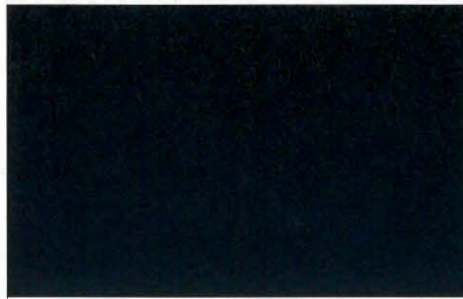




Ministry
of Defence



FOI2021/04851

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



24 May 2021

Dear [REDACTED],

Release of Information

Thank you for your correspondence of 4 May 2021 in which you requested the following information:

'Sir,

Under the Freedom of Information Act 2000, I request the following information in regards to Warfare Branch Seaman Specialist ratings:

- % chance of achieving length of service for a new entrant AB(Sea).
- % chance of promotion for a AB(Sea) up to and including WO1(Sea), including average length of service on promotion.
- The number, rate and age of all Seas currently serving over on an Extended Career
- Details of any financial retention incentives for Seas to commit to continued service.

In regards to the Warrant Officer Transition Programme, details of when had how the introduction of WO2s into non-technical branches (those branches that have never previously had the rate of WO2) will impact on the chance and timing of promotion to CPO and WO1?'

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 now been completed within the Ministry of Defence and I can confirm that information in scope of your request is held.

Information concerning statistical data on the Warfare Branch Seaman specialisation can be found at Annex A to this letter.

The analysis in Tables 1, 2 and 3 has been provided for a New Entrant Seaman Specialist. 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 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.

You may also find it helpful to note the response to Question 3 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.

With regard to information concerning Financial Retention Incentives (FRIs) for the Warfare Seaman specialisation, I can advise that there are no FRIs being provided to any of the Warfare Specialist cadres listed below in exchange for a commitment to continued service:

- Warfare Specialist
- Warfare Specialist (Above Water Tactical)
- Warfare Specialist (Above Water Warfare)
- Warfare Specialist (Electronic Warfare)
- Warfare Specialist (Underwater Warfare)

In respect of the Warrant Officer Transition Programme, details of how the introduction of Warrant Officer Class 2 (WO2) into non-technical branches (those branches that have never previously had the rate of WO2) will impact on the chance and timing of promotion to Chief Petty Officer and Warrant Officer Class 1 (WO1) can be found below.

I have broken this down to various composite elements for ease of explanation:

- When will the introduction of WO2s impact? The re-introduction of the WO2 rate to all RN Branches and Specialisations will take place from 31 Mar 2022. The 2021 Promotion Round was the first to select to WO2.
- How will the introduction of WO2s impact on the chance and timing of promotion to CPO? It is assessed that there will be no impact on the timeframe or requirements for selection to CPO as a result of the re-introduction of the WO2 rate.
- How will the introduction of WO2s impact on the chance of promotion to WO1? The NEC's aim of re-introducing the WO2 rate was to create a WO1 cadre which is aspirational, sustainable and serves the best interest of the Service while providing the highest quality individuals with the opportunity of a Commission. Therefore, the

most senior rank of WO1 is now reserved for Branch and Executive type Leadership and Management roles with the re-introduced WO2 slotting in to become the pinnacle of technical qualification, experience and professionalism within each respective Specialisation. The headmark set by the NEC was that by 2027 the number of WO1s accounts for 1-2% of the overall ratings cadre (of a total of approximately 22,000 as of 2021). This overall reduction in number of WO1 posts, will have a commensurate reduction in the chance of promotion to WO1. However, the reintroduction of the WO2 rate within branch structures means there will be an overall increase in the chance for promotion to either WO2/WO1 compared to WO1 previously. The specific chance of any promotion remains relative to the requirement at that time (specifically the number of vacancies at the next rate relative to the strength at the current rate) against the suitability of the individual and their relative merit compared to their peers.

- How will the introduction of WO2s impact on the timing of promotion to WO1? Prior to the re-introduction of the WO2 rate the promotion criteria was the same for all branches. To be eligible for promotion from CPO to WO1 an individual needed to satisfy the minimum criteria in BR 3 as detailed below:
 - o Minimum of 3 years' seniority as a CPO 12 months prior to the CPD.
 - o Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after the CPD.
 - o EFP in accordance with Para 9615. Must have achieved minimum Level 2 FS (or equivalent) in English and Mathematics and the appropriate competences recorded on JPA.
 - o Recommended for promotion on Appraisal Report at Common Reporting Date. (Para 7705)
- The implementation of the WO2 rate in Non-technical branches will have the following effect.
 - o The old WO1 minimum promotion criteria above will be the WO2 Pre-Selection Requirements in the future.
 - o There will be no minimum time to serve as a WO2 for selection to WO1 in the future.
 - o If there is a WO1 promotional vacancy in a branch, a WO2 will require a positive recommendation for promotion. This could be achieved on the individual's next Appraisal Report. With the implementation of the WO2 an individual will have to serve an additional 1 year of service to be potential selected for promotion to WO1 in the future.

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

ANNEX A
to FOI2021/04851
dated 24 May 2021

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

Length of Service (years)	Chance of Completing Length of Service
0	85%
1	79%
2	76%
3	71%
4	58%
5	45%
6	38%
7	32%
8	29%
9	25%
10	23%
11	21%
12	19%
13	17%
14	16%
15	15%
16	15%
17	15%
18	14%
19	14%
20	14%
21	13%
22	10%
23	7%
24	6%
25	6%
26	5%
27	5%
28	5%
29	4%
30	4%
31	4%
32	3%
33	2%
34	2%
35 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 Seaman Specialist from OR-2 to OR-9

Rank		Chance of Promotion to Rank
OR-4	Leading Hand	24%
OR-6	Petty Officer	13%
OR-7	Chief Petty Officer	9%
OR-9	Warrant Officer 1	4%

Source: Analysis (Navy)

Table 3. The expected LOS in rank, and expected LOS on promotion to rank in years, for a New Entrant Seaman Specialist

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-2	Able Rating	5.0	N/A
OR-4	Leading Rating	5.3	7.6
OR-6	Petty Officer	6.2	12.7
OR-7	Chief Petty Officer	6.8	18.0
OR-9	Warrant Officer 1	8.5	21.8

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 Seaman Specialist on an Extended Career, as at 1 January 2021, by Substantive Rank and Age:

Substantive Rank			Age	
OR-2/OR-4	Able Rating/Leading Hand	16	34 and under	~
OR-6	Petty Officer	26	35-39	25
OR-7	Chief Petty Officer	27	40-44	24
OR-9	Warrant Officer 1	15	45-49	18
			50-54	13
			55 and Over	~

Source: Analysis (Navy)

Source: Analysis (Navy)

1. Due to the small number of personnel at OR-2, they have been grouped with OR-4 to avoid unintended disclosure of individuals
2. Figures fewer than 5 are represented by '~', 0 is represented by '-'.