

**CHAPTER 78**  
**WARFARE BRANCH – DIVER**

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**CHAPTER 78****WARFARE BRANCH - DIVER****7801. General**

This Chapter covers the specific career regulations for General Service Warfare Branch Divers. Divisional Officers are to ensure that a copy of Chapter 78, along with [Annex 78A](#), [Annex 78B](#) and [Annex 78C](#) to this Chapter, is placed in the PDR of every Diver Specialist in their Division.

**7802. Direct Entry into the Diver Specialisation**

- a. In order to commence training, the following eligibility criteria apply:
  - (1) Be aged 18-37.
  - (2) Be recommended by Careers staff.
  - (3) Must attend and pass the Potential Diver's Assessment (PDA) at the Defence Diving School (DDS).
  - (4) Must pass the Diver's Physical Fitness Test (DPFT).
- b. All candidates must complete a diving medical in accordance with the Diver specialisation requirements contained in BR 1750A (Handbook of Naval Medical Standards).
- c. After successful completion of Phase 1 Training at HMS RALEIGH, candidates will undertake the Phase 2 Able Seaman 2 (Diver) (AB2 (D)) Professional Qualifying Course (PQC). Promotion and the award of diving competences will be in accordance with [Annex 78A](#) and [Annex 78B](#).

**7803. Branch Transfer Entry into the Diver Specialisation**

- a. Branch transfer entry will complement direct entry to the Diver specialisation.
- b. Volunteers for transfer to the Diver specialisation will be considered from ratings of any branch or specialisation and must satisfy the following eligibility criteria:
  - (1) Be an Able Rating (AB) who has achieved Operational Performance Standard (OPS) as an AB1 on the date of application, or a Leading Hand.
  - (2) Passed the Diver's Physical Fitness Test in accordance with BR 2806 (The Military Diving Manual).
  - (3) Attended a PDA at the DDS - the PDA has a validity of two years after which it must be retaken if the individual has not completed the AB2 (D) course.
  - (4) Have at least three years to serve on completion of the AB2 (D) PQC prior to their 37th birthday.

(5) Be in MEDCAT MFD A4/L1/M1/E1 and meet the required medical standards for the Diver specialisation in accordance with BR 1750A (renewed annually).

(6) Be recommended by their Commanding Officer for the Diver specialisation.

c. When a candidate has been recommended for the Diver specialisation, an application is to be made to Navy Command/ACOS(PCap), for the attention of NAVY PCAP-PPLAN SWPR WO1, for permission to proceed to the PDA course. When the PDA has been successfully completed, manning clearance to change branch/specialisation is to be requested via NAVY PCAP-PPLAN SWPR WO1 in accordance with current regulations. Manning clearance, if granted, will be valid for two years. The applicant will then be allocated a place on an AB Diver PQC.

d. If, for any reason, a rating is no longer considered suitable for branch/specialisation transfer their application is to be withdrawn. The rating is to be informed of the reason for withdrawal and, if appropriate, whether a new application may be made. Withdrawal must be notified to the Navy Command/ACOS(PCap). If they remain recommended by their Commanding Officer, a rating may re-apply for branch/specialisation transfer no sooner than six months from the date of withdrawal. The rating will not be required to repeat the Aptitude Test if within the two-year validity period.

e. Ratings will remain in their source specialisation until successful completion of the Diver course. Ratings who fail the course will return to their source specialisation. If, having been accepted for transfer to the Diver specialisation, a rating is selected for promotion within their source specialisation, they may take the requisite professional and leadership courses and therefore obtain promotion up until the day that Diver training is completed, provided that neither of those courses interferes with their Diver PQC. If, on the day of the latter, however, they have failed to obtain the qualifications necessary for promotion, they will forfeit their selection. If a rating opts to leave the AB(D) course or fails it, the facts are to be reported to the Source Branch Manager for a decision over the rating's future promotion opportunities in their source specialisation.

f. Ratings of the SEA/MW/HM(H) specialisations who attain the rate of acting or confirmed LH (SEA/MW/HM(H)) before transfer (and ABs who have completed Seamanship Workplace Training Task Book (WTTB) but have yet to be selected for LH), will not be required to repeat Seamanship when re-advancing to or upon being selected for promotion for LH in the Diver specialisation. Transferees who fall into this category will be required to complete the AB(D)-LH(D) Diving WTTB. Seamanship qualifications will be reflected as having been previously passed.

