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DEFENCE COUNCIL INSTRUCTIONS

(ROYAL NAVY)

Ratings - Introduction of the Rate of Fleet
Chief Petty Officer into the Rating Structure
of the Royal Navy

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Defence Council,*

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MINISTRY OF DEFENCE

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(U)*923-RATINGS-INTRODUCTION OF THE RATE OF
FLEET CHIEF PETTY OFFICER INTO THE
RATING STRUCTURE OF THE ROYAL NAVY

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Background

1. As has already been announced by signal (121505Z Feb), the Admiralty Board have decided that a new rate shall be introduced into the Naval and WRNS rating structure above the existing rates of Chief Petty Officer and, in the Technician Branches, above Chief Artificer, Chief Mechanician and Chief Medical Technician. It should be noted that these proposals do not amount to a re-introduction of the old Naval Warrant Officer. This decision has been made because:

- a. there are some existing billets filled by CPOs and Chief Technicians in which the duties and responsibilities undertaken are more demanding than those required of the majority in that rate;
- b. there is scope for senior ratings to assume duties and responsibilities outside their own Branches;
- c. there should be opportunity for the best ratings to attain the same status as Warrant Officers in the Army and Royal Air Force;
- d. there should also be opportunity for the best ratings to engage for longer service, leading to increased pensions.

Title

2. The formal description of the new rate as a whole will be "Warrant Officer"; and Warrants will be issued to the male ratings concerned, after the rate has been formally brought into existence by reference to it in the Service Discipline Act. Wrens cannot receive Warrants, since they are not subject to the Service Discipline Act; but for all practical purposes they will have the same status as their male counterparts.

3. The description of the rate for every day use will be "Fleet Chief Petty Officer", "Fleet Chief", followed by the appropriate Branch, will be the method of reference

to individuals or to all members of a particular Branch who hold the rate. Thus reference will always be to, say, "Fleet Chief Engineering Mechanic" and never to "Warrant Engineering Mechanic". Details of the appropriate titles for each Branch are given in Annex A to this Instruction.

Range of Fleet Chief Petty Officer Posts

4. The rate of Fleet Chief Petty Officer will be introduced in all Branches of the Royal Navy. In the WRNS there will be posts which can be attained by members of all categories. There will also be a few posts for Maltese and Hong Kong locally entered personnel. It is not intended that the rate shall be introduced into the Royal Naval Reserve, at least for the present.

Functions of the Fleet Chief Petty Officer

5. The principal function of Fleet Chief Petty Officers will be managerial. They will be expected to plan, allocate and control work and to play a significant part in the Divisional system.

6. FCPOs will not be additional to complement. In the first place they will fill selected existing CPO billets where the duties are of a particularly high standard. These billets already represent full-time jobs; and immediate significant changes in their responsibilities are not expected. At their discretion, however, Commanding Officers will allocate further managerial and Divisional work to FCPOs; at the same time relieving them of some of the minor duties now falling to the billets which can be delegated elsewhere. It is expected that, as the use of the rate develops, FCPOs will be required to undertake further functions outside their specializations in the areas of leadership and administration of all Branches; but it is important to ensure that their employment outside their own Branches does not prejudice their ability to carry out the prime Branch function for which they are borne in the complement.

7. Reports on their employment and proposals for its extension will be called for in due time.

Status

8. FCPOs will rank above all CPOs regardless of Branch. They will mess with CPOs (with senior ratings, in the case of the WRNS) and will be subject to the same general administrative regulations. They will be eligible for election as Mess Presidents (QRRN, Article 1449).

9. They will be equivalent to Warrant Officers Grade I in the Army and Royal Marines and to Warrant Officers in the Royal Air Force.

10. They will be addressed as "Mr" by their superiors and "Sir" by their subordinates; or, in the case of Wrens, as "Miss" or "Mrs" as appropriate by their superiors and "Ma'am" by their subordinates. They will not be entitled to a salute. They will be required to pay the normal marks of respect to all officers.

11. It is intended that they should, as far as is practicable, enjoy enhanced privileges; and Commanders-in-Chief and Flag Officers will, therefore, authorize such relaxations as they deem fit in the particular circumstances of their Commands.

