

*1678.—1. GUNNERY RATINGS—REORGANISATION— Revised Rates of Pay—REPORT

2. T.G.M.'s, S.D.I.'s, V/S 1's and W/T 1's—Revised Rates of Pay. (N. 2901/38.—14.7.1938.)

Their Lordships have had under consideration the non-substantive qualifications of personnel required for manning the guns of the Fleet under present-day conditions. The steady increase in complex mechanism and the rapid developments in anti-aircraft gunnery have made some measure of specialisation necessary: that is, Gunnery Ratings (except Gunners' Mates and Gunnery Instructors, R.M.) will be required to know rather less about gunnery as a whole but more about a particular section of gunnery.

2. Their Lordships have accordingly decided to reorganise Gunnery Ratings (except Gunners' Mates and Gunnery Instructors, R.M.) into four sections, which will specialise as follows:—

Quarters Section—Gun numbers and in charge of guns (except close range

A.A. guns), magazines and shell rooms.

Layer Section—Gun and director laying and training (except at close-range

A.A. equipments).

Control Section—Rangefinding and Control of Fire (except A.A.)

Anti-Aircraft Section (Seamen only)—A.A. Look-out; loading, laying and training at close-range A.A. equipments; Control of A.A. Fire.

3. Each section will be divided into three grades or "classes." The lowest, or 3rd class rates, will correspond in grade and pay to the present non-substantive rate of Seaman Gunner but will specialise in the simpler duties of the particular sections. The 2nd class rates will correspond in grade and pay to the present non-substantive rates of Gunlayer and Rangetaker, 2nd class, but will specialise in more important duties in the sections. The 1st class rates, together with Gunners' Mates and Gunnery Instructors, R.M., will in many cases be allotted in action to new and more responsible duties. Their duties will call for a high standard of proficiency, and the pay for the 1st class rates will be 1s. 6d. a day.

4. Gunners' Mates and Gunnery Instructors, R.M., besides carrying out the duty of a 1st class rate in action, will be required to instruct in all sections of gunnery. Their pay will therefore be raised to 2s. a day when the new organisation comes into force.

5. Normally, men will advance from 3rd class to 2nd class and from 2nd class to 1st class in the same section, but transfer to another section on advancement in non-substantive rate will be arranged in order as far as possible to make equal the conditions and prospects in each section.

6. The following consolidated rates of pay have been approved for the new non-substantive rates and will take effect from the date of the introduction of the new organisation.

Grade.	C.P.O. and P.O.; Colour Sergeant, Sergeant and Corporal, R.M.	Leading Seaman.	Able Seaman; Marine.
	s. d.	s. d.	s. d.
3rd class	—	0 3 a day	0 3 a day
2nd class	0 6 a day	0 9 "	0 9 "
1st class	1 6 "	1 6 "	—
G.M. and G.I., R.M. ...	2 0 "	2 0 "	—

New non-substantive badges are being designed and will form the subject of a separate Order.

7. The 1st class rates, G.M. and G.I., R.M., may be held only by Chief and Petty Officers, Colour Sergeants and Sergeants, Leading Seamen passed for Petty Officer and Corporals passed for Sergeant. The 2nd class rates in the Quarters and A.A. Sections may be held by Able Seamen provided they have passed for Leading

Seaman; and in the Quarters Section by Marines provided they have passed for Corporal. These requirements will necessitate in certain ships an increase in the complements of Petty Officers and Leading Seamen and of Sergeants and Corporals.

8. Further details of the new rates and conditions of transfer to them are given in Tables A and B issued with this Order, Seamen and Royal Marines being shown separately.

9. The grading of certain duties in action has been reviewed in the light of the new organisation. For example, the extended use of directors has decreased the responsibilities of the layers of guns and the duty of layer at a transferable mounting will be allotted to 3rd class rates. On the other hand, experience has shown the need for a qualified rating to perform the duty of captain of the gun and this will be allotted to 2nd class rates. The duties of laying and training directors will be divided between the three grades according to the importance of the various directors.

10. The duties of Turret Trainer and Turret Director Trainer will be part of the normal duties of 3rd class rates, and the "station" pay of 6d. a day for them will be abolished under the new organisation. Men already drawing one of these allowances when the transfer takes place will continue to be paid it so long as they still perform either of the duties in the ships in which they are serving on the date of transfer, provided they are not advanced to a 2nd class rate.

11. The employment and pay of men "Qualified in Ordnance," of Gunnery Lieutenant's Writers and of Divers will not be affected by the reorganisation.

12. In order that the new system of gunnery non-substantive rates may be introduced with the minimum amount of dislocation, about seven months must elapse before the transfer takes place. This is to allow time for information to be forwarded to Depôts indicating to which new rate each man wishes to transfer or for which higher rate he wishes to be earmarked and for which new rate he is recommended; also for lists, showing the new rate for which each man is accepted or earmarked, to be prepared at the Depôts and communicated to ships and establishments.

13. Detailed instructions for the transfer to the new organisation, which it is anticipated will take place on 15th February, 1939, are being issued separately. No man will lose pay on the introduction of the new system, and some will gain pay—either immediately or after a ship or shore course—due to increased responsibilities in the higher rates. The prospects of a man's advancement to higher non-substantive rates cannot be adversely affected by the transfer: on the contrary, additional opportunities for such advancement will become available since the total number of new 1st class rates required will exceed by about 500 the existing number of Director Layers and Rangefinders, 1st class. Further, the chances of substantive advancement will be improved.

