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DCI RN 195

1992



Defence Council Instructions

Royal Navy

80200

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MINISTRY OF DEFENCE
24 July 1992

Contents

195 Establishment of a Warfare Branch

Introduction

1. The Navy Board has endorsed the establishment of a user-maintainer Warfare Branch (WB) through the merging of the current Operations (Ops) and Weapon Engineering Mechanic (WEM) branches.

2. The new Branch is being created because increasing automation and improvements in weapon equipment reliability has reduced the number of sea billets for Ops junior rates and WEM senior and junior rates. The new Branch will ensure better career opportunities and prospects for its members than the current Ops and WE branches and will more accurately meet the operational needs of the Fleet.

3. WE Officers and Artificers will not be part of this new branch structure.

Branch structure

4. Sub-branches. The merger of the Ops and WEM branches into the Warfare Branch will result in fewer ratings' sub-branches. These are shown in Figure 1.

Figure 1 — The Warfare Branch

Group	sub-branch
Abovewater Warfare	Abovewater Tactical • Abovewater Weapons •
Underwater Warfare	Underwater Warfare • Mine Warfare • Diver
Electronic Warfare	Electronic Warfare • Communications Technician
Communications	Communications •
Survey Recorder	Survey Recorder
Submarine Warfare	Sensors • Weapons • Tactical • Communications (Sm) • Coxswain Regulating Seaman
Support	Physical Training

