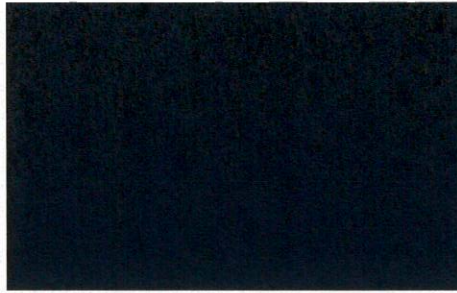




Ministry
of Defence



FOI2020/13860

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



20 January 2021

Dear [REDACTED],

Release of Information

Thank you for your correspondence of 17 December 2020 in which you requested the following information:

'Trade: Aircraft Engineering Technician (Mechanical)

All data for the last 7 years please.

For a New Entrant:

- Length of service (chance of survival) statistics from entry to 40 years
- Promotion.
 - o Chance of promotion to each rank from AB to WO1
 - o Expected length of service on promotion to each rank
 - o Expected length of service in each rank
- If the information could be provided in the following format, it would be much appreciated:

Rank Expected LOS on Promotion Expected LOS in Rank % Chance of Promotion to Given Rank from:

AB2/1 LH PO CPO WO1

For a POAET(M) with 17 years' service:

- Length of service (chance of survival) statistics up to 40 years
- Promotion.
 - o Chance of promotion to CPO and WO1
 - o Expected length of service on promotion to each rank
 - o Expected length of service in each rank

Please could you let me know

- As at the latest available date: The number of Aircraft Engineering Technicians (Mechanical) currently serving on an ES3, by rank and age
- As at the latest available date: The structure of the Aircraft Engineering Technician Branch - trained strength by rank'

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 and is detailed at Annex A to this letter.

Please note the analysis in Tables 1 – 6 has been provided for an Air Engineer Technician. It is not possible to provide this information for a New Entrant Air Engineer Technician (Mechanical) as personnel join as an Air Engineer Technician and specialise upon completion of training. Furthermore, information on promotions to OR-9 (Warrant Officer 1) is not available for the specialisation Air Engineer Technician (Mechanical) as the majority of these personnel revert back to the trade Air Engineer Technician upon promotion to the rank of OR-9.

The analysis in Tables 1, 2 and 3 has been provided for a New Entrant Air Engineer Technician. New Entrant includes personnel who have joined the Royal Navy at the rank of OR-2 (Able Rating) within the previous 12 months as at 1 April each year. The analysis in Tables 4, 5 and 6 has been provided for a OR-6 (Petty Officer) Air Engineer Technician with a length of service (LOS) of 17 years. 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 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.

You may also find it helpful to note the response to first bullet point under question three 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.GOV.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

ANNEX A
to FOI2020/13860
dated 20 January 2021

Table 1. The chance a New Entrant Air Engineer Technician will achieve each length of service (LOS) before exiting:

Length of Service (years)	Chance of Completing length of service
0	91%
1	85%
2	83%
3	82%
4	75%
5	63%
6	54%
7	48%
8	43%
9	39%
10	35%
11	32%
12	29%
13	26%
14	24%
15	22%
16	22%
17	21%
18	20%
19	20%
20	19%
21	19%
22	15%
23	13%
24	11%
25	11%
26	10%
27	9%
28	8%
29	7%
30	6%
31	6%
32	5%
33	3%
34	3%
35	2%
36	2%
37 and Above	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 New Entrant Air Engineer Technician 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	46%				
OR-6	Petty Officer	29%	70%			
OR-7	Chief Petty Officer	16%	42%	70%		
OR-8	Warrant Officer 2	5%	14%	24%	31%	
OR-9	Warrant Officer 1	5%	13%	23%	30%	94%

Source: Analysis (Navy)

1. Promotion rates at the 'Joining Rank' are for a New Entrant, e.g. showing that the chance of an Air Engineer Technician being promoted to OR-9 throughout their career is 5%
2. 'Start Rank' is the rank at the start of the promotion analysis, i.e. where a current Air Engineer Technician OR-7 has a 30% chance of promotion to OR-9.
3. Promotion rates for a start rank of OR-4 and above is calculated for individuals at the median length of service for that rank.
4. Due to the discontinuation of promotions to the rank of OR-8 in April 2014, promotion to OR-9 includes personnel promoted from OR-8 to OR-9 and those promoted direct from OR-7 to OR-9.

