



Ministry  
of Defence

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30 October 2015

Dear [REDACTED]

Release of Information

Thank you for your correspondence dated 8<sup>th</sup> October 2015 requesting the following information:

*Can I request for Information regarding the Full Terms and Conditions of Service for Full Time Reserve Service (Limited Commitment)(Naval Careers Service) scheme. Please include, where this position is documented in a formal Ministry of Defence Book of Reference, Manual or publication, please also include the contractual obligations and age parameters.*

Your enquiry has been considered to be a request for information in accordance with the Freedom of Information Act 2000.

Policy governing the Reserves and Full Time Reserve Service (FTRS) is only held in hard copy within the former BR64 and BR61. These BRs have now been superseded and their contents are to be included within BR3 (Naval Personnel Management). However, because the authority for the Reserve Forces is the Reserves Forces Act and not by Royal Prerogative as is the case with the Regular Services, the proposed amalgamation of BR64 and BR61 into BR3 has first to be presented to Parliament for formal ratification, so for that reason the new wording is not yet incorporated in the online edition of BR3 which can be found here:

<http://www.royalnavy.mod.uk/~media/royal%20navy%20responsive/documents/reference%20library/br%203/20150615-br3home.pdf>

However, in order to assist you I have attached a draft copy of BR3, Chapter 118, on the conditions for FTRS (Naval Careers Service) which will be published in the updated edition of BR3 during 2016. Please note that this document is still in draft format (with track changes) and awaiting Parliamentary seal which is expected imminently.

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, 1<sup>st</sup> Floor, MOD Main Building, Whitehall, SW1A 2HB (e-

mail [CIO-FOI-IR@mod.uk](mailto: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

Navy Command Secretariat – FOI Section

## CHAPTER 118

### NAVAL CAREERS SERVICE

#### SECTION 1 - SCOPE

##### 11801. General

The Naval Careers Service (NCS) is a Special Service that constitutes one of the 4 main groupings of the Naval Service. BR2 (QRRN) and the Queen's Order in Council of 2 May 1962 stipulate that the NCS is to be comprised of former Regular Service personnel on "restricted" Terms and Conditions of Service (TCOS). Following a comprehensive review, the Second Sea Lord endorsed<sup>1</sup> the progressive replacement of current NCS personnel on extended Regular Service engagements by placing ex-Regular Service, Royal Fleet Reserve (RFR) personnel onto Full Time Reserve Service (FTRS) commitments with their own tailored TCOS. Together with other improvements to the NCS structure, such as extending the eligibility to include ex-Regular Service Petty Officers/Sergeants the introduction of bespoke Careers Adviser (CA) grades of CA3, CA2 and CA1 were introduced in 2001.

##### 11802. Eligibility of Personnel

Applicants for the NCS may apply if they are:

- a. Regular Service RN/RM/QARRNS WOs and Senior Rates/SNCOs with a minimum of 12 years service and have held the substantive rate of at least a PO/SGT RM for a minimum of 2 years prior to completion of Regular Service. A letter of recommendation from their Commanding Officer is required, along with copies of SJARs from the past 5 years service.
- b. Ex-Regular Service RN/RM/QARRNS WOs and Senior Rates/SNCOs may apply up to 2 years after their termination Date from Regular Service. Applicants are to provide a minimum of 2 references from a professional source, or a source of good understanding (e.g. former Divisional Officer or most recent employer), as well as any Service appraisals they may have retained from their last 5 years Service.
- c. Ex-Regular Service RN/RM/QARRNS WOs and Senior Rates/SNCOs who have subsequently maintained currency in the RNR/RMR may apply for employment in the NCS for a period of 5 years following their Termination Date in the Regular Service. Candidates are to provide a minimum of 2 references – one from their reserve Unit CO and the other from a source of good understanding (e.g. former Divisional Officer or most recent employer), as well as any Service appraisals they may have retained from their last 5 years Service.
- d. All applicants must be under the age of 52 on commencement of an FTRS (NCS) commitment in order to allow a 3 year commitment and cessation of employment at age 55 years; which is the normal retirement age (NRA) limit for those on FTRS NCS contracts.
- e. Individuals may not apply if discharged from the RN, RM or QARRNS for: Desertion; Dismissal; Discharge SNLR, including discharge following Compulsory Drug Testing; Discharge Shore. Individuals, who have not been recommended for further Naval Service on their last appraisal before leaving the Service, are also not eligible to apply.
- f. At the commencement of employment, each applicant must be in possession of a full UK driving license, clear of unspent criminal convictions, Security Cleared and in a Medically Employable category.