**7804. Warfare Branch Training - Career Progress and Targeted Employment Modules**

Career Progression for ratings in the Diver specialisation is detailed in [Annex 78A](#). In addition to Career training, individuals may be required to undertake Targeted Employment Modules (TEMs) in accordance with the Unit Establishment List (UEL).

a. **Training Performance Statements, Workplace Training Task Books and Operational Performance Standard.** On successful completion of PQC's for AB2, LH and PO, a Diver rating will have attained the Training Performance Statement (TPS) for the current rate. Individuals will be issued with the appropriate WTTB. In the subsequent sea assignment, a rating will be deemed to have achieved Operational Performance Standard (OPS) on successful completion of the WTTB section of the relevant TB (TPS + Workplace Training = OPS) for AB/LH. On achievement of OPS as an AB1, LH and PO, the Warfare Training Co-ordinator is to inform the unit Human Resource (HR) administrator in order for the relevant competences (see [Annex 78B](#) for details) to be inputted to JPA. When an individual is advanced to AB1, the HR administrator is to ensure a Promotion Authorisation Request (PAR) is signalled to their parent Career Management Cell (CMC), which will authorise the promotion and change the rate on JPA. It is important that achievement of OPS is inputted to JPA before the PAR date; thus stating that the rating has achieved OPS before attempting to be advanced to AB1. A rating's OPS is defined and owned by the Branch Manager.

b. **Mechanism for Unacceptably Slow Progression.** It is entirely possible that some ratings may not achieve OPS. Within the Warfare Branch there is no scope to employ individuals who cannot or will not progress themselves beyond AB2. It must be realised that AB2s are employed primarily to gain experience and to advance to a higher rate. It follows, therefore, that the ultimate sanction for those who cannot or will not progress beyond AB2 is application for administrative discharge on the grounds of un-employability. Within the Diving specialisation an initial warning is set at 12 months from commencement of their WTTB (unless it has been given earlier, supported by unequivocal statements of non-recommendation for promotion in an Appraisal Report). Warnings will then continue 3-monthly within the Appraisal process for an aggregate total of 18 months under warning, whereupon application for administrative discharge on the grounds of un-employability is to be sought.

c. **Targeted Employment Modules.** TEMs are the method by which additional individual skills, as required by UEL position numbers, are delivered. As TEMs are linked to UEL position numbers, the Training Department Co-ordinator must liaise closely with the Ship's Coxswain in order to manage Squad members effectively. MWS course capacity and scheduling can restrict the timely delivery of TEMs to meet short notice requirements, therefore individuals may need to be 'assigned' between UEL position numbers up to eight months in advance of assuming a particular role in order to achieve the appropriate TEM in good time. Some TEMs are graded whilst others are Pass/Fail, as follows:

(1) **Pass.** Training establishments and units which are responsible for conducting TEM courses are to report successful completion and ensure that HR administrators input the relevant competences on JPA.

(2) **Failure.** In the event of failure, students are to be back-classed either by course module, where appropriate, or for the entire course. If a student fails an entire TEM course, a written report is to be forwarded by MWS units and establishments (as appropriate) to the individual's parent unit and the receiving ship. The individual may be considered for Discharge SHORE in accordance with Chapter 54 or, in the case of LH, immediately warned formally by the parent unit for reversion in accordance with [Para 7806](#). The need to assign a rating to the next available TEM course may mean that the formal warning period may be less than three months. The Course Booking Cell (CBC), as advised by the Ship's Coxswain, may allocate an individual who has failed a TEM or another member of the ship's Squad to a place on a later TEM. The Ship's Coxswain will need to assess the manning implications.

(3) **Second Failure.** After a second failure, LH or above will be subject to reversion for unsuitability in accordance with Para 7003. Able Ratings who fail a TEM a second time are not to be employed in any UEL position number that requires that competence and are not to attempt that TEM for another 12 months. The ship is to assess the individual's employability within the Squad. If deemed unemployable, the matter is to be referred to the Diver Ratings Branch Manager.

d. **Taskbook.** In addition to WTTB, AB2s, AB1s and LHs attending TEMs will also be issued with the relevant On Job Training TB in loose leaf for inclusion in their current WTTBs.

e. **Completion of CBRNDC Task Book.** The CBRNDC TB may be issued prior to a rating being promoted to Diver 1 and can be completed at any time after advancement to that rate. Although not a requirement for selection, all ratings are to complete this TB before promotion to LH, including ALH.

