post at AHR satisfies the approval criteria at Para 6648 [sub para c](#) but does not completely satisfy the AHR selection criteria in Para 6648 [sub para a](#) above.

- c. AHR may only be granted if all of the following conditions are met:
- (1) The post is complemented for the higher rank without alternative. Where the complement allows for alternative ranks, the acting assignment will be in the lowest rank allowed.
  - (2) No suitable officer of the correct substantive rank is available. 'Suitable' is defined as complying with the Rank/List/Spec/Sub-Spec criteria in the relevant JPA Position and meeting the terms of [Para 6648](#).
  - (3) The period of tenure is expected to exceed 3 months (this rule need not apply when an officer is due substantive promotion within this time).
  - (4) The officer concerned must be capable of undertaking satisfactorily the full range of tasks of the post to be filled.
  - (5) The relevant SO1 Branch Manager and NAVY PERS-PPLAN SWPO SO1 advice and approval has been obtained in writing except:
    - (a) Where an officer has been provisionally selected for promotion to the next higher rank.
    - (b) When the period of AHR is less than 1 year prior to automatic promotion due to preserved rights from previous commissions.

It should be noted that advice may depend upon a comparison of the liability and the strength for the category concerned in the period for which AHR is proposed. As a general rule, those graded **A**, but not selected at the last Board, are highly likely to promote next Board and therefore are unlikely to impact the MAuN. Those who are graded **B** and below are not likely to promote next time and therefore this will have a negative effect on the MAuN the following year. The Naval Personnel Team may still choose to accept a reduction in the MAuN to grant AHR, particularly if the individual has a unique competency. Where agreement cannot be reached between the Career Manager and the Branch Manager, DACOS Career Management, DACOS Branch Management and DACOS PPLAN will adjudicate.

- (6) Suitability for promotion on the most recent Appraisal Report must have been assessed as 'Yes' or higher. AHR will only be granted one step above the substantive rank held.
- (7) The officer is in date for RNFT on JPA.

#### **6649. Acting Higher Rank - Level of Approval**

Final approval of AHR is given as follows:

- a. **Acting Commodore.** Approval is given solely by the 1SL. When it is deemed necessary to employ a Captain as an Acting Commodore, NA will engage with DACOS Career Management, DACOS Branch Management and Naval Secretary prior to seeking formal approval from 1SL.

b. **Acting Captain.** Approval is given solely by the 1SL. When it is deemed necessary to employ a Commander as an Acting Captain, NA will engage with DACOS Career Management, DACOS Branch Management and Naval Secretary prior to seeking formal approval from 1SL.

c. **Acting Lieutenant, Acting Lieutenant Commander and Acting Commander.** AHR approval is normally given by the relevant SO1 Career Manager providing that the various criteria in Para 6648 [sub para c](#) above are met. Should a case fail to satisfy the AHR selection criteria, approval is to be given by DACOS Career Management.

#### **6650. Acting Higher Rank - Procedures to be followed by the Career Manager**

a. **When appropriate:**

(1) When it is intended to assign an officer to a post which is complemented for higher rank without alternative, consideration should always be given to the need to grant AHR. The case should be tested against the principles and criteria identified in the preceding paragraphs. If, having carried out this test, it is considered that AHR is justified, the structural agreement of a Branch Manager and the approval of the relevant authority (see Para 6648 [sub para b](#)) are to be sought before the appointment is made. Force majeure should be avoided. For officers already in post (see [Para 6656](#)), the agreement is to be sought before the award of AHR is confirmed.

(2) Proposals for award of AHR are to be submitted on the proforma at [Annex 66C](#). The proforma is to be passed via the relevant desk officers for agreement and advice; if agreed at that level, the form is then to be attached to the officer's personal file and passed to the approving authority (see [Para 6649](#)). Completed proformae are to be retained with the relevant personal files. A note is to be made in the P/File of an unsuccessful candidate to generate an audit trail and record the AHR selection process.

b. **When not appropriate:**

(1) Experience has shown that much correspondence is generated in cases where AHR is considered to be inappropriate. It is important, therefore, that these cases are well documented in the relevant officers' personal files; the position should be made clear (in writing) to both the officer concerned and their Commanding Officer.

(2) In certain cases it may be justifiable to appoint an officer to a post complemented for higher rank (without alternative) and not grant AHR; for example:

(a) When it is for less than 3 months.



(b) When there is clear evidence that the complement is to be downgraded or rank ranged to a lower rank in the near future (Career Managers should ask Commanding Officers to initiate EAF action to change the Unit Establishment List whenever their knowledge of the post indicates that a lower rank alternative would be suitable).

(3) There will be cases where AHR cannot be granted because the criteria in Para 6648 [sub para c](#) have not been met in full. For example, there is a suitable officer of the correct rank available but the Commanding Officer is not prepared to accept the individual or the only officer available does not have the necessary knowledge or experience to carry out all of the duties involved (ie. they are not qualified) and it would be inappropriate to give the individual AHR. In these cases, Career Managers are to proceed carefully, having consulted DACOS Career Management, with one of the following options:

(a) Inform the Commanding Officer that the post will have to be gapped (in which case the Commanding Officer may be able to consider the use of substitution pay for an officer within the unit filling another of his complemented posts (see Para 6650 b [sub para \(4\)](#) below)).

