



Ministry
of Defence

Navy Command FOI Section
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[REDACTED]

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Release of Information

Thank you for your correspondence of 19 June 2018 in which you requested the following information:

'I request the following information on Royal Navy, Warfare (Air) ratings, specifically:

- What are the chances of survival (chances of completing x years service from entry to age 60/42 years LoS) for a Warfare (Air) rating.
- What are the chances of promotion for an AB to each rate, from AB to WO1.
- What is the average time taken by a sailor to achieve promotion to each rate from AB to WO1.
- How many by age and rate are currently serving on an ES3 engagement.
- the details of any financial incentives for Warfare (Air) ratings.'

Your enquiry has been considered to be a request for information in accordance with the Freedom of Information (FOI) Act 2000.

A search for the information has now been completed within the Ministry of Defence and I can confirm that some information in scope of your request is held. In response to point one, the information is not held in the requested format required to provide a percentage chance of serving to a specific age. Under section 16 – Duty to Provide Advice and Assistance – of the FOI Act, what we can provide is the chance of reaching each subsequent length of service up to a maximum of 40 years' service, irrespective of age, which can be found detailed in Table 1 of the attached Annex.

With regard to the information you requested at points two, three and four, this information is also detailed within the attached Annex.

In response to your request for the details of any financial incentives which are offered to Warfare (Air) ratings, these are as follows:

- 1) Recruitment and Retention Payment (Flying) for Officers and Non-Commissioned Aircrew. This is paid following completion of Operational Conversion Phase training.
- 2) Professional Aviator Spine (Non-Commissioned Aircrew) is paid to individuals who volunteer to remain within flying roles only and are paid on a separate pay spine to Other Ranks – this is a tri-Service scheme.

If you have any queries regarding the content of this letter, please contact this office in the first instance.

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-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

Navy Command Secretariat – FOI Section

Table 1. The chances a New Entrant Royal Navy (RN) Warfare Fleet Air Arm (FAA) Rating will achieve each Length of Service (LOS) before exiting:

Length of Service (years)	Chance of Completing length of service
0	88%
1	83%
2	80%
3	75%
4	68%
5	61%
6	55%
7	48%
8	44%
9	41%
10	36%
11	34%
12	31%
13	27%
14	26%
15	23%
16	21%
17	20%
18	19%
19	18%
20	17%
21	17%
22	12%
23	10%
24	8%
25	6%
26	6%
27	5%
28	4%
29	3%
30	3%
31	2%
32	2%
33	2%
34	1%
35	1%
36	1%
37	1%
38	0%
39	0%
40	0%

Source: Defence Statistics (Navy)

Table 2. Chance of promotion for a New Entrant RN Warfare FAA Rating:

Rank		Chance of Promotion to rank
OR-4	Leading Hand	37%
OR-6	Petty Officer	21%
OR-7	Chief Petty Officer	11%
OR-9	Warrant Officer 1	3%

Source: Defence Statistics (Navy)

Table 3. Expected LOS in rank and expected LCS on promotion to rank, in years, for a New Entrant RN Warfare FAA Rating:

Rank		Expected LOS in Rank	Expected LOS on promotion to the rank
OR-2	Able Rating	5.6	N/A
OR-4	Leading Hand	6.7	7.0
OR-6	Petty Officer	6.2	13.0
OR-7	Chief Petty Officer	6.3	19.2
OR-9	Warrant Officer 1	5.6	26.6

Source: Defence Statistics (Navy)

Notes

1. Expected LOS in Table 1 is calculated by using the averages of historic data and represents full years of completed service.
2. Averages are produced using the time period 1 April 2011 – 31 March 2018.
3. Exiting denotes anything that results in an ending of Regular service e.g. time expiry, voluntary outflow, death etc.
4. In Table 3 'Expected LOS in rank' includes all exits from that rank, for example promotion to the next rank or exiting the service
5. N/A is present in Table 3 because individuals cannot be promoted to OR2.

Table 4. Trained Regulars serving on an ES3 engagement as at 1 April 2018, by age and rank:

	Substantive Rank			
	OR-4	OR-6	OR-7	OR-9
30-39	~	~	5	-
40-49	~	15	35	20
50-59	-	~	5	10

Source: Defence Statistics (Navy)

Notes:

1. Includes Trained Regulars Only.
2. Data have been rounded to the nearest 5 in line with disclosure control policy. Figures of 5 and below are represented by '~', 0 is represented by '-'.