f. **Attendance on Next Higher PQC.** A rating will not be eligible to attend the PQC for a higher rate unless that individual is in date for the Annual OPS Check in the lower rate. The PQC and LRLC/SRLC should normally be undertaken as a package. The Promotion Selection Signal will be the trigger for the CMC to load candidates on a PQC and relevant leadership course. Although it will not be possible to achieve this for every individual immediately, priorities will be amended to achieve commencement of PQC within 12 months of selection. On implementation, it is possible that a surge in applications will exceed available places. The Career Manager's judgement will be necessary to manage pinch-points.

g. **Failure to Complete Career and/or Leadership Course.** Refer to Para 6716 for rules on the impact on a rating's promotion if the individual 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). If the LH or PO PQC is refused, Para 6913 will apply. In the event of failure during a LH or PO PQC, Para 6912 will apply.

h. **OPS Lead Authority.** There are 2 Lead authorities responsible for an OPS Check for the Diver Specialisation, as follows:

- (1) The Diving Standards Team Navy (DST(N)), on behalf of Superintendent of Diving, ensures that diver currency and competence is maintained.
- (2) MWS Seamanship Training Unit (STU) will define and regulate the standards required to pass the Seamanship OPS Check and will promulgate them to Fleet Units. Seamanship OPS Check is administered by ship's staff and takes the form of a local board based upon a question/task banks maintained by MWS (STU).

#### **7805. JPA Recording - Competences, Annual OPS Check, RNFT and Sea Time**

- a. **Recording of Competences.** Once a WB rating has successfully completed a PQC, WTTB, TEM and achieved OPS that competence is to be input to JPA by the appropriate unit HR administrator. [Annex 78B](#) gives guidance on what, when and who has responsibility for the award of diving competences.
- b. **Annual OPS Check.** All personnel are expected to remain at OPS while building experience towards promotion. Lead authorities will define and regulate the standards required to pass an Annual OPS Check and will promulgate them to Fleet Units. Guidance on the process of conducting OPS checks is given in BRd 1984 - Warfare Training Regulations.
  - (1) Maintenance of OPS is to be monitored through an annual OPS Check process co-ordinated by the Warfare Training Co-ordinator, who is to ensure that sufficient opportunities are provided for this purpose within the constraints of the manpower planning cycle.
  - (2) Ratings assigned to positions outside of core diving disciplines are expected, where possible, to maintain OPS. It is recognised, however, that this may not be possible due to location and employment patterns. Therefore all individuals rejoining Diving Units from non-diving assignments are to be given an OPS check as soon as practicable after arrival; recorded on JPA as 'CMS|Annual OPS Check AB1|Navy'.
  - (3) An Annual OPS Check is a pre-requisite for all Promotion Career Courses for AB-LH and LH-PO.
  - (4) Divisional Officers and Line Managers of ABs and LHs who are serving ashore when selected for the next higher rate are to arrange for an Annual OPS check via MWS DDS prior to the individual attending Promotion Career training.
  - (5) OPS qualifications will be checked on attendance of LH and PO Career Course training. Ratings who are not in date for OPS will be returned to Unit.
- c. **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 and CPD. See Para 6718 for full details.

d. **Sea Service.** A minimum period of sea service is required as a pre-selection requisite for promotion to LH and PO and is to be recorded on JPA see [Annex 78A](#). Para 6905 defines the criteria for award of sea service.

#### **7806. Appraisal Reports**

a. **Appraisal Reports.** Appraisal reports are required in order to provide selection boards with the detail of an individual's performance and suitability for promotion. Appraisal reports are to be raised annually (30 Nov for all ABs; 31 Jan for all LH). Individuals who cannot maintain OPS, or who receive an unequivocal statement of 'non-recommendation' in a SJAR appraisal, must be given a clear plan of action to remedy the situation. This plan must be summarised in the report. If no clear improvement is forthcoming within 3-6 months, individuals should be issued with a formal Divisional Officer, HOD or Commanding Officer's warning for inadequacy. In cases where a warning has been issued and an individual has not achieved or maintained OPS within the 3-6 month period, the Branch Manager is to be consulted for advice.

b. **SJAR Recommendation.** If an individual has been awarded a positive recommendation for promotion ('Exceptional', 'High' or 'Yes' recommendation for 'Promotion - 1 Rank Up' on SJAR by final RO) in the last SJAR and, since that report, has become eligible in all other respects for selection, they will be placed before the Promotion Board. 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. Ratings may be deemed as 'developing' at the annual reporting stage, but this should not be based solely on not having achieved OPS.

