



Ministry  
of Defence

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Ref: FOI2021/10549

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08 October 2021

Dear [REDACTED]

Thank you for your email of 16 September in which you requested the following information:

*“Following your email of 16 September 2021 below, please could you provide the following in respect of the Army:*

*Other Ranks*

- *Length of Service % chance of a new entrant completing x years (up to 24) – By Gender and by Capbadge*
- *Chance of a Other Ranks who has completed x years, reaching 24 years - By Gender and by Capbadge*
- *Other Ranks Career Progression (Promotion) Table – By Gender, Capbadge and Rank*

*DE Officer*

- *Length of Service % chance of a new entrant completing x years – Only the Total (Male+Female) is split by Capbadge, the Gender splits are Total Army only and not split by Capbadge)*
- *Chance of a DE Officer who has completed x years, reaching y years (24, 30 and 35 year versions) - Only the Total (Male+Female) is split by Capbadge, the Gender splits are Total Army only and not split by Capbadge). Female version is up to 24 years only.*
- *DE Officer Career Progression (Promotion) Table – Split by Gender and Rank. Capbadge breakdown is unavailable due to complexities in the data and the point at which new entrants get assigned a Capbadge.*

*Both documents to use 7 financial years of data, 1st April 2013 – 31st March 2020.”*

I am treating your correspondence as a request for information under the Freedom of Information Act (FOIA) 2000. A search for the information has now been completed within the Ministry of Defence, and I can confirm that the information in scope of your request is held and Career Progressions tables for both Other Ranks and DE Officers documents are attached to this letter.

If you have any queries regarding the content of this letter, please contact this office in the first instance. Following this, if you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail [CIO-](mailto:CIO-)

[FOI-IR@mod.uk](mailto:FOI-IR@mod.uk)). Please note that any request for an internal review should be made within 40 working days of the date of this response.

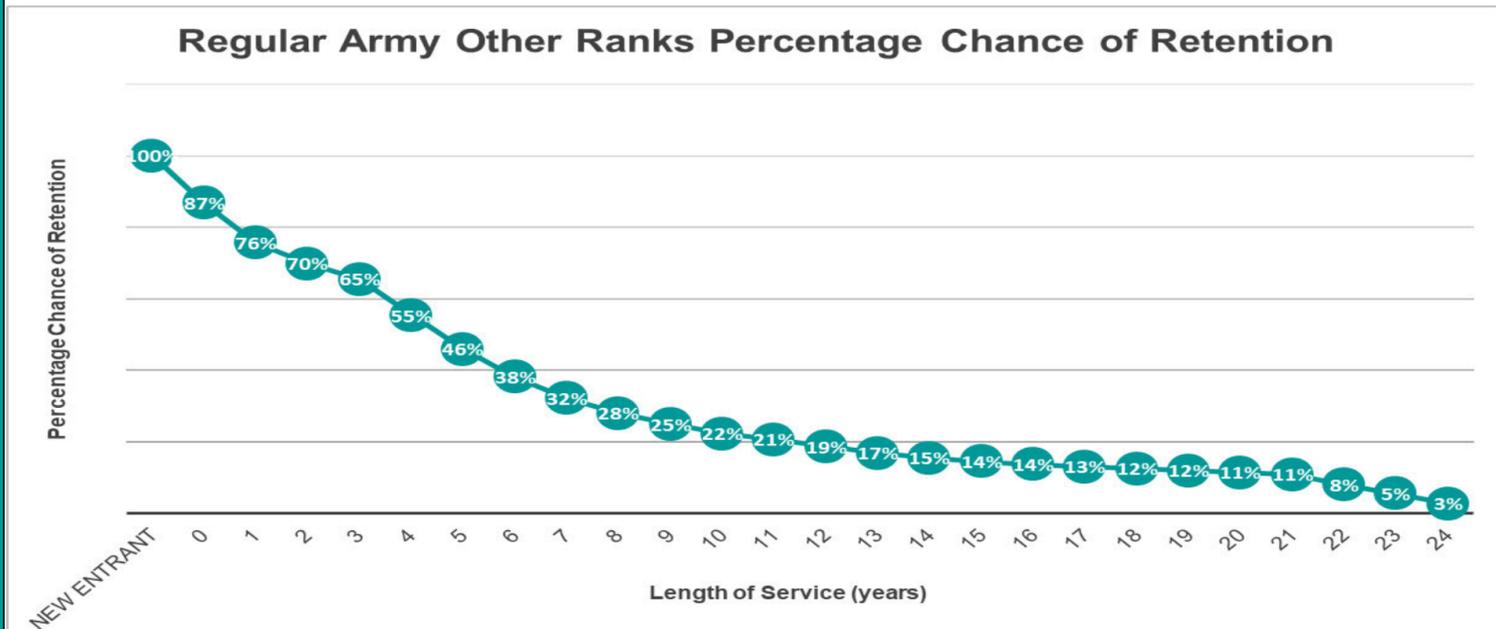
If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours sincerely,

Workforce Portfolio 2  
Army Policy & Secretariat

## Regular Army Other Ranks Career Progression

As at 31<sup>st</sup> March 2020



Source: Analysis (Army)

**Contents:**

- Other Ranks Retention Analysis
- Male Other Ranks Retention Analysis
- Female Other Ranks Retention Analysis
- Other Ranks Career Progression by Arm/Service
- Other Ranks Career Progression by Infantry Division
- Male Other Ranks Career Progression by Arm/Service
- Female Other Ranks Career Progression by Arm/Service

**Notes:**

This iteration of the Regular Army Other Ranks Career Progression Report reflects a 24 year Other Ranks career rather than 22 years. This is a better reflection of an Other Ranks career under current policy, contracts and engagements. Some of the personnel included in the dataset with longer length of service may still be on a 22 year contract.

Average (mean) Length of Service (LoS) is the average length of service of personnel on strength. It considers trained and untrained personnel within the Arm/Service and is not specific to rank or LoS.

The career forecast is not based on the actual experience of any one individual, but rather is based on historical behaviour of individuals with similar characteristics (in terms of Arm/Service, gender, length of service and rank). The data provided for the chances of retention and chances of promotion are produced using historic data from 1 April 2013 – 31 March 2020. The use of seven years data reduces fluctuations caused by one-off factors and covers a wider period of the economic cycle and policy changes which may influence outflow. By considering a cohort of individuals with the similar characteristics average career projections have been calculated.

Caution should be applied when interpreting analysis due to spurious results that have been observed within the data and population. Spurious results can be created from calculations using small populations, interactions between small populations and the methodology used in the analysis. As the analysis is derived from historic data it will reflect policy measures over that time period and therefore may not be reflective of behaviour under current or future policy conditions. Caution should be taken when interpreting the analysis for higher ranks and longer lengths of service as the population is smaller and therefore may not be

If any additional data or explanation is required please contact Analysis (Army) at DefStrat-Stat-Army-Enquiries@mod.gov.uk

**Male & Female Other Ranks**

Other Ranks																										
Arm/Service	Length of Service % Chance of a New Entrant completing x years																									
	Start	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
HCav	100%	85%	74%	68%	63%	52%	43%	36%	30%	25%	22%	19%	18%	16%	15%	13%	12%	11%	10%	10%	9%	9%	9%	4%	2%	1%
RAC	100%	86%	75%	70%	66%	53%	42%	34%	28%	24%	20%	18%	16%	15%	13%	11%	10%	9%	9%	8%	8%	7%	7%	4%	2%	1%
RA	100%	86%	76%	70%	65%	55%	45%	37%	31%	27%	24%	21%	19%	17%	16%	14%	13%	12%	12%	11%	11%	10%	10%	6%	2%	1%
RE	100%	89%	81%	76%	73%	62%	50%	39%	32%	28%	24%	22%	20%	18%	16%	15%	14%	13%	13%	12%	12%	12%	11%	9%	7%	3%
R Signals	100%	90%	84%	80%	76%	66%	56%	47%	40%	35%	32%	29%	26%	24%	22%	20%	19%	18%	17%	17%	16%	16%	15%	10%	10%	2%
Infantry Total	100%	83%	68%	60%	55%	44%	35%	28%	23%	20%	17%	15%	14%	12%	11%	10%	9%	9%	8%	8%	7%	7%	6%	5%	4%	2%
Footguards	100%	86%	71%	64%	59%	48%	39%	31%	26%	21%	19%	17%	15%	14%	13%	11%	10%	10%	9%	9%	8%	8%	7%	6%	4%	2%
Queens Div	100%	81%	67%	60%	55%	43%	34%	27%	22%	18%	16%	14%	12%	11%	10%	9%	8%	7%	7%	6%	6%	5%	4%	3%	1%	
Kings Div	100%	81%	64%	56%	50%	39%	31%	25%	20%	17%	15%	13%	12%	11%	10%	9%	8%	7%	7%	6%	6%	5%	4%	3%	1%	
SWI	100%	87%	75%	66%	60%	46%	36%	27%	23%	19%	17%	15%	14%	13%	12%	11%	11%	10%	10%	9%	9%	9%	7%	5%	2%	
Rifles	100%	82%	68%	61%	56%	45%	36%	30%	25%	21%	19%	16%	15%	13%	12%	11%	10%	10%	9%	9%	8%	8%	7%	6%	4%	2%
Para	100%	83%	67%	60%	56%	48%	41%	34%	29%	26%	23%	21%	20%	18%	16%	15%	14%	13%	13%	12%	12%	11%	11%	9%	7%	2%
AAC	100%	88%	78%	73%	69%	58%	49%	42%	36%	32%	29%	26%	24%	22%	20%	18%	17%	17%	16%	16%	15%	14%	13%	10%	7%	3%
RLC	100%	86%	75%	69%	64%	55%	47%	40%	34%	30%	28%	25%	24%	22%	20%	19%	18%	17%	16%	15%	15%	14%	14%	10%	8%	4%
RAMC	100%	91%	82%	79%	76%	69%	61%	54%	49%	43%	40%	36%	34%	32%	28%	27%	25%	24%	23%	21%	21%	21%	19%	14%	10%	5%
REME	100%	93%	85%	81%	78%	71%	60%	50%	42%	36%	31%	28%	25%	23%	20%	18%	17%	16%	15%	15%	14%	13%	13%	10%	6%	3%
AGC (PRO)	100%	90%	85%	82%	80%	70%	61%	54%	47%	42%	38%	34%	32%	28%	24%	22%	21%	19%	19%	18%	18%	16%	16%	12%	8%	4%
AGC (SPS)	100%	91%	84%	79%	76%	70%	64%	58%	53%	49%	45%	43%	41%	38%	36%	34%	32%	30%	29%	28%	27%	26%	24%	19%	15%	10%
RAVC	100%	91%	86%	84%	81%	64%	54%	48%	41%	33%	29%	27%	24%	20%	18%	16%	16%	14%	13%	13%	13%	11%	9%	6%	3%	2%
RADC	100%	94%	88%	86%	80%	73%	61%	50%	43%	39%	31%	25%	20%	16%	14%	11%	10%	8%	8%	7%	6%	6%	5%	3%	2%	1%
Int Corps	100%	93%	90%	88%	86%	81%	73%	64%	56%	51%	46%	41%	38%	34%	31%	29%	27%	26%	25%	24%	23%	22%	20%	14%	9%	5%
QARANC	100%	95%	92%	91%	88%	81%	75%	66%	59%	55%	49%	43%	40%	35%	31%	28%	26%	25%	24%	23%	22%	20%	20%	14%	9%	5%
CAMus <sup>1</sup>	100%	96%	92%	90%	89%	84%	79%	73%	69%	65%	60%	54%	53%	50%	48%	47%	45%	43%	43%	42%	41%	40%	38%	34%	29%	24%
Total	100%	87%	76%	70%	65%	55%	46%	38%	32%	28%	25%	22%	21%	19%	17%	15%	14%	14%	13%	12%	12%	11%	11%	8%	5%	3%

