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RECRUITING INSTRUCTION 05/06

INTRODUCTION OF THE RETROSPECTIVE BURSARY

Sponsor: DNRSO2SEM

INTRODUCTION

1. In response to a shortage of Engineering Officer candidates a scheme for the award of a retrospective bursary to graduate engineers is being introduced. This scheme is being introduced in addition to the current bursary schemes.
2. The retrospective bursary scheme, which will be introduced on 1 April 2006, will allow payments to engineering DGEs, who have not previously been in receipt of a full bursary, of up to £12K.

PURPOSE OF INTRODUCING THE RETROSPECTIVE BURSARY

3. There is currently a severe shortfall in the number of engineering graduates applying to join the Royal Navy. The introduction of the retrospective bursary aims to reduce this shortfall and increase the quality of DGE Officers.

ELIGIBILITY FOR SCHEME

4. Payments may be made to all DGE Engineers, except E(TM) and E(IS), who have not received a previous Armed Forces bursary and who enter BRNC after 1 September 2006. This includes those who commit to a 1 or 2 year bursary. Candidates need not necessarily have just graduated, as long as they meet the usual criteria for entry to BRNC.
5. The number of retrospective bursaries (either partial or full) will be determined by DNR and awarded after the Bursary Award Selection Panel meetings.

PAYMENTS - FULL RETROSPECTIVE BURSARIES

6. For DGE Engineer Officers, DNR will inform BRNC of the candidates who have been selected. BRNC will then arrange for the candidates to be paid up to £8K on arrival at BRNC and up to £4K on successful completion of Fleetboard, through the UPO where they are serving.
7. Those who withdraw or are discharged from the Royal Navy before Fleetboard or as a result of failing Fleetboard will be required to repay the total amount of retrospective bursary they have received, except when it is through no fault of their own (e.g. medical reasons).
8. Payments will be protected by candidates signing an undertaking to serve 3 years return of service, on completion of all training, including SEMC, to be eligible for the retrospective bursary and failure to

complete this return of service may result in recovery the total amount paid. This is similar to the undertaking currently signed by bursars.

PAYMENTS - PARTIAL RETROSPECTIVE BURSARIES (1 OR 2 YEARS)

9. Undergraduates who accept a 1 or 2 year bursary will be paid as follows:
 - a. 1 year bursars - will receive up to £8K on arrival at BRNC in addition to the £4k they will have received during their final year at university.
 - b. 2 year bursars – will receive up to £4K on arrival at BRNC in addition to the £4k pa they will have received at university.
10. Those who withdraw or are discharged from the Royal Navy before Fleetboard or as a result of failing Fleetboard will be required to repay the total amount of bursary they have received, except when it is through no fault of their own (e.g. medical reasons).
11. Payments will be protected by candidates signing an undertaking to serve 3 years return of service, on completion of all training, including SEMC, to be eligible for the retrospective bursary and failure to complete this return of service may result in recovery the total amount paid. This is similar to the undertaking currently signed by bursars.

EVALUATION OF SCHEME

12. The scheme will be assessed in December 2006 and annually thereafter.

LtCdr RN
for DNR

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