MANPOWER PLANNING ASSUMPTIONS THE ROYAL NAVY AND ROYAL MARINES JANUARY 2007

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FLEET - NAVAL PERSONNEL STRATEGY

And

DEFENCE ANALYTICAL SERVICES AGENCY

For

The Assumptions to be incorporated into Planning Models 2007

This Assumptions agreement is made between the Fleet - Naval Personnel Strategy (FLEET-NPS - the Customer) and the Defence Analytical Services Agency (DASA - the Supplier) to agree the statistical assumptions provided by DASA to be used in their forecasting products.

Signatories

Customer	Customer	Supplier
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NAVAL MANPOWER PLANNING ASSUMPTIONS 2007

Executive Summary……...6

Section 1 ANNUAL OFFICER/RATINGS FORECASTS BY SPECIALISATION

ANNUAL OFFICER FORECASTS (OSPM/OPM)

1.0 Introduction……..….7

1.1 Requirement……..7

1.2 Strength……..7

1.3 GTS……8

1.4 Voluntary Outflow…….……..…...9

1.5 Transfer Probabilities.....…...10

1.6 Promotion Limits……..12

1.7 Specialisation Changes……15

1.8 Other Wastage……...…….……16

1.8.1 RN Officer Other Wastage Rates……...……16

1.8.2 RM Officer Other Wastage Rates..……..……16

ANNUAL RATINGS FORECASTS (RPM)

2.0 Introduction……..……..……...……17

2.1 JPA……..17

2.2 Flexible Career Structure……..…17

2.3 NBPCP……...…….17

2.4 Requirement……...….18

2.5 Strength……18

2.5.1 Strength Apportionment…….19

2.6 GTS……..19

2.7 Voluntary Outflow….…….…21

2.8 Second Open Engagement (2OE)/Extended Career (EC)……...……22

2.9 Promotions…….…...22

2.9.1 Methodology…….……..……...…22

2.9.2 Promotion Profile Groupings.....…...23

2.9.3 Synthetic ET Promotion Profiles…….....……....24

2.9.4 Streamlined Promotion……...…..…24

2.9.5 Average Number of Promotions per Year...……....25

2.9.6 CT Push Promotion Profiles LDG-PO……...…..…26

2.10 Transfer Probability and Sideways Profiles……..…...26
2.11 Other Wastage…….…....27
2.12 Promotion to Officer……27

ANNEXES

Annex A Officer Voluntary Outflow Rates ……...29
Annex B Commission Transfer – Maximum Authorised Numbers……..…….…….…….44
Annex C Officer Transfer Profiles…….…….……47
Annex D Ratings Voluntary Outflow Profiles for Ratings by Specialisation…….....50
Annex E Ratings Other Wastage profiles……...61
Annex F Ratings Promotion Profiles by Length of Service.....…....75
Annex G Sideways Extraction Profiles by Rank and LOS of Donor Specialisation……..…80
Annex H Sideways Transfers for Receiving Specialisation by Length of Service…….81
Annex I Sideways Transfers from Donor Specialisation to Receiving Specialisation….……....83
Annex J 2OE Take up Rates as Applied in Apr 2006 Ratings Planning Round…….....84
Annex K Promotion Factors for RPM……....85
Annex L Forecasting Methodology for OSPM.....86
Annex M Forecasting Methodology for RPM…….…....90

Section 2 SUPPLEMENTARY SECTION-MANPOWER PLANNING ASSUMPTIONS FOR STP07 PR09 QUARTERLY MANPOWER BRIEF

a. Short Term Forecast.....…...1

b. Officer Medium Term Forecast……...…2

c. Ratings High Level Forecast…….5

Glossary……i

NAVAL MANPOWER PLANNING ASSUMPTIONS – January 2007

EXECUTIVE SUMMARY

The purpose of this report is to provide a record of the assumptions to be used for the Ratings and Officer Planning Models. The underlying assumption is that current and future populations will behave as they have done historically – all profiles in the models are based on historic data.

The assumptions data published in this report relates to either numbers (of flows) or profiles. Numbers will generally relate to minimum or maximum limits for flows such as transfers or promotions. Profiles ensure the flow happens at the correct length of service.

Towards the end of the document are assumptions for the models run to produce forecasts for the Quarterly Manpower Brief. These forecasts are produced for higher level groups than the specialisation level RPM/OSPM. Some of these assumptions are updated on a quarterly basis. This section of the report will be updated quarterly and will be available on request.

JPA

All data published in this report is legacy data. 1 Apr 07 Strengths will be JPA data and will be by Paid Rank which will include Local Acting at the higher rank. Profiles for VO, Other Wastage and Promotion are automatically updated in the RPM in April for most models, though artificial profiles have been manually calculated for some of the branch-developed groups and are a combination of both legacy and JPA data. If JPA is not fit for purpose at this point, the profiles may need to be fixed to include legacy data only. The proportion of JPA data will gradually increase over time.

Ratings Navy Board Personnel Change Programme (NBPCP)

The Ratings Planning Models (RPMs) have now been developed to incorporate the NBPCP changes affecting Warfare and Engineer branches. The re-badging of Logistics branches will also be evident when modelling from 1 Apr 2007. More detail is provided in the Ratings section on page 17.

Flexible Career Structure (FCS) for Ratings/Other Ranks

More detail of the changes due to the introduction of the FCS and the impact on the current RPMs can be found in the Ratings section on page 17.

Armed Forces Pension Scheme

The Armed Forces Pension Scheme has changed for entrants joining after 1 Apr 2005. Legacy populations wishing to transfer to the new scheme will have done so by 31 Mar 2007. While Ratings Planning Models continue to be amended and tested to incorporate the change in LOS, this assumptions publication will show both Actual Length of Service and Reckonable Length of Service.

Future Gains to Trained Strength (GTS) for RM Officers and Other Ranks is assumed for modelling purposes to occur on passing out from CTCRM Lympstone. For Officers this means that trained strength figures will include people in their first year following Lympstone.

Please be aware some of the specialisations are very small and this can lead to data anomalies affecting the quality of data. Smoothing of profiles is necessary to reintroduce reality into data and is needed at run time in conjunction with desk officers. The assumptions report will be a live document which can be added to or updated during the year. This document will now only be released electronically. Thanks go to the DASA (Navy) Forecasting team and FLEET-NPS staff for their effort in the production of this report.

(Name Removed)
Forecasting Manager

Section 1 Annual Forecasts by Specialisation

OFFICERS

1.0 Officer Introduction

Agreeing on a set of assumptions for Officers continues to be crucial as we forecast 3 Tier Commission populations who we still do not hold full historical data for. Therefore profiles for entrants post 1 Apr 1999 are best estimates of behaviour; although these estimates continue to improve.

The Armed Forces Pension scheme means Pensionable Length of Service is now counted from day of joining instead of from age 21. Immediate pension points have been replaced by an "Early Departure Point" at the latter of age 40/LOS 18 (this may affect future Voluntary Outflow behaviour). Changes in the Armed Forces Pension Scheme has also added an extra complication to the CC-New entrants from April 2005 (and legacy transfers) will be on the new pension scheme and will transfer to a CC of 18/40. Populations on the legacy pension scheme (dependant on circumstance and choice) may transfer onto a CC of 16/37 or 18/40.

Voluntary Outflow rates for Observers are adjusted to generate high wastage rates in the first few years of trained service where it is still possible to fail to meet the standard. This means that 50% of newly trained Observers between LOS 0 and 2 are modelled to exit from the RN.

Future RM Gains to Trained Strength (GTS) for Officers is assumed for modelling purposes to be on passing out from CTCRM Lympstone. This means that trained strength figures will include people in their first year following Lympstone.

1.1 Requirement

DASA will use the latest Headmark Requirement supplied by FLEET-NPS. The models will use April hit points. For any global level RN and RM Officer results these will be published against the Headmark Requirement which is smoothed to tie in with Tri Service Publications (TSPs). The difference is the TSP requirement uses figures from a previous Headmark to smooth the Headmark for the first 6 months. Therefore for these global groups the TSP Headmark figures will differ from the smoothed FLEET-NPS Headmark figures for the first 6 months of the Headmark, thereafter the figures will be the same.

1.2 Strength

Legacy strengths were obtained by Substantive Rank, Specialisation, Commission Type, Age, Length of Service and Seniority. JPA strengths will be selected by Paid Rank to ensure Acting Ranks are included in the numbers at the higher rank. The calculations for forecast strength are shown at Annex L.

1.3 GTS

The table below proposes minimum and maximum levels of GTS to be incorporated into the Officer Strategic Planning Model (OSPM). The first year of GTS is taken from NRTA (updated quarterly), the next two years of the model the GTS figures are currently taken from the GTS letter. After this, GTS is model derived within the GTS limits. The limits are set to ensure that the GTS numbers are realistic given output capacity. The column on the right hand side of the table proposes the proportion of Senior Upper Yardmen (SUY) GTS.

Spec	Max	Min	% SUY
P*	42	30	0%
O*	27	15	5%
SDAV	6	0	100%
HM	-	-	0%
PWO	-	-	0%
MCD/MW	-	-	0%
ATC	9	3	0%
GS Other	10	-	100%
GSX	90	60	5%
SM	32	10	1%
ME	24	8	35%
MESM	20	8	25%
WE	28	14	35%
WESM	15	6	25%
AE	25	10	30%
TM	15	4	30%
IS	10	4	30%
LOGS	40	18	24%
MS	5	2	100%
RM GD	40	28	0%
RM SOLE	16	7	100%
Doctors #	22	10	NA
Dentists #	3	4	NA
QARNNS #	5	4	NA
Chaplains #	7	4	NA

GSX includes FC and (N)
GS Other = EW, C, RNP

*GTS for Pilots and Observers is considered to be on leaving BRNC to enter the Fleet training pipeline.
These groups are modelled using a different model, where GTS targets each year are set manually by the operator rather than by the model within specified limits. The figures given here are the maximum and minimum used in the latest forecasts. SUY are not treated differently in these models to new entrants.

1.4 Voluntary Outflow

It is proposed to base the wastage rates on Length of Service specific wastage rates over the last 5 years (2001/2002 up to 2005/2006). One adaptation is for Observer Voluntary Outflow rates to allow for high wastage rates in the first few years of trained service where it is still possible to fail to meet the standard. Although this is not strictly Voluntary Outflow, the easiest way to allow for this in the model is to set the "Voluntary Outflow" rate for LOS 0, 1 and 2 to 20% to give a 50% exit from the RN of newly trained Observers. The proposed Voluntary Outflow profiles by Length of Service and branch are shown in Annex A. Numbers are not really sufficient to have a different rate at particular lengths of service for different ranks. The expected overall wastage rates that will result are shown in the following table. This is obtained by applying the individual Length of Service specific rates to the current strength at that Length of Service and so is an indicator of the expected "headline" Voluntary Outflow rate. The resulting standardised rates are also given.

Spec	Pilot	Obs	SD AV	HM	PWO	MCD/MW	ATC	GS Other	GSX	XSM
Scaling Factor	1	0.85	0.75	1	1	1	1	1	1	1
Raw Headline Rate	2.3%	2.6%	3.9%	2.8%	2.8%	2.8%	3.3%	3.3%	4.2%	2.6%
Scaled Headline Rate	2.3%	2.2%	3.0%	2.8%	2.8%	2.8%	3.3%	3.3%	4.2%	2.6%
Raw Standardised Rate	2.1%	2.1%	3.1%	3.0%	3.0%	3.0%	3.0%	3.1%	3.0%	2.9%
Scaled Standardised Rate	2.1%	1.8%	2.3%	3.0%	3.0%	3.0%	3.0%	3.1%	3.0%	2.9%

Spec	ME	MESM	WE	WESM	AE	TM/IS	Logs	MS	RM
Scaling Factor	1	1	1	1	1	1	1.6	1.6	1.4
Raw Headline Rate	3.0%	2.6%	3.1%	2.4%	3.0%	3.0%	4.3%	2.4%	2.6%
Scaled Headline Rate	3.0%	2.6%	3.1%	2.4%	3.0%	3.0%	6.9%	3.9%	3.6%
Raw Standardised Rate	2.7%	2.7%	2.7%	2.7%	2.7%	2.7%	3.7%	2.2%	2.5%
Scaled Standardised Rate	2.7%	2.7%	2.7%	2.7%	2.7%	2.7%	5.6%	3.5%	3.4%

The Observer rates above exclude the effect of the 20% wastage for the first 3 years.

The TM and IS specialisations are now forecast separately, but are shown together in the VO profile above as they are too small to have an individual profile calculated for them. Please note that the TM and IS branch (part of E GS) includes a small number of submariners and these will be included in E GS data.

The modelling process has a facility to scale the raw rates derived from historic data, either to reflect the economic outlook or for other factors that the Branch Managers think might affect outflow.

No scaling factors have actually been modified as a result of the economic outlook, which is steady. However, some scaling factors have been amended by the Branch Managers using their judgement of the future behaviour of the branch compared to history.

1.5 Transfer Probabilities

The following tables show the expected transfer rates of those eligible and selected between commission types. IC# and CC# below are people who are still on pre 3 Tier Commission terms of service, i.e. the old SCC and MCC.

	Rates from IC to CC		
	IC		IC#
	Lt	Lt Cdr*	Lt
P	96%	NA	80%
O	96%	NA	80%
SDAV	80%	NA	80%
HM	80%	NA	80%
PWO	100%	NA	100%
MCD/MW	80%	NA	80%
ATC	96%	NA	80%
GS Other	96%	NA	80%
GSX	96%	NA	80%
SM	96%	NA	80%
ME	96%	NA	80%
MESM	96%	NA	80%
WE	96%	NA	80%
WESM	96%	NA	80%
AE	96%	NA	80%
TM	96%	NA	80%
IS	96%	NA	80%
LOGS	96%	NA	80%
MS	96%	NA	80%
RM GD	96%	NA	80%
RM SOLE	96%	NA	80%
Doctors #	12	NA	NA
Dentists #	2	NA	NA
QARNNS #	4	NA	NA
Chaplains #	4	NA	NA

Note: DCI RN 41/01 specified that the following groups will gain automatic transfer to CC from IC: MM/PP CO Desig Course, PWO Course, Logistics Charge Course, AE (O) and AE (P) once fully trained**.**

* The model is currently configured to prohibit promotions from Lt to Lt Cdr on an IC commission, only allowing them on a CC commission. Therefore it is assumed that there will never be a Lt Cdr on an IC commission to consider for a change to CC.

These groups are modelled in a different way to the others and commission transfers are specified as a target number of transfers from that commission each year. In the above table the target number is first taken from the Lt population, and any shortfall made up from the Lt Cdr population.

IC and IC# are grouped together.

	Rates from CC to FTC				
	CC		CC#		
	Lt	Lt Cdr	Lt	Lt Cdr	Cdr
P	79%	90%	72%	79%	100%
O	79%	90%	72%	73%	100%
SDAV	9%	90%	15%	73%	97%
HM	9%	90%	15%	73%	97%
PWO	100%	100%	100%	100%	100%
MCD/MW	9%	90%	15%	73%	97%
ATC	9%	90%	15%	73%	97%
GS Other	9%	90%	15%	73%	97%
GSX	9%	90%	15%	73%	97%
SM	9%	90%	15%	73%	97%
ME	9%	90%	15%	73%	97%
MESM	9%	90%	15%	73%	97%
WE	9%	90%	15%	73%	97%
WESM	9%	90%	15%	73%	97%
AE	9%	90%	15%	73%	97%
TM	9%	90%	15%	73%	97%
IS	9%	90%	15%	73%	97%
LOGS	9%	90%	15%	73%	97%
MS	9%	90%	15%	73%	97%
RM GD	9%	90%	-	-	-
RM SOLE	9%	90%	-	-	-
Doctors #	NA	12	NA	NA	NA
Dentists #	NA	1	NA	NA	NA
QARNNS #	NA	2	NA	NA	NA
Chaplains #	NA	2	NA	NA	NA

These groups are modelled in a different way to the others and commission transfers are specified as target number of transfers each year. In the above table the target number is first taken from the Lt Cdr population, and any shortfall made up from the Lt, then Cdr populations.
CC and CC# (MCC/EMCC) are grouped together.

So as not to exceed Maximum Authorised Numbers (MAuN), the transfer numbers produced by the model will be checked against MAuN calculated by FLEET-NPS and reproduced in Annex B.

The transfer uses profiles based on historical data (1 Oct 2001 to 30 Sep 2006) for the IC# and CC#, while theoretical profiles are used for the 3TC commissions, IC and CC. These are shown in Annex C. The % figures are for someone at the start of the transfer zone and does not mean, for instance, that 97% of the current CC# strength are expected to transfer as most of them are already well past the start of the zone.

1.6 Promotion Limits

The following numbers are proposed promotion caps to ensure that the models do not promote unrealistic numbers to try to achieve manning balance as quickly as possible. These are based on promotion numbers over the last couple of years with some flexibility built in.

There are promotions limits to Captain and above promoted by branch. There are also limits preventing too many promotions from the individual specialisations. Promotions out to Rear Admiral are assumed to be the same every year.

The modelling can be done in 2 stages:
1. The models are initially run with no promotion limits.
2. The models are then run with caps on the numbers of promotions.

Currently the models are run once with promotion limits.

To Lt Cdr

To Lt Cdr by Spec	Max	Min
P	25	6
O	18	6
SDAV	4	-
HM	15	6
PWO	40	15
MCD/MW	12	2
ATC	6	-
GS Other	12	-
GSX	20	-
SM	20	6
ME	25	6
MESM	18	6
WE	25	6
WESM	18	6
AE	20	6
TM	10	0
IS	10	0
LOGS	40	15
MS	10	2
RM GD	30	14
RM SOLE	10	3
TOTAL	**388**	**105**

To Cdr

To Cdr by Spec	Max	Min
P	12	3
O	10	2
SDAV	1	-
HM	6	1
PWO	25	10
MCD/MW	4	-
ATC	2	-
GS Other	3	-
GSX	-	-
SM	10	2
ME	12	3
MESM	10	2
WE	12	3
WESM	10	2
AE	12	3
TM	5	-
IS	5	-
LOGS	17	5
MS	2	-
RM GD	16	8
RM SOLE	2	-
TOTAL	**176**	**44**

The Doctors, Dentists and QARNNS models do not have the facility to cap promotions. The Chaplains model does not split the strengths by Rank.

Promotion from Commander to Captain

Commanders are forecast in the model by specialisation and Captains by branch. To model promotions from Commander to Captain, outgoing promotions from Cdr are by specialisation and incoming promotions to Captain are by branch.

For promotion **out of Commander** there is a limit to prevent too many promotions from individual specialisations being taken:

To Capt by Spec	Max
P	4
O	3
SDAV	-
HM	2
PWO	10
MCD/MW	1
ATC	-
GS Other	1
GSX	-
SM	3
ME	5
MESM	4
WE	5
WESM	4
AE	4
TM	2
IS	1
LOGS	5
MS	1
RM GD	7
RM SOLE	-
TOTAL	**62**

Promotion limits for numbers of promotions **into the rank of Captain** are shown below by branch:

Cdr to Capt by Branch	Max	Min
X	18	10
E	14	6
LOGS	5	2
MS	2	-
RM	7	3
TOTAL	**46**	**21**

Promotions to Commodore and above

The ranks of Captain and Commodore are modelled by branch. Forecasts of strengths for Rear Admiral and above are not produced but outflow to the rank of Rear Admiral is modelled as it is an outflow for the rank of Commodore.

Promotions **from Captain to Commodore**

Capt to Cdre by Branch	Max	Min
X	10	3
E	8	2
LOGS	3	1
MS	1	-
RM	3	1
TOTAL	**25**	**7**

Promotions **out of Commodore**

Cdre to Rear Adm by Branch	Max
X	3
E	2
LOGS	1
MS	-
RM	2
TOTAL	**8**

1.7 Specialisation Changes

The following table was updated during STP06 from the outcome of subsequent OSPM runs. The table underneath is when transfers occur and the probability of transferring at the length of service.

PWO Course Capacity	45

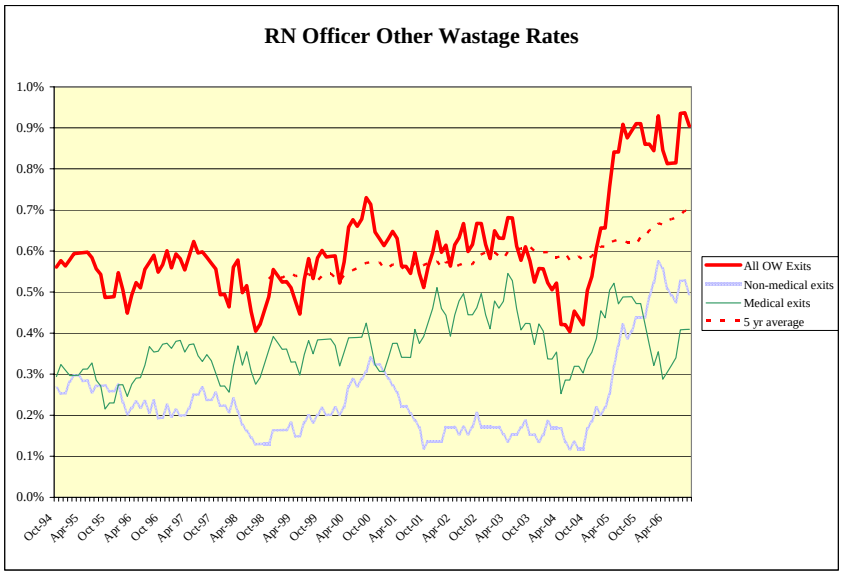
Lt Into		From HM	MW	GSX
Pilot	Min	-	-	-
	Max	-	-	4
Observer	Min	-	-	-
	Max	-	-	4
HM	Min	-	-	12
	Max	-	-	24
PWO	Min	-	2	20
	Max	3	5	40
MW/MCD	Min	-	-	8
	Max	-	-	24
ATC	Min	-	-	-
	Max	-	-	1

Lt Cdr Into PWO From					
Pilots	Observer	HM	MW/MCD	GSX	SM
2	3	1	2	20	2

	From Lt			From Lt Cdr					
Into Other Specs By LOS	HM	MW/MCD	GSX	Pilots	Observer	HM	MW/MCD	GSX	SM
3	-	-	1%	-	-	-	-	-	-
4	-	-	2%	-	-	-	-	-	-
5	-	-	1%	-	-	-	-	-	-
6	-	-	-	-	-	-	-	-	-
7	-	-	10%	-	-	-	-	-	-
8	-	-	20%	-	-	-	-	-	-
9	1%	1%	30%	-	-	-	-	-	-
10	-	-	20%	1%	1%	1%	4%	5%	-
11	-	-	5%	1%	2%	1%	4%	10%	1%
12	-	-	-	1%	1%	-	-	10%	-
13	-	-	-	-	-	-	-	10%	-
14	-	-	-	-	-	-	-	5%	-
15	-	-	-	-	-	-	-	-	-

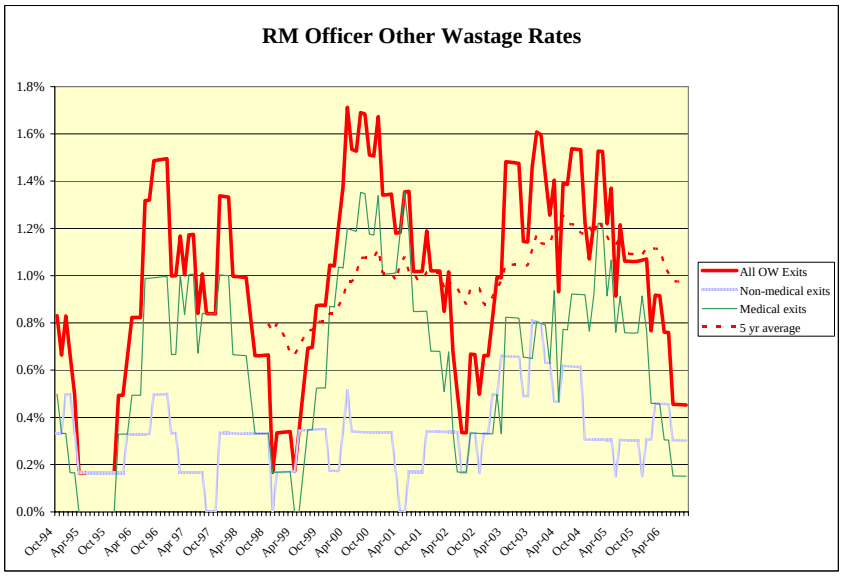
1.8 Other Wastage

1.8.1 RN Officer Other Wastage Rates



The Other Wastage rate for RN Officers has now peaked and is currently standing at 0.91% at Sep 2006. The 5 year average currently stands at 0.69%. It is proposed to use this 5-year average which is only slightly higher than the 0.64% rate used last year.

1.8.2 RM Officer Other Wastage Rates



The RM continue to show an increasing cyclic pattern in their total wastage rate, though the 5-year average has been slowly decreasing over the past 8 months and now stands at 0.97%. It is proposed that this rate is used and is slightly lower than the rate of 1.09% used last year.

RATINGS

2.0 Ratings Introduction

The theme of change continues to be a significant driver for Ratings assumptions. The NBPCP change programme for Warfare and Engineer specialisations has been incorporated into the models and assumptions will continue to be reviewed. Some changes from the Flexible Career Structure will impact the RPM in the short term. At the same time the impact on behaviour of changes to the Armed Forces Pension Scheme will generally be a longer term issue. Pensionable Length of Service is now counted from day of joining instead of from age. Immediate pension points have been replaced by an "Early Departure Point" at the latter of age 40/LOS 18 (this may affect future Voluntary Outflow behaviour). The legacy population contains personnel on both old and new pension types (individuals had the option to transfer to AFPS05 from AFPS75 in April 2005) but all new entrants from April 2005 join on AFPS05. This will have little impact the forecast period but the RPM will need development in the long term to incorporate these changes. JPA is of course another key factor, and some changes may need to be made to the RPM near run time if some of the data is not fit for purpose.

2.1 JPA

Strength data at 1 Apr 2007 will be JPA data. Some of the profiles in the RPM are updated manually. These will contain legacy data only (for example GTS profiles) as they will contain the last 3 years of data up to 1 Oct 2006. VO/Promotion/OW profiles are updated automatically with the most recent 3 or 5 years historical data (at 1 Apr 2007). Therefore at 1 April, data from 1 Oct 2006 to 31 Mar 2007 will be JPA and these profiles will contain a combination of legacy and JPA data. If JPA is not fit for purpose at this point, VO/Promotion/OW profiles may need to be fixed with legacy data only (up to 1 Oct 2006). Please note Artificer Candidate numbers will no longer be identified separately on JPA and will be absorbed in the overall strengths.

2.2 Flexible Career Structure

The Flexible Career Service (FCS) is made up of 3 streams. The Full Career (FC) replaces the OE from Nov 06 for new entrants and aligns with the Early Departure Payment (EDD) point of LOS18/Age 40(whichever is later). This will not impact the RPM in the short term (18 years ahead).

The Extended Career (EC) replaces 2OE from 2007/08 selection boards (Jun 07 for RN and Nov 07 for RM) and may be offered in blocks of 5, 10 or 15 years. There will also be some flexibility to offer varying combinations from 2 to 15 years, and very limited opportunity to serve until RA 55. If significant numbers of EC are offered that do not conform to the 5/10/15 years, development work will need to be carried out on the RPM to amend the time expiry profiles synthetically at first while historical data builds up.

The Tailored Career (TC) may offer careers between 6 months and 17 years and tailored LOS for certain specialisations or individuals may be introduced as the requirement arises. If significant numbers of TC are offered, Time Expiry profiles in the RPM will need to be amended with a synthetic part being added to reflect TC (as the historical data will not yet have accrued).

2.3 NBPCP

The NBPCP changes to Ratings Warfare and Engineering Branch and specialisation structures continue to be significant. The aim is to review sets of assumptions for specialisations for which we do not hold historical data. In these cases these profiles have been reached by combining historical profiles with military judgement to determine future behaviour. Where it is not possible to base profiles on historical data, e.g. promotion profiles, a 'synthetic but representative' profile has been

used and endorsed by both BMs and PPlanR. Any assumptions made regarding profiles have the details listed in each of the sections.

Warfare
Gains to Trained Strength to new warfare specialisations will be assumed from 2007/2008. Seaman specialisation will now be direct entry GTS only. Streamlined Promotions to LH and PO (brought forward by 6 months) are also assumed.
We have assumed for modelling purposes transition transfers from CIS, EW, AWT, AWW, MW and UW to fill ET (WE) will occur on 1 Apr 2007 (Vesting Day) and Seaman by 1 Apr 2007. The Warfare specialisation donor branches will be reduced in size proportionately and will be a smaller subset of the original specialisation. The WSM specialisation has been assumed to transfer over to ET (WESM) on 1 Apr 2007 (Vesting Day).

Engineers (GS&SM)
This will consist of 4 new specialisations and for modelling purposes has been fed from the following donor specialisations:

Specialisation	Donor specs
ET(ME)	MEM GS , MEA GS
ET(WE)	WEM GS , WEA GS , AWT , AWW , EW , UW , CIS , MW
ET(MESM)	MEM SM , MEA SM
ET(WESM)	WEM SM , WEA SM , WSM

Air Engineers
A proportion of the AEA and AEM cadres continue the process of merging into the AET specialisation. For modelling purposes AEM continue as a specialisation for PO and above; AEA consists of a proportion of CPOs; all other legacy AEA/AEM are assumed to convert to Air Engineer Technicians (AET).

2.4 Requirement
DASA will use the latest Headmark Requirement supplied by FLEET-NPS. The models will use April hit points. For any global level RN and RM Officer results these will be published against the Headmark Requirement which is smoothed to tie in with Tri Service Publications (TSPs). The difference is the TSP requirement uses figures from a previous Headmark to smooth the Headmark for the first 6 months. Therefore for these global groups the TSP Headmark figures will differ from the smoothed FLEET-NPS Headmark figures for the first 6 months of the Headmark, thereafter the figures will be the same.

2.5 Strength
The introduction of the Common Promotion Date (CPD) for RN Ratings, with effect from 31 Mar 2006, and RM OR with effect from 31 Mar 2004, means strengths of Acting RN Ratings/RM OR will be counted at the higher rank. Local Acting RN Ratings/RM OR and Local RM OR will be counted at the substantive (lower) rank. This is the case for legacy data by substantive rank. However under JPA, substantive rank will not include numbers of Acting RN Ratings/RM OR at the higher rank, so forecasting will need to be made by Paid Rank. However, Local Acting at the higher rank will be included in the figures.

2.5.1 Start strength Apportionment

Various groups need to be apportioned across specialisations as they are either classified too generally (e.g. OM(W)) or are in a spec which is not forecast (e.g. AET(AV)). The following tables show their original grouping and the specialisations this is distributed over.

Warfare

OM(W)

AWT_RADAR	0.38
AWW_MISSILE	0.24
EW	0.18
UW_SONAR	0.2

AW

AWT_RADAR	0.48
AWW_MISSILE	0.52

Logistics

CATERING SERVICES

CA_CH_GS&SM	0.63
STD	0.37

Engineers(SM)

MEM(NA)

MEM_L_SM	0.33
MEM_M_SM	0.67

Air Engineers

AEM(NA)

AEM_L	0.25
AEM_M	0.5
AEM_R	0.25

AEA(APPS)

AET_L	0.25
AET_M	0.5
AET_R	0.25

AET

AET_L	0.25
AET_M	0.5
AET_R	0.25

AEM(AV)

AEM_L	0.5
AEM_R	0.5

AEA(AV)

AEM_L	0.5
AEM_R	0.5

AET(AV)

AEM_L	0.5
AEM_R	0.5

2.6 GTS

GTS figures for the RPMs include predictions provided by NRTA for the first year's GTS outturn, thereafter are based upon achieving 100% of the targets published in the latest FLEET-NPS GTS letter.

The Gains to Trained Strength (GTS) profile is calculated in order to make sure that GTS occurs at the correct length of service. The profile is by Branch Manager Area as shown overleaf. The profile is more robust as it is based on larger groups of data. GTS profiles based on small specialisations can be unstable and can provide unreliable data. The profile is based on 3 years of historical data (1 Oct 2003 to 30 Sep 2006). GTS profiles have been shown by both Reckonable Length of Service and Actual Length of Service.

GTS Profiles

Reckonable Length of Service

	ARTS		XR	XSM	XAV	LOGS	MED	EGS	ESM	AET	RM	
LOS	ALL	CT	GS	SM	FAA	ALL	ALL	GS	SM	FAA	GD	BAND
-2			1%			2%		0%			0%	
-1			18%	7%	3%	18%	1%	17%	10%	2%	7%	
0	1%		70%	53%	74%	69%	27%	88%	60%	20%	64%	5%
1	0%	1%	9%	34%	21%	9%	57%	8%	34%	72%	22%	21%
2	16%	74%	1%	4%		1%	3%	2%	5%	2%	4%	45%
3	10%	9%	0%			0%	8%	0%		1%	1%	26%
4	45%	10%	0%	1%	1%	0%	1%			0%	1%	2%
5	25%	4%	0%	1%			1%	0%		0%	0%	
6	3%	1%	0%	1%		0%	1%	0%			0%	2%
7	1%		0%			0%		0%		0%	0%	
8			0%		1%					1%	0%	
9	0%	1%	0%	1%		0%	0%		1%	0%	0%	
10							0%			0%		
11										0%		
12	0%		0%			0%				0%		
13												
14							0%					
15						0%						
16												

Actual Length of Service

	ARTS		XR	XSM	XAV	LOGS	MED	EGS	ESM	AET	RM	
LOS	ALL	CT	GS	SM	FAA	ALL	ALL	GS	SM	FAA	GD	BAND
0	1%		87%	44%	72%	85%	23%	87%	44%	2%	68%	
1			11%	49%	26%	13%	63%	9%	49%	92%	26%	9%
2	15%	70%	1%	4%		1%	2%	2%	5%	3%	4%	58%
3	4%	14%	0%			0%	8%	1%		1%	1%	30%
4	46%	10%	0%	1%	1%	0%	1%			1%	1%	2%
5	30%	4%	0%	1%			1%	0%		0%	0%	
6	3%	1%	0%	1%		0%	1%	0%			0%	2%
7	1%		0%			0%		0%		0%	0%	
8			0%		1%					1%	0%	
9	0%	1%	0%	1%		0%	0%		1%	0%	0%	
10							0%			0%		
11										0%		
12	0%		0%			0%				0%		
13												
14							0%					
15						0%						
16												
17												
18												

Notes:
The Air Engineer GTS profile is based on AEM, AET and NA(SE).
Engineers (GS) is based on MEM GS and WEM GS.
Engineers(SM) is based on MEM SM and WSM.

As the training pipeline length changes for the new Warfare and Engineer specialisations, the length of service profile may need to be adjusted slightly (positively skewed if the pipeline shortens or negatively skewed if the pipeline lengthens). GTS profiles will be retained as shown in the table above until training pipeline data is sufficiently mature for the new specialisations.

Naval Nurses Profile (all GTS is at the rank of LDG)

NN Qualified Entrants

LOS	0	1
% GTS	98%	2%

NN Student Entrants

LOS	0	1	2	3	4	5
% GTS	0%	0%	0%	100%	0%	0%

2.7 Voluntary Outflow

Methodology

The VO profile is the percentage of total Voluntary Outflow exits occurring at each length of service. This is calculated by expressing the Voluntary Outflow exit numbers (by length of service) during a given time period (a number of whole years) as a proportion of the start strengths (by length of service) for each of the years.

The Voluntary Outflow profile is based on 3 years of historical data (1 Oct 2003 to 30 Sep 2006). The Voluntary Outflow rates for use in RPM models are shown graphically at Annex D. The Voluntary Outflow Rates are shown by both Actual Length of Service and Length of Reckonable Service.

Voluntary Outflow before LOS 3 is included in Voluntary Outflow profiles in the RPMs. The Voluntary Outflow curve for many specialisations follow a similar trend: a spike in early years once Return of Service is completed, and after 22 years of service Voluntary Outflow continues as an increasing trend. However some specialisations, particularly small groups, exhibit erratic Voluntary Outflow rates post LOS 22, which is due to the small numbers of Ratings at each of length of service on 2OE. Smoothing or banding of Voluntary Outflow rates in this period may be required to remove the effect of "noise" in the profiles and can be done on a case-to-case basis with PPlanRSO1 and Branch Managers at run time.

No scaling has been applied to Voluntary Outflow rates in line with economic forecasts as the economic outlook is sufficiently steady to negate the marginal impact the econometric model would have on Voluntary Outflow rates. Therefore, overall Voluntary Outflow profiles are generated by the historical Voluntary Outflow data only and do not apply any external factors to the data to achieve an overall prearranged exit rate.

Warfare specialisations affected by NBPCP changes will retain their historical Voluntary Outflow rates for each specialisation as they will only be a subset of the original specialisation. If promotion chances change significantly in the smaller specialisation this may have an affect on Voluntary Outflow behaviour. The Able Seaman Voluntary Outflow rate uses Warfare GS historic Voluntary Outflow data as there is currently no Able Seaman historical data to base the Voluntary Outflow rates on. For the new Engineer specialisations the Voluntary Outflow profiles will use a combination of legacy Mechanics and Artificer Voluntary Outflow profiles as shown below by Reckonable Length of Service:

	WO1	WO2	CPO	PO	LDG	ABLE
ET(ME)	MEA GS	MEA GS	MEA GS	LOS 5-12 MEA GS LOS 13+ MEM GS	LOS -2 to 5 ABLE 6+ LDG MEM GS	MEM GS
ET(WE)	WEA GS	WEA GS	WEA GS	LOS 5-12 WEA GS LOS 13+ MEM GS	LOS -2 to 5 ABLE 6+ LDG MEM GS	MEM GS
ET (MESM)	MEA SM	MEA SM	MEA SM	LOS 5-12 MEA SM LOS 13+ MEM SM	LOS -2 to 5 ABLE 6+ LDG MEM SM	MEM SM
ET(WESM)	WEA SM	WEA SM	WEA SM	LOS 5-12 WEA SM LOS 13+ MEM SM	LOS -2 to 5 ABLE 6+ LDG MEM SM	MEM SM

Forecasts of specialisations with unsupported historical Voluntary Outflow data must be taken with a certain amount of caution as the future behaviour of these specialisations may not follow the historical behaviour of slightly different specialisations.

2.8 Second Open Engagement (2OE)/Extended Career (EC)

2OE will be replaced by the Extended Career (EC) from selection boards in 2007 (June 2007 for RN Ratings and November 2007 for RM Other Ranks). EC will initially be offered in blocks of 5,10 or even 15 years but gradually varying combinations of EC from 2 to 15 years will be offered as required. 2OE is fully integrated into the RPM at both higher and specialisation levels for 2OE(5) and 2OE(10), with a facility for 2OE(15) if required. Voluntary Outflow and Other Wastage rates for the extended population are calculated using the same basis as those on their first engagement. Since April 2006 an alternative methodology has been applied to more accurately model those going on to 2OE by considering the eligible populations between LOS 17-21 rather than all at LOS 21. The final percentages of 2OE for each model group agreed in the last planning round will form the starting assumption for this year's planning round and will form the basis of setting EC rates, shown at Annex J. Individual discussion will take place regarding any amendments to these rates once the baseline runs are completed for each model group.

2.9 Promotions

2.9.1 Methodology

Although only an internal flow, modelling promotions realistically is important to the overall quality of the forecast because of the significant difference between AB and LDG outflow rates. For example, if promotion numbers for AB to LDG are too high there will be a reduction in Voluntary Outflow because at some lengths of service ABs are 5 or 6 times more likely to leave on VO than LDGs.

In order to model promotions the following profiles are calculated:

- Promotion profiles. These look at the percentage of total promotions occurring at each length of service. They are calculated by using a 5-year historical profile.
- Promotion factors. These restrict the percentage of people that can be promoted from any length of service. They are calculated by using a 5-year historical profile where the cap is calculated to be the maximum percentage that can be promoted from any length of service. The maximum percentage has been set at twice the historical rate for all ranks with the exception of ABs where the rate is 2.5 times the historical rate (exceptionally, higher percentages have been used with the new ET specialisations and branch-developed warfare specialisations as the profiles generated from the historic behaviour of legacy specialisations have been unrealistically inhibited). This has been done because in circumstances where there is a large variation in flows between financial years, using an average will restrict the flow. Comparison of the last 12 months profile for some sample specialisations against the 5-year average confirms a factor of up to 2.5 times this average to be a valid assumption. Promotion Factors as applied in the most recent planning round can be found at Annex K.

In addition to profiles the model can be primed with promotion numbers which provide the maximum number of people that can be promoted within any given financial year. The model still promotes to Requirement but will not exceed the promotion numbers. These are only currently set for the first year of the forecast but FLEET-NPS will provide maximum promotion numbers for each group for STP07.

How Promotions work within the Models

The number of promotions that will occur per year is calculated in the following way:

- Outflows from the rank above are calculated. This gives the final strength after wastage.
- This is subtracted from the Requirement to give the number of promotions which need to occur from the rank below to achieve balance.

- This number is fed through to the rank below and compared with any promotion cap. The lower number is taken.
- Once the number of promotions is established the model will attempt to promote to this number by firstly calculating the number of personnel available for promotion. This is done by calculating the total strength and then applying the promotion cap. For example if there are 100 people in a length of service and the promotion cap is 25% of that length of service then 25 personnel will be eligible for promotion.
- The total number of promotions is then split into percentages required from each length of service. This number is then taken from each length of service providing it does not exceed the number of personnel identified by the promotion cap.
- Where the promotion cap is exceeded the model will take only the number of personnel eligible for promotion.
- This may not provide sufficient number of promotions if there are not enough eligible personnel in some lengths of service. Where this is the case the model will then recalculate the number of available personnel from other lengths of service and take the remaining numbers from these.
- Where the number of personnel available for promotion is still not sufficient the model will not achieve the required number of promotions.

2.9.2 Promotion Profile Groupings

The current global groupings used for promotion profiles are:

Promotion Groups
Warfare GS
Warfare SM
Warfare FAA
Engineers GS
Engineers SM
Air Engineers
Logistics
Medical
Artificers(CT only)
Royal Marines GS
Royal Marines BS

Promotion profiles by length of service for Ratings are provided at Annex F

New Engineer specialisations will use synthetic but representative promotion profiles for Engineers GS, SM and FAA rather than profiles produced by merging Artificer and Mechanic historical data. Once there is sufficient data, profiles can be calculated from the relevant data groups. This will also apply to Air Engineers.

