



Ministry
of Defence



FOI2021/02831

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



1 April 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 the Royal Marine Aircrewman specialisation.

I am aware that this specialisation only accepts transfers from individuals who have already been promoted to the rank of Corporal and that once selected the careers of Royal Marine Aircrewmen are managed in conjunction with all Royal Navy Aircrewmen.

1. Selection process:

- Number of Marines who apply for a transfer to the Royal Marine Aircrewman specialisation
- Number of Marines who are selected, pass the aptitude tests and commence training

Based on the assumption that an individual transfers to the Royal Marine Aircrewman specialisation as a Cpl with 9 years' service:

2. Length of service statistics (percentage chance of further service)

3. Promotion statistics - if possible could you include the following information:

- Chance of promotion from the rank of Cpl
- Chance of further promotion from each subsequent rank
- Expected length of service in rank

- Expected length of service on promotion to rank

4. If possible:

- Strength of Royal Marine Aircrewman specialisation by rank
- Number of Royal Marine Aircrewmen specialists currently serving in an Engagement Stage 3 by rank
- Age profile of the Royal Marine Aircrewman specialisation

Thank you for your assistance'

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 (MOD) and I can confirm that some information in scope of your request is held. The information to answer parts two to four of your request can be found at Annex A to this letter.

The analysis in Tables 1, 2 and 3 has been provided for Royal Navy/Royal Marine Aircrewman (Ratings) at the rank of OR-4 (Corporal) with a Length of Service (LOS) of 9 years. Due to a small population we are unable to provide survival analysis for only Royal Marine Aircrewman. 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 4 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. Personnel on the Navy-Professional Aviators Scheme have also been included. These personnel have their engagement extended to age 55.

In response to part one of your request, in respect of the number of Royal Marines (RM) personnel who apply to transfer to the RM Aircrewman specialisation, the MOD only holds recorded information from 2017 on the number of RM personnel who have annotated on the JPA system that their preference was/is to transfer to the Aircrewman Branch. Since August 2017, 24 RM personnel have requested such a transfer. You may find it useful to know that such requests will only be approved if the individual has received a positive recommendation for promotion to Sergeant.

With regard to the number of RM Personnel who are selected for transfer, pass the aptitude test and commence training, for this part of your request I am able to provide the precise number of personnel who have commenced training. Since April 2017, less than 5 RM personnel have commenced RM Aircrewman training.

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 FOI2021/02831
dated 1 April 2021

Table 1. The chance an OR-4 Royal Navy/Royal Marine Aircrewman with LOS 9 years will achieve each Length of Service (LOS) before exiting:

Length of Service (years)	Chance of Completing Length of Service
10	97%
11	92%
12	83%
13	73%
14	63%
15	55%
16	52%
17	50%
18	49%
19	45%
20	44%
21	44%
22	33%
23	31%
24	27%
25	26%
26	26%
27	23%
28	19%
29	19%
30	14%
31	10%
32	9%
33	8%
34	8%
35	6%
36	5%
37	4%
38	3%
39	3%
40	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 2. The chance of promotion for a Royal Navy/Royal Marine Aircrewman from OR-4 to OR-9:

Rank		Start Rank		
		OR-4	OR-6	OR-7
OR-6	Sergeant	80%		
OR-7	Colour Sergeant	34%	59%	
OR-9	Warrant Officer 1	14%	24%	50%

Source: Analysis (Navy)

1. Figures for the start rank OR-4 are based upon personnel with a LOS of 9 years. Figures for the ranks of OR-6 to OR-7 are based upon personnel at the median LOS for that rank.
2. 'Start Rank' is the rank at the start of the promotion analysis. For example, the table shows personnel at the rank of OR-4 with a LOS of 9 years have an 14% chance of reaching the rank of OR-9 throughout their career.

Table 3. The expected LOS in rank, and expected LOS on promotion to rank in years, for an OR-4 Royal Navy/Royal Marine Aircrewman with LOS 9 years:

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-4	Corporal	3.0	N/A
OR-6	Sergeant	6.0	11.9
OR-7	Colour Sergeant	7.0	19.3
OR-9	Warrant Officer 1	5.9	27.2

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-4 cannot be promoted to OR-4.

Table 4. Strength of Trained Regular Royal Marine Aircrewman as at 1 October 2020, by Substantive Rank:

Substantive Rank		
OR-4	Corporal	~
OR-6	Sergeant	21
OR-7	Colour Sergeant	10
OR-8	Warrant Officer 2	-
OR-9	Warrant Officer 1	~

Source: Analysis (Navy)

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

Table 5. Trained Regular Royal Marine Aircrewman on an Extended Career, as at 1 October 2020:

Substantive Rank		
OR-4	Corporal	-
OR-6	Sergeant	~
OR-7	Colour Sergeant	9
OR-8	Warrant Officer 2	-
OR-9	Warrant Officer 1	~

Source: Analysis (Navy)

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

Table 6. Strength of Trained Regular Royal Marine Aircrewman as at, 1 October 2020, by Age:

Age	
30-34	13
35-39	7
40-44	~
45-49	10
50 and Over	~

Source: Analysis (Navy)