#### **7807. Education For Promotion**

A Leading Hand must be educationally qualified to Level 1 Functional Skills and a Petty Officer to Level 2 Functional Skills in English and Mathematics (or a suitable equivalent) for either or both of these qualifications. See Para 9636 for further information.

#### **7808. Diver Specialisation - Promotion Flowchart**

A detailed promotion flow for the Diver specialisation is at [Annex 78A](#).

#### **7809. Diver Specialisation - Award of Diving Competences**

A detailed explanation of when Diving competences should be awarded and end dated is at [Annex 78B](#).

#### **7810. Employment on Clearance Diver Pay Spine**

Regulations for employment on the Clearance Diver Pay Spine are at [Annex 78C](#).

## ANNEX 78A

## DIVER SPECIALISATION – PROMOTION FLOWCHART

**Entry Qualifications:** (Ref Para 0759)

Rated <b>ABLE SEAMAN 2(DIVER)</b>
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**AB(Diver) 1 - Advancement Criteria**

- a. Completed RALEIGH - Phase 1 Training.
- b. Completed RALEIGH/DDS AB(D) PQC.
- c. Continue instruction to achieve Level 1 FS Certificates in Adult Literacy and Numeracy. ([Para 7807](#)).
- d. Assigned to sea billet.
- e. Completed WTTBs (Seamanship and Diver) Achieved OPS as AB2 (D), authorised by Warfare HOD. OPS is to be recorded under 'Professional|OPS for AB1 (D)|Navy|' (Para 7804 [sub para a](#), [sub para b](#) and [sub para h](#)).
- f. In date RNFT on advancement; recorded under JPA competence 'CMS|Fitness Test|Navy|'. (Para 7805 [sub para c](#)).
- g. At least 6 months since last Career Check (if any) on date due advancement.
- h. Awarded AB1 (D) Badge (single star). PAR sent to parent CMC. (Para 7804 [sub para a](#)).
- i. Request for change of category to Special Service Pay (Diving) forwarded to parent UPO ([Annex 78B](#)).

Advance to <b>ABLE SEAMAN 1 (DIVER)</b>
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**Leading Hand Diver - Pre-Selection Requirements**

- a. AB-LH CBRNDC TB issued (TB may be issued earlier at HOD's discretion).
- b. 12 months' sea service as AB1 at CRD. Recorded as JPA competence 'CMS|12 Months Sea Time AB|Navy|' (Para 7805 [sub para d](#)).
- c. Serving on ES1/FC/OE1 that expires after the nominated CPD (Para 6703 b sub para (7)).
- d. Recommended for promotion on Appraisal Report at CRD (Para 7806 [sub para b](#)).

**Leading Hand (Diver) - Pre-Promotion Requirements**

- e. CBRNDC TB achieved by CPD and recorded as JPA competence 'Professional|Completion of CBRNDC Task Book (All Ratings) (9J94)|Navy|'. (Para 7804 [sub para e](#)).
- f. Educationally qualified for promotion (EFP) in accordance with Para 9636. Achieved minimum NAMET 5:5 or Level 1 FS (or equivalent) in English and Mathematics appropriate competences recorded on JPA.
- g. LRLC completed and recorded as JPA competence 'Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|'. (Para 7804 [sub para f](#) and [sub para g](#))



## BRd 3(1)

- h. Passed LH(D) PQC by nominated CPD+12 months (awarded 2-star specialisation badge). (Para 7804 [sub para f](#) and [sub para g](#)).
- i. At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).
- j. In date RNFT or waiver obtained at CPD (or when eligible for promotion (if later)); recorded as JPA competence 'CMS|Fitness Test|Navy|'. (Para 7805 [sub para c](#)).

Promoted to  
**LEADING HAND (DIVER)**

### Petty Officer - Pre-Selection Requirements

- a. Completed LH(D) WTTBs. Achieved OPS recorded as 'Professional|OPS for LH (D)|Navy|'.
- b. Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.
- c. Recommended for promotion on Appraisal Report at CRD ([Para 7806](#)).

