



Defence Council Instructions Royal Navy

Kwai Tevi

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87 Air Engineering Branch Development – Implementation of the New Air Engineering Specialisation

References:

- A. NMA PORTSMOUTH HEG/WAB/BAC 171010Z NOV 03 (AE Specialisation - Future Structure).
- B. DCI/RN/57/04 (Avionics Trade Convergence).
- C. NMA PORTSMOUTH HEG/WAB/BAC 301415Z JAN 04 (Interim Arrangements for Selection to the AE Fast Track Scheme).

Introduction

1. The Air Engineering Branch Development (AEBD) Team, under the sponsorship of 2SL, has designed a new AE Specialisation¹ to meet the needs of the Royal Navy in the 21st Century. Key drivers behind this change include:
 - a. Tri-Service AE convergence driven by the operational requirement of Joint Service formations (ie Joint Helicopter Command and Joint Force Harrier), in particular the early migration of JFH to mixed RN/RAF manned squadrons.
 - b. A need to improve the sustainability of the AE Specialisation structure, including action to lessen the effect of reduced recruitment targets in the mid 1990s.
 - c. Future platform requirements, where technological advances are expected both to blur the distinction between electrical and radio/radar systems and change the way in which engineering support is provided.
2. As announced at Reference A, the new structure will be based around a single Technician stream both in the Mechanical (M) and newly formed Avionics (Av) trades. Details of trade convergence have already been promulgated at Reference B.

Aim

3. The aim of this DCI is to describe:
 - a. The principles and characteristics of the new AE Specialisation.
 - b. The transitional arrangements for migration of the existing AE Specialisation to the new structure.
4. This DCI applies to AE Artificers, Mechanics and Technicians only; it does not apply to Survival Equipment ratings or non-AE members of the Engineering Branch. The instructions and regulations contained in JAP 100A-01, AP 100T-0100, BRs 8748, 1066, 1992 and 1950 and other associated publications will be amended in due course.

The new AE Specialisation

5. The AE Specialisation will migrate to a single stream of Air Engineering Technicians (AET) from Able Rate to Warrant Officer 1st Class and, as announced at Reference B, will operate in the M and Av trades. While the Specialisation will migrate to the Technician stream, some individuals will remain as Artificers or Mechanics until their exit from the Service. Promotion will be based on a "Select, Train, Promote" regime with experience gained at each rate being pivotal in ensuring the correct calibre of Technician at every rate. It is expected that a high proportion of the intake will have the potential to attain the highest rates within the Specialisation over the duration of a normal career. A Fast Track route will allow the most able Technicians to reach the rate of POAET approximately three to four years earlier than the average POAET.

Vesting Day

6. The AEBD Vesting Day, 1 May 06, is the date on which those AE Mechanic and Artificer ratings who meet the criteria for transition to Technician stream without the need for further training or assessment will re-categorise to Technician. It should be noted that other changes to the new structure may take place prior to this date. Specific details of the transitional rules are given at Paras 18 to 20 below.

¹ In accordance with DCI RN 86/00, the AE Rating Corps, previously commonly termed the "AE Branch", is referred to throughout this document as the AE Specialisation.

Recruitment

7. The recruitment of AETs has started and the first AETs are expected to join the Trained Strength in August 2005 having joined HMS *Raleigh* for Phase 1 training in July 2004. Recruitment standards for the AET have been raised in comparison to those of the AEM and will include a more demanding Personal Qualities Assessment interview.

Qualification, Promotion and Employment in the new AE Specialisation

8. The system of promotion in the new AE Specialisation is detailed in the form of a revision to BR 1066 Chapter 14, which is presented at ANNEX A. The following paragraphs provide general information on how the personnel in the Technician stream will be selected, trained and employed.

9. The AET1 will be required to carry out the same duties as the current "All Trade" AEM. Given that the AET1 will be allocated their future (Leading Air Engineering Technician (LAET)) trade preference (M or Av) on attainment of Qualified to Maintain/Qualified to Sign (QM/QS) status, where possible they should be given opportunities to develop experience in their prospective trade. It is anticipated that this trade specific experience will improve individuals' performance at the traded Provisional Examination (PE) for LAET and subsequent Qualifying Course (QC).

10. The LAET QC for both the M and Av trades will be approximately 12 months duration. The product of the LAET QC will be a Technician who has underpinning systems knowledge within his/her trade. He/she will be capable of holding JAP 100A-01 authorisation as detailed in Table One below. However, unlike the LAEM holding a Certificate of Competency (CofC), he/she will not be expected to be the "in-trade systems expert" and will not be expected to perform fault diagnosis on flight critical systems; This will require a culture change in the management and employment of the post AEBD LAET.

Rank/Rate or Appointment	Qualifying Training (where necessary)	Max Standard Authority Level	Notes
		Max Special Authority Level	Notes
LAET or LAEA	Professional Qualifying Course.	C	For specified systems only (by Air Engineering Staff Instruction for aircraft by type and mark).
		D	Limited by task, including NDT operations, flight servicing and 'U' tasks identified in Topic 5C; by aircraft type and mark.
LAET or LAEA	Professional Qualifying Course and Certificate of Competence.	C	Not for fault diagnosis of systems requiring independent inspection.
		F	For manual Main Rotor Blade and Tail Fold/Spread only. E in own trade only.

Table 1 – LAET/LAEA JAP 100A-01 Authority Levels

11. The POAET QC for both the M and Av trades will be approximately 18 months duration. The product of the POAET QC will be a Technician with a detailed knowledge and understanding of generic aircraft systems within his/her trade. He/she will be the acknowledged in-trade systems expert and will have the ability to diagnose faults from first principles. He/she will be required to fulfil a number of specialist AE roles such as flying maintainer, management of AE related IT systems, supervision of engineering logistics support and airframe repairs to aircraft Topic 6 level.

