

CHAPTER 89

MEDICAL BRANCH – QUEEN ALEXANDRA’S ROYAL NAVAL NURSING SERVICE

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CHAPTER 89

MEDICAL BRANCH – QUEEN ALEXANDRA'S ROYAL NAVAL NURSING SERVICE

8901. Naval Nurse Specialisation (In Service trained) – Promotion Flowchart

New Entry: 17 years 10 months - 37 years (see [Note 1](#)).

NAVAL NURSE (STUDENT)

Naval Nurse – Advancement Criteria

- a. Complete Phase 1 training and Nurse Orientation Course.
- b. Successfully complete Common Foundation Programme. (2)
- c. Successfully complete Registered Nurse training and register with the Nursing and Midwifery Council (NMC).
- d. Recommended for advancement. (3)
- e. In date for Royal Naval Fitness Test (RNFT) or waiver obtained; recorded under JPA competence 'CMS|Fitness Test|Navy|. (8)
- f. At least 6 months since last career check (if any) on advancement.

NAVAL NURSE

Acting Leading Naval Nurse – Advancement Criteria

- a. Complete 28 days' service from date of completing Registered Nurse training. (4)
- b. Complete the Transition to Military Practice (TtMP) Course and the Post Basic Professional Qualifying Course (PBPQC). (4)
- c. Recommended for advancement. (4)
- d. Provide Commanding Officer with documentary evidence of registration with the NMC.
- e. In date RNFT or waiver obtained on advancement; recorded under JPA competence 'CMS|Fitness Test|Navy|. (8)
- f. At least 6 months since last career check (if any) on advancement.
- g. Educationally qualified for promotion (EFP) in accordance with Para 9636. Achieved minimum Level 1 Functional Skills (or equivalent) in English and Mathematics and appropriate competences recorded on JPA.

Advanced to ACTING LEADING NAVAL NURSE
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Leading Naval Nurse - Advancement Criteria

- a. Leading Rates Leadership Course (LRLC) completed and recorded as JPA competence 'Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|. (4)
- b. In date RNFT or waiver obtained on advancement; recorded under JPA competence 'CMS|Fitness Test|Navy|. (8)
- c. At least 6 months since last career check (if any) on advancement.
- d. Complete 12 months in the rate of A/LNN.

<p>Advanced to LEADING NAVAL NURSE</p>

Petty Officer Naval Nurse – Pre-Selection Requirements

- a. Minimum of 2 years' seniority as a LNN 12 months prior to the Common Promotion Date (CPD). (4e)
- b. Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD (Para 6703 b sub para (7)).
- c. Recommended for promotion on Appraisal Report at Common Reporting Date (CRD). (6)
- d. In date RNFT or waiver obtained at CRD; recorded as JPA competence 'CMS|Fitness Test|Navy|'. (7)
- e. EFP in accordance with Para 9636. Achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and the appropriate competences recorded on JPA.

Petty Officer Naval Nurse – Pre-Promotion Requirements

- f. Senior Rates Leadership Course (SRLC) completed and recorded as JPA competence 'Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|'. (9)
- g. Provide Commanding Officer with documentary evidence of continuing registration with the NMC.
- h. In date RNFT or waiver obtained at nominated CPD (or when eligible for promotion (if later)); recorded as JPA competence 'CMS|Fitness Test|Navy|'. (8)
- i. At least 6 months since last career check (if any) on nominated CPD or date due promotion (if later).

<p>Promoted to PETTY OFFICER NAVAL NURSE</p>

Chief Petty Officer Naval Nurse – Pre-Selection Requirements

- a. Minimum of 3 years' seniority as a PONN 12 months prior to the CPD. (Para 6703 b sub para (3)).
- b. Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.
- c. Senior Rates Leadership Course (SRLC) completed and recorded as JPA competence 'Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|'. (9)
- d. Recommended for promotion on Appraisal Report at CRD.
- e. In date RNFT or waiver obtained at CRD; recorded as JPA competence 'CMS|Fitness Test|Navy|'. (7)
- f. EFP in accordance with Para 9636. Achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and the appropriate competences recorded on JPA.

Chief Petty Officer Naval Nurse – Pre-Promotion Requirements

- g. Provide Commanding Officer with documentary evidence of continuing registration with the NMC.
- h. In date RNFT or waiver obtained at nominated CPD (or when eligible for promotion (if later)); recorded as JPA competence 'CMS|Fitness Test|Navy}'. (8)
- i. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).

