



Ministry
of Defence

Navy Command FOI Section
Navy Command Headquarters
3 Deck, Leach Building
Whale Island
PORTSMOUTH
PO2 8BY

FOI2023/04687

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

[REDACTED]

11 May 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 a male Royal Fleet Auxiliary (RFA) new entrant Warfare rating, and a Leading Hand (Deck) with 14 years' service:

1. Length of service statistics (percentage chance of further service)
2. Promotion statistics:
 - Chance of promotion from Seaman Grade 1A to Chief Petty Officer Deck
 - 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 the RFA Warfare (Deck) trade by rank and age
4. A copy of the RFA latest Pay Rates'

You clarified your request on 13 April 2023 confirming you required the following information:

'I can confirm that I am seeking information for the RFA Deck Ratings 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 to this letter.

The analysis in Tables 1, 2 and 3 has been provided for a New Entrant Royal Fleet Auxiliary (RFA) Deck Rating. New Entrant includes personnel who have joined the RFA at the rank of OR-1 within the previous 12 months as at 1 April each year. It should be noted that personnel may also join the RFA Deck Rating branch at the rank of OR-2 or higher through direct inflow, however this is less common than inflow into the OR-1 rank. The analysis in Tables 4, 5 and 6 has been provided for an RFA Deck Rating at the rank of 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 Branch/Service and is not specific to rank or LOS. It should be noted that data has been provided for both male and female personnel.

The data provided for the chances of retention 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 Branch/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.

For Tables 1 to 6, data has been provided for the RFA Deck Ratings branch and specialisation only, excluding data from the Helicopter Control and Carpenter specialisations. For Table 7, data has been provided for the RFA Deck Ratings branch and specialisation only, excluding data from the Helicopter Control specialisation only as the Carpenter specialisation no longer exists within the current RFA Strength and structure.

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 a New Entrant OR-1 RFA Deck Rating will achieve each length of service (LOS) before exiting:

Length of Service (years)	Chance of Completing Length of Service
0	93%
1	80%
2	74%
3	67%
4	60%
5	55%
6	48%
7	43%
8	39%
9	37%
10	34%
11	32%
12	30%
13	28%
14	26%
15	24%
16	23%
17	22%
18	21%
19	18%
20	15%
21	14%
22	11%
23	11%
24	11%
25	10%
26	9%
27	8%
28	7%
29	7%
30	6%
31	6%
32	5%
33	5%
34	4%
35	4%
36	4%
37	4%
38	3%
39	3%
40	2%

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.

Table 2. Chance of promotion for a New Entrant OR-1 RFA Deck Rating from OR-1 to OR-7:

Rank		Joining Rank	Start Rank				
		OR-1	OR-2	OR-3	OR-4	OR-6	
OR-2	Seaman Grade 1A (Trainee)	79%					
OR-3	Seaman Grade 1A	68%	88%				
OR-4	Leading Hand	17%	24%	32%			
OR-6	Petty Officer	7%	10%	9%	31%		
OR-7	Chief Petty Officer	4%	5%	4%	14%	27%	

Source: Analysis (Navy)

1. Promotion rates at the 'Joining Rank' are for a New Entrant, e.g. showing that the chance of an RFA Deck Rating being promoted to OR-4 throughout their career is 17%
2. 'Start Rank' is the rank at the start of the promotion analysis, i.e. where a current RFA Deck Rating OR-2 has a 24% chance of promotion to OR-4.
3. '% chance of promotion to that rank from the rank below' considers the Branch/Service as a whole and is not specific to LOS. It is based on Trained and Untrained personnel within the Branch/Service.

Table 3. The expected LOS in rank, and expected LOS on promotion to rank in years, for a New Entrant OR-1 RFA Deck Rating:

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-1	Apprentice	1.0	N/A
OR-2	Seaman Grade 1A (Trainee)	2.1	1.2
OR-3	Seaman Grade 1A	7.1	2.9
OR-4	Leading Hand	7.4	10.0
OR-6	Petty Officer	11.9	13.3
OR-7	Chief Petty Officer	11.3	22.4

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 you cannot be promoted to OR-1.

Table 4. The chance an OR-4 RFA Deck Rating with LOS 14 years will achieve each length of service (LOS) before exiting:

Length of Service (years)	Chance of Completing Length of Service
15	96%
16	91%
17	91%
18	87%
19	76%
20	66%
21	58%
22	38%
23	34%
24	32%
25	31%
26	30%
27	27%
28	25%
29	24%
30	22%
31	21%
32	17%
33	16%
34	14%
35	14%
36	14%
37	13%
38	11%
39	10%
40	8%

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.

Table 5. Chance of promotion for an OR-4 RFA Deck Rating with LOS 14 years from OR-4 to OR-7:

Rank		Start Rank	
		OR-4	OR-6
OR-6	Petty Officer	27%	
OR-7	Chief Petty Officer	12%	27%

Source: Analysis (Navy)

1. Figures for the Start Rank of OR-4 are based upon personnel with a LOS of 14 years. Figures for the rank of OR-6 are based upon personnel at the median LOS of that rank.
2. 'Start Rank' is the rank at the start of the promotion analysis, i.e. where a current RFA Deck Rating OR-6 has a 27% chance of promotion to OR-7.
3. '% chance of promotion to that rank from the rank below' considers the Branch/Service as a whole and is not specific to LOS. It is based on Trained and Untrained personnel within the Branch/Service.

