



Ministry
of Defence

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[REDACTED]
[REDACTED]
13 April 2023

Dear [REDACTED],

Release of Information

Thank you for your correspondence of 14 March 2023 in which you requested the following information:

'Under the Freedom of Information Act 2000, please could you provide me with the following updated information on Logistics (Catering Services) (LOGS(CS)) Chef in the Submarine Service:

- The Length of service (LoS) (chance of survival) statistics from entry into the branch to 40 years.
- The average chance of promotion to each rank up to WO1?
- The average time taken to achieve promotion to each rank from LH(LOGS) to WO1 (LOGS)?
- In addition, please could you let me know:
 - o The average LoS on entry to the Submarine Service for those ratings who branch transfer in the LOGS(CS) branch from the General Service or Royal Marines?
 - o Details of any additional payments such as Financial Retention Payments,
 - o At the latest available date, the structure and age profile of the Submarine Service's Logistics (Catering Services) branch?
 - o Number serving on an extended career?
 - o The impact of the introduction of the rate of WO2 into the branch and the chance of promotion to WO2 and WO1 post 1 April 2022?'

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 Tables 1, 2 and 3 has been provided for a New Entrant Royal Navy Submariner Chef. 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 survival and chances of promotion 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 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.

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.

You may also find it helpful to note the response to Question 7 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.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

In response to points, 1-5, 7 and 9 of your request for information on the Logistics (Catering Services) (LOGS(CS)) Chef in the Submarine Service, this information can be found detailed throughout tables 1-6 below:

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

Length of Service (years)	Chance of Completing Length of Service
0	88%
1	78%
2	71%
3	66%
4	63%
5	54%
6	48%
7	43%
8	39%
9	34%
10	30%
11	29%
12	28%
13	27%
14	25%
15	25%
16	24%
17	24%
18	21%
19	21%
20	21%
21	21%
22	21%
23	20%
24	19%
25	19%
26	19%
27	19%
28	16%
29	13%
30	12%
31	11%
32	10%
33	5%
34	4%
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.

- Exiting denotes anything that results in an ending of Regular service, e.g. time expiry, voluntary outflow, death etc.
- '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. Chance of promotion for Royal Navy Submariner Chef from OR-4 to OR-9

Rank		Chance of Promotion to Rank
OR-4	Leading Hand	34%
OR-6	Petty Officer	20%
OR-7	Chief Petty Officer	16%
OR-8	Warrant Officer 2	9%
OR-9	Warrant Officer 1	6%

Source: Analysis (Navy)

- Due to the discontinuation of promotions to the rank of OR-8 in April 2014, promotion to OR-9 includes personnel promoted from OR-8 to OR-9 and those promoted direct from OR-7 to OR-9.
- '% 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 a New Entrant Royal Navy Submariner Chef:

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-2	Able Rating	5.3	N/A
OR-4	Leading Rating	6.4	7.8
OR-6	Petty Officer	6.5	15.1
OR-7	Chief Petty Officer	8.6	21.1
OR-8	Warrant Officer 2	1.0	32.0
OR-9	Warrant Officer 1	7.1	25.3

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.
- Due to the discontinuation of promotions to the rank of OR-8 in April 2014, figures for OR-9 will include personnel promoted from OR-8 to OR-9 and those promoted direct from OR-7 to OR-9. These changes in the rank structure may also have impacted Expected LOS in Rank for OR-8.
- '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. Average Length of Service (LOS) in years of Trained Regular Transfers to Royal Navy Catering Service, between 1 April 2015 and 31 March 2022

Median Length of Service	10 years 0 months
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Source: Analysis (Navy)

1. Transfers to the Catering Service includes personnel who may have changed trade from a RN Logistics trade to a RN Logistics Catering Service trade (Chef, Stewards or Catering Service)
2. Length of service has been calculated using entry date. There are known problems with the entry date information extracted from JPA which is supposed to reflect their 'current entry date' but if personnel have transferred to their current Service from another Service, served under an alternative assignment type (e.g. reserve forces), are re-entrants or have transferred from Other Ranks to Officers, their entry date may correspond to any of these events. The resulting LoS may reflect their current period of service, include previous service, or it may be the time that has elapsed since they first joined the Armed Forces, irrespective of any break in service.

Table 5. Trained Regular Royal Navy Catering Service Submariner, as at 1 January 2023, by Age and Substantive Rank:

Age	
19 and Under	~
20-24	33
25-29	23
30-34	33
35-39	43
40-44	31
45-49	20
50-54	10
55 and Over	~

Source: Analysis (Navy)

Substantive Rank		
OR-2	Able Rating	82
OR-4	Leading Hand	64
OR-6	Petty Officer	32
OR-7	Chief Petty Officer	15
OR-8	Warrant Officer 2	~
OR-9	Warrant Officer 1	~

Source: Analysis (Navy)

1. Catering Service includes Chefs, Stewards and Catering Service personnel
2. '~' represents figures of 5 or less

Table 6. Trained Regular Royal Navy Catering Service Submariner on an Extended Career, as at 1 January 2023:

Total	40
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Source: Analysis (Navy)

1. Catering Service includes Chefs, Stewards and Catering Service personnel

In response to point 6 of your request relating to Financial Retention payments, provided below is a breakdown of payment details for Submariners Catering Service personnel:

- Catering Service (Submarine) do not currently have any bespoke Financial Incentives or payment.
- Catering Service (Submarine) are eligible for broader Submarine Retention Payments, of which are detailed below:
 - **Recruitment and Retention Payment (Submarine) (RRP(SM))**: This is a daily payment intended to recruit and retain Service Persons (SP) into the Submarine Service.
 - **RRP(SM)(Supplement (Sup))**: This is payable to personnel assigned to seagoing Submarines and is designed to recognise the challenges associated with living and working in a Submarine.
 - **Submarine Golden Hello (SM GH)**: Additionally, all Submariners on completion of training are eligible (on application) to receive this payment. This is a taxable £5,000 lump sum available on successful completion of training that is accompanied by a 3 year Return of service.
 - **Financial Recruitment Incentive (FRI)**: Between 1 April 2020 & 31 March 22 there was a of £15,000 payment available to Royal Navy / Royal Marine Chefs, available on successful completion of training that is accompanied by a 3 year Return of service.

Finally in response to point 9 of your request relating to the impact of the introduction of the WO2 Branch, this information is detailed below:

In terms of the impact of introducing the WO2 branch, the below statistics give you a feel for the structural impact of the introduction of WO2, along with some amplifying promotions data:

- 15 x WO1(CS) positions were reclassified to WO2 as part of WO transformation.
- 5 x CPO(CS) positions were enriched to WO2.
- 6 x positions remained WO1(CS).
- 2 x positions were transferred from another specialisation to WO1(CS).
- In 2021 there were 8 promotion selections to WO2(CS) (CPD 31 Mar 22) and 0 selections to WO1(CS)
- In 2022 there were 8 promotion selections to WO2(CS) (CPD 31 Mar 23) and 1 selection to WO1(CS)
- In 2023 there were 2 promotion selections to WO2(CS) (CPD 31 Mar 24) and 1 selection to WO1(CS)

There are currently no WO2 or WO1 Catering Service posts tagged SM only. The above data refers to ALL WO2/WO1 CS positions which can be filled by SM as well as GS incumbents. SM ratings are therefore considered equally for promotion alongside their GS peers.