Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

ACC

10000|120|3361

A/32

Feb. 19

Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

10000/120/3361

A/326/200

COURSES

4996
5028

Feb. 1944 - Sept. 1945

Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

0176

A326

Coursen

9th Offr

4996
5025

9th Offr

4996
5028

10000 / 120 / 3961

THIS FOLDER
CONTAINS PAPERS
FROM FEB 44
TO SEPT 45
CATALOGUE-

A326/200

Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

A 2

ITALIAN WELFARE SERVICE OFFICERS

REPORTS ON COURSES AT ITALIAN AWTC

BASSO	Capt.	30.7. - 9.8.45.	Showed a good grasp of the subject, particula for Regt Commands or similar units.
BORDONI	Lieut.	30.7. - 9.8.45.	Showed a great interest, and good sense; reac standard, suitable for minor units.
RIZZA-CULTRERA	Capt.	30.7. - 9.8.45.	Has gained a sufficient understanding of the suited to smaller units.
MARCARA	Capt.	30.7. - 9.8.45.	Has gained a sufficient understanding of the suited to smaller units.
QUIRICO	Lt.Col.	30.7. - 9.8.45.	Reached a good standard, and is thought suita with Higher Formations.

5028

Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

9th Course.

Ref: WEL/D.
6 Sep'45.

ITALIAN WELFARE SERVICE OFFICERS

REPORTS ON COURSES AT ITALIAN AWTC

30.7. - 9.8.45.	Showed a good grasp of the subject, particularily suitable for Regt Commands or similar units.	C.
30.7. - 9.8.45.	Showed a great interest, and good sense; reached a good standard, suitable for minor units.	D.
30.7. - 9.8.45.	Has gained a sufficient understanding of the subject, and is suited to smaller units.	D.
30.7. - 9.8.45.	Has gained a sufficient understanding of the subject, and is suited to smaller units.	D.
30.7. - 9.8.45.	Reached a good standard, and is thought suitable for service with Higher Formations.	C.

5022

Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

(17)

5027

ITALIAN WELFARE SERVICE OFFICERS

REPORTS ON COURSES AT ITALIAN AWTC

GAGLIARDI	Lt.Col.	2.7. - 13.7.45.	Observation, good sense and healthy criticism, a good knowledge. Suitable for Welfare duties Territorial Commands.
PUGLISI	Lt.Col.	2.7. - 13.7.45.	Shown great interest, benefited by the course. for Welfare Service, with Divisional HQ's.
SERVETTO	Captain	2.7. - 13.7.45.	Shown interest and capacity, acquired a good k Suitable for Welfare Service, with Regimental
DE NICOLA	Captain	2.7. - 13.7.45.	Shown great interest and capacity, acquired a Suitable for Welfare Service with Regimental H
MEDELIN	2/Lieut.	2.7. - 13.7.45.	Shown great interest and capacity, acquired a Suitable for the Welfare Service with a small

SPH

Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

5027

ITALIAN WELFARE SERVICE OFFICERS

8th Course

REPORTS ON COURSES AT ITALIAN ATTC

.7. - 13.7.45.	Observation, good sense and healthy criticism, acquired a good knowledge. Suitable for Welfare duties with Territorial Commands.	C
.7. - 13.7.45.	Shown great interest, benefited by the course. Suitable for Welfare Service, with Divisional HQ's.	C
.7. - 13.7.45.	Shown interest and capacity, acquired a good knowledge. Suitable for Welfare Service, with Regimental HQ's.	C
.7. - 13.7.45.	Shown great interest and capacity, acquired a good knowledge. Suitable for Welfare Service with Regimental HQ's.	C
.7. - 13.7.45.	Shown great interest and capacity, acquired a good knowledge. Suitable for the Welfare Service with a small unit HQ.	C

Page 3

Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

76

DAAG3
for info

5026

326

ITALIAN WELFARE SERVICE OFFICERS

REPORTS ON COURSES AT ITALIAN AWTC

SPERANZA	Captain	11.6. - 22.6.45.	Interested, ability, and initiative; profited by well acquainted with the subject, particularly su Welfare Service.
MORETTI	2/Lieut.	11.6. - 22.6.45.	Does not desire duty in the Welfare Service; but acquainted with the subject and has ability.
RIGHELLI	Major.	11.6. - 22.6.45.	Does not desire duty in the Welfare Service; but acquainted with the subject and has ability.
CORTESE	Lt.Col.	11.6. - 22.6.45.	Interested, and initiative; profited by the course acquainted with the subject; particularly suitable Welfare Service at Territorial Commands.
CONTI	2/Lieut.	11.6. - 22.6.45.	Shown interest, ability to observe, and has profi well enough acquainted with the subject, suitable Welfare Service at the HQs of Minor Units.

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5026

ITALIAN WELFARE SERVICE OFFICERS

REPORTS ON COURSES AT ITALIAN AWTC

326

7th Course

.6. - 22.6.45.	Interested, ability, and initiative; profited by the course, well acquainted with the subject, particularly suitable for Welfare Service.	C
.6. - 22.6.45.	Does not desire duty in the Welfare Service; but is well acquainted with the subject and has ability.	E
.6. - 22.6.45.	Does not desire duty in the Welfare Service; but is well acquainted with the subject and has ability.	E
.6. - 22.6.45.	Interested, and initiative; profited by the course. Well acquainted with the subject; particularly suitable for Welfare Service at Territorial Commands.	C
.6. - 22.6.45.	Shown interest, ability to observe, and has profited by the course, well enough acquainted with the subject, suitable for Welfare Service at the HQs of Minor Units.	D

Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

(15)

ITALIAN WELFARE SERVICE OFFICERS

Reports on courses at Italian AWTC

5023

Saccone.	2/Lieut.	28.5. - 9.6.45.	Ability to learn, profited from this course; suffic with the subject. Young, suitable only for Welfare command of local authorities.
Piccoli.	Lieut.	28.5. - 9.6.45.	Shown good sense, and initiative: profited very muc with the subject. Particularly suitable for Welfare
Valerio.	2/Lieut.	28.5. - 9.6.45.	Profited very much from the course: well acquainted Suitable for Welfare Service at Regimental HQs.
Galeone.	2/Lieut.	28.5. - 9.6.45.	Profited from the course; moderately acquainted wit Suitable for Welfare Service, under local authoriti

Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

A

ITALIAN WELFARE SERVICE OFFICERS

Reports on courses at Italian AWTC

6th Course

5023

- 9.6.45.	Ability to learn, profited from this course; sufficiently acquainted with the subject. Young, suitable only for Welfare Service, under the command of local authorities.	D.
- 9.6.45.	Shown good sense, and initiative: profited very much, well acquainted with the subject. Particularly suitable for Welfare Service.	C.
- 9.6.45.	Profited very much from the course: well acquainted with the subject. Suitable for Welfare Service at Regimental HQs.	C.
- 9.6.45.	Profited from the course; moderately acquainted with the subject. Suitable for Welfare Service, under local authorities, and at the HQs.	D.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785020

(14)

A 326

ITALIAN WELFARE SERVICE OFFICERS

Reports on courses at Italian AWTC

Adorati	Major.	7.5. - 12.5.45.	Showed interest, initiative, power of observation an sense, now fully qualified, particularly suitable Welfare Service.
Stefanucci	2nd Lieut.	7.5.-12.5.45.	Benefited somewhat by the course, but because of hi not achieved a sufficient grasp of the subject. Ac knowledge of the Welfare Service, particularly sui bookkeeping work.
Moro	Lieut.	7.5. - 12.5.45.	Showed interest, fair grasp of the subject. Suitab Welfare Service at HQ's of smaller units.
Coppola	Major	7.5. - 12.5.45.	Great interest, initiative, sense of constructive c good grsap of the subject, particularly suited for Service.
Necchi	Major	7.5. - 12.5.45.	Good grasp of the subject, suited for the Welfare Territorial Commands.
Borghi	Lt.Col.	7.5. - 12.5.45.	Interest, common sense, good grasp of the subject, the Welfare Service at Territorial Commands.

MMIA
Col. A.
A. 1°
A. 2°
A. 3°
Med.
Welfare
Prisoners
Gen.

Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

ITALIAN WELFARE SERVICE OFFICERS

Reports on courses at Italian AWTC — 5th Course

12.5.45.	Showed interest, initiative, power of observation and a critical sense, now fully qualified, particularly suitable for the Welfare Service.	B.
12.5.45.	Benefited somewhat by the course, but because of his age - he has not achieved a sufficient grasp of the subject. Acquired some knowledge of the Welfare Service, particularly suited for its bookkeeping work.	D.
12.5.45.	Showed interest, fair grasp of the subject. Suitable for the Welfare Service at HQ's of smaller units.	C.
12.5.45.	Great interest, initiative, sense of constructive criticism; good grsap of the subject, particularly suited for the Welfare Service.	B.
12.5.45.	Good grasp of the subject, suited for the Welfare Service at Territorial Commands.	C.
12.5.45.	Interest, common sense, good grasp of the subject, suitable for the Welfare Service at Territorial Commands.	C.

MMIA			
Col. A.			
A. 1°			
A. 2°			
A. 3°			
Med.			
Welfare			
Provost			
Cam.			

Declassified E.O. 12065 Section 3-402/NNDC NO. 785020

(13)

IMPORTANT

N23/13

V LAEE NR 6 P P

A 386

EYT

M.M.I.A. 7/13 SIGNALS

NUCLEO " I" ATT GSI(CL) EIGHTH ARMY 122000B

M M I A

--BT

11 A

L387 CONFIDENTIAL (.) REF A 116 (.)

IEUT PRINCIPE NOT REQUIRED

NUCLEO CAN REPORT SMRE FOR FURTHER EMPLOYMENT

BT 122000B

5023

SENT NR 22 FW BBB

RCD OHPKDONT NR 6 13/0227B CFS K IMPORTANT

RCD NR6 13/0227B HRA B

Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

Q 12/5 A.326. (12)

ITALIAN ARMY WELFARE COURSES

Name.	Rank.	Unit.	Report.
Zingone. Cesare	Lt.Col.	Welfare Officer, R.T.C. I.C.F.	Fair.
Liberti. Gerado	Lt.Col.	Friuli Group.	Good.
Provieri. Carlo	Major.	Cremona Group.	Good.
Grassi. Alberto	Major.	Legnano Group.	V.Good.
De Casto. P.L.	Capt.	210 Div.	V.Good.
Ravot. Carlo	Capt.	231 Div.	Fair.
Taffiorelli. Giovanni	Major.	Territorial HQ. Florence.	Good.
Scolari. Antonio	Major.	228 Div.	Good.
Riboni. Achille	Capt.	212 Command.	Fair.
Carli. Francesco	Capt.	Mantova Group.	Good.
Cianci. Angelo	Lieut.	Folgore Group.	Good.
Peer. Desiderio	Lieut.	205 Div.	Fair.
Sciarra. Vincenzo	Major.	227 Div.	Good.
Bertolotti. Domenico	Capt.	Sabaudi Div.	Fair.
Messina. Antonio	2/Lieut.	403 Pioneer Regt.	Fair.
Cecchi. Giovanni	2/Lieut.	209 Div.	Good.
Carlini. Andrea	Lieut.	Calabria Division.	Poor.
Bratina. Rado	Lieut.	6. Int. Security Regt. 'Aosta'.	Fair.

5022

NOTE.

Where the word WELFARE appears in Col.3, the officer concerned is holding an appointment in the Welfare Service; otherwise, he is a Regimental Officer, trained in welfare duties.

Unclassified E.O. 12065 Section 3-402/NNDG NO. 785020

BRITISH ARMY WELFARE TRAINING CENTRE.

LIST OF ITALIAN OFFICERS WHO HAVE ATTENDED COURSES.

Name;	Rank.	Unit.	Report.
Angeloni Alfredo	Lt.Col.	Welfare Directorate Ministry of War.	V.Good.
Negri-Arnoldi Alessandro.	Lt.Col.	Instructor, Italian Army Welfare School.	V.Good.
Fazio Giuseppe	Major.	Discharged.	Fair.
di Blasi Aldo	Lt.Col.	Welfare Officer HQ 209 Div.	Good.
Roncati Renato	Capt;	Welfare Directorate Ministry of War.	Fair.
Nigroni Giuseppe	Major.	Welfare Officer, Friuli Group.	Fair.
La Rosa Corrado	2/Lieut.	Demobilised for FGOM.	V.Good.
Angeloni Carlo	Major.	Welfare Directorate, Ministry of War.	Poor.
Grego Dino	Major.	Welfare Officer, HQ 210 Div.-	Good.
Piscicelli	Major.	Welfare Officer, HQ 227 Div.	Good.

NOTE.

Where the word WELFARE appears in Col.3, the officer concerned is holding an appointment in the Welfare Service. Otherwise, he is a Regimental Officer, trained in welfare duties.

5021

Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

1 326 (11)

S I G N A L.

FROM MMIA

DATE, TIME OF ORIGIN.
05 B.

TO HQ 8 ARMY.

RSF NO A116

RESTRICTED.

FOR MMIA L O (.) LIEUT - PRINCIPE OF NUCLEO I 8 ARMY

NOW IN ROME HAVING COMPLETED COURSE AT C M T C(.)

AUTHORITY REQUIRED FOR HIM TO REJOIN 8 ARMY

PRECEDENCE Important

AUTHENTICATION S P Archer Capt.

5019

Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

Translation R 11/4 (10) 212

From Min. of War A 11/6 Ref 2464/250/2

To MMIA Date April 5, 1945

Subject Selection of instructor officers for course at Admin. School

6

<u>In reply to letter dated March 28, 1945</u>

1. The selection of the officers who are to attend the courses organized by the Allied Command, is the responsibility of the PICENO Div. HQ. (C.R.C.F.I.C.).

2. We beg to report the following in regard to posting data of the three officers, which is probably referred to in the a/m letter:

Comm Capt P ... NP R 11/4

5020

(PTO)

Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

— Captain FOCACCIA ARMANDO — Inf. (8)

- Regular Army -

The officer was transferred from 21st "Cremona" Inf. Regt. to PICENO Div. on Jan. 29, 1945, because he proved himself unable to command a unit under fire, to such an extent as to seriously endanger the outcome of various actions and strategies.

(CREMONA Group's Hq's letter 03/477 dated Jan 26, 1945)

This Ministry approved the movement with letter 1/075 47/MOV dated Feb. 19, 1945.

On March 3, 1945, General MATTIOLI, who is the temporary Commander of the PICENO Division, requests this Ministry to transfer the officer to another unit for obvious reasons of morale (03/1429/R15 dated March 3, 1945).

Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

Translation (No 2).

Having to meet an urgent temporary requirement at the GAETA Mil. Penal Establishment, this Ministry ordered said officer sent to the a/m unit on temporary duty (telegram 1/08622/MOV. dated March 9, 1945). On April 3, 1945 the officer was sent back to CESANO as there was no further need for him at said Establishment.

– Captain PAGNANELLI GINO – Inf. – Regular Army

The officer was transferred from 21st Cremona Inf. Regt. to the CESANO Training Center by the Combat Group Hq. under SUP. to enable him to become acquainted with the use of English weapons (letter 03/586 dated Feb. 16).

(PTO)

Declassified E.O. 12065 Section 3-402/NNDC NO. 785020

This Ministry approved the movement with letter 03/2139/Ris. dated March 27, 1945, the Picena Div. reported that the officer, having taken the training course on English weapons, had been returned to his original Combat Group.

- Major MOFFA COSTANTINO, Inf. Regular Army.

The officer was transferred to Rear Mil. Office of the Min. of St. Africa on direct appointment by said Ministry, with authorization by Min. of War "GABINETTO" (letter 204364/11/220.1.9 dated Feb. 17, 1945)

Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

Translation (No. 3)

As the Piceno Div (with letter 03/2676/RIS dated March 29, 1945) reported that said transfer would have been damaging to the efficiency of the Training Center, said transfer was cancelled.

(Sgd). Gen FALUGI

cpl. V.C.

5017

FG/np.

Roma, 5 aprile 1945 =

Ministero della Guerra
Direz.Gen.Pers.Ufficiali

Al la LAND FORCES SUB COMM.
A.C. (M.M.I.A.)
ROMA

IN.

Divisione Mov. Sez. 1ª
Prot. N. 2464/250/2 Allegati

Risposta al Foglio del
Div. Sez. N.

OGGETTO Scelta di ufficiali per istruttori al corso presso la scuola di amministrazione CMTC.

Selection of instructor officers for course at Admin. School.

e,per conoscenza: ALLO STATO MAGGIORE REGIO ESERCITO "Ufficio C.A." (rif. nr. 304278 del 31 marzo 1945) SEDE

****

Si risponde alla lettera, pari oggetto, del 28 marzo 1945.