### Petty Officer - Pre-Promotion Requirements

- d. 12 months' sea service as LH at CRD. Recorded as JPA competence 'CMS|12 Months Sea Time LH|Navy|' (Para 7805 [sub para d](#)).
- e. Pass PQC for PO(D) by CPD+12 months (awarded PO(D) specialisation badge (Crown)). (Para 7804 [sub para f](#) and [sub para g](#)).
- f. SRLC completed and recorded as JPA competence 'Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|'. (Para 7804 [sub para f](#) and [sub para g](#)).
- g. At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).
- h. EFP in accordance with Para 9636. Achieved minimum Level 2 FS (or equivalent) in English and Mathematics and appropriate competences recorded on JPA.
- i. In date RNFT or waiver obtained at CPD (or when eligible for promotion (if later)); recorded as JPA competence 'CMS|Fitness Test|Navy|'. (Para 7805 [sub para c](#)).

Promoted to  
**PETTY OFFICER (DIVER)**

### Chief Petty Officer - Pre-Selection Requirements

- a. Achieved OPS as a PO(D). Recorded as JPA Competence 'Professional|OPS for PO(D)|Navy|'.
- b. Minimum of 3 years' seniority as PO 12 months prior to the CPD (Para 6703 b sub para (3)).
- c. Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the CPD.
- d. SRLC completed and recorded as JPA competence 'Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|'.
- e. Recommended for promotion on Appraisal Report at CRD.

### Chief Petty Officer - Pre-Promotion Requirements

- f. 6 months' sea service as a PO(D). Recorded as JPA competence 'CMS|12 Months Sea Time PO|Navy|'. (Para 7805 [sub para d](#)) ([Note](#)).
- g. In date RNFT or waiver obtained at CPD (or when eligible for promotion (if later)); recorded as JPA competence 'CMS|Fitness Test|Navy|'. (Para 7805 [sub para c](#)).
- h. At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).

Promoted to  
**CHIEF PETTY OFFICER (DIVER)**

### Warrant Officer 1 - Pre-Selection Requirements

- a. Minimum of 3 years' seniority as a CPO 12 months prior to the CPD.
- b. Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.
- c. EFP in accordance with Para 9636. Must have achieved minimum Level 2 FS (or equivalent) in English and Mathematics and the appropriate competences recorded on JPA.
- d. Recommended for promotion on Appraisal Report at CRD.

### Warrant Officer 1 - Pre-Promotion Requirements

- e. In date RNFT or waiver obtained at CPD (or when eligible for promotion (if later)); recorded as JPA competence 'CMS|Fitness Test|Navy|'. (Para 7805 [sub para c](#))
- f. At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).
- g. Satisfy terms of Assignment Order issued by Promotion Authority.

Promoted to  
**WARRANT OFFICER 1 DIVER**



**Note. Sea Service.** PO(D)s are required to complete only 6 months' sea service. Once qualified they are to be awarded the generic competence 'CMS|12 Months Sea Time PO|Navy|'.

## ANNEX 78B

### DIVER SPECIALISATION - AWARD OF DIVING COMPETENCES

#### 1. AB Diver

a. When an individual has completed the AB Professional Qualifying Course (PQC), they are deemed to be at OPS for AB2 Diver and will be eligible to receive Cat 2 Recruitment & Retention Payment (Diver) (RRP(D)). Payment of RRP(D), however, will not commence until an individual is assigned to a position that has been tagged for RRP(D) (ie. non-Manning & Training Margin (MTM) position).

b. On completion of Career training, the Defence Diving School (DDS) will provide Babcock with a list of individuals for whom competence action is to be completed as follows:

Award "Diving|AB Diver Career (DDS 100)|Navy|".

c. When an individual has completed Explosive Ordnance Disposal (EOD) at DEMMS, including the RN Elementary Underwater EOD (0807 or any subsequent update) course, DEMMS will inform DDS who will provide Babcock with a list of individuals for whom competence action is to be completed as follows:

Award "Diving|RN Elementary UW EOD|Navy|".

d. An AB2 Diver will be eligible to receive Cat 2 RRP(D) when assigned to a position that has been tagged for RRP(D) (ie. non-MTM position).

e. In order to ensure that RRP(D) commences at the correct time, the ship or organisation is to raise the appropriate authorisation request and competence action is to be completed by the Unit Personnel Office (UPO), as follows:

Award "Specialist Pay|Diving Pay -Cat 2 (All ranks)|Navy|".

f. A Diver is not deemed to be at full OPS until completion of the Seamanship Workplace Training Task Book (WTTB). An individual will need ship-borne experience in order to complete the TB. Once at full OPS and ready in all respects for promotion to AB1 (D) the new qualification attracts Cat 3 RRP(D). If the individual has also completed the 0807 course (Elementary UW EOD) an AB1 (D) will be entitled to Cat 3A RRP(D).

g. In order to ensure that RRP(D) is correctly awarded, the ship/parent unit is to raise the appropriate authorisation request and competence action is to be completed by the UPO as follows:

Award "Professional|OPS for AB1 (D)|Navy|".

