

# ACCELERATED ADVANCEMENT



SINCE the war, much thought has been given to improving the conditions of advancement, and particular consideration has been given to the methods of awarding accelerated advancement to those ratings who show exceptional ability or who, by diligent application, reach a higher standard than the average.

In the past, accelerated advancement was confined to two methods:

- (1) Advancement from Boy to Ordinary rate by means of a professional and an educational (E.T.2) examination.
- (2) Advancement to Leading rate and above by means of half-yearly "red ink" recommendations on Form S507.

Let us examine (1) first.

In this case, a Boy who passed the examination could be advanced to the Ordinary rate at 17½ instead of the normal 18 years of age, thereby gaining six months seniority. No differentiation was made, however, between the Boys who obtained high passing marks and those who only just scraped through. It was thus a case of "all or nothing at all."

In order therefore to reward Boys according to their *degree* of merit and to encourage them to work hard during their New Entry course, a new system has been introduced (A.F.O. 1282/48) which gives accelerated advancement on a sliding scale as follows:

Boys who obtain a 1st Class Pass in their passing-out examinations in the Boys' Training Establishment will gain two months seniority; those who obtained a 2nd Class Pass will gain one month's seniority.

In addition, a Boy who subsequently passes Educational Test 2 will gain a further four months seniority if he obtains a 1st Class Pass or two months seniority if he obtains a 2nd Class Pass.

Thus a Boy may gain anything from one to six months seniority and be advanced to the Ordinary rate one to six months earlier than he normally would be, *i.e.*, one to six months before reaching 18 years of age.

Now, to encourage young ratings to continue to press ahead, this principle has also been applied to advancement from the Ordinary rate to Signaller or Telegraphist (A.F.O. 724/48), and at this juncture accelerated advancement may be gained (subject to recommendation by the Commanding Officer) according to the following scale:

<p>If the average percentage obtained in the professional examination (omitting practical transmitting and receiving results) is 5 per cent. higher than the average percentage required to pass.</p>	<p style="text-align: center;"><b>C.S. Ratings</b></p> <p>May be advanced after fourteen months in the Ordinary rate, <i>i.e.</i>, one month earlier than normally.</p>	<p style="text-align: center;"><b>S.S. Ratings</b></p> <p>May be advanced after seventeen months in the Ordinary rate, <i>i.e.</i>, one month earlier than normally.</p>
<p>If the average percentage obtained as above is 10 per cent. higher.</p>	<p style="text-align: center;"><b>C.S. Ratings</b></p> <p>May be advanced after twelve months in the Ordinary rate, <i>i.e.</i>, three months earlier than normally.</p>	<p style="text-align: center;"><b>S.S. Ratings</b></p> <p>May be advanced after sixteen months in the Ordinary rate, <i>i.e.</i>, two months earlier than normally.</p>

Thus a Signal Boy or Boy Telegraphist can gain from one to nine months seniority as a Signaller

or Telegraphist by means of his examinations.

From this point onwards a man may gain accelerated advancement, not in accordance with the results of his examinations but according to how he *uses* the knowledge he has acquired, *i.e.*, the manner in which he performs his duties.

This is done by means of the Commanding Officer's recommendations for advancement which are rendered on Form S507 to the Commodores of Depots twice a year (on 31st May and 30th November). If a man shows exceptional ability and is recommended for accelerated advancement his name is shown on the form in red ink and in consequence these recommendations have become known as "Red Ink Recommends."

For advancement to the Leading and Petty Officer rates each "red ink recommend" has the effect of advancing a man's name on the advancement roster by two months, or in other words it antedates his basic date by two months and places him two months further up the roster than he would otherwise have been.

For advancement to the C.P.O. rate the first "red ink recommend" advances a man's name on the roster by two months, the second by three months and each subsequent one by four months.

Before leaving the subject, mention should be made of one other means, by which indirectly a man may gain accelerated advancement. As explained in our last article, "The Depot Rosters," a man may not normally be recommended for a qualifying course for the next higher rate until he has served three months in his present rate. A rating of *exceptional* ability may, however, be recommended at an earlier date, and as the date of this recommendation is his basic date for advancement purposes, it follows that he gains a form of accelerated advancement.