



Ministry  
of Defence

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FOI2022/07727

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[REDACTED]  
[REDACTED]

13 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 non-commissioned Naval Nurse.

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
3. Strength of the Naval Nursing trade by rank and age
4. Number of Naval Nurses serving on an ES 3 by rank and age'

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

A search has now 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 Table 1, Table 2 and Table 3 has been provided for a Royal Naval Nurse (RNN) New Entrant. The analysis in all Tables is for RNN, which consists of the Queen Alexandra Royal Naval Nursing Service (QARNNS) Other Ratings Branch. 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. 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. Caution should be taken when interpreting the analysis for higher ranks and longer lengths of service as this is a small population.

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.

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.GOV.UK](mailto:CIO-FOI-IR@MOD.GOV.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 Naval Nurse will achieve each Length of Service (LOS) before exiting:**

Length of Service (years)	Chance of Completing Length of Service
0	96%
1	94%
2	93%
3	90%
4	82%
5	73%
6	62%
7	50%
8	46%
9	37%
10	32%
11	28%
12	22%
13	19%
14	17%
15	14%
16	13%
17	12%
18	11%
19	10%
20	10%
21	9%
22	7%
23	5%
24	4%
25	3%
26	2%
27 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. The chance of promotion for a New Entrant Royal Naval Nurse, from OR-2 to OR-9:**

		Joining Rank	Start Rank		
Rank		OR-2	OR-4	OR-6	OR-7
OR-4	Leading Hand	82%			
OR-6	Petty Officer	36%	55%		
OR-7	Chief Petty Officer	14%	25%	49%	
OR-9	Warrant Officer 1	3%	6%	16%	34%

Source: Analysis (Navy)

1. Promotion rates at the 'Joining Rank' are for New Entrant, e.g. showing that the chance of a OR-2 Royal Naval Nurse being promoted to OR-7 throughout their career is 14%
2. 'Start Rank' is the rank at the start of the promotion analysis, i.e. where a Royal Naval Nurse OR-6 has a 16% 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 Naval Nurse:**

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-2	Able Rating	3.0	N/A
OR-4	Leading Rating	4.9	3.1
OR-6	Petty Officer	4.7	8.0
OR-7	Chief Petty Officer	5.9	13.7
OR-9	Warrant Officer 1	3.4	20.8

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.

**Table 4. Strength of Trained Regular Royal Naval Nurses as at 1 April 2022, by Age and Substantive Rank:**

Age	
20-24	20
25-29	41
30-34	32
35-39	25
40-44	20
45-49	9
50 and Over	6

Source: Analysis (Navy)

Substantive Rank		
OR-2	Able Rating	37
OR-4	Leading Hand	59
OR-6	Petty Officer	30
OR-7	Chief Petty Officer	23
OR-8	Warrant Officer 2	1
OR-9	Warrant Officer 1	3

Source: Analysis (Navy)

**Table 5. Strength of Trained Regular Royal Naval Nurses on an Extended Career as at 1 April 2022, by Age and Substantive Rank:**

Age	
20-24	-
25-29	7
30-34	4
35-39	3
40-44	5
45-49	3
50 and Over	2

Source: Analysis (Navy)

Substantive Rank		
OR-4	Leading Hand	10
OR-6	Petty Officer	5
OR-7	Chief Petty Officer	6
OR-8	Warrant Officer 2	1
OR-9	Warrant Officer 1	2

Source: Analysis (Navy)

1. '-' represents 0.