12. The CPOAET QC will be all-traded and will be approximately two months duration. The product of the CPOAET QC will be a maintenance manager capable of holding JAP 100A-01 Levels G and H as required; Prospective flight Senior Maintenance Ratings (SMR) will require further training and experience before being authorised as flight SMRs. The content of the QC will include:

- Staff training, including Service Writing, and an overview of aviation related command and support organisations.

b. Out-of-source trade generic systems principles training to the level contained in aircraft Topics 15.

c. All Training Objectives, with the exception of aircraft knowledge, currently associated with the Aircraft Charge Certificate (ACC) as detailed in AP100T-0100.

13. Completion of the CPOAET QC will be achieved by success at an oral board administered by the Royal Naval Air Engineering and Survival School (RNAESS). An Aircraft Management Certificate (AMC) will be issued to successful candidates, who will then be eligible for immediate promotion to CPOAET, providing all other promotion eligibility criteria have been met.

14. The AMC will replace the current Aircraft Charge Certificate and will be fully explained in an amendment to AP 100T-0100 (to be issued separately). The route for achieving the award of an AMC will either be via the CPOAET QC or by separate completion at a Fleet Board. Irrespective of award route, ratings gaining an AMC will only be authorised to JAP 100A-01 Standard Authority Levels G and H at unit/station level when they have satisfied the authorising authority (JAP 100A-01 Levels J or K) that they have the requisite cross-trade aircraft knowledge.

15. The WO2AET QC will be approximately 4 weeks long. The product of the QC will be a WO2 Technician who will be expected to operate as the head of the engineering rating corps within a squadron or unit, undertake the duties of the Duty Technical Officer of an air station and act as Duty AEO of a squadron. The content of the QC will include:

- Continuously assessed syndicated work covering the job description and training objectives as laid out in AP100T-0100.
- Briefings on high-level Joint Service aviation engineering management structures/organisations.
- FLEET, 2SL, DPA and DLO visits.
- A final oral board assessment.

16. The WO1AET rate will be reserved for the most experienced and competent members of the new AE Specialisation and will be selected solely on merit. Typically, WO1AET posts will be those required to advise command headquarters staff on AE issues, where the holder's experience and broader managerial competence will enable him/her to contribute to the planning of large scale effort and long term airworthiness management. The WO1AET may also occupy singleton posts where he/she holds the sole AE responsibility or FAA focus within an organisation. Also, he/she may occupy WO1(Any) billets requiring non-specific management expertise such as senior manpower positions in Waterfront Manning Organisations and Executive Warrant Officer (EWO) posts.

Fast Track Selection

17. A Fast Track (FT) scheme is being introduced that allows the most able AET stream ratings to progress to POAET faster than their non-FT counterparts. Details of the FT scheme are explained at ANNEX A. An interim FT scheme covering transitional arrangements up to Vesting Day have been detailed at Reference C.

Transition to the New Specialisation

18. Transition to the new AE Specialisation has started with the first full courses of L and R trade personnel undergoing Assimilation Training (AT) at the RNAESS.

Mechanic Stream

19. On Vesting Day ratings in the Mechanic stream will re-categorise as follows:

- The AEM1 will re-categorise to AET1.
- The LAEM will re-categorise to LAET. LAEMs who were previously qualified to Full Supervisory status will continue to be authorised as such, subject to continued authorisation by the Level J holder. Post Vesting Day, former LAEMs will not have the opportunity for selection for promotion to POAEM; the only promotion route will be to POAET, which will be merit based. To be selected for POAET, L and R trade ratings will not be required to have passed AT to the Av trade, but they will undergo AT prior to attendance at POAET QC.

- c. The last promotion selection board to POAEM will be in Jun 05, this board will select POAEM promotion candidates for training year 06/07. POAEMs will remain in the Mechanic stream and will retain the AEM nomenclature. POAEMs subject to normal promotion criteria will remain eligible for promotion to CPOAEM. Limited opportunities may exist for small numbers of POAEMs to attend POAET QC and thus transfer to the Technician stream. Further details will be promulgated in due course.
- d. The CPOAEM will remain in the Mechanic stream and will retain the AEM nomenclature. CPOAEMs subject to normal promotion criteria will remain eligible for promotion to WO1AEM.
- e. The WO1AEM will remain in the Mechanic stream and retain the AEM nomenclature.
- f. PO/CPOAEMs who qualify by separately completing an HND or equivalent, in a related Aerospace Discipline will be considered by the AE Branch Manager for transfer to the AET stream on an individual basis. Further details will be promulgated in due course.

Artificer Stream

20. On Vesting Day ratings in the Artificer stream will re-categorise as follows:

- a. The AEA and LAEA will remain as such until advanced to PO when they will automatically re-categorise as POAET.
- b. The POAEA will re-categorise to POAET. The first promotion selection board to CPOAET will be held in Autumn 05 for promotion in training year 06/07.
- c. POAETs who formerly completed Artificer Qualifying Course will also be allowed to attempt the PQE for advancement to CPOAEA until the cut-off dates detailed in Table 2 below. Otherwise, the only promotion route to CPO will be by merit based selection to CPOAET.

Situation	CPOAEA PQE Eligibility Closure Date
Advanced to POAEA and already eligible to sit CPOAEA PQE prior to 1 May 04.	1 May 06.
Advanced to POAEA but not yet eligible to sit CPOAEA PQE by 1 May 04.	2 years from CPOAEA PQE eligibility date (BR 1066 refers).
Not yet advanced to POAEA by 1 May 04.	6 years from start date of AQC.

Table 2 – CPOAEA PQE Eligibility Criteria

- d. The CPOAEA holding an ACC will re-categorise to CPOAET. For the non- ACC holding CPOAEA the following routes to CPOAET will be available:
 - (1) By gaining an ACC or AMC as appropriate in the field.
 - (2) By drafting action for those ratings drafted to a CPOAET/ CPOAEA(ACC) billet. Such ratings will attend, and be required to pass, the CPOAET QC.
- e. The WO2AEA PQE will not be a requirement for selection to WO2AEA when the current boarding window closes in 2004. The selection board which sits in Autumn 04 will select from the pool of qualified candidates for promotion to WO2AEA in Apr 05 (for PQE holders) and Apr 06 (for non-PQE holders). In addition, the selection board will also consider volunteers for promotion to WO2AEA who have not passed the PQE but hold an ACC/ AMC; successful candidates will attend the WO2AET QCs in training year 05/06 and will be promoted on successful completion of the course.
- f. The WO2AEA will re-categorise to WO2AET.
- g. The WO1AEA will re-categorise to WO1AET.

