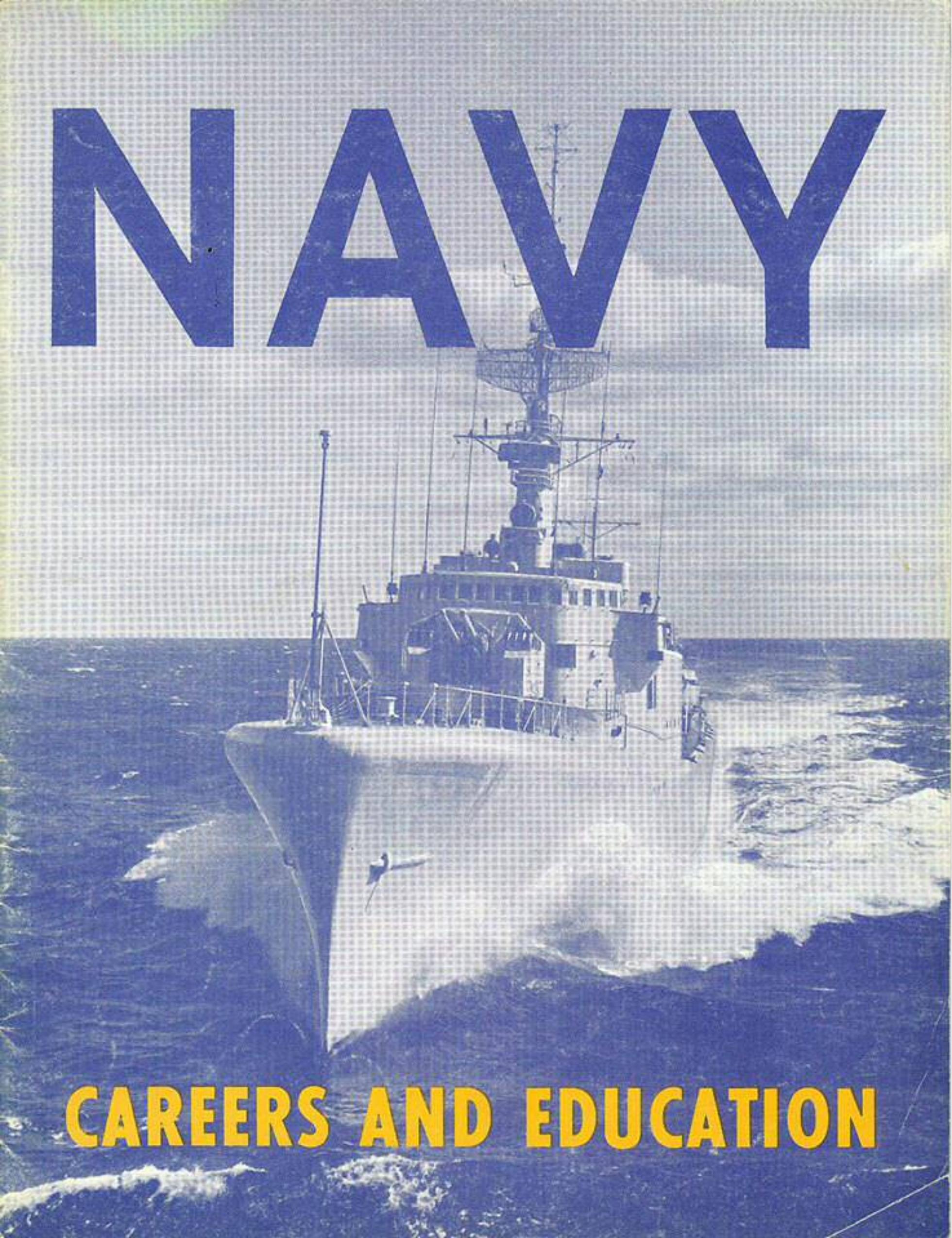


NAVY



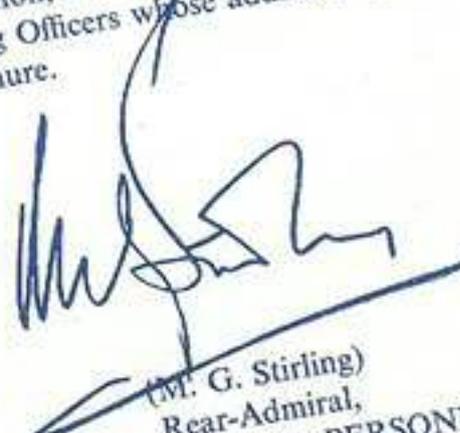
CAREERS AND EDUCATION

Each year thousands of senior high school students are required to make a decision about their immediate future; whether to continue one's education or embark on a career is the question. The decision is an important one, and like all decisions of importance it is preceded by an analysis of all the possibilities.

This brochure has been especially prepared to assist you in your analysis of a naval career and the opportunities available for further education in the Royal Canadian Navy.

In this brochure you will find specific information about further education through the Regular Officer Training Plan and seven-year appointments under the RCN Short Service Officer Plan. In addition, the offer of apprentice training through the navy's Technical Apprentice Plan is explained. For those students who are interested in a career as a naval seaman, the training and employment programmes are fully covered. Careers for young women in the "Wrens" are also described.

If, after discussing the prospects of a naval career with your parents and guidance counsellor, you should require further information, I invite you to consult one of the Naval Recruiting Officers whose address is given at the end of this brochure.



(M. G. Stirling)
Rear-Admiral,
CHIEF OF NAVAL PERSONNEL



TWO WORLD WARS

1914-18. At the outbreak of hostilities in 1914, the

years the navy expanded to almost 400 ships, manned and supported by 95,705 officers, men and women. Canadians served on the Atlantic, the Caribbean, the Mediterranean,

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concert with allied and friendly nations, will have unrestricted use of the seas.

In the face of an unprecedented submarine threat, to cities as well as to shipping, the possession of a strong navy is a national necessity.

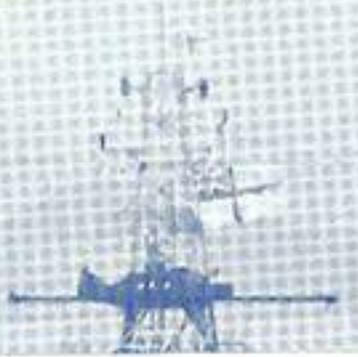
THE FLEET

The strength of Canada's navy is at the highest level ever reached in peacetime. Fighting efficiency is maintained and increased in training exercises within the RCN

fitting of destroyer escorts with new detection equipment and platforms for the operation of anti-submarine helicopters.

An object of great interest is the Navy's hydrofoil project, which has reached the stage where work has begun on construction of a first-of-kind hydrofoil ship for the RCN. The 150-foot craft is expected to have a top speed in excess of 50 knots. If this first ship performs successfully in tests and trials, it could be the forerunner of a fleet of small, fast, low-cost vehicles capable of efficient anti-submarine operations on the high seas.





CANADA'S NAVY

The Royal Canadian Navy was established by Act of
Parliament on the 4th of May, 1910.



TWO WORLD WARS

1914-18. At the outbreak of hostilities in 1914, the RCN had two training cruisers, HMCS *Niobe* in the Atlantic and HMCS *Rainbow* in the Pacific. As the war progressed, more than 400 patrol vessels, trawlers and other craft were operated by the RCN. Approximately 9,000 Canadians served in the Canadian Navy during the First World War and another 1,700 Canadian volunteers served with the Royal Navy.

1939-45. In September, 1939, the navy had six destroyers, five minesweepers and two training vessels; its regular force personnel numbered 1,770 officers and men, and the reserves totalled 1,800. During the next five

years the navy expanded to almost 400 ships, manned and supported by 95,705 officers, men and women. Canadians served on the Atlantic, the Caribbean, the Mediterranean, the Arctic, in the English Channel, in the North and Irish Seas, in the Pacific—wherever the war at sea was fought. On the North Atlantic alone, the RCN assured the delivery to Britain, by ocean convoy, of more than 180 million tons of cargo.

KOREA

1950-53. Throughout the three years of hostilities in Korea, destroyers of the Royal Canadian Navy served as a component of the United Nations fleet.



The career naval officer belongs to a profession with a tradition of the highest order. Like his contemporaries in industry, the naval officer uses the latest developments of science and technology. At the same time he enjoys the comradeship and adventure unique to the seafaring profession.

The naval officer's career is more than a job; it is a



their capabilities. The importance of seapower, and the well-defined role of the Royal Canadian Navy, underline the significance of their profession.

TODAY

Canada is a maritime nation. The sea plays a vital part in our well-being, progress and security.

The purpose of the Royal Canadian Navy is directly related to and derived from Canada's maritime interests. Stated simply, this purpose is to ensure that Canada, in concert with allied and friendly nations, will have unrestricted use of the seas.

In the face of an unprecedented submarine threat, to cities as well as to shipping, the possession of a strong navy is a national necessity.

THE FLEET

The strength of Canada's navy is at the highest level ever reached in peacetime. Fighting efficiency is maintained and increased in training exercises within the RCN

and with other NATO and Commonwealth navies. Research, development and planning provide for the future.

Operational units include an aircraft carrier, destroyer escorts, frigates, minesweepers, a submarine, repair ships and anti-submarine air squadrons.

Anti-submarine capability is being enhanced by the fitting of destroyer escorts with new detection equipment and platforms for the operation of anti-submarine helicopters.

An object of great interest is the Navy's hydrofoil project, which has reached the stage where work has begun on construction of a first-of-kind hydrofoil ship for the RCN. The 150-foot craft is expected to have a top speed in excess of 50 knots. If this first ship performs successfully in tests and trials, it could be the forerunner of a fleet of small, fast, low-cost vehicles capable of efficient anti-submarine operations on the high seas.



CANADA'S NAVY

There are approximately 22,000 officers, men and women in the regular force of the Royal Canadian navy. In the Royal Canadian Naval Reserve are 4,000 officers, men and women who, in addition to their civilian employment, take part-time training at 21 Naval Reserve Divisions across Canada. Officer cadets in the University Naval Training Divisions, the UNTD, at 31 Canadian universities, are a part of the RCN Reserve.

Helicopters and twin-engined aircraft are operated by the RCN's air squadrons to locate, track and destroy submarines. Both types of aircraft are flown from the aircraft carrier, HMCS *Bonaventure*, and from the RCN Air Station, HMCS *Shearwater*, at Dartmouth, Nova Scotia; new anti-submarine helicopters now being acquired will fly from destroyer escorts.



THE NAVAL OFFICER'S PROFESSION



The career naval officer belongs to a profession with a tradition of the highest order. Like his contemporaries in industry, the naval officer uses the latest developments of science and technology. At the same time he enjoys the comradeship and adventure unique to the seafaring profession.

The naval officer's career is more than a job; it is a way of life. It is a career of dedication to Canada's security and the preservation of peace. It demands a high standard of loyalty and conduct.