In addition to the profiles for the new Engineer specialisations, legacy Artificer and Mechanic promotion profiles will be used as required based on the relevant historical data.

Seaman specialisation will have a new promotion flow to LDG as a result of becoming a direct entry specialisation. The profile used will be the Warfare GS promotion profile to LDG.

All promotion profiles for Warfare and Engineers have been amended to incorporate streamlined promotions (advancing promotion by 6 months) for these branches.

2.9.3 Synthetic ET Promotion Profiles

For the new ET specialisations where there is no empirical data, synthetic promotion profiles have been created that use a combination of legacy Mechanics and Artificer promotion profiles as shown below:

	WO1	WO2	CPO	PO	LDG
EGS	MEA(GS) & WEA (GS)			MEM(GS)	
ESM	MEA(SM) & WEA (SM)			MEM(SM)	
EAE	AEA			AEM & AET	

Though these profiles result in the possibility of early promotion to CPO, this will accurately model the promotions of legacy Artificer personnel who have achieved the rank of PO early. Forecasts of specialisations with unsupported historical promotion data must be taken with a certain amount of caution as the future behaviour of these specialisations may not follow the historical behaviour of slightly different specialisations.

2.9.4 Streamlined Promotion

The introduction of streamlined promotion to LDG and PO has been considered for the branch-developed Warfare specialisations and the Engineering Technician streams. This has been modelled by taking a five-year promotion profile by rank and length of service and advancing the rates six months by taking half of the historic promotions at each LOS and adding to the previous LOS. The calculations are as demonstrated below.

	PO	LDG
5		0%
6		10%
7	0%	15%
8	10%	20%
9	20%	40%
10	30%	15%
11	40%	0%

Profile before Streamlined Promotion

	PO	LDG
5		0% x 0.5 + 10% x 0.5
6		10% x 0.5 + 15% x 0.5
7	0% x 0.5 + 10% x 0.5	15% x 0.5 + 20% x 0.5
8	10% x 0.5 + 20% x 0.5	20% x 0.5 + 40% x 0.5
9	20% x 0.5 + 30% x 0.5	40% x 0.5 + 15% x 0.5
10	30% x 0.5 + 40% x 0.5	15% x 0.5 + 0% x 0.5
11	40% x 0.5 + 0% x 0.5	

Calculations Advancing Promotion by 6 Months

	PO	LDG
5		5%
6		13%
7	5%	18%
8	15%	30%
9	25%	28%
10	35%	8%
11	20%	

Profile after Streamlined Promotion

(Note: the figures above are for illustrative purposes only)

2.9.5 Average Number of Promotions per Year

RN	SUBSTANTIVE RANK				
SPECIALISATION	WO1	WO2	CPO	PO	LDG
AWT_RADAR	4	-	19	27	31
AWW_MISSILE	4	-	15	21	35
CIS	4	-	19	30	64
DIVER	-	-	6	10	19
EW	1	-	7	10	23
MW	-	-	6	5	14
NA_METOC	-	-	1	1	4
PT_R	1	-	4	10	18
RNP	2	-	8	18	19
SEAMAN	2	-	8	11	15
SR	-	-	2	3	6
UW_SONAR	3	-	10	10	25
CIS_SM	1	-	4	5	5
SSM	1	-	7	12	14
TSM	-	-	5	9	12
ACMN_ASW	1	-	3	6	2
ACMN_CDO	1	-	3	5	2
NA_AC	1	-	4	4	9
NA_AH	2	-	7	11	20
NA_PHOT	-	-	2	6	7
MEM_GS	6	-	32	49	96
MEM_L_SM	-	-	4	7	10
MEM_M_SM	1	-	6	9	13
WEM_O_GS	1	-	6	9	4
WEM_R_GS	1	-	7	7	2
WEM_R_SM	-	-	2	2	2
WSM	-	-	4	7	9
AEA_L	2	4	12	13	11
AEA_M	4	4	20	27	20
AEA_R	-	4	10	11	11
AEM_L	2	-	8	15	22
AEM_M	3	-	13	28	37
AEM_R	1	-	4	8	12
NA_SE	-	-	2	3	7
AET(L)	-	-	-	-	1
AET(M)	-	-	-	-	5
AET(R)	-	-	-	-	2
CA_CH_GS&SM	3	-	15	26	37
SA	4	-	11	21	30
STD	2	-	9	20	25
WTR_GS&SM	4	-	19	27	37
DSA_DSY	-	-	1	3	8
MA	3	-	12	23	31
NN	-	-	4	6	25
CT	3	8	13	24	27
MEA_TOT_GS	13	33	43	45	73
MEA_TOT_SM	5	18	24	29	5
WEA_TOT_GS	8	26	50	65	51
WEA_TOT_SM	5	13	20	22	18
RM	WO1	WO2	C/SGT	CPL	SGT
RM GS	11	45	82	207	109
RM BAND	1	3	6	11	8

These figures are a guideline showing what has historically been achieved from 1 Apr 2001 to 31 Mar 2006. We will seek advice from Branch Managers on promotion limits and training capacities to put into the models at run time.

2.9.6 CT Push Promotion Profiles LDG-PO

RLOS	% Promoted
-2	0.00
-1	0.00
0	0.00
1	0.00
2	0.12
3	0.31
4	0.70
5	0.81
6	0.33
7	0.38
8	0.80
9	1.00
10	0.83
11	1.00
12	0.33
13	1.00
14	0.33
15	0.67
16	1.00

ALOS	% Promoted
0	0.00
1	0.00
2	0.04
3	0.42
4	0.77
5	0.69
6	0.25
7	0.57
8	1.00
9	0.50
10	0.86
11	1.00
12	0.50
13	1.00
14	0.25
15	0.75
16	1.00
17	0.00
18	0.00

These promotion profiles are used in the RPM to promote LDG to PO in the CT specialisation and are based on 5 years historic flows data (1 Oct 2001 to 30 Sep 2006).

2.10 Transfer Probability and Sideways Profiles

The RPM includes an allowance for Sideways Transfers. Sideways Numbers are supplied by FLEET-NPS in the form of GTS figures to the sideways specialisations. These personnel are then subtracted from the source specialisation using historical data from that specialisation on the rank and length of service the Sideways come from. This information combined forms the Sideways Extraction Profiles. There are currently 9 specialisations modelled having sideways entrants:

AIRCREWMEN CDO
AIRCREWMEN ASW
COMMS TECH
AC
NA (PHOT)
NN
DIVER
PT_R
RNP

Annex G profiles the percentage split by length of service of the donor specialisation from which the sideways transfer occurs. Annex H shows historically the Length of Service for sideways in to the above specialisations. Donor specialisations feeding these sideways entry specialisations are shown at Annex I. Inter-branch transfers are **not** modelled in the RPM.

2.11 Other Wastage

Other Wastage for Ratings/OR includes any exit reason other than Voluntary Outflow, End of Engagement, Redundancy or Promotion to Officer. This can include unsuitability, disciplinary, medical, death and compassionate exits. Length of Service profiles have been compiled at the global group level by Arm using 3 years of data ending 30 Sep 2006. The Other Wastage profiles are automatically updated for the latest 3-year period each time data for a new quarter is available.

Where rates of Other Wastage are similar by length of service within a group and relate to similar magnitude of raw numbers the profiles are banded by Length of Service. The bandings this year have been revised to provide a more realistic profile based on the latest available data. The profiles are shown at Annex E with both raw and banded rates as appropriate.

2.12 Promotion to Officer

The table below shows the latest SUY extraction targets for 2007/2008 onwards. The figure for Quarter 4 of 2006/2007 is the number expected to start at BRNC in the spring term.

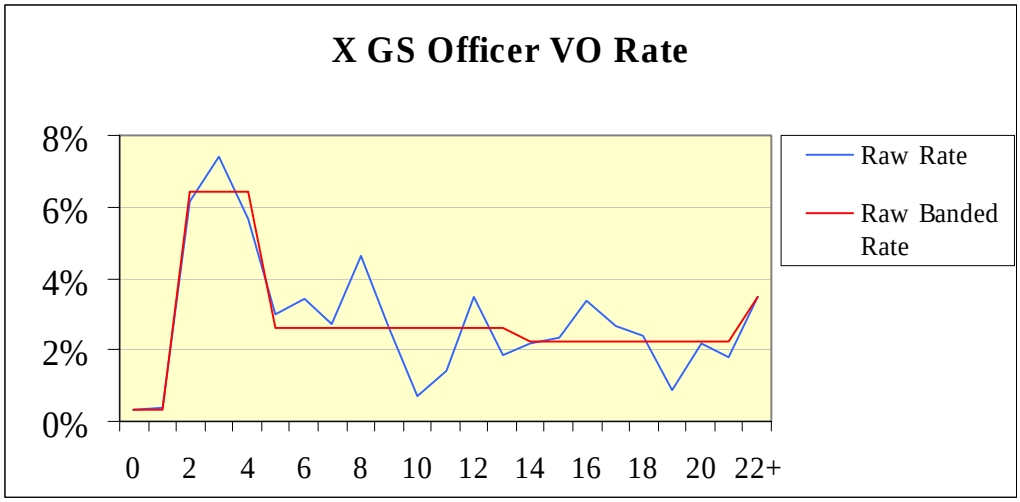
(Table showing current assumed extractions up to 2009/10 removed).

The specialisations to fill Promotion to Officer are shown in the table below with the historical apportionment for each Ratings specialisation. The data is from 1 Oct 2001 to 30 Sep 2006. Also included in the table is a column which shows how many Promotions to Officer from each specialisation a total 2007/2008 SUY target of 62 for RN and 16 for RM would mean.

Apportionment by Donor Rating Specialisation

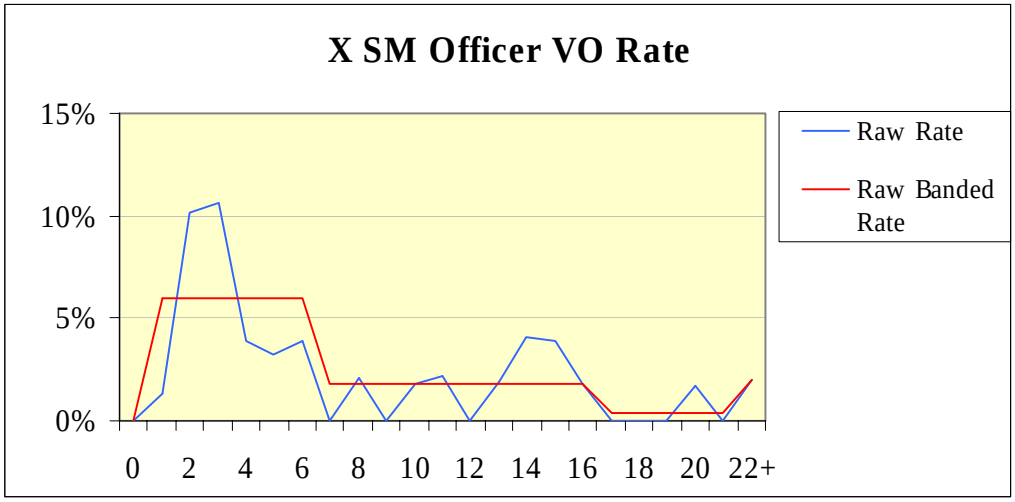
(table showing assumed numbers extracted in future from each donor spec removed)

Annex A - Officer Voluntary Outflow Rates



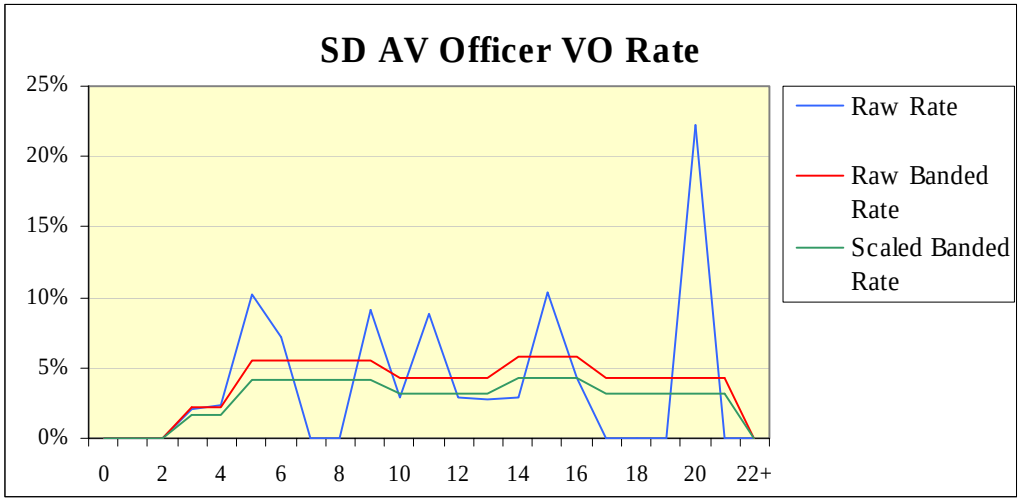
SCALAR
1

LOS	Strength	VO	Raw Rate	Raw Banded Rate	Scaled Banded Rate
0	605	2	0.3%	0.3%	0.3%
1	538	2	0.4%	0.3%	0.3%
2	504	31	6.2%	6.4%	6.4%
3	419	31	7.4%	6.4%	6.4%
4	319	18	5.6%	6.4%	6.4%
5	268	8	3.0%	2.6%	2.6%
6	264	9	3.4%	2.6%	2.6%
7	259	7	2.7%	2.6%	2.6%
8	259	12	4.6%	2.6%	2.6%
9	261	7	2.7%	2.6%	2.6%
10	283	2	0.7%	2.6%	2.6%
11	287	4	1.4%	2.6%	2.6%
12	285	10	3.5%	2.6%	2.6%
13	273	5	1.8%	2.6%	2.6%
14	279	6	2.2%	2.2%	2.2%
15	257	6	2.3%	2.2%	2.2%
16	238	8	3.4%	2.2%	2.2%
17	226	6	2.7%	2.2%	2.2%
18	248	6	2.4%	2.2%	2.2%
19	225	2	0.9%	2.2%	2.2%
20	227	5	2.2%	2.2%	2.2%
21	222	4	1.8%	2.2%	2.2%
22+	1145	40	3.5%	3.5%	3.5%
Total	7891	231			



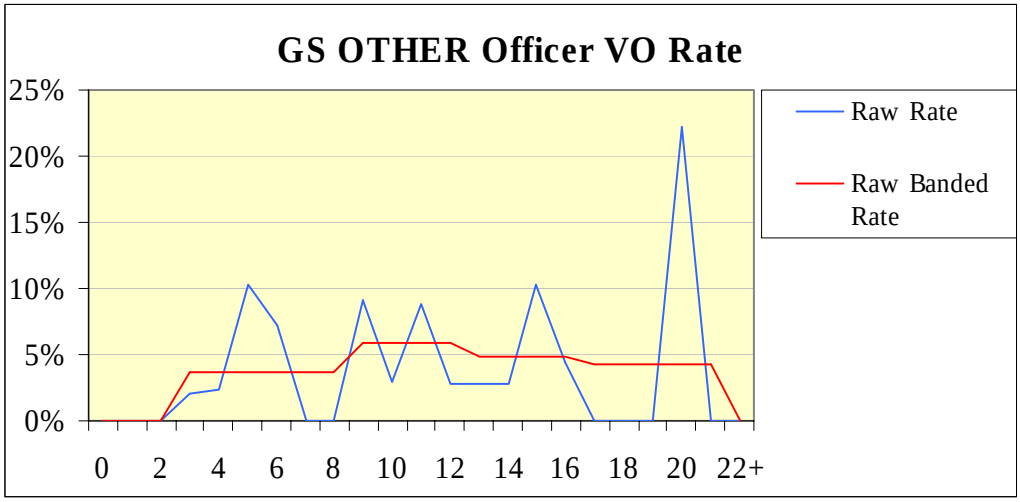
SCALAR
1

LOS	Strength	VO	Raw Rate	Raw Banded Rate	Scaled Banded Rate
0	23	-	0.0%	0.0%	0.0%
1	78	1	1.3%	6.0%	6.0%
2	98	10	10.2%	6.0%	6.0%
3	85	9	10.6%	6.0%	6.0%
4	78	3	3.8%	6.0%	6.0%
5	62	2	3.2%	6.0%	6.0%
6	52	2	3.8%	6.0%	6.0%
7	50	-	0.0%	1.8%	1.8%
8	47	1	2.1%	1.8%	1.8%
9	51	-	0.0%	1.8%	1.8%
10	55	1	1.8%	1.8%	1.8%
11	45	1	2.2%	1.8%	1.8%
12	53	-	0.0%	1.8%	1.8%
13	54	1	1.9%	1.8%	1.8%
14	49	2	4.1%	1.8%	1.8%
15	52	2	3.8%	1.8%	1.8%
16	55	1	1.8%	1.8%	1.8%
17	44	-	0.0%	0.4%	0.4%
18	55	-	0.0%	0.4%	0.4%
19	61	-	0.0%	0.4%	0.4%
20	60	1	1.7%	0.4%	0.4%
21	54	-	0.0%	0.4%	0.4%
22+	297	6	2.0%	2.0%	2.0%
Total	1558	43			



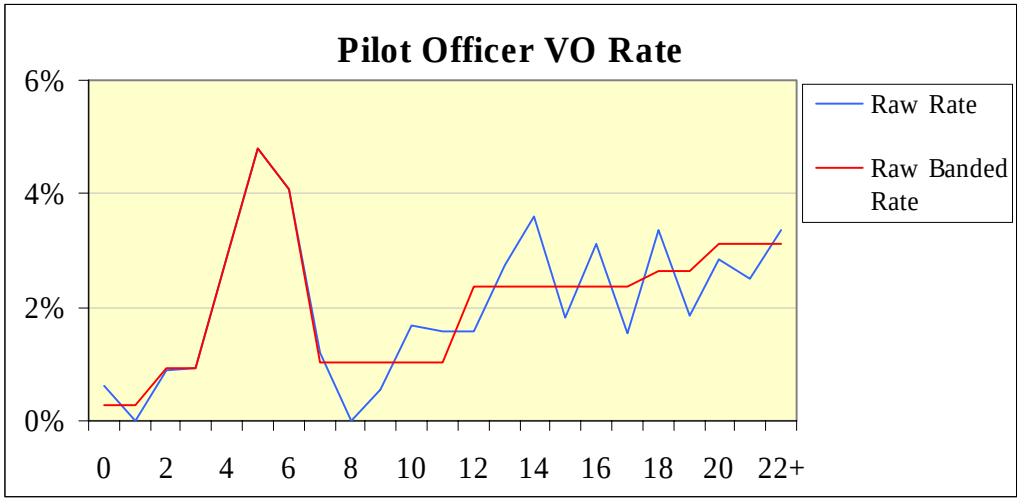
SCALAR
0.75

LOS	Strength	VO	Raw Rate	Raw Banded Rate	Scaled Banded Rate
0	22	-	0.0%	0.0%	0.0%
1	41	-	0.0%	0.0%	0.0%
2	48	-	0.0%	0.0%	0.0%
3	47	1	2.1%	2.2%	1.7%
4	42	1	2.4%	2.2%	1.7%
5	39	4	10.3%	5.5%	4.1%
6	28	2	7.1%	5.5%	4.1%
7	29	-	0.0%	5.5%	4.1%
8	35	-	0.0%	5.5%	4.1%
9	33	3	9.1%	5.5%	4.1%
10	34	1	2.9%	4.3%	3.2%
11	34	3	8.8%	4.3%	3.2%
12	35	1	2.9%	4.3%	3.2%
13	36	1	2.8%	4.3%	3.2%
14	35	1	2.9%	5.7%	4.3%
15	29	3	10.3%	5.7%	4.3%
16	23	1	4.3%	5.7%	4.3%
17	19	-	0.0%	4.3%	3.2%
18	9	-	0.0%	4.3%	3.2%
19	7	-	0.0%	4.3%	3.2%
20	9	2	22.2%	4.3%	3.2%
21	3	-	0.0%	4.3%	3.2%
22+	19	-	0.0%	0.0%	0.0%
Total	656	24			



SCALAR
1

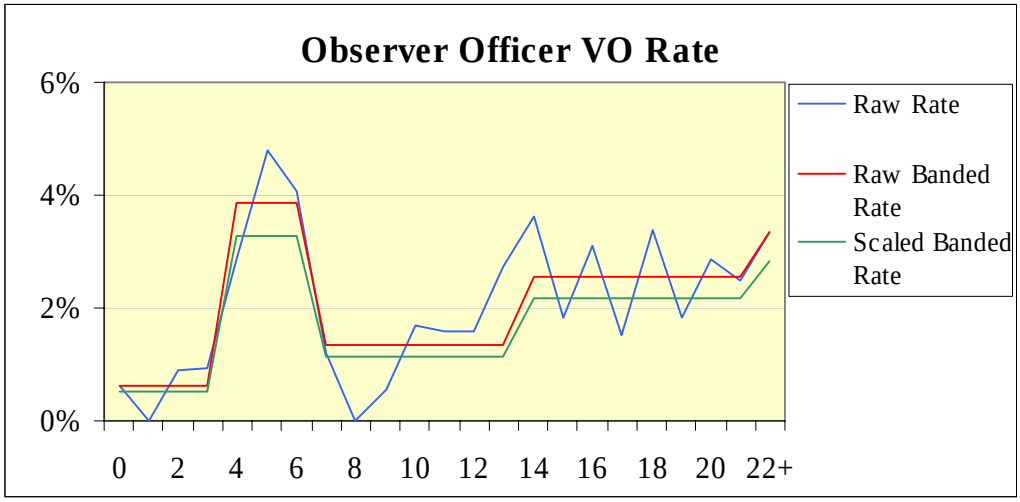
LOS	Strength	VO	Raw Rate	Raw Banded Rate	Scaled Banded Rate
0	22	-	0.0%	0.0%	0.0%
1	41	-	0.0%	0.0%	0.0%
2	48	-	0.0%	0.0%	0.0%
3	47	1	2.1%	3.6%	3.6%
4	42	1	2.4%	3.6%	3.6%
5	39	4	10.3%	3.6%	3.6%
6	28	2	7.1%	3.6%	3.6%
7	29	-	0.0%	3.6%	3.6%
8	35	-	0.0%	3.6%	3.6%
9	33	3	9.1%	5.9%	5.9%
10	34	1	2.9%	5.9%	5.9%
11	34	3	8.8%	5.9%	5.9%
12	35	1	2.9%	5.9%	5.9%
13	36	1	2.8%	4.9%	4.9%
14	35	1	2.9%	4.9%	4.9%
15	29	3	10.3%	4.9%	4.9%
16	23	1	4.3%	4.9%	4.9%
17	19	-	0.0%	4.3%	4.3%
18	9	-	0.0%	4.3%	4.3%
19	7	-	0.0%	4.3%	4.3%
20	9	2	22.2%	4.3%	4.3%
21	3	-	0.0%	4.3%	4.3%
22+	19	-	0.0%	0.0%	0.0%
Total	656	24			



SCALAR
1

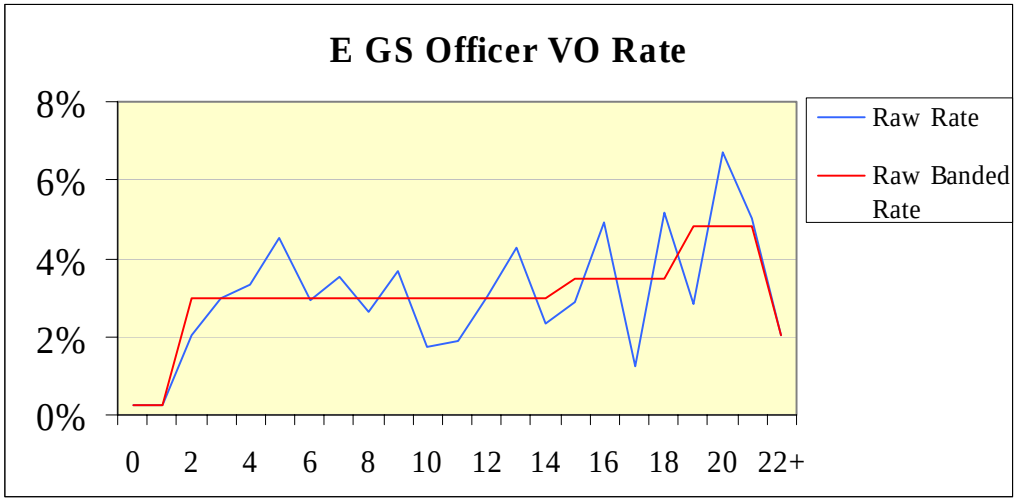
LOS	Strength	VO	Raw Rate	Raw Banded Rate	Scaled Banded Rate
0	164	1	0.6%	0.3%	0.3%
1	204	-	0.0%	0.3%	0.3%
2	224	2	0.9%	0.9%	0.9%
3	215	2	0.9%	0.9%	0.9%
4	209	6	2.9%	2.9%	2.9%
5	188	9	4.8%	4.8%	4.8%
6	172	7	4.1%	4.1%	4.1%
7	166	2	1.2%	1.0%	1.0%
8	170	-	0.0%	1.0%	1.0%
9	178	1	0.6%	1.0%	1.0%
10	178	3	1.7%	1.0%	1.0%
11	190	3	1.6%	1.0%	1.0%
12	189	3	1.6%	2.4%	2.4%
13	183	5	2.7%	2.4%	2.4%
14	166	6	3.6%	2.4%	2.4%
15	165	3	1.8%	2.4%	2.4%
16	161	5	3.1%	2.4%	2.4%
17	196	3	1.5%	2.4%	2.4%
18	178	6	3.4%	2.6%	2.6%
19	163	3	1.8%	2.6%	2.6%
20	140	4	2.9%	3.1%	3.1%
21	120	3	2.5%	3.1%	3.1%
22+	538	18	3.3%	3.1%	3.1%
Total	4457	95			

Note: The FTC(Air) Voluntary Outflow profiles are based on the unscaled Pilot Officer profiles above but a factor is applied to them of 0.445 for Pilots and 0.66 for Observers, to reflect the lower propensity for these populations to Voluntary Outflow.



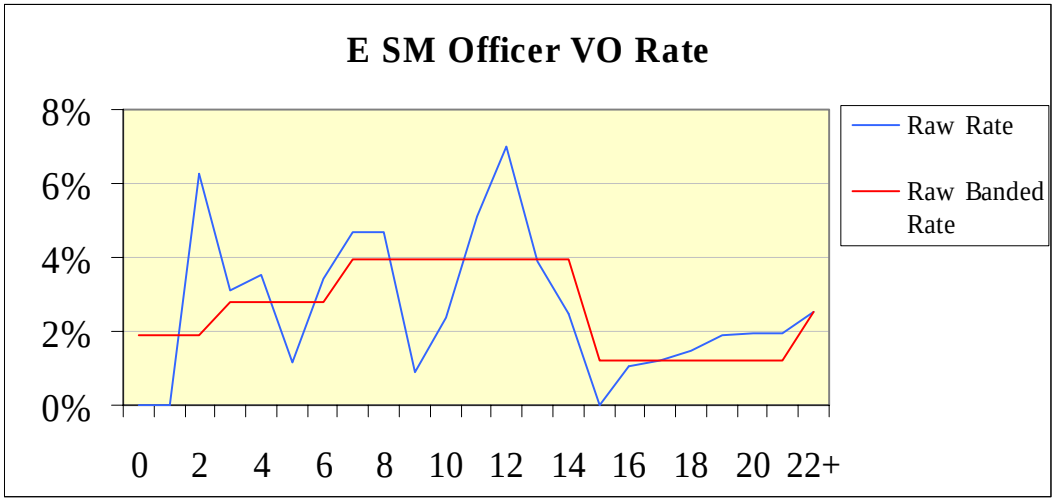
SCALAR
0.85

LOS	Strength	VO	Raw Rate	Raw Banded Rate	Scaled Banded Rate
0	164	1	0.6%	0.6%	0.5%
1	204	-	0.0%	0.6%	0.5%
2	224	2	0.9%	0.6%	0.5%
3	215	2	0.9%	0.6%	0.5%
4	209	6	2.9%	3.9%	3.3%
5	188	9	4.8%	3.9%	3.3%
6	172	7	4.1%	3.9%	3.3%
7	166	2	1.2%	1.4%	1.2%
8	170	-	0.0%	1.4%	1.2%
9	178	1	0.6%	1.4%	1.2%
10	178	3	1.7%	1.4%	1.2%
11	190	3	1.6%	1.4%	1.2%
12	189	3	1.6%	1.4%	1.2%
13	183	5	2.7%	1.4%	1.2%
14	166	6	3.6%	2.6%	2.2%
15	165	3	1.8%	2.6%	2.2%
16	161	5	3.1%	2.6%	2.2%
17	196	3	1.5%	2.6%	2.2%
18	178	6	3.4%	2.6%	2.2%
19	163	3	1.8%	2.6%	2.2%
20	140	4	2.9%	2.6%	2.2%
21	120	3	2.5%	2.6%	2.2%
22+	538	18	3.3%	3.3%	2.8%
Total	4457	95			



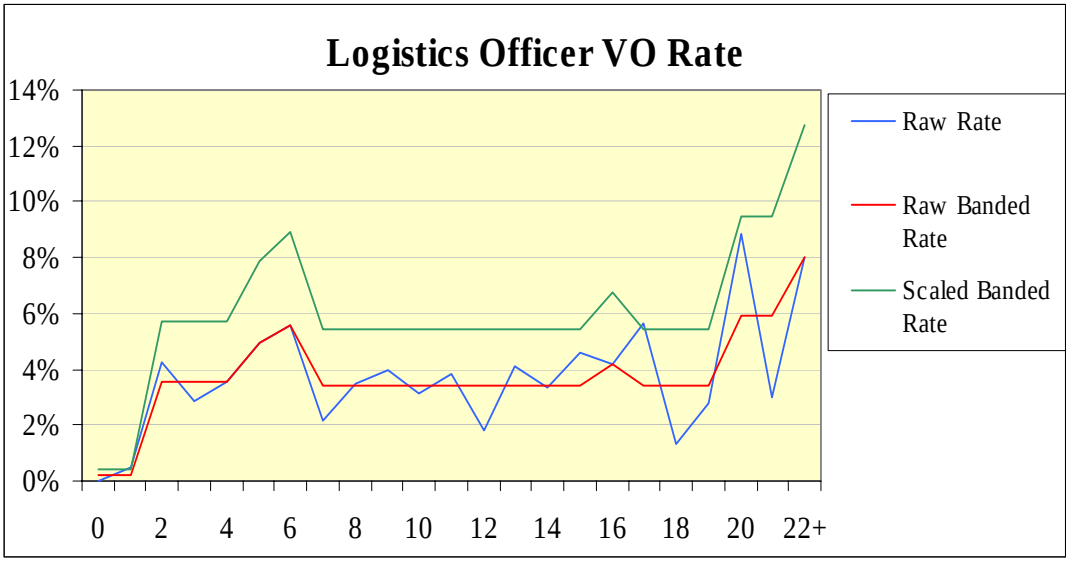
SCALAR
1

LOS	Strength	VO	Raw Rate	Raw Banded Rate	Scaled Banded Rate
0	436	1	0.2%	0.2%	0.2%
1	442	1	0.2%	0.2%	0.2%
2	439	9	2.1%	3.0%	3.0%
3	404	12	3.0%	3.0%	3.0%
4	359	12	3.3%	3.0%	3.0%
5	331	15	4.5%	3.0%	3.0%
6	308	9	2.9%	3.0%	3.0%
7	283	10	3.5%	3.0%	3.0%
8	302	8	2.6%	3.0%	3.0%
9	326	12	3.7%	3.0%	3.0%
10	348	6	1.7%	3.0%	3.0%
11	367	7	1.9%	3.0%	3.0%
12	364	11	3.0%	3.0%	3.0%
13	327	14	4.3%	3.0%	3.0%
14	302	7	2.3%	3.0%	3.0%
15	276	8	2.9%	3.5%	3.5%
16	244	12	4.9%	3.5%	3.5%
17	244	3	1.2%	3.5%	3.5%
18	213	11	5.2%	3.5%	3.5%
19	175	5	2.9%	4.8%	4.8%
20	164	11	6.7%	4.8%	4.8%
21	139	7	5.0%	4.8%	4.8%
22+	583	12	2.1%	2.1%	2.1%
Total	7376	203			



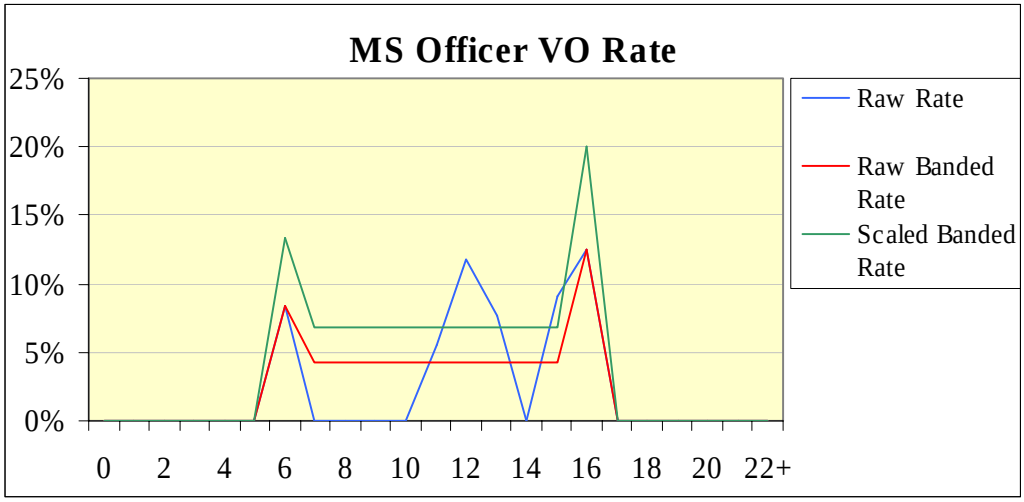
SCALAR
1

LOS	Strength	VO	Raw Rate	Raw Banded Rate	Scaled Banded Rate
0	133	-	0.0%	1.9%	1.9%
1	127	-	0.0%	1.9%	1.9%
2	112	7	6.3%	1.9%	1.9%
3	97	3	3.1%	2.8%	2.8%
4	85	3	3.5%	2.8%	2.8%
5	87	1	1.1%	2.8%	2.8%
6	88	3	3.4%	2.8%	2.8%
7	107	5	4.7%	3.9%	3.9%
8	107	5	4.7%	3.9%	3.9%
9	112	1	0.9%	3.9%	3.9%
10	128	3	2.3%	3.9%	3.9%
11	137	7	5.1%	3.9%	3.9%
12	129	9	7.0%	3.9%	3.9%
13	128	5	3.9%	3.9%	3.9%
14	121	3	2.5%	3.9%	3.9%
15	101	-	0.0%	1.2%	1.2%
16	93	1	1.1%	1.2%	1.2%
17	84	1	1.2%	1.2%	1.2%
18	68	1	1.5%	1.2%	1.2%
19	53	1	1.9%	1.2%	1.2%
20	52	1	1.9%	1.2%	1.2%
21	51	1	2.0%	1.2%	1.2%
22+	277	7	2.5%	2.5%	2.5%
Total	2477	68			



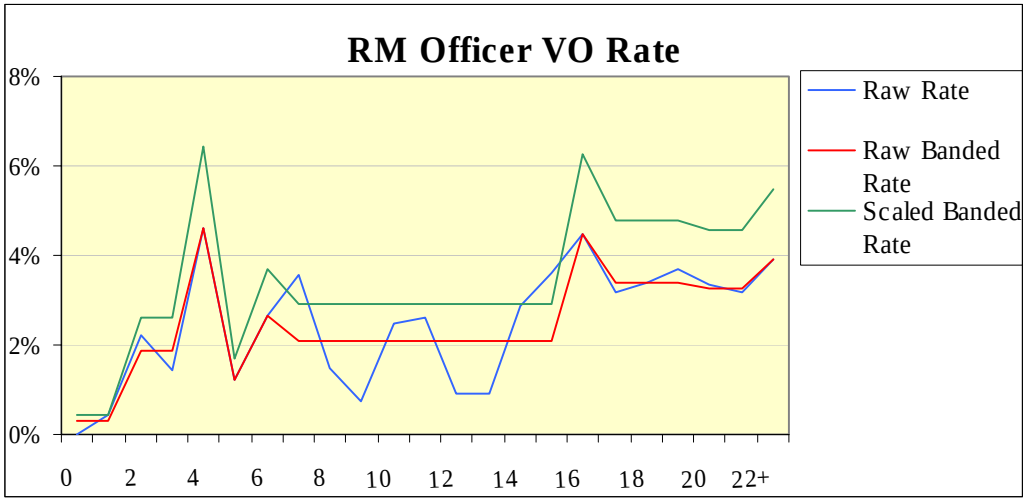
SCALAR
1.6

LOS	Strength	VO	Raw Rate	Raw Banded Rate	Scaled Banded Rate
0	199	-	0.0%	0.2%	0.4%
1	212	1	0.5%	0.2%	0.4%
2	187	8	4.3%	3.6%	5.7%
3	177	5	2.8%	3.6%	5.7%
4	140	5	3.6%	3.6%	5.7%
5	122	6	4.9%	4.9%	7.9%
6	108	6	5.6%	5.6%	8.9%
7	92	2	2.2%	3.4%	5.5%
8	87	3	3.4%	3.4%	5.5%
9	101	4	4.0%	3.4%	5.5%
10	95	3	3.2%	3.4%	5.5%
11	104	4	3.8%	3.4%	5.5%
12	110	2	1.8%	3.4%	5.5%
13	121	5	4.1%	3.4%	5.5%
14	119	4	3.4%	3.4%	5.5%
15	108	5	4.6%	3.4%	5.5%
16	95	4	4.2%	4.2%	6.7%
17	89	5	5.6%	3.4%	5.4%
18	76	1	1.3%	3.4%	5.4%
19	71	2	2.8%	3.4%	5.4%
20	68	6	8.8%	5.9%	9.5%
21	67	2	3.0%	5.9%	9.5%
22+	313	25	8.0%	8.0%	12.8%
Total	2861	108			



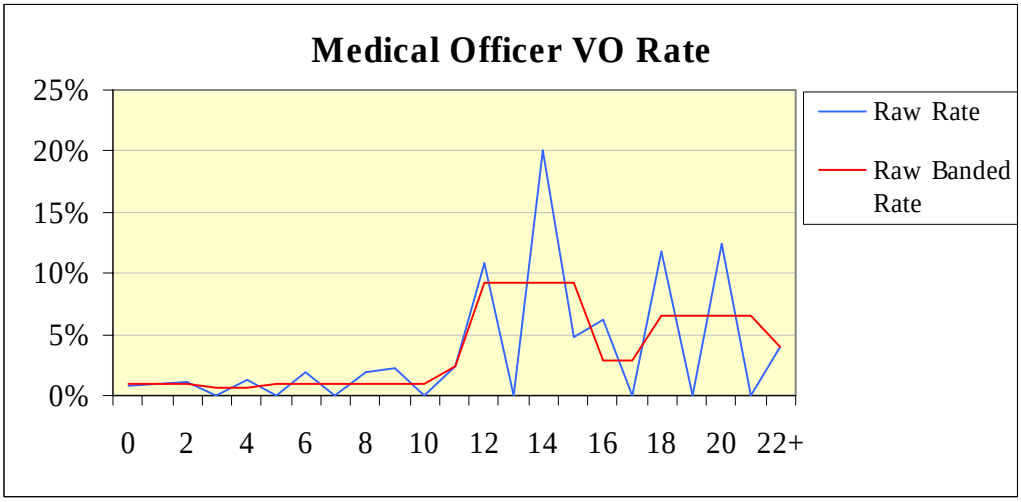
SCALAR
1.6

LOS	Strength	VO	Raw Rate	Raw Banded Rate	Scaled Banded Rate
0	14	-	0.0%	0.0%	0.0%
1	27	-	0.0%	0.0%	0.0%
2	28	-	0.0%	0.0%	0.0%
3	25	-	0.0%	0.0%	0.0%
4	22	-	0.0%	0.0%	0.0%
5	19	-	0.0%	0.0%	0.0%
6	12	1	8.3%	8.3%	13.3%
7	9	-	0.0%	4.2%	6.8%
8	10	-	0.0%	4.2%	6.8%
9	13	-	0.0%	4.2%	6.8%
10	15	-	0.0%	4.2%	6.8%
11	18	1	5.6%	4.2%	6.8%
12	17	2	11.8%	4.2%	6.8%
13	13	1	7.7%	4.2%	6.8%
14	12	-	0.0%	4.2%	6.8%
15	11	1	9.1%	4.2%	6.8%
16	8	1	12.5%	12.5%	20.0%
17	8	-	0.0%	0.0%	0.0%
18	7	-	0.0%	0.0%	0.0%
19	5	-	0.0%	0.0%	0.0%
20	3	-	0.0%	0.0%	0.0%
21	2	-	0.0%	0.0%	0.0%
22+	11	-	0.0%	0.0%	0.0%
Total	309	7			