(b) Offer to appoint an officer of lower rank as a Temporary Augmentee to undertake part of the duties of the higher rank but leaving the higher rank post empty. In any such case, the Commanding Officer is to be reminded of the need produce a revised set of TORs to give the officer only those tasks which are appropriate to the individual's knowledge or experience. The officer is to be informed in writing of the reason why AHR has not been granted and the Assignment Order is to indicate specifically that AHR will not be granted. A copy of the Appointment Order is to be retained in the officer's personal file. When assigned as a temporary augmentee, neither AHR nor substitution pay are appropriate.

(c) If the Commanding Officer indicates that they will amend the Unit Establishment List to downgrade the post to a lower rank or to allow for the lower rank as an alternative, written evidence of this should be provided before an assignment is issued. The downgrading must be fair and realistic; an officer should not be disadvantaged thereby and they must not be asked to undertake duties which are beyond their rank or experience. The Commanding Officer would be expected to review the positions Terms of Reference or Job Description. The officer is to be informed in writing of the reason why AHR has not been granted and the Appointment Order is to indicate specifically that AHR will not be granted.

(4) It will be clear that officers are not to be put in the position of having to fill a post without holding the appropriate rank. Career Managers are to ensure that the Nomination correspondence to the Commanding Officer explains the situation and states clearly that AHR will not be granted. A copy of this is to be filed in the individual's P/File.



#### **6651. Acting Higher Rank in Common Appointments**

Although the same criteria apply to AHR for Common Appointments (CAPPS) as for other positions, DACOS PPLAN will not be willing to agree to the award of AHR unless the availability of qualified officers from all relevant specialisations has been carefully checked. Career Managers planning to nominate an officer who would require AHR to meet the rank criterion of a common appointment must discuss the subject thoroughly with NAVY PERS-CM CAPPS SO1 and NAVY PERS-PLAN SWPO SO1 in advance of the CAPPS committee's consideration of the position.

#### **6652. Upgrading of Post to a Higher Rank**

a. If a position is upgraded to a higher rank without alternative and it is intended that the same officer should continue to hold this position until a substantive relief can be assigned, consideration will not normally be given to granting the AHR to the present holder, even though the period may exceed three months due to the needs of assigning notice. If, however, it is considered that the present holder is not suitable to carry out the higher rank duties and it is intended to relieve the individual on this count, AHR is not to be granted, although the period may exceed 3 months due to the needs of appointing notice. In the latter example, the officer, in fairness, should be re-appointed no later than 3 months after the post is upgraded even if it means the post being gapped.

b. If, however, the present holder is due substantive promotion to the higher rank, and is judged competent to carry out the higher rank duties without further training, and it is intended that the individual remains in post on this account, AHR will be granted at the discretion of the ACNS(Pers)/Naval Secretary.

#### **6653. Downgrading of Post to a Lower Rank**

If a post which is held by an officer granted AHR is downgraded to a lower rank, the officer will be reassigned in the substantive lower rank from the effective date of the revision to the Unit Establishment List.

#### **6654. Sickness while Holding the Acting Higher Rank**

An officer who is medically unfit for duty for reasons beyond his/her own control while holding AHR may continue to hold the rank for a maximum of 4 months from the date of being downgraded. An officer who is still sick after 4 months will be reverted automatically to substantive rank. When fit for duty and if not given an immediate effective assignment, the officer will be eligible to resume the former AHR and pay for any periods of courses, passage, leave, etc. to which they would have been entitled. Where sickness is for reasons within the officer's own control, the AHR is relinquished from the date of ceasing duty in the assignment.

#### **6655. Relinquishment**

Officers retain AHR until reassigned in the lower rank, or until review by ACNS(Pers)/NavSec if an officer receives an adverse report or is placed on Quarterly Report. JSP 754 contains full details of the circumstances and dates covering the relinquishment of an AHR.

**6656. Pay**

Substitution pay (SUPA) is neither a CM retention tool nor a substitute for AHR. SUPA is not an entitlement, but may be paid to an officer or other rank (OR) who is required temporarily to undertake the full range of duties and responsibilities of a post established for an officer, OR, or civil servant of a rank/grade higher than his/her own which is vacant. It follows that an individual **shall not** be assigned on a full time basis into a position and claim SUPA for fulfilling the duties of that position. SUPA can be utilised by the employer when an individual from elsewhere in the organisation conducts **all** the duties to cover a gapped position in the higher rank. The regulations for pay for AHR, for successive assignments in the AHR, and SUPA are in JSP 754.

**6657. Provisional Selection**

The procedure for provisional selection and promotion to Commander and Lieutenant Commander (and equivalents) is designed to increase efficiency by allowing properly planned assignments. This aim will normally be met by timing the assignments of provisionally selected officers to posts complemented for the higher rank to take effect as closely as possible to the due day for confirmation of their promotion. Should circumstances arise that make it necessary to assign an officer to a post complemented for the higher rank before confirmation of the promotion, the grant of AHR will be decided by ACNS(Pers)/NavSec at the time the assignment is made, and will not depend on representations being made by the officer or any administrative authority.