1. La scelta degli ufficiali che debbono frequentare i corsi organizzati dal Comando Alleato, è di competenza del Comando Divisione "Piceno" (C.A.C.F.I.C.).

2. Per quanto riguarda i movimenti matricolari dei tre ufficiali cui probabilmente allude la lettera cui si risponde, si comunica:

- Capitano ftr. (g) sp. FOCACCIA Armando.
  L'ufficiale già del 21º Rgt.Ftr."Cremona",è stato trasferito alla Divisione "Piceno", in data 29.1.1945, perchè dimostratosi non in grado di comandare un reparto al fuoco,tanto da compromettere seriamente l'esito di varie azioni e colpi di mano (foglio del Comando Gr."Cremona" nr. 03/473 del 28.1.1945).
  Questo Ministero ha sanzionato il movimento con dispaccio nr. 1/07547/Mov. del 19.2.1945.
  In data 3.3.1945, il Generale Mattioli, comandante interinale della Divisione "Piceno" rappresentava a questo Ministero l'opportunità di trasferire ad altro ente l'ufficiale, per ovvie ragioni morali (foglio nr. 03/1429/Ris. del 3.3.1945).
  Questo Ministero, dovendo affrontare una urgente temporanea esigenza presso lo Stabilimento Militare di Pena di Gaeta, disponeva che l'ufficiale fosse comandato a prestare temporaneo servizio presso detto ente (tele nr. 1/08522/Mov. del 9.3.1945).
  Cessata l'esigenza, in data 3.4.1945, è stato disposto il rientro dell'ufficiale a Cesano.

Declassified E.O. 12065 Section 3-402/NNDC No. 785020

Prot. N. 246423/2 Allegati   Div.   Sez.   N.

OGGETTO: Scelta di ufficiali per istruttori al corso presso la scuola di amministrazione CMTC.

Selection of instructor officers for course at Admin. School.

e,per conoscenza:

ALLO STATO MAGGIORE REGIO ESERCITO "Ufficio C.A." **S E D E**
(rif. nr. 304278 del 31 marzo 1945)

....

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  Questo Ministero ha sanzionato il movimento con dispaccio nr. 1/07547/Mov. del 19.2.1945.
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  Questo Ministero, dovendo affrontare una urgente temporanea esigenza presso lo Stabilimento Militare di Pena di Gaeta, disponeva che l'ufficiale fosse comandato a prestare temporaneo servizio presso detto ente (tele nr.1/08622/Mov. del 9.3.1945).
  Cessata l'esigenza, in data 3.4.1945, è stato disposto il rientro dell'ufficiale a Cesano.

- Capitano ftr. sp. PAGNANELLI Gino.
  L'ufficiale, già del 21° Rgt. Ftr. "Cremona", è stato trasferito al Centro Addestramento di Cesano dal Comando Gruppo di Combattimento, per consentirgli d'impratichirsi circa l'impie

..//..

Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

go delle armi inglesi (foglio nr. 03/886 del 16.2.1945).
Questo Ministero ha sanzionato il movimento.
In data 27.3.1945, con foglio nr. 03/2139/ Ris., il Comando della Divisione "Piceno" comunicava che l'ufficiale, frequentato un corso di addestramento sulle armi inglesi, era stato restituito al Gruppo di provenienza.

- Maggiore fter.sp. MOTTA Costantino.
L'ufficiale è stato trasferito all'Ufficio Stralcio Militare del Ministero dell'Africa Italiana su segnalazione nominativa del predetto Ministero, autorizzato a tale richiesta dal M.G. "Gabinetto" (foglio nr. 204364/II/220.1.3. del 17.2.1945).
Poichè il Comando della Divisione "Piceno" con foglio nr.03/2676/ Ris. del 29.3.1945, ha fatto presente che tale trasferimento sarebbe stato dannoso all'efficienza del Centro di Addestramento, il trasferimento stesso è stato revocato.

p.IL MINISTRO
(Gen. di Divisione G. Paligi)

5015

Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

Declassified E.O. 12065 Section 3-402/NNDC NO. 785020

43260 (9

FROM MMIA 29/10 A

TO DMT 56 AREA

INFO "F" BLU

MINISTRY OF WAR

INT 189 RESTRICTED

REF YOUR DMT/864 OF 28 MAR (.) TWO FLUENT ENGLISH SPEAKING OFFRS AVAILABLE RTG IGF FOR INTELLIGENCE COURSE COMMENCING 20 APR (.) REQUEST JOINING INSTRUCTIONS

PRECEDENCE ROUTINE

AUTHENTICATED

Copy to "A"

File INT/108

5014

Declassified E.O. 12065 Section 3-402/NNDC NO. 785020

326

CONFIDENTIAL

(8)

SUBJECT: Selection of Officers for Instructors Course at the School of Adm. [illegible]

Copy to Ed

LAND FORCES SUB COM. A.C.
(M.M.I.A.)
A/11/6 XXXXXXXXXXXXX
28 March 45

TO : RTC ICF.

Copy to: "S" BDE, RTC ICF.

- - - - - - - - - -

1. It has come to the attention of this HQ via a letter from the Directorate of Military Training, AFHQ, that three of the Italian Officers who have completed the subject course were destined to Regimental duties.

2. The War Ministry informs us that the reason is that one of the officers is to be tried by Court Martial, and that the other two officers are being investigated with a view to taking disciplinary action against them for some wrong doing.

3. The three officers in question are to be posted to the teaching staff of the Adm. course starting 9 April.

4. It must be realised that considerable trouble is taken to train these officers for these specialized duties. It is not understood, therefore, why these three particular officers were selected in the first place, knowing that they were to be soon punished, and it was not intended to assign them to the Administrative course at RTC ICF.

5. Please furnish an explanation of this incident and ensure that in the future better selection is observed.

Major General
M.M.I.A.

5013

ck

Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

403 26

A3 28 1700 A

(7)

FROM MMIA

TO "F" BLU

RPTD MINISTRY OF WAR

INT/187 RESTRICTED

TWO VACANCIES ON INTELLIGENCE COURSE RUN BY DET 56 AREA FOR FLUENT

RPT FLUENT ENGLISH SPEAKING ITALIAN OFFRS (.) CAN YOU FIND SUITABLE

OFFRS

PRECEDENCE IMPORTANT

AUTHENTICATED [signature] Capt

Copy to: 'A'
File INT/103

5012

0233

Declassified E.O. 12065 Section 3-402/NNDC NO. 785020

CONFIDENTIAL

SUBJECT: Selection of Officers for Instructors Course at the School of Adm. CMTC.

LAND FORCES SUB COM. A.C.
(M.M.I.A.)
A11/6 28 March 45

DJGP 3/4

TO : ~~MMAIEF.~~ War Ministry

Copy to: "D" BLU, RTC ICF.

- - - - - - - - - -

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5. Please furnish an explanation of this incident and ensure that in the future better selection is observed.

W. Pidsley Colonel
f Major General
M.M.I.A.

ok

Ea 10

5011

Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

HNF/wfb

2
4

RESTRICTED

ALLIED FORCE HEADQUARTERS
APO 512

A/11/6

AG 091.7[illegible]/119 GCT-O

4 March 1945

SUBJECT: Improvement of Efficiency - Italian Officers

TO: President
Allied Commission
APO 394
(ATTN: Land Forces Sub Commission ([illegible])

/2

1. Reference is made to your S/O/15/1 of 16 February 1945.

2. The project advanced in the above letter for raising the standard of man management in the Italian Army is agreed in principle.

3. In working out details of the scheme, it is requested that close contact be maintained with BMT.

BY COMMAND OF FIELD MARSHAL ALEXANDER:

E. M. [illegible]
Captain, AGD
Asst Adjutant General

3 copies rec'd.

A.Q.
Noted:
This will presumably be run by SGO I Trg. in collaboration with A & Q.
11 Mar

WP
Col

A/c

SD Distn
S/O/15/1
A ←
1 spare

5011

RESTRICTED

Declassified E.O. 12065 Section 3-402/NNDC NO. 785020

217
(3)

21/6 01 1500 A

FROM MMIA
TO 56 MLU
RPTD G-2 AFHQ
MINISTRY OF WAR

INT 198 CONFIDENTIAL

LIEUT CINELLI OF 114 REGT MANTOVA GP REQUIRED IMMEDIATELY AT S. SEVERO TO ATTEND A SECOND PHOTO INTELLIGENCE COURSE ALREADY COMMENCED (.) REQUEST YOU DESPATCH CINELLI FORTHWITH BY QUICKEST AVAILABLE MEANS CMA NOTIFYING THIS HQ WHEN HE HAS BEEN DESPATCHED

PRECEDENCE IMMEDIATE

AUTHENTICATED ____

Internal
File INT/108
"A"

5009

Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

C O P Y

2

SUBJECT: Improvement of the efficiency of Italian Officers

LAND FORCES SUB-COM. A.C.
(M.M.I.A.)
File No. S/G/15/1
16 Feb 45

A.F.H.Q.