Conditions of Service

12. a. Length of Engagement: Ratings selected for promotion (see Note) to Fleet Chief will be required, before the promotion takes place, to sign to complete 27 years man's service. Ratings who accept this extension of service will not be eligible to opt out, on giving three months' notice, as can be done by ratings serving on fifth and sixth fives (QRRN, Article 0859A). However, applications from Fleet Chiefs to terminate their service may be referred to the Ministry of Defence for consideration under the terms of DCI (RN) 292/70.

NOTE: It is intended that rating up as a result of a selection process, rather than from a roster or by time and professional qualification, shall be described as "promotion" and not "advancement".

b. Sea:Shore Ratio: The sea:shore ratio for Fleet Chief Petty Officers will be no less favourable than that for Chief Petty Officers of the Branch from which they are promoted.

c. Pay: The daily rates of pay will be as follows:

<u>Seaman and Other Branches</u>	119s Od	<u>Artificer/ Mechanicians</u>	127s Od
<u>WRNS</u> <u>Band 1</u>	89s Od	<u>Band 2</u>	94s Od

A separate rate of pay for LEP will be negotiated and published in due course. Length of Service Pay for male ratings will be 10s Od a day after 14 years' service and 16s Od a day after 18 years' service, as for RM Warrant Officers. The rates for Fleet Chief Wrens will remain the same as for Chief Wrens. FCPOs will not be eligible for Responsibility Allowance, Master-at-Arms Allowance or Instructors Pay.

If they so wish FCPOs may have some or all of their pay paid direct to a Bank.

d. Pensions: Pensions will be at the same rates and under the conditions applicable to Regimental Sergeants Major, Royal Marines, ie weekly rates will be Men: 8s 4d for each of the first 22 years of reckonable service and 16s 8d for each additional year. WRNS: 7s 3d for each of the first 22 years of reckonable service and 14s 6d for each additional year.

The award of gratuities will be as announced in Annex C of DCI (RN) 584/70.

Field of Eligibility

13. Promotion to Fleet Chief will not be made after completion of 22 years' man's service. However, if this rule were to be applied from the outset there could be a period immediately after the initial build-up when few Fleet Chiefs would be retiring and few vacancies would arise. These short-term arrangements will apply for the first three Selection Boards only (ie until the Spring of 1972 - see paragraphs 23 and 28). Thereafter ratings on fifth fives will not be considered.

In addition apart from those on fifth fives all ratings otherwise qualified will be considered for selection even if their substantive promotion to Fleet Chief Petty Officer cannot be made until they would otherwise have become time expired: these arrangements may be reviewed in the light of experience. Ratings on sixth fives will not be eligible for promotion; they are already serving beyond the 27-year point at which Fleet Chiefs will retire. Similarly men on NCS engagements will not be eligible. Should any NCS billets be complemented for Fleet Chief they will be filled by men already holding the rate before they take on an NCS engagement.

14. The following table shows the eligibility position of Chief Petty Officers who are nearing time expiry or who are on fifth five engagements:

<u>Time Expiry Dates</u>	<u>Remarks</u>	<u>Approximate Date of Promulgation of Selection</u>
a. <u>Men on CS2 or LS3 Engagements</u>		
Before 31 March 1971	Ineligible unless accepted/selected for fifth five engagement	
1 April 1971 and later	Eligible	31 March 1971 or later
b. <u>Men on Fifth Five Engagements</u>		
1 July 1973 - 31 January 1974	Eligible for first board only	31 March 1971
1 February 1974 - 30 June 1974	Eligible up to second board	31 October 1971
1 July 1974 - 30 June 1976	Eligible up to third board (Last board for fifth five)	31 March 1972

Qualifications

15. To be eligible for consideration for promotion to Fleet Chief, ratings must have the following qualifications:

a. Seniority: A minimum of 3 years' seniority as a Chief Petty Officer; or as Chief Artificer or Chief Mechanician. Time spent in the Chief rate before the issue of the B 13, eg as Local Acting CPO, does not count for this purpose. Exceptionally, in the Medical Branch, the structure of which was altered in 1965, during the build-up period (see paragraph 29) Medical Technicians 1st Class with at least 3 years' seniority will also be considered.

b. Recommendation by the Commanding Officer.

16. In addition, although there will be no absolute age rule, promotion is highly unlikely before the age of 34 years. This age limit takes account of a number of factors:

The duties of Fleet Chiefs will demand maturity, experience and managerial ability.

Up to the age of 34 the opportunity of promotion to Special Duties List remains open.

