CHAPTER 74
ENGINEERING BRANCH – MARINE ENGINEERING

CONTENTS

Para
7401. Recommendations
7402. Marine Engineering Examinations in the Fleet
7403. Return from Submarine Service to General Service
7404. Titles and Origins of Marine Engineering Ratings
7405. Non-advancement and Re-advancement
7407. ET(ME) Fast Track Scheme
7408. The ME Accelerated Apprenticeship Scheme
7409. Engineering Technician (Marine Engineering) - Promotion Regulations for NON ICF Trained Ratings April 2006 to 22 January 2015
7410. Engineering Technician (Marine Engineering Submarine) – Entry from April 2006 to Promotion Flowchart
7411. Marine Engineering Mechanics General Service - Operator Trained
7412. Marine Engineering Mechanics Submarine Service - Operator Trained
7413. Petty Officer Marine Engineering Mechanics (MESM) converted to POET (MESM)
7414. Promotion from POMEM(L) to WO1MEM(L)
7415. Certificates of Competency for Non-operator Trained Ratings
7416. Undergraduate Apprentice Scheme (UGAS) (MESM) – New-to-Service Promotion Flowchart
7417. Undergraduate Apprentice Scheme (UGAS) (MESM) – In-service Promotion Flowchart
7418. Submarine Service - Career on a Page

ANNEXES

Annex 74A Undergraduate Apprenticeship Scheme Marine Engineer (Submarines), UGAS(MESM) - Overview
Annex 74B Undergraduate Apprenticeship Scheme Marine Engineer (Submarines) UGAS(MESM) - CONOPS
  Appendix 1 Acceptance of General Terms and Conditions of Service on Transfer to the Undergraduate Apprenticeship Scheme Marine Engineer (Submarines), UGAS(MESM)
Annex 74C UGAS(MESM) Tailored Career Agreement (In-Service Candidates)
  Appendix 1 Acceptance of General Terms and Conditions of Service on Transfer to the Undergraduate Apprenticeship Scheme Marine Engineer (Submarines), UGAS(MESM) - In-Service Candidates
Annex 74D UGAS(MESM) Pipeline
Annex 74E UGAS University Phase
Annex 74F Accelerated Apprentice MEGS Pipeline
CHAPTER 74
ENGINEERING BRANCH - MARINE ENGINEERING

7401. Recommendations
Officers making recommendations for ratings’ advancement, promotion, examination or courses, are to pay due regard to the conditions set out in Para 6901 and Para 6902 sub para d.

7402. Marine Engineering Examinations in the Fleet
a. All ME Professional Qualifying Certificate, Advancement Examinations and Operational Performance Statement Assessments are to be conducted in accordance with BR 2000(3)(1) and Chapter 69 Section 4.
b. Fleet Boards may be convened by Commanding Officers of ships, submarines and establishments who must ensure the correct composition of the Fleet Board.
c. In the event of failure, see Para 6912 and the relevant failure diagram.
d. For refusal to take a Professional Qualifying Course or mandatory examinations, see Para 6913.

7403. Return from Submarine Service to General Service
a. Ratings returning to General Service will retain their existing rate, seniority and, where appropriate, base Service Qualification (SQ). They will be required to gain/endorse the watch-keeping qualifications commensurate with their rate, in accordance with BR 2000 (3)(1) Article 0214.
b. Where ratings have been disrated/reverted prior to transfer, re-advancement will be in accordance with the rules in Chapter 70. Ratings will also be required to pass the relevant General Service career courses on re-advancement.

7404. Titles and Origins of Marine Engineering Ratings
a. The ME sub-branch comprises Artificers, Mechanics and Engineering Technicians.
b. **Marine Engineering Artificers.** Individuals comprise the following:

| MEA(ML)/(EL) | Entrants on course numbers 753 (CALEDONIA), 751 (COLLINGWOOD) and MQC 01 (SULTAN) onwards, who received electro-mechanical training followed by specialist mechanical (ML) or electrical (EL) training. They are fully operator trained. |
| MEA | Artificer Apprentices who joined HMS SULTAN after 1 Apr 94 and Artificer Candidates who commenced Artificer training after 1 Sep 95 and who are selected for General Service. These Artificers receive common electro-mechanical training and have no SQ. They are fully operator trained. |
| MEA(MSM)/(LSM) | Artificer Apprentices who joined HMS SULTAN after 1 Apr 94 and Artificer Candidates who commenced Artificer training after 1 Sep 95 and who are selected for Submarine Service. These Artificers receive common electro-mechanical training, followed by specialist mechanical (MSM) or electrical (LSM) training. They are all Nuclear operator qualified. |

c. **Marine Engineering Mechanics.** Individuals comprise the following:

| MEM | (1) Mechanics who entered after 1 Apr 94 but commenced Part II training before 6 Sep 98 were designated MEM and received common electrical and mechanical training during MEM2CC/ MEM1CC/ MEMCC. They were designated (M) or (L) prior to LMEMQC on which they received specialist mechanical and electrical training. They have a full Marine Engineering operator capability. Submarine Service Mechanics were also designated (M) or (L) prior to LMEMQC on which they received specialist mechanical or electrical training. They have a full Marine Engineering operator capability. |
| MEM | (2) All Mechanics who commenced Part II training after 6 Sep 98 are designated MEM and receive common electrical and mechanical training during MEICC. Submarine Service Mechanics are designated (M) or (L) prior to LMEMQC, on which they receive specialist mechanical or electrical training. They have a full Marine Engineering operator capability. |
| MEM | (3) General Service Mechanics who were designated MEM or MEM(L) and completed the common LMEMQC after 1 Sep 99 are designated LMEM. They have no SQ and have common electro-mechanical training and full operator capability. When promoted, they are designated POMEM, CPOMEM or WO1MEM. They will continue to have no SQ but will be streamed into one of three specialist areas by ADQUAL. |

d. **Engineering Technician (ET).** From April 2006, the ME sub-branch new entry consists of two ET sub-specialisations: Marine Engineering and Marine Engineering Submarine (MESM). All ETs receive common electrical and mechanical training during their ETICC. ET(MESM)s are designated either (M) or (L) whilst on LET(MESM) QC and receive specialist mechanical or electrical training. They have a full ME operator capability.
7405. Non-advancement and Re-advancement

a. The names of ratings that, for reasons of misconduct, incompetence or want of diligence, cannot be advanced or promoted within a reasonable period are to be reported to the Administrative Authority (Annex 54A) so that further retention in the Service can be considered. In cases which are subject to parliamentary correspondence or enquiry, or if case involves security matters, recommendations are to be forwarded to the Navy Command Headquarters Casework Cell, through the appropriate Administrative Authority (Annex 54A) accompanied by all relevant Service Documents (including Appraisal Reports). The length of a reasonable period in this context must be determined by a rating’s Commanding Officer, having regard to the system of advancement or promotion governing each branch/specialisation. Recommendation should not normally be delayed beyond completion of the following:

1. If a PQE for CPOMEA (now CPOETME/ MESM) is not passed within 12 months of the due date in a sea-going position as a POMEA.
2. If PQE for CPOMEA is failed for the third time.
3. If not recommended for advancement:
   - 12 months after becoming eligible to be advanced to CPOMEA.
4. ET(ME)2 – MEMOC Harbour Taskbook (previously MEMOC A and B Taskbook) not completed in first 6 months of sea service.
5. ET(MESM)2 - MEMOC – MEMOC Parts A and B not completed in first 15 months of sea service.
6. ET(ME)1 – MEMOC Sea-going Taskbook (previously MEMOC C Taskbook) and OPS Assessment not passed on completing 18 months' sea service as an ET(ME)1.
7. ET(MESM)1 – Full MEMOC Taskbook and OPS Assessment not passed on completing 15 months sea service as an ET(MESM)1.

b. Attention is drawn to Chapter 57 with respect to the formal warning of ratings.

c. Re-advancement/promotion. All ratings’ re-advancement or re-promotion following disrating or reversion will be in accordance with Chapter 70. In general, re-advancement or promotion is time based and does not require re-qualification. Those seeking promotion, or requiring two years or more to regain their previous rate, will need to re-qualify in accordance with the regulations given below.
7406. Engineering Technician (Marine Engineering) – Promotion Regulations for Individual Competence Framework (ICF) Trained Ratings

The following rules apply to personnel who entered the RN as an Engineering Technician (Marine Engineer) and completed an Engineering Technician Initial Career Course (ETICC) on or after 23 Jan 15 and ET(ME) personnel who have completed an Individual Competence Framework (ICF) designed next higher rate Qualifying Course (QC).

**ET(ME) PROMOTION FLOWCHART - ICF**

<table>
<thead>
<tr>
<th>ENGINEERING TECHNICIAN (MARINE ENGINEERING) 2</th>
</tr>
</thead>
</table>
| a. Completed RALEIGH – Phase 1 Training (see Note 1).
| b. Completed ET(ME) Initial Career Course (ETICC), recorded on JPA as ‘ME|Engineering Technician (ME) Initial Career (ME150)|Navy’.
| c. Display required proficiency in accordance with competencies as laid down in the ICF as ET(ME)2, authorised by HOD and recorded on JPA as ‘Professional| Engineering Technician (GS)|Navy’, with a Proficiency Level of ‘ET1 Sea 1’. To be completed within 6 months’ sea service (see Note 2, Note 21).
| d. In date for Royal Naval Fitness Test (RNFT) or waiver obtained on date due advancement and recorded on JPA as ‘CMS|Fitness Test|Navy’ (see Note 6).
| e. At least 6 months since last Career Check (if any) on date due advancement.
| f. Recommended for advancement to ET(ME)1 by CO. Promotion Authorisation Request (PAR) forwarded to Flotilla parent Career Management Cell (CMC).

Advanced to

| ENGINEERING TECHNICIAN (MARINE ENGINEERING) 1 |

**Leading Engineering Technician (ME) – Pre-Selection Requirements at CRD/SED**

| a. CBRNDC Task Book (TB) to be completed and recorded on JPA as ‘Professional|Completion of CBRNDC Task Book (All Ratings) (9J94)|Navy’ (see Note 2).
| b. Serving on a ES1/FC/OE1 that expires after the nominated Common Promotion Date (CPD) (Para 6703 b sub para 7).
| c. Display required proficiency in accordance with competencies as laid down in the ICF and evidenced in the individual’s CDJ as an ET(ME) 1, authorised by HOD and recorded on JPA as ‘Professional| Engineering Technician (GS)|Navy’, with a Proficiency Level of ‘ET1 Sea 2’ (see Note 3, Note 4, Note 5).
| d. Provisional Exam for LET(ME) recorded on JPA as ‘Professional| Provisional Examination for LET ET(ME)|Navy’, with a Proficiency Level of ‘Pass’. |
e. Streaming Preferences recorded on JPA (see Note 8).

f. Recommended for promotion on Appraisal Report at Selection Eligibility Date (SED) (see Note 7, Note 19).

**Leading Engineering Technician (ME) – Pre-Promotion Requirements**

g. Completed Leading Rates Leadership Course (LRLC) by nominated CPD and recorded on JPA as ‘Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy’ (see Note 12).

h. Passed LET(ME) Qualifying Course (QC) inc streamed and craft package training by nominated CPD+12 months and recorded on JPA (see Note 9, Note 10, Note 11, Note 12, Note 14, Note 20).

i. At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).

j. In date for Royal Naval Fitness Test (RNFT) or waiver obtained on date due promotion: recorded on JPA as ‘CMS|Fitness Test|Navy’ (see Note 6).

k. To be educationally qualified for promotion (EFP) in accordance with Para 9636 and recorded on JPA as ‘Educational|RN/RM QELH/Cpl|Navy|’.

Promoted to

**LEADING ENGINEERING TECHNICIAN (MARINE ENGINEERING)**

**Petty Officer Engineering Technician (ME) – Pre-Selection Requirements at CRD**

a. Serving on a ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD (Para 6703 b Sub Para 6).

b. Hold Professional Qualifications SOC and MEOOW2C; recorded on JPA as ‘Professional|Switchboard Operating Certificate (DB33)|Navy’ and ‘Professional|Marine Engineer Officer of the Watch 2 Certificate (MEOOW2C)|Navy’ (see Note 13).

c. Display required proficiency in accordance with competencies as laid down in the ICF and evidenced in the individual’s CDJ as an LET(ME), authorised by HOD and recorded on JPA as ‘Professional|Engineering Technician(GS)|Navy| with a Proficiency Level of ‘LET Sea’ (see Note 13).

d. Provisional Exam for POET(ME) recorded on JPA as ‘Professional|Provisional Examination for PO ET(ME)|Navy’, with a Proficiency Level of ‘Pass’ (see Note 5, Note 20).

e. Recommended for Promotion on Appraisal Report at SED (see Note 7, Note 19).
Petty Officer Engineering Technician (ME) – Pre-Promotion Requirements

- Completed Senior Rates Leadership Course (SRLC) by nominated CPD and recorded on JPA as ‘Miscellaneous|Senior Rates Leadership Course (RLNL 103)|Navy’ (see Note 12).

- Passed POET(ME) QC inc streamed training by nominated CPD+12 Months and recorded on JPA (see Note 9, Note 10, Note 11, Note 12, Note 14, Note 20).

- At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

- In date for Royal Naval Fitness Test (RNFT) or waiver obtained on date due promotion: recorded on JPA as ‘CMS|Fitness Test|Navy’ (see Note 6).

- To be EFP in accordance with Para 9636 and recorded on JPA as ‘Educational|RN/RM QEPO/Sgt|Navy’.

Chief Petty Officer Engineering Technician (ME) – Pre-Selection Requirements at CRD

- Serving on a ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD (Para 6703 b Sub Para 6).

- Minimum of 3 years seniority as a PO 12 months prior to the CPD (Para 6703 b sub para 2).

- Hold Professional qualification MEOOW1 Certificate; recorded on JPA as ‘Professional|Marine Engineer Officer of the Watch Certificate (MEOOWC)|Navy (see Note 15).

- Display required proficiency in accordance with competences as laid down in the ICF and evidenced in the individual’s CDJ as a POET(ME), authorised by HOD and recorded on JPA as ‘Professional|Engineering Technician(GS)|Navy| with a Proficiency Level of ‘POET Sea’ (see Note 15).

- Provisional Exam for CPOET(ME) and recorded on JPA as ‘Professional| Provisional Examination for CPO ET(ME)|Navy’, with a Proficiency Level of ‘Pass’ (see Note 5, Note 20).

- Recommended for Promotion on Appraisal Report at SED (see Note 7, Note 19).

Chief Petty Officer Engineering Technician (ME) – Pre-Promotion Requirements

- Passed CPOET(ME) QC by nominated CPD+12 Months; recorded on JPA as ‘ME|CPOET(ME) Career (ME 155)|Navy’ (see Note 10, Note 11, Note 12, Note 20).
h. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion if later.

i. In date for Royal Naval Fitness Test (RNFT) or waiver obtained on date due promotion and recorded on JPA as ‘CMS|Fitness Test|Navy’ (see Note 6).

Promoted to

CHIEF PETTY OFFICER ENGINEERING TECHNICIAN (MARINE ENGINEERING)

Warrant Officer 1 Engineering Technician (ME) – Pre-Selection Requirements at CRD

a. Serving on FC/OE1 or EC/2OE or ES1/ES2/ES3 which expires after the CPD. (Para 6703 b Sub Para 6).

b. Minimum of 3 years seniority as CPO 12 months prior to the CPD.

c. Display required proficiency in accordance with competencies as laid down in the ICF and evidenced in the individual's CDJ as a CPOET(ME), authorised by ME HOD and recorded on JPA as ‘Professional| Engineering Technician(GS)|Navy| with a Proficiency Level of ‘CPOET Sea’ (see Note 16).

d. Provisional Exam for WO1ET(ME) and recorded on JPA as ‘Professional| Provisional Examination for WO1ET(ME)|Navy’, with a Proficiency Level of ‘Pass’ (see Note 5, Note 20).

e. Recommended for Promotion on Appraisal Report at Common Reporting Date (CRD) (see Note 7, Note 19).

Promoted to

CHIEF PETTY OFFICER ENGINEERING TECHNICIAN (MARINE ENGINEERING)

Warrant Officer 1 Engineering Technician (ME) – Pre-Promotion Requirements

f. Passed WO1 ET(ME) QC by nominated CPD+12 Months and recorded on JPA as ‘ME|WOET(ME) Career (ME 156)|Navy’ (see Note 10, Note 11, Note 12, Note 18, Note 20).

g. In date for Royal Naval Fitness Test (RNFT) or waiver obtained on date due promotion and recorded on JPA as ‘CMS|Fitness Test|Navy’ (see Note 6).

h. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

i. EFP in accordance with Para 9636.

Promoted to

WARRANT OFFICER 1 ENGINEERING TECHNICIAN (MARINE ENGINEERING)
Notes:

1. All new entrants are rated Engineering Technician (Marine Engineering) (ET(ME))2 on joining HMS RALEIGH.

2. On completion of the ET(ME)2 Career Development Journal (CDJ) mandated tasks (ETOW2 - to be completed within 6 months' sea service), and on being recommended, ratings will be advanced to ET(ME)1 and issued their CBRNDC Task Book, which is to be completed within 12 months of issue and is a pre-requisite to be eligible for selection to Leading Hand.

3. Competence as an ET(ME)1 is achieved on successful completion of the ICF mandated competences within the sea employment space, evidenced within the individual’s CDJ. This is to be completed within 18 months sea service as an ET(ME).

4. Competent ET(ME)1s who are assigned to an operational ship with a different equipment fit to that in which the competence was gained must be endorsed by the MEO within 6 months’ sea service (BR 2000(3)(1) Article 0214).

5. Provisional Examinations (BR 2000(3)(1)):

   a. Prior to undertaking the Provisional Examination the following pre-requisites are to have been achieved:

      (1) Competent in current rate – Completed all mandated ICF competences, evidenced within the individual’s CDJ.

      (2) Completed 12 months sea service in current rank, recorded as the following JPA competence (Para 5908):

         (a) ET – ‘CMSI12 Months Sea Time ABINavyl’.

         (b) LET – ‘CMSI12 Months Sea Time LHINavyl’.

         (c) POET - ‘CMSI12 Months Sea Time POINavyl’.

         (d) CPOET - ‘CMSI12 Months Sea Time CPOINavyl’.

      (3) Recommended by Commanding Officer.

   b. Recommendation from sea for FT candidate from LET to POET should be considered for all personnel who have completed the PE for LET with a good pass and demonstrate the technical ability and CLM attributes of a potential senior rating. The recommend is to be recorded on JPA as ‘ProfessionalFast Track ET CandidateINavyl’, with supporting comments included by the 1 and 2 RO in their next SJAR.
### Notes:

c. If an individual is unable to achieve 12 months sea service prior to attempting their PE due to Service Reasons beyond their control; eg. assigned to a ship in build; they may apply to sit the PE provided that their CO/MEO consider the individual demonstrates sufficient equivalent experience and meet the technical requirements of the next higher rate. This will be considered by exception via the respective Branch Manager SO1 and, if approved, will allow the individual, if successful at the PE, and qualified in all other respects by CRD, to be presented to the next promotion board and considered for selection to the next higher rank. This does not however remove the requirement to complete 12 months’ sea service prior to promotion (CPD), noting the rules within Chapter 67 remain extant.