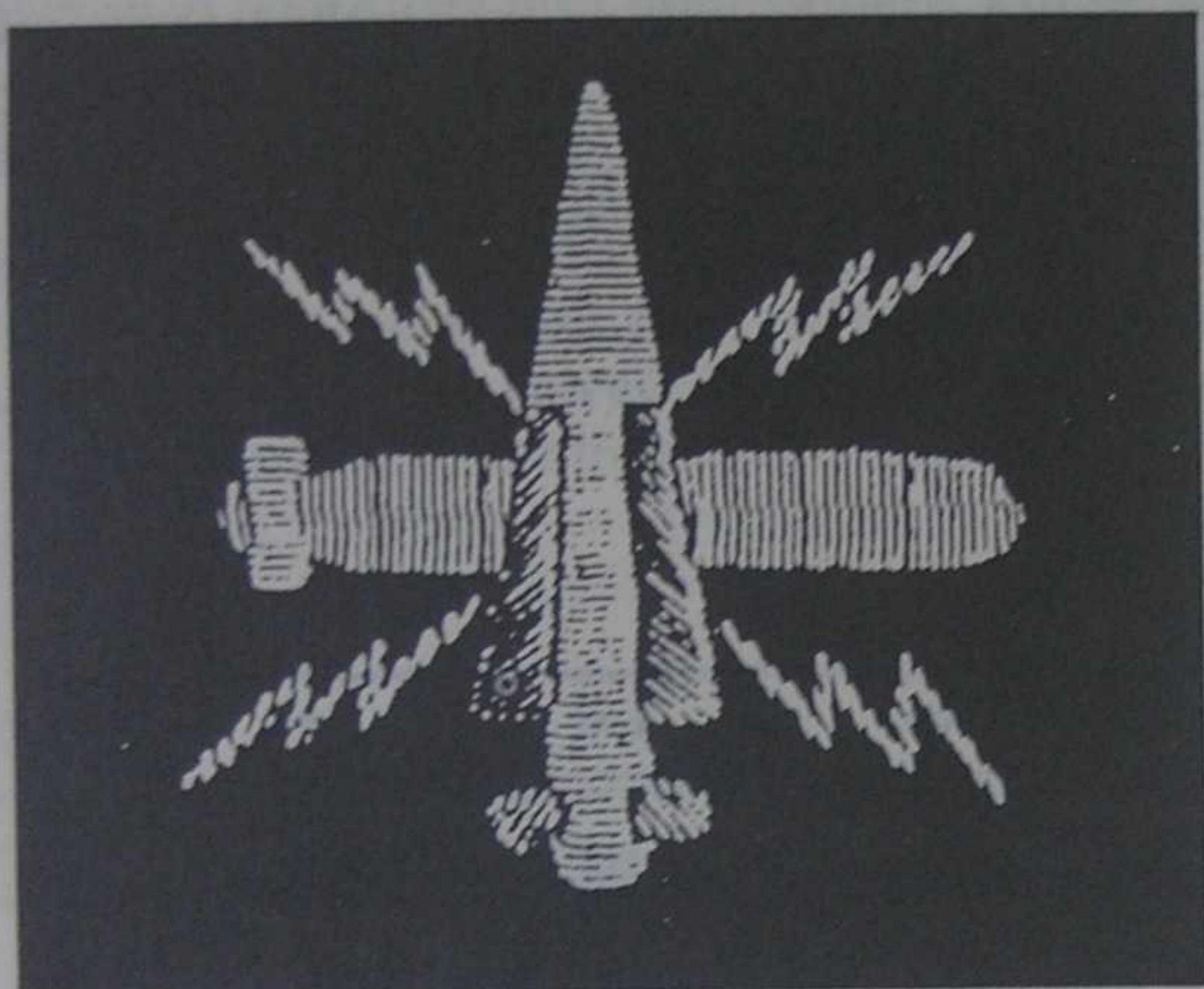
* operator maintainer branches

5. Rate titles. Warfare Branch ratings will be titled Operator Mechanic up to and including Leading Rate level. The relative rates table is at ANNEX A. Those sub-branches, currently part of the Operations Branch and which will form part of the Warfare Branch but whose tasking is unchanged will continue with

current titles. These sub-branches are listed in ANNEX B. In some sub-branches the Warfare Branch titles of senior rates are identical to those in use in the Operations Branch. It will be necessary for those senior rates to be drafted separately as not all billets will be able to be filled by both Operations and Warfare Branch ratings; to enable this to be done the titles of the affected Operations Branch ratings will have the suffix (O) added within computer records to indicate that they are not members of the Warfare Branch. This change will affect some ratings of the current MW, EW, Communications and Submarine Sonar sub-branches.

