



RACT POLICY STATEMENT

**Office of the Deputy Head of Corps
Royal Australian Corps of Transport
Headquarters Distribution Division
Gaza Ridge Barracks
BANDIANA VIC 3694**

17 March 2009

STATEMENT NO 29

**SELECTION AND APPOINTMENT OF SENIOR RACT SOLDIERS TO THE POSITION OF
WARRANT OFFICER CLASS ONE WITHIN THE REGIMENTAL AND TRADE STREAMS.**

This Policy Statement will expire on:

4 December 2014

Issued by the Head of Corps Royal Australian Corps of Transport for application within the Royal Australian Corps of Transport.

**D.H.M SAUL
Brigadier
Head of Corps
Royal Australian Corps of Transport**

AMENDMENT

RACT Policy Statement No 29 dated	4 December 2009
RACT Policy Statement No 29 dated	4 December 2008
RACT Policy Statement No 29 dated	1 November 2002

CANCELLATION

RACT Policy Statement No 29 dated	1 November 2002
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DISTRIBUTION

As per RACT Policy Statement No 1 Annex A

RACT POLICY STATEMENT NO 29

RACT REGIMENTAL AND TRADE CAREER PROFILE

INTRODUCTION

1. The changing needs of the Army have reinforced the requirement for the senior soldiers within RACT to be capable of fulfilling duties not only within trade but also out of trade. Additionally, the introduction of the tiered pay system and the All Corps Regimental Sergeant Major (RSM) Course necessitates a requirement to address selection and qualification criteria for senior appointments.

AIM

2. The aim of this policy statement is to promulgate RACT Corps policy on the selection and appointment of Senior RACT soldiers to the position of Warrant Officer Class One (WO1) within the regimental and trade streams.

3. This policy is intended for use by Career Manager (CM) RACT and CM Regt WO1's at Soldier Career Management Agency (SCMA) and Army Personnel Agencies (APAs), as well as providing direction for soldiers who seek to be competitive for RACT senior appointments.

4. This policy applies equally to the Australian Regular Army (ARA) and Army Reserve (ARes) RACT positions, although it is acknowledged that a professional ARes soldier may have difficulties meeting all requirements, the intent remains extant.

CAREER STREAMING

5. On promotion to Warrant Officer Class Two (WO2) soldiers will be required make to an election within twelve months, annex A, to the CM RACT on which career path they wish to be managed - Regimental or Trade. This election will assist the CM RACT in managing career development and individual's progression more effectively, therefore empowering individuals to make an informed decision to further their own Career aspirations. This will ensure the most suitable soldiers are selected for the required appointments.

6. Soldiers making the election will only compete for senior positions within their nominated career path. Those soldiers who fail to be competitive for the regimental career path due to a lack of positions, their performance or changing personal circumstances will need to make another election to be employed back in trade. It is advisable for soldiers to contact their CM prior to making this election so they can make an informed decision before proceeding with this option.

7. As a result of commencing the desired election; soldiers will compete for positions within their nominated career path. Those soldiers who do not remain competitive for the regimental or trade career path due to a lack of positions, their performance or their personal circumstances will need to make another election to be considered within the alternative career path.

8. Annex B and C lists the career profiles for regimental and trade appointments.

Annexes:

- A. Election for career management regimental - trade
- B. RACT RSM positions and selection criteria
- C. Trade positions and selection criteria

NOTIFICATION OF PREFERRED CAREER PATH

References:

- A. Corps Policy 29 2008.
- B. Posting Order/PAC Letter/Promotion Instrument

I,.....
 (Rank)(Name in Full)(PMKeyS ID) hereby acknowledge that:

1. I have read and understood reference A and I am fully aware of the Corps Policy in regards to making an election of following either a regimental career path or trade stream. I make this election by undertaking the event specified in reference B.

- (a) I elect to contest for a **Trade Career** path IAW Corps policy 29 to assist CM RACT in managing my career development and progression more effectively.
- (b) I elect to be contest for a **Regimental Career** path IAW Corps policy 29 to assist CM RACT in managing my career development and progression more effectively.