**6658. Local Higher Rank**

a. On occasion, particularly when working with foreign nations or external organisations, which do not recognise or do not understand the capabilities of RN officers of junior rank, it may be appropriate to grant Local Higher Rank (LHR). This would be particularly apposite if the officer concerned was required to deal extensively with the Armed Forces of countries where officers of broadly the same equivalent rank to British officers were markedly different in terms of prestige, capability or authority. LHR would be similarly apposite when a RN officer was required to work extensively with predominantly civilian organisations with little previous familiarity with the Armed Forces. Accordingly, in circumstances where an officer of the appropriate rank is filling a position (and AHR or substitution pay is not payable), it is possible to grant LHR, provided the following conditions are satisfied:

- (1) LHR is considered by the local commander to be essential to enable those external authorities with which the officer is required to deal in the course of his/her duties to understand and appreciate the status and capability of the officer concerned. It is envisaged that the external authorities will normally be civilian organisations or non-British military organisations with limited previous contact with the RN. LHR may be granted for the whole or part of an assignment.
- (2) LHR is no more than one step above the substantive or Acting Higher rank of the officer concerned.
- (3) In exceptional cases, Nav Sec may authorise LHR two steps above the substantive rank of the officer concerned, or one step above any held.

- (4) The application is approved at the appropriate level:
  - (a) For OF5 and OF6, application should be made in writing to the Naval Assistant, who will pass it via ACNS(Pers)/NavSec to 1SL, who has authority to approve.
  - (b) For OF4 and below, application should be made in writing to the respective SO1 Career Manager, who has authority to approve.
- b. All applications should deal with the points above, including the duration for which it is required. Officers who are granted LHR will be entitled to wear the uniform of the local rank granted. They will be entitled to the pay, allowances and general service conditions only of their substantive rank (or AHR). LHR will not attract any pension enhancement or confer any other benefit, save that an officer will be entitled to the same uniform grants as those given AHR for the purposes of striping up (and down). LHR will not incur any return of service liability.
- c. LHR ceases on the day after the requirement for it lapses, or the day after a post holder ceases to hold the assignment for which it was granted.
- d. Employing officers should be careful to note the difference between AHR and LHR. AHR applies where the post is complemented for an officer of a higher rank because the duties are such that an officer of higher rank should carry them out, but no officer of the correct substantive rank is available. In these circumstances, because the officer is carrying out the duties of a higher-ranking officer, it is right that he/she should receive the financial rewards which accompany AHR. In contrast, LHR may apply in the following circumstances:
  - (1) An officer is required to fill a position established for a higher rank but is ineligible for AHR (Paid), as outlined in [Para 6648](#). In this instance, the individual may be awarded LHR until such a time that LHR is no longer required, the position is vacated, or the individual becomes eligible for AHR (Paid).
  - (2) Where the duties of the post can be carried out by an officer of the rank for which the post is complemented, but it is necessary to give the post holder a higher rank so that his/her status and abilities will be more clearly understood by those with whom he/she has dealings in the course of his/her duties.
- e. For the purposes of appraisal, officers holding LHR should be assessed in their substantive rank.

#### **6659. Local Lower Rank**

Occasionally, for reasons of tradition, certain command posts will be filled by an officer of a higher substantive rank, who will wear the uniform of and be addressed as an officer of lower rank. Local Lower Rank (LLR) will be authorised by ACNS(Pers)/NavSec. Officers holding LLR will take precedence according to their seniority in their substantive rank. Otherwise LLR will be held under the same conditions as LHR. In particular, such officers will be paid and assessed in their substantive rank.

**6660. Resettlement and Terminal Leave**

- a. An officer leaving the Service involuntarily for reasons other than misconduct, eg. being retired on age grounds or being made compulsorily redundant, continues to hold AHR during the period of Graduated Resettlement Time and Terminal Leave (see JSP 754).
  
- b. An officer vacating an assignment on submitting his/her notice relinquishes AHR on the date of ceasing duty in that assignment. Officers will not be eligible for AHR whilst on Terminal Leave.

## ANNEX 66A

### SELECTIVE PROMOTION

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3. One Star and Captain/Colonel Rank
4. Medical, Dental, Medical Services, QARNNS and RNR/RMR Officers
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6. Full Commission Stage (Aviator) Officers

#### **1. Admiral of the Fleet**

Admirals of the Fleet are selected by Her Majesty. Such promotions are not normally made in peacetime and if they are they will be in an honorary capacity.

