



Ministry
of Defence

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FOI2022/07686

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

[REDACTED]
[REDACTED]

26 July 2022

Dear [REDACTED],

Release of Information

Thank you for your correspondence of 27 June 2022 in which you requested the following information:

'Could you please provide me with the following information for a Submarine Service Medical Assistant.

If it is not possible to provide the this information, please could you provide it for all Royal Navy Medical Assistants.

For a new entrant (for last 7 years):

1. Length of service statistics (percentage chance of further service)
2. Promotion statistics - if possible could include the following information:
 - Chance of promotion to rank from AB to WO1
 - Chance of further promotion from each subsequent rank
 - Expected length of service in rank
 - Expected length of service on promotion to rank

For a Leading Medical Assistant with 10 years' service (for last 7 years):

3. Length of service statistics (percentage chance of further service)
4. Promotion statistics - if possible could include the following information:
 - Chance of promotion to rank from LMA to WO1
 - Chance of further promotion from each subsequent rank
 - Expected length of service in rank
 - Expected length of service on promotion to rank

5. If possible: Please provide for Submarine Service - if not possible then for all RM MAs, the latest available information on:

- Strength of the RN Submarine Medical Assistant trade by rank
- Number of RN Submarine Medical Assistant currently serving on an Engagement Stage 3 by rank
- Age profile of the RN Submarine Medical Assistant trade.

6. For the whole RN Medical Assistant trade for the last 7 years:

- Number who have applied to transfer and re-train as an RN Nurse
- Number who have been selected and successfully completed training'

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 and can be found at Annex A to this letter.

The analysis in Tables 1, 2 and 3 has been provided for a New Entrant Royal Navy Medical Assistant Submariner. 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 analysis in Tables 4, 5 and 6 has been provided for a Royal Navy Medical Assistant Submariner 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 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 the response to Question 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), for this analysis, you may find it helpful to note that due to a small population in the source data for Royal Navy Medical Assistant Submariner, 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.

Again, caution should be taken when interpreting the analysis for higher ranks and longer lengths of service as this is a small population. 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.

Caution should also be taken when observing Table 9. Firstly, no information is held for 2014 in respect of question 6. Therefore, the information provided covers the period January 2015 to July 2022. In addition, this information is incomplete owing to the fact that some personnel have yet to complete their training and are not, therefore, reflected in the figures provided in Table 9.

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

Table 1. The chance a New Entrant Royal Navy Medical Assistant Submariner will achieve each length of service (LOS) before exiting:

Length of Service (years)	Chance of Completing Length of Service
0	84%
1	83%
2	83%
3	82%
4	75%
5	69%
6	67%
7	62%
8	59%
9	53%
10	46%
11	44%
12	44%
13	42%
14	39%
15	38%
16	38%
17	38%
18	34%
19	30%
20	29%
21	29%
22	28%
23	24%
24	21%
25	17%
26	14%
27	12%
28	10%
29	9%
30	6%
31	6%
32	4%
33	4%
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 Royal Navy Medical Assistant Submariner from OR-2 to OR-9

Rank		Joining Rank	Start Rank		
		OR-2	OR-4	OR-6	OR-7
OR-4	Leading Hand	62%			
OR-6	Petty Officer	42%	67%		
OR-7	Chief Petty Officer	31%	50%	74%	
OR-9	Warrant Officer 1	15%	24%	33%	40%

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 Medical Assistant Submariner being promoted to OR-9 throughout their career is 15%
2. 'Start Rank' is the rank at the start of the promotion analysis, i.e. where a Royal Navy Medical Assistant Submariner OR-7 has a 40% 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 Medical Assistant Submariner

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-2	Able Rating	4.7	N/A
OR-4	Leading Rating	4.2	5.5
OR-6	Petty Officer	6.1	9.6
OR-7	Chief Petty Officer	8.4	15.7
OR-9	Warrant Officer 1	5.6	24.0

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 Royal Navy Medical Assistant Submariner with LOS 10 years will achieve each Length of Service (LOS) before exiting:

Length of Service (years)	Chance of Completing Length of Service
11	94%
12	94%
13	88%
14	81%
15	77%
16	77%
17	77%
18	68%
19	60%
20	59%
21	58%
22	54%
23	46%
24	41%
25	34%
26	28%
27	24%
28	20%
29	18%
30	13%
31	11%
32	8%
33	8%
34	4%
35	2%
36 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 Royal Navy Medical Assistant Submariner with LOS 10 years:

Rank		Start Rank		
		OR-4	OR-6	OR-7
OR-6	Petty Officer	67%		
OR-7	Chief Petty Officer	50%	74%	
OR-9	Warrant Officer 1	24%	33%	40%

Source: Analysis (Navy)

1. Figures for the joining rank of OR-4 are based upon personnel with a LOS of 10 years. Figures for the start ranks of OR-6 and OR-7 are based upon personnel at the median LOS of that rank.
2. Start Rank' is the rank at the start of the promotion analysis, i.e. where a current Royal Navy Medical Assistant Submariner OR-4 with LOS 10 years has a 24% chance of promotion to OR-9.

Table 6. The expected LOS in rank, and expected LOS on promotion to rank in years, for an OR-4 Royal Navy Medical Assistant Submariner with LOS 10 years:

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-4	Leading Rating	2.7	N/A
OR-6	Petty Officer	4.7	12.2
OR-7	Chief Petty Officer	7.7	16.7
OR-9	Warrant Officer 1	5.2	24.5

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 you cannot be promoted to OR-4.

Table 7. Trained Regular Royal Navy Medical Assistant Submariner, as at 1 April 2022, by Age and Substantive Rank:

Age	
20-24	16
25-29	29
30-34	31
35-39	20
40-44	14
45-49	9
50 and Over	4

Source: Analysis (Navy)

Substantive Rank		
OR-2	Able Rating	44
OR-4	Leading Hand	34
OR-6	Petty Officer	21
OR-7	Chief Petty Officer	20
OR-8	Warrant Officer 2	2
OR-9	Warrant Officer 1	2

Source: Analysis (Navy)

Table 8. Trained Regular Royal Navy Medical Assistant Submariner on an Extended Career, as at 1 April 2022, by Substantive Rank:

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

Source: Analysis (Navy)

Table 9. Number of RN Medical Assistants who have retrained as RN Nurse and successfully completed training, 2015-2022:

	2015	2016	2017	2018	2019
Strength	1	3	3	-	1

Source: Navy Medical Career Manager

1. '-' represents 0.