14. The Torpedo Gunner's Mate holds a position in his branch corresponding to that of the Gunner's Mate in the Gunnery Branch. His instructional duties will be increased by the introduction of Leading Torpedomen (Low Power) and by the need for training more Acting Seamen Torpedomen at sea; and in certain ships he will be given a more responsible duty in action. It has accordingly been approved for his non-substantive pay to be raised to 2s. a day (Consolidated) on the same date as that of the Gunner's Mate.

15. The rapid development of the Submarine Detector Branch is increasing the instructional duties of the Submarine Detector Instructor, but his station in action is less responsible than that of a G.M. or a T.G.M. His consolidated non-substantive pay will be raised to 1s. 9d. a day on the same date.

16. In order to maintain the status, prospects and pay of the Signal and Telegraphist Branches on an equivalent basis with those of the Seaman Branch, the non-substantive pay for Visual Signaller, 1st class, and for Wireless Telegraphist, 1st class, will be raised to 1s. 6d. a day on the same date.

17. In order to avoid delaying the advancement to Petty Officer of young Leading Seamen (T.M.) who display exceptional qualities of seamanship and powers of command, it has been approved to waive in such cases the requirement to hold a non-substantive rate. Leading Seamen (T.M.) selected for advancement to Petty Officer will be required to do special courses as shown in Appendix II, paragraph 12.

18. Amendments to the King's Regulations and Admiralty Instructions and to other Admiralty Publications will be issued in due course.

Appendix I

TABLE A (i)

Table showing details of New Gunnery Non-substantive Rates (Seamen)
Quarters Section

New Rate.	Total pay for non-substantive rate (per day).	Action duties.	On transfer taking place.		When new scheme is in force.	
			Rating eligible for transfer.	Confirmed or provisional.	Rating eligible for the non-substantive rate.	Conditions for being granted rate.
1. Quarters rating, 3rd class (Q.R.3).	2. L.S. and A.B.s, 3d.	3. (1) Operate more important power-worked machines. (2) In charge of magazines, shell rooms and intermediate positions where a P.O. is not stationed. (3) Layer and trainer in turrets where the duty is only pointer following (i.e., no gun sights are fitted).	4. L.S. and A.B.-S.G.	5. Confirmed.	6. A.B.-T.M.	7. G course ashore.
Quarters rating, 2nd class (Q.R.2).	C.P.O.s and P.O.s, 6d. L.S. and A.B.s, 9d.	Guns, 3-in. and above, as Captains of Gun. (No. 1 at 16-in. to 8-in.; breech worker at other guns).	(a) L.S. and A.B. (Passed for L.S.) -S.G. (b) P.O.-(G). (c) C.P.O., P.O., L.S. and A.B. (Passed for L.S.) -G.L. (d) C.P.O., P.O. and L.S.-C.G.2.	(a) Confirmed after ship course. (b) See note (v). (c) Confirmed. (d) Confirmed.	(x) L.S. and A.B. (Passed for L.S.) -Q.R.3. (y) L.S. and A.B. (Passed for L.S.) -T.M., L.R.3 and C.R.3.	(x) Ship course. (y) G course ashore.

Quarters rating,
1st class
(Q.R.1).

1s. 6d.

- (1) In charge of secondary armament batteries (in peace-time).
- (2) In charge of some 8-in. and 6-in. turrets (see note iii).
- (3) Second in command of some 8-in. and 6-in. turrets and all 14-in., 15-in. and 16-in. turrets (see note iii).
- (4) In charge 16-in. to 8-in. shell handling rooms and 15-in. shell rooms.
- (5) Captain of quarters or assistant to O.O.Q. at groups of guns in old cruisers and aircraft carriers.

- (a) C.P.O., P.O. and L.S. (Passed for P.O.)—D.L., G.L.1, R.T.1.
- (b) C.P.O. and P.O.—C.G.1.
- (c) C.P.O., P.O. and L.S. (Passed for P.O.)—G.L., R.T.2 and C.G.2.
- (d) P.O.—(G.).

- (a) See note (i).
- (b) Confirmed.
- (c) See note (ii).
- (d) See note (iv).

- (x) C.P.O., P.O. and L.S. (Passed for P.O.)—Q.R.2
- (y) C.P.O., P.O. and L.S. (Passed for P.O.)—L.R.2 and C.R.2.
- (z) P.O.—T.M. (See note iv).

- (x) G course ashore.
- (y) G course ashore.
- (z) G course ashore.

- Notes.—(i) C.P.O.s, P.O.s and L.S. (Passed for P.O.)—D.L., G.L.1 or R.T.1 may be earmarked for the course for Q.R.1 but will retain their present rate until they have passed for the new rate after a course.
- (ii) C.P.O.s, P.O.s and L.S. (Passed for P.O.)—G.L., C.G.2 or R.T.2 may volunteer and be recommended for Q.R.1 but if selected will be transferred to Q.R.2 or Q.R.2 (P.) until they have passed for Q.R.1 after a course.
- (iii) A Q.R.1 is allowed for all turret gun houses. In 16-in., 15-in. and 14-in. he will be second in command. With 8-in. and 6-in. an officer is allowed for a group of turrets, Q.R.1's being in command of turrets in the group where the officer is not stationed.
- (iv) Petty Officers (G.) and those in future holding no non-substantive rate may be accepted for Q.R.1 if, due to their rapid substantive advancement, they have been unable to qualify for a gunnery rate.
- (v) On the transfer taking place, Petty Officers (G.), who still have more than two years of their first engagement to serve, may be accepted for Q.R.2, being confirmed in this rate after a ship course. But when the new scheme is in force Petty Officers will not be permitted to qualify for a 2nd class rate.

