



Ministry
of Defence

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

Ref: FOI 2021/00738



10 February 2021

Dear [Redacted],

Thank you for your correspondence of 19 January 2021 requesting the following information:

“Under the Freedom of Information Act 2000, I request the following information other ranks serving in the RAF as a Information and Communications Technology Technician (ICT Tech), specifically:

1. *% chance of achieving length of service for a new entrant RAF ICT Tech of rank OR-1.*
2. *% chance of promotion for an ICT Tech from OR-1 to OR-9, including average length of service on promotion.*
3. *The number, rank and age of all ICT Tech currently serving over the age of 50, 55 and 60.*
4. *Details of any financial incentives for ICT Tech to commit to continued service.”*

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.

Answers to Questions 1 and 2 have been included at Annex A. The Information and Communication Technology Technician sub-trade is for the ranks of Leading Aircraftman to Sergeant. Upon promotion to the rank of Flight Sergeant personnel will re-muster into the Information and Communication Technology Manager sub-trade.

The answer to Question 3 can be found in the following table, which is correct as of 1 January 2021:

Age	Sergeant	Corporal	Senior Aircraftman (Technician)	Senior Aircraftman	Leading Aircraftman	Total
50 to 54	30	~	-	-	-	30
55 to 59	~	-	-	-	-	~
60 and over	~	-	-	-	-	~

Figures in this table have been rounded to the nearest 10, though numbers ending in a '5' have been rounded to the nearest multiple of 20 to prevent the systematic bias caused by always rounding numbers upwards. For example, a value of '25' would be rounded down to '20' and a value of '15' would be rounded up to '20'. Additionally, the totals are rounded separately, so may not equal the sums of their rounded parts. Figures less than 5 have been represented by a '~' in this table.

In response to question 4, there are no financial incentives for Royal Air Force (RAF) Information and Communications Technology Technician to commit to continued service. In answering this FOIA request I have interpreted "to commit to continued service" to mean a RAF Information and Communications Technology Technician being offered a financial reward to commit to an extension of their current Terms and Conditions of Service.

Under Section 16 (Advice and Assistance) you may find it useful to know that Service Personnel within the Information and Communications Technology Technician trade are eligible for remunerative retention measures and incentivisation schemes.

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]

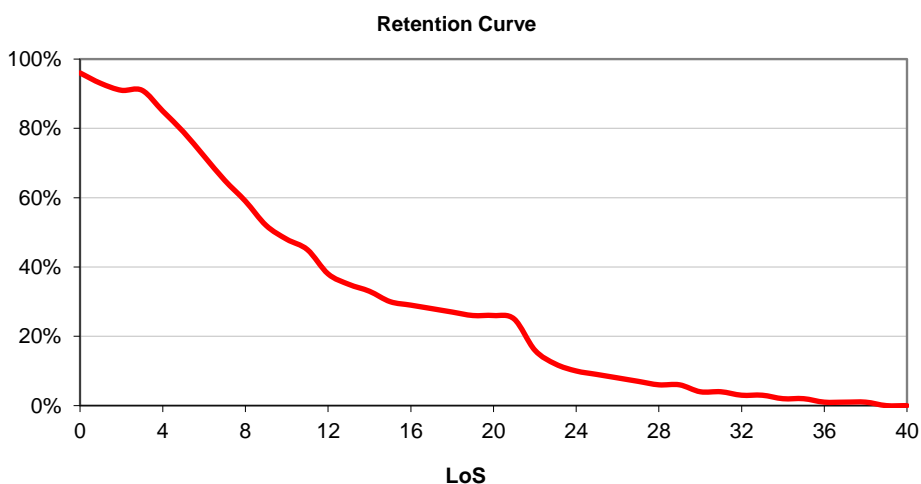
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Enclosed:

- Annex A: Career Projection for a New Entrant in the ICT Technician/ Manager trade

Career Projection for a New Entrant in the ICT Technician/Manager trade

LoS ¹	% chance of reaching LoS		% chance of an New Entrant being promoted in to rank	% chance of promotion in to rank, having already achieved the preceding rank ²	Average (mean) total length of service on promotion in to rank for ...
0	96%				
1	93%				
2	91%	AC/LAC	100%		
3	91%	SAC	92%	92%	1 years 3 months
4	85%	SAC(T)	91%	99%	2 years 10 months
5	79%	CPL	49%	54%	8 years 4 months
6	72%	SGT	19%	38%	15 years 8 months
7	65%	FS	6%	33%	21 years 10 months
8	59%	WO	3%	43%	28 years 0 months
9	52%				
10	48%				
11	45%				
12	38%				
13	35%				
14	33%				
15	30%				
16	29%				
17	28%				
18	27%				
19	26%				
20	26%				
21	25%				
22	16%				
23	12%				
24	10%				
25	9%				
26	8%				
27	7%				
28	6%				
29	6%				
30	4%				
31	4%				
32	3%				
33	3%				
34	2%				
35	2%				
36	1%				
37	1%				
38	1%				
39	0%				
40	0%				



- 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 'Chance of promotion in to rank, having already achieved the preceding rank' considers the trade as a whole and is not specific to LoS. It is based on trained and untrained personnel within the trade.
- ³ Average (mean) Length of Service are the average length of service of personnel on strength. It considers trained and untrained personnel within the trade and is not specific to rank or LoS.

Notes:

- a. These data are based on the seven year span of actual data **2013/14 – 2019/20**. By considering a cohort of individuals with the similar characteristics - **New Entrants** in the ICT Tech/Man trade - average career projections have been calculated.
- b. On promotion to FS, ICT Tech and CIT Tech personnel join the ICT Man trade. These figures include projections for all ICT Man personnel.
- c. Analysis Air's 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.