Terms and Conditions of Service

UY/SUY Selection

21. Those Technician stream ratings who meet the academic requirements for entry as a Naval College Entry Engineer Officer (as currently specified for Artificers²) will be eligible for UY(E) candidature providing all other UY eligibility criteria are met.
22. SUY selection regulations will be amended in due course to reflect SUY(AE) extraction from the Technician stream. Such extraction will be from the rate of POAET and above.

Branch Transfers and Sideways Entry

23. Branch Transfer and Sideways Entry in or out of the Technician stream will be handled in accordance with BR 8748 Chapter 3 with the exception that such transfers out for POAET and above will normally be allowed only where there is a clear Service interest.

FTRS

24. FTRS ratings will continue to be employed, where required, on an individual basis in the stream and trade in which they left Regular Service. They will not normally be selected for Assimilation Training or AET career courses.

Reporting

25. As all rates in the Technician stream will be promoted under a Select, Train, Promote regime, all rates up to and including WO2AET will require RORRS S3300c selection reports annually. Selection reporting dates for all AET rates will align with the common reporting dates for all other branches, details of which are being issued separately by The Naval Drafting Division.
26. Future selection boards will consider L, R and Av trades collectively, therefore with immediate effect, all L, R and Av reports should be aligned collectively in the Av trade.

Pay

27. The regime of Qualifying Points (QP) and Accelerated Incremental Progression (AIP) points will be amended, as shown at Annex B, to reflect the merit based selection regime for the AET. Pending any future Job Evaluation, the AET1 will be in the Lower Pay Band and the LAET and above will be in the Upper Pay Band.

Uniform

28. *Dress.* AE Technician stream ratings will adopt the same uniform as the current AE Mechanic (ie Square Rig for AET and LAET, and Fore and Aft rig for AET senior ratings).
29. *Badges.*

- a. For the Technician stream, there is no requirement for trade badges above the rate of LAET. The AET rate will utilise the current all trade "Aircraft AE" Badge, however, the LAET will utilise an Av or M trade indicator as appropriate. POAEMs and above, who do not transition to the technician stream will retain their current trade badges, unless cross-trained to the Av trade in which case they will wear an Av trade badge.
- b. Initial stocks of the new Av trade badge are held centrally at the RNAESS for issue to eligible ratings on completion of Assimilation Training or LAET QC. Further stocks will be distributed to units as sufficient quantities become available.

Seniority Dates

30. Where a rating is re-categorised under AECD, he/she will retain his/her seniority date for the rate held in the previous stream.

² BR 8748 Chap 11 Art 1105 Para 3 refers.

Accreditation

31. Accreditation of AET stream career courses and experience is being negotiated with external accreditation bodies. While it cannot be guaranteed at this stage, it is expected that accreditation will range from the Foundation Modern Apprenticeship for the AET to the Foundation Degree for the POAET.

Standard Initial Training Periods

32. The Standard Initial Training Period for the AET will be 14 months.

Disrating

33. Ex Artificers who are disrated as a result of disciplinary action may only be disrated to the rate of POAET. All other ratings in the Technician stream may be disrated to the rate of AET1.

Administrative Action

Schemes of Complement

34. Scheme of Complement (SoC) lines (including those lines for ratings in Squads) will require amendment to reflect the new AEBD manning structure. For managerial reasons, amendments to SoCs may reflect a series of incremental, rather than one large, change to the new AE Specialisation. The AEBD Team will liaise with individual SoC managers to develop the changes.

Computer Pay/NMMIS Records

35. Changes to computer pay/NMMIS records will be initiated either by C171 action for individuals on advancement or completion of Assimilation Training course, or, for those individuals to be re-categorised on Vesting Day, a global change will be effected by AFPAA.

Service Documentation

36. Changes to Service Documentation commensurate with completion of Assimilation Training, re-categorisation to the Technician stream before Vesting Day by means of LAET QC attendance, or automatic re-categorisation on Vesting Day are to be effected by the individual's parent unit.

AEBD Implementation Management

37. An AEBD Implementation Management Team is in place to advise the agencies involved in implementation of the transition to new AE Specialisation. The team will continue to report to the AEBD Implementation Project Board until AEBD is considered to have become routine business, and thereafter report to the AE Structural Policy Advisory Group (SPAG) and Training Policy Advisory Group (TPAG) as appropriate. The team will also be responsible for:

- a. Proposing detailed changes to the new AE Specialisation where subsequent changes in AE employment and role occur.
- b. Monitoring and co-ordinating requirements for the AT Programme, advising manning authorities and operational commands as appropriate.
- c. Developing, in conjunction with SoC holders, SoC changes to reflect the new AE Specialisation.

38. Further information can be obtained from the AEBD Team – Email SULTAN AEBDTL/AEVD1 or telephone 93 843 6107/2660.

ANNEXES

- A. BR1066 – Revision to Chapter 14 (AE Specialisation).
- B. BR1950 – Revision to Chapter 10 (AE Branch - Technician).

PART II – CHAPTER 14
ENGINEERING BRANCH – AIR ENGINEERING SPECIALISATION

- 1401. Air Engineering Specialisation – General Terminology
- 1402. Fast Track Scheme for Accelerated Advancement to the Rate of Petty Officer AE Technician
- 1403. Examinations for Promotion – General
- 1404. Certificate Of Competency to Supervise Aircraft Maintenance
- 1405. Aircraft Management Certificate
- 1406. Air Engineering Technicians – Qualifications for Promotion
- 1407. Air Engineering Technician Fast Track Scheme – Qualifications for Selection and Subsequent Advancement (from 1 Sep 05)
- 1408. Air Engineering Technicians – Rules Regarding Failures
- 1409. Air Engineering Artificers – Apprentice Entry - Qualifications for Advancement or Promotion (from 1 May 06)
- 1410. Air Engineering Artificers – Apprentice Entry - Rules Regarding Failures
- 1411. Air Engineering Artificer Candidates – Qualifications for Advancement or Promotion
- 1412. Air Engineering Artificer Candidates – Rules Regarding Failures
- 1413. Air Engineering Mechanics – Qualifications for Promotion (from 1 May 06)
- 1414. Specially Selected Air Engineering Mechanics

