



BERMUDA

ROYAL BERMUDA REGIMENT GOVERNOR'S ORDERS 2025

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The Governor, in exercise of the power conferred by section 11 of the Defence Act 1965, issues the following Orders:

ROYAL BERMUDA REGIMENT GOVERNOR'S ORDERS 2025

PART 1

PRELIMINARY

Citation

1 These Orders may be cited as the Royal Bermuda Regiment Governor's Orders 2025.

Interpretation

2 In these Orders, unless the context otherwise requires—

“Act” means the Defence Act 1965;

“days” means calendar days;

“reporting year” means 1 June to 31 May;

“serve” means serve in the Regiment, and “service” has a corresponding meaning;

“specialist officer” means an officer holding—

(a) the post of Surgeon; or

(b) any post designated by the Governor as a specialist post.

Exercise of Governor's powers

3 The powers given to the Governor by these Orders are to be exercised in the Governor's discretion.

PART 2

COMMAND AND SENIORITY

Command

4 (1) The Regiment is under the command of the Commanding Officer.

(2) The Commanding Officer is, subject to the Governor's direction, responsible for the control and administration of the Regiment.

Honorary Colonel

5 The Governor may appoint a person to be the Honorary Colonel of the Regiment with the rank of Colonel.

Appointing Commanding Officer

6 (1) The Governor shall, acting as far as possible in accordance with this order, appoint a Commanding Officer.

(2) A person shall not be considered for appointment as Commanding Officer unless he has attained the substantive rank of Major.

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(3) The outgoing Commanding Officer shall—

- (a) provide the Promotions Board with the last three annual reports of the officers to be considered for appointment as Commanding Officer; and
- (b) recommend to the Promotions Board the officer who the outgoing Commanding Officer considers is best suited to be the Commanding Officer.

(4) The Promotions Board shall, after interviewing each officer, make its own recommendation to the Governor.

(5) The Governor shall determine the matter as he sees fit and notify the Promotions Board of his decision.

Period of command

7 (1) The period of a Commanding Officer's command shall be not less than two years and not more than three years.

(2) The Governor may extend a Commanding Officer's command by one or more extensions, but a Commanding Officer's command shall not exceed five years in total.

Appointing Second-in-Command

8 (1) The Governor, acting as far as possible in accordance with this order, shall appoint a Second-in-Command.

(2) A person shall not be considered for appointment as Second-in-Command unless he has attained the substantive rank of Major.

Seniority in Regiment

9 (1) The Commanding Officer has command over all members of the Regiment.

(2) The Second-in-Command has command over all members of the Regiment in the absence of the Commanding Officer.

(3) The senior officer present has command over all members of the Regiment in the absence of both the Commanding Officer and the Second-in-Command.

(4) Subject to the preceding paragraphs and order 12(8)—

- (a) officers have seniority according to their respective ranks;
- (b) officers of the same rank have seniority according to their respective dates of appointment;
- (c) officers appointed to the same rank on the same date have seniority according to the order in which their appointments were gazetted.

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PART 3

PROMOTION OF OFFICERS AND ACTING APPOINTMENTS

Annual reports

10 (1) The Commanding Officer shall, not later than 1 July in every year, submit to the Governor annual written appraisal reports on each officer and Warrant Officer.

(2) The annual appraisal report shall provide details concerning—

- (a) the performance, conduct and efficiency of each officer; and
- (b) the potential of each officer for future promotion and increased responsibility.

Appointing an officer

11 (1) A soldier of the Regiment may be considered for commission to the rank of officer if the soldier is—

- (a) a British Overseas Territories Citizen, or anyone who is legally able to swear allegiance to the Crown;
- (b) eighteen years of age or over; and
- (c) physically fit.

(2) The Commanding Officer shall, for the purposes of paragraph (1)(c), refer to the Defence Medical Board any question as to the physical fitness of a person, and that Board shall decide any question so referred.

(3) The Commanding Officer shall make recommendations to the Governor; and the Governor shall make the requisite appointment as he sees fit.

Award of commission

12 (1) The Governor may award a commission to a person in accordance with this order.

(2) If there is a vacancy in the establishment of officers, the Commanding Officer shall call for persons to volunteer to attend an approved overseas commissioning course.