6. *Badge.* The current WEM badge design will be used (Figure 2) with the WB group identity letter(s) underneath. The badges for the Diver, and Survey Recorder sub-branches and Support Branches (Coxswain, Regulator, Seaman and Physical Trainer) will remain unchanged.

Figure 2



Letters under badge

General Service	Submarine service
AW	Prior to Categorization
AWT	Above Water Tactical
AWW	Above Water Weapons
UW	Under Water
MW	Mine Warfare
EW	Electronic Warfare
C	Communications
SM	Prior to Categorization
SSM	Submarine Sensors
TSM	Submarine Tactical
WSM	Submarine Weapons
CSM	Submarine Communications

Employment and training

7. Employment

- Junior ratings at sea.* Ships and submarines will continue to be manned in accordance with the current rules based upon a 2 Watch Defence

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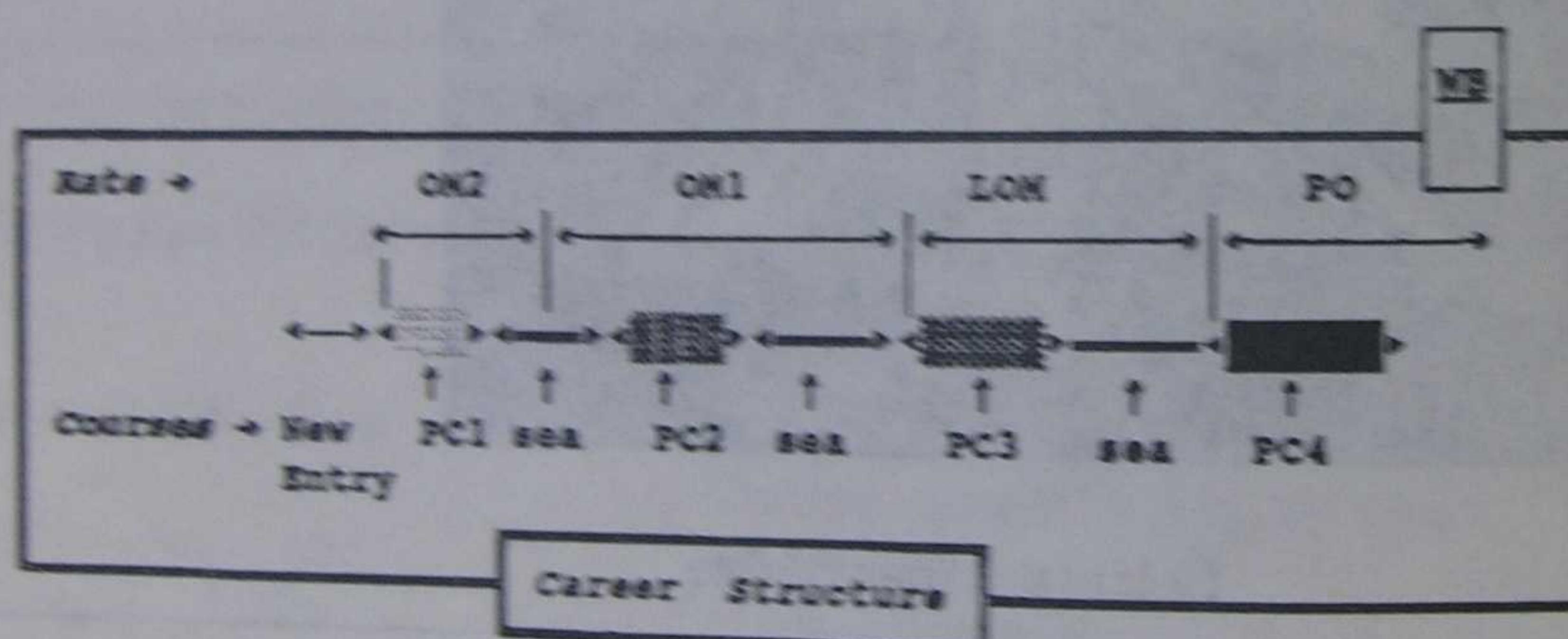
system, and the total volume of maintenance effort required to ensure Military Capability. WB junior ratings will be employed on a rotational basis appropriate to their needs as both maintainers and operators.