The naval officer, like all managers of men and materials, is concerned with both human and technical values. Promotion is accompanied by increased responsibilities. A system of job rotation broadens his experience. Opportunities for personal development are provided through formal executive and technical training courses. The naval officer is a leader, trained to exercise good judgment in the vital responsibility of command.

Young men who embark on careers as naval officers have an outstanding opportunity to develop and exercise

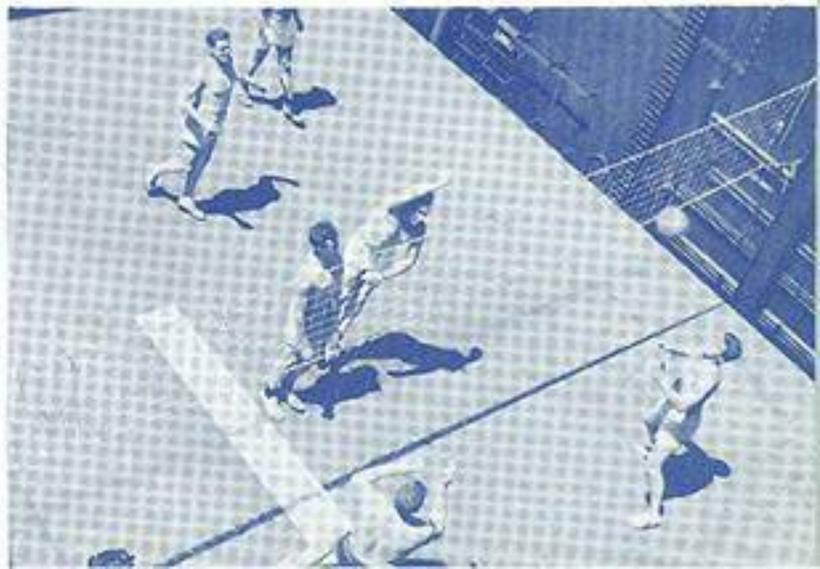
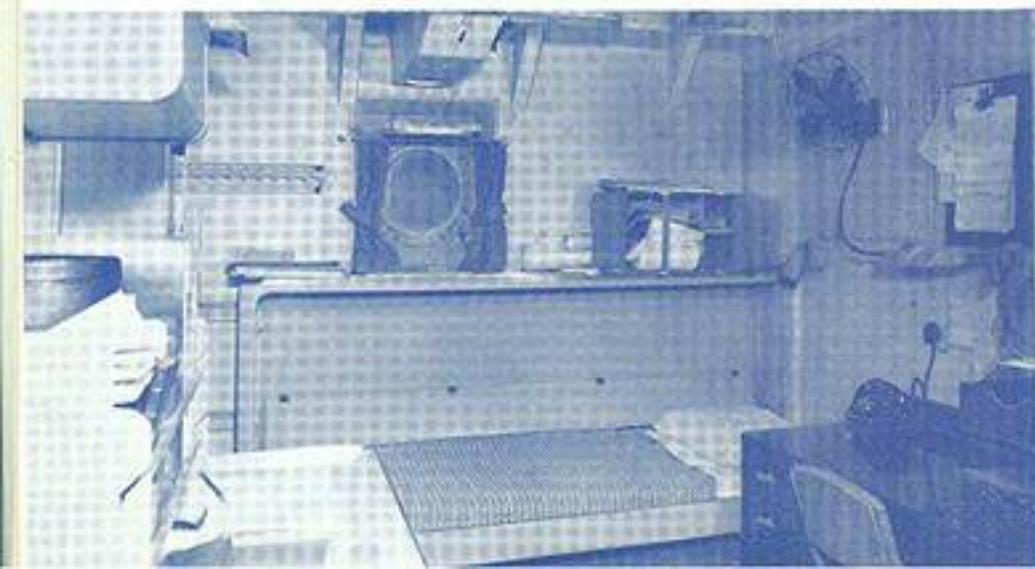
their capabilities. The importance of seapower, and the well-defined role of the Royal Canadian Navy, underline the significance of their profession.

WORKING CONDITIONS AFLOAT AND ASHORE

At sea, the naval officer lives close to the elements. The working spaces in ships are designed for efficiency and the living quarters are compact and comfortable. The latest ships are air conditioned.

In shore appointments, working conditions are similar to those found in equivalent executive positions in business, industry, government and education.

Ashore and in sea appointments, naval officers are encouraged to participate in sports and recreational activities for which the Navy provides facilities and equipment.



QUALITIES

Positions of responsibility and command require a combination of those qualities which enable a man both to lead and to serve. Initiative, perseverance, loyalty, a co-operative spirit, a sense of service and dedication contribute to success. Emotional stability is essential to leadership under circumstances which are often trying and rapidly changing. The varied working conditions the naval officer encounters afloat and ashore require adaptability.

Also important to the naval officer of today is the ability to learn, to handle ideas, to communicate orally and in writing, and to make decisions based on intelligent appreciations of the facts. The basic stepping stone to the naval officer's career is an education which develops these abilities.

EMPLOYMENT

Seventy per cent of the RCN's officers are in the General List and most of them obtain their university education as naval officer cadets under the terms of the tri-service Regular Officer Training Plan.

On graduation, with a baccalaureate degree from the Canadian Services Colleges, or a university, the naval officer cadet is promoted to the commissioned rank of Sub-Lieutenant in the General List. He then begins a programme of training and employment in one of the following fields: *surface, submarine or naval aviation*. This programme includes a 24-week Pre-Fleet course in

weapons, communications, operations, marine and electrical engineering, supply and personnel management. This course prepares him for his first appointment in an operational warship.

ON, UNDER AND OVER THE SEA

The Sub-Lieutenant in the surface field is appointed to a destroyer escort for his first two-year period of sea duty. In these two years he receives approximately six months' on-the-job training in each of the four main departments of the ship: operations, weapons, engineering and supply.

When the ship is at sea, each General List officer is required to stand watches in the command position of the ship. In so doing he will earn an upper-deck watch-keeping certificate which qualifies him to take responsibility for the safety and operational readiness of the ship, and to control it, as officer of the watch.

When serving in the ship's engineering department, he will obtain an Engineering Certificate of Competency. As the officer of the watch in the engine room, he will be responsible for its personnel and the smooth functioning of the main and auxiliary machinery.

In the weapons department, he assists in the control and maintenance of the surface and underwater weapons system of the ship.

In the supply department, he assists in the handling and supervision of correspondence, cash, stores and accounts.

The submarine Sub-Lieutenant, after a similar rotation period of one year in a destroyer escort, completes a basic submarine course and proceeds to duty in submarines.

The aviation officer, meanwhile, has had flying training and an appointment to an operational naval air squadron as a fixed-wing or helicopter pilot. He will then take the 23-week Pre-Fleet course and proceed to an appointment in a destroyer escort, followed by further flying duties.



PROMOTION

The time spent by each General List officer in the rank of Sub-Lieutenant, before promotion to Lieutenant, varies between 16 and 48 months, depending on the duration of the individual's university course and his demonstrated ability in training and employment.

A capable officer may expect to attain at least the next rank of Lieutenant-Commander. His chances of further promotion compare favourably with those of his contemporaries in other professions.

A Lieutenant-Commander is eligible for an appointment as the Executive Officer (second in command) of a destroyer escort, Commanding Officer of a frigate, a minesweeper or a submarine, the Commanding Officer of a naval air squadron, or an intermediate staff position which requires experience and judgment in operational, technical and administrative fields.

Officers promoted to the rank of Commander are selected from those Lieutenant-Commanders who have served four or more years in that rank. Commanders are appointed Commanding Officers of destroyer escorts and to senior staff and training positions.

Officers promoted to the rank of Captain are selected from those Commanders who have served two or more years in that rank. Captains serve in senior appointments ashore and afloat.

THE NAVAL OFFICER AS A FAMILY MAN

The naval officer can expect to spend about one-half of his career in sea-going ships, submarines or air squadrons. The duration of training cruises varies from a few days to three or four months. When in home port, the naval officer is in his ship during normal working hours — an eight-hour day. Outside of these periods, although on call at any time, he is free to enjoy a normal home life with his family and to participate in community activities. The naval officer's time with his family matches that of men in many other professions.

PAY ALLOWANCES AND PENSION

The pay of a naval officer compares favourably with the income of men in many civilian professions. In addition, there is the value of free medical and dental care, hospitalization, regular pay increases for promotion in rank and for years in rank, and marriage and other allowances.

The following table shows the minimum pay and allowances of naval officers on promotion to the rank shown:

PAY AND ALLOWANCES • SINGLE • MARRIED

RANK	Total Annual Pay And Allowances	Total Annual Pay And Allowances
Acting Sub-Lieutenant	\$3,720	\$4,620
Sub-Lieutenant	5,052	5,942
Lieutenant	6,276	7,116
Lieutenant-Commander	8,016	8,760
Commander	10,020	10,788
Captain	12,456	13,248
Commodore	15,804	16,608
Rear-Admiral	18,168	19,008

Increments of \$180 to \$480 a year are paid after the second, fourth, sixth and eighth year of service in most ranks.

There are additional allowances paid for special duties such as aircrew allowance, submarine allowance, and responsibility allowance for command at sea.

PENSION PLAN

A pension plan, on a contributory basis (six per cent of pay and allowances) provides security on retirement. A retired naval officer receives an annuity for life equal to two per cent of his annual pay and allowances averaged over any six consecutive years of service selected by him, multiplied by the number of years of his service (to a maximum of 35 years).

For example, a married Commander with 25 years' service and no more than six years in that rank would receive an annual pension of approximately \$6,000.00.

Lieutenants and Lieutenant-Commanders retire at the age of 45, Commanders at 50, and more senior officers at age 55.



ROYAL CANADIAN NAVY OFFICER CADET TRAINING PLANS

The Regular Officer Training Plan

- Naval ROTP Officer Cadets in the Canadian Services Colleges.
- Naval ROTP Officer Cadets in Universities.
- Graduate courses.



The RCN Short Service Officer Plan (RCNSSOP).



The Medical Undergraduate 45-Month Subsidization Plan.



REGULAR OFFICER TRAINING PLAN (R O T P)

The tri-service Regular Officer Training Plan (ROTP) is the principal avenue to commissioned rank in the Royal Canadian Navy. It provides for the enrolment of selected high school graduates (senior and junior matriculants) as naval officer cadets to attend a Canadian Services College or a university.

Senior Matriculants enter the first year in the Royal Military College of Canada (RMC) at Kingston, Ontario, or the Canadian Services College Royal Roads, near Victoria, British Columbia, or a university.

Junior Matriculants enter the preparatory year in le Collège Militaire Royal de Saint-Jean, a bilingual college at Saint-Jean, Quebec, or the first year in a university which admits junior matriculants.

THE PURPOSE OF ROTP

The purpose of the Regular Officer Training Plan is to provide qualified officers for the Royal Canadian Navy, the Canadian Army and the Royal Canadian Air Force. Through this plan, young Canadians have the opportunity to obtain a university education leading to a permanent commission in one of the three armed forces.

ADMISSION REQUIREMENTS

You are eligible to apply for a Naval ROTP Officer Cadetship if you are:

Citizenship—A male citizen of Canada or a British subject resident in Canada with the status of a landed immigrant.