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<sup>1</sup> DCI 86/01 - Transfer of Naval Careers Service to bespoke FTRS (NCS) TACOS.

## SECTION 2 - EMPLOYMENT PROCEDURES

### **11803. Registering Interest**

An applicant who meets the criteria should contact the Royal Navy Centre of Recruiting, in Bovington Camp, Dorset, on 01929 403172; where details of the process, availability of jobs and any other details can be discussed with the applicant.

### **11804. Career Advisers (CA) Assessment Board**

Prior to being offered a commitment and a place on the Careers Advisers (CA) 3 course at RNCR Bovington the applicant must pass the CA assessment board.

### **11805. The Commitment**

a. Personnel who are offered FTRS (NCS) contracts should read the contract carefully. If satisfactory they should sign the contract and return the original signed to the NPT (Res) section in West Battery, Whale Island, Portsmouth.

b. The Reserves Career Manager will counter sign the contract and a copy will be returned to the individual as the authority to commence employment. Personnel should not anticipate commencing FTRS (NCS) until their contract has been signed by all parties.

## SECTION 3 TERMS AND CONDITIONS OF SERVICE

### 11806. General

FTRS (NCS) personnel are assigned to a specific post within one of the Armed Forces Careers Offices across the UK. They should normally be employed in the assignment stated, and may not be moved to alternative employment without their agreement and the authority of NPT (Res). Full details of the Terms and Conditions of Service for FTRS (NCS) personnel can be found in this section in conjunction with the references.

### 11807. Terms of the Commitment

The Commitment will:

- a. define the start date and length of FTRS that is to be undertaken, which is initially 3 years and subsequent 3 year rolling commitments up to the individuals 55<sup>th</sup> birthday;
- b. specify, in broad terms, the duties the Reservist will be expected to undertake, and his/her Parent Unit;
- c. contain details of any specialised training that they have to undergo either before taking up duties or during his/her FTRS(NCS) commitment;
- d. refer them to these regulations for his/her Terms and Conditions of Service.

### 11808. Types of Commitment

The types of Commitment under which a member of the Naval Careers Service may undertake a period of FTRS (NCS) are:

- a. Full Commitment. - Fulfilling a full range of duties generally in one location, but with a liability for compulsory detachment over 35 days in the UK in any one year with no single detachment lasting in excess of 21 days;
- b. Limited Commitment. - Fulfilling a full range of duties generally in one location, but with a liability for compulsory detachment for up to 35 days in the UK in any one year with no single detachment lasting in excess of 21 days;

### 11809. Age limits

Applicants for FTRS (NCS) must be under age 52 on commencement of their commitment and cessation of employment is at Normal Retirement Age (NRA) 55.

### 11810. Completion of Commitments

Where FTRS(NCS) personnel do not wish to renew their rolling commitment, they should inform NPT(Res) through their Chain of Command no less than 3 months prior to the last day of service. All accrued annual leave and terminal leave<sup>2</sup> must be taken before the last day of the commitment.

### 11811. Extensions of Service (EOS)

CAs may apply or be invited to apply to extend their service beyond Normal Retirement Age 55 (NRA 55). The NCS CM has the authority to award EOS of up to 12 months. Extensions beyond 12 months are to be authorised by NCS BM and NPT(RES) SO1. Situations in which an EOS may be appropriate are:

- a. As a short-term manpower regulator to increase the total bearing to match service requirement
- b. To assist in alleviating shortages in specific AFCOs until reliefs can be nominated.
- c. To retain individuals with deep specialist skills or knowledge where there is a shortage.

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<sup>2</sup> Terminal leave may only be taken once, and at the end of continuous commitments.

**11812. Changes to Commitment**

An FTRS (NCS) commitment may be superseded or varied with the consent of the Reservist concerned. Should the Reservist not consent to the variation of the FTRS commitment, their obligations under the original commitment are to remain unaffected.

