



Ministry
of Defence

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FOI2022/10772

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[REDACTED]
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17 October 2022

Dear [REDACTED],

Release of Information

Thank you for your correspondence of 16 September 2022 in which you requested the following information:

- “1a. In the RN, how long is Phase 2 training for the logistics specialism for a rating joining in 2019?
- 1b. What rank do RN personnel hold during Phase 2 training?
- 1c. What is the average length of service for someone who joins the RN logistics specialism as a rating?
- 1d. What is the average length of service for promotion within the RN logistics specialism between Able Seaman and Warrant Officer?

- 2a. What opportunities are there for someone who joins as a rating in the logistics specialism to gain a commission as a RN officer (Logistics) at any point in their career. Please indicate if there is an age limit/requirement or rank limit/requirement (maximum or minimum)?
- 2b. What percentage of RN ratings successfully gain a RN officer commission before the age of 30?
- 2c. How many RN ratings that joined since 2015 have successfully gained a RN commission as an officer?

- 3a. What is the percentage success rate for direct entry officer applicants to the Royal Navy from 2018 onwards?”

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. Information to satisfy parts 1a, 1c, 1d, 2b, 2c and 3a can be found at Annex A to this letter.

In response to Question 1b, Royal Navy Personnel hold the rank of 'Able Rate 2', OR-2 during Phase 2 training.

The analysis in Table 2 and 3 has been provided for a New Entrant RN Logistics General Service. 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. By considering a cohort of individuals with the similar characteristics average career projections have been calculated. 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. Caution should be taken when interpreting the analysis for higher ranks and longer lengths of service as the population is smaller and therefore may not be reflective of behaviour under current or future policy conditions.

Please be advised that the career forecast is not based on the actual experience of any one individual, but rather is based on historical behaviour of individuals with similar characteristics (in terms of Arm/Service, gender, length of service and rank). The data in these tables cover periods when policy measures which influence career have been applied, for example, structural changes within a Branch/Service.

In response to Question 2a, 2b and 2c, you may be interested to know that there are two routes to gain a commission, Upper Yard (UY) Man and Senior Upper Yardman (SUY). You can apply to be a candidate at any time provided you are recommended by the Commanding Officer and meet the criteria listed below. You will then take an Admiralty Interview Board (AIB) and if successful be presented to the Final Selection Board. Where you will be assessed among other candidates for entry to become an officer.

- **Upper Yardman**

Age Criteria a. Age on Entry to the Officer Corps. Candidates for the UY/CC schemes must be aged over 17 and below the ages given below on the first day of the month that initial officer training commences.

(4) Logistics - age 39.

b. Age Overlap. For most branches, the age limits above result in an overlap between the UY/CC and SUY/SCC schemes. Where a potential officer candidate's age falls within the overlap period, Recording Authority advice should be sought to determine which officer training route (UY/CC or SUY/SCC) is most appropriate for the individual. Due consideration should be given to factors such as the individual's age, qualifications, experience and personal qualities.

- **Senior Upper Yardman**

5021. Eligibility Criteria for the SUY Scheme Candidates for the SUY scheme must fulfil all the minimum criteria below:

a. Aged over 26 on entry to the Officer Corps

b. Have completed a minimum of 12 months as a substantive Petty Officer

c. From the first day of the month that officer training is expected to commence, have a minimum of 4 years to serve as an officer until their retirement date in the Officer Corps.

- d. Be medically fit (see Para 5026).
- e. In date for the RNFT, both on attendance at the AIB and arrival at BRNC.
- f. Meet the educational criteria (See below under 9616)
- g. Have at least 3 years' service since last Career Check (if any) preceding the date of application
- h. Have passed the Senior Rates Leadership Course (SRLC).
- i. Meet the Branch specific additional criteria (See below under Part N -Logistics Branch)
- j. Be recommended by their CO.
- k. Accept a sea-going liability, where appropriate.
- l. Not have exercised, or be in the process of exercising, their notice option to leave the Service.
- m. Have passed the AIB (which necessitates completion of the AIB 3-part documentation (see Annex 50I)).
- n. Have been selected by the appropriate SUY FSB prior to entry to BRNC

n. Logistics Branch.

Prior to selection by the FSB:

(1) Logistic Source Branch Candidates.

(a) Must be at least a confirmed Petty Officer.

(b) Must have served for at least one assignment in a ship or establishment or on a staff where they are to be reported on by an officer of the Logistics Branch. Where a candidate is educationally qualified but has not served as above, the fact is to be reported in writing by the rating's CO to NAVY PCAP-CM OR LOGS SO2 who will arrange an appropriate assignment.