Age—A junior matriculant who has reached his 16th but not his 20th birthday on January 1 of the year of enrolment.

A senior matriculant who has reached his 16th but not his 21st birthday on January 1 of the year of enrolment.

Marital Status—Single and remain so until commissioned.

Physical Requirement—Physically sound, of robust constitution, without bodily defects and able to pass the required visual tests. Reading glasses are acceptable. Colour perception must be normal.

HOW TO APPLY

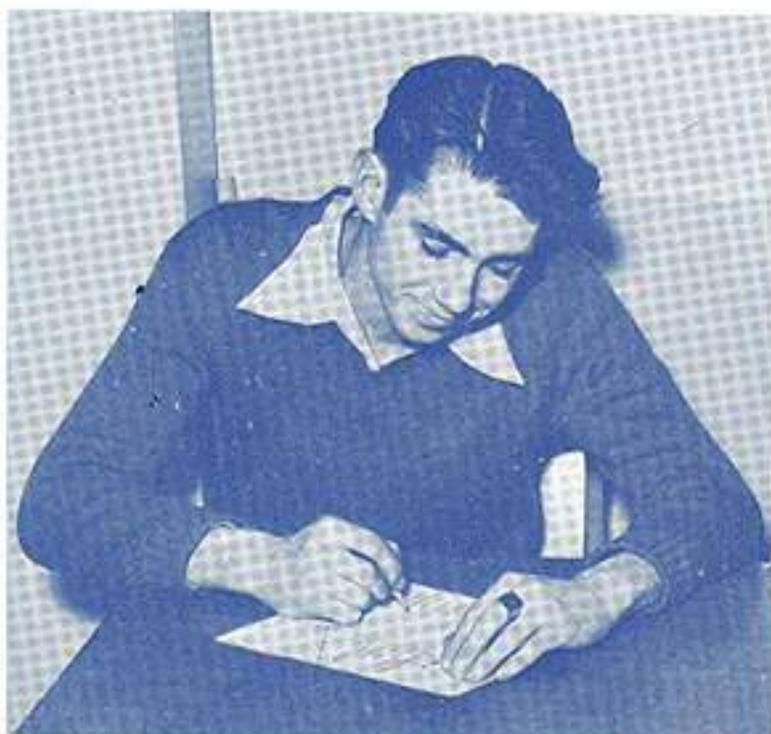
To apply for enrolment as a Naval ROTP Officer Cadet, you should visit the nearest naval recruiting office not later than July 1. You place yourself under no obligation by submitting an application, by participating in the selection process, or by being selected.

SELECTION

There are three steps in the selection of Naval ROTP Officer Cadets.

- (1) At the naval recruiting office you are interviewed, undergo tests and physical examinations and complete application forms. Your initial selection by the naval recruiting officer is on the basis of test scores, the physical examination, your academic record and





the recommendation of the recruiting officer's interview board.

If you are selected by the recruiting officer, you then proceed to the Naval Selection Centre, Centralia, Ontario, for the second step in the selection.

- (2) You spend 10 days at the Naval Selection Centre during the Easter Holidays or in the month of July. You are interviewed and counselled and given further tests and physical examinations. On the basis of test scores, the physical examinations and the results of interviews, the Naval Selection Board will recommend that you either be considered for the final step or not considered further in the selection of Naval ROTP Officer Cadets.
- (3) The final selection is made in Naval Headquarters, Ottawa, on the basis of recommendations of the Naval Selection Board, Centralia, and your marks in final high school examinations.

You will be advised of the decision of the final Selection Board in August.

ACADEMIC REQUIREMENTS

Junior Matriculants: For admission to the preparatory year in le Collège Militaire Royal de Saint-Jean you must obtain complete junior matriculation standing including credits in the following subjects:

English (Literature and Composition)	Physics
Algebra	Chemistry
Plane Geometry	Language (preferably French)

If you are selected by the Navy to enter the Canadian Services Colleges as a junior matriculant you will attend

NOTE: It is mandatory that Cadets who select Arts, Commerce or Business Administration, include in their Course Programme one University Course in Mathematics and one Course in Physics beyond the Senior Matriculation Level.

le Collège Militaire Royal de Saint-Jean for the first three years of a five-year course leading to a baccalaureate degree in one of the following disciplines:

Electrical Engineering	Science (Honours)
Mechanical	Arts (Pass or Honours)
Engineering	Science (General)
Engineering Physics	

You will attend Royal Military College of Canada, Kingston, Ontario during the last two years of the course.

As a junior matriculant attending a university, as a Naval ROTP Officer Cadet, you will take a five-year course leading to a baccalaureate degree in one of the following disciplines:

Applied Science (Engineering)
Arts or Science (Honours)

or a four-year course leading to a baccalaureate degree in Arts or Science (General), Commerce or Business Administration.

—or—

a four-year course leading to a baccalaureate degree in Science (General) or Arts (with a major in Mathematics or Mathematics and Physics).

Senior Matriculants: For admission to the Royal Military College of Canada, Royal Roads or a university, as a senior matriculant, you must obtain complete senior matriculation standing with credits in the following subjects:

English (Literature and Composition)
Mathematics (Algebra, Trigonometry and Analytic Geometry)
Physics
Chemistry
Language (preferably French) or History

If you are selected by the Navy to enter the Royal Military College or Royal Roads as a senior matriculant, you will take a four-year course leading to a baccalaureate degree in one of the following disciplines:

Electrical Engineering	Science (Honours)
Mechanical	Arts (Pass or Honours)
Engineering	Science (General)
Engineering Physics	

Senior matriculants who attend Royal Roads for the first two years will take the last two years of the course in the Royal Military College of Canada.

As a senior matriculant attending a university as a Naval ROTP Officer Cadet, you will take a four-year course leading to a baccalaureate degree in:

Applied Science (Engineering)
Arts or Science (Honours)

or a three-year course leading to a baccalaureate degree in Arts or Science (General), Commerce or Business Administration.

JUNIOR MATRICULATION **SENIOR MATRICULATION** **PROVINCE**

Grade 12. Board of Examiners, British Columbia Department of Education.

(a) Grade 13 Diploma. Board of Examiners, British Columbia Department of Education.

(b) 1st year Arts and Science, University of British Columbia.

BRITISH COLUMBIA

Grade 11.

Grade 12 Diploma. High School and University Matriculation Examination Board, Alberta Department of Education.

ALBERTA

Grade 11.

Grade 12 Diploma. Saskatchewan Department of Education.

SASKATCHEWAN

Grade 11.

(a) Grade 12. High School Examination Board, Manitoba Department of Education.

(b) 1st year Arts & Science University of Manitoba.

MANITOBA

Grade 12. Secondary School Graduation Diploma, General Course, Department of Education, Ontario.

Grade 13. Secondary School Honour Graduation Diploma, General Course, Department of Education, Ontario.

ONTARIO

(a) High School Leaving Certificate (Grade XI) — English Protestant System.

(b) High School Leaving Certificate (Grade XI) — English Catholic System.

(c) McGill University Junior School Certificate.

(a) Senior High School leaving Certificate (Grade 12) — English Protestant System.

(b) Senior High School Leaving Certificate (Grade 12) — English Catholic System.

(c) McGill University Senior School Certificate.

QUEBEC (ENGLISH)

Rhetorique Year — Classical Course.

B.A. i.e. Philosophy II — Classical Course.

12^e Scientifique — Option "A"

1^{re} année — L'École Polytechnique

1^{re} année — La Faculté des Sciences — Laval — U. de M. — U. de Sherbrooke.

QUEBEC (FRENCH)

JUNIOR MATRICULATION **SENIOR MATRICULATION** **PROVINCE**

Grade 12. Departmental Examinations, Department of Education, New Brunswick.

1st year Arts and Science, University of New Brunswick, Mt.-Allison University.

NEW BRUNSWICK

Grade 11. High School Certificate, Department of Education, Nova Scotia.

(a) Grade 12. High School Certificate, Department of Education, Nova Scotia.

(b) 1st year Arts and Science in N. S. universities.

NOVA SCOTIA

(a) Grade 12. Department of Education, Prince Edward Island. Graduation Certificates issued by individual schools.

(b) Cert. (or honour cert.) 2nd yr. Prince of Wales College.

Certificate (or honour certificate) of the 3rd year, Prince of Wales College.

PRINCE EDWARD ISLAND

Grade 11. Matriculation Diploma, Department of Education, Province of Newfoundland.

(a) First Year Arts & Science.

(b) Grade 12. Atlantic Provinces Examining Board.

NEWFOUNDLAND

Grade 12. (B.C. Department of Ed.)

Grade 13. (B.C. Dept. of Ed.)

YUKON TERR.

Grade 11. Alberta (Western NWT).

Grade 12. Ontario (Eastern NWT).

Grade 12. Alberta (Western NWT).

Grade 13. Ontario (Eastern NWT).

NWT.

G.C.E. with passes in 5 subjects at the (O) Ordinary Level.

G.C.E. with passes in 5 subjects at the (O) Ordinary Level and 2 subjects at the (A) Advanced Level. Applicants presenting the G.C.E. should offer Ordinary Level standing in English; French or History; and Chemistry; and advanced level standing in Mathematics and Physics.

UNITED KINGDOM

PAY AND ALLOWANCES

Naval Officer Cadets attending the Canadian Services Colleges are paid \$73 a month. Tuition, accommodation, meals, textbooks, uniforms and medical and dental care are provided.

Naval Officer Cadets attending a university are paid \$73 a month, a living allowance of \$65 a month during the academic year, and a textbook allowance of \$75 a year. Their tuition fees are paid and they are provided with uniforms and medical and dental care.

All Naval ROTP Officer Cadets receive 30 days' leave each year.

SUMMER TRAINING

Officer Cadets receive ten weeks of naval training ashore and afloat each summer. The Officer Cadet is trained in seamanship, navigation, communications and weapons. The period afloat is spent putting into practice the theory learned ashore.

The first two summer training periods are spent in frigates of the Royal Canadian Navy's Pacific Command; the last summer training period is spent in destroyer

escorts. The emphasis during the third summer is on marine engineering and weapons.

RANK ON GRADUATION

On graduation from RMC or a university, the Officer Cadet is promoted to the rank of Sub-Lieutenant. He receives an allowance of \$450 for the purchase of uniforms.