Promoted to
CHIEF PETTY OFFICER NAVAL NURSE

Warrant Officer 1 Naval Nurse – Pre-Selection Requirements

- a. Minimum of 3 years' seniority as a CPONN 12 months prior to the CPD.
- b. EFP in accordance with Para 9636. Must have achieved minimum Level 2 Functional Skills (or equivalent) in English and Mathematics and the appropriate competences recorded on JPA.
- c. Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the nominated CPD.
- d. Recommended for promotion on Appraisal Report at CRD.
- e. In date RNFT or waiver obtained at CRD; recorded as JPA competence 'CMS|Fitness Test|Navy}'. (7)

Warrant Officer 1 Naval Nurse – Pre-Promotion Requirements

- f. Provide Commanding Officer with documentary evidence of continuing registration with the NMC.
- g. In date RNFT or waiver obtained at nominated CPD (or when eligible for promotion (if later)); recorded as JPA competence 'CMS|Fitness Test|Navy}'. (8)
- h. At least 6 months since last Career Check (if any) on nominated CPD or date due promotion (if later).
- i. Satisfy terms of Assignment Order issued by Promotion Authority.

Promoted to
WARRANT OFFICER 1 NAVAL NURSE

Notes:

1. Candidates must fulfil the following conditions to become eligible for entry:

a. Be between 17 years 10 months and 37 years of age. Candidates must have achieved 18 years of age by the end of the calendar month in which the Common Foundation Programme course begins.

b. The following educational qualifications provide eligibility to be considered for QARNNS student nurse selection (BSc (Hons) Nursing). The degree only entry programme commenced in 2008.

c. 280 UCAS tariff points at A2 Level (or equivalent):

(1) Service requirement of GCSE Grade C or above in English, Maths and a Science-based subject are also required.

(2) No alternative to a formal English qualification is permitted.

(3) No alternative to a formal Maths qualification is permitted.

(4) Direct equivalents to GCSEs are acceptable, eg. GCEs, 'O' Levels.

(5) CSE (Certificate of Secondary Education) Grade 1 only is considered as equivalent to a GCSE grade C.

(6) GCSE or GCSE equivalents gained overseas must be checked and verified with Nurse Education Advisor, Royal Navy (NEA(RN)).

d. Pass an Interview Board at the Defence School of Health Care Studies (DSHCS) Royal.

e. Candidates accepted for entry will join as Student Naval Nurses.

2. Candidates who fail the Common Foundation Programme may be offered branch/specialisation transfer, if possible and recommended, or Discharged Shore Unsuitable During Training.

3. **Advancement to Naval Nurse.** Student Naval Nurses will be advanced to Naval Nurse on successful completion of Registered Nurse Training and eligibility for registration with the Nursing and Midwifery Council (NMC). The date of advancement to Naval Nurse will be that of successful completion of Naval Nurse Training.



Notes:**4. Advancement to Acting Leading Naval Nurse and Leading Naval Nurse**

a. The seniority date for Acting LNN will be 28 days from the completion of Registered Nurse Training. Should attendance on the PBPQC be delayed for Service reasons, the basic date on completion of the TtMP and PBPQC should be antedated to 28 days from being rated Naval Nurse.

b. Should a rating, on completion of the TtMP and PBPQC, not be recommended for Acting LNN, the Commanding Officer DMSTG has the authority to withhold the advancement and recommend that the rating be reviewed by the parent establishment not less than 3 months and not more than 6 months after completion of the TtMP and PBPQC. The rate held during this assessment period will be that of Naval Nurse. If subsequently recommended for advancement to Acting LNN, the seniority date will be the actual date of recommendation. If not recommended, consideration should be given to Discharge SHORE.

c. To enable advancement action by DMSTG, the end of pre-registration training reports (appraisal report) provided by the DSHCS for Naval Nurses must include a recommendation for advancement to Acting LNN. A copy of this appraisal report should accompany the individual to the PBPQC.

d. Upon receipt of notification from the RN Leadership Academy confirming successful completion of LRLC, Unit Admin staffs are to ensure that individuals meet the requirements for substantive advancement laid down at [Para 8901](#) and arrange for the individual to submit a request for substantive advancement by the Commanding Officer. Upon granting of substantive promotion, Unit Admin staffs are to raise a Promotion Authority Request signal to CNPers, copy to the Ratings Promotions Section, requesting JPA action to reflect the award of substantive advancement and adjustment of seniority date. The seniority date for LNN will be from the date advanced to LNN, time spent as Acting LNN does not count for further advancement or promotion.

e. Time spent as an ALNN does not count towards the 2 years' seniority requirement for PONN selection at [Para 8901](#).



