



Ministry of Defence

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17 February 2023

[REDACTED]

Dear [REDACTED],

Thank you for your email of 26 January 2023 in which you requested the following information:

1. What are the chances of survival from 0-34 years for Doctors in the RAMC?
2. What are the chances of promotion for Doctors in the RAMC to each rank from Captain to Brigadier?
3. What are the average rates of progression for Doctors in the RAMC to each rank from Captain to Brigadier?
4. What is the current workforce requirement(establishment) and strength for RAMC Doctors at each rank from Captain to Brigadier?

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 the information in scope of your request is held and is below in Annex A. I have addressed each of your requests separately.

I can advise that Section 26(1)(b) (Defence) has been engaged for part 4 of the request: *What is the current workforce requirement(establishment) and strength for RAMC Doctors at each rank from Captain to Brigadier*. As Section 26 is a qualified exemption, a Public Interest Test has been conducted. Though the public may appreciate transparency within the government, releasing detailed information about the number of posts alongside the strength within a regiment or department, broken down by rank, can allow adversaries to infer the Army's capabilities. As a result, the Ministry of Defence has chosen not to release all the information in relation to request part 4. Only the strength of RAMC Doctors has been provided at Annex A.

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). 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,

A solid black rectangular box used to redact the signature of the sender.

Army Policy Secretariat

1. What are the chances of survival from 0-34 years for Doctors in the RAMC?

Royal Army Medical Corps Medical Officer Retention for Financial Years 2013-2020

Arm/Service	Length of Service (LoS) % Chance of a New Entrant completing x years – years 0 – 17 in service																	
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
RAMC MO	96%	95%	92%	82%	82%	79%	74%	70%	66%	63%	60%	57%	54%	53%	52%	51%	47%	43%

Arm/Service	Length of Service (LoS) % Chance of a New Entrant completing x years – years 18 – 35 in service																	
	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
RAMC MO	41%	39%	37%	32%	28%	25%	24%	22%	21%	20%	20%	19%	19%	19%	18%	17%	2%	1%

Source: Analysis (Army)

Notes for part 1:

- 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, gender, and length of service). The data provided for the chances of retention and chances of promotion are produced using historic data from 1 April 2013 – 31 March 2020. The use of seven years data reduces fluctuations caused by one-off factors and covers a wider period of the economic cycle and policy changes which may influence outflow. By considering a cohort of individuals with the similar characteristics average career projections have been calculated.
- 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.
- 'LoS x' means 'LoS greater than or equal to x but less than x+1'. So 'LoS 21', for example, is the chance of personnel serving more than or equal to 21 years but less than 22 years.

- The data in these tables cover periods when policy measures which influence career have been applied, for example, structural changes within an Arm/Service.

2. and 3. What are the chances of promotion for Doctors in the RAMC to each rank from Captain to Brigadier? And what are the average rates of progression for Doctors in the RAMC to each rank from Captain to Brigadier?

Source: Analysis (Army)

**Royal Army Medical Corps Medical Officer
Career Progression for Financial Years
2013-20**

Rank	Average progress to given rank from entry	% chance of promotion to that rank from the rank below	% chance of promotion to given rank from entry
OF2			
OF3	7 years 5 months	84.8%	64.7%
OF4	15 years 1 months	78.4%	44.9%
OF5	23 years 3 months	34.0%	14.2%
OF6	-	-	-

Notes for parts 2 and 3:

- 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, gender, length of service and rank). The data provided for the chances of retention and chances of promotion are produced using historic data from 1 April 2013 – 31 March 2020. The use of seven years data reduces fluctuations caused by one-off factors and covers a wider period of the economic cycle and policy changes which may influence outflow. By considering a cohort of individuals with the similar characteristics average career projections have been calculated.

- '% 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.
- The figures are intentionally blank for OF2 as this is the rank achieved on commissioning for PQOs.
- The figures include personnel recorded on the Joint Personnel Administration as "Royal Army Medical Corps Medical Officer" only and therefore percentage calculations do not consider non-commissioned Officers currently at Sandhurst.

4. What is the current workforce requirement(establishment) and strength for RAMC Doctors at each rank from Captain to Brigadier?

Trained Strength of RAMC Doctors per rank						
OF6	OF5	OF4	OF3	OF2	OF1	Total
~	41	157	98	70	~	366

- Date is from January 2023
- “~” denotes figures that are less than 5
- Please note that these figures are single service estimates and are not official statistics produced by Defence Statistics.