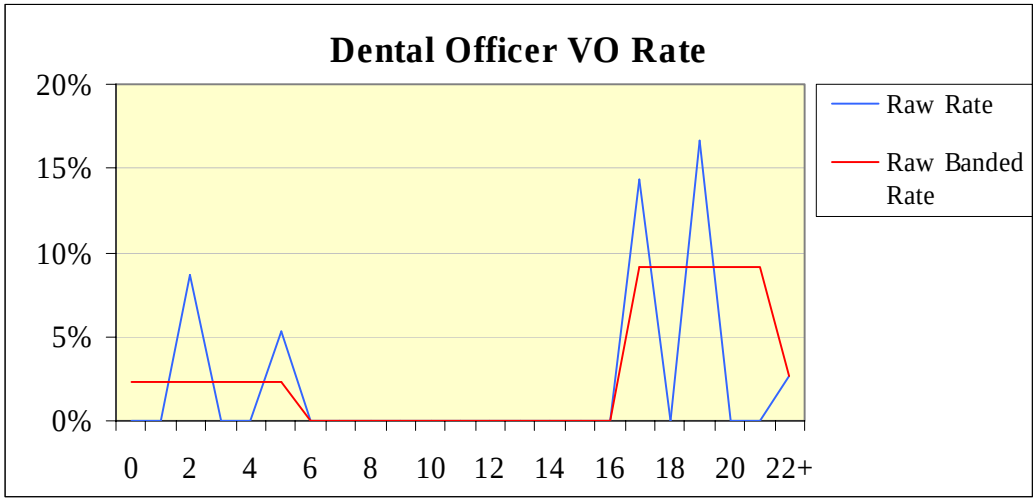
SCALAR
1.4

LOS	Strength	VO	Raw Rate	Raw Banded Rate	Scaled Banded Rate
0	83	-	0.0%	0.3%	0.4%
1	235	1	0.4%	0.3%	0.4%
2	272	6	2.2%	1.9%	2.6%
3	212	3	1.4%	1.9%	2.6%
4	174	8	4.6%	4.6%	6.4%
5	166	2	1.2%	1.2%	1.7%
6	152	4	2.6%	2.6%	3.7%
7	140	5	3.6%	2.1%	2.9%
8	134	2	1.5%	2.1%	2.9%
9	139	1	0.7%	2.1%	2.9%
10	120	3	2.5%	2.1%	2.9%
11	115	3	2.6%	2.1%	2.9%
12	108	1	0.9%	2.1%	2.9%
13	110	1	0.9%	2.1%	2.9%
14	105	3	2.9%	2.1%	2.9%
15	83	3	3.6%	2.1%	2.9%
16	67	3	4.5%	4.5%	6.3%
17	63	2	3.2%	3.4%	4.8%
18	59	2	3.4%	3.4%	4.8%
19	54	2	3.7%	3.4%	4.8%
20	60	2	3.3%	3.3%	4.6%
21	63	2	3.2%	3.3%	4.6%
22+	383	15	3.9%	3.9%	5.5%
Total	3097	74			



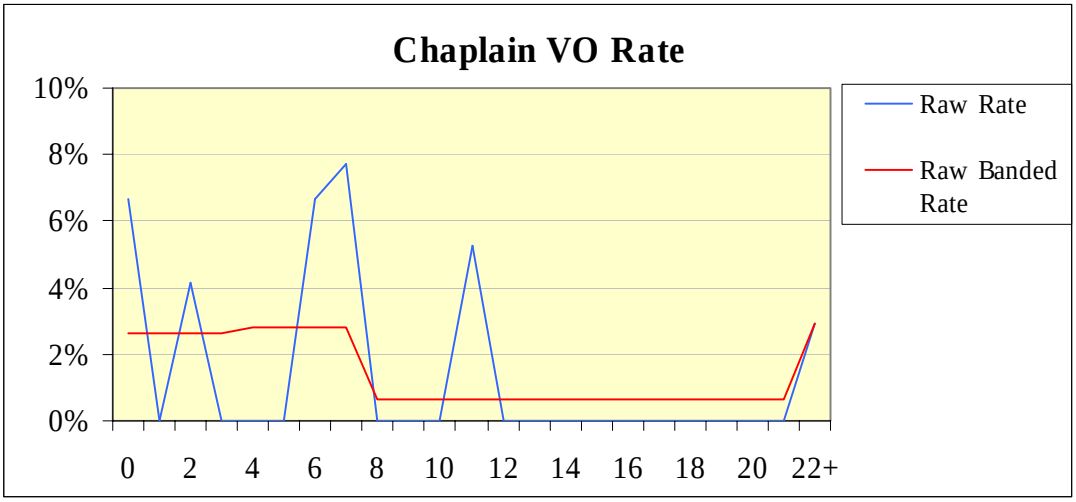
SCALAR
1

LOS	Strength	VO	Raw Rate	Raw Banded Rate	Scaled Banded Rate
0	123	1	0.8%	1.0%	1.0%
1	98	1	1.0%	1.0%	1.0%
2	90	1	1.1%	1.0%	1.0%
3	78	-	0.0%	0.6%	0.6%
4	76	1	1.3%	0.6%	0.6%
5	58	-	0.0%	1.0%	1.0%
6	51	1	2.0%	1.0%	1.0%
7	53	-	0.0%	1.0%	1.0%
8	52	1	1.9%	1.0%	1.0%
9	44	1	2.3%	1.0%	1.0%
10	46	-	0.0%	1.0%	1.0%
11	41	1	2.4%	2.4%	2.4%
12	37	4	10.8%	9.2%	9.2%
13	31	-	0.0%	9.2%	9.2%
14	30	6	20.0%	9.2%	9.2%
15	21	1	4.8%	9.2%	9.2%
16	16	1	6.3%	2.9%	2.9%
17	19	-	0.0%	2.9%	2.9%
18	17	2	11.8%	6.6%	6.6%
19	11	-	0.0%	6.6%	6.6%
20	16	2	12.5%	6.6%	6.6%
21	17	-	0.0%	6.6%	6.6%
22+	125	5	4.0%	4.0%	4.0%
Total	1150	29			



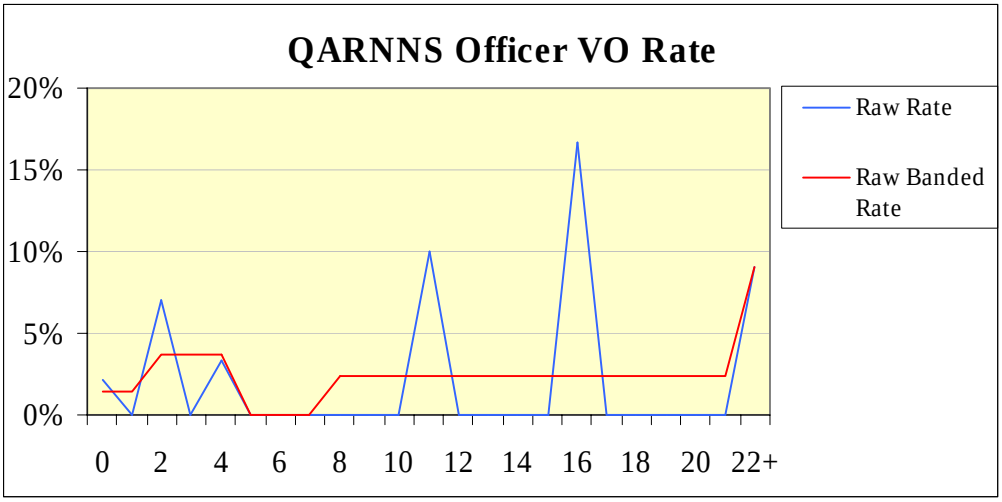
SCALAR
1

LOS	Strength	VO	Raw Rate	Raw Banded Rate	Scaled Banded Rate
0	19	-	0.0%	2.3%	2.3%
1	23	-	0.0%	2.3%	2.3%
2	23	2	8.7%	2.3%	2.3%
3	23	-	0.0%	2.3%	2.3%
4	23	-	0.0%	2.3%	2.3%
5	19	1	5.3%	2.3%	2.3%
6	15	-	0.0%	0.0%	0.0%
7	16	-	0.0%	0.0%	0.0%
8	10	-	0.0%	0.0%	0.0%
9	8	-	0.0%	0.0%	0.0%
10	8	-	0.0%	0.0%	0.0%
11	10	-	0.0%	0.0%	0.0%
12	7	-	0.0%	0.0%	0.0%
13	8	-	0.0%	0.0%	0.0%
14	6	-	0.0%	0.0%	0.0%
15	5	-	0.0%	0.0%	0.0%
16	6	-	0.0%	0.0%	0.0%
17	7	1	14.3%	9.1%	9.1%
18	4	-	0.0%	9.1%	9.1%
19	6	1	16.7%	9.1%	9.1%
20	3	-	0.0%	9.1%	9.1%
21	2	-	0.0%	9.1%	9.1%
22+	38	1	2.6%	2.6%	2.6%
Total	289	6			



SCALAR
1

LOS	Strength	VO	Raw Rate	Raw Banded Rate	Scaled Banded Rate
0	15	1	6.7%	2.6%	2.6%
1	18	-	0.0%	2.6%	2.6%
2	24	1	4.2%	2.6%	2.6%
3	19	-	0.0%	2.6%	2.6%
4	24	-	0.0%	2.8%	2.8%
5	19	-	0.0%	2.8%	2.8%
6	15	1	6.7%	2.8%	2.8%
7	13	1	7.7%	2.8%	2.8%
8	17	-	0.0%	0.6%	0.6%
9	16	-	0.0%	0.6%	0.6%
10	19	-	0.0%	0.6%	0.6%
11	19	1	5.3%	0.6%	0.6%
12	17	-	0.0%	0.6%	0.6%
13	10	-	0.0%	0.6%	0.6%
14	10	-	0.0%	0.6%	0.6%
15	8	-	0.0%	0.6%	0.6%
16	6	-	0.0%	0.6%	0.6%
17	7	-	0.0%	0.6%	0.6%
18	7	-	0.0%	0.6%	0.6%
19	6	-	0.0%	0.6%	0.6%
20	7	-	0.0%	0.6%	0.6%
21	8	-	0.0%	0.6%	0.6%
22+	34	1	2.9%	2.9%	2.9%
Total	338	6			



SCALAR
1

LOS	Strength	VO	Raw Rate	Raw Banded Rate	Scaled Banded Rate
0	94	2	2.1%	1.4%	1.4%
1	51	-	0.0%	1.4%	1.4%
2	43	3	7.0%	3.6%	3.6%
3	37	-	0.0%	3.6%	3.6%
4	30	1	3.3%	3.6%	3.6%
5	18	-	0.0%	0.0%	0.0%
6	13	-	0.0%	0.0%	0.0%
7	11	-	0.0%	0.0%	0.0%
8	7	-	0.0%	2.4%	2.4%
9	6	-	0.0%	2.4%	2.4%
10	7	-	0.0%	2.4%	2.4%
11	10	1	10.0%	2.4%	2.4%
12	7	-	0.0%	2.4%	2.4%
13	6	-	0.0%	2.4%	2.4%
14	8	-	0.0%	2.4%	2.4%
15	9	-	0.0%	2.4%	2.4%
16	6	1	16.7%	2.4%	2.4%
17	5	-	0.0%	2.4%	2.4%
18	3	-	0.0%	2.4%	2.4%
19	3	-	0.0%	2.4%	2.4%
20	2	-	0.0%	2.4%	2.4%
21	4	-	0.0%	2.4%	2.4%
22+	11	1	9.1%	9.1%	9.1%
Total	391	9			

Annex B - Commission Transfer – Maximum Authorised Numbers

COMMISSION RANK	IC-CC MAuN LT/CAPT RM	CC-FTC MAuN LT/CAPT RM	TOTAL MAuN TRANSFERS
WARFARE			
GS	38	6	44
GS - Deep Spec SUY	4	-	4
SM	12	2	14
FAA-P	18	14	32
FAA-P FIXED WING	-	3	3
FAA-O	13	11	24
FAA-ATC	4	2	6
WARFARE TOTAL	**89**	**38**	**127**
ENGINEER			
GS-ME	10	2	12
GS-WE	13	2	15
SM-MESM	10	1	11
SM-WESM	8	1	9
FAA-AE	10	1	11
TM	5	-	5
IS	4	1	5
ENGINEER TOTAL	**60**	**8**	**68**
LOGISTICS			
GM/SM	19	2	21
LOGISTICS TOTAL	**19**	**2**	**21**
MEDICAL SERVICES			
	3	-	3
LOGISTICS TOTAL	**3**	**-**	**3**
ROYAL MARINES			
RM	40	4	44
RMBS	2	-	2
RM TOTAL	**42**	**4**	**46**
GRAND TOTAL	**213**	**52**	**265**

Assumptions/Notes:

1. CC to FTC TX MAuN numbers based on OSPM forecasts.
2. The IC population has entered the zone for the third time.
3. To meet the requirements of JCA, all Fixed Wing pilots must be considered for transfer and taken if they meet the quality threshold.
4. 'Actually Want' figures assumes 90% take up.
5. ATC automatically transferred after post-training probationary period.

COMMISSION RANK	IC-CC MAuN LT CDR /MAJ RM	CC-FTC MAuN LT CDR /MAJ RM	TOTAL MAuN TRANSFERS
WARFARE			
GS	-	2	2
SM	-	1	1
FAA-P *Incl. RM Pilots	-	1	1
FAA-O	-	-	-
FAA-ATC	-	-	-
WARFARE TOTAL	**-**	**4**	**4**
ENGINEER			
GS-ME	-	1	1
GS-WE	-	-	-
SM-MESM	-	-	-
SM-WESM	-	1	1
FAA-AE	-	2	2
TM	-	1	1
IS	-	2	2
ENGINEER TOTAL	**-**	**7**	**7**
LOGISTICS			
GM/SM	-	3	3
LOGISTICS TOTAL	**-**	**3**	**3**
MEDICAL SERVICES			
	-	-	-
LOGISTICS TOTAL	**-**	**-**	**-**
ROYAL MARINES			
(Exl. Pilots)	1	5	6
RM TOTAL	**1**	**5**	**6**
GRAND TOTAL	**1**	**19**	**20**

Assumptions/Notes:

1. CC to FTC TX MAuN numbers based on OSPM forecasts.
2. The IC population has entered the zone for the third time.
3. To meet the requirements of JCA, all Fixed Wing pilots must be considered for transfer and taken if they meet the quality threshold.
4. 'Actually Want' figures assumes 90% take up.
5. ATC automatically transferred after post-training probationary period.

COMMISSION RANK	SCC - MC(MD) MAuN	MCC-FC(MD) MAuN
MEDICAL		
CDR	8	12
LT CDR		
LT	12	
DENTAL		
CDR	-	1
LT CDR	2	
LT		-
QARNNS		
CDR	-	-
LT CDR	-	2
LT	4	
RNMS TOTAL	**26**	**15**

Assumptions/Notes:

1. Where Medical Branch shows combined cells then Maun covers ranks indicated.

Annex C – Officer Transfer Profiles

Pilot/Observer Transfer Profiles

	IC to CC	IC# to CC#	CC to FTC		CC# to FTC#	
	Lt	Lt	Lt	Lt Cdr	Lt	Lt Cdr
3	-	19%	-	-	13%	-
4	-	22%	-	-	14%	-
5	-	26%	-	-	14%	-
6	39%	23%	-	-	13%	-
7	42%	19%	-	-	12%	-
8	49%	15%	15%	29%	11%	24%
9	42%	10%	18%	39%	10%	28%
10	39%	7%	20%	22%	8%	25%
11	35%	4%	23%	17%	7%	21%
12	-	-	23%	13%	6%	17%
13	-	-	20%	9%	5%	13%
14	-	-	14%	7%	4%	7%
15	-	-	9%	5%	2%	6%
16	-	-	6%	3%	-	-
17	-	-	4%	1%	-	-
PROBABILITY	96%	80%	79%	81%	72%	79%

General Transfer Profiles

	IC to CC	IC# to CC#	CC to FTC		CC# to FTC#	
	Lt	Lt	Lt	Lt Cdr	Lt	Lt Cdr
3	-	41%	-	-	2%	-
4	-	41%	-	-	2%	-
5	-	28%	-	-	2%	-
6	22%	14%	-	-	2%	-
7	24%	7%	-	-	2%	-
8	28%	-	1%	29%	1%	20%
9	24%	-	1%	39%	1%	24%
10	22%	-	1%	22%	1%	22%
11	20%	-	2%	17%	1%	18%
12	-	-	2%	13%	1%	14%
13	-	-	1%	9%	-	11%
14	-	-	1%	7%	-	6%
15	-	-	1%	5%	-	5%
16	-	-	-	3%	-	-
17	-	-	-	1%	-	-
PROBABILITY	80%	80%	9%	81%	15%	73%

PWO Transfer Profiles

	IC to CC	IC# to CC#	CC to FTC		CC# to FTC#	
	Lt	Lt	Lt	Lt Cdr	Lt	Lt Cdr
3	-	100%	-	-	100%	-
4	-	100%	-	-	100%	-
5	100%	100%	-	-	100%	-
6	100%	100%	-	-	100%	-
7	100%	100%	-	-	100%	-
8	100%	-	100%	100%	100%	100%
9	100%	-	100%	100%	100%	100%
10	100%	-	100%	100%	100%	100%
11	100%	-	100%	100%	100%	100%
12	-	-	100%	100%	100%	100%
13	-	-	100%	100%	100%	100%
14	-	-	100%	100%	100%	100%
15	-	-	100%	100%	100%	100%
16	-	-	-	7%	-	-
17	-	-	-	2%	-	-
PROBABILITY	100%	100%	100%	100%	100%	100%

TM/IS Transfer Profiles

	IC to CC	IC# to CC#	CC to FTC		CC# to FTC#	
	Lt	Lt	Lt	Lt Cdr	Lt	Lt Cdr
3	-	24%	-	-	2%	-
4	-	24%	-	-	2%	-
5	-	16%	-	-	2%	-
6	11%	8%	-	-	2%	-
7	12%	4%	-	-	2%	-
8	14%	-	1%	12%	1%	20%
9	12%	-	1%	16%	1%	24%
10	11%	-	1%	9%	1%	22%
11	10%	-	2%	7%	1%	18%
12	-	-	2%	5%	1%	14%
13	-	-	1%	4%	1%	11%
14	-	-	1%	3%	-	6%
15	-	-	1%	2%	-	5%
16	-	-	-	1%	-	-
17	-	-	-	-	-	-
PROBABILITY	53%	57%	9%	46%	15%	73%

Transfer to FTC(Air)

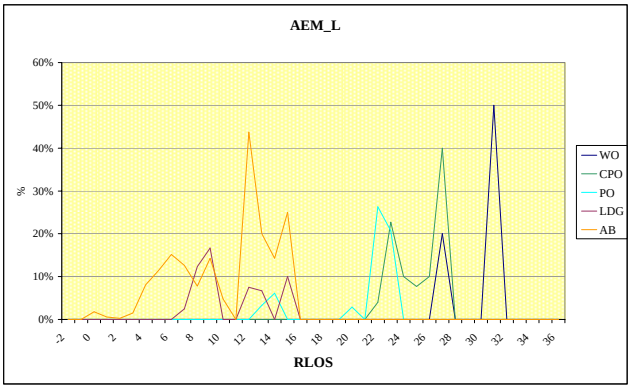
(Future assumed transfer numbers removed)

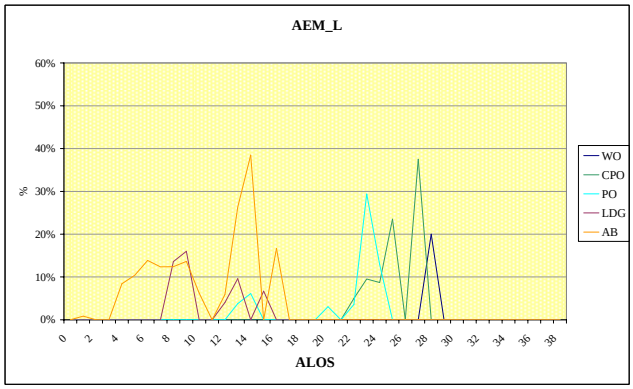
Note: Previously the assumption was made that the transfers to FTC(Air) would initially come from the older age group but would be predominantly from the younger age group after 6 years of forecasts, however historic evidence did not indicate that this was happening.
The historical data for the last 3 years now shows an increase in the transfer from the younger age group, so the above assumption has been altered to reflect what is actually happening at present.

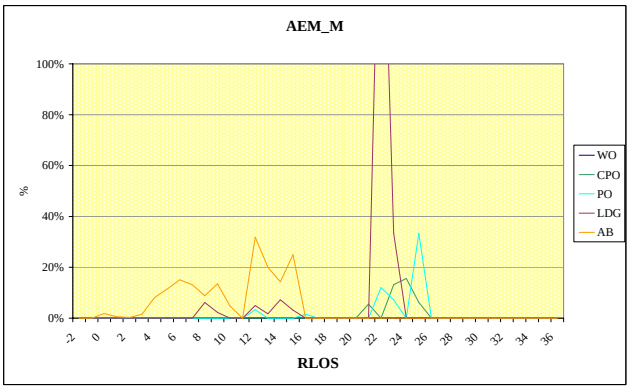
Annex D - Voluntary Outflow Profiles by Specialisation

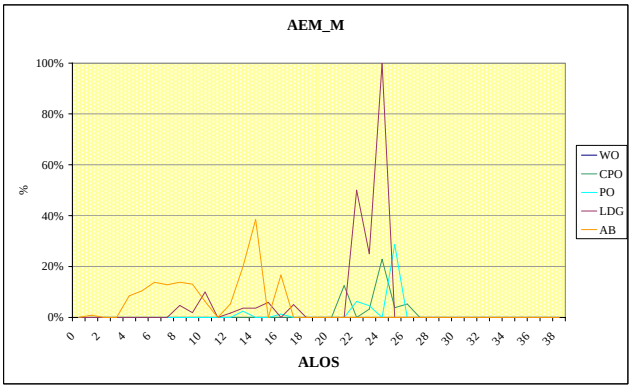
All VO profiles will be checked and smoothed as appropriate during the April planning round.

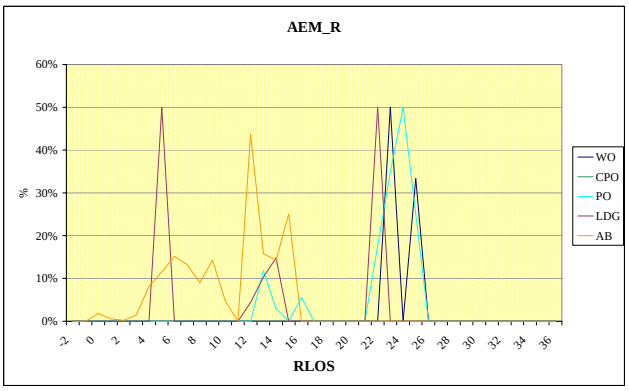
Air Engineers (EAE)

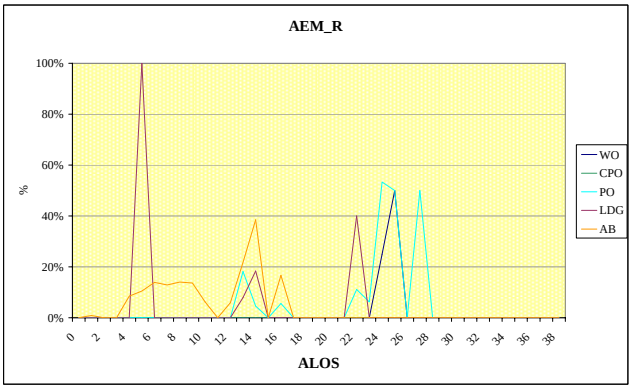


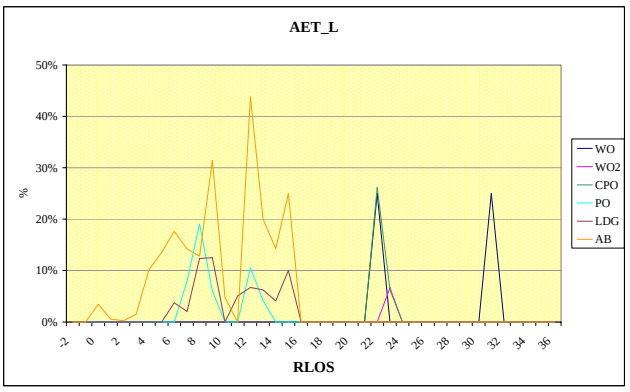


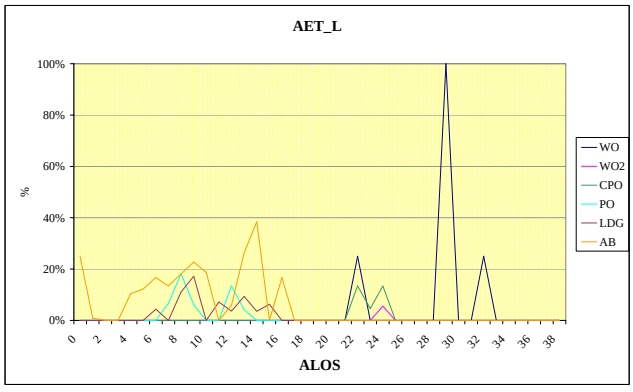


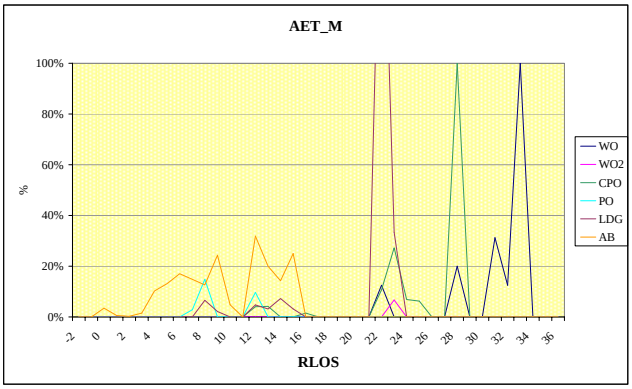


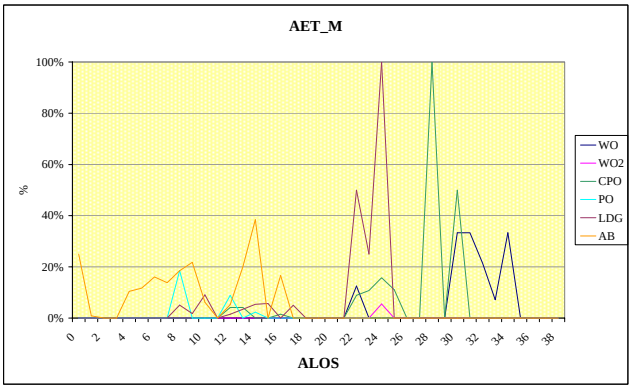


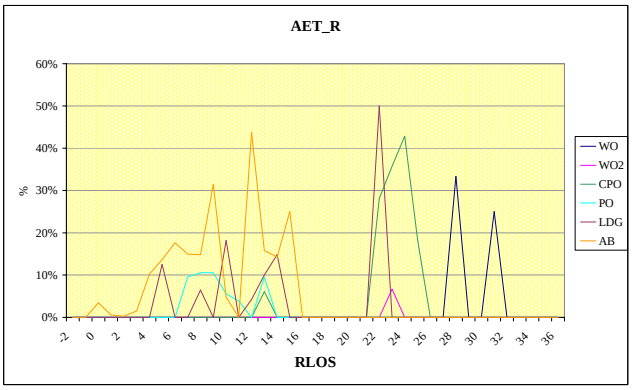


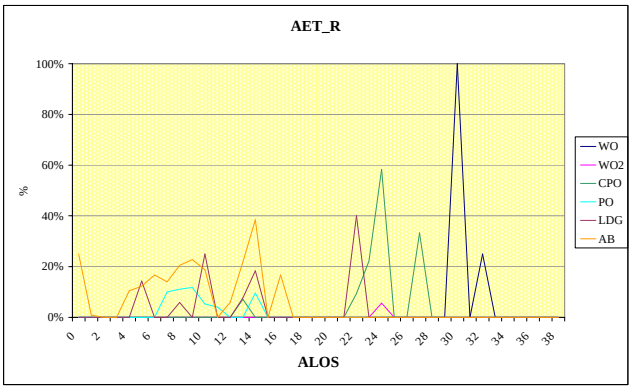


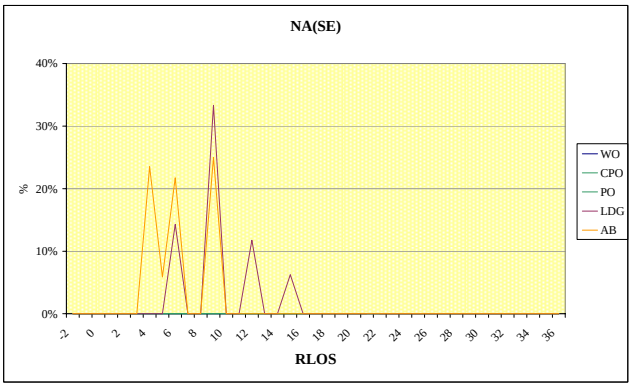


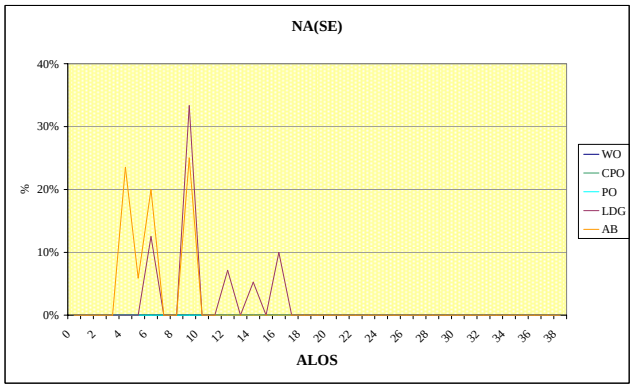




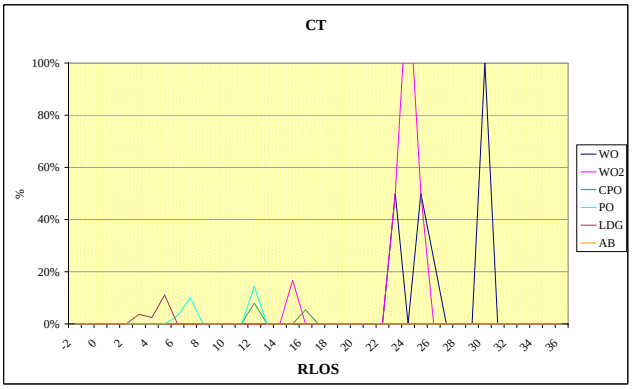


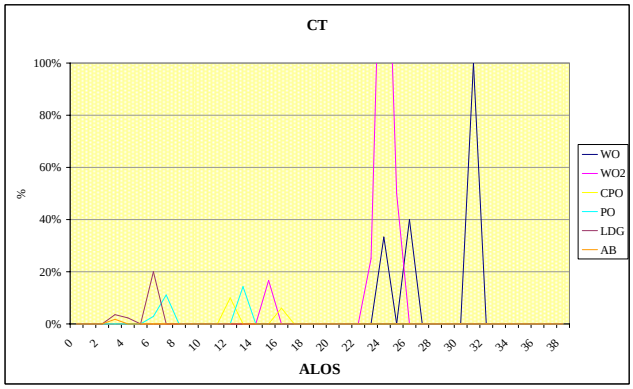




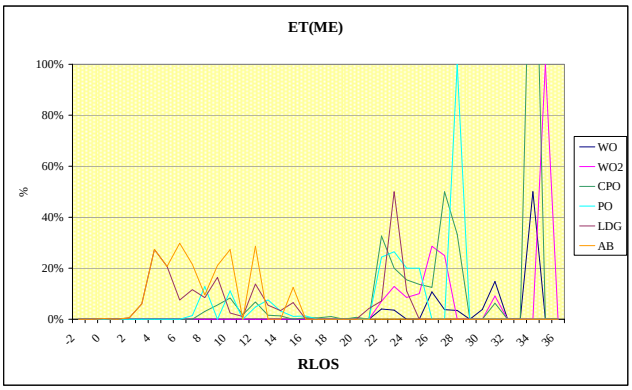


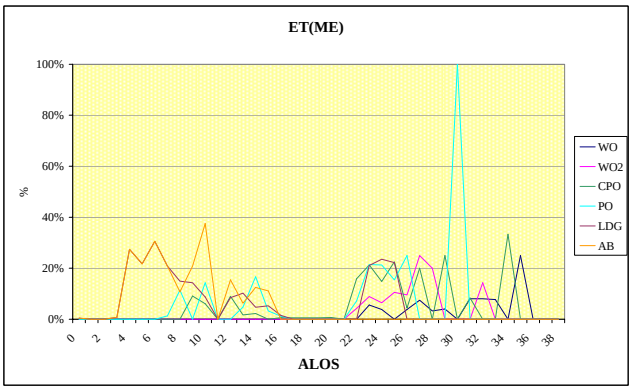
Artificers (CT Only)

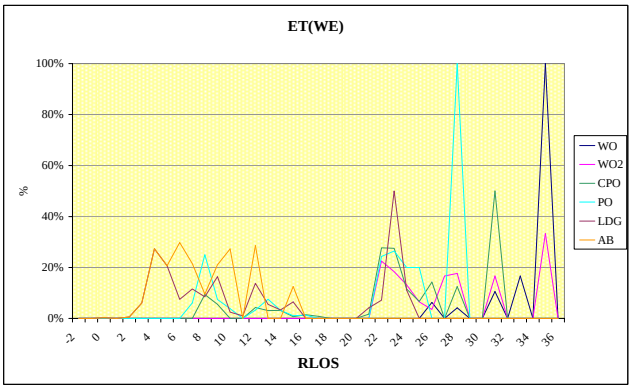


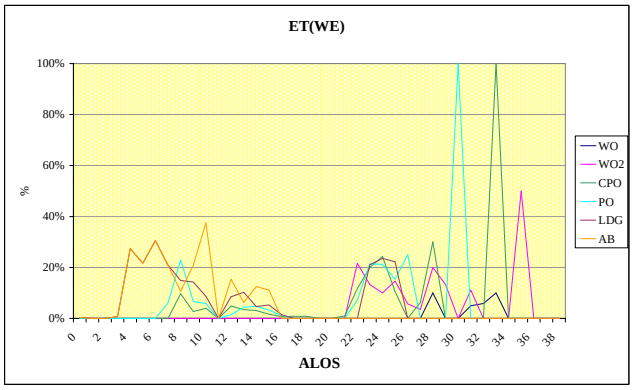


Engineers GS (EGS)

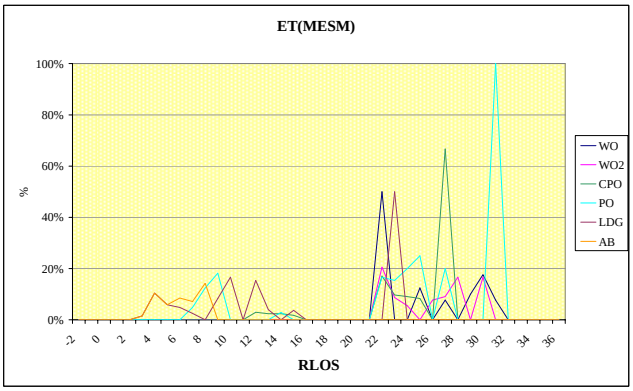


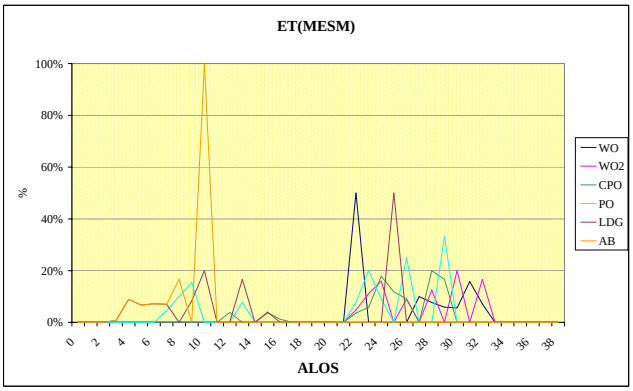


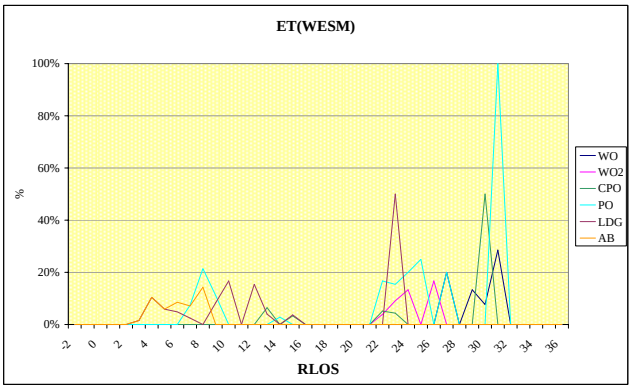


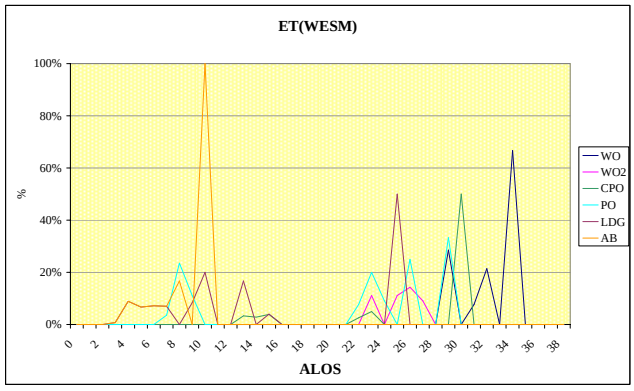


Engineers SM (ESM)

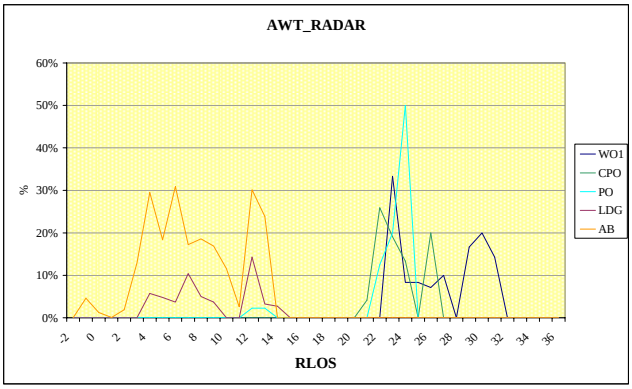


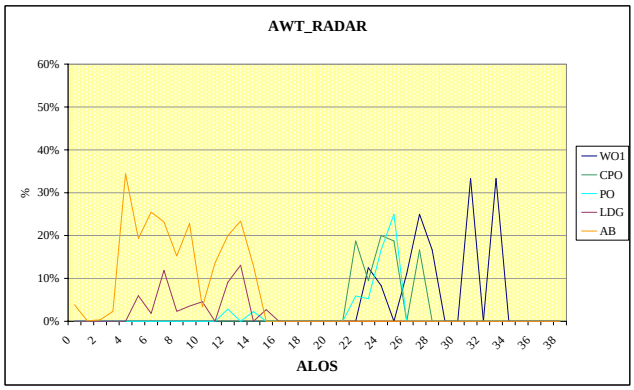


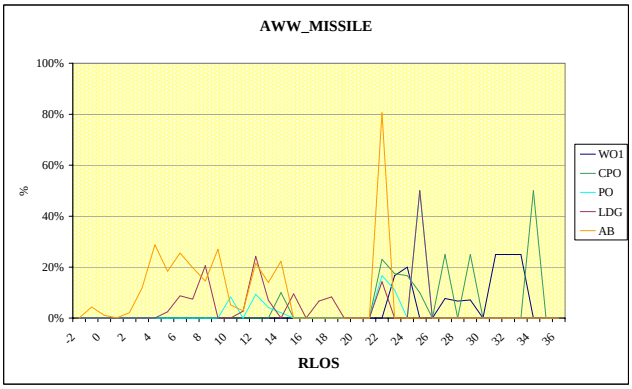


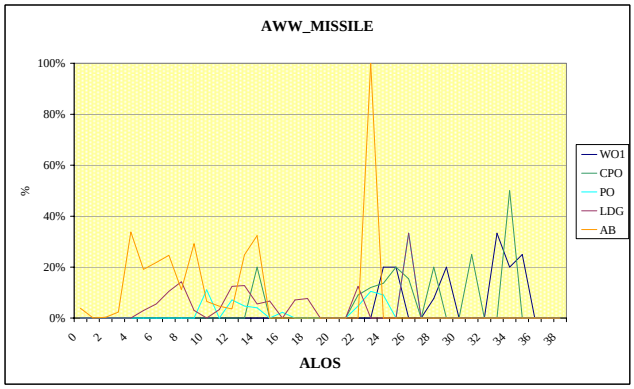


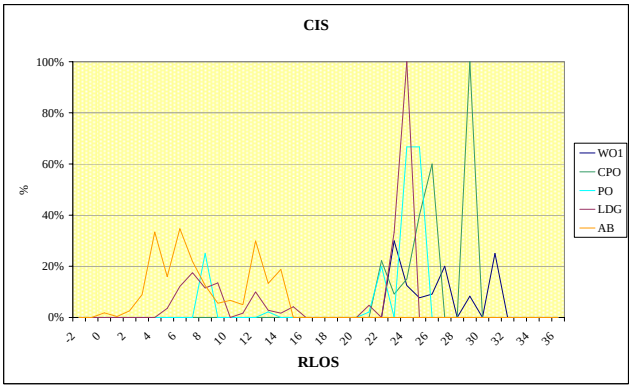
Warfare GS (XR)