Notes:**5. Student Entry**

a. *Naval Nurses (Student) follow a 3 year course of practical and theoretical instruction based on the current syllabus of General Training stipulated by the Nursing and Midwifery Council (NMC). Naval Nurses (Student) undertake training at Birmingham City University (BCU), administered by the Defence School of Healthcare Education (DSHE), which is embedded within BCU.*

b. *QARNNS Student Naval Nurses may be seconded to certain civilian hospitals or Defence Hospital Groups (DHGs) in order to obtain specialist experience.*

c. *Payment of index fees for training is made as a charge to Public Funds.*

d. *Failure will result in Discharge Unsuitable During Training or specialisation/ branch/Service transfer if available and approved.*



6. **Recommendation.** *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.*

7. **RNFT (at CRD).** *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 CRD (see Para 6718).*

8. **RNFT (at CPD).** *Ratings are to be in date RNFT or in possession of either a permanent medical exemption as issued by a NSMBOS or temporary exemption (as issued by the Commanding Officer) on the appropriate CPD (or later) or on advancement (see Para 6718).*

9. **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).*

8902. Naval Nurse Specialisation (Direct Entry) – Promotion Flowchart

New Entry: 20½ - 37 years (see [Note 1](#)).

NAVAL NURSE

Acting Leading Naval Nurse – Advancement Criteria

- a. Provide documentary proof of Registration on Part 1, 12, or 13 of the NMC Register. (Registered nurses trained in General Nursing, Adult Nursing or Mental Health Nursing).
- b. Complete Phase 1 Training at HMS RALEIGH. (2) (3) (4)
- c. Recommended for advancement. (3)
- d. In date Royal Naval Fitness Test (RNFT) or waiver obtained on date due advancement; recorded under JPA competence 'CMS|Fitness Test|Navy'.(5)
- e. Educationally qualified for promotion (EFP) in accordance with Para 9636. Achieved minimum Level 1 Functional Skills (or equivalent) in English and Mathematics and competence "Educational|RN/RM QELH/Cpl|Navy" recorded on JPA.

Advanced to ACTING LEADING NAVAL NURSE
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- a. Attend Transition to Military Practice (TtMP) Course. (2)
- b. Complete Post Basic Professional Qualifying Course, recorded under JPA competence 'Medical|Post Basic Professional Qualifying Course (PbPQC)|Navy|. (2)
- c. Passed Leading Rates Leadership Course (LRLC); recorded as JPA competence 'Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|'.
- d. In date RNFT or waiver obtained on date due advancement; recorded under JPA competence 'CMS|Fitness Test|Navy|. (5)
- e. At least 6 months since last Career Check (if any) on advancement.
- f. Complete 12 months in the rate of A/LNN

Advanced to LEADING NAVAL NURSE

[Further promotion will be as per [Para 8901](#)]

Notes:

1. Candidates for Direct Entry as fully qualified and Registered Nurses must fulfil the following conditions:
 - a. Be aged between 20½ and 37 years.
 - b. Provide documentary proof of Registration on Part 1, 12 or 13 of the NMC Register (Registered nurses trained in General Nursing, Adult Nursing or Mental Health Nursing).
 - c. Pass a Professional Interview Board.
2. Candidates accepted for entry will join HMS RALEIGH in the rate of Naval Nurse:
 - a. All entrants will undergo 10 weeks Phase 1 training at HMS RALEIGH.
 - b. All entrants will attend a Transition to Military Practice Course (TtMPC) at DMSTG (provided by DSHCS).
 - c. All entrants will complete the Post Basic Professional Qualifying Course (PBPQC) at DMSTG.
3. On successful completion of Phase 1 training and if recommended for advancement, direct entrants will be advanced to Acting Leading Naval Nurse. On successful completion of TtMPC, PBPQC and LRLC and if recommended for advancement, entrants will be confirmed Leading Naval Nurse. Further advancement will be in accordance with the regulations for Naval Nurses as laid down at [Para 8901](#). The seniority date for LNN will be from the date advanced to LNN; time spent as Acting LNN does not count for further advancement or promotion. Time spent as an ALNN does not count towards the 2 years' seniority requirement for PONN selection at [Para 8901](#).
4. If not recommended for advancement or for failure of either PBPQC or LRLC, action should be taken in accordance with Para 5442.
5. **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 advancement. See Para 6718.

**8903. Shortened Naval Nurse Training**

a. Civilian candidates who hold any of the qualifications listed below and are on the relevant parts of the register of the NMC are allowed, if selected for Naval Nurse training, to undertake a shortened course:

- (1) Registered Sick Children's Nurse (RSCN) or Registered Nurse (Child).

BRd 3(1)

- (2) Registered Mental Nurse (RMN) or Registered Nurse (Mental Health).
 - (3) Registered Nurse for the Mentally Handicapped (RNMH) or Registered Nurse (Learning Disabilities).
- b. Any reduction in training for the General Register is subject to certain conditions, and in all cases the NMC will be consulted.
- c. Prospective candidates for reduced training must meet the educational requirements at Para 8901 [Note 1 b](#).
- d. An individual's rate on entry will be Naval Nurse - Student (NN(S)).
- e. NN(S)s are exempt from the Common Foundation Programme and will be advanced to Naval Nurse (Able Rating) on completion of Phase 1 and 2 training, subject to recommendation. Thereafter, [Para 8901](#) applies.