End date "Specialist Pay|Diving Pay -Cat 2 (All ranks)|Navy|".

Award either:

"Specialist Pay|Diving Pay -Cat 3 (All ranks)|Navy|" or

"Specialist Pay|Diving Pay -Cat 3a EOD (All ranks)|Navy|no" if the individual has completed the Elementary UW EOD course.

h. If an individual has been awarded only Cat 3 RRP(D) and subsequently completes 0807 course (Elementary UW EOD), then an AB1 (D) will be entitled to Cat 3A RRP(D). In order to ensure that RRP(D) is correctly awarded the ship/parent unit is to raise the appropriate authorisation request and competence action is to be completed by the UPO as follows:

End date "Specialist Pay|Diving Pay -Cat 3 (All ranks)|Navy|".

Award "Specialist Pay|Diving Pay -Cat 3a EOD (All ranks)|Navy|no".

## 2. LH Diver

a. When an individual has completed the DDS phase of the LH Diver PQC (DDS 101) it signifies that Category 4 diving standards have been achieved. A LH Diver will remain in receipt of Cat 3A RRP(D) until they are assigned to a LH Diver position that has been tagged for RRP(D) (ie. non-MTM position).

b. In order to ensure individual competences are correctly updated, DDS will provide Babcock with a list of individuals for whom competence action is to be completed as follows:

Award "Diving|LS Diver Career (DDS 101)|Navy|".

c. When an individual has completed the current 0804 (Defence EOD No 2 CMD) and the 0813 (Intermediate UW EOD) or the previous 0053 Defence EOD No 2 IEDD Operator Course DEMMS will inform DDS who will provide Babcock with a list of individuals for whom competence action is to be completed as follows:

Award "Explosives|Defence EOD CMD No 2|Joint|".

Award "Diving|RN Intermediate UW EOD|Navy|".

d. A LS Diver will be eligible to receive Cat 4 RRP(D) or Cat 4A RRP(D) if they have completed the current 0804 (Defence EOD No 2 CMD) and the 0813 (Intermediate UW EOD) or the previous 0053 Defence EOD No 2 IEDD operator course but this will not commence until assigned to a LS Diver position that has been tagged for RRP(D) (ie. non-MTM position).

e. In order to ensure that RRP(D) commences at the correct time, the ship or organisation needs to raise the appropriate authorisation request and competence action is to be completed by the UPO as follows:

End date "Specialist Pay|Diving Pay -Cat 3a EOD (All ranks)|Navy|no".

Award either:

"Specialist Pay|Diving Pay -Cat 4 (Leading Rate and above)|Navy|".

"Specialist Pay|Diving Pay -Cat 4a EOD (Leading Rate and above)|Navy|" if the individual has completed the Intermediate UW EOD course.

f. If an individual has only been awarded the Cat 4 RRP(D) and subsequently completes 0813 course (Intermediate UW EOD) a LS(D) they will be entitled to Cat 4A RRP(D). In order to ensure that RRP(D) is correctly awarded the ship/parent unit is to raise the appropriate authorisation request and competence action is to be completed by the UPO as follows:

End date "Specialist Pay|Diving Pay -Cat 4 (Leading Rate and above)|Navy|".

Award "Specialist Pay|Diving Pay -Cat 4a EOD (Leading Rate and above)|Navy|".

g. A LS (D) is not deemed to be at full OPS until completion of the Diver WTTB. When completed, the Commanding Officer (CO) or Head of Department (HOD) is to certify that the individual has achieved full OPS as a LS (D). The ship or unit is to raise the appropriate authorisation request and competence action is to be completed by the UPO as follows:

Award "Professional|OPS for LH (D)|Navy|".