6. RNFT. Ratings are to be in date RNFT or in possession of either a permanent medical exemption as issued by a Naval Service Medical Board of Survey (NSMBOS) or temporary exemption (as issued by the Commanding Officer) on the appropriate CPD see Para 6716.

7. Selection Boards will be convened up to 3 times a year and the results of successful candidates announced on completion. ACOS(PCap) will endeavour to assign selected personnel to Qualifying Courses (QC) starting in the next training term but one.

8. ET(ME) Stream Preference is to be recorded on JPA as follows:

   a. Log on to JPA Self Service.

   b. Select - Extra Information Types.

   c. Select - Employee Preferences and in the First Comments box enter either,

      (1) Stream ML or

      (2) Stream EL.

   d. Click Apply.

9. Pre-course Learning is to be completed in accordance with the policy of the Training School. Where this is not achieved, the suitability of the individual to undertake the course will be determined by the Commanding Officer HMS SULTAN on a case by case basis.
Notes:

10. The suitability of individuals to retake failed elements of the QC, or the requirement to be back classed, will be determined by the Commanding Officer HMS SULTAN. A repeat failure of part/all of the course may result in the individual being deselected; continuing to serve in the lower rate and their suitability for future higher rate QCs will be through the selection process and will be dependent on performance as reported in the annual SJAR.

11. Unsuitable Candidates. Where, during the period of the Qualifying Course, candidates are found to be unsuitable for promotion to the next higher rate, they may be withdrawn from training by the Commanding Officer HMS SULTAN. In such cases, individuals will be deselected and will continue to serve in the lower rate. They will be eligible for future selection in normal course.

12. Failure to Complete Professional and/or Leadership Course. Refer to Para 6714 and 6703 b sub para 4 for rules on the impact on a rating’s promotion if he/she fails to complete PQC and/or LRLC/SRLC before CPD or within 12 months of CPD as a result of service reasons, non-service reasons (outwith own control) or non-service reasons (within own control).

13. Competence as an LET(ME) is achieved on successful completion of the SOC, MEOOW2 and the ICF mandated competences within the sea employment space, evidenced within the individuals CDJ. It is expected that this should be completed within 18 months’ sea service as a LET(ME).

14. Personnel who do not have sufficient length of service remaining to meet the requirement of any Return of Service (RoS) attached to a Qualifying Course (QC) must agree to serve any extension of service (EoS) that may be required to cover the length of the course and associated ROS on Form S61(Para 5304 sub para f). Acceptance of the EOS will be required prior to commencement of the relevant QC.

15. Competence as a POET(ME) is achieved on successful completion of the MEOOW1 and the ICF mandated competences, within the sea employment space, evidenced within the individuals CDJ. It is expected that this should be completed within 18 months’ sea service as a POET(ME).

16. Competence as a CPOET(ME) is achieved on successful completion of the ICF mandated competences, within the sea employment space, evidenced within the individuals CDJ. It is expected that this should be completed within 18 months’ sea service as a CPOET(ME).

17. Refusal to Undertake the QC. If successful ratings decide to refuse the course, they will be deselected and continue to serve in their current rate.
7407. **ET(ME) Fast Track Scheme**

The Fast Track (FT) scheme will afford individuals an accelerated advancement route. Selection will be via a two-stage process with two available entry points; initially at ET and subsequently at LET. This takes account of individuals who develop at differing rates and gives a flexible career path to ensure that career progression through training and employment is better matched to the abilities of our technicians. For full details on the FT scheme, see Para 6808.

### Notes:

18. **Award of General Service Marine Engineering Charge Certificate.** The General Service Marine Engineering Charge Certificate will be awarded on successful completion of the WO1QC.

19. **Recommendation for Promotion.** Awarded 'Exceptional', 'High' or 'Yes' recommendation for 'Promotion - 1 Rank Up' on SJAR by final RO. Where an otherwise fully eligible candidate has received an SJAR assessment of 'Insufficient Knowledge' at last report, presentation before the next Board will be determined by the Promotion Section using the previous report recommendation. For promotion up to the rate of PO, Streamlined Eligibility Dates (SED) of 31 Mar, 31 Jul and 30 Nov in any year will apply. If a streamlined promotion candidate has been awarded a positive recommendation for promotion (as above) in the last SJAR and, since that report, has become eligible in all other respects for selection, he/she will be placed before the Promotion Board.

20. **Qualifying Courses and PE Failures.** For rules regarding failure, see Para 6912.

21. **Failure to Achieve the Eligibility Criteria for Advancement from ET(ME)2 to ET(ME)1.** For an ET(ME) 2 who is not achieving the eligibility criteria and, therefore, the subsequent recommendation for advancement, see rules at Fig 74-1.

7408. **The ME Accelerated Apprenticeship Scheme**

From Nov 16 MEGS Accelerated Apprentices (AA) will join HMS RALEIGH as a Probationary Leading Hand (see Para 6809) until they become a Gain to the Trained Strength (GTS) as an LET on completion of a bespoke training pipeline (see Annex 74F). Once GTS, the AA will be subject to the normal selection process of a LET. The first intake for ESM AA will join HMS RALEIGH in Nov 18; they will be streamed MESM or WESM post SMQ (Dry). The MESM AA pipeline follows that of the UGAS but will finish on completion of the First Shore Training Phase (see Annex 74B). Further detail on the AA scheme can be found at Para 6810. The AA Warnings and Failure policy is laid down at Annex 68A.

7409. **Engineering Technician (Marine Engineering) - Promotion Regulations for NON ICF Trained Ratings April 2006 to 22 January 2015**

The following rules apply to personnel who have not been trained via an ICF course and legacy Mechanics. On completion of an ICF, qualifying course personnel will transfer to the ICF trained promotion flowchart as detailed at Para 7406.
ENGINEERING TECHNICIAN (MARINE ENGINEERING) 2

ET(ME)1 – Advancement Criteria

a. Completed Part 1 New Entry Training and Part 2 Career Course (MEICC) (see Note 1)(Note 22).

b. Completed Task Book for ET(ME) 2 OC (MEMOC Harbour) and recorded on JPA as ‘Professional|Achieved MEMOC (Harbour) (DQ50)|Navy’ (see Note 2)(Note 3)(Note 22).

c. Recommended for ET1.

d. At least 6 months since last Career Check (if any) on date due advancement.

e. In date RNFT or waiver obtained on date due advancement. (Note 19).

Advanced to
ENGINEERING TECHNICIAN (MARINE ENGINEERING) 1

LET(ME) – Pre-Selection Requirements

a. Completed Task Book for ET(ME)1 OC (MEMOC Sea-going) and recorded on JPA as ‘Professional|Achieved MEMOC (Full) (DD44)|Navy’ (see (Note 5) (Note 22).

b. Awarded OPS at ET1 and recorded on JPA as ‘Professional|OPS for ET(ME) DQ40|Navy’ (see (Note 4)(Note 22). Recorded as JPA competence ‘Professional|OPS for ET(ME) DQ40|Navy’.

c. AB-LH CBRNDC TB completed and recorded on JPA as ‘Professional|OPS of CBRNDC RTask Book (All Ratings) (9J94)|Navy’ (see Note 3).

d. Recommended for promotion on Appraisal Report at SED (Para 6703 b sub para (3)).

e. Serving on a ES1/FC/OE1 that expires after the nominated Common Promotion Date (CPD) (Para 6703 b sub para (6)).

f. Streaming Preferences recorded on JPA (see Note 18).

LET(ME) – Pre-Promotion Requirements

g. Completed LET(ME) Qualifying Course by nominated CPD plus 12 months (see (Note 6) (Note 7).

h. Completed Leading Rates Leadership Course (LRLC) (see Note 20).

i. In date for RNFT or waiver obtained on date due promotion (Para 6703 b sub para (9)) (see Note 19).
j. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

k. EFP in accordance with Para 9636 at SED and competence “Educational|RN/RMQELH/Cpl|Navy” recorded on JPA.

**Note. Competencies to be entered in JPA by Unit HR administrator.**

**Promoted to**

LEADING ENGINEERING TECHNICIAN (MARINE ENGINEERING)

**POET(ME) – Pre-Selection Requirements**

a. Completed LET(ME) Task Book (see Note 8, Note 22).

b. Hold Professional Qualifications MEOOW2C and SOC and recorded on JPA as ‘Professional|Marine Engineer Officer of the Watch 2 Certificate (MEOOW2C)|Navy’ and ‘Professional|Switchboard Operating certificate (DB33)|Navy’ (see Note 9).

c. Awarded OPS at LET and recorded on JPA as ‘Professional|OPS for LET(ME) DQ40|Navy’ (see Note 9).

d. Recommended for promotion on Appraisal Report at SED (Para 6703 b sub para (3))

e. Serving on a ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.

f. 24 months training ROS for POETQC applies (see Chapter 53) (see Note 10).

**POET(ME) – Pre-Promotion Requirements**

g. Completed POET(ME) Qualifying Course by nominated CPD+12 months (see Note 7, Note 22).

h. Completed Senior Rates Leadership Course (SRLC) (Para 6703 b sub para (5)) (see Note 20).

i. In date for Royal Naval Fitness Test (RNFT) or waiver obtained on date due promotion and recorded on JPA as ‘CMS|Fitness Test|Navy’ (see Note 19).

j. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

k. EFP in accordance with Para 9636 at SED and competence “Educational|RN/RMQEPO/Sgt|Navy” recorded on JPA.
CPOET(ME) – Pre-Selection Requirements

a. Completed Post Course Study Guide (see Note 8).

b. Hold Professional Qualification MEOOW Certificate, recorded as JPA competency ‘Professional|Marine Engineer Officer of the Watch Certificate (MEOOWC)|Navy’ (see Note 11).

c. Passed OPS Assessment and recorded on JPA as ‘Professional|OPS for POET(ME) DQ40|Navy’ (see Note 11, Note 22).

d. 12 months’ sea service as a POET(ME) and recorded on JPA as ‘CMS|12 Months Sea Time PO|Navy’.

e. Minimum of 3 years’ seniority as a POET 12 months prior to the CPD (Para 6703 b sub para (2))

f. Serving on a ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.

g. Recommended for promotion on Appraisal Report at CRD (Para 6703 b sub para (3)).

h. Completed Senior Rates Leadership Course (SRLC).

CPOET(ME) – Pre-Promotion Requirements

i. Completed CPOET(ME) Qualifying Course by nominated CPD+12 months (see Note 22).

j. In date for Royal Naval Fitness Test (RNFT) or waiver obtained on date due promotion and recorded on JPA as ‘CMS|Fitness Test|Navy’ (see Note 19).

k. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).
WO1ET(ME) – Pre-Selection Requirements

a. If a CPOET(ME), minimum of 3 years’ seniority in the rate 12 months prior to the CPD. If a legacy WO2ET(ME), there is no minimum seniority requirement.

b. Serving on a ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.

c. Pass Provisional Examination (PE) for WO1ET(ME) and recorded on JPA as ‘Professional|Provisional Examination for WO1 ET(ME)|Navy|’ with a proficiency Level of ‘Pass’ (see Note 21, Note 23).

d. Recommended for promotion on Appraisal Report at CRD. (Para 6703 b sub para (3)).

WO1ET(ME) – Pre-Promotion Requirements

e. For CPOET(ME)s, completed WO1ET(ME) QC by nominated CPD+12 months (see Note 13 - 17).

f. In date for Royal Naval Fitness Test (RNFT) or waiver obtained on date due promotion and recorded on JPA as ‘CMS|Fitness Test|Navy’ (see Note 19).

g. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

h. EFP in accordance with Para 9636. Must have achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and the appropriate competence recorded on JPA.

Promoted to

WARRANT OFFICER 1 ENGINEERING TECHNICIAN (MARINE ENGINEERING)
Notes:

1. All new entrants are rated Engineering Technician (Marine Engineering) (ET(ME))2 on joining HMS RALEIGH.

2. On completion of Part 2 Training (ET(ME) career course), ratings will be issued the ET(ME) Task Book.

3. On completion of the ET(ME)2 OC (Harbour) Task Book (generally to be completed within 6 months’ sea service), and on being recommended, ratings will be advanced to ET(ME)1 and issued their CBRNDC Task Book which is to be completed within 12 months of issue and is a pre-requisite to be eligible for promotion to Leading Hand.

4. OPS as an ET(ME)1 is achieved on successful completion of both the ET(ME)1 OC (MEMOC Sea-going) Task Book and the formal OPS Assessment. Full MEMOC to be completed within 24 months’ sea service. The Assessment is to be constituted in accordance with BR 2000(3) (oral aspects only). OPS is to be achieved within 48 months from completion of Phase 2 training.

5. ET(ME)1s who have been awarded a full ET(ME)1 OC (MEMOC Sea-going) and who are assigned to an operational ship with different equipment fit to that in which the OC was gained must have their OC endorsed by the MEO within 6 months (BR 2000(3)(1) Article 0214). Ratings who fail to gain this endorsement will lose the OC qualification and suffer any corresponding pay effects in accordance with JSP 754 until endorsement has been achieved.

6. Selection Boards will be convened up to 3 times a year and the results of successful candidates announced on completion. ACOS(PCap) will endeavour to assign selected personnel to Qualifying Courses (QC) starting in the next training term but one.

7. The suitability of individuals to retake failed elements of the QC, or to be back classed, will be determined by the Commanding Officer HMS SULTAN. A repeat failure of part/all of the course will result in the individual being deselected; continuing to serve in the lower rate and their suitability for future higher rate QCs will be through the selection process and will be dependent on performance as reported in the annual SJAR.

8. The Task Books/Study Guides associated with the higher rate QC are to be completed within 36 months’ from CPD.
Notes:

9. The OPS Assessment for LET(ME) will be constituted in accordance with BR 2000 (3)(3) Chapter 3 (oral aspects only). The date of the OPS Assessment for LET(ME) will be the date of completion of the OPS Assessment having already been awarded the Switchboard Operators Certificate and Marine Engineer Officer of the Watch 2 qualification. OPS is to be achieved within 36 months from CPD.

10. Personnel who do not have sufficient length of service remaining to meet the requirement of the return of service attached to the POETQC may be offered an extension of service (EoS) or Extended Career (EC). Acceptance of the EoS or EC will be required prior to commencement of POETQC.

11. The OPS Assessment for POET(ME) will be constituted in accordance with BR 2000 (3)(3) Chapter 4 (oral aspects only). The date of the OPS Assessment for POET(ME) will be the date of completion of the OPS Assessment having already been awarded the professional operator qualification (MEOOWC). OPS is to be achieved within 36 months from CPD.

12. Refusal. As is customary in a selection process, successful ratings will have the opportunity of refusing the course. Those doing so will be deselected and continue to serve in their current rate.

13. Seniority. The effective date of promotion will be the CPD having successfully completed the WO1QC. CPOETs who are unable to complete the WO1QC by the CPD for which selected, may be entitled to promotion at CPD or backdated promotion on completing the course in accordance with Para 6716.

14. Failure. If a candidate fails the WO1QC, then his/her suitability to retake the course or elements therein will be considered by the Commanding Officer HMS SULTAN. A repeat failure of all/part of the course will result in the rating’s de-selection and continuance in the rate of CPOET. Suitability for future WO1QC will be through the selection process and will be dependent on the rating’s performance, as shown in an Appraisal Report.

15. Unsuitable Candidates. Where, during the course of the WO1QC, candidates are found to be unsuitable for promotion to WO1ET, they may be withdrawn from training by the Commanding Officer HMS SULTAN. In such cases, individuals will be deselected and will continue to serve as CPOETs. They will be eligible for future selection in normal course.

16. Completion of Appraisal Report. Ratings not wishing to be considered for selection are to annotate the Subject Comments section of their SJAR accordingly.
**Notes:**

17. **Award of General Service Marine Engineering Charge Certificate.** The General Service Marine Engineering Charge Certificate will be awarded on successful completion of the WO1QC.

18. **ET(ME) Stream Preference is to be recorded on JPA as follows:**
   
   a. Log on to JPA Self Service.
   
   b. Select - Extra Information Types.
   
   c. Select - Employee Preferences in the First Comments box enter either:
      
      (1) Stream ML or
      
      (2) Stream EL
   
   d. Click Apply.
   
   e. The 1RO is to provide supporting evidence of suitability for the stream in the individuals SJAR.

19. **RNFT.** Ratings are to be in date RNFT or in possession of either a permanent medical exemption as issued by a Naval Service Medical Board of Survey (NSMBOS) or temporary exemption (as issued by the Commanding Officer) on the appropriate CPD (see Para 6716).

20. **Failure to complete Professional and/or Leadership Course.** Refer to Para 6714 and 6703 b sub para 4 for rules on the impact on a rating’s promotion if he/she fails to complete PQC and/or LRLC/SRLC before CPD or within 12 months of CPD as a result of service reasons, non-service reasons (outwith control) or non-service reasons (within control).
Notes:

21. **Provisional Examination Requirements:**

   a. The following must be complete:

   (1) Substantive in current rank

   (2) Completed 12 months sea service in current rank and relevant competence recorded on JPA.

   (a) ET - ‘CMS|12 Months Sea Time ABL|Navy’.

   (b) LET - ‘CMS|12 Months Sea Time LH|Navy’.

   (c) POET - ‘CMS|12 Months Sea Time PO|Navy’

   (d) CPOET - ‘CMS|12 Months Sea Time CPO|Navy’

   b. If an individual is unable to achieve 12 months sea service prior to attempting their PE due to Service Reasons beyond their control; ie. personnel assigned to a ship in build; they may apply to sit the PE provided experience and meet the technical requirements of the next higher rate. This will be authorised by exception via the respective Branch Manager SO1 and will allow the individual, if successful at the PE, and qualified in all other respects by CRD, to be presented to the next promotion board and considered for selection to the next higher rank. This does not however remove the requirement to complete 12 months sea service prior to promotion (CPD), noting that the rules within Chapter 67 remain extant.

22. ET(ME) – For rules regarding failure, see Fig 74-1.

23. PE – For rules regarding failure, see Para 6912 sub para f.
Fig 74-1. Rules Regarding Failure

**ET(ME)**

ET(ME) Course

- ET(ME)2 Operating Certificate (MEMOC in harbour) in first 6 months sea service.
- Not recommended for advancement to ET(ME)1 after 3 years served at ET2.

Action in accordance with Chapter 51 Section 2 or Chapter 57 Section 7.

ET(ME)1 Operating Certificate (MEMOC Full) and OPS Assessment within 48 months from rating ET(ME)2.

Action in accordance with Chapter 54 Section 7 and Chapter 57 Section 8. Para 6902 sub para c and Para 6912 sub para i.

