

DIRECTORATE OF NAVAL MANNING AND TRAINING (ENGINEERING)

BY

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Introduction

The male trained requirement of the Royal Navy currently (April 1981) includes 25 009 technical ratings, rather over 50 per cent. of the total. Similarly the requirement for engineer officers is 2454, about 33 per cent. of the officer corps. The direction of the specialist aspects of this substantial cadre is the responsibility of the Directorate of Naval Manning and Training (Engineering)—DNMT(E). This article describes how this responsibility is discharged.

Second Sea Lord's Department

The principal parts of the Second Sea Lord's department concerned with naval engineering personnel are:

- (a) Director Naval Recruiting (DNR)
- (b) Director General Naval Personal Services (DGNPS)
- (c) Naval Secretary (Nav Sec)
- (d) Director General Naval Manpower and Training (DGNMT)

The functions of the first three of these divisions are largely self-evident and well known. Of them, the Directorate of Naval Recruiting is functionally organized, and no dedicated engineer officer posts exist with the exception of one lieutenant who is specifically tasked with artificer recruiting; whilst DGNPS, responsible for conditions of service and pay matters, clearly needs no engineering specialist officers. The Naval Secretary, however, responsible for the appointing, promoting, pastoral care, and career planning of all officers, has within his division the Director of Naval Officer Appointments (E), who is a captain (E) responsible for all engineer officers below the rank of captain, with specialist sections appointing ME, WE, and AE officers. Additionally, a commander (E) represents engineering interests in the Officers' Planning Section which deals with the machinery of officer entry, transfer, promotion, and extension.

Director General of Naval Manpower and Training

The major component directorates of DGNMT are:

Directorate of Naval Manpower Requirements (DNMR) who complement ships, air squadrons, and squadron, flotilla, and fleet staffs, and also naval shore establishments.

Directorate of Naval Manpower Planning (DNMP) who maintain control of the size and structure of the naval manpower bill, branch by branch, deciding the policy for the future, for allocation of manpower, and for mobilization and reserves; and who monitor and control officers' and ratings' structures, requirements and bearings, entry, extraction, transfer, promotion, and discharge.

Directorate of Naval Education and Training Support (DNETS) who deal with all aspects of naval education, and are sponsors for the provision of training equipment and for works and buildings for use in training establishments.

The Directorates of Naval Manning and Training (X), (E), (S), and (I) who provide specialist cells of officers to deal with the manning and training aspects of their own kind, noting that DNMP and DNMR are staffed by officers of any specialization and DNETS exclusively by instructor officers.

Directorate of Naval Manning and Training (Engineering)

This directorate is led by a captain (E) who has working for him the following desk officers:

Commander ME/WE	— Policy for and manning co-ordination of engineer officers.
Commander ME	— Policy for ME and NBCD personnel and basic training of all artificers.
Commander WE	— Policy for WE personnel.
Commander MESM/WESM	— Policy for submarine engineering personnel.
Commander AE	— Policy for air engineering personnel.

Additionally, the Commander ME(Hull) on the staff of CNSA/DNE gives advice on hull engineering personnel.

Thus DNMT(E) represents a spectrum of interest and experience across the whole naval engineering field which, in personnel terms, is otherwise drawn together only at CNEO level.

Whilst the officers mentioned form the permanent core of DNMT(E), it is seldom that there are not officers or senior ratings temporarily attached for specific projects or studies. Engineering Branch Development was conceived, staffed, and executed from DNMT(E) and a project team of one captain and two commanders operated under DNMT(E)'s umbrella for some years. If present preliminary studies into extension of maintainer/operator relationships (X/WE or the Warfare branch) bear fruit, a similar team would be established working jointly for DNMT(X) and DNMT(E).

. . . and This is What They Do

Much of DNMT(E)'s work is reactive to perceived or reported problems, and much of it is carried out in conjunction with other MOD directorates or authorities; it is therefore difficult to define concisely. However, by way of illustration, some recent, ongoing or projected work is itemized below:

Manpower Structure

(a) EBD is largely complete, except in the Fleet Air Arm which is, by

- design, running about a year behind the rest of the Navy. The team has been dismantled and its remaining work devolved to desk officers in liaison with Command Implementation Teams. Whilst sensible to the need to let EBD settle down, DNMT(E) is on the look-out for the emergence of imperfections which will require correction.
- (b) Engineer officers' structure is perforce rather specialized, relying heavily on SD officers and having limited opportunities for short service commissions. The future is being studied.
 - (c) Artificers and mechanics in the ME, WE, and AE sub-branches have grown apart in their advancement structures. Whilst there may be good and sufficient reasons for this, it is timely to see how far these separate arrangements can be rationalized, and whether the artificer concept needs updating.
 - (d) Direct-entry artificers are an attractive entry in times of shortage, but there are certain limitations to relying on them too heavily. The optimum numbers have to be kept under constant review.
 - (e) In common with all other manpower directorates, DNMT(E) is very conscious of the rank/rate/job compression at chief artificer, fleet chief artificer/junior officer levels, and the means to alleviate this is an ongoing concern.
 - (f) The recent extreme shortage of POMEM(M)s with boiler watchkeeping certificates prompted the setting up of a working party to review the MEM branch structure. This resulted in the abolition of the POMEMQC, revised arrangements for mechanician extraction, and the concept of maintenance adquals for POMEMs.
 - (g) Similarly, there are some difficulties with the employment and career prospects for WEMs post-EBD. It may prove necessary to look into WEMs as a whole more closely.
 - (h) Expansion of the NATO Integrated Communications System, modernization of the Naval Shore Telecommunications Service, and the possible transfer of the R.A.F Satellite Communications System to the Royal Navy has necessitated a review of the manpower requirements and training. A proposal for a new branch of WRNS WEM (Communications and Radio) has been submitted for Admiralty Board approval.
 - (j) DNMT(E) has acted as the lead Naval Directorate on the content and implications of the FINNISTON Report of Enquiry into the engineering profession.

Manpower Allocation

- (a) DNMT(E) assists DNMR in the engineering aspects of complementing ships, squadrons, and shore establishments.
- (b) The Trident programme will entail considerable technical manpower change in the strategic weapons system field, both in entry numbers and in training. An early investigation of the problem is in hand.
- (c) High-duty pipe welders, primarily employed on nuclear submarine support, were formerly drawn from the shipwright branch. Arrangements have been made for the future to employ submarine artificers and mechanics in this highly specialized field.

Training

- (a) DNMT(E) is a member of the Joint Qualifications Committee of the Engineers' Registration Board (the executive arm of the Council for Engineering Institutions). This membership entails the establishment

and maintenance of national engineering standards, particularly at technician engineer and engineering technician level, and the integration of Servicemen into this structure.

- (b) Technological change and financial stringency compete for training resources. Desk officers chair local meetings at training establishments to agree changes to course documentation.
- (c) The training of engineer officers at Manadon is well established at degree and application course level, but there are a variety of advanced-level courses, some aimed partly at seaman officers, which are being studied.
- (d) The phased removal of *Caledonia* training into *Sultan* (PROCTIS) has been delayed by shortage of money for new buildings and equipment. During this interim period, the best use of the training facilities at both establishments must be made, and this is being planned.

The topics mentioned above are by no means exhaustive, but serve to demonstrate the wide range of subjects—from the philosophical to the mundane, the sublime to the ‘gor blimey’—which fall to DNMT(E) officers.

Linkages with Other Authorities

These subjects are not, of course, addressed in isolation by DNMT(E). Indeed the Directorate frequently acts as a clearing house for ideas emanating from a host of other authorities. Naturally DNMT(E) has the closest links with the other DGNMT directorates, and is also intimately involved with the Directorate of Naval Officer Appointments (Engineer) and the Officer Planning Section (Engineer) of the Naval Secretary’s Department and with the appropriate parts of Captain Naval Drafting’s organization. Technical manning considerations also require liaison with CINCFLEET’s, FONAC’s, and FOSM’s engineering and/or personnel staffs, and with the Directorate of Engineering Support (Naval) and the material departments.

Each desk officer has his counterpart on Commander-in-Chief Naval Home Command’s or Flag Officer Naval Air Command’s staff and his ‘own’ establishments where he will be in regular touch with the Training Commander or equivalent.

The Role of CNEO and his Advisory Panels

The Chief Naval Engineer Officer has a responsibility across the board which is similar, if more august, to that of DNMT(E) for the maintenance of the professional standards of naval engineering personnel. To assist in exercising this responsibility, he is aided by three panels—the marine, weapon, and air engineering advisory panels (MEAP, WEAP, and AEAP). Membership of these panels is selected by the senior officer of each sub-branch (the Chairman) and tends to consist of a mixture of senior sub-branch officers and of officers in functionally relevant appointments. CNEO personally chairs a further panel—the Senior Engineering Advisory Panel—consisting primarily of the Chairmen of the other three. It is of interest that DNMT(E) is currently the only officer to sit on all three panels, and it follows that CNEO frequently employs DNMT(E) as his ‘Personnel Staff Officer’ with the willing agreement of DGNMT.

Conclusion

The management of the Engineering Branch of the Royal Navy is a complex business involving many variables and a large number of different authorities. One of the few foci of this corporate endeavour is the Directorate of Naval Manning and Training (Engineering).