#### **2. Flag and General Officers**

a. Selections for promotion to 3 Star and 4 Star rank are made by the Chief of the Naval Staff/First Sea Lord (CNS/1SL) after consultation with Her Majesty, and senior MOD and Service colleagues.

b. Selections for promotion to 2 Star rank are made by CNS/1SL and the Flag and Senior Officers Appointments Board (FSOAB) following the Flag promotion board, which sits annually in June. The promotion board, which is chaired by CNS/1SL, consists of CoM(F), 2SL and Fleet Commander with CNOs (CNLO, CGRM and MDG(N) who make an advisory vote only on candidates within their own branch). The Assistant Chief of Naval Staff (Personnel)/Naval Secretary acts as Secretary to the Flag Promotion Board.

c. While the majority of promotions invariably will be targeted at the most senior officers, provision exists for earlier selection if considered appropriate by CNS/1SL. The aim is to make promotions to Flag and General Officer rank at a steady rate in order to maintain an even flow through the Flag and General Officer List. Promotion to Flag rank is made on merit (see Para 6508) regardless of branch. However, in considering application of this principle, CNS/1SL and Navy Board do take into account the requirement to achieve a balance of promotions to Flag rank across the branches.

d. Flag Promotion Boards and their associated PSBs follow the general principles and procedures of selective promotion defined in [Chapter 66](#) with the exception that the Flag Promotion Board read, independently, the files of candidates graded **A** by the PSB and those candidates not graded **A** who are appearing before the Board for the last time, and vote before meeting in session.

e. Those officers identified as being ready in all respects now and short-listed for substantive promotion are informed by CNS/1SL. Officers appearing before the Board for the last time who have not been short-listed are informed by the Navy Board member closest to their field of employment.

### 3. One Star and Captain/Colonel Rank

- a. Captains who joined the Naval Service on or after 1 Apr 99 are eligible for promotion to substantive 1 Star rank on achieving 3 years' seniority and, if promoted to that rank, will normally retire at age 55.
- b. Following the alignment of RM ranks on 1 Jul 99 there is only one route to 2 Star rank via the substantive rank of Brigadier.
- c. Selective promotion to Captain/Colonel and 1 Star rank is modelled on that defined for promotion to 2 Star. The differences are minimal, however, the FSBs will generate a number of promotable candidates of between 1¼ and 1½ times the MAuN for the ensuing year having satisfied the Career Field, branch and specialist requirements.
- d. The pool process is supported by the A, B+, B, C+ and C grading system (see [Para 6610](#)) with the difference that, at this level, candidates nearing retirement who are worthy of appointment and promotion in their niche specialisation, and for which there is a stated requirement, may be awarded an **A(Spec)** grade. Their substantive promotion will nonetheless be conditional on their continued employment in that specialist area until retirement.
- e. Officers graded A by the FSB who are already in the AHR will be substantively promoted on 1 July of the promotion year providing they are properly established in a complement position and there are no short term plans to relieve them. However, **A** graded officers who are deployed in the AHR in short term positions will not normally be entitled to substantive promotion.
- f. Officers graded A by the FSB who are not selected for a suitable position and consequent substantive promotion will be considered afresh by the next board. As an acknowledgement of their achievement at the board during the preceding year, they will be reviewed by the PSB and included in the list of candidates to be presented to the FSB. Should the FSB subsequently choose not to include them in the list of A graded candidates, a formal statement will be made in the FSB Chairman's report recording the reasons for any grading re-assessments and the candidate informed accordingly.
- g. Those officers identified as being ready in all respects now and short-listed for substantive promotion will be informed by the DACOS Career Management (Capt/Col) or Naval Assistant (Cdre/Brig). Officers appearing before the Board for the last time who have not been short-listed will be informed by the DACOS CM or NA as appropriate.

h. As promotion will be dictated by the requirement, matching the needs of vacant posts with the skills and experience of the individual will be a major factor in determining who is actually promoted. In every case, CNS/1SL will consider individual nominations and the outcome will not be predictable or immediate. However, the final decision to promote and appoint will be a strategic one insofar as wider Service requirements and normal career management considerations will be the key criteria. It follows therefore that, if there is insufficient promotion headroom and an OF5 post has to be filled, AHR will continue to be utilised. Accordingly, officers graded A by the Promotion Board are not guaranteed promotion. Depending on the requirement and type of appointment, promotion is only guaranteed following final confirmation of appointment in the higher rank. Furthermore, for those competing against other Service or civilian candidates, promotion to substantive rank will be conditional upon winning the post.

i. The following specific rules apply to officers graded A for substantive promotion to Captain/Colonel and 1 Star rank:

(1) The number of selections will be sized to allow a suitable range of competencies and backgrounds to be made available to CNS/1SL to appoint, however, with such flexibility and the considerable number of tri-Service competition posts at this level, the requirement will fluctuate during the year and there is no guarantee that an A grade assumes elevation to the next higher rank.

(2) Promotion to Captain/Colonel and 1 Star rank becomes effective only on taking up appointment in the higher rank. Should the post be disestablished under re-organisation or re-structuring at any stage before the arrival of the incumbent, then that officer will remain on the list of A grades, even if an appointment has been issued.

(3) If a suitable post is identified then every effort will be made to make the officer selected available, however where a current appointment falls within the tri-Service or wider arena, re-appointment can only be dependent on the ability of the other Services to properly relieve or backfill as appropriate.

