



Ministry  
of Defence

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07 October 2021

Dear 

Thank you for your email of 13 August in which you requested the following information:

*"FOI Request*

*Would you please provide the following information on Late Entry commissions in the Royal Artillery for the period 2014 to 2021, broken down for each year:*

- 1. The total number, each, of WOs2 and WOs1 who were eligible for an LE commission*
- 2. The number of WOs2 who were boarded and the number who were selected for an LE commission and therefore % chance of commissioning*
- 3. The number of WOs1 who were boarded and the number who were selected for an LE commission and therefore % chance of commissioning."*

I am treating your correspondence as a request for information under the Freedom of Information Act (FOIA) 2000. A search for the information has now been completed within the Ministry of Defence, and I can confirm that some of the information in scope of your request is held. Please note that no data is held for the period 2014- 2015.

In response to first part of your request, please note that under the Act a Public Authority is not required to create new information to respond to requests. The MOD holds data that could be used to produce information to answer your request. However, to do so would require significant data manipulation including complex analysis and sophisticated judgement to the extent that it can be considered 'new' information which is not currently held.

Under Section 16 (Advice and Assistance) you may find it helpful to note that eligibility for a Late Entry commission is via an application process. The basic criteria for WO2s eligibility is a minimum of 9 years reckonable service. For Royal Artillery WO2s only, they must also hold a minimum of 2 Appraisal Reports (AR) in rank, and they must have been recommended for a Late Entry commission in their last AR.

In response to parts two and three of your request, please see the tables below. Please note that the 2021 selection board for WO1s and WO2s is still ongoing.

Year	WO2s Boarded	WO2s Selected	Commissioned from Board
2019	6	~	~
2018	15	5	33%
2017	7	5	71%
2016	6	~	~

Year	WO1s Boarded	WO1s Selected	Commissioned from Board
2020	28	12	43%
2019	15	12	80%
2018	23	13	57%
2017	25	19	76%
2016	24	22	92%

Notes/Caveats:

1. This data has been provided from a single service source rather than official statistics produced by Defence Statistics as they do not collate this information.
2. Please note that due to low numbers of WO2s for year 2020, this information has been withheld under the Data Protection Act. This information is exempt from release under section 40 (Personal Data) of the FOIA. Section 40(2) has been applied to the information to protect personal information as governed by the Data Protection Act 2018. Section 40 is an absolute exemption and there is therefore no requirement to consider the public interest in deciding to withhold the information.
3. “~” denotes fewer than 5.

Under section 16 (Advice and Assistance) you may find it helpful to note broad process, which sets out that after the Warrant Officer applies, the promotion Board scores then selects those based on the Order of Merit in accordance with the promotion quota which is set by the Army.

Under section 16 (Advice and Assistance) you may find the below table on RA Other ranks career progression useful to your request.

Table 1. RA Other Ranks Promotion Table

Rank	Average progress to given rank from Pte	% chance of promotion to given rank from Pte	% chance of promotion to that rank from the rank below
LCPL	4 years 4 months	38.1%	38.1%
CPL	7 years 5 months	22.8%	60.2%
SGT	11 years 4 months	14.3%	64.8%
SSGT	15 years 3 months	10.0%	73.2%
WO2	17 years 1 months	7.2%	69.3%
WO1	20 years 6 months	2.6%	39.1%

**% chance of commission to Officer (Other Ranks only)**  
for an individual who start at rank PTE 2.1%

Source: Analysis (Army)

Notes/Caveats:

1. These figures are for Regular Army personnel only.
2. These figures do not reflect those boarded but instead reflects % change from entry at base rank.
3. These data are based on the seven year span of actual data 2013/14 – 2019/20. By considering a cohort of individuals with similar characteristics average career projections have been calculated.
4. The career forecast is not based on the actual experience of any one individual, but rather is based on historical behaviour of individuals with similar characteristics (in terms of Arm/Service, length of service and rank).
5. Caution should be applied when interpreting analysis due to spurious results that have been observed within the data and population. Spurious results can be created from calculations using small populations, interactions between small populations and the methodology used in the analysis. As the analysis is derived from historic data it will reflect policy measures over that time period and therefore may not be reflective of behaviour under current or future policy conditions. Caution should be taken when interpreting the analysis for higher ranks and longer lengths of service as the population is smaller and therefore may not be reflective of behaviour under current or future policy conditions.
6. Average (mean) Length of Service (LoS) is 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.
7. '% chance of promotion to that rank from the rank below' considers the Arm/Service as a whole and is not specific to LoS. It is based on Trained and Untrained personnel within the Arm/Service.

If you have any queries regarding the content of this letter, please contact this office in the first instance. Following this, 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](mailto: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,

Workforce 2  
Army Policy & Secretariat