1401. Air Engineering Specialisation – General Terminology

- 1. The Air Engineering (AE) specialisation rating structure comprises a technician, artificer and mechanic stream. Ratings are titled "Air Engineering Technician", "Air Engineering Artificer" or "Air Engineering Mechanic" as appropriate and, from promotion to LH up to and including CPO, will specialise in one of the following categories:

Mechanical (M)

Electrical (L)

Radio (R)

Avionics (Av)

- 2. In recognition of the wider managerial role of the Warrant Officer 2 (WO2) and Warrant Officer 1 (WO1) the M and Av trades are not retained above the rate of Chief Petty Officer.

1402. Fast Track Scheme for Accelerated Advancement to the Rate of Petty Officer AE Technician

- 1. The Fast Track (FT) scheme consists of a sequence of training, experience and rigorous continuous assessment culminating in advancement to POAET, on a combined time and merit basis. The FT route provides early attendance on both the LAEM/LAET and POAET Qualifying Course (QC) with a minimum time spent at AET and LAET for ratings to gain experience in complement billets.
- 2. Entry to the FT scheme will be by FT Selection Board (FTSB). Candidates considered suitable for FT will be selected by the Commander (Air Engineering) (Cdr(AE)), Royal Naval Air Engineering and Survival School (RNAESS). Candidates must demonstrate the potential for higher managerial and leadership responsibilities and for further technician training. FT selection will be from one of the following boarding points:

- a. Phase 2A training – During Phase 2A training and prior to leaving RNAESS.
- b. LAET QC – During LAET QC and prior to leaving RNAESS.

3. Continuance on the FT scheme will be dependent upon ratings exhibiting the necessary personal qualities, technical ability and academic performance both in the field and during any period of training. Each RORRS report raised on a FT rating is to include a textual statement about the rating's continued suitability for FT status. Ratings failing to meet the necessary standards are to be reported to Cdr (AE), RNAESS and will have their FT status removed. If currently attending a QC, ratings may remain on course subject to the normal qualifying course failure regime. LAEM/LAET failing to achieve Certificate of Competence to Supervise Aircraft Maintenance (CCSAM) within 6 months of completing LAEM/LAET QC or from award of FT status to LHS, (not including time spent on aircraft specific Targeted Employment Modules) are to have their FT status reviewed by the parent Typed Air Station (TAS) Engineering Training School (ETS).

4. Guidance for determining the suitability of candidates, the format of the FTSB and its administration are contained in AP100T-0100, Section 1, Chapter 7.

1403. Examinations for Promotion - General

- 1. All recommendations for promotion, advancement, examination or course are to be made in accordance with Article 0501.
- 2. Applications for all examinations are to be submitted strictly in accordance with AP100T-0100. Applications to sit Provisional Examinations (PE) or Professional Qualifying Examinations (PQE) (on Forms S442), may be approved by an Air Engineering Officer in anticipation of time based qualification. However, candidates are not, under any circumstances, to be permitted to sit any examination unless fully qualified in accordance with the instructions contained within this chapter.
- 3. The general rules for examinations are in Chapter 5. Instructions for all AE Branch examinations are at AP100T-0100. Failures are to be dealt with in accordance with Article 0511. The types of examination used in the AE specialisation are as follows:
 - a. PQE. PQEs are set by the Air Engineering Training Standards Board (AETSB), RNAESS. These examinations assess a rating's professional suitability for advancement to the higher rate.
 - b. PE. PEs are set by the AETSB, RNAESS. These examinations assess a rating's potential to qualify on the respective professional qualifying course.
- 4. Refusal to take a qualifying course or examination is to be dealt with in accordance with Article 0512.
- 5. Dates for PQEs and PEs are published annually by Defence Council Instruction (DCI).

1404. Certificate of Competency to Supervise Aircraft Maintenance

- 1. Technicians:
 - a. LAETs may apply to take a Certificate of Competency to supervise aircraft maintenance (CCSAM) board after a minimum of 3 months of consolidation training following LAET QC. LAETs are expected to gain the award within 18 months of commencement of consolidation training (those ratings who completed the LAEM QC will be allowed 24 months to achieve C of C). Under normal circumstances they will be limited to a maximum of 3 attempts at the board. Names of technicians who fail to gain the award within 18 months of commencement of consolidation training are to be reported to the Naval Drafting Division (NDD) and Director Naval Life Management (DNLM)/ Branch Manager Engineering Air Engineering (BMEAE).
 - b. LAETs who have successfully completed LAET QC, Leading Ratings Command Course (LRCC) and hold CCSAM are eligible to wear 2 stars on their trade badge.

2. Fast Track Technicians:

- a. Fast Track LAETs may apply to take a CCSAM Board after a minimum of 3 months consolidation training. Fast Track LAETs are to have obtained their CCSAM within 6 months of successful completion of LAET QC (not including time spent on aircraft specific Targeted Education Modules (TEM)). Under normal circumstances they will be limited to a maximum of 3 attempts at the CCSAM board. Names of FT technicians who fail to gain the award within 6 months of commencement of consolidation training are to be reported to NDD and DNLM/BMEAE.

3. Artificers:

- a. Artificers may apply to take a CCSAM board after a minimum of 3 months of consolidation training following an AQC. Artificers are expected to gain the award within 22 training weeks of commencement of consolidation training. Under normal circumstances, they will be limited to a maximum of 3 attempts at the board. Names of artificers, who fail to gain the award within 30 weeks of commencement of consolidation training, are to be reported to NDD and DNLM/BMEAE.