(4) Individuals graded A, who are assigned to Op Tours, will be substantively promoted if the Op Tour preparation, deployment and POTL total 12 months or longer. To avoid any career disadvantage, the substantive rank will be applicable from the first day of the preparation period. Such promotions will count against the MAuN for that year.

(5) Officers graded A with less than three years seniority and who are subsequently selected for assignment in the higher rank will be assigned in the Acting Higher Rank until qualified by the seniority of three years for substantive promotion. Confirmation of promotion will be in accordance with [Para 6622](#).

(6) Last Shot officers who are graded A or, more likely, A Spec will remain as candidates after the end of the promotion year providing that they still meet the promotion criteria at [Para 6622](#) and can take up an assignment in the higher rank by the time they reach age 52½ or 2½ years prior to retirement for RM officers. This exception is to provide NA with a level of assigning flexibility and will be controlled by the Naval Assistant's office.



#### 4. Medical, Dental, Medical Services, QARNNS and RNR/RMR Officers

- a. To satisfy the unpredictable nature of the OF4 and OF5 requirements in the Medical, Dental, Medical Services (MS) and QARNNS branches, and in the RNR/RMR, and to ensure that the potential for promotion of all eligible candidates is properly recognised, a process similar to that used for promotion to Captain/Colonel and 1 Star rank is used. For promotions to OF4 and OF5 rank, Promotion Boards consider the eligible OF3 and OF4 populations and produce a list of **A** grades in seniority order. CNPers for OF3s and NA for OF4s, as advised by Hd RNMS, HNDS, the senior MS officer, HNNS and CMR as appropriate, will utilise this list to run suitable candidates for appointments that need to be filled in the forthcoming year. The lists generated by the Promotion Boards, which will not be published, will be valid from 1 July of the year of the Board to 30 June of the year following the Board.
- b. Those officers identified as being ready in all respects now and graded A for substantive promotion may be informed by CNPers DACOS (Career Management) for OF3s and NA for OF4s on request.
- c. Officers graded A by the Promotion Board are not guaranteed promotion. Depending on the requirement and type of appointment, promotion is only guaranteed following final confirmation of appointment in the higher rank. Furthermore, for those competing against other Service or civilian candidates, promotion to substantive rank will be conditional on winning the post. Officers short-listed, who are not selected for promotion by 30 June of the year following the Board, will be reconsidered by the next Board providing they remain eligible.
- d. As promotion will be dictated by the requirement, matching the needs of vacant posts with the skills and experience of the individual will be a major factor in determining who is actually promoted. All selections for OF5 assignment and promotion to Surg Captain, Surg Captain (D), Captain MS, Captain QARNNS and Captain RNR/Colonel RMR will be submitted to CNS/1SL for approval. Promotion to OF4 and OF5 will be effective from the date of assignment in the higher rank.
- e. Eligibility for selective promotion to the rank of Commodore is, for Medical and Dental officers, on achieving 3 years' seniority as a Surgeon Captain or Surgeon Captain (D). For MS and QARNNS officers, promotion to the rank of Commodore is by selection and effective on appointment in the higher rank (see [Table 66B-4](#) and [Table 66B-5](#)). Promotion Boards for Medical branches' promotion to 1 Star and Flag rank are tied to the equivalent for the Warfare, Engineering, Logistics and Royal Marines branches. (see [Table 66B-4](#) and [Table 66B-5](#))

#### 5. Chaplain of the Fleet and Deputy Chaplain of the Fleet

Chaplain of the Fleet is a promoted rank and is accorded 2\* status. The Deputy Chaplain of the Fleet is the promoted rank of 'Principal Chaplain Royal Navy' on JPA and operates at 1\*/OF5 level. Selection is by the appropriate Preliminary Selection Board, followed by the FSOAB, with Sending Church consultation as appropriate. Principal Denominational Chaplains (PDCs) are not promoted posts and are selected by the Sending Church in consultation with the Chaplain of the Fleet.



## 6. Full Commission Stage (Aviator) Officers

a. Lieutenants RN and Captains RM on FCS(A) remain eligible for promotion to Lieutenant Commander and Major respectively and will compete alongside other Lieutenants RN and Captains RM on a Career Commission Stage (CCS), Career Commission (CC), Full Commission Stage (FCS) or Full Term Commission (FTC). If selected, they may elect either to remain on FCS(A) or, subject to manning requirements, transfer back to the relevant CCS/CC or FCS/FTC. Officers selected for promotion are required to notify their Career Manager in writing of their intentions within 30 days of the promotion signal.

b. Lieutenant Commanders and Majors RM on FCS(A) are eligible for promotion to Commander and Lieutenant Colonel respectively, and will compete alongside other Lieutenant Commanders and Majors RM on a CCS/CC and FCS/FTC. If selected, they can accept promotion providing they transfer back to the relevant CCS/CC or FCS/FTC. Officers who elect to remain on FCS(A) will not be promoted and will forgo any further opportunities for promotion. Officers selected for promotion are required to notify their Career Manager in writing of their intentions within 30 days of the promotion signal.

