

Defence Instructions and Notices (Not to be communicated to anyone outside HM Service without authority)	
Title:	Re-alignment of Retirement Age for Naval Service Officers with Service prior to 1 Apr 99 (RA55 Scheme) - Update
Audience:	All Regular Naval Service Officers
Applies:	Immediately
Expires:	When rescinded or replaced
Replaces:	N/A
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Status:	Current
Released:	This Section is completed by DMC Internal Communications
Channel:	01-Personnel
Content:	Update on policy for the selective re-alignment of retirement age for RN/RM officers joining the Naval Service before 1 Apr 99
Sponsor:	NAVY PERS-CNPS
Contact:	Cdr [REDACTED]
Keywords:	Commissions; retirement age; manpower modelling and forecasting
Local Keywords:	N/A
Supplements: (Please click on the links to access >>>>)	Annex A: Expression of RA55 volunteer status.
Related Info:	<u>BR3</u> Naval Personnel Management, 2014DIN01-109.
Classification:	Official

Introduction

1. 2014DIN01-109 introduced a policy of targeted re-alignment of retirement age to 55 (RA55) for those officers serving under pre-3TC¹ terms and conditions in some specialisations of the Naval Service Officer Corps. Following workforce modelling, this DIN provides detail of the selection criteria which will be used for the award of RA55 to some cadres, and also adds some ranks and specialisations of the Warfare Branch to the list of those eligible. Clarification is also provided on the interaction of RA55 with promotion and how RA55 will be applied to SUY officers serving on age-limited commissions.

Background

2. 2014DIN01-109 set out the full background to this change. It should be noted that service to age 55 in the Ratings' Corps is provided for, where the requirement exists, through Extended Careers (EC), for which there is no equivalent for officers. Since publication of the policy, a further round of manpower modelling has completed. This has indicated that there are further cadres (by rank and specialisation) of the Warfare Branch which would benefit structurally from the change, and from which volunteers for the award of RA55 are now sought. In addition, the modelling has clarified that, for some of the cadres identified in the previous DIN, a selective process will be undertaken to determine which volunteers are awarded RA55; this DIN announces the criteria that will be used for this.

RA55 and SUY Officers

3. SUY officers who are on an Initial Commission (IC) or Career Commission (CC) limited by age and thus are not currently eligible for selection to a longer commission will be eligible for RA55. If selected, an applicant's termination date (Tx date) will be adjusted to a new date that corresponds to

¹ The 3TC (3 Tier Commission), applicable to those officers joining the Naval Service on and after 1 Apr 99.

age 55 or the end of their commission, whichever is earlier. Those able to complete the commission² will become eligible for transfer to a Career Commission or Full Term Commission following the normal annual process as detailed in BR3 Art 4913. If selected for a longer commission, their Tx date will automatically be adjusted to age 55. The likelihood of such transfer will vary according to Branch requirements and individuals wishing to discuss their particular circumstances before volunteering for RA55 should contact their Career Manager. Branches/specialisations eligible for automatic selection to FTC³ will retain this right and their Tx following automatic transfer will correspond to age 55.

RA55 and Subsequent Promotion

4. Three points of clarification have arisen regarding RA55 and promotion:
 - a. An individual who is serving in Acting Higher Rank will be considered for RA55 in their substantive rank unless they have been selected for substantive promotion; see sub paragraph b.
 - b. An individual who has been selected for substantive promotion will be considered for RA55 on the basis of the higher rank. Any offer of RA55 will be conditional on meeting the promotion criteria⁴ at the point of promotion.
 - c. An individual who is selected for RA55 will retain the opportunity to serve to age 55 in the higher rank if subsequently promoted.

Eligibility – Additional Cadres

5. Basic eligibility for the award of RA55 remains based on the overall criteria in 2014DIN01-109. Based on the latest round of modelling, volunteers will be considered from the following specialisations **over and above** those listed in the previous DIN, for this and subsequent years, as follows:

- a. **Warfare.**
 - (1) **General Service.**
 - i. **PWO.** PWO qualified Lt.
 - ii. **HM.** Charge qualified Lt.
 - iii. **MCDO.** Lt.
 - iv. **INT.** Lt (JMIC or JAIC qualified)⁵.
 - v. **REG.** Lt and Lt Cdr.
 - vi. **C.** Lt and Lt Cdr.
 - (2) **Submarine Service.**
 - i. **PWO(SM).** Lt.

Selection Criteria

² BR3 Art 4903b.

³ BR3 Art 4917.

⁴ BR 3 Art 6622.

⁵ JMIC – Joint Maritime Intelligence Course, JAIC – Joint Air Intelligence Course. These will also be taken into account when considering selections for the award of RA55 for INT Lt Cdrs.