LET Qualifying Course

Action in accordance with Para 6912 sub para i.

**LET(ME)**

- LET(ME) Task Book.
- Qualification (MEOOW2) within a reasonable period set by MEO with regard to ships’ programme.
- OPS Assessment within 36 months from CDP to LET

POET Qualifying Course

Action in accordance with Para 6912 sub para a to sub para e.

**POET(ME)**

- POET Professional Operating Qualification (MEOOWC) within a reasonable period set by MEO with regard to ships’ programme.
- OPS Assessment within 36 months from CPD to POET.

Action in accordance with Para 6912 sub para i.
7410. Engineering Technician (Marine Engineering Submarine) – Entry from April 2006 – Promotion Flowchart

[The following rules apply to New Entry personnel who entered the Service from April 2006 and legacy Mechanics post higher rate or enabling QCs, who transferred to ET as part of the Branch Development process].

ET(MESM) PROMOTION FLOWCHART

**ENGINEERING TECHNICIAN (MARINE ENGINEERING SUBMARINE) 2**

**ET(MESM)1 – Advancement Criteria**

a. Completed Part 1 New Entry training & Part 2 Career Course (ET(MESM)ICC) (see Note 1, Note 19).

b. Completed SMQ.

c. Completed Task Book for ET(MESM)2 (MEMOC A and B) (2). Recorded as JPA competence ‘Professional|Achieved MEMOC(SM) (Parts A and B) (DQ50)|Navy’.

d. Recommended for ET1 by HOD (Note 3).

e. At least 6 months since last career check (if any) on date due advancement.

f. In date for Royal Naval Fitness Test (RNFT) or waiver obtained on date due advancement: recorded on JPA as ‘CMS|Fitness Test|Navy’ (see Note 17).

**LET(MESM) – Pre-Selection Requirements**

a. Awarded OPS at ET(MESM)1. Recorded as JPA competency ‘Professional|OPS for ET(MESM)|Navy’ (see Note 4, Note 5).

b. Recommended for promotion on Appraisal Report at SED (Para 6703 b sub para (4))

c. Serving on a ES1/FC/OE1 that expires after the nominated Common Promotion Date (CPD) (Para 6703 b sub para (7)).

d. 24 month training ROS for LETQC.

**LET(MESM) – Pre-Promotion Requirements**

e. Completed LET(MESM) Qualifying Course by nominated CPD+12 months (see Note 6, Note 7, Note 8, Note 18).
Effective October 2018

f. Completed NPSC.

g. Completed Leading Rates Leadership Course (LRLC) by nominated CPD and recorded in JPA as ‘Miscellaneous|Leading Rates Leadership Course (RNL A 102)|Navy’. (Para 6703 b sub para (5)) (see Note 18).

h. In date for RNFT, or waiver granted on date due promotion; recorded on JPA as ‘CMS|Fitness Test|Navy’ (Para 6703 b sub para (9) (see Note 17).

i. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

j. To be educationally qualified for promotion (EFP) in accordance with Para 9636 and recorded in JPA as ‘Educational|RN/RM QELH/Cpl|Navy’.

Promoted to
LEADING ENGINEERING TECHNICIAN (MARINE ENGINEERING SUBMARINE)

POET(MESM) – Pre-Selection Requirements

a. Completed LET(MESM) Task Book (see Note 9).

b. Hold Professional Qualifying Certificates (Submarine Control Console Operator (SCCOP), Cat C Watch Keeper and Shut Down Supervisor).

c. Awarded OPS at LET(MESM). Recorded as JPA competency ‘Professional|OPS for LET(MESM) DQ40|Navy’. (see Note 10).

d. Recommended for promotion on Appraisal Report at SED. (Para 6703 b sub para (4))

e. Serving on a ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.

f. 36 months training ROS for POETQC applies (see Chapter 53) (see Note 11).

POET(MESM) – Pre-Promotion Requirements

g. Completed POET(MESM) Qualifying Course by nominated CPD+12 months (see Note 6, Note 7, Note 18).

h. Completed NPOC.

i. Completed Senior Rates Leadership Course (SRLC) by nominated CPD and recorded in JPA as ‘Miscellaneous|Senior Rate Leadership Course (RNL A 103)|Navy’ (Para 6703 b sub para (5)) (see Note 18).

j. In date for RNFT, or waiver granted on date due promotion; recorded on JPA as ‘CMS|Fitness Test|Navy’ (17) (Para 6703 b sub para (9) (see Note 17).
k. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

I. To be EFP in accordance with Para 9636 and competence recorded on JPA “Educational|RN/RM QEPO/Sgt\Navy|”.

CPOET(MESM) – Pre-Selection Requirements

a. Completed Post Course Study Guide (see Note 9).

b. Hold Professional Qualifying Certificates Cat B Watch Keeper with 6 months operating expertise as a NRPO/NMCDO and/or NMETOW but qualified as both.

c. Passed OPS Assessment and recorded on JPA as Professional|OPS for POET(MESM) DQ31|Navy (see Note 12).

d. 12 months sea service as a POET(MESM), recorded as ‘CMS|12 Months Sea Time PO|Navy|’.

e. Minimum of 3 years’ seniority as a POET 12 months prior to the CPD (Para 6703 b sub para (3)).

f. Serving on a ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.

g. Recommended for promotion on Appraisal Report at SED (Para 6703 b sub para (4)).

CPOET(MESM) – Pre-Promotion Requirements

h. Completed NPSupC.

i. Qualified professionally (qualified Cat A2 Watch Keeper).

j. In date for RNFT, or waiver granted on date due promotion: recorded on JPA as ‘CMS|Fitness Test|Navy’ (17). (Para 6703 b sub para (9) (see Note 17)

k. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).
WO1ET(MESM) – Pre-Selection Requirements

a. Minimum of 3 years’ seniority as CPOET(MESM) 12 months prior to CPD – this includes all substantive WO2ET(MESM)s.

b. Serving on a ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.

c. Recommended for promotion on Appraisal Report at CRD (Para 6703 b sub para (4)).

WO1ET(MESM) – Pre-Promotion Requirements

d. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

e. In date for RNFT, or waiver granted on date due promotion: recorded on JPA as ‘CMS|Fitness Test|Navy’ (Para 6703 b sub para (9) (see Note 17).

f. EFP in accordance with Para 9636.

Promoted to
WARRANT OFFICER 1 ENGINEERING TECHNICIAN
(MARINE ENGINEERING SUBMARINE)

Notes:

1. All new entrants are rated Engineering Technician (Marine Engineering Submarines) 2 (ET(MESM)2) on entry

2. The ET(MESM) Task Book (MEMOC) will be issued on completion of Part 2 training (ET(MESM) career course).

3. On completion of ET(MESM) Task Book (Parts A and B), and on being recommended, ratings will be advanced to ET(MESM)1. Failure to complete ET(MESM) Task Book parts A and B within 15 months sea service should result in individuals being placed on warnings for discharge shore in accordance with Chapter 54 Section 7, unless extenuating circumstances exist.
Notes:

4. Full MEMOC C is no longer required prior to undertaking OPS Assessment for ET(MESM). Prior to undertaking OPS Assessment for ET(MESM) the candidate must have completed: MEMOC(SM) Parts A and B Taskbook (tasks 2.1 to 2.3 and 4 to 8) and either any Cat D at sea watchkeeping position and Shutdown Watchkeeper or Submarine Control Console Junior Rate and Submarine Control Console Watchkeeper. The Assessment is to be constituted in accordance with BR 2000(3) series (oral aspects only). Failure to achieve OPS (competence in the current rate) at ET1 within 18 months sea service as an ET(MESM)1 should result in individuals being placed on warnings for discharge shore in accordance with Chapter 54 Section 7, unless extenuating circumstances exist. Full MEMOC C should be completed prior to assignment to LET(MESM) QC.

5. ET(MESM)1s who have been awarded a OPS and who are assigned to an operational submarine with different equipment fit to that in which the QC was gained need to re-qualify in the part of the ship to which they are assigned. Ratings who fail to gain this endorsement will lose the ET(MESM)1 OPS qualification and suffer any corresponding pay effects in accordance with JSP 754.

6. Selection Boards will be convened up to 3 times a year and the results of successful candidates announced on completion. ACOS(PCap) will assign selected personnel to Qualifying Courses (QC) starting in the next training term but one.

7. The suitability of individuals to retake failed elements of the QC, or to be back classed, will be determined by the Commodore DCTT. A repeat failure of part/all of the course will result in the individual being deselected; continuing to serve in the lower rate and their suitability for future higher rate QCs will be through the selection process and will be dependent on performance as reported in the annual SJAR.

8. Personnel selected for LET(MESM) QC will be streamed for either mechanical or electrical training, by a Selection Board whilst on the QC, with the following factors taken into consideration:

   a. **Aptitude.** The Selection Board will have access to the ratings technical and academic performance on their Part II training phase and performance whilst on the Common elements of the LET(ME) QC will be considered.

   b. **Commanding Officer’s Recommendation.** Commanding Officers will be required to make a recommendation for sub-specialisation based on current performance and previous reports. Implicit in this requirement will be the need for Divisional Officers to comment, where appropriate, on a rating’s aptitude for sub-specialisation training and employment in their SJAR.
Notes:

c. **Personal Preference.** Ratings will be required to state their preference for sub-specialisation. However, the needs of the Service are paramount and selection of first preference sub-specialisation cannot be guaranteed.

d. **Service Requirement.** The ESM Branch Manager will advise the Selection Board of streaming requirements.

After selection, ratings will complete the appropriate training as part of their training pipeline. Ratings who do not wish to accept their nominated stream will be considered to have refused the higher rate QC and will remain at the lower rate.

9. The Task Books/Study Guides associated with the higher rate training pipeline are to be completed within 12 months’ sea service after the QC.

10. The OPS Assessment for LET(MESM) will be constituted in accordance with BR 2000(3) series (oral aspects only). The date of the OPS award for the LET(MESM) will be the date of completion of the OPS Assessment having already passed the professional operator qualifications (SCCOP, Cat C and shut down supervisor qualification). OPS is to be achieved within 18 months’ sea service.

11. Personnel who do not have sufficient length of service remaining to meet the requirement of the return of service attached to the POETQC may be offered an extension of service (EoS) or Extended Career (EC). Acceptance of the EoS or EC will be required prior to commencement of POETQC.

12. The OPS Assessment for POET(MESM) will be constituted in accordance with BR 2000 (3) series (oral aspects only). The date of the OPS award for the POET(MESM) will be the date of completion of the OPS Assessment having already passed the professional operator qualification (Cat B qualification to be achieved within 12 months’ sea service).

The following is applicable only to ex-mechanics (all rates) transferring to ET(MESM):

a. The minimum level of professional watch keeping requirement for the next higher rate is as stated at [Fig 74-3](#).

b. Ex POMEM prior to branch transfer. Cat D POMEMs will be required to undertake NPSC as part of the POET training pipeline. Cat C POMEMs will not be required to achieve OPS at POET before being eligible for promotion to CPOET – see Para 7407, Note 12.
Notes:

c. Ex CPOMEM prior to branch transfer. Cat D CPOMEMs will be required to undertake NPSC as part of the POET training pipeline. Before their second full sea assignment after being rated CPOET(MESM), ex-CPOMEMs will undertake NPOC.

13. **Refusal.** As is customary in a selection process, successful ratings will have the opportunity of refusing the course. Those doing so will be deselected and continue to serve as a CPOET.

14. **Unsuitable Candidates.** Where, during the course of the WO2QC, candidates are found to be unsuitable for promotion to WO2ET, they may be withdrawn from training by the Commodore DCTT. In such cases, individuals will be deselected and will continue to serve as CPOETs. They will be eligible for future selection in normal course.

15. **Award of Submarine Service Marine Engineering Charge Certificate.** The Submarine Service Marine Engineering Charge Certificate will be awarded the NCOW Certificate on successful completion of the NCOW training.

16. Deliberately left blank.

17. **RNFT.** Ratings are to be in date RNFT, proactively engaged in remedial fitness training or in possession of either a permanent medical exemption as issued by a Naval Service Medical Board of Survey (NSMBOS) or temporary exemption (as issued by the Commanding Officer) on the appropriate CPD (see Para 6718 and Para 6703 b sub para (9) for the required JPA competence).

18. **Failure to Complete Professional and/or Leadership Course.** Refer to Para 6716 for rules on the impact on a rating’s promotion if he/she fails to complete PQC and/or LRLC/SRLC before CPD or within 12 months of CPD as a result of service reasons, non-service reasons (outwith own control) or non-service reasons (within own control).

19. **ET(MESM) – Rules Regarding Failure.** See Fig. 74-2.
Fig 74-2. ET(MESM) – Rules Regarding Failure

MESM

SMQ/ET(MESM) Career Course.  
Action in accordance with Chapter 51 Section 2 or Chapter 57 Section 7.

- ET(MESM)2 Operating Certificate (MEMOC A & B) in first 15 months sea service.
- Recommendation for advancement to ET(MESM)1.

OPA Assessment within 18 months sea service as an ET1
Action in accordance with Para 6912 sub para i.

LET Qualifying Course/NPSC.
Action in accordance with Para 6912 sub para a to sub para e.

LET(MESM)

- LET(MESM) Task Book.
- Professional Operating Qualification and OPS Assessment within 18 months sea service from promotion to LET.

POET Qualifying Course/NPOC
Action in accordance with Para 6912 sub para a to sub para e.

POET(MESM)

POET Professional Operating Qualification within 12 months sea service and OPS Assessment within 36 months of the CPD for PO.
Action in accordance with Para 6912 sub para i.
7411. Marine Engineering Mechanics General Service - Operator Trained

a. This article applies to all Marine Engineering Mechanics (MEMs) entered after 1 Apr 79 and MEM(M)s entered before 1 Apr 79. It reflects the changes to training and advancement introduced by Marine Engineering Branch Development. These changes apply to all operator trained MEMs, except where otherwise specified. All MEMs’ re-advancement following disrating/reversion will be in accordance with Chapter 70. Those ratings seeking promotion, or requiring two or more years to regain their previous rate, will do so in accordance with the regulations given below.

b. The rules for advancement/promotion are contained in the following Sections, along with Explanatory Notes and Rules for Failure where appropriate.

PROMOTION FROM POMEM TO WO1MEM (GENERAL SERVICE)

PETTY OFFICER MARINE ENGINEERING MECHANIC

Chief Petty Officer MEM – Pre-Selection Requirements

a. Minimum of 3 years’ seniority as a POMEM 12 months prior to the CPD.

b. Hold Marine Engineering Officer of the Watch Certificate (MEOOWC).

c. Serving on a ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD (Para 6703 b sub para (6)).

d. Completed Senior Rates Leadership Course (SRLC) (Para 6703 b sub para (4)).

e. Recommended for promotion on Appraisal Report at SED.

Chief Petty Officer MEM – Pre-Promotion Requirements

f. At least 6 months since last career check (if any) on nominated CPD or date due promotion (if later).

g. In date for RNFT, or waiver granted on date due promotion and recorded on JPA as ‘CMS|Fitness Test|Navy’ (17).

Promoted to
CHIEF PETTY OFFICER MARINE ENGINEERING MECHANIC

Warrant Officer 1 MEM – Pre-Selection Requirements

a. Minimum of 3 years’ seniority as a CPOMEM 12 months prior to the CPD.

b. Serving on a ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.

c. Recommended for promotion on Appraisal Report at SED.
Warrant Officer 1 MEM – Pre-Promotion Requirements

d. At least 6 months since last career check (if any) on nominated CPD or date due promotion (if later).

e. Educationally qualified for promotion in accordance with Para 9636. Must have achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and the appropriate competence recorded on JPA.

f. In date for RNFT, or waiver granted on date due promotion and recorded on JPA as ‘CMS|Fitness Test|Navy’.

7412. Marine Engineering Mechanics Submarine Service - Operator Trained

a. This article applies to all MEMs entered after 1 Apr 79 and MEM(M) and Nuclear Stream MEM(L)s entered before 1 Apr 79. It reflects the changes to training and advancement introduced by Marine Engineering Branch Development. These changes apply to all operator trained MEMs, except where otherwise specified. All MEMs’ re-advancement following disrating will be in accordance with Chapter 70. Those ratings seeking promotion, or requiring two or more years to regain their previous rate will do so in accordance with the regulations given below.

b. The rules for advancement are contained in the following Sections, along with Explanatory Notes and Rules for Failure as appropriate.

c. Ex-MESM mechanics should not be penalised financially for electing not to transfer to the ET structure. To that end the LET(MESM)(OPS) and POET(MESM)(OPS) may, exceptionally, be awarded to ex-LMEMs and ex-POMEMs ‘for pay purposes only’ providing that the criteria laid out below are met:

1. Personnel who on Vesting Day held the LMEM(SM) or POMEM(SM) OPS competence are to be awarded the LET(MESM) or POET(MESM) Competence with effect from 31 Mar 07.

2. Ex-LMEMs who did not hold the relevant LMEM(SM) competence but have operated at sea as a Cat D¹ and Shutdown Watchkeeper² may be awarded the LET(OPS) from the date of achieving their last professional watchkeeping qualification or on passing their PQE for POMEM, whichever is the earlier.

1. MMS LL, TCPO, DGRM Wkr, AMS2 Wkr.
2. Or forward watchkeeper and Duty Forward Technical Junior Rate.
(3) Ex-LMEM(SM)s who were promoted to POMEM(SM) after Vesting Day may be awarded the POET(OPS) from the point of qualification as Cat C/Ship Control Console Operator or Shutdown Supervisor/Duty Forward Technical Senior Rate\(^3\), whichever is the later.

(4) Ex-POMEMs who did not hold the relevant POMEM(SM) competence but have operated at sea may be awarded the POET(OPS) from the point of qualification as Cat C/Ship Control Console Operator or Shutdown Supervisor/Duty Forward Technical Senior Rate\(^4\), whichever is the later.

(5) In order to prevent individuals being incorrectly presented to promotion boards, the following caveat is to be put as a note against the award of either the LET(SM) OPS or POET(SM) OPS by Unit HR/CMC:

‘This has been awarded to an Ex-MEM for pay purposes only; this note is only to be removed, and ANR made eligible for promotion, on the authority of RM SO2 MESM 93832 8788’.

d. Once an Ex-MEM has trained and achieved OPS as an ET at either the LET or POET level the note against the award of competence may be removed and the individual made eligible for promotion to the next rank. This is only to be executed on the authority of RM SO2 MESM.