(3) Persons who have volunteered shall be examined by a Selection Board appointed by the Commanding Officer in accordance with paragraph (4).

(4) The Selection Board shall consist of two or three officers of the Regiment, one of whom shall be an officer of the rank of Major who shall preside over the selection process.

(5) The Selection Board shall notify the Commanding Officer of the persons it recommends for attendance at the commissioning course.

(6) Upon completion of the commissioning course, the Commanding Officer shall notify the Governor of the names of persons who passed the course together with his recommendation of persons for commissioning.

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(7) The Governor may make the requisite appointment or appointments as he sees fit.

(8) The respective seniority of persons commissioned together pursuant to this Order shall be in conformity with their performance on the approved overseas commissioning course, unless the Governor determines otherwise.

(9) An officer awarded a commission under this order is required to serve as an officer for a minimum of three years.

(10) The Governor shall, by notice in the Gazette, publish the names of every person who has been awarded a Governor's Commission.

Award of commission to specialist officer

13 (1) Notwithstanding order 12, the Governor may award a commission to a person to whom paragraph (2) applies.

(2) This order applies where a person has a qualification, including a professional qualification, entitling that person to special consideration for the grant of a commission as a specialist officer without that person attending the requisite overseas commissioning course or being examined by a Selection Board.

(3) The Commanding Officer shall recommend to the Promotions Board that a person be promoted under paragraph (2); and after considering the recommendation the Promotions Board shall make its own recommendation to the Governor.

(4) The Governor shall determine the matter as he sees fit and notify the Promotions Board of his decision.

(5) A person who has been awarded a commission under this order may be appointed to a rank higher than that of Second Lieutenant.

Promotion of specialist officer

14 (1) The Governor may promote a specialist officer to a higher rank in accordance with this order.

(2) A specialist officer of the rank of Lieutenant may be considered for promotion to the rank of Captain if he has—

- (a) received a recommendation for promotion in his most recent annual report;
- (b) successfully completed and passed the annual military training tests for the reporting year; and
- (c) completed three years commissioned service in his specialty (if commissioned as a Lieutenant).

(3) A specialist officer of the rank of Captain may be considered for promotion to the rank of Major if he has—

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- (a) received a recommendation for promotion in his most recent annual report;
 - (b) successfully completed and passed the annual military training tests for the reporting year; and
 - (c) completed five years commissioned service in his specialty (if commissioned as a Captain).
- (4) A specialist officer shall not be promoted above the rank of Major.
- (5) Where the Commanding Officer is of the opinion that a specialist officer should be promoted, the Commanding Officer shall make a recommendation to the Promotions Board; and after considering the recommendation, the Promotions Board shall make its own recommendation to the Governor.
- (6) The Governor shall determine the matter as he sees fit and notify the Promotions Board of his decision.

Reversion of specialist officer to a non-specialist role

- 15 (1) A specialist officer may make a written request to the Governor to revert from a specialist officer position to a non-specialist officer position.
- (2) If the Governor grants the request, the officer will be posted to the non-specialist position and will revert to the highest rank that the officer is qualified to hold in accordance with the promotion criteria set out in order 16.

Promotions to Lieutenant and higher ranks

- 16 (1) The Governor may promote a Second Lieutenant, Lieutenant or Captain to a higher rank in accordance with this order.
- (2) A Second Lieutenant may be considered for promotion to the rank of Lieutenant if he has served one year as a Second Lieutenant.
- (3) A Lieutenant may be considered for promotion to the rank of Captain if he has—
- (a) served three years as a Lieutenant; and
 - (b) satisfactorily completed the requisite overseas promotion course.
- (4) A Captain may be considered for promotion to Major if he has—
- (a) served four years as a Captain; and
 - (b) successfully completed the requisite overseas promotion course.
- (5) Where the Commanding Officer is of the opinion that a Lieutenant, Second Lieutenant or Captain should be promoted, then the Commanding Officer shall make a recommendation to the Promotions Board; and after considering the recommendation, the Promotions Board shall make its own recommendation to the Governor.

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(6) The Governor shall determine the matter as he sees fit and notify the Promotions Board of his decision.

Promotions to Warrant Officer

17 (1) The Governor may at any time promote a Colour Sergeant to Warrant Officer in accordance with this order.