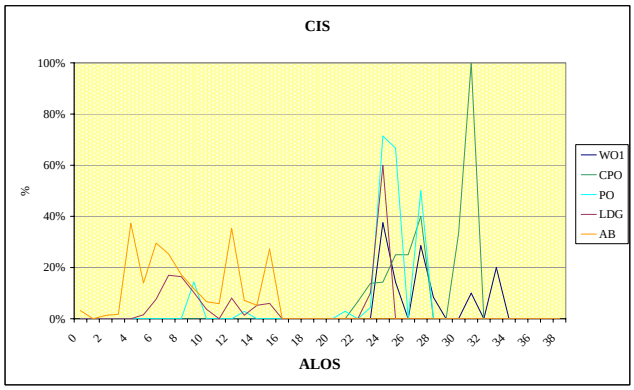


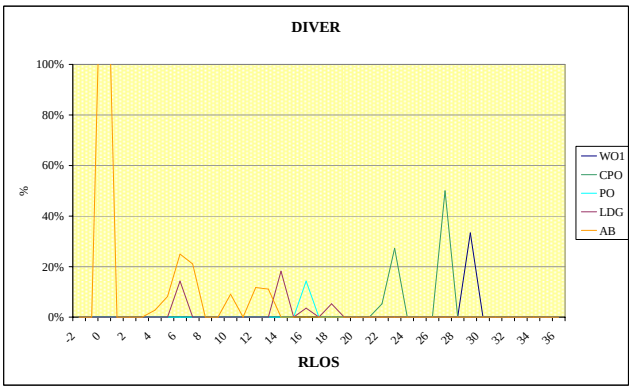


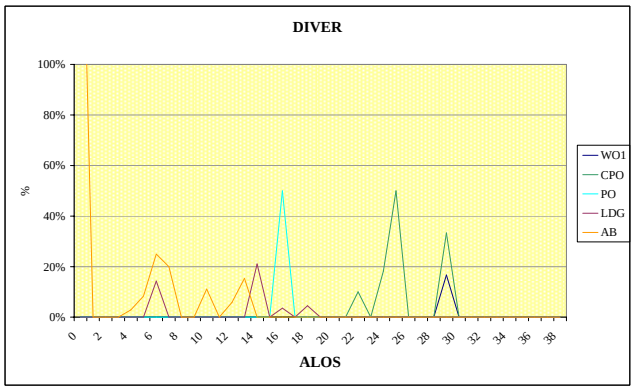


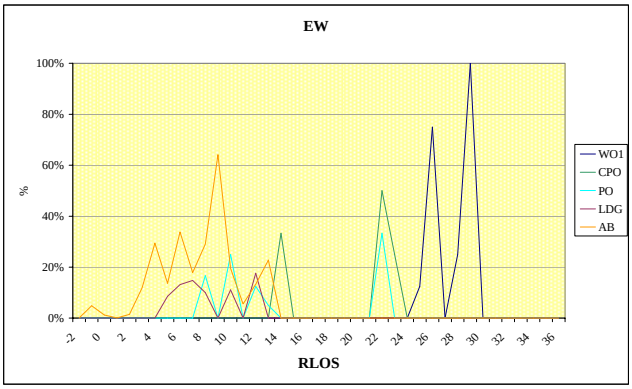








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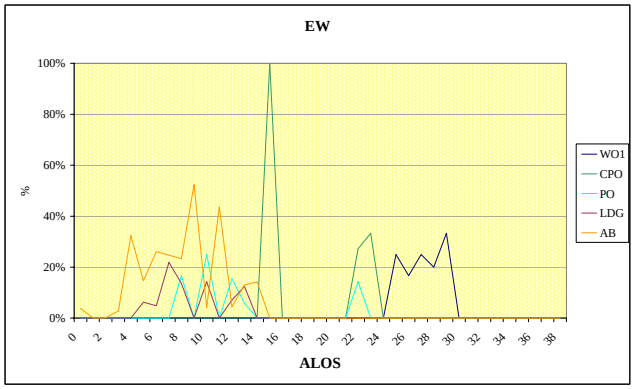
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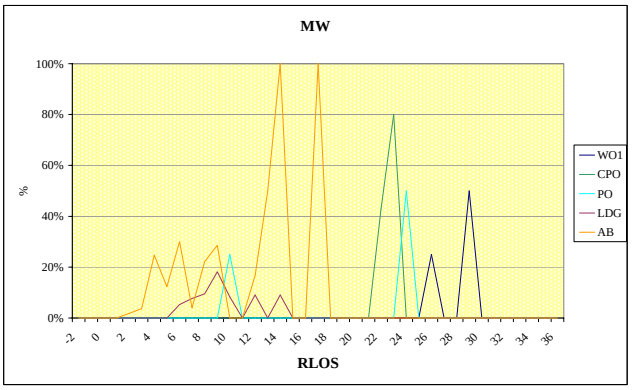
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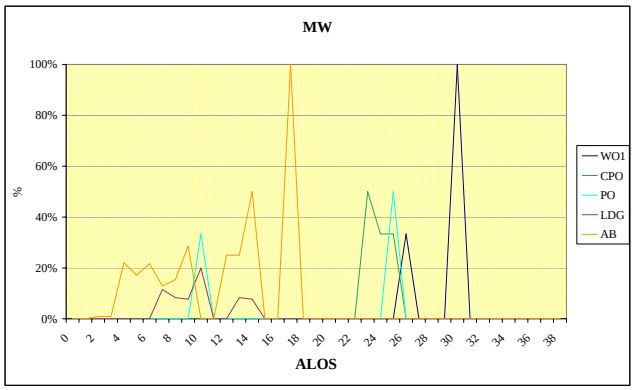
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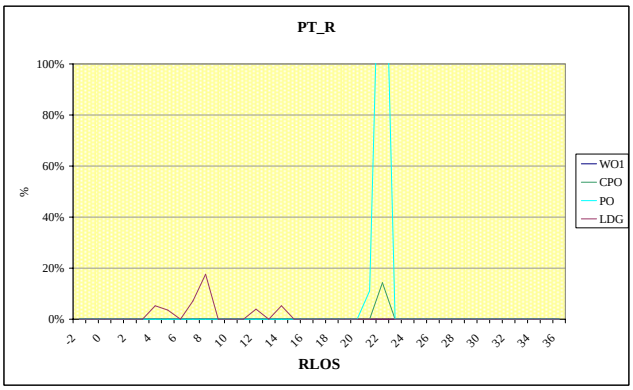
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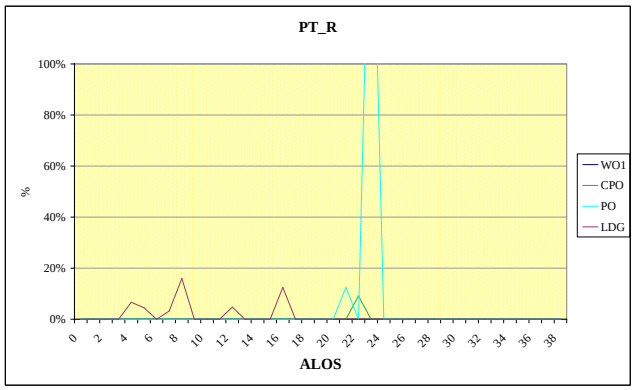
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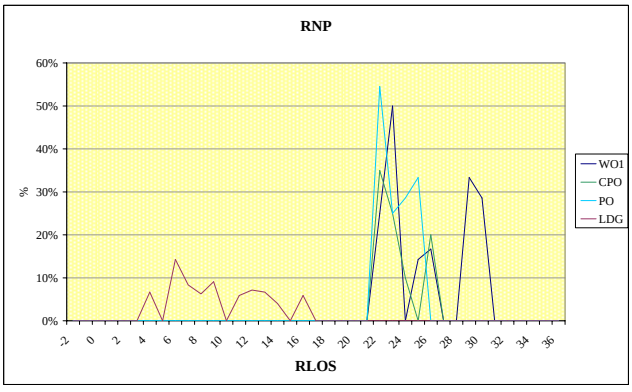
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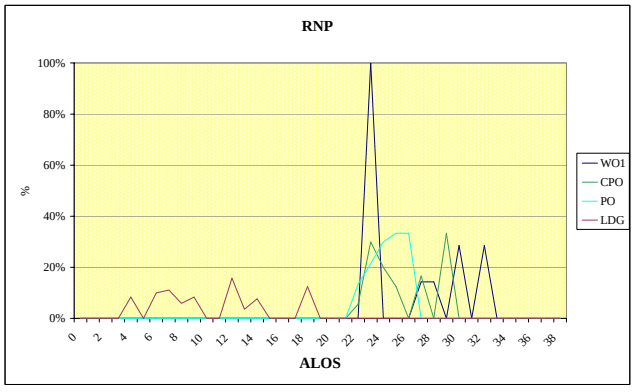
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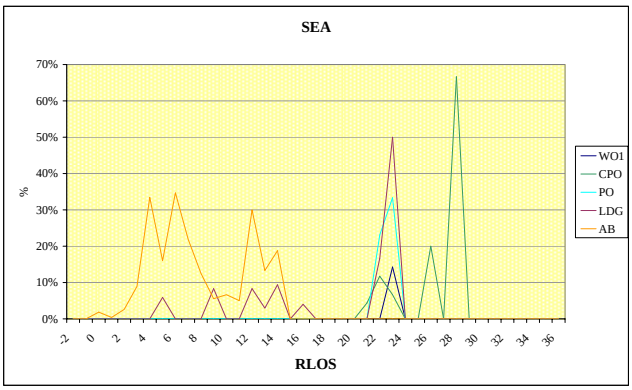

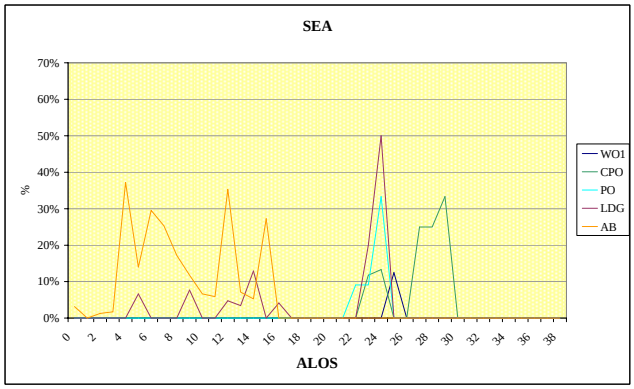

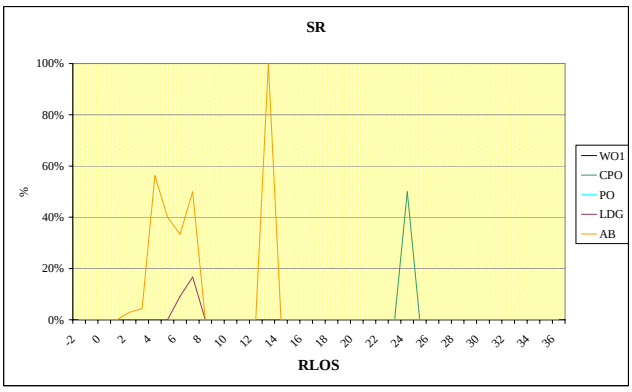

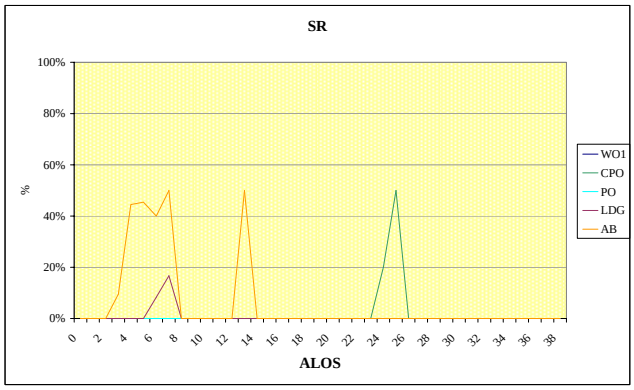

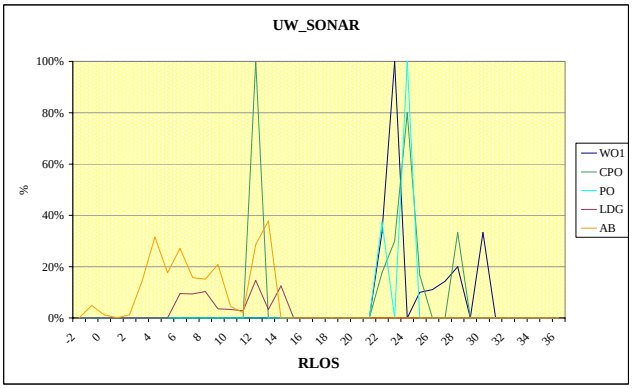

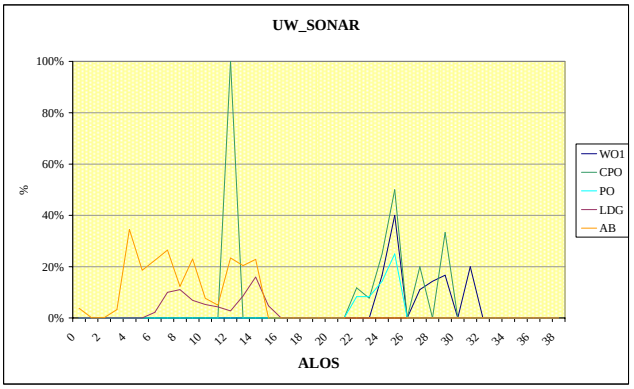

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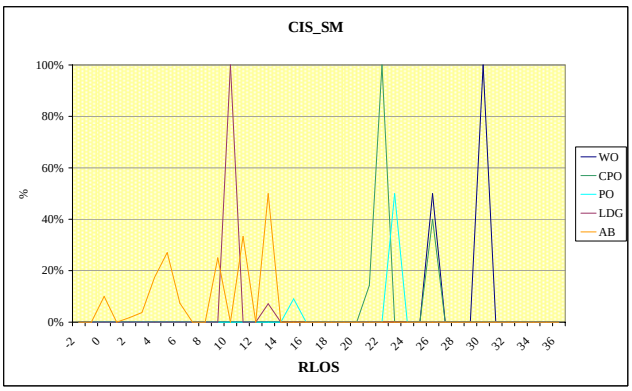

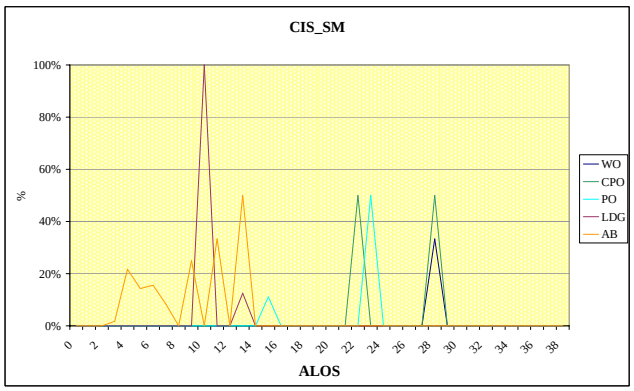

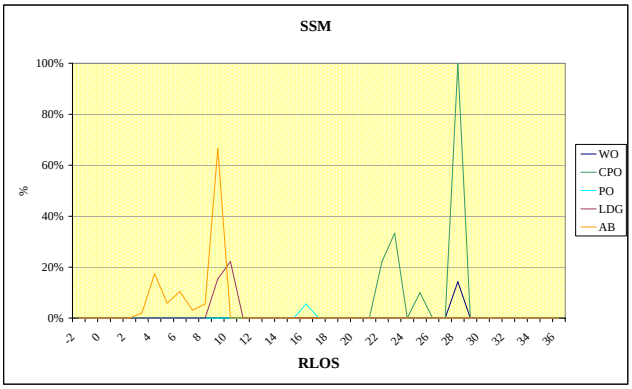

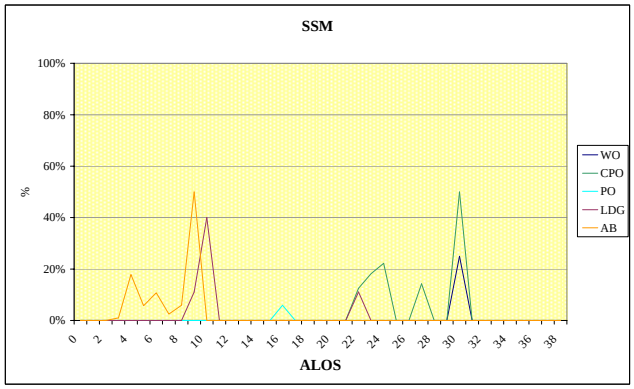

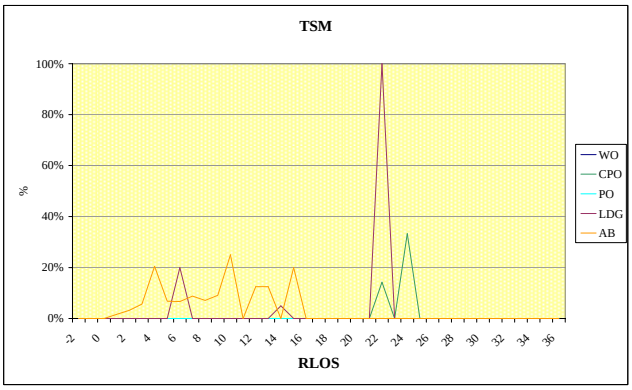

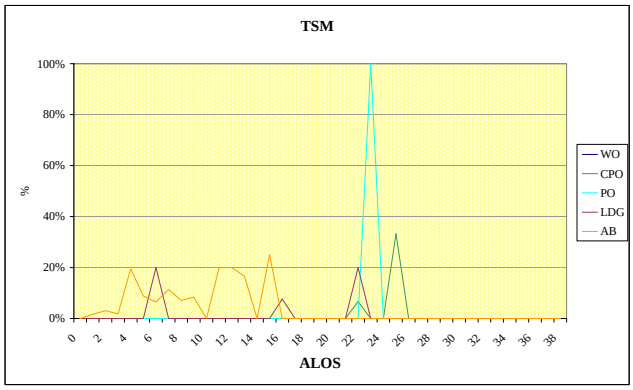

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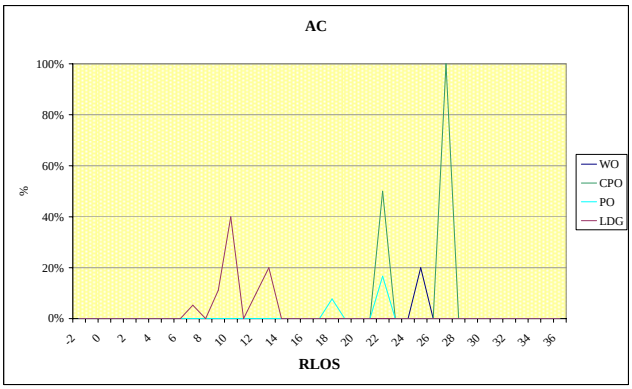
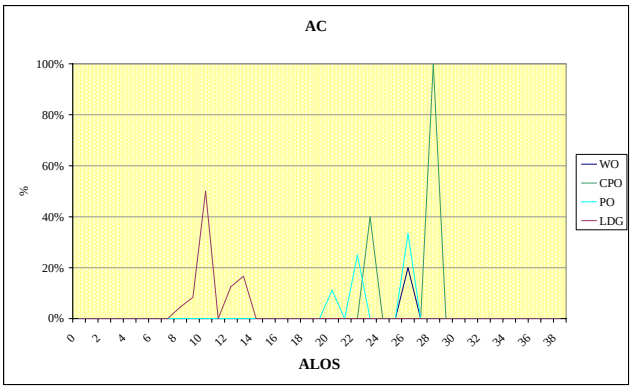
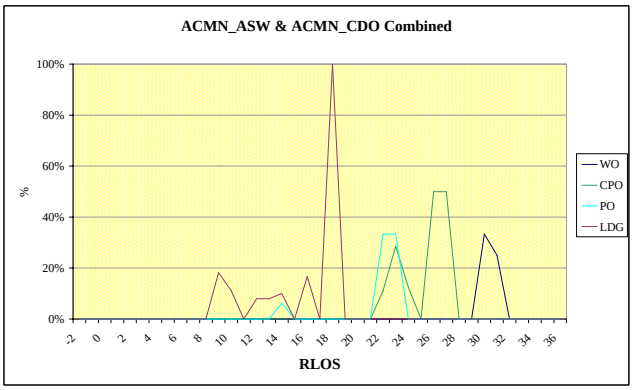
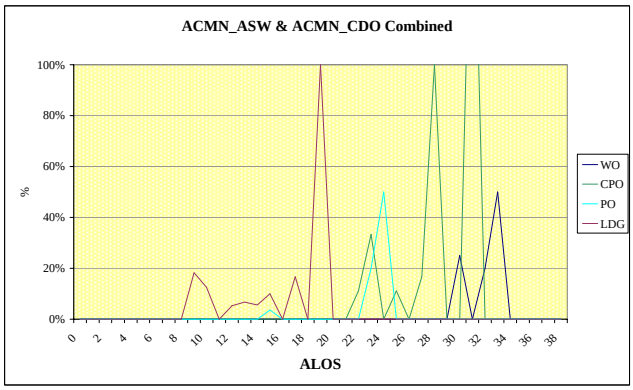
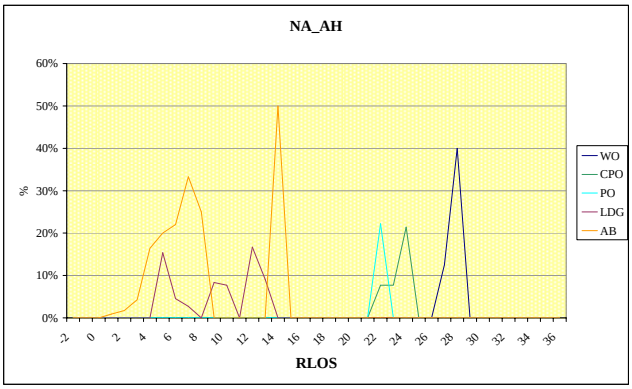
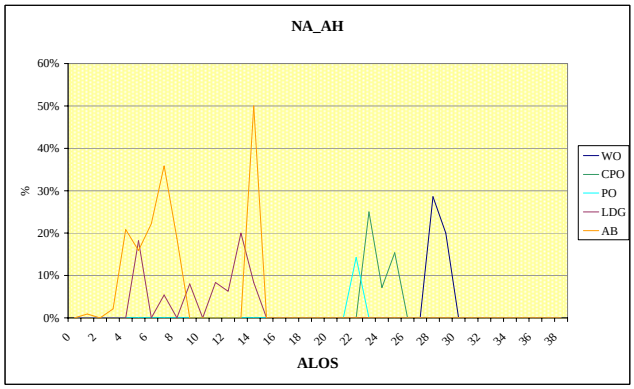


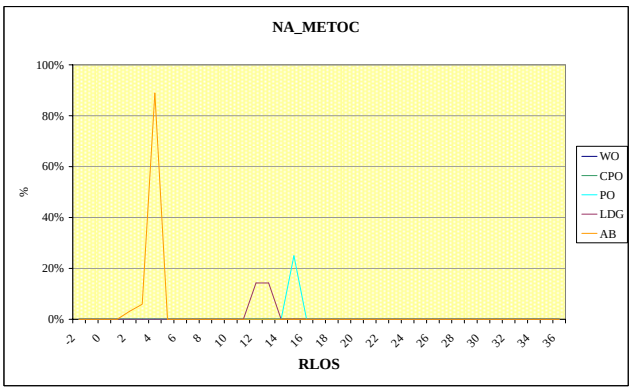


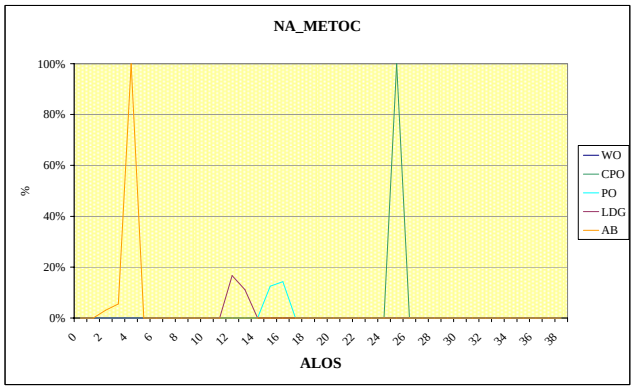


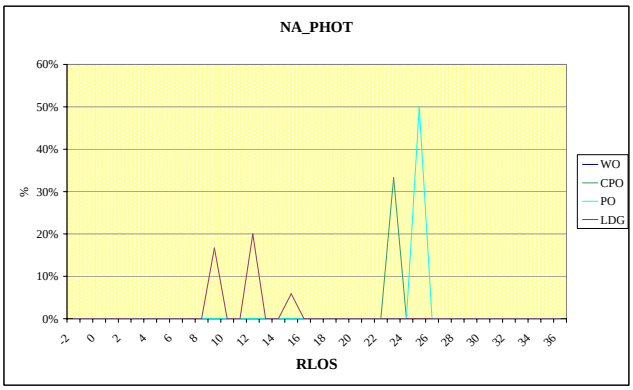


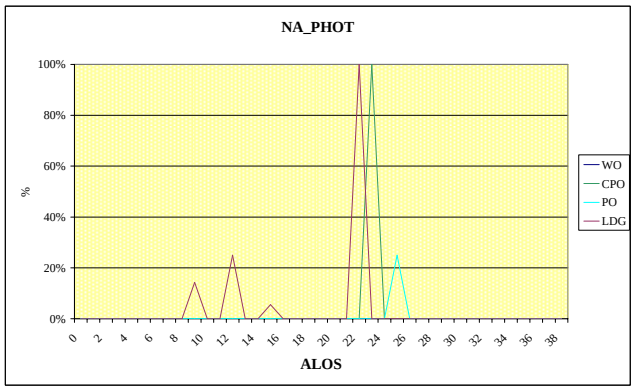




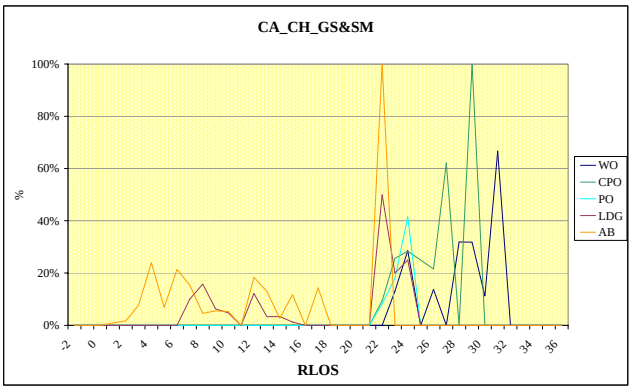


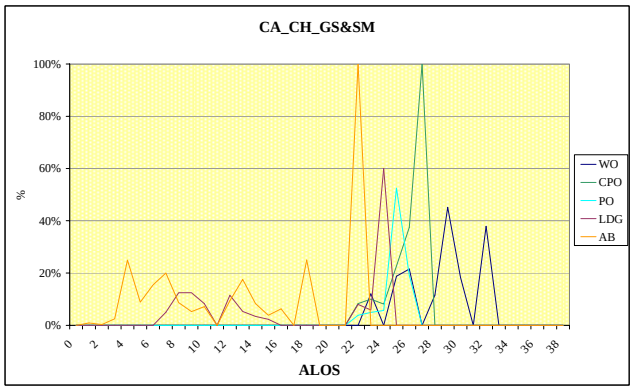


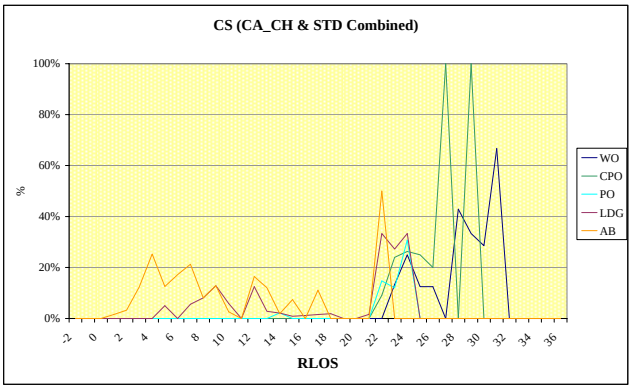




Logistics (LOGS)



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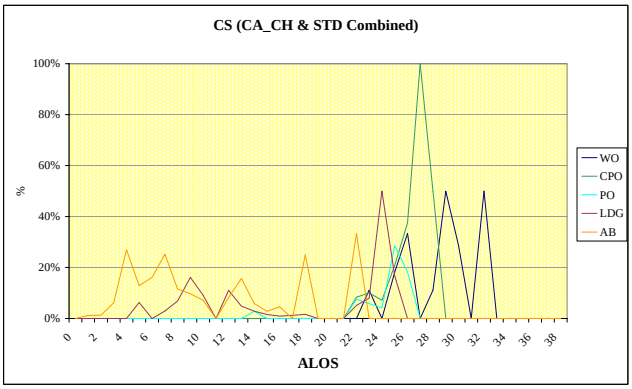
CS (CA_CH & STD Combined)
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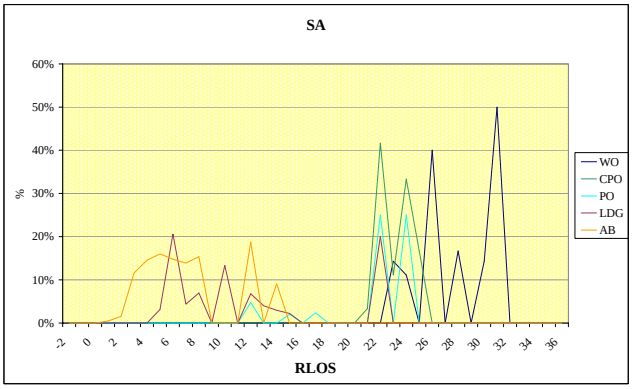
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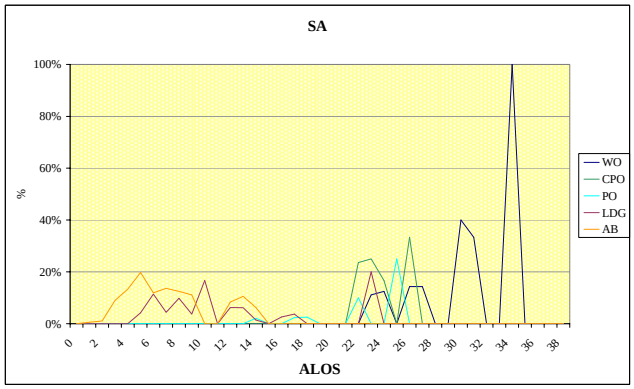
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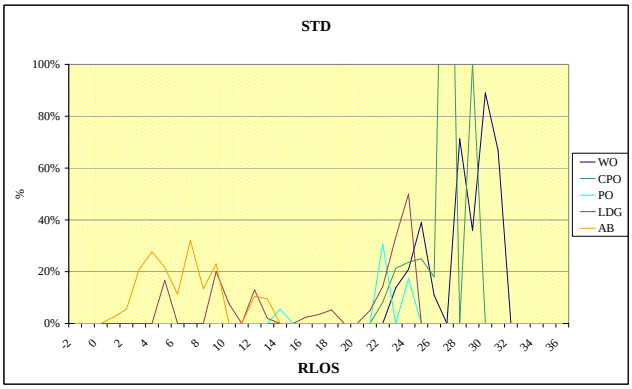
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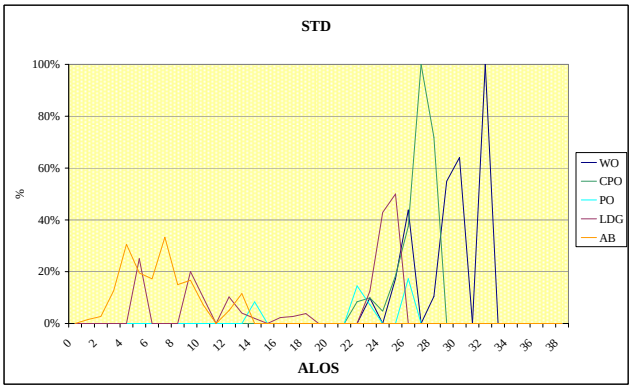
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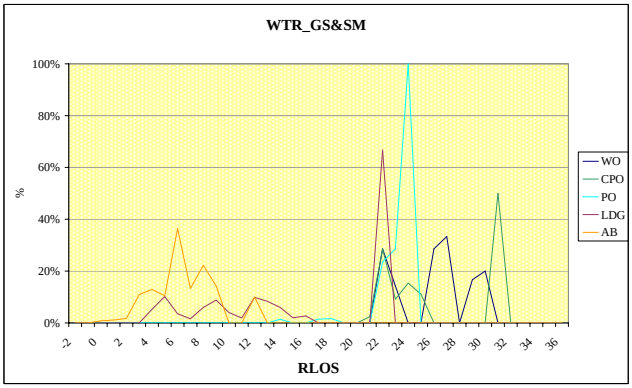
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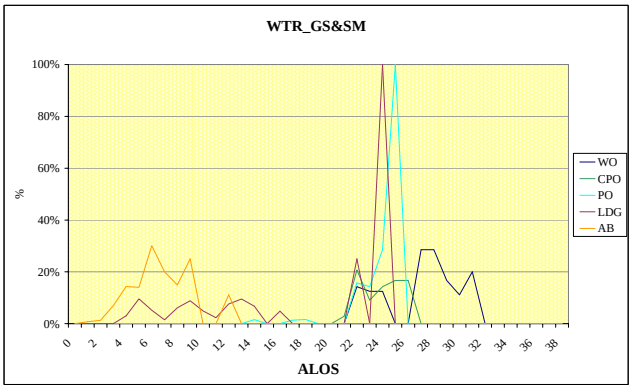
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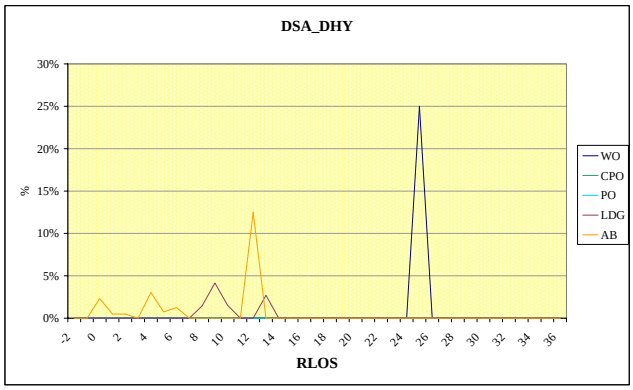
Medical (MED)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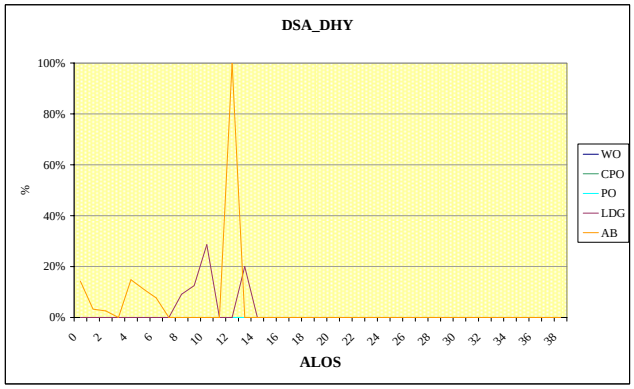
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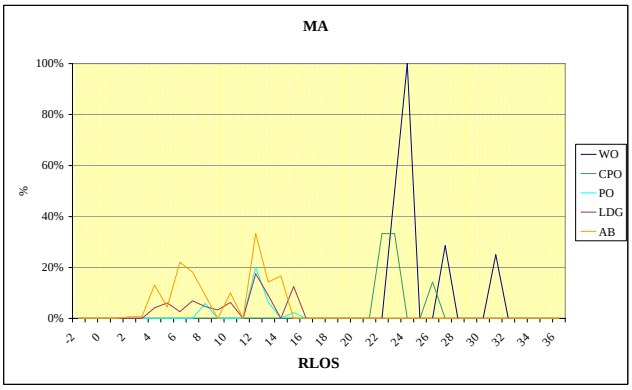
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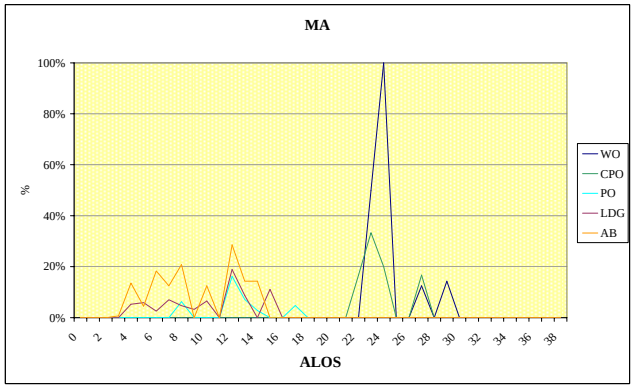
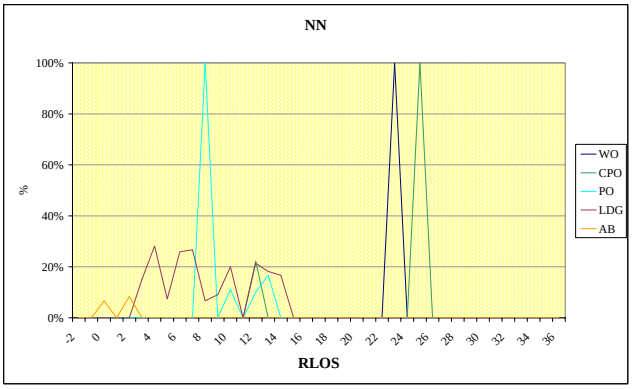
RLOS


MA
100%
80%
60%
40%
20%
0%
%
WO
CPO
PO
LDG
AB
0 2 4 6 8 10 12 14 16 18 20 22 24 26 28 30 32 34 36 38
ALOS


NN
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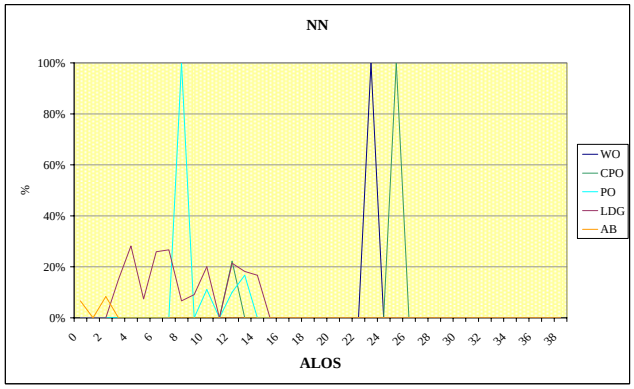
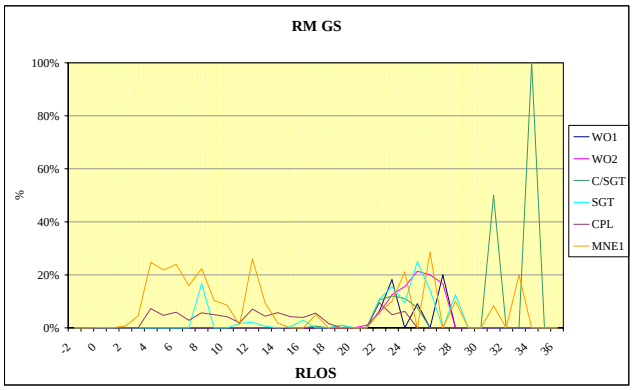
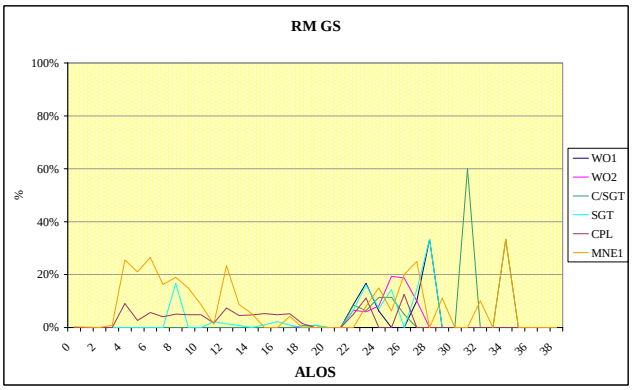
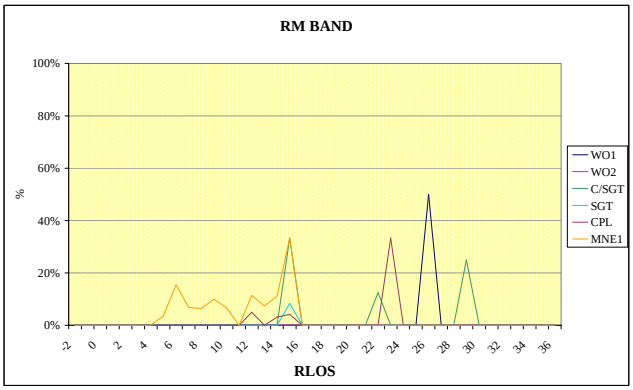
80%
60%
40%
20%
0%
%
WO
CPO
PO
LDG
AB
-2 0 2 4 6 8 10 12 14 16 18 20 22 24 26 28 30 32 34 36
RLOS

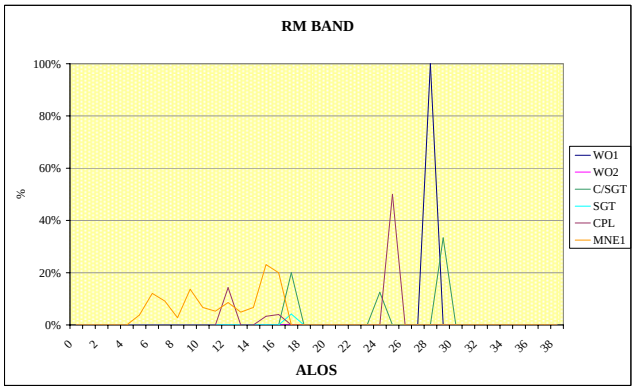

NN
100%
80%
60%
40%
20%
0%
%
WO
CPO
PO
LDG
AB
0 2 4 6 8 10 12 14 16 18 20 22 24 26 28 30 32 34 36 38
ALOS

Royal Marines (RM & BAND)



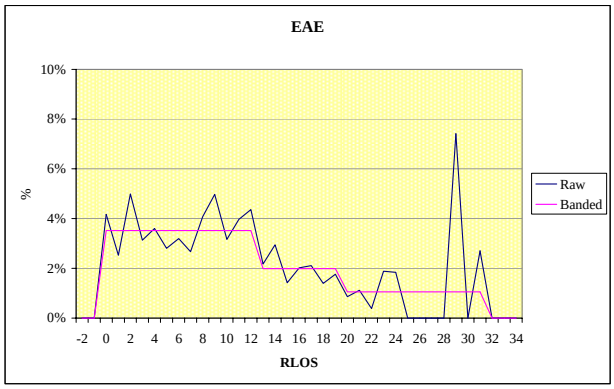


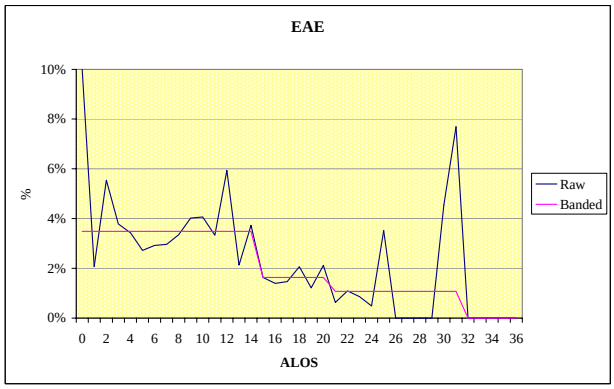




Annex E – Ratings Other Wastage

Air Engineers (EAE)