Source: Analysis (Army)

Arm/Service	Chance of a Soldier who has completed 'x' years, reaching 24 years																								
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
HCav	1%	1%	1%	1%	1%	1%	2%	2%	2%	3%	3%	3%	4%	4%	5%	5%	6%	6%	6%	7%	7%	7%	15%	28%	100%
RAC	1%	1%	1%	1%	2%	2%	3%	4%	4%	5%	6%	6%	7%	8%	9%	10%	11%	11%	12%	13%	13%	14%	24%	50%	100%
RA	1%	1%	1%	1%	1%	2%	2%	2%	3%	3%	4%	4%	5%	5%	6%	6%	6%	7%	7%	7%	7%	13%	32%	100%	
RE	4%	4%	5%	5%	6%	7%	9%	11%	12%	14%	16%	17%	19%	21%	23%	25%	26%	27%	28%	29%	30%	31%	37%	49%	100%
R Signals	2%	3%	3%	3%	3%	4%	5%	6%	6%	7%	8%	8%	9%	10%	11%	12%	12%	13%	13%	13%	14%	15%	22%	22%	100%
Infantry Total	2%	2%	3%	3%	4%	5%	6%	7%	9%	10%	11%	12%	14%	15%	17%	18%	19%	21%	22%	23%	25%	26%	34%	47%	100%
Footguards	2%	3%	3%	3%	4%	5%	7%	8%	10%	11%	12%	13%	15%	16%	18%	20%	21%	22%	23%	24%	26%	28%	35%	47%	100%
Queens Div	1%	2%	2%	2%	2%	3%	4%	5%	6%	7%	8%	9%	10%	11%	12%	13%	14%	15%	16%	17%	18%	19%	25%	41%	100%
Kings Div	1%	2%	2%	2%	3%	4%	5%	6%	7%	8%	9%	10%	11%	13%	14%	15%	17%	18%	18%	20%	22%	23%	32%	46%	100%
SWI	2%	2%	3%	3%	4%	5%	7%	8%	9%	11%	12%	13%	14%	15%	16%	17%	18%	18%	19%	20%	20%	25%	34%	100%	
Rifles	2%	3%	3%	3%	4%	5%	6%	7%	8%	9%	11%	12%	13%	14%	16%	17%	18%	19%	19%	21%	23%	24%	31%	45%	100%
Para	3%	4%	4%	4%	5%	6%	7%	8%	9%	11%	12%	12%	14%	15%	16%	18%	19%	19%	20%	20%	21%	22%	26%	34%	100%
AAC	4%	4%	5%	5%	6%	7%	8%	9%	10%	11%	13%	14%	15%	16%	18%	19%	20%	20%	21%	22%	23%	25%	33%	48%	100%
RLC	4%	5%	5%	6%	6%	8%	9%	10%	12%	13%	14%	15%	16%	18%	19%	20%	21%	22%	23%	24%	25%	26%	34%	47%	100%
RAMC	5%	6%	6%	6%	7%	8%	9%	10%	11%	12%	13%	14%	15%	17%	17%	18%	19%	20%	21%	22%	23%	24%	34%	48%	100%
REME	3%	3%	4%	4%	4%	5%	6%	7%	8%	9%	10%	11%	13%	14%	16%	17%	18%	19%	20%	21%	22%	23%	30%	46%	100%
AGC (PRO)	4%	4%	4%	4%	5%	6%	7%	8%	8%	9%	10%	11%	13%	14%	16%	17%	18%	19%	19%	20%	21%	22%	30%	42%	100%
AGC (SPS)	11%	12%	13%	13%	15%	16%	17%	19%	21%	23%	24%	25%	27%	28%	30%	32%	34%	35%	36%	38%	40%	42%	53%	67%	100%
RAVC	2%	2%	2%	2%	3%	4%	4%	5%	6%	7%	8%	10%	11%	12%	12%	14%	14%	14%	15%	17%	20%	32%	68%	100%	
RADC	1%	1%	1%	1%	1%	1%	2%	2%	3%	3%	4%	5%	6%	8%	9%	10%	11%	13%	14%	15%	17%	29%	42%	100%	
Int Corps	6%	6%	6%	6%	6%	7%	8%	9%	10%	11%	13%	14%	15%	17%	18%	19%	20%	21%	21%	22%	24%	25%	37%	59%	100%
QARANC	5%	5%	5%	5%	6%	6%	7%	8%	8%	9%	10%	11%	13%	15%	16%	17%	18%	19%	20%	21%	22%	23%	32%	51%	100%
CAMus <sup>1</sup>	25%	26%	26%	27%	28%	30%	32%	34%	36%	40%	43%	45%	47%	49%	50%	53%	55%	55%	57%	57%	59%	62%	71%	80%	100%
Total	3%	3%	4%	4%	5%	6%	7%	8%	9%	10%	12%	13%	14%	15%	17%	18%	19%	20%	21%	22%	23%	24%	33%	48%	100%

Source: Analysis (Army)

**Notes:**

The career forecast is not based on the actual experience of any one individual, but rather is based on historical behaviour of individuals with similar characteristics (in terms of Arm/Service, gender, and length of service). The data provided for the chances of retention and chances of promotion are produced using historic data from 1 April 2013 – 31 March 2020. The use of seven years data reduces fluctuations caused by one-off factors and covers a wider period of the economic cycle and policy changes which may influence outflow. By considering a cohort of individuals with the similar characteristics average career projections have been calculated.

Caution should be applied when interpreting analysis due to spurious results that have been observed within the data and population. Spurious results can be created from calculations using small populations, interactions between small populations and the methodology used in the analysis. As the analysis is derived from historic data it will reflect policy measures over that time period and therefore may not be reflective of behaviour under current or future policy conditions. Caution should be taken when interpreting the analysis for higher ranks and longer lengths of service as the population is smaller and therefore may not be reflective of behaviour under current or future policy conditions.

<sup>1</sup>LoS x' means 'LoS greater than or equal to x but less than x+1'. So 'LoS 21', for example, is the chance of personnel serving more than or equal to 21 years but less than 22 years.

Historical ground close combat (GCC) roles consisted of males only, however in July 2016, the exclusion of women in GCC roles was lifted, allowing them to join HCav/RAC from 1st November 2016. Women were not permitted to join the Infantry until 25th October 2018 for transfers and 1st April 2019 for new recruits.

The data in these tables cover periods when policy measures which influence career have been applied, for example, structural changes within an Arm/Service.

