

Commissioning Program

IMTU I try to start the PCs out as commissioned officers. Enlisted personnel are generally NPCs in my game. My reasoning follows: In any military setting officers receive the authority to make the decisions and enforce regulations; In effect, they're in command. As a result they're afforded special privileges and benefits. Officers always have higher levels of educations, receive unique assignments, and have greater access to social, economic and career opportunities. If not an officer initially, I attempt to commission them later in the game development process.

IMTU there are six ways to obtain a military commission:

(1) **Service Academy Graduation** – Upon receiving a bachelor degree from any military service academy the PC receives a **regular commission**. A regular commission signifies career status giving them an advantage in career assignments and promotions. After graduation they must attend a one year Officer Branch Basic Course to acquire their Officer Specialty (OS). Service academies may be at the national or Imperial level;

(2) **ROTC / NROTC Graduation** – The PC receives a **reserve commission** in their assigned service and echelon after completing a bachelor degree through a civilian college or university, along with successfully attending a four year ROTC/NROTC program. Upon entry into active duty the PC must attend the one year Officer Branch Basic Course during their first year to acquire their OS;

(3) **Officer Candidate School (OCS / NOCS)** – If the PC earned a bachelor degree through an accredited civilian college or university (service academies do not apply), but did not attend an ROTC/NROTC program, upon joining the military they may request OCS/ NOCS. It's a one year course of study in leadership leading to a **reserve commission**. Once finished with OCS/NOCS the PC must attend a one year Officer Branch Basic Course to acquire their OS;

(4) **Direct Commission** – While serving on active duty the PC may apply for a **reserve commission**, but only if they have received a doctorate degree (PhD, MD, EngD or JD) from a civilian university or institute of advanced studies, and only if they graduated in a career field of interest to the military service, such as law, medicine, engineering or science, along with obtaining any professional certification (i.e., pass the Imperial bar review for a lawyer, pass the Imperial medical boards for a physician, etc.). Once commissioned, the PC will attend a one month Officer Orientation Course to familiarize themselves with military life, followed by an eleven month Officer Branch Basic Course in their specialty field;

(5) **Battlefield Commission** – Only applies to enlisted PCs. The PC may be awarded a battlefield commission by his or her commanding general or admiral only if an officer vacancy suddenly exists (due to the death of the officer in charge) and no replacement officer is readily available. The PC must demonstrate both bravery and leadership during combat operations. This can only be issued by a flag-rank officer (O-07+) within the PCs direct chain of command. Once commissioned, if the PC does not already have a college degree, the service must either appoint them to a service academy (if they meet all the other requirements) or send them to a civilian college with an ROTC/NROTC program. Roll below only if the PC has no prior college program.

2-8 Civilian College Program with an ROTC/ROTC Program
10-12 Imperial Service Academy

If the PC already holds a college degree they automatically attend OCS / NOCS. If they fail to complete their college degree, ROTC/NROTC or OCS/NOCS programs, they will lose their commission and revert back to enlisted status but at one rank higher than before. Unless they graduate from an Imperial Service Academy receiving a regular commission.

(6) **Special Commission** – The Emperor, arch dukes and sector dukes may not only appoint nobility rank and knighthoods but also appoint military officer commissions. A sector duke may instantly appoint officers up to O-04 upon their authority. Arch dukes may instantly appoint up to O-06 upon their authority. The Emperor may instantly appoint up to O-09 without the consent of the Imperial Moot, and with their consent, O-12.

Responsibilities of Officers

Commissioned officers receive their commissions only through the authority of the Emperor (for Imperium or Colonial services, or from the planetary, national or state authority for their respective services). Their oath of office requires them to swear loyalty and allegiance to the Emperor, Imperium or their planet, nation or state. They're also sworn to uphold the highest standards of personal and professional behavior. They do not have terms of enlistment as enlisted personnel do; they serve as long as they choose and may resign their commissions at any time, in theory, this would happen only when they strongly disagree with a military decision of their superiors. But this can be a double-edged sword. They also serve at the pleasure of their commanding general or admiral, or the Emperor or planetary, national or state-level authority, as long as they meet this need they retain their commissions. But, should their commander request their resignation, they're duty-bound to surrender it, although there are channels of appeal. If an officer has embarrassed their service or disgraced themselves by violating the Military Code of Conduct or has been involved in a public or political scandal, they may be asked to resign for the good of the service, in lieu of a court-marshal.

If an officer is passed over for promotion three times for the same rank, they can be forced to resign their commission or may accept an equivalent enlisted rank. This is referred to as an up-or-out policy. This policy is often the result of a rapid force downsizing known as a Reduction-In-Force (RIF) which generally occurs shortly after a wartime build-up. Sometime officers can be "RIFed" for purely political reasons but more often it's because of performance or personality issues. If the officer has reached their base retirement mark (20+ years) they may voluntarily retire. If they have not reached that mark they will be offered a reduction in rank to an appropriate enlisted grade allowing them to complete their needed 20 year goal, and then retire. Military retirement pay is based upon the highest rank held while on active duty. Standard examples of reduction in rank equivalents:

An O-06 will be offered the enlisted rank of E-09

An O-05 will be offered the enlisted rank of E-08

An O-04 will be offered the enlisted rank of E-07

Note: Optionally, if the GM chooses that no "up or out" policy exists, the PC may remain in the same rank for the remainder of their career. During WWII both U.S. and British forces had positions called senior captains. Men who wanted to remain as troop / company commanders. They didn't want to move into staff positions or up the chain of command.

Another factor that could affect voluntary or forced resignation is if the PC received their education through a military service academy or a post-graduate school which was financed by their service. If the military paid their tuition the PC signed a contract agreeing to serve a specific number of years in order to pay the service back for its investment cost. The standard contract is

1.5 years for each year of schooling. This only pertains to those who graduated from the military service academies or service sponsored graduate programs, but does not include branch or other specialty training programs. Finally, if a stop-loss order is issued by the Emperor, due to a declaration of war, the PC may not be allowed to resign without the direct permission of a flag officer within their direct chain of command. During a time of war the military needs its combat leaders, therefore few are allowed to leave.

Regular commissions are awarded only to those who graduate from the military service academies. All others are considered reserve commissions. Those with regular commissions always receive better assignments and promotion rolls since they're considered to be career officers. Once the PC graduates from the Joint Command & General Staff College they automatically receive a regular commission regardless of their method of commission.

After separation from the service the PC retains their commission subject to recall, should war break out in the future, although the military can exclude an officer from call-up if they are too old or have medical disabilities.