**11813. Early Termination**

NPT (Res) may at any time revoke, in writing, an FTRS (NCS) commitment before the beginning of the specified period of full-time service, whether at the request of the individual or not.

a. Full and Limited FTRS(NCS) personnel who wish to terminate their service before the expiry of their conditioned term will be allowed to do so, but 4 weeks' notice is required to be submitted to NPT(Res) through their Chain of Command.

b. It would be unusual for the Naval Service to terminate a commitment once it has commenced, other than with the consent of the Reservist, or on disciplinary or inefficiency grounds. However, should the Naval Service wish to terminate a commitment on grounds other than the aforementioned, a case is to be forwarded to NPT (Res) in the first instance, where if approved the normal notice of one month will be given.

**11814. Grievance Procedures**

The usual grievances procedures will apply if appropriate QRRN Chapter 42 refers.

**11815. Medical Fitness**

To ensure that a member of the NCS is medically fit, within 2 weeks of commencement, and immediately on completion, of their FTRS (NCS) Commitment, it is essential that the Medical Certificates supplied with the commitment are completed. This is, on both occasions, to be completed by a Medical Officer at a Service Medical Centre. The following regulations apply:

a. It is the responsibility of the Employing Unit to ensure that this procedure is carried out and that a copy of the completed Medical Certificate is sent to the NPT (Res).

b. Where an individual fails to meet the minimum medical standards to attain MFD status, the examining Medical Officer is to be provided with details of the duties relating to the FTRS (NCS) Commitment, in order to assess the individual's fitness for employment. Should the individual be considered medically fit to undertake the FTRS (NCS) Commitment, but in a temporarily reduced medical category, the Medical Officer should annotate this fact on the medical certificate together with an estimated duration of medical downgrading. Where it is considered that the cause of the medical downgrading is likely to be of a permanent nature, the case is to be referred to INM NSMBOS SE SO1 who will determine if the individual is suitable to be employed on FTRS (NCS).

**11816. Long Term Medical and Dental Care**

a. Those on FTRS (NCS) FC commitments are entitled to receive the full range of medical and dental care afforded to Regular personnel.

b. Those on FTRS (NCS) LC commitments should remain registered with their local civilian medical and dental practitioners. They will, however, be entitled to receive emergency medical and dental treatment from Service sources. When they are required to undergo medical treatment by virtue of their Service duties (i.e. inoculations prior to proceeding overseas), they are entitled to such treatment from Service sources or receive reimbursement from Service funds for treatment received from their Medical Practitioner.

**11817. Sickness or Other Absence**

a. If a member of the NCS is absent from work through injury, sickness or for any other reason, he/she is to inform his/her Line Management on the first day of absence, wherever possible, of the cause and likely duration of his/her absence. Any unauthorised absence for a period of 7 consecutive calendar days is to be explained in writing.

b. If a member of the NCS is absent for more than 7 consecutive calendar days because of sickness or injury, he/she are to provide his/her Line Management with a doctor's Statement of Fitness to Work certificate. An individual may be required to be examined by a Service Medical

Officer. Provided that this procedure is observed, a member of the NCS will be entitled to sick absence with pay, in respect of the days on which he/she would normally have worked, for the duration of the Commitment. If the required procedure is not followed, or if abuse of the sick absence with pay arrangement is suspected, the MOD may withhold the individual's pay for the relevant period and may institute disciplinary action.

**11818. Medical Downgrading**

Any Reservist who needs to be medically downgraded whilst on FTRS will be subject to the same regulations as Regular personnel.

**11819. Medical Discharge from the Service**

If a member of the NCS serving on FTRS (NCS) becomes permanently medically unfit for FTRS (NCS) service he/she will be subject to the same medical discharge procedures as apply to Regular personnel. A member of the NCS who, in the opinion of a Medical Officer, is likely to recover from his/her injury or illness so that he/she may resume FTRS (NCS) Service, is to continue to be borne on his/her FTRS pay and allowances up to the day on which he/she would normally have completed his/her FTRS (NCS) Commitment.

**11820. Attributable Benefits**

Any member of the NCS serving on FTRS will be eligible for the appropriate "attributable" benefits if he/she suffers death or injury which is attributable to, or aggravated by, his/her service.