<table>
<thead>
<tr>
<th>Title</th>
<th>Section Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promotion to POET(MESM) from legacy LMEM</td>
<td>I</td>
</tr>
<tr>
<td>(All MEMs entered after Apr 79, as well as MEM(M)s and Nuclear Stream MEM(L)s entered before Apr 79).</td>
<td></td>
</tr>
<tr>
<td>Promotion to WO1MEM from POMEM</td>
<td>II</td>
</tr>
<tr>
<td>(All MEMs entered after Apr 79, as well as MEM(M)s and Nuclear Stream MEM(L)s entered before Apr 79).</td>
<td></td>
</tr>
<tr>
<td>Promotion to WO2ET from Legacy CPOMEM</td>
<td>III</td>
</tr>
<tr>
<td>(All MEMs entered after Apr 79, as well as MEM(M)s and Nuclear Stream MEM(L)s entered before Apr 79).</td>
<td></td>
</tr>
</tbody>
</table>

SECTION I – PROMOTION FROM LEGACY LMEM TO POET(MESM)

[The interim rules for personnel who completed legacy Career/Qualifying Courses prior to Branch Development and the introduction of the ET have been archived with the Navy Command Headquarters Terms of Service Team]

---

3. \( \text{ie. Cat C and Shutdown Supervisor for an aft watchkeeper or Ship Control Console Operator and Duty Forward Technical Senior Rate for a forward watchkeeper.} \)

4. \( \text{ie. Cat C and Shutdown Supervisor for an aft watchkeeper or Ship Control Console Operator and Duty Forward Technical Senior Rate for a forward watchkeeper.} \)
SECTION II – PROMOTION FROM POMEM(SM) TO WO1MEM (SM)

PETTY OFFICER MARINE ENGINEERING MECHANIC SM

Chief Petty Officer MEM – Pre-Selection Requirements

a. Minimum of 3 years’ seniority as a POMEM 12 months prior to the CPD. (Para 6703 b sub para (3))

b. Qualify Cat C and MRSDS/SCCOP. (1) For options for further nuclear training (see Note 2)

c. Serving on a ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD (Para 6703 b sub para (7))

d. Completed Senior Rates Leadership Course (SRLC). (Para 6703 b sub para (5))

e. Recommended for promotion on Appraisal Report at SED.

Chief Petty Officer MEM – Pre-Promotion Requirements

f. In date for RNFT, or waiver granted on date due promotion: recorded on JPA as ‘CMS|Fitness Test|Navy’ (17). (Para 6703 b sub para (9)

g. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

Promoted to

CHIEF PETTY OFFICER MARINE ENGINEERING MECHANIC SM

Warrant Officer 1 MEM – Pre-Selection Requirements

a. Minimum of 3 years’ seniority as a CPOMEM 12 months prior to the CPD.

b. Serving on a ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.

c. Recommended for promotion on Appraisal Report at SED.

Warrant Officer 1 MEM – Pre-Promotion Requirements

d. Educationally qualified for promotion in accordance with Para 9636. Must have achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and the appropriate competence recorded on JPA.

e. In date for RNFT, or waiver granted on date due promotion: recorded on JPA as ‘CMS|Fitness Test|Navy’ (see Note 7). (Para 6703 b sub para (9).

f. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).
Notes:

1. The majority of ratings, on completion of POMEM Qualifying Course, will be assigned to a Cat C position and complete Nuclear Propulsion Systems Course (NPSC) as a PJT. Where a requirement exists, ratings assigned to a Submarine Control Console Operating Panel (SCCOP) position will complete the appropriate PJT (ME412). Failure to qualify as Cat C or SCCOP by the end of a 6 month period in a sea-going unit will result in disrating action being taken in accordance with Para 7005.

2. Following qualification as Cat C Watchkeeper and Shut Down Supervisor (MRSDS) and dependent on achieving the appropriate recommendations, ratings have the opportunity to undertake further nuclear training and qualify as a Cat B and Cat A2 Watchkeeper. Noting that Senior Rate Marine Engineering Mechanics (SRMEM) will now complete the same operator training as artificers, the selection process for mechanics to undertake further nuclear training has been rationalised as detailed below:

   a. On satisfactory completion of the NPSC, the Course Manager, HMS SULTAN, is to record in the rating’s appraisal report their suitability for further nuclear training and also annotate the rating’s record of Nuclear training (S1245A) accordingly.

   b. SRMEM who have been employed as a qualified Cat C Watchkeeper for a minimum of 6 months in a sea-going position and qualified as a Manoeuvring Room Shutdown Supervisor for at least three months are eligible for selection for Nuclear Propulsion Operators Course (NPOC) and the CPOET(MESM) Career Course.

   c. The recommendation to undertake NPOC and the CPOET(MESM) Career Course is made by the Commanding Officer, (provided the rating has gained the recommendation for further nuclear training from NPSC Course Manager - recommendation recorded on the ratings record of nuclear training (S1245A)).

   d. The NPOC selection procedure for personnel who have completed NPIC (or NPSC without receiving a recommendation for further nuclear training on course) is as follows:

      (1) A Commanding Officer’s letter of recommendation is to be sent to HMS SULTAN (for attention of the Senior Engineer Nuclear (SEN)), copy to the appropriate Flotilla Waterfront Organisation (FWO), requesting the convening of an NPOC Selection Board.
Notes:

(2) The NPOC Selection Board will be presided over by a suitably qualified Nuclear Marine Engineer Officer (from the staff of HMS SULTAN) nominated by SEN HMS SULTAN. The Board syllabus will be provided prior to the Board and is also available on request from the SEN.

(3) The following Service Documents are to be forwarded to HMS SULTAN (for attention of the SEN) for scrutiny by the Board:

   (a) Copies of Appraisal Reports from the last 3 years.

   (b) S1245A - Record of Nuclear Training.

   (c) Other documents relevant to academic qualifications and standards.

(4) The result of the Selection Board will be communicated by letter to the rating’s Commanding Officer, with a copy sent to FWO and ACOS(PCap). Successful candidates are then to raise an electronic Form “Application for a Particular Course or Assignment” which can be found at the following link: Defence Intranet | Library | Course Assignment Application Form.

e. Selection of the SRMEM to attend NPOC and the CPOET(MESM) Career Course will be made by ACOS(PCap) on receipt of an application in accordance with the requirement. The application must also state whether the rating wishes to complete their MTA before going back to sea service as a trainee Cat B or whether they wish to forfeit MTA and complete NPOC and the CPOET(MESM) Career Course as soon as possible. The application should be submitted prior to leaving sea service so that long term planning can be achieved.

f. On satisfactory completion of the NPOC and the CPOET(MESM) Career Course, the Course Manager, HMS SULTAN, is to record suitability for further nuclear training in the rating’s appraisal report and sign Form S1245A. Promotion is not conditional on achieving a Cat B nuclear watchkeeping qualification.

g. Confirmed CPOMEMs who have been employed as a qualified Cat B Watchkeeper for a minimum of six months in a sea going position and have qualified in both Cat B watchkeeping positions are eligible for selection for the NPSupC.
SECTION III – PROMOTION FROM LEGACY CPOMEM(SM) TO WO21ET (MESM)

CPOET(MESM) – Pre-Transfer Requirements

Completed NPSupC. (Note 5)

Transferred to

CHIEF PETTY OFFICER ENGINEERING TECHNICIAN
(MARINE ENGINEERING SUBMARINE)

[The seniority date for a transferee is the date on which the above criteria are fulfilled. Promotion thereafter as per Para 7407]
Notes:

1. Following the selection signal for NPSupC, all selected CPO Mechanics are required to advise the Career Manager in writing, prior to commencement of the course, whether they wish to take up the offer of transfer or wish to remain in the Mechanic stream.

2. Ratings who do not wish to take up the offer of transfer will undertake the duties of a Category A2 Watchkeeper as a CPO(MEM). It must be noted that individuals who elect to decline the offer of a transfer to the ET specialisation before the course are not able to rescind the decision once they commence the course and will have no further opportunity to transfer.

3. Ratings have the opportunity of refusing to attend the course and/or the offer to transfer to the ET specialisation. This will be possible up until the day before the course commences.

4. Personnel who fulfil all other pre-selection criteria may be selected for NPSupC with less than 3 years seniority as a CPO. They may still elect to transfer to the ET specialisation prior to starting course, see Note 1, and will then be substantively promoted on fulfilling the pre-promotion criteria laid out above.

5. Individuals who accept the offer of a transfer to the ET specialisation will be rated CPOET(MESM) on the day following successful completion of the NPSupC. From commencement of the course, they will forfeit their rights to selection to WO1(MEM) as laid out in Para 7411.

6. Any rating that qualifies as a Category A2 Watchkeeper but fails to meet any of the other remaining criteria will remain as a CPOET until these are met. They may, however, be eligible to receive substitution pay for the higher rate in accordance with JSP 754 (Tri Service Regulations for Pay and Charges) Chap 3 Section 8.

7. If, having completed NPSupC and transferred to the ET specialisation, a rating fails to qualify as a Category A2 Watchkeeper and is therefore deemed unsuitable for promotion to WO2 under this scheme by their Commanding Officer, they will remain as a CPOET, will forfeit this offer of promotion to WO2 and will be subject to normal selection rules for promotion to WO2 in the future.
7413. Petty Officer Marine Engineering Mechanics (MESM) converted to POET (MESM)

POMEMs who have chosen to convert to POET will be promoted to CPOET as follows:

**PETTY OFFICER ENGINEERING TECHNICIAN (MARINE ENGINEERING SUBMARINE)**

**CPOET(MESM) – Pre-Selection Requirements**

a. Completed Post Course Study Guide.

b. Qualified Cat C and SDS.

c. 12 months' sea service as a POET(MESM)/POMEM.

d. Minimum of 3 years' seniority as a POET (Including time spent as a POMEM) 12 months prior to the CPD (Para 6703 b sub para (3))

e. Serving on a ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD (Para 6703 b sub para (7))

f. Recommended for promotion on Appraisal Report at SED.

**CPOET(MESM) – Pre-Promotion Requirements**

g. In date for Royal Naval Fitness Test (RNFT) or waiver obtained on date due promotion: recorded on JPA as ‘CMS|Fitness Test|Navy’.

h. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

**Promoted to:**

**CHIEF PETTY OFFICER ENGINEERING TECHNICIAN (MARINE ENGINEERING SUBMARINE)**

**Notes:**

1. In order to ensure that POETs who have converted from the mechanic stream in the rate of PO are not disadvantaged against their POMEM counterparts; Cat B qualified POETs converted from MEM may be rated local acting CPOET if qualified in all respects, when employed in an OR7 position in accordance with Para 6915 sub para d.

2. **Rules Regarding Failure.** The following rules regarding failure are only applicable for the legacy mechanic rate. On selection for promotion for a higher ET Qualifying Course, the failure policy will be in accordance with the ET rules regarding failure.
7414. Promotion from POMEM(L) to WO1MEM(L) - General Service

PETTY OFFICER MARINE ENGINEERING MECHANIC (L)

Chief Petty Officer MEM(L) – Pre-Selection Requirements

a. Minimum of 3 years’ seniority as a POMEM 12 months prior to the CPD (Para 6703b sub para (2)).

b. Serving on a ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD (Para 6703 b sub para (6)).

c. Hold appropriate Professional Qualifying Certificates:

(1) Certificate of Competency (Para 7413).

(2) GS only: Switchboard Operator’s Certificate in accordance with BR 2000 (3)(3).

d. Completed POMEMQC (ratings with a Basic Date after 1 Sep 95).

e. Certificate of Competency (Para 7413).

f. Completed Senior Rates Leadership Course (SRLC) (Para 6703 b sub para (4)).

g. Recommended for promotion on Appraisal Report at Common Reporting Date (CRD).

Chief Petty Officer MEM(L) – Pre-Promotion Requirements

h. In date RNFT or waiver obtained on date due promotion.
i. At least 6 months since last career check (if any) on nominated CPD or date due promotion (if later).

Promoted to
CHIEF MARINE ENGINEERING MECHANIC (L)

Warrant Officer 1 MEM(L) – Pre-Selection Requirements

a. Minimum of 3 years’ seniority as a CPOMEM 12 months prior to the CPD.

b. Serving on a ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD (Para 6703 b sub para (6)).

c. Recommended for promotion on Appraisal Report at CRD.

d. In date RNFT or waiver obtained at CRD.

Warrant Officer 1 MEM(L) – Pre-Promotion Requirements

e. In date for Royal Navy fitness Test (RNFT) RNFT or waiver obtained on date due promotion and recorded on JPA as ‘CMS|Fitness Test|Navy’

f. Educationally qualified for promotion in accordance with Para 9636. Must have achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and the appropriate competence recorded on JPA

g. At least 6 months since last career check (if any) on nominated CPD or date due promotion (if later).

Promoted to
WARRANT OFFICER 1 MARINE ENGINEERING MECHANIC (L)

7415. Certificates of Competency for Non-operator Trained Ratings

a. Certificates of Competency are required as a pre-requisite for certain stages of promotion by non-operator trained ratings.

b. These Certificates are annotations on ratings’ History Sheets by Marine Engineering Officers stating that such ratings are professionally competent to undertake and perform the duties of the rate to which they are being promoted.

c. They are normally to be signed just prior to a rating being promoted but also be completed for ratings on assignment who are otherwise fully qualified for promotion and could expect to be promoted within three months of being assigned. If the Certificate is not signed for a rating so qualified on assignment, an explanation must be given on the Appraisal Report.
7416. Undergraduate Apprentice Scheme (UGAS) (MESM) – New-to-Service Promotion Flowchart

a. The following rules apply to New-to-Service candidates who enter the Service under UGAS(MESM). The rules for In Service UGAS(MESM) applicants accepted onto UGAS(MESM) can be found at Para 7417.

b. Details of UGAS(MESM) are laid down in the scheme CONOPS held by the UGAS(MESM) Manager. An overview of the scheme is included at Annex 74A and the scheme CONOPS at Annex 74B.

c. New to Service UGAS(MESM) ratings join the service as probationary Leading Engineering Technicians and are advanced as follows:

<table>
<thead>
<tr>
<th>Probationary LET(MESM)</th>
</tr>
</thead>
</table>

**LET Substantiation Criteria**

a. Educationally qualified for promotion in accordance with Para 9636. Achieved minimum NAMET 5:5 or Level 1 Functional Skills (or equivalent) in English and Mathematics and competence "Educational|RN/RM QELH/Cpl|Navy|" recorded on JPA.

b. Completed Leading Rates Leadership Course (LRLC) (Para 6703 b sub para (5)) (see Note 1).

c. Completed LET (MESM) Qualifying Course (see Note 1).

d. RNFT status is in accordance with RN policy for promotions (see Note 2).

e. At least 6 months since last Career Check (if any) on date due advancement.

f. Passed LET Propulsion Electrical Maintainers Course or LET Propulsion Mechanical Maintainers Course.

g. Recommended for advancement to LET.

h. Started ME301 Nuclear Propulsion Systems Course.

<table>
<thead>
<tr>
<th>Substantiated as LET(MESM)</th>
</tr>
</thead>
</table>

**POET Advancement Criteria**

a. EFP in accordance with Para 9636. Achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics at SED and competence "Educational|RN/RM QEPO/Sgt|Navy|" recorded on JPA.
b. Completed POET(MESM) Qualifying Course (see Note 1).

c. Completed NPOC (see Note 1).

d. Completed Senior Rates Leadership Course (SRLC) (Para 6703 b sub para (5)) (see Note 1).

e. RNFT status is in accordance with RN policy for promotions (see Note 2).

f. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

g. Qualified Category D Watchkeeper.

h. Qualified and served at least 6 months as a Category C Watchkeeper.

i. Qualified and served at least 3 months as a Shutdown Supervisor.

j. Recommended for advancement to POET.

k. Qualified Category B Watchkeeper.

---

Notes:

1. **Failures and Removal.** Failure of any one of the UGAS(MESM) pipeline courses or training targets will be dealt with in accordance with the UGAS(MESM) Failure Criteria laid down in the scheme CONOPS which can include removal from the scheme. On removal from the scheme, ratings are transferred to an appropriate point in the standard ET(MESM) pipeline. Probationary LETs will be re-rated at ET1s. Ex UGAS(MESM) candidates will then only be eligible for promotion to LET or POET on selection in accordance with Para 7406 and will have no further opportunity to be considered for UGAS(MESM).

2. **RNFT.** Ratings are to be in date RNFT or in possession of either a permanent medical exemption as issued by a Naval Service Medical Board of Survey (NSMBOS) or temporary exemption (as issued by the Commanding Officer) on the appropriate SED/CRD/CPD (see Para 6718 and Para 6703.b(9) for the required JPA competence).
a. The following rules apply to In-Service UGAS(MESM) applicants accepted onto UGAS(MESM). In-service candidates join the scheme at a point commensurate with their training/experience. Their rate is the higher of the following factors:

(1) The rate held immediately prior to joining UGAS(MESM).

(2) The rate commensurate with their starting point in the UGAS(MESM) pipeline (see Note 1).

b. Details of UGAS(MESM) are laid down in the scheme CONOPS held by the UGAS(MESM) Manager. An overview of the scheme is included at Annex 74A and the scheme CONOPS at Annex 74B.

c. In Service UGAS(MESM) ratings are advanced as follows:

**ET2(MESM)**

**ET1 Advancement Criteria**

a. Completed SMQ. (see Note 2)

b. Recommended for advancement to ET1.

c. RNFT status is in accordance with RN policy for promotions (see Note 3)

d. At least 6 months since last Career Check (if any) on date due advancement.

**LET Advancement Criteria**

a. Educationally qualified for promotion in accordance with Para 9636. Achieved minimum NAMET 5:5 or Level 1 Functional Skills (or equivalent) in English and Mathematics and competence "Educational|RN/RM QELH/Cpl|Navy" recorded on JPA.

b. Completed Leading Rates Leadership Course (LRLC) (Para 6703 b sub para (5)) (see Note 2).

c. Completed LET (MESM) Qualifying Course (see Note 2).

d. RNFT status is in accordance with RN policy for promotions (see Note 3).

e. At least 6 months since last Career Check (if any) on date due advancement.
f. Passed LET Propulsion Electrical Maintainers Course or LET Propulsion Mechanical Maintainers Course.

g. Recommended for advancement to LET.

h. Started ME301 Nuclear Propulsion Systems Course.

Advanced to
LET(MESM)

POET Advancement Criteria

a. EFP in accordance with Para 9636. Achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics at SED and competence "Educational|RN/RM QEPO/Sgt|Navy" recorded on JPA.

b. Completed POET(MESM) Qualifying Course (see Note 2).

c. Completed NPOC (see Note 2).

d. Completed Senior Rates Leadership Course (SRLC) (Para 6703 b sub para (5)) (see Note 2).

e. RNFT status is in accordance with RN policy for promotions (see Note 3).

f. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

g. Qualified Category D Watchkeeper.

h. Qualified and served at least 6 months as a Category C Watchkeeper.

i. Qualified and served at least 3 months as a Shutdown Supervisor.

j. Recommended for advancement to POET.

k. Qualified Category B Watchkeeper.