1. I have been considering for some time what we can do to improve the efficiency of Italian Officers, and recently discussed the matter with Gen. ROBERTSON and Gen NOCE.

2. It is evident that we cannot attempt anything very ambitious at this stage of the war and with the material we will try to improve. But I think we can do something to instil ideas of man-management and all that goes with it.

3. I have discussed the matter with the Ministry of War and as a result propose the following:-

(a) To hold a course of 2 weeks duration in the area of each Italian Adm Div for Italian Officers, regimental and Staff, up to inclusive the rank of Lt. Col.

(b) The cource to be "standardised" on a uniform basis throughout ITALY, and be run by the Italians under the general supervision and with the assistance of the Allied Commanders (Districts and Armies) concerned.

(c) Curriculum to be as per Appendix "A".

(d) Lectures or notes for lectures to be written out in both English and Italian. MMIA will assist M of W in this and AFHQ will "vet" before issue to both Italian and Allied Commanders.

(e) Instructors and accomodation to be produced by Italian Commanders from within their Adm Divs.

4. Do you approve the project generally?

If so, I will take steps to have it worked out in more detail for your approval.

4

/s/ L. Browning
Major General
500 M. A.

tvs.LB.

See folio 2

ws

Copy to: A/Q

C O P Y

APPENDIX "A" to MMIA
S/G/15/1 dated
16 Feb 45.

COURSE FOR IMPROVING THE EFFICIENCY OF ITALIAN OFFICERS

(i) Man-Management and morale

(ii) Organisation and control of instructions regarding feeding, including Allied rations and Italian supplements etc.

- General Directives:-

- Composition of standard type rations and special supplements which may be granted on Allied authority to Italian troops in special circumstances.

- Allied imported articles and It. local resources items.

- Food supplies for It. Armed Forces (personnel, organisation procedure). Procedure for issue Allied foodstuffs (MMIA) Instructions on organisation of supplies to It. Armed Forces)

- Supplies of supplementary items (War Ministry letter 13710.S/1 r 7. 12. 44)

(iii) Organisation and procedure for supply of equipment, clothing etc. including Allied Equipment supplied by Allies.

(a) Supply of clothing and equipment, general services, barrack stores, cooking material

- Allied.

- Italian.

(b) Issue

- to units under Allied control.

- to units not under Allied control (including CC RR even if under Allied control).

(c) Forms for requests or indents.

(d) Instruction regulating entry of Allied material in It. Depots, rules for issues, transfers from one depot to another, etc. (Circular II/21469 - 17/10/44 and Admin Instruction No 11)

(iv) Personal and General Hygiene

- Feeding of the soldier from an energy point of view. (Composition of daily rations, protein calory yield, carbon hydrates and fats, notions on vitamins and main diseases due to lack of vitamins)

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(iv) Personal and General Hygiene

- Feeding of the soldier from an energy point of view. (Composition of daily rations, protein calory yield, carbon hydrates and fats, notions on vitamins and main diseases due to lack of vitamins)

- Personal hygiene - control of individual hygiene (collective medical inspection)

- Notions on venereal disease and most usual infective diseases and forms of contagion.

- Prophylactic measures to be adopted in cases of V.D., infective and contagious diseases (anti-V.D. salts, principal means of disinfection.)

cont'd sheet 2/

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(iv) Personal and General Hygiene (Cont'd)

- Baths, Their need from a hygienic point of view and available means (Field Baths, mobile Baths, sea bathing)
- Clothing of soldiers in accordance with season and climate.
- Notions on water and its potability - chemical and physical agents available for the sterilisation of water.
- Hygienic rules for life in barracks and in camps - cures for sun stroke and freezing.
- Sanitation of Camps and billets.

(v) Discipline and Regulations

Main notions on:-

- Discipline regulations
- Mil penal code in War time.
- Rules for life in barracks.
- Road Transport.
- Traffic control and troops movement in Wartime.
- Instruction on Anglo-American clothing and equipment.
- War Service movemant and billeting of troops.

(vi) Soldiers Pay and Allotments.

- Strength administered.
- Identity book and situation reports.
- Ledgers, diaries - unit accountancy.
- Men's Laundry.
- Basic Pay of soldiers (cases in which pay is stopped)
- Emoluments: Operational allowance - 45 special allowance 32 Heavy Labour Allowance 20.

(vii) Welfare

- Need for welfare
- Allied organisations.
- Central and local organisations.

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Main notions on:-

- Discipline regulations
- Mil penal code in War time.
- Rules for life in barracks.
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- Basic Pay of soldiers (cases in which pay is stopped)
- Emoluments: Operational allowance - 45 special allowance 32 Heavy Labour Allowance 20.

(vii) Welfare

5006

- Need for welfare
- Allied organisations.
- Central and local organisations.
- Mobile and permanent canteens. Soldier's shops.
- Morale Welfare for soldiers and patriots.
- Visits to Allied Welfare organisations in ROME and to provincial units.
- Showing of Allied Films.

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Declassified E.O. 12065 Section 3-402/NNDG NO. 785020

IMMEDIATE.

From: Brigadier A.D. Buchanan Smith, DSP,
The War Office,
Whitehall Square,
London, S.W.1.

17 Jan 45.

Ref: EM/7423/SPlo.

Dear Ireland,

I have had a request from HQ, RA Training Establishment, for information on Officer selection procedure for sending out to Major-General L. Browning, CB, CBE, MC, who is in charge of the training of the Italian Army and wants it for discussions on methods of selecting potential Italian Officers.

I am sending a copy of WOSB Pamphlet No 1 - the hand-out given to visiting Officers at WOSBs - to RATE for forwarding to the General and I have suggested that you should invite him to visit your Board to see an intake of candidates, because we do not know whether he has seen a WOSB working. General Browning's address is:-

Land Forces,
Sub-Commission, AC(MMIA),
Rome.

and if you will get in touch with him direct you can let him have all the information he wants.

We have recently had a similar request for information from the Polish Army and I am attaching a list of documents passed to them by No 25 WOSB. This is rather lengthy and I don't think General Browning will want to be burdened with all this paper, but it will help you to make a choice of the items which will be of interest to him.

I hope all goes well with No 52 WOSB and you have now settled down to your new job.

Kindest regards,

Yours sincerely

(Sd.) A. D. BUCHANAN SMITH

Copy to:/.....

Colonel E.P. Ireland, MC,
No 52 War Office Selection Board (OCTU)
c/o HQ, CMF.

TA (1)

Information on selection procedure supplied to MIL (b) for Polish Army (25 WOSB memo MTC/W/4 dated 5 Jan 45)

WOSB Pamphlet No.1	-	Work of WOSBs.
WOSB Pamphlet No.3 (Parts I and II)	-	Military testing- general principles.
Information Bulletin No.1	-	Suggestions from WOSBs on leaderless group tests.
" " No.5	-	MTO tests - practical individual situations.
" " No.6	-	Tests under cover.
" " No.7	-	Leaderless group tests (under cover).
" " No.8	-	MTO tests - leaderless group series.
" " No.10	-	Leaderless group tests.
" " No.11	-	Miscellaneous tests (tug of war, company office etc)
Technical Memorandum No.4	-	Follow up of WOSB cadets at OCTU.
" " No.7	-	Guide to publications (Bibliography).
Technical Instruction Folders I	-	Test programme and instructions.
" " II	-	Memoranda on intelligence tests.
" " III	-	Memoranda on personality tests.
" " V	-	Hollerith recording instructions.
" " VI	-	Follow up instructions.
Technical Report No. 17	-	Reliability and consistency of psychiatric opinion on officer quality.
" " No. 24	-	Roll and status of psychiatrist at a WOSB.
" " No. 29	-	The Subaltern's job.
" " No.112	-	Methods of Officer Follow-up.
S.P.Forms 33A.	-	Board Questionnaire (I)
" 34A.	-	Board Questionnaire (II) (Medical information).
" 54	-	CO's report on WOSB candidate.
" 31 (Revised)	-	Report on WOSB candidate by psychiatrist
" 32	-	Report on WOSB candidate by President, Deputy President or MTO.
" 35A	-	WOSB candidate's summary sheet for Hollerith.
" 44	-	Card index for WOSB candidates.
" 30 (2nd revision)	-	Report on cadet at OCTU.
" 41A	-	CO's grading form for Officer follow-up.
" 61	-	Report on cadet rejected at OCTU or Pre-OCTU.
" 39	-	Applicants for Army Commissions as Civil Engineers.
" 39A	-	Applicants for Army Commissions as Mechanical and Electrical Engineers.
" 43	-	National Review of Engineers - Interview record sheet.
" 72	-	CO's report on applicant for Regular Commission.

