

**\*638.—Warrant Officers and above—Improvements in regard to Promotion and Conditions of Service**

(C.W. 8982/38<sup>7</sup>—24.3.1938.)

It has been decided to make the following improvements in regard to promotion and conditions of service of Warrant Officers and above in the Royal Navy, as detailed below :—

*I.—Promotion*

(a) *To Commissioned Officer from Warrant Rank*

In the following branches :—

- Gunner,
- Gunner (T),
- Boatswain,
- Signal Boatswain,
- Telegraphist,
- Master-at-Arms,
- Engineer,
- Mechanician,
- Shipwright,
- Ordnance,
- Electrician,

the present system of automatic promotion to Commissioned Officer from Warrant Rank at 10 years' seniority will be abolished and a zone system of promotion, by selection, will be substituted. This zone will extend from 8–12 years' seniority as Warrant Officer. Promotions will be so adjusted that the average seniority on promotion will be at 10 years as at present.

Broadly speaking, the change will apply to Warrant Officers of the above categories who are under four years' seniority on 1st April, 1938, *i.e.*, the change will begin to operate in four years' time and will be completely effective in eight years' time.

(b) *To Lieutenant*

Promotion to Lieutenant in the above categories will be made by selection within a zone of from 5 years' seniority as Commissioned Officer from Warrant Rank to the age of 49, but a proportion of the promotions to Lieutenants will continue to be made from officers now serving for long and zealous service. The change in the system of selection for promotion will commence in four years' time.

The present quota of Lieutenants ex Warrant, *i.e.*, 8 per cent., will be increased in the above categories and based on requirements, but for the time being, a percentage of 10 per cent. will be worked up to.