Advanced to
POET(MESM)

Thereafter promotion will be in accordance with ET(MESM) regulations at Para 7406.
7418. Submarine Service - Career on a Page

a. The purpose of the Career on a Page is to provide a quick look at possible career progression to enable informed decisions to be made. Timelines are indicative averages and are always subject to change. Master documents should always be consulted to ensure that the latest information is available.

b. Ratings are advised to liaise with their Reporting Officer regarding any decisions concerning their careers prior to contacting the Branch or Career Manager. Career Managers for Senior Ratings are located at HMS EXCELLENT, West Battery; Junior Ratings Career Managers are located in the Naval Base Career Management Cells (CMC).

c. Information pertaining to Ratings training pipeline is contained within the Marine Engineering branch (SM) Career on a Page. Information relating to allowances and benefits available during a career is shown in the Table below.

d. Ratings seeking promotion to the Officer Corps can do so via the Upper Yardman (UY) or Senior Upper Yardman (SUY) schemes, details of which may be found in Chapter 50.

Notes:

1. **Promotion.** In Service applicants remain eligible for selective promotion to LET until they become a UGAS(MESM) Candidate. Once selected as a UGAS(MESM) candidate they will not be presented to an LET Promotion Board although any extant selection for promotion will remain valid if it occurs earlier than advancement under UGAS(MESM).

2. **Failures and Removal.** Failure of any one of the UGAS(MESM) pipeline courses or training targets will be dealt with in accordance with the UGAS(MESM) Failure Criteria laid down in the scheme CONOPS which can include removal from the scheme. On removal from the scheme, ratings are transferred to an appropriate point in the standard ET(MESM) pipeline. Probationary LETs will be re-rated at ET1. Ex UGAS(MESM) candidates will then only be eligible for promotion to LET or POET on selection in accordance with Para 7406 and will have no further opportunity to be considered for UGAS(MESM).

3. **RNFT.** Ratings are to be in date RNFT or in possession of either a permanent medical exemption as issued by a Naval Service Medical Board of Survey (NSMBOS) or temporary exemption (as issued by the Commanding Officer) on the appropriate SED/CRD/CPD (see Para 6718 and Para 6703.b(9) for the required JPA competence).

---

5. Ratings must be over the age of 17 and below the age of 30 for Warfare, 35 for Engineers and 32 for LOGS. Candidates are required to have 5 GCSEs grade A-C of non-overlapping subjects including English and Maths.

6. Ratings must be over the age of 26 (30 for Engineers) and have a minimum of 4 years to serve as an officer from the day that officer training commences. Candidates are required to have English and Maths GCSEs to allow papers to be raised and 2 other non-overlapping GCSEs or equivalents prior to final selection board.
e. **Optional Exit Points.** Ratings in receipt of RRP(SM) may be eligible to submit an Optional Exit Point application which will enable them to leave the service at an earlier point than their current Termination Date, without any loss of RRP; full details may be found in Annex 54K.

**Table 74-1. Marine Engineering Branch – Branch Managers, Career Managers and General Information**

<table>
<thead>
<tr>
<th>Branch Manager (MESM)</th>
<th>Career Manager (MESM) (Senior Rate)</th>
<th>Career Manager (MESM) (Junior Rate)</th>
</tr>
</thead>
<tbody>
<tr>
<td>NAVY PCAP-BM ENG MESM SO2 NAVY PCAP-BM ENG SM SO3</td>
<td>NAVY PCAP-CM OR ENG MESM1</td>
<td>CMC Devonport CMC Faslane</td>
</tr>
</tbody>
</table>

**General Information**

BRd 1900: Submarine Instructions

JSP 419: Adventurous Training in the UK Armed Forces

JSP 464: Tri-Service Accommodation Regulations (TSARs) (Forces Help to Buy Scheme)

JSP 752: Tri-Service Regulations for Expenses and Allowances

JSP 754: Tri-Service Regulations for Pay

JSP 760: Tri-Service Regulations for Leave and Other Types of Absences

JSP 765: MOD Compensation Schemes Statement of Policy

JSP 905: Armed Forces Pension Scheme 2015 and Early Departure Payments Scheme 2015

Additional information:

www.gov.uk/armed-forces-pension-calculator

The Helm (Personnel Support Brief)

Officers and Ratings Career Progression Charts

www.ticketsfortroops.org.uk

www.defencediscounts.co.uk
Fig 74-4. Marine Engineering (SM) Branch - Career on a Page

Marine Engineer Submarines

Entry Phase 1 Training
10 Weeks - HMS RALEIGH

ETME Phase 2 Training
33 Weeks - HMS SULTAN

SM Qualification (Dry)
11 Weeks - HMS DRAKE/NEPTUNE

SM Qualification (Wet)
2 - 10 Weeks - At Sea

MEMOC A&B
Min 12 Months Sea Service

MEMOC Cat C & Cat D / SCC WK
15 Months to achieve OPS

LET(MESM) QC (inc NPSC)
16 Months + LRLC 3 Weeks RNLA

LET(MESM) OPS
18 Months - Cat C, SDS & SCC OP

POET(MESM) QC (inc NPOC)
15 Months + SRLC 5 Weeks RNLA

POET(MESM) OPS
12 Months to achieve Cat B

CPOET(MESM) QC
20 Weeks (inc NPSupC)

CPOET(MESM)
Cat A2 Qualification

WO
By selection

Timings are guidelines only

Towards End of Run (TOE)

Gained Trained Strength

Forces Help To Buy Available (USP 464)

Start of RRP(SM) Pay
Eligible for SM Golden Hello

NVL L3 Nuclear Submarines Engineering Systems

Minimum time served (2 Yrs from GTS) for Early Termination (ET) (option to submit 12 months notice from this point onwards). If notice is submitted via ET, RRP will cease

NVL L3 in engineering maintenance on completion of task books and Nmap.
Functional Skills = L2 English, Maths and L1 in ICT.
C & Q – Basic Engineering Competences.

2 Years RoS from completion of course

NVL L3 Extended Diploma in Engineering Maintenance.
CMI L3 Certificate in Management & Leadership

3 Years RoS from completion of course

CMI L5 Certificate in Management & Leadership
Engineering Foundation Degree

CMI L6 Certificate Management & Leadership (On completion of Directors Officers Course)
Min 12 months Sea Service required

Optional Exit Point (OEP) available for personnel serving on E33. OEP does not affect RRP.
Further information is available in BR3.
Fig 74-5. Marine Engineering (SM) Branch - UGAS Career on a Page

Under Graduate Apprenticeship Scheme
Marine Engineering (SM)

Entry Phase 1 Training
as probationary LET (MESM)
10 Weeks - HMS RALEIGH

SM Qualification (Dry)
11 Weeks - HMS DRAKE/NEPTUNE

SM Qualification (Wet)
2 - 10 Weeks - At Sea/HMS DRAKE
Subject to platform availability

LET(MESM) QC (inc NPSC)
15 Months + LRLC 3 Weeks RNLA

Sea Experience
Qualify BSQ and
CAT D Watchkeeper
CAT C Watchkeeper
Electrical or Mechanical systems
Maintainer, MANoeuvring Room Shut
Down Supvr
Approx 9 Months

POET(MESM) QC (inc NPSC)
15 Months + SRLC 5 Weeks RNLA

Sea Assignment
Qualify and serve as POET(MESM)
CAT B Watchkeeper, Electrical or Me-
chanical systems Maintainer, Shut
Down Supvr and Section Head.
(Advanced to POET MESM on
Qualification of CAT B Watchkeeper)
Minimum time 36 Months

Portsmouth University - 12 Months
Pre-requisites - Maths Module (June)
Academic year starts in September

Timings are guidelines only

Gained Trained Strength
Forces Help To Buy Available (JSP 454)
Start of RRP (SM) Pay
Eligible for SM Golden Hello
NVQ L3 Nuclear Submarines Engineering Systems
2 Years RoS from completion of course
NVQ L3 Extended Diploma in Engineering Maintenance
CMI L3 Certificate in Management & Leadership
Minimum time served (2 Yrs from GTS) for Early Ter-
mination (ET) option to submit 12 months notice from
this point onwards. If notice is submitted via ET, RRP
will cease
CMI L5 Certificate in Management & Leadership
Engineering Foundation Degree
3 Years RoS from completion of course

Note: At the end of the scheme, candidates have the
following options:
1. If an A/B pass has been achieved and candidates
are selected, join BRNC as a prospective MESM
Engineering Officer.
2. Request to transfer to the standard ET career
pipeline and continue progression with the ET(MESM)
cadre
3. Leave the Service
1. The Undergraduate Apprenticeship Scheme (UGAS) aims to significantly accelerate the advancement of appropriately able and specifically recruited ET candidates to qualify and serve as POET Operator and Maintainers on submarines. During SMQ training, the scheme will stream candidates as either Marine Engineer (Submarines) technicians under UGAS(MESM) or Weapon Engineer (Submarines) technicians under UGAS(WESM).

2. UGAS has two categories of membership, ‘new-to-service’ and ‘in-service’. The scheme is primarily designed to attract new-to-service members, although it has invited applications from in-service candidates. Opportunities for in-service personnel to apply are promulgated by RNTM when in-service places become available.

3. UGAS(MESM) involves a commitment of approximately 8½ years from new-to-service candidates which can be summarised as follows:
   a. Four years (approx) of Initial Training, SMQ, LET(MESM) and POET(MESM) career/specialist courses. It also includes some sea experience as a qualified LET(MESM), i.e. qualified Category C Watchkeeper.
   b. Approximately 3½ years sea-service, which must include a minimum of 3 years qualified service as a POET (MESM), i.e. qualified Category B Watchkeeper.
   c. One year in-service BEng(Hons) Engineering Degree at the University of Portsmouth.

4. At the end of the scheme, candidates have the following options:
   a. **Leave the Service.** Note the BEng degree does not attract a Return of Service for UGAS(MESM) candidates.
   b. If an AIB pass has been achieved during the engagement and they are selected; join BRNC as a prospective MESM Engineer Officer.
   c. Request to transfer to the standard ET career pipeline on an ES2 engagement and continue progression with the ET(MESM) cadre.

5. Candidates are required to inform their Career Manager of their end of scheme option in the first term of their University degree.

6. **Recruitment of UGAS(MESM) Candidates**
   a. The recruitment process for UGAS candidates is detailed at Para 0914. Candidates join as ESM and are streamed MESM or WESM during SMQ training.
   b. New-to-service members join the Service on a Tailored Career Agreement that is to be used in conjunction with an associated S3049(UGAS); both documents are available on TAFMIS.
7. Assignment of UGAS(MESM) Candidates

a. UGAS(MESM) candidates are assigned by the same career management authorities that assign ET(MESM)s, although UGAS(MESM) managers will liaise with CMs to advise on scheme requirements. Examples of UGAS(MESM) career pipelines, which can be used to inform assignment decisions, are at Annex 74D.

b. All UGAS(MESM) candidates complete the following initial career pipeline before specialising as Mechanical or Electrical specialisms.

Table 74A-1. UGAS(MESM) Common Initial Career Pipeline

<table>
<thead>
<tr>
<th>Course No</th>
<th>Title</th>
<th>Establishment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Phase 1 Training</td>
<td>HMS RALEIGH</td>
</tr>
<tr>
<td>2</td>
<td>SMQ</td>
<td>HMNB Clyde/Devonport as appropriate</td>
</tr>
<tr>
<td>3</td>
<td>Submarine Disposal Group</td>
<td>HMNB Devonport</td>
</tr>
<tr>
<td>4</td>
<td>ME176 Leading Engineering Technician (MESM) Qualifying Course LET(MESM)QC (preceded by electrical and workshop safety modules)</td>
<td>HMS SULTAN</td>
</tr>
<tr>
<td>5</td>
<td>Leading Rates Leadership Course</td>
<td>RNLA</td>
</tr>
</tbody>
</table>

8. Towards the end of LETQC, NUGAS candidates will indicate their preference in the normal manner and are streamed Electrical or Mechanical by the Career Manager and follow the associated career pipeline below.
<table>
<thead>
<tr>
<th>Course No</th>
<th>Title</th>
<th>Establishment</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 ME256</td>
<td>Leading Engineering Technician (MESM) Propulsion Electrical Maintainer</td>
<td>HMS SULTAN</td>
</tr>
<tr>
<td>7 ME301 A/V</td>
<td>Nuclear Propulsion Systems Course (NPSC) – Astute/Vanguard Class</td>
<td>HMS SULTAN</td>
</tr>
<tr>
<td>8 ME301 L A/V</td>
<td>Nuclear Propulsion Systems Course - Vanguard/Astute Class Electrical Modules</td>
<td>HMS SULTAN</td>
</tr>
<tr>
<td>9</td>
<td>Sea Assignment to qualify BSQ, Cat D, SDWKR, Cat C and MRSDS (approx 8 months).</td>
<td>Submarine</td>
</tr>
<tr>
<td>10 ME264</td>
<td>Petty Officer Engineering Technician (MESM) Qualifying Course POET(MESM)QC</td>
<td>HMS SULTAN</td>
</tr>
<tr>
<td>11</td>
<td>Senior Rates Leadership Course</td>
<td>RNLA</td>
</tr>
<tr>
<td>12 ME267 A</td>
<td>Petty Officer Engineering Technician (MESM) – Foundation Degree Elective Course (Electrical)</td>
<td>HMS SULTAN</td>
</tr>
<tr>
<td>13 ME265</td>
<td>Petty Officer Engineering Technician (MESM) – Advanced Propulsion Electrical Maintainer + APD/CAMS</td>
<td>HMS SULTAN</td>
</tr>
<tr>
<td>14 ME304Y A/V</td>
<td>Nuclear Propulsion Operators Course (NPOC) Astute/Vanguard Class</td>
<td>HMS SULTAN</td>
</tr>
<tr>
<td>15 ME303 A5V</td>
<td>Primary Instrumentation Course (Vanguard Class)/(Astute Class – ACTS81)</td>
<td>HMS SULTAN</td>
</tr>
<tr>
<td>16</td>
<td>Sea assignment to qualify and serve as a Cat B (approx 42 months including min 36 months qualified as a Cat B)</td>
<td>Submarine</td>
</tr>
<tr>
<td>17</td>
<td>Portsmouth University UY Scheme</td>
<td>Portsmouth University</td>
</tr>
</tbody>
</table>
### Table 74A-3. Mechanical Stream Candidates

<table>
<thead>
<tr>
<th>Course No</th>
<th>Title</th>
<th>Establishment</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>ME256 Leading Engineering Technician (MESM) Propulsion Mechanical Maintainer</td>
<td>HMS SULTAN</td>
</tr>
<tr>
<td>7</td>
<td>ME301 Nuclear Propulsion Systems Course (NPSC) – Astute/Vanguard Class</td>
<td>HMS SULTAN</td>
</tr>
<tr>
<td>8</td>
<td>ME258 or 259 Mechanical Craft Training - Fitting and Turning (258) or Pipework and Welding (259)</td>
<td>HMS SULTAN</td>
</tr>
<tr>
<td>9</td>
<td>- Sea Assignment to qualify BSQ, Cat D, SDWK, Cat C and MRSDS (approx 8 months).</td>
<td>Submarine</td>
</tr>
<tr>
<td>10</td>
<td>ME264 Petty Officer Engineering Technician (MESM) Qualifying Course POET(MESM)QC</td>
<td>HMS SULTAN</td>
</tr>
<tr>
<td>11</td>
<td>- Senior Rates Leadership Course</td>
<td>RNLA</td>
</tr>
<tr>
<td>12</td>
<td>ME267 B Petty Officer Engineering Technician (MESM) – Foundation Degree Elective Course (Mechanical)</td>
<td>HMS SULTAN</td>
</tr>
<tr>
<td>13</td>
<td>ME266 Petty Officer Engineering Technician (MESM) – Advanced Propulsion Mechanical Maintainer</td>
<td>HMS SULTAN</td>
</tr>
<tr>
<td>14</td>
<td>ME309 A1/A9 Adquals (Diesels and Refrigeration)</td>
<td>HMS SULTAN</td>
</tr>
<tr>
<td>15</td>
<td>ME304Y A/V Nuclear Propulsion Operators Course (NPOC) Astute/Vanguard Class</td>
<td>HMS SULTAN</td>
</tr>
<tr>
<td>16</td>
<td>- Sea assignment to qualify and serve as a Cat B (approx 42 months including min 36 months qualified as a Cat B))</td>
<td>Submarine</td>
</tr>
<tr>
<td>17</td>
<td>- Portsmouth University UY Scheme</td>
<td>Portsmouth University</td>
</tr>
</tbody>
</table>

### 9. Monitoring and Management of UGAS(MESM) Candidates

a. UGAS(MESM) managers will monitor the progress of UGAS(MESM) candidates through liaison with Divisional Officers, CMCs and line managers. UGAS(MESM) candidates remain subject to the normal warning procedures regarding lack of progress. However, DOs/LMs should contact the UGAS(MESM) managers if a scheme candidate becomes subject to such procedures, as additional UGAS(MESM) actions may be required.
b. UGAS(MESM) candidates are accelerated to POET upon qualification as a Category B Watchkeeper. It is incumbent upon Divisional Officers/Line Managers to provide scheme candidates with appropriate mentoring and to ensure candidates undertake a wide range development opportunities which support their ultimate aim of becoming Senior Ratings.

c. In the event that a DO/LM has concerns regarding a candidate’s continued suitability for UGAS(MESM), they should contact the UGAS(MESM) managers as soon as is practicable to agree an appropriate course of action.

d. The UGAS(MESM) team manage the scheme to the requirements of the CNPS MESM Branch Managers. The team is responsible for the scheme’s Concept of Operations, including its terms and conditions and Units/DOs/LMs should contact the UGAS(MESM) Managers for specific advice about the scheme as the need arises.

e. It should be noted that at some point in the future the management of this scheme will be subsumed into the Accelerated Technician Authority (ATA). The ATA is being established by DACOS(BM) to manage the Fast Track, Advanced Apprentice and UGAS schemes, all of which have been established to recover the health of the Engineering Technician cadres under the aegis of the Personnel Recovery Programme (PRP).