4. Mechanics:

- a. Leading Air Engineering Mechanics (LAEMs) may apply to take a CCSAM board after a minimum of 6 months of consolidation training following LAEM QC. LAEMs are expected to gain the award within 24 months of commencement of consolidation training. Under normal circumstances, they will be limited to a maximum of 3 attempts at the board. Names of LAEMs who fail to gain the award within 24 months of commencement of consolidation training are to be reported to NDD and DNLM/BMEAE.
- b. LAEMs will normally be drafted to complement billets after five weeks of consolidation training.
- c. LAEMs who have successfully completed LAEM QC, LRCC and hold CCSAM are eligible to wear 2 stars on their trade badge.

5. Further details of the award of CCSAM are set out in AP100T-0100, Section 1.

1405. Aircraft Management Certificate

1. The Aircraft Management Certificate (AMC) will replace the Aircraft Charge Certificate (ACC) and is automatically awarded on successful completion of CPOAET QC. Full details including the Enabling Objectives for the award of AMC will be set out in AP100T-0100, Section 1.

2. The AMC is a pre-requisite to the granting of Standard Authority Levels G and H in accordance with JAP 100A-01 Ch 4.3. Authority to operate to JAP Levels G and H will be subject to the demonstration of cross trade aircraft knowledge to the satisfaction of the authorising person.

3. Conditions for award:

- a. *Technicians.* The AMC will be automatically awarded on successful completion of CPOAET QC.
- b. *Artificers.* During the AEBD transitional period CPOAEAs will remain eligible to attempt the AMC Fleet Board in the field. However, CPOAEAs drafted to a billet requiring the ACC or AMC will be required to attend, and to pass the CPOAET QC.

Entry to HMS RALEIGH

AE TECHNICIAN 2nd CLASS

- a. Complete Phase 1 New Entry Training and Phase 2A Initial Technical Training. (1)(2)
- b. For Branch Transfers, a minimum of NAMET 5:5.
- c. Complete Phase 2B Training – award of QM & QS. (3)(4)(5)
- d. Twelve months' seniority as an AET2.
- e. Minimum of 3 months' service in a technical billet.
- f. Recommended for advancement.

AE TECHNICIAN 1st CLASS

- a. Pass Provisional Examination (PE) for LAET. (6)
- b. Annual promotion appraisal reports required to date 31 January following pass in PE (+3 previous reports initially).
- c. Eighteen months' seniority as AET1 on or by 31 Mar of the calendar year following that in which the Selection board sits (eg. at May/Jun 04 board, 18 months' seniority on or by 31 Mar 05).
- d. Must be able to complete a minimum of 12 months in the next higher rate (see Article 0211).
- e. NAMET 5:5.
- f. Completed pre LRQC Task Book. (6)
- g. Recommended for selection on Form S3300C.
- h. Selected by Board for training and promotion.
- i. Passed LAET QC.
- j. Passed Leading Ratings Command Course (LRCC).
- k. Promotion Confirmation Certificate (PCC) issued by Promotion Authority.
- l. Six months since last Career Check.

LEADING AE TECHNICIAN

- a. Hold Certificate of Competency to Supervise Aircraft Maintenance (CCSAM)(Article 1404).
- b. Complete Post-LAET QC Task Book.
- c. Annual promotion appraisal reports (S3300C) required to date 30 Apr (+3 previous reports initially) on all LAETs who hold a CCSAM by the reporting date.
- d. Two years' seniority as LAET on or by 31 Mar of the calendar year following that in which the Selection Board sits (eg. at Jun/Jul 04 board, 2 years' seniority on or by 31 Mar 05).
- e. Must be able to complete a minimum of 12 months in the next higher rate (see Article 0211).
- f. NAMET 3:3.
- g. Recommended for selection on Form S3300C.
- h. Selected by Board for training and promotion.
- i. Complete Pre-POAET QC Task Book.
- j. Pass POAET QC.
- k. Pass Senior Ratings' Command Course (SRCC). (7)
- l. PCC issued by Promotion Authority.
- m. Six months since last Career Check.

PETTY OFFICER AE TECHNICIAN

- a. Annual Promotion appraisal reports required from date of promotion to POAET.
- b. Minimum of 12 months' experience as a POAET in a Squadron or Flight.
- c. Three years' seniority as POAET on or by 31 Mar of the calendar year following that in which the Selection Board sits (eg. at Oct/Nov 04 board, 3 years' seniority on or by 31 Mar 05).
- d. Must not complete 22 years reckonable service before 1 Apr prior to the Common Promotion Date (CPD) for which selected (unless serving on 2OE).
- e. Must be able to complete a minimum of 12 months in the next higher rate (see Article 0211).
- f. Recommended for promotion.
- g. Selected for promotion by Board.
- h. Pass CPOAET QC, and awarded Aircraft Management Certificate (AMC) (see Article 1405).
- i. PCC issued by Promotion Authority.
- j. Six months since last Career Check.

CHIEF PETTY OFFICER AE TECHNICIAN

- a. Annual promotion appraisal reports required from date of promotion to CPO.
- b. Three years' seniority as CPOAET on or by 31 Mar of the calendar year following that in which the Selection Board sits (e.g. for Autumn 04 board, 3 years' seniority on or by 31 Mar 05).
- c. Must be able to complete a minimum of 12 months in the next higher rate (see Article 0211).
- d. Qualified Educationally for WO (QEWO) (Article 0514.14).
- e. Must not complete 22 years reckonable service before 1 Apr prior to the Common Promotion Date (CPD) for which selected (unless serving on 2OE).
- f. Recommended for promotion.
- g. Selected for promotion by Board.
- h. Pass WO2 QC.
- i. PCC issued by Promotion Authority.
- j. Six months since last Career Check.

WARRANT OFFICER 2 AE TECHNICIAN

- a. Annual promotion appraisal reports from the date of promotion to WO2AET.
- b. Three years' seniority as WO2AE on or by 30 September of the calendar year in which the Selection Board sits.
- c. Must be able to complete a minimum of 12 months in the next higher rate (see Article 0211).
- d. Must not complete 22 years reckonable service before 1 Apr prior to the Common Promotion Date (CPD) for which selected (unless serving on 2OE).
- e. Qualified Educationally for WO (QEWO) (Article 0514.14).
- f. Recommended for promotion.
- g. Selected for promotion by Board.
- h. Re-engage on 2OE(10), if necessary.
- i. Promotion notification (Appointment Order) issued by Promotion Authority.
- j. Six months since last Career Check.