Male Other Ranks

Other Ranks

Arm/Service	Length of Service % Chance of a New Entrant completing x years																									
	Start	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
HCav	100%	85%	74%	67%	63%	52%	43%	36%	30%	25%	19%	18%	16%	14%	13%	12%	11%	10%	10%	9%	9%	9%	4%	2%	1%	
RAC	100%	86%	75%	70%	66%	53%	42%	34%	28%	24%	20%	18%	16%	15%	13%	11%	10%	9%	9%	8%	8%	7%	7%	4%	2%	1%
RA	100%	86%	76%	71%	65%	55%	45%	37%	31%	27%	24%	21%	19%	17%	16%	14%	13%	13%	12%	11%	11%	11%	10%	6%	2%	1%
RE	100%	90%	81%	76%	73%	62%	50%	39%	32%	28%	24%	22%	20%	18%	16%	15%	14%	13%	13%	12%	12%	12%	11%	9%	7%	3%
R Signals	100%	90%	84%	80%	77%	66%	56%	47%	40%	35%	32%	29%	27%	25%	22%	20%	19%	18%	18%	17%	17%	16%	15%	10%	10%	2%
Infantry Total	100%	83%	68%	60%	55%	44%	35%	28%	23%	20%	17%	15%	14%	12%	11%	10%	9%	9%	8%	8%	7%	7%	6%	5%	4%	2%
Footguards	100%	86%	71%	64%	59%	48%	39%	31%	26%	22%	19%	17%	15%	14%	13%	11%	10%	10%	9%	9%	8%	8%	7%	6%	4%	2%
Queens Div	100%	81%	67%	60%	55%	43%	34%	27%	22%	18%	16%	14%	12%	11%	10%	9%	8%	7%	7%	6%	6%	5%	4%	3%	1%	
Kings Div	100%	81%	64%	56%	50%	39%	31%	25%	20%	17%	15%	13%	12%	11%	10%	9%	8%	7%	7%	7%	6%	6%	5%	4%	3%	1%
SWI	100%	87%	75%	66%	60%	46%	36%	27%	23%	19%	17%	15%	14%	13%	12%	11%	11%	10%	10%	9%	9%	9%	7%	5%	2%	
Rifles	100%	82%	68%	61%	56%	45%	36%	30%	25%	21%	19%	16%	15%	13%	12%	11%	10%	10%	9%	9%	8%	8%	7%	6%	4%	2%
Para	100%	83%	67%	60%	56%	48%	41%	34%	29%	26%	23%	21%	20%	18%	16%	15%	14%	13%	13%	12%	12%	11%	11%	9%	7%	2%
AAC	100%	87%	78%	73%	69%	58%	49%	41%	35%	32%	29%	26%	24%	22%	20%	19%	18%	17%	16%	16%	15%	14%	13%	10%	7%	3%
RLC	100%	86%	75%	69%	64%	55%	46%	39%	34%	30%	27%	25%	24%	22%	20%	19%	18%	17%	16%	16%	15%	14%	14%	11%	8%	4%
RAMC	100%	92%	84%	81%	79%	71%	62%	56%	51%	46%	42%	38%	36%	33%	30%	29%	28%	27%	25%	25%	24%	23%	21%	15%	11%	5%
REME	100%	92%	85%	81%	79%	72%	60%	50%	42%	36%	32%	28%	25%	23%	20%	18%	17%	16%	16%	15%	14%	14%	13%	10%	7%	3%
AGC (PRO)	100%	90%	85%	83%	81%	71%	61%	54%	46%	41%	37%	34%	32%	28%	25%	23%	22%	20%	20%	19%	18%	17%	17%	12%	9%	4%
AGC (SPS)	100%	91%	87%	82%	78%	72%	67%	62%	57%	53%	50%	47%	45%	42%	41%	39%	37%	35%	34%	33%	31%	30%	29%	24%	19%	13%
RAVC	100%	90%	86%	86%	83%	65%	56%	51%	43%	35%	32%	29%	26%	22%	20%	18%	18%	16%	15%	15%	15%	13%	11%	7%	4%	3%
RADC <sup>2</sup>																										
Int Corps	100%	93%	90%	88%	87%	81%	73%	63%	55%	50%	46%	41%	38%	34%	31%	29%	28%	27%	25%	24%	23%	22%	21%	14%	9%	5%
QARANC	100%	96%	93%	93%	86%	83%	80%	74%	70%	68%	60%	51%	47%	39%	35%	33%	33%	31%	30%	28%	26%	24%	23%	16%	13%	7%
CAMus <sup>1</sup>	100%	96%	93%	91%	89%	86%	82%	76%	71%	68%	63%	58%	57%	55%	53%	52%	50%	49%	49%	48%	47%	45%	45%	39%	34%	27%
Total	100%	86%	75%	69%	65%	54%	45%	37%	31%	27%	24%	22%	20%	18%	16%	15%	14%	13%	13%	12%	12%	11%	11%	8%	5%	3%

Source: Analysis (Army)

Arm/Service	Chance of a Soldier who has completed 'x' years, reaching 24 years																								
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
HCav	1%	1%	1%	1%	1%	1%	2%	2%	2%	3%	4%	4%	4%	5%	6%	6%	6%	6%	7%	7%	7%	7%	15%	28%	100%
RAC	1%	1%	1%	1%	2%	2%	3%	4%	4%	5%	6%	6%	7%	8%	9%	10%	11%	11%	12%	13%	13%	14%	24%	50%	100%
RA	1%	1%	1%	1%	1%	2%	2%	2%	3%	3%	4%	4%	4%	5%	5%	6%	6%	6%	7%	7%	7%	13%	32%	100%	
RE	4%	4%	4%	5%	6%	7%	9%	11%	12%	14%	16%	17%	19%	21%	23%	25%	26%	27%	28%	29%	30%	31%	37%	49%	100%
R Signals	3%	3%	3%	3%	3%	4%	5%	6%	6%	7%	8%	9%	9%	10%	11%	12%	12%	13%	13%	14%	14%	15%	22%	22%	100%
Infantry Total	2%	2%	3%	3%	4%	5%	6%	7%	9%	10%	11%	12%	14%	15%	17%	18%	19%	21%	22%	23%	25%	26%	34%	47%	100%
Footguards	2%	3%	3%	3%	4%	5%	7%	8%	10%	11%	12%	13%	15%	16%	18%	20%	21%	22%	23%	24%	26%	28%	35%	47%	100%
Queens Div	1%	2%	2%	2%	2%	3%	4%	5%	6%	7%	8%	9%	10%	11%	12%	13%	14%	15%	16%	17%	18%	19%	25%	41%	100%
Kings Div	1%	2%	2%	2%	3%	4%	5%	6%	7%	8%	9%	10%	11%	13%	14%	15%	17%	18%	18%	20%	22%	23%	32%	46%	100%
SWI	2%	2%	3%	3%	4%	5%	7%	8%	9%	11%	12%	13%	14%	15%	16%	17%	18%	18%	19%	20%	20%	20%	25%	34%	100%
Rifles	2%	3%	3%	3%	4%	5%	6%	7%	8%	9%	11%	12%	13%	14%	16%	17%	18%	19%	19%	21%	23%	24%	31%	45%	100%
Para	3%	4%	4%	4%	5%	6%	7%	8%	9%	11%	12%	12%	14%	15%	16%	18%	19%	19%	20%	21%	22%	22%	26%	34%	100%
AAC	4%	4%	5%	5%	6%	7%	8%	9%	10%	11%	13%	14%	15%	17%	18%	19%	20%	21%	21%	23%	24%	25%	34%	49%	100%
RLC	4%	5%	6%	6%	7%	8%	10%	11%	13%	14%	15%	16%	17%	19%	20%	21%	22%	23%	25%	26%	27%	28%	36%	48%	100%
RAMC	6%	7%	7%	7%	8%	9%	10%	11%	12%	13%	15%	15%	16%	18%	19%	20%	21%	22%	22%	23%	24%	26%	35%	50%	100%
REME	3%	3%	4%	4%	4%	5%	6%	7%	8%	9%	11%	12%	13%	15%	16%	17%	18%	19%	20%	21%	22%	23%	30%	46%	100%
AGC (PRO)	4%	4%	4%	5%	5%	6%	7%	8%	9%	10%	11%	12%	13%	15%	16%	17%	18%	19%	19%	20%	22%	23%	30%	41%	100%
AGC (SPS)	14%	15%	16%	17%	18%	20%	21%	23%	25%	27%	28%	29%	31%	32%	34%	36%	38%	39%	40%	42%	44%	45%	56%	71%	100%
RAVC	3%	3%	3%	3%	4%	4%	5%	6%	7%	8%	9%	10%	11%	12%	14%	14%	15%	16%	17%	17%	19%	24%	36%	69%	100%
RADC <sup>2</sup>																									
Int Corps	6%	6%	6%	6%	6%	7%	8%	9%	10%	11%	13%	14%	15%	17%	18%	19%	20%	21%	22%	23%	24%	25%	37%	61%	100%
QARANC	8%	8%	8%	8%	9%	9%	10%	10%	11%	12%	14%	15%	19%	20%	22%	22%	23%	24%	26%	27%	30%	31%	45%	57%	100%
CAMus <sup>1</sup>	29%	30%	30%	31%	32%	34%	36%	39%	40%	44%	47%	48%	50%	52%	53%	55%	56%	56%	57%	58%	61%	62%	70%	81%	100%
Total	3%	3%	4%	4%	5%	6%	7%	8%	9%	11%	12%	13%	14%	16%	17%	18%	19%	20%	21%	22%	23%	24%	33%	48%	100%

Source: Analysis (Army)

Notes:

The career forecast is not based on the actual experience of any one individual, but rather is based on historical behaviour of individuals with similar characteristics (in terms of Arm/Service, gender, and length of service). The data provided for the chances of retention and chances of promotion are produced using historic data from 1 April 2013 – 31 March 2020. The use of seven years data reduces fluctuations caused by one-off factors and covers a wider period of the economic cycle and policy changes which may influence outflow. By considering a cohort of individuals with the similar characteristics average career projections have been calculated.

Caution should be applied when interpreting analysis due to spurious results that have been observed within the data and population. Spurious results can be created from calculations using small populations, interactions between small populations and the methodology used in the analysis. As the analysis is derived from historic data it will reflect policy measures over that time period and therefore may not be reflective of behaviour under current or future policy conditions. Caution should be taken when interpreting the analysis for higher ranks and longer lengths of service as the population is smaller and therefore may not be reflective of behaviour under current or future policy conditions.