TABLE A (i)—continued

Table showing details of new Gunnery Non-substantive Rates (Seamen)
 Layer Section

New Rate.	Total pay for non-substantive rate (per day).	Action duties.	On transfer taking place.		When new scheme is in force.	
			Rating eligible for transfer.	Confirmed or provisional.	Rating eligible for the non-substantive rate.	Conditions for being granted rate.
1.	2.	3.	4.	5.	6.	7.
Layer rating, 3rd class (L.R.3).	L.S. and A.B.s, 3d.	(1) Layers of guns below 15-in. fitted with gun-sights. (2) Layer and trainer at transferable mountings. (3) Director trainer where L.R.2 is layer. (4) Turret trainer where a telescope is fitted.	L.S. and A.B.—S.G.	Provisional.	A.B.—T.M.	G course ashore.
Layer rating, 2nd class (L.R.2).	C.P.O.s and P.O.s, 8d. L.S. and A.B.s, 9d.	(1) Layer at local director sight. (2) Layer of 15-in. gun. (3) Director trainer where L.R.1 is layer.	C.P.O., P.O., L.S. and A.B.—G.L.	Provisional.	(x) L.S. and A.B.—L.R.3. (y) L.S. and A.B.—T.M., Q.R.3 and C.R.3.	(x) G course ashore. (y) G course ashore.

		<p>(4) Layer at H.A. director and after H.A./L.A. directors.</p> <p>(5) Layers of old destroyers' directors (L.S. or P.O.s only).</p>				
Layer rating, 1st class (L.R.1).	1s. 6d.	<p>(1) Layers at directors of destroyers, A Class and later.</p> <p>(2) Layers at main and secondary armament directors where a director officer is not allowed.</p> <p>(3) Director trainer where an officer is allowed as layer.</p>	C.P.O., P.O. and L.S. (passed for P.O.)-D.L.	Confirmed.	C.P.O., P.O. and L.S. (passed for P.O.)-L.R.2.	G course ashore.

TABLE A (i)—continued

Table showing details of New Gunnery Non-substantive Rates (Seamen)
Control Section

New Rate.	Total pay for non-substantive rate (per day).	Action duties.	On transfer taking place.		When new scheme is in force.	
			Rating eligible for transfer.	Confirmed or provisional.	Rating eligible for the non-substantive rate.	Conditions for being granted rate.
1.	2.	3.	4.	5.	6.	7.
Control rating, 3rd class (C.R.3).	L.S. and A.B.s, 3d.	The following range-finders :— (1) P.I.L. (except in leaders and destroyers). (2) Pom-pom. (3) Tactical and torpedo. (4) Secondary armament. (5) Escort vessels.	L.S. and A.B.—S.G.	Provisional	A.B.—T.M.	G course ashore.
Control rating, 2nd class (C.R.2).	C.P.O.s and P.O.s, 6d. L.S. and A.B.s, 9d.	(1) All main armament range-finders down to and including destroyers. (2) H.A.C.S. height-finders. (3) Inclinometers.	C.P.O., P.O., L.S. and A.B.—R.T.2.	Confirmed.	(x) L.S. and A.B.—C.R.3. (y) L.S. and A.B.—T.M., Q.R.3 and L.R.3.	(x) Ship course. (y) G course ashore.

Control rating,
1st class
(C.R.1).

1s. 6d.

(1) Spotter or rate-keeper in main armament primary and secondary control positions.

(2) Ratekeeper in secondary armament control positions.

(3) Ratekeeper in control position of leaders and destroyers.

(4) In charge of secondary armament or combined H.A./L.A. firecontrol rooms.

(a) C.P.O., P.O. and L.S. (Passed for P.O.) - D.L., G.L.1 and R.T.1.

(b) C.P.O., P.O. and L.S. (Passed for P.O.) - G.L. and R.T.2.

(c) P.O.-(G).

(a) See note (i).

(b) See note (ii).

(c) See note (iii).

(x) C.P.O., P.O. and L.S. (Passed for P.O.)-C.R.2.

(y) C.P.O., P.O. and L.S. (Passed for P.O.)-Q.R.2, L.R.2.

(z) P.O.-T.M. (See note (iii)).

(x) G course ashore.

(y) G course ashore.

(z) G course ashore.

- Notes.—(i) C.P.O., P.O. and L.S. (Passed for P.O.)-D.L., G.L.1 or R.T.1 may be earmarked for the course for C.R.1, but will retain their present rate until they have passed for the new rate after a course.
- (ii) C.P.O., P.O. and L.S. (Passed for P.O.)-G.L. or R.T.2 may volunteer and be recommended for C.R.1, but will transfer to a 2nd class rate until they have passed for C.R.1 after a course.
- (iii) Petty Officers (G) and those in future holding no non-substantive rate may be accepted for C.R.1 if, due to their rapid substantive advancement, they have been unable to qualify for a gunnery rate.

TABLE A (i)—(continued)

Table showing details of New Gunnery Non-substantive Rates (Seamen)

Anti-Aircraft Section

New Rate.	Total pay for non-substantive rate (per day).	Action duties.	On transfer taking place.		When new scheme is in force.	
			Rating eligible for transfer.	Confirmed or provisional.	Rating eligible for the non-substantive rate.	Conditions for being granted rate.
1.	2.	3.	4.	5.	6.	7.
Anti-aircraft rating, 3rd class (A.A.3).	L.S. and A.B.s, 3d.	(1) Anti-aircraft lookouts (2) Layer at "M" pom-poms, "M" pom-pom directors and multiple machine guns. (3) Trainer at "M" pom-poms and "M" pom-pom directors. (4) Loading numbers at "M" pom-poms.	(a) L.S. and A.B.—S.G. (A). (b) L.S. and A.B.—S.G.	(a) Confirmed. (b) Provisional.	A.B.—T.M.	G course ashore.
Anti-aircraft rating, 2nd class (A.A.2).	C.P.O.s and P.O.s, 8d. L.S. and A.B.s, 9d.	(1) Trainer at multiple machine guns. (2) Plot reader in H.A.T.S. and in charge if no officer available.	(a) C.P.O., P.O., L.S. and A.B. (passed for L.S.)—G.L. (A).	(a) Confirmed.	L.S. and A.B. (passed for L.S.)—A.A.3.	G course ashore.