6. **Provisional Examination (PE) for Leading Air Engineering Technician (LAET):**

- a. Separate PEs are set for both M and Av trade categorisations by RNAESS. Applications to sit the PE for LAET may be submitted at any time after completing Phase 2B training (attaining QM and QS) in accordance with Article 1403.2. The examination however, may only be attempted after advancement to AET1. Applications to sit the examination are to be forwarded to RNAESS on Form S442 strictly in accordance with AP100T-0100 Section 2 Chapters 1-3. Completed Form S442s will be returned to the Divisional Officer for action in accordance with Article 0513.
- b. Preparation for promotion to LAET is the responsibility of the individual. Ratings must maximise the opportunities to achieve the necessary experience, educational qualifications and in particular must achieve a good knowledge of the work in the trade category of their choice.

7. Trade badges are not to be worn above the rate of LAET.

8. For those POAETs who formerly successfully completed the AQC, a route for advancement to CPOAEA exists (see Article 1409).

1407. Air Engineering Technician Fast Track Scheme – Qualifications for Selection and Subsequent Advancement (From 1 Sep 05)

Diagram 14b
(See notes)

Entry to HMS RALEIGH

AE TECHNICIAN 2nd CLASS

- a. Complete Phase 1 New Entry Training. (1)
- b. Enter Boarding Window for duration of Phase 2A Training.
- c. Selection Interview during Boarding Window.
- d. Attend Fast Track Selection Board (FTSB). (2)
- e. **Selected to Fast Track. (3)(7)**
- f. Successfully complete Phase 2A Training without attracting any academic or disciplinary warning.
- g. Complete Phase 2B Training – award of QM and QS within 6 months of successful completion of Phase 2A training. (4)
- h. Twelve months' seniority as an AET2
- i. Recommended for advancement.

AE TECHNICIAN 1st CLASS

- a. Annual promotion appraisal reports required from date of advancement to AET1.
- b. Pass Provisional Examination (PE) for LAET.
- c. Minimum of 12 months experience in a squadron or flight.
- d. Must be able to complete a minimum of 12 months in the next higher rate (see Article 0211).
- e. NAMET 5:5.
- f. Completed pre LAET QC Task Book.
- g. Recommended for advancement on Form S3300C. (5)
- h. Eighteen months' seniority as AET1.
- i. Passed LAET QC.
- j. Attend Fast Track Selection Board (FTSB).
- k. Selected for Fast Track. (3) (7)
- l. Passed LRCC.

LEADING AE TECHNICIAN

- a. Hold Certificate of Competency to Supervise Aircraft Maintenance (Article 1404.2).
- b. Complete post-LAET QC Task Book.
- c. Minimum of 12 months' experience in a squadron or flight complement billet.
- d. Must be able to complete a minimum of 12 months in the next higher rate (see Article 0211).
- e. NAMET 3:3.
- f. Minimum of 18 months' seniority as LAET.
- g. Recommended for advancement on Form S3300C. (5)
- h. Complete pre-POAET QC Task Book.
- i. Pass POAET QC. (7)
- j. Pass SRCC.
- k. Six months since last Career Check.

PETTY OFFICER AE TECHNICIAN

- a. Subsequent promotion as for normal intake in the Air Engineering Technician stream (Article 1406).

Diagram 14b – Explanatory Notes

1. Fast Track ratings are not selected until during Phase 2A training or at LRQC and therefore will enter HMS RALEIGH with the standard intake.
2. The FTSB for Fast Track from Phase 2A training will take place towards the end of Phase 2A Training. Candidates will be nominated by the Initial Training Group Officer, RNAESS. The general rules for the composition and terms of reference for the FTSB are to be iaw Article 1402. Once selected, a candidate will pass through the sequence outlined above as a Fast Track Air Engineering Technician until completion of POAET QC. The progress of Fast Track Candidates is to be monitored, recorded and co-ordinated by RNAESS.
3. Candidates who pass the FTSB will be tagged "FT" as an AET or LAET as indicators on NMMIS/JPA for tracking purposes and are to have forms C171 raised, "Selected to Fast Track Technician". RNAESS will inform NDD, FLEET and DNLM/BMEAE by signal and Units are to ensure that the ratings History Sheet is also annotated "Selected to Fast Track Technician".
4. The Fast Track AET is to submit a Trade Preference Card post QM/QS iaw standard entry AET.
5. Failure to achieve the criteria stipulated for Fast Track or to continuously demonstrate the potential for higher managerial and leadership responsibilities and for further technician training will result in removal from the Fast Track scheme (Article 1402.3). RORRs reports are to include a positive reference with regard to continued retention of FT status.
6. The FTSB for Fast Track from LAET QC will take place at the end of the course. Candidates will be nominated by the Advanced Course Officer (Artificers) (ACO(A)), RNAESS. The general rules for the composition and terms of reference for the FTSB are to be iaw Article 1402. Once selected, a candidate will pass through the sequence outlined above as a Fast Track Air Engineering Technician until completion of POAET QC. The progress of Fast Track Candidates is to be monitored, recorded and co-ordinated by RNAESS.
7. NDD will normally draft FT ratings to the first available LRQC or POQC dependent on meeting the criteria above, continuing FT status, course availability and the needs of the Service.

1408. Air Engineering Technicians – Rules regarding failures

1. The action to be taken when an AET fails training or an examination is shown below:

Failure Point	Failure Action
AET2 Phase 1 Training	Consider back classing and re-examine. Consider branch/specialisation change or Discharge SHORE.
Phase 2A and 2B Training	In accordance with AP100T-0100. Repeated failures. Consider branch/specialisation transfer or Discharge SHORE.
AET1 Provisional Examination for LAET	Not to be promoted. Re-examine in accordance with AP100T-0100.
LAET QC	Not to be promoted. Consider back classing and re-examine.
LRCC	Not to be promoted. Refer to Chapter 4.
LAET CCSAM	Consider Reversion.
POAET QC	Not to be promoted. Consider back classing and re-examine.
SRCC	Not to be promoted. Refer to Chapter 4.
POAET CPOAET QC	Not to be promoted. Consider back classing and re-examine.
CPOAET WO2AET QC	Not to be promoted. Consider back classing and re-examine.

