



Ministry
of Defence

[REDACTED]

FOI2021/07346

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

[REDACTED]

2 August 2021

Dear [REDACTED],

Release of Information

Thank you for your correspondence of 7 July 2021 in which you requested the following information:

'Could you please provide me with the following information for a Supply Chain Logistician.

For a New Entrant and a Leading Hand with 10 years length of service:

1. Length of service statistics (percentage chance of further service)
2. Promotion statistics - if possible could include the following information:
 - Chance of promotion to each rate
 - Chance of further promotion from each subsequent rate
 - Expected length of service in rate
 - Expected length of service on promotion to rate
3. If possible:
 - Strength of Supply Chain Logistician by rate
 - Number of Supply Chain Logisticians currently serving on an Engagement Stage 3 by rank
 - Age profile of the Supply Chain Logistician trade
 - The number and rate of Supply Chain Logisticians selected for an SUY commission over the last 7 years'

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

A search has now been completed within the Ministry of Defence and I can confirm that information in scope of your request is held. The information in respect of your request is attached at Annex A to this letter.

I should advise you that the analysis in Tables 1, 2 and 3 has been provided for a New Entrant Royal Navy (RN) Supply Chain. New Entrant includes personnel who have joined the RN at the rank of OR-2 within the previous 12 months as at 1 April each year. The analysis in Tables 4, 5 and 6 has been provided for a RN Supply Chain at the rank of OR-4 (Leading Hand) with a Length of Service (LOS) of 10 years.

The data provided for the chances of retention 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 three is comprised of all personnel who have an extended career engagement recorded on the Joint Personnel Administration System. 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

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Table 1. The Chance a New Entrant Royal Navy (RN) Supply Chain will Achieve Each Length of Service (LOS) Before Exiting:

Length of Service (years)	Chance of Completing Length of Service
0	92%
1	88%
2	87%
3	84%
4	77%
5	72%
6	65%
7	58%
8	55%
9	50%
10	48%
11	46%
12	42%
13	40%
14	38%
15	36%
16	35%
17	34%
18	33%
19	33%
20	33%
21	31%
22	23%
23	17%
24	14%
25	13%
26	11%
27	9%
28	8%
29	6%
30	6%
31	5%
32	2%
33	2%
34	2%
35 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.

Table 2. Chance of Promotion for RN Supply Chain from OR-2 to OR-9:

Rank		Joining Rank	Start Rank		
		OR-2	OR-4	OR-6	OR-7
OR-4	Leading Hand	52%			
OR-6	Petty Officer	35%	70%		
OR-7	Chief Petty Officer	23%	48%	73%	
OR-9	Warrant Officer 1	8%	16%	25%	20%

Source: Analysis (Navy)

1. Promotion rates at the 'Joining Rank' are for a New Entrant, e.g. showing that the chance of a Royal Navy Supply Chain being promoted to OR-9 throughout their career is 8%.
2. 'Start Rank' is the rank at the start of the promotion analysis, i.e. where a current Royal Navy Supply Chain OR-7 has a 20% chance of promotion to OR-9.
3. Figures for personnel at a Start Rank of OR-4 and above are calculated on personnel at the median LOS for that rank. For this reason figures for OR-7 suggest a lower chance of promotion to OR-9 than for OR-6 as the majority of promotions from OR-7 to OR-9 occur before the median length of service at OR-7.

Table 3. The Expected LOS in Rank, and Expected LOS on Promotion to Rank in Years, for a New Entrant RN Supply Chain:

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-2	Able Rating	6.0	N/A
OR-4	Leading Rating	5.8	7.0
OR-6	Petty Officer	5.9	12.7
OR-7	Chief Petty Officer	6.2	17.9
OR-9	Warrant Officer 1	6.2	23.0

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. The Chance an OR-4 RN Supply Chain with LOS 10 Years will Achieve Each Length of Service (LOS) Before Exiting:

Length of Service (years)	Chance of Completing Length of Service
11	99%
12	91%
13	89%
14	82%
15	80%
16	76%
17	76%
18	73%
19	73%
20	73%
21	69%
22	50%
23	38%
24	30%
25	29%
26	23%
27	20%
28	17%
29	13%
30	12%
31	10%
32	5%
33	4%
34	3%
35	3%
36	3%
37	2%
38	2%
39 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.

Table 5. The Chance of Promotion for an OR-4 RN Supply Chain with LOS 10 years:

Rank		Chance of Promotion to Rank
OR-6	Petty Officer	70%
OR-7	Chief Petty Officer	48%
OR-9	Warrant Officer 1	16%

Source: Analysis (Navy)

Table 6. The Expected LOS in Rank, and Expected LOS on Promotion to Rank in Years, for an OR-4 RN Supply Chain with LOS 10 years:

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-4	Leading Rating	5.0	N/A
OR-6	Petty Officer	5.1	14.4
OR-7	Chief Petty Officer	6.0	18.5
OR-9	Warrant Officer 1	6.1	23.3

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 OR-4 cannot be promoted to OR-4.

Table 7. Trained Regular RN Supply Chain, as at 1 April 2021, by Age and Substantive Rank:

Age		Substantive Rank		
19 and Under	7	OR-2	Able Rating	313
20-24	120	OR-4	Leading Hand	183
25-29	129	OR-6	Petty Officer	111
30-34	133	OR-7	Chief Petty Officer	60
35-39	133	OR-9	Warrant Officer 1	15
40-44	77			
45-49	56			
50 and Over	27			

Source: Analysis (Navy)

Source: Analysis (Navy)

Table 8. Trained Regular RN Supply Chain on an Extended Career, as at 1 April 2021, by Substantive Rank:

Substantive Rank		
OR-4	Leading Hand	9
OR-6	Petty Officer	25
OR-7	Chief Petty Officer	35
OR-9	Warrant Officer 1	15

Source: Analysis (Navy)

Table 9. Regular RN Supply Chain Promoted to Officer via the Senior Upper Yardman (SUY) Scheme, 1 April 2014 – 31 March 2021, by Substantive Rank:

Substantive Rank		
OR-4	Leading Hand	~
OR-6	Petty Officer	~
OR-7	Chief Petty Officer	-
OR-8	Warrant Officer 2	-
OR-9	Warrant Officer 1	-

Source: Analysis (Navy)

1. Information from Training Administration and Financial Management Information System (TAFMIS) has been used to identify which personnel who received a promotion to Officer during this time frame did so through the SUY scheme.
2. This figure should be considered an estimate; while we are reasonably confident in the SUY information from April 2015 onwards, information prior to this date is not fully verified and therefore the total figure is considered an estimate.
3. Figures fewer than 5 are represented by '~', 0 is represented by '-'

