



Ministry of Defence

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

Our Ref: 2017-03256

[REDACTED]
[REDACTED]
[REDACTED]
Email: [REDACTED]

7 April 2017

Dear [REDACTED]

Thank you for your email of 9 March 2017 requesting the following information:

Trade: Non-Commissioned Aircrew Air Load Master (NCA ALM)
Rank attained: Sergeant
Length of service: 22 years (13 years of which were not as NCA).

I wonder if you are able to provide me with pertinent statistics in this matter.

In particular, I am interested in figures relating to:

- *(1) Average and median length of service.*
- *(2) Average time taken to progress to each rank from enlistment and percentage chance of promotion to each subsequent rank.*
- *(3) Average time taken to progress to each rank assuming initial 13 years of service in another branch specialism, and percentage chance of promotion to each subsequent rank.*
- *(4) Are any promotions in the ALM trade time based or automatic after certain qualifications are achieved?*
- *(5) Percentage chance of serving to age 55 (do you produce a table setting out percentage chance of an airman who has completed 22 years' service then continuing to reach age 55?).*
- *(6) Percentage chance of achieving the rank of Warrant Officer (Master Air Load Master).*
- *(7) Percentage chance of achieving the rank of Flight Sergeant.*
- *(8) Percentage chance of being offered a change of engagement to the Professional Aviator Spine.*
- *(9) Average length of reckonable service on outflow for each rank.*

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

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

The information you request relating to questions 1, 2, 5, 6, 7 and 9 is attached at Annex A. You may find it useful to note that the entry point rank on completion of training for Non Commissioned Aircrew is Sergeant (Sgt) and there are only two additional ranks of Flight Sergeant (FS) and Master Aircrew (MACr) within this trade.

It may be useful for you to know that since 2003 Air Load Master has been referred to as Weapons Systems Operator (Crewman) (WSOp (Cmn)). Selection for promotion follows a comprehensive assessment process on an individual basis. The chance of promotion is dependent on number of factors which change every year. However, I can tell you that the estimated average time for promotion to FS is 12 years post start of Service as a WSOp (Cmn) and for MACr is 21 years. The percentage chance of promotion in 2017 for FS was 11% and for MACr 9%.

Promotions in the WSOp trade are not time dependent or automatic after certain qualifications are achieved.

The percentage chance of Crewmen being selected for the Professional Aviator Spine (PAS) cannot be quantified as this is variable and dependent on individual ability. However, the current percentage of Crewman Sgts on the PAS is 2%, FS 34% and MACr 94%.

If you are not satisfied with this response or you 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). 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.gov.uk>.

Yours sincerely,

[Original signed]

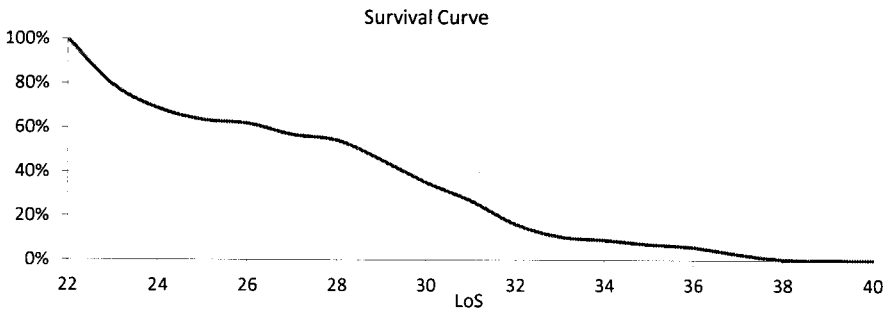
Air Director Resources Secretariat
Air Command

Career Projection for a Sergeant in the Weapons Systems Operator (Crewman) trade with 22 years length of service

LoS ¹	% chance of reaching LoS
22	100%
23	79%
24	69%
25	63%
26	62%
27	57%
28	54%
29	45%
30	35%
31	27%
32	16%
33	11%
34	9%
35	7%
36	6%
37	3%
38	0%
39	0%
40	0%

	% chance of being promoted to subsequent ranks	% chance of promotion having already achieved the preceeding rank ²	Average <i>total</i> length of service on promotion	Average <i>total</i> length of service on outflow
SGT	100%			13 years and 10 months
FS	34%	34%	23 years and 11 months	23 years and 4 months
MACR	12%	44%	27 years and 11 months	31 years and 11 months

Average Length of Service for Sgt³ 10 years and 5 months
 Median Length of Service for Sgt³ 9 years



¹ '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.

² Promotion rates, beyond the initial promotion (Sgt to FS in this instance), are based on an individual at the average (median) LoS for the associated preceeding rank.

³ Average and median length of service is of currently serving Sgt WSOp (Crewman) personnel, i.e. it is an indication of experience rather than return of service.

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 - **Sgts** in the **WSOp(Crewman)** trade with **22 years** length of service - 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.