

16. PROMOTION TO WARRANT OFFICER CLASS 1 AND THE APPOINTMENT OF REGIMENTAL SERGEANT MAJOR

1. This order explains the new policy for the selection for promotion to WO1 and the appointment of RSM, which is to be implemented early in 1975.

2. *WO1 Posts.* In order to achieve parity with the Army and Royal Navy it would be necessary to establish about 20 additional posts for WO1s. If all these posts were to be implemented at one time this would cause a promotion blockage which would take some years to dissipate. It is therefore intended to phase in these new appointments over a period and as a first step the following will be instituted, in addition to the existing WO1 posts:

a. *New Posts for WO1*

- (1) Course Instructor, NCOs Wing, CTCRM. (Already filled by a WO1).
- (2) Supply Officer (Mountain and Arctic Warfare), Administrative Staff, CONDOR.

b. *Posts to be annotated for WO1/WO2*

- (1) Assistant Brigade Signal Officer, HQ and Signal Squadron 3 Commando Brigade RM.
- (2) Catering Officer HQ Commando Forces RM.
- (3) Supply Officer (Victualling)/(Clothing), The Depot RM.
- (4) Artificer Sergeant Major Commando Workshop Squadron, Commando Logistic Regiment RM.
- (5) Officer Commanding 3 Advanced Workshop Detachment, Commando Logistic Regiment RM (attached to 45 Commando Group).
- (6) School Bandmaster RMSM.
- (7) Training Officer, Driver Training Platoon, RM Poole.
- (8) Assistant Inspector of Physical and Recreational Training, HQ Training Group RM.
- (9) Chief Clerk, Dept of CGRM.

Continued overleaf

PROMOTION TO WARRANT OFFICER CLASS 1 AND THE APPOINTMENT OF REGIMENTAL SERGEANT MAJOR

When possible these posts will be filled by WO1s but, if there is no suitable candidate available, a WO2 is to be appointed but he will not normally be given Acting rank. DODAR is to select WO1/WO2s with the appropriate qualifications when filling these posts.

3. *Eligibility.* All WO2s are eligible for promotion to WO1 provided that they:

- a. Are recommended for promotion to WO1 by their COs.
- b. Are medically fit for promotion in accordance with BR 1750A.
- c. Have sufficient time to serve in the higher rank. This will normally be interpreted as not less than 2 years to serve on a CS2/LS3 engagement, or 3 years to serve on a CS3/LS4 engagement.

4. *Reports - Form S365a.* COs are to render reports to DODAR on all WO2s who have sufficient time to serve in the higher rank (see para 3c above) on Form S365a on 31 May and 30 November annually. They are to comment on the WO2s potential for WO1 rank and, in the case of GD WO2s and those CSgts who have been accepted by DODAR as candidates on their suitability for RSM appointments. If a WO2 indicates that he does not wish to be considered for promotion to WO1 rank, this is to be noted in the "Candidate for" box at the head of the report form. Forms S365a on WO2s with less than these periods to serve in the higher rank will continue to be rendered on 31 May annually only.

5. *RSM Selection Report.* COs are to render RSM Selection reports to DODAR when the WO2 or CSgt applies for inclusion on the RSM Candidates List. It is also to be completed when the candidate is nominated to attend the WO1 Selection Board or when requested by DRORM. These reports should not be shown to the WO2 or CSgt, although COs are to use their discretion in deciding whether to inform candidates of any criticism or adverse recommendation contained in the report.

6. *WO1 Selection Board.* The Dept of CGRM will convene, when necessary, a board of officers chaired by MGRM Training to interview those candidates for promotion to WO1 who are called forward by DODAR. This board, in addition to deciding the promotions to WO1, will also select those GD WO2s and CSgts who are suitable for eventual appointments as RSMs. DODAR will then promote and appoint the successful candidates as vacancies arise.

7. *Selection to Attend WO1 Selection Board.* DODAR is to select candidates for promotion to WO1 to attend a WO1 Selection Board after close scrutiny of a candidates whole record of service and, in the case of candidates for RSM, particular attention is to be paid to the RSM Selection Report. A recommendation for promotion to WO1 on Form S365a does not necessarily imply automatic selection by DODAR to attend a subsequent Board. Attendance at a previous selection Board does not in itself entitle a candidate to attend a subsequent Board.

