



Ministry
of Defence

Navy Command FOI Section
Navy Command Headquarters
3 Deck, Leach Building
Whale Island
PORTSMOUTH
PO2 8BY

FOI2022/13806

E-mail: NavyStratPol-SECFOI@mod.gov.uk

[REDACTED]
[REDACTED]
9 December 2022

Dear [REDACTED],

Release of Information

Thank you for your correspondence of 21 November 2022 in which you requested the following information:

'I should be grateful for information on the Royal Marines(RM) Signals (S) branch professional specialist qualification (PSQ) as follows:

- What are the chances of an RM New Entrant joining the S branch PSQ, completing each year of service from 0-35 years?
- What are the chances of promotion and average rates of progression in the S branch PSQ for each rank from Mne to substantive WO1?
- What are the current establishment and bearing figures at each rank (Mne-WO1) of S branch PSQ personnel in the AS branch?
- How many S branch PSQ personnel are serving beyond their initial engagements (ES1/ES2) on Extended Contracts (EC) (i.e. EC, EoS or ES3) currently?
- How many S branch PSQ personnel by rank have been considered/boarded and selected for Senior Corps Commission (SCC) between 1 April 2014 and 31 March 2022
- The number of personnel by rank, holding the PSQ: 'Signals (S)', considered/boarded and selected for SCC between 1 April 2014 and 31 March 2022'

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.

Please be advised that within the Royal Marines (RM), Signallers are referred to as Communicators and as such, this terminology has been used throughout the analysis provided.

The analysis in Tables 1, 2 and 3 has been provided for a RM Communicator OR2 with a length of service of 3 years. Length of Service 3 years was selected as this is the median length of service on entry to the Communicator specialisation.

Please note personnel cannot join the RM as a Communicator, they join as General Duties and then specialise later in their career. Figures for length of service are based on their total length of service from joining the RM, not just the length of time served in the specialisation. 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. 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.

Please be further advised that 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.

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 RM Communicator OR2 with LOS 3 years will achieve each length of service (LOS) before exiting:

Length of Service (years)	Chance of Completing Length of Service
4	90%
5	78%
6	67%
7	54%
8	47%
9	39%
10	36%
11	34%
12	30%
13	27%
14	23%
15	22%
16	21%
17	19%
18	18%
19	18%
20	18%
21	17%
22	11%
23	10%
24	8%
25	7%
26	6%
27	6%
28	6%
29	6%
30	5%
31	4%
32	3%
33	3%
34 and over	1%

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 RM Communicator OR2 with LOS 3 years from OR2 to OR9:

Rank		Joining Rank	Start Rank			
		OR-2	OR-4	OR-6	OR-7	OR-8
OR-4	Corporal	36%				
OR-6	Sergeant	18%	56%			
OR-7	Colour Sergeant	17%	50%	95%		
OR-8	Warrant Officer 2	8%	24%	48%	46%	
OR-9	Warrant Officer 1	5%	14%	28%	25%	43%

Source: Analysis (Navy)

1. Promotion rates at the 'Joining Rank' are for a New Entrant, e.g. showing that the chance of for RM Communicator Other Rank being promoted to OR-8 throughout their career is 8%
2. 'Start Rank' is the rank at the start of the promotion analysis, i.e. where a RM Communicator Other Rank OR-6 has a 48% chance of promotion to OR-8.
3. Figures for the joining rank of OR-2 are based upon personnel with a LOS of 3 years. Figures for the start ranks of OR-4, OR-6, OR-7 and OR-8 are based upon personnel at the median LOS of that rank.

Table 3. The expected LOS in rank, and expected LOS on promotion to rank in years, for a RM Communicator OR2 with LOS 3 years:

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-2	Marine	4.3	N/A
OR-4	Corporal	5.3	8.2
OR-6	Sergeant	3.8	13.8
OR-7	Colour Sergeant	4.4	17.5
OR-8	Warrant Officer 2	6.1	20.8
OR-9	Warrant Officer 1	3.9	25.6

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 OR-2.

Table 4. Trained Regular RM Communicator Other Ranks, as at 1 July 2022, by Substantive Rank:

Substantive Rank		
OR-2	Marine	85
OR-4	Corporal	89
OR-6	Sergeant	37
OR-7	Colour Sergeant	18
OR-8	Warrant Officer 2	11
OR-9	Warrant Officer 1	~

Source: Analysis (Navy)

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

Table 5. Trained Regular RM Communicators Other Ranks on Extended Contracts, as at 1 July 2022, by Substantive Rank:

Substantive Rank		
OR-9	Warrant Officer 1	~

Source: Analysis (Navy)

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

Table 6. Number of RM Communicators Boarded for Senior Corps Commission, by rank

Rank		2014	2015	2016	2017	2018	2019	2020	2021	2022
OR-4	Corporal	-	-	~	-	-	-	-	-	-
OR-6	Sergeant	-	-	~	~	-	-	-	-	~
OR-7	Colour Sergeant	~	~	~	~	-	~	-	-	~
OR-8	Warrant Officer 2	-	-	~	-	-	-	-	-	-
OR-9	Warrant Officer 1	-	-	-	-	-	-	-	-	-

Source: Navy People and Training Directorate

1. Figures fewer than 5 are represented by '~', 0 is denoted by '-'.

Table 7. Number of Royal Marine Communicators Selected for Senior Corps Commission, by rank

Rank		2014	2015	2016	2017	2018	2019	2020	2021	2022
OR-4	Corporal	-	-	-	-	-	-	-	-	-
OR-6	Sergeant	-	-	~	-	-	-	-	-	-
OR-7	Colour Sergeant	~	~	-	~	-	~	-	-	~
OR-8	Warrant Officer 2	-	-	-	-	-	-	-	-	-
OR-9	Warrant Officer 1	-	-	-	-	-	-	-	-	-

Source: Navy People and Training Directorate

1. Figures fewer than 5 are represented by '~', 0 is denoted by '-'.