



Ministry
of Defence

Navy Command FOI Section
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FOI2022/12569

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9 November 2022

Dear [REDACTED],

Release of Information

Thank you for your correspondence of 31 October 2022 in which you requested the following information:

'Sir,

Under the Freedom of Information Act 2000, I request the following information on the RN General Service Warfare Officer Branch and RN Intelligence Officer Branch, specifically:

- What are the chances of survival (chances of completing x years service from a new entry to age 55) in each branch?
- What are the chances of promotion to each rank, from S/Lt to Capt RN in each branch?
- What is the average time taken to achieve promotion to each rank from S/Lt to Capt RN in each branch?
- What is the percentage chance of an officer being successful in their transfer from the General Service Warfare Officer Branch into the Intelligence Officer Branch?
- What is the percentage change of a Warfare Officer/Intelligence Officer, of the rank of Lt and above being discharged for medical, administrative or disciplinary reasons?'

Your enquiry has been considered to be a request for information in accordance with the Freedom of Information Act 2000.

A search has now been completed within the Ministry of Defence and I can confirm that information in scope of your request is held and can be found at Annex A to this letter.

The analysis in Tables 1, 2 and 3 has been provided for a New Entrant Warfare General Service Officer. The analysis in Tables 4, 5 and 6 has been provided for a New Entrant Warfare Intelligence Officer. New Entrant includes personnel who have joined the Royal Navy at the rank of OF-1 within the previous 12 months as at 1 April each year. The data provided for the chances of retention and chances of promotion are produced using historic data from 1 April 2015 – 31 March 2022. The use of seven years data reduces fluctuations caused by one-off factors and also covers a wider period of the economic cycle which may influence outflow. By considering a cohort of individuals with the similar characteristics average career projections have been calculated. Information has been supplied; however, 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.

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 in these tables cover periods when policy measures which influence career have been applied, for example, structural changes within a Branch/Service.

Caution should be taken when interpreting the analysis for higher ranks and longer lengths of service as this is a small population. Whilst the data are an accurate reflection of the chances of promotion and retention for the period used, data for different time periods could give very different results.

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

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

Navy Command Secretariat - FOI Section

Table 1. The chance a New Entrant Warfare General Service Officer will achieve each length of service (LOS) before exiting:

Length of Service (years)	Chance of Completing Length of Service
0	95%
1	92%
2	85%
3	79%
4	77%
5	74%
6	70%
7	66%
8	61%
9	58%
10	54%
11	51%
12	48%
13	46%
14	44%
15	44%
16	40%
17	38%
18	36%
19	34%
20	33%
21	32%
22	30%
23	29%
24	27%
25	26%
26	25%
27	23%
28	22%
29	21%
30	20%
31	18%
32	16%
33	15%
34	12%
35	11%
36	7%
37	5%
38	4%
39	3%
40	2%

Source: Analysis (Navy)

1. Expected LOS is calculated by using the averages of historic data and represents full years of completed service.
2. Exiting denotes anything that results in an ending of Regular service, e.g. time expiry, voluntary outflow, death etc.

Table 2. Chance of promotion for Warfare General Service Officer from OF-1 to OF-7

		Joining Rank	Start Rank				
Rank		OF-1	OF-2	OF-3	OF-4	OF-5	OF-6
OF-2	Lieutenant	77%					
OF-3	Lt-Commander	45%	71%				
OF-4	Commander	23%	38%	58%			
OF-5	Captain	12%	20%	30%	44%		
OF-6	Commodore	6%	9%	14%	18%	39%	
OF-7+	Rear-Admiral	3%	4%	7%	7%	12%	33%

Source: Analysis (Navy)

1. Promotion rates at the 'Joining Rank' are for a New Entrant, e.g. showing that the chance of a Warfare General Service Officer being promoted to OF-4 throughout their career is 23%
2. 'Start Rank' is the rank at the start of the promotion analysis, i.e. where a current Warfare General Service Officer OF-2 has a 38% chance of promotion to OF-4.
3. Due to small populations at higher ranks, OF-7 and above are combined.
4. '% 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.