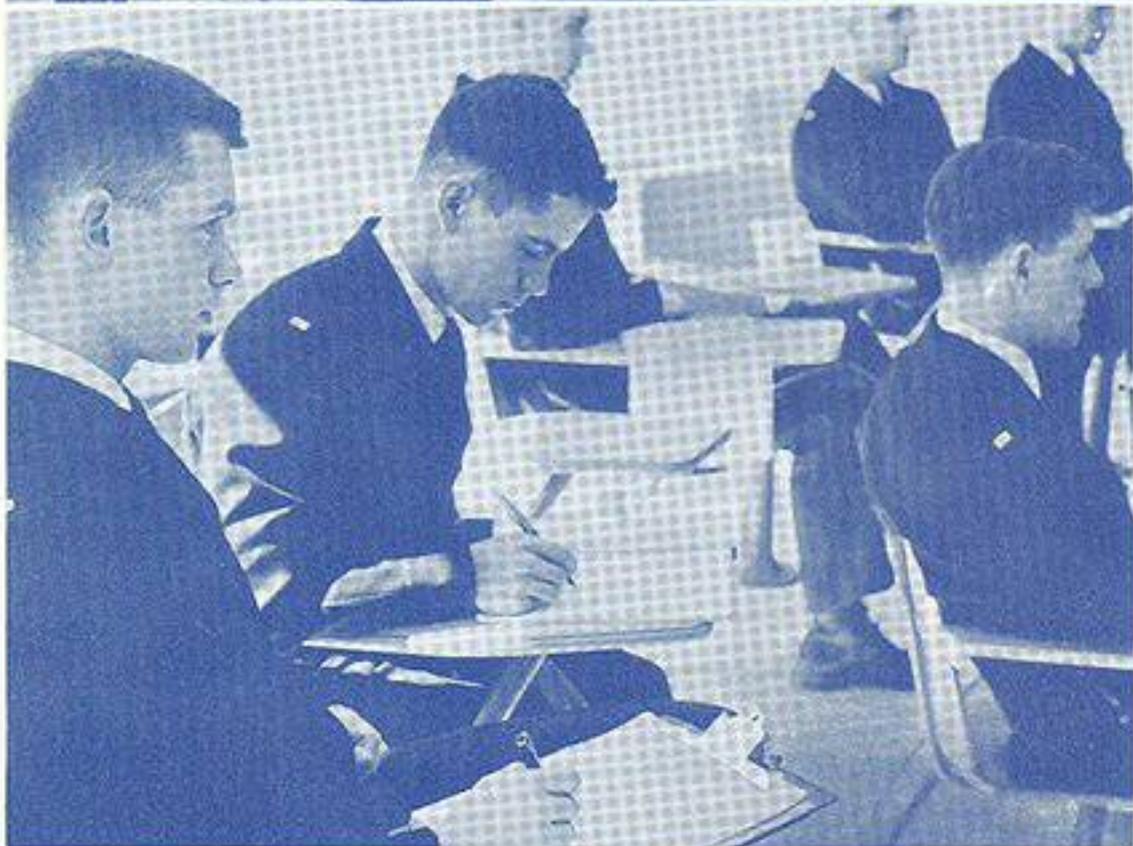
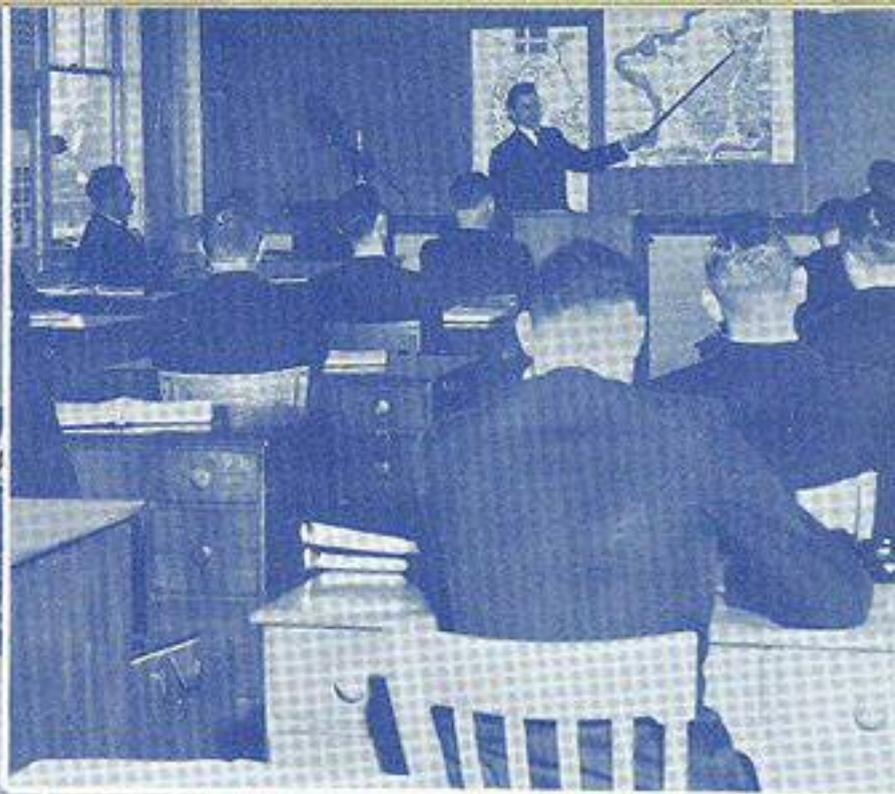
PAY ON GRADUATION

The annual pay of a single Sub-Lieutenant is \$5,052 and that of a married Sub-Lieutenant, at least 23 years of age, is \$5,942.

TERMS OF SERVICE

There is no limited period of engagement for officers enrolled under the terms of the Regular Officer Training Plan. It is assumed that they will serve on a career basis until they reach the age of retirement. However, an officer who is an ROTP graduate may request his release three years after he has obtained his university degree and such requests are granted except in times of national emergency.





NAVAL ROTP OFFICER CADETS IN THE CANADIAN SERVICES COLLEGES



There are Naval ROTP Officer Cadets in the three Canadian Services Colleges: the Royal Military College of Canada (RMC), Kingston, Ontario; Royal Roads, near Victoria, British Columbia; and le Collège Militaire Royal de Saint-Jean, at Saint-Jean, Québec.

For Officer Cadets entering the Royal Military College or Royal Roads, the academic course is of four years' duration. The first two years may be taken at either college. The third and fourth years of the academic course will be spent at RMC.

For Officer Cadets entering le Collège Militaire Royal de Saint-Jean, the academic course is of five years' duration, the last two years of which are spent at RMC.

The Services Colleges offer a combination of academic and military training and prepare the young officer cadets for service in the armed forces. The cadet organization is designed to give excellent training in leadership, the acceptance of responsibility, the proper exercise of authority and a healthy competitive spirit.

On his arrival at his Canadian Services College, the cadet first learns routine and rules, is issued with his uniforms, books and equipment, undergoes medical and dental examinations, and is introduced to the balanced program of academic instruction, military training and physical conditioning.

The cadet has a full day, starting at 6:20 a.m. with Reveille. Monday to Friday, there are four 50-minute class periods in the morning and four in the afternoon, including a sports period. The Colleges are extremely well-equipped with sports equipment and facilities and all cadets are required to participate in sports activities.

On Saturday mornings there are voluntary tutorial classes for those who have difficulty with their academic work, followed by time for hobbies. Saturday afternoons and evenings are free. On Sunday morning there is a parade for the Commandant's inspection, followed by church services which all cadets attend. Roman Catholic and Protestant services are held at the Colleges. Chaplains of both denominations live on the campus and cadets who wish to consult a Chaplain are able to do so at any time.

NAVAL ROTP OFFICER CADETS IN UNIVERSITIES

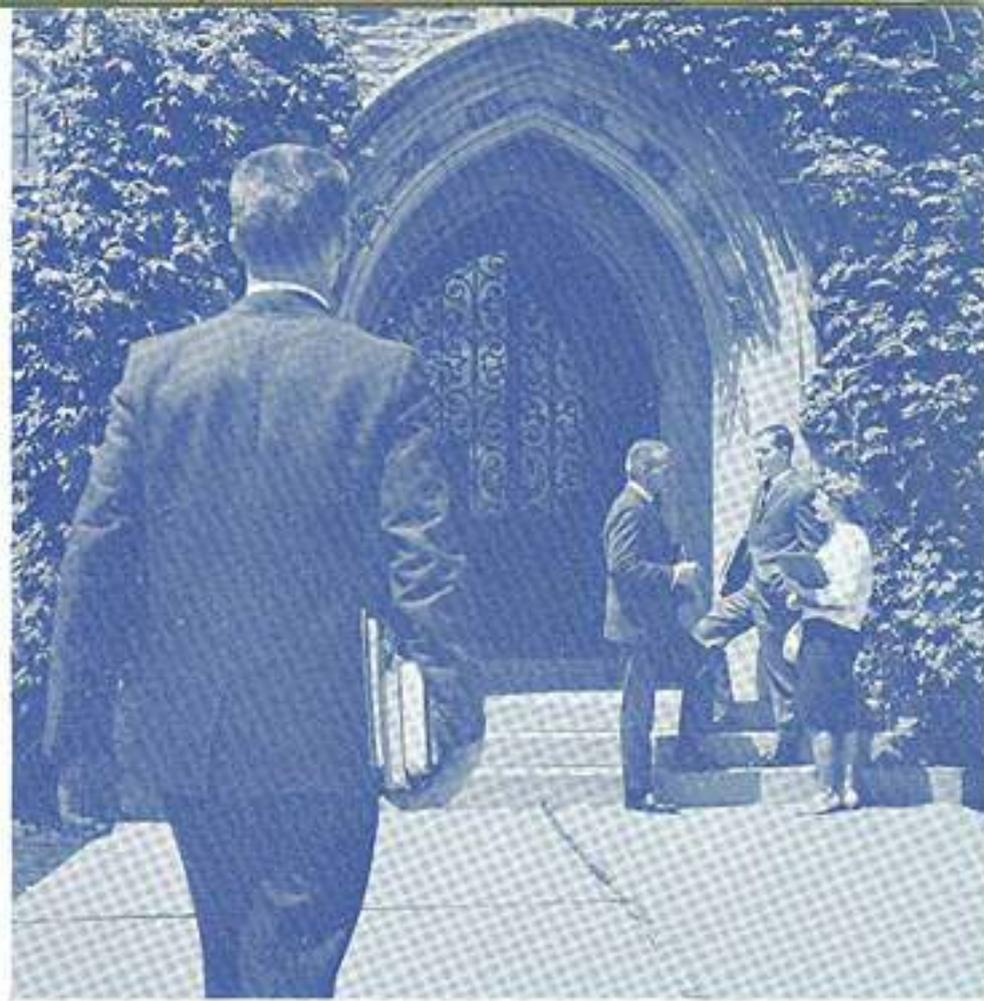
Naval ROTP Officer Cadets attend 31 Canadian universities and colleges from coast to coast.

Cadets entering a university with junior matriculation standing take a five or four-year course depending on the faculty, while cadets entering university with senior matriculation standing take a four or three-year course depending on the faculty.

ROTP cadets attending university live in university residences, fraternity houses, student boarding houses or at home, and study in exactly the same way as their university colleagues who are not officer cadets.

The cadet in university wears civilian clothes except for one evening a week when he wears a Naval Officer Cadet uniform.

During this one evening a week during the academic year, the Officer Cadet in university takes naval training at the local Royal Canadian Naval Reserve Division or on the university campus. Instruction is given by naval officers. The syllabus includes general naval organization, seamanship, navigation, communications, strategy and leadership.



