



Ministry
of Defence

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Dear [REDACTED]

Thank you for your email of 9 September in which you requested the following information:

I received the attached letter dated 21 April 1997 from [REDACTED] in which he refers in the second paragraph to "The M2(A) proposal for SSC (G)"

Please provide under the Freedom of Information Act 2000, a copy of the M2(A) Proposal for SSC (G) and the text that was published in the Commissioning Manual in relation to SSC (G). Please also state the dates of these publications

I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA).

A search for the information has now been completed within the Ministry of Defence, and I can confirm that the information in scope of your request is held and the documents you requested are attached. The first document is the February 1997 M2(A) paper for SSC(G), which was a suggested draft that was amended in the final, published version which is the second document. The second document is Chapter 26 of the 1999 Army Commissioning Regulations.

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Information Rights Compliance team, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not investigate your case until the MOD internal review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website, <http://www.ico.org.uk>.

Yours sincerely,



Army Secretariat

SHORT SERVICE COMMISSION (GURKHA)

AIM

1. The aim of this paper is to outline the terms and conditions of service for the proposed new Short Service Commission for Gurkhas by aligning the Gurkha Commissioned Officer (GCO) with that of the Short Service Commission (Late entry) SSC(LE).

INTRODUCTION

2. In July 1996 a decision was taken by the Army Policy and Resources Committee (APRC) that the Terms and Conditions of Service for GCO should be aligned, as far as possible, with the SSC(LE) to recognize their wider employability, noting that even though there might be a small increase in the number of these new commissioned posts in the future.

3. In an age of equal opportunity and race relation legislation the Working Group considered the political sensitivity surrounding this issue. It came to the conclusion that due primarily to the fact that the only source of application for this commission would be from Queens Gurkha Officers (QGO) it would be inappropriate to integrate these officers into the SSC(LE) scheme. It was therefore suggested that a new Commission should be established to accommodate these requirements. This new commission would be called the Short Service Commission (Gurkha) (SSC(G)).

4. The quota for the Brigade will initially be set at a maximum of 5 which can be increased dependant upon the needs of the Brigade and the Army as a whole.

ELIGIBILITY

5. **General Rules.** To be eligible for appointment to a SSC(G), a candidate must be a Queen's Gurkha Officer (QGO) (or GCO whilst such a commission exists) serving in the Brigade of Gurkhas.

6. **Age.** Candidates should have a minimum of 15 years service and should be under 45 years of age on commissioning (48 for GCOs). Last look selections must therefore take place in the year preceding these ages.

7. **Type of Officer.** It is essential the type of officer to be considered for SSC(G) should be a bright, well educated QGO who is assessed as fully capable of filling a British Officers' appointment within the Brigade of Gurkhas and similar appointments to those of British SSC(LE) in E1/E2 appointments. He should not be the type of QGO who is otherwise earmarked for Gurkha Major nor is he merely a steady

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he merely a steady Capt(QGO) who is particularly good at his job.

8. **Educational Standards.** All candidates for initial appointment to SSC(G) must pass the JOTES 1 and the potential SSC(G) examination. This examination will be set by OC GLW and conducted during the pre-selection 3 day event and is to consist of three parts:

- a. English equated to the Royal Society of Arts (RSA) Stage 1.
- b. Arithmetic equated to the Royal Society of Arts (RSA) Stage 1.
- c. Current Affairs.

Candidates for SSC(G) commissions do not require to be qualified for any particular appointment prior to attending Selection Boards.

9. **Medical Standards.** The minimum standards are contained in Tables 1 and 5 of the PULHHEEMS Administrative Pamphlet 1987.

APPLICATION

10. QGO/GCO candidates are to have received at least two CRs the latest of which gives an unqualified recommendation for a SSC(G) commission which is fully supported by the 1st SRO. The report should be endorsed at Para 3.c. under conversion to a different Commission with the words "to SSC(G)" and a cross in the "Yes" column. The Initiating Officer should ensure the candidate acknowledges and accepts the offer of registration prior to endorsement of the CR. Potential candidates must also submit a manuscript application to their respective Commanding Officers acknowledging acceptance of registration.

PRE SELECTION PROCEDURES

11. A registration list of all candidates who have been recommended for SSC(G) in their annual CR will be maintained by Sldr Wg 2, Inf MCM Div. When a SSC(G) vacancy occurs, or is anticipated, Sldr Wg 2, Inf MCM Div, is to submit a list of registered candidates to Commanding Officers to confirm the list and the availability of potential candidates to attend the pre-selection/selection board.