Fleet Chiefs will be serving to the age of 45, or later if they were over 18 on joining the Navy, and the various stages of advancement should be spread reasonably evenly over the whole of the career.

Promotions should not be so early that they reduce unduly the promotion prospects, or length of service as Fleet Chiefs, of the main stream. In the long term it may be that there will be occasional exceptions to this minimum age. However they will be rare and it is not the intention to make any exceptions in the near future.

17. Initially no special educational qualifications will be required, since such a requirement would penalize ratings who have had no direct incentive hitherto to obtain academic qualifications. However from the middle of 1975, by which time ratings now serving will have

individuals, it is intended to arrange the promotion of those selected over as short a period as possible; and all those chosen by any Selection Board will be given a common seniority date. This will be six months after the date on which the results are announced. Any individuals who are drafted to Fleet Chief posts before six months will be given acting rate and paid accordingly from when their draft notice takes effect.

25. The Admiralty Board will decide on the permanent arrangements to be made after experience has been gained in the interim period. The timing of the change will be decided as numbers of FCPOs are built up towards the eventual total.

26. Promotion will be direct to FCPO; ratings will not have to serve acting time in the rate except as in paragraph 24 above.

Local Acting Rate

27. In no circumstances will the local acting rate of Fleet Chief be granted; the rate is reserved for those who have been promoted by the selection procedure.

Timing

28. The first Selection Boards will begin to operate early in 1971. All Branches will be covered before any selections are announced. The first Fleet Chiefs are expected to be drafted to the Fleet by mid-1971. Although, as stated in paragraph 23, Boards will normally be annual, there will be one extra series of Boards that will meet in the autumn of 1971 to assist in the rapid build-up of numbers.

Numbers and Build-Up

29. The overall number of Fleet Chief Petty Officers is expected to be of the order of 1100. The final details of the allocation of billets remain to be settled; and there will be variations in the future to take account of new types of ship and equipment and other relevant developments.

30. In order to ensure proper regulation of career prospects and an even pattern of promotion in the future, a carefully controlled build-up to the total

will be necessary. It is intended that between one-third and two-thirds of the total shall be promoted in the first 12 months after selection begins. Thereafter the numbers will be built up as rapidly as is prudent. It is likely to be a number of years before the full total is reached.

31. During the build-up it will not always be possible to fill similar billets in all ships of a class at the same time; the aim will be that once a billet has been complemented for and is filled by a Fleet Chief it will continue to be filled by that rate. Exceptionally, when it is necessary to draft a CPO to a Fleet Chief billet, the CPO will not be expected to carry out the full range of duties, particularly those in the personnel field, that will be required of the Fleet Chief.

Training

32. It is intended that eventually all Fleet Chiefs should undergo Divisional and Management Courses to update them in these subjects, preferably within a period of two years either side of promotion. Successful completion of these courses will not be a requirement for promotion.

Drafting

33. Fleet Chief Petty Officers will be drafted on a personal basis, in order that their individual employment can be planned to the best advantage of the Service and of themselves. Drafting sequence will not necessarily follow the pattern laid down in BR 14; and in particular FCPOs will not be placed on sea rosters. The timing and duration of sea service will depend on the career plan and previous history of the individual (see sub-paragraph 12b as regards sea:shore ratio). FCPOs may arrange to communicate with their drafting officers direct, subject to the approval of their Commanding Officers.

Power of Command, Discipline and Reversion

34. Provision will be made in the Service Discipline Act for Warrant Officers to have military command over all Chief Petty Officers regardless of Branch. If Fleet Chief Petty Officers are created before that Act

comes into force the disciplinary position will be established by amendment to QRRN.

35. Details of the treatment of Warrant Officers in the event of disciplinary proceedings against them, or should the question of their reversion arise, are given in Annex B.

Regulating

36. In large ships and establishments the Senior Regulating Rating is likely to be a Fleet Chief; but this will not be so in all cases. In many other ships and in some of the smaller shore establishments the Senior Regulating Rating may be a Chief Petty Officer or a Petty Officer and there may be Fleet Chiefs of other Branches in the ship's company. Even so the Senior Regulating Rating, in his regulating duties, will still have lawful command over Fleet Chiefs (vide QRRN, Article 0134).