## ANNEX 66B

### OFFICER PROMOTION ZONES


1. Zones for promotion are defined as follows:
  - a. **Zone Entry.** Entry is typically based on an officer's seniority in their current rank.
  - b. **Zone Exit.** Exit is predominantly based on the time that an officer has left to serve on their current commission, excluding any extensions of service (EOS) but including any Commission Extension (CE) which revises the individual's Engagement Expiry Date (EED). The Terminal Expiry (Tx) date is the end of the current active commission; dependent on the officer's age and commission, the Terminal Expiry date may also be the rank related retirement age (RRRA) or normal retirement age (NRA) (including those selected under the RA55 scheme).
  - c. **Exceptions.** The exceptions, which may be based on age or seniority, are specified in the Tables below. The published zones also take into account the reserved rights of those who were already serving on or before 31 Mar 99, where the new zones may have resulted in the loss of promotion opportunities.
2. The zones for substantive promotion to the higher rank are listed in [Table 66B-1](#) to Table 66B-8 below. Unless otherwise specified, there is no requirement to be on a particular commission for promotion to a particular rank.
3. Officers who were serving in the Armed Forces on or before 31 Mar 99 and are now on a Full Term Commission (FTC) will, if promoted beyond Lt Cdr/Maj, assume commission titles according to their new rank-related retirement ages.
4. For RM officers, the Tables reflect seniority criteria applicable after rank alignment on 1 Jul 99 (see Glossary). The promotion zone transitional arrangements associated with the RM Retirement Age alignment with the RN are as shown.

**Table 66B-1. To Lt Cdr RN (X, E, L, MS) and Major RM**

Reference point for zone calculation: 1 October of the year of the Board

Promotion zone entry point for all – 4 years' seniority as a Lt RN or Capt RM

Commission	Military service pre 1 Apr 99	Selected under RA55 scheme	Retirement age in higher rank	Promotion Zone End
IC 8, 12 ICS 12	Yes	No	50	Tx date minus 3 years or age 47, whichever is earlier
CC 16, 18, 20 CCS 20	Yes	Yes	55	Tx date minus 3 years or age 52, whichever is earlier
	No	N/A	55	Tx date minus 3 years or age 52, whichever is earlier
FTC or FCS	Yes	No	50	Tx date minus 3 years (age 47)
	Yes	Yes	55	Tx date minus 3 years (age 52)
	No	N/A	55	Tx date minus 3 years (age 52)


	<b>Notes:</b>
	<p>1. All SCC Captains RM who are qualified SBS go out of zone at Tx-1 (rather than Tx-3).</p> <p>2. In the case of former ratings and other ranks with military service pre 1 Apr 99 who are unable to complete an Initial Commission (IC) in full on promotion from the ranks and, as such, are permitted to serve to their former Terminal Expiry date if later than 50 (in accordance with Para 5428), the additional period beyond 50 is treated as an EOS and does not extend the promotion zone. However, if such individuals are selected for the RA55 scheme, and therefore serve to the end of their IC or age 55, whichever is earlier, this will become their Terminal Expiry date for the purposes of calculating the end of their promotion zone (Tx-3).</p>

**Table 66B-2. To Cdr RN (X, E, L, MS) and Lt Col RM**

Reference point for zone calculation: 30 June of the year following the Board

Promotion zone entry point for all – 3 years' seniority as a Lt Cdr or Major RM


Commission	Military service pre 1 Apr 99	Selected under RA55 scheme	Retirement age in higher rank	Promotion Zone End
IC 12 ICS 12	Yes	No	53	Tx date minus 3 years or age 47, whichever is earlier
CC 16, 18, 20 CCS 20	Yes	Yes	55	Tx date minus 3 years or age 52, whichever is earlier
	No	N/A	55	Tx date minus 3 years or age 52, whichever is earlier
FTC or FCS	Yes	No	53	Tx date (age 50)
	Yes	Yes	55	Tx date minus 3 years (age 52)
	No	N/A	55	Tx date minus 3 years (age 52)

	<p><b>Notes:</b></p> <ol style="list-style-type: none"> <li>1. Majors RM who are qualified SBS may volunteer to serve on an EOS from age 50 to a maximum age of 53. Any such EOS will not extend an individual's eligibility zone for consideration for promotion to Lt Col RM.</li> <li>2. In accordance with Para 6620 <a href="#">sub para b</a>, any Lt Cdr or Major with a seniority date prior to 1 Jul 01 who would have had a last opportunity of promotion in December (under old rules) will continue to be considered with those being considered for substantive promotion for the last time in the following June.</li> </ol>
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**Table 66B-3. To Capt RN (X, E, L, MS) and Col RM**

Reference point for zone calculation: 30 June of the year following the Board


Commission	Promotion Zone Entry	Promotion Zone End
FTC or FCS	3 years' seniority as a Cdr RN or Lt Col RM	Tx date minus 3 years (age 52)
RN Chaplain	10 years' officer service	Tx date minus 3 years (age 52)