b. *Senior ratings at sea.* Chief and Petty Officers will primarily be operators who will supervise the conduct of semi-skilled maintenance tasks under the functional authority of the section WEA. They will fill managerial positions in the Operations/Control Room, Quarters or communications office.

c. *Employment ashore.* The employment of WB ratings ashore will essentially be unchanged. They will fill billets either identified by sub-branch requirement or General Billets in the same way as at present. Fleet maintenance group/units will be manned by an appropriate mix of WB sub-branch ratings.

8. *Training.* To ensure the necessary operations and technical expertise for WB personnel a new 4 (rather than the current 3) level training structure will be introduced up to and including Petty Officer and professional courses conducted at each rate. An outline of the WB career pattern is shown in Figure 3.

Figure 3



9. *Training design principles.* WB courses have been based on a very comprehensive job analysis. Courses have been designed to be job specific, as practically based as possible and devoid of duplication. Using these principles it has proved possible to cover the combined ground of operator and maintainer training within courses of similar length to those being taught today and using resources already available.

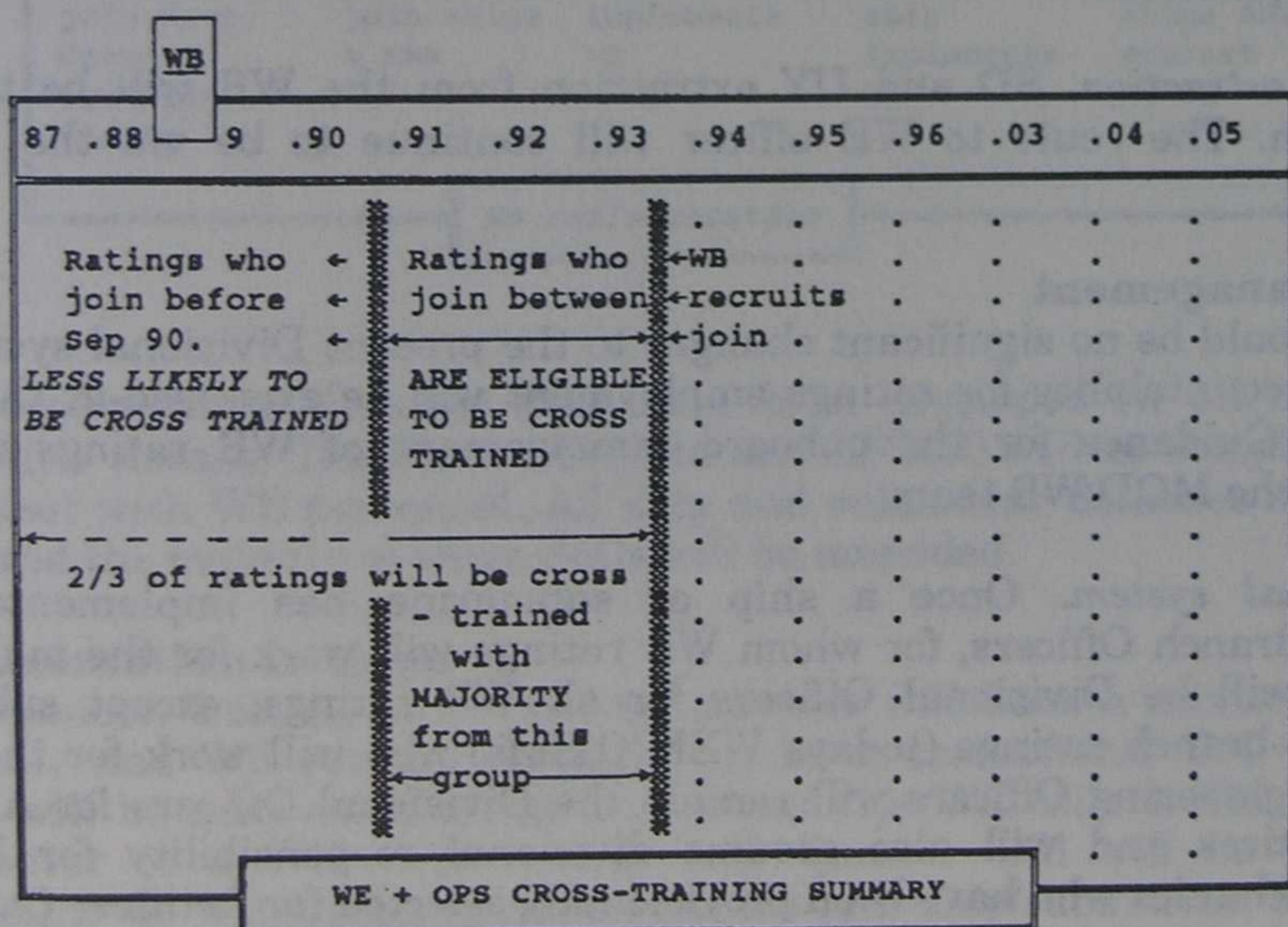
10. *Career training.* All current career courses for operators and mechanics will be superseded by the following Professional Courses (PCs):

a. *PC1.* The PC1 course will prepare a rating for his first sea draft in the Ordinary Rate. It will enable him to operate equipment and have some knowledge of system capabilities and limitations.

- b. *PC2.* The PC2 course will build on the PC1 and be required for confirmation in the able rate. It will cover some of the syllabus of the current operator sub-branch Leading Hand. The technical content will equate to current WEM Part 2 and 3 training.
- c. *PC3.* The PC3 course is the equivalent of the current Leading Hands qualifying course and will enable a WB rating to fill operator positions currently filled by Leading Hands and some Petty Officers. It will include the appropriate technical content of the current LWEM course applicable to sub-branches.
- d. *PC4.* The PC4 course will provide Petty Officers with an in-depth knowledge of operation of systems and also include aspects of technical management.

11. *Cross-training.* Most WB personnel will be trained from entry but some existing junior rate operators and maintainers will be cross-trained into the WB. The majority of those eligible for cross-training will be ratings completing their first draft during the cross-training period, i.e. those who joined the RN between September 1990 and mid-1993. Those who joined the RN earlier than September 1990 are less likely to have the opportunity to cross-train, but will still be eligible. It is currently estimated that only about $\frac{2}{3}$ rds of those eligible will be asked to volunteer or will be selected to cross-train to sustain the requirements of the WB. These points are summarized in Figure 4.

Figure 4



12. *Career opportunities.* Those not selected or eligible for cross-training will be encouraged to maintain a career within their chosen sub-branches to provide the continuity of essential skills and experience necessary to ensure Fleet capability

while WB matures. There will be an eight year overlap between 'old' and 'new' courses.

13. Cross-training courses available are listed in ANNEX C.

14. *Naval General Training (NGT)*. No more than 20% of each of the Professional courses will comprise NGT.

15. *Seamanship training*. Seamanship training for General Service Seaman sub-branch specialists will remain unchanged and all WB ratings will receive seamanship training prior to their first sea draft.

16. *On Job Training (OJT)*. WB courses should not result in an increase in OJT which will be controlled using Task Books to enable the achievement of Operational Performance Statement to be monitored. Task Books are being prepared for issue to the first WB recruits.

17. *Pre-Joining Training (PJT)*. Some current PJTs will be subsumed into WB career courses and others necessary will be created or amended to meet WB specific requirements.

