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British Requirements for Technical Officers from the United States.

Glean No. 132 proposed that Technical Officer requirements of the three Services should be discussed in London with Major-General Beaumont-Nesbitt and myself and that I should bring back a statement of co-ordinated requirements.

Major-General Beaumont-Nesbitt and I were accordingly invited to attend a meeting of the Clement Jones sub-Committee on the 10th October to discuss these requirements, and also the proposed formation of an American Civilian Technical Corps.

Technical Officer Requirements.

Technical Officer requirements fall into two categories, viz:

- (i) Defence Force commissions, and
- (ii) Civilian Technical Officers for the Supply Departments.

Although both needs would be met from the same source, the differing conditions of service require a different approach. The primary object of the Defence Forces is to secure Technical personnel of professional status as commissioned officers in the forces able to undertake combatant service if necessary in any sphere of operations. Both Major-General Nesbitt and I expressed grave doubts whether there would be any material response to an offer of commissions in the lowest ranks of the three services even if the more favourable Canadian rates of pay were offered.

The Navy representatives (Captain R.A. Jackson and Mr. P.E. Marrack) stated that the Admiralty were prepared to grant commissions on entry in the rank of Acting Lieutenant at the rate of \$5 a day, but the Army and R.A.F. did not consider it expedient or feasible to follow the example of the Navy for fear of creating dissatisfaction on seniority grounds. The difficulty here is that all war promotions in the Army and R.A.F. are on an acting basis, whereas the Navy continues to make a proportion of substantive promotions and thus are able to deal more easily with the problem of the direct "acting" entrant.

The anticipated probable failure to secure the numbers required by direct entry into the services led to the consideration of two alternative possibilities, viz:

- (a) An extension of the "Conant" observer scheme.
- (b) An approach to the U.S. authorities with a view to the creation of a section of officer status in the projected American C.T.C.

There seemed to be some conflict of opinion among members of the committee about the real nature of the "Conant" scheme. The Defence Forces assumed that "Conant" officers, who are reserve officers of the U.S. Forces, were sent to the U.K. in the capacity of observers for a maximum period of eight months, literally for the avowed purpose of gaining experience.

The Ministry of Labour (Mr. Marham) stated that he had understood that it might be possible to secure an extension of the period of service on request and that the services of the officers could be utilised in active constructive employment. If the latter view is correct - and I have been asked to clarify the issue - the Defence Departments would welcome assistance in this or a similar form.

The alternative of assistance from an officer section of the C.T.C. was generally agreed to offer a satisfactory means of dealing with the need for civilian technical officers in the Supply Departments, but the difficulties of the limitations imposed by non-combatant status, and the problems of "Powers of Command" would lead to a materially reduced demand for the Defence forces.

Two statements are annexed, (A) detailing the requirements of the fighting services on the basis either of direct entry commissions or the "Conant" scheme of observers as understood by the Ministry of Labour, and (B) detailing the requirements of the Supply Departments for civilian technical officers and the reduced needs of Defence Departments if made from an officer section of the C.T.C.

It was emphasised by the representatives of the three Defence Departments that the time factor was of extreme importance and that the assistance, to be of real value, should be available by 31.3.42.

Proposed formation of American Civilian Technical Corps.

The committee agreed that the question of establishing an American C.T.C. should be pursued by the R.A.F. Delegation. It was agreed that it would probably be found impracticable to continue recruitment for the British C.T.C. concurrently with the attempt to develop an American C.T.C., which would be offering higher rates of pay. The view was also expressed by the Ministry of Labour representatives that absorption of the British C.T.C. into its American counterpart would probably be necessary in order to obviate dissatisfaction among members of the British C.T.C. who would be in receipt of lower rates of pay.

Lord Hankey, in the course of conversation following the meeting, informed me that he was prepared to delegate authority to the R.A.F. Delegation to decide if and when the appropriate time had arrived to discontinue recruitment for the British C.T.C. Meanwhile, it was the accepted policy to encourage recruitment into the British C.T.C. and all reasonable measures should be taken to maintain the quicker tempo in the flow of recruitment which had recently become manifest.

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<u>Class of Technical Officer</u>	<u>Admiralty Requirements</u>	<u>R.A.F. Requirements</u>	<u>War Office Requirements</u>
Engineer Officer	50	250	250
Electrical Engineer Officer		150	250
Radio Officer		50	
Signals Officer		150	
Armament Officer		25	
Civil Engineering Officer			100

REQUIREMENTS FROM AN OFFICER SECTION OF THE C.T.C.

1. Requirements of Supply Departments.

(1) Admiralty:

- (a) 12 - highly skilled radio engineers age 30-40 with sound training in physics or electrical engineering and some years of practical experience in either research, experimental development or design.
- (b) 50 University graduates of a standard comparable to a 2nd Class honours degree in physics or electrical engineering who have specialised in radio during their course.
- (c) 1 experienced man in each of the following subjects:-
Acoustics,
Light current electrical engineering,
Small mechanical design.
- (d) 6 Mechanical Designers for design work in fire control gear;
- (e) 6 Production Engineers;
- (f) 3 Assistant Chief Mechanical Engineers (these should be qualified Mechanical Engineers of about 28-30 years of age);
- (g) 4 Technical Assistants in Mine Depots. (Good electrical training is required in conjunction with general engineering experience);

(2) Ministry of Supply

(a) 460 Mechanical Engineers composed of the following categories:

DESIGN DUTIES:

Principal Design Officers	3	
Senior " "	9	
Design Officers	10	
Chief Draughtsmen	18	
Senior " "	<u>10</u>	50

FACTORY MANAGEMENT:

Production duties in Ordnance Factories	80	
Services (gas, steam, heating, etc.)	<u>30</u>	110

INSPECTION CONTROL:

Engineers sufficiently qualified to supervise Inspectors of finished stores	<u>50</u>	50
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TECHNICAL ASSISTANTS:

(Headquarters duties): Including a proportion capable of supervising layout, repair and maintenance at contractors' works	<u>250</u>	<u>250</u>
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TOTAL 460

- (b) 60 professionally qualified electrical engineers.
- (c) 30 professionally qualified civil engineers.
- (d) 6 - 8 Chemical Engineers
- (e) 6 - 10 Physical Chemists
- (f) 6 - 10 Organic Chemists

12 Physicists (50 per cent. General
 (50 " " Electrical)

(3) Ministry of Aircraft Production

100 engineers spread over the following categories:

- 30 Aircraft Engineers with experience in aerodynamic constructional design, or experience of performances in other flight tests.
- 15 Physicists with experience of instrument design, development and construction.
- 15 Electrical Engineers with experience in the design, development and construction of electrical accessories.
- 15 professionally trained engineers with experience of aero-engine design, development and construction.
- 10 Engineers with experience of aircraft armament and bombs.
- 50 Radio Engineers of graduate standard or in process of graduating with experience of airborne and ground communications equipment, television and valve design.

2. Reduced Requirements of Defence Departments.

<u>Class of Technical Officer</u>	<u>Army</u>	<u>Navy</u>	<u>R.A.F.</u>
Mechanical Engineers	50		
Civil Engineers			10