Table 6. The expected LOS in rank, and expected LOS on promotion to rank in years, for an OR-4 RFA Deck Rating with LOS 14 years:

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-4	Leading Hand	7.2	N/A
OR-6	Petty Officer	7.1	21.1
OR-7	Chief Petty Officer	9.2	25.1

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 the analysis is starting at OR-4.

Table 7. Trained and Untrained RFA Deck Rating Strength, as at 1 January 2023, by Age and Rank:

Age	
Under 25	24
25-29	33
30-34	19
35-39	44
40-44	28
45-49	30
50-54	45
55-59	45
60 and Over	51

Source: Analysis (Navy)

Rank		
OR-1	Apprentice	24
OR-2	Seaman Grade 1A (Trainee)	40
OR-3	Seaman Grade 1A	175
OR-4	Leading Hand	42
OR-6	Petty Officer	20
OR-7	Chief Petty Officer	18

Source: Analysis (Navy)

Table 8. RFA Salary Figures for Financial Year 22/23, as at 1 April 2023

Grade	Salary (Basic)	
Officer	CAPTAIN (E)	£82,130
	CAPTAIN (X)	£89,290
	CHIEF OFFICER (LS)	£65,710
	CHIEF OFFICER (SE)	£66,400
	CHIEF OFFICER (X)	£69,500
	CHIEF OFFICER (E)	£68,500
	FIRST OFFICER (E)	£59,950
	FIRST OFFICER (LS)	£59,530
	FIRST OFFICER (SE)	£59,730
	FIRST OFFICER (X)	£61,480
	SECOND OFFICER (C)	£53,580
	SECOND OFFICER (E)	£51,490
	SECOND OFFICER (LS)	£48,280
	SECOND OFFICER (SE)	£50,760
	SECOND OFFICER (X)	£51,010
	THIRD OFFICER (E)	£39,920
	THIRD OFFICER (LS)	£41,630
	THIRD OFFICER (LS) (T)	£26,430
	THIRD OFFICER (SE)	£40,730
	THIRD OFFICER (X)	£40,590
CADET(E) (HND)	£19,310	
CADET(SE)(FOUND)	£18,910	
CADET(X) (FOUND)	£23,950	
Ratings	CHIEF PETTY OFFICER (COMMS)	£43,160
	CHIEF PETTY OFFICER (COOK)	£44,820
	CHIEF PETTY OFFICER (DECK)	£43,930
	CHIEF PETTY OFFICER (ENGINE)	£44,200
	CHIEF PETTY OFFICER (SUPPLY)	£43,370
	CHIEF PETTY OFFICER (STWD)	£43,330
	PETTY OFFICER (COMMS)	£38,100
	PETTY OFFICER (COOK)	£38,740
	PETTY OFFICER (DECK)	£38,510
	PETTY OFFICER (ENGINE)	£39,310
	PETTY OFFICER (SUPPLY)	£37,160
	PETTY OFFICER (STEWARD)	£36,690
	LEADING HAND (COMMS)	£34,350
	LEADING HAND (COOK)	£34,290
	LEADING HAND (DECK)	£34,650
	LEADING HAND (ENGINE)	£34,820
	LEADING HAND (HC)	£34,460
	LEADING HAND (SUPPLY)	£33,260
	LEADING HAND (STEWARD)	£35,550
	ASSISTANT COOK	£34,280
	COMMS RATING GRADE 1	£30,890
	LAUNDRYMAN	£31,220
	MOTORMAN GRADE 1	£31,130
	STEWARD	£31,050
	SEAMAN GRADE 1A	£30,880
	SG1A(T)	£26,440
	SGIB/STEWARD CSC (RFA) *	£31,120
	APPRENTICE (CHEF)	£16,730
	APPRENTICE (CIS)	£16,560
	APPRENTICE (DECK)	£15,860
APPRENTICE (ENGINEER)	£16,370	
APPRENTICE (STEWARD)	£16,840	
MEDICAL TECHNICIAN	£41,050	

Source: People and Training Directorate (Finance)

1. Figures have been rounded to the nearest 10 in line with disclosure control policy. Figures ending in 5 are rounded to the nearest 20 to avoid bias.
2. Annual salary figures are calculated based on a combination of actual and forecasted monthly Cap Rate figures for each Rank. Forecasted monthly figures are used when actual monthly figures are not yet known and are based on the most recent actual monthly figures.
3. For SGIB/STEWARD CSC (RFA) *, all personnel have exited or promoted from this Rank during the Financial Year 22/23 and so no longer exists within the RFA Strength as at 1 April 2023. As such, the annual salary figure for this Rank is given as a forecasted figure should personnel have remained in this Rank and so may not be accurate.

