



Ministry  
of Defence



FOI2021/07738

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4 August 2021

Dear ,

Release of Information

Thank you for your correspondence of 16 July 2021 in which you requested the following information:

'Under the Freedom of Information Act 2000, I request the following information on members of the Royal Marines Heavy Weapons (Anti-Tank) (HW(ATK)) specialisation:

1. Length of Service statistics (percentage chance of further service) for a HW(ATK) from joining the specialisation to age 60.
2. Promotion statistics - if possible, could include the following information:
  - Chance of promotion from the rank of Mne up to WO1.
  - 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 HW(ATK) specialisation by rank.
4. Number of HW(ATK) RMORs currently serving on an extended career by age and rank.
5. Details of any Financial Retention Incentives.'

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

A search for the information has been completed within the Ministry of Defence and I can confirm that some information in scope of your request is held. Information to answer parts one to three of your request 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) Heavy Weapons (HW) (Anti-Tank) (ATK) at the rank of OR-2 (Marine) with a Length of Service (LOS) of 3 years. Length of Service 3 years was selected as this is the median length of service on entry to the HW(ATK) specialisation. Please note personnel cannot join the RM in the role of HW (ATK), 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 HW(ATK) specialisation.

The data provided for the chances of retention and chances of promotion are produced using historic data from 1 April 2014 – 31 March 2021. 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.

In response to part four of your request, I can advise that there are no Trained Regular RM HW (ATK) Other Ranks on an extended career engagement, as at 1 April 2021.

In response to part five of your request, I can advise that there are currently no Financial Retention Incentives for RM HW(ATK) personnel.

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](mailto: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 Royal Marine Heavy Weapons (Anti-Tank) Other Rank with Length of Service of 3 years will achieve each length of service (LOS) before exiting:**

Length of Service (years)	Chance of Completing Length of Service
4	86%
5	76%
6	61%
7	49%
8	44%
9	37%
10	30%
11	25%
12	23%
13	21%
14	19%
15	17%
16	17%
17	17%
18	16%
19	15%
20	14%
21	14%
22	9%
23	7%
24	4%
25	3%
26	3%
27	3%
28	3%
29	2%
30	2%
31	2%
32	1%
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. Chance of promotion for a Royal Marine Heavy Weapons (Anti-Tank) Other Rank**

Rank		Joining Rank	Start Rank			
		OR-2	OR-4	OR-6	OR-7	OR-8
OR-4	Corporal	26%				
OR-6	Sergeant	16%	64%			
OR-7	Colour Sergeant	7%	28%	51%		
OR-8	Warrant Officer 2	4%	15%	28%	35%	
OR-9	Warrant Officer 1	1%	5%	9%	15%	53%

Source: Analysis (Navy)

1. Promotion rates at the 'Joining Rank' are for an OR-2 with 3 years LOS, e.g. showing that the chance of a OR-2 Royal Marine Heavy Weapons (Anti-Tank) being promoted to OR-9 throughout their career is 1%.
2. 'Start Rank' is the rank at the start of the promotion analysis, i.e. where a Royal Marine Heavy Weapons (Anti-Tank) OR-6 has a 9% chance of promotion to OR-9.

**Table 3. The expected LOS in rank, and expected LOS on promotion to rank in years, for an OR-2 Royal Marine Heavy Weapons (Anti-Tank) Other Rank with Length of Service of 3 years**

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-2	Marine	4.6	N/A
OR-4	Corporal	4.5	9.2
OR-6	Sergeant	4.9	14.3
OR-7	Colour Sergeant	5.6	16.8
OR-8	Warrant Officer 2	6.6	20.2
OR-9	Warrant Officer 1	4.8	26.5

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: Strength of Trained Regular Royal Marine Heavy Weapons (Anti-Tank) Other Ranks, as 1 April 2021, by Substantive Rank**

Substantive Rank		
OR-2	Marine	107
OR-4	Corporal	47
OR-6	Sergeant	24
OR-7	Colour Sergeant	15
OR-8	Warrant Officer 2	5

Source: Analysis (Navy)