Canadian Figure analogies
Copies of tests and answer sheets.

5004

The under mentioned were not forwarded:-

WOSB Pamphlet No. 2.	- Selection Boards (University Courses) as this is being re-written.	
Tech Memorandum No.3	- Job analysis	No copies available.
" " No.6	- Review of work of MTC with particular reference to period ending Jun 1944.	No copies available.

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"	"	II	- Memoranda on intelligence tests.
"	"	III	- Memoranda on personality tests.
"	"	V	- Hollerith recording instructions.
"	"	VI	- Follow up instructions.
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Sqlc.
15 January 45.

VS.

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FINDING OFFICERS FOR THE ARMY

1. Foreword

This pamphlet provides a brief synopsis of the broad outlines of the manner in which the Army, expanding from a small nucleus to a great Field Force, tackles the problem of finding its officers. It is intended for issue to all visitors to W.O.S.Bs. to help them to understand the general methods of selection of potential officers now in use. There are references in the synopsis to supplementary pamphlets which give greater detail for the benefit of any visiting officers who may be interested. These are:-

W.O.S.B. Pamphlet No.1/1	History of Officer selection
W.O.S.B. Pamphlet No.1/11	Military side of selection testing
W.O.S.B. Pamphlet No.1/111	Technical Department
W.O.S.B. Pamphlet No.1/1V	Second Chances
W.O.S.B. Pamphlet No. 1/V	Follow-up of successful candidates

Copies will be issued to visiting Army Officers who ask for them, and to other visitors for whom the issue has been sanctioned by the War Office (S.P.I.c.). The general principles of procedure are described. There are considerable variations in detail at the different Boards.

2. The History of Officer Selection

(W.O.S.B. Pamphlet 1/1)

For this war Great Britain has had to meet a heavy demand for officers under the double disadvantage of the lack of any great reserve of officer material with military experience and the absence, for the most part, of the test of battle to assist in selection.

In 1942, War Office Selection Boards (W.O.S.Bs) of a new type were evolved from the original Command Interview Boards. These "W.O.S.Bs" reach their decisions after several officers have studied candidates for commissions "in action" over two or three days.

There are now 17 Boards in the United Kingdom, and others are working in the Middle East, North Africa, Italy and India. There are also two Boards for the A.T.S.

From time to time, Boards have been specially allocated to carry out testing of candidates from the armed forces of the United Nations and from services and bodies outside the Army.

3. Constitution of a W.O.S.B.

A board consists of:-

President (Colonel)
Deputy President (Lieut.Colonel)
Senior Military Testing Officer (Major)
Four Military Testing Officers (Captains)
Specialist Psychiatrist (Major, R.A.M.C.)
Psychologist, (Captain or Lieut. assisted by Lieut. Testers)

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W.O.S.B. Pamphlet No.1/III Technical Department
W.O.S.B. Pamphlet No.1/IV Second Chances
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Psychologist, (Captain or Lieut. assisted by Serjeant Testers)

3009

Senior officers from technical arms attend as required.

The President, who with his deputy interviews all the candidates, has the responsibility of deciding finally whether a candidate shall pass or fail and what his grading shall be; in reaching his decision he is assisted by his "team".

4. The Military Side of Selection Testing

(W.O.S.B. Pamphlet No. 1/II)

Military Testing Officers ("M.T.O") are regimental officers who apply tests

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to candidates in groups of about ten. Tests are designed to find out whether the candidate's basic personality does or does not fit him for the principal roles which an officer has to play. There are three main types of test:-

(i) Leaderless groups
(ii) Practical Individual Situations
(iii) Command Situations

No special military knowledge is required for any of them. In (i) the group is left to its own devices in coping with situations which are either set by the H.T.O. or by the candidates themselves. A candidate's action is impromptu and his behaviour spontaneous. In (ii) the candidate's practical abilities are tested. He is required to do some tests using only his own physical resources (e.g. obstacle courses), in other tests he has to look about him for tools and equipment with which to improvise. Valuable information is obtained by discussing with the candidate the "Whys and Wherefores" of his performance. In (iii) the H.T.O. puts the candidate specifically in charge of his group while carrying out some assigned task.

Throughout, the H.T.O. makes notes of certain objective facts and also records his subjective impressions of the individual. The senior H.T.O. co-ordinates and controls the activities of the military testing team.

5. The "Technical" Staff

(C.O.S.B. Pamphlet No. 1/III)

The "Technical" staff consists of a psychiatrist (Major RAMC) and psychologists who work together in one team.

The Psychiatrist is a medical man who has been trained to observe and assess human-beings objectively. He has a knowledge of certain types of character which he has learned to recognise and knows what their possibilities of development are. He can give the President a professional opinion of the significance of certain characteristics and the chances of their being modified by subsequent training.

The Psychologist is trained in scientific methods of assessing the individual. He is responsible for administering the psychological tests in use at the Board. These tests are of three kinds: (a) Questionnaires, (b) Intelligence tests, and (c) 'personality' tests.

Intelligence tests have been used in the American Army since 1916, by many British industrial firms and education authorities since 1921 and by the German Army since 1926. They are not a new-fangled instrument, but a well-tried weapon, the limitations of which, as well as the value, are not well known.

The word 'intelligence' when used in connection with intelligence tests means 'mother wit' - the ease with which a man 'gets the hang of things'. It has little or no connection with education or experience, though in general well-educated men are more intelligent than uneducated, because it requires intelligence to profit from education.

The sort of intelligence measured by tests enters into almost all forms of activity, but to very different extents - into calculating a resection a great deal, into digging a trench only a little. The intelligent man learns more quickly and appreciates a fresh situation more readily than the unintelligent [illegible]

Declassified E.O. 12065 Section 3-402/NNDC No. 785020

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The part of intelligence measured by tests enters into almost all forms of activity, but to very different extents - into calculating a resection a great deal, into digging a trench only a little. The intelligent man learns more quickly and appreciates a fresh situation more readily than the unintelligent. He is innately more flexible in mind. He is more 'trainable'. He may be notably deficient in initiative, education, discipline, determination, or leadership. The intelligence tests do not measure those qualities in any way.

Practically no competent officer in the British Army falls below the average for the Army as a whole on intelligence tests. This conclusion is reached after testing thousands of officers at Cov. Cmdr. Schools, Battle Schools, Field units, O.C.B.Us. and applicants for commissions in the Regular Army. It is scarcely surprising, for an Officer must surely be as intelligent as the average private under his command.

Intelligence tests do not measure attainments. They predict what you are likely to be able to do in the future; they do not assess what you have learned in the past. Twenty years experience in one kind of Army job may not fit a man, however efficient he may have been in the past, to carry out duties of a different nature in

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the future. A good W.O., for example, unless he is up to satisfactory standards of Officer intelligence, may fail to make good when he is commissioned.

Intelligence by itself is not a sufficient criterion for selecting Officers. Lack of intelligence is a limiting factor and high intelligence is only of value when it is associated with the right military qualities. It is the prime function of W.O.S.Bs to assess whether these military qualities are likely to develop in the candidate.

The results of the intelligence tests, subject to suitable safeguards (which are always applied), give an accurate assessment of the individual's intelligence or native wit, which is in fact a measure of his "trainability" and therefore of first class value to the Board.

From the Questionnaires and 'personality' tests are constructed the 'Personality Pointers'. These pointers are used by the Psychiatrist to assist him to decide which candidates may require careful interview and the most useful lines to follow during the interview. The 'Pointers' are not by themselves used by the Board in considering the case of any individual and their significance is assessed only by the Psychiatrist in consultation with the Psychologist.