**11821. Compulsory Drug Testing**

Members of the NCS undertaking periods of FTRS (NCS) commitments are subject to compulsory drug testing.

**11822. Common Maritime Skills (CMS) and RN Fitness Test (RNFT).**

Personnel serving on FTRS (NCS) are required to maintain currency in CMS. However, owing to lack of service provision to provide gym/sport facilities, RNFT can not be officially enforced. All NCS members are strongly encouraged to maintain their fitness to ensure that they correctly represent the standards and bearing required for representative duties.

**11823. Maternity/Adoption Benefits**

Entitlement to maternity/adoption benefits for those on FTRS (NCS) will be in accordance with current service regulations.

**11824. Entry/Re-entry into the Regular Forces**

A member of the NCS undertaking FTRS may apply to enter/re-enter the Regular Forces. Although subject to the mandatory notice period prescribed above, exceptional consideration may be given to premature termination of the FTRS Commitment where a relief can be assigned, or if it is acceptable for the FTRS billet to be gapped.

**11825. Call-Out whilst on FTRS**

a. In the event of an operation involving Call-Out of the Reserve Forces, it will normally only be necessary for FTRS(FC) personnel to be called out if the period of their participation in the operation is likely to exceed the remaining period of their FTRS Commitment. Reservists serving on FTRS (LC) who are required to take part in an operation involving mobilised Reservists should normally be called out. Call-Out of FTRS (NCS) Reservists must be considered very carefully, with the financial and other implications being stringently evaluated.

b. Those undertaking FTRS (NCS) will remain subject to the Call-Out powers under RFA 96 which result from his/her service as a Royal Fleet Reserve or Recall Reserve.

c. Those, whose period of FTRS(NCS) has not expired when he/she is released from permanent service after Call-Out, is to continue in FTRS(NCS) under his/her original agreement to the set termination dates.

**11826. Safeguard of Employment**

Individuals serving on FTRS (NCS) Commitments and who are called out before the end of their Commitment (or within 4 weeks of the end of it if they have not commenced work under another employer) are to be treated as if the Reserve Forces (Safeguard of Employment) Act 1985 applied with the NCS considered as their former employer.

**11827. Service, Advancement, Promotion**

- a. Those who are successful at the Careers Adviser Assessment Boards (CAAB) and are offered an FTRS (NCS) commitment by NPT (Res) SO2 will usually be offered an initial 3 year commitment.
- b. They will serve as a CA3 (PO/SGT) irrespective of the Rank/Rate that they held on completion of their Regular Service. NCS will be entitled to wear the rate held on leaving Regular Service.
- c. Advancement/promotion to a higher Rank/Rate is permitted if the individual meets the promotion requirements and is successful at the Careers Adviser promotion board. If successful, a CA3 (PO/SGT) candidate may be substantively promoted to CA2 (CPO/CSGT). If successful CA2 (CPO/CSGT) candidate will be promoted to CA1 and hold the rank of Honorary WO1.

**11828. Honours and Awards**

Service on FTRS (NCS) counts as reckonable service for the Volunteer Reserves Service Medal (VRSM). Applications for the VRSM should be forwarded through the individual's Chain of Command.

**11829. Annual Reports**

Those undertaking FTRS (NCS) commitments are subject to the same reporting procedures as Regular personnel although the Common Reporting Dates differs, the regional JSU's hold further details. All FTRS (NCS) personnel should be reported on with regards to their potential for further FTRS (NCS) Service and recommendations for promotion.

**11830. Security Clearance**

All those undertaking FTRS (NCS) will hold, as a minimum, a Security Check, although the service may take personnel on risk for those awaiting clearance. CRB is also required for all NCS personnel which will be sought by the Regional JSU's once an FTRS (NCS) commitment has commenced.

**11831. Discipline**

Those undertaking FTRS (NCS) commitments are at all times subject to Service Law and the provisions of the Armed Forces Act 2006 for the period specified in the FTRS (NCS) Commitment or until released from service, whichever is the sooner.

**11832. Pre-Employment Training**

Those joining the NCS are required to complete and pass a Careers Advisers 3 course at RNCR Bovington. This course may be completed prior to or during the individuals FTRS (NCS) contract. Those who are unsuccessful will have their contract revoked.