Officer Cadets take training in naval warships at sea and in naval shore establishments during the summer in subjects such as seamanship, navigation, communications and weapons.

On graduation there is no distinction between Naval ROTP Officer Cadets who have attended university and those who have attended a Canadian Services College. After graduation all are commissioned as Sub-Lieutenants, receive the same pay and have equal opportunities for advancement and promotion during their careers.

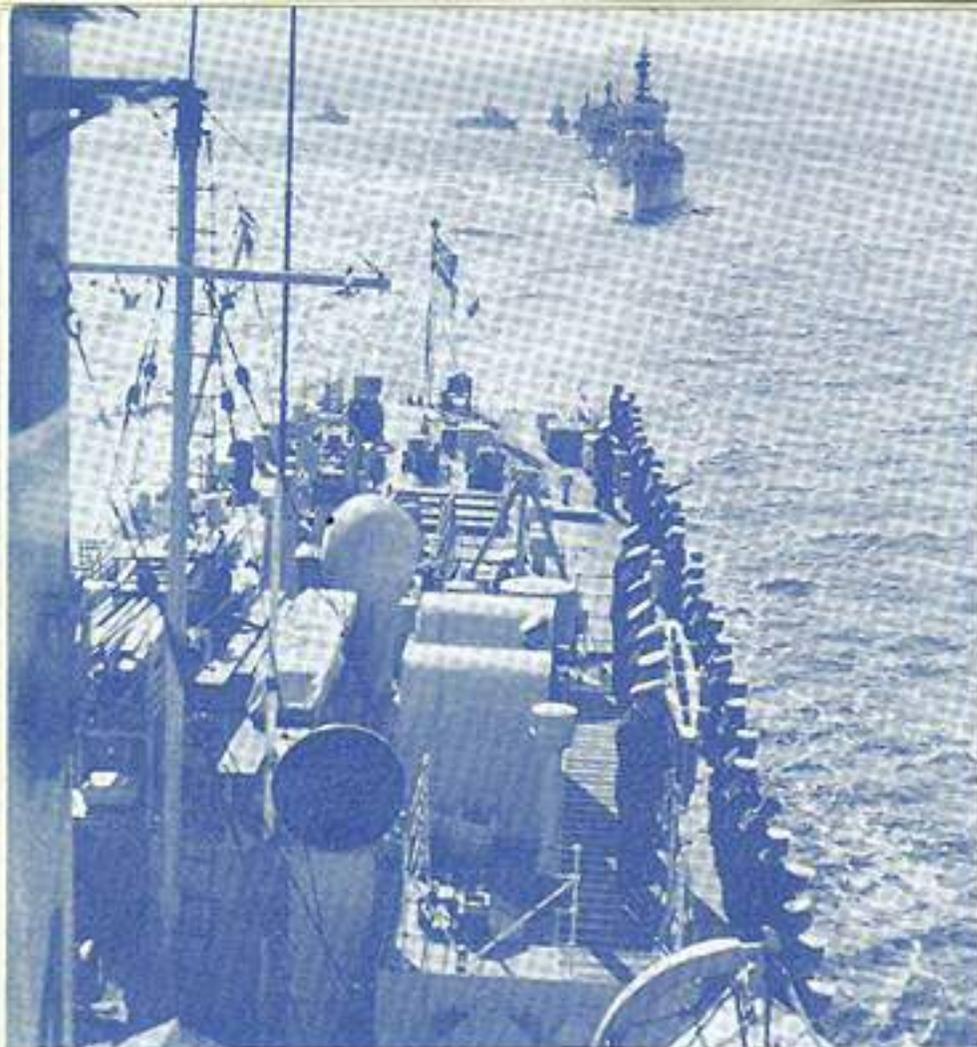
GRADUATE COURSES

Opportunities for graduate courses leading to Master's and Doctor's Degrees are available for General List officers holding university degrees. Officers are selected for these courses two to five years after graduation with a baccalaureate degree from the Canadian Services Colleges or from a university. This selection is based on academic background, aptitude and interest in a particular field.

Graduate courses are taken in Canada, Britain or the United States. Following graduate training, officers are employed as specialists in their selected fields. Although they do not normally command ships at sea, they are fully eligible for promotion to senior rank.

An officer may be selected for graduate studies on the completion of his first or second phase at sea in subjects such as:

- Naval Construction and Marine Engineering
- Nuclear Propulsion
- Weapon Control and Instrumentation
- Advanced Weapons Systems
- Engineering Electronics
- Aeronautical Engineering
- Logistics and Supply
- Guided Missiles
- Other fields as required.



RCN SHORT SERVICE OFFICER PLAN

Young men between 17 and 24 who have junior matriculation standing or better may apply for enrolment as naval officer cadets under the terms of the RCN Short Service Officer Plan, for service in ships of the fleet, or as pilots in naval air squadrons.

Successful candidates are entered on a seven-year short service appointment and go to the naval base at Esquimalt, British Columbia, for a four-month course covering naval indoctrination, officer development and language training.

The emphasis is on naval rather than academic training. However, all English-speaking cadets will be given French-language training and French-speaking cadets will be given English-language training, enabling young men from both national cultures to train and work closely together without the obstacle of a language difficulty.

TRAINING AFLOAT

On completion of the four-month course, "surface" cadets go to sea for three months' training in navigation and seamanship. This is followed by six months' advanced training ashore to enable them to carry out the duties of a junior officer in a ship or shore establishment.

NAVAL AVIATION

After the initial course, aircrew cadets go to an RCAF station for 42 weeks' flying training to "wings" standard. They then are appointed to the naval air station at HMCS Shearwater, Dartmouth, Nova Scotia for a further 24 weeks' advanced flying training in an anti-submarine squadron, either fixed-wing or helicopter.

ADMISSION REQUIREMENTS

You are eligible to apply for the RCN Short Service Officer Plan if possessing the following qualifications:

Education: you must have a minimum of junior matriculation or its equivalent in the general or technical course offered throughout Canada. (Applicants enrolling with skills and academic achievement beyond junior matriculation will have these qualifications considered in the planning of their future employment).

The comparable junior matriculation standards by province are as follows:

British Columbia.....	Grade 12
Alberta.....	Grade 11
Saskatchewan.....	Grade 11
Manitoba.....	Grade 11
Ontario.....	Grade 12
	Secondary School
	Graduation Diploma
Quebec (English).....	Junior High School
	Leaving Certificate
Quebec (French).....	Classical Colleges
	Rhetorique,
	Institute of Technology
	Diploma or Ecole
	Secondaire.
New Brunswick.....	Junior Matriculation
Nova Scotia.....	Grade 11
P.E.I.....	First Class Licence
	or 2nd year Prince of
	Wales College.
Newfoundland.....	Grade 11

Citizenship: You must be a Canadian citizen or British subject resident in Canada with the status of a landed immigrant.

Age: You must have reached your 17th but not your 24th birthday on January 1 of the year of enrolment.

Marital Status: You must be single.

Physical Requirements: You must meet the navy's physical fitness standards.

PROMOTION

Having met all training requirements, you are promoted to Acting Sub-Lieutenant one year after the date of enrolment. Ten months later you are confirmed in rank and receive an increase in pay of \$96 a month.

Eligibility for promotion to Lieutenant, which is by selection, may occur after five years in the rank of Sub-Lieutenant.

PAY ALLOWANCES AND GRATUITIES

On enrolment, you are paid at the same rate as an Acting Sub-Lieutenant, \$235 a month.

Meals, accommodation, uniforms and medical and dental care are provided.

An additional allowance of \$75 a month is paid to naval pilots under training.

A uniform allowance of \$250 is paid on promotion to Acting Sub-Lieutenant.

Officers enrolled under the terms of the RCN Short Service Officer Plan who do not transfer to the regular force are paid a gratuity at the end of their seven-year short service appointment. This amount comprises one month's pay and allowances for each year of service.

For example, the gratuity paid to a married lieutenant after seven years of service is about \$6,600.

PHYSICAL AND RECREATIONAL TRAINING

Facilities including a gymnasium, a swimming pool, playing fields, tennis, squash and badminton courts are available at Esquimalt. Cadets attend regular periods of instruction in physical and recreational training.

OPPORTUNITIES FOR PERMANENT COMMISSION

Officers enrolled under the terms of the RCN Short Service Officer Plan may apply for a permanent commission any time after serving two and one-half years from the date of their enrolment.

THE MEDICAL UNDERGRADUATE 45-MONTH SUBSIDIZATION PLAN

As a high school student, you may be preparing yourself academically for a career in the medical profession. If so, you should know about the 45-Month Medical Undergraduate Subsidization Plan.

You will be qualified to participate in the 45-Month Plan after you have successfully completed the pre-medical course and your first year at a medical school.

You may participate in the plan as a Surgeon Cadet for the second year at medical school and as an Acting Surgeon Sub-Lieutenant for the third and fourth years at medical school, including internship. Under the terms of

the plan, you will be supplied with tuition fees, a book allowance, pay and allowances, and free medical and dental care.

During the summers between academic years, training is given at the Canadian Forces Medical Service Training Centre at Camp Borden, Ontario, and in other service establishments.

On graduation, and after registration with a provincial College of Physicians and Surgeons, Acting Surgeon Sub-Lieutenants are promoted to the rank of Surgeon Lieutenant and are then required to serve for three years. During this period of obligatory service, Surgeon Lieutenants are employed in medical duties corresponding generally to those common in general practice.

After 18 months of service, a Surgeon Lieutenant may apply for transfer to the permanent force, or he may apply for release at the end of the three-year obligatory service and this will be granted unless a national emergency exists.

As the ROTP is designed for students who will become General List officers of the Royal Canadian Navy, it is not possible for Regular Officer Training Plan cadets to transfer to the 45-Month Medical Plan.

Students registered for pre-medical courses may join the University Naval Training Division and apply for transfer to the 45-Month Plan on completion of the first year in medical school.



NAVAL RESERVE OFFICER CADETS IN THE CANADIAN SERVICES COLLEGES

Young men with junior or senior matriculation standing are admitted to the Canadian Services Colleges as Reserve Cadets. Reserve Cadets are selected in the same manner as ROTP Cadets. The essential difference between the Naval Reserve Officer Cadet and the Naval ROTP Officer Cadet is that the Reserve Cadet pays for his own tuition, uniforms, books, meals and accommodation, and receives no pay during the academic year. However, during summer training the Reserve Cadet is paid \$235 a month and receives meals and accommodation. The summer training is taken with ROTP Officer Cadets.

On graduation from the Royal Military College of Canada, the Naval Reserve Officer Cadet is commissioned as a Sub-Lieutenant in the Royal Canadian Naval Reserve and assumes an honourable undertaking to serve in the RCNR on a part-time basis for three years after graduation if he lives in an area near a Naval Reserve Division.

ADMISSION QUALIFICATIONS

Naval Reserve Officer Cadets entering the Canadian Services Colleges must meet the citizenship, age and medical qualifications outlined on page 11, and the academic qualifications outlined on page 12.