6. How the Boards decide

At the end of the testing period the whole Board meets and decides on the candidate's future. The President, after hearing the independent reports and gradings of his staff, decides whether to pass or fail him, whether or not to "divert" him from the arm of his choice, and what his grading is to be.

The gradings are based on the standard of the arm for a commission in which the candidate is to be trained and are as follows:-

"A" - Outstanding..... of the order of 1 in 100
"AB" - Very good..... top 2 in a typical batch of 20
"B" - Above average..... next 4
"C" - Average..... middle 8
"D" - Below average..... next 4
"DD" - Much below average..... last 2
"F" - Failed, unsuitable
"N.Y." - Not yet, may be suitable later

Accepted candidates mostly go forward to Pre-O.C.T.U. and then O.C.T.U. training. The vast majority of candidates passed by W.O.S.Bs. are eventually commissioned

7. Second Chances

(WOSB Pamphlet No. 1/IV)

The procedure does not claim infallibility. Hence there is opportunity for candidates to be given second and third chances. This is done:-

(a) By reboarding, if his C.O. agrees, after three months. 5002
(b) By reboarding at once, if the C.O. appeals, at another Board.
(c) By a special visiting W.O.S.B. after a course at:-

(i) The Highland Fieldcraft Training Centre (a ten weeks' course to develop leadership powers in young soldiers under 24), or
(ii) The Infantry N.C.O. Classification Centre, Cadet Wing, (an eleven weeks' course for potential infantry officers).

Declassified E.O. 12065 Section 3-402/NND NO. 785020

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8. Validation

(W.O.S.B. Pamphlet No. 1/V)

At 25 W.O.S.B., the Research and Training Centre at Hampstead, there is a Follow Up Department which examines the progress of accepted candidates both at O.C.T.U. and after they are commissioned. The main object is to obtain information on the validity of the new test procedure.

From the evidence so far examined it has been shown that the W.O.S.Bs. as now constituted make a better selection and that the Old Command Interview Boards rejected one in three of candidates who would have proved "Above Average" at O.C.T.U.

Declassified E.O. 13065 Section 3.4(b) NNDG NO. 785020

On the outbreak of war, as was to be expected, the demand for officers became urgent and was out of all proportion to peace time requirements. Candidates were selected by Commanding Officers and approved by an Officer not below the rank of Brigadier. In 1940 Command Interview Boards were established with a Permanent President, who was assisted by a Lt. Colonel appointed from a roster administered by Command Headquarters.

Despite the best of intentions the rejection rate at O.C.T.U. steadily increased. Consequent on this the threat of "Returned to Unit" which hung over the heads of many cadets impaired their work and sapped their confidence. It was obvious that some new system of selection was necessary.

In Autumn 1941 first experiments were made with a wholly new method; and in February 1942, the first experimental Board of a new type was set up in Edinburgh.

The intention was to preserve what was good in the Interview Board system and to add to it means of profiting from the extensive research into sciences bearing upon personnel selection. Attention was paid to the methods of the German Army which, from 1927 onwards, had developed a school of military psychology which had as one of its principal functions the systematic study of methods of officer selection. The data available from all these sources formed a starting point for the experiments out of which the Boards gradually evolved their own methods.

For intuitive judgments based on appearances and first impressions there were substitued the considered verdicts of several officers who had studied the candidates "in action" for three days. It seemed likely that the volume of error, with its expensive consequences, would be greatly reduced and this was subsequently found to be the case.

More W.O.S.Bs were set up during 1942. There are seventeen now working in the United Kingdom in widely separated, but conveniently situated centres. There are also two Boards for the A.T.S.

In the spring of 1943 the first Board to go overseas began testing candidates in the Middle East. This was later followed by other Boards in India, North Africa and Italy.

There are three special Boards to test applicants for Regular Army Commissions. The framework of these Boards is that of the ordinary W.O.S.B.; but a Major General acts as President in place of the permanent President, who in turn acts as Deputy President. There are other minor adjustments.

Boards are also adapted to test junior officers on whom an adverse report has been submitted. Special boards have also, from time to time, carried out programmes with candidates from Armies of the United Nations, from the Royal Navy, the Royal Air Force, the W.R.N.S., and other bodies outside the Services.

When the number of Boards began to increase during 1942, it soon became impossible for the staff of the original experimental board (No.1 W.O.S.B.) to carry out its normal duties while training new personnel and experimenting in developments in testing methods. A new central Board was set up in the autumn of 1942 for these latter purposes. It was known as the Control and Development Centre, No.20 W.O.S.B. (C.&D.Bd) It was both advisory and [illegible]

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A few months later the administrative side of officer selection was taken over by the War Office and the control unit became purely an advisory body. Its name was changed to No.25 W.O.S.B. (O.C.T.Us) Research and Training Centre. It is at Hampstead. This Board is responsible for selecting and training new personnel for the Staffs of Boards, for conducting investigation into the problems of the Boards and co-ordinating their work. Its main task is research and this brings it into touch with developments in other Services, Naval, Air and Civilian.

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CONFIDENTIAL

W.O.S.B. Pamphlet No. 1/11

Feb 44

THE MILITARY SIDE OF SELECTION TESTING

In addition to the written tests and interviews the Candidates at a W.O.S.B., in groups of about ten, are given a number of tests by specially selected Regimental Officers who are known as Military Testing Officer (M.T.Os).

The tests now in use have evolved from experiments begun at Edinburgh early in 1942. At first they were based partly on training methods at O.C.T.U. and to some extent on methods used by the German Military Psycholgists. As time went on the W.O.S.B. evolved a technique which, in the main, is a radical departure from anything of the sort which has been done before. The technique has proved very useful; and research is in progress to improve the scientific status.

What is the M.T.O. Looking for?

Many of the tests used originally were designed to try to find out whether the candidate possessed, or lacked, certain qualities such as 'dash', initiative, self-confidence, toughness, adaptability, fighting spirit, and so on. This approach, though it gave valuable information, presents certain difficulties, e.g. some of the qualities usually attributed to good officers are, in the main, products of their training. They are in fact more what experienced officers do, rather than basic personality features which can be observed and assessed in the potential officers.

The tests now coming into use are designed to find out whether the candidate's basic personality does or does not fit him for the main roles which an officer has to play. The more obvious roles are - in independent command, as a subordinate, as an administrator and as an instructor. The essence of the junior officer's job under war conditions is that he has to cope with 'persons' and 'things' at the same time and frequently under stress. The M.T.O. has to find out whether the candidate's basic personality is such that he can cope with concrete situations. To do this he must have good adaptability to persons i.e. good "inter-personal relations" both with those over him and under him, and also good adaptability to things i.e. ability to appreciate a concrete situation and resourcefulness in dealing with a constantly varying material environment.

Types of Military Tests now used.

The underlying principle is that what is basic in personality is also spontaneous; true insight into the real person is obtained by observing him when he is asked to do things in his own way. Thus the M.T.O. uses three main types of test:-

(a) Method of Leaderless Groups
(b) Method of Practical Individual Situations
(c) Method of Command Situation.

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Within those three methods a considerable variety is possible but no special military knowledge is required for any of them.

In the Leaderless Group series, the M.T.O. is mainly concerned with inter-personal relations. In the Practical Individual Situations, information [illegible]
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In the Leaderless Group series, the M.T.O. is mainly concerned with inter-personal relations. In the Practical Individual Situations, information is obtained on the candidate's adaptability to things. Finally the candidate is placed in an executive role in which he has to deal with persons and things together and this is exactly what an officer has to do.

(a) Leaderless Group Tests.

In this series the group is left to its own devices in coping with situations which are either set by the M.T.O. or by the candidates themselves. When the tests follow immediately after each other the candidate is exposed to a period of social trial which is both intense and complete.

(i) Group Discussions This is usually preceded by some kind of mutual introduction. The candidates can be watched while sizing each other up and getting to know each other. It is in fact a phase of exploration.

(ii) Tactical Scheme. The M.T.O. sets a number of episodes and then lets the candidates set some. Anyone can assume leadership if he chooses. The

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group does not examine the effectiveness of this leadership. This is a phase of spontaneous competition in which for example the 'thrusters' and the 'passengers' show up.

(iii) Progressive Group Task. The group has to deal with a number of problems which become increasingly difficult. It soon becomes clear that resources must be pooled and self-centred attitudes and motives must be abandoned. The job cannot be done unless they work together. The group is forced to evolve a plan and organise around the effective leaders. Co-operation develops.