	<p><b>Notes:</b></p> <ol style="list-style-type: none"> <li>1. In accordance with Para 6620 <a href="#">sub para b</a>, any Cdr or Lt Col with a seniority date prior to 1 Jul 01 who would have had a last opportunity of promotion in December (under old rules) will continue to be considered with those being considered for substantive promotion for the last time in the following June.</li> <li>2. With the exception of Chaplains, officers will be considered by the Selection Board for the first time provided they have 2 years' seniority on 30 June of the year of the Board.</li> <li>3. In the case of Chaplains, officer service includes time spent as a Chaplain in the Army and/or RAF; the zone end is flexible providing a Chaplain has sufficient service remaining to complete the appointment as Principal Chaplain.</li> </ol>
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**Table 66B-4. To Cdre RN (X, E, L, MS) and Brig RM**

Reference point for zone calculation: 30 June of the year of the Board

Commission	Promotion Zone Entry	Promotion Zone End
FTC or FCS	3 years' seniority as a Capt RN or Col RM	Tx date minus 3 years (age 52)

	<p><b>Note.</b> Officers will be considered by the Selection Board for the first time provided they have 2 years' seniority on 30 June of the year of the Board.</p>
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**Table 66B-5. To Rear Admiral RN (X, E, L, MS) and Maj Gen RM**

Reference point for zone calculation: 30 June of the year of the Board

Commission	Promotion Zone Entry	Promotion Zone End
FTC or FCS	2 years' seniority as a Cdre RN or Brig RM	Tx date minus 3 years (age 52)
RM (former GL or SD)	On promotion to Brigadier (applies to individuals previously promoted to Colonel on or after 1 Jul 97)	Tx date minus 3 years (age 52)



**Note.** Officers will be considered by the Selection Board for the first time provided they have one year's seniority on 30 June of the year of the Board.

**Table 66B-6. RNR Promotion Zones**

Reference points for zone calculation:

Promotion to Lt Cdr RNR - 1 October of the year of the Board

Promotion to Cdr and Capt RNR - 30 June of the year following the Board

Promotion to Cdre RNR – 30 June of the year of the Board

Next Rank	Promotion Zone Entry	Promotion Zone End
Lt Cdr RNR	6 years' seniority as a Lt RNR	Age 52
Cdr RNR	5 years' seniority as a Lt Cdr RNR	Age 52
Capt RNR	5 years' seniority as a Cdr RNR	Age 52
Cdre RNR	3 years' seniority as a Capt RNR	Age 52

**Table 66B-7. RMR Promotion Zones**

Reference points for zone calculation:

Promotion to Maj RMR - 1 October of the year of the Board

Promotion to Lt Col and Col RMR - 30 June of the year following the Board


Promotion to Brig RMR – 30 June of the year of the Board

Next Rank	Promotion Zone Entry	Promotion Zone End
Maj RMR	4 years' seniority as a Capt RMR	Tx date minus 3 years
Lt Col RMR	4 years' seniority as a Maj RMR	Tx date minus 3 years
Col RMR	4 years' seniority as a Lt Col RMR	Age 52
Brig RMR	3 years' seniority as a Col RMR	Age 52

**Table 66B-8. Promotion Zones for Medical, Dental and QARNNS Branches**

Reference point for zone calculation (Lt Cdr and above): from 1 July of the year of the Board to 30 June of the following year.

Branch	Next Rank	Promotion Zone
Medical	Surg Cdr	From: 6 years' seniority as a Surg Lt Cdr To: 2 years before retirement date on date of assignment in higher rank ( <a href="#">Note 2</a> to <a href="#">Note 3</a> )
Medical	Surg Capt	From: 5 years' seniority as a Surg Cdr To: 2 years before retirement date on date of assignment in higher rank ( <a href="#">Note 2</a> )
Medical	Surg Cdre	From: 3 years' seniority as a Surg Capt To: 2 years before retirement date on date of assignment in higher rank ( <a href="#">Note 2</a> )
Medical	Surg RAdm	From date of promotion to Surg Cdre ( <a href="#">Note 4</a> )
Dental	Surg Cdr D	From: 6 years' seniority as a Surg Lt Cdr D To: 2 years before retirement date on date of assignment in higher rank ( <a href="#">Note 2</a> to <a href="#">Note 3</a> )
Dental	Surg Capt D	From: 5 years' seniority as a Surg Cdr D To: 2 years before retirement date on date of assignment in higher rank ( <a href="#">Note 2</a> )
Dental	Surg Cdre D	From: 3 years' seniority as a Surg Capt D To: 2 years before retirement date on date of assignment in higher rank ( <a href="#">Note 2</a> )
Dental	Surg RAdm D	From: date of promotion to Surg Cdre D ( <a href="#">Note 4</a> )
QARNNS	Lt Cdr	From: 4 years' service <b>in the rank</b> of Lt To: 2 years before retirement date on 1 Oct in year of Board
QARNNS	Cdr	From: 6 years' service <b>in the rank</b> of Lt Cdr To: 2 years before retirement date on date of assignment in higher rank ( <a href="#">Note 2</a> )
QARNNS	Capt	From: 4 years' service <b>in the rank</b> of Cdr To: 2 years before retirement date on date of assignment in higher rank ( <a href="#">Note 2</a> )
QARNNS	Cdre	From date of promotion to Capt
QARNNS	RAdm	From date of promotion to Cdre