12. HQ BG is to carry out pre-selection in consultation with Sldr Wg 2, Inf MCM Div, to ensure that applicants are eligible for a commission. Applicants are to be filtered out when they:

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- a. Have not received an unqualified recommendation from their CO and SRO in their latest confidential report.
- b. They are outside the age limits or do not have the requisite qualifying service.
- c. Are not of the required medical standard.
- d. Have not passed the JOTES 1.

13. HQ BG will then conduct a pre-selection board that will take the form of a 3 day event which will take place at a suitable location, and shall conform to the requirements outlined in Annex H (*this will eventually be Annex H to Army Commissioning Regulations*). Sldr Wg 2, Inf MCM Div, will notify units of successful candidates after the pre-selection board. the Board will be constituted in accordance with the relevant Brigade of Gurkhas Standing Instruction (BGSi).

VETTING

14. Units are to submit requests for Gurkhas clearance in respect of successful candidates in accordance with Land Command Standing Order No 2207 immediately this list is received.

SELECTION

15. The selection of candidates for initial appointment of SSC(G) will be made by a Inf MCM Div Arms Selection Board (ASB) in accordance with Annex B to The Army Commissioning Regulations 1993. DMS is to ensure that where an Inf MCM Div ASB is to consider candidates for SSC(G) the Board has representation from any Arm or Service with a vested interest in selection.

ALLOCATION OF SSC(G) VACANCIES

16. Five additional posts will be added to Inf MCM Div LE population which should be run separately from the Reg C/SSC(LE) figures. SSC(G) officers may be employed within the Brigade and at E2 if there is a requirement to warrant this. One or more of these vacancies may be employed within the Arms or Services supporting the Brigade. Any further justification to add to the quota would have to be achieved by a compensating reduction in the LE population and requested by the relevant Arm or Service concerned.

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TERMS AND CONDITIONS OF SERVICE

17. Candidates appointed to a SSC(G) will receive the following terms and conditions of service:

a. **Service on Appointment.** Initially this will be for 5 years commissioned service from the date of appointment (this may shortly change to 6 years dependant upon the outcome of the current LE career study).

b. There is no guarantee of an extension at the end of the initial 5 (or possibly 6) year period but any extension of service past the initial grant may be approved by an ASB based on foreseeable employment and the manning situation. Such extensions will normally be for whole years up to a maximum of 5 years or up to age 50, whichever is the later. In exceptional cases further extensions up to age 55 may be granted by the ASB subject to the approval of DM(A).

18. Rank and Promotion.

a. Successful candidates will be commissioned in the rank of Captain. Officers previously holding the rank Captain (QGO) will retain seniority from their date of promotion to Captain (QGO).

b. For Promotion to Major an officer would enter the zone on 1 Jan of the calendar year in which he completes 6 years SSC(G) (or GCO) commissioned service (or a combination of both) and leaves the zone on 31 Dec in the year he completes 9 years SSC(G) Service.

c. In exceptional circumstances SSC(G) officers who complete 9 years SSC(G) service or reach the age of 50 (which ever is the later), may be considered for promotion to Lt Col providing they are recommended for promotion and a suitable vacancy is available.

19. Pay and Conditions of Service.

a. Pay

(1) On Commissioning. The pay for SSC(G) will be closely aligned with SSC(LE) officers. On conversion Lt (QGO) will join on the SSC(LE) on appointment rate of pay for officers with over 15 years service. Capt (QGO) will join on the SSC(LE) rate "after one year's service".

Progression would then occur on the SSC(LE) pay scale in the normal way.

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- (2) Promotion to Major. On promotion to Major an SSC(G) officer will be assimilated onto the main pay scale for officers in accordance with Article 169.d. of The Pay Warrant 1964.
- b. Allowances. In general SSC(G) officers will be entitled to additional pay and allowances in accordance with the regulations laid down in RAAC. There will, however, be some exceptions e.g. SSC(G) officers will not be entitled to receive a Long Service Advance of Pay. The provisions of these entitlements will eventually be published in RAAC.
- c. Charges. SSC(G) officers will pay standard food and accommodation charges in line with the standard of accommodation they occupy in accordance with British Army rules.
- d. Leave. SSC(G) will not be entitled to the Gurkha leave scheme. Leave allowances and associated travel allowances will be the same as those in the British Army.