(2) A Colour Sergeant may be considered for promotion to Warrant Officer if he has—

- (a) successfully completed and passed the annual military training tests for the reporting year; and
- (b) been examined by the Defence Medical Board and the report of that Board places the officer in Grade I or Grade II of order 36(3).

(3) Where the Commanding Officer is of the opinion that a Colour Sergeant should be promoted to Warrant Officer, then the Commanding Officer shall make a recommendation to the Promotions Board; and after considering the recommendation, the Promotions Board shall make its own recommendation to the Governor.

(4) The Governor shall determine the matter as he sees fit and notify the Promotions Board of his decision.

Other promotions

18 Subject to orders 11 to 17, promotion of a member of the Regiment is in the power of the Commanding Officer.

Gazetting promotions of officers

19 The Governor shall, by notice in the Gazette, publish the names of every officer who has been promoted to a substantive post.

Acting appointment of officers

20 (1) Where there is a vacancy, the Commanding Officer may appoint an officer to an acting rank to fill the vacancy temporarily for a period not exceeding six months.

(2) The Commanding Officer may, with the written authorization of the Governor, extend an appointment made under paragraph (1) for a further period of six months.

(3) An officer may be appointed under paragraph (1) to a rank which the officer is not qualified to hold substantively.

(4) An officer who has been appointed to fill a vacancy temporarily shall, for the duration of the time he is acting in that rank, be paid in accordance with the pay scale of the rank to which he has been appointed to act.

(5) The Commanding Officer may at any time, after making or extending an acting appointment, relieve the officer of their acting rank.

(6) The holding of an acting rank does not affect an officer's substantive rank or seniority.

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Acting appointment of Warrant Officer and non-commissioned officers

21 (1) Where there is a vacancy in the rank of Warrant Officer, the Governor may appoint a Colour Sergeant to the rank of Acting Warrant Officer to fill the vacancy temporarily for a period not exceeding six months.

(2) Where there is a vacancy in the rank of Colour Sergeant, the Commanding Officer may appoint a non-commissioned officer to the rank of acting Colour Sergeant to fill the vacancy temporarily for a period not exceeding six months.

(3) The Commanding Officer may, with the written authorization of the Governor, extend an appointment made under paragraph (1) for a further period of six months.

(4) A Colour Sergeant or non-commissioned officer who has been appointed to fill a vacancy temporarily shall, for the duration of the time he is acting in that rank, be paid in accordance with the pay scale of the rank to which he has been appointed to act.

(5) At any time after an appointment has been made under paragraph (1) or (2), the Commanding Officer may relieve the Colour Sergeant or the non-commissioned officer of their acting rank.

(6) The holding of an acting rank does not affect the substantive rank or seniority of the Colour Sergeant or the non-commissioned officer.

PART 4

PROMOTIONS BOARD

The Promotions Board

22 (1) There shall continue to be a Promotions Board, with the constitution and functions set out in these Orders.

(2) The Promotions Board shall consist of four to six members appointed by the Governor, one of whom shall be appointed as the Chair.

Tenure of Board Members

23 (1) A member of the Promotions Board shall hold office for an initial term of one year from the date of their appointment and may be reappointed for a like term annually.

(2) If the Governor is of the opinion that a member of the Promotions Board has become unfit or unable to continue as a member of that Board, the Governor shall notify the Chair and the member in writing, and thereupon that person's membership shall cease.

(3) A member of the Promotions Board may request to resign their membership at any time by notice in writing to the Governor.

(4) A person appointed to fill the place of a member ceasing to be a member pursuant to paragraph (2) or (3) shall hold office for the unexpired period only of that former member's term.

(5) A past Chair or other member may be re-appointed.

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Meetings, etc.

24 (1) The Chair, or in his absence such member of the Promotions Board as the Chair may select, shall preside over meetings of the Promotions Board.

(2) The Chair and two other members form a quorum for meetings of the Promotions Board.

(3) An act of the Promotions Board is not invalid by reason only of a vacancy in the Board's membership or a defect in a member's appointment.

(4) Any question for decision by the Promotions Board shall be decided by a majority of the members present and voting.

(5) Each member present has one vote except that the person presiding has a second vote if there is a tie.

(6) Subject to this order, the Promotions Board may regulate its proceedings as it sees fit.

