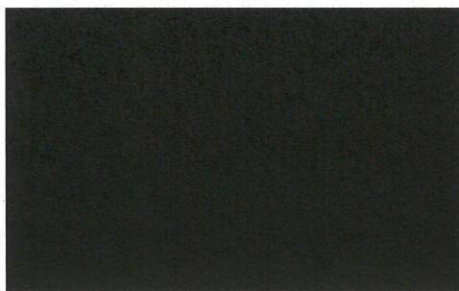




Ministry  
of Defence



FOI2020/11487

E-mail: [Navysef-foimailbox@mod.gov.uk](mailto:Navysef-foimailbox@mod.gov.uk)



15 October 2020

Dear [REDACTED],

Release of Information

Thank you for your correspondence of 7 October 2020 in which you confirmed you required the following refinement of FOI2020/10151:

'Under the Freedom of Information Act 2000, I request the following information on the RN Medical Officer Branch, specifically:

- over the last seven years the average percentage chance of an applicant passing the AIB and joining the RN as a Direct Entry Medical Officer.
- over the last seven years the average percentage chance of an applicant passing the AIB and joining the RN's Medical Cadetship Scheme.
- What are the chances of survival (chances of completing x years' service from a new entry to age 55)?
- What are the chances of promotion to each rank, from Lt Cdr to Capt RN?
- What is the average time taken to achieve promotion to each rank from Lt Cdr to Capt RN?
- Under the 3TC, what are the chances of commission transfer to CCS and FCS?'

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.

In response to part one of your request, over the last seven years, the average percentage chance of an applicant passing the Admiralty Interview Board (AIB) and joining the Royal Navy (RN) as a Direct Entry Medical Officer is 73.3 percent.

In response to part two of your request, over the last seven years, the average percentage chance of an applicant passing the AIB and joining the RN's Medical Cadetship scheme is 88.9 percent.

In response to parts three to six of your request, this information can be found at Annex A to this letter.

The data provided for Tables 1, 2 and 3 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, including Medical Officer redundancies during Tranche 4 of the Armed Forces Redundancy Programme in 2014, and therefore may not be reflective of behaviour under current or future policy conditions.

The analysis in Table 1 has been provided for a New Entrant Royal Navy Medical Officer. New Entrant includes personnel who have joined the Royal Navy at the rank of OF-1 within the previous 12 months as at 1 April each year.

Analysis in Tables 2 and 3 is provided for a Lt Commander at the median Length of Service (LOS) at that rank (11 years).

Please note there are known data quality issues with the length of service information for Medical Officers; for personnel who undertake the Medical Officer Cadetship their length of service will often include time spent in medical training prior to starting their career in the Royal Navy. This can be expected to impact upon Table 1 by increasing the chances of completing each length of service. It can also be expected to impact upon Table 3 by increasing the expected length of service on promotion to each rank.

Please note for question six the chance of commission transfer to Career Commission Stage (CCS) and Full Commission Stage (FCS) is not held. Under section 16 (Advice and Assistance) we have provided the number of transfers from Initial Commission Stage (ICS) to CCS and FCS for Trained Regular Medical Officers between 1 April 2013 and 31 March 2020.

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).

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 FOI2020/11487  
dated 15 October 2020

**Table 1. The chance a New Entrant Royal Navy Medical Officer will achieve each Length of Service (LOS) before exiting:**

Length of Service (years)	Chance of Completing length of service
0	98%
1	98%
2	96%
3	94%
4	92%
5	90%
6	87%
7	85%
8	79%
9	77%
10	71%
11	65%
12	65%
13	62%
14	60%
15	60%
16	53%
17	47%
18	41%
19	38%
20	36%
21	32%
22	26%
23	25%
24	23%
25	20%
26	20%
27	18%
28	17%
29	15%
30	15%
31	14%
32	13%
33	10%
34	8%
35	4%
36	1%
37	1%
38	1%
39	0%
40	0%

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 a Lt-Commander (OF-3) Medical Officer will achieve Promotion to each rank, from Lt-Commander to Captain:**

Rank		Chance of Promotion from Lt-Commander
OF-4	Commander	72%
OF-5	Captain	15%

Source: Analysis (Navy)

**Table 3. Expected LOS in rank, and expected LOS on promotion to rank, for a Medical Officer at the rank of Lt-Commander with LOS 11 years:**

Rank		Expected LOS in rank (years)	Expected LOS on promotion to the rank (years)
OF-3	Lt-Commander	5.7	N/A
OF-4	Commander	7.8	16.2
OF-5	Captain	5.4	24.8

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 personnel at the rank of OF-3 cannot be promoted to OF-3.

**Table 4. Trained Regular Royal Navy Medical Officer commission transfers from ICS to CCS/FCS and CCS to FCS, 1 April 2013 – 31 March 2020:**

Transfer from:	Transfer to:	Total
ICS	CCS	74
	FCS	~
CCS	FCS	66

Source: Analysis (Navy)

1. Figures fewer than 5 are represented by '~'.
2. Figures include personnel on the Three Tier Commission (3TC) and personnel on equivalent contracts under the New Employment Model.
3. Please note this analysis is derived from historic data and therefore reflects policy measures over that time period, including Medical Officer redundancies during Tranche 4 of the Armed Forces Redundancy Programme in 2014. Therefore, it may not be reflective of behaviour under current or future policy conditions.

