



Ministry
of Defence

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FOI2021/10987

E-mail: NavyStratPol-SECFOI@mod.gov.uk

[REDACTED]
[REDACTED]

21 October 2021

Dear [REDACTED],

Release of Information

Thank you for your correspondence of 27 September 2021 in which you requested the following information:

'Could you please provide the following information for the Royal Marine Heavy Weapons (Anti-Tank) specialisation:

1. Length of service statistics (percentage chance of further service), based on the average length of service for a new entrant into the specialisation.
2. Length of service statistics (percentage chance of further service) for a Marine with 16 years' service
3. Promotion statistics:
 - Chance of promotion from the rank of Marine to WO1
 - Chance of further promotion from each subsequent rank
 - Expected length of service in each rank
 - Expected length of service on promotion to rank.
4. Strength of the Heavy Weapons (Anti-Tank) specialisation
5. Number of personnel in the Heavy Weapons (Anti-Tank) specialisation currently serving on an ES3 by rank and age
6. Age profile of the Heavy Weapons (Anti-Tank) specialisation
7. Senior Corps Commission - for the last 7 years
 - Number of individuals, by rank, who were considered/boarded
 - Number of individuals, by rank, who were selected'

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 some information in scope of your request is held.

In response to part two of your request, please be advised that due to a small population in the source data for OR-2 Royal Marine Heavy Weapon (Anti-Tank) specialisation with Length of Service of 16 years, we are unable to provide the requested information as there are not enough personnel to provide reliable analysis.

In response to part five of your request, please be advised that there are no Trained Regular Royal Marine Heavy Weapons (Anti-Tank) Other Ranks on an extended career engagement, as at 1 July 2021.

The information to answer all other parts of your request can be found at Annex A to this letter.

The analysis in Table 1 has been provided for a Royal Marine Heavy Weapons (Anti-Tank) 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 Heavy Weapons (Anti-Tank) specialisation. Please note personnel cannot join the Royal Marines in the role of Heavy Weapons (Anti-Tank). 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 Heavy Weapons (Anti-Tank) specialisation.

The data provided for the chances of retention and chances of promotion are produced using historic data from 1 April 2014 – 31 March 2021. 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. 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.

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 FOI2021/10987
dated 21 October 2021

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

| Length of Service (years) | Chance of Completing Length of Service |
|---------------------------|--|
| 4 | 86% |
| 5 | 76% |
| 6 | 61% |
| 7 | 49% |
| 8 | 44% |
| 9 | 37% |
| 10 | 30% |
| 11 | 25% |
| 12 | 23% |
| 13 | 21% |
| 14 | 19% |
| 15 | 17% |
| 16 | 17% |
| 17 | 17% |
| 18 | 16% |
| 19 | 15% |
| 20 | 14% |
| 21 | 14% |
| 22 | 9% |
| 23 | 7% |
| 24 | 4% |
| 25 | 3% |
| 26 | 3% |
| 27 | 3% |
| 28 | 3% |
| 29 | 2% |
| 30 | 2% |
| 31 | 2% |
| 32 | 1% |
| 33 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.
3. This analysis includes people who have been promoted out of OR-2.

Table 2. Chance of promotion for a Royal Marine Heavy Weapons (Anti-Tank) Other Rank

| Rank | | Joining Rank | Start Rank | | | |
|------|-------------------|--------------|------------|------|------|------|
| | | OR-2 | OR-4 | OR-6 | OR-7 | OR-8 |
| OR-4 | Corporal | 26% | | | | |
| OR-6 | Sergeant | 16% | 64% | | | |
| OR-7 | Colour Sergeant | 7% | 28% | 51% | | |
| OR-8 | Warrant Officer 2 | 4% | 15% | 28% | 35% | |
| OR-9 | Warrant Officer 1 | 1% | 5% | 9% | 15% | 53% |

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 (Anti-Tank) being promoted to OR-9 throughout their career is 1%.
2. 'Start Rank' is the rank at the start of the promotion analysis, i.e. where a Royal Marine Heavy Weapons (Anti-Tank) OR-6 has a 9% 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 (Anti-Tank) Other Rank with Length of Service of 3 years

| Rank | | Expected LOS in Rank | Expected LOS on Promotion to the Rank |
|------|-------------------|----------------------|---------------------------------------|
| OR-2 | Marine | 4.6 | N/A |
| OR-4 | Corporal | 4.5 | 9.2 |
| OR-6 | Sergeant | 4.9 | 14.3 |
| OR-7 | Colour Sergeant | 5.6 | 16.8 |
| OR-8 | Warrant Officer 2 | 6.6 | 20.2 |
| OR-9 | Warrant Officer 1 | 4.8 | 26.5 |

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. Strength of Trained Regular Royal Marine Heavy Weapons (Anti-Tank), as at 1 July 2021, by age

| | |
|--------------|------------|
| Age | |
| 20-24 | 24 |
| 25-29 | 63 |
| 30-34 | 58 |
| 35-39 | 26 |
| 40 and over | 20 |
| Total | 191 |

Source: Analysis (Navy)

Table 5. Number of Royal Marine Heavy Weapons (Anti-Tank) Boarded for the Senior Corps Commission, by rank

| Rank | | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
|------|-------------------|------|------|------|------|------|------|------|
| OR-4 | Corporal | - | - | - | - | - | - | - |
| OR-6 | Sergeant | - | ~ | ~ | - | ~ | - | - |
| OR-7 | Colour Sergeant | - | - | - | - | - | - | - |
| OR-8 | Warrant Officer 1 | - | - | - | - | - | - | - |
| OR-9 | Warrant Officer 2 | - | - | - | - | - | - | - |

Source: Navy People and Training Directorate

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

Table 6. Number of Royal Marine Heavy Weapons (Anti-Tank) Selected for the Senior Corps Commission, by rank

| Rank | | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
|------|-------------------|------|------|------|------|------|------|------|
| OR-4 | Corporal | - | - | - | - | - | - | - |
| OR-6 | Sergeant | - | - | ~ | - | ~ | - | - |
| OR-7 | Colour Sergeant | - | - | - | - | - | - | - |
| OR-8 | Warrant Officer 1 | - | - | - | - | - | - | - |
| OR-9 | Warrant Officer 2 | - | - | - | - | - | - | - |

Source: Navy People and Training Directorate

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