ATTENDANCE AT THE REGULAR COMMISSIONS BOARD (RCB) AND AT THE ROYAL MILITARY ACADEMY SANDHURST (RMAS)

20. Candidates for a commission under the terms of this paper are not required to attend RCB or RMAS.

21. Transitional Arrangements.

- a. Current GCO's will not be automatically converted onto the new commission but will be considered by an Inf MCM Div ASB in line with new applications. No SSC(G) commission will be granted, except to those considered suitable for conversion from GCO, until the combined GCO/SSC(G) population has been reduced to 5. The upper age limit for conversion from GCO to SSC(G) is 48. Candidates for conversion from GCO to SSC(G) will not have to attend the 3 day pre-selection board.
- b. Although no new GCO commissions will be granted, those currently serving on a GCO commission and not converted to the new SSC(G) will be allowed to retire at their current Run Out Date. In exceptional circumstances, and with the authority of M2(A), some GCOs may be run on to their retirement date. These applications will be scrutinized carefully and agreed on a case by case basis.

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REPORTING FOR DUTY

22. When newly commissioned SSC(G) officers report for duty the unit is to forward to appropriate MCM Div:

- a. Confirmation of the date the officer reported for duty (copy to the Personnel Pay and Pensions Administration (PPPA) for Reg Offr Pay Wg).
- b. MOD Form 134 (Official Secrets Act Declaration).

RETIREMENT

23. The provisions to enhance the Gurkha pension scheme will be included in the Army Pensions Warrant 1977.

MS RESPONSIBILITIES

24. The following MS matters are to be the responsibility of Inf MCM Div, or the appropriate Arm or Service MCM Div if not Infantry, in consultation with HQ BG:

- a. Entries in London Gazette.
- b. Career planning and management.
- c. Posting Orders.
- d. Holding of P files and CRs.

25. **Confidential Reports.** Confidential Reports for SSC(G) officers are to conform to the timetable for British Army Active List Captains and Majors as laid down in the MS Guide for Officers' Confidential Reports i.e.

- a. Captains (over 28) due as at 30 Sep.
- b. Majors due as at 31 Oct.

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ANNEX H

Serial	Day	Time	Event	Dress	Remarks
1	Day 1	a.m.	Admin procedures, initial briefing.	Working Dress	As arranged by HQBG
			Academic assessment. (SSC(G) examination)		Arranged by OC GLW.
2		p.m.	Academic assessment. (SSC(G) examination)		Arranged by OC GLW.
3	Day 2	a.m.	BFT/ICFT. Initial interviews.	Working Dress	As arranged by HQBG.
			Lectures		All Board Members to attend.
4		p.m.	Military Assessment task	Combat Kit	
5		Evening	Dinner in Officers Mess	Suit	All Board members to attend.
6	Day 3	a.m.	Board interviews	Working Dress	As arranged by All Board members to attend.

CHAPTER 26

SHORT SERVICE COMMISSION (GURKHA)

INTRODUCTION

2601. In July 1996 a decision was taken by the Army Policy and Resources Committee (APRC) that the Terms and Conditions of Service for Gurkha Commissioned Officers (GCO) should be aligned, as far as possible, with the SSC(LE) to recognise their wider employability, noting that there might be a small increase in the number of these new commissioned posts in the future.

2602. In an age of equal opportunity and race relation legislation the Working Group considered the political sensitivity surrounding this issue. It came to the conclusion that due primarily to the fact that the only source of application for this commission would be from Queen's Gurkha Officers (QGO) it would be inappropriate to integrate these officers into the SSC(LE) scheme. It was therefore suggested that a new Commission should be established to accommodate these requirements. This new commission would be called the Short Service Commission (Gurkha) (SSC(G)).

2603. The quota for the Brigade will initially be set at a maximum of 5 which can be increased dependant upon the needs of the Brigade and the Army as a whole.

ELIGIBILITY

2604. General Rules. To be eligible for appointment to a SSC(G), a candidate must be a QGO (or GCO whilst such a commission exists) serving in the Brigade of Gurkhas.

2605. Age. Candidates should have a minimum of 15 years service and should be under 45 years of age on commissioning (48 for GCOs). Last look selections must therefore take place in the year preceding these ages.

2606. Type of Officer. It is essential the type of officer to be considered for SSC(G) should be a bright, well educated QGO who is assessed as fully capable of filling a British Officers' appointment within the Brigade of Gurkhas and similar appointments to those of British SSC(LE) in E1/E2 appointments. He should not be the type of QGO who is otherwise earmarked for Gurkha Major nor is he merely a steady Capt(QGO) who is particularly good at his job.

2607. Qualifications. All candidates for initial appointment to SSC(G) must have passed the JOTES 1 military examination. Candidates for SSC(G) commissions do not require to be qualified for any particular appointment prior to attending Selection Boards. Initiating officers for CRs are to give particular attention to the standard of written and spoken English.