### 3. PO Diver

a. When an individual has completed the PO Diver PQC (DDS 102) phase at DDS it signifies that Category 5 diving standards have been achieved. Individuals will remain in receipt of Cat 4A RRP(D), however, until they are assigned to a PO Diver position that has been tagged for RRP(D) (ie. non-MTM position).

b. In order to ensure individual competences are correctly updated DDS will provide Babcock with a list of individuals for whom competence action is to be completed as follows:

Award "Diving| PO Diver Career (DDS 102)|Navy|".

c. When an individual has completed the DEMMS DEOC CMD 0064 (Defence EOD Operator (CMD) and the 0808 Course (RN UW Advanced EOD) or the previous EOD training consisting of the JS EOD 0801 Course; or DEOC 0052 (CMD only) operator course, they will be eligible for RRP(D) Cat 5. RRP(D) Cat 5 will not commence, however, until the individual is assigned to a PO Diver position that has been tagged for RRP(D) (ie. non-MTM position).

d. DEMMS will inform DDS who will provide Babcock with a list of individuals for whom competence action is to be completed as follows:

Award "Explosives|Defence EOD Op CMD|Joint|".

Award "Diving|RN Advanced UW EOD|Navy|".

Award "Professional|OPS for PO(D)|Navy|".

e. A PO Diver will be eligible to receive Cat 5B RRP(D) if they have completed the current DEOC CMD 0064 and the 0808 Course (RN UW Advanced EOD) or previous EOD training consisting of the JS EOD 0801 Course; or DEOC 0052 (CMD only) operator course, but this will not commence until assigned to a PO Diver position that has been tagged for RRP(D) (ie. non-MTM position).

f. In order to ensure that RRP(D) commences at the correct time, the ship or organisation is to raise the appropriate authorisation request and competence action is to be completed by the UPO as follows:

End date "Specialist Pay|Diving Pay -Cat 4a EOD (Leading Rate and above)|Navy|".

Award either:

"Specialist Pay|Diving Pay -Cat 5 (Petty Officer and above)|Navy|" or

"Specialist Pay|Diving Pay -Cat 5b EOD (Petty Officer and above)|Navy|" if completed EOD training.

g. If an individual has only been awarded the Cat 5 RRP(D) and subsequently completes the 0808 course, a PO(D) will be entitled to Cat 5B RRP(D). In order to ensure that their RRP(D) is correctly awarded, the ship/parent unit is to raise the appropriate authorisation request and competence action is to be completed by the UPO, as follows:

End date "Specialist Pay|Diving Pay -Cat 5 (Petty Officer and above)|Navy|".

Award "Specialist Pay|Diving Pay -Cat 5b EOD (Petty Officer and above)|Navy|".

h. When an individual is qualified to Cat 5B standard and they have completed the JS IEDD No1 Operator Course 0039 or DEOC 0052 (CMD and IEDD) or DEOC Phase 3 IEDD 0063 or DEOC IEDD 0065, they will be entitled to Cat 5A RRP(D).

i. DEMMS will inform DDS who will provide Babcock with a list of individuals for whom competence action is to be completed as follows:

Award "Explosives|Defence EOD Op|Joint|".

End date "Specialist Pay|Diving Pay -Cat 5b EOD (Petty Officer and above)|Navy|".

Award "Specialist Pay|Diving Pay -Cat 5a IEDD (Petty Officer and above)|Navy|".

## ANNEX 78C

### EMPLOYMENT ON CLEARANCE DIVER PAY SPINE - ROYAL NAVY SENIOR RATING DIVERS

#### 1. Origin

The Clearance Diver Pay Spine (CDPS) was introduced in 2009 as part of the recommendations of the Specialist Pay (Diving) (now RRP(D)) Quinquennial Review. Full details of the CDPS regulations are set out in JSP 754 Chapter 4 Section 11, which remains the definitive authority for CDPS eligibility.

#### 2. Requirement

The intention of the CDPS is to create, for selected PO(D) and above at or beyond 15 years' length of service, a structure that makes non pensionable RRP(D) pay into pensionable basic pay and offers an extended career in diving/EOD employment. Personnel on CDPS are no longer eligible for RRP(D) but will receive the equivalent rate of pay as part of their new 'basic' rate of pay. This new basic rate will also have factored in the amount that is equivalent to the EOD Supplement. These enhancements are to recognize their diving and EOD skills as well as the Service's need to retain them employed in diving and diving related assignments beyond the Initial Pension Point (IPP).

#### 3. Terms of Employment

Royal Navy Senior Rating Divers employed under the CDPS are normally to be employed on Diving, Diving Related, EOD or EOD Related assignments. A Diving/EOD assignment is one requiring an individual to undertake diving or EOD operations using their professional qualification as required by the post specification. A Diving/EOD Related assignment is one that requires the individual to utilise specialist diving or EOD knowledge and expertise but which does not necessarily require the incumbent personally to undertake diving or EOD operations.