		(3) In charge of "M" pom-pom.	(b) C.P.O., P.O., L.S. and A.B. (passed for L.S.) - G.L., R.T.2 and C.G.2.	(b) Provisional.		
Anti-aircraft rating, 1st class (A.A.1).	1a. 6d.	(1) H.A.C.S. control rating. (2) "M" pom-pom control rating (at director). (3) Assistant to A.D.O. in aircraft carriers and certain other ships. (4) Assistant to O.O.Q. at A.A. guns.	(a) C.P.O., P.O. and L.S. (passed for P.O.)-D.L.(A). (b) C.P.O., P.O. and L.S. (passed for P.O.)-D.L., C.G.1, G.L.1, R.T.1, C.G.2, G.L. and R.T.2.	(a) Confirmed. (b) See notes (i) and (ii).	C.P.O., P.O. and L.S. (passed for P.O.)-A.A.2.	G course ashore.

Notes.— (i) C.P.O., P.O. and L.S. (Passed for P.O.)-D.L., C.G.1, G.L.1 or R.T.1 may be earmarked for the course for A.A.1, but will retain their present rate until they have passed for the new rate after a course.

(ii) C.P.O., P.O. and L.S. (Passed for P.O.)-C.G.2, G.L. or R.T.2 may volunteer and be recommended for A.A.1, but will be transferred to a 2nd class rate until they have passed for A.A.1 after a course.

TABLE A (ii)

Table showing details of New Gunnery Non-substantive Rates (Royal Marines)
Quarters Section

New Rate.	Total pay for non-substantive rate (per day).	Action duties.	On transfer taking place.		When new scheme is in force.	
			Rank eligible for transfer.	Confirmed or provisional.	Rank eligible for the non-substantive rate.	Conditions for being granted rate.
1.	2.	3.	4.	5.	6.	7.
Quarters rating, 3rd class (Q.R.3).	Marines, 3d.	(1) Operate more important power-worked machines. (2) In charge of magazines, shell rooms and intermediate positions where a N.C.O. is not stationed. (3) Layer and trainer in turrets where the duty is only pointer following (i.e., no gunsights are fitted).	Corporal and Marine-Q.G.	Confirmed.	Marine-T.S.	G course ashore.
Quarters rating, 2nd class (Q.R.2).	Colour Sergeants, Sergeants and Corporals, 6d. Marines, 9d.	Guns, 3-in. and above, as Captain of Gun. (No. 1 at 16-in. to 8-in.; breechworker at other guns.)	(a) Corporal and Marine (Passed for Corporal)-Q.G. (b) Sergeant — no non-sub. rate.	(a) Confirmed after ship or shore course. (b) See note (v).	(x) Corporal and Marine (Passed for Corporal)-Q.R.3.	(x) Ship course or G course ashore.

Quarters rating, 1st class (Q.R.1).	1s. 6d.	<p>(1) In charge of secondary armament batteries (in peace time.)</p> <p>(2) In charge of some 8-in. and 6-in. turrets (see Note (iii)).</p> <p>(3) Second in command of some 8-in. and 6-in. turrets and all 14-in., 15-in., and 16-in. turrets (see Note iii)).</p> <p>(4) In charge 16-in. to 8-in. shell handling rooms and 15-in. shell rooms.</p> <p>(5) Captain of quarters or assistant to O.O.Q. at groups of guns in old cruisers and aircraft carriers.</p>	<p>(c) Colour Sergeant, Sergeant, Corporal and Marine (Passed for Corporal)-G.L.</p> <p>(d) Sergeant and Corporal-C.G.2.</p>	<p>(c) Confirmed.</p> <p>(d) Confirmed.</p>	<p>(y) Corporal and Marine (Passed for Corporal)-L.R.3 and C.R.3.</p>	<p>(y) G course ashore.</p>
			<p>(a) Colour Sergeant, Sergeant and Corporal (Passed for Sergeant)-D.L., G.L.1 and R.T.1.</p> <p>(b) Sergeant-C.G.1</p> <p>(c) Colour Sergeant, Sergeant and Corporal (Passed for Sergeant)-G.L., C.G.2 and R.T.2.</p> <p>(d) Sergeant — no non-sub. rate.</p>	<p>(a) See Note (i).</p> <p>(b) Confirmed.</p> <p>(c) See Note (ii).</p> <p>(d) See Note (iv).</p>	<p>(x) Colour Sergeant, Sergeant and Corporal (Passed for Sergeant)-Q.R.2.</p> <p>(y) Colour Sergeant, Sergeant and Corporal (Passed for Sergeant)-L.R.2 and C.R.2.</p> <p>(z) Sergeant — no non-sub. rate (see note (iv)).</p>	<p>(x) G course ashore.</p> <p>(y) G course ashore.</p> <p>(z) G course ashore.</p>

[For notes see page 14.

