



Ministry  
of Defence

Air Command Secretariat  
Spitfire Block  
Headquarters Air Command  
Royal Air Force  
High Wycombe  
Buckinghamshire  
HP14 4UE

Ref: 2016/10918

[Redacted]

12 December 2016

Dear [Redacted],

Thank you for your email of 14 November 2016 requesting the following information:

*'For a female who joined the RAF (PMRAFNS) in May 2000 as a Student Nurse:*

*Rules governing promotion in the PMRAFNS*

*Rules governing length of service and engagements in the PMRAFNS  
I understand that the individual joined on a 9 year notice engagement.*

*Did the PMRAFNS follow the rest of the RAF and offer extensions of service linked with promotion - EG: Would she have been automatically offered an extension of service to complete 22 years on promotion to substantive Corporal and 30 years on promotion to Sergeant?*

*For an Acting Sergeant in the Adult Registered Nurse trade:*

- *Promotion statistics*
- *% chance of promotion to higher ranks*
- *length of service in each higher rank - including Sergeant*
- *Length of service statistics*
- *% chance of completing 22 years and up to 40 years'*

I am treating your correspondence as a request for information under the Freedom of Information Act 2000.

A search for the information requested has now been completed within the Ministry of Defence (MOD), and I can confirm that some information in scope of your request is held.

For clarity, I will answer each of your questions in turn.

The rules governing promotion in the Princess Mary Royal Air Force Nursing Service (PMRAFNS) for a female who joined the PMRAFNS in May 2000 as a Student Nurse, are stated as follows in Air Publication 3376:

*'Staff Nurse (Registered General Nurse). LAC Sdt Staff Nurse (RGN)s are eligible for promotion to SAC on successful completion of the Common Core Foundation Module of the Staff Nurse Course. On successful graduation from the 3 year Staff Nurse course, the award of a Diploma or BSc in Nursing Studies and registration on the professional UKCC register, Sdt Staff Nurse (RGN)s are remustered to the main trade of Staff Nurse (RGN) and appointed to Special Paid Acting Rank (SPAR) Cpl. In addition to the Career Management Training (CMT) requirement for promotion, the time qualification period for promotion to Cpl is 1 year as a Staff Nurse (RGN) and to Sgt, for those who entered the trade before 1 Apr 02, 2 years in the substantive rank of Cpl. (NB. The Medical Trade Group Basic (MTGB) course must be completed prior to promotion to substantive Cpl.)'*

The rules governing length of service and engagements for a female who joined the PMRAFNS in May 2000 as a Student Nurse were the same as for the other trades: a 9 year Notice Engagement.

The PMRAFNS did not follow the rest of the RAF and offer extensions of service linked with promotion. PMRAFNS were not automatically offered an extension of service to complete 22 years on promotion to substantive Corporal, and 30 years on promotion to Sergeant – primarily because promotion to Corporal was time related.

For an Acting Sergeant in the Adult Registered Nurse trade: promotion statistics, percentage chance of promotion to higher ranks, length of service in each higher rank (including Sergeant), length of service statistics, and percentage chance of completing 22 years (and up to 40 years), is information not held.

Under Section 16 of the Act (Advice and Assistance) you may find it helpful to note, we are able to provide statistics for the Nurses Spine as a whole and are able to provide the following: percentage chance of promotion for a New Entrant into the Nurses Spine, average total length of service on promotion for a New Entrant into the Nurses Spine, percentage chance of reaching 22 years - 40 years length of service for a New Entrant into the Nurses Spine. Please find this information attached at Annex A.

If you are not satisfied with this response or wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Information Rights Compliance Team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail [CIO-FOI-IR@mod.uk](mailto:CIO-FOI-IR@mod.uk)). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not investigate your case until the MOD internal review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website: <http://www.ico.org.uk>.

Yours sincerely,

[Original Signed]

**Air Director Resources Secretariat 2B1**

## Career Projection for a Female New Entrant in the Nurses Spine.

LoS <sup>1</sup>	% chance of reaching LoS
22	13%
23	9%
24	7%
25	4%
26	4%
27	3%
28	3%
29	2%
30	2%
31	2%
32	2%
33	2%
34	2%
35	2%
36	1%
37	0%
38	0%
39	0%
40	0%

	% chance of a New Entrant being promoted in to rank	% chance of promotion in to rank, having already achieved the preceding rank <sup>2</sup>	Average <i>total</i> length of service on promotion in to rank
AC/LAC			
SAC/SAC(T)	88%	88%	Less than 1 complete year
CPL	87%	98%	1 year 4 months
SGT	48%	60%	7 years 0 months
FS/CHF TECH	19%	48%	15 years 2 months
WO	6%	34%	21 years 0 months

<sup>1</sup> 'LOS x' means 'LOS greater than or equal to x but less than x+1'. So 'LOS21', for example, is the chance of personnel serving more than or equal to 21 years but less than 22 years.

<sup>2</sup> Promotion rates, beyond the initial promotion (AC/LAC to SAC/SAC(T) in this instance), are based on an individual at the average (median) LOS for the associated preceding rank.

**Notes:**

- a. These data are based on the seven year span of actual data 2009/10 – 2015/16. By considering a cohort of individuals with the similar characteristics - **Female New Entrants** in the **Nurses Spine** trade - average career projections have been calculated.
- b. Defence Statistics' career forecasts are not based on the actual experience of any one individual, but rather are based on the historical behaviour of individuals with similar characteristics.