

CHAPTER 86

ROYAL NAVY WELFARE

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8601. Introduction

The Royal Navy Welfare Specialisation (RNW) works within Royal Navy Royal Marines Welfare (RNRMW), which provides high quality personal and community based support services to all Naval Service personnel, reservists and their families across the wide range of social circumstances. RNRMW works in partnership with the Executive, Divisional, Medical Services and Regimental System providing advice, guidance and professional recommendations to Commanding Officers including outcomes of investigations relating to compassionate action. RNRMW seeks to develop and deploy resources to anticipate and prevent personal or family circumstances from reaching crisis point and which promote resilience, improved morale and wellbeing.

The RNRMW Mission Statement is:

'To provide accessible support services that strengthen and enhance the resilience and resourcefulness of Naval Service personnel, their families and communities in order to contribute to the Moral Component and optimise Operational Capability.'

8602. Applying for Entry into the Royal Navy Welfare (RNW) Specialisation

- a. Sideways entry into RNW is only available to personnel who, at the start of the Defence Specialist Welfare Worker Course (DSWWC), have completed 2 years post CPD as Petty Officer/Sergeant RM/Sergeant RMBS (ie. OR6) or above. Personnel can apply as an OR6 with less than 2 years' seniority, seeking deferred entry if selected.
- b. Prior to making an application, personnel must submit a formal request to their CO and, if eligible and so recommended, have their request forwarded to NAVY PCAP-PPLAN SWPR WO1 for manning clearance to proceed¹.
- c. RNRMW pre-application requirements PO/Sgt RM/Sgt RMBS (ie. OR6) and above are as follows:
 - (1) Have received manning clearance (iaw Art 8602b above).
 - (2) Have successfully completed SRLC/SCC and the competence recorded on JPA.
 - (3) Have achieved a minimum OPG B in most recent SJAR.
 - (4) Be in date for RNFT/RMBFT; recorded under JPA competences, or have an appropriate exemption.
 - (5) Have a minimum of 36 months left to serve on completion of the DSWWC.

1. IAW BRd 3 Para 5125(b1)

- (6) Have at least 12 months since last Career Check (if any) at nominated CPD or date due promotion (if later).
 - (7) Hold a Full Civilian Driving Licence (recorded on JPA).
- d. Applications will be called for annually via a RNTM.

8603. Selection Process

- a. Obtain CO's approval for Sideways Entry, forwarded to NAVY PCAP PPLAN SWPR WO1 for manning clearance².
- b. Submit a written application to RNRMW in accordance with the current RNTM for RNW recruitment instruction.
- c. Applicants who pass the paper sift process will be invited to attend a RNW selection day. It is an essential requirement of selection that applicants possess the required attributes, attitude and maturity to effectively perform as Specialist Welfare Workers and to develop their potential in the RNW Specialisation.
- d. The Selection Board will consider the following factors:
 - (1) **Suitability** for intensive academic (Level 7 Diploma in Specialist Welfare Work) and specialist welfare vocational training, and continued personal and professional development throughout the time spent in the Specialisation.
 - (2) **Potential** to perform effectively in the RNW Specialisation, demonstrate agility and resilience to manage the challenging life-changing/traumatic events that will be encountered.
 - (3) **Motivation.** Demonstration of a genuine interest in working with people, empathy and overwhelming motivation by this desire rather than looking for an escape from current branch/trade.
 - (4) **Effective Communication.** Ability to communicate to all regardless of status. Communication skills (both verbal and written) are integral to the Specialist Welfare Workers role.
 - (5) **Preparation.** Demonstrate a sound understanding of how the RNRMW Organisation and Specialisation operates and works in direct support of CoC/Ops/ Divisional and Regimental system, plus knowledge of the range of work they could get involved in and how staff are trained, supported and developed.
- e. Enhanced Disclosure and Barring Service and Protecting Vulnerable Groups (Scotland) clearances achieved prior to commencement of DSWWC. Applications will be initiated by the People Support Organisation.

2. BRd 3(1) Chapter 51 Para 5125.

- f. Selected applicants will attend the 7-month DSWWC to train alongside contemporaries from the Army Welfare Service.
- g. Whilst on the DSWWC, candidates remain in their source branch; on passing the DSWWC, candidates will be eligible to transfer into RNW Specialisation.

8604. Transfer Requirements

- a. Successfully pass DSWWC and be recommended for transfer to the RNW Specialisation.
- b. On completion of DSWWC, all transferees will be rated PO/Sgt (RNW). CPO/CSgt RM will relinquish their rate/rank to OR6³ (ie. PO/Sgt) with one year's seniority⁴.
- c. On completion of DSWWC, a 36-month Return of Service requirement will commence.
- d. All individuals transferring to the RNW Specialisation will no longer be considered for promotion in their source branch/trade once training has started (see Para 6704).
- e. Hold a full UK Driving Licence.

8605. Promotion to Chief Petty Officer/Colour Sergeant RM (RNW)

a. Pre-Selection Requirements

- (1) Minimum of 3 years' seniority as a PO/Sgt (RNW) 12 months prior to Common Promotion Date (CPD) (Para 6703 b sub para (2)).
- (2) Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD (Para 6703 b sub para (6)).
- (3) Recommended for promotion to CPO/CSgt (RNW) on SJAR at Common Reporting Date (CRD).

b. Pre-Promotion Requirements

- (1) At least 12 months since last Career Check (if any) on nominated CPD or date due promotion (if later).
- (2) In date RNFT, medically exempt or waiver obtained at CRD; recorded as JPA competence 'CMS|Fitness Test|Navy|'.
- (3) Selected for promotion.

3. RNW personnel are in Pay Supplement 1. JSP 754 Vol 2 Chap 10 details the regulations regarding pay on sideways entry and transfer to a lower pay supplement, including details on Marked Time Rate of Pay for 2 years.

4. Seniority in rank is different to pay increment level. Pay increment level will be determined on sideways transfer in line with footnote 3.

8606. Promotion to Warrant Officer 1 (RNW)

a. Pre-Selection Requirements

- (1) Minimum of 3 years' seniority as a CPO/CSgt (RNW) 12 months prior to CPD (Para 6703 b sub para (2))⁵.
- (2) Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD (Para 6703 b sub para (6)).
- (3) Recommended for promotion to WO1 on SJAR at CRD.

b. Pre-Promotion Requirements

- (1) At least 12 months since last Career Check (if any) on nominated CPD or date due promotion (if later).
- (2) In date RNFT or waiver obtained at CRD; recorded as JPA competence 'CMSIFitness TestINavyl'.
- (3) Selected for promotion.

5. All CSgt/WO2 RMs within the RNRMW Organisation prior to 1 Jan 19 are required to have a minimum of 3 years seniority on completion of ITC/DSWWC, 12 months prior to Common Promotion Date (CPD).