1409. Air Engineering Artificers – Qualifications for advancement or promotion (From 01 May 06)

Diagram 14c
(See notes)

AE ARTIFICER APPRENTICE

- Trade categorisation at commencement of Artificer Qualifying Course (AQC). (1)
- Successfully complete 3 years of training, plus any extra time resulting from back classing/separate completion. (4)
- Recommended for advancement. (2)
- Six months since last Career Check.

LEADING AE ARTIFICER

- a. Successfully complete AQC.
- b. Twenty months' seniority as LAEA, plus extra time resulting from back classing/ separate completion.
- c. Recommended for advancement. (3)
- d. Six months since last Career Check.

PETTY OFFICER AE TECHNICIAN

- a. Must achieve CCSAM as detailed at article 1404.3.
- b. Further promotion as a technician as detailed at article 1406. (4)
- c. Pass Professional Qualifying Examination (PQE) for CPOAEA. (5)
- d. Three years' seniority as POAEA/POAET, less accelerated advancement. (6)
- e. Successfully complete SRCC.
- f. Recommended for CPOAEA.
- g. Six months since last Career Check.

CHIEF PETTY OFFICER AE ARTIFICER

- a. Must achieve AMC (see Article 1405)
- b. Subsequent promotion as for normal intake in the Air Engineering Technician stream (Article 1406).

Diagram 14c – Explanatory Notes

1. Completion of three years' training is calculated from a notional date of starting training. The notional date used will be the first day of the month in which training began at HMS RALEIGH. The '3 Year Point' is the Notional Seniority Basic Date (NSBD) and will determine future advancement dates. On completion of their artificer training in RNAESS, Leading Air Engineering Artificers (LAEAs) are independently examined by the Air Engineering Training Standards Board (AETS). Failure of this Qualifying Examination (or of earlier Progress Examinations) may result in a further period of training and re-examination. Any time lost in training, through failure in examinations, back classing or separate completion will be added to the three year qualifying period for advancement to LAEA.
2. If, during the whole period of training, any Artificer Apprentice or LAEA fails to make adequate progress to justify advancement, action is to be taken in accordance with Articles 0602.5 or 0606.4.
3. If any rating is not advanced to Petty Officer after the due date plus six months, action is to be taken in accordance with Article 0602.5.
4. As part of the transitional arrangements to the Technician stream, Artificers will be re-categorised from 1 May 2006 as follows and further advancement will be iaw Article 1406:

- a. LAEAs on entering the trained strength will be advanced to PO and re-categorised as POAET.
- b. All existing POAEAs, CPOAEAs (ACC holders only), WO2AEAs and WO1AEAs will be re-categorised as POAET, CPOAET (ACC holders only), WO2AET and WO1AET respectively.

5. Eligibility for artificers to attempt the PQE for CPOAEA is detailed below, successful candidates will be required to gain an AMC prior to re-categorising to CPOAET.

Position	CPOAEA PQE Eligibility Expires
Advanced to POAEA and already eligible to sit CPOAEA PQE prior to 1 May 2004.	01 May 2006.
Advanced to POAEA but not yet eligible to sit CPOAEA PQE by 1 May 2004.	2 years from CPOAEA PQE eligibility date.
Not yet advanced to POAEA by 1 May 2004.	6 years from start date of AQC.

6. Accelerated advancement may be awarded to artificers in accordance with Article 0505. Accrued accelerated advancement will be applied between the rates of POAEA and CPOAEA.

1410. Air Engineering Artificers - Apprentice Entry - Rules regarding failures

The action to be taken when an artificer fails training or an examination is shown below:

Failure Point	Failure Action
ART APP Phase 1 Training	Back class. Consider branch/specialisation change. Consider discharge SHORE
AE ART APP Phase 2A Training	Back class. Consider branch/specialisation change. Consider Discharge SHORE.
Phase 2B Training	Report lack of progress to Cdr(AE) RNAESS who will act in accordance with Article 1409.2.
LAEA AQC	Back class. Consider transfer to technician stream in accordance with Article 0606.2d. Consider Discharge SHORE.
CCSAM POCC	Action in accordance with Article 1404. Refer to Chapter 4.

a. The AE Artificer Candidate route was closed in Oct 03. (1)

ARTIFICER CANDIDATE

a. Successfully complete Artificer Qualifying Course. (2)(4)

b. Rate and seniority as a mechanic at the start of Artificer training determines future advancement as an artificer, as detailed in the table below. (2)

c. Artificers successfully completing Artificer Qualifying Course will be advanced to PO and re-categorised POAET. Further promotion will be iaw Article 1406. (3)

Rate at start of course	Qualified for next higher rate	Eligible by time for selection	Rate at course start date	When eligible by time	At 3 year point	Months till eligible POAEA	Months from start of course till eligible to attempt CPOAEA PQE	Months from PO to CPOAEA
AEM	N	NA	A/AEA		LAEA	20	48	36
AEM	Y	N	A/AEA	ALAEA	LAEA	20	48	36
AEM	Y	Y	ALAEA		LAEA	20	48	36
LAEM	N	NA	ALAEA		LAEA	20	48	36
LAEM	Y	N	LAEA	APOAEA	POAEA	NA	48	48
LAEM	Y	Y	APOAEA		POAEA	NA	48	48
POAEM	NA	NA	APOAEA		POAEA	NA	48	44

Diagram 14d – Explanatory Notes

1. The AE Artificer Candidate route was closed from Oct 03 and candidates who may have aspired to Artificer Candidate status are now being considered for FT selection (see Article 1402). The following notes apply only to those ratings already selected for Artificer training.