'LoS x' means 'LoS greater than or equal to x but less than x+1'. So 'LoS 21', for example, is the chance of personnel serving more than or equal to 21 years but less than 22 years.

The data in these tables cover periods when policy measures which influence career have been applied, for example, structural changes within an Arm/Service.

<sup>1</sup> The Corps of Army Music (CAMus) has been renamed to the Royal Corps of Army Music (RCAM).

<sup>2</sup> Figures for The Royal Army Dental Corps (RADC) have been excluded from the tables below because less than 10 male new entrants joined the RADC between the 1st April 2013 and the 31st March 2020. Including a small population may have a disproportionate effect on the career forecast and may be susceptible to fluctuations.

**Female Other Ranks**

**Other Ranks**

Arm/Service	Length of Service % Chance of a New Entrant completing x years																									
	Start	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
RA	100%	88%	75%	68%	63%	55%	47%	39%	33%	28%	24%	21%	18%	16%	14%	12%	11%	10%	9%	9%	8%	8%	8%	5%	2%	2%
RE <sup>3</sup>	100%	84%	79%	73%	70%	59%	49%	46%	40%	38%	32%	26%	25%	23%	21%	19%	17%	16%	14%	10%	10%	10%	0%	0%	0%	0%
R Signal	100%	90%	83%	78%	73%	64%	54%	46%	37%	31%	26%	24%	22%	20%	18%	16%	14%	12%	12%	12%	11%	11%	10%	7%	7%	1%
AAC	100%	95%	81%	77%	71%	62%	53%	47%	37%	31%	29%	25%	24%	23%	20%	18%	17%	17%	17%	16%	16%	15%	14%	11%	8%	4%
RLC	100%	86%	74%	70%	66%	59%	52%	44%	36%	32%	28%	25%	22%	20%	18%	16%	15%	14%	13%	12%	12%	11%	10%	8%	5%	1%
RAMC	100%	90%	81%	76%	72%	65%	58%	52%	45%	40%	37%	33%	31%	29%	25%	24%	22%	22%	20%	19%	17%	17%	16%	10%	6%	2%
REME	100%	94%	84%	75%	71%	66%	57%	49%	37%	30%	27%	25%	23%	20%	19%	16%	13%	12%	11%	11%	10%	9%	9%	6%	2%	2%
AGC (PRO)	100%	90%	84%	80%	77%	69%	62%	53%	50%	45%	41%	36%	32%	27%	21%	18%	16%	15%	14%	14%	14%	13%	12%	8%	5%	3%
AGC (SPS)	100%	91%	80%	76%	73%	67%	60%	54%	48%	43%	39%	37%	35%	31%	29%	27%	25%	23%	22%	22%	21%	19%	18%	14%	10%	6%
RAVC <sup>4</sup>	100%	93%	85%	82%	78%	64%	50%	46%	38%	30%	25%	22%	20%	15%	13%	12%	11%	9%	6%	13%	6%	6%	6%	3%	0%	0%
RADC	100%	93%	87%	85%	79%	71%	60%	47%	40%	37%	33%	28%	23%	18%	15%	13%	11%	11%	10%	9%	8%	7%	7%	5%	3%	1%
Int Corps	100%	91%	88%	86%	82%	80%	74%	65%	59%	52%	46%	40%	37%	33%	29%	26%	25%	24%	24%	23%	23%	22%	20%	14%	8%	5%
QARANC	100%	95%	92%	91%	88%	81%	74%	64%	55%	51%	46%	41%	38%	34%	29%	26%	24%	23%	22%	21%	21%	20%	20%	15%	10%	6%
CAMus <sup>1</sup>	100%	95%	91%	89%	89%	81%	74%	68%	64%	59%	53%	48%	45%	40%	38%	35%	31%	29%	28%	23%	19%	18%	16%	15%	12%	11%
<b>Total</b>	100%	90%	80%	75%	71%	64%	56%	49%	42%	37%	33%	30%	27%	24%	22%	19%	18%	17%	16%	15%	14%	14%	13%	9%	6%	3%

Arm/Service	Chance of a Soldier who has completed 'x' years, reaching 24 years																								
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
RA	2%	2%	2%	3%	3%	4%	4%	5%	6%	7%	8%	9%	10%	12%	14%	15%	17%	18%	19%	20%	20%	21%	34%	75%	100%
RE <sup>3</sup>																									
R Signal	1%	1%	1%	1%	2%	2%	2%	3%	4%	4%	5%	5%	6%	6%	7%	8%	9%	9%	9%	10%	10%	11%	15%	15%	100%
AAC	4%	5%	5%	5%	6%	7%	8%	10%	12%	13%	15%	15%	16%	19%	20%	21%	22%	22%	23%	23%	24%	27%	32%	47%	100%
RLC	2%	2%	2%	2%	2%	3%	3%	4%	4%	5%	6%	6%	7%	8%	9%	10%	10%	11%	12%	12%	13%	14%	18%	29%	100%
RAMC	2%	2%	3%	3%	3%	3%	4%	4%	5%	5%	6%	6%	7%	8%	9%	9%	9%	10%	11%	12%	12%	13%	20%	35%	100%
REME	2%	2%	2%	3%	3%	3%	4%	5%	6%	7%	7%	8%	9%	10%	12%	14%	15%	16%	17%	18%	20%	21%	32%	76%	100%
AGC (PRO)	3%	3%	3%	3%	4%	4%	5%	5%	6%	6%	7%	8%	10%	12%	15%	16%	17%	19%	19%	19%	20%	21%	31%	56%	100%
AGC (SPS)	7%	8%	8%	9%	9%	10%	11%	13%	14%	16%	17%	18%	20%	21%	23%	25%	27%	28%	29%	30%	32%	34%	44%	60%	100%
RAVC <sup>4</sup>																									
RADC	2%	2%	2%	2%	2%	2%	3%	4%	4%	4%	5%	6%	8%	10%	11%	13%	13%	14%	16%	17%	19%	21%	31%	44%	100%
Int Corps	5%	5%	5%	6%	6%	6%	7%	8%	9%	10%	11%	12%	14%	16%	18%	19%	19%	19%	20%	20%	21%	23%	33%	57%	100%
QARANC	6%	6%	6%	7%	7%	8%	9%	10%	11%	13%	14%	15%	17%	20%	22%	24%	25%	26%	27%	28%	29%	29%	38%	60%	100%
CAMus <sup>1</sup>	12%	12%	12%	12%	14%	15%	16%	17%	19%	21%	23%	25%	27%	29%	32%	36%	38%	40%	47%	59%	60%	67%	73%	91%	100%
<b>Total</b>	3%	3%	4%	4%	4%	5%	6%	7%	7%	8%	9%	10%	11%	13%	14%	16%	17%	18%	19%	19%	20%	22%	30%	45%	100%

Source: Analysis (Army)

**Notes:**

The career forecast is not based on the actual experience of any one individual, but rather is based on historical behaviour of individuals with similar characteristics (in terms of Arm/Service, gender, and length of service). The data provided for the chances of retention and chances of promotion are produced using historic data from 1 April 2013 – 31 March 2020. The use of seven years data reduces fluctuations caused by one-off factors and covers a wider period of the economic cycle and policy changes which may influence outflow. By considering a cohort of individuals with the similar characteristics average career projections have been calculated.

Caution should be applied when interpreting analysis due to spurious results that have been observed within the data and population. Spurious results can be created from calculations using small populations, interactions between small populations and the methodology used in the analysis. As the analysis is derived from historic data it will reflect policy measures over that time period and therefore may not be reflective of behaviour under current or future policy conditions. Caution should be taken when interpreting the analysis for higher ranks and longer lengths of service as the population is smaller and therefore may not be reflective of behaviour under current or future policy conditions.

'LoS x' means 'LoS greater than or equal to x but less than x+1'. So 'LoS 21', for example, is the chance of personnel serving more than or equal to 21 years but less than 22 years.

The data in these tables cover periods when policy measures which influence career have been applied, for example, structural changes within an Arm/Service.

Historical ground close combat (GCC) roles consisted of males only, however in July 2016, the exclusion of women in GCC roles was lifted, allowing them to join HCav/RAC from 1st November 2016. Women were not permitted to join the Infantry until 25th October 2018 for transfers and 1st April 2019 for new recruits. However, these Arm/Services have been excluded, as survival rates are analysed over a 7 year period and the number of Females in these Arm/Services over this period is too small to conduct meaningful analysis.

<sup>1</sup> The Corps of Army Music (CAMus) has been renamed to the Royal Corps of Army Music (RCAM).

<sup>3</sup> Over the 7 year period to 31st March 2020, there have been no female soldiers in the Arm/Service of The Royal Engineers (RE) who have served beyond 20 years, and the table below appears to show that there is a 0% chance of female soldiers in the RE reaching 21, 22, 23, and 24 years length of service. However, this is not the case, and caution should be exercised when considering the chance of female soldiers serving beyond 20 years.

<sup>4</sup> Over the 7 year period to 31st March 2020, there have been no female soldiers in the Arm/Service of The Royal Army Veterinary Corps (RAVC) who have served beyond 22 years, and the table below appears to show that there is a 0% chance of female soldiers in the RAVC reaching 23, and 24 years length of service. However, this is not the case, and caution should be exercised when considering the chance of female soldiers serving beyond 22 years.