COLLEGE FEES

The fee for the first year at a Canadian Services College as a Reserve Officer Cadet is \$1,165, plus a \$100 payment to the Cadet Deposit Account. The fee comprises:

College fees of \$550 to defray costs of tuition, clothing, books, instruments, dry cleaning, laundry and incidental expenses.

Recreational Club fee of \$30.

Meals and accommodation, \$585.

The fee for each subsequent year is \$915.

Payment of the above fees may be made in full or in two installments:

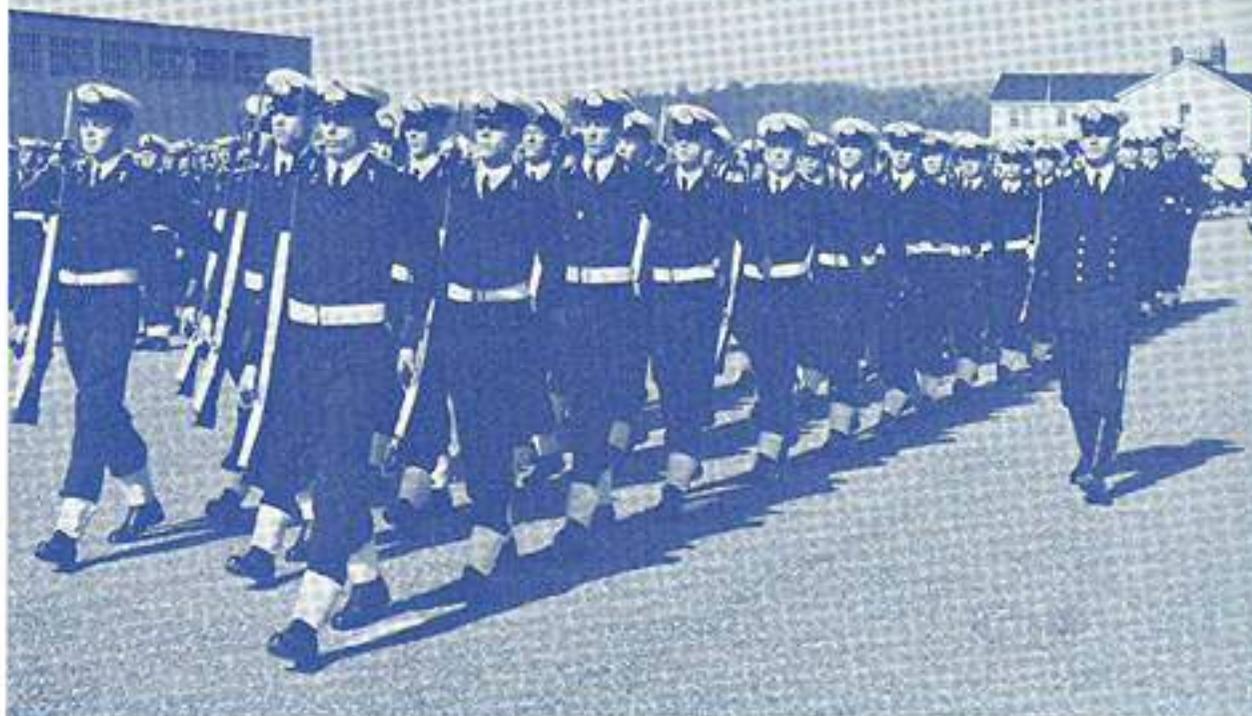
For the first year, not less than \$600 on reporting to college and the balance before December 31 of the same year.

For each subsequent year, \$500 is payable on reporting to the college and the balance before December 31 of the same year.

TRANSFER TO ROTP

Naval Reserve Cadets may apply for transfer to the Regular Officer Training Plan at any time during their course at a Canadian Services College, or for a commission in the regular force of the Royal Canadian Navy upon graduation from RMC. Provision is made for the refunding of a certain portion of the Reserve Cadet's fees covering the current academic year in the event of transfer to the ROTP or withdrawal from the college before the end of the academic year.





UNIVERSITY NAVAL TRAINING DIVISIONS (UNTD)

Officer cadets of the University Naval Training Division (UNTD) are trained, while attending university, to serve as officers in the Royal Canadian Naval Reserve.

To qualify for promotion to commissioned rank in the naval reserve, UNTD officer cadets take naval training one evening a week during three academic years, and full-time naval training during at least two summer vacations.

When a UNTD Officer Cadet is commissioned as a Sub-Lieutenant in the RCNR, he assumes an honourable undertaking to serve on a part-time basis, usually one evening a week, for three years after graduation if he resides in an area adjacent to a Naval Reserve Division. There are 21 of these divisions from coast to coast, located in the larger cities of each province (see page 32).

PAY AND ALLOWANCES

A UNTD Officer Cadet is paid one quarter of a day's pay for each hour of training during the academic year up to a maximum of \$120 a year. The UNTD Cadet is paid \$235 a month and receives room and board during the summer training period, which lasts at least 17 weeks. Uniforms are supplied, and medical care and travelling expenses are provided during the summer training period.

NAVAL TRAINING

The training of UNTD Officer Cadets consists of two summer training periods in ships and establishments of the Royal Canadian Navy, and three winter periods of training at the university or the local Naval Division one evening a week. The training during the first and second years consists of a general course in naval history, seamanship, navigation and communications. During the third year, UNTD Cadets are taught leadership and strategy.

SELECTION

The Commanding Officer of the University Naval Training Division selects probationary cadets from university undergraduates who apply during the first month of the academic year.

Probationary cadets appear before a naval selection board in January, and successful applicants are promoted to the rank of Naval Officer Cadet in the RCNR.

UNTD Officer Cadets, at any stage of their university baccalaureate course, may apply for transfer to the Regular Officer Training Plan, or after graduation may apply for transfer to the regular force of the Royal Canadian Navy.



NAVAL SEAMAN

A naval seaman is a man who serves in the non-commissioned ranks of the Royal Canadian Navy.

A naval seaman not only is a sailor, but is also a craftsman trained in a naval trade or in a special field of naval work.

The Royal Canadian Navy has an authorized personnel strength of over 18,000 men, ranging in rank from Ordinary Seamen under training to Chief Petty Officers with extensive experience in specialized fields and in positions of responsibility.

The fact that there are more than 30 different naval trades illustrates the wide variety of employment of Canadian naval seamen in the operation of warships, submarines, naval aircraft, dockyards, supply depots and training establishments.

CAREER OPPORTUNITIES

The navy has shaped its personnel structure to meet effectively the manpower needs of a modern fleet in which technology and science are playing an increasingly important part.

The need for naval forces capable of ensuring the freedom of the seas is greater than ever before. The naval seaman has never had a more important role to play in the service of Canada and the free world.

The naval seaman has the opportunity to combine the exercise and development of his leadership and technical capabilities with the unique features of life at sea in the service of his country. Comradeship and adventure can be combined with normal home life, financial security and a good pension on retirement at a comparatively early age.

QUALIFICATIONS FOR ENROLMENT

A young man is eligible for enrolment as an Ordinary Seaman in the Royal Canadian Navy if he meets the standards of the Service as to aptitude and character and is:

Citizenship: a Canadian citizen or a British subject resident in Canada with the status of a landed immigrant. (Applicants of other nationalities are also considered for enrolment).

Age: between the ages of 17 and 25. The consent is required of parents or guardian of applicants under 18.

Marital Status: single.

Educational Requirement: has completed at least Grade 8.

Physical Requirements: physically fit and without bodily defect.



THE SEAMAN ENTRY SYSTEM

A selected applicant is enrolled by the recruiting officer in the rank of Ordinary Seaman in the Royal Canadian Navy. During his basic naval training at HMCS *Cornwallis*, in the Annapolis Valley of Nova Scotia, his aptitudes and capabilities are assessed and he is selected for training in a specific naval trade—one of the 24 basic trades listed in the chart on page 25. The selection of a man's naval trade depends on the needs of the service and his aptitudes. His own preferences are also considered.

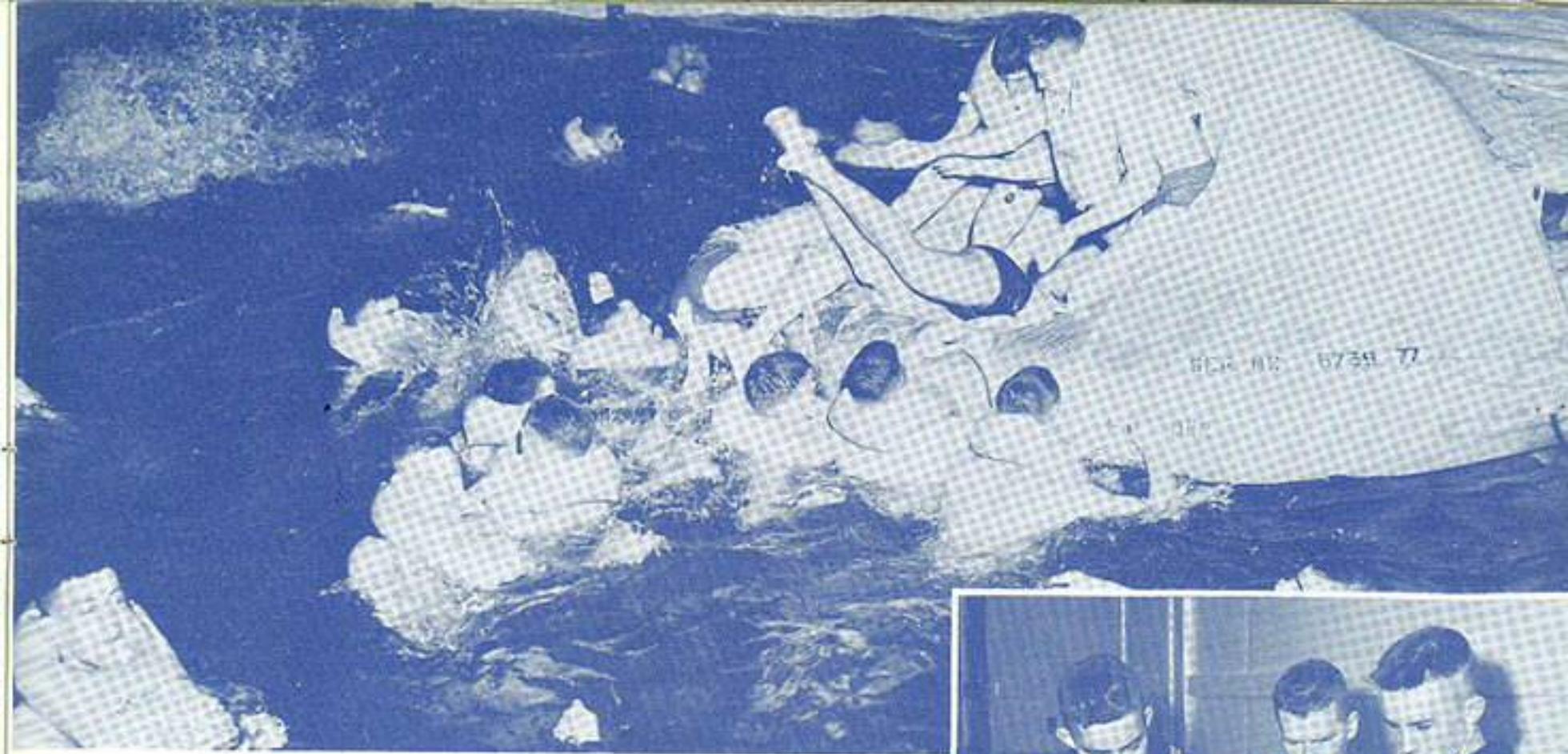
HMCS CORNWALLIS

The Ordinary Seaman spends 15 weeks at HMCS *Cornwallis*. The objects of new entry training at *Cornwallis* are:

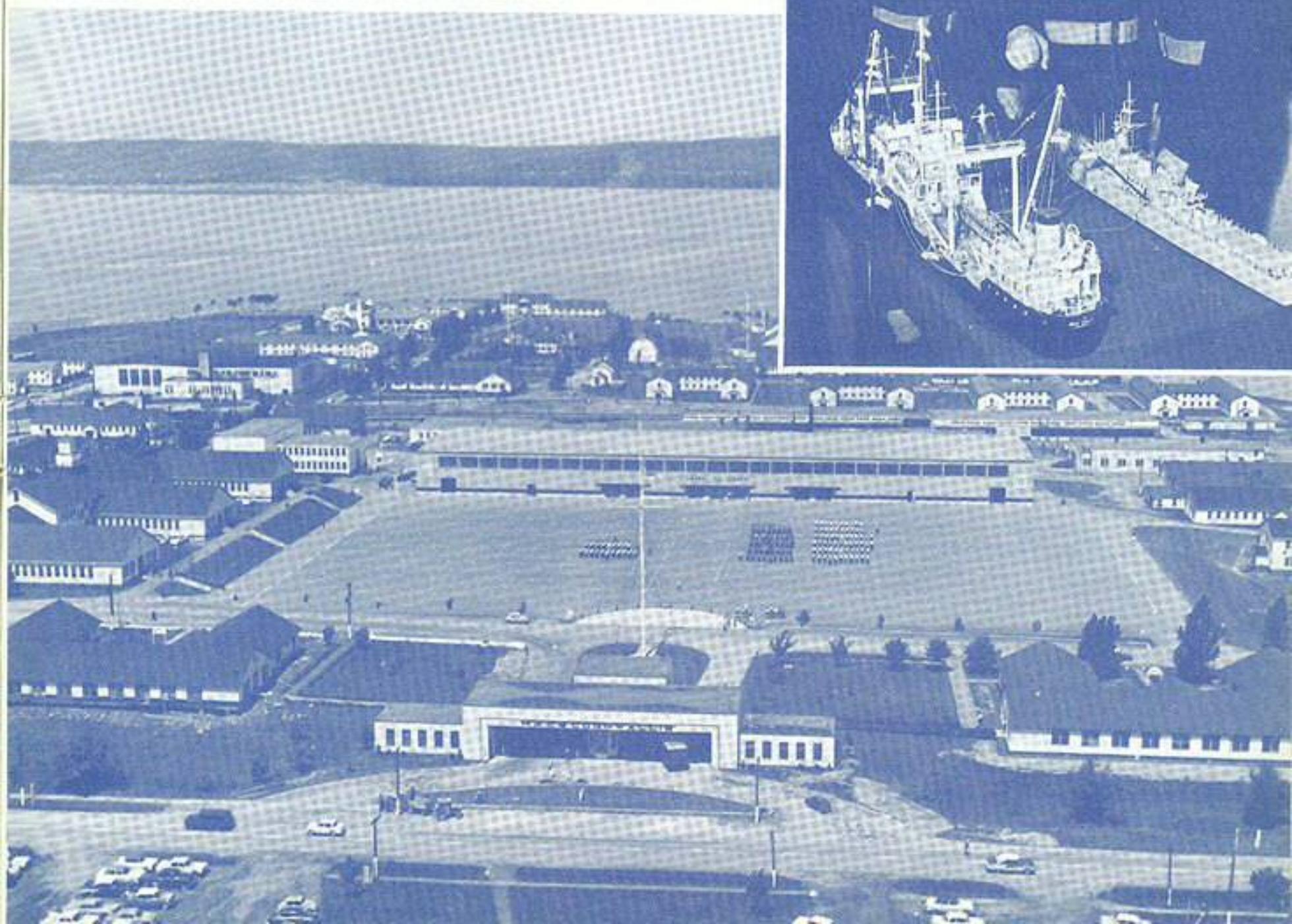
- to effect a smooth transition from civilian to naval life;
- to prepare the new naval seaman for life in the service by instruction in seamanship, discipline, and naval customs and traditions;
- to develop him physically and to form healthy habits.

Every effort is made to foster a young man's pride in himself and the Service, and considerable attention is paid to parade training, neatness of dress and care of living quarters.

Ample facilities are available for physical recreation, including three swimming pools, basketball courts and softball diamonds, a football field and an artificial rink for hockey and skating.



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There is a competent training staff of officers and non-commissioned officers at *Cornwallis* who, in addition to their instructional duties, are available to advise the young seaman. All personnel have ready access to Protestant and Roman Catholic chaplains for spiritual guidance. Morning Divisions begin with prayers and church services are held each Sunday.

Cornwallis has a 100-bed hospital with complete facilities and staff to take care of all personnel. The hospital also contains a dental clinic.

TRADE SELECTION AND CLASSIFICATION

During his second week in *Cornwallis*, the Ordinary Seaman undergoes a series of tests to determine his aptitudes, capabilities and interests in relation to naval trades. These tests last two to three days and are supervised by naval officers and non-commissioned officers trained in personnel selection work.

The progress of the Ordinary Seaman during his

basic training is assessed during the sixth and tenth weeks and a decision on his naval trade is made during the eleventh week.

On completion of the 15-week basic naval training course, the Ordinary Seaman goes to a Fleet School or to a ship for training in the trade for which he has been selected.

PERIOD OF ENGAGEMENT

When a new entry seaman is enrolled, he undertakes to serve for three years in the Royal Canadian Navy. At the end of three years, he will be released without further obligation, or he may apply for a five-year re-engagement. Subsequently, he may apply for another five-year re-engagement, followed by a seven-year re-engagement and a final five-year period of service to qualify for a pension, making 25 years in all.

GOING TO SEA

On completion of the 15-week basic training course, most naval seamen join their first warship for the remaining two-and-one-half years of their three-year engagement.

In the ship, the Ordinary Seaman's time is divided between a seaman's general duties and on-the-job training in the trade for which he has been selected. During this period, his work is carefully supervised by experienced seamen and trade specialists.

His warship will be based at Halifax, Nova Scotia, or Esquimalt, British Columbia, and the seaman will have the opportunity to travel to foreign ports when his ship is on training cruises and to enjoy the adventure of visiting places he otherwise might never see.

PROMOTION AND ADVANCEMENT

The naval seaman's proficiency in his trade is measured in trade groups. The lowest is trade group 1 and the highest is trade group 4. The steps to trade group advancement are: on-the-job training, practical experience and formal courses ashore.

The naval seaman has the opportunity for promotion in rank and advancement in trade group; his progress is limited only by his ability and how he applies himself to his work. The attainment of higher trade group levels is required for promotion in rank. With higher rank are coupled higher pay and responsibility for the supervision of other seamen.

Toward the end of his first year at sea, the Ordinary Seaman is granted Trade Group 1, and approximately six months later he is promoted to Able Seaman.

On re-engagement for a second term of service (five years), the Able Seaman usually goes ashore to a Fleet School for a course in the theory and practice of his trade

TECHNICAL APPRENTICE

A Naval Technical Apprentice is a naval seaman who is trained to become an Engineering Technician or a Hull Technician.

An Engineering Technician is trained to operate a ship's main engines and to operate, maintain, repair and modify main and auxiliary boilers, electrically and steam operated machinery, and refrigeration and air conditioning equipment.

A Hull Technician is trained to test, maintain, repair and modify a ship's structure, hull fittings and equipment, water and ventilation systems and installations, and to operate and maintain nuclear-biological-chemical monitoring equipment.

QUALIFICATIONS FOR ENROLMENT

A young man is eligible for enrolment as a Technical Apprentice if he meets the standards of the Service as to aptitude and character and is:

Citizenship: a Canadian citizen or a British subject resident in Canada with the status of a landed immigrant. (Applicants of other nationalities may be considered for enrolment).

Age: over the age of 16 but under the age of 19 on July 1 preceding enrolment. The consent of parents or guardian is required for the enrolment of young men under the age of 18;

Marital Status: single.

Educational Qualifications: Applicants must have successfully completed at least Grade 10. Applicants must have a technical aptitude. Technical or manual training in schools is an asset, and a young man who has had technical school training should be well prepared for the Technical Apprentice Plan.

Physical Qualifications: Applicants must be physically fit and without bodily defect.

PERIOD OF SERVICE

The Technical Apprentice is enrolled in the Royal Canadian Navy for a period of seven years. The first four years are spent as an apprentice and the remaining three years are served practicing his craft as a qualified technician.

At the end of this seven-year period, the technician will be released without further obligation or he may apply for further successive re-engagements of five, five, three and five years to complete 25 years of service and be eligible for pension.

TRAINING

The Technical Apprentice is essentially a student, learning the work of a master craftsman under officers, non-commissioned officers and civilian instructors.

Immediately following enrolment in the rank of Ordinary Seaman Technical Apprentice, the young man goes to HMCS *Cornwallis* for a 15-week basic training course. Here he learns naval customs and traditions, discipline and seamanship. On the completion of this course, the Technical Apprentice goes to HMCS *Naden*, Esquimalt, B.C., where he begins 39 months of technical training in the Engineering Division of the Fleet School.

This course includes:

General Shop Training.....	24 Months
Specialist Trade Training Ashore.....	6 Months
Specialist Trade Training Afloat.....	6 Months
Summary of Training, Examinations and Tests.....	3 Months

ADVANCEMENT AND PROMOTION

The Technical Apprentice is promoted to the rank of Able Seaman 15 months after enrolment in the RCN and at the same time is granted Trade Group 1. He is promoted to the rank of Leading Seaman after spending 18 months in the rank of Able Seaman. He receives his Trade Group 2 qualification at the end of his second year of training and after passing trade qualification tests. The Technical Apprentice who completes the 39-month course successfully becomes a Hull Technician or an Engineering Technician and receives his Trade Group 3 qualification.

The Technical Apprentice graduate who continues in his career in the navy may qualify for promotion up to the rank of Chief Petty Officer 1st Class, Trade Group 4, the highest non-commissioned rank and trade qualification.

PAY AND ALLOWANCES

Naval Technical Apprentices receive the same pay as Ordinary Seamen enrolled in the Royal Canadian Navy under the seaman entry system. Apprentices also receive the same medical, dental, hospitalization and leave benefits, and qualify for the same pension program.

An outline of the naval seaman's pay and benefits can be found on page 25 of this brochure.