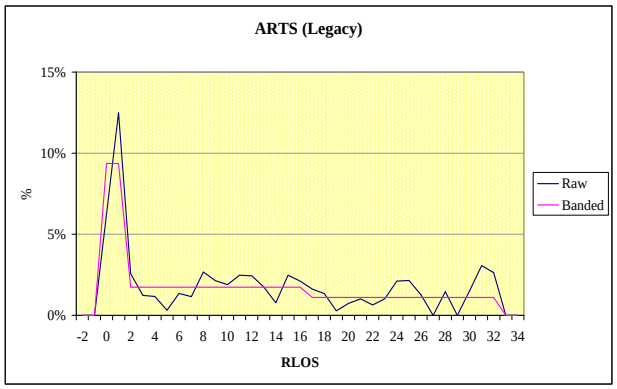


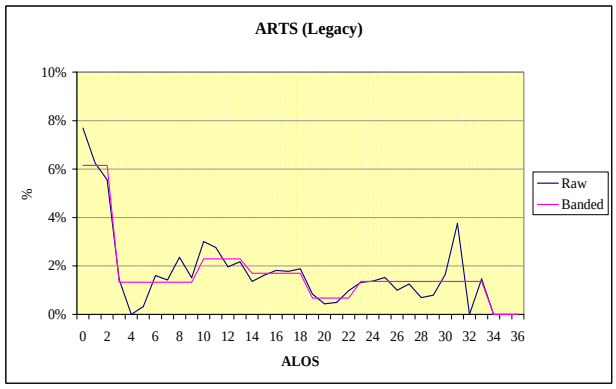


RLOS		
	Raw	Banded
-2	0.00%	0.00%
-1	0.00%	0.00%
0	4.17%	3.52%
1	2.53%	3.52%
2	4.99%	3.52%
3	3.13%	3.52%
4	3.61%	3.52%
5	2.81%	3.52%
6	3.20%	3.52%
7	2.67%	3.52%
8	4.08%	3.52%
9	4.97%	3.52%
10	3.16%	3.52%
11	3.97%	3.52%
12	4.36%	3.52%
13	2.18%	1.99%
14	2.95%	1.99%
15	1.42%	1.99%
16	2.02%	1.99%
17	2.11%	1.99%
18	1.40%	1.99%
19	1.76%	1.99%
20	0.86%	1.06%
21	1.12%	1.06%
22	0.38%	1.06%
23	1.89%	1.06%
24	1.84%	1.06%
25	0.00%	1.06%
26	0.00%	1.06%
27	0.00%	1.06%
28	0.00%	1.06%
29	7.41%	1.06%
30	0.00%	1.06%
31	2.70%	1.06%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
	Raw	Banded
0	10.00%	3.49%
1	2.07%	3.49%
2	5.54%	3.49%
3	3.78%	3.49%
4	3.43%	3.49%
5	2.73%	3.49%
6	2.93%	3.49%
7	2.97%	3.49%
8	3.35%	3.49%
9	4.02%	3.49%
10	4.07%	3.49%
11	3.33%	3.49%
12	5.94%	3.49%
13	2.13%	3.49%
14	3.73%	3.49%
15	1.63%	1.63%
16	1.40%	1.63%
17	1.46%	1.63%
18	2.06%	1.63%
19	1.22%	1.63%
20	2.11%	1.63%
21	0.64%	1.08%
22	1.09%	1.08%
23	0.87%	1.08%
24	0.49%	1.08%
25	3.52%	1.08%
26	0.00%	1.08%
27	0.00%	1.08%
28	0.00%	1.08%
29	0.00%	1.08%
30	4.55%	1.08%
31	7.69%	1.08%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Artificers (ARTS Legacy)

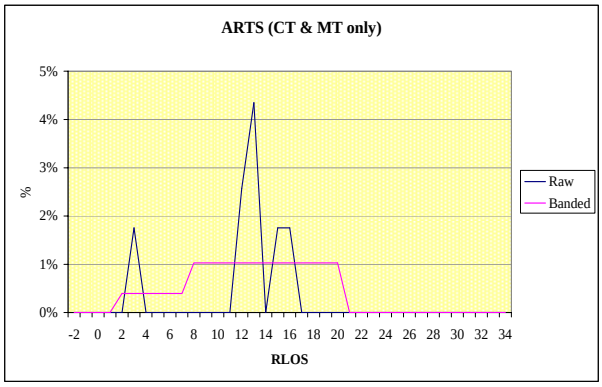


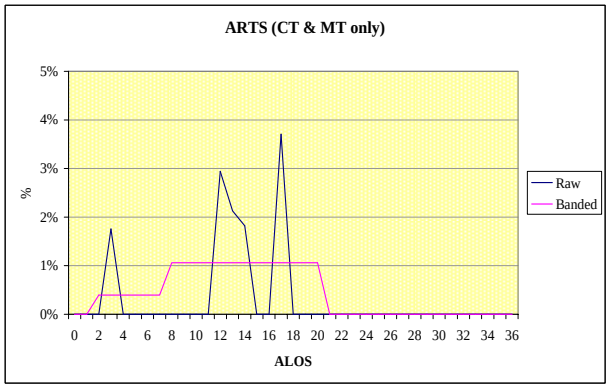


RLOS		
	Raw	Banded
-2	0.00%	0.00%
-1	0.00%	0.00%
0	6.25%	9.38%
1	12.50%	9.38%
2	2.56%	1.74%
3	1.23%	1.74%
4	1.16%	1.74%
5	0.31%	1.74%
6	1.36%	1.74%
7	1.16%	1.74%
8	2.67%	1.74%
9	2.14%	1.74%
10	1.90%	1.74%
11	2.47%	1.74%
12	2.44%	1.74%
13	1.75%	1.74%
14	0.77%	1.74%
15	2.47%	1.74%
16	2.12%	1.74%
17	1.62%	1.10%
18	1.35%	1.10%
19	0.28%	1.10%
20	0.74%	1.10%
21	1.01%	1.10%
22	0.64%	1.10%
23	1.03%	1.10%
24	2.11%	1.10%
25	2.15%	1.10%
26	1.26%	1.10%
27	0.00%	1.10%
28	1.46%	1.10%
29	0.00%	1.10%
30	1.53%	1.10%
31	3.08%	1.10%
32	2.63%	1.10%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
	Raw	Banded
0	7.69%	6.15%
1	6.25%	6.15%
2	5.56%	6.15%
3	1.45%	1.33%
4	0.00%	1.33%
5	0.33%	1.33%
6	1.60%	1.33%
7	1.42%	1.33%
8	2.36%	1.33%
9	1.52%	1.33%
10	3.01%	2.30%
11	2.76%	2.30%
12	1.97%	2.30%
13	2.17%	2.30%
14	1.36%	1.70%
15	1.62%	1.70%
16	1.82%	1.70%
17	1.78%	1.70%
18	1.88%	1.70%
19	0.84%	0.68%
20	0.44%	0.68%
21	0.50%	0.68%
22	0.99%	0.68%
23	1.33%	1.36%
24	1.38%	1.36%
25	1.53%	1.36%
26	1.00%	1.36%
27	1.26%	1.36%
28	0.69%	1.36%
29	0.80%	1.36%
30	1.65%	1.36%
31	3.76%	1.36%
32	0.00%	1.36%
33	1.47%	1.36%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Artificers (ARTS – CT & MT only, from 1 Apr 07)

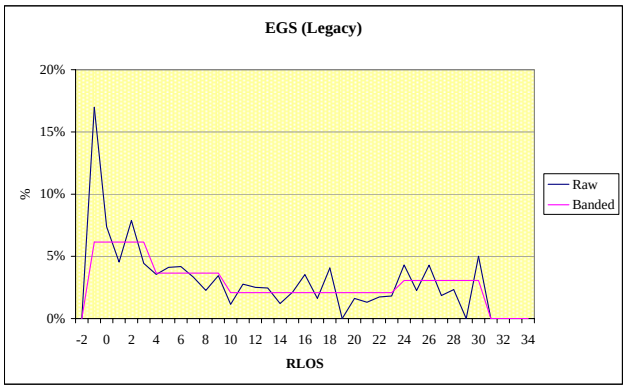


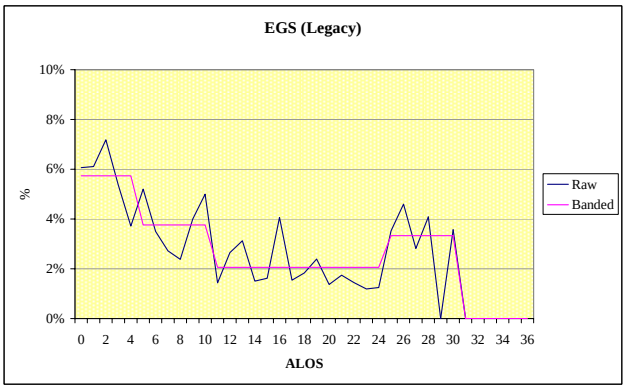


RLOS		
	Raw	Banded
-2	0.00%	0.00%
-1	0.00%	0.00%
0	0.00%	0.00%
1	0.00%	0.00%
2	0.00%	0.39%
3	1.75%	0.39%
4	0.00%	0.39%
5	0.00%	0.39%
6	0.00%	0.39%
7	0.00%	0.39%
8	0.00%	1.02%
9	0.00%	1.02%
10	0.00%	1.02%
11	0.00%	1.02%
12	2.56%	1.02%
13	4.35%	1.02%
14	0.00%	1.02%
15	1.75%	1.02%
16	1.75%	1.02%
17	0.00%	1.02%
18	0.00%	1.02%
19	0.00%	1.02%
20	0.00%	1.02%
21	0.00%	0.00%
22	0.00%	0.00%
23	0.00%	0.00%
24	0.00%	0.00%
25	0.00%	0.00%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
	Raw	Banded
0	0.00%	0.00%
1	0.00%	0.00%
2	0.00%	0.39%
3	1.75%	0.39%
4	0.00%	0.39%
5	0.00%	0.39%
6	0.00%	0.39%
7	0.00%	0.39%
8	0.00%	1.06%
9	0.00%	1.06%
10	0.00%	1.06%
11	0.00%	1.06%
12	2.94%	1.06%
13	2.13%	1.06%
14	1.82%	1.06%
15	0.00%	1.06%
16	0.00%	1.06%
17	3.70%	1.06%
18	0.00%	1.06%
19	0.00%	1.06%
20	0.00%	1.06%
21	0.00%	0.00%
22	0.00%	0.00%
23	0.00%	0.00%
24	0.00%	0.00%
25	0.00%	0.00%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Engineers GS (EGS Legacy)

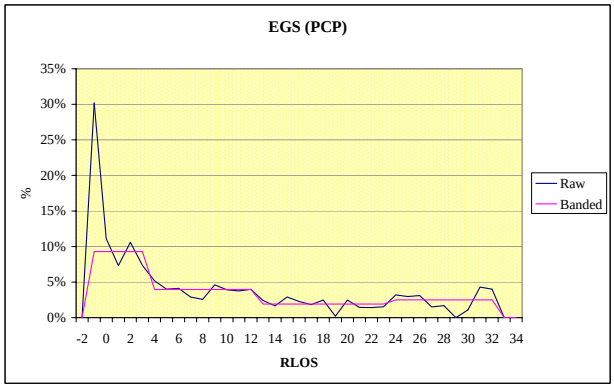


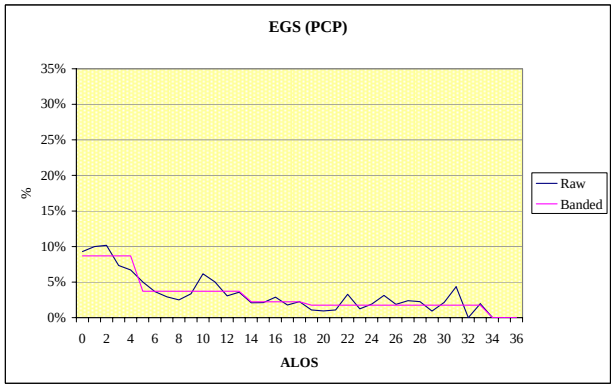


RLOS		
	Raw	Banded
-2	0.00%	0.00%
-1	16.98%	6.15%
0	7.37%	6.15%
1	4.53%	6.15%
2	7.89%	6.15%
3	4.43%	6.15%
4	3.55%	3.65%
5	4.11%	3.65%
6	4.18%	3.65%
7	3.33%	3.65%
8	2.26%	3.65%
9	3.45%	3.65%
10	1.15%	2.08%
11	2.76%	2.08%
12	2.51%	2.08%
13	2.45%	2.08%
14	1.22%	2.08%
15	2.12%	2.08%
16	3.53%	2.08%
17	1.62%	2.08%
18	4.07%	2.08%
19	0.00%	2.08%
20	1.63%	2.08%
21	1.31%	2.08%
22	1.73%	2.08%
23	1.82%	2.08%
24	4.31%	3.07%
25	2.25%	3.07%
26	4.29%	3.07%
27	1.85%	3.07%
28	2.33%	3.07%
29	0.00%	3.07%
30	5.00%	3.07%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
	Raw	Banded
0	6.06%	5.74%
1	6.11%	5.74%
2	7.18%	5.74%
3	5.35%	5.74%
4	3.72%	5.74%
5	5.21%	3.76%
6	3.50%	3.76%
7	2.72%	3.76%
8	2.38%	3.76%
9	4.00%	3.76%
10	5.00%	3.76%
11	1.44%	2.06%
12	2.65%	2.06%
13	3.13%	2.06%
14	1.51%	2.06%
15	1.62%	2.06%
16	4.06%	2.06%
17	1.54%	2.06%
18	1.83%	2.06%
19	2.39%	2.06%
20	1.37%	2.06%
21	1.74%	2.06%
22	1.45%	2.06%
23	1.19%	2.06%
24	1.25%	2.06%
25	3.52%	3.33%
26	4.60%	3.33%
27	2.82%	3.33%
28	4.08%	3.33%
29	0.00%	3.33%
30	3.57%	3.33%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Engineers GS (EGS PCP)

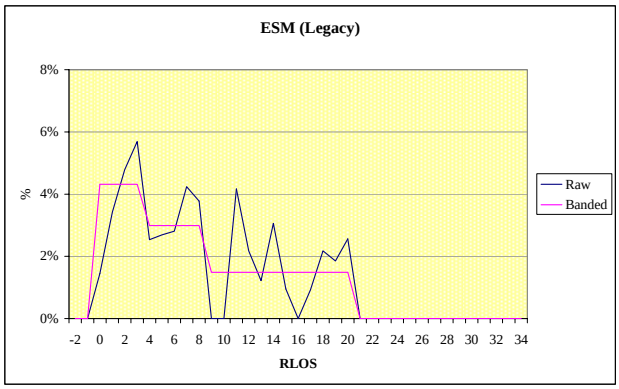


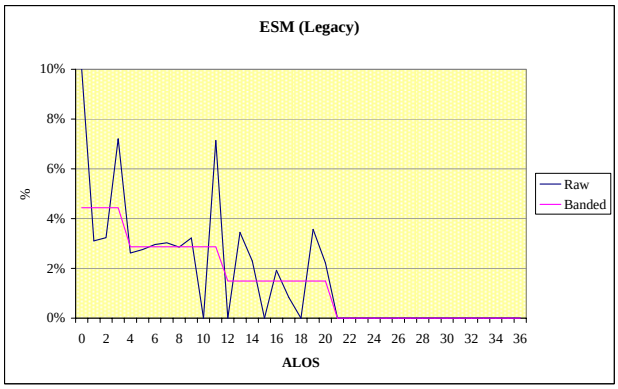


RLOS		
	Raw	Banded
-2	0.00%	0.00%
-1	30.19%	9.31%
0	11.11%	9.31%
1	7.30%	9.31%
2	10.60%	9.31%
3	7.36%	9.31%
4	5.19%	3.96%
5	4.01%	3.96%
6	4.12%	3.96%
7	2.90%	3.96%
8	2.56%	3.96%
9	4.63%	3.96%
10	3.91%	3.96%
11	3.77%	3.96%
12	3.97%	3.96%
13	2.42%	1.91%
14	1.65%	1.91%
15	2.90%	1.91%
16	2.28%	1.91%
17	1.81%	1.91%
18	2.48%	1.91%
19	0.19%	1.91%
20	2.47%	1.91%
21	1.44%	1.91%
22	1.42%	1.91%
23	1.52%	1.91%
24	3.20%	2.49%
25	2.96%	2.49%
26	3.11%	2.49%
27	1.50%	2.49%
28	1.69%	2.49%
29	0.00%	2.49%
30	1.10%	2.49%
31	4.30%	2.49%
32	4.00%	2.49%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
	Raw	Banded
0	9.29%	8.70%
1	9.99%	8.70%
2	10.19%	8.70%
3	7.33%	8.70%
4	6.70%	8.70%
5	5.01%	3.73%
6	3.66%	3.73%
7	2.92%	3.73%
8	2.49%	3.73%
9	3.36%	3.73%
10	6.15%	3.73%
11	5.02%	3.73%
12	3.07%	3.73%
13	3.59%	3.73%
14	2.08%	2.23%
15	2.12%	2.23%
16	2.89%	2.23%
17	1.78%	2.23%
18	2.26%	2.23%
19	1.10%	1.76%
20	0.94%	1.76%
21	1.10%	1.76%
22	3.27%	1.76%
23	1.25%	1.76%
24	1.91%	1.76%
25	3.14%	1.76%
26	1.88%	1.76%
27	2.38%	1.76%
28	2.26%	1.76%
29	0.92%	1.76%
30	2.15%	1.76%
31	4.35%	1.76%
32	0.00%	1.76%
33	1.96%	1.76%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Engineers SM (ESM Legacy)

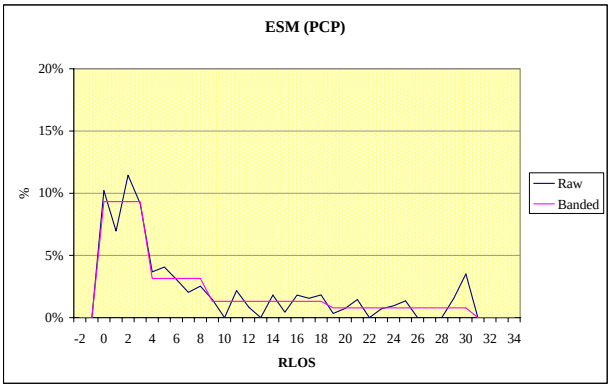


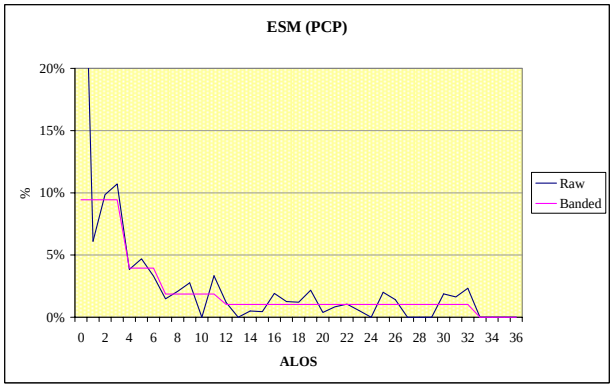


RLOS		
	Raw	Banded
-2	0.00%	0.00%
-1	0.00%	0.00%
0	1.45%	4.31%
1	3.42%	4.31%
2	4.78%	4.31%
3	5.69%	4.31%
4	2.54%	2.99%
5	2.69%	2.99%
6	2.81%	2.99%
7	4.24%	2.99%
8	3.77%	2.99%
9	0.00%	1.49%
10	0.00%	1.49%
11	4.17%	1.49%
12	2.17%	1.49%
13	1.22%	1.49%
14	3.06%	1.49%
15	0.95%	1.49%
16	0.00%	1.49%
17	0.93%	1.49%
18	2.17%	1.49%
19	1.85%	1.49%
20	2.56%	1.49%
21	0.00%	0.00%
22	0.00%	0.00%
23	0.00%	0.00%
24	0.00%	0.00%
25	0.00%	0.00%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
	Raw	Banded
0	10.00%	4.44%
1	3.11%	4.44%
2	3.24%	4.44%
3	7.21%	4.44%
4	2.62%	2.87%
5	2.76%	2.87%
6	2.96%	2.87%
7	3.03%	2.87%
8	2.86%	2.87%
9	3.23%	2.87%
10	0.00%	2.87%
11	7.14%	2.87%
12	0.00%	1.49%
13	3.45%	1.49%
14	2.30%	1.49%
15	0.00%	1.49%
16	1.92%	1.49%
17	0.83%	1.49%
18	0.00%	1.49%
19	3.57%	1.49%
20	2.22%	1.49%
21	0.00%	0.00%
22	0.00%	0.00%
23	0.00%	0.00%
24	0.00%	0.00%
25	0.00%	0.00%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Engineers SM (ESM PCP)

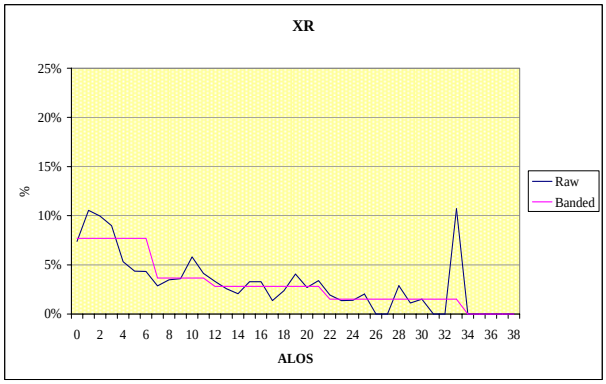




RLOS		
	Raw	Banded
-2	0.00%	0.00%
-1	0.00%	0.00%
0	10.20%	9.32%
1	6.96%	9.32%
2	11.45%	9.32%
3	9.15%	9.32%
4	3.68%	3.15%
5	4.07%	3.15%
6	3.07%	3.15%
7	2.03%	3.15%
8	2.54%	3.15%
9	1.45%	1.31%
10	0.00%	1.31%
11	2.17%	1.31%
12	0.85%	1.31%
13	0.00%	1.31%
14	1.82%	1.31%
15	0.44%	1.31%
16	1.81%	1.31%
17	1.56%	1.31%
18	1.83%	1.31%
19	0.33%	0.79%
20	0.75%	0.79%
21	1.46%	0.79%
22	0.00%	0.79%
23	0.72%	0.79%
24	0.94%	0.79%
25	1.35%	0.79%
26	0.00%	0.79%
27	0.00%	0.79%
28	0.00%	0.79%
29	1.54%	0.79%
30	3.51%	0.79%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
	Raw	Banded
0	42.86%	9.45%
1	6.12%	9.45%
2	9.84%	9.45%
3	10.71%	9.45%
4	3.85%	3.96%
5	4.70%	3.96%
6	3.31%	3.96%
7	1.49%	1.87%
8	2.10%	1.87%
9	2.78%	1.87%
10	0.00%	1.87%
11	3.33%	1.87%
12	1.19%	1.04%
13	0.00%	1.04%
14	0.51%	1.04%
15	0.46%	1.04%
16	1.92%	1.04%
17	1.27%	1.04%
18	1.22%	1.04%
19	2.19%	1.04%
20	0.39%	1.04%
21	0.85%	1.04%
22	1.06%	1.04%
23	0.55%	1.04%
24	0.00%	1.04%
25	2.02%	1.04%
26	1.43%	1.04%
27	0.00%	1.04%
28	0.00%	1.04%
29	0.00%	1.04%
30	1.89%	1.04%
31	1.64%	1.04%
32	2.33%	1.04%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

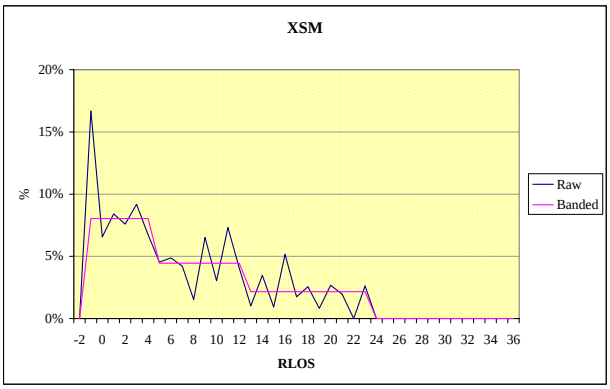
Warfare GS (XR)

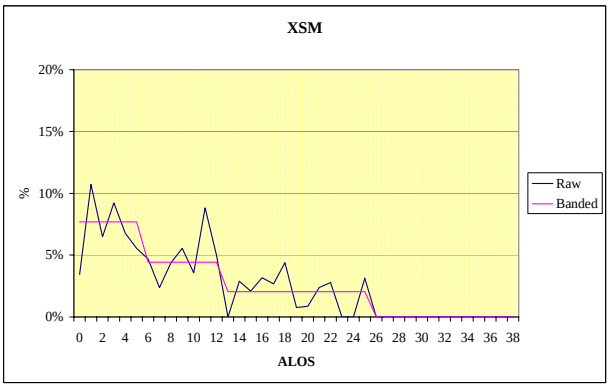


RLOS		
	Raw	Banded
-2	0.00%	0.00%
-1	20.83%	8.59%
0	9.76%	8.59%
1	8.04%	8.59%
2	9.91%	8.59%
3	8.12%	8.59%
4	5.91%	8.59%
5	3.64%	3.82%
6	3.47%	3.82%
7	3.54%	3.82%
8	3.34%	3.82%
9	4.42%	3.82%
10	6.19%	3.82%
11	3.65%	2.71%
12	1.47%	2.71%
13	2.93%	2.71%
14	1.83%	2.71%
15	3.74%	2.71%
16	2.76%	2.71%
17	1.82%	2.71%
18	3.17%	2.71%
19	3.30%	2.71%
20	3.16%	2.71%
21	2.19%	2.71%
22	1.42%	1.43%
23	0.73%	1.43%
24	2.76%	1.43%
25	0.63%	1.43%
26	1.55%	1.43%
27	0.89%	1.43%
28	2.04%	1.43%
29	0.00%	1.43%
30	1.92%	1.43%
31	5.13%	1.43%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
	Raw	Banded
0	7.39%	7.69%
1	10.56%	7.69%
2	9.96%	7.69%
3	8.99%	7.69%
4	5.33%	7.69%
5	4.36%	7.69%
6	4.34%	7.69%
7	2.86%	3.65%
8	3.49%	3.65%
9	3.60%	3.65%
10	5.81%	3.65%
11	4.13%	3.65%
12	3.32%	2.81%
13	2.57%	2.81%
14	2.06%	2.81%
15	3.29%	2.81%
16	3.29%	2.81%
17	1.37%	2.81%
18	2.36%	2.81%
19	4.07%	2.81%
20	2.69%	2.81%
21	3.39%	2.81%
22	1.94%	1.51%
23	1.36%	1.51%
24	1.39%	1.51%
25	2.03%	1.51%
26	0.00%	1.51%
27	0.00%	1.51%
28	2.88%	1.51%
29	1.11%	1.51%
30	1.52%	1.51%
31	0.00%	1.51%
32	0.00%	1.51%
33	10.71%	1.51%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Warfare SM (XSM)

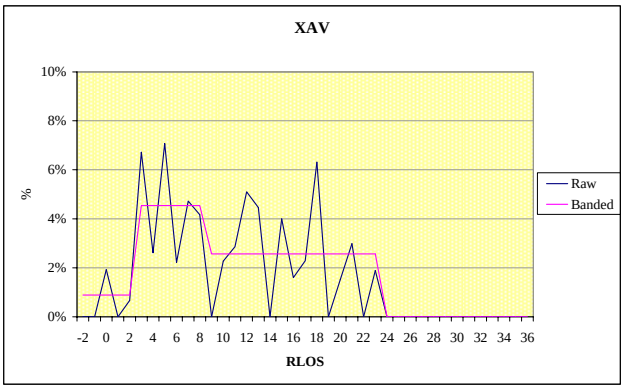


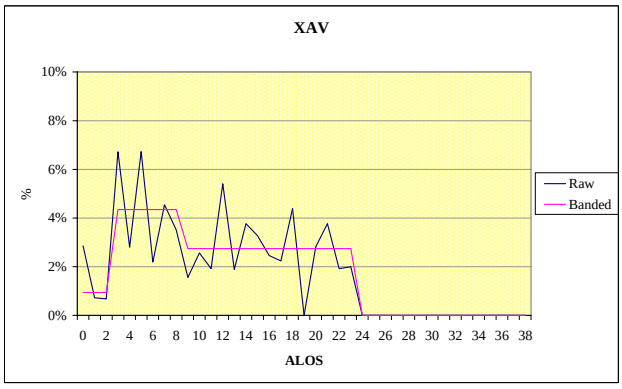


RLOS		
	Raw	Banded
-2	0.00%	0.00%
-1	16.67%	8.04%
0	6.56%	8.04%
1	8.42%	8.04%
2	7.58%	8.04%
3	9.18%	8.04%
4	6.74%	8.04%
5	4.55%	4.45%
6	4.88%	4.45%
7	4.20%	4.45%
8	1.52%	4.45%
9	6.52%	4.45%
10	3.03%	4.45%
11	7.32%	4.45%
12	4.05%	4.45%
13	1.01%	2.16%
14	3.48%	2.16%
15	0.93%	2.16%
16	5.15%	2.16%
17	1.75%	2.16%
18	2.56%	2.16%
19	0.83%	2.16%
20	2.68%	2.16%
21	1.96%	2.16%
22	0.00%	2.16%
23	2.63%	2.16%
24	0.00%	0.00%
25	0.00%	0.00%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
	Raw	Banded
0	3.45%	7.68%
1	10.71%	7.68%
2	6.48%	7.68%
3	9.22%	7.68%
4	6.78%	7.68%
5	5.56%	7.68%
6	4.68%	4.42%
7	2.36%	4.42%
8	4.35%	4.42%
9	5.56%	4.42%
10	3.57%	4.42%
11	8.82%	4.42%
12	5.00%	4.42%
13	0.00%	2.04%
14	2.88%	2.04%
15	2.08%	2.04%
16	3.16%	2.04%
17	2.68%	2.04%
18	4.39%	2.04%
19	0.76%	2.04%
20	0.86%	2.04%
21	2.38%	2.04%
22	2.78%	2.04%
23	0.00%	2.04%
24	0.00%	2.04%
25	3.13%	2.04%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Warfare AV (XAV)

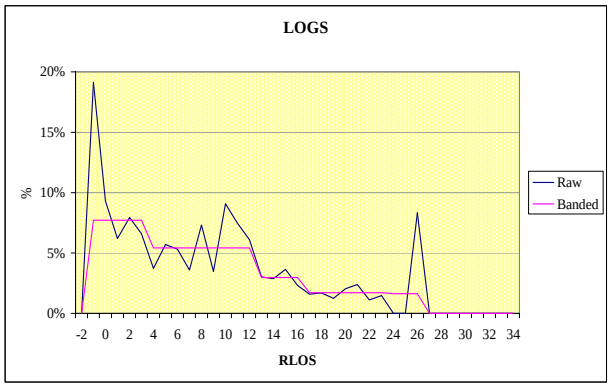


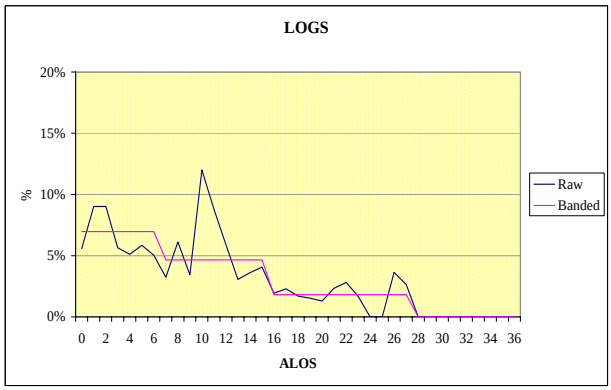


RLOS		
	Raw	Banded
-2	0.00%	0.89%
-1	0.00%	0.89%
0	1.92%	0.89%
1	0.00%	0.89%
2	0.67%	0.89%
3	6.72%	4.54%
4	2.61%	4.54%
5	7.08%	4.54%
6	2.22%	4.54%
7	4.72%	4.54%
8	4.17%	4.54%
9	0.00%	2.56%
10	2.27%	2.56%
11	2.86%	2.56%
12	5.10%	2.56%
13	4.46%	2.56%
14	0.00%	2.56%
15	4.00%	2.56%
16	1.60%	2.56%
17	2.29%	2.56%
18	6.32%	2.56%
19	0.00%	2.56%
20	1.52%	2.56%
21	2.99%	2.56%
22	0.00%	2.56%
23	1.89%	2.56%
24	0.00%	0.00%
25	0.00%	0.00%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
	Raw	Banded
0	2.86%	0.94%
1	0.72%	0.94%
2	0.68%	0.94%
3	6.72%	4.35%
4	2.80%	4.35%
5	6.73%	4.35%
6	2.19%	4.35%
7	4.55%	4.35%
8	3.51%	4.35%
9	1.56%	2.74%
10	2.56%	2.74%
11	1.92%	2.74%
12	5.41%	2.74%
13	1.89%	2.74%
14	3.77%	2.74%
15	3.28%	2.74%
16	2.46%	2.74%
17	2.24%	2.74%
18	4.39%	2.74%
19	0.00%	2.74%
20	2.82%	2.74%
21	3.77%	2.74%
22	1.92%	2.74%
23	2.00%	2.74%
24	0.00%	0.00%
25	0.00%	0.00%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Logistics (LOGS)

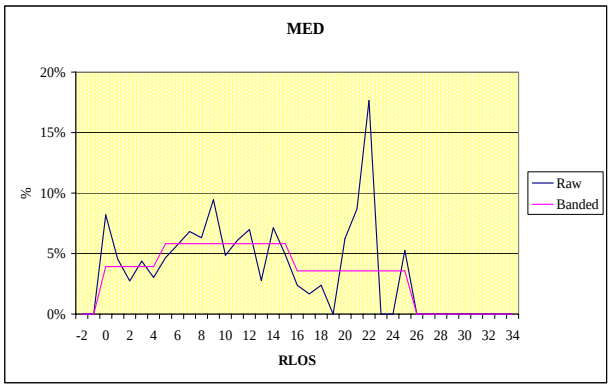


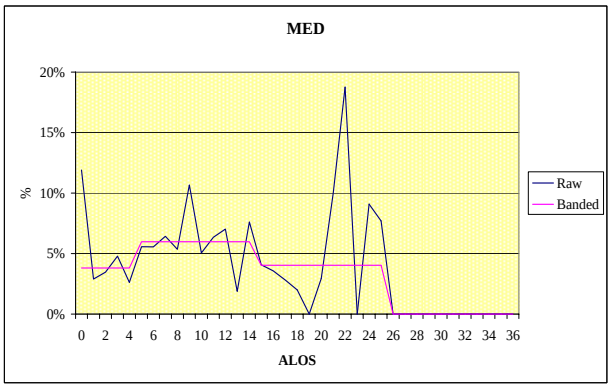


RLOS		
LOGS ALL		
	Raw	Banded
-2	0.00%	0.00%
-1	19.13%	7.71%
0	9.30%	7.71%
1	6.21%	7.71%
2	7.94%	7.71%
3	6.61%	7.71%
4	3.74%	5.41%
5	5.70%	5.41%
6	5.32%	5.41%
7	3.58%	5.41%
8	7.32%	5.41%
9	3.47%	5.41%
10	9.09%	5.41%
11	7.46%	5.41%
12	6.10%	5.41%
13	3.02%	2.98%
14	2.88%	2.98%
15	3.64%	2.98%
16	2.32%	2.98%
17	1.59%	1.71%
18	1.69%	1.71%
19	1.25%	1.71%
20	2.05%	1.71%
21	2.39%	1.71%
22	1.12%	1.71%
23	1.47%	1.71%
24	0.00%	1.63%
25	0.00%	1.63%
26	8.33%	1.63%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
LOGS ALL		
	Raw	Banded
0	5.57%	6.97%
1	9.02%	6.97%
2	9.02%	6.97%
3	5.65%	6.97%
4	5.11%	6.97%
5	5.84%	6.97%
6	5.05%	6.97%
7	3.24%	4.65%
8	6.11%	4.65%
9	3.42%	4.65%
10	12.00%	4.65%
11	8.81%	4.65%
12	5.87%	4.65%
13	3.05%	4.65%
14	3.61%	4.65%
15	4.07%	4.65%
16	1.94%	1.81%
17	2.28%	1.81%
18	1.69%	1.81%
19	1.53%	1.81%
20	1.29%	1.81%
21	2.33%	1.81%
22	2.80%	1.81%
23	1.69%	1.81%
24	0.00%	1.81%
25	0.00%	1.81%
26	3.64%	1.81%
27	2.63%	1.81%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Medical (MED)

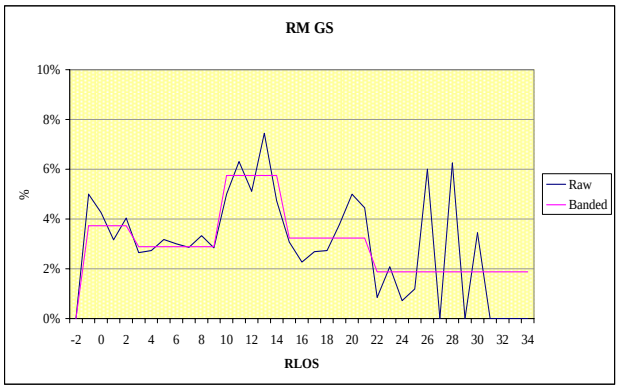


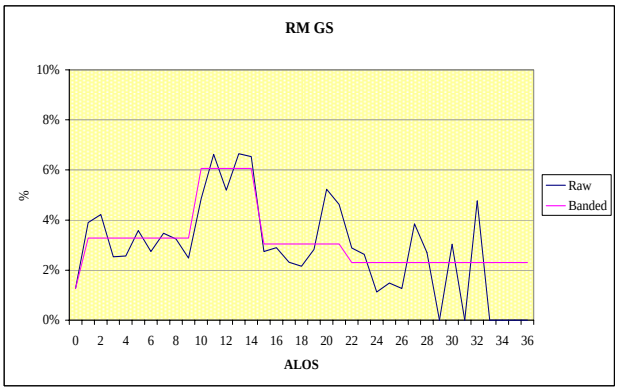


RLOS		
MED ALL		
	Raw	Banded
-2	0.00%	0.00%
-1	0.00%	0.00%
0	8.20%	3.93%
1	4.53%	3.93%
2	2.73%	3.93%
3	4.38%	3.93%
4	3.03%	3.93%
5	4.67%	5.82%
6	5.73%	5.82%
7	6.82%	5.82%
8	6.31%	5.82%
9	9.46%	5.82%
10	4.85%	5.82%
11	6.11%	5.82%
12	6.98%	5.82%
13	2.78%	5.82%
14	7.14%	5.82%
15	4.90%	5.82%
16	2.38%	3.57%
17	1.67%	3.57%
18	2.38%	3.57%
19	0.00%	3.57%
20	6.25%	3.57%
21	8.70%	3.57%
22	17.65%	3.57%
23	0.00%	3.57%
24	0.00%	3.57%
25	5.26%	3.57%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
MED ALL		
	Raw	Banded
0	11.90%	3.81%
1	2.90%	3.81%
2	3.46%	3.81%
3	4.78%	3.81%
4	2.62%	3.81%
5	5.58%	5.98%
6	5.56%	5.98%
7	6.43%	5.98%
8	5.36%	5.98%
9	10.67%	5.98%
10	5.05%	5.98%
11	6.35%	5.98%
12	7.03%	5.98%
13	1.89%	5.98%
14	7.62%	5.98%
15	4.08%	4.03%
16	3.57%	4.03%
17	2.82%	4.03%
18	2.00%	4.03%
19	0.00%	4.03%
20	2.94%	4.03%
21	10.00%	4.03%
22	18.75%	4.03%
23	0.00%	4.03%
24	9.09%	4.03%
25	7.69%	4.03%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Royal Marines GS (RM)

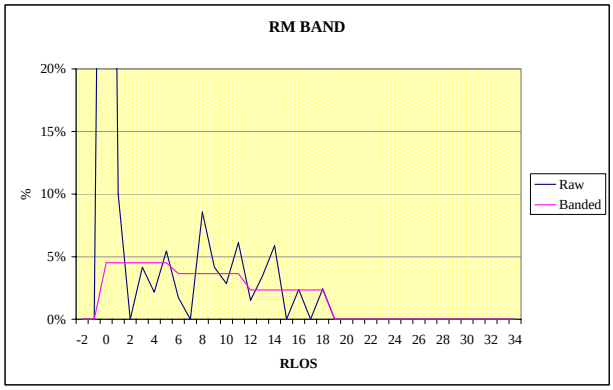


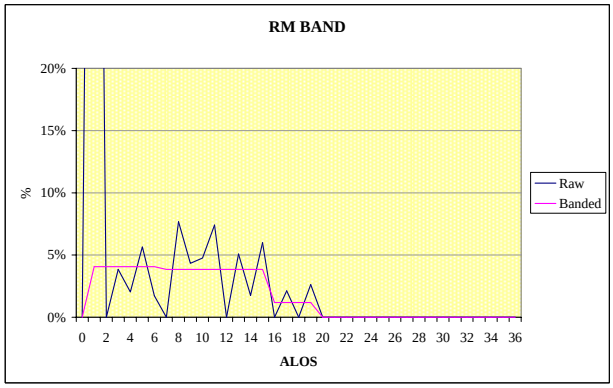


RLOS		
	Raw	Banded
-2	0.00%	0.00%
-1	5.00%	3.73%
0	4.26%	3.73%
1	3.17%	3.73%
2	4.04%	3.73%
3	2.65%	2.88%
4	2.73%	2.88%
5	3.17%	2.88%
6	3.00%	2.88%
7	2.87%	2.88%
8	3.33%	2.88%
9	2.84%	2.88%
10	5.00%	5.75%
11	6.30%	5.75%
12	5.11%	5.75%
13	7.44%	5.75%
14	4.73%	5.75%
15	3.08%	3.24%
16	2.27%	3.24%
17	2.69%	3.24%
18	2.73%	3.24%
19	3.78%	3.24%
20	5.00%	3.24%
21	4.45%	3.24%
22	0.85%	1.88%
23	2.08%	1.88%
24	0.72%	1.88%
25	1.19%	1.88%
26	6.00%	1.88%
27	0.00%	1.88%
28	6.25%	1.88%
29	0.00%	1.88%
30	3.45%	1.88%
31	0.00%	1.88%
32	0.00%	1.88%
33	0.00%	1.88%
34	0.00%	1.88%
35	25.00%	1.88%
36	66.67%	1.88%