- Notes.*—(i) Colour Sergeants, Sergeants and Corporals (Passed for Sergeant)—D.L., G.L.1 or R.T.1 may be earmarked for the course for Q.R.1, but will retain their present rate until they have passed for the new rate after a course.
- (ii) Colour Sergeants, Sergeants and Corporals (Passed for Sergeant)—G.L., C.G.2 or R.T.2 may volunteer and be recommended for Q.R.1, but if selected will be transferred to Q.R.2 or Q.R.2(P) until they have passed for Q.R.1 after a course.
- (iii) A Q.R.1 is allowed for all turret gun houses. In 16-in., 15-in., and 14-in., he will be second in command. With 8-in. and 6-in. an officer is allowed for a group of turrets, Q.R.1's being in command of turrets in the group where the officer is not stationed.
- (iv) Sergeants, holding no non-substantive rate, may be accepted for Q.R.1 if, due to the rapidity of their promotion, they have been unable to qualify for a 2nd class rate.
- (v) On the transfer taking place, Sergeants holding no non-substantive rate, who still have more than two years of their first engagement to serve, may be accepted for Q.R.2, being confirmed in this rate after a ship course. But when the new scheme is in force, Sergeants will not be permitted to qualify for a 2nd class rate.

TABLE A (ii)—continued
Table showing details of New Gunnery Non-substantive Rates (Royal Marines)
Layer Section

New Rate.	Total pay for non-substantive rate (per day).	Action duties.	On transfer taking place.		When new scheme is in force.	
			Rank eligible for transfer.	Confirmed or provisional.	Rank eligible for the non-substantive rate.	Conditions for being granted rate.
1 Layer rating, 3rd class (L.R.3).	2 Marines, 3d.	3 (1) Layers of guns below 15-in. fitted with gun sights. (2) Layer and trainer at transferable mountings. (3) Director trainer when L.R.2 is layer. (4) Turret trainer where a telescope is fitted.	4 Corporal and Marine-Q.G.	5 Provisional.	6 Marine-T.S.	7 G course ashore.
Layer rating, 2nd class (L.R.2).	Colour Sergeants, Sergeants and Corporals, 6d. Marines, 9d.	(1) Layer at local director sight. (2) Layer at 15-in. gun.	Colour Sergeant, Sergeant, Corporal and Marine-G.L.	Provisional.	(x) Corporal and Marine-L.R.3. (y) Corporal and Marine—Q.R.3 and C.R.3. (z) Marine-T.S.	(x) G course ashore. (y) G course ashore. (z) G course ashore.
Layer rating, 1st class (L.R.1).	Royal Marines are not eligible for the rate of L.R.1. L.R.2's may qualify for Q.R.1 and C.R.1.					

TABLE A (ii)—continued

Table showing details of New Gunnery Non-substantive Rates (Royal Marines)
Control Section

New Rate.	Total pay for non-substantive rate (per day).	Action duties.	On transfer taking place.		When new scheme is in force.	
			Rank eligible for transfer.	Confirmed or provisional.	Rank eligible for the non-substantive rate.	Conditions for being granted rate.
1.	2.	3.	4.	5.	6.	7.
Control rating, 3rd class (C.R.3).	Marine, 3d.	The following range-finders :— (1) P.I.L. (2) Tactical and torpedo. (3) Secondary armament.	Corporal and Marine-Q.G.	Provisional.	Marine-T.S.	G course ashore.
Control rating, 2nd class (C.R.2).	Colour Sergeants, Sergeants and Corporals, 6d. Marines, 9d.	(1) All main armament rangefinders. (2) Inclometers.	Colour Sergeant, Sergeant, Corporal and Marine-R.T.2.	Confirmed.	(x) Corporal and Marine-C.R.3. (y) Corporal and Marine-Q.R.3 and L.R.3. (z) Marine-T.S.	(x) Ship course. (y) G course ashore. (z) G course ashore.

Control rating. 1st class (C.R.1).	1s. 6d.	(1) Spotter or rate-keeper in main armament, primary and secondary control positions.	(a) Sergeant and Corporal (Passed for Sergeant)—D.L., G.L.1, and R.T.1.	(a) See Note (i).	(x) Sergeant and Corporal (Passed for Sergeant)—C.R.2.	(x) G course ashore.
		(2) Ratekeeper in secondary armament control positions.	(b) Sergeant and Corporal (Passed for Sergeant)—G.L. and R.T.2.	(b) See Note (ii).	(y) Sergeant and Corporal (Passed for Sergeant)—Q.R.2 and L.R.2.	(y) G course ashore.
		(3) In charge of secondary armament fire control rooms.	(c) Sergeant — no non-sub. rate.	(c) See Note (iii).	(z) Sergeant — no non-sub. rate (See Note iii).	(z) G course ashore.

Notes.—(i) Sergeants and Corporals (Passed for Sergeant)—D.L., G.L.1 or R.T.1 may be earmarked for the course for C.R.1, but will retain their present rate until they have passed for the new rate after a course.

(ii) Sergeants and Corporals (Passed for Sergeant)—G.L. or R.T.2 may volunteer and be recommended for C.R.1, but will transfer to a 2nd class rate until they have passed for C.R.1 after a course.

(iii) Sergeants, holding no non-substantive rate, may be accepted for C.R.1 if, due to the rapidity of their promotion, they have been unable to qualify for a 2nd class rate.

TABLE B (i)

Table showing (a) The new non-substantive rates to which ratings are eligible to transfer.

(b) Where applicable, the higher non-substantive rates for which ratings are eligible to apply and to be recommended.