2608. Medical Standards. The minimum standards are contained in Tables 1 and 5 of the PULHHEEMS Administrative Pamphlet 1987.

APPLICATION

2609. QGO/GCO candidates are to have received at least two CRs the latest of which gives an unqualified recommendation for a SSC(G) commission which is fully supported by the 1st SRO. The report should be endorsed at Para 3.c. under conversion to a different Commission with the words "to SSC(G)" and a cross in the "Yes" column. The Initiating Officer should ensure the candidate acknowledges and accepts the offer of registration prior to endorsement of the CR. Potential candidates

must also submit a manuscript application to their respective Commanding Officers acknowledging acceptance of registration.

PRE SELECTION PROCEDURES

2610. A registration list of all candidates who have been recommended for SSC(G) in their annual CR will be maintained by Sldr Wg 2, Inf MCM Div, APC. When a SSC(G) vacancy occurs, or is anticipated, Sldr Wg 2, Inf MCM Div, is to submit a list of registered candidates to Commanding Officers to confirm the list and the availability of potential candidates to be submitted to Col BG prior to the Selection Board.

2611. HQ BG is to carry out pre-selection in consultation with Sldr Wg 2, Inf MCM Div, to ensure that applicants are eligible for a commission. Applicants are to be filtered out when they:

- a. Have not received an unqualified recommendation from their CO and SRO in their latest confidential report.
- b. They are outside the age limits or do not have the requisite qualifying service
- c. Are not of the required medical standard.
- d. Have not passed the JOTES 1.

VETTING

2612. Units are to submit requests for Gurkhas clearance in respect of successful candidates in accordance with Land Command Standing Order No 2207 immediately this list is received.

SELECTION

2613. The selection of candidates for initial appointment of SSC(G) will be made by an Inf MCM Div Arms Selection Board (ASB) in accordance with Annex B to The Army Commissioning Regulations 1993. DMS is to ensure that where an Inf MCM Div ASB is to consider candidates for SSC(G) the Board has representation from any Arm or Service with a vested interest in selection.

ALLOCATION OF SSC(G) VACANCIES

2614. Five additional posts will be added to Inf MCM Div LE population which should be run separately from the Reg C(LE)/SRC(LE)/SSC(LE) figures. SSC(G) officers may be employed within the Brigade, and at E2 if there is a requirement to warrant this. One or more of these vacancies may be employed within the Arms or Services supporting the Brigade. Any further justification to add to the quota would have to be achieved by a compensating reduction in the LE population and requested by the relevant Arm or Service concerned.

TERMS AND CONDITIONS OF SERVICE

2615. Candidates appointed to a SSC(G) will receive the following terms and conditions of service:

- a. **Service on Appointment.** Initially this will be for 6 years commissioned service from the date of appointment.

b. There is no guarantee of an extension at the end of the initial 6 year period but any extension of service past the initial grant may be approved by an ASB based on foreseeable employment and the manning situation. Such extensions will normally be for whole years up to a maximum of 5 years or up to age 50, whichever is the later. In exceptional cases further extensions up to age 55 may be granted by the ASB subject to the approval of HQ AG.

2616. Rank and Promotion.

- a. Successful candidates will be commissioned in the rank of Captain. Officers previously holding the rank Captain (QGO) will retain seniority from their date of promotion to Captain (QGO).
- b. For Promotion to Major an officer would enter the zone on 1 Jan of the calendar year in which he completes 6 years SSC(G) (or GCO) commissioned service (or a combination of both) and leaves the zone on 31 Dec in the year he completes 9 years SSC(G) Service.
- c. In exceptional circumstances SSC(G) officers who reach the age of 51 may be considered for promotion to Lt Col at 52 or 53 providing they are recommended for promotion and a suitable vacancy is available.

2617. Pay and Conditions of Service.

a. Pay

(1) On Conversion. The pay for SSC(G) will be closely aligned with SSC(LE) officers. On conversion officers are to be paid at the following rates:

(a) A Lt (QGO) will be paid at the 'On Appointment' rate of pay for officers with over 15 years service, on the SSC(LE) scale, in accordance with Article 182 of the Army Pay Warrant 1964. Thereafter progression will occur depending on time in rank.

(b) A Capt (QGO) or Capt (GCO) will be paid at the "after five year's service" rate of pay for officers with over 15 years service on the SSC(LE) scale, in accordance with Article 182 of the Army Pay Warrant 1964. Thereafter progression will occur depending on time in rank.

(c) In the unlikely event that a Maj (QGO) were to convert to SSC(G) he would be required to revert to the rank of sub Capt and the rate of pay would be considered on a case by case basis by PS10(A).

