



Ministry
of Defence

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[REDACTED]
[REDACTED]
22 August 2023

Dear [REDACTED]

Release of Information

Thank you for your correspondence of 25 July 2023 in which you requested the following information:

'Could you please provide the following information for the RM Communications Exploitation (RMCX) specialisation - I understand this is the new name for the old Telecommunications Technicians specialisations - please confirm:

Please base the statistics on the average length of service on entry into the RMCX spec :

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 LCpl
 - 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 RMCX specialisation by rank
4. Number of RMCX specialists currently serving on an Extended Career or Engagement Stage 3 by rank
5. Age profile of the RMCX specialisation'
6. The number and rank of RMCX 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 and can be found at Annex A to this letter.

The analysis in Tables 1, 2 and 3 has been provided for a Royal Marine Communication Exploitations (RMCX) OR-2, with LOS 3 years; the Substantive Rank OR-2 (Marine) has been used as the analysis groups the Paid Rank OR-3 (Lance Corporal) with OR-2. The Length of Service of 3 years has been used as that is the median Length of Service on entry to the Royal Marine Communication Exploitation specialisation. The Royal Marine Communication Exploitation specialisation was previously called Communication Technician Specialisation. Royal Marine Telecommunication Technician is a different grouping.

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 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 there are no Trained Regular Royal Marine Communication Exploitation Ratings on an Extended Contract.

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 Royal Marine Communication Exploitations (RMCX) OR-2, with LOS 3 years, will achieve each Length of Service (LOS) before exiting:

Length of Service (years)	Chance of Completing Length of Service
4	92%
5	88%
6	80%
7	66%
8	58%
9	45%
10	32%
11	27%
12	26%
13	23%
14	18%
15	16%
16	15%
17	14%
18	14%
19	14%
20	14%
21	11%
22	11%
23	8%
24	5%
25 and over	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.
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 a Royal Marine Communication Exploitations (RMCX) OR-2, with LOS 3 years:

Rank		Joining Rank	Start Rank			
		OR-2	OR-4	OR-6	OR-7	OR-8
OR-4	Corporal	43%				
OR-6	Sergeant	21%	42%			
OR-7	Colour Sergeant	14%	28%	63%		
OR-8	Warrant Officer 2	11%	22%	48%	88%	
OR-9	Warrant Officer 1	3%	4%	9%	15%	0%

Source: Analysis (Navy)

1. Promotion rates at the 'Joining Rank' are for an OR-2, e.g. showing that the chance of for RMCX OR-2 with Length of Service 3 years being promoted to OR-8 throughout their career is 11%
2. 'Joining Rank' is the rank at the start of the promotion analysis, i.e. where a current RMCX OR-6 has a 9% 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.
4. Please note the 0% chance of promotion from OR-8 to OR-9, it is worth remembering that spurious results can be created from calculations using small populations, interactions between small populations and the methodology used in the analysis. The analysis reflects historical data and does not mean a real 0% chance of promotion from OR-8 to OR-9.

Table 3. The expected LOS in rank, and expected LOS on promotion to rank in years, for a Royal Marine Communication Exploitations (RMCX) OR-2, with LOS 3 years:

Rank		Expected LOS in Rank	Expected LOS on Promotion to the Rank
OR-2 / 3	Marine / Lance Corporal	4.2	N/A
OR-4	Corporal	3.7	7.2
OR-6	Sergeant	4.7	11.3
OR-7	Colour Sergeant	3.9	15.7
OR-8	Warrant Officer 2	2.3	19.8
OR-9	Warrant Officer 1	9.7	17.2

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 Communication Exploitations (RMCX), as at 1 April 2023 by Substantive Rank:

Substantive Rank		
OR-2 / 3	Marine / Lance Corporal	30
OR-4	Corporal	18
OR-6	Sergeant	12
OR-7	Colour Sergeant	7
OR-8	Warrant Officer 2	~
OR-9	Warrant Officer 1	~

Source: Analysis (Navy)

1. Figures fewer than 5 are represented by '~'.

Table 5. Trained Regular Royal Marine Communication Exploitations (RMCX), as at 1 April 2023 by Age:

Age	
20-24	~
25-29	17
30-34	26
35-39	14
40-44	8
45 and over	~

Source: Analysis (Navy)

1. Figures fewer than 5 are represented by '~'.

Table 6. The number of Royal Marine Communication Exploitations (RMCX) Other Ranks Selected for Senior Corps Commission, by rank and calendar year:

Rank		2017	2018	2019	2020	2021	2022	2023
OR-2 / 3	Marine / Lance Corporal	-	-	-	-	-	-	-
OR-4	Corporal	-	-	-	-	-	-	-
OR-6	Sergeant	~	-	-	-	-	-	-
OR-7	Colour Sergeant	-	-	-	-	-	-	-
OR-8	Warrant Officer 2	-	-	-	-	-	-	-
OR-9	Warrant Officer 1	-	-	-	-	-	-	-

Source: Royal Navy Workforce Appraisals and Career Progression Team

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