Table 3. The expected LOS in rank, and expected LOS on promotion to rank in years, for a New Entrant Warfare General Service Officer:

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OF-1	Sub-Lieutenant	3.3	N/A
OF-2	Lieutenant	7.4	3.7
OF-3	Lt-Commander	8.8	12.0
OF-4	Commander	7.5	20.4
OF-5	Captain	5.3	25.5
OF-6	Commodore	4.4	28.9
OF-7+	Rear-Admiral	5.0	30.9

Source: Analysis (Navy)

1. 'Expected LOS in rank' includes all exits from that rank, for example promotion to the next rank or exiting the Service.
2. N/A is present because you cannot be promoted to OF-1.
3. Due to small populations at higher ranks, OF-7 and above are combined.

Table 4. The chance a New Entrant Warfare Intelligence Officer will achieve each length of service (LOS) before exiting:

Length of Service (years)	Chance of Completing Length of Service
0	100%
1	100%
2	100%
3	100%
4	100%
5	56%
6	33%
7	21%
8	15%
9	15%
10	13%
11	12%
12	12%
13	12%
14	11%
15	10%
16	9%
17	9%
18	8%
19	8%
20	7%
21	7%
22	6%
23	6%
24	5%
25	5%
26	4%
27	3%
28	3%
29	3%
30	3%
31	3%
32	3%
33 and over	3%

Source: Analysis (Navy)

1. Expected LOS is calculated by using the averages of historic data and represents full years of completed service.
2. Exiting denotes anything that results in an ending of Regular service, e.g. time expiry, voluntary outflow, death etc.

Table 5. Chance of promotion for Warfare Intelligence Officer from OF-1 to OF-7

Rank		Joining Rank	Start Rank				
		OF-1	OF-2	OF-3	OF-4	OF-5	OF-6
OF-2	Lieutenant	17%					
OF-3	Lt-Commander	12%	86%				
OF-4	Commander	5%	39%	51%			
OF-5	Captain	2%	15%	20%	51%		
OF-6	Commodore	0%	0%	0%	0%	0%	
OF-7 +	Rear-Admiral	0%	0%	0%	0%	0%	0%

Source: Analysis (Navy)

1. Promotion rates at the 'Joining Rank' are for a New Entrant, e.g. showing that the chance of a Warfare Intelligence Officer being promoted to OF-4 throughout their career is 5%
2. 'Start Rank' is the rank at the start of the promotion analysis, i.e. where a current Warfare Intelligence Officer OF-2 has a 39% chance of promotion to OF-4.
3. Due to small populations at higher ranks, OF-7 and above are combined.
4. 0% is showing as during the time period used for analysis there were no paid rank promotions to the ranks of OF-6 and OF7+.

Table 6. The expected LOS in rank, and expected LOS on promotion to rank in years, for a New Entrant Warfare Intelligence Officer:

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OF-1	Sub-Lieutenant	5.3	N/A
OF-2	Lieutenant	8.8	3.1
OF-3	Lt-Commander	6.6	12.5
OF-4	Commander	9.3	19.4
OF-5	Captain	2.0	24.9
OF-6	Commodore	N/A	N/A
OF-7	Rear-Admiral	N/A	N/A

Source: Analysis (Navy)

1. 'Expected LOS in rank' includes all exits from that rank, for example promotion to the next rank or exiting the Service.
2. N/A is present because you cannot be promoted to OF-1, and during the time period used for analysis there were no paid rank promotions to the ranks of OF-6 and OF7+
3. Due to small populations at higher ranks, OF-7 and above are combined.

Table 7. Trained Regular Main Trade Transfers of Warfare General Service Officers to Intelligence Officer Specialisation between 1 April 2021 and 31 March 2022

Total	~
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Source: Analysis (Navy)

1. Figures fewer than 5 are represented by '~'

Table 8. Trained Regular Outflow of Warfare General Service Officers by Exit Category between 1 April 2021 and 31 March 2022

Exit category	Total
Total	80
Admin/Discipline	~
Medical	~
Time Expiry	27
Voluntary Outflow	46

Source: Analysis (Navy)

2. Figures fewer than 5 are represented by '~'
3. Figures do not include promotions from Warfare General Service

Table 9. Trained Regular Outflow of Intelligence Officers by Exit Category between 1 April 2021 and 31 March 2022

Exit category	Total
Admin/Discipline	-
Medical	-
Time Expiry	~
Voluntary Outflow	8

Source: Analysis (Navy)

1. Figures fewer than 5 are represented by '~', 0 is represented by '-'
2. Figures do not include promotions from the Intelligence Trade