Secretary

25 The Governor shall appoint a secretary to the Promotions Board who shall keep minutes in proper form.

Reports, etc.

26 The Chair of the Promotions Board shall provide the Governor with returns and other information regarding the activities of that Board as the Governor may from time to time require.

PART 5

DISCIPLINE

Discharging a man of the Regiment

27 (1) Where good and sufficient cause has been shown to the Commanding Officer that a man of the Regiment should be discharged pursuant to section 29(1) of the Act, then the Commanding Officer shall give the man a written notice in accordance with paragraph (2).

(2) The notice given under paragraph (1) shall—

- (a) state that the Commanding Officer has decided to discharge the man pursuant to section 29(1) of the Act;
- (b) set out the particulars upon which the decision was based;
- (c) specify the date of discharge, which shall be not less than 14 days from the date the notice is given to the man; and
- (d) inform the man of his right to appeal the Commanding Officer's decision.

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(3) An appeal under this order shall be made to the Governor through the Promotions Board.

(4) The man of the Regiment has the right to appear and make representations on his own behalf to the Promotions Board, and that Board may hear evidence and examine documents.

(5) Upon the conclusion of its proceedings under paragraph (4), the Promotions Board shall make recommendations to the Governor as it thinks fit; and the Governor, after determining the matter, shall notify the Promotions Board of his decision.

Officer charged with inefficiency

28 (1) Where the Commanding Officer is of the opinion that an officer has become inefficient and that the exercise of the Governor's powers under section 31 of the Act requiring the officer to relinquish his commission or to dismiss the officer is or may be justified, then the Commanding Officer shall make a report on the matter to the Promotions Board.

(2) A report under paragraph (1) shall be accompanied by—

- (a) all annual reports made on the officer; and
- (b) a recommendation of the Commanding Officer for dealing with the case,

and the officer shall sign the report of the Commanding Officer to indicate that he has read the report.

(3) An officer to whom paragraph (1) applies has the right to appear before and make representations to the Promotions Board in his own defence against any allegations made against him in the Commanding Officer's report; and after taking into account the report and such representations, the Board shall make such recommendation to the Governor as it thinks fit.

(4) The Governor shall, after—

- (a) taking into consideration the report of the Commanding Officer and the recommendation of the Promotions Board; and
- (b) consulting with the Governor's Council (as required by paragraph (a) of the proviso to section 31(2) of the Act),

determine the matter as he sees fit and notify the Promotions Board of his decision.

Officer charged with neglect of duty or misconduct

29 (1) Where the Commanding Officer is of the opinion that an officer may be guilty of neglect of duty or misconduct and that the exercise of the Governor's powers under section 31 of the Act requiring the officer to relinquish his commission or to dismiss the officer is or may be justified, then the Commanding Officer shall make a report on the matter to the Governor.

(2) A report under paragraph (1) shall be accompanied by—

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(a) all annual reports made on the officer in question; and
(b) a recommendation of the Commanding Officer for dealing with the case,
and the officer shall sign the report of the Commanding Officer to indicate that he has read the report.

(3) An officer who has been charged with neglect of duty or misconduct shall be given full opportunity to exculpate himself before a Court of Enquiry constituted in accordance with paragraph (b) of the proviso to section 31(2) of the Act.

(4) The Governor shall—

- (a) after taking into consideration the report of the Commanding Officer;
- (b) after consulting with the Governor's Council pursuant to paragraph (a) of the proviso to section 31(2) of the Act; and
- (c) where the officer is charged with neglect of duty or misconduct, after taking into consideration the report of the Court of Enquiry pursuant to paragraph (b) of the proviso to section 31(2) of the Act;

determine the matter and notify the Commanding Officer of his decision.

PART 6

PERIOD OF SERVICE AND TERMINATION OF SERVICE

Period of service of volunteers

30 A volunteer who wishes to serve beyond the period referred to in section 14(2)(a) of the Act may, at the discretion of the Commanding Officer, be re-engaged for periods not exceeding four years.

Eligibility of soldier for full-time service

31 (1) A soldier who is serving on a part-time basis may serve on a full-time basis with the approval of the Commanding Officer.

