



Ministry
of Defence

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

Ref: FOI 2020/10771

[REDACTED]

20 October 2020

Dear [REDACTED],

Thank you for your correspondence of 24 September 2020 requesting the following information:

"I would be grateful for a breakdown of the numerical and percentage distribution of OF3/Squadron Leader appraisals by their overall performance grade and potential assessment in each of the years from 2013 -2019 for the Personnel Support Officer branch. This should specifically include:

a. How many officers at OF3 in the above branch were awarded an OPG in each of the following grades: A, A-, B+, B, B-, C, D, IK, and N/A broken down into each reporting year from 2013 - 2019.

b. How many officers at OF3 in the above branch were awarded a potential recommendation for 1 rank up in each of the following grades: Exceptional, High, Yes, Developing, No, IK, and N/A, broken down into each reporting year from 2013-2019.

c. How many officers at OF3 in the above branch were awarded a potential recommendation for 2 ranks up in each of the following grades: Exceptional, High, Yes, Developing, No, IK, and N/A, broken down into each reporting year from 2013-2019."

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.

Please note that the reporting year for appraisals spans from 1 November to 31 October.

Due to the small populations generated by this level of detail, and the possibility of identifying individual personnel, data have been rounded to 5 and therefore totals may not always equal the sum of the parts. When rounding "-" denotes zero and "~" denotes a number less than or equal to 5. This policy means that we cannot provide percentage data as it will not be accurate due to rounding.

a. Overall performance grades for Personnel Support Officer branch Squadron Leaders:

Reporting year	B-	B	B+	A-	A	Grand Total
2013/14	-	20	45	50	~	118
2014/15	~	20	70	75	~	163
2015/16	-	5	75	80	~	165
2016/17	~	10	70	90	~	168
2017/18	~	10	75	80	~	173
2018/19	~	10	70	85	~	166

There were no appraisals which awarded an Overall Performance Grade of C, D, Insufficient Knowledge (IK) or Not Applicable (N/A).

b. Personnel Support Officer branch Squadron Leaders awarded a potential 1 rank up:

Reporting year	No	Developing	Yes	High	Exceptional	Grand Total
2013/14	~	25	25	60	5	118
2014/15	~	35	50	70	10	163
2015/16	-	20	50	85	10	165
2016/17	~	20	50	90	10	168
2017/18	~	25	55	80	10	173
2018/19	~	30	40	85	10	166

There were no IK or N/A graded appraisals in these categories.

c. Personnel Support Officer branch Squadron Leaders awarded a potential 2 ranks up:

Reporting year	IK	N/A	No	Developing	Yes	High	Grand Total
2013/14	-	~	10	40	55	15	118
2014/15	-	~	10	60	75	20	163
2015/16	-	-	~	45	95	20	165
2016/17	-	-	5	45	90	25	168
2017/18	-	~	10	50	90	25	173
2018/19	~	~	~	45	95	25	166

There were no exceptional appraisals for potential 2 rank up assessments.

Under Section 16 (Advice and Assistance) you may find it useful to know that not every Service Person may have received an appraisal in a reporting year; this can be for a variety of reasons which can include a change to an individual's circumstances.

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

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). 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 normally investigate your case until the MoD internal 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,

[Original signed]

Air Command Secretariat