



Ministry
of Defence

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FOI2021/12993

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

[REDACTED]
[REDACTED]

23 November 2021

Dear [REDACTED],

Release of Information

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

'Sir,

Under the Freedom of Information Act 2000, I request the following information:

I would like to request the following information on RN recruitment over the last seven years.

BR3 para 0406 provides candidate definitions. Under these definitions, I request details on the number of Contacts, Applicants, Potential Entrant and Entrant for RN officers, RN ratings, RM Officers and RM Other Ranks. I have added the extract from BR3 para 0406:

0406. Candidate Definitions

- a. Candidate: A generic term for any individual in the process irrespective of where they are in the recruiting journey.
- b. Contact: An individual who has shown interest in the Naval Service, but not yet attended for Recruit Test (RT), by making an inquiry through the contact centre, completing a "Find Out More Form" or visiting the AFCO.
- c. Applicant: A candidate who has sat the RT whether passed or failed.
- d. Potential Entrant: A candidate who has been given an offer of service and a provisional entry date.
- e. Entrant: A candidate who has entered service.'

Your enquiry has been considered to be a request for information in accordance with the Freedom of Information Act 2000 (the Act).

A search for the information has now been completed within the Ministry of Defence and I can confirm that some information in scope of your request is held. Information in relation to figures against the points of 'Contact', 'Applicant' and 'Entrant' for the last seven complete recruiting years can be found at Annex A to this letter.

Under section 16 (Advice and Assistance) of the Act, please be advised that the Book of Reference 3 (BR3) you refer to is out of date on the matter of Service recruiting definitions. The changes that have taken place which have had an impact on our ability to provide information on all the definitions you have listed in your request and the reasons why are as follows:

- The definition of "Applicant" changed in June 2014 with the introduction of an online application system, which replaced the paper application form. Accordingly, the application figures in Table 2 at Annex A equate to those applications received online and no longer equates to the Recruit Test.
- "Potential Entrant" is no longer used as a measurement point and it is no longer possible to provide figures for this stage of recruitment.
- "Candidate" is a general term for anyone at any stage in the recruiting pipeline. No figures have been provided against this definition.

The current definitions of the principal stages at which we collect data are now as follows:

- Contact - A member of the target audience who seeks information about a military career. They become a contact once personal details, to enable future correspondence, have been recorded to an electronic database and they have agreed to correspond in the future.
- Applicant - An individual who has successfully submitted an application to join the Armed Forces, with that application having been entered into the Recruiting IT Management System. It includes those who will not meet eligibility criteria but have submitted an application.
- Entrant - A person who begins first day of service based on data from the Joint Personnel Administration System - on strength on the first day of the current month but not on the first day of the previous month.

BR3 will be updated in due course.

I should further advise you that a 'Recruiting Year' equates to a 'Financial Year' (FY), ie. 1 April – 31 March. For successful applicants who accept an offer to join the Services, there is a substantial processing time between their application being received and the applicant joining the Services. Therefore, the intake figures for a given FY are not comparable with the number applicants in that FY as the numbers apply to different cohorts of people.

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 CIQ-

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

FOI2021/12993 – Information on Recruitment Figures for the Last Seven Years

Table 1 - Contacts Received Regarding Regular Royal Navy and Royal Marines Job Roles, by Financial Year.

	Financial Year						
	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
RM Officer	2,038	1,715	4,048	2,978	2,831	2,941	3,013
RM Other Rank	14,427	11,580	15,298	17,694	22,641	20,491	20,793
RN Officer	6,189	5,300	9,496	9,059	9,630	10,449	7,698
RN Rating	17,342	19,260	29,651	27,684	32,336	19,063	31,468
Total	39,996	37,855	58,493	57,415	67,438	52,944	62,972

Source: Navy People and Training Directorate

Table 2 - Applicants to the Regular Royal Navy and Royal Marines, by Financial Year.

	Financial Year						
	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
RM Officer	995	1,021	1,080	926	1,226	1,288	1,518
RM Other Rank	5,059	4,524	4,309	3,409	5,611	6,302	7,616
RN Officer	3,843	4,772	5,091	3,918	4,920	6,038	6,668
RN Rating	8,278	10,350	12,082	10,514	14,809	13,786	15,789
Total	18,175	19,402	21,148	18,159	26,394	27,204	31,060

Source: Navy People and Training Directorate, Analysis (Navy)

1. Applicant career choices (e.g. RN Officer or RN Rating) are based on their declared career choice at the time of Application. Applicants may change their career choice throughout the process.
2. Applicants may apply to the same career choice more than once in the same financial year; figures provided are comprised of the number of individual applicants not the number of applications submitted. Applicants who have applied to more than one career or in different financial years are included in each place.
3. Total is comprised of the total number of individual applicants to Regular Royal Navy and Royal Marines. Therefore, applicants who applied to more than one career choice are included once and the total will not match the sum of the individual career choices.
4. Between the introduction of DRS in November 2017 and 1 August 2019 some applications were not recorded on DRS; these applications are not included in the statistics as they cannot be verified and there is a risk of double counting.
5. Figures for 2014/15 include online applications received from June 2014 onwards. Prior to Jun 2014 the 'Date of Application' measured was the date the record was manually added to the system, which approximated to the receipt of the paper application form.

Table 3 - Intake to the Regular Royal Navy and Royal Marines, by Financial Year.

	Financial Year						
	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
RM Officer	54	47	37	45	48	50	61
RM Other Rank	703	758	697	713	730	876	989
RN Officer	307	318	314	325	295	334	280
RN Rating	1,869	1,874	1,997	1,959	2,070	2,303	2,645
Total	2,933	2,997	3,045	3,042	3,143	3,563	3,975

Source: Analysis (Navy)

1. Intake numbers are compiled from the Joint Personnel Administration system.