8. *Selection of Candidates for RSM appointments.* GD CSgts, who are qualified and recommended for promotion to WO2, and GD WO2s who wish to be considered for RSM appointments are to apply to their COs for inclusion on the RSM Candidates List. DODAR is the final authority for the acceptance, removal or re-instatement of candidates for RSM, based on CO's recommendations.

9. *Factors in Selection for Promotion to WO1 (GD or Tech).*

a. In making their selections for WO1(GD), the board must take into account the very special attributes required of a RSM of an operational or training unit. This should include consideration of the following attributes of the candidates:

- (1) Character, 'presence', and personality. His example and capacity to lead and guide the NCOs and men of a unit.
- (2) Integrity, and the respect which he commands amongst his subordinates and seniors.
- (3) Intelligence, attitude and opinion on current problems, and his ability to advise his CO on the discipline and morale of the unit.
- (4) Military knowledge, and ability to carry out the normal day to day functions of a RSM during operations, and in barracks.
- (5) Ability to manage a Sergeants Mess.

b. The Technical Branch WO2 to be selected for promotion to WO1 must have similar attributes of character, integrity and intelligence, and due regard is to be taken of their specialist and managerial capabilities.

10. *Grading of Candidates.* The Board is to grade candidates as follows and to inform them of their grading at the conclusion of the Board.

- a. "Suitable and recommended for Promotion". The number in this category will be limited to those for whom vacancies are known to exist before the next board.
- b. "Suitable but not at present selected for Training". (RSM candidates only). The candidates in this category will be listed in priority and, if unforeseen vacancies occur before the next Selection Board candidates will be promoted to fill these vacancies after training. If not promoted, they will attend the next Selection Board provided they are still eligible and recommended by their COs.

Continued

PROMOTION TO WARRANT OFFICER CLASS 1 AND THE APPOINTMENT OF REGIMENTAL SERGEANT MAJOR

c. "Unsuitable and Not recommended for Promotion". The candidates in this category may appear before a further Board provided they are still eligible and recommended by their COs.

11. *Training.* Successful GD candidates who are selected for a RSM appointment are to attend a 4 week RSMs course at CTCRM, which is tailored to the experience and requirements of each student.

12. *Candidates - Administration.* Candidates who are selected to attend the Board whilst serving abroad should arrive in the UK at least 48 hours before the Board sits. These candidates will be borne by RM Eastney, who will arrange a return flight for unsuccessful candidates as soon as possible after the Board. Leave may also be granted subject to availability of flights. Drafting action to provide reliefs will be taken immediately the results of the Board are known.

13. *Eligibility for CS3/LS4.* All WO1s are eligible to apply for the CS3/LS4 engagement. Selections will be made by DODAR who is to take into account not only the man's suitability but also the needs of the service.

14. *Uniform.* All WO1s will wear the same uniform and badges of rank as those at present worn by RSMs, but only those WO1s who are in RSM appointments will be entitled to carry the traditional cane.

15. *Promotion to the Special Duties List.* All WO1s will be eligible for promotion to the SD List in accordance with the present regulations, provided that they are promoted to officer rank by the time they reach the upper age limit of 38. For the Band Service candidates the upper age limit is 40.

16. *Promotion to the Special Duties List - RSMs.*

a. Those WO1s who have held the appointment of RSM and fulfil the following conditions may be considered for the SD List without further educational qualifications provided that they:

- (1) Are recommended by their CO.
- (2) Have completed four years as a WO1 and one successful tour as a RSM.
- (3) Would be under the age of 44 on 1 April of the year in which they may be commissioned.

b. These candidates will not be required to attend the selection course, but may be nominated by DODAR to appear before the SD Selection Board with the other candidates who have passed the selection course.

17. *Implementation.* DODAR will issue separate instructions covering the requirement for Form S365a to be rendered on WO2s on 28 February 1975. The first Board will be held in the Spring of 1975. The scheme will be reviewed on 30 June 1976, when the decision whether or not to extend the number of WO1 posts further will be taken.