



Ministry
of Defence

Navy Command FOI Section
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FOI2022/14309

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[REDACTED]
[REDACTED]
20 December 2022

Dear [REDACTED],

Release of Information

Thank you for your correspondence of 30 November 2022 in which you requested the following information:

“Could you please provide the following information for a male Royal Fleet Auxiliary (RFA) new entrant Deck Officer:

1. Length of service statistics (percentage chance of further service)
2. Promotion statistics:
 - Chance of promotion from Officer Cadet to Captain
 - Chance of further promotion from each subsequent rank
 - Expected length of service in rank
 - Expected length of service on promotion to rank
3. Strength of the RFA Deck Officer branch by rank and age
4. In addition:
 - Could you please provide a copy of the RFA Officer Terms and Conditions of Service
 - A copy of the RFA latest Pay Rates
 - I understand that for each rate of pay, there is a Point A, Point B and Point C - could you please explain what these are for”

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

A search has now been completed within the Ministry of Defence (MOD) and I can confirm that information in scope of your request is held.

The MOD is permitted to withhold information where an exemption is considered justifiable. As the information you have requested is already available to the public, we have assessed your request falls under the absolute exemption at Section 21 (Information Reasonably Accessible to the Applicant by Other Means) of the Act. Consequently, we are not obliged to provide you with this information.

In respect of part four of your request, information in relation to Terms and Conditions of Service for Royal Fleet Auxiliary (RFA) Officers and the latest pay scales are available on the Royal Navy website at the following links:

<https://www.royalnavy.mod.uk/careers/rfa/how-to-join/cadet-deck-officer-rfa> 2.

<https://www.royalnavy.mod.uk/careers/rfa/how-to-join/qualified-deck-officer-rfa>

Under section 16 (Advice and Assistance), please be advised that within each rank personnel are split in to three bands based upon their competencies, skills and experience mapped against career frameworks (CF) that are reviewed annually. Competent 'band(c)'—the initial entry level of any rank. Practitioner 'band(b)'—the mid-level of any rank, this will reflect a higher amount of training or more experience than the competent level. Advanced 'band (a)'—the top level of any rank, this will reflect a higher amount of training or more experience than the practitioner and competent grades.

In response to parts one to three of your request, this information can be found at Annex A to this letter.

The analysis in Tables 1, 2 and 3 has been provided for a New RFA Entrant Deck Officer. New Entrant includes personnel who have joined the RFA at the rank of OF-0 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 Branch/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 New Entrant RFA Deck Officer will achieve each length of service (LOS) before exiting:

Length of Service (years)	Chance of Completing Length of Service
0	99%
1	91%
2	85%
3	77%
4	70%
5	62%
6	57%
7	49%
8	46%
9	42%
10	41%
11	40%
12	35%
13	34%
14	27%
15	26%
16	24%
17	23%
18	21%
19	19%
20	19%
21	16%
22	15%
23	14%
24	14%
25	14%
26	12%
27	12%
28	10%
29	9%
30	8%
31	7%
32	6%
33	5%
34	5%
35	5%
36 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 2. Chance of promotion for RFA Deck Officer from OF-0 to OF-6:

Rank		Joining Rank	Start Rank				
		OF-0	OF-1	OF-2	OF-3	OF-4	OF-5
OF-1	Third Officer	85%					
OF-2	Second Officer	53%	69%				
OF-3	First Officer	31%	41%	57%			
OF-4	Chief Officer	17%	25%	44%	80%		
OF-5	Captain	9%	14%	24%	44%	52%	
OF-6	Commodore	1%	2%	4%	8%	11%	11%

Source: Analysis (Navy)

1. Promotion rates at the 'Joining Rank' are for a New Entrant, e.g. showing that the chance of an RFA Deck Officer being promoted to OF-4 throughout their career is 17%
2. 'Start Rank' is the rank at the start of the promotion analysis, i.e. where a current RFA Deck Officer OF-2 has a 44% chance of promotion to OF-4.
3. '% chance of promotion to that rank from the rank below' considers the Branch/Service as a whole and is not specific to LoS. It is based on Trained and Untrained personnel within the Branch/Service.

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

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OF-0	Cadet / Rating to Officer	2.1	N/A
OF-1	Third Officer	4.6	2.1
OF-2	Second Officer	5.5	6.8
OF-3	First Officer	4.4	11.1
OF-4	Chief Officer	5.6	18.4
OF-5	Captain	5.6	24.1
OF-6	Commodore	1.0	32.7

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 a small population in the source data for OR-6, caution should be taken when interpreting this analysis. 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.

Table 4. Trained and Untrained RFA Deck Officer Strength, as at 1 October 2022, by Age and Rank:

Age	
Under 25	24
25-29	36
30-34	44
35-39	39
40-44	29
45-49	17
50-54	14
55-59	11
60 and Over	7

Source: Analysis (Navy)

Rank		
OF-0	Cadet / Rating to Officer	38
OF-1	Third Officer	57
OF-2	Second Officer	60
OF-3	First Officer	27
OF-4	Chief Officer	22
OF-5	Captain	16
OF-6	Commodore	~

Source: Analysis (Navy)

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

Table 5. Minimum and Maximum pay scale boundaries by RFA Grade, as at 1 December 2022

Grade	Pay Scale	
	Minimum	Maximum
Assistant Chef	£28,680	£32,399
Captain (E)	£75,943	£86,724
Captain (X)	£81,147	£92,707
Chief Officer (E)	£64,717	£68,463
Chief Officer (LS)	£64,717	£68,463
Chief Officer (SE)	£64,717	£68,463
Chief Officer (X)	£64,717	£68,463
Chief Petty Officer (C)	£41,585	£43,911
Chief Petty Officer (Chef)	£41,585	£43,911
Chief Petty Officer (D)	£41,585	£43,911
Chief Petty Officer (E)	£41,585	£43,911
Chief Petty Officer (SA)	£41,585	£43,911
Chief Petty Officer (Steward)	£41,585	£43,911
Comms Rating Grade 1	£28,680	£32,399
First Officer (E)	£58,402	£61,759
First Officer (LS)	£58,402	£61,759
First Officer (SE)	£58,402	£61,759
First Officer (X)	£58,402	£61,759
Laundryman	£30,476	£30,476
Leading Hand (C)	£33,267	£35,077
Leading Hand (Chef)	£33,267	£35,077
Leading Hand (D)	£33,267	£35,077
Leading Hand (E)	£33,267	£35,077
Leading Hand (HC)	£33,267	£35,077
Leading Hand (SA)	£33,267	£35,077
Leading Hand (Steward)	£33,267	£35,077
Medical Technician	£37,002	£43,911
Motorman Grade 1	£28,680	£32,399
Petty Officer (C)	£37,002	£39,045
Petty Officer (Chef)	£37,002	£39,045
Petty Officer (D)	£37,002	£39,045
Petty Officer (E)	£37,002	£39,045
Petty Officer (SA)	£37,002	£39,045
Petty Officer (Steward)	£37,002	£39,045
Second Officer (C)	£50,832	£55,752
Second Officer (E)	£45,956	£55,752
Second Officer (LS)	£45,956	£55,752
Second Officer (SE)	£45,956	£55,752
Second Officer (X)	£45,956	£55,752
SG1A	£28,680	£32,399
SG1A (T)	£25,814	£25,814
Steward	£28,680	£32,399
Third Officer (E)	£36,673	£43,911
Third Officer (LS)	£36,673	£43,911
Third Officer (LS)(T)	£26,401	£26,401
Third Officer (SE)	£36,673	£43,911
Third Officer (X)	£36,673	£43,911

Source: People and Training Directorate (RFA)