(2) A soldier may be approved to serve on a full-time basis if the soldier has—

- (a) completed all military annual training tests, unless temporarily medically exempt;
- (b) been examined by the Defence Medical Board and the report of that Board places the soldier in Grade I or Grade II of order 36(3); and
- (c) attended all mandatory training and parades.

Normal rules for termination of service of a man of the Regiment

32 (1) This order governs the termination of service of a man of the Regiment in any case where termination of service is not otherwise regulated by the Act or these Orders.

(2) The service of a man of the Regiment terminates either on their—

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- (a) completing twenty-five years of service; or
- (b) reaching the age of fifty-five years,

whichever of those events first occurs.

(3) A man who has completed twenty-five years of service but has not reached the age of fifty-five years may make a written request to the Commanding Officer that he continue in service.

(4) Where a request has been made under paragraph (3) and the man has been declared efficient, the Commanding Officer may make a recommendation to the Promotions Board that the man continue in service.

(5) To be declared efficient, the man must—

- (a) be examined by the Defence Medical Board and attain Grade I or Grade II as specified in order 36(3);
- (b) successfully complete and pass the military training tests for the reporting year; and
- (c) attend all mandatory parades and training.

(6) The Promotions Board shall, after considering the recommendation made by the Commanding Officer under paragraph (4), determine the matter and notify the Commanding Officer of its decision.

(7) A man who has completed twenty-five years of service and has reached the age of fifty-five years but has not reached the age of sixty years may make a written request to the Commanding Officer that he continue in service.

(8) Where a request has been made under paragraph (7) and the Commanding Officer considers that it is in the interest of the Regiment that the service of the man should continue, the Commanding Officer may, with the written confirmation of the Governor, extend the service of the man beyond the age of fifty-five years but not beyond the age of sixty years.

Normal rules for termination of service of a Lieutenant

33 (1) This order governs the termination of service of a Lieutenant in any case where termination of service is not otherwise regulated by the Act or these Orders.

(2) The service of a Lieutenant terminates upon a combined total of eight years of service as a Second Lieutenant and a Lieutenant.

(3) Notwithstanding paragraph (2), a Lieutenant may make a written request to the Commanding Officer that he continue in service beyond eight years.

(4) Where a request has been made under paragraph (3) and the Commanding Officer considers that it is in the interest of the Regiment that the service of the Lieutenant should continue beyond eight years of service, the Commanding Officer shall make a recommendation to the Promotions Board that the service of the Lieutenant be extended.

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(5) The Promotions Board shall, after considering the recommendation of the Commanding Officer, make its own recommendation to the Governor.

(6) The Governor shall determine the matter as he sees fit and notify the Promotions Board of his decision.

Normal rules for termination of service of Captain, etc.

34 (1) This order governs the termination of service of a Captain or an officer of senior rank in any case where termination of service is not otherwise regulated by the Act or these Orders.

(2) The service of a Captain or an officer of senior rank terminates on their reaching the age of fifty-five years.

(3) Notwithstanding paragraph (2) and provided the Captain or officer of senior rank has not reached the age of sixty years, the Captain or officer may make a written request to the Governor that his service be extended.

(4) Where a request has been made under paragraph (3) and the Commanding Officer considers that it is in the interest of the Regiment that the service of the Captain or officer of senior rank should continue beyond the age of fifty-five years, then the Commanding Officer shall—

- (a) provide the Promotions Board with a recent medical and fitness report of the Defence Medical Board in respect of the Captain or officer; and
- (b) make a recommendation to the Promotions Board that the service of the Captain or officer be extended and the length of the extension, but not beyond their reaching the age of sixty years.

(5) The Promotions Board shall, after considering the report and the recommendation of the Commanding Officer, make its own recommendation to the Governor.

(6) The Governor shall determine the matter as he sees fit and notify the Promotions Board of his decision.

Normal rules for termination of service of specialist officer

35 (1) The service of a specialist officer terminates on their reaching the age of sixty years.

(2) Notwithstanding paragraph (1) and provided the specialist officer has not reached the age of sixty-five years, the specialist officer may make a written request to the Governor through the Commanding Officer that his service continue beyond the age of sixty years.

(3) Where a request has been made under paragraph (2) and the Commanding Officer considers that it is in the interest of the Regiment that the service of the specialist officer should continue beyond the age of sixty years, then the Commanding Officer shall make a recommendation to the Governor that the service of the specialist officer be extended for up to five years but not beyond the age of sixty-five years.