ENTICE PLANS

BANDSMAN APPRENTICE

The Naval Bandsman Apprentice is trained to become a musician in one of the four bands of the Royal Canadian Navy.

Bandsmen play an important role in navy life. They take part in all ceremonial aspects of service activity, such as the colourful "Sunset Ceremony", graduations, parades, ship commissioning ceremonies, veterans' memorial parades and services, exhibitions, displays, dedications of new public buildings, and concerts in schools and hospitals. From time to time, naval bands are embarked in ships to take part in training cruises to foreign ports where they perform at military and public functions similar to those which occur in Canada.

QUALIFICATIONS FOR ENROLMENT

A young man is eligible for enrolment in the Royal Canadian Navy as a Bandsman Apprentice if he meets the Service's standards as to aptitude and character and is:

Citizenship: a Canadian citizen or British subject resident in Canada with the status of a landed immigrant. (Applicants of other nationalities may be considered for enrolment).

Age: 16 years of age and under the age of 19. (Applicants must have the consent of parents or guardian if under the age of 18.)

Marital Status: single.

Educational Requirements: Applicants must have completed at least Grade 8. It is not necessary to be a proficient musician. Applicants are auditioned and tested for potential musical ability.

Physical Requirements: Physically fit, of robust constitution and without bodily defect.

PERIOD OF SERVICE

The Bandsman Apprentice is enrolled in the Royal Canadian Navy for a period of seven years. At the end of this period, he will be released without further obligation or he may apply for further successive reengagements of five, five, three and five years to complete 25 years of service and be eligible for pension.

TRAINING

On enrolment in the Royal Canadian Navy, an Ordinary Seaman Bandsman Apprentice goes to HMCS *Cornwallis* for a 15-week basic training course. Here he

learns naval customs and tradition, discipline and seamanship. On completion of this course, the Bandsman Apprentice goes to the Music Division of the Fleet School in HMCS *Naden*, Esquimalt, for courses extending over a period of 22 months. In the Fleet School, the Bandsman Apprentice learns the elements of music, develops aural perception and rhythm, and receives practical instruction on instruments. The pace of the instruction is based on the individual's ability and power of absorption so that a skill will be developed.

ADVANCEMENT AND PROMOTION

The Bandsman Apprentice begins his career in the navy in the rank of Ordinary Seaman Bandsman Apprentice. After 18 months, he is promoted to the rank of Able Seaman. By the end of his seven-year engagement, he should have advanced to the rank of Petty Officer 2nd Class. The man who continues his career may qualify for promotion up to the rank of Chief Petty Officer 1st Class, Trade Group 4, the highest non-commissioned rank and trade qualification.

PAY AND ALLOWANCES

Naval Bandsman Apprentices receive the same pay as Ordinary Seamen enrolled in the Royal Canadian Navy under the seamen entry system. Apprentices also receive the same medical, dental, hospitalization and leave benefits, and qualify for the same pension program.

An outline of the naval seaman's pay and benefits can be found on page 25 of this brochure.



PROMOTION TO COMMISSIONED RANK



A young man enrolled as a naval seaman can have qualities that mark him as a potential officer: intelligence, character, leadership and ability. One obstacle may stand in his way: insufficient education.

The Navy's system of education is designed to raise the general educational standing of serving personnel. It provides an opportunity for seamen to attain commissioned rank as early as possible in their naval careers. The field from which officer candidates may be selected has been widened by setting up three full-time courses and one group of correspondence courses.

NAVAL JUNIOR MATRICULATION COURSE (JMC)

Officer candidates selected from naval seamen for the Junior Matriculation Course (JMC) go to HMCS *Naden*, Esquimalt, B.C. in mid-September of each year. The course lasts nine months and the syllabus includes mathematics, physics, chemistry, English, French and social studies as prescribed by the Department of Education of the Province of British Columbia for Grade 12.

The JMC is designed to give candidates a sound academic preparation for the RCN Senior Matriculation Course (SMC).

After successful completion of the JMC the officer candidate appears before a Fleet Selection Board.

NAVAL SENIOR MATRICULATION COURSE (SMC)

Officer candidates recommended by the Fleet Selection Board begin the Senior Matriculation course (SMC)

in September and complete it nine months later. This full-time academic course prepares candidates to write the British Columbia Grade 13 examinations.

The SMC syllabus includes English, mathematics, chemistry, physics and French. Final standing of 60 per cent in mathematics, physics and chemistry, and 50 per cent in other subjects is required in order to qualify for university training as an officer cadet.

Seaman who complete successfully the Grade 13 examinations may be selected to go on to university under the terms of the College Training Plan.

THE COLLEGE TRAINING PLAN (CTP)

The terms of the College Training Plan are generally similar to those of the Regular Officer Training Plan (see page 11) but apply specifically to men already in the navy who have been selected as officer candidates.

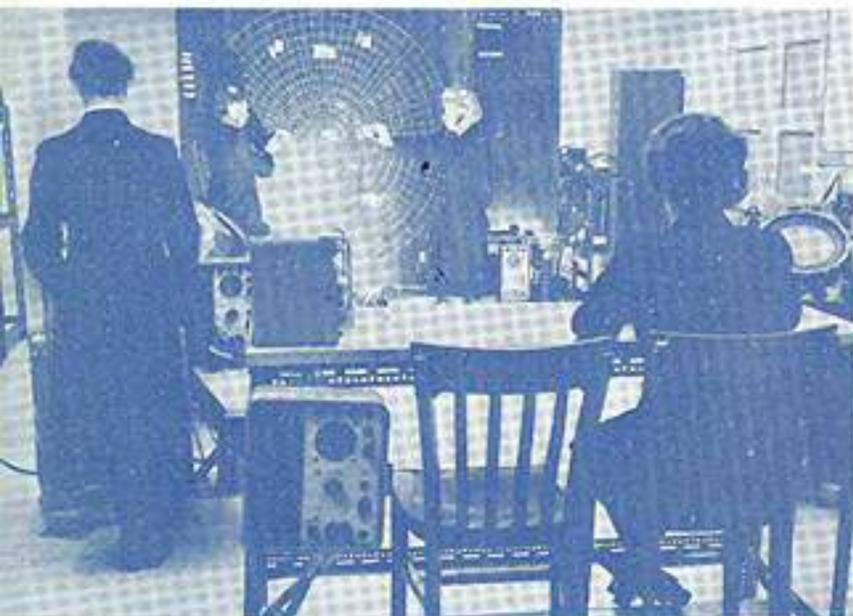
Under the terms of the CTP, officer candidates must start their university or college courses before becoming 25 years of age. While attending a university, CTP Officer Cadets receive the same professional training as Naval ROTP Officer Cadets.

CORRESPONDENCE COURSES

A young man with grade 10 or 11 education who is enrolled in the Navy may reach commissioned rank if he is prepared to make the effort.

There are five correspondence courses known as the Naval Junior Matriculation Correspondence Courses. Their purpose is to give a seaman the opportunity to qualify for admission to JMC and SMC.

RCN CAREERS FOR WOMEN



WRENS

There are important roles for women in the Royal Canadian Navy. Wrens are employed in naval establishments mainly on the east coast where they support the fleet by their work in operations, communications, secretarial and accounting duties, and as medical aides in military hospitals. These are fields in which women have a natural aptitude and where they can most easily replace men required for duty at sea. The Wrens provide the navy with a small nucleus of trained women which could be expanded rapidly in the event of an emergency.

QUALIFICATIONS FOR ENROLMENT

A young woman is eligible for enrolment as a Wren in the Royal Canadian Navy if she is:

Citizenship: a Canadian citizen or British subject resident in Canada with the status of a landed immigrant. Applicants of other nationalities will be considered for enrolment under certain circumstances.

Age: at least 18 and not more than 30 years of age.

Marital Status: single.

Educational Requirements: Applicants must have at least Grade 10.

Physical Requirements: Applicants must be able to meet the physical and aptitude standards of the Royal Canadian Navy.

LIFE AS A WREN

A Wren has opportunities for interesting and often exciting work which cannot be duplicated in civilian life—for meeting people from all parts of Canada and for seeing new places.

A Wren's working conditions and places of duty vary greatly. In the stenographic field, a Wren will work in offices under much the same conditions as those of stenographers employed in business and industry.

A Wren medical aide serves in military hospitals under the supervision of medical officers and nursing sisters in conditions similar to those found in hospitals anywhere in Canada.

A Wren employed in the communications field operates teletype and radio communication equipment in naval establishments mainly on the east coast.

Some Wrens are employed in activities which have no parallel in civilian life, such as naval operations centres where they use plotting and detection equipment and are closely involved in the activities of warships.

Wrens normally work an eight-hour day, five days a week. However, from time to time they are required to work irregular hours.

PERIOD OF SERVICE

A Wren is enrolled in the Royal Canadian Navy for a period of three years. At the end of this time, she will be released without further obligation or she may apply for further periods of engagement.

TRAINING

The initial naval training for Wrens is given in HMCS *Cornwallis*. The training, which lasts for two months, is designed to facilitate the transition from civilian to service life. The Wren learns naval customs and traditions and discipline. Every effort is made to foster a young woman's pride in herself and her service.

During her initial training, a Wren is selected for the trade to which she is best suited, either in naval operations, communications, supply and administration, or as a medical aide.

PROMOTION AND ADVANCEMENT

A Wren is enrolled in the Royal Canadian Navy in the rank of Ordinary Wren. On completion of basic training and six months of service, she receives an increase in pay. On completion of her trade course and trade examinations she is promoted to Able Wren after 18 months of service.

Further promotions up to the rank of Wren Chief Petty Officer 2nd Class are subject to ability, trades examinations and time in service.

The qualifications required for the promotion of women to commissioned rank are described in the next section of this booklet.

PAY AND ALLOWANCES

A Wren is paid at the same rate as a naval seaman. Considering that a Wren is provided with food and accommodation, uniforms, hospitalization, dental and medical care and 30 days' annual leave with pay, her over-all income compares favorably with the pay received by women in business and industry.

The following pay table includes monthly basic pay, trade group pay and kit upkeep allowance. Trade Group pay is paid when a Wren improves her qualifications and ability in her particular trade. Kit upkeep allowance is for the maintenance of uniform and kit, and it is \$8 a month for most Wren ranks.

RANK	PAY \$
Ordinary Wren (Untrained)	120
Ordinary Wren (Trained)	127
Able Wren	158 to 200
Leading Wren	239 to 251
Wren Petty Officer 2nd Class	281 to 296
Wren Petty Officer 1st Class	313 to 331
Wren Chief Petty Officer 2nd Class	351 to 372

PENSION

A pension plan on a contributory basis (6 per cent of pay and allowances) provides security for a Wren who wishes to make the navy her career. At retirement age, she will receive a life annuity of 2 per cent of her annual pay and allowances averaged over any six years of service selected by her, multiplied by the total number of years she has served. For example, a Wren Chief Petty Officer 2nd Class who has served a total of 25 years and has six years in that rank would receive an annual pension of approximately \$3,000 a year.