(d) In the unlikely event that a Maj (GCO) converts to SSC(G) each conversion will be considered on a case by case basis by PS10(A).

(2) Promotion to Major. On promotion to Major an SSC(G) officer will be assimilated onto the main pay scale for officers in accordance with Article 169.d. of The Pay Warrant 1964.

b. Additional Pay. SSC(G) officers will be eligible for all forms of Additional pay detailed in Articles 211 to 234C of the Army Pay Warrant 1964, at the same rates as British Servicemen as announced in the Annual Pay Review Directed letter.

c. Allowances.

(1) General. With the exception of the Long Service Advance of Pay, SSC(G) officers will be entitled to the same allowances as British Servicemen as laid down in the RAAC.

(2) Gurkha Education Allowance (GEA) or Boarding School Allowance (BSA). Gurkha personnel appointed to a SSC(G) may claim either GEA or BSA in respect of the education of their children. The aim of both allowances is to ensure continuity of education for the child of a Service parent on frequent postings: GEA is for those children at school in Nepal or India and who are being educated in accordance with a Nepali curriculum leading to the School Leaving Certificate; BSA is for those children educated in accordance with the curriculum set by the education authorities in England, Scotland, Wales and Northern Ireland. A Gurkha appointed to a SSC(G) commission is required to elect to which allowance he wishes to be entitled having been fully appraised of the effect of that election, and is not permitted to change to the other allowance without the prior permission of MOD.

d. Charges and Deductions.

(1) General. SSC(G) officers will pay the same charges as those applied to British Servicemen as laid down in the RAAC.

(2) Earnings Related National Insurance Contributions (ERNIC). ERNIC will be abated from a SSC(G) officer's pay to ensure comparability with British officers who are required to pay contributions, but he will not be eligible for DSS benefits either during or after his service.

(3) Taxation. Gurkha personnel appointed to a SSC(G) are liable for deduction of Income Tax on their pay, additional pay and allowances in accordance with the Income and Corporation Taxes Act 1988 as applicable to members of the Regular Army. *See Pay Warrant?*

e. Leave. Leave rules for SSC(G) officers are laid down in Section 6 of Chapter 5 of the Army Leave Manual. The entitlement includes 5 months long leave to Nepal on completion of 2½ years service.

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ATTENDANCE AT THE REGULAR COMMISSIONS BOARD (RCB) AND AT THE ROYAL MILITARY ACADEMY SANDHURST (RMAS)

AOBR
2618. Candidates for a commission under the terms of this paper are not required to attend RCB or RMAS.

GURKHA COMMISSIONED OFFICERS

2619. Transitional Arrangements.

a. Current GCO's will not be automatically converted onto the new commission but will be considered by an Inf MCM Div ASB in line with new applications. No SSC(G) commission will be granted, except to those considered suitable for conversion from GCO, until the combined GCO/SSC(G) population has been reduced to 5. The upper age limit for conversion from GCO to SSC(G) is 48.

b. Although no new GCO commissions will be granted, those currently serving on a GCO commission and not converted to the new SSC(G) will be allowed to retire at their current Run Out

Date. Extensions of Service beyond these dates will only be considered in exceptional circumstances, and with the authority of HQ AG. These applications would be scrutinized carefully and agreed on a case by case basis.

REPORTING FOR DUTY

2620. When newly commissioned SSC(G) officers report for duty the unit is to forward to appropriate MCM Div:

- a. Confirmation of the date the officer reported for duty (copy to the Personnel Pay and Pensions Administration (PPPA) for Reg Offr Pay Wg).
- b. MOD Form 134 (Official Secrets Act Declaration).

RETIREMENT

2621. On retirement SSC(G) officers will be eligible for a Gurkha pension based on the rate they would have received at conversion plus annual % pension increases up to the date of eventual retirement and a terminal gratuity based on years of SSC(G) service.

MS RESPONSIBILITIES

2622. The following MS matters are to be the responsibility of Inf MCM Div, or the appropriate Arm or Service MCM Div if not Infantry, in consultation with HQ BG:

- a. Entries in London Gazette.
- b. Career planning and management.
- c. Posting Orders.
- d. Holding of P files and CRs.

2623. Confidential Reports. Confidential Reports for SSC(G) officers are to conform to the timetable for British Army Active List Captains and Majors as laid down in the MS Guide for Officers' Confidential Reports i.e.

- a. Captains (over 28) due as at 30 Sep.
- b. Majors due as at 30 May.

It is essential that these officers are reported on under the same criteria and at the same level as LE officers of a comparative rank, as they will be subsequently considered for promotion in conjunction with the LE population.