**Other Ranks Career Progression by Arm/Service for Financial Years 2013-2020**

	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
HCav	LCPL	5 years 5 months	32.6%	32.6%
	CPL	8 years 8 months	19.8%	64.9%
	SGT	13 years 6 months	11.4%	61.6%
	SSGT	16 years 8 months	7.0%	66.6%
	WO2	18 years 3 months	4.7%	57.6%
	WO1	20 years 6 months	1.8%	30.1%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 2.7%

	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
RAC	LCPL	4 years 2 months	42.2%	42.2%
	CPL	7 years 4 months	22.0%	57.8%
	SGT	12 years 0 months	10.5%	55.2%
	SSGT	16 years 1 months	6.9%	69.5%
	WO2	18 years 3 months	5.1%	80.4%
	WO1	20 years 5 months	2.2%	35.0%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 1.9%

	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
RA	LCPL	4 years 4 months	38.1%	38.1%
	CPL	7 years 5 months	22.8%	60.2%
	SGT	11 years 4 months	14.3%	64.8%
	SSGT	15 years 3 months	10.0%	73.2%
	WO2	17 years 1 months	7.2%	69.3%
	WO1	20 years 6 months	2.6%	39.1%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 2.1%

	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
RE	LCPL	5 years 1 months	34.0%	34.0%
	CPL	9 years 0 months	20.1%	66.4%
	SGT	12 years 11 months	13.7%	70.4%
	SSGT	16 years 3 months	11.5%	86.8%
	WO2	19 years 4 months	8.0%	69.2%
	WO1	21 years 9 months	3.7%	49.9%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 2.8%

**R Signals**

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	2 years 9 months	63.3%	63.3%
CPL	6 years 11 months	34.4%	58.5%
SGT	11 years 8 months	21.0%	66.2%
SSGT	15 years 6 months	12.8%	57.7%
WO2	18 years 2 months	6.9%	52.4%
WO1	20 years 3 months	3.8%	55.7%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 3.0%

**Infantry**

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	4 years 5 months	23.9%	23.9%
CPL	7 years 9 months	15.1%	64.3%
SGT	12 years 9 months	8.9%	64.1%
SSGT	15 years 9 months	5.9%	68.9%
WO2	18 years 8 months	3.9%	68.2%
WO1	21 years 6 months	1.4%	38.4%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 1.6%

**AAC**

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	5 years 1 months	40.6%	40.6%
CPL	9 years 5 months	23.4%	65.7%
SGT	12 years 11 months	16.9%	72.7%
SSGT	16 years 0 months	13.8%	82.8%
WO2	18 years 9 months	11.9%	88.5%
WO1	21 years 4 months	6.1%	45.6%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 4.5%

**RLC**

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	4 years 3 months	37.9%	37.9%
CPL	8 years 1 months	24.0%	64.2%
SGT	12 years 2 months	15.6%	60.5%
SSGT	15 years 7 months	12.3%	80.0%
WO2	18 years 2 months	9.0%	77.0%
WO1	20 years 2 months	4.6%	44.1%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 1.8%

**RAMC**

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	3 years 10 months	64.3%	64.3%
CPL	7 years 0 months	44.3%	73.6%
SGT	11 years 2 months	30.6%	73.5%
SSGT	15 years 3 months	21.2%	74.9%
WO2	18 years 4 months	13.8%	71.2%
WO1	21 years 3 months	6.0%	38.0%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 3.7%

**REME**

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	3 years 8 months	60.7%	60.7%
CPL	7 years 3 months	36.4%	60.5%
SGT	11 years 7 months	20.0%	65.3%
SSGT	15 years 6 months	11.1%	59.5%
WO2	18 years 8 months	7.4%	74.0%
WO1	20 years 6 months	4.6%	68.8%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 2.7%

**AGC (PRO)**

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	0 years 11 months	83.3%	83.3%
CPL	3 years 8 months	68.4%	83.8%
SGT	9 years 6 months	30.7%	56.1%
SSGT	14 years 1 months	18.8%	66.8%
WO2	17 years 8 months	11.5%	69.0%
WO1	20 years 0 months	5.6%	44.4%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 4.5%

**AGC (SPS)**

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	3 years 2 months	67.8%	67.8%
CPL	6 years 0 months	53.6%	78.4%
SGT	11 years 6 months	35.1%	73.4%
SSGT	16 years 5 months	23.9%	73.3%
WO2	19 years 6 months	16.6%	72.0%
WO1	23 years 6 months	5.4%	29.0%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 3.0%

RAVC

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	4 years 6 months	49.5%	49.5%
CPL	8 years 5 months	23.9%	46.5%
SGT	12 years 5 months	12.5%	54.4%
SSGT	16 years 11 months	7.7%	68.4%
WO2	19 years 6 months	4.7%	67.4%
WO1	21 years 8 months	1.9%	66.6%

**% chance of commission to Officer (Other Ranks only)**

for an individual who start at rank PTE 1.2%

SASC<sup>5</sup>

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Sgt	% chance of promotion to that rank from the rank below
LCPL	Under Review		
CPL			
SGT			
SSGT			
WO2			
WO1			

**% chance of commission to Officer (Other Ranks only)**

for an individual who start at rank SGT

RADC

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	1 years 5 months	81.4%	81.4%
CPL	6 years 6 months	36.6%	46.7%
SGT	11 years 0 months	15.2%	48.1%
SSGT	15 years 6 months	6.1%	47.0%
WO2	19 years 0 months	2.4%	26.8%
WO1	21 years 3 months	0.9%	48.0%

**% chance of commission to Officer (Other Ranks only)**

for an individual who start at rank PTE 0.6%

Int Corps

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	1 years 0 months	87.6%	87.6%
CPL	4 years 2 months	75.9%	87.2%
SGT	8 years 3 months	45.1%	69.4%
SSGT	12 years 8 months	30.8%	75.1%
WO2	16 years 4 months	22.6%	81.2%
WO1	20 years 4 months	11.8%	52.2%

**% chance of commission to Officer (Other Ranks only)**

for an individual who start at rank PTE 10.3%

RAPTC

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Sgt	% chance of promotion to that rank from the rank below
LCPL			
CPL			
SGT			
SSGT	15 years 1 months	89.4%	90.3%
WO2	18 years 5 months	65.4%	59.8%
WO1	20 years 10 months	28.7%	54.4%

% chance of commission to Officer (Other Ranks only)  
for an individual who start at rank SGT 21.9%

QARANC<sup>4</sup>

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	Under Review		
CPL			
SGT			
SSGT			
WO2			
WO1			

% chance of commission to Officer (Other Ranks only)  
for an individual who start at rank PTE

CAMus<sup>1</sup>

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	5 years 2 months	70.8%	70.8%
CPL	10 years 5 months	52.7%	76.7%
SGT	14 years 2 months	40.0%	76.8%
SSGT	18 years 3 months	30.7%	72.6%
WO2	20 years 7 months	18.4%	53.0%
WO1	24 years 6 months	8.3%	26.1%

% chance of commission to Officer (Other Ranks only)  
for an individual who start at rank PTE 5.2%

Total

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	3 years 11 months	39.8%	39.8%
CPL	7 years 2 months	25.3%	63.5%
SGT	11 years 9 months	15.2%	65.5%
SSGT	15 years 6 months	10.5%	72.6%
WO2	18 years 4 months	7.1%	70.7%
WO1	20 years 11 months	3.3%	42.2%

% chance of commission to Officer (Other Ranks only)  
for an individual who start at rank PTE 2.4%

Source: Analysis (Army)

The career forecast is not based on the actual experience of any one individual, but rather is based on historical behaviour of individuals with similar characteristics (in terms of Arm/Service, gender, length of service and rank). The data provided for the chances of retention and chances of promotion are produced using historic data from 1 April 2013 – 31 March 2020. The use of seven years data reduces fluctuations caused by one-off factors and covers a wider period of the economic cycle and policy changes which may influence outflow. By considering a cohort of individuals with the similar characteristics average career projections have been calculated.

'% chance of promotion to that rank from the rank below' considers the Arm/Service as a whole and is not specific to LoS. It is based on Trained and Untrained personnel within the Arm/Service.

Historical ground close combat (GCC) roles consisted of males only, however in July 2016, the exclusion of women in GCC roles was lifted, allowing them to join HCav/RAC from 1st November 2016. Women were not permitted to join the Infantry until 25th October 2018 for transfers and 1st April 2019 for new recruits.

<sup>1</sup> The Corps of Army Music (CAMus) has been renamed to the Royal Corps of Army Music (RCAM).

<sup>4</sup> Queen Alexandra's Royal Army Nursing Corps (QARANC) data is currently under review due to the difference in behaviour of certain trades.

<sup>5</sup> SASC data is currently under review due to a small population size and variation in behaviour between ranks.