2. Artificer Candidates – Advancement

a. From 1 Apr 01, all ARTCANs commencing AQC fall under the advancement regulations covering Artificers. They retain the right to be advanced whilst on course, if suitably qualified in their source branch. Article 0207.6 gives details in full. The passing out rate for ARTCANs remains determined by the rate and qualifications held at the start of the course – details are in the table at diagram 14d, which follows the guidelines at 0207. Time in the acting rate for those advanced on AQC does not count for advancement purposes, as future advancement to POAEA/CPOAEA is aligned at the 3-year point of apprentice entry.

b. The seniority date for individual ARTCANs may be adjusted to take into account any additional time on course to be brought up to standard. (See Chapter 3 Annex C).

c. The qualification for advancement to APOAEA/POAEA referred to in the table above is the Certificate of Competency to Supervise Aircraft Maintenance (CCSAM). The qualification for advancement to LAEM is the PE for LAEM.

3. Accelerated advancement may be awarded to Artificers Candidates in accordance with Article 0505.
4. Return of service for training applies to Artificer Candidates on completion of AQC. BR8748 (Terms of Service for RN, QARNNS and WRNS Ratings and RM Ranks) Article 0220 refers.

1412. Air Engineering Artificer Candidates - Rules regarding failures

1. Artificer Candidates up to and including the rate of LAEA who fail AQC will be re-categorised to the AET stream. Artificer Candidates at the rate of A/POAEA who fail AQC will return to the AEM stream. For those ratings that start artificer training above the rate of AEM, substantive rate and seniority will be retained. For those that start artificer training as AEMs, rate and seniority will be determined by Cdr (AE), RNAESS with regard to the rules that apply to artificers at Article 0606.4.

1413. Air Engineering Mechanics – Qualifications for Promotion (From 01 May 06)

Diagram 14e
(See notes)

- a. LAEM and below re-categorised LAET with effect from 1 May 06. (1)

PETTY OFFICER AE MECHANIC

- a. Annual promotion appraisal reports required from date of promotion to POAEM.
- b. Minimum of 3 years seniority as POAEM on or by 31 March of the calendar year following that in which the Selection Board sits (e.g. at October/November 2002 board, 3 years' seniority on or by 31 March 2003).
- c. Must not complete 22 years reckonable service before 1 Apr prior to the Common Promotion Date (CPD) for which selected (unless serving on 2OE).
- d. Must be able to complete a minimum of 12 months in the next higher rate (see Article 0211).
- e. Recommended for promotion.
- f. Selected for promotion by Board.
- g. PCC issued by Promotions Authority.
- h. Six months since last Career Check.

CHIEF PETTY OFFICER AE MECHANIC

- a. Annual promotion appraisal reports required from date of promotion to CPO.
- b. Three years' seniority as CPOAEM on or by 30 September of the calendar year in which the Selection Board sits.
- c. Must be able to complete a minimum of 12 months in the next higher rate (see Article 0211).

- d. Must not complete 22 years reckonable service before 1 Apr prior to the Common Promotion Date (CPD) for which selected (unless serving on 2OE).
- e. Qualified Educationally for WO (QFWO) (Article 0514.14).
- f. Recommended for promotion. (2)
- g. Selected for promotion by Board.
- h. Re-engage on 2OE(10), if necessary.
- i. Appointment Order issued by Promotion Authority.
- j. Six months since last Career Check.

WARRANT OFFICER 1 AE MECHANIC

Diagram 14e – Explanatory Notes

1. Ratings who have successfully completed SRCC and POQC are eligible to wear a crown on their trade badge.
2. There are no professional or leadership training requirements for promotion to CPOAEM or WOAEM.

1414. Specially Selected Air Engineering Mechanic scheme (Up to 30 Apr 06)

1. The Specially Selected Air Engineering Mechanic (SSAEM) scheme was introduced to identify high potential artificer candidates from the AEM Cohort. The Artificer Candidate route is now closed and has been replaced by the AET Fast Track scheme and therefore the SSAEM scheme will no longer be used to load candidates onto AQC. However, recognising that there are potential candidates already on the trained strength, and that the new AET QCs will not be available until 05/06, interim arrangements for the selection and subsequent boarding of SSAEMs to the FTSB are necessary.
2. The following regulations apply for selection of SSAEM up to a latest selection date of 30 Apr 05:
 - a. SSAEM awarded from Phase 2A training. Such ratings will be awarded SSAEM status by RNAESS on completion of Phase 2A training and must hold NAMET 3.3. These ratings must continue to be recommended from Phase 2B, achieve Qualified to Maintain (QM) and Qualified to Sign (QS) status and complete the Artificer Candidate mathematics workbook within eight months of finishing Phase 2B training.
 - b. SSAEM awarded from Phase 2B training. Such ratings will be awarded SSAEM status by Air Station Engineering Training Sections on completion of Phase 2B training and must be qualified to NAMET 3:3. All candidates must complete the Artificer Candidate mathematics workbook within ten months of achieving QM/QS and must apply for the LAEM/LAET PE at the first opportunity, achieving a pass before FTSB.
 - c. SSAEM recommended from Field. Such ratings will be recommended by Commanding Officers and awarded SSAEM status by Air Station Engineering Training Sections. All candidates should be qualified to NAMET 3:3, achieve an 80% pass in the PE for LAEM/LAET and complete the Artificer Candidate mathematics workbook before attendance at the FTSB.
3. Successful candidates at the FTSB will be treated as FT and drafted accordingly. The latest date for SSAEMs to be boarded at the FTSB will be 30 Apr 06.

4. Administration

- a. Selection for SSAEM is to be recorded on the rating's History Sheet. Names are to be reported to the NDD AE Drafting Officer and RNAESS fao Advanced Course Officer (Artificers) (ACO(A)) on Form C171.
- b. SSAEMs are to have their progress closely monitored by the Parent Squadron AEO and are to be employed in squadron technical duties for the first 12 months post Phase 2A training. After this they are not to be employed in non-technical duties for more than a total of three months in any 12 month period
- c. SSAEM status will automatically lapse upon selection for FT or commencement of LAET QC.
- d. Should a Commanding Officer at any time consider that a rating is no longer suitable for SSAEM, his/her status is to be withdrawn and the SSAEM notation is to be removed from the rating's History Sheet. A Form C171 is to be rendered to NDD AE Drafting Officer and DCAE(Gosport)/ACO(A).