Seamen

Substantive rate.	Present non-substantive rate.	New non-substantive rate corresponding to that shown in previous column.		Alternative non-substantive rate to which rating in column 2 can apply for transfer.		Higher non-substantive rate for which rating in column 2 may apply and be recommended, but not transferred to until qualified by a course ashore.
		Confirmed.	Provisional.	Confirmed.	Provisional.	Earmarked.
1.	2.	3.	4.	5.	6.	7.
Able Seaman ...	(T.M.) S.G. S.G.(A) G.L. R.T.2	Nil Q.R.3 A.A.3 — C.R.2	Nil — — L.R.2 —	Nil — Nil Nil Nil	Nil A.A.3, L.R.3, C.R.3 Nil Nil Nil	
Able Seaman (Passed for Leading Seaman)	(T.M.) S.G. S.G.(A) G.L. G.L.(A) R.T.2	{ Nil Q.R.3 Q.R.2* A.A.3 — A.A.2 C.R.2 }	Nil — — L.R.2 — —	Nil — Nil Q.R.2 Nil —	Nil A.A.3, L.R.3, C.R.3 Nil A.A.2 Nil A.A.2	

Leading Seaman ...

(T.M.)	Nil	Nil	Nil	Nil
S.G.	Q.R.3	—	—	A.A.3, L.R.3, C.R.3
S.G.(A)	Q.R.2*	—	Nil	Nil
G.L.	A.A.3	L.R.2	Q.R.2	A.A.2
G.L.(A)	—	—	Nil	Nil
G.L.1†	A.A.2	Nil	Nil	Nil
R.T.1†	Nil	Nil	Nil	Nil
R.T.2	Nil	—	—	A.A.2
D.L.†	C.R.2	Nil	Nil	Nil
C.G.2	Nil	—	—	A.A.2
	Q.R.2			

Continued on page 20.

[For notes see page 21.]

TABLE B (i)—(continued)

Substantive rate.	Present non-substantive rate.	New non-substantive rate corresponding to that shown in previous column.		Alternative non-substantive rate to which rating in column 2 can apply for transfer.		Higher non-substantive rate for which rating in column 2 may apply and be recommended, but not transferred to until qualified by a course ashore.
		Confirmed.	Provisional.	Confirmed.	Provisional.	Earmarked.
1.	2.	3.	4.	5.	6.	7.
Leading Seaman (passed for Petty Officer).	(T.M.) S.G. S.G.(A) G.L.‡ G.L.(A) G.L.1‡ R.T.1‡ R.T.2‡ D.L.‡ D.L.(A) C.G.2	Nil Q.R.3 Q.R.2* A.A.3 — A.A.2 Nil Nil C.R.2 L.R.1 A.A.1 Q.R.2	Nil — — L.R.2 — Nil Nil — — — —	Nil — Nil Q.R.2 Nil Nil — Nil Nil —	Nil L.R.3, C.R.3, A.A.3 Nil A.A.2 Nil Nil A.A.2 Nil Nil A.A.2	Q.R.1, C.R.1, A.A.1 Q.R.1, C.R.1, A.A.1 C.R.1, Q.R.1, A.A.1 C.R.1, Q.R.1, A.A.1 A.A.1, C.R.1, Q.R.1 Q.R.1, A.A.1

Chief Petty Officer and Petty Officer.	G.	Nil	Nil	Q.R.2*	—	Q.R.1, C.R.1 (see Table A (i), Quarters Section, Notes (iv) and (v) and Control Section, Note (iii).)
	G.L.‡	—	L.R.2	Q.R.2	A.A.2	Q.R.1, C.R.1, A.A.1
	G.L.(A)	A.A.2	—	Nil	Nil	
	G.L.1†	Nil	Nil	Nil	Nil	Q.R.1, C.R.1, A.A.1
	R.T.1‡	Nil	Nil	Nil	Nil	C.R.1, Q.R.1, A.A.1
	R.T.2§	C.R.2	—	—	A.A.2	C.R.1, Q.R.1, A.A.1
	D.L.†	L.R.1	—	Nil	Nil	A.A.1, C.R.1, Q.R.1
	D.L.(A)	A.A.1	—	Nil	Nil	
	C.G.1	Q.R.1	—	Nil	Nil	A.A.1
	C.G.2	Q.R.2	—	—	A.A.2	Q.R.1, A.A.1

* Petty Officers (G), Leading Seamen and Able Seamen (Passed for Leading Seaman) will be permitted to qualify for Q.R.2 after a ship course. On passing, their names will be placed on Depot rosters and they will be granted the non-substantive rate as vacancies occur.

† Leading Seamen (not passed for Petty Officer) who hold the non-substantive rates of D.L., G.L.1, and R.T.1 cannot transfer to new rates until they pass for the higher substantive rate. They retain their old non-substantive rate and pay.

‡ Chief Petty Officers, Petty Officers and Leading Seamen (Passed for Petty Officer) holding the non-substantive rates of D.L., G.L.1 and R.T.1 retain these rates until confirmed in one of the new 1st class rates.

§ See Table A (i), Quarters, Control and Anti-aircraft sections, Notes (ii).

TABLE B (ii)

Table showing (a) The new non-substantive rates to which N.C.O.s and men are eligible to transfer.
 (b) Where applicable, the higher non-substantive rates for which N.C.O.s are eligible to apply and be recommended.

