



Ministry
of Defence

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

FOI2021/07938

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

[REDACTED]
[REDACTED]

17 August 2021

Dear [REDACTED],

Release of Information

Thank you for your correspondence of 21 July 2021 in which you requested the following information:

'Under the Freedom of Information Act 2000, I request the following information on members of the Royal Navy General Service Supply Chain Logistician (Log(SC)) branch:

1. Length of Service statistics (percentage chance of further service) for an AB from joining the branch to age 60.
2. Promotion statistics - if possible, could include the following information:
 - Chance of promotion from the rank of AB up to WO1. Including the impact of the WOTP on promotion to WO2.
 - Chance of further promotion from each subsequent rate.
 - Expected length of service in rate.
 - Expected length of service on promotion to rate.
3. Strength of the branch by rate.
4. Number of SCs currently serving on an extended career by age and rate.
5. Details of any Financial Retention Incentives.
6. Promotion statistics for an SC SUY candidate passing the AIB and joining BRNC.'

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

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 Supply Chain General Service. New Entrant includes personnel who have joined the Royal Navy at the rank of OR-2 within the previous 12 months as at 1 April each year. 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. 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.

The Warrant Officer Transition Programme (WOTP) was introduced in September 2020. As the promotion statistics provided are calculated on promotions between 1 April 2014 and 31 March 2021, the statistics are unlikely to be impacted by the WOTP as the majority of promotions will have occurred before its introduction. Furthermore, for the time period provided there were no substantive rank promotions to OR-8 (Warrant Officer 2) and therefore the impact of the WOTP on promotion to OR-8 cannot be ascertained from these figures.

In addition, in relation to the impact of WOTP on promotion to WO2, it should be noted that the introduction of the WO2 rate, and the reclassification of a number of OR7 and OR9 roles to OR8, plus the introduction of the Executive Branch at OR9 and the WO1 Commissioning Scheme, should result in more opportunity for Supply Chain Logistician Senior Ratings being selected and promoted to WO than has historically been the case. However, this cannot be statistically proven as the substantive rank of WO2 will not be in service until 2022.

You may also find it helpful to note the response to question 4 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.

In response to question five in relation to Financial Retention Incentives (FRI), I can advise you that the RN General Service Supply Chain Logistician specialisation is not subject to any FRI.

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

FOI2021/07938

Table 1. The Chance a New Entrant Royal Navy (RN) Supply Chain General Service will Achieve each Length of Service (LOS) before exiting:

Length of Service (years)	Chance of Completing Length of Service
0	92%
1	89%
2	88%
3	85%
4	77%
5	73%
6	65%
7	57%
8	53%
9	48%
10	46%
11	45%
12	42%
13	41%
14	39%
15	37%
16	35%
17	35%
18	34%
19	34%
20	34%
21	32%
22	26%
23	22%
24	19%
25	18%
26	14%
27	12%
28	10%
29	8%
30	7%
31	5%
32	4%
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 General Service from OR-2 to OR-9:

Rank		Joining Rank	Start Rank		
		OR-2	OR-4	OR-6	OR-7
OR-4	Leading Hand	54%			
OR-6	Petty Officer	34%	66%		
OR-7	Chief Petty Officer	24%	46%	71%	
OR-9	Warrant Officer 1	8%	15%	22%	24%

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 General Service 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 General Service OR-7 has a 24% chance of promotion to OR-9.

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

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-2	Able Rating	5.8	N/A
OR-4	Leading Rating	6.2	6.7
OR-6	Petty Officer	6.7	13.1
OR-7	Chief Petty Officer	5.7	19.0
OR-9	Warrant Officer 1	6.9	23.1

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. Trained Regular RN Supply Chain General Service, as at 1 April 2021 by Substantive Rank:

Substantive Rank		
OR-2	Able Rating	275
OR-4	Leading Hand	146
OR-6	Petty Officer	92
OR-7	Chief Petty Officer	47
OR-9	Warrant Officer 1	14

Source: Analysis (Navy)

Table 5. Trained Regular RN Supply Chain General Service on an Extended Career, as at 1 April 2021 by Age and Substantive Rank:

Age		Substantive Rank		
20-24	~	OR-4	Leading Hand	~
25-29	-	OR-6	Petty Officer	23
30-34	~	OR-7	Chief Petty Officer	29
35-39	10	OR-9	Warrant Officer 1	14
40-44	21	Source: Analysis (Navy)		
45-49	21			
50-54	14			
55 and Over	~			

Source: Analysis (Navy)

1. Figures fewer than 5 are represented by '~', 0 is represented by '-'

Table 6. Regular RN Supply Chain General Service 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 '-'