Signature

Name

Date

Note: Circle the above statement Sub Para (a) or (b) which is the desired career stream

CAREER PROFILE REGIMENTAL – ECN 350

1. Potential RACT RSMs and Sergeant Majors (SM) are identified early in their careers having been recognised for their performance by Commanding Officers in the annual Performance Appraisal Report (PAR) process. Regimental experience at all levels is essential for an individual to be competitive for promotion within this stream.
2. To be competitive for promotion, soldiers should have exposure to a variety of postings. Exposure to a variety of units in both regimental and trade postings are critical in developing soldiers for success; therefore soldiers should attempt to get a balance of the following postings to provide them with the best opportunity for promotion:
 - a. one posting normally attributed to a career profile within their base trade, at each rank;
 - b. one non-corps position within each rank level; and or
 - c. one regimental instructional position at each rank level.
3. A regimental posting as an instructor in any of the following units is viewed most favourably for the individuals profile when competing for SM appointments and promotion to RSM:
 - a. Army Recruit Training Centre (ARTC);
 - b. Royal Military College (RMC) (drill or field wing);
 - c. Australian Defence Force Academy (ADFA); and
 - d. Warrant Officer (WO) and Non Commissioned Officer (NCO) Academy.
4. At CPL or SGT rank a member must be posted to ARTC to be considered for SM appointments. This posting will enhance an individuals profile significantly in the all corps arena and assist CM in the selection process.
5. Additional postings as a Sergeant (SGT) and or Warrant Officer (WO) in the following instructional institutions will only enhance competitiveness for senior regimental appointments:
 - a. ARTC;
 - b. RMC,
 - c. ALTC,
 - d. ADFA, and
 - e. WO/NCO Academy.

6. A WO2 who is to continue a regimental career path should compete for and if successful, complete tenure as a SM. He/she should receive a written recommendation, from their Commanding Officer, on their PAR as suitable for RSM appointments, to be considered at Personnel Advisory Committee (PAC) for RSM when they become eligible.

7. A WO2 who is to continue a regimental career path should complete the following postings to be considered for selection on the All Corps RSM Course and possible RSM appointments:

- b. SM at any of the CSSB Tpt Coy/Sqns (or Distr Coy / CSST as applicable);
- c. SM at any of the force-level Tpt Sqns;
- d. SM ALTC Road Transport Wing, Puckapunyal, or Maritime Wing, Ross Island, Townsville; or
- e. SM at ARTC.

6. If a soldier has completed a posting which they believe equates to one listed in para 7, they are to submit a written justification to CM RACT for consideration by the HOC and CRSM. Pre-requisites for consideration are:

- a. The Coy/Sqn/School has a minimum of 70 continuous full time soldiers;
- b. The appointment has discipline delegation; and
- c. The Coy/Sqn/School is regimental in structure.

9. CM RACT SCMA/APA will allocate priority to those soldiers who, having met the above criteria, have been cleared by SCMA/APA for promotion to WO1 (ECN 350) or are likely to be cleared in the next promotion series immediately following their RSM's course.

10. Students who fail to complete the RSM Course or who fail to meet the required standard may not be considered for attendance at a second course. Warrant Officers in this situation may be removed from the ECN 350 stream and revert back to their trade list for promotion consideration within trade. The SCM reserves the right to reconsider individual situations as they arise.

RACT PROMOTION TO RSM

11. RACT hold one regimental representational appointment, WO1 Career Manager RACT (WO1 CM RACT), and one Corps coded 54 RSM (ECN 350) position, RSM Army School of Transport (AST) which also holds the position of Corps RSM (CRSM). The CM RSM in conjunction with SCM RACT is to consult with the HOC in relation to the suitable appointment of RSM AST/CRSM. Appendix 1 to Annex A highlights the RACT Corps Coded RSM/Staff appointments.

12. Successful completion of the All Corps RSM Course should not transpire into an automatic expectation of an individual for an appointment as an RSM. Successful completion of the RSM course qualifies the individual to compete for RSM selection. Continued exemplary performance is the minimum essential element to be eligible for appointment as an RSM.

OUT OF TRADE LEVEL ONE RSM APPOINTMENTS

13. RACT soldiers who are competitive for promotion to RSM compete for out of Corps Tier "A" RSM appointments. The SCM RACT will present eligible and competitive candidates for these positions. On promotion to RSM soldiers should expect to be posted to an Army Reserve unit followed by Regular Army unit then a Training appointment prior to being considered for Tier B positions. It must be noted this may not always be the case and is dependant on vacancies at the time of selection. Once appointed to an RSM position soldiers are then managed by the CM RSM SCMA. Appendix 1 to annex A highlights the out of Corps regimental positions which RACT RSM's would compete for on first or second appointment.