Royal Marines

Substantive Rank.	Present non-substantive rate.	New non-substantive rate corresponding to that shown in previous column.		Alternative non-substantive rate to which rank in column 2 can apply for transfer.		Higher non-substantive rate for which rank in column 2 may apply and be recommended, but not transferred to until qualified by a course ashore.
		Confirmed.	Provisional.	Confirmed.	Provisional.	Earmarked.
1.	2.	3.	4.	5.	6.	7.
Marine	(T.S.) Q.G. G.L. R.T.2	Nil Q.R.3 — C.R.2	Nil — L.R.2 —	Nil — Nil Nil	Nil L.R.3, C.R.3 Nil Nil	
Marine (passed for Corporal).	Q.G. G.L. R.T.2	{ Q.R.3 Q.R.2* — C.R.2 }	— L.R.2 —	— Q.R.2 Nil	L.R.3, C.R.3 — Nil	
Corporal	Q.G. G.L. G.L.1† R.T.2 D.L.† C.G.2	{ Q.R.3 Q.R.2* — Nil C.R.2 Nil Q.R.2 }	— L.R.2 Nil — Nil —	— Q.R.2 Nil Nil Nil Nil	L.R.3, C.R.3 — Nil Nil Nil Nil	

Corporal (passed for Sergeant).	Q.G. G.L.‡ G.L.I‡ R.T.2§ D.L.‡ C.G.2	{ Q.R.3 Q.R.2* }	— L.R.2 — — Nil	— Q.R.2 Nil Nil Nil Nil	L.R.3, C.R.3 — Nil Nil Nil Nil	Q.R.1, C.R.1 Q.R.1, C.R.1 C.R.1, Q.R.1 C.R.1, Q.R.1 Q.R.1
Sergeant	Nil	—	—	Q.R.2*	—	Q.R.1, C.R.1. (See Table A (ii), Quarters Section, Notes (iv) and (v), and Control Section, Note (iii).)
	G.L.‡ G.L.I‡ R.T.1‡ R.T.2§ D.L.‡ C.G.1 C.G.2	— Nil Nil C.R.2 Nil Q.R.1 Q.R.2	L.R.2 Nil Nil — Nil —	Q.R.2 Nil Nil Nil Nil Nil Nil	— Nil Nil Nil Nil Nil Nil	Q.R.1, C.R.1. Q.R.1, C.R.1. C.R.1, Q.R.1. C.R.1, Q.R.1. Q.R.1.
Colour Sergeant	G.L.‡ G.L.I‡ R.T.2‡	— Nil C.R.2	L.R.2 Nil —	Q.R.2 Nil Nil	— Nil Nil	Q.R.1. Q.R.1. Q.R.1.

* Sergeants (no non-substantive rate) and Corporals and Marines (passed for Corporal) Q.G. will be permitted to qualify for Q.R.2 after a ship course. On passing, their names will be placed on Divisional rosters and they will be granted the non-substantive rate as vacancies occur.

† Corporals (not passed for Sergeant) who hold the non-substantive rates of G.L.I and D.L. cannot transfer to new rates until they pass for the higher substantive rank. They retain their old non-substantive rate and pay.

‡ Colour Sergeants, Sergeants and Corporals (Passed for Sergeant) holding the non-substantive rates of D.L., G.L.I and R.T.1 retain these rates until confirmed in one of the new 1st class rates.

§ See Table A (ii), Quarters and Control Sections, Notes (ii).

‖ See Table A (ii), Quarters Section, Notes (ii).

Appendix II

Explanatory Notes on Tables A and B

Tables A (i) and B (i) refer to Seamen.

Tables A (ii) and B (ii) refer to Royal Marines.

1. *Table A*.—Columns 1, 2 and 3 show the new non-substantive rates with the pay and the duties assigned to each.

Columns 4 and 5 show the men eligible for each new rate and the conditions, during the period of transfer. Columns 6 and 7 give the same information for when the new organisation is in force and candidates for advancement will hold one of the new rates.

2. *Table B* gives similar information to *Table A* arranged so that each man is able to see for what new rate he may apply or be recommended. Columns 3 and 4 show the new rate, which corresponds most nearly to the old non-substantive rate shown in column 2, and for which his present training and experience best fit him to transfer. Columns 5 and 6 show the alternative new rates for which he may apply and may be recommended by his Commanding Officer. Column 7 shows (where applicable) the higher non-substantive rates for which he may apply and for which his Commanding Officer may recommend him.

3. The terms "Confirmed," "Provisional" and "Earmarked" are used to indicate the following:—

"Confirmed."—The ratings recommended by the Commanding Officer and accepted by the Drafting Authorities for the new non-substantive rate will be transferred without undergoing a course at a Gunnery School or R.M. Battery.

"Provisional."—The ratings recommended by the Commanding Officer and accepted by the Drafting Authorities for the new non-substantive rate will be transferred and paid in the new rate, being confirmed in it after the appropriate course.

"Earmarked."—The ratings recommended by the Commanding Officer and accepted by the Drafting authorities for the new non-substantive rate will be earmarked for the appropriate course, but will not be transferred to the rate until qualified by the course.

4. "Level" transfers, i.e., transfers which do not involve a rise in pay, will take place on the date of the change to the new system. Where a course is needed before the new rate can be confirmed, the transfer will be considered as provisional. To distinguish the provisional non-substantive rates from the confirmed ones, the letter P. in brackets is to be inserted after the rate thus:—L.R.2(P). This will only be necessary until all the new provisional rates have been confirmed, when provisional rates will cease. Provisional rates should not be confused with ship-trained acting rates, about whom separate instructions are being issued.

5. As far as possible ratings will be chosen for one of the rates for which they volunteer or are recommended. But, in order to complete the numbers required in each Depot, it will be necessary for some to be transferred to other sections. In *Tables A*, column 4, alternative rates are given from which men may be selected for transfer to the new rates. It should be noted that men, other than those holding the non-substantive rates of D.L., G.L.1., R.P.1., or O.G.1., may not apply or be recommended for more than one of the 1st Class rates shown in *Tables B(i)* and *B(ii)* column 7.