(iv) Group Games and Group Obstacles. Here a group which has already passed through the three previous phases is placed in opposition to another group. For a group to win each individual must identify himself with his group's decision. The group is forced towards imposing its own discipline.

Throughout this series the candidates' action will have been impromptu and their behaviour spontaneous.

(b) Practical Individual Situations

The M.T.O. takes each candidate by himself in order to find out his adaptability towards things. He uses two types of test:-

(i) Selective Obstacles. Here the candidate is presented with an array of obstacles which vary in difficulty. Against each is marked the number of points to be awarded for surmounting it. He is told that he can do which he likes in order to score as many points as possible in a given time, say, 5 minutes.

What is important is not athletic prowess but how well he chooses his obstacles in relation to his physical ability, how judiciously he has divided his time between reconnaissance and action and also how far he has planned his route. As time is short his action is spontaneous and the whole burden of making decisions rests on him.

(ii) Improvisation Series. This type of test is different because the candidate has to discover and utilise whatever 'tools' may be available for coping with the problem. He may set a series of tasks graded as to order of difficulty and required to do as many as he can in a given time. It is not possible to place much reliance on such tests if the results of the written tests, such as 'Intelligence tests', are not known and taken into consideration for interpretation.

After each of these tests additional light on the candidate is obtained by the M.T.O. discussing with each the "whys and wherefores" of his performance.

(c) Practical Command Situations

In these tests, the M.T.O. gives the candidate a specific leadership role. He chooses the role which will give him such further information about the candidate as will fill in any gaps in the picture he has already got. Frequently the President, Psychiatrist, Psychologist and M.T.O., jointly select an appropriate role for each candidate. The main difficulty is to prevent the candidate's military experience masking what is really basic in his personality. Ideally such tests should be carried out over a considerable period of time and with troops, but under W.O.S.B. test conditions the way in which a candidate deals with [illegible]

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Types of suitable tests are:-

(i) 'Jobs' (executive projects) in which the candidate has to organise a group to do a job involving the use of material.

(ii) 'Ingenuity and Instruction Series' in which the candidate has to assemble or adjust some simple apparatus in a short time and explain to a group how it works.

(iii) 'Lecturettes' on a variety of issues which arise in the life of a platoon or corresponding unit.

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Additional Tests.

There may be a number of candidates who are regarded by the various members of the Board as "doubtfuls". These are put into a special group and given alternative and special versions of the types already mentioned. Apart from such tests there is often a "Secret Ballot" test in which each candidate is asked to put the various members of his group into what he considers to be their order of merit. This is likely to give useful information as, all through his career, an officer is required to weight up his fellow men and select this or that one for specific tasks.

How does the M.T.O. Record and Interpret his Data.

During the tests the M.T.O. makes a note of certain objective facts, e.g. things which the candidate did or did not do, how he responded to others in the group and how they responded to him. He also records his subjective impressions of the individual. To guide his judgment the M.T.O. places in order of merit, (i.e. 'ranks') each batch on each test. This involves the principle of a systematic comparison of man to man. The important judgments are those concerning the two ends of the scale.

The next stage is to 'rate' each candidate on a five point scale for his performance on each test. By 'ranking' and 'rating' each candidate the M.T.O. can avoid 'halo effects', i.e. the tendency to be unduly influenced by one strong aspect of the candidate's personality or performance. After this the M.T.O. can concentrate on any individual points which have struck him about each candidate.

Up to this point the M.T.O. has been concerned with constructing a picture of the man as he is. He can now begin to form a comprehensive judgment as to how far a man is likely to be able to fill the various officer roles. He is ready to answer the final question:- "From what I have seen this man do, will he make an officer and, if so, into which grade will he fall and for what arm is he best suited?"

The gradings having been done the report must be written for the final conference. This report is in the nature of a pen picture of each candidate as an individual brining out the particular strengths and weaknesses of his personality.

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THE TECHNICAL DEPARTMENT

Feb 44.

This department consists of:-

(a) A Psychiatrist - (Major P. A.M.C.)
(b) A commissioned Psychologist or senior Sergeant Tester, and Sergeant Testers.

The Psychiatrist is a medical man who has been trained to observe and assess human beings objectively. He has a knowledge of certain types of character which he has learned to recognise, and he knows what their possibilities of development are. His training in the art of interviewing enables him to obtain a great deal of information about a man's basic personality, while the background of knowledge he has acquired helps him to assess what he finds out about the candidate. His chief value to the President is that he can make a judgment of the man from the knowledge he gains about the development of the candidate from his early childhood onwards. Candidates who do not show up well in the ordinary interview find an opportunity by the informal and medical atmosphere of the psychiatric interview to reveal their basic qualities. On the other hand, where a candidate has shown certain features, e.g. undue self-centredness or a degree of excitability, the psychiatrist can give to the President a professional opinion on the significance of these features and, in particular, the likelihood of their being modified by subsequent training.

The Psychologist is trained in scientific methods of assessing the individual. He is familiar with the various testing methods which have been developed and he is responsible for administering the psychological tests used at the Board.

Psychological Tests are given on the first day and are of three types:-

(a) Questionnaires.

Each candidate completes a questionnaire concerned with the facts of his military training, occupation, education and social activities. This is available to the President. A second questionnaire giving facts about his medical and family history is made confidentially for the use of the Psychiatrist.

(b) Intelligence Tests

Three intelligence tests are given. These are:-

(i) a special version of the "Matrix" test devised for officer candidates. This is pictorial and therefore enables the candidate with relatively little schooling to compete on equal terms with others;

(ii) the verbal intelligence test, a series of written problems of a mixed character;

(iii) the Reasoning Test, designed to test the flexibility and constructiveness of the candidate's reasoning powers.

These tests were given to many officers and O.C.T.U. candidates and from the results various standards of performance have been established. According to the candidate's scores on them he is given an officer

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These tests were given to many officers and O.C.T.U. candidates and from the results various standards of performance have been established. According to the candidate's scores on them he is given an officer intelligence rating (O.I.R) which ranges from 0 to 10. A rating of 1 corresponds to an intelligence about the average level of the ordinary private soldier. A rating of 7 is that of the average officer, while a rating of 10 puts the candidate within the top 5% of officers.

(c) "Personality" Tests

Obviously there is no test which gives a complete assessment of a man's personality. Certain written tests, however, can give pointers to dominant trends in an individual. The tests used at the W.O.S.Bs. for getting information of this kind are:-

(i) Self Description. Here the candidate has to write in fifteen minutes a description of himself, firstly as a good friend and secondly as a strong critic would do it.

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(ii) A Word Association Test. The candidate is shown a series of words at brief intervals. He has to write down a statement describing what the word calls up to his mind. The time allowed is just enough for him to do this and prevents the use of "book" answers.

(iii) Thematic Apperception Test. A series of pictures are projected on to a screen. Each depicts human figures with ambiguous expressions and the candidate has to write a short story for which the pictures could act as an illustration. The particular themes which appeal to the candidate are related to his own dominant attitudes and experiences.

From the results of these written tests the psychological staff construct what are termed Personality Pointers, i.e. a short statement of what appear to be the main features in the candidate's personality. If a candidate's previous record is good, if he has adequate intelligence for the arm in which he is seeking a commission, and if he shows no unusual features in his personality tests, then there is usually no need for him to be interviewed at length by the psychiatrist. On the other hand, where the pointers indicate a complex personality, the psychiatrist will elucidate and assess the man's personality in his interview. The pointers are solely for the psychiatrist and no one else uses them.

General

In addition to obtaining the data from the written test, the technical staff work in close co-operation with the other members of the Board. Thus, if the President or the M.T.O. is unhappy about any candidate, he requests the psychiatrist to interview him. At most boards the President or the M.T.O. are provided with the intelligence rating only in the programme. If a candidate's performance appears to belie the intelligence rating he is referred for further psychological testing to ensure that the rating represents the candidate's real ability.

The psychiatrist and the psychologist also observe some of the group tests so that they can supplement data from the written tests with observations about the candidate in action.

With data from these sources, the written test observations of outdoor tests and comments by the President or M.T.O., the Technical Staff can construct a fairly comprehensive report on each candidate for the final conference.

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SECOND CHANCES.

Feb 44

Second chances are provided by:-

(a) Normal re-boarding;
(b) Re-testing on appeal;
(c) Testing after a course at:-

(i) The Highland Fieldcraft Training Centre (10 weeks, for young soldiers under 24) or

(ii) The Infantry N.C.O. Classification Centre Cadet Wing (11 weeks, for potential infantry officers).