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(4) The Governor shall determine the matter as he sees fit and notify the Commanding Officer of his decision.

(5) Notwithstanding the foregoing paragraphs, the Commanding Officer may at any time recommend to the Governor, and the Governor may then determine, that a specialist officer who is not a member of the Regiment's permanent staff shall resign their commission or retire, whether or not the specialist officer has reached the age of sixty years.

Termination of service of officer on medical grounds

36 (1) This order applies where the Commanding Officer has reason to believe that an officer is medically or physically unfit to perform their duties or has failed, for three consecutive years, to complete the annual training required under section 26 of the Act.

(2) An officer to whom paragraph (1) applies shall undergo a medical examination by the Defence Medical Board.

(3) Following examination of the officer by the Defence Medical Board, that Board shall make a report placing the examined officer in one of the following grades—

- (a) Grade I: Fit for all duties;
- (b) Grade II: Fit for administrative duties only, but with the possibility of being placed in Grade I within twelve months;
- (c) Grade III: Fit for administrative duties only, and unlikely ever to be placed in Grade I or II;
- (d) Grade IV: Unfit to serve in any capacity.

(4) Where a report of the Defence Medical Board places the officer in Grade IV, the officer's service shall terminate on such date as the Commanding Officer sees fit.

(5) Where a report of the Defence Medical Board places the officer in Grade III, the Commanding Officer shall recommend to the Promotions Board that the service of the officer be terminated and the date of such termination.

(6) The Promotions Board shall, after considering the recommendation of the Commanding Officer, make its own recommendation to the Governor.

(7) The Governor shall determine the matter as he sees fit and notify the Promotions Board of his decision.

Voluntary resignation or retirement by officers

37 (1) This order applies where an officer wishes of his own motion to resign his commission or to retire.

(2) An officer to whom paragraph (1) applies shall make application in writing for the purpose to the Governor through the Commanding Officer.

(3) An officer who has served as an officer for ten years or more is entitled to retire.

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(4) An officer who has served as an officer for three years or more but less than ten years may resign his commission with the Governor's permission.

(5) An officer who has served as an officer for less than three years may resign his commission with the Governor's permission if in the Governor's opinion there are exceptional reasons warranting that course.

Voluntary return of officers to active service

38 (1) This order applies where an officer who has—

- (a) resigned their commission and wishes to be re-commissioned; or
- (b) retired and wishes to return to the active list,

provided the officer has not reached the age of fifty-five years.

(2) An officer to whom paragraph (1) applies shall make written application to the Governor through the Commanding Officer, and the application shall be referred to the Promotions Board with the recommendation of the Commanding Officer.

(3) The Promotions Board shall, after considering the recommendation of the Commanding Officer, make its own recommendation to the Governor.

(4) The Governor shall determine the application as he sees fit and notify the Promotions Board of his decision.

PART 7

AUXILIARY

Establishment of Auxiliary

39 There is hereby established an auxiliary of the Regiment known as the "Royal Bermuda Regiment Auxiliary".

Membership and duties

40 (1) The Auxiliary shall consist of volunteer officers and soldiers, who have resigned or retired from the Regiment and have not reached the age of sixty years, to perform limited duties.

(2) A member of the Auxiliary shall be known as an Auxiliary Soldier or an Auxiliary Officer (if the member was a commissioned officer when he left the service).

(3) The Commanding Officer shall determine the duties of Auxiliary members based on the member's knowledge, skill and experience, and the member shall perform those duties on such terms and conditions as may be agreed.

(4) A member of the Auxiliary may wear their last substantive rank but shall not hold any command authority.

(5) The Commanding Officer may, where a member of the Auxiliary has reached the age of sixty years, extend their membership in the Auxiliary on an annual basis for a

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period of one year; but such extensions shall cease when the member has reached the age of sixty-five years.

(6) For the avoidance of doubt, the performance of a person's duties as a member of the Auxiliary does not count as pensionable service or as reckonable service for the award of medals.

PART 8 SUPPLEMENTARY

Repeal of 1993 Orders

41 The Royal Bermuda Regiment Governor's Orders 1993 are repealed.

Made this 3rd day of October 2025

The Governor

[Operative Date: 03 October 2025]