8904. Naval Nurse Specialisation - Sideways Entry/Transfer from other Service

- a. Ratings of confirmed Petty Officer (PO) rate and below may apply at any time to be considered for Naval Nurse training.
- b. Applications for manning clearance should be made by signal to the Navy Command HQ (first line of text - NCHQ fao CNPS-PPLAN SWPR WO1) in accordance with current regulations. Manning clearance, if approved, will be valid for 2 years. If manning clearance is approved, applications are to be forwarded to CNR NMD SO3/ Nurse Recruiting Assistant (NRA). Inter-Service transfers are processed through CNR, Room 202, Building 1/080, MP 73A, Jago Road, HM Naval Base, Portsmouth, PO1 3LU and applicants' units are advised to make tentative enquiries of CNR regarding the possibility of release from the parent Service before applications are forwarded to NRA.
- c. Applicants will be eligible to appear before a Naval Nurse Selection Board provided they fulfil the following conditions:
- (1) Be at least an Able Rating but not more than a confirmed PO.
 - (2) The following educational qualifications provide eligibility to be considered for QARNNS student nurse selection (BSc (Hons) Nursing). The degree only entry programme commenced in 2008. 280 UCAS tariff points at A2 Level (or equivalent):
 - (a) Service requirement of GCSE Grade C or above in English, Maths and a Science-based subject are also required.
 - (b) No alternative to a formal English qualification is permitted.
 - (c) No alternative to a formal Maths qualification is permitted.
 - (d) Direct equivalents to GCSEs are acceptable, eg. GCEs, 'O' Levels.

- (e) CSE (Certificate of Secondary Education) Grade 1 only is considered as equivalent to a GCSE grade C.
 - (f) GCSE or GCSE equivalents gained overseas must be checked and verified with CNR NMD SO3.
- (3) Evidence of Medical Category (Medcat) MFD/P2 or another Medcat that allows Sea Service and Land Operational Deployment.
 - (4) Proof of in-date RNFT pass.
 - (5) Recommended for transfer on the candidate's latest SJAR.
 - (6) Evidence of in date manning clearance to transfer from current branch/trade.
 - (7) Passed the Royal Navy Psychometric Test (RT), at the score stated in Para 0757 - Eligibility Matrix-RN, RM and RFA - for a Medical Technician (radiography/ biomedical science/O.DP ODP) student.
 - (8) Provided NRA with a curriculum vitae, emailed to NAVYCNR-OPSNRAPO@mod.uk.
 - (9) Completed evidence of 2 weeks clinical experience obtained in a relevant adult Health Care setting with a recommendation to train in health care.
 - (10) Provide copies of SJARs for the last 3 years.
- d. The NMD team will convene all Selection Boards, when necessary, and will inform Commanding Officers, copy to RCMNAHP and CNR where applicable.
- e. Selected candidates will, subject to confirmation of availability by RCMMED (CNR for Inter-Service transfers), be assigned to the Defence School of Health Care Studies (DSHCS) for course. The rate at which Inter-Service personnel transfer, and the limitations on advancement during training, where applicable, will be confirmed by CNR after consultation with the Medical Branch Manager.
- f. All candidates must comply with the current return of service regulations and sign a Waiver of Notice of Discharge as of Right in Consideration of a Course of Training (Form S2658) in accordance with Para 5305.
- g. Failure to meet the standards required will result in discontinuation of training and either Discharge Unsuitable During Training or return to their original Service/branch/ specialisation.
- h. Ratings returned to their original Service/branch/specialisation who subsequently qualify at their own expense in the civilian examination and obtain registration with the NMC, may apply through their Commanding Officer for transfer to the Naval Nurse structure. If recommended the rating may, subject to approval by the Medical Branch Manager (CNR for inter-Service transfers), transfer from the date of the ratings registration with the NMC.

BRd 3(1)

i. **Promotion in Source Specialisation whilst Undergoing Naval Nurse Training.** See Para 6704. LHs will not be eligible for selection for promotion to Petty Officer whilst undergoing Naval Nurse training.

j. Ratings will be transferred to the QARNNS Naval Nurse structure subject to the following conditions:

(1) They have successfully completed Naval Nurse training and registered with the NMC (effective date of transfer will be date of successful completion of the course).

(2) Are recommended.

(3) Have minimum of 6 months since last career check (if any).

k. Ratings will transfer to the Naval Nurse structure as shown below:

Present Rate	Transfer To
Able Rating	A/LNN (see Para 6909 re LRLC)
Leading Hand	Leading Naval Nurse (see Para 6909 re LRLC)
Petty Officer	Petty Officer

l. Further promotion within the Naval Nurse structure for sideways entry is in accordance with the rules laid down in [Para 8901](#).