CORPS RSM

14. The appointment of Corps RSM is held against the position of RSM AST, ALTC, however under certain circumstances it may be appointed to another unit position as determined by the HOC in consultation with COMDT ALTC IAW CA Directive 05/01. RACT RSM's should expect to have completed at least two RSM representational appointments before being considered for appointment as the CRSM.

Note: Once promoted within the ECN 350 trade an RSM is not eligible for employment back in trade.

**APPENDIX 1 TO
ANNEX A TO
RACT POLICY STATEMENT NO 29
DATED 17 MAR 09**

RACT WO1 REGIMENTAL APPOINTMENTS AND SELECTION CRITERIA

Appointment	ECN	Criteria	Remarks
CRSM – Tier A	350	<ul style="list-style-type: none"> • Fully qualified • Completed at least two previous RSM appointments prior to assuming appointment • Preferably has experience in various RACT trades 	
RSM AST, ALTC – Tier A	350	<ul style="list-style-type: none"> • Fully qualified • Preferably ECN 381 but could be ECN 218/171/035/099 background • Preferable to be a second appointment RSM: position is also appointed Corps RSM 	
CM RACT, SCMA – Tier A	054	<ul style="list-style-type: none"> • Fully qualified • Can be on promotion • Preferable to have completed at least one previous appointment as an RSM” 	
LEVEL ONE ALL CORPS APPT'S	350	<ul style="list-style-type: none"> • Fully qualified • Can be on promotion / 1st appointment RSM • Preferably having as strong back ground in formation level of spt preferable 	CM Group, SCMA is responsible for the career management and postings of ARA Regimental WO1s.

CAREER PROFILE TRADE

1. To remain competitive for promotion to WO1 within the Corps and trade, individuals, in conjunction with SCMA/APAs are to ensure they have a broad range of experiences within the trade and Corps.
2. All soldiers should attempt to get a balance of the following postings to provide them with the best opportunity to be competitive for promotion:
 - a. an ARes / integrated unit (for ARA personnel) or to an integrated unit (for GRes personnel);
 - b. experience in various Land Comd units;
 - c. Trg Comd appointments; and
 - d. Representational appointment on a Comd/Fmn/Unit HQ's
3. A trade posting as an instructor in any of the following units is viewed most favourably when competing for senior trade appointments:
 - a. Army Logistic Training Centre (ALTC), Army School of Transport (AST);
 - b. ALTC, Maritime Wing (MW);
 - c. ALTC, Army School of Logistic Operations (ASLO);
 - d. Army Recruit Training Centre (ARTC);
 - e. Air Movements Training Development Unit (AMTDU); and
 - f. University Regiments (UR), Trade Training Section.
4. JNCO's should understand that a posting to ALTC RTW, ALTC MW and AMTDU is the first step to being selected for subsequent trade (higher rank) positions.
5. Additional postings as a SGT and or Warrant Officer (WO) in the following instructional organisations will only enhance competitiveness for senior trade appointments:
 - a. ALTC, RTW,
 - b. ALTC MW,
 - c. ASLO,
 - d. ARTC,
 - e. AMTDU, or
 - f. UR.

6. A WO2 who continues a trade career path should receive a written recommendation, from their Commanding Officer, on their PAR as suitable for WO1 trade appointments.

RACT PROMOTION TO WO1 TRADE

7. RACT hold limited positions at WO1 level within trade. It must be noted that some trades are better aligned for career progression than others; therefore non Corps appointments have been allocated to the 109 trade making it proportionate with the smaller trades. Appendix 1 to Annex C highlights the RACT Corps appointments including the selection/consideration criteria for posting a Warrant Officer into these relevant positions.

TIER B APPOINTMENTS

8. RACT holds two Tier "B" appointments, Chief Driving Instructor - Defence (CDI-D) and Corps Employment Advisor (RACT), Development Group ALTC. SCM RACT in conjunction with the Personnel Advisory Committee (PAC) will determine the most suitable personnel for these positions. Senior WO1's wishing to be considered for these positions are to advise the Senior Career Manager RACT of their aspirations'.