	<p><b>Notes:</b></p> <ol style="list-style-type: none"><li>1. <i>These promotion zones apply to all Medical, Dental and QARNNS officers from 1 Apr 03, regardless of whether or not they transfer to the new commission structure.</i></li><li>2. <i>Officers will be considered by the Selection Board for the first time providing they have 6 years (Surg Lt Cdr and Lt Cdr QA), 5 years (Surg Cdr), 4 years (Cdr QA) and 3 years (Surg Capt) seniority by 30 June of the year following the Board.</i></li><li>3. <i>While eligible for selection, Medical and Dental officers who are still on the unaccredited pay spine will not be entered into the Pool for substantive promotion to Surg Cdr/Surg Cdr (D) until they are accredited (MRCGP for GMPs and ASCAB for all Consultants (including Occupational Medicine)) and have also been assessed as an 'A' grade candidate by the Board for the current promotion year.</i></li><li>4. <i>Promotions to Flag rank are conditional on officers having sufficient service remaining to complete <b>two</b> assignments in the higher rank.</i></li></ol>
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**ANNEX 66C**

**OFFICERS - APPLICATION FOR ACTING HIGHER RANK**

(Parts 1-3 to be completed by the Career Manager)

**PART 1: OFFICER DETAILS**

Name and Initials	
Service Number	
Rank	
Seniority	
Commission	
Branch	
Specialisation	
Sub-Specialisation	

**PART 2: POSITION DETAILS**

Unit	
Position Number	
Job Title	
Liability Driving (Y/N)	
Complemented/Alternative Rank	
Branch	
Specialisation	
Sub-Specialisation	
Start Date for AHR	
Estimated Date of Relinquishing AHR	

**PART 3: CRITERIA** (see [Para 6648](#))

1. Is post complemented for higher rank without alternative?	See <a href="#">Note 1</a>
2. Is a suitable officer of the correct substantive rank available?	See <a href="#">Note 2</a>
3. Will officer be in post for more than 3 months?	
4. Is officer capable of undertaking satisfactorily the full range of tasks required by the post?	See <a href="#">Note 3</a>
5. Was suitability for promotion on most recent appraisal assessed as Yes or above?	
6. Is the officer in date for the RNFT?	
7. Supporting statement - to include comments on <b>all</b> points above	



**Notes:** (to be deleted once read):

1.

a. After a check of the position details in JPA, the CM should liaise with the Employer and Branch Manager to determine whether the position could be rank ranged or de-enriched to the lower rank. In general, the Officer Cadre is top heavy and any action to de-enrich a position would be supported in full.

b. Confirmation that the organisation is operating outside the gapping levels prescribed in the latest Manning priorities DIN. If it within the prescribed limits then there is no obligation to fill.

2. **Normally** the Career Manager should nominate a **minimum of two potential** candidates to the appropriate Approving Officer.

*There needs to be analysis of the availability of all the alternative personnel that could fill this post and the reasons why they can not be moved/used.*

3. Care should be taken when considering B+ and below for AHR because by definition they are 'Officers who, in comparison with others of their branch and rank, do not justify promotion this time but who stand every possibility, on current reporting, of being assessed A at the next board' (Para 6610 sub para b). It follows that if they perform unsatisfactorily in the AHR or act in a way that causes injury, harm or death to others (eg. Haddon-Cave) then the CM/Approving Officer's decision and rationale may be held to account. This may be an issue when considering AHR for OP Tours where the risk may be higher.

Signature	Date:
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#### PART 4: SO1 CAREER MANAGER CHECK

1. Comments:	
<i>To check that all points are answered</i>	
2. Higher approval required?	YES/NO
3. Recommended?	YES/NO

Signature:	Date:
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**PART 5: BRANCH MANAGER - SCRUTINY AND ADVICE**

<p>1. Comments</p> <p><i>Delete text in red when read</i></p> <p><i>Branch Manager should be able to demonstrate that granting the AHR will not result in the strength exceeding the Planning Liability in the current/future years.</i></p> <p><i>Predicted Strength at CPD will be equal to</i></p> <p><i>Start strength (inc. AHR, FTRS filling regular billets)</i></p> <p><i>Negatives</i></p> <ul style="list-style-type: none"> <li>- outflow (VO)</li> <li>- outflow (TX)</li> <li>- outflow (R)</li> <li>- outflow (Med)</li> <li>- outflow (prom to next rank)</li> </ul> <p><i>Positives</i></p> <p>+ inflow (prom in from next rank ie. agreed MAuN – if applicable)</p> <p><i>All outflow between now and CPD</i></p> <p><i>All inflow between now and CPD</i></p> <p><i>Repeat until date of AHR relinquish.</i></p> <p><i>This can be compared with the latest Planning Liability at the CPD to determine whether there is headroom for AHR.</i></p> <div style="text-align: center; margin-top: 20px;"> </div>	
<p>2. Recommended?</p>	
<p>Signature</p>	<p>Date</p>