18. *Civilian recognition*. Appropriate National Council for Vocational Qualifications (NCVQ) recognition will be sought for WB courses.

19. *WE Artificer candidate selection*. WE Artificer candidates will be selected from the WB under a new selection process aligned with the WB training and employment patterns.

20. *SD/UY extraction*. SD and UY extraction from the WB will be to the X specialization. The route to WE officer will continue to be via the artificer stream.

Onboard management

21. There should be no significant changes to the present Divisional system and functional accountability for ratings employment will be exercised at the senior rate level. Guidance for the onboard management of WB ratings is being prepared by the MOD WB team.

22. *Divisional system*. Once a ship or submarine has implemented WB, Operations Branch Officers, for whom WB ratings will work for the majority of their time, will be Divisional Officers for all WB ratings, except submarine weapons sub-branch ratings (todays WEM(O)SMs) who will work for the WEO. Weapons Engineering Officers will remain the Divisional Officers for Artificers and Apprentices and will also assume divisional responsibility for Leading Operator Mechanics who have been provisionally selected for Artificer Candidate course.

23. *WE equipment maintenance*. The WEO will remain responsible for the availability of all weapon engineering equipment and will be the custodian of

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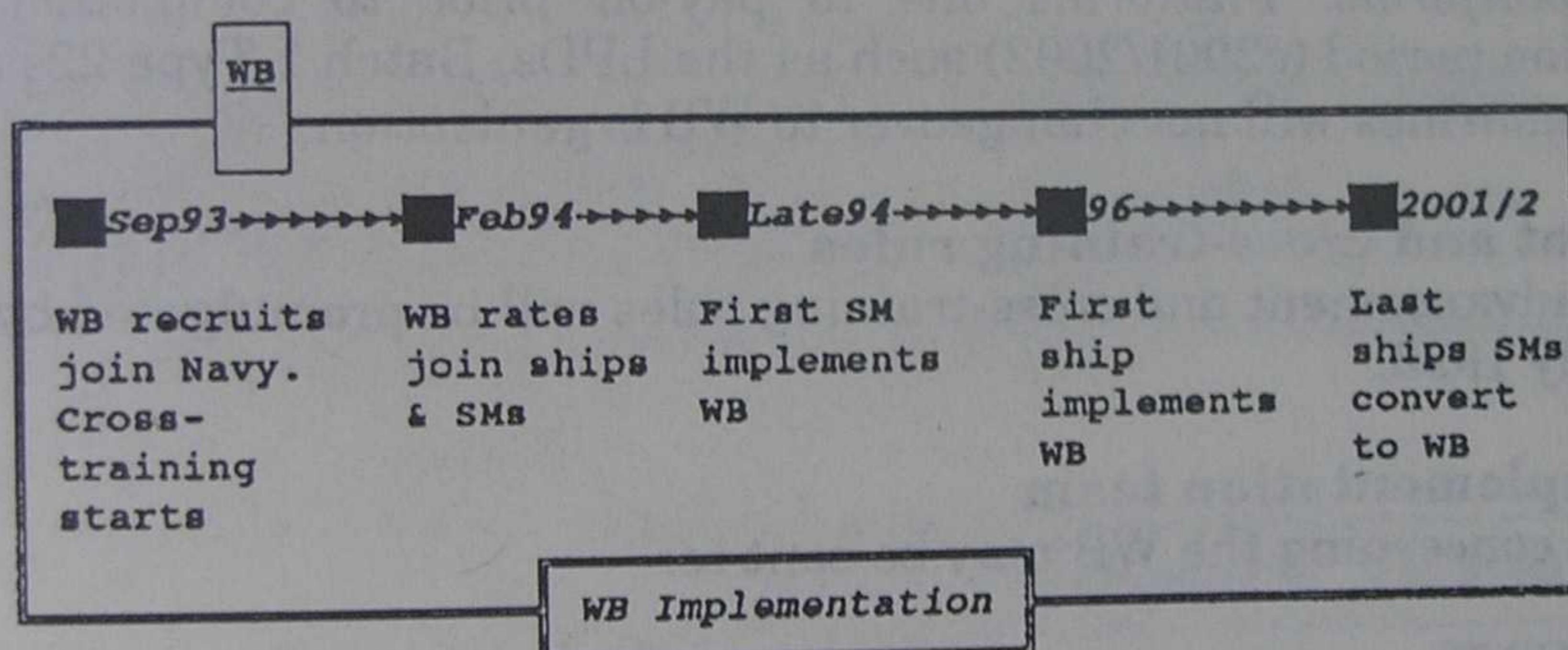
appropriate engineering and safety standards. WE Artificers will be responsible for all defect rectification and the overall maintenance of equipment. WB senior ratings will be tasked with the supervision of specific elements of planned and corrective maintenance, including husbandry and cleaning, and will be accountable to the section WE Artificer for the conduct of this work. WB junior rates will also assist Artificers in equipment defect diagnosis and repair.

