



Ministry
of Defence



FOI2021/08621

E-mail: NavyStratPol-SECFOI@mod.gov.uk



16 August 2021

Dear [REDACTED],

Release of Information

Thank you for your correspondence of 5 August 2021 in which you requested the following information:

'Under the Freedom of Information Act 2000, I request the following information on RN General Service Catering Services Delivery ratings, specifically:

- What are the chances of survival (chances of completing x years service from entry to 42 years LoS) for a CSD
- What are the chances of promotion for a RN CSD to each rate, from AB to WO1.
- What is the average time taken by a RN CSD to achieve promotion to each rate from AB to WO1
- How many by age and rate are currently serving on an ES3 engagement?'

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 information in scope of your request is held. The information to answer all parts 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 New Entrant General Service Logistics (Catering Services) specialisation. It is not possible to provide the analysis specifically for Stewards (previously known as Catering Services (Delivery)) as upon promotion to OR-6 Chefs and Stewards fulfil the combined specialisation of Caterer. To produce statistics on promotions to OR-6 and above, the Catering Services specialisation (which is comprised of Chefs, Stewards and Caterers) is the most appropriate grouping. Furthermore, the Chef and Steward specialisations have now been amalgamated so personnel join in a combined Catering Services specialisation and providing the analysis

solely for personnel with the specialisation of Steward would exclude personnel in the Catering Services specialisation who may be performing similar roles.

New Entrant includes personnel who have joined the Royal Navy at the rank of OR-2 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 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. 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 part four is comprised of all personnel who have an extended career engagement recorded on the Joint Personnel Administration System (JPA). 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

Table 1. The chance a New Entrant General Service Logistics (Catering Services) specialisation will achieve each length of service (LOS) before exiting:

| Length of Service (years) | Chance of Completing Length of Service |
|---------------------------|--|
| 0 | 88% |
| 1 | 81% |
| 2 | 79% |
| 3 | 75% |
| 4 | 67% |
| 5 | 57% |
| 6 | 50% |
| 7 | 44% |
| 8 | 39% |
| 9 | 35% |
| 10 | 31% |
| 11 | 30% |
| 12 | 27% |
| 13 | 25% |
| 14 | 23% |
| 15 | 21% |
| 16 | 20% |
| 17 | 19% |
| 18 | 19% |
| 19 | 18% |
| 20 | 18% |
| 21 | 17% |
| 22 | 15% |
| 23 | 12% |
| 24 | 9% |
| 25 | 8% |
| 26 | 7% |
| 27 | 6% |
| 28 | 6% |
| 29 | 5% |
| 30 | 5% |
| 31 | 5% |
| 32 | 4% |
| 33 | 3% |
| 34 | 2% |
| 35 | 2% |
| 36 | 2% |
| 37 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 General Service Logistics (Catering Services) from OR-4 to OR-9

| Rank | | Chance of Promotion to Rank |
|------|---------------------|-----------------------------|
| OR-4 | Leading Hand | 35% |
| OR-6 | Petty Officer | 16% |
| OR-7 | Chief Petty Officer | 10% |
| OR-9 | Warrant Officer 1 | 3% |

Source: Analysis (Navy)

Table 3. The expected LOS in rank, and expected LOS on promotion to rank in years, for a New Entrant General Service Logistics (Catering Services):

| Rank | | Expected LOS in Rank | Expected LOS on Promotion to the Rank |
|------|---------------------|----------------------|---------------------------------------|
| OR-2 | Able Rating | 5.4 | N/A |
| OR-4 | Leading Rating | 6.9 | 6.8 |
| OR-6 | Petty Officer | 6.2 | 14.2 |
| OR-7 | Chief Petty Officer | 7.2 | 19.6 |
| OR-9 | Warrant Officer 1 | 5.5 | 27.4 |

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.

Table 4. Trained Regular General Service Logistics (Catering Services), on an Extended Career, as at 1 April 2021 by Age and Substantive Rank:

| Age | Catering Services | Of Which: Steward |
|-------------|-------------------|-------------------|
| 25-29 | ~ | ~ |
| 30-34 | ~ | - |
| 35-39 | 20 | ~ |
| 40-44 | 42 | 8 |
| 45-49 | 40 | 7 |
| 50-54 | 19 | 6 |
| 55 and Over | 6 | ~ |

Source: Analysis (Navy)

| Substantive Rank | | Catering Services | Of Which: Steward |
|------------------|---------------------|-------------------|-------------------|
| OR-2 | Able Rating | ~ | - |
| OR-4 | Leading Hand | 34 | 8 |
| OR-6 | Petty Officer | 32 | 9 |
| OR-7 | Chief Petty Officer | 49 | 9 |
| OR-9 | Warrant Officer 1 | 14 | ~ |

Source: Analysis (Navy)

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

