



Ministry
of Defence



FOI2021/07343

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29 July 2021

Dear ,

Release of Information

Thank you for your correspondence of 7 July 2021 in which you requested the following information:

'Could you please provide me with the following information for a Royal Marine Vehicle Mechanic specialist.

For a LCpl with 15 years service:

1. Length of service statistics (percentage chance of further service)
2. Promotion statistics - if possible could include the following information:
 - Chance of promotion to rank from LCpl
 - Chance of further promotion from each subsequent rank
 - Expected length of service in rank
 - Expected length of service on promotion to rank
3. If possible:
 - Strength of Vehicle Mechanic specialisation by rank
 - Number of Vehicle Mechanic specialists currently serving on an Engagement Stage 3 by rank
 - Age profile of the Vehicle Mechanic specialisation'

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. Please see Annex A to this letter where each part of your request is addressed in order.

I should advise you that the analysis in Tables 1, 2, 3 and 4 has been provided for a Royal Marine (RM) Vehicle Mechanic at the rank of OR-2 (Leading Hand) with a Length of Service (LOS) of 15 years. OR-2 has been selected as it is not possible to provide figures for personnel at the rank of OR-3 as the analysis uses substantive rank and personnel are not substantively promoted to OR-3. Personnel with a paid rank of OR-3 will be included as they have a substantive rank of OR-2, although the analysis will also include personnel with both a substantive and paid rank of OR-2.

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 also covers a wider period of the economic cycle which may influence outflow. 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 this analysis as Vehicle Mechanics at OR-2 with LOS 15 is a small population.

You may also find it helpful to note the response to Question three is comprised of all personnel who have an extended career engagement recorded on the Joint Personnel Administration System. This includes personnel who received an extended career under equivalent terms prior to the introduction of Engagement Stage 3. Personnel may have an extended career engagement recorded prior to completion of their previous engagement or reaching the requirements to serve on an extended career. Personnel who continue to serve on an Extension of Service after completion of their extended career engagement are also included.

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

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Table 1. The Chance an OR-2 Royal Marine (RM) Vehicle Mechanic with Length of Service (LOS) 15 Years will Achieve each LOS Before Exiting:

| Length of Service (years) | Chance of Completing Length of Service |
|---------------------------|--|
| 16 | 92% |
| 17 | 82% |
| 18 | 66% |
| 19 | 54% |
| 20 | 54% |
| 21 | 47% |
| 22 | 32% |
| 23 | 26% |
| 24 | 22% |
| 25 | 19% |
| 26 | 16% |
| 27 | 11% |
| 28 | 8% |
| 29 | 7% |
| 30 | 5% |
| 31 | 5% |
| 32 | 5% |
| 33 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. The Chance of Promotion for an OR-2 RM Vehicle Mechanic with LOS 15 years:

| | Rank | OR-2 |
|------|-------------------|------|
| OR-4 | Corporal | 18% |
| OR-6 | Sergeant | 3% |
| OR-7 | Colour Sergeant | 3% |
| OR-8 | Warrant Officer 2 | 2% |
| OR-9 | Warrant Officer 1 | 1% |

Source: Analysis (Navy)

1. The chance of promotion to each rank for an OR-2 Royal Marine Vehicle Mechanic with LOS 15 throughout their career. It may not be appropriate to directly compare these figures with those provided in Table 3, which are calculated on personnel at the median LOS for that rank regardless of their LOS upon promotion from the OR-2 population.

Table 3. The Chance of Promotion for a RM Vehicle Mechanic from OR-4 to OR-9:

| Rank | | Start Rank | | | |
|------|-------------------|------------|------|------|------|
| | | OR-4 | OR-6 | OR-7 | OR-8 |
| OR-6 | Sergeant | 56% | | | |
| OR-7 | Colour Sergeant | 50% | 91% | | |
| OR-8 | Warrant Officer 2 | 31% | 56% | 51% | |
| OR-9 | Warrant Officer 1 | 10% | 19% | 14% | 43% |

Source: Analysis (Navy)

1. Figures are calculated on personnel at the median LOS for that rank. For this reason figures for OR-7 suggest a lower chance of promotion to OR-8/OR-9 than for OR-6 as the majority of promotions from OR-7 to OR-8 occur before the median length of service at OR-7.
2. It may not be appropriate to directly compare these figures with those provided in Table 2. Figures for these Start Ranks will include personnel promoted from OR-2 before LOS 15 years. Furthermore, the median LOS used to produce some of the promotion figures may be less than 15 years.

Table 4. The Expected LOS in Rank, and Expected LOS on Promotion to Rank in Years, for an OR-2 RM Vehicle Mechanic with LOS 15 years:

| Rank | | Expected LOS in Rank | Expected LOS on Promotion to the Rank |
|------|-------------------|----------------------|---------------------------------------|
| OR-2 | Marine | 5.3 | N/A |
| OR-4 | Corporal | 5.1 | 17.7 |
| OR-6 | Sergeant | 3.0 | 17.3 |
| OR-7 | Colour Sergeant | 5.8 | 20.1 |
| OR-8 | Warrant Officer 2 | 4.6 | 24.5 |
| OR-9 | Warrant Officer 1 | 5.7 | 27.2 |

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 5. Trained Regular RM Vehicle Mechanic, as at 1 April 2021, by Age and Substantive Rank:

| Age | | Substantive Rank | | |
|-------------|----|------------------|-----------------------|-----|
| 20-24 | 12 | OR-2 | Marine | 127 |
| 25-29 | 48 | OR-4 | Corporal | 54 |
| 30-34 | 71 | OR-6 | Sergeant | 24 |
| 35-39 | 57 | OR-7 | Colour Sergeant | 19 |
| 40-44 | 26 | OR-8/OR-9 | Warrant Officer 1 / 2 | 13 |
| 45-49 | 14 | | | |
| 50 and Over | 9 | | | |

Source: Analysis (Navy)

Source: Analysis (Navy)

1. Due to the small number of personnel at OR-9, they have been grouped with OR-8 to avoid unintended disclosure of individuals.

Table 6. Trained Regular RM Vehicle Mechanic on an Extended Career, as at 1 April 2021, by Substantive Rank:

| Substantive Rank | | |
|------------------|-------------------|---|
| OR-2 | Marine | ~ |
| OR-4 | Corporal | - |
| OR-6 | Sergeant | - |
| OR-7 | Colour Sergeant | ~ |
| OR-8 | Warrant Officer 2 | ~ |
| OR-9 | Warrant Officer 1 | ~ |

Source: Analysis (Navy)

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