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# Defence Council Instructions

# Royal Navy

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**DCIs are automatically  
cancelled after one year**

## Introduction

1. Due to a critical shortage of commando trained Royal Naval Medical Assistants (RN Cdo MAs) for service with the Royal Marines, an initiative was launched to recruit a limited number of Royal Marines for service as Medical Assistants (MA). Under this initiative 18 Royal Marines were recruited to undergo RN MA training, after which they would complete a three year return of service in designated commando trained MA billets. On completion of this period they would return to their original RM specialisation. Until now the only option for these or other Royal Marines wishing to pursue a career in the MA branch was to transfer to the RN. Following agreement between CGRM, MDG(N) and NAVSEC a structure has now been put in place to allow Royal Marines to pursue a career within the Medical Assistants Branch of the Royal Navy.

## **Aim**

2. The aim of this DCI is to outline the entry procedure and career structure for Royal Marines within the Medical Assistants Branch of the Royal Navy.

## **Recruiting**

3. As for Royal Marines specialist and technical training, the primary recruiting source for MAs will be General Duties (GD) Royal Marines. Those Royal Marine volunteers holding a Specialist or Technical Qualification (SQ/TQ) will be considered on a case by case basis. Men selected for MA training will retain their current SQ/TQ until they pass the training course at which point they will be awarded the CDOMED SQ and re-categorised as an MA. Failure to complete the course will result in a return to source specialisation.

## **Selection and Training**

4. Royal Marines volunteering to enter the MA Branch should follow the guidance laid down at Annex A to Chapter 3 of BR 8748 for acquaints and specialist interview requirements for personnel requesting to transfer to the Medical Branch.

## **Promotion**

5. Royal Marine MAs will be considered for promotion alongside their Naval MA counterparts and will conform to the rules laid down in BR 1066 Chapter 17 Article 1701. The introduction of the Ratings and Other Ranks Reporting System (RORRS) across the Royal Navy and Royal Marines, will eliminate the current differences in reporting forms and routines. Until the full introduction of RORRS, C 365A Reports should be raised on Royal Marine MAs. The Royal Naval Medical Assistants Promotion Board will consider all promotions from Marine (Mne) to Corporal (Cpl) and MA to Leading Medical Assistant (LMA) on an equal basis.

6. To be eligible for promotion, Royal Marine MAs will be required to pass the Professional Exam (PB) for LMA. Having passed PB, those Royal Marines selected by the Promotion Board will be required to pass Junior Command Course (JCC) and Leading Medical Assistants Qualifying Course (LMAQC) prior to promotion. These requirements may be met in any order.

## **Basic Dates/Candidates Seniority**

7. Royal Marine MAs who are not candidates for promotion on entry into the MA Branch, will become candidates with a seniority date based on the date they pass PE. This date will be the basic date for promotion in the MA Branch. Royal Marine MAs whose candidates seniority pre-dates their entry into the MA Branch, and who in their source specialisation would have been loaded to JCC will not be disadvantaged. Regardless of having passed PE the Royal Marines Promotions Office at NMA Whale Island will liaise with D4C who will make arrangements to draft to the JCC. However, despite having passed JCC, such individuals basic date for promotion in the MA Branch will be the date of passing PE.

### Promotion to Sergeant and Above

8. Promotion to Cpl and Sergeant (Sgt) will involve command and trade training, promotion to Colour Sergeant (CSgt) and beyond will be by selection at the appropriate MA promotion board. As there is no direct equivalent of WO2 rank in the RN, a separate system of management will be used to ensure that RM CSgt MAs of the appropriate ability and seniority are not disadvantaged relative to similar individuals in other specialisations within the Royal Marines. Promotion to WO2 MA will be subject to successful completion of the Advanced Command Course. The employment of WO2 MAs will be considered on a case by case basis to ensure that neither RN nor Royal Marine MAs are disadvantaged as a result. Promotion will be available to WOI either within the MA Branch, in direct competition with RN WO candidates, or at the RM WOI selection board for employment as a GD RM WOI.

### Promotion to Officer

9. Royal Marine MAs will be eligible for consideration for commission either within the RM, or as Medical Services Officers in accordance with the current regulations laid down in BR 8748 and expanded in DCI 203/98.

### Drafting

10. Volunteers who pass the selection criteria for MA training will be drafted by NMA(WI) to the training course at the Defence Medical Services Training Centre (DMSTC), Aldershot. If they subsequently fail MA training they will be drafted by NMA(WI) in line with source specialisation requirements.

11. On completion of training at DMSTC, Royal Marines MAs will formally join the MA Branch and will be drafted by D4C at NMA GOSPORT. Royal Marine MAs will be employed in exactly the same way as any other MA. Priority will be given to filling designated front line Commando Medical (CDOMED) billets. Royal Marine MAs will be drafted outside of CDOMED employment in order to broaden experience and to allow men to compete effectively at promotion boards.

12. When requesting selection for MA training individuals should forward Form C233 to NMA(WI). Once under training and for the remainder of their employment as MAs men will communicate with D4C by using forms C230 (Drafting Preference Form) and C240 (Application for a Particular Course or Draft).

### Branch Advisor

13. The Warrant Officer MA at CTCRM is the current CDOMED Branch Advisor. He will advise all members of the Cdo MA specialisation, including Royal Marines, on all trade-related matters. For business of a purely Regimental nature and for areas such as command course preparation which lie solely within the Royal Marine domain there will be a Royal Marine Branch Advisor. In the short term the RM Career Manager within NMA(WI) will perform this function. In the longer term, this function will be performed by the senior serving Royal Marine MA of the rank of Sgt or above.

## Royal Navy Transfers - Return to the Royal Marines

14. Due to the establishment of a long term career structure for Royal Marine MAs, Royal Marines who have transferred to the RN in order to have a career as a MA, if they wish, for one year from the date of this DCI, may be considered for transfer back to the Royal Marines, whilst remaining in the MA Branch. Such individuals should invoke the procedures contained in BR 8748 Article 1004.

15. For promotion purposes, the following arrangements will apply on transfer back to the Corps:

- a. Individuals who have passed PE for LMA whilst in the RN will have a candidates seniority date equal to their basic date (date passed PE) in the MA Branch. They will require a minimum of one report as a Royal Marine in order to be considered for command course loading.
- b. Individuals who have attained the rank of LMA whilst in the RN will return in the rank of Acting Corporal (A/Cpl) and will be employed as a Cpl MA and will be automatically be loaded to JCC in accordance with current rules. They do not have to have a C365A/RORRS report as a Royal Marine to be loaded to JCC. Failure at JCC will mean the man remains in the rank A/Cpl, he would not automatically be loaded to the next JCC but would need to build up a C365A/RORRS profile that warranted a return to command training.
- c. Under normal circumstances LMAs who have passed PE for Medical Branch Senior Rate (MBSR) will not be considered for transfer back to the Royal Marines. It is considered impractical and unreasonable to expect an LMA passed PE to pass JCC in order to retrospectively qualify for promotion to Cpl RM followed by SCC in order to qualify for promotion to Sgt. Exceptional cases may be considered on a case by case basis.

## Transfers to the Royal Navy

16. Any RM other rank may request and be considered for transfer to the Royal Navy in accordance with the regulations laid down in BR 8748 Article 1004.