



Ministry
of Defence



FOI2021/02829

E-mail: NAVYACNS-SECFOIGroup@mod.gov.uk



30 March 2021

Dear [REDACTED],

Release of Information

Thank you for your correspondence of 10 March 2021 in which you requested the following information:

'Could you please provide me with the following information for a Royal Marine Heavy Weapons (Mortar) specialist.

Based on the median length of service on entry to the Heavy Weapons (Mortar) specialisation:

1. Length of service statistics (percentage chance of further service
2. Promotion statistics - if possible could you include the following information:
 - Chance of promotion from joining rank
 - Chance of further promotion from each subsequent rank
 - Expected length of service in rank
 - Expected length of service on promotion to rank
3. If possible:
 - Strength of Heavy Weapons (Mortar) specialisation by rank
 - Number of Heavy Weapons (Mortar) specialists currently serving in an Engagement Stage 3 by rank
 - Age profile of the Heavy Weapons (Mortar) specialisation'

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 and can be found at Annex A to this letter.

The analysis in Tables 1, 2 and 3 has been provided for a Royal Marine Heavy Weapons (Mortar) specialist 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 Royal Marine Heavy Weapons (Mortar) specialist. 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. 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. Caution should be taken when interpreting the analysis for higher ranks and longer lengths of service as this is a small population.

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 (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 FOI2021/02829
dated 30 March 2021

Table 1. The chance an OR-2 Royal Marine Heavy Weapons (Mortar) with LOS 3 years will achieve each Length of Service (LOS) before exiting:

| Length of Service (years) | Chance of Completing Length of Service |
|---------------------------|--|
| 4 | 89% |
| 5 | 73% |
| 6 | 60% |
| 7 | 50% |
| 8 | 45% |
| 9 | 41% |
| 10 | 36% |
| 11 | 34% |
| 12 | 33% |
| 13 | 28% |
| 14 | 26% |
| 15 | 23% |
| 16 | 22% |
| 17 | 21% |
| 18 | 21% |
| 19 | 21% |
| 20 | 19% |
| 21 | 18% |
| 22 | 14% |
| 23 | 12% |
| 24 | 11% |
| 25 | 10% |
| 26 | 9% |
| 27 | 5% |
| 28 | 5% |
| 29 | 5% |
| 30 | 5% |
| 31 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. The chance of promotion for a Royal Marine Heavy Weapons (Mortar) from OR-2 to OR-9:

| Rank | | Joining Rank | Start Rank | | | |
|------|-------------------|--------------|------------|------|------|------|
| | | OR-2 | OR-4 | OR-6 | OR-7 | OR-8 |
| OR-4 | Corporal | 33% | | | | |
| OR-6 | Sergeant | 22% | 73% | | | |
| OR-7 | Colour Sergeant | 14% | 49% | 69% | | |
| OR-8 | Warrant Officer 2 | 8% | 27% | 41% | 63% | |
| OR-9 | Warrant Officer 1 | 5% | 16% | 24% | 38% | 46% |

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 (Mortar) being promoted to OR-8 throughout their career is 5%
2. 'Start Rank' is the rank at the start of the promotion analysis, i.e. where a Royal Marine Heavy Weapons (Mortar) OR-6 has a 24% 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 (Mortar) with LOS 3 years:

| Rank | | Expected LOS in Rank | Expected LOS on Promotion to the Rank |
|------|-------------------|----------------------|---------------------------------------|
| OR-2 | Marine | 4.3 | N/A |
| OR-4 | Corporal | 5.7 | 8.3 |
| OR-6 | Sergeant | 5.2 | 14.2 |
| OR-7 | Colour Sergeant | 4.2 | 17.9 |
| OR-8 | Warrant Officer 2 | 3.6 | 22.0 |
| OR-9 | Warrant Officer 1 | 4.6 | 24.7 |

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.

Table 4. Strength of Trained Regular Royal Marine Heavy Weapons (Mortar) as at 1 October 2020, by Substantive Rank:

| Substantive Rank | | |
|------------------|---------------------|----|
| OR-2 | Marine | 85 |
| OR-4 | Corporal | 42 |
| OR-6 | Sergeant | 17 |
| OR-7 | Colour Sergeant | 9 |
| OR-8/9 | Warrant Officer 1/2 | 7 |

Source: Analysis (Navy)

Table 5. Trained Regular Royal Marine Heavy Weapons (Mortar) on an Extended Career, as at 1 October 2020:

| | |
|-------|---|
| Total | ~ |
|-------|---|

Source: Analysis (Navy)

1. Figures of 5 or fewer are represented by '~'

Table 6. Strength of Trained Regular Royal Marine Heavy Weapons (Mortar) as at, 1 October 2020, by Age:

| Age | |
|-------------|----|
| 20-24 | 25 |
| 25-29 | 49 |
| 30-34 | 50 |
| 35-39 | 22 |
| 40 and Over | 14 |

Source: Analysis (Navy)