6. When selecting men for the new 1st and 2nd class non-substantive rates, preference will be given to those holding the higher substantive rates. But in order to avoid alternate waves of stagnation and rapid non-substantive advancement, selections for transfer to the new 1st class rates will be spread to a certain extent over the various substantive seniorities. Men nearing their time for pension will not normally be accepted for 1st class rates if a gunnery school course is required.

7. The revised complements of non-substantive rates will be arranged to ensure as far as possible for each section of the Gunnery branch equal prospects of non-substantive advancement and variety of service. It is therefore desirable that

ratings should volunteer and be recommended for the new rate for which they show most aptitude, or for which they are most fitted by their previous training in the old rate.

8. Normally, ratings will advance in the section for which they were first selected. But it will be seen from Table A, Column 6, that transfer between sections will be permitted, but only from a lower to a higher grade. This is to assist the equality of advancement referred to in the preceding paragraph and to allow for special cases such as failure of eyesight.

9. In order to ensure that no man will lose pay, it is necessary that when the transfer takes place some of the new 2nd class rates shall be overborne. Until the new system has settled down and the numbers of 2nd and 3rd class rates in each section equal the requirements, some men holding 2nd class rates must fill action stations normally allowed a 3rd class rate in the new organisation.

Petty Officers

10. Substantive advancement to Petty Officer will not be affected by the non-substantive rate held. On being rated Petty Officer men will be required to relinquish a 3rd class rate if they hold one, just as they have hitherto relinquished the rate of Seaman Gunner. Such Petty Officers, together with those who have never held a non-substantive rate, will be required to fill the following action stations:—

- (a) In charge of certain magazines and shell rooms.
- (b) Action Quartermaster.
- (c) Star shell control rating.
- (d) Searchlight control rating.

11. As far as circumstances permit, men who pass for Petty Officer will do the present Petty Officers' course either as Leading Seamen or after being rated Petty Officer. This will be followed by a 15-day technical course for those who held a 3rd class rate, to fit them for the action duties given in the preceding paragraph.

12. Men selected for advancement to Petty Officer from Leading Seaman, holding no non-substantive rate, will be required to do the above 15-day technical course together with a 15-day Field Training and Land Fighting course to fit them for duties in the ship's landing party organisation.

13. After the transfer has taken place Chief Petty Officers and Petty Officers will not be permitted to qualify for 2nd class non-substantive rates. Men who hold a 2nd class rate will retain it and continue to be employed in it after being rated Petty Officer, until they qualify for Gunner's Mate or a 1st class rate.

Gunner's Mates and Gunnery Instructors, R.M.

14. There will be no alteration in the methods of selection of Gunner's Mates and Gunnery Instructors, R.M.

Director Layers

15. The new rate of Layer, 1st class will be allotted only to the more important directors, and the number required will consequently be less than the existing numbers of Director Layers. Selection for the new rate will be made according to substantive seniority from a roster of recommended Director Layers.

16. Director Layers, not selected for transfer to Layer, 1st class will retain their present rate and continue to be employed as such until they either qualify for one of the other new 1st class rates, or are selected for Layer, 1st class when vacancies occur.

Rangefinders, 1st Class

17. As the more important rangefinders will be manned by Control ratings, 2nd class there will be no new rate corresponding to Rangefinder, 1st class. Rangefinders, 1st class will therefore retain their present rate and duties until qualified for one of the new 1st class rates or for Gunner's Mate.

Q.O.s

18. Those Able Seamen (S.G.) and Marines (Q.G.) who hold the rate of Q.O., and who wish to remain on Ordnance work, will be transferred to Q.R.3 and will retain the additional rate of Q.O. They should not apply for transfer to any other new rate. Subsequently, Q.O.s will normally be required to hold the rate of Q.R.3 before qualifying.

Anti-aircraft Rates

19. As considerable numbers in addition to the (A) rates already qualified will be needed to complete the requirements of the Anti-aircraft section, it will be necessary at first for a proportion of other Gunnery rates to be transferred to this section. Further, until the requirements have been met, transfers from this section to other sections will be permitted only under exceptional circumstances.

Royal Marines

20. On promotion to Colour-Sergeant, Sergeants, Gunnery Instructor or Control Rating, 1st class, will relinquish these rates and will be transferred to Quarters Rating, 1st class without a course. Subject to the conditions of King's Regulations and Admiralty Instructions, Article 430, Clause 3, Colour-Sergeants (ex-Gunnery Instructor) will, on the date of transfer, be granted the rate of Quarters Rating, 1st class without a course.

21. After the transfer has taken place, Colour Sergeants and Sergeants will not be permitted to qualify for 2nd class rates. N.C.O.s who hold a 2nd class rate will retain it and continue to be employed in it after promotion to Sergeant until they qualify for a 1st class rate or for Gunnery Instructor.

22. Marines must qualify for a 3rd class rate before they may be promoted to Corporal.

23. In order to permit the Anti-aircraft armaments of ships to be fully manned when the Royal Marines have been landed for shore operations, it has been decided that they will not be eligible to qualify for the A.A. non-substantive rates.

24. Owing to the small numbers which would be required and consequent drafting difficulties, Royal Marines will not be eligible to qualify for Layer, 1st class. To compensate for this, men holding the rate of Layer, 2nd class will be permitted to qualify for Q.R.1 or C.R.1 and, further, the number of Royal Marine C.R.1's will be increased above the normal proportion.