RACT WO1 TRADE APPOINTMENTS AND SELECTION CRITERIA

<ul style="list-style-type: none"> Ops WO1 , HQ 3 Bde 	<p>381</p>	<ul style="list-style-type: none"> Fully qualified Can be on promotion Should have had broad range of postings to non-corps units as Tpt Spvr strong background in fmn-level RACT units 	
<ul style="list-style-type: none"> Ops WO1, 7 CSS Bde 	<p>381</p>	<ul style="list-style-type: none"> Fully qualified Can be on promotion Should have had broad range of postings to non-corps units as Tpt Spvr strong background in fmn-level RACT units 	
<ul style="list-style-type: none"> Ops WO(Rd), HQ 17 CSS Bde 	<p>381</p>	<ul style="list-style-type: none"> Fully qualified Completed one previous WO1 appointment, as per remarks Should have had broad range of postings to non-corps units as Tpt Spvr Experience in fmn & force level Rd Tpt highly desirable 	<p>3 BDE OP's 7 CSSB OP's</p>
<ul style="list-style-type: none"> Ops WO (Mar), HQ's 17 CSS Bde 	<p>218</p>	<ul style="list-style-type: none"> Fully qualified Can be on promotion 	

<ul style="list-style-type: none"> • WO1 JP2048 		<ul style="list-style-type: none"> • Fully qualified • Completed one previous WO1 appointment 	
<ul style="list-style-type: none"> • LWDC (Bandiana) 	054	<ul style="list-style-type: none"> • Fully qualified • Can be on promotion • Experience in finn & force level Rd Tpt highly desirable 	
<ul style="list-style-type: none"> • Air Worthiness Flight (Systems Engr), AMTDU 	099	<ul style="list-style-type: none"> • Fully qualified • Qualified project officer certification AD or EL 	
<ul style="list-style-type: none"> • WO1 Terminal, 10 FSB 	171	<ul style="list-style-type: none"> • Fully qualified • Can be on promotion 	
<ul style="list-style-type: none"> • WO1 Plans HQ J Mov Gp • JMCC 	035	<ul style="list-style-type: none"> • Fully qualified • Completed one posting as a WO1 within trade previously 	
<ul style="list-style-type: none"> • WO1 Mov/Postal, 10 FSB 	054	<ul style="list-style-type: none"> • Fully qualified • Can be on promotion • Must have completed the Clk Postal Cse • Highly recommended that soldiers competing for this position have completed at least one posting prior in a postal position at WO2/SGT level 	
<ul style="list-style-type: none"> • WO1 HQ J Mov Gp Pers/Trg • WO1 JMCO Darwin 	035	<ul style="list-style-type: none"> • Fully qualified • Can be on promotion 	

<ul style="list-style-type: none"> • WO1 JMCO Townsville • WO1 HQ J Mov Gp (GRes) • WO1 HQ J Mov Gp (GRes) 		
<p>WO1 Terminal, MW AST – Subject Matter Advisor</p>	<p>171</p> <ul style="list-style-type: none"> • Fully qualified • Senior 171 WO1 position (normally completed two previous WO1 appointments within trade) • Must have had at least one instructional posting to ALTC 	<p>The Senior 171 / 218 in the Corps</p>
<p>WO1 Marine, MW AST – Subject Matter Advisor</p>	<p>218</p> <ul style="list-style-type: none"> • Fully qualified • Senior 218 WO1 position (normally completed two previous WO1 appointments within trade) • Must have had at least one instructional posting to ALTC 	
<p>WO1 Movement , MW AST – Subject Matter Advisor</p>	<p>035</p> <ul style="list-style-type: none"> • Fully qualified • Senior 035 appointment – completed two WO1 postings within trade previously • Must have had at least one instructional posting to ALTC 	
<p>Project Officer Army, AMTDU – Subject Matter Advisor</p>	<p>099</p> <ul style="list-style-type: none"> • Fully qualified • Completed Aerial Delivery Material Offr Cse and AL Inspectors Cse in the USA • Qualified project officer certification AD or EL • Senior 099 position (normally completed one previous appointment within trade) 	<p>Considered the senior ECN 099 appointment</p>

TIER B APPOINTMENTS

<p>CDI Defence - PG 3 Tier B</p>	<p>381</p>	<ul style="list-style-type: none"> • Fully qualified • Senior 381 WO1 positions (normally completed two previous WO1 appointments within trade) • Postings to Tpt Wing ALTC previously are highly desirable (for CDI position) • Posting to CDI cell at WO2/SGT level or Development Group would be desirable • Experience in fmn & force level Rd Tpt highly desirable • Posting as Employment Advisor desirable 	<p>Needs to have strong written communication skills</p>
<p>Corps Employment Advisor RACT - PG 3 Tier B</p>	<p>054</p>	<ul style="list-style-type: none"> • Fully qualified • background in Force fmn-level preferable • Senior appointment within Corps normally completed two previous WO1 appointments) 	<p>Needs to have strong written communication skills</p>