**Other Ranks Career Progression by Infantry Division for Financial Years 2013-2020**

	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
Total Infantry	LCPL	4 years 5 months	23.9%	23.9%
	CPL	7 years 9 months	15.1%	64.3%
	SGT	12 years 9 months	8.9%	64.1%
	SSGT	15 years 9 months	5.9%	68.9%
	WO2	18 years 8 months	3.9%	68.2%
	WO1	21 years 6 months	1.4%	38.4%
% chance of commission to Officer (Other Ranks only) for an individual who starts at rank PTE			1.6%	

	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
Footguards	LCPL	4 years 6 months	24.1%	24.1%
	CPL	7 years 9 months	16.3%	70.0%
	SGT	12 years 9 months	9.6%	65.0%
	SSGT	15 years 9 months	6.7%	70.9%
	WO2	18 years 9 months	4.5%	70.3%
	WO1	21 years 9 months	1.9%	43.9%
% chance of commission to Officer (Other Ranks only) for an individual who starts at rank PTE			2.3%	

	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
SWI	LCPL	4 years 8 months	24.6%	24.6%
	CPL	8 years 10 months	14.7%	60.4%
	SGT	13 years 10 months	8.2%	62.9%
	SSGT	16 years 0 months	5.1%	73.5%
	WO2	18 years 9 months	3.2%	64.8%
	WO1	22 years 4 months	1.4%	46.0%
% chance of commission to Officer (Other Ranks only) for an individual who starts at rank PTE			1.0%	

	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
Queens Div	LCPL	4 years 1 months	22.2%	22.2%
	CPL	7 years 4 months	13.9%	62.4%
	SGT	12 years 4 months	7.6%	59.8%
	SSGT	15 years 3 months	4.8%	63.6%
	WO2	17 years 11 months	3.1%	62.9%
	WO1	20 years 5 months	1.2%	37.8%
% chance of commission to Officer (Other Ranks only) for an individual who starts at rank PTE			1.3%	

	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
Kings Div	LCPL	4 years 6 months	20.0%	20.0%
	CPL	8 years 0 months	12.2%	62.9%
	SGT	13 years 0 months	6.7%	58.5%
	SSGT	16 years 0 months	4.1%	58.2%
	WO2	18 years 9 months	2.4%	67.0%
	WO1	21 years 5 months	0.9%	38.0%
	<b>% chance of commission to Officer (Other Ranks only)</b>			
for an individual who starts at rank PTE			0.7%	

	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
Rifles	LCPL	4 years 2 months	25.6%	25.6%
	CPL	7 years 2 months	16.3%	62.0%
	SGT	12 years 10 months	9.7%	65.7%
	SSGT	15 years 9 months	6.6%	67.0%
	WO2	18 years 7 months	4.4%	68.9%
	WO1	21 years 4 months	2.0%	50.6%
	<b>% chance of commission to Officer (Other Ranks only)</b>			
for an individual who starts at rank PTE			1.9%	

	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
Para	LCPL	5 years 1 months	31.0%	31.0%
	CPL	8 years 2 months	20.7%	67.5%
	SGT	13 years 1 months	13.5%	68.8%
	SSGT	15 years 11 months	9.6%	75.3%
	WO2	18 years 10 months	6.7%	73.4%
	WO1	21 years 11 months	2.8%	41.2%
	<b>% chance of commission to Officer (Other Ranks only)</b>			
for an individual who starts at rank PTE			2.9%	

Source: Analysis (Army)

The career forecast is not based on the actual experience of any one individual, but rather is based on historical behaviour of individuals with similar characteristics (in terms of Arm/Service, gender, length of service and rank). The data provided for the chances of retention and chances of promotion are produced using historic data from 1 April 2013 – 31 March 2020. The use of seven years data reduces fluctuations caused by one-off factors and covers a wider period of the economic cycle and policy changes which may influence outflow. By considering a cohort of individuals with the similar characteristics average career projections have been calculated.

Historical ground close combat (GCC) roles consisted of males only, however in July 2016, the exclusion of women in GCC roles was lifted, allowing them to join HCav/RAC from 1st November 2016. Women were not permitted to join the Infantry until 25th October 2018 for transfers and 1st April 2019 for new recruits.

'% chance of promotion to that rank from the rank below' considers the Arm/Service as a whole and is not specific to LoS. It is based on Trained and Untrained personnel within the Arm/Service.

**Male Other Ranks Career Progression by Arm/Service for Financial Years 2013-2020**

	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
HCav	LCPL	5 years 5 months	32.4%	32.4%
	CPL	8 years 8 months	19.7%	64.9%
	SGT	13 years 6 months	11.4%	61.6%
	SSGT	16 years 8 months	7.0%	67.6%
	WO2	18 years 3 months	4.7%	57.6%
	WO1	20 years 6 months	1.8%	30.1%

% chance of commission to Officer (Other Ranks only)  
for an individual who start at rank PTE 2.7%

	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
RAC	LCPL	4 years 2 months	42.2%	42.2%
	CPL	7 years 4 months	22.0%	57.8%
	SGT	12 years 0 months	10.5%	55.2%
	SSGT	16 years 1 months	6.9%	69.5%
	WO2	18 years 3 months	5.1%	80.4%
	WO1	20 years 5 months	2.2%	35.0%

% chance of commission to Officer (Other Ranks only)  
for an individual who start at rank PTE 1.9%

	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
RA	LCPL	4 years 4 months	38.2%	38.2%
	CPL	7 years 5 months	22.9%	60.6%
	SGT	11 years 4 months	14.4%	65.3%
	SSGT	15 years 3 months	10.0%	73.0%
	WO2	17 years 1 months	7.3%	69.9%
	WO1	20 years 6 months	2.6%	39.1%

% chance of commission to Officer (Other Ranks only)  
for an individual who start at rank PTE 2.2%

	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
RE	LCPL	5 years 1 months	33.9%	33.9%
	CPL	9 years 0 months	20.0%	66.3%
	SGT	12 years 11 months	13.7%	70.4%
	SSGT	16 years 4 months	11.5%	86.7%
	WO2	19 years 4 months	7.9%	69.3%
	WO1	21 years 9 months	3.7%	49.9%

% chance of commission to Officer (Other Ranks only)  
for an individual who start at rank PTE 2.8%

	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
R Signals	LCPL	2 years 9 months	63.5%	63.5%
	CPL	6 years 11 months	34.6%	58.8%
	SGT	11 years 9 months	21.5%	67.5%
	SSGT	15 years 6 months	13.2%	58.3%
	WO2	18 years 2 months	7.1%	52.8%
	WO1	20 years 3 months	4.0%	56.5%

% chance of commission to Officer (Other Ranks only)  
for an individual who start at rank PTE 3.1%

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	4 years 5 months	23.9%	23.9%
CPL	7 years 9 months	15.1%	64.3%
SGT	12 years 9 months	8.9%	64.1%
SSGT	15 years 9 months	5.9%	68.9%
WO2	18 years 8 months	3.9%	68.2%
WO1	21 years 6 months	1.4%	38.4%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 1.6%

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	5 years 0 months	40.7%	40.7%
CPL	9 years 5 months	23.7%	65.6%
SGT	12 years 11 months	17.2%	72.2%
SSGT	16 years 1 months	13.9%	82.5%
WO2	18 years 10 months	11.9%	88.0%
WO1	21 years 6 months	5.9%	45.3%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 4.6%

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	4 years 3 months	37.7%	37.7%
CPL	8 years 1 months	24.1%	64.6%
SGT	12 years 2 months	15.9%	61.3%
SSGT	15 years 8 months	12.6%	80.6%
WO2	18 years 2 months	9.2%	77.1%
WO1	20 years 3 months	4.7%	44.9%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 1.9%

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	3 years 10 months	67.9%	64.3%
CPL	7 years 0 months	74.3%	73.6%
SGT	11 years 0 months	74.7%	73.5%
SSGT	15 years 2 months	76.0%	74.9%
WO2	18 years 4 months	71.6%	71.2%
WO1	21 years 5 months	41.2%	38.0%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 4.5%

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	3 years 8 months	61.1%	61.1%
CPL	7 years 3 months	36.6%	60.9%
SGT	11 years 7 months	20.2%	65.6%
SSGT	15 years 6 months	11.2%	60.0%
WO2	18 years 8 months	7.5%	74.1%
WO1	20 years 7 months	4.7%	69.7%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 2.6%

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	0 years 10 months	84.1%	84.1%
CPL	3 years 6 months	70.7%	85.7%
SGT	9 years 7 months	30.5%	55.0%
SSGT	14 years 4 months	19.3%	71.0%
WO2	17 years 8 months	11.8%	69.6%
WO1	19 years 10 months	5.5%	41.0%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 4.3%

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	3 years 1 months	72.4%	72.4%
CPL	6 years 0 months	58.7%	82.9%
SGT	11 years 11 months	39.6%	75.3%
SSGT	16 years 9 months	26.9%	70.1%
WO2	19 years 9 months	17.7%	68.6%
WO1	24 years 1 months	5.6%	28.9%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 5.5%

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	4 years 6 months	54.6%	54.6%
CPL	8 years 8 months	25.8%	51.3%
SGT	12 years 11 months	13.1%	52.9%
SSGT	16 years 10 months	7.9%	60.7%
WO2	19 years 7 months	5.4%	70.5%
WO1	22 years 3 months	1.9%	61.1%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 1.3%

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Sgt	% chance of promotion to that rank from the rank below
LCPL	Under Review		
CPL			
SGT			
SSGT			
WO2			
WO1			

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank SGT

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	Figures have been excluded as they are based on a small number of personnel and may be susceptible to fluctuation.		
CPL			
SGT			
SSGT			
WO2			
WO1			

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	1 year 0 months	88.6%	88.6%
CPL	4 years 1 months	76.5%	86.8%
SGT	8 years 3 months	45.4%	69.7%
SSGT	12 years 8 months	31.0%	74.7%
WO2	16 years 4 months	22.8%	79.9%
WO1	20 years 3 months	12.0%	52.9%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 10.8%

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Sgt	% chance of promotion to that rank from the rank below		
LCPL					
CPL					
SGT					
SSGT				89.4%	90.9%
WO2				65.4%	61.0%
WO1	20 years 11 months	28.7%	54.1%		

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank SGT 22.0%

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL CPL SGT SSGT WO2 WO1	Under Review		

% chance of commission to Officer (Other Ranks only)  
for an individual who start at rank PTE

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	5 years 3 months	73.9%	73.9%
CPL	10 years 4 months	58.0%	84.9%
SGT	14 years 1 months	45.5%	81.5%
SSGT	18 years 0 months	36.4%	66.6%
WO2	20 years 11 months	21.9%	54.2%
WO1	23 years 11 months	10.5%	26.1%

% chance of commission to Officer (Other Ranks only)  
for an individual who start at rank PTE 6.5%

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	4 years 0 months	38.6%	38.6%
CPL	7 years 4 months	24.2%	63.6%
SGT	11 years 11 months	14.6%	66.0%
SSGT	15 years 7 months	10.1%	73.0%
WO2	18 years 5 months	6.8%	70.8%
WO1	20 years 11 months	3.2%	42.9%

% chance of commission to Officer (Other Ranks only)  
for an individual who start at rank PTE 2.4%

Source: Analysis (Army)

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'% chance of promotion to that rank from the rank below' considers the Arm/Service as a whole and is not specific to LoS. It is based on Trained and Untrained personnel within the Arm/Service.