9616. Educational Criteria for Upper Yardman/Senior Upper Yardman and Warrant Officer Commissioning Scheme

- a. Commissions and Warrant (CW) papers should be raised only for Upper Yardman/Corps Commission (UY/CC) candidates who meet, or are expected to meet, the educational criteria of five GCSEs in non-overlapping subjects at grades 9 – 4 / A*-C (or equivalent), including both mathematics and English Language. Functional Skills Level 2 in English and/or mathematics cannot be used in lieu of a GCSE A*-C/ 9-4.
- b. The educational requirement for Senior Upper Yardman/Senior Corps Commission (SUY/SCC) candidates to have CW papers raised is two GCSEs grade A*-C/9-4 (or equivalent), one of which must be mathematics or English Language. To be eligible for the Final Selection Board, SUY and SCC candidates are required to have GCSEs Grade A*-C/9-4 in mathematics, English Language and two other non[1]overlapping subjects , a total of four GCSEs (or equivalent). Functional Skills Level 2 in English and/or mathematics cannot be used in lieu of a GCSE A*-C/9-4.
- c. For the Warrant Officer 1st Class Commissioning Scheme (WOCS), the minimum Educational Standard is two GCSEs Grade 9 – 4/A*- C in both English Language and mathematics prior to the date of the Commissioning Board.
- d. Common equivalent qualifications that are accepted in lieu of the GCSE are as follows: (1) Scottish Intermediate 2. (2) GCE Ordinary Level (Grade A, B or C). (3) Certificate of Secondary Education (CSE) (Grade 1).
- e. The qualifications above are by no means exhaustive. In cases of doubt regarding the acceptability of qualifications or subjects, upon submission of certified true copies of certificates, NAVY PEOPLE-TRG TMG PACC EFP E1 or NAVY PEOPLE-TRG TMG PACC EDU Del will evaluate academic/vocational qualifications.
- f. A pass at the Admiralty Interview Board (AIB) will not negate the requirement to meet the educational criteria; consequently, candidates who fail to obtain the required educational standards will not be considered by the Final Selection Board (FSB) and will need to re-

submit their application for the relevant scheme once they are educationally qualified. In circumstances where a candidate's education results are due after their attendance at the AIB, result must be received before an otherwise eligible candidate can be considered at the FSB.

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. Length of training for Logistics Specialisation's for Ratings joining service in 2019:

Specialisation	Training Length (weeks)
Catering Services	32
Writer	9
Supply Chain	8

Source: People and Training Directorate

Table 2. The chance a New Entrant RN Logistics General Service will achieve each length of service (LOS) before exiting:

Length of Service (years)	Chance of Completing Length of Service
0	91%
1	86%
2	84%
3	80%
4	73%
5	65%
6	58%
7	52%
8	47%
9	43%
10	40%
11	38%
12	36%
13	33%
14	31%
15	29%
16	27%
17	26%
18	25%
19	25%
20	25%
21	24%
22	20%
23	16%
24	14%
25	12%
26	10%
27	9%
28	8%
29	7%
30	6%
31	6%
32	5%
33	4%
34	3%
35	2%
36	2%
37	2%
38 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.

- Exiting denotes anything that results in an ending of Regular service, e.g. time expiry, voluntary outflow, death etc.

Table 3. The expected LOS in rank, and expected LOS on promotion to rank in years, for a New Entrant RN Logistics General Service:

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-2	Able Rating	5.8	N/A
OR-4	Leading Rating	6.5	7.0
OR-6	Petty Officer	6.4	13.6
OR-7	Chief Petty Officer	6.4	19.3
OR-9	Warrant Officer 1	6.3	25.7

Source: Analysis (Navy)

- 'Expected LOS in rank' includes all exits from that rank, for example promotion to the next rank or exiting the Service.
- N/A is present because you cannot be promoted to OR-2.

Table 4. Untrained Royal Navy Other Ranks commissioned to Royal Navy Officers, by Financial Year:

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Total	80	92	93	110	90	102	118
<i>Of which: Aged less than 30 years</i>	33	33	28	36	25	11	22

Source: Analysis(Navy)

Table 5. Royal Navy Officer Direct Entry, Direct Graduate Entry and Naval College Entry Applications by Scheme and Outcome:

Scheme	Outcome/Progress	2021/2022				
		2017/2018	2018/2019	2019/2020	2020/2021	to 10 Dec 21
Direct Entry Applications		10	7	8	2	-
	Entrant	-	2	1	-	-
	Rejected	5	-	1	2	-
	Withdrawn	5	5	5	-	-
	Ongoing	-	-	1	-	-
Direct Graduate Entry Applications		685	166	281	259	45
	Entrant	67	85	94	35	-
	Rejected	283	15	40	37	7
	Withdrawn	333	48	90	65	4
	Ongoing	2	18	57	122	34
Naval College Entry Applications		386	79	125	89	12
	Entrant	42	38	31	6	-
	Rejected	182	8	26	16	3
	Withdrawn	160	24	39	16	-
	Ongoing	2	9	29	51	9

Source: Navy People and Training Directorate

1. Due to the length of the Officer pipeline, it is unlikely that successful applicants will become entrants in the same year they applied meaning many applications will remain active.
2. Figures in this tables should be considered an estimate as there are a significant number (up to 98%) of applicants with no scheme in their application.
3. Figures supplied are for applications rather than applicants, meaning if a single applicant submitted multiple applications duplicates would be counted in this table.
4. '-' represents 0