Implementation

24. *Recruiting and training.* Recruiting into Operations and WE sub-branches will cease in early 1993, and current Ops and WE New Entry and Parts 2 to 3 Initial Training will stop in Summer 1993, before WB training begins. WB recruiting is likely to start in Spring 1993. LOM(PC3) and PO(PC4) courses will start in 1995 and 1998 respectively.

25. Ships and submarines will change over to WB organizations at build, refit or docking periods between 1994 and 2002 with priority being given to the newer classes of ships. The broad implementation plan is shown in Figure 5.

Figure 5



26. *Complementing.* Quarter Bills have been developed for all main ship and submarine classes. The Future Frigate and LPD(R) will be complemented from the outset with WB personnel. All ship and submarine Schemes of Complement (SoC) and the majority of shore SoCs will be amended.

Implementation in ships

27. *Personnel.* Initially ships and submarines will have a mixture of Ops, WE Mechanic and WB ratings operating under a transitional SoC in which WB billets will be nominated alongside current Ops/WE billets. The timing of the changeover to a WB Organization and Quarter Bill will be linked to the availability of WB trained Leading Hands and ship/submarine build and refit programmes. It will also be necessary to effect some changeovers at DEDs.

28. *Phases of implementation.* Ships will change to WB SoCs at build, refit or DED. The following phased approach to implementation is planned for each platform:

5. Preparation phase. A preparation phase in which WB training would start and Able Rates and below would be trickle drafted to billets in an evolving transitional SoC.

6. Changeover phase. A changeover phase in which the numbers of WB Leading Rates would be built up more rapidly and which would lead to implementation on a date, during refit, build or DED, when the platform would change to a WB organization and quarter bill.

(1) Ships. Where implementation in a ship is planned for a DED, its programme thereafter should allow for a standard two week shakedown and BOST instead of COST. This requirement will be reviewed after WB has been implemented in two or three platforms.

(2) Submarines. Submarines will implement at build and refit only except the Upholder Class, some of which will implement at DED.

c. Consolidation phase. A consolidation phase in which remaining Leading Rates and Ops senior rates will be replaced progressively with WB equivalents. Any WE Mechanic senior rate billets which can not ultimately be filled by CPOWEMs will be filled by Artificers.

22. Age of platforms. Platforms due to pay-off prior to completion of the implementation period (c2001/2002) such as the LPDs, Batch 1 Type 22s and 40s and some submarines will not changeover to WB organization.

Advancement and cross-training rules

23. Detailed advancement and cross-training rules will be promulgated by DCI in late 1992/early 1993.

MOD WIS implementation team

24. Enquiries concerning the WB may be sent to:

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Room NC02
Ministry of Defence
Old Admiralty Building
Spring Gardens
London SW1A 2BE

Tel: 071-218-3967
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ANNEX A

Warfare Branch Relative Rate Table

1. The titles below correspond to the Warfare Branch nomenclature approved by the Navy Board in December 1991. The titles for the Underwater Warfare sub-branch are shown in full as an example, and abbreviations only for the remaining sub-branches.

Underwater Warfare

Rate	Abbreviation	Relative Rate
Warrant Officer	WO(UW)	Warrant Officer
Chief Petty Officer (Underwater Warfare)	CPO(UW)	Chief Petty Officer
Petty Officer (Underwater Warfare)	PO(UW)	Petty Officer
Leading Operator Mechanic (Underwater Warfare)	LOM(UW)	Leading Hand
Operator Mechanic (Underwater Warfare)	OM(UW)1	Able Rate
1st Class		
Operator Mechanic (Underwater Warfare)	OM(UW)2	Ordinary Rate
2nd Class		
Junior Operator Mechanic (Underwater Warfare) 1st Class	JOM(UW)1	Junior
Junior Operator Mechanic (Underwater Warfare) 2nd Class	JOM(UW)2	Junior