<sup>1</sup> The Corps of Army Music (CAMus) has been renamed to the Royal Corps of Army Music (RCAM).

<sup>2</sup> Figures for The Royal Army Dental Corps (RADDC) have been excluded from the tables below, because less than 10 male new entrants joined the RADDC between the 1st April 2013 and the 31st March 2020. Including a small population may have a disproportionate effect on the career forecast and may be susceptible to fluctuations.

<sup>4</sup> Queen Alexandra's Royal Army Nursing Corps (QARANC) data is currently under review due to the difference in behaviour of certain trades.

<sup>5</sup> SASC data is currently under review due to a small population size and variation in behaviour between ranks.

**Female Other Ranks Career Progression by Arm/Service for Financial Years 2013-2020**

RA	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
	LCPL	4 years 5 months	38.4%	38.4%
	CPL	7 years 5 months	21.1%	53.8%
	SGT	11 years 0 months	12.2%	55.3%
	SSGT	14 years 8 months	9.5%	78.3%
	WO2	16 years 2 months	6.7%	60.4%
	WO1	20 years 7 months	1.7%	33.8%

% chance of commission to Officer (Other Ranks only)  
for an individual who start at rank PTE 1.2%

RE	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
	LCPL	5 years 3 months	42.1%	42.1%
	CPL	8 years 10 months	31.0%	73.6%
	SGT	12 years 0 months	18.4%	40.6%
	SSGT	14 years 8 months	12.0%	59.8%
	WO2	17 years 2 months	3.4%	42.1%
	WO1		0.0%	0.0%

% chance of commission to Officer (Other Ranks only)  
for an individual who start at rank PTE 2.3%

R Signals	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
	LCPL	2 years 7 months	61.4%	61.4%
	CPL	6 years 8 months	32.4%	56.8%
	SGT	11 years 1 months	15.9%	50.1%
	SSGT	15 years 4 months	9.0%	53.9%
	WO2	18 years 6 months	5.1%	52.4%
	WO1	20 years 5 months	2.3%	44.3%

% chance of commission to Officer (Other Ranks only)  
for an individual who start at rank PTE 1.9%

AAC	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
	LCPL	5 years 11 months	39.8%	39.8%
	CPL	9 years 11 months	19.6%	62.9%
	SGT	12 years 11 months	15.9%	84.0%
	SSGT	15 years 3 months	14.0%	94.6%
	WO2	17 years 9 months	14.0%	100.0%
	WO1	19 years 9 months	10.8%	93.0%

% chance of commission to Officer (Other Ranks only)  
for an individual who start at rank PTE 1.5%

RLC	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
	LCPL	4 years 3 months	38.0%	38.0%
	CPL	8 years 3 months	22.0%	60.6%
	SGT	12 years 0 months	13.1%	53.7%
	SSGT	15 years 3 months	9.5%	73.0%
	WO2	18 years 1 months	7.1%	76.3%
	WO1	19 years 6 months	3.4%	51.7%

% chance of commission to Officer (Other Ranks only)  
for an individual who start at rank PTE 1.1%

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	3 years 10 months	59.2%	59.2%
CPL	7 years 1 months	40.8%	72.1%
SGT	11 years 5 months	26.0%	70.1%
SSGT	15 years 3 months	17.4%	70.3%
WO2	18 years 1 months	11.1%	67.9%
WO1	20 years 3 months	4.0%	39.0%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 2.1%

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	3 years 4 months	54.4%	54.4%
CPL	6 years 9 months	32.8%	53.4%
SGT	10 years 10 months	17.3%	66.6%
SSGT	15 years 4 months	9.4%	47.0%
WO2	18 years 3 months	5.9%	70.5%
WO1	19 years 9 months	2.0%	27.0%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 3.0%

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	1 years 0 months	81.6%	81.6%
CPL	3 years 11 months	63.0%	79.4%
SGT	9 years 2 months	31.0%	58.5%
SSGT	13 years 0 months	16.2%	51.5%
WO2	17 years 9 months	10.2%	72.6%
WO1	20 years 8 months	5.8%	57.3%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 5.8%

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	3 years 2 months	61.1%	61.1%
CPL	5 years 10 months	45.8%	70.2%
SGT	10 years 9 months	29.0%	70.5%
SSGT	15 years 10 months	19.7%	75.0%
WO2	19 years 1 months	14.7%	79.1%
WO1	22 years 8 months	4.9%	32.9%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 2.6%

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	4 years 4 months	40.9%	40.9%
CPL	7 years 8 months	20.3%	43.6%
SGT	10 years 7 months	10.1%	63.5%
SSGT	16 years 4 months	5.8%	52.8%
WO2	19 years 4 months	3.4%	68.4%
WO1	21 years 0 months	3.4%	100.0%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 1.5%

	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
RADC	LCPL	1 years 6 months	80.7%	80.7%
	CPL	6 years 3 months	34.9%	44.9%
	SGT	10 years 7 months	16.3%	50.7%
	SSGT	15 years 1 months	8.3%	58.3%
	WO2	19 years 1 months	4.3%	37.9%
	WO1	21 years 3 months	1.6%	40.5%

% chance of commission to Officer (Other Ranks only)  
for an individual who start at rank PTE 1.3%

	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
Int Corps	LCPL	1 years 2 months	83.9%	83.9%
	CPL	4 years 3 months	73.8%	88.6%
	SGT	8 years 3 months	43.4%	67.7%
	SSGT	12 years 8 months	28.8%	70.0%
	WO2	16 years 4 months	20.9%	85.8%
	WO1	20 years 6 months	9.8%	45.1%

% chance of commission to Officer (Other Ranks only)  
for an individual who start at rank PTE 7.4%

	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
QARANC <sup>4</sup>	LCPL	Under Review		
	CPL			
	SGT			
	SSGT			
	WO2			
	WO1			

% chance of commission to Officer (Other Ranks only)  
for an individual who start at rank PTE

	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
CAMus <sup>1,6</sup>	LCPL	Under Review		
	CPL			
	SGT			
	SSGT			
	WO2			
	WO1			

% chance of commission to Officer (Other Ranks only)  
for an individual who start at rank PTE

	Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
Total	LCPL	3 years 5 months	53.8%	53.8%
	CPL	6 years 2 months	37.0%	62.3%
	SGT	10 years 7 months	21.4%	62.4%
	SSGT	14 years 11 months	13.8%	69.0%
	WO2	18 years 1 months	9.5%	74.5%
	WO1	20 years 8 months	4.0%	44.2%

% chance of commission to Officer (Other Ranks only)  
for an individual who start at rank PTE 2.7%

Source: Analysis (Army)

The career forecast is not based on the actual experience of any one individual, but rather is based on historical behaviour of individuals with similar characteristics (in terms of Arm/Service, gender, length of service and rank). The data provided for the chances of retention and chances of promotion are produced using historic data from 1 April 2013 – 31 March 2020. The use of seven years data reduces fluctuations caused by one-off factors and covers a wider period of the economic cycle and policy changes which may influence outflow. By considering a cohort of individuals with the similar characteristics average career projections have been calculated.

'% chance of promotion to that rank from the rank below' considers the Arm/Service as a whole and is not specific to LoS. It is based on Trained and Untrained personnel within the Arm/Service.

Historical ground close combat (GCC) roles consisted of males only, however in July 2016, the exclusion of women in GCC roles was lifted, allowing them to join HCav/RAC from 1st November 2016. Women were not permitted to join the Infantry until 25th October 2018 for transfers and 1st April 2019 for new recruits. However, these Arm/Services have been excluded, as survival rates are analysed over a 7 year period and the number of Females in these Arm/Services over this period is too small to conduct meaningful analysis.

<sup>1</sup> The Corps of Army Music (CAMus) has been renamed to the Royal Corps of Army Music (RCAM).

