



Ministry
of Defence

Navy Command FOI Section
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FOI2023/04394

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20 April 2023

Dear [REDACTED],

Release of Information

Thank you for your correspondence of 31 March 2023 in which you requested the following information:

“Could you please provide the following information for the RN General Service Warfare Branch Photographer specialisation:

For a LH Photographer with 14 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 rate of LH
 - Chance of further promotion from each subsequent rate
 - Expected length of service in rate
 - Expected length of service on promotion to rate
3. Strength of the Photographer branch by rate
4. Number of PhotographerBranch personnel currently serving on an Engagement Stage 3 by rate
5. Age profile of the Photographer Branch”

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

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 of this letter.

The analysis in Tables 1, 2 and 3 has been provided for a Royal Navy Photographer OR-4 (Leading Hand) with a Length of Service (LOS) of 14 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.

You may also find it helpful to note the response to Question 4 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

Table 1. The chance an OR-4 Royal Navy Photographer with LOS 14 will achieve each Length of Service (LOS) before exiting:

Length of Service (years)	Chance of Completing Length of Service
15	77%
16	77%
17	77%
18	77%
19	72%
20	72%
21	70%
22	59%
23	46%
24	42%
25	24%
26	18%
27	12%
28 and over	3%

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 Navy Photographer with LOS 14 years:

Rank		Joining Rank	Start Rank		
		OR-4	OR-6	OR-7	OR-8
OR-6	Petty Officer	61%			
OR-7	Chief Petty Officer	21%	35%		
OR-8	Warrant Officer 2	6%	11%	18%	
OR-9	Warrant Officer 1	1%	2%	18%	0%

Source: Analysis (Navy)

1. Promotion rates at the 'Joining Rank' are for an OR-4, e.g. showing that the chance of for RN Photographer OR-4 with Length of Service 14 years Other Rank being promoted to OR-8 throughout their career is 6%
2. 'Start Rank' is the rank at the start of the promotion analysis, i.e. where a current RN Photographer OR-6 has a 11% chance of promotion to OR-8.
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.
4. 0% does not represent 0% chance of promotion to that rank, rather that no personnel have been promoted to that rank during the time period provided.
5. 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. The substantive Rank of OR-8 was reintroduced in 2022, meaning there are few personnel at this rank. This has caused potentially spurious results in this career forecast.

Table 3. The expected LOS in rank, and expected LOS on promotion to rank in years, for an OR-4 Photographer with LOS 14 years:

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-4	Leading Rating	4.3	N/A
OR-6	Petty Officer	5.5	18.4
OR-7	Chief Petty Officer	3.2	22.0
OR-8	Warrant Officer 2	1.0	23.7
OR-9	Warrant Officer 1	3.6	29.9

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.
4. 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. The substantive Rank of OR-8 was reintroduced in 2022, meaning there are few personnel at this rank. This has caused potentially spurious results in this career forecast.

Table 4. Trained Regular Royal Navy Photographer, as at 1 January 2023 by Substantive Rank:

Substantive Rank		
OR-2	Able Rating	~
OR-4	Leading Rating	21
OR-6	Petty Officer	10
OR-7	Chief Petty Officer	~
OR-8	Warrant Officer 2	~
OR-9	Warrant Officer 1	~

Source: Analysis (Navy)

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

Table 5. Trained Regular Royal Navy Photographer on an Extended Career, as at 1 January 2023 by Substantive Rank:

Substantive Rank		
OR-2	Able Rating	-
OR-4	Leading Rating	~
OR-6	Petty Officer	6
OR-7	Chief Petty Officer	~
OR-8	Warrant Officer 2	~
OR-9	Warrant Officer 1	~

Source: Analysis (Navy)

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

Table 6. Trained Regular Royal Navy Photographer, as at 1 January 2023 by Age:

Age	
25-29	~
30-34	7
35-39	9
40-44	13
45-49	~
50 and Over	~

Source: Analysis (Navy)

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