Table 3. The expected LOS in rank and expected LOS on promotion to rank in years, for a New Entrant Air Engineer Technician:

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-2	Able Rating	4.8	N/A
OR-4	Leading Rating	5.2	5.6
OR-6	Petty Officer	6.2	11.0
OR-7	Chief Petty Officer	7.3	18.2
OR-8	Warrant Officer 2	2.2	24.0
OR-9	Warrant Officer 1	6.2	26.0

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.
3. Due to the discontinuation of promotions to the rank of OR-8 in April 2014, figures for OR-9 will include personnel promoted from OR-8 to OR-9 and those promoted direct from OR-7 to OR-9. These changes in the rank structure may also impact Expected LOS in Rank for OR-8.

Table 4. The chance an OR-6 Air Engineer Technician with LOS 17 years will achieve each LOS before exiting:

Length of Service (years)	Chance of Completing length of service
17	100%
18	98%
19	96%
20	95%
21	93%
22	72%
23	62%
24	54%
25	51%
26	47%
27	42%
28	37%
29	34%
30	31%
31	29%
32	23%
33	17%
34	14%
35	12%
36	9%
37	6%
38 and Above	2%

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. Chance of Promotion for an OR-6 Air Engineer Technician with LOS 17 years:

Rank		Chance of Promotion to Rank
OR-7	Chief Petty Officer	67%
OR-8	Warrant Officer 2	22%
OR-9	Warrant Officer 1	22%

Source: Analysis (Navy)

1. Due to the discontinuation of promotions to the rank of OR-8 in April 2014, promotion to OR-9 includes personnel promoted from OR-8 to OR-9 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-6 Air Engineer Technician with LOS 17 years:

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-6	Petty Officer	4.6	N/A
OR-7	Chief Petty Officer	6.3	20.6
OR-8	Warrant Officer 2	2.2	25.0
OR-9	Warrant Officer 1	5.6	27.1

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-6 cannot be promoted to OR-6.
3. Due to the discontinuation of promotions to the rank of OR-8 in April 2014, figures for OR-9 will include personnel promoted from OR-8 to OR-9 and those promoted direct from OR-7 to OR-9. These changes in the rank structure may also impact Expected LOS in Rank for OR-8.

Table 7. Trained Regular Air Engineer Technicians (Mechanical) on an Extended Career, as at 1 October 2020, by Age and Substantive Rank:

Age	
20-24	~
25-29	~
30-34	~
35-39	38
40-44	81
45-49	74
50-54	23
55-59	~
60 and Over	~

Source: Analysis (Navy)

Substantive Rank		
OR-4	Leading Hand	12
OR-6	Petty Officer	71
OR-7	Chief Petty Officer	140
OR-9	Warrant Officer 1	3

Source: Analysis (Navy)

1. Figures of 5 or fewer are represented by '~'.
2. Please note at the rank of OR-8/OR-9 the majority of Air Engineer Technicians have the specialisation Air Engineer Technician, that is they are not recorded as either Mechanical or Aviation but would have performed in one of these roles early in their career. As at 1 October 2020, there are 70 Air Engineer Technician personnel at the rank of OR-8/OR-9 serving on an extended career, some of whom are likely to have specialised as an Air Engineer Technician (Mechanical) when serving at lower ranks.

Table 8. Trained Regular Air Engineer Technicians, as at 1 October 2020, by Substantive Rank:

Substantive Rank		
OR-2	Able Hand	959
OR-4	Leading Hand	609
OR-6	Petty Officer	547
OR-7	Chief Petty Officer	394
OR-8	Warrant Officer 2	~
OR-9	Warrant Officer 1	75

Source: Analysis (Navy)

1. Figures of 5 or fewer are represented by '~'.
2. Please note there are few personnel at the rank of OR-8 due to the discontinuation of promotions to this rank in April 2014. From this date, personnel are promoted direct from OR-7 to OR-9.