ALOS		
	Raw	Banded
0	1.27%	1.27%
1	3.90%	3.29%
2	4.22%	3.29%
3	2.53%	3.29%
4	2.57%	3.29%
5	3.58%	3.29%
6	2.75%	3.29%
7	3.47%	3.29%
8	3.25%	3.29%
9	2.48%	3.29%
10	4.86%	6.06%
11	6.62%	6.06%
12	5.19%	6.06%
13	6.65%	6.06%
14	6.53%	6.06%
15	2.75%	3.05%
16	2.90%	3.05%
17	2.32%	3.05%
18	2.16%	3.05%
19	2.83%	3.05%
20	5.23%	3.05%
21	4.62%	3.05%
22	2.88%	2.30%
23	2.63%	2.30%
24	1.13%	2.30%
25	1.48%	2.30%
26	1.27%	2.30%
27	3.85%	2.30%
28	2.70%	2.30%
29	0.00%	2.30%
30	3.03%	2.30%
31	0.00%	2.30%
32	4.76%	2.30%
33	0.00%	2.30%
34	0.00%	2.30%
35	0.00%	2.30%
36	0.00%	2.30%
37	100.00%	2.30%
38	0.00%	2.30%

Royal Marines BS (RM BAND)



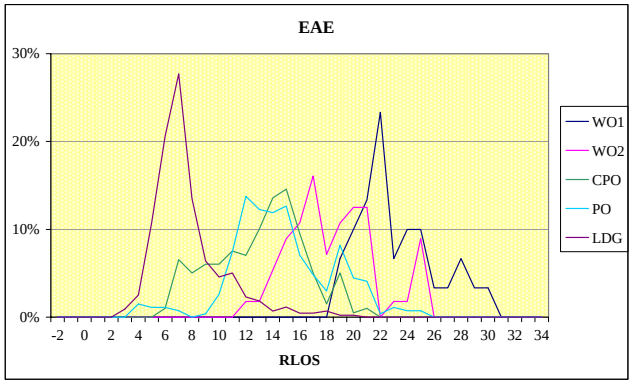


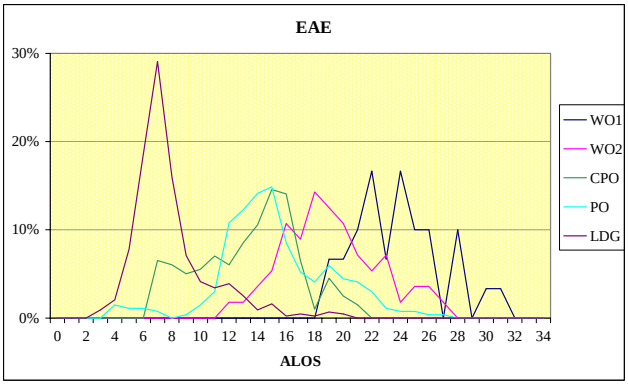
RLOS		
	Raw	Banded
-2	0.00%	0.00%
-1	0.00%	0.00%
0	100.00%	4.52%
1	10.00%	4.52%
2	0.00%	4.52%
3	4.17%	4.52%
4	2.17%	4.52%
5	5.45%	4.52%
6	1.72%	3.66%
7	0.00%	3.66%
8	8.57%	3.66%
9	4.17%	3.66%
10	2.86%	3.66%
11	6.12%	3.66%
12	1.52%	2.35%
13	3.45%	2.35%
14	5.88%	2.35%
15	0.00%	2.35%
16	2.38%	2.35%
17	0.00%	2.35%
18	2.44%	2.35%
19	0.00%	0.00%
20	0.00%	0.00%
21	0.00%	0.00%
22	0.00%	0.00%
23	0.00%	0.00%
24	0.00%	0.00%
25	0.00%	0.00%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
	Raw	Banded
0	0.00%	0.00%
1	100.00%	4.07%
2	0.00%	4.07%
3	3.85%	4.07%
4	2.04%	4.07%
5	5.66%	4.07%
6	1.72%	4.07%
7	0.00%	3.86%
8	7.69%	3.86%
9	4.35%	3.86%
10	4.76%	3.86%
11	7.41%	3.86%
12	0.00%	3.86%
13	5.08%	3.86%
14	1.75%	3.86%
15	6.00%	3.86%
16	0.00%	1.19%
17	2.13%	1.19%
18	0.00%	1.19%
19	2.63%	1.19%
20	0.00%	0.00%
21	0.00%	0.00%
22	0.00%	0.00%
23	0.00%	0.00%
24	0.00%	0.00%
25	0.00%	0.00%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

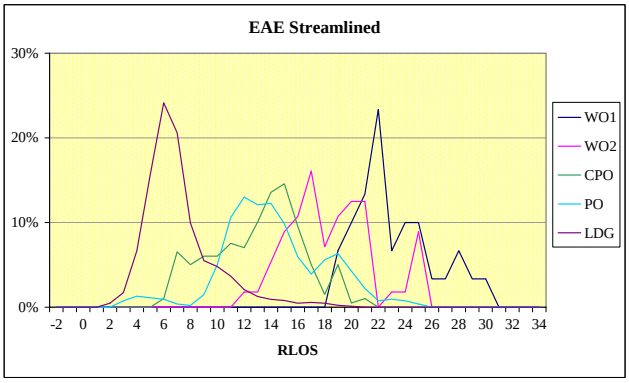
Annex F – Ratings Promotion Profiles by Length of Service

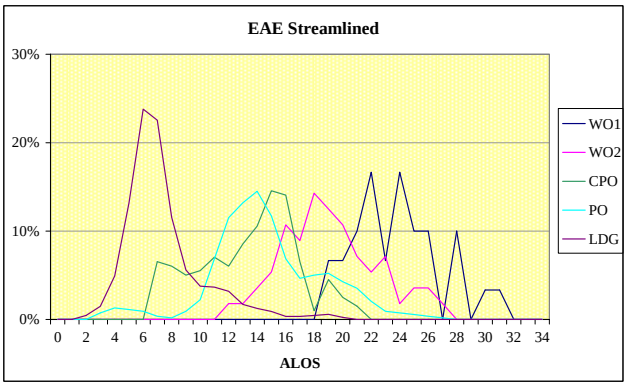
Air Engineers (EAE)



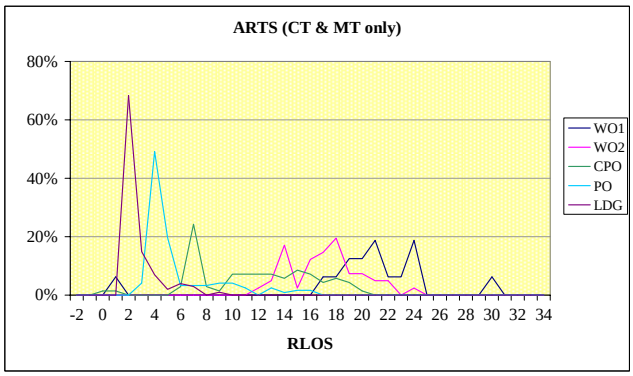


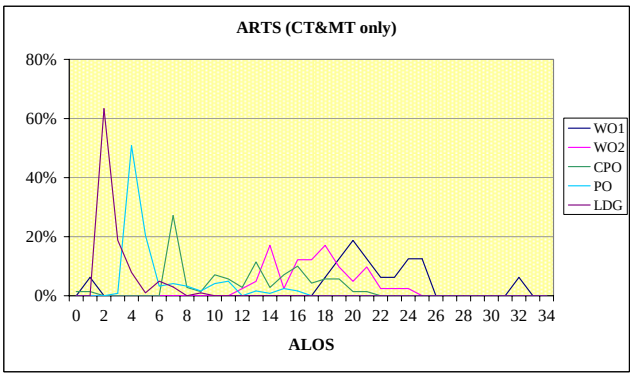
Streamlined Promotion to LH & PO





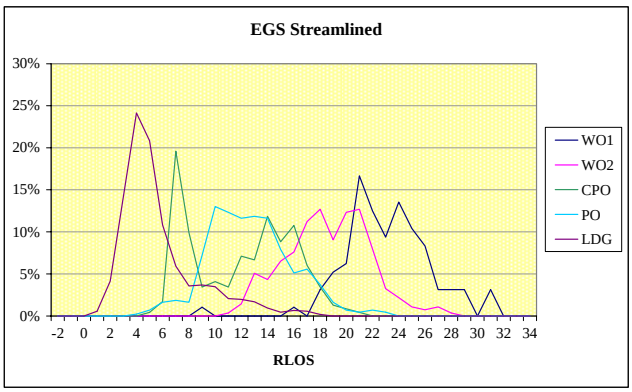
Artificers (ARTS – CT only from 1 Apr 2007)

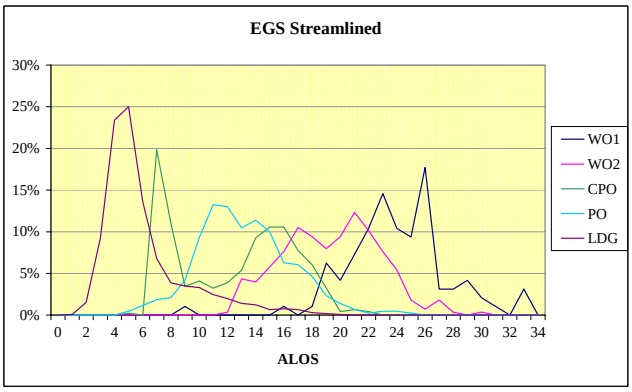




Engineers GS (EGS)

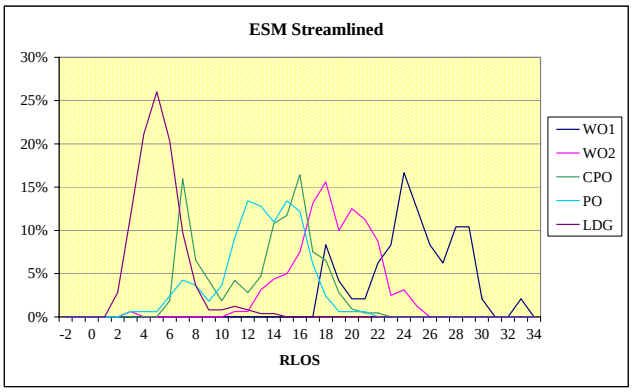
Streamlined promotion to LH & PO

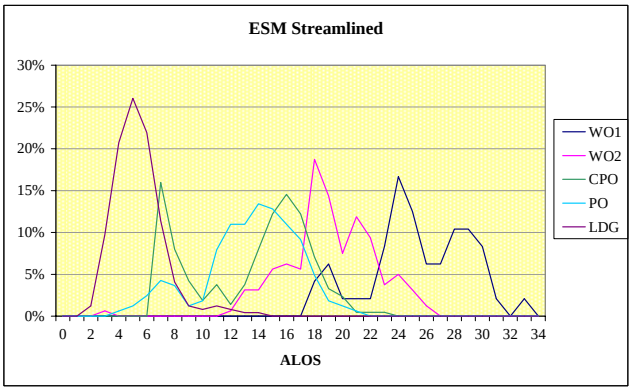




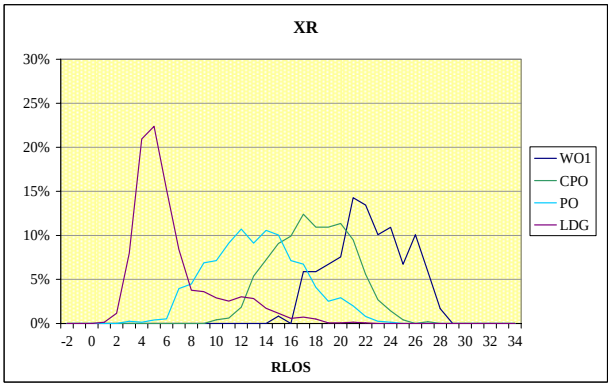
Engineers SM (ESM)

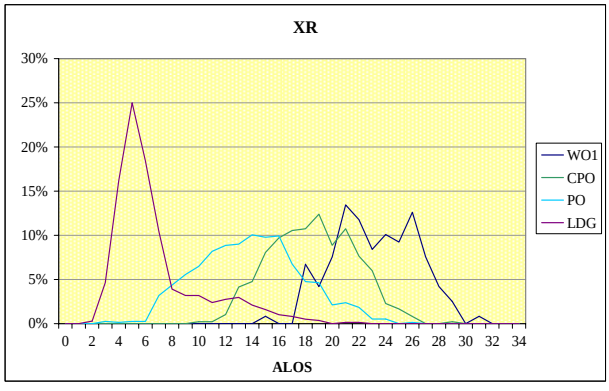
Streamlined promotion to LH & PO



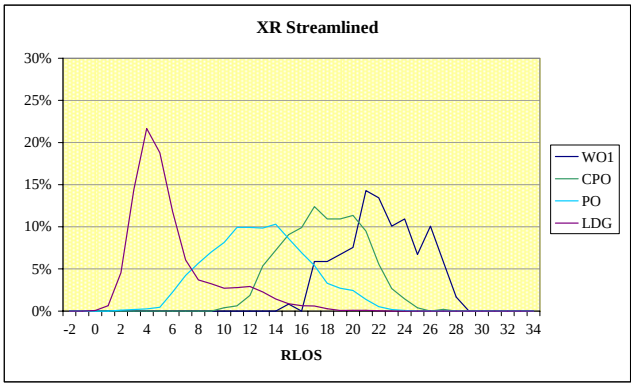


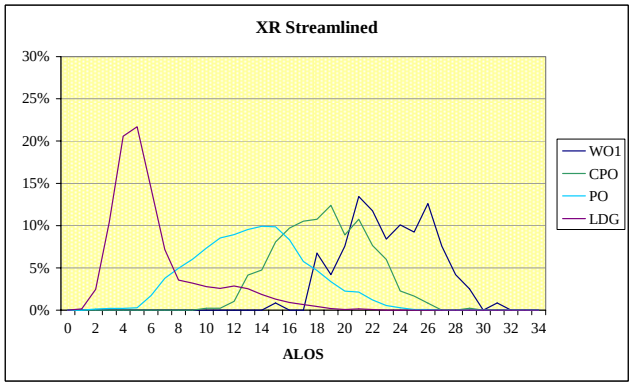
Warfare GS (XR)





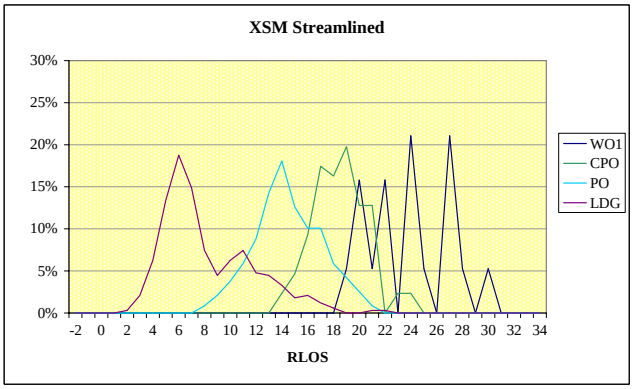
Streamlined Promotion to LH & PO

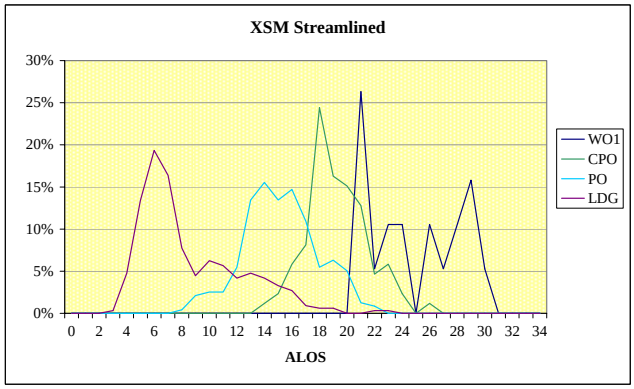




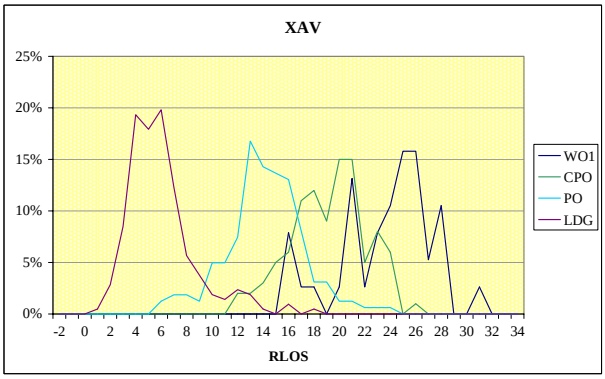
Warfare SM (XSM)

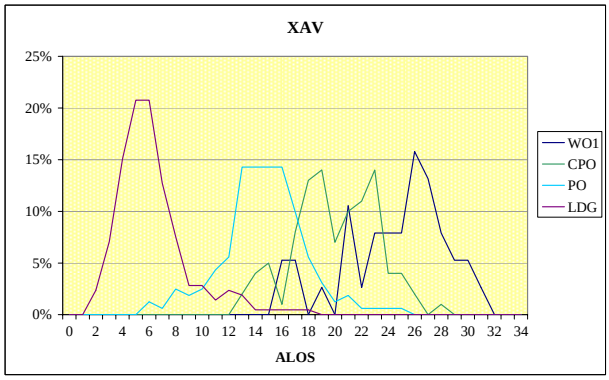
Streamlined Promotion to LH & PO



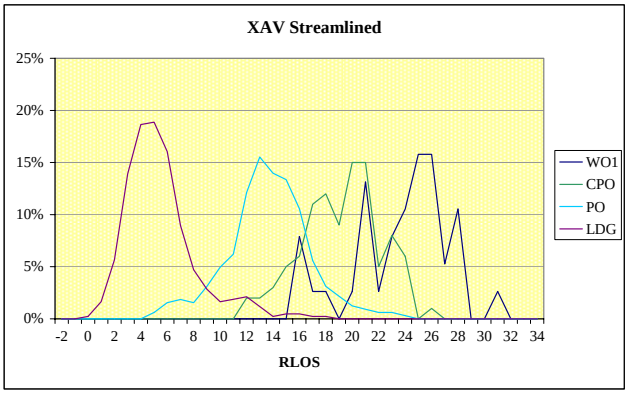


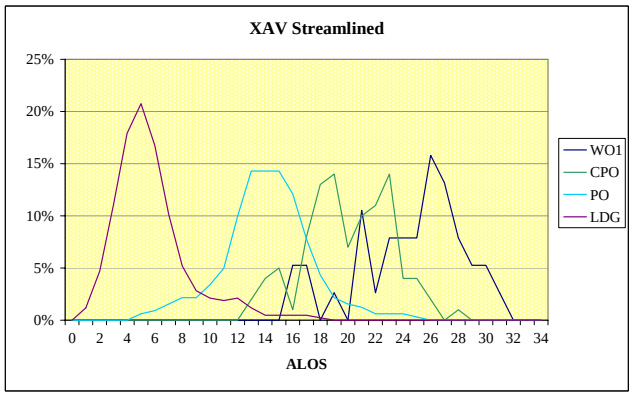
Warfare AV (XAV)



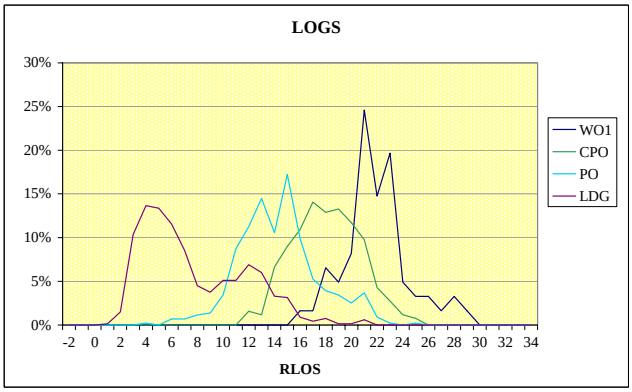


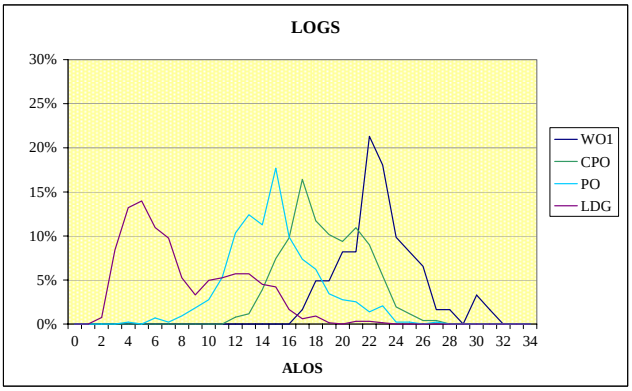
Streamlined Promotion to LH & PO



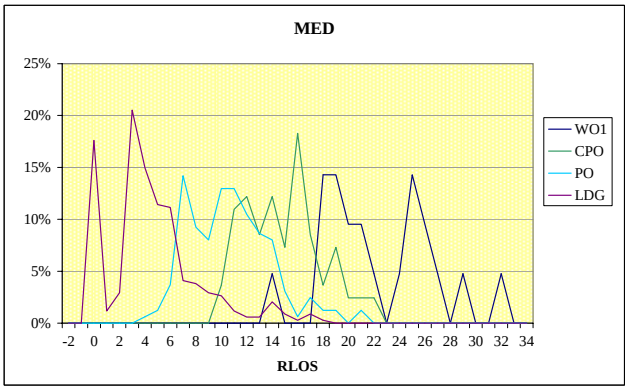


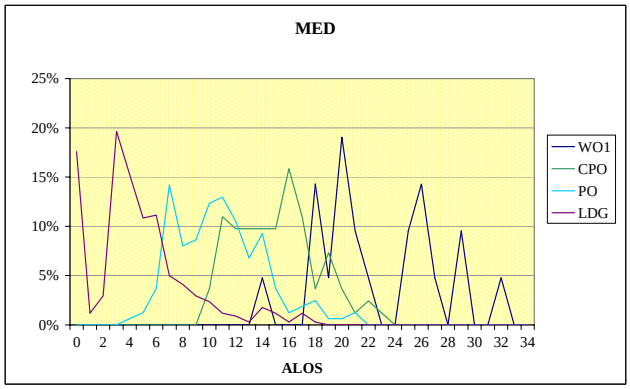
Logistics (LOGS)



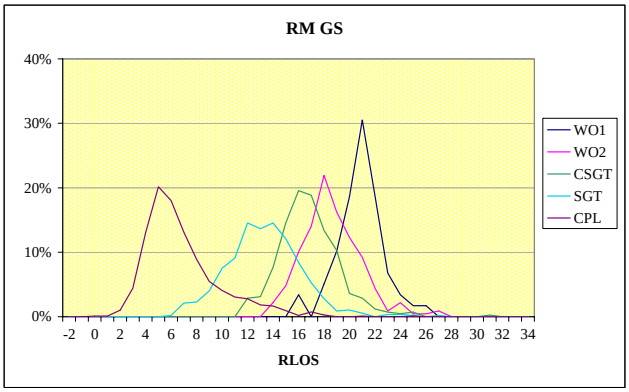


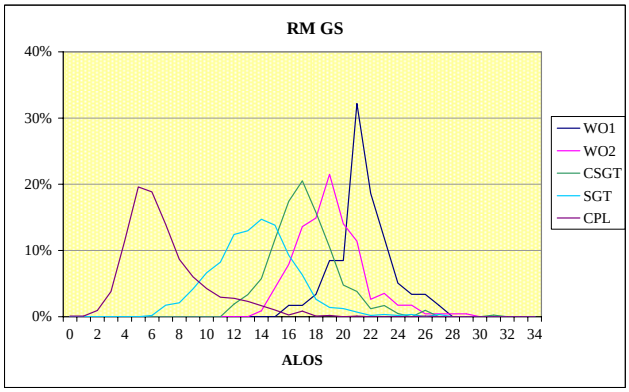
Medical (MED)

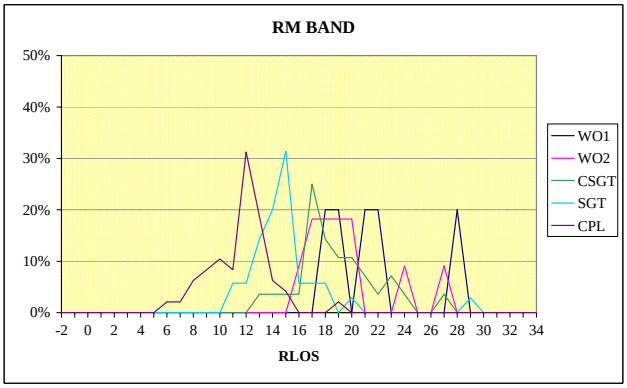


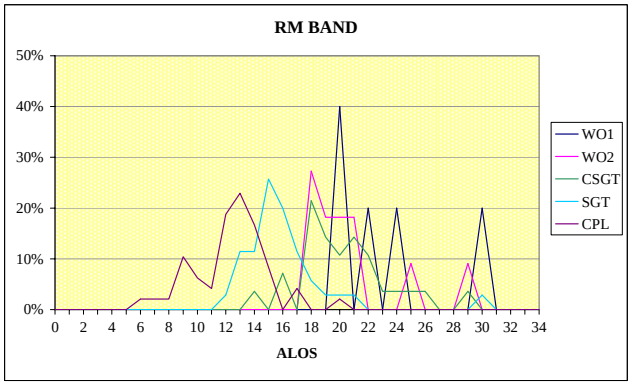


Royal Marines (RM GS & RM BAND)









Annex G - Sideways Extraction Profiles by Rank and LOS of Donor Specialisation

RLOS	LDG	AB
-2	0.00	0.00
-1	0.00	0.00
0	0.00	0.04
1	0.00	0.04
2	0.04	0.07
3	0.12	0.04
4	0.16	0.11
5	0.15	0.30
6	0.20	0.19
7	0.11	0.04
8	0.05	0.00
9	0.03	0.11
10	0.02	0.04
11	0.02	0.04
12	0.01	0.00
13	0.04	0.00
14	0.01	0.00
15	0.02	0.00
16	0.00	0.00
17	0.00	0.00
18	0.00	0.00
19	0.00	0.00
20	0.00	0.00
21	0.00	0.00
22	0.00	0.00
23	0.00	0.00
24	0.00	0.00
25	0.00	0.00
26	0.00	0.00
27	0.00	0.00
28	0.00	0.00
29	0.00	0.00
30	0.00	0.00
31	0.00	0.00
32	0.00	0.00
33	0.00	0.00
34	0.00	0.00
35	0.00	0.00
36	0.00	0.00
Total	1	1

ALOS	LDG	AB
0	0.00	0.04
1	0.00	0.04
2	0.03	0.00
3	0.09	0.11
4	0.16	0.11
5	0.16	0.22
6	0.18	0.19
7	0.16	0.11
8	0.05	0.00
9	0.04	0.11
10	0.02	0.00
11	0.02	0.04
12	0.01	0.04
13	0.01	0.00
14	0.03	0.00
15	0.02	0.00
16	0.00	0.00
17	0.01	0.00
18	0.00	0.00
19	0.00	0.00
20	0.00	0.00
21	0.00	0.00
22	0.00	0.00
23	0.00	0.00
24	0.00	0.00
25	0.00	0.00
26	0.00	0.00
27	0.00	0.00
28	0.00	0.00
29	0.00	0.00
30	0.00	0.00
31	0.00	0.00
32	0.00	0.00
33	0.00	0.00
34	0.00	0.00
35	0.00	0.00
36	0.00	0.00
37	0.00	0.00
38	0.00	0.00
Total	1	1

The above profiles determine the percentage split of each donor specialisation by rank that is extracted for transfer to the receiving specialisation. These profiles are based on 3 years historic sideways transfer flows data (1 Oct 2003 to 30 Sep 2006). There is no longer a sideways extraction at PO as CT sideways occurs at LDG.

Annex H - Sideways Transfers for Receiving Specialisation by Length of Service

Sideways Entry Profiles by LOS and Receiving Specialisation for Ratings Planning Model (based on 3 years historic data).

Reckonable Length of Service

	LDG	LDG	LDG	LDG	AB	LDG	LDG	LDG	LDG
RLOS	CT	NN	ACMN_ASW	ACMN_CDO	DIVER	AC	PHOT	PT	RNP
-2	-	-	-	-	-	-	-	-	-
-1	-	-	-	-	-	-	-	-	-
0	-	-	-	-	0.04	-	-	-	-
1	-	-	-	-	-	0.07	-	-	-
2	-	-	-	-	0.04	0.07	-	0.02	0.07
3	0.20	-	0.11	0.11	-	0.21	-	0.15	0.11
4	-	-	0.11	0.11	0.13	0.17	0.10	0.23	0.14
5	0.20	1.00	-	-	0.35	0.14	0.19	0.18	0.14
6	0.20	-	0.26	0.26	0.22	0.14	0.14	0.27	0.16
7	0.20	-	0.11	0.11	0.04	0.14	0.14	0.09	0.11
8	-	-	0.16	0.16	-	-	0.10	0.03	0.05
9	-	-	0.11	0.11	0.09	0.03	0.05	0.03	0.02
10	0.20	-	0.05	0.05	0.04	-	0.05	-	0.01
11	-	-	0.05	0.05	0.04	0.03	0.05	-	0.01
12	-	-	-	-	-	-	-	-	0.04
13	-	-	0.05	0.05	-	-	0.05	-	0.07
14	-	-	-	-	-	-	0.10	-	-
15	-	-	-	-	-	-	0.05	-	0.04
16	-	-	-	-	-	-	-	-	0.01
17	-	-	-	-	-	-	-	-	0.01
18	-	-	-	-	-	-	-	-	-
19	-	-	-	-	-	-	-	-	-
20	-	-	-	-	-	-	-	-	-
21	-	-	-	-	-	-	-	-	-
22	-	-	-	-	-	-	-	-	-
23	-	-	-	-	-	-	-	-	-
24	-	-	-	-	-	-	-	-	-
25	-	-	-	-	-	-	-	-	-
26	-	-	-	-	-	-	-	-	-
27	-	-	-	-	-	-	-	-	-
28	-	-	-	-	-	-	-	-	-
29	-	-	-	-	-	-	-	-	-
30	-	-	-	-	-	-	-	-	-
31	-	-	-	-	-	-	-	-	-
32	-	-	-	-	-	-	-	-	-
33	-	-	-	-	-	-	-	-	-
34	-	-	-	-	-	-	-	-	-
35	-	-	-	-	-	-	-	-	-
	1	1	1	1	1	1	1	1	1

Actual Length of Service

	LDG	LDG	LDG	LDG	AB	LDG	LDG	LDG	LDG
ALOS	CT	NN	ACMN_ASW	ACMN_CDO	DIVER	AC	PHOT	PT	RNP
0	-	-	-	-	0.04	-	-	-	-
1	-	-	-	-	-	0.03	-	-	-
2	-	-	-	-	-	0.10	-	-	0.04
3	0.20	-	0.05	0.05	0.04	0.17	-	0.09	0.11
4	-	-	0.16	0.16	0.13	0.07	0.10	0.20	0.18
5	-	-	-	-	0.26	0.24	0.19	0.26	0.10
6	0.40	1.00	0.21	0.21	0.22	0.07	0.10	0.21	0.18
7	0.20	-	0.16	0.16	0.13	0.17	0.19	0.17	0.13
8	-	-	0.11	0.11	-	0.03	0.10	0.03	0.05
9	-	-	0.11	0.11	0.09	0.07	0.05	0.05	0.02
10	0.20	-	0.11	0.11	-	-	0.05	-	0.01
11	-	-	0.05	0.05	0.04	0.03	0.05	-	0.01
12	-	-	-	-	0.04	-	-	-	0.02
13	-	-	0.05	0.05	-	-	-	-	0.02
14	-	-	-	-	-	-	0.14	-	0.04
15	-	-	-	-	-	-	0.05	-	0.05
16	-	-	-	-	-	-	-	-	0.01
17	-	-	-	-	-	-	-	-	0.02
18	-	-	-	-	-	-	-	-	-
19	-	-	-	-	-	-	-	-	-
20	-	-	-	-	-	-	-	-	-
21	-	-	-	-	-	-	-	-	-
22	-	-	-	-	-	-	-	-	-
23	-	-	-	-	-	-	-	-	-
24	-	-	-	-	-	-	-	-	-
25	-	-	-	-	-	-	-	-	-
26	-	-	-	-	-	-	-	-	-
27	-	-	-	-	-	-	-	-	-
28	-	-	-	-	-	-	-	-	-
29	-	-	-	-	-	-	-	-	-
30	-	-	-	-	-	-	-	-	-
31	-	-	-	-	-	-	-	-	-
32	-	-	-	-	-	-	-	-	-
33	-	-	-	-	-	-	-	-	-
34	-	-	-	-	-	-	-	-	-
35	-	-	-	-	-	-	-	-	-
36	-	-	-	-	-	-	-	-	-
37	-	-	-	-	-	-	-	-	-
	1	1	1	1	1	1	1	1	1

The above tables show the Reckonable and Actual LOS when sideways entry has occurred historically. This is based on 3 years historic flow data (1 Oct 2003 to 30 Sep 2006).

Sideways profiles for LDG Seaman are no longer included as the specialisation is fed by direct entry GTS at AB from 2007/2008.

Annex I - Sideways Transfers from Donor Specialisation to Receiving Specialisation

	LDG	LDG	LDG	LDG	AB	LDG	LDG	LDG	LDG
Donor RPM Spec	**CT**	**NN**	**ACMN_ASW**	**ACMN_CDO**	**DIVER**	**AC**	**PHOT**	**PT**	**RNP**
CIS	0.40	-	0.11	0.11	0.09	0.17	0.10	0.23	0.13
AWW_MISSILE	0.05	-	0.01	0.01	0.12	0.07	0.06	0.06	0.11
EW	0.24	-	0.06	0.06	0.11	0.22	0.23	0.06	0.05
UW_SONAR	0.04	-	0.22	0.22	0.03	0.09	0.05	0.04	0.09
MW	-	-	0.05	0.05	0.35	0.07	0.10	0.06	0.07
SSM	-	-	0.05	0.05	-	-	-	-	0.02
TSM	-	-	-	-	-	-	-	-	0.04
WSM	-	-	-	-	-	-	-	-	0.01
NO TRADE	-	-	-	-	-	0.03	-	-	-
AWT_RADAR	0.08	-	0.07	0.07	0.05	0.14	0.09	0.08	0.09
SR	-	-	-	-	-	-	0.05	-	-
OP DIVER	0.20	-	-	-	-	0.03	-	-	-
MEM_GS	-	-	-	-	0.13	0.03	0.24	0.20	0.05
MEM_L_SM	-	-	-	-	-	-	-	-	-
MEM_M_SM	-	-	-	-	-	-	-	-	-
ART(APPS)	-	-	-	-	-	-	-	-	-
WEM_O_GS	-	-	-	-	-	-	-	-	-
WEM_R_GS	-	-	-	-	-	-	-	-	-
WEM_R_SM	-	-	-	-	-	-	-	-	-
AET_L	-	-	0.09	0.09	-	0.01	-	0.01	0.01
AET_M	-	-	0.18	0.18	-	0.02	-	0.02	0.02
AET_R	-	-	0.09	0.09	-	0.01	-	0.01	0.01
CA_CH_GS&SM	-	-	-	-	0.04	-	-	0.09	0.10
STD	-	-	-	-	0.04	-	-	0.02	0.06
SA	-	-	-	-	-	0.03	-	0.08	-
WTR_GS&SM	-	-	-	-	0.04	-	0.10	0.02	0.12
NA(AH)	-	-	-	-	-	0.03	-	0.02	0.01
NA(SE)	-	-	0.05	0.05	-	-	-	-	0.01
NA(METOC)	-	-	-	-	-	0.03	-	-	-
MA	-	1.00	-	-	-	-	-	0.02	0.01
AEM_L	-	-	-	-	-	-	-	-	-
AEM_M	-	-	-	-	-	-	-	-	-
AEM_R	-	-	-	-	-	-	-	-	-
SES	-	-	-	-	-	-	-	-	-
GRAND TOTAL	1	1	1	1	1	1	1	1	1

The above table shows where the sideways fed RPM groups are fed from and at what percentage. This is based on historic sideways transfers from 1 Oct 2003 to 30 Sep 2006.

Sideways profiles for LDG Seaman are no longer included as the specialisation is fed by direct entry GTS at AB from 2007/2008.

Annex J - 2OE Take-up Rates as applied in Oct 2006 Ratings Planning Round

		2OE(10)						2OE(5)					
Arts	LOS	WO	WO2	CPO	PO	LDG	AB	WO	WO2	CPO	PO	LDG	AB
CT	17-21								10%	5%			
MEA_TOT_GS (legacy)	18-21								60%	30%			
MEA_TOT_SM (legacy)	17-21		40%	30%									
WEA_TOT_GS (legacy)	19-21								50%	50%	50%		
WEA_TOT_SM (legacy)	19-21		40%	40%									
Air Engineers (EAE)	LOS	WO	WO2	CPO	PO	LDG	AB	WO	WO2	CPO	PO	LDG	AB
AEM_M	17-21			30%	30%								
AEM_L	17-21			30%	30%								
AEM_R	17-21			30%	30%								
AET_M	17-21		30%							20%	10%		
AET_L	17-21		30%							20%	10%		
AET_R	17-21		30%							20%	10%		
NA(SE)	20-21			20%	20%	20%							
Engineers GS (EGS)	LOS	WO	WO2	CPO	PO	LDG	AB	WO	WO2	CPO	PO	LDG	AB
MEM_GS (legacy)	18-21									10%	20%	40%	
WEM_O_GS (legacy)	17-21									10%	40%		
WEM_R_GS (legacy)	17-21									10%	40%		
ME_TECH (post-PCP)	17-21		20%	10%						10%	10%		
WE_TECH (post-PCP)	17-21		20%	10%						10%	10%		
Engineers SM (ESM)	LOS	WO	WO2	CPO	PO	LDG	AB	WO	WO2	CPO	PO	LDG	AB
MEM_L_SM (legacy)	17-21			20%	20%					10%	10%	40%	
MEM_M_SM (legacy)	17-21			20%	20%					10%	10%	40%	
WEM_R_SM (legacy)	17-21			20%	10%								
WSM (legacy)	17-21			20%	20%								
MESM_TECH (post-PCP)	17-21		20%	20%	15%						5%		
WESM_TECH (post-PCP)	17-21		20%	20%	15%						5%		
Warfare GS (XR)	LOS	WO	CPO	PO	LDG	AB	N/A	WO	CPO	PO	LDG	AB	N/A
AWT_RADAR	17-21		10%	10%	10%				30%	30%	30%		
AWW_MISSILE	17-21		10%	10%	10%				20%	20%	30%		
CIS	17-21		10%	10%					10%	20%	20%		
DIVER	17-21		10%	20%					10%	30%	20%		
EW	17-21		10%	10%	10%				10%	10%	20%		
MW	17-21								10%	10%	10%		
PT_R	17-21								10%	20%			
RNP	17-21		5%	10%					15%	30%			
SEA	17-21		10%						20%	10%			
SR	17-21								10%	10%			
UW_SONAR	17-21		10%	10%	10%				10%	10%	30%		
Warfare SM (XSM)	LOS	WO	CPO	PO	LDG	AB	N/A	WO	CPO	PO	LDG	AB	N/A
CISM	17-21		25%	25%							25%		
SSM	17-21		20%	20%							20%		
TSM	17-21		10%	10%					15%	15%			
Warfare FAA (XAV)	LOS	WO	CPO	PO	LDG	AB	N/A	WO	CPO	PO	LDG	AB	N/A
ACMN_ASW	17-21		20%	20%	20%				20%	20%	20%		
ACMN_CDO	20-21		20%	20%					20%	20%			
AC	17-21			20%						20%			
AC	20-21		20%						20%				
NA(AH)	17-21		20%	20%					20%	20%			
NA(METOC)	17-21		5%	5%					10%	10%			
NA(PHOT)	20-21			20%						20%			
Logistics (LOGS)	LOS	WO	CPO	PO	LDG	AB	N/A	WO	CPO	PO	LDG	AB	N/A
CA_CH_GS&SM (Year 1-4,9-10)	20-21								20%	5%	20%		
CA_CH_GS&SM (Year 5-8)	20-21								20%	20%	20%		
SA	20-21		10%	10%	10%				25%	25%	25%		
STD (Year 1-4)	20-21								20%	5%	20%		
STD (Year 5-10)	20-21								20%	20%	20%		
WTR_GS&SM	20-21		25%	25%					25%	25%	25%		
Medical (MED)	LOS	WO	CPO	PO	LDG	AB	N/A	WO	CPO	PO	LDG	AB	N/A
DSA_DHY	20-21									5%			
MA	17-21								20%	20%	20%		
NN	20-21								20%	10%			
Royal Marines	LOS	WO1	WO2	C/SGT	SGT	CPL	MNE1	WO1	WO2	C/SGT	SGT	CPL	MNE1
RM GS	17-21		5%	5%	5%	5%			10%	10%	10%	10%	
RM BAND	20-21		5%	5%	5%	5%			5%	5%	5%	5%	

The above rates were agreed with NPS-PPLAN PPLNR and the relevant BM and used in the Ratings Planning Round of October 2006. The rates are the percentage of the eligible population i.e. those at the specified LOS and rank which will accept 2OE(10) or 2OE(5) – the facility for 2OE(15) can be used in the model though to this date has not been applied. Currently there is no need to specify a rate for WO as they automatically go onto 2OE, though this may change due to the FCS.