**11833. Amortization of Training Costs**

An individual who fails to complete a Careers Adviser 3 course may be required to amortise the costs of the training. Such costs may be recovered by deduction from any pay or allowances. In the event that any outstanding pay or allowances were insufficient to cover repayment of such training costs, the individual may be required to refund the difference to the MOD.

**11834. Pay**

All personnel joining the NCS will receive the Rank/Rating related basic rates of pay as promulgated in the annual 'Pay Review' for FTRS FC and LC as follows:

- a. Careers Adviser 1 – WO1 (Range 5)
- b. Careers Adviser 2 – CPO (Range 4)
- c. Careers Adviser 3 - PO (Range 3 minimum IL3 to take into account the entry criteria to be a 2 year substantive PO on joining.
- d. The Increment Level (IL) on which new joiners are placed is exactly the same as if the Joiner was starting a standard FTRS Contract (i.e. it is assessed using the individual's rank, seniority and



the length of time outside Regular Service). For example, substantive CPOs and WOs will normally enter the NCS at Range 3 Level 7 but Petty Officers will enter at the appropriate IL that they were on minus any time outside Regular Service. For the NCS the maximum time outside of permanent service is generally 2 years, however, those outside of this time scale may be looked at on a case by case basis.

e. Those promoted on FTRS (NCS) commitments will be placed on a pay range level that allows them at least a 2% pay increase.

#### **11835. Allowances and Charges**

In general allowances and charges for FTRS (NCS) are in accordance with current service regulations. However, owing to the bespoke TACOS package approved for the NCS, this cohort is entitled to additional privileges detailed below. This is to ensure they preserved rights are maintained, to enhance retention and to provide incentives to ensure recruitment to NCS specific locations can be maintained.

a. NCS personnel assigned to the Province will be entitled to Northern Ireland Journeys (Warrants) and Northern Ireland Residency Supplement (NIRS)

b. NCS are exceptionally entitled to SLA/SSSA if assigned from their permanent residence. SLA/SSSA is to be awarded for all for London district NCS positions.

c. NCS personnel awarded SLA may also be entitled to claim FIA if there are no service messing available to their permanent place of duty (eg AFCO).

d. NCS assigned to AFCOs that are not in the vicinity of a service mess will be entitled to MOE.

e. Exceptionally, Home to Duties (HTD) may be authorised if an NCS position can not be routinely filled.

#### **11836. Leave**

a. Leave and free leave travel entitlement will be granted on a pro-rata basis in accordance with the rules laid down for Regular personnel

b. Previous outstanding service leave in either the regular or the Reserve Forces should be taken prior to joining the NCS.

c. All leave must be taken within the specified leave year, unless approval to carry over leave is granted by the Commanding Officer. The TLB Holder's approval should be sought for authority to carry forward leave in excess of 15 days.

d. Terminal leave will be granted on a scale of one working day per calendar month up to a maximum of 10 working days.

e. Terminal leave is usually given at the end of each separate FTRS contract; however, for NCS personnel who accepts further continuing contracts, terminal leave can only be taken at the end of their final Commitment

#### **11837. Uniform**

FTRS (NCS) staff will normally wear the uniform of the Rank/Rate they held in regular Service and conform to the Regular Service dress regulations. However, there will be times when recruiting uniform may be worn and the regulations for this are detailed in AFCO Desk Instructions.

a. When in uniform, the NCS Badge is to be worn at all times

b. Those joining the NCS are entitled to have their Home Retention Scale of Kit made up to a scale detailed in BR3 Uniform Regulations for Regular Service. If required, all NCS personnel will be entitled to a gratuitous issue of a full uniform

#### **11838. Resettlement**

The entitlement for resettlement is in accordance with current service regulations.

### **11839. Electoral Registration**

Those undertaking FTRS (NCS) commitments are not eligible to register as Service Voters. They are, however, entitled to proxy or postal votes in the same way as civilian electors.

### **11840. Jury Service**

Those undertaking FTRS (NCS) are no longer excused jury service as of right under the Jury Act 1974. In order to be excused, the Naval Regional Commanders certify to the Summoning Officer that it would be prejudicial to the efficiency of the Service if the individual was required to be absent from duty.