WRNS

Rate	Abbreviation	Relative Rate
Warrant Officer	WO(UW)W	Warrant Officer
Chief Petty Officer Wren (Underwater Warfare)	CPOW(UW)	Chief Petty Officer
Petty Officer Wren (Underwater Warfare)	POW(UW)	Petty Officer
Leading Wren Operator Mechanic (Underwater Warfare)	LWOM(UW)	Leading Hand
Wren Operator Mechanic (Underwater Warfare) 1st Class	WOM(UW)1	Able Rate
Wren Operator Mechanic (Underwater Warfare) 2nd Class	WOM(UW)2	Ordinary Rate
Junior Wren Operator Mechanic (Underwater Warfare) 1st Class	JWOM(UW)1	Junior
Junior Wren Operator Mechanic (Underwater Warfare) 2nd Class	JWOM(UW)2	Junior

Abovewater Warfare (Weapons and Tactical)

Abovewater Warfare

(WRNS)

OM(AW)1

OM(AW)2

JOM(AW)1

JOM(AW)2

WOM(AW)1

WOM(AW)2

JWOM(AW)1

JWOM(AW)2

Abovewater Warfare (Weapons)

(WRNS)

WO(AWW)

CPO(AWW)

PO(AWW)

LOM(AWW)

WO(AWW)

CPO(AWW)

PO(AWW)

LOM(AWW)

Abovewater Warfare (Tactical)

(WRNS)

WO(AWT)W

CPO(AWT)

PO(AWT)

LOM(AWT)

WO(AWT)

CPO(AWT)

PO(AWT)

LOM(AWT)

Note: Below LOM Abovewater training and employment is common to Tactical and Weapons.

Electronic warfare

Communications

Minewarfare

	(WRNS)		(WRNS)	
WO(EW)	WO(EWW)	WO(C)	WO(C)W	WO(MW)
CPO(EW)	CPO(EW)	CPO(C)	CPO(C)	CPO(MW)
PO(EW)	PO(EW)	PO(C)	PO(C)	PO(MW)
LOM(EW)	LWOM(EW)	LOM(C)	LWOM(C)	LOM(MW)
OM(EW)1	WOM(EW)1	OM(C)1	WOM(C)1	OM(MW)1
OM(EW)2	WOM(EW)2	OM(C)2	WOM(C)2	OM(MW)2
JOM(EW)1	JWOM(EW)1	JOM(C)1	JWOM(C)1	JOM(MW)1
JOM(EW)2	JWOM(EW)2	JOM(C)2	JWOM(C)2	JOM(MW)2

Sensors SM

Tactical SM

Weapons SM

Communications SM

WO(SSM)	WO(TSM)	WO(WSM)	WO(CSM)
CPO(SSM)	CPO(TSM)	CPO(WSM)	CPO(CSM)
PO(SSM)	PO(TSM)	PO(WSM)	PO(CSM)
LOM(SSM)	LOM(TSM)	LOM(WSM)	LOM(CSM)
OM(SSM)1	OM(TSM)1	OM(WSM)1	OM(CSM)1
OM(SSM)2	OM(TSM)2	OM(WSM)2	OM(CSM)2
JOM(SSM)1	JOM(TSM)1	JOM(WSM)1	JOM(CSM)1
JOM(SSM)2	JOM(TSM)2	JOM(WSM)2	JOM(CSM)2

Warfare Branch — not categorized

Acting Operator Mechanic 1st Class	A/OM1	A/WOM1
Operator Mechanic 2nd Class	OM2	WOM2
Junior Operator Mechanic 1st Class	JOM1	JWOM1
Junior Operator Mechanic 2nd class	JOM2	JWOM2