#### 4. Eligibility

Substantive Petty Officers, Chief Petty Officers and Warrant Officers of the RN Diver Branch will be eligible to transfer to the CDPS if they meet the following criteria:

- a. Have completed Diver training at DDS and EOD training at DEMS which includes:
  - (1) PO(D) Professional Qualifying Course.
  - (2) Defence EOD Operator Training.
  - (3) RN Underwater Advanced EOD Training.
- b. Have completed 15 years' or more paid reckonable service.
- c. Are serving on a permanent pensionable engagement.
- d. The following additional criteria will apply:
  - (1) Personnel must be in receipt of RRP(D) (either at Full or Reserve Band rates).

(2) Personnel must not have applied for Early Termination (also known as premature voluntary retirement (PVR) or Voluntary Outflow (VO)).

(3) Personnel must not have been permanently medically downgraded as unfit for diving duties. Personnel who are temporarily downgraded will have their suitability for entry onto CDPS assessed on a case-by-case basis by the Service Manning Authorities.

(4) Personnel must be able to provide a minimum of 5 years' service from date of entry to CDPS to their Normal Retirement Date.

## **5. Application Procedure**

Application for entry to the CDPS will be through an individual's SJAR. The 'Volunteer for Further Service' box should be selected and Reporting Officers should make comment in the text on an individual's suitability for EC and CDPS.

## **6. Return of Service**

Although there is no ROS associated with CDPS, it is recommended that personnel fully understand the implications on their pension should they choose to apply for ET (or VO) within 5 years of selection (see JSP 754 Ch 4 sect 11 Art 04.1120).

## **7. Selection Criteria**

Transfer to CDPS is not automatic; it will be by selection. The number, skill-set and rate of personnel selected each year will be established by the Ratings' Warfare Branch Manager and will be commensurate with the Service's requirement to achieve the desired Sustainable Experience Profiles.

## **8. Selection Board**

There will be one Selection Board held annually concurrently with the Senior Rate Extended Career (EC) Boards. The board will be open to all PO-WO's with 15 years' or more service, as described in [Para 2](#) above.

## **9. Confirmation Process**

Individuals selected for CDPS will be required to confirm their acceptance of transfer and the associated Terms of Service by email, supported by a fully completed S61 being sent to Promotions Section.

## **10. Entry onto JPA**

Transfer to CDPS will be executed on JPA with the 'pay run' following the offer of acceptance and S61 having been received and processed. Personnel will enter at their current increment and will retain their current Incremental Basic Date (IBD).

## **11. Extended Service**

As well as introducing more favourable pension terms for divers, the CDPS also offers an extended career for those selected. The length of extension will be subject to annual review by the Ratings' Warfare Branch Manager, who will ensure that the desired Sustainable Experience Profiles are maintained.



## **12. Medical Downgrading**

The current single-Service regulations for medical downgrading will remain unchanged for CDPS personnel. CDPS personnel who are temporarily medically downgraded will remain on the CDPS. However, CDPS personnel who are permanently medically downgraded and cannot fill either a diving or diving related post (see [Para 3](#) above) will not remain on the CDPS. In these circumstances personnel should be offered a transfer to a non-diving specialisation (manning requirements permitting), reversion to the Main Pay scales and employed on EOD duties only (when RRP(EOD) may be paid) or discharge from the Service (see JSP 754 Pt 2 Ch 4 Sect 11 for further details).

## **13. Promotion**

All personnel on CDPS will remain eligible for promotion to the next higher rank in accordance with current policy and as merited by the Service Manning Authority.

## **14. Re-entry/Transfer into the Diver Branch**

Eligible PO(D)s and above who have previously served on a full time engagement and who have re-joined the Service are eligible for immediate transfer to the CDPS, provided that there is a manning requirement. On re-joining, the individual will enter the CDPS in accordance with JSP 754 04.1105 and 04.1108-04.1109. Their IBD will be the date that they enter the CDPS. Transfers from other branches/Services will be in accordance with single-Service regulations at the Able Seaman level.

## **15. Transfer out of the Diver Branch**

Personnel who transfer out of the Diver Branch will move back to a commensurate Main Pay Scale or, if this is not possible, to a Specially Determined Rate of Pay (SDRP). Unless the transfer is due to medical downgrading, personnel will forego their entitlement to an enhanced pension.

## **16. Pay and Pensions**

Details of pay and pension for CDPS personnel can be found in JSP 754 Chapter 4 Section 11.