### **11841. Welfare Support**

Those on FTRS (NCS) are eligible to receive an appropriate level of welfare support through NPFS although recommendations for compassionate appointments will need to be discussed with NPT (Res). Welfare investigations may be required to support recommendations for compassionate leave or early termination of contract.

### **11842. Electoral Candidature**

The restrictions which apply to members of the Regular Forces, set out in QR(RN) Chapter 66 also apply to Reservists serving on FTRS(NCS).

- a. No member of the NCS may be either a declared prospective or elected member of a Local Authority, a National Assembly, the House of Commons, the European Parliament or any other Legislative Assembly.
- b. Those who wish to stand for election must apply to the NPT (Res) through his or her Chain of Command to terminate their FTRS (NCS) Commitment, observing the notice periods set out in the FTRS Contract.
- c. An unsuccessful candidate will have no right to resume his or her FTRS (NCS) contract.

### **11843. Pensions**

Full details of attributable pensions and the affects of FTRS on Ex-Regular preserved pensions, resettlement grants, or compensation lump sums are available from the Defence Business Services (DBS) Organisation.

#### **Re-assessment of Pension Abatement<sup>3</sup>**

Any CA1, CA2 or CA3 who is re-graded will be subject to a reassessment of pension abatement in accordance with current regulations because pay and status has changed. However, in 2002 further clarity for the NCS was sought from SP(Pol) as the affect on 'rolling commitments and incremental level increases was having a financial impact on Careers Advisers. It was subsequently agreed by SP(Pol) and AFPAA(C)<sup>4</sup> and the following policy endorsed on which Occurrences require Reassessment and which Occurrences do not require Reassessment of pensions:

#### **a. Occurrences Requiring Reassessment**

- (1) When an extant FTRS Commitment is varied by mutual agreement, or a new FTRS commitment is drawn up, consequent upon the upgrading of a CA3 to CA2 or a CA2 to CA1 who will continue to be based in the same location but in a different position. (The same policy applies in the case of the downgrading of a CA1 to a CA2 or a CA2 to CA3).
- (2) When an extant FTRS commitment is varied by mutual agreement, or a new FTRS commitment is drawn up, consequent upon the upgrading of a CA3 to CA2 or a CA2 to CA1 who will be based in a different post in a different location. (The same policy applies in the case of the downgrading of a CA1 to a CA2 or CA2 to CA3).

<sup>3</sup>

<sup>4</sup> AFPAA(C) /DF/JTJ/808/02 date 19 Sep 02 and AFPAA(C)-Pensions SO1 to 2SL-DNRSO1 PLANs email of 22 Oct 2002 12:52 (Policy incorporated into FOTR/4663/1/2 RGM 05/03 dated 14 Jan 03).

(3) When the type of commitment (FC, LC, HC) on which a reservist on FTRS is employed is varied by mutual agreement either for the balance of the extant commitment or for a new, immediately successive commitment that is to be in the same post.

(4) When the type of commitment (FC, LC, HC) on which a reservist on FTRS is employed is varied by mutual agreement for a new, immediately successive commitment for the same employer in the same rank/rank but in a different post.

(5) When a reservist who has completed a FTRS commitment takes up a subsequent commitment that is not immediately successive to the previous commitment and whilst it is to be in the same rate/rank it is from a different employer in a different post. However, it should be noted that the reassessment might not result in any change to the abatement.

(6) When a CA or any Reservist on FTRS is granted LAHR in accordance with BR3 in order to fulfil temporarily the duties of the next higher respective CA grade or rank/rate. There would be a further reassessment on reversion to the previous status and pay.

b. Occurrences Not Requiring Reassessment

(1) When a FTRS commitment is varied by mutual agreement with regard to a change only in the title and/or TOR and/or location, providing that the new TOR do not involve a change in a status and pay.

(2) When a reservist on FTRS continues in the same post on a new commitment but the post is to be re-titled with effect from the first day of the new commitment and for the purposes of drawing up the new commitment form.

(3) When a reservist who has completed a FTRS commitment takes up a subsequent commitment that is not immediately successive to the previous one but is for the same employer in the same post in the same rate/rank

When a CA or any Reservist on FTRS is granted Substitution Pay in accordance with JSP 754 in order to undertake temporarily the duties and responsibilities of a post-established for any higher paid CA grade or rank/rate.