Annex K – Promotion Factors Applied in October 2006 Ratings Planning Round

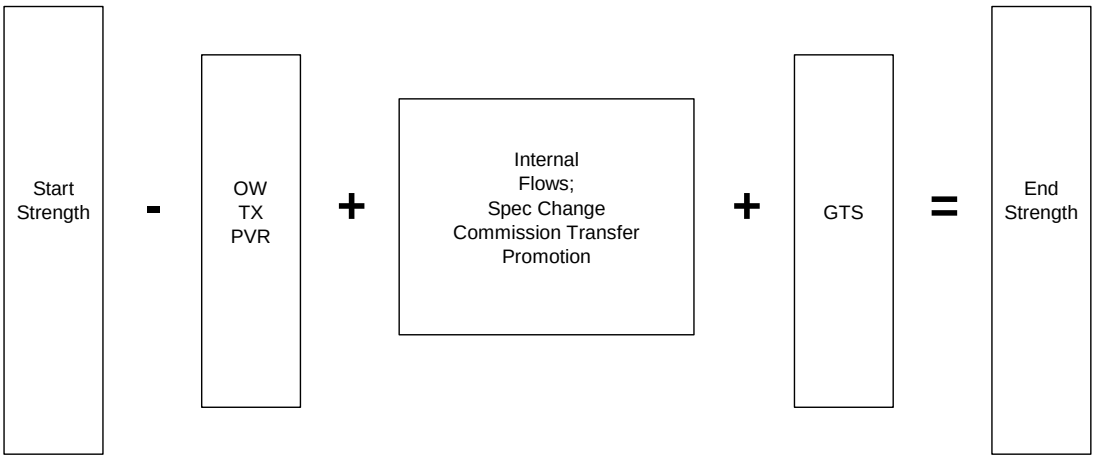
		WO2	CPO	PO	LDG	AB
ARTS	CT	3	3	1.75	1.75	-
EAE	AEM_L	-	2	2	2	2
	AEM_M	-	2	2	2	2
	AEM_R	-	2	2	2	2
	AET_L	1000	1000	1000	1000	1000
	(annual caps)	(3)	(6)	(17)	(30)	(50)
	AET_M	1000	1000	1000	1000	1000
	(annual caps)	(4)	(12)	(29)	(55)	(85)
	AET_R	1000	1000	1000	1000	1000
	(annual caps)	(3)	(6)	(16)	(30)	(45)
	NA_SE	-	2	2	2	1.35
EGS	ET_ME	2	2	2	4	4
	ET_WE	2	2	2	4	4
ESM	ET_MESM	2	2	2	4	4
	ET_WESM	2	2	2	3	3
XR	AWT_RADAR	-	2	2	2.5	3
	AWT_MISSILE	-	2	2	2.5	3
	CIS	-	2	2	2	2.5
	DIVER	-	2	2	2	2.5
	EW	-	2	2.5	2.5	3
	MW	-	2	2	2	2.5
	PT_R	-	2	1.5	1.75	2.5
	RNP	-	1.25	1.25	1.5	2.5
	SEA	-	1.5	2	2	2.5
	SR	-	2	2	2	2.5
	UW_SONAR	-	2	2	3	3.5
XSM	CIS_SM	-	2	2	2	2.5
	SSM	-	2	2	2	2.5
	TSM	-	2	2	2	2.5
XAV	AC	-	2	2	3	1000
	ACMN_ASW	-	2	2	2	2.5
	ACMN_CDO	-	2	2	2	2.5
	NA_AH	-	2	2	2	2
	NA_METOC	-	2	2	2	2.5
	NA_PHOT	-	2	2	2	2.5
LOGS	CA_CH_GS&SM	-	2	2	2.5	3
	SA	-	2	2	2.5	3
	STD	-	2	2	2.5	2.75
	WTR_GS&SM	-	2	2	2.5	3
MED	DSA_DHY	-	2	2	2	2
	MA	-	2	2	2	2
	NN	-	2	2	2	1
		WO2	C/SGT	SGT	CPL	MNE1
RM	GS	1.2	1.2	1.2	1.5	1
	BAND	1.2	1.4	1.6	1.8	2

Annex L - Forecasting Methodology for OSPM

The OSPM is a strategic planning tool for Naval Officers. It uses stochastic methods to forecast Officer Manpower given certain assumptions. The model takes each Officer in turn and performs a set of tests for them to pass. Each test represents a flow type which the Officer may encounter in real life. These are:

Flow	Type of Flow
Other Wastage	Outflow
Time Expiry	Outflow
PVR	Outflow
Change of Commission	Internal Flow
Change of Specialisation	Internal Flow
Promotion	Internal Flow
GTS	Inflow

The model's overall objective is to get strengths to match requirements (manpower balance) by going through the HR diagram below. This process is then repeated year on year, the end strength becoming the start strength for the next year (with LOS/Age and Seniority incremented).



The model is bound by assumptions that restrict the way certain flows are calculated.

Model Structure - The model is split into different groupings: Rank, Specialisation and Commission being the major groupings. Each grouping follows a numbering system.

Rank No	Rank Translation
1	Lieutenant and Below / Captain(RM) and Below
2	Lieutenant Commander / Major
3	Commander / Lt Colonel
4	Captain / Colonel
5	Commodore / Brigadier
6	Rear Admiral / Major General

Specialisation/Branch

There are 25 specialisations modelled by the OSPM. The first 20 are for the ranks Commander and below. The last 5 (21-25) apply to the ranks Captain and above.

Spec No	Spec Translation	Branch
1	Pilot	Warfare
2	Observer	
3	SD Aviator	
4	HM	
5	PWO	
6	MW/MCD	
7	ATC	
8	GS Other	
9	GSX	
10	SM	
11	ME	Engineering
12	MESM	
13	WE	
14	WESM	
15	AE	
16	TM/IS	
17	Logistics	Logistics
18	Medical Services	Medical Services
19	Royal Marines GD	Royal Marines
20	Royal Marines SO(LE)	
21	Warfare	Capt+ 'Specs'
22	Engineering	
23	Logistics	
24	Medical Services	
25	Royal Marines	

The Captain specialisations refer to branches rather than specialisations. This is because promotions to and out of Captain/Commodore are selected by branch, coming from the pool of specialisations that belong to that branch.
GSX is a bucket specialisation where most Warfare officers begin. They then feed into HM, PWO and MW/MCD.
GS Other is for Warfare specialisations EW, PT and Regulators (now RNP) which are all from the SUY entry source.

Commission

The commission decides for how long an officer serves. It also affects promotion prospects for certain populations.

Commission No	Commission Translation	3TC/Non-3TC
1	Initial Commission	3TC
2	Career Commission	
3	Full-Term Commission	
4	Short Term Commission	Non-3TC
5	Medium Term Commission	
6	Extended Medium Term Commission	
7	Full Term Commission / GL	
8	Special Duties	
9	FTC(Aircrew)	Special Comm

Outflow

The model tries to forecast exits by using known information. For TX this is a fixed value set in the priming strengths (for start strength population) and by terms of service (for generated GTS population). If the officer is still in the model the officer's planned year of time expiry is checked against the year of the model. If they are equal the officer exits via TX outflow.
Voluntary Outflow and OW are based on historical rates. Other Wastage is a flat rate split by service, Royal Navy and Royal Marine. A random number is tested against the relevant rate for an officer and the individual either exits or stays.
The last outflow to occur is Voluntary Outflow. If an officer hasn't exited via OW or TX then the individual is tested to see if they will exit via Voluntary Outflow. The probability of exit via Voluntary Outflow is taken from a rank/specialisation level profile.

Specialisation Changes

Within the Warfare Branch changes of specialisation occur. For the specialisation HM, PWO and MW/MCD there is no direct entry by GTS. The inflow to these specialisations is sideways, mostly from the GSX specialisation.
The model can either 'push' individuals to a particular specialisation or 'pull' only the required number.
The flows from GSX are mostly done at Lt, although the timing of the transfer means that either Lt or Lt Cdr are eligible. When a GSX flows to PWO they will be automatically promoted as well (depending on number required). Transfer to HM and MW/MCD does not include automatic promotion. There is also a flow from MW/MCD to PWO. This is not the only secondary flow to PWO as some P and O and SM will also move into the PWO box. This is done at a later LOS from the primary flow from GSX.

Commission Transfers

An overall transfer rate is generated for each specialisation, commission and rank but assumes no wastage. Therefore artificially higher rates are used.

Promotions

Pre- and post-3TC populations each have their own rules about promotion. The model knows which rules to use by the commission number of the individual.
Pre-3TC contains automatic promotion to Lt Cdr after a certain length of service. There are also different Retirement Ages (RA) linked to rank.
3TC is purely promotion by merit (and to requirement) with a RA of 55 for all officers.
Promotion profiles (split by commission, rank and specialisation) assign a promotion chance to each officer. The code of the OSPM changes some promotion chances. An officer may not be able to be promoted due to not having enough seniority (promotion chance=0) or have an automatic promotion due to reserved rights (promotion chance=1).
The model counts how many officers are available for promotion in each rank and specialisation.
This list is then sorted with those most likely at the top. The model runs through this list comparing promotion chances against random numbers, promoting those who pass the test of the random number being less than the assigned promotion chance. This continues until the required number is reached. This way not everyone with a high promotion chance will be promoted, those with a small promotion chance could still be promoted.

GTS

The first 2 years usually use known GTS numbers. GTS enter as Lt RN/Captain RM on an IC commission. LOS and Age on GTS is attributed for each individual the model generates.

TM/IS

Originally the TM and IS groups were modelled as a combined population, but it was discovered that problems in one specialisation were being masked by a surplus in the other. To address this, the base line run is completed with them combined, and then a specialist run is made to model TM and IS separately. The end flows into the Captain model are tailored to match those flows generated in the baseline run.

Annex M – Forecasting Methodology for RPM

Forecasting Methodology for RPM/HLF

Priming	Model creates historic profiles for flows and extracts Year One start strength
Strength	Extracts Year One Start Strength from DATA page (fed by Pivots/Data Blocks during Priming) Splits Strength into Non-2OE/2OE(5)/2OE(10)/Total Populations
2OE	Adds those accepting 2OE to each population (as apportioned on 2OE page)
Outflow	Calculates Other Wastage Calculates Promotions to Officer Calculates Voluntary Outflow
Strength	Recalculates overall strength after Other Wastage/Prom to Officer/Voluntary Outflow
Outflow	Calculates Sideways Out Calculates Sideways to Seaman Out (Apr 07 only) Calculates Sideways to WE_TECH Out (Apr 07 only) Calculates Art Cans Out Calculates Sideways to AEA (AEM only)
Strength	Recalculates overall strength after Sideways/Art Cans Out Splits Strength into Non-2OE/2OE(5)/2OE(10) Populations
Outflow	Calculates Time Expiry for Non-2OE/2OE(5)/2OE(10) Populations
Strength	Recalculates Non-2OE/2OE(5)/2OE(10) Populations after TX and adds to form overall strength
Promotion	Calculates first run promotion numbers (against demand and limit) Calculates second run promotion numbers (against spare capacity) Adds promotion runs together to get overall promotion numbers Splits Promotions into Non-2OE/2OE(5)/2OE(10) Promotions
Strength	Recalculates Non-2OE/2OE(5)/2OE(10) Populations after Promotions
Intake	Calculates Stream 1 GTS numbers (as entered on GTS page) Calculates Stream 2 GTS numbers (as entered on GTS page) Calculates Sideways In
Strength	Recalculates Non-2OE/2OE(5)/2OE(10) Populations after GTS/Sideways In and adds to form overall strength Non-2OE/2OE(5)/2OE(10) Populations from start strength for next year (repeat until Year 11)

Section 2: SUPPLEMENTARY SECTION-ASSUMPTIONS FOR STP07 PR09 QMB

This section of the report relates to models produced for the QMB and will be updated to reflect the quarterly production of the models for the QMB. The models produced for the QMB are the Short Term Forecast (covering both Officers and Ratings), Officer Medium Term Forecast and Ratings High Level Forecast. Some of the assumptions in the models are updated quarterly when the models are run, rather than annually. How regularly profiles are updated are highlighted through the document. The Short Term Forecast, as its name implies, is a model only looking a short time ahead (in-Financial Year for QMB purposes). The Officer Medium Term Forecast and Ratings High Level Forecast produce forecasts for 6 years ahead for Officers and Ratings respectively. All forecasts are for trained personnel only. This supplementary section may be provided electronically as required through the year.

a. Short Term Forecast

The STF is produced quarterly for the QMB and provides monthly predictions based around known information on due exit dates of VO waiting list numbers and future time expiries. The STF provides forecasts for both trained Officers and Ratings. STF groups directly relate to Officer MTF or Ratings HLF groupings as the STF flows are used to scale the first year of flows for the medium term models. Please note Artificer candidates will no longer be added in as an extra but will be absorbed into the HLF group strengths. Other Wastage is a rate, based on the most recent 2 years of data .Monthly GTS projections are provided by NRTA on a quarterly basis. SUY Extraction is taken from the SUY Extraction letter indicating month of entry. The STF does not forecast using rank/LOS/age/Commission or engagement type. No promotions/commission transfers/2OE are modelled. No requirement is used in the Short Term Forecast.

Voluntary Outflow Exits

For the first 9 months of the forecast, exit numbers are predicted from the numbers of applications (and the month they are due to leave) with a factor to reflect withdrawals and individuals leaving at a different time to their planned exit date. This information is updated quarterly.

After this initial 9 months (the official 12 months notice period is only accurate for 9 months), a rate based on the last 12 months of VO exits (taken from the Monthly Sitrep) is used to generate future VO exits. When the STF is run these rates will be updated with data from the most recently published Sitrep.

	VO Exit Rate (as at 1 Oct 06)
XR	8.2%
XSM	4.4%
XAV	5.3%
LOGS	6.2%
MED	6.7%
ARTS	3.2%
EAE	4.4%
EGS	7.9%
ESM	2.6%
RM GS	7.0%
RM Band	1.8%
RN Officer	3.1%
RM Officer	3.1%

Other Wastage Rate

The OW rate is calculated using a rolling previous 2 years of OW exits expressed as a proportion of average annual strengths. This is automatically updated quarterly when the STF is produced.

	Overall Model Rate
XR	3.56%
XSM	2.28%
XAV	1.33%
LOGS	3.10%
MED	3.50%
ARTS	0.88%
EAE	1.46%
EGS	4.08%
ESM	2.90%
RM GS	2.12%
RM BAND	1.39%
RN Officer	0.88%
RM Officer	0.77%

b. Officer Medium Term Forecast

The Officer MTF is a stochastic model based on the mechanics of the OSPM. The model is produced quarterly and forecasts April hit points only (and annual flows although flows for year 1 may not be for a complete FY). Forecasts are split by RN or RM only. GTS, VO, OW and TX flows are all scaled to the STF predictions for Year 1 of the forecast. All profiles are updated annually in April.

GTS

GTS is modelled by Mainstream or SUY entry. Numbers are obtained from NRTA with projections for year 1 and year 2; the GTS letter thereafter. GTS profiles are updated annually, against 1 April data.

GTS Profiles

Mainstream

LOS	RN	RM	Total
-1	2%	3%	2%
0	11%	9%	11%
1	11%	2%	11%
2	47%	82%	50%
3	16%	2%	14%
4	10%	1%	9%
5	2%	1%	2%
6	1%	0%	1%
7	0%	0%	0%
8	0%	0%	0%
9	0%	0%	0%
10	0%	0%	0%

SUY

LOS	RN	RM	Total
-1	0%	0%	0%
0	23%	27%	24%
1	48%	55%	50%
2	13%	18%	14%
3	3%	0%	2%
4	4%	0%	3%
5	5%	0%	4%
6	2%	0%	1%
7	1%	0%	1%
8	0%	0%	0%
9	0%	0%	0%
10	0%	0%	0%

Commission Transfers

Transfers are not used as a manpower lever in this model, but as a given to model time expiries correctly. Commission transfers are generated behind the scenes based on profiles and rates sourced from the OSPM. However, commissions have been simplified, and only three commissions are modelled (IC; CC; FTC). Legacy commissions are merged with the nearest equivalent 3TC.

Commission Transfer Profiles

LOS	To CC	To FTC
1	0%	0%
2	0%	0%
3	0%	0%
4	0%	0%
5	8%	0%
6	15%	0%
7	30%	0%
8	45%	1%
9	30%	10%
10	15%	14%
11	8%	23%
12	0%	23%
13	0%	14%
14	0%	10%
15	0%	1%
16	0%	0%
17	0%	0%
18	0%	0%
19	0%	0%
20	0%	0%

Time Expiry

Time Expiries are predicted from planned exit dates. There is an option in the MTF to assume future Extensions of Service. There is an assumed probability for the first career extension, and subsequent second extension. This is reviewed as required to reflect levels of EOS being offered.

	RN	RM
1st Extension	0.3	0.2
2nd Extension	0.2	0.2

Voluntary Outflow

There is an option to predict the first year's VO Exits by using waiting list numbers with an assumed withdrawal rate of 10%. Waiting list numbers are only used when there is 9 months or less in the current financial year (as the waiting list is only accurate for 9 months ahead). The forecast made in PR03 (against 1 April data) uses an exit rate based on the last three years of data. After the first year the rate based on 3 years of historical data is used. The historical 3-year rate is updated annually in April.

	RN	RM
Year 1		
Year 2	2.6%	2.2%
Year 3	2.6%	2.2%
Year 4	2.6%	2.2%
Year 5	2.6%	2.2%
Year 6	2.6%	2.2%

If required the rate can be scaled up or down to reflect future economic impact or internal service factors.

Other Wastage

The OW rate is calculated from the last 3 years of flows and is updated annually in April. The current assumption based on flows from 1 Apr 2003 to 31 Mar 2006 is:

	RN	RM
Other Wastage	0.8%	1.1%

Promotions

As there are no ranks in the model, no promotions are made. The Headmark Requirement shown in the results are for information only to give the current and future deficit/surplus position. The Headmark Requirement used in the Officer MTF is smoothed to tie in with TSPs so will differ from the Headmark Requirement provided by Fleet-NPS for up to the first 6 months. Further analysis is also made by transferring the RM share of CAPPS to the RM Headmark Requirement.

c. High Level Forecast for Ratings

This model shares the same spreadsheet with the RPM and has the same mechanics, but is for larger groups of personnel (Branch Manager areas as opposed to specialisation level in the RPM). The HLF is produced quarterly and provides forecast of strength for April hitpoints only (and annual flows, although flows for year 1 are for the remainder of the financial year unless reporting from the April start strength).

Strength apportionments
The apportionments made for the RPM's are applicable for HLF strengths, for example RM Aircrewmen are converted to RN ACMN_CDO, and therefore are included in the strengths for Warfare FAA (XAV).

GTS
Profiles are listed in the main part of the assumptions document as RPM GTS profiles and are at BM level. These are updated annually against 1 October data.

Sideways
These profiles are updated annually against 1 October data.

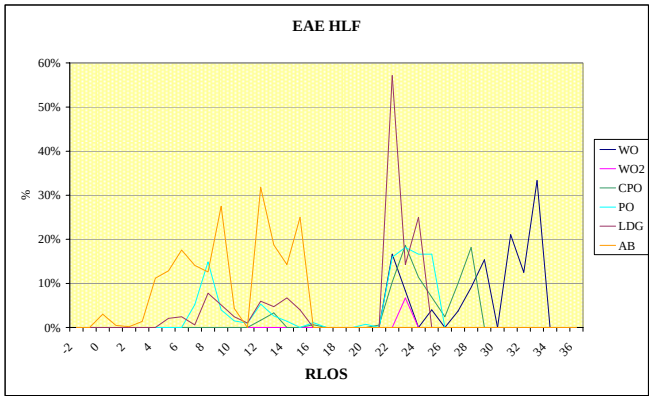
RLOS	XR LDG	XR AB	XAV LDG	MED LDG
-2	-	-	-	-
-1	-	-	-	-
0	-	0.01	-	-
1	-	-	0.02	-
2	0.04	0.01	0.02	-
3	0.11	-	0.11	-
4	0.16	0.02	0.13	-
5	0.14	0.05	0.09	1.00
6	0.18	0.03	0.19	-
7	0.09	0.01	0.13	-
8	0.03	-	0.09	-
9	0.02	0.01	0.07	-
10	0.01	0.01	0.03	-
11	0.01	0.01	0.05	-
12	0.02	-	-	-
13	0.03	-	0.03	-
14	-	-	0.02	-
15	0.02	-	0.01	-
16	0.01	-	-	-
17	0.01	-	-	-
18	-	-	-	-
TOTAL	0.87	0.13	1.00	1.00

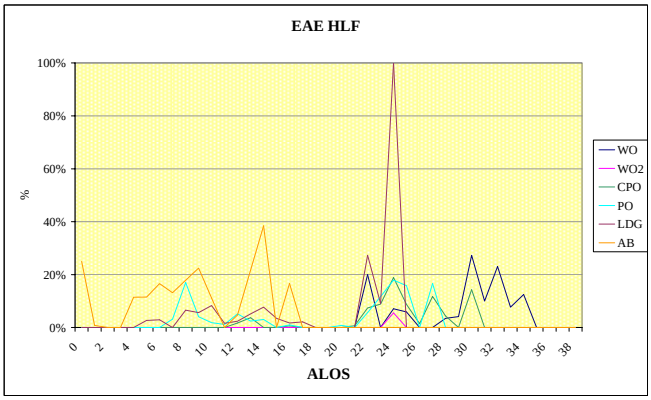
ALOS	XR LDG	XR AB	XAV LDG	MED LDG
0	-	0.01	-	-
1	-	-	0.01	-
2	0.02	-	0.03	-
3	0.09	0.01	0.08	-
4	0.16	0.02	0.11	-
5	0.15	0.03	0.13	-
6	0.17	0.03	0.14	1.00
7	0.13	0.02	0.17	-
8	0.03	-	0.08	-
9	0.03	0.01	0.08	-
10	0.01	-	0.06	-
11	0.01	0.01	0.05	-
12	0.01	0.01	-	-
13	0.01	-	0.02	-
14	0.02	-	0.03	-
15	0.02	-	0.01	-
16	0.01	-	-	-
17	0.01	-	-	-
18	-	-	-	-
19	-	-	-	-
20	-	-	-	-
TOTAL	0.87	0.13	1.00	1.00

VO

These are updated automatically each quarter (1 Apr/Jul/Oct/Jan) when the HLF is produced.

Air Engineers





Artificers
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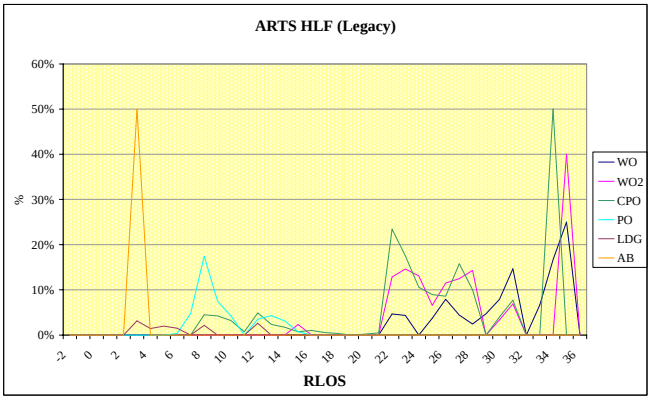

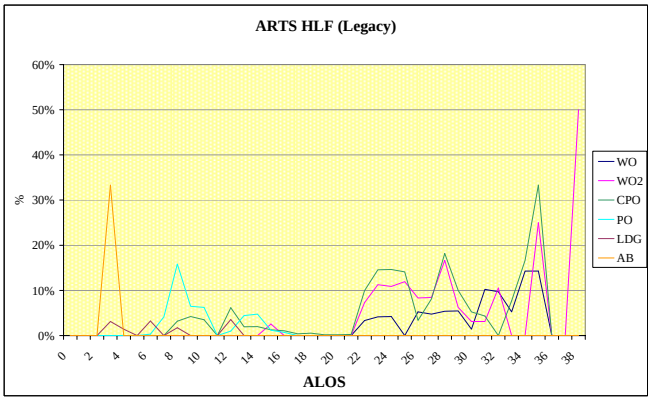

Engineers (GS)
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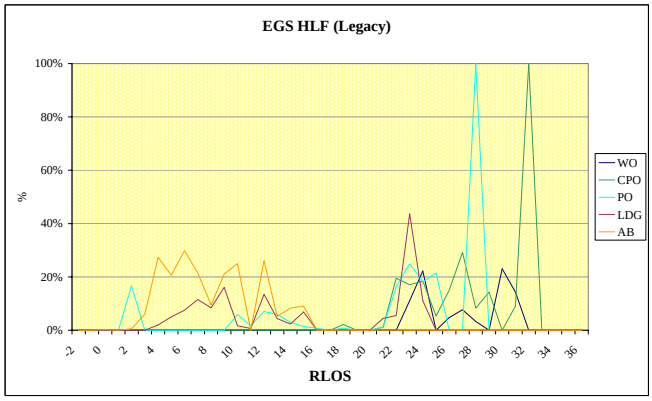

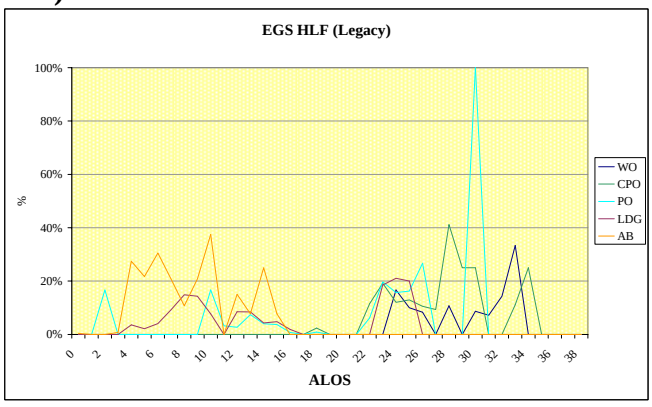

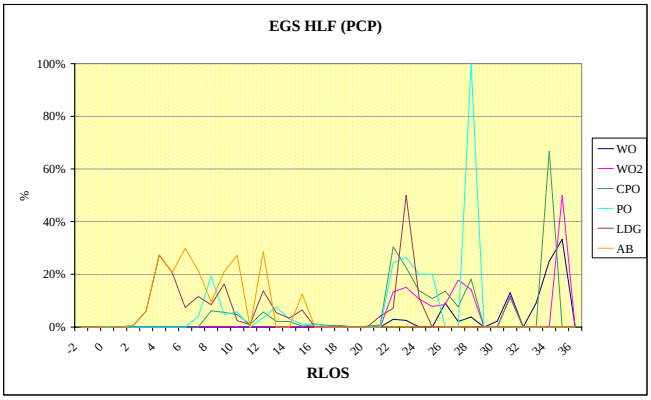

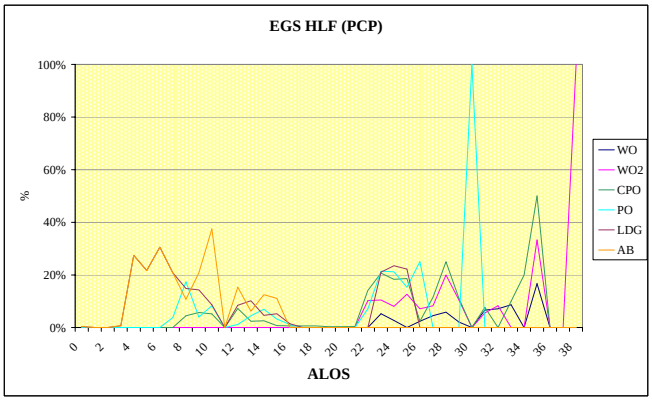

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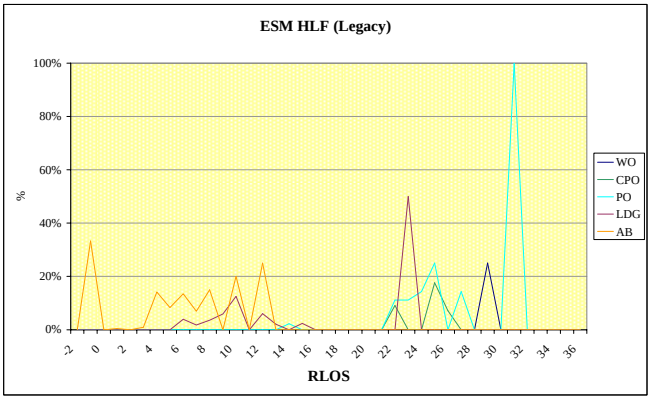

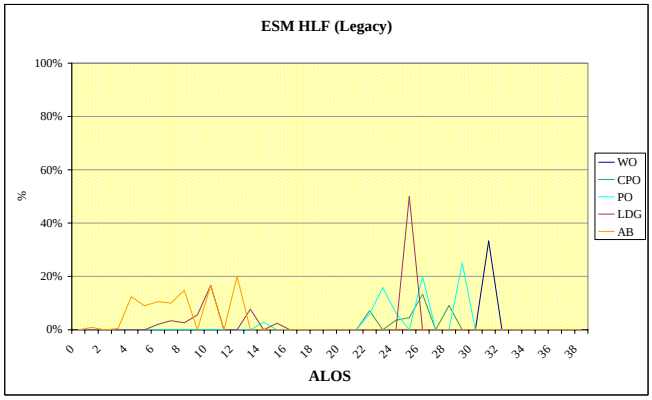

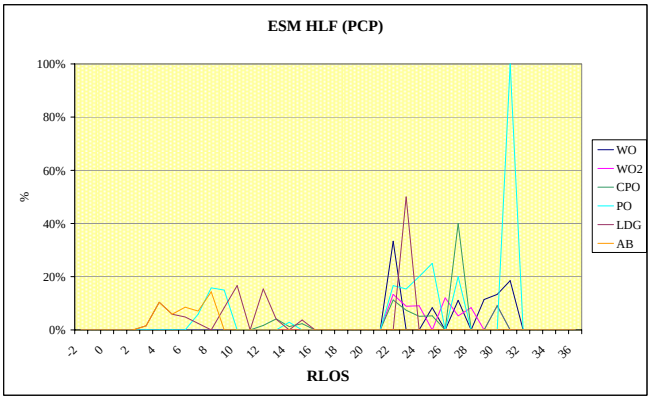

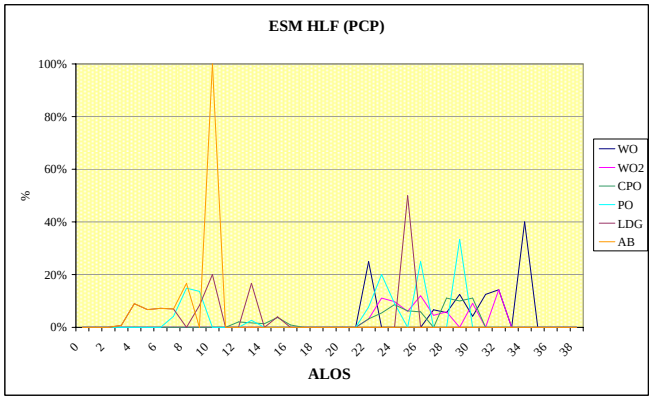

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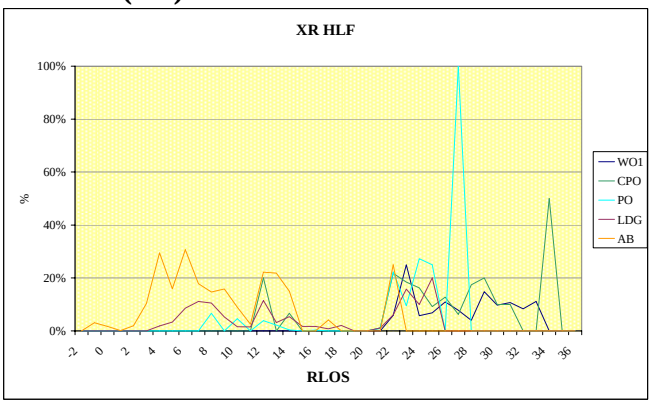

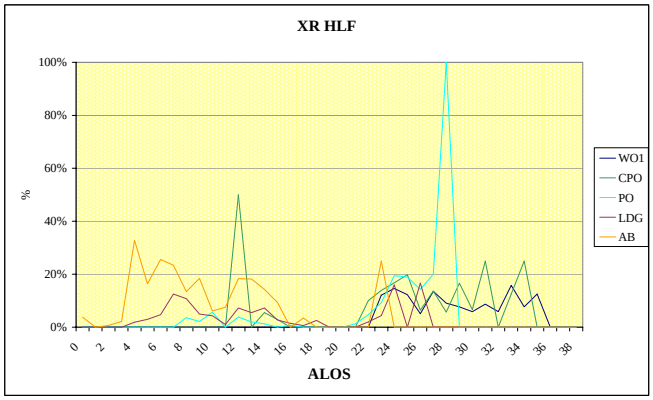

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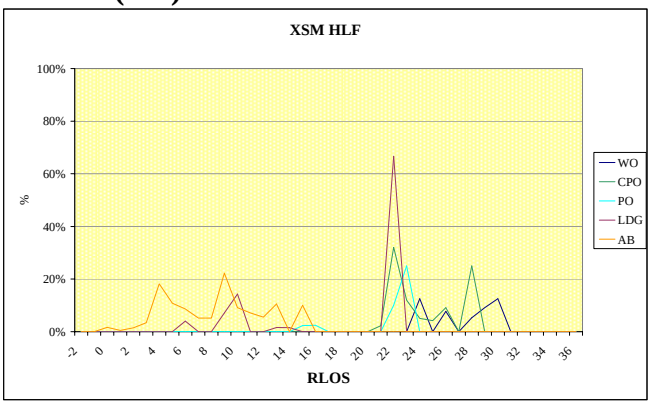
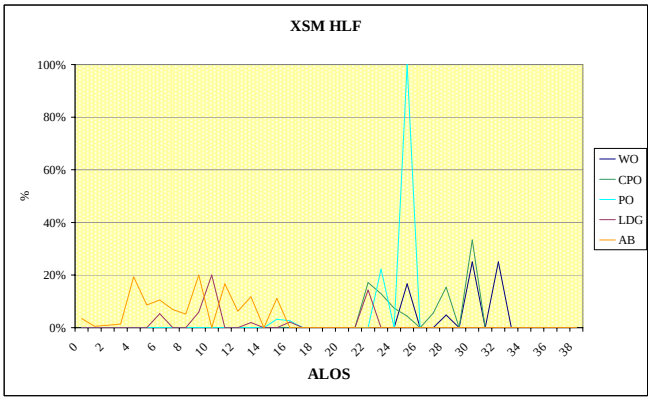
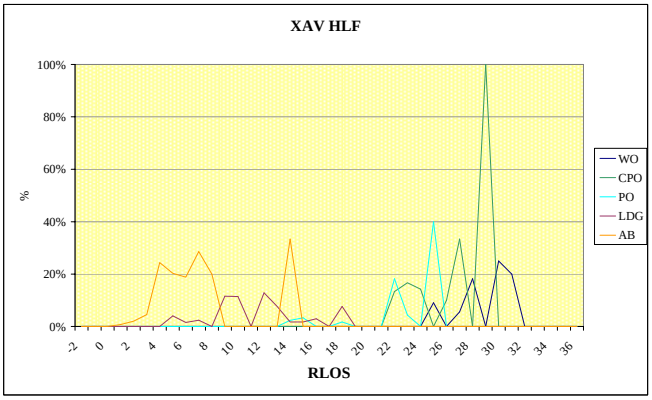
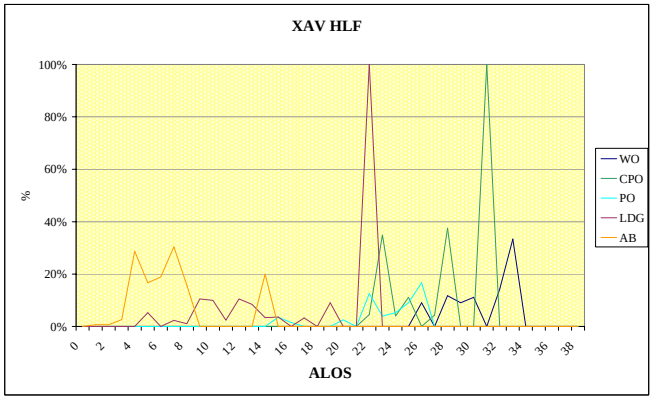


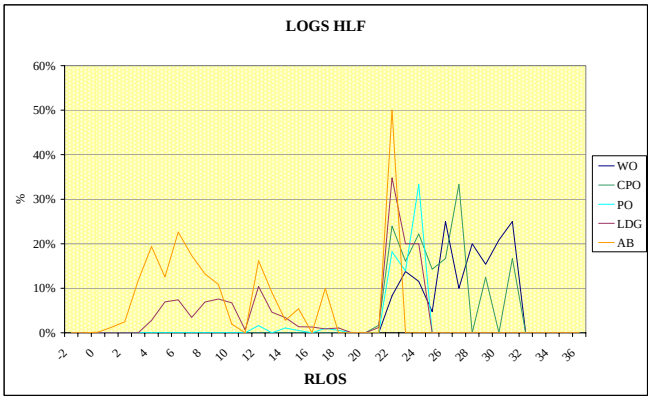


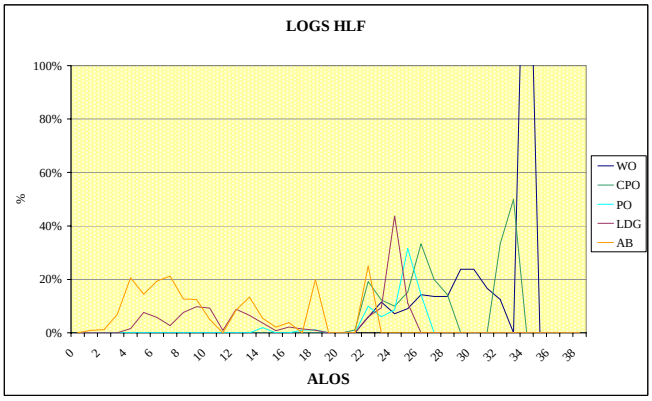
Warfare (AV)



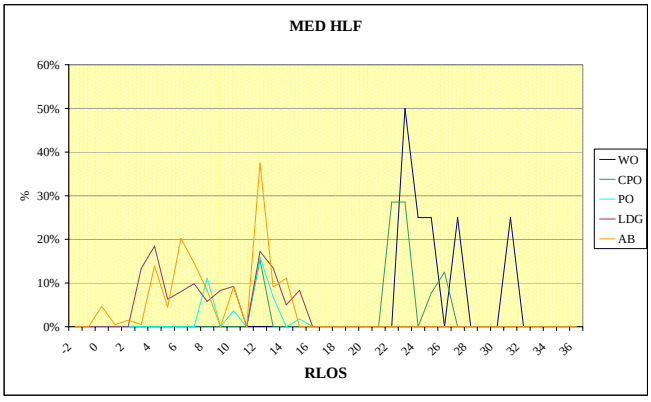


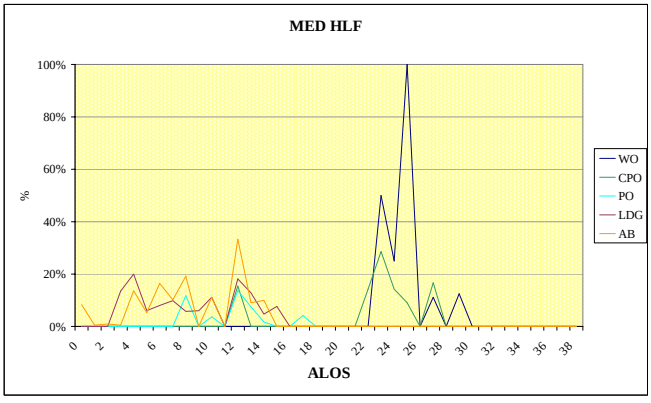
Logistics



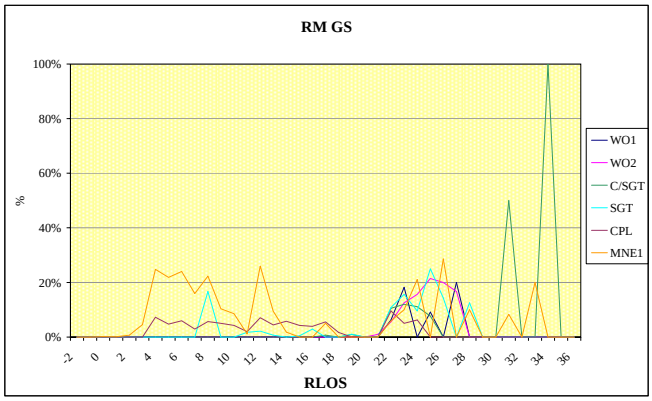


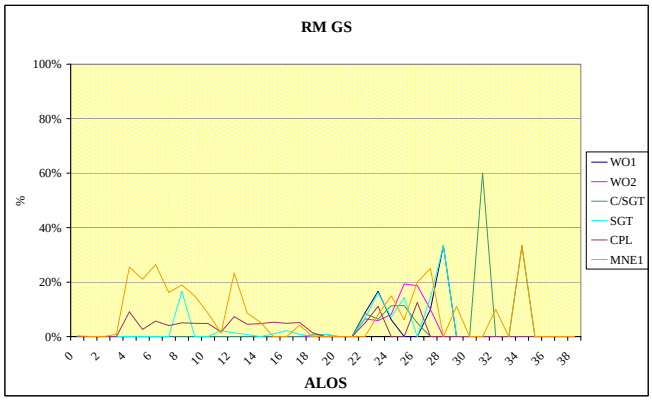
Medical



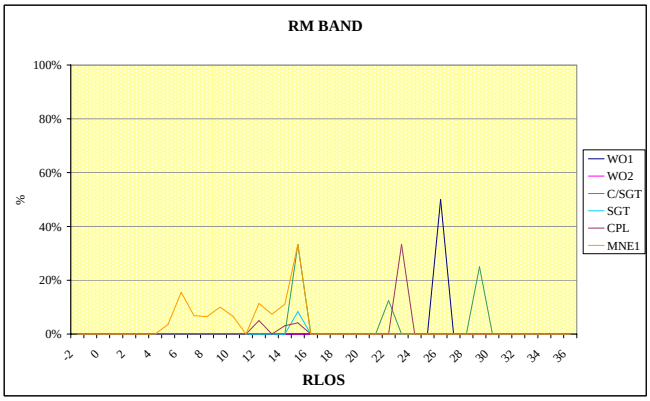


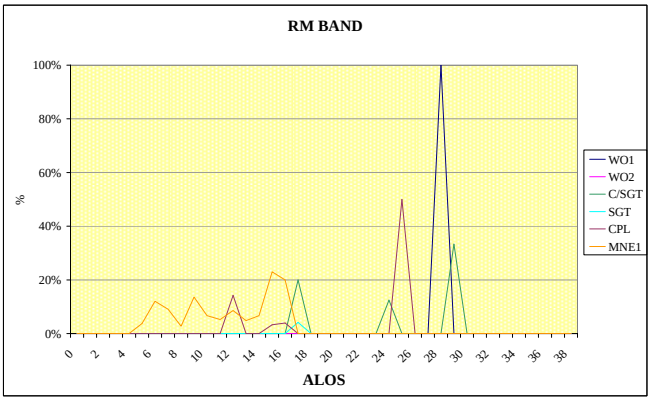
RM GS





RM Band

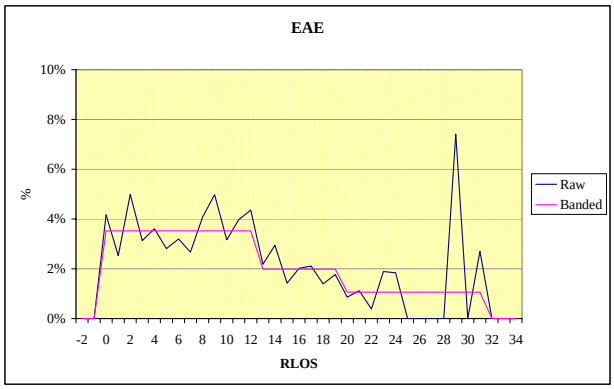


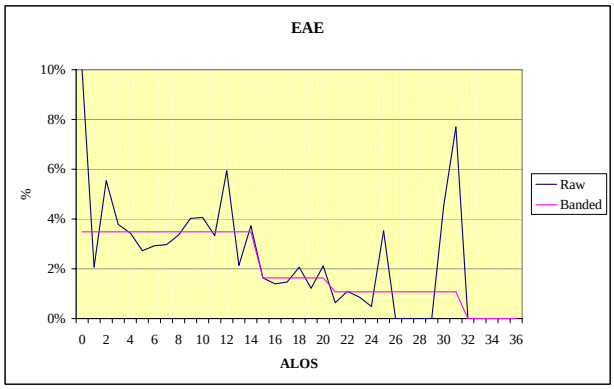


Other Wastage

Profiles are listed in main part of document as RPM OW profiles are at BM level. These are updated automatically each quarter (1 Apr/Jul/Oct/Jan) when the HLF is produced. They are included in the supplementary section as well as the main part of the report as they will change each quarter. This section of the document will be updated quarterly to reflect the changes in data.

