



Ministry
of Defence

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FOI2022/14388

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[REDACTED]
[REDACTED]

19 December 2022

Dear [REDACTED],

Release of Information

Thank you for your correspondence of 1 December 2022 in which you requested the following information:

“Please could you provide data in respect of a Royal Marine whose Specialisation was Armoured Support Group.

Please could you provide Length of Service Statistics and Rates of Promotion for a new entrant and for a Marine who has completed 11 years' service.

We look forward to hearing from you.”

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 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 Royal Marine (RM) Armoured Support (AS) Specialist at the rank of OR-2 (Marine) with a Length of Service (LOS) of 2 years. Length of Service 2 years was selected as this is the median length of service on entry to the AS specialisation. Please note personnel cannot join the RM as an AS, 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 AS specialisation. Average (mean) LOS is the average length of service of personnel on strength. It considers trained and untrained personnel within the Arm/Service and is not specific to rank or LOS. The analysis in Tables 4, 5 and 6 has been provided for a RM AS Specialist at the rank of OR-4 (Corporal) with a LOS 11.

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.

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.

Under Section 16 (Advice and Assistance) of the Act, please be advised that due to a small population in the source data for Armoured Support Specialists, caution should be taken when interpreting these statistics. 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 an OR-2 Armoured Support Specialist with LOS 2 years will achieve each Length of Service (LOS) before exiting:

Length of Service (years)	Chance of Completing Length of Service
3	100%
4	83%
5	68%
6	55%
7	45%
8	40%
9	32%
10	31%
11	30%
12	24%
13	21%
14	20%
15	16%
16	15%
17	14%
18	14%
19	14%
20	10%
21	10%
22	5%
23	4%
24 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.
3. '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.

Table 2. The chance of promotion for an OR-2 Armoured Support Specialist with LOS 2 years:

Rank		Chance of Promotion to Rank
OR-4	Corporal	25%
OR-6	Sergeant	15%
OR-7	Colour Sergeant	7%
OR-8	Warrant Officer 2	5%
OR-9	Warrant Officer 1	2%

Source: Analysis (Navy)

1. '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.
2. '% 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.
3. Due to a small population, caution should be taken when interpreting these statistics. Whilst the data are an accurate reflection of the chances of promotion for the period used, data for different time periods could give very different results.

Table 3. The expected LOS in rank, and expected LOS on promotion to rank in years, for an OR-2 Armoured Support Specialist with LOS 2 years:

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-2	Marine	5.1	N/A
OR-4	Corporal	5.2	8.3
OR-6	Sergeant	4.3	13.4
OR-7	Colour Sergeant	4.9	16.6
OR-8	Warrant Officer 2	6.5	21.7
OR-9	Warrant Officer 1	1.3	22.4

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.
3. '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.

Table 4. The chance OR-4 Armoured Support Specialist with LOS 11 years will achieve each Length of Service (LOS) before exiting:

Length of Service (years)	Chance of Completing Length of Service
12	87%
13	72%
14	70%
15	70%
16	66%
17	60%
18	60%
19	60%
20	43%
21	40%
22	19%
23	15%
24	13%
25 and Over	12%

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.
3. '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.

Table 5. The chance of promotion for OR-4 Armoured Support Specialist with LOS 11 years:

Rank		Chance of Promotion to Rank
OR-6	Sergeant	58%
OR-7	Colour Sergeant	26%
OR-8	Warrant Officer 2	19%
OR-9	Warrant Officer 1	7%

Source: Analysis (Navy)

1. '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.
2. '% 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 6. The expected LOS in rank, and expected LOS on promotion to rank in years, for an OR-4 Armoured Support Specialist with LOS 11 years:

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-4	Corporal	3.8	N/A
OR-6	Sergeant	3.8	14.6
OR-7	Colour Sergeant	4.7	16.8
OR-8	Warrant Officer 2	6.5	21.8
OR-9	Warrant Officer 1	1.3	22.4

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 personnel at the rank of OR-4 cannot be promoted to OR-4.
3. '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.