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W.R.C.N.S.

0253549

Appropriation No. 31st Dec 1943 (EST). 2,804 700 3,504
 Personnel to man three flotillas (d)
 1st Oct 1943 2,559 510 3,069
 Staff and Boat Party have been started.
 Net Change (W.R.C.N.S.) + 245 +190 435
 (W.R.C.N.S. & Ratings) 1,076 +1,668 +4,550 +1,806

The large increase in numbers of float indicates a trend in the right direction. The relatively small total increase in numbers borne is a result of the reduced recruiting programme made possible by the fact that recruiting was maintained at a high rate in previous quarters in order to keep pace with new construction. A miscalculation in Depot Records made our position appear stronger than it really was but recruiting was stepped up in the latter part of December in the hope that the true shortage will be overcome by the end of the fiscal year. Shortage of accommodation has slowed down recruiting of W.R.C.N.S. and this was in fact suspended during December. W.R.C.N.S. recruiting will commence again on a moderate scale in February 1944.

7. In the non-Substantive sphere the quarterly increases have been gratifying and may be said to reflect instructions in this regard promulgated early in the year. The following shows the comparative increases by fiscal years (with three months yet to go in 1943-44):

Year	Non-Substantive Increase
1940	1,931
1941	2,698
1942	3,392
1943	4,181

8. Considerable attention has been given during the quarter to the revision of existing training and selection schemes for Probationary Officers. It became apparent that sufficient numbers of Officers could be obtained from the lower-deck and accordingly the entry of Officer Candidates was terminated as from 1st September, 1943. As a matter of fact, there are still some 200 Officer Candidates who have yet to go through H.M.C.S. "CORNWALLIS" and H.M.C.S. "KINGS".

9. The suspension of the Officer Candidate Scheme made necessary a revision of the training and selection of Probationary Officers and this was promulgated in Naval Order 3317. When the revised system is in operation great emphasis will be placed on the selection of Candidates from the lower-deck in the hope that by the time they reach H.M.C.S. "KINGS" their potential Officer-like qualities will have been proven, and only their professional ability will remain to be tested. Candidates for commissions in the Executive Branch may now appear before a Selection Board, presided over by Captain "D", when they have been recommended by a seagoing Captain under whom they have served for three months. If they are recommended