



Ministry
of Defence

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FOI2021/08621

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

[REDACTED]
[REDACTED]

11 November 2021

Dear [REDACTED],

Release of Information

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

'There are no two particular individuals we have in mind. We seek the information relating to any two anonymous individuals who meet the criterion set out in our request as a comparator exercise to try and assess, for the purposes of the ongoing litigation, how our client's career is likely to have progressed had she been able to begin with the Royal Navy.'

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 and can be found at Annex A to this letter.

Please be advised that figures cannot be provided for two individuals who completed basic training circa 21 July 2019. Therefore, figures provided are calculated on all Regular personnel who have served in the RN Logistics branch between 1 April 2014 – 31 March 2021. Figures are produced for a Royal Navy Logistics New Entrant. 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. Please note, figures cannot be provided for only those who have completed basic training; therefore, figures may include personnel who left prior to completing basic training.

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 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 FOI2021/12776
dated 11 November 2021

Table 1. The chance a New Entrant Royal Navy Logistics Rating will achieve each length of service (LOS) before existing:

Length of Service (years)	Chance of Completing Length of Service
0	90%
1	86%
2	83%
3	79%
4	73%
5	65%
6	59%
7	52%
8	48%
9	44%
10	41%
11	39%
12	36%
13	34%
14	32%
15	30%
16	28%
17	27%
18	26%
19	26%
20	26%
21	25%
22	21%
23	17%
24	15%
25	13%
26	11%
27	10%
28	9%
29	8%
30	7%
31	6%
32	5%
33	4%
34	3%
35	3%
36	2%
37	2%
38 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, eg; time expiry, voluntary outflow, death etc.

Table 2. Chance of promotion for a Royal Navy Logistics Rating:

Rank		Joining Rank	Start Rank		
		OR-2	OR-4	OR-6	OR-7
OR-4	Leading Hand	44%			
OR-6	Petty Officer	26%	62%		
OR-7	Chief Petty Officer	17%	43%	72%	
OR-9	Warrant Officer 1	5%	13%	22%	34%

Source: Analysis (Navy)

1. Promotion rates at the 'Joining Rank' are for a New Entrant, eg. showing that the chance of a OR-2 Royal Navy Logistics being promoted to OR-9 throughout their career is 5%.
2. 'Start Rank' is the rank at the start of the promotion analysis, i.e. where a Royal Navy Logistics OR-6 has a 22% 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 Royal Navy Logistics Rating:

Rank		Expected LOS in rank	Expected LOS on promotion to the rank
OR-2	Able Rating	5.9	N/A
OR-4	Leading Hand	6.6	7.2
OR-6	Petty Officer	6.4	13.6
OR-7	Chief Petty Officer	6.6	19.4
OR-9	Warrant Officer 1	6.3	25.8

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.