10. UGAS Warning System

a. In addition to the conventional warning procedure contained within Chapter 57, UGAS Engineering Technicians (ET’S) are also subject to the UGAS Warning System once they complete Phase 1 training. This warning system is designed to explain the process and consequences that might arise should an individual continue to fail to meet the high professional and personal standards expected of a UGAS candidate. It ensures that the candidate’s shortfalls and recovery requirements are clearly identified, understood and acknowledged by the individual, while allowing an appropriate period of time to effect the required improvement.

b. DOs, training providers and line managers of UGAS ET’s are to inform the UGAS manager of any concerns with individual’s performance and any instance where a conventional warning has been issued. The UGAS manager will determine if additional UGAS associated action is required.

c. In order to de-risk the scheme and allow re-allocation of spaces on downstream courses, the UGAS Warning System allows removal of candidates who are deemed unsuitable if they are unlikely to achieve POET in a timely manner, for either technical/ academic or CLM failings. In particular, early assessment of UGAS candidates’ ability should be made during SMQ and other pre-LETQC training and concerns should be forwarded to the UGAS Manager.

d. UGAS warnings follow a 3 tier structure (Verbal, Written and Final). All warnings are issued on the UGAS warning proforma and recorded by the UGAS Manager. UGAS Final Warnings can, in accordance with the tailored career agreement, result in a candidate’s removal from the scheme. If warranted, UGAS managers may issue higher level warnings without first issuing any lower tier warnings. Appeals against warnings are considered by the Branch Manager.
e. **Issue of Verbal Warning.** If a UGAS candidate’s performance fails to meet UGAS standard, the UGAS manager may initiate a formal review of the candidate’s performance. This may result in a Verbal Warning to the candidate which will detail the problem(s); the proposed solution; the timescale for review; the future process; and the likely consequences where improvement is not forthcoming.

f. **Verbal Warning Review.** The usual period of review for a Verbal Warning is 3 months. At the end of the review period, the UGAS Manager will formally review the candidate’s performance to determine if the requisite improvement has been made. The UGAS Manager will either remove the Verbal Warning from the candidate’s UGAS record or escalate the warning to a Written Warning. In exceptional circumstances, the UGAS Manager may extend the review period for the Verbal Warning. Further failings in a candidate’s performance may also warrant escalation to an immediate Written Warning.

g. **Issue of Written Warning.** If escalation is required, the UGAS manager will issue a Written Warning to the candidate which will reiterate the on-going problem; the proposed solution; the timescale for review; the future process and the likely consequences, if improvement is not forthcoming. The narrative will substantiate the escalation of the UGAS warning by elaborating on the Subject's prevailing weaknesses and/or unsatisfactory professional effectiveness. The candidate is to certify in writing that they understand why the UGAS Warning has been escalated and the advice given. The Written Warning will be retained by the UGAS manager and a copy provided to the candidate.

h. **Written Warning Review.** The usual period of review is the longer of the end of the UGAS phase that the candidate is currently pursuing or 3 months. At the end of the review period, the UGAS Manager will again formally review the candidate’s performance to determine if the requisite improvement has been made. The UGAS Manager will either remove the Written Warning from the candidate’s UGAS record or escalate the warning to a Final Warning. In exceptional circumstances, the UGAS Manager may extend the review period for the Written Warning. Further failings in a candidate’s performance may also warrant escalation to a Final Warning.

i. **Issue of Final Warning.** If further escalation is required, the UGAS Manager will issue a Final Warning to the candidate which will reiterate the on-going problem; the proposed solution; the timescale for review; the future process and the likely consequences if improvement is not forthcoming. The narrative will substantiate the escalation of the UGAS warning by elaborating on the Subject's prevailing weaknesses and/or unsatisfactory professional effectiveness. The candidate is to certify in writing that they understand why the UGAS Warning has been escalated and the advice given. The Final Warning will be retained by the UGAS manager and a copy provided to the candidate.

j. **Final Warning Review.** The usual period of review is the longer of the end of the UGAS phase that the candidate is currently pursuing or 3 months. At the end of the review period, the UGAS manager will again formally review the candidate’s performance to determine if the requisite improvement has been made. The UGAS manager will either:

---

1. Exam failures, continued record of just passes, poor study application etc
(1) Remove the Final Warning from the candidate’s UGAS record,

(2) Retain the Final Warning and re-issue it to the candidate informing them of the extension to the Final Warning, giving reason for the decision and the date on which the review of the Final Warning will be made,

(3) Remove the candidate from the UGAS scheme in accordance with the candidate’s Tailored Agreement.

11. Contact details for the ATA(SM UGAS Manager is as follows:

UGAS Manager
01436 674321 Ext 5310/93255 5310
Accelerated Technician Authority (SM)
Rm 46 Argyll Building
HMNB Faslane
G84 8HL
NAVY PCAP-CM ATA ESM
ANNEX 74B

UNDER-GRADUATE APPRENTICESHIP SCHEME MARINE ENGINEER (SUBMARINES), UGAS(MESM) CONOPS

1. Introduction

a. The intent of the UGAS(MESM) is to mitigate shortfalls of RPOs/MCDOs/METOWs and submarine electrical and mechanical maintainers at Petty Officer level. These shortfalls, if left unchecked, will have a significant impact on submarine availability from 2018. UGAS(MESM) will achieve this by taking very able new-to-service candidates, with high academic achievement (in comparison to the average ET), and accelerate them along the MESM ET career path in 6 phases, as follows:

(1) **Initial Training Phase.** Scheme members will conduct Phase 1 new entry training at HMS RALEIGH as probationary LET(MESM)s and will then be assigned to the Submarine Qualification (SMQ) organisation to complete general submarine training, some of which may be in an operational submarine. This could lead to the award of Submarine Dolphins and a £5,000 submarine Golden Hello (candidates will need to be assigned to an operation SM billet whilst at SMQ to start the payment of RRP(SM) once they are submarine qualified). During SMQ, candidates will be streamed MESM or WESM. On successful completion of SMQ(Dry) (including Firefighting and submarine escape training), candidates will be awarded the ‘HM Submarines’ cap tally. At this point they will be designated as Phase 3 trainees although they will remain on the Untrained Strength. This phase will take approximately 6 months in total.

(2) **First Shore Training Phase.** Candidates will then be assigned to HMS SULTAN to attend:

(a) ME176 Leading Engineering Technician’s (LET) Qualification Course for submariners (LETQC(SM)) (preceded by craft and electrical safety modules).

(b) ME256 LET Propulsion Electrical Maintainer Course or ME257 LET Propulsion Mechanical Maintainer Course.

(c) Leading Rates Leadership Course (LRLC).

(d) ME301 Nuclear Propulsion Systems Course (NPSC).

(e) Appropriate Craft and Adqual courses.

---

1. Reactor Panel Operator/Main Control Desk Operator/Marine Engineering Technician of the Watch
2. As a minimum new to service UGAS candidates are required to complete SMQ (Dry) prior to LETQC.
3. eg. ME258 or ME259 Mechanical Craft courses.
This phase of training will take approximately 15 months. Subject to satisfying service and eligibility criteria, candidates will be substantiated as Leading Engineering Technician at the start of NPSC. On successful completion of the LETQC, they will be awarded an Advanced Apprenticeship in Engineering and on successful completion of the whole LET training pipeline they will join the trained strength (GTS).

(3) **Sea Training Phase.** UGAS(MESM) will then be assigned to an operational submarine to qualify/re-affirm their submarine qualification (BSQ) and train and qualify as:

(a) Category D Watchkeeper.

(b) Category C EPO/SCPO/MMSS.  

(c) Manoeuvring Room Shut Down Supervisor.

At this point, candidates will be eligible for full (not reserve) RRP(SM) and Category C nuclear pay. They will be carefully managed in order to conduct maintenance and repair tasks under supervision; gaining experience in operations, maintenance, section management and repair. This 'journeymen' phase of their career path should take no more than 12 months and must include a minimum 6 months qualified as a Category C Watchkeeper and 3 months qualified as a Shut Down Supervisor. Unforeseen changes to submarine programmes or personal circumstances could extend this period.

(4) **Second Shore Training Phase.** After their sea training phase candidates will return to HMS SULTAN to attend the following courses:

(a) ME264 Petty Officer Engineering Technician Qualifying Course (POETQC(SM)).  

(b) ME265 POET Advanced Propulsion Electrical Maintainer Course or ME266 POET Advanced Propulsion Mechanical Maintainer Course.

(c) ME304 Nuclear Propulsion Operators Course (NPOC).

(d) Senior Rates Leadership Course (SRLC).

(e) ME267 Foundation Degree module.

(f) ME303/436 engineering administration courses.

(g) Appropriate Adqual courses.

---

5. This course is due to be replaced by the Project Faraday POETQC(SM) - course ME178.
6. eg. ME303 courses - Diesel Maintainer, Primary Instrumentation Maintainer, Refrigeration and ACP Maintainer.
Completion of these courses will conclude shore based training on the UGAS(MESM) and this phase will last approximately 13 months. During this phase, candidates will complete the Engineering Foundation Degree.

(5) **Sea Delivery Phase.** Candidates will be assigned to an operational submarine to conduct onboard training to qualify as a Category B Watchkeeper (RPO/MCDO/METOW) and electrical or mechanical systems maintainer, shutdown supervisor and deputy section head. Upon qualification as a Category B Watchkeeper, and subject to standard promotion eligibility criteria, they will be advanced to Petty Officer Engineering Technician. Service as a Section Head will be at the discretion of the Marine Engineer Officer but UGAS(MESM) candidates are expected to achieve Section Head within one year of qualifying as a Category B Watchkeeper. This phase of their career will last approximately 38-44 months but must include a minimum of 36 months' qualified Category B service during which they will complete or be deemed to have completed any RoS outstanding for LET and POET QCs.

(6) **University Degree Phase.** The exact timing of the end of the sea delivery phase will be based around a number of factors: the need to serve a minimum of 36 months as a qualified Category B operator; any leave outstanding and the pre-requisites required before candidates start the 3rd year of the University of Portsmouth/Upper Yardman (Engineer) degree course to top up the Foundation Degree to BEng(Hons). Whilst reading for their degree, candidates will remain serving in the RN. There is no RoS for attaining the BEng. During their first 2 weeks at the University of Portsmouth, candidates will be required to indicate to the career management authorities which of the paths at Sub Para b below they will choose upon the posting of their degree results.

b. **Options Upon Completion of the Scheme.** On completion of their one year of university study, UGAS(MESM) members will have the following 3 choices:

(1) Leave the Service with suitable encouragement to transfer to the MoD/UK NSQEP Enterprise. They are exempt from the 3 years RoS for attendance on the UY degree scheme unless they have passed the AIB and have been transferred to the UY engineer officer scheme. If that is the case then they will be subject to the rules associated with the UY engineer officer scheme.

(2) If an AIB pass has been achieved during the engagement then they can choose to join BRNC as a prospective MESM Engineer Officer (see Annex 74A 4. Sub Para a).

(3) Continue or transfer to the standard ET career pipeline on an ES2 engagement and be career managed as such to complete a technical shore assignment. Further progression will be subject to the normal rules for promotion to CPOET(MESM) and they will need to complete further training and education and potentially another sea assignment to enable Nuclear Propulsion Supervisor Cat A2 training qualification.

---

7. June Maths module is a pre-requisite for the UY degree scheme.
8. Academic year starts in September.
c. UGAS(MESM) is therefore a minimum 8.5 year engagement which is planned to generate a MESM POET Cat B Watchkeeper/maintainer approximately 3.5 years from entry to complete a minimum of 36 months qualified service as a RPO or METOW. The duration of their sea assignment is variable to allow scheme members to serve a minimum of 36 months qualified before departure from their submarine to match the September start to the academic year and July pre-degree mathematics module.

d. This scheme will not replace the ET MESM Fast Track/restructured ET pipeline, but should be seen as running in parallel and may be continued or stopped as required. It is therefore NOT an immediate solution to the Cat B operator shortage but allows greater future MESM flexibility and adaption to successor submarine requirements.

e. It is envisaged that the cohort of UGAS(MESM) will be small (e.g. 12 Mechanical and 12 Electrical to qualify as a Cat B per year) and therefore it does not set a precedent for the way all submariners are recruited, managed or employed. Nevertheless, there are areas where these individuals will need to be treated differently from standard Service entrants and they will need to be carefully, and on occasion preferentially, managed as they progress along the scheme’s pipeline.

2. Recruitment

a. The scheme targets recruitment from a demographic of high achievers with proven academic ability. Potential candidates will be drawn from civilian personnel who already hold a minimum of level 3+ STEM qualifications (eg. A Levels, BTech, HNC/D NVQ level 3). Although candidates are badged as ETs, and mixed with conventional ETs during training, the scheme is separate from the current ET system and candidates are managed by the UGAS Manager in conjunction with the CMCs and senior rate CMs.

b. The following premise underpins the scheme. A high quality candidate is recruited to an approximate 8.5 year engagement with the offer of paid nuclear training and education that delivers an in-service engineering degree at the end of the scheme. The candidate's remuneration and reward rises rapidly to a significant figure at the 6 year point and continues during their final year on the scheme where they complete the UY degree at Portsmouth University. During the scheme this quality individual could attend an AIB to widen the available options open to them upon graduation.

c. The important factor is that the choice belongs to the individual; this is a recruiting offer. In return, the Service expects significant application from the individual during shore and sea training over a 3 year period followed by approximately 4 years sea service, of which 3 years will be as a qualified RPO/MCDO or METOW. This proposal is comparable with a scheme offered by EDF, but the RN offer is much more attractive in terms of remuneration and ultimately delivers a BEng vice a nuclear FD.

---

9. This is a minimum because it is not possible to align exact qualification and training times, sea draft duration and Portsmouth University Degree start dates at this range.
10. Aged 18-29, 3 A levels (Math, science, other), RT score >= 80 other equivalent L3 STEM qualification.
d. Upon first inspection UGAS would appear to be drawing from the same pool from which the RN is trying to attract Engineer Officers. However, UGAS, given the nature of the training, has the academic flexibility to accept candidates without one of the STEM\textsuperscript{13} A-levels usually required by universities to start an undergraduate engineering course and thus is attractive to candidates beyond the potential engineer officer pool.

e. The scheme will aim to recruit 30 members who will eventually be streamed UGAS(MESM) (15 mechanical and 15 electrical) per annum to feed 2 cohort entries (Sep and Jan/Feb). An approximate 20% drop out/failure has been allowed for and it is expected that 24 per annum will succeed and qualify as Category B Watchkeepers.

f. **Entry Requirements.** Full UGAS(MESM) entry requirements may be found on the Royal Navy Website in the 'Careers' section. In summary, UGAS(MESM) entry requirements are as follows:

1. Age on entry of 18 - 34 years.
2. Be a British Citizen and not hold dual nationality.
3. Score 90 or more on the Recruit Test (not on CNR website).
4. Hold the following qualifications (equivalent qualifications are acceptable and UGAS(MESM) applications can be made before exam results are known):
   a. 5 x GCSE at grades 9-4, including Maths, English and at least one science based subject.
   b. Level 3 qualifications achieving a minimum of 48 UCAS points derived from Science, Technology, Engineering and Maths subjects.
   c. Equivalent Level 3 or higher STEM qualifications (BTEC, HNC etc) are also acceptable. Full details are included in the UGAS CONOPS held by the UGAS Manager.

3. **Terms and Conditions of Service**

a. **New To Service Candidates.** The approximate 8.5 year engagement is non-NEM compliant, but candidates will be engaged using a tailored career agreement (example at Appendix to this Annex). However, SM programmes, training delays and the exigencies of Service life may delay progress along the UGAS(MESM) career pipeline. Therefore it may be necessary to extend the Tailored Career Agreement to allow sufficient time for candidates to obtain the minimum 36 months qualified sea service and align the end of this to the start of the degree phase\textsuperscript{14}. This is a function of the UGAS(MESM) Manager.

\textsuperscript{13} Science, Technology, Engineering and Maths.

\textsuperscript{14} In certain circumstances, candidates may be offered an opportunity to extend their engagement by 1 year to complete their training/sea assignments and attend Portsmouth University 1 year later than originally planned.
b. **In-Service Candidates.** In Service candidates who have been selected onto the scheme will be required to progress their training. Internal candidates should complete their initial career course and then attend SMQ. Any opportunities to consolidate ET initial career training should be taken prior to their assignment to LETQC (i.e. similar to Fast Track). In reality, the only tangible difference between UGAS(MESM) and fastrack ETs is that UGAS(MESM) members will experience a reduced sea assignment as an LET. Internal candidates will remain on their extant engagement (EC, ES1) but will also be issued with a signed agreement (Appendix 1 to Annex 74B) outlining their agreed progress through the scheme.

c. All candidates will be given a competence marker (UGAS) on their JPA record to denote their membership of the scheme.

d. UGAS(MESM) candidates are badged as probationary LETs and are trained alongside normal ETs and FTs.

e. **Failures.** Failures or voluntary withdrawals during training are required to complete any RoS incurred during training and will be offered progression along the normal ET route. The only exception is for new-to-service candidates who withdraw from the scheme before qualification as a Category C Watchkeeper. These individuals will be considered on an individual basis as they can only serve their RoS as a Cat D but will not have attended ETICC. Dependent upon where they are in the UGAS(MESM) training pipeline, candidates may not be able to serve as a Category D Watchkeeper unless they complete ETICC. It may be in the interests of the Service to waiver the RoS requirement and allow them to leave the Royal Navy.

f. By 2019 there will be 6 V and 5 A class crews. Therefore UGAS(MESM) will train only V and A class POETs. Training and sea experience at LET can be delivered for any existing SM platform.

4. **Training**

a. The UGAS scheme attempts to utilise existing courses within DSMarE and avoid the need to develop new courses or re-sequence the existing training plan. There is a requirement, however, to conduct some engineering safety training, to ensure all new-to-service candidates can safely attend the practical modules of LETQC and subsequent specialist training. The training route is at Annex 74D.

b. SMQ is a valuable qualification that will set an SM context before commencing specialist shore training and education. SMQ will also enable the award of Dolphins, RRP(SM) and SM Golden Hello as a part of the recruiting offer. Additionally, this is a de-risking activity that gives candidates a first exposure to submarines before the Service invests significant elements of shore training in them. However, given the paucity of submarine sea training spaces and the fixed nature of LETQC start dates, it is possible that SMQ (Wet) will not be achieved. Therefore, and as a minimum only, SMQ (Dry) must be achieved by new-to-service candidates before starting LETQC. The receipt of an LET salary from the start of the scheme is considered as more than adequate compensation for not being able to achieve SMQ and its attendant financial benefits.
5. Employment Onboard

a. Despite having received maintainer education and training, UGAS(MESM) experience levels will be low when they qualify as a Category B Watchkeeper. Therefore, given their limited experience profile as a maintainer, each operational crew will be expected to sustain only one UGAS(MESM) individual per watchkeeper union\(^{15}\) per year. Candidates will need to be carefully managed on and across platforms in order to maximise their experience profile and opportunity to learn. With the MEO’s approval, they can operate as a section head\(^{16}\). At this point, the submarine may be able to tolerate another UGAS(MESM) member. While constrained in its numbers, the scheme will alleviate forecast gapping at sea and bring relief to Shut Down Supervisor and Category B RPO alongside watchbills. UGAS(MESM) individuals will be able to perform operations and maintenance, but are not able to immediately act as a Section Head or mature diagnostician.

b. Experience will need to be built in the first year onboard as a POET, however the quality of the individual supports the case for rapid learning abilities, whilst allowing for later selection as Upper Yardman or Nuclear Supervisory Rating (Category A2).

6. Accreditation

The subject of accreditation is to be determined.

7. Management of the Scheme

a. The UGAS Scheme Manager function is undertaken by the ATA SM. Administration and includes:

   (1) Liaison between CNR staff, Career Managers, SubFlot and training deliverers et al to ensure flow along this novel career pipeline is as effective and efficient as possible. This function is ideally suited to a WO1 ESM and will be managed by the ATA once the Sustainable Submarine Manpower Programme (SSMP) is terminated. It should be noted that there are aspirations to align the UGAS concept with the Advanced Apprentice entry scheme being piloted with MEGS.

