



Ministry  
of Defence

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FOI2021/13628

E-mail: [NavyStratPol-SECFOI@mod.gov.uk](mailto:NavyStratPol-SECFOI@mod.gov.uk)

[REDACTED]  
[REDACTED]

7 December 2021

Dear [REDACTED],

Release of Information

Thank you for your correspondence of 9 November 2021 in which you requested the following information:

'Under the Freedom of Information Act 2000, I request the following information:

I would like to request the following information on the Medical Services officer branch of the RN, specifically:

- What are the chances of survival (chances of completing x years service from becoming a Lt to 40 years LoS?
- What are the chances of promotion to each rank, from Lt to Capt RN?
- What is the average time taken to achieve promotion to each rank from Lt to Capt RN?
- How many officers are currently serving over the age of 60?
- What is the strength of the Medical Services officer branch and how many are serving over the age of 60.
- Have there been any RRPs or FRIs since 2015?

I would like to request the following information on the QARRNS officer branch of the RN, specifically:

- What are the chances of survival (chances of completing x years service from becoming a Lt to 40 years LoS?
- What are the chances of promotion to each rank, from Lt to Capt RN?
- What is the average time taken to achieve promotion to each rank from Lt to Capt RN?
- How many officers are currently serving over the age of 60?
- What is the strength of the QARRNS officer branch and how many are serving over the age of 60.
- Have there been any RRPs or FRIs since 2015?'

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 information in scope of your request is held. The statistical information to answer parts one to five and seven to eleven of your request can be found at Annex A to this letter.

The analysis in Tables 1, 2 and 3 has been provided for a Royal Navy Medical Services Officer at the rank of OF-2 (Lieutenant) with a Length of Service (LOS) of 15 years. Length of Service 15 years was selected as this is the median length of service on promotion to OF-2 within the Royal Navy Medical Services.

The analysis in Tables 5, 6 and 7 has been provided for a Royal Navy QARNNS Officer at the rank of OF-2 (Lieutenant) with a Length of Service (LOS) of 4 years. Length of Service 4 years was selected as this is the median length of service on promotion to OF-2 within the Royal Navy Queen Alexandra's Royal Naval Nursing Service (QARNNS) Officer branch.

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. 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. For Tables 1, 2 and 3, information has been supplied; however, caution should be applied when interpreting the analysis. This is because the RN Medical Services specialisation is small; therefore, each individual represents a larger percentage than would be seen in larger populations.

With regard to Recruitment and Retention Pay (RRP) and Financial Retention Incentives (FRI) for the Medical Services Officer branch, details of the Financial Incentives for Direct Graduate Entry Environmental Health Officers dated 17 August 2020 can be found at Annex B to this letter.

With regard to RRP and FRIs for the QARNNS branch, I can confirm that there have been no RRP or FRI schemes introduced since 2015

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 an OF-2 Royal Navy Medical Services Officer with length of service (LOS) 15 years will achieve each LOS before exiting**

Length of Service (years)	Chance of Completing Length of Service
15	100%
16	100%
17	94%
18	89%
19	85%
20	83%
21	78%
22	78%
23	69%
24	62%
25	60%
26	59%
27	49%
28 and over	41%

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 to each rank from OF-2 to OF-5 for an OF-2 Royal Navy Medical Services Officer with length of service (LOS) 15 years**

Rank	Chance of Promotion to Rank
OF-2 Lieutenant	100%
OF-3 Lt-Commander	87%
OF-4 Commander	33%
OF-5 Captain	2%

Source: Analysis (Navy)



**Table 3. The expected LOS in rank, and expected LOS on promotion to rank in years, from OF-2 to OF-5, for a Royal Navy Medical Services Officer**

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OF-2	Lieutenant	4.3	N/A
OF-3	Lt-Commander	9.5	19.0
OF-4	Commander	1.9	22.9
OF-5	Captain	4.4	20.3

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 OF-2 cannot promote to OF-2.

**Table 4. Strength of Trained Regular Royal Navy Medical Services Officers, at 1 July 2021**

	Strength
Medical Service	72
<i>Of which aged over 60</i>	-

Source: Analysis (Navy)

1. '-' represents 0

**Table 5. The chance an OF-2 Royal Navy QARNNS Officer with length of service (LOS) 4 years will achieve each LOS before exiting**

Length of Service (years)	Chance of Completing Length of Service
4	100%
5	92%
6	92%
7	79%
8	79%
9	79%
10	76%
11	72%
12	69%
13	67%
14	63%
15	60%
16	56%
17	46%
18	40%
19	31%
20	27%
21	24%
22	20%
23	19%
24	17%
25	12%
26	9%
27	6%
28	5%
29 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 6. The chance of promotion to each rank from OF-2 to OF-5 for an OF-2 Royal Navy QARNNS Officer with length of service (LOS) 4 years**

Rank		Chance of Promotion to Rank
OF-2	Lieutenant	100%
OF-3	Lt-Commander	64%
OF-4	Commander	25%
OF-5	Captain	15%

Source: Analysis (Navy)

**Table 7. The expected LOS in rank, and expected LOS on promotion to rank in years, from OF-2 to OF-5, for a Royal Navy QARNNS Officer**

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OF-2	Lieutenant	6.3	N/A
OF-3	Lt-Commander	6.7	10.5
OF-4	Commander	5.0	16.2
OF-5	Captain	3.6	21.9

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 OF-2 cannot promote to OF-2.

**Table 8. Strength of Trained Regular Royal Navy QARNNS Officers, at 1 July 2021**

	Strength
QARNNS	87
<i>Of which aged over 60</i>	-

Source: Analysis (Navy)

1. '-' represents 0

**ANNEX B**  
**to FOI2021/13628**  
**dated 7 December 2021**

**Extract from Royal Navy Temporary Memorandum 01-066/20**

'As part of the Revised Officers Entry Scheme (ROES), which came into effect on 1 September 2013 for the RN, a requirement for a FI was identified for certain branches with a Service entry requirement for a Bachelor level degree qualification<sup>1</sup>. As of 1 April 2017 this will be limited to Direct Graduate Entry (DGE) Engineer Officers and Environmental Health Officers (EHOs) only.

For EHOs who have already completed the Environmental Health Registration Board (EHRB) when commencing Part 1 Training, the first instalment of £7,000 can be claimed by the qualifying personnel upon commencing Phase 1 Officer Training. The second instalment of £10,000 can be claimed by the qualifying personnel upon successful completion of Phase 1 Officer Training. The final instalment of £10,000 can be claimed by the qualifying personnel upon completion of a further 12-months service from the completion of Phase 1 training.

For EHOs who, on entering service, have an Environmental Health degree but have not completed the EHRB, the first instalment of £7,000 can be claimed by qualifying personnel upon commencing Phase 1 Officer Training. The second instalment of £10,000 can be claimed by the qualifying personnel upon successful completion of Phase 1 Officer Training. The final instalment of £10,000 can be claimed by the qualifying personnel upon completion of either a further 12-months service from the completion of Phase 1 training or completion of the EHRB, whichever is the later.'