



Ministry
of Defence

Navy Command FOI Section
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FOI2023/02302

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[REDACTED]
[REDACTED]
22 March 2023

Dear [REDACTED],

Release of Information

Thank you for your correspondence of 21 February 2023 in which you requested the following information:

“Could you please provide the following information for the RM Physical Training Instructor specialisation:

I understand that this specialisation normally only accepts transfers from individuals who have already attained, or have been selected for promotion to the rank of Cpl - please confirm this is the case.

For an RM PTI with 7 years' service:

1. Length of Service statistics (percentage chance of further service)
2. Promotion statistics - if possible could include the following information:
 - Chance of promotion from the rank of Cpl
 - 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 PTI specialisation by rank
4. Number of PTI specialists currently serving on an Engagement Stage 3 by rank
5. Age profile of the PTI specialisation'

6. The number and rank of RM PTI specialisation Other Ranks who have secured a Senior Corps Commission (SCC) each year, for the last 7 years.”

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. With regards to the acceptance criteria of the specialisation I can confirm that the Physical Training instructor (PTI) specialisation excepts ranks that have been selected for promotion for the PTI specialisation. The specialisation also excepts ranks that transfer from other Royal Marine (RM) specialisations who have completed command training in a different specialisation but want to become a PTI. With regards to parts one to three and part five of your request, this information can be found at Annex A of this letter.

The analysis in Tables 1, 2 and 3 has been provided for a Royal Marine Physical Training Instructor (PTI(RM)) OR-4 (Corporal) with a Length of Service (LOS) of 7 years. Average (mean) Length of Service (LoS) is the average length of service of personnel on strength. It considers trained and untrained personnel within the Arm/Service and is not specific to rank or LoS.

The data provided are produced using historic data from 1 April 2015 – 31 March 2022. The use of seven years data reduces fluctuations caused by one-off factors and 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 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.

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.

With regard to part four, as at 1 October 2022, there are no Royal Marine Physical Training Instructors on an Extended Contract.

In response to part six of your request, I can confirm that this information is not recorded.

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 an OR-4 Royal Marine Physical Training Instructor with LOS 7 years will achieve each Length of Service (LOS) before exiting:

Length of Service (years)	Chance of Completing Length of Service
8	88%
9	84%
10	84%
11	84%
12	80%
13	79%
14	75%
15	73%
16	70%
17	66%
18	63%
19	61%
20	55%
21	50%
22	26%
23	23%
24	21%
25	18%
26	13%
27	11%
28	11%
29 and over	4%

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.
3. 'LoS x' means 'LoS greater than or equal to x but less than x+1'. So 'LoS 21', for example, is the chance of personnel serving more than or equal to 21 years but less than 22 years.

Table 2. The chance of promotion for an OR-4 Royal Marine Physical Training Instructor with LOS 7 years:

Rank		Joining Rank	Start Rank		
		OR-4	OR-6	OR-7	OR-8
OR-6	Sergeant	75%			
OR-7	Colour Sergeant	43%	58%		
OR-8	Warrant Officer 2	17%	22%	38%	
OR-9	Warrant Officer 1	5%	7%	14%	50%

Source: Analysis (Navy)

1. Promotion rates at the 'Joining Rank' are for an OR-4, e.g. showing that the chance of for RM PTI OR-4 with Length of Service 7 years Other Rank being promoted to OR-8 throughout their career is 17%
2. 'Start Rank' is the rank at the start of the promotion analysis, i.e. where a current PTI(RM) Other Rank OR-6 has a 7% chance of promotion to OR-9.
3. '% chance of promotion to that rank from the rank below' considers the Arm/Service as a whole and is not specific to LoS. It is based on Trained and Untrained personnel within the Arm/Service.

Table 3. The expected LOS in rank, and expected LOS on promotion to rank in years, for an OR-4 Royal Marine Physical Training Instructor with LOS 7 years:

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-4	Corporal	6.5	N/A
OR-6	Sergeant	5.1	14.3
OR-7	Colour Sergeant	3.3	18.9
OR-8	Warrant Officer 2	3.7	22.5
OR-9	Warrant Officer 1	5.0	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 personnel at the rank of OR-4 cannot be promoted to OR-4.
3. 'LoS x' means 'LoS greater than or equal to x but less than x+1'. So 'LoS 21', for example, is the chance of personnel serving more than or equal to 21 years but less than 22 years.

Table 4. Trained Regular Royal Marine Physical Training Instructor Other Ranks, as at 1 October 2022 by Substantive Rank and Age:

Substantive Rank		
OR-4	Corporal	51
OR-6	Sergeant	30
OR-7	Colour Sergeant	13
OR-8	Warrant Officer 2	7
OR-9	Warrant Officer 1	~

Source: Analysis (Navy)

Age		
25-29		21
30-34		26
35-39		38
40-44		14
45 and over		~

Source: Analysis (Navy)

1. Figures of 5 or fewer are represented by '~'

Table 5. The number of Royal Marine Physical Training Instructor Other Ranks Selected for Senior Corps Commission, by rank:

Rank		2016	2017	2018	2019	2020	2021	2022
OR-4	Corporal	-	-	~	-	-	-	-
OR-6	Sergeant	~	-	~	~	~	-	-
OR-7	Colour Sergeant	-	~	~	~	~	-	~
OR-8	Warrant Officer 2	-	-	-	~	-	-	-
OR-9	Warrant Officer 1	-	-	-	-	-	-	-

Source: Navy People and Training Directorate

1. Figures of 5 or fewer are represented by '~', 0 is denoted by '-'.