



Ministry
of Defence

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FOI2022/09530

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

[REDACTED]
[REDACTED]

5 September 2022

Dear [REDACTED],

Release of Information

Thank you for your correspondence of 12 August 2022 in which you requested the following information:

'Please can you provide the size in number of personnel and the attrition rate of the Royal Fleet Auxiliary Communications branch over the last 3 years. If possible can this be broken down to include the following:

Rank/rate
Length of service
Reason for leaving the service i.e. retirement, resignation or dismissal.'

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 and can be found detailed at Annex A to this letter.

Please note that the financial year in tables 1, 2 and 3 represents the 1 April to 31 March of the following year.

In tables 1 and 2, strength has been rounded to the nearest 10, except for numbers ending in a "5" which have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures equal to or less than 5 are represented by '~', 0 is represented by '-'. Total strength has been rounded separately and may not equal the sum of the rounded parts.

In table 1, 2 and 3, the outflow rate is calculated by taking the total outflow as a percentage of the unrounded average strength across the financial year. Average strength is calculated by taking the mean strength across the 1st of each month in the financial year.

Some percentages are given as an inequality, '-' represents 0%.

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. Communications Branch Strength and Attrition Rate, by Financial Year and Rank.

Rank	FY 19/20		FY 20/21		FY 21/22	
	Strength as at 01 April 2019	Outflow Rate	Strength as at 01 April 2020	Outflow Rate	Strength as at 01 April 2021	Outflow Rate
Total	180	13%	180	14%	170	15%
OR-1 Apprentice	20	37%	20	56%	20	36%
OR-2 CR1	70	11%	60	10%	60	17%
OR-4 Leading Hand	30	<10%	30	<10%	30	<10%
OR-6 Petty Officer	20	<10%	30	<15%	20	<10%
OR-7 Chief Petty Officer	10	26%	10	-	10	15%
OF-0 Rating to Officer	10	-	-	-	-	-
OF-2 Second Officer	30	<15%	30	<10%	30	<10%

Source: Analysis (Navy)

1. Third Officer (OF-1) was removed from the Communications branch structure from the beginning of 2019. Individuals who have since successfully completed Rating to Officer, promote directly to Second Officer (OF-2).

Table 2. Communications Branch Strength and Attrition Rate, by Financial Year and Length of Service.

Length of Service (Years)	FY 19/20		FY 20/21		FY 21/22	
	Strength as at 01 April 2019	Outflow Rate	Strength as at 01 April 2020	Outflow Rate	Strength as at 01 April 2021	Outflow Rate
Total	180	13%	180	14%	170	15%
0 - 1	20	32%	30	48%	30	30%
2 - 4	40	11%	30	<10%	20	<10%
5 - 9	20	-	20	14%	20	16%
10 - 14	40	16%	30	<10%	40	18%
15 - 19	30	-	20	<15%	20	<10%
20 - 24	20	<10%	30	<10%	30	<10%
25 and Over	20	19%	20	19%	20	21%

Source: Analysis (Navy)

1. Length of Service (LOS) represents the number of full years of service completed. Personnel may leave the RFA Strength with a LOS of 0, meaning they did not complete a full year of service

Table 3. Communications Branch Attrition Rate, by Financial Year and Leaving Reason.

Leaving Reason	FY 19/20	FY 20/21	FY 21/22
	Outflow Rate	Outflow Rate	Outflow Rate
Total	13%	14%	15%
Resignation Aged Under 60	6%	9%	11%
Resignation Aged 60 or Over	3%	2%	3%
Other Wastage	3%	3%	1%

Source: Analysis (Navy)

1. Other Wastage accounts for the following reasons to leave the RFA; Dismissal, Forced Early Retirement on Medical Grounds, Contract of Employment not offered, Offer of Employment Rejected, Death Whilst in Service and Transfer to the Civil Service.
2. There is no Official Retirement Age in the RFA. For the majority of personnel, to resign with and then draw from a pension, an individual must be aged 60 or over. To distinguish between those who are resigning for reasons other than to retire, with those who are, Resignation is split into 'Resignation Aged Under 60' and 'Resignation Aged 60 or Over'.

