



Ministry
of Defence



FOI2021/05607

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14 June 2021

Dear ,

Release of Information

Thank you for your correspondence of 24 May 2021 in which you requested the following information:

'Could you please provide me with some information on the Clerks specialisation/Branch within the Royal Marines. Specifically,

1. What are the chances of a new entrant RM in the Clerks specialisation completing each year of service from 0-35 years?
2. What are the chances of promotion and average rates of progression in the Clerks Branch for each rank from Cpl to WO1?
3. How many marines are employed/established at each rank (Mne-WO1) in the Clerks Branch?
4. By rank, how many RM Clerks are currently serving beyond their initial engagement on extended contracts (i.e. EoS, ES3 or EC)?'

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 be found at Annex A to this letter.

The analysis in Tables 1, 2 and 3 have been provided for a Royal Marine Clerk at the rank of OR-2 (Marine) with a Length of Service (LOS) of three years. Length of Service of three years was selected as this is the median length of service on entry to the Clerk specialisation. Please note personnel cannot join the Royal Marines as a Clerk, they join as General Duties and then specialise later in their career. Figures for length of service are based on their total length of service from joining the Royal Marines, not just the length of time served in the Clerk specialisation. The data provided for the expected length of service

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 four 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.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 FOI2021/05607
dated 14 June 2021

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

Length of Service (years)	Chance of Completing Length of Service
4	94%
5	79%
6	69%
7	60%
8	52%
9	48%
10	40%
11	35%
12	31%
13	28%
14	26%
15	25%
16	24%
17	23%
18	22%
19	21%
20	19%
21	19%
22	17%
23	14%
24	14%
25	13%
26	12%
27	11%
28	10%
29	10%
30	10%
31	9%
32	8%
33	7%
34	3%
35	3%
36	2%
37	2%
38	2%
39 and over	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 an OR-2 Royal Marine Clerk with LOS 3 years:

Rank		Chance of Promotion to Rank
OR-4	Corporal	45%
OR-6	Sergeant	25%
OR-7	Colour Sergeant	22%
OR-8	Warrant Officer 2	19%
OR-9	Warrant Officer 1	7%

Source: Analysis (Navy)

Table 3. The expected LOS in rank, and expected LOS on promotion to rank in years, for an OR-2 Royal Marine Clerk with LOS 3 years:

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-2	Marine	3.9	N/A
OR-4	Corporal	4.4	6.8
OR-6	Sergeant	3.2	11.3
OR-7	Colour Sergeant	5.2	14.5
OR-8	Warrant Officer 2	5.5	19.2
OR-9	Warrant Officer 1	10.8	21.5

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 Royal Marine Clerk as at 1 April 2021 by Substantive Rank:

Substantive Rank		
OR-2	Marine	31
OR-4	Corporal	26
OR-6	Sergeant	10
OR-7	Colour Sergeant	14
OR-8/OR-9	Warrant Officer 2 / Warrant Officer 1	12

Source: Analysis (Navy)

1. Due to the small number of personnel at OR-9, they have been grouped with OR-8 to avoid unintended disclosure of individuals

Table 5. Trained Regular Royal Marine Clerk on an Extended Career, as at 1 April 2021 by Substantive Rank:

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

Source: Analysis (Navy)

1. Figures below 5 are represented by '~', 0 is represented by '!