37. This new arrangement will mean a change from the present principle that the Senior Regulating Rating must be equal in status to the most senior rating on board. It will require co-operation between Fleet Chiefs and the Senior Regulating Rating but this co-operation is expected. It is considered that the arrangement can be made to work perfectly satisfactorily, in much the same way as a leading hand in charge of a patrol. The alternative of making all Masters-at-Arms/Coxswains FCPOs, or giving them acting rate whilst in the billet, cannot be justified because it would produce an unsound Branch structure. The existing links between the Executive Officer and the Master-at-Arms/Coxswain in the control of ratings and ships' administration will continue unimpaired.

Accommodation

38. For the present, special accommodation cannot be provided in HM ships for FCPOs. Similarly ashore no distinction can be made between FCPOs and CPOs in the standards or allocation arrangements governing single or married accommodation.

Uniform and Badges

39. Fleet Chief Petty Officers will wear the same uniform as Chief Petty Officers but there will be new badges. The cap badge will be a more embellished version of the CPO cap badge. The cuff badge will incorporate the Royal Arms; and will be similar to that worn by Warrant Officers in the other two Services. On blue uniform this will be a gold-on-blue embroidered badge and on tropical white tunics and mess jackets a metal badge. A wristlet badge will not be worn. Metal collar badges similar to but smaller than the cuff badges will be worn on tropical shirts, action working dress and similar uniforms. Shoulder badges also bearing the Royal Arms will be worn on foul weather clothing.

Royal Marines

40. Royal Marines will not be directly affected by the new arrangements. The only change so far as they are concerned will be that when the time comes to issue formal Warrants to RN Warrant Officers, Royal Marine Regimental Sergeants Major and Quartermaster Sergeants and Staff Bandmasters, including those serving as Reservists, will also receive Warrants.

Regulations

41. QRRN, BR 14, BR 1066 and BR 1077 will be amended in due course.

Internal Publicity

42. A double distribution of this DCI(RN) is being made without demand. This is to help ensure that all concerned know of the new arrangements. It is possible that delivery of the extra copies, which should be made available to CPO and PO Messes, will be spread over two weeks.

ANNEX A

Fleet Chief Petty Officer
Fleet Chief Communications Yeoman
Fleet Chief Radio Supervisor
Fleet Chief Mechanician
Fleet Chief Engineering Mechanic
Fleet Chief Marine Engineering Artificer (P)
Fleet Chief Marine Engineering Artificer (H)
Fleet Chief Control Electrical Artificer
Fleet Chief Ordnance Electrical Artificer
Fleet Chief Radio Electrical Mechanician
Fleet Chief Ordnance Electrical Mechanician
Fleet Chief Radio Electrical Artificer
Fleet Chief Radio Electrical Mechanician
Fleet Chief Control Electrician
Fleet Chief Ordnance Electrician
Fleet Chief Radio Electrician
Fleet Chief Radio Supervisor (W)
Fleet Chief Radio Supervisor (S)
Fleet Chief Medical Assistant
Fleet Chief Medical Technician
Fleet Chief Writer
Fleet Chief Caterer
Fleet Chief Cook
Fleet Chief Steward
Fleet Chief Stores Accountant
Fleet Master at Arms
Fleet Chief Airman
Fleet Chief Electrical Artificer (Air)

Fleet Chief Radio Electrical Artificer (Air)
Fleet Chief Electrical Mechanician (Air)
Fleet Chief Radio Electrical Mechanician (Air)
Fleet Chief Electrician (Air)
Fleet Chief Radio Electrician (Air)
Fleet Chief Ordnance Electrician (Air)
Fleet Chief Aircraft Artificer (AE) or (O)
Fleet Chief Aircraft Mechanician (AE) or (O)
Fleet Chief Air Fitter (AE) or (O)
Fleet Chief Wren Air Fitter (AE)
Fleet Chief Wren Meteorological Observer
Fleet Chief Radio Electrician (Air)
Fleet Chief Wren Weapon Analyst
Fleet Chief Wren Radio Supervisor
Fleet Chief Wren Switchboard Operator
Fleet Chief Wren Writer
Fleet Chief Wren Cook
Fleet Chief Wren Steward
Fleet Chief Wren Stores
Fleet Chief Wren Cinema Operator
Fleet Chief Wren Dental Hygienist
Fleet Chief Wren Dental Surgery Attendant
Fleet Chief Wren Education Assistant
Fleet Chief Wren Quarters Assistant
Fleet Chief Wren Radar Plotter
Fleet Chief Wren Regulating
Fleet Chief Wren Welfare Worker