   (2) The UGAS Scheme Manager is required to carry out the following functions:

      (a) Communicate, encourage and mentor candidates and, where necessary, interview them during recruiting and training.

      (b) Liaise with CMC, training providers and CM to expedite rapid progress of candidates through training and education and ensure advancement.

      (c) Liaise with CM to ensure preferable first drafts as LETs to maximize their 12 month sea training phase.

\(^{15}\) i.e. 1 x RPO/MCDO AND 1x METOW per year.

\(^{16}\) Full POET maintainer status will be gained on MEO recommendation for and appointment as a Section Head.
(d) If necessary, manage any extension of their Tailored Career Agreement to allow sufficient time to obtain the minimum 36 months qualified sea service and align the end of this to the start of the degree phase\(^1\).  

(e) Examine resource implications eg. UY scheme cost, SUL MWS capacity, margin during training and UY degree. At present the scheme is operating within existing funding and establishment training plans (TPs), but the provision of pre-LETQC enabling courses will require some additional resource if capacity cannot be found within existing TPs. A submission has been made to cover the increased cost of Portsmouth University tuition fees on the UY Degree scheme from 2021.

(3) The RoS for the in-service degree is to be waived and this agreement is written into the Tailored Career Agreement for new-to-service candidates and the UGAS(MESM) agreement for in-service candidates.

(4) The Foundation Degree (FD) awarded during POETQC needs to be protected from reviews and any aspirations to steer training towards a higher apprenticeship that would see the FD negated.

b. **Interviews.** UGAS applicants will undergo an interview to determine suitability for the scheme, which will be conducted by UGAS Managers or CNR staff.

\(^1\) In exceptional circumstances, candidates may be offered an opportunity to extend their engagement by 1 year to complete their training/sea assignments and attend Portsmouth University 1 year later than originally planned.
APPENDIX 1 TO ANNEX 74B

ACCEPTANCE OF GENERAL TERMS AND CONDITIONS OF SERVICE ON TRANSFER TO THE UNDERGRADUATE APPRENTICESHIP SCHEME MARINE ENGINEER (SUBMARINES), UGAS(MESM)

Reference:

A. Navy Pers letter xxxxxxxxx dated xxxxx.

1. I have read and understood BRd 3(1) Annex 74B which details the Terms and Conditions of Service applicable to my entry/re-entry in to the Royal Navy on a Tailored Career.

2. I accept/do not accept (delete as appropriate) the Terms and Conditions of Service in accordance with the BRd 3(1) Annex 74B.

Signed: ……………………………………………………………

Name: ……………………………………………………………

Rank: ……………………………………………………………

Date: ……………………………………………………………

Once completed, return to: UGAS(MESM) Manager/Career Manager SSMP 7, Rm 216 Building 1/150 Murray's Lane, HMNB Portsmouth, PO1 3NH. DIIF: NAVY PERS-SSMP7 | NavyPersSSMP7@mod.uk. A copy will be lodged with Terms of Service Team, Navy Command Headquarters, MP G2, West Battery, Whale Island, Portsmouth, PO2 8DX.
ANNEX 74C

UGAS TAILORED CAREER AGREEMENT (NEW TO SERVICE CANDIDATES)

Note. This form is to be read in conjunction with its associated S3049 UGAS (DATE) - Notice/Attestation Form for entry/re-entry into or continuation in the Naval Service to serve on a TAILORED CAREER For The RN Under Graduate Apprenticeship Scheme – RN UGAS.

OFFER OF A TAILORED CAREER TO:

NAME

GENERAL TERMS AND CONDITIONS FOR NEW ENTRANTS OR RE-ENTRANTS JOINING THE ROYAL NAVY’S UNDERGRADUATE APPRENTICESHIP SCHEME - (RN UGAS)

It should be noted that:

Any offer made is dependent upon you meeting the required medical/fitness standards and security clearance/nationality status requirements for entry.

This letter outlines the main terms and conditions which will apply. You will also be subject to the terms and conditions in other publications and should note that terms and conditions are liable to change. Significant changes will usually be published through internal briefs and temporary memoranda but Joint and Single Service references are changed regularly and you may not specifically be made aware of changes which affect you. You will be treated in accordance with the terms and conditions extant at the relevant time and should ensure you remain up to date on policy which affects you. If in doubt please make enquiry through your Divisional line management.

1. Date of Entry

You will join HMS RALEIGH on (DATE) in order to undertake Phase 1 training as a member of the Royal Navy’s Undergraduate Apprenticeship Scheme (herein after known as UGAS).

2. Career

a. You will initially enter on a Tailored Career (TC) of 8½ years. At this range it is expected that you will start your degree in (DATE)¹, with your service expected to end on (DATE)¹ (after the posting of your graduation results from the University of Portsmouth/Upper Yardman (Engineer) degree course). However, the length of this TC may need to be altered due to the uncertainties of submarine operations (which can delay sea training), the exact timing of training courses starting more than 3 years in the future, your own abilities, unforeseen changes in your personal circumstances and the need to align the end of your sea service with the start of the university academic year. This could require that your TC is marginally shortened or extended. Any such extension will be agreed with you as a normal aspect of managing a TC.

¹. This could occur in the preceding academic year.
b. UGAS is designed to accelerate individuals through the RN’s general engineering and submarine training and education programme in approximately 4 years, in order to serve as a qualified Petty Officer Engineering Technician for a minimum of 36 months in either the ET(MESM) or ET(WESM) sub specialisation. Qualified POET service is defined as either:

(1) ET(MESM): Category B Nuclear Watchkeeper (Reactor Panel Operator2/Main Control Desk Operator3, or Marine Engineering Technician of the Watch45);  
Or;  

(2) ET(WESM): Qualified Tactical Weapon System (TWS) or Strategic Weapon System (SWS) Maintainer and watchkeeper;

During the first part of your service you will be streamed by the RN as either UGAS(MESM) or UGAS(WESM) to serve in the ET(MESM) or ET(WESM) sub specialisations respectively. Once streamed, you will have no right to transfer to the other sub specialisation. If you choose to stay in the RN at the end of UGAS, you still will not have a right to transfer to another specialisation.

c. At the end of the Scheme, you will have a choice of:

(1) Requesting to continue in the RN as an ET(MESM) or ET(WESM) on an Engagement Stage 2 which will extend your career to 20 years’ service or age 40, whichever is later.

(2) Entering the Officer Corps as a MESM or WESM sub-specialist on the Upper Yardman or Senior Upper Yardman schemes (dependent upon age), subject to passing the Admiralty Interview Board6 (AIB) and being selected.

(3) Leaving the RN with a BEng (Hons) degree and substantial Nuclear Engineering experience which will provide you with an exceptional basis to move into a civilian career, particularly if you pursue opportunities in the wider MOD and UK Nuclear and Submarine Enterprise.

You will be required to inform your Career Manager which of these options you intend to follow at least 12 months before the end of your TC. This will allow RN career management decisions and arrangements to be made.

3. Rate, Seniority and Pay

You will enter the Royal Navy in the rank of probationary Leading Hand with a seniority of (DATE) and will be referred to as Leading Engineering Technician MESM. Your Incremental Basic Date will be (DATE) and your pay will be OR4-1 Supp 3.

2. ASTUTE Class.
3. VANGUARD Class’
4. VANGUARD Class’
5. ASTUTE Class’
6. The AIB is normally sat prior to the start of the Upper Yardman Degree Course.
4. **Discipline**
   You will be subject to normal disciplinary regulations in accordance with the Armed Forces Act 2006 and any disciplinary action which would normally result in reversion or dis-rating may cause the termination of your TC. You will also be subject to compulsory drug testing in accordance with current guidelines.

5. **Deployability**
   Although you will have the same worldwide deployment liability as a regular Service Person, as a member of the UGAS, you have been recruited specifically for service in submarines.

6. **Statutory Discharge and Notice Period**

   a. On entry to the RN, if you are a new recruit with no former RN service, you will have a statutory right to give 14 days' notice of your wish to leave within your first 6 months of service, providing that you have completed a minimum of 4 weeks' service (excluding any leave periods or time forfeited). Thereafter, your on-going training and education will attract a return of service (RoS) to reflect the RN's significant investment in ensuring that you are able to serve as a qualified POET(MESM) or POET(WESM) for a minimum of 3 years before you start your BEng degree. The current RoS for training courses that form part of the UGAS training pipeline are detailed at Para 19. Your ability to usefully serve a RoS is dependent upon how far you have progressed along the UGAS pipeline such that you are able to qualify to serve as a technician in a submarine. Therefore and at the discretion of the Branch Manager your RoS may be waived.

   b. When not subject to a RoS, you will be eligible to submit 12 months' notice of your wish to leave the Royal Navy; however, if you take this option, you will be removed from the UGAS and placed at an appropriate point in the standard Engineering Technician (MESM or WESM as appropriate) career pipeline to serve out the outstanding period. However, this is also dependent upon how far you have progressed along the UGAS pipeline such that you are able to qualify to serve as a technician on a submarine; therefore and at the discretion of the Branch Manager, your 12 months' notice may be waived.

7. **Transfer to another Branch or Specialisation**
   There will be no opportunity to transfer to another branch or specialisation whilst you are on the Scheme, unless it is in the interests of the service.

8. **Entry to the Officer Corps**
   If you pass an Admiralty Interview Board (AIB) whilst on the scheme and are subsequently selected for the Officer Corps, you will not be allowed to enter BRNC until you have completed your sea delivery phase as a qualified POET(MESM) or POET(WESM). It should be noted that Upper Yardman (Engineer) officers similarly cannot join BRNC until they have successfully completed the BEng degree course at the University of Portsmouth.
9. Advancement

Subject to meeting your training targets and the mandated advancement criteria set out in this letter, including passing an annual Royal Naval Fitness Test, you will become eligible for consideration for accelerated advancement to the rates of substantive Leading Engineering Technician and Petty Officer Technician during your time on the UGAS. Thereafter, your advancement will be in accordance with the standard promotion criteria detailed in BRd 3(1) Part 8, with selection based on merit, qualification, recommendation and requirement. In addition, you may be eligible for promotion to the acting higher rate on a local acting basis if there is a Service need, eg. a vacancy at the higher rate within your role/organisation.

10. Transfer to a Longer Career or Extension to your Tailored Career

a. If your training is delayed such that you are unable to complete your sea delivery phase and university phase within this TC, the following rules will apply:

(1) If your training is delayed for Service reasons (eg. due to submarine programmes), an appropriate extension to your TC will be offered. If you elect to refuse an extension, you will lose your entitlement to attend university if you fail to complete the sea delivery phase.

(2) If your training is delayed due to personal reasons, an extension of service may be offered. If an extension is not offered or if an extension offer is refused, you will lose your entitlement to attend university if you fail to complete the sea delivery phase.

b. You will not be eligible to transfer to another Engagement Stage or be considered for an Extended Career until you have completed the sea delivery phase. At this point, subject to satisfactory service, you can request to transfer to an ES2 in order to extend your service to be able to complete a total of 20 years or serve until age 40 (whichever is the later). Thereafter, further extensions of service or transfers to longer engagements may be offered if there is a Service requirement. Service on a TC is permitted up to the day before an individual’s 55th birthday or up to 11 years’ service in total and is totally dependent on the needs of the Service.

11. UGAS – Outline Career Description

a. Your training and career pipeline will be as follows:

Initial Training Phase (Common). You will complete Phase 1 new entry training at HMS RALEIGH (indicative salary £31,000) and will then be assigned to the Submarine Qualification (SMQ) organisation to complete general submarine training, some of which maybe be in an operational submarine. Subject to service opportunities (eg. submarine availability), you may qualify as a submariner and gain your Submarine Dolphins during this phase. This phase of your training will take approximately 6 months in total. Part way through this phase you will be streamed UGAS(MESM) or UGAS(WESM), and will attend an engineering safety course at HMS SULTAN and a developing leadership course at HMS COLLINGWOOD.

---

7. For example, CO’s recommendation, in-date RN Fitness Test, passed appropriate training courses.
b. If you are streamed UGAS(MESM), on completion of the Initial Training Phase:

(1) **First Shore Training Phase.** You will be assigned to HMS SULTAN to complete any enabling training required before attending the Leading Engineering Technician’s (LET) Qualification Course for submariners (ME 176 LETQC(SM)), ME257 Mechanical or ME256 LET Propulsion Electrical Maintainer, the Leading Rates Leadership Course (LRLC), and ME301 Nuclear Propulsion Systems Course (NPSC) and appropriate Craft and Adqual courses. This phase of training will take approximately 15 months. You will be advanced to the rate of substantive Leading Engineering Technician at the start of NPSC, subject to satisfying service and eligibility criteria. On successful completion of the LETQC, you will be awarded an Advanced Apprenticeship in Engineering.

(2) **Sea Training Phase.** You will then be assigned to an operational submarine to qualify or re-affirm your submarine qualification and train and qualify as a Category D Watchkeeper, Category C Electrical Panel and Main Machinery Space Operator and Manoeuvring Room Shut Down Supervisor. At this point, you will be eligible for submarine pay and Category C nuclear pay (indicative total salary £36,000). On qualifying as a submariner you are also eligible for a £5,000 Golden Hello. You will conduct electrical maintenance and repair tasks under supervision; gaining experience in operations, maintenance, section management and repair. This ‘journeyman’ phase of your career path should take no more than 12 months and must include a minimum 6 months qualified as a Category C Watchkeeper and 3 months qualified as a Shut Down Supervisor. Unforeseen changes to submarine programmes or your own personal circumstances could extend this period.

(3) **Second Shore Training Phase.** After your sea training phase you will return to HMS SULTAN to attend the ME264 Petty Officer Engineering Technician Qualifying Course (POETQC), the ME265 POET Advanced Propulsion Electrical Maintainer Course or ME266 POET Advanced Propulsion Mechanical Maintainer Course, the ME304 Nuclear Propulsion Operators Course (NPOC), the Senior Rates Leadership Course (SRLC), the ME267 Foundation Degree module and appropriate specialist training modules. Completion of these courses will conclude your shore based training on the UGAS(MESM); this phase can last approximately 13 months. During this phase, you will complete your Engineering Foundation Degree.

---

8. For example ME258 or ME259 Mechanical Craft courses.
9. RRP(SM).
10. RRP(NP).
11. For example ME303 courses – Diesel Maintainer, Primary Instrumentation Maintainer, Refrigeration and ACP Maintainer.
(4) **Sea Delivery Phase.** You will be assigned to an operational submarine to conduct onboard training to qualify as a Category B Watchkeeper (Reactor Panel Operator/Main Control Desk Operator\(^{12}\) or ME Technician of the Watch) and electrical or mechanical systems maintainer, shutdown supervisor and deputy section head. Upon qualification as a Category B Watchkeeper, subject to eligibility criteria, you will be considered for advancement to Petty Officer Engineering Technician. Service as a Section Head will be at the discretion of the Marine Engineering Officer but UGAS(MESM) candidates are expected to achieve Section Head status within a year of qualifying as a Category B Watchkeeper. This phase of your career will last approximately 38-44 months but must include a minimum of 36 months’ qualified Category B service (indicative salary £42,500 - £48,500 per annum) and will see you complete any RoS outstanding for LET and POET training.

(5) **University Degree Phase.** The exact timing of the end of your sea delivery phase will be based around a number of factors: the need to serve a minimum of 36 months as a qualified Category B operator; any leave you have outstanding and the pre-requisites\(^{13}\) you need to complete before you start\(^{14}\) the 3rd year of the University of Portsmouth/Upper Yardman (Engineer) degree course to top up your Foundation Degree to BEng(Hons). Whilst reading for your degree, you will still be serving in the RN and will, therefore, continue to be subject to the Armed forces Act 2006. There is no RoS for attaining your BEng. Before you start your first term at the University of Portsmouth, you must inform the RN career management authorities which of the paths at Para 3 you will follow upon completion of your final examinations and the posting of your degree results.

**c.** If you are streamed UGAS(WESM), on completion of the Initial Training Phase:

(1) **First Shore Training Phase.** Lasting approximately 2 years, you will be assigned to HMS COLLINGWOOD to attend the Leading Engineering Technician Qualifying Course (LETQC). Subject to satisfying service and eligibility criteria, you will be advanced to LET(WESM) at the start of specialist maintainer training (either TWS or SWS dependent upon streaming). On successful completion of LETQC, you will be awarded an Advanced Apprenticeship in Engineering.

(2) **Sea Training Phase.** You will then be assigned to an operational submarine to re-affirm your submarine qualification and train/qualify in an appropriate WESM watchkeeping position. You will also conduct electrical or mechanical maintenance and repair tasks under supervision, gaining experience in operations, maintenance, section management and repair. This ‘journeyman’ phase of your career path should take no more than 12 months and must include a minimum 6 months qualified.

\(^{12}\) Dependent upon class of submarine.
\(^{13}\) Maths module currently delivered in June is a pre-requisite for the UY degree scheme.
\(^{14}\) Academic year starts in September.
(3) **Second Shore Training Phase.** After your sea training phase, you will return to HMS COLLINGWOOD to attend the Petty Officer Engineering Technician Qualifying Course (POETQC). You may also attend additional specialist training dependent on WESM Streaming at either the RNSMS or the Trident Training Facility. Completion of these courses will conclude your shore based training for UGAS (WESM). This phase will last approximately 40 weeks, during which time you will complete your Foundation Engineering Degree.

(4) **Sea Delivery Phase.** This phase of your career will last a minimum of 36 months qualified as a POET (WESM) maintainer in either the TWS or SWS sub departments, during which time you will be assigned to an operational submarine to conduct onboard training to qualify within your specialisation and working towards Deputy Section Head. Upon qualification as TWS Senior Rate or Ship board for SWS personnel, subject to eligibility criteria, you will be considered for advancement to POET. Service as a Section Head will be at the discretion of the Weapon Engineering Officer but UGAS (WESM) candidates are expected to achieve Section Head within one year of qualifying.

(5) **University Degree Phase.** The exact timing of the end of your sea delivery phase will be based around a number of factors: the need to serve a minimum of 36 months as a qualified POET (WESM) maintainer; any leave you have outstanding and the pre-requisites you need to complete before you start the 3rd year of the University of Portsmouth/Upper Yardman (Engineer) degree course to top up your Foundation Degree to BEng(Hons). Whilst reading for your degree, you will still be serving in the RN and will, therefore, continue to be subject to the Armed forces Act 2006. There is no RoS for attaining your BEng. Before you start your first term at the University of Portsmouth, you must inform the RN career management authorities which of the paths at Para 3 you will follow upon completion of your final examinations and the posting of your degree results.

d. The UGAS Manager: ATA ESM WO1, Rm 46, Argyll Building, HMS NEPTUNE, HMNB CLYDE, G84 8HL | Mil: 93255 5310 | BT: 01436 674321 x 5310 | DIIF: NAVY PCAP-CM ATA ESM | NAVYPCAP-ATAESM@mod.gov.uk who should be contacted if you have any queries.

e. **Removal from the Scheme.** Your Career/UGAS Manager may remove you from the UGAS if you fail to meet your training targets in a timely manner or you are deemed unsuitable for further training. In such circumstances, you will be transferred to an appropriate point in the standard ET(MESM) career pipeline and your case will be dealt with in accordance with the normal rules which can include discharge. If you are retained, you will still be subject to the normal notice period or any RoS you have accrued in return for the qualifications achieved and training received. If you become unsuitable for service in submarines, you will be transferred to an appropriate point in the standard ET(ME) career pipeline and your case will be dealt with in accordance with the normal rules which can include branch transfer or discharge. Probationary LETs will be re-rated ET1.

