

90. PROMOTION TO WARRANT OFFICER CLASS I AND SELECTION FOR THE APPOINTMENT OF REGIMENTAL SERGEANT MAJOR

1. This order explains the policy for promotion to WO1 and selection for the appointment of RSM. RMRO 16/75 is cancelled and RMIs will be amended in due course.

2. *WO1 Posts.* In order to achieve parity with the Royal Navy and Army 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. Posts for WO1

- (1) Course Instructor, NCOs Wing, CTCRM.
- (2) Supply Officer (Mountain and Arctic Warfare), Condor Base.

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.

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- (3) Assistant Supply Officer, The Depot RM.
- (4) Artificer Sergeant Major, Commando Workshop Squadron, Commando Logistic Regiment RM.
- (5) Officer Commanding, 2 Troop Workshop Squadron, Commando Logistic Regiment RM.
- (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.

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.

Promotion to WO1

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 give useful service in the higher rank. This will normally be interpreted as not less than 2 years to serve on their current 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. COs are to comment specifically on the WO2's potential for WO1 rank, and on their suitability for appointment as RSM of a unit.

5. *WO1 Promotion 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. DODAR is to select candidates to attend this Board after close scrutiny of the records of service and taking account of the vacancies to be filled. A recommendation for promotion to WO1 on Form S365a does not necessarily imply automatic selection by DODAR to attend a Board. Attendance at a previous selection Board does not in itself entitle a candidate to attend a subsequent Board.

6. *Grading of Candidates.* The Board will consider the attributes of the candidates against the requirements of the job descriptions/job specifications of the posts which become vacant during the next period. They will grade candidates as follows:

- a. *Selected.* Selected for promotion to WO1, and to fill a vacancy during the next period. The Board will also indicate which of the candidates are considered suitable to fill the appointments of RSM.
- b. *Not Selected.* Not selected this time, but may be reconsidered at a further Board.

7. *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 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.

Selection for RSM Appointments

8. *Selection.* The appointment of RSM of a unit requires very special attributes which are to be given particular attention by the WO1 Promotion Board. When selecting candidates to appear before this Board, DODAR is to call for a special confidential report (RSM Selection Report Form) by COs on all those WO2s who from their dossier appear to have potential for this exacting appointment. These reports are not normally to be shown to the WO concerned.

9. *Training.* WOs who are selected for a RSM appointment are to attend a 4 week RSMs course at CTCRM.

Fifth Five Engagements and Promotion to SD List

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

11. *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.

Promotion to the Special Duties List—RSMs

a. Those WO1s who are holding, or who have held, the appointment of RSM and fulfill 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 of which at least 18 months is in the appointment of RSM.
- (3) Would be under the age of 44 on 1 April of the year in which they would be commissioned.

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