



Ministry
of Defence

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

Ref: FOI2021/04869

[REDACTED]

27 May 2021

Dear [REDACTED]

Thank you for your e-mail of 7 May 2021, in which you clarified the following information:

"As had been the case in your response FOI2021/01264, dated 2 March 2021, I had assumed that you would use data based on the last seven years of actual data. Therefore, 2013/14 to 2019/20, or if possible 2014/15 to 2020/21."

in relation to the following:

"Under the Freedom of Information Act 2000, I request the following information on the career profile of an RAF officer in the Personnel (Support) branch of the Service, specifically:

- 1. For a new entrant the length of service statistics out to 42 years and promotion chances up to the rank of Air Cdre.*
- 2. The chance of selection for Exec Stream at No3 CSB and then the chance of being returned to the Main Stream (in rank) 5 to 9 years after selection to Exec Stream as a result of performance review, reaching a defined seniority ceiling or application.*
- 3. Details of any FRIs that have been and are currently planned for the branch.*
- 4. Details of any financial, or training Return of Service that apply to members of the branch."*

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, and I can confirm that some information in scope of your request is held.

With regard to Question 1, please find a career projection for a new entrant in the Personnel Branch at Annex A.

Please note that on 1 February 2016, the Personnel Branch was divided into Support and Training specialisations. As the seven year span of data used to generate this projection covers the single branch, and the subsequent division into these separate branch specialisations, the Annex A data pertains to the Personnel Branch as a whole.

With regard to Question 2, no information is held.

Turning to Question 3, there are no Financial Retention Incentives for Officers within the Personnel Support (Per Spt) Branch.

Finally, regarding Question 4, there is no financial or Training Return of Service (RoS) for the Pers Spt Branch.

Under section 16 (Advice and Assistance) of the FOI Act, it may be helpful for you to know that there is no Executive Stream for Officers in the Pers Spt Branch. Additionally, while there is no Training RoS specific to the Pers Spt Branch, all Officers in the Royal Air Force incur an initial Training RoS of at least 3 years upon commencing initial professional (Phase 2) training with only some Branches incurring a longer Training RoS.

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,

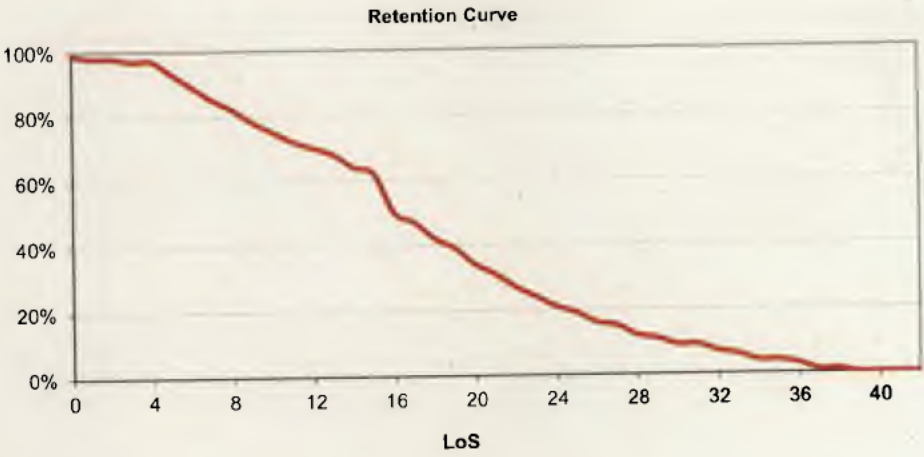
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Enc:

Annex A - Career Projection for a new entrant in the Personnel Branch.

Career Projection for a New Entrant in the Personnel Branch.

LoS ¹	% chance of reaching LoS for a New Entrant	% chance of New Entrant being promoted in to rank	% chance of promotion for a New Entrant in to rank, having already achieved the preceding rank ²	Average (mean) total length of service on promotion in to rank for a New Entrant...
0	99%			
1	98%			
2	98%	PLT OFF/FG OFF	100%	
3	97%	FLT LT	97%	2 years 7 months
4	97%	SQN LDR	60%	10 years 5 months
5	93%	WG CDR	22%	16 years 3 months
6	89%	GP CAPT	6%	21 years 10 months
7	85%	AIR CDRE +	2%	26 years 10 months
8	82%			
9	78%			
10	75%			
11	72%			
12	70%			
13	68%			
14	64%			
15	62%			
16	50%			
17	47%			
18	42%			
19	39%			
20	34%			
21	31%			
22	27%			
23	24%			
24	21%			
25	19%			
26	16%			
27	15%			
28	12%			
29	11%			
30	9%			
31	9%			
32	7%			
33	6%			
34	4%			
35	4%			
36	3%			
37	1%			
38	1%			
39	0%			
40	0%			
41	0%			
42	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 branch as a whole and is not specific to LoS. It is based on trained and untrained personnel within the branch.

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 **Personnel** branch - average career projections have been calculated.

b. 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.

c. Percentages have been rounded to the nearest whole number, in the case of 0%, it is not actually zero, just a very small number.