ANNEX B**Warfare Branch Sub and Support Branches with unchanged titles**

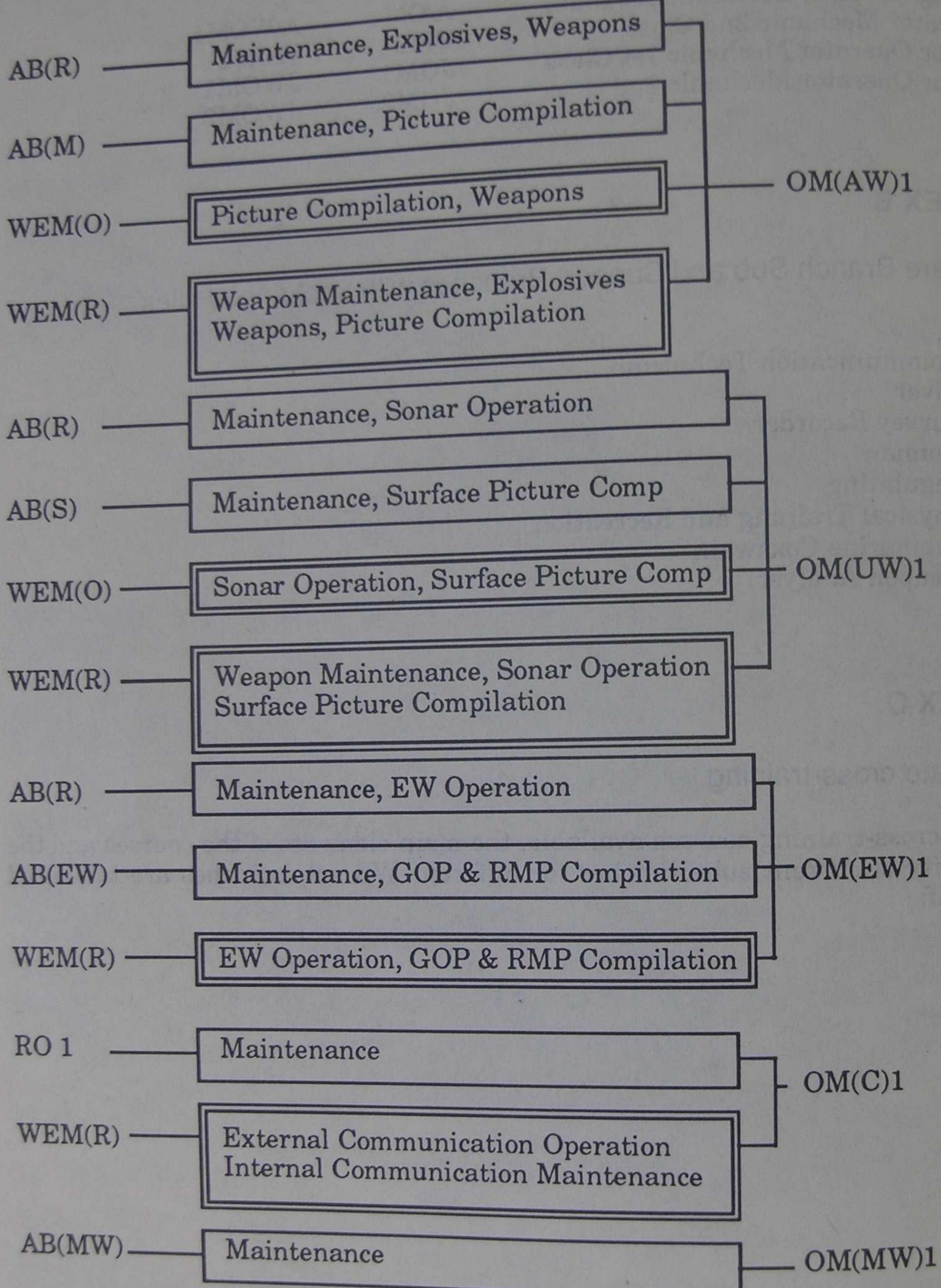
Communication Technician	
Diver	
Survey Recorder	
Seaman	
Regulating	
Physical Training and Recreation	
Submarine Coxswain	
Weapon Analyst	

ANNEX C**Able rate cross-training**

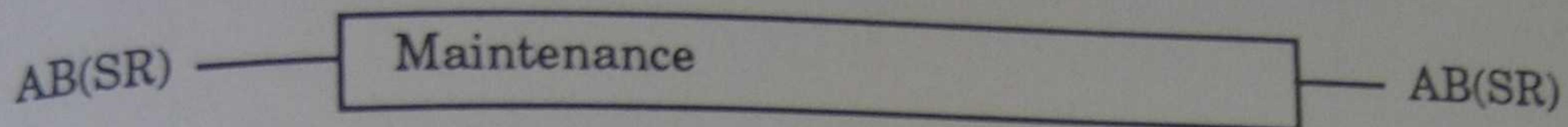
1. The cross-training courses available, the main elements of the courses and the eligibility of current sub-branches for different WB sub-branches are tabulated overleaf:

Main Course Elements

Current



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Submarines