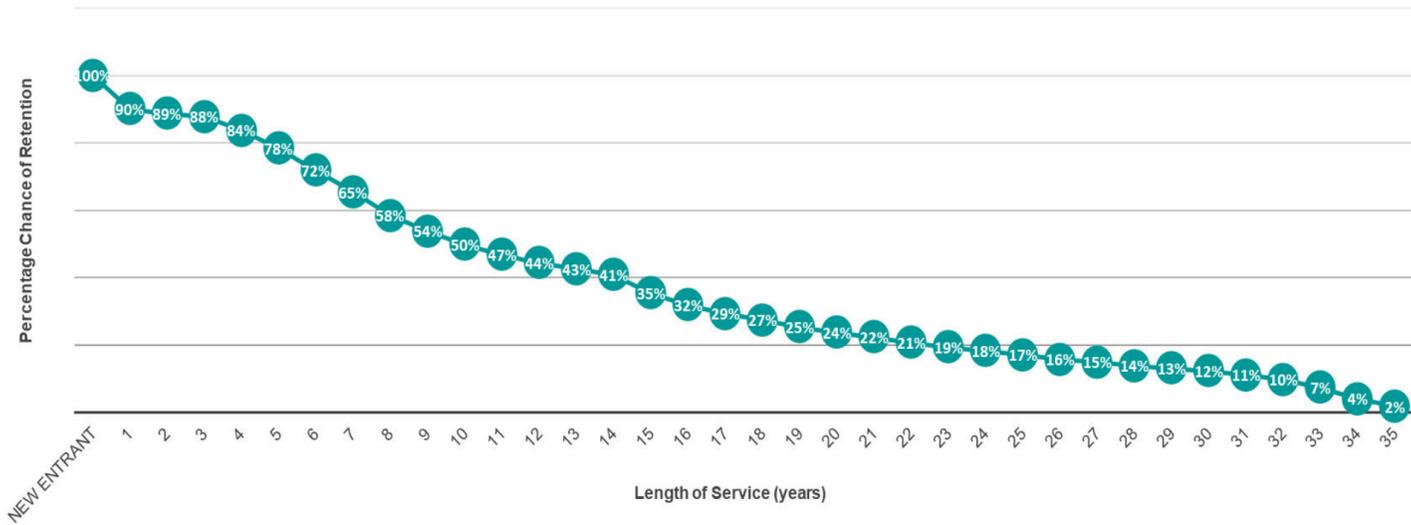
<sup>4</sup> The Queen Alexandra's Royal Army Nursing Corps (QARANC) data is currently under review due to the difference in behaviour of certain trades.

<sup>6</sup> The Royal Corps of Army Music (CAMus) data is currently under review due to small numbers in certain ranks.

## Regular Army DE Officer Career Progression

As at 31<sup>st</sup> March 2020

### Regular Army DE Officer Percentage Chance of Retention



Source: Analysis (Army)

**Contents:**

- DE Officer Retention Analysis
- Male DE Officer Retention Analysis
- Female DE Officer Retention Analysis
- DE Officer Career Progression by Gender

**Notes:**

Average (mean) Length of Service (LoS) is the average length of service of personnel on strength. It considers trained and untrained personnel within the Arm/Service and is not specific to rank or LoS.

The career forecast is not based on the actual experience of any one individual, but rather is based on historical behaviour of individuals with similar characteristics (in terms of Arm/Service, gender, length of service and rank). The data provided for the chances of retention and chances of promotion are produced using historic data from 1 April 2013 – 31 March 2020. The use of seven years data reduces fluctuations caused by one-off factors and covers a wider period of the economic cycle and policy changes which may influence outflow. By considering a cohort of individuals with the similar characteristics average career projections have been calculated.

Caution should be applied when interpreting analysis due to spurious results that have been observed within the data and population. Spurious results can be created from calculations using small populations, interactions between small populations and the methodology used in the analysis. As the analysis is derived from historic data it will reflect policy measures over that time period and therefore may not be reflective of behaviour under current or future policy conditions. Caution should be taken when interpreting the analysis for higher ranks and longer lengths of service as the population is smaller and therefore may not be

If any additional data or explanation is required please contact Analysis (Army) at DefStrat-Stat-Army-Enquiries@mod.gov.uk



**Male DE Officer**

**DE Officer**

Arm/Service	Length of Service % Chance of a New Entrant completing x years																																			
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
Total	100%	90%	89%	88%	84%	79%	72%	66%	59%	54%	50%	47%	45%	43%	42%	37%	33%	31%	28%	27%	25%	24%	22%	20%	19%	18%	17%	16%	15%	14%	13%	12%	11%	8%	5%	2%

Source: Analysis (Army)

Arm/Service	Chance of a DE Officer who has completed 'x' years, reaching 35 years																																			
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
Total	2%	2%	2%	2%	2%	3%	3%	3%	3%	4%	4%	4%	4%	5%	5%	5%	6%	7%	7%	8%	8%	9%	9%	10%	10%	11%	12%	13%	13%	14%	15%	17%	19%	25%	44%	100%

Source: Analysis (Army)

Arm/Service	Chance of a DE Officer who has completed 'x' years, reaching 30 years																														
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Total	14%	15%	15%	15%	16%	17%	18%	20%	22%	24%	26%	28%	30%	31%	32%	36%	40%	43%	46%	50%	53%	56%	60%	64%	68%	73%	79%	83%	88%	93%	100%

Source: Analysis (Army)

Arm/Service	Chance of a DE Officer who has completed 'x' years, reaching 24 years																								
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
Total	20%	21%	22%	22%	23%	25%	27%	30%	33%	36%	39%	41%	43%	45%	47%	53%	59%	64%	68%	73%	78%	82%	88%	95%	100%

Source: Analysis (Army)

**Notes:**

The career forecast is not based on the actual experience of any one individual, but rather is based on historical behaviour of individuals with similar characteristics (in terms of Arm/Service, gender, and length of service). The data provided for the chances of retention and chances of promotion are produced using historic data from 1 April 2013 – 31 March 2020. The use of seven years data reduces fluctuations caused by one-off factors and covers a wider period of the economic cycle and policy changes which may influence outflow. By considering a cohort of individuals with the similar characteristics average career projections have been calculated.

Caution should be applied when interpreting analysis due to spurious results that have been observed within the data and population. Spurious results can be created from calculations using small populations, interactions between small populations and the methodology used in the analysis. As the analysis is derived from historic data it will reflect policy measures over that time period and therefore may not be reflective of behaviour under current or future policy conditions. Caution should be taken when interpreting the analysis for higher ranks and longer lengths of service as the population is smaller and therefore may not be reflective of behaviour under current or future policy conditions.

'LoS x' means 'LoS greater than or equal to x but less than x+1'. So 'LoS 21', for example, is the chance of personnel serving more than or equal to 21 years but less than 22 years.

**Female DE Officer**

**DE Officer**

Arm/Service	Length of Service % Chance of a New Entrant completing x years																								
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
<b>Total</b>	100%	88%	84%	83%	79%	74%	69%	63%	55%	50%	46%	43%	41%	39%	37%	29%	25%	22%	21%	18%	16%	14%	12%	12%	11%

Source: Analysis (Army)

Arm/Service	Chance of a DE Officer who has completed 'x' years, reaching 24 years																								
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
<b>Total</b>	11%	12%	13%	13%	14%	14%	16%	17%	19%	21%	23%	25%	26%	27%	29%	37%	43%	49%	51%	58%	67%	76%	86%	90%	100%

Source: Analysis (Army)

**Notes:**

The career forecast for Females consists of a 24 year version only. This is due to the fact that very few Females have been able to reach the 30 and 35 year point, with the cohort being too small to provide any meaningful analysis.

The career forecast is not based on the actual experience of any one individual, but rather is based on historical behaviour of individuals with similar characteristics (in terms of Arm/Service, gender, and length of service). The data provided for the chances of retention and chances of promotion are produced using historic data from 1 April 2013 – 31 March 2020. The use of seven years data reduces fluctuations caused by one-off factors and covers a wider period of the economic cycle and policy changes which may influence outflow. By considering a cohort of individuals with the similar characteristics average career projections have been calculated.

Caution should be applied when interpreting analysis due to spurious results that have been observed within the data and population. Spurious results can be created from calculations using small populations, interactions between small populations and the methodology used in the analysis. As the analysis is derived from historic data it will reflect policy measures over that time period and therefore may not be reflective of behaviour under current or future policy conditions. Caution should be taken when interpreting the analysis for higher ranks and longer lengths of service as the population is smaller and therefore may not be reflective of behaviour under current or future policy conditions.

'LoS x' means 'LoS greater than or equal to x but less than x+1'. So 'LoS 21', for example, is the chance of personnel serving more than or equal to 21 years but less than 22 years.

## DE Officer Career Progression by Gender for Financial Years 2013-2020

	Rank	Average progress to given rank from entry	% chance of promotion to that rank from the rank below	% chance of promotion to given rank from entry
Total	OF2	4 years 9 months	82.8%	82.8%
	OF3	10 years 2 months	68.7%	47.5%
	OF4	17 years 4 months	56.7%	24.7%
	OF5	22 years 5 months	46.4%	12.1%
	OF6	25 years 9 months	25.0%	4.0%

Source: Analysis (Army)

	Rank	Average progress to given rank from entry	% chance of promotion to that rank from the rank below	% chance of promotion to given rank from entry
Male Total	OF2	4 years 9 months	83.6%	83.6%
	OF3	10 years 1 months	69.3%	48.1%
	OF4	17 years 4 months	59.0%	26.0%
	OF5	22 years 5 months	44.4%	12.9%
	OF6	25 years 10 months	25.0%	4.1%

Source: Analysis (Army)

	Rank	Average progress to given rank from entry	% chance of promotion to that rank from the rank below	% chance of promotion to given rank from entry
Female Total	OF2	4 years 11 months	76.0%	76.0%
	OF3	10 years 4 months	64.7%	42.9%
	OF4	17 years 10 months	42.1%	16.4%
	OF5	22 years 0 months	48.9%	7.1%
	OF6	24 years 4 months	42.3%	2.9%

Source: Analysis (Army)

The career forecast is not based on the actual experience of any one individual, but rather is based on historical behaviour of individuals with similar characteristics (in terms of Arm/Service, gender, length of service and rank). The data provided for the chances of retention and chances of promotion are produced using historic data from 1 April 2013 – 31 March 2020. The use of seven years data reduces fluctuations caused by one-off factors and covers a wider period of the economic cycle and policy changes which may influence outflow. By considering a cohort of individuals with the similar characteristics average career projections have been calculated.

'% chance of promotion to that rank from the rank below' considers the Arm/Service as a whole and is not specific to LoS. It is based on Trained and Untrained personnel within the Arm/Service.