



Ministry
of Defence

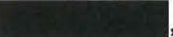


FOI2021/07350

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2 August 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 Logistician (Catering Services).

- I understand that this trade now encompasses the Chef and Steward trades - is this correct?

For a New Entrant and a Leading Hand with 10 years length of 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 each rate
 - Chance of further promotion from each subsequent rate
 - Expected length of service in rate
 - Expected length of service on promotion to rate
3. If possible:
 - Strength of Logistician (Catering Services) trade by rate
 - Number of personnel in the Logistician (Catering Services) trade currently serving on an Engagement Stage 3 by rank
 - Age profile of personnel in the Logistician (Catering Services) trade
 - The number and rate of Logistician (Catering Services) trade personnel selected for an SUY commission over the last 7 years'

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. The information in respect of your request is attached at Annex A to this letter.

In response to the first part of your request, we can confirm the Chef and Steward specialisations have been amalgamated into one Catering Services specialisation, which has been used for this analysis.

I should advise you that the analysis in Tables 1, 2 and 3 has been provided for a New Entrant Royal Navy (RN) Catering Services. New Entrant includes personnel who have joined the RN at the rank of OR-2 within the previous 12 months as at 1 April each year. The analysis in Tables 4, 5 and 6 has been provided for a RN Catering Service at the rank of OR-4 (Leading Hand) with a Length of Service (LOS) of 10 years.

Figures include RN Catering Services personnel and Royal Marine (RM) Chefs. In 2013 RM Chefs were amalgamated into the RN Logistics branch, these personnel are now managed as part of the RN.

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.

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

FOI2021/07350

Table 1. The Chance a New Entrant Royal Navy (RN) Catering Services will Achieve Each Length of Service (LOS) Before Exiting:

Length of Service (years)	Chance of Completing Length of Service
0	87%
1	80%
2	76%
3	72%
4	65%
5	57%
6	51%
7	43%
8	38%
9	34%
10	31%
11	29%
12	26%
13	24%
14	23%
15	21%
16	20%
17	20%
18	19%
19	18%
20	18%
21	18%
22	14%
23	10%
24	8%
25	7%
26	7%
27	6%
28	5%
29	5%
30	4%
31	4%
32	3%
33	3%
34	2%
35	2%
36 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 RN Catering Services from OR-2 to OR-9

Rank		Joining Rank	Start Rank			
		OR-2	OR-4	OR-6	OR-7	OR-8
OR-4	Leading Hand	33%				
OR-6	Petty Officer	16%	57%			
OR-7	Chief Petty Officer	10%	34%	58%		
OR-8	Warrant Officer 2	3%	11%	18%	38%	
OR-9	Warrant Officer 1	3%	10%	16%	36%	0%

Source: Analysis (Navy)

1. Promotion rates at the 'Joining Rank' are for a New Entrant, e.g. showing that the chance of a Royal Navy Catering Services being promoted to OR-9 throughout their career is 3%
2. 'Start Rank' is the rank at the start of the promotion analysis, i.e. where a current Royal Navy catering Services OR-7 has a 36% chance of promotion to OR-9.
3. Following the amalgamation of Royal Marines personnel, figures include personnel promoted from OR-7 to OR-8 and those promoted direct from OR-7 to OR-9.
4. A 0% chance of promotion to OR-9 indicates that none of the OR-8 personnel in this cohort received a promotion to OR-9 between 1 April 2013 and 31 March 2020. It should not be interpreted as personnel are the rank of OR-8 do not have an opportunity to be promoted to OR-9.

Table 3. The Expected LOS in Rank, and Expected LOS on Promotion to Rank in Years, for a New Entrant RN Catering Services:

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-2	Able Rating	5.5	N/A
OR-4	Leading Rating	6.3	7.3
OR-6	Petty Officer	6.2	14.0
OR-7	Chief Petty Officer	6.9	19.3
OR-8	Warrant Officer 2	7.2	22.4
OR-9	Warrant Officer 1	6.9	26.7

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 OR-2.
3. Following the amalgamation of Royal Marines personnel, figures include personnel promoted from OR-7 to OR-8 and those promoted direct from OR-7 to OR-9.

Table 4. The Chance an OR-4 RN Catering Services with LOS 10 years will Achieve Each LOS Before Exiting:

Length of Service (years)	Chance of Completing Length of Service
11	94%
12	87%
13	83%
14	78%
15	74%
16	71%
17	69%
18	67%
19	65%
20	65%
21	62%
22	48%
23	38%
24	29%
25	26%
26	24%
27	21%
28	19%
29	17%
30	16%
31	15%
32	13%
33	9%
34	8%
35	7%
36	5%
37	3%
38	3%
39	2%
40	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 5. The Chance of Promotion for an OR-4 RN Catering Services with LOS 10 years:

Rank		Chance of Promotion to Rank
OR-6	Petty Officer	58%
OR-7	Chief Petty Officer	36%
OR-8	Warrant Officer 2	11%
OR-9	Warrant Officer 1	10%

Source: Analysis (Navy)

1. Following the amalgamation of Royal Marines personnel, figures include personnel promoted from OR-7 to OR-8 and those promoted direct from OR-7 to OR-9.

Table 6. The Expected LOS in Rank, and Expected LOS on Promotion to Rank in Years, for an OR-4 RN Catering Services with LOS 10 years:

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-4	Leading Rating	5.7	N/A
OR-6	Petty Officer	5.6	14.9
OR-7	Chief Petty Officer	6.9	19.5
OR-8	Warrant Officer 2	7.2	22.4
OR-9	Warrant Officer 1	6.9	26.8

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. Following the amalgamation of Royal Marines personnel, figures include personnel promoted from OR-7 to OR-8 and those promoted direct from OR-7 to OR-9.

Table 7. Trained Regular RN Catering Services, as at 1 April 2021, by Age and Substantive Rank:

Age		Substantive Rank		
19 and Under	55	OR-2	Able Rating	563
20-24	196	OR-4	Leading Hand	330
25-29	196	OR-6	Petty Officer	154
30-34	213	OR-7	Chief Petty Officer	92
35-39	225	OR-9	Warrant Officer 1	22
40-44	127			
45-49	109			
50-54	32			
55 and Over	8			

Source: Analysis (Navy)

Source: Analysis (Navy)

Table 8. Trained Regular Royal Navy Catering Services on an Extended Career, as at 1 April 2021, by Substantive Rank:

Substantive Rank		
OR-2/OR-4	Able Rating / Leading Hand	46
OR-6	Petty Officer	43
OR-7	Chief Petty Officer	61
OR-9	Warrant Officer 1	21

Source: Analysis (Navy)

1. Due to the small number of personnel at OR-2, they have been grouped with OR-4 to avoid unintended disclosure of individuals.