



Ministry
of Defence



Ref: FOI2020/13417

E-mail: navysef-foimailbox@mod.gov.uk



7 January 2021

Dear [REDACTED],

Release of Information

Thank you for your correspondence of 7 December 2020 in which you requested the following information:

- "In regards to MA(SM) ratings:
 - o % chance of achieving length of service for a new entrant MA(SM).
 - o % chance of promotion for a MA(SM) up to and including WO1MA(SM), including average length of service on promotion.
 - o The number, rate and age of all MA(SM)s currently serving over the age of 50, 55 and 60.
 - o Details of any financial incentives for MA(SM)s to commit to continued service.

- In regards to Naval Nurse ratings:
 - o The average success rate for RN branch transfer applications per year to become a student Naval nurse.
 - o % chance of a Naval student nurses completing training and joining the trained strength.
 - o % chance of achieving length of service for a Naval nurse.
 - o % chance of promotion for a Naval nurse up to and including WO1, including average length of service on promotion.
 - o The number, rate and age of all Naval Nurses currently serving over the age of 50, 55 and 60.
 - o Details of any financial incentives for Naval nurses to commit to continued Service"

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

A search has been completed within the Ministry of Defence and I can confirm that information in scope of your request is held and is attached at Annex A to this letter. The analysis in Tables 1, 2 and 3 has been provided for a New Entrant Medical Assistant (MA)(Submariner). The analysis in Tables 5, 6 and 7 has been provided for a New Entrant Naval Nurse. 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. Tables 4 and 8 provide numbers of MA(SM)s and Navy Nurses respectively over the ages of 50.

The data provided for the chances of survival 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. 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. There are no current financial incentives on offer for MA(SM)s or Navy Nurses to commit to continued service.

With regard to the average success rate for Royal Navy (RN) branch transfer applications per year to become a student Naval nurse and the percentage chance of a RN Student Nurse joining the trained strength, this information is not held. Under section 16 (Advice and Assistance) of the FOI Act, you may find it helpful to note that of those personnel who joined as a Student Nurse between 1 April 2013 – 31 March 2020, as at 1 October 2020, two per cent left prior to becoming trained. Please note, not all the personnel who joined during this period have yet completed their training, therefore this percentage could increase. Please also be aware this is a small population and therefore percentages produced using different intakes may not provide an accurate picture.

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 Medical Assistant (Submariner) will achieve each length of service (LOS) before exiting:

| Length of Service (years) | Chance of Completing Length of Service |
|---------------------------|--|
| 0 | 86% |
| 1 | 84% |
| 2 | 84% |
| 3 | 83% |
| 4 | 79% |
| 5 | 72% |
| 6 | 69% |
| 7 | 66% |
| 8 | 59% |
| 9 | 54% |
| 10 | 47% |
| 11 | 45% |
| 12 | 44% |
| 13 | 42% |
| 14 | 39% |
| 15 | 39% |
| 16 | 38% |
| 17 | 38% |
| 18 | 38% |
| 19 | 34% |
| 20 | 30% |
| 21 | 29% |
| 22 | 28% |
| 23 | 23% |
| 24 | 20% |
| 25 | 20% |
| 26 | 18% |
| 27 | 15% |
| 28 | 13% |
| 29 | 11% |
| 30 | 9% |
| 31 | 4% |
| 32 | 2% |
| 33 | 1% |
| 34 | 1% |
| 35 | 0% |
| 36 | 0% |
| 37 | 0% |
| 38 | 0% |
| 39 | 0% |
| 40 | 0% |

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 New Entrant Medical Assistant (Submariner)

| Rank | | Chance of Promotion to Rank |
|------|---------------------|-----------------------------|
| OR-4 | Leading Hand | 64% |
| OR-6 | Petty Officer | 43% |
| OR-7 | Chief Petty Officer | 33% |
| OR-9 | Warrant Officer 1 | 12% |

Source: Analysis (Navy)

Table 3. The expected LOS in rank, and expected LOS on promotion to rank in years, for a New Entrant Medical Assistant (Submariner)

| Rank | | Expected LOS in Rank | Expected LOS on Promotion to the Rank |
|------|---------------------|----------------------|---------------------------------------|
| OR-2 | Able Rating | 4.8 | N/A |
| OR-4 | Leading Rating | 4.1 | 5.4 |
| OR-6 | Petty Officer | 6.0 | 9.6 |
| OR-7 | Chief Petty Officer | 8.1 | 15.5 |
| OR-9 | Warrant Officer 1 | 8.4 | 21.0 |

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 Medical Assistant (Submariner) personnel aged 50 and above, as at 1 October 2020, by Substantive Rank

| Substantive Rank | | 50-55 |
|------------------|---------------------|-------|
| OR-6 | Petty Officer | ~ |
| OR-7 | Chief Petty Officer | ~ |

Source: Analysis (Navy)

1. Figures of 5 or fewer are represented by '~'.
2. There are no Trained Regular Medical Assistant (Submariner) personnel aged over 55

Table 5. The chance a New Entrant Naval Nurse will achieve each length of service (LOS) before exiting:

| Length of Service (years) | Chance of Completing Length of Service |
|---------------------------|--|
| 0 | 95% |
| 1 | 93% |
| 2 | 92% |
| 3 | 90% |
| 4 | 81% |
| 5 | 71% |
| 6 | 61% |
| 7 | 54% |
| 8 | 47% |
| 9 | 39% |
| 10 | 36% |
| 11 | 31% |
| 12 | 25% |
| 13 | 23% |
| 14 | 19% |
| 15 | 16% |
| 16 | 15% |
| 17 | 13% |
| 18 | 13% |
| 19 | 12% |
| 20 | 11% |
| 21 | 11% |
| 22 | 8% |
| 23 | 6% |
| 24 | 6% |
| 25 | 4% |
| 26 | 3% |
| 27 | 2% |
| 28 | 2% |
| 29 | 1% |
| 30 | 1% |
| 31 | 1% |
| 32 | 0% |
| 33 | 0% |
| 34 | 0% |
| 35 | 0% |
| 36 | 0% |
| 37 | 0% |
| 38 | 0% |
| 39 | 0% |
| 40 | 0% |

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 6. Chance of promotion for a New Entrant Naval Nurse

| Rank | | Chance of Promotion to Rank |
|------|---------------------|-----------------------------|
| OR-4 | Leading Hand | 80% |
| OR-6 | Petty Officer | 36% |
| OR-7 | Chief Petty Officer | 15% |
| OR-9 | Warrant Officer 1 | 4% |

Source: Analysis (Navy)

Table 7. The expected LOS in rank, and expected LOS on promotion to rank in years, for a New Entrant Naval Nurse

| Rank | | Expected LOS in Rank | Expected LOS on Promotion to the Rank |
|------|---------------------|----------------------|---------------------------------------|
| OR-2 | Able Rating | 3.1 | N/A |
| OR-4 | Leading Rating | 5.1 | 3.1 |
| OR-6 | Petty Officer | 4.7 | 8.9 |
| OR-7 | Chief Petty Officer | 5.7 | 14.6 |
| OR-9 | Warrant Officer 1 | 3.9 | 20.0 |

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 8. Strength of Trained Regular Naval Nurses personnel aged 50 and above, as at 1 October 2020, by Substantive Rank

| Substantive Rank | | 50-55 |
|------------------|---------------------|-------|
| OR-7 | Chief Petty Officer | ~ |
| OR-9 | Warrant Officer 1 | ~ |

Source: Analysis (Navy)

1. Figures of 5 or fewer are represented by '~'.
2. There are no Trained Regular Naval Nurses personnel aged over 55.