6. Additional selection criteria over and above those previously published will be applied to volunteers from the following ranks and specialisations:

a. **Warfare (including Aviation and SM).** A phased approach will be taken with the aim of offering RA55 to all eligible volunteers over the next 2-3 years. Selections each year will be made through the process described in 2014DIN01-109 on the basis of:

- (1) Proximity of termination (Tx) date⁶.
- (2) Long-term employability in current rank/specialisation, and, where the award of RA55 extends promotion prospects, in next higher rank.

b. **Engineer.**

(1) **EGS.** No additional selection criteria will be applied to Lts and Lt Cdrs. For Cdrs, the following will be taken into consideration when selections are made:

- i. **ME.** Proximity of Tx date and possession of specialist skills relevant to employability.
- ii. **WE.** Proximity of Tx date and possession of specialist skills relevant to employability.
- iii. **TM.** There is no requirement for RA55 for Cdr in 2014⁷; Extensions of Service remain a possibility and anyone interested should contact their Career Manager.

(2) **ESM.** Selections will be made on the basis of:

- i Proximity of Tx date and possession of specialist skills relevant to employability.
- ii Long-term employability in current rank/specialisation, and, where the award of RA55 extends promotion prospects, in next higher rank.

(3) **EAE.** Selections will be made on the basis of:

- i Proximity of Tx date and possession of specialist skills relevant to employability.
- ii Long-term employability in current rank/specialisation, and, where the award of RA55 extends promotion prospects, in next higher rank.

c. **Logistics.** As previously stated, current manning forecasts indicate there is no branch requirement for RA55 in 2014 and officers who volunteer or have volunteered for RA55 will be considered in 2015 should a requirement emerge. Extensions of Service remain a possibility and anyone interested should contact their Career Manager.

d. **Royal Marines.** Selections in 2014 will be made through the process described in 2014DIN01-109 on the basis of:

- (1) Seniority in rank and proximity of Tx date.
- (2) Long-term employability in current rank/specialisation, and, where the award of RA55 extends promotion prospects, in next higher rank.

⁶ The length of service remaining to an individual will be considered alongside the other selection criteria to permit a holistic assessment of the benefit to the Service in offering RA55.

⁷ Applications received from Cdrs will be considered in 2015 on the basis of ongoing workforce modelling.

(3) Specialist skills, where relevant to employability, will also be taken into account.

e. **Royal Navy Medical Service.** Workforce modelling remains subject to final decisions on Defence Medical Services 2020 (DMS 20) and thus no specific selection criteria apply if any selections are made in 2014.

Expression of volunteer status – extension of deadline for additional cadres

7. Expressions of volunteer status should continue to be made using the form at Annex A, which is reproduced from 2014DIN01-109. For selections against the annual RA55 MAuN, forms should be submitted no later than 31 Jul⁸ for the year in which the selections are made. However, for those ranks and specialisations which have been added in para 5 above, an exceptional extension of this year's deadline to 31 Aug 14 will be made. Career Managers should be notified where submissions posted or e-mailed before this date are likely to miss the deadline.

Selection process, approval and notification

8. Selection process, approval and notification will remain as per 2014DIN-109 (announcement via the Royal Navy Home Page on 1 Oct each year).

Annexes:

A. Expression of RA55 volunteer status.

⁸ For selections in 2014, this will be 31 Jul 14.

Career Management Coordinator
Room 206
West Battery
Whale Island
PORTSMOUTH
Hampshire
PO2 8DX

EXPRESSION OF RA55 VOLUNTEER STATUS

Rank		Name & Inits		Service Number											
Branch/Spec			Date of Birth (DD/MMM/YY)												
Unit															
Current Engagement Expiry Date (EED) on JPA:															

I wish to express my status as a volunteer for award of RA55 under the terms described in 2014DIN01-109.

1. I confirm that I have read 2014DIN01-109 and fully understand the implications of expressing my status as a volunteer for RA55.
2. I understand that, in accordance with the DIN, this notice does not guarantee selection for RA55 and that any decision on award of RA55 is entirely at the discretion of the Naval Service and will be made on the basis of the interests of the Service.
3. I understand that, if awarded RA55, I will serve to the day before my 55th birthday or the end of my commission, whichever is earlier.
4. I understand that this notice must be received at the Office of the Career Management Coordinator no later than (2359ZULU 31 JUL 14)².

Applicant Signature:		Date:
Full Unit Address or Home Address to which all future correspondence will be sent		
Contact Telephone Number:		
E-Mail Address:		

For submission by e-mail, these should be made to NAVY PERS-CM MAILBOX and include in the title "RA55 Submission".

¹ With the exception of the extension to the deadline for those cadres not included in 2014DIN01-109, this Annex is identical to Annex A to 2014DIN01-109 and either form is acceptable if received by the relevant deadline.

² Or 2359ZULU 31 AUG 14 if not originally included in 2014DIN01-109