BRITISH REQUIREMENTS FOR TECHNICAL OFFICERS FROM THE UNITED STATES.

(Previous References: BOXES 107, H.M. (41) 25th Meeting, Item 1 and GREAM 139. 124)

Note by Mr. W.C.G. Cribbett of the Royal Air Force Delegation.

GLEAM No. 139 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 Beaumont-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. Markham) 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 annex, Annex '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
Annex '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.

(Signed) W.C.G. CRIBBETT.

Washington, D.C.,
31st October, 1941.
<table>
<thead>
<tr>
<th>Class of Technical Officer</th>
<th>Admiralty Requirements</th>
<th>R.A.F. Requirements</th>
<th>War Office Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineer Officer</td>
<td>50</td>
<td>250</td>
<td>250</td>
</tr>
<tr>
<td>Electrical Engineer Officer</td>
<td></td>
<td>150</td>
<td></td>
</tr>
<tr>
<td>Radio Officer</td>
<td></td>
<td>50</td>
<td></td>
</tr>
<tr>
<td>Signals Officer</td>
<td></td>
<td>150</td>
<td></td>
</tr>
<tr>
<td>Armament Officer</td>
<td></td>
<td>25</td>
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<tr>
<td>Civil Engineering Officer</td>
<td></td>
<td></td>
<td>100</td>
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</table>
ANNEX 'B'

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 26-30 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:

<table>
<thead>
<tr>
<th>Category</th>
<th>Required</th>
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</thead>
<tbody>
<tr>
<td>Principal Design Officers</td>
<td>3</td>
</tr>
<tr>
<td>Senior</td>
<td>9</td>
</tr>
<tr>
<td>Design Officers</td>
<td>10</td>
</tr>
<tr>
<td>Chief Draughtsmen</td>
<td>18</td>
</tr>
<tr>
<td>Senior</td>
<td>10</td>
</tr>
<tr>
<td>Total</td>
<td>50</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Category</th>
<th>Required</th>
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<tbody>
<tr>
<td>Production duties in Ordnance Factories</td>
<td>80</td>
</tr>
<tr>
<td>Services (gas, steam, heating, etc.)</td>
<td>30</td>
</tr>
<tr>
<td>Total</td>
<td>110</td>
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</table>

<table>
<thead>
<tr>
<th>Category</th>
<th>Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineers sufficiently qualified to supervise Inspectors of finished stores</td>
<td>50</td>
</tr>
<tr>
<td>Total</td>
<td>50</td>
</tr>
</tbody>
</table>
TECHNICAL ASSISTANTS:
(Headquarters duties):
Including a proportion capable of supervising layout, repair and maintenance at contractors' works

(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.

<table>
<thead>
<tr>
<th>Class of Technical Officer</th>
<th>Army</th>
<th>Navy</th>
<th>R.A.F.</th>
</tr>
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<tbody>
<tr>
<td>Mechanical Engineers</td>
<td>50</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Civil Engineers</td>
<td></td>
<td></td>
<td>10</td>
</tr>
</tbody>
</table>