15. Maths module currently delivered in June is a pre-requisite for the UY degree scheme.
17. Eg Exam failures and low academic performance.
12. Return of Service for Training

a. The aim of the UGAS is to secure 36 months’ qualified sea service from individuals as a qualified POET(MESM) or POET(WESM). This requires the RN to make a substantial training and educational investment in you. Certain elements of this training will attract a RoS, as laid out below and, consequentially, you will not be eligible to submit your notice to leave the RN during the course or the associated ROS, with the exception of the last 12 months of any RoS, ie. the last year of a RoS and the 12 month notice period can run concurrently. Your ability to usefully serve a RoS is dependent upon whether you have progressed along the UGAS pipeline far enough to able to qualify to serve as a technician on a submarine; therefore, and at the discretion of the Branch Manager, your RoS/notice period may be waived if you have not progressed sufficiently.

<table>
<thead>
<tr>
<th>Course</th>
<th>RoS</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>UGAS(MESM) LET Qualifying Course (ME176)</td>
<td>24 months</td>
<td>Liability is incurred at the start of LET QC but the RoS starts at the end of the LET pipeline, i.e. end of ME301 Nuclear Propulsion Systems Course</td>
</tr>
<tr>
<td>UGAS(MESM) POET Qualifying Course (ME264):</td>
<td>36 months</td>
<td>Liability is incurred at the start of POET QC but the RoS starts at the end of the POET pipeline i.e. end of ME304 Nuclear Propulsion Operators Course</td>
</tr>
<tr>
<td>UGAS(WESM) LET Qualifying Course</td>
<td>24 months</td>
<td>Liability is incurred at the start of LET QC but the RoS starts at the end of the LET pipeline, i.e. end of POET(WESM) Specialist Maintainer Training Course</td>
</tr>
<tr>
<td>UGAS(WESM) POET Qualifying Course</td>
<td>36 months</td>
<td>Liability is incurred at the start of POET QC but the RoS starts at the end of the POET pipeline i.e. end of POET(WESM) Specialist Maintainer Training Course</td>
</tr>
</tbody>
</table>

b. Towards the end of a successful completion of the sea delivery phase, you will be enrolled on the University of Portsmouth degree course, however, the RoS which is typically associated with Upper Yardman (Engineer) (UY(E)) officers undertaking the BEng course is not applicable to UGAS(MESM/WESM) candidates on the basis that it forms an integral part of the UGAS(MESM/WESM) offer. Your entitlement to attend the University of Portsmouth/ UY (E) degree course is conditional upon you completing the sea delivery phase (ie. providing a minimum 36 months’ sea service as a qualified POET(MESM) or POET(WESM) Watchkeeper).

c. During the University phase, you will continue to be paid your RN salary and enjoy standard Service entitlements common to UY(E) officer candidates at the University of Portsmouth. As a result, you will not be subject to tuition fees or any RoS for the degree that you obtain. Your UGAS commitment will conclude 30 days after your degree results are posted and will be reflected in your TC final end date.
13. Leave Entitlement/Career Intermissions
   Entitlement to Annual Leave will be in accordance with JSP 760 Chapter 1, whereas your entitlement to Maternity/Paternity/Parental Leave will be in accordance with JSP 760 Chapters 20-23. You will have no entitlement to a Career Intermission on this TC. However, should you take Maternity/Paternity/Parental Leave and delay your progression you will require an extension to your TC; noting that attendance upon the university phase is still conditional on completion of the sea delivery phase (ie. a minimum of 36 months’ qualified sea service as a qualified POET(MESM) or POET(WESM)).

ANY LEAVE NOT TAKEN BEFORE COMPLETION OF THIS AGREEMENT WILL BE FORFEITED.

14. Appraisal Reporting
   Appraisal Reports are to be completed at normal reporting cycles in accordance with JSP 757.

15. Honours and Awards
   You will be entitled to receive honours and awards, including campaign medals, as long as you meet the same eligibility criteria as a regular Service Person.

16. Medical/Dental Care
   You will be entitled to full medical/dental care.

17. Accommodation
   You will be entitled to Service Family Accommodation or Single Living Accommodation, as appropriate.

18. Continuity of Education Allowances (CEA)
   You will only be entitled to CEA where you have the same worldwide deployment liability as a regular Service Person and also meet the criteria in JSP 752 Chapter 9. You will need to obtain a CEA Eligibility Certificate (see Para 7).

19. Relocation Allowances (DA/RE)
   You will only be entitled to relocation allowances where you have the same worldwide deployment liability as a regular Service Person and also meet the criteria in JSP 752 (see Para 6).

20. Pension Scheme
   If you are a re-entrant then you are advised to contact the JPAC Enquiry Centre at Mail Point 465, Kentigern House, 65 Brown Street, GLASGOW G2 8EX (telephone: 0141 224 3600) prior to accepting these terms for detailed advice on your entitlement to a pension or the impact on your pension if already awarded. In accordance with Treasury rules, those in receipt of an Armed Forces pension are liable to have that pension abated on re-employment in the Forces. Where an individual has taken resettlement commutation and their pension in payment is subject to abatement in whole or in part, a reduction equal to the annual amount of pension commuted will be made from their pension where there is sufficient remaining or partly from pension, partly from pay, where there is insufficient pension remaining. Where the pension is fully abated, the commutation reduction will be taken wholly from pay.
21. Reserve/Recall Liability
For new entrants with no former service, you will have a reserve liability if you complete a minimum of 2 years’ service. For those with former service, your reserve liability may be affected and further details can be found in BR 61 Chapter 2 (Officers) or Chapter 3 (Other Ranks). If you complete 20 years’ total qualifying service (previous military service may count towards this) for pension (via a TC extension and/or transfer to another engagement) then that liability will be in the Recall Reserve. See also BRd 3(1) Part 7 Chapter 54 Section 9 Para 5464 and Annex 54I.

22. Resettlement/GRT/Terminal Leave
Your entitlement to resettlement/GRT/Terminal Leave is governed by the length of the TC. The normal minimum length of service to qualify for GRT is 6 years unless someone is medically discharged. Your Resettlement entitlement is detailed in JSP 534. Terminal Leave entitlement is as set out in JSP 760 and normally comprises one day per month of service up to a maximum of 14 days.

23. Sponsors:
Submarine Engineers' Branch Manager
NAVY PCAP-BM ENG SM SO1
Naval Personnel Team (Engineering)
Navy Command Headquarters
West Battery MP 2.1 Whale Island
Porthmouth
PO2 8BY
938328791
02392628791

ATA (SM) WO1
NAVY PCAP-CM ATA ESM
Room 46
Argyll Building
HMS NEPTUNE
HMNB Clyde
G84 8HL
93255 5310
01436 674321 x 5310
APPENDIX 1 TO ANNEX 74C

ACCEPTANCE OF GENERAL TERMS AND CONDITIONS OF SERVICE ON TRANSFER TO THE UNDERGRADUATE APPRENTICESHIP SCHEME MARINE ENGINEER (SUBMARINES), UGAS(MESM) – IN-SERVICE CANDIDATES

Reference:

A. 20151118-UGAS(MESM) TACOS in-service-candidates

Name: X XXXXX, X
Service Number: 12345678

1. I have read and understood the BRd 3(1) Annex 74C which details the general Terms and Conditions of Service applicable to my entry to the Undergraduate Apprenticeship Scheme Marine Engineer (Submarines).

2. I accept/do not accept (delete as appropriate) the Terms and Conditions of Service in accordance with the BRd 3(1) Annex 74C.

Signed: ……………………………………………………..
Name: ……………………………………………………..
Rank: ……………………………………………………..
Date: ……………………………………………………..

Accepted on behalf of UGAS(MESM)

Signed: ……………………………………………………..
Name: X XXXXXX
Rank: Cdr RN
Date: XX XXX XXXX

Please return to: UGAS(MESM) Team
SSMP
Rm 216 Building 1/150
Murray’s Lane
HM Naval Base
PORTSMOUTH
PO1 3NH
ANNEX 74D
UGAS(MESM) PIPELINE

Continue as POET (MESM) NPSupC and Cat A2

Leave the RN

AIB, BRNC and MESM Officer

Portsmouth University UY Scheme - 1 year

POET (MESM) Sea Assignment - min 3 years qualified

ME303 Primary Instrumentation - 4 wks

ME304Y Nuclear Propulsion Operator Course - 10 wks

ME33L (APD) and ME440 (CAMS) - 2 wks

ME265 Advanced Propulsion Electrical Maintainer - 16.6 wks

ME303A9 Refrigeration/ACP Maintainer - 8 wks

ME303A1 Diesel Maintainer - 4.6 wks

ME266 Advanced Propulsion Mechanical Maintainer - 5.7 wks

ME267A Foundation degree - 4.5 wks

ME267B Foundation degree - 6.4 wks

ME264 POET QC inc SRLC - 23.7 wks

Sea assignment - 7-12 mths

ME301L T/V/A - upto 3.4 wks

ME258/259 Craft Training - 11 wks

ME301 Nuclear Propulsion Systems Course - 11.4 wks

ME256 Propulsion Electrical Maintainer - 15.5 wks

ME257 Propulsion Mechanical Maintainer - 14.4 wks

ME176 LET QC inc LRLC - 22.2 wks - Streamed Mechanical or Electrical

Pre-LET QC preparation SMQ(Wet) - 13 wks including Leadership course and ME180 Safety Training

SMQ (Dry) - 11 wks - Streamed MESM or WESM

Initial Training HMS Raleigh - 10 wks

Recruit: 18-34 year old, L3 Technical qualifications, STEM A/AS levels/Higher, Required UCAS points
1. The last phase (University Phase) of UGAS involves eligible candidates topping up the Fd Eng gained during POET training to a BEng(Hons) degree. Dependent upon a candidate’s Tailored Career (TC), the required degree top up course may be provided in-service or by attendance at the University of Portsmouth (UoP).

2. Separate arrangements are made for UGAS candidates who pass AIB and are selected to become commissioned officers. These candidates are to be transferred to UY RA and AIB to be managed through UoP and onto BRNC as part of normal business. Membership of UGAS ceases upon transfer.

3. If the degree provision is made in-service, the following process applies:

<table>
<thead>
<tr>
<th>Timing</th>
<th>Action</th>
</tr>
</thead>
</table>
| 6 months before sea delivery phase is completed | (1) ATA liaises with CM to assign UGAS POET to the relevant in-service course.  
(2) ATA, icw UGAS POET, liaises with BM/CM to determine and set the TC end date. UGAS membership ceases 30 days after the candidate’s degree result is published. The TC end date should be set at a later date that will accommodate candidates opting to leave the RN at the end of UGAS. It must allow sufficient service to cover outstanding GRT entitlement (iaw JSP534) and terminal leave. At the end date candidates opting to remain in the RN will be transferred to the appropriate ES engagement. |
| As required before start of in-service degree course | (3) Assignment orders issued. |
| Before start of in-service degree course | (4) New-to-Service candidates only:  
Inform CM of intentions at end of the degree phase:  
- Request to remain as a technician – ATA and CM arrange for transfer to ES2 on cessation of UGAS membership (30 days after degree results are posted).  
- Enter BRNC as an Engineering Officer (if AIB passed and selected) – ATA arrange transfer to UY scheme,  
- Leave the RN – ATA/CM will have set Tailored Career termination date at Action (2). |
| As promulgated | (5) Attend in-service degree course |
| 30 days after degree results posted | (6) UGAS membership ceases 30 days after UoP post degree results.  
(7) For candidates remaining in the RN, assignment as directed by CM. |
| As set at Action (2) | (8) Tx date for UGAS candidates opting to leave the RN. |
4. If the provision is made at UoP, the following process applies for a degree course that starts in September of year ‘XX’:

<table>
<thead>
<tr>
<th>Timing</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>January of year ‘XX’</td>
<td>(1) ATA directs CMC/West Battery Career Manager to assign UGAS POET to Thunderer Squadron from mid Jun XX (exact date varies) in time to conduct Thunderer Sqn joining routine and Jul pre-degree maths bridging module (exact dates of joining and modules set by Thunderer Sqn). (2) ATA, icw UGAS POET, is to liaise with BM/CM to determine and set the TC end date. UGAS membership ceases 30 days after the candidate’s degree result is published. The TC end date should be set at a later date that will accommodate candidates opting to leave the RN at the end of UGAS. It must allow sufficient service to cover outstanding GRT entitlement (iaw JSP534) and terminal leave. At the end date candidates opting to remain in the RN will be transferred to the appropriate ES engagement. (3) ATA passes names/details of UGAS POETs attend UoP to Thunderer Sqn, SUL &amp; MWS UY RAs (for info) and UoP Technology Admissions Office. (4) UGAS POETs directed by ATA to complete UoP on-line application. See para 6.</td>
</tr>
<tr>
<td>February - March ‘XX’</td>
<td>(5) Assignment orders issued. UGAS POETS arrange their accommodation in HMS NELSON WO &amp; SR Mess, SFA or other.</td>
</tr>
<tr>
<td>June ‘XX’</td>
<td>(6) Join Thunder Sqn as directed in assignment order and attend maths bridging module. (7) New-to-Service candidates only: Inform CM of intentions at end of UoP degree: • Request to remain as a technician – ATA and CM arrange for transfer to ES2 on cessation of UGAS membership (30 days after degree results are posted – approximately July XX+1). • Enter BRNC as an Engineer Officer (if AIB passed and selected) – ATA arrange tranfer to UY scheme. • Leave the RN – ATA/CM will have set Tailored Career termination date at Action (2). (8) Proceed on leave as directed by Thunderer Sqn.</td>
</tr>
<tr>
<td>Sept ‘XX’</td>
<td>(9) Start degree top-up course.</td>
</tr>
<tr>
<td>Jun ‘XX+1’</td>
<td>(10) Complete degree course. (11) UoP post degree course results.</td>
</tr>
<tr>
<td>Jul ‘XX+1’</td>
<td>(12) UGAS membership ceases 30 days after UoP post degree results. (13) For candidates remaining in the RN, assignment as directed by CM.</td>
</tr>
<tr>
<td>Approx Sep ‘XX+1’</td>
<td>(14) Tx date (as determined at Action (2)) for UGAS candidates opting to leave the RN.</td>
</tr>
</tbody>
</table>
Note. Funding for UGAS candidates to attend UoP is provided under NCHQ Funding Line G47 NGA003.

5. Points of Contact:

<table>
<thead>
<tr>
<th>Points of Contact</th>
<th>Contact Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>MWS UY RA</td>
<td>NAVY OP TRG-MWS WE TGSA             <a href="mailto:NAVYOPTRG-MWSWETGSA@mod.uk">NAVYOPTRG-MWSWETGSA@mod.uk</a>            93825 2432</td>
</tr>
<tr>
<td>SUL UY RA</td>
<td>DSMarE-MERA                       93843 2141</td>
</tr>
<tr>
<td>Thunderer OIC</td>
<td><a href="mailto:thunderersqnco@soton.ac.uk">thunderersqnco@soton.ac.uk</a>        02380 598493</td>
</tr>
<tr>
<td>UoP Engineering Facilities Finance</td>
<td><a href="mailto:paulinestewart@port.ac.uk">paulinestewart@port.ac.uk</a>         02392 842353</td>
</tr>
<tr>
<td>UoP Tuition Fee Dept</td>
<td></td>
</tr>
<tr>
<td>UoP Technology</td>
<td><a href="mailto:admissions@port.ac.uk">admissions@port.ac.uk</a>              02392 845566</td>
</tr>
</tbody>
</table>

6. UGAS candidates attending the UoP are required to complete the university’s online application. The following should be noted:

   a. Applicants are to use SUL UY RA or MWS UY RA contact names as their Reference.

   b. ATA and UY RA will have already sent UoP a generic reference for all candidates.

   c. Do not enter Unique learner number or funding details.

   d. To satisfy the requirement to submit evidence of recognised prior learning, UGAS candidates should upload their foundation degree certificates under section Upload documents/educational certificates.

7. Any UGAS candidate failing the degree scheme will not attract any right or opportunity to repeat at Service expense. This includes candidates remaining in the RN at the end of the scheme who will not have any right to repeat whilst serving.
## Notes:

1. Candidates are required to achieve the minimum qualified service before starting the University Phase.

2. On cessation of UGAS membership, in-service candidates return to their extant ES engagement.

3. On cessation of UGAS membership, in-service candidates return to their extant ES engagement. Those wishing to leave the RN are subject to the normal rules regards submitting notice.

4. There is no return of service associated with the degree course.

5. UoP run one degree top-up course per year, starting in September.
ANNEX 74F
ACCELERATED APPRENTICE (AA) MEGS SCHEME PIPELINE

INTRODUCTION

1. The aim of the AA MEGS scheme is to expeditiously qualify a LET from point of entry. Following Initial Naval Training (INT) the AA MEGS pipeline consists of a bespoke Enabling Course and a Sea Phase developing both a maritime system knowledge and Naval ethos. This is followed by LETQC and LRLC alongside their Select-Train-Promote (S-T-P) counterparts.

PIPELINE SCHEMATIC

PIPELINE DESCRIPTION

2. INT
   The AA recruits undergo the same training as their ET counterparts and should be treated in the same manner. They join as Probationary LET (P/LET).

3. ME160 Enabling Course
   Preparation for LETQC and to ensure AA MEGS trainees are safe to train in a technical environment.

4. Sea Phase
   Trainees will then be assigned to a ship to:

   a. Consolidate the knowledge and skills learnt on ME160 and become familiar with naval culture and experience living at sea.

   b. Preparation for LETQC by completing an AA MEGS Task Book and building competence towards the successful completion of the AA MEGS PE. There are also various CLM tasks as part of the Task Book to prepare them for LETQC.

   c. Complete the CBRNDC Task Book.

5. Streaming
   AA trainees will indicate their preference during sea training phase and be streamed by ATA MEGS in consultation with ME BM W01.
6. **LETQC**

LETQC is the standard course undertaken alongside their S-T-P counterparts. They may be selected for the FT Scheme during this phase.

7. **LRLC**

LRLC is the standard 4-week course which marks the end of the AA pipeline. Following successful completion, the AA will become GTS and a Substantive LET and will thus follow either the S-T-P or FT Scheme pipelines.