



Ministry  
of Defence

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FOI2021/10313

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[REDACTED]  
[REDACTED]

29 September 2021

Dear [REDACTED],

Release of Information

Thank you for your correspondence of 10 September 2021 in which you requested the following information:

'Could you please provide the following information for the RN/RM General Service Warfare Branch Photographer specialisation:

It is my understanding that RN and RM Photographers are career managed together as a single branch - please confirm this is correct.

1. Length of Service statistics (percentage chance of further service), based on the average length of service of a new entrant into the Branch
2. Promotion statistics - if possible could include the following information:
  - Chance of promotion from the rate/rank of LH/Cpl
  - 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 Photographer branch by rate/rank
4. Number of PhotographerBranch personnel currently serving on an Engagement Stage 3 by rate/rank
5. Age profile of the Photographer Branch'

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 been completed within the Ministry of Defence and I can confirm that information in scope of your request is held. The information to answer all parts of your request can be found at Annex A to this letter.

In response to your query regarding the management of Photographers, you may find it helpful to note the Royal Navy has the only Photographer branch. Royal Marine Personnel must transfer over to the Royal Navy prior to commencing a Photographer career course. All Photographer personnel are career managed as a single branch.

The analysis in Tables 1, 2 and 3 has been provided for a Royal Navy Photographer at the rank of OR-4 (Leading Hand) with a Length of Service (LOS) of 13 years. Length of Service 13 years was selected as this is the median length of service on entry to the Photographer specialisation. Please note personnel cannot join the Royal Navy as a Photographer, they join in different specialisations and then have the opportunity to apply to the role of Photographer later in their career. Figures for length of service are based on their total length of service from joining the Royal Navy, not just the length of time served in the Photographer specialisation. 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.

You may also find it helpful to note table 5 is comprised of all personnel who have an extended career engagement recorded on the Joint Personnel Administration System (JPA). 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.

Under Section 16 (Advice and Assistance) of the Act, you may find it helpful to note that due to a small population in the source data for Royal Navy Photographer at the rank of OR-4 with length of service 13 years, caution should be taken when interpreting these statistics. Whilst the data are an accurate reflection of the chances of promotion and retention for the period used, data for different time periods could give very different results.

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

**ANNEX A**  
**to FOI2021/10313**  
**dated 29 September 2021**

**Table 1. The chance an OR-4 Royal Navy Photographer with LOS 13 years will achieve each Length of Service (LOS) before exiting**

Length of Service (years)	Chance of Completing Length of Service
14	92%
15	74%
16	73%
17	73%
18	73%
19	69%
20	69%
21	65%
22	52%
23	40%
24	29%
25	19%
26	13%
27	6%
28	4%
29	3%
30 and Over	2%

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. The chance of promotion for a Royal Navy Photographer from OR-4 to OR-7**

Rank		Start Rank		
		OR-4	OR-6	OR-7
OR-4	Leading Hand			
OR-6	Petty Officer	56%		
OR-7	Chief Petty Officer	13%	26%	
OR-9	Warrant Officer 1	1%	3%	36%

Source: Analysis (Navy)

1. Figures for the start rank OR-4 are based upon personnel with a LOS of 13 years. Figures for the ranks of OR-6 to OR-7 are based upon personnel at the median LOS for that rank.
2. 'Start Rank' is the rank at the start of the promotion analysis. For example, the table shows personnel at the rank of OR-4 with a LOS of 13 years have an 13% chance of reaching the rank of OR-7 throughout their career.

**Table 3. The expected LOS in rank, and expected LOS on promotion to rank in years, for an OR-4 Royal Navy Photographer with LOS 13 years**

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-4	Leading Hand	5.1	N/A
OR-6	Petty Officer	5.3	18.0
OR-7	Chief Petty Officer	4.0	20.1
OR-9	Warrant Officer 1	4.9	28.1

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 personnel at the rank of OR-4 cannot be promoted to OR-4.

**Table 4. Trained Regular Royal Navy Photographer, as at 1 July 2021, by Substantive Rank**

Substantive Rank		
OR-2	Able Rating	~
OR-4	Leading Hand	24
OR-6	Petty Officer	12
OR-7	Chief Petty Officer	~
OR-9	Warrant Officer 1	~

Source: Analysis (Navy)

1. Figures fewer than 5 are represented by '~'

**Table 5. Trained Regular Royal Navy Photographer on an Extended Career, as at 1 July 2021, by Substantive Rank**

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

Source: Analysis (Navy)

1. Figures fewer than 5 are represented by '~'

**Table 6. Trained Regular Royal Navy Photographer, as at 1 July 2021, by age**

Age	
25-29	~
30-34	7
35-39	11
40-44	16
45-49	~
50 and over	~

Source: Analysis (Navy)

1. Figures fewer than 5 are represented by '~'