



REGIMENTAL SERGEANT MAJOR

References: Nil

GENERAL

1. The duties and responsibilities of the Sergeant Major of a Regiment are well detailed throughout numerous regulations within the Canadian Forces. It is not the intent of Regimental Standing Orders to dictate to the Regimental Sergeant Major his official duties. The intent here is simply to articulate some of the Regimental quirks that have grown around the appointment of Commanding Officer within the Princess of Wales' Own Regiment.

HISTORY

2. From the earliest recordings of Standing Orders of the 14th Battalion, Volunteer Militia Rifles of Canada, the mentorship of the Senior NCOs and the dress, drill, and deportment of all NCMs has been the responsibility of the RSM. "The Sergeant Major is the senior non-commissioned officer of the Battalion and is responsible to the Adjutant. He is to observe the conduct of all other non-commissioned officers, attend all parades, issue orders to the Company Orderly Sergeants and be the first on parade and the last to leave".

ROLE AND RESPONSIBILITIES

3. The Regimental Sergeant Major is the connecting link between the officers and the soldiers of the Regiment. He must demonstrate the most exemplary conduct at all times and in every situation that is demanded of him. The Regimental Sergeant Major must be active, diligent, and attentive to his dress and deportment at all times, careful of the honour of his Regiment and perfectly acquainted with his duty. The Regimental Sergeant Major sets the standard for all other ranks to follow.

4. He will continuously observe the character and conduct of the NCOs, encourage their professional development, and be unremitting in detecting and checking any neglect of duty or unsportsmanlike or unethical conduct on the part of his subordinates. He must not hesitate to bring to the notice of the Commanding Office or Adjutant, as appropriate, any matter which he may consider would be beneficial or prejudicial to the interests of the Regiment.

5. The Regimental Sergeant Major, shall always be prepared to give confidential advice to Commanding Officer. Consistent with the 'Command Team' model, he will be a close advisor to the Commanding Officer. The Regimental Sergeant Major will be the Commanding Officer's strongest supporter, and will do so by promoting his vision, elaborating on his intent, and explaining his directions to the NCOs of the Regiment.



GENERAL DUTIES

6. A Regimental Sergeant Major always retains the essential responsibilities of promoting moral and welfare, and ensuring the discipline of the soldiers of the Regiment. While many documents detail the duties of the Regimental Sergeant Major, a couple of the most relevant are listed here:

- a. he will parade all accused and witness and any others who are brought before the Commanding Officers. He will ensure that they are sober, clean and properly dressed.
- b. he will set the standard of drill in the Battalion.
- c. the Senior NCO's Mess is under his immediate direction.
- d. he shall be responsible to ensure the Junior NCOs Mess is in good order.
- e. he shall demonstrate the Senior NCOs part in the 'Command Team' and mentor this relationship for his NCOs to follow with their own officers.

REGIMENTAL DUTIES

7. In addition to the duties expected of the Regimental Sergeant Major of any Regiment, the Regimental Sergeant Major of the Princess of Wales' Own Regiment can also expect to be responsible for the following duties;

- a. fill the appointment as Parade RSM for the City's Civic Ceremony of Remembrance,
- b. be an advocate of the Unit in the community,
- c. maintaining and establishing liaison with the Regimental Association,
- d. mentor and assist with the selection of the Cadet Corps RSM, and
- e. other duties as befitting their station.

PRIVILEDGES

8. The Regimental Sergeant Major shall be addressed by his rank, by his appointment, or as Mr. Surname. As with most appointments in the Princess of Wales' Own Regiment, it is appropriate to use the appointment abbreviations as a form of address, ie RSM.

DRESS

23. The NCOs of the Regiment take their example of dress and deportment from the Regimental Sergeant Major.

24. The Regimental Sergeant Major is entitled to wear Officer's Regimental accoutrements, including collar badges and cap badge, in all orders of dress.