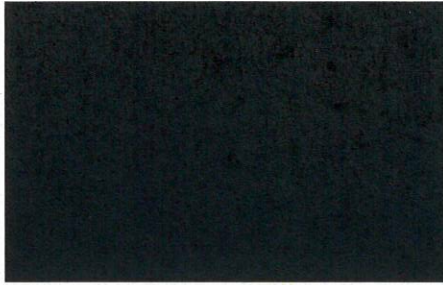




Ministry  
of Defence



FOI2020/08473

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



19 August 2020

Dear ,

Release of Information

Thank you for your correspondence of 21 July 2020 in which you requested the following information:

'I am seeking information on the Medical Officer Cadet scheme and Royal Navy Doctors in general.

Could you please provide:

1. General details of the scheme, including brief details of selection process, medical and military training training and commissioning
2. Details of any terms and conditions of service for Cadets once they are on the scheme
3. Pay for Cadets on the scheme, including any changes as they progress
4. Statistics for the last 7 years (or the best available) covering:
  - Numbers applying
  - Numbers awarded a place on the scheme
5. For commissioned Medical Officers - statistics for the last 7 years covering:
  - Length of service statistics
  - Promotion statistics'

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

In response to part one of your request, general information on the Royal Navy (RN) Medical Officer (MO) Cadet Scheme can be found on the RN Website at the following link:

<https://www.royalnavy.mod.uk/careers/roles-and-specialisations/services/surface-fleet/medical-officer-cadet>

In response to part two of your request, details concerning Terms and Conditions of Service (TACOS) including a six year Return of Service which starts on completion of Initial Officer training at Britannia Royal Naval College, can be found in Book of Reference 3 Chapter 48, which is available on the RN website and can be accessed via the following link:

<https://www.royalnavy.mod.uk/-/media/royal-navy-responsive/documents/reference-library/br-3-vol-1/chapter-48.pdf>

The Ministry of Defence is permitted to withhold information where an exemption is considered justifiable. As the information you have requested for parts one and two of your request is already available to the public, we have assessed your request falls under the absolute exemption at Section 21 (information reasonably accessible to the applicant by other means) of the Act. Consequently, we are not obliged to provide you with this information.

In response to part three of your request regarding the pay scales for MO Cadets, following the 2020 Armed Forces Pay Review, as of 1 September 2020, the cadetship pay will be as follows:

First year of cadetship	£17,133
Second year of cadetship	£19,202
Third year of cadetship	£21,281
FY1	£45,801
FY2	£60,505
One year's seniority	£62,214
Two years seniority	£63,931
Three years seniority	£65,663
Four years seniority	£67,385

In response to part four of your request in respect of the statistics on the number of applications to the RN MO Cadet Scheme, I should advise you that historical data for the number of applicants cannot be ascertained from our sources. The recruiter portal changed in 2017 and once candidates are selected or withdrawn, their details are erased from the database as the information is no longer relevant. The information we are able to provide in respect of the number of cadetships awarded is detailed in the table below:

Year	Number
2016	18
2017	19
2018	17
2019	11
2020	15

In response to part five of your request relating to length of service and promotion statistics for commissioned Medical Officers for the last seven years, this information can be found at Annex A to this letter.

The analysis in Tables 1, 2 and 3 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. The data provided for the chances of survival and chances of promotion are produced using historic data from 1 April 2013 – 31 March 2020. 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 average expected length of service in rank at OF-1 and the expected length of service on promotion to each rank.

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](mailto: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

**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: Defence Statistics (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 a New Entrant Royal Navy Medical Officer**

Rank		Chance of Promotion to rank
OF-2	Lieutenant	93%
OF-3	Lt-Commander	80%
OF-4	Commander	49%
OF-5	Captain	10%
OF-6	Commodore	2%
OF-7 +	Rear-Admiral +	1%

Source: Defence Statistics (Navy)

**Table 3. Expected LOS in rank, and expected LOS on promotion to rank in years, for a New Entrant Royal Navy Medical Officer**

Rank		Expected LOS in Rank	Expected LOS on promotion to the rank
OF-1	Sub-Lieutenant	3.0	N/A
OF-2	Lieutenant	4.8	3.2
OF-3	Lt-Commander	7.2	7.6
OF-4	Commander	8.1	15.1
OF-5	Captain	5.7	23.7
OF-6	Commodore	4.8	28.7
OF-7 +	Rear-Admiral +	3.2	36.6

Source: Defence Statistics (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 OF-1.