In addition those who pass W.O.S.B., but fail at pre-O.C.T.U. or O.C.T.U., are normally sent for retest by No.21 W.O.S.B., which specialises in such cases.

Re-boarding

Any candidate who has been rejected by a W.O.S.B. may be submitted for a second trial three months later, either on the initiative of his C.O. or at his own request provided his C.O. signs the new application. It is entirely a matter of chance if the applicant should happen to come before the same Board as that which originally rejected him. Board procedure in these cases does not vary from the normal. Intelligence Test results, however, are compared with the previous showing and a re-test allowance is made. In the event of a discrepancy an individual test is applied.

Appeal

Appeal cases are invariably dealt with by a different Board from the one which first rejected the candidate. If the applicant's C.O., having applied confidentially for the reasons for rejection, remains dissatisfied he may appeal to the War Office. In these cases nothing is available to the Appeal Board. Before the candidates are re-tested the Research and Training Centre examines the dossiers and divides the cases into those whose intelligence level is questioned and those submitted for other reasons. The former class are given individual tests by a member of Research and Training Centre staff; the latter are given fresh group intelligence tests. Approximately one in four of Appeal cases is "salvaged", normally as a borderline acceptance.

H.F.T.C. and Inf. N.C. Centre

The Highland Fieldcraft Training Centre is one of the newest experiments in the efforts to retain all possible "officer material". Most of the young soldiers sent there are those whose immaturity forbids a confident prediction about their officer quality. The course gives the students every opportunity to fend for themselves under rough conditions and to learn to play the part of a leader. In collaboration with the staff a visiting W.O.S.B. decides, after watching a series of special exercises at the end of each course, which of the students are worth passing on to Pre-O.C.T.U. Results of the first four courses suggest that nearly 70% are suitable to go forward to Pre-O.C.T.U. Training.

The Infantry N.C.O. Classification Centre deals with

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The cadet wing at the Infantry N.C.Os. Classification Centre deals with soldiers from other arms, generally needing the opportunity to develop leadership and basic infantry experience, who are earmarked for the Infantry. The first course started in Dec 1943 and candidates will be seen by a visiting W.O.S.B. at the conclusion of the course.

W.O.S.B. procedure is not claimed to be, and cannot be, infallible. The foregoing shows the efforts made to ensure that no potential officer is lost to the Army.

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AFTER W.O.S.B. - THE FOLLOW UP OF SUCCESSFUL CANDIDATES.

OBJECTS

The Follow Up Department of No.25 W.O.S.B., the Research and Training Centre, has been formed to examine the progress of accepted candidates first at O.C.T.U., and then after they have been commissioned. The principal object is to obtain information on the validity of the new test procedure as a whole, and of each of the different tests, with a view to improvement.

METHOD

A detailed report is obtained on each cadet or officer to be followed-up. This is made on a form designed to help the reporting officer express his candid views. These reports are strictly confidential to the Research and Training Centre. Nothing stated on the report can have any effect on the future of the individual, so it can be entirely frank. In most cases the Personnel Selection Officers of the Follow-Up Department hold conferences with reporting officers to clear up ambiguities or disagreements and to obtain further information. Since the numbers involved are so large it has been necessary to make a selection from the material available. "Samples" now being dealt with are as follows:-

(a) About 1,200 cadets, who completed their O.C.T.U. course between November 1942 and March 1943, were reported on by Instructors at O.C.T.Us. This provided a comparison between the old and the new methods, because about 720 of these cadets had been passed by the Boards working on the new procedure and the balance by the old procedure. Work on this sample is now being carried a stage further. Reports on as many as possible of these 1,200 cadets, after six months commissioned service, are being obtained from their Commanding Officers both at home and overseas.

(b) At present reports are being obtained at O.C.T.Us on cadets in several different samples. The majority are in a large sample chosen to give a representative selection of all grades from all the principal arms. In addition there are samples comprising:-

(i) All candidates passed despite the adverse opinion of one Board member (i.e. in spite of intelligence below a certain level or against the advice of the psychiatrist or M.T.O.)

(ii) All cases passed by a Board on the C.O's appeal against the decision of another

(iii) Cadets who attended certain courses at the Highland Fieldcraft Training Centre.

(c) A certain number of candidates passed for R.E.M.E. 4996 reported on as officers at the conclusion of a long course, including both regimental and technical training, for R.E.M.E. (A.E.V.).

(d) Cadets rejected at O.C.T.U. are naturally of particular interest. As far as possible a report is obtained [illegible]

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A [illegible] report is obtained on each cadet to be followed-up. This is made on a form designed to help the reporting officer express his candid views. These reports are strictly confidential to the Research and Training Centre. Nothing stated on the report can have any effect on the future of the individual, so it can be entirely frank. In most cases the Personnel Selection Officers of the Follow-Up Department hold conferences with reporting officers to clear up ambiguities or disagreements and to obtain further information. Since the numbers involved are so large it has been necessary to make a selection from the material available. "Samples" now being dealt with are as follows:-

(a) About 1,200 cadets, who completed their O.C.T.U. course between November 1942 and March 1943, were reported on by Instructors at O.C.T.Us. This provided a comparison between the old and the new methods, because about 720 of these cadets had been passed by the Boards working on the new procedure and the balance by the old procedure. Work on this sample is now being carried a stage further. Reports on as many as possible of these 1,200 cadets, after six months commissioned service, are being obtained from their Commanding Officers both at home and overseas.

(b) At present reports are being obtained at O.C.T.Us on cadets in several different samples. The majority are in a large sample chosen to give a representative selection of all grades from all the principal arms. In addition there are samples comprising:-

(i) All candidates passed despite the adverse opinion of one Board member (i.e. in spite of intelligence below a certain level or against the advice of the psychiatrist or M.T.O.)

(ii) All cases passed by a Board on the C.O's appeal against the decision of another

(iii) Cadets who attended certain courses at the Highland Fieldcraft Training Centre.

(c) A certain number of candidates passed for R.E.M.E. are being reported on as officers at the conclusion of a long course, including both regimental and technical training, for R.E.M.E. (A.T.V.).

(d) Cadets rejected at O.C.T.U. are naturally of particular interest. As far as possible a report is obtained from the O.C.T.U. instructor on all such cadets and the majority are re-interviewed by 21 W.O.S.B. and a substantial proportion diverted to more suitable arms.

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RESULTS

Results obtained to date can be given only for the first of the above samples, namely that comprising the 1,200 cadets followed-up between November 1942 and March 1943. None of the other projects has been completed. For the first sample, (which is complete only as regards the O.C.T.U. reports, since the reports from the C.Os are still being collected) thirteen O.C.T.Us., representing ten arms of the service, were visited. Then the performance of the W.O.S.B. cadets was

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compared with that of the Old Board cadets it was found that, at the O.C.T.Us of seven arms, they had on the average done very appreciably better than the old Board cadets. In the O.C.T.Us of the other three arms they had still done better, though only slightly so.

When cadets from all O.C.T.Us are pooled it is found that the W.O.S.Bs have greatly increased the proportion of those rated "Above Average" (from 22.1% to 34.5% or half as many again). Cadets rated "Below Average" have been diminished by one-third (25.2% instead of 36.5%). Those rated "DD" and "D" are reduced by two-fifths (7.9% instead of 12.5%). The improvement was achieved without materially diminishing the proportion of candidates accepted.

Since there is evidence that the quality and quantity of the candidates coming before the W.O.S.Bs. was similar to that coming before the Old Boards, it is reasonable to conclude that the W.O.S.Bs made a better selection of the material available. It also follows that the Old Boards rejected one out of every three candidates who would have proved "Above Average" at O.C.T.U.

The improved quality of selection by the W.O.S.Bs was apparent at seven out of eight Boards and was not confined to one or two. The poorer quality of selection at the Old Boards was equally widespread, appearing at all five. The two Boards with comparable figures showed a characteristic change from less efficient to more efficient selection after they had been converted to the new procedure.

The new selection technique is both more efficient and more economical, since it makes better use of the available material without a reduction in output. Far fewer good men are missed; fewer unsuitables are accepted. Furthermore, by focussing attention on officer selection and by appealing to the sense of fairness of the candidates the new procedure probably played a significant part in increasing the number of candidates, which rose by 65% between May and September 1942. The combination of increased supply and more efficient selection resulted in the number of "Above Average" cadets sent to O.C.T.U. each month being increased nearly two-and-a-half times in this period.

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