Air Engineers (EAE)

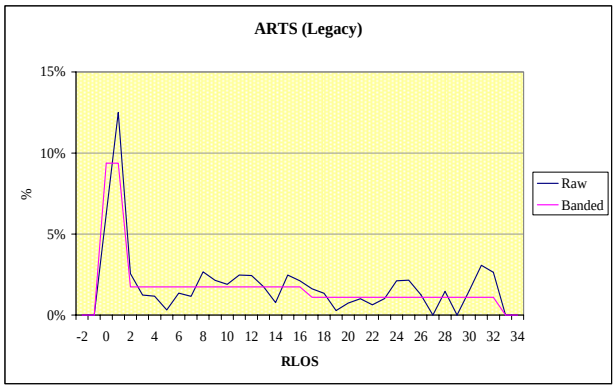


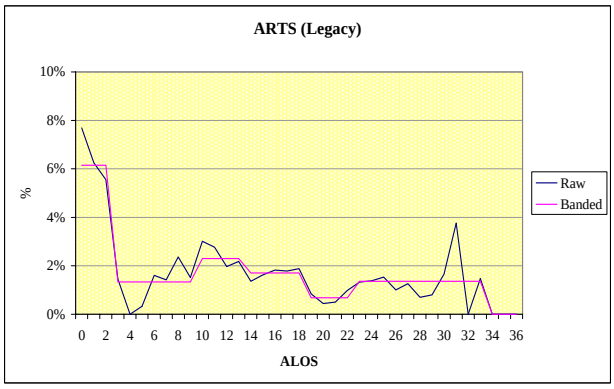


RLOS		
	Raw	Banded
-2	0.00%	0.00%
-1	0.00%	0.00%
0	4.17%	3.52%
1	2.53%	3.52%
2	4.99%	3.52%
3	3.13%	3.52%
4	3.61%	3.52%
5	2.81%	3.52%
6	3.20%	3.52%
7	2.67%	3.52%
8	4.08%	3.52%
9	4.97%	3.52%
10	3.16%	3.52%
11	3.97%	3.52%
12	4.36%	3.52%
13	2.18%	1.99%
14	2.95%	1.99%
15	1.42%	1.99%
16	2.02%	1.99%
17	2.11%	1.99%
18	1.40%	1.99%
19	1.76%	1.99%
20	0.86%	1.06%
21	1.12%	1.06%
22	0.38%	1.06%
23	1.89%	1.06%
24	1.84%	1.06%
25	0.00%	1.06%
26	0.00%	1.06%
27	0.00%	1.06%
28	0.00%	1.06%
29	7.41%	1.06%
30	0.00%	1.06%
31	2.70%	1.06%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
	Raw	Banded
0	10.00%	3.49%
1	2.07%	3.49%
2	5.54%	3.49%
3	3.78%	3.49%
4	3.43%	3.49%
5	2.73%	3.49%
6	2.93%	3.49%
7	2.97%	3.49%
8	3.35%	3.49%
9	4.02%	3.49%
10	4.07%	3.49%
11	3.33%	3.49%
12	5.94%	3.49%
13	2.13%	3.49%
14	3.73%	3.49%
15	1.63%	1.63%
16	1.40%	1.63%
17	1.46%	1.63%
18	2.06%	1.63%
19	1.22%	1.63%
20	2.11%	1.63%
21	0.64%	1.08%
22	1.09%	1.08%
23	0.87%	1.08%
24	0.49%	1.08%
25	3.52%	1.08%
26	0.00%	1.08%
27	0.00%	1.08%
28	0.00%	1.08%
29	0.00%	1.08%
30	4.55%	1.08%
31	7.69%	1.08%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Artificers (ARTS Legacy)
(Legacy Profiles will no longer apply from 1 Apr 2007)

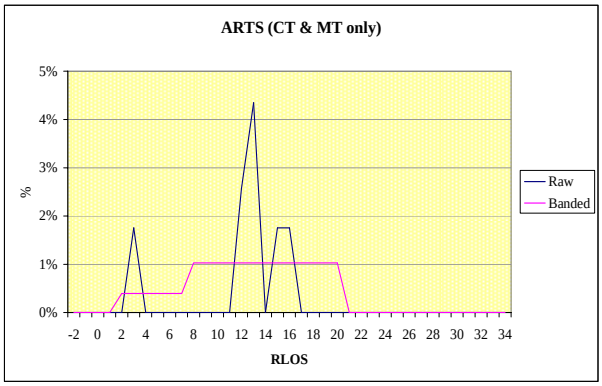


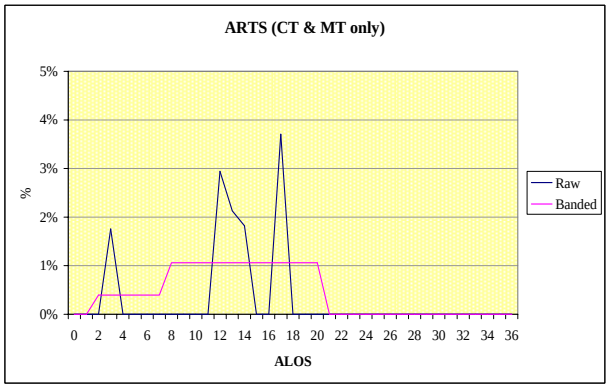


RLOS		
	Raw	Banded
-2	0.00%	0.00%
-1	0.00%	0.00%
0	6.25%	9.38%
1	12.50%	9.38%
2	2.56%	1.74%
3	1.23%	1.74%
4	1.16%	1.74%
5	0.31%	1.74%
6	1.36%	1.74%
7	1.16%	1.74%
8	2.67%	1.74%
9	2.14%	1.74%
10	1.90%	1.74%
11	2.47%	1.74%
12	2.44%	1.74%
13	1.75%	1.74%
14	0.77%	1.74%
15	2.47%	1.74%
16	2.12%	1.74%
17	1.62%	1.10%
18	1.35%	1.10%
19	0.28%	1.10%
20	0.74%	1.10%
21	1.01%	1.10%
22	0.64%	1.10%
23	1.03%	1.10%
24	2.11%	1.10%
25	2.15%	1.10%
26	1.26%	1.10%
27	0.00%	1.10%
28	1.46%	1.10%
29	0.00%	1.10%
30	1.53%	1.10%
31	3.08%	1.10%
32	2.63%	1.10%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
	Raw	Banded
0	7.69%	6.15%
1	6.25%	6.15%
2	5.56%	6.15%
3	1.45%	1.33%
4	0.00%	1.33%
5	0.33%	1.33%
6	1.60%	1.33%
7	1.42%	1.33%
8	2.36%	1.33%
9	1.52%	1.33%
10	3.01%	2.30%
11	2.76%	2.30%
12	1.97%	2.30%
13	2.17%	2.30%
14	1.36%	1.70%
15	1.62%	1.70%
16	1.82%	1.70%
17	1.78%	1.70%
18	1.88%	1.70%
19	0.84%	0.68%
20	0.44%	0.68%
21	0.50%	0.68%
22	0.99%	0.68%
23	1.33%	1.36%
24	1.38%	1.36%
25	1.53%	1.36%
26	1.00%	1.36%
27	1.26%	1.36%
28	0.69%	1.36%
29	0.80%	1.36%
30	1.65%	1.36%
31	3.76%	1.36%
32	0.00%	1.36%
33	1.47%	1.36%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Artificers (ARTS – CT & MT only, from 1 Apr 07)

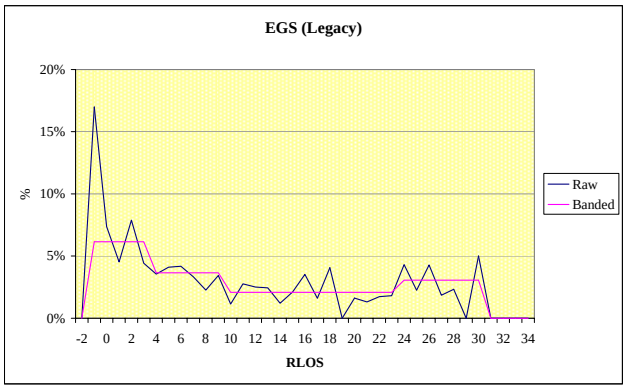


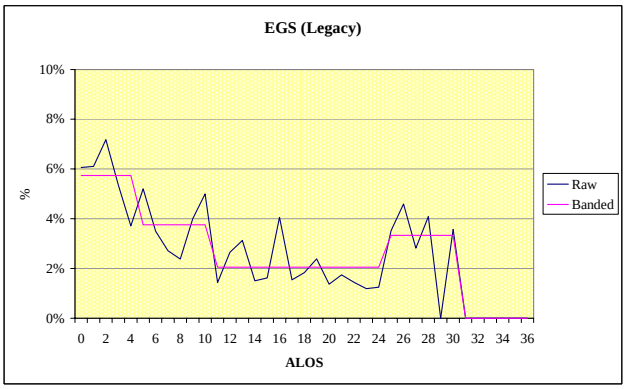


RLOS		
	Raw	Banded
-2	0.00%	0.00%
-1	0.00%	0.00%
0	0.00%	0.00%
1	0.00%	0.00%
2	0.00%	0.39%
3	1.75%	0.39%
4	0.00%	0.39%
5	0.00%	0.39%
6	0.00%	0.39%
7	0.00%	0.39%
8	0.00%	1.02%
9	0.00%	1.02%
10	0.00%	1.02%
11	0.00%	1.02%
12	2.56%	1.02%
13	4.35%	1.02%
14	0.00%	1.02%
15	1.75%	1.02%
16	1.75%	1.02%
17	0.00%	1.02%
18	0.00%	1.02%
19	0.00%	1.02%
20	0.00%	1.02%
21	0.00%	0.00%
22	0.00%	0.00%
23	0.00%	0.00%
24	0.00%	0.00%
25	0.00%	0.00%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
	Raw	Banded
0	0.00%	0.00%
1	0.00%	0.00%
2	0.00%	0.39%
3	1.75%	0.39%
4	0.00%	0.39%
5	0.00%	0.39%
6	0.00%	0.39%
7	0.00%	0.39%
8	0.00%	1.06%
9	0.00%	1.06%
10	0.00%	1.06%
11	0.00%	1.06%
12	2.94%	1.06%
13	2.13%	1.06%
14	1.82%	1.06%
15	0.00%	1.06%
16	0.00%	1.06%
17	3.70%	1.06%
18	0.00%	1.06%
19	0.00%	1.06%
20	0.00%	1.06%
21	0.00%	0.00%
22	0.00%	0.00%
23	0.00%	0.00%
24	0.00%	0.00%
25	0.00%	0.00%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Engineers GS (EGS Legacy)
(Legacy Profiles will no longer apply from 1 Apr 2007)

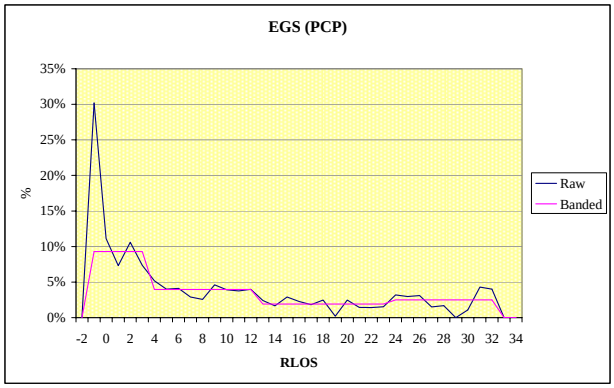


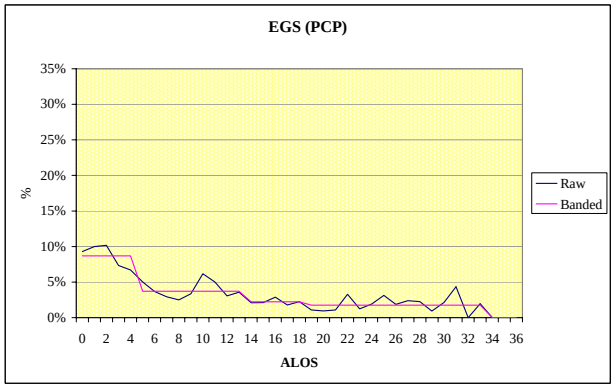


RLOS		
	Raw	Banded
-2	0.00%	0.00%
-1	16.98%	6.15%
0	7.37%	6.15%
1	4.53%	6.15%
2	7.89%	6.15%
3	4.43%	6.15%
4	3.55%	3.65%
5	4.11%	3.65%
6	4.18%	3.65%
7	3.33%	3.65%
8	2.26%	3.65%
9	3.45%	3.65%
10	1.15%	2.08%
11	2.76%	2.08%
12	2.51%	2.08%
13	2.45%	2.08%
14	1.22%	2.08%
15	2.12%	2.08%
16	3.53%	2.08%
17	1.62%	2.08%
18	4.07%	2.08%
19	0.00%	2.08%
20	1.63%	2.08%
21	1.31%	2.08%
22	1.73%	2.08%
23	1.82%	2.08%
24	4.31%	3.07%
25	2.25%	3.07%
26	4.29%	3.07%
27	1.85%	3.07%
28	2.33%	3.07%
29	0.00%	3.07%
30	5.00%	3.07%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
	Raw	Banded
0	6.06%	5.74%
1	6.11%	5.74%
2	7.18%	5.74%
3	5.35%	5.74%
4	3.72%	5.74%
5	5.21%	3.76%
6	3.50%	3.76%
7	2.72%	3.76%
8	2.38%	3.76%
9	4.00%	3.76%
10	5.00%	3.76%
11	1.44%	2.06%
12	2.65%	2.06%
13	3.13%	2.06%
14	1.51%	2.06%
15	1.62%	2.06%
16	4.06%	2.06%
17	1.54%	2.06%
18	1.83%	2.06%
19	2.39%	2.06%
20	1.37%	2.06%
21	1.74%	2.06%
22	1.45%	2.06%
23	1.19%	2.06%
24	1.25%	2.06%
25	3.52%	3.33%
26	4.60%	3.33%
27	2.82%	3.33%
28	4.08%	3.33%
29	0.00%	3.33%
30	3.57%	3.33%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Engineers GS (EGS PCP)

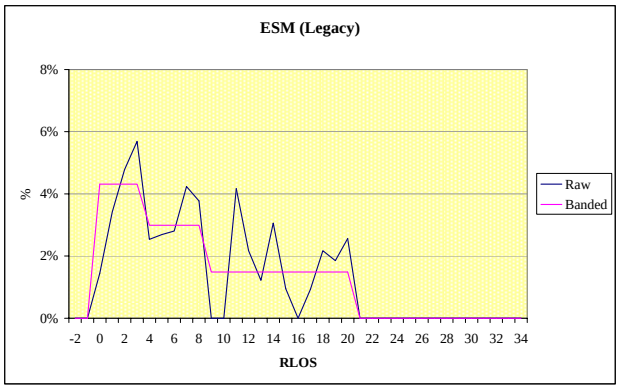


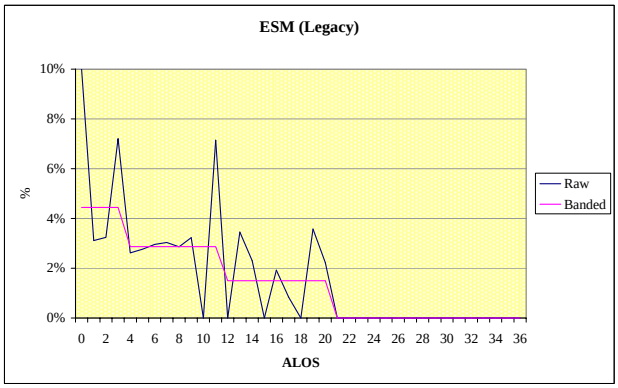


RLOS		
	Raw	Banded
-2	0.00%	0.00%
-1	30.19%	9.31%
0	11.11%	9.31%
1	7.30%	9.31%
2	10.60%	9.31%
3	7.36%	9.31%
4	5.19%	3.96%
5	4.01%	3.96%
6	4.12%	3.96%
7	2.90%	3.96%
8	2.56%	3.96%
9	4.63%	3.96%
10	3.91%	3.96%
11	3.77%	3.96%
12	3.97%	3.96%
13	2.42%	1.91%
14	1.65%	1.91%
15	2.90%	1.91%
16	2.28%	1.91%
17	1.81%	1.91%
18	2.48%	1.91%
19	0.19%	1.91%
20	2.47%	1.91%
21	1.44%	1.91%
22	1.42%	1.91%
23	1.52%	1.91%
24	3.20%	2.49%
25	2.96%	2.49%
26	3.11%	2.49%
27	1.50%	2.49%
28	1.69%	2.49%
29	0.00%	2.49%
30	1.10%	2.49%
31	4.30%	2.49%
32	4.00%	2.49%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
	Raw	Banded
0	9.29%	8.70%
1	9.99%	8.70%
2	10.19%	8.70%
3	7.33%	8.70%
4	6.70%	8.70%
5	5.01%	3.73%
6	3.66%	3.73%
7	2.92%	3.73%
8	2.49%	3.73%
9	3.36%	3.73%
10	6.15%	3.73%
11	5.02%	3.73%
12	3.07%	3.73%
13	3.59%	3.73%
14	2.08%	2.23%
15	2.12%	2.23%
16	2.89%	2.23%
17	1.78%	2.23%
18	2.26%	2.23%
19	1.10%	1.76%
20	0.94%	1.76%
21	1.10%	1.76%
22	3.27%	1.76%
23	1.25%	1.76%
24	1.91%	1.76%
25	3.14%	1.76%
26	1.88%	1.76%
27	2.38%	1.76%
28	2.26%	1.76%
29	0.92%	1.76%
30	2.15%	1.76%
31	4.35%	1.76%
32	0.00%	1.76%
33	1.96%	1.76%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Engineers SM (ESM Legacy)
(Legacy Profiles will no longer apply from 1 Apr 2007)

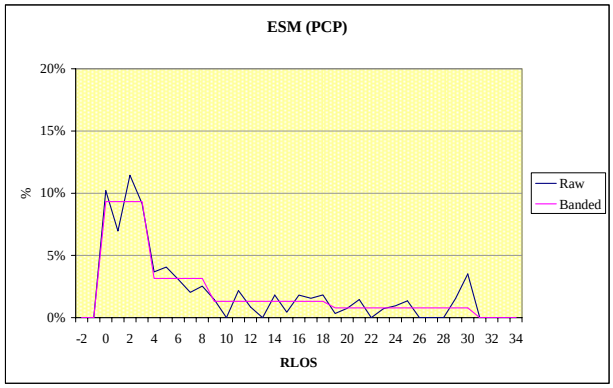


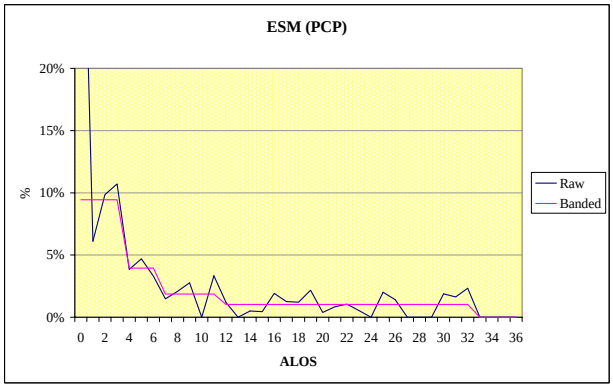


RLOS		
	Raw	Banded
-2	0.00%	0.00%
-1	0.00%	0.00%
0	1.45%	4.31%
1	3.42%	4.31%
2	4.78%	4.31%
3	5.69%	4.31%
4	2.54%	2.99%
5	2.69%	2.99%
6	2.81%	2.99%
7	4.24%	2.99%
8	3.77%	2.99%
9	0.00%	1.49%
10	0.00%	1.49%
11	4.17%	1.49%
12	2.17%	1.49%
13	1.22%	1.49%
14	3.06%	1.49%
15	0.95%	1.49%
16	0.00%	1.49%
17	0.93%	1.49%
18	2.17%	1.49%
19	1.85%	1.49%
20	2.56%	1.49%
21	0.00%	0.00%
22	0.00%	0.00%
23	0.00%	0.00%
24	0.00%	0.00%
25	0.00%	0.00%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
	Raw	Banded
0	10.00%	4.44%
1	3.11%	4.44%
2	3.24%	4.44%
3	7.21%	4.44%
4	2.62%	2.87%
5	2.76%	2.87%
6	2.96%	2.87%
7	3.03%	2.87%
8	2.86%	2.87%
9	3.23%	2.87%
10	0.00%	2.87%
11	7.14%	2.87%
12	0.00%	1.49%
13	3.45%	1.49%
14	2.30%	1.49%
15	0.00%	1.49%
16	1.92%	1.49%
17	0.83%	1.49%
18	0.00%	1.49%
19	3.57%	1.49%
20	2.22%	1.49%
21	0.00%	0.00%
22	0.00%	0.00%
23	0.00%	0.00%
24	0.00%	0.00%
25	0.00%	0.00%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Engineers SM (ESM PCP)

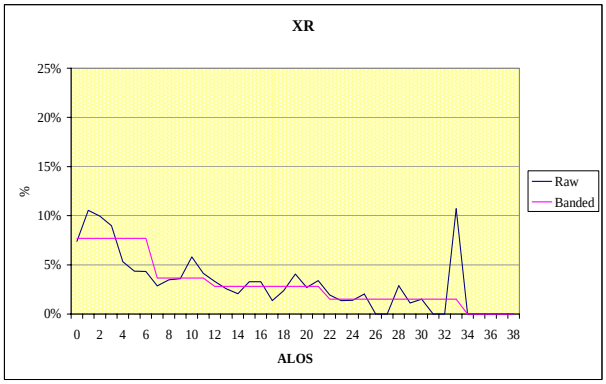




RLOS		
	Raw	Banded
-2	0.00%	0.00%
-1	0.00%	0.00%
0	10.20%	9.32%
1	6.96%	9.32%
2	11.45%	9.32%
3	9.15%	9.32%
4	3.68%	3.15%
5	4.07%	3.15%
6	3.07%	3.15%
7	2.03%	3.15%
8	2.54%	3.15%
9	1.45%	1.31%
10	0.00%	1.31%
11	2.17%	1.31%
12	0.85%	1.31%
13	0.00%	1.31%
14	1.82%	1.31%
15	0.44%	1.31%
16	1.81%	1.31%
17	1.56%	1.31%
18	1.83%	1.31%
19	0.33%	0.79%
20	0.75%	0.79%
21	1.46%	0.79%
22	0.00%	0.79%
23	0.72%	0.79%
24	0.94%	0.79%
25	1.35%	0.79%
26	0.00%	0.79%
27	0.00%	0.79%
28	0.00%	0.79%
29	1.54%	0.79%
30	3.51%	0.79%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
	Raw	Banded
0	42.86%	9.45%
1	6.12%	9.45%
2	9.84%	9.45%
3	10.71%	9.45%
4	3.85%	3.96%
5	4.70%	3.96%
6	3.31%	3.96%
7	1.49%	1.87%
8	2.10%	1.87%
9	2.78%	1.87%
10	0.00%	1.87%
11	3.33%	1.87%
12	1.19%	1.04%
13	0.00%	1.04%
14	0.51%	1.04%
15	0.46%	1.04%
16	1.92%	1.04%
17	1.27%	1.04%
18	1.22%	1.04%
19	2.19%	1.04%
20	0.39%	1.04%
21	0.85%	1.04%
22	1.06%	1.04%
23	0.55%	1.04%
24	0.00%	1.04%
25	2.02%	1.04%
26	1.43%	1.04%
27	0.00%	1.04%
28	0.00%	1.04%
29	0.00%	1.04%
30	1.89%	1.04%
31	1.64%	1.04%
32	2.33%	1.04%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

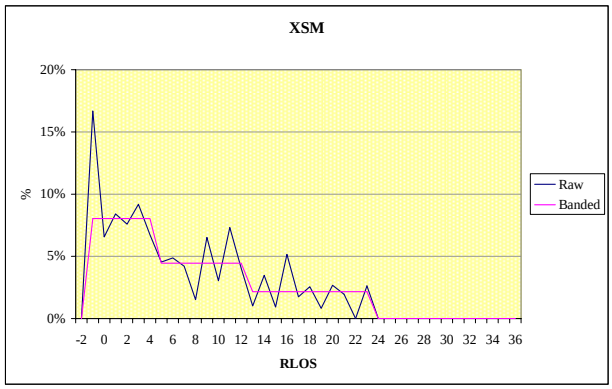
Warfare GS (XR)

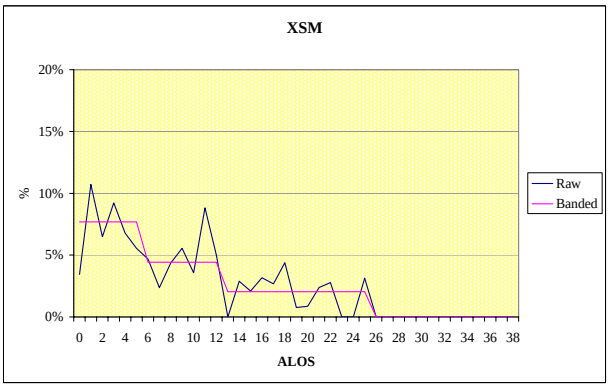


RLOS		
	Raw	Banded
-2	0.00%	0.00%
-1	20.83%	8.59%
0	9.76%	8.59%
1	8.04%	8.59%
2	9.91%	8.59%
3	8.12%	8.59%
4	5.91%	8.59%
5	3.64%	3.82%
6	3.47%	3.82%
7	3.54%	3.82%
8	3.34%	3.82%
9	4.42%	3.82%
10	6.19%	3.82%
11	3.65%	2.71%
12	1.47%	2.71%
13	2.93%	2.71%
14	1.83%	2.71%
15	3.74%	2.71%
16	2.76%	2.71%
17	1.82%	2.71%
18	3.17%	2.71%
19	3.30%	2.71%
20	3.16%	2.71%
21	2.19%	2.71%
22	1.42%	1.43%
23	0.73%	1.43%
24	2.76%	1.43%
25	0.63%	1.43%
26	1.55%	1.43%
27	0.89%	1.43%
28	2.04%	1.43%
29	0.00%	1.43%
30	1.92%	1.43%
31	5.13%	1.43%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
	Raw	Banded
0	7.39%	7.69%
1	10.56%	7.69%
2	9.96%	7.69%
3	8.99%	7.69%
4	5.33%	7.69%
5	4.36%	7.69%
6	4.34%	7.69%
7	2.86%	3.65%
8	3.49%	3.65%
9	3.60%	3.65%
10	5.81%	3.65%
11	4.13%	3.65%
12	3.32%	2.81%
13	2.57%	2.81%
14	2.06%	2.81%
15	3.29%	2.81%
16	3.29%	2.81%
17	1.37%	2.81%
18	2.36%	2.81%
19	4.07%	2.81%
20	2.69%	2.81%
21	3.39%	2.81%
22	1.94%	1.51%
23	1.36%	1.51%
24	1.39%	1.51%
25	2.03%	1.51%
26	0.00%	1.51%
27	0.00%	1.51%
28	2.88%	1.51%
29	1.11%	1.51%
30	1.52%	1.51%
31	0.00%	1.51%
32	0.00%	1.51%
33	10.71%	1.51%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Warfare SM (XSM)

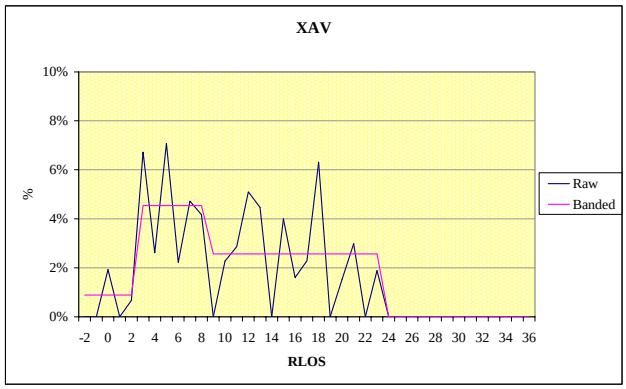


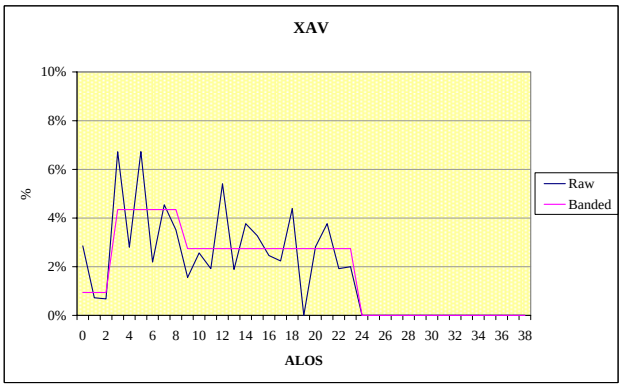


RLOS		
	Raw	Banded
-2	0.00%	0.00%
-1	16.67%	8.04%
0	6.56%	8.04%
1	8.42%	8.04%
2	7.58%	8.04%
3	9.18%	8.04%
4	6.74%	8.04%
5	4.55%	4.45%
6	4.88%	4.45%
7	4.20%	4.45%
8	1.52%	4.45%
9	6.52%	4.45%
10	3.03%	4.45%
11	7.32%	4.45%
12	4.05%	4.45%
13	1.01%	2.16%
14	3.48%	2.16%
15	0.93%	2.16%
16	5.15%	2.16%
17	1.75%	2.16%
18	2.56%	2.16%
19	0.83%	2.16%
20	2.68%	2.16%
21	1.96%	2.16%
22	0.00%	2.16%
23	2.63%	2.16%
24	0.00%	0.00%
25	0.00%	0.00%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
	Raw	Banded
0	3.45%	7.68%
1	10.71%	7.68%
2	6.48%	7.68%
3	9.22%	7.68%
4	6.78%	7.68%
5	5.56%	7.68%
6	4.68%	4.42%
7	2.36%	4.42%
8	4.35%	4.42%
9	5.56%	4.42%
10	3.57%	4.42%
11	8.82%	4.42%
12	5.00%	4.42%
13	0.00%	2.04%
14	2.88%	2.04%
15	2.08%	2.04%
16	3.16%	2.04%
17	2.68%	2.04%
18	4.39%	2.04%
19	0.76%	2.04%
20	0.86%	2.04%
21	2.38%	2.04%
22	2.78%	2.04%
23	0.00%	2.04%
24	0.00%	2.04%
25	3.13%	2.04%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Warfare AV (XAV)

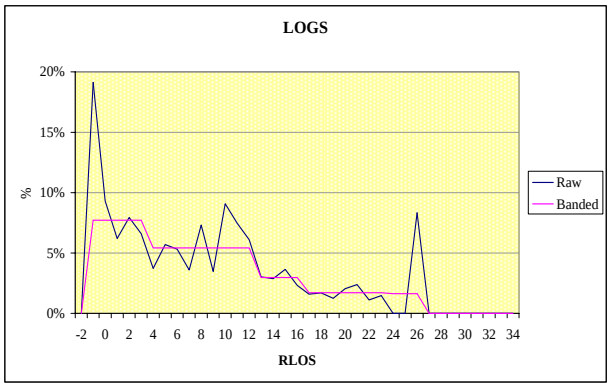


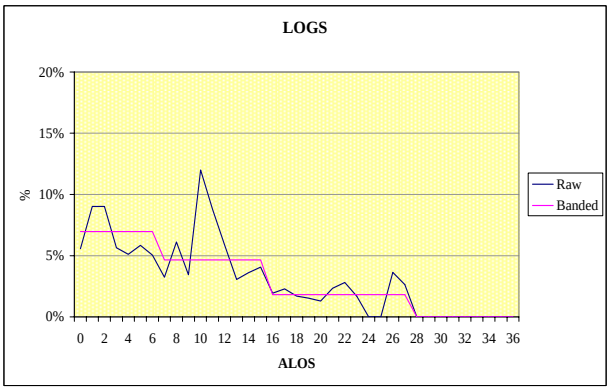


RLOS		
	Raw	Banded
-2	0.00%	0.89%
-1	0.00%	0.89%
0	1.92%	0.89%
1	0.00%	0.89%
2	0.67%	0.89%
3	6.72%	4.54%
4	2.61%	4.54%
5	7.08%	4.54%
6	2.22%	4.54%
7	4.72%	4.54%
8	4.17%	4.54%
9	0.00%	2.56%
10	2.27%	2.56%
11	2.86%	2.56%
12	5.10%	2.56%
13	4.46%	2.56%
14	0.00%	2.56%
15	4.00%	2.56%
16	1.60%	2.56%
17	2.29%	2.56%
18	6.32%	2.56%
19	0.00%	2.56%
20	1.52%	2.56%
21	2.99%	2.56%
22	0.00%	2.56%
23	1.89%	2.56%
24	0.00%	0.00%
25	0.00%	0.00%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
	Raw	Banded
0	2.86%	0.94%
1	0.72%	0.94%
2	0.68%	0.94%
3	6.72%	4.35%
4	2.80%	4.35%
5	6.73%	4.35%
6	2.19%	4.35%
7	4.55%	4.35%
8	3.51%	4.35%
9	1.56%	2.74%
10	2.56%	2.74%
11	1.92%	2.74%
12	5.41%	2.74%
13	1.89%	2.74%
14	3.77%	2.74%
15	3.28%	2.74%
16	2.46%	2.74%
17	2.24%	2.74%
18	4.39%	2.74%
19	0.00%	2.74%
20	2.82%	2.74%
21	3.77%	2.74%
22	1.92%	2.74%
23	2.00%	2.74%
24	0.00%	0.00%
25	0.00%	0.00%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Logistics (LOGS)

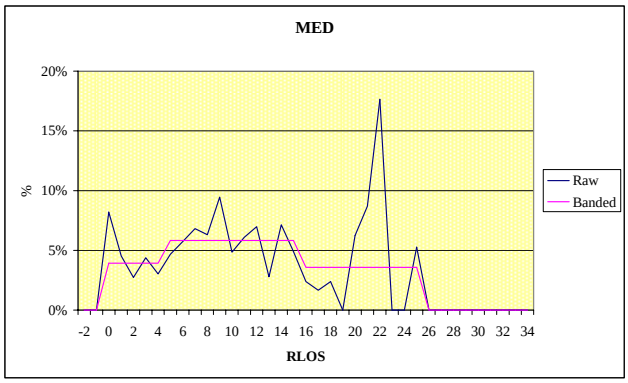


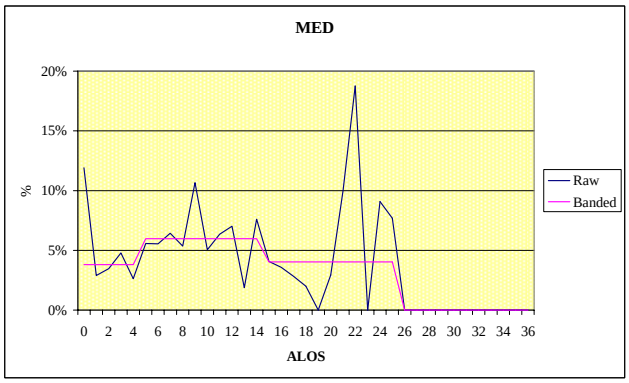


RLOS		
LOGS ALL		
	Raw	Banded
-2	0.00%	0.00%
-1	19.13%	7.71%
0	9.30%	7.71%
1	6.21%	7.71%
2	7.94%	7.71%
3	6.61%	7.71%
4	3.74%	5.41%
5	5.70%	5.41%
6	5.32%	5.41%
7	3.58%	5.41%
8	7.32%	5.41%
9	3.47%	5.41%
10	9.09%	5.41%
11	7.46%	5.41%
12	6.10%	5.41%
13	3.02%	2.98%
14	2.88%	2.98%
15	3.64%	2.98%
16	2.32%	2.98%
17	1.59%	1.71%
18	1.69%	1.71%
19	1.25%	1.71%
20	2.05%	1.71%
21	2.39%	1.71%
22	1.12%	1.71%
23	1.47%	1.71%
24	0.00%	1.63%
25	0.00%	1.63%
26	8.33%	1.63%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
LOGS ALL		
	Raw	Banded
0	5.57%	6.97%
1	9.02%	6.97%
2	9.02%	6.97%
3	5.65%	6.97%
4	5.11%	6.97%
5	5.84%	6.97%
6	5.05%	6.97%
7	3.24%	4.65%
8	6.11%	4.65%
9	3.42%	4.65%
10	12.00%	4.65%
11	8.81%	4.65%
12	5.87%	4.65%
13	3.05%	4.65%
14	3.61%	4.65%
15	4.07%	4.65%
16	1.94%	1.81%
17	2.28%	1.81%
18	1.69%	1.81%
19	1.53%	1.81%
20	1.29%	1.81%
21	2.33%	1.81%
22	2.80%	1.81%
23	1.69%	1.81%
24	0.00%	1.81%
25	0.00%	1.81%
26	3.64%	1.81%
27	2.63%	1.81%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Medical (MED)

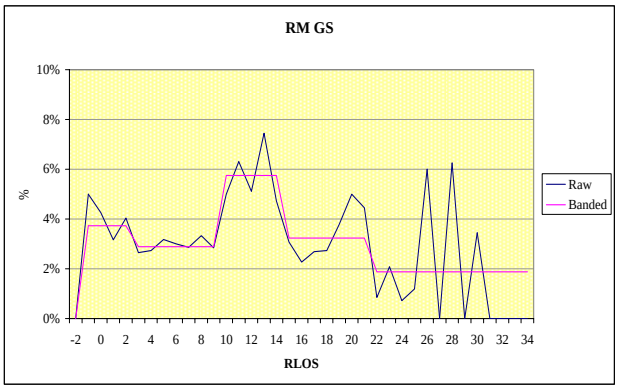


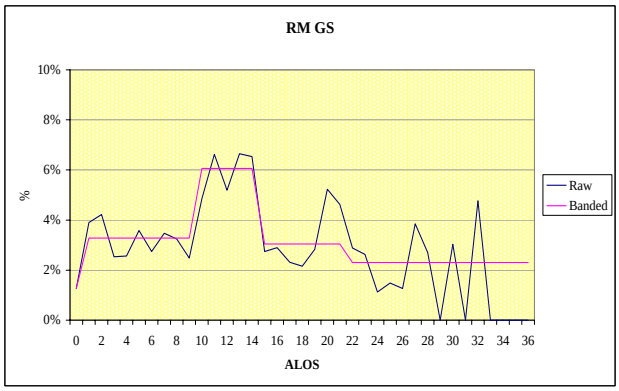


RLOS MED ALL		
	Raw	Banded
-2	0.00%	0.00%
-1	0.00%	0.00%
0	8.20%	3.93%
1	4.53%	3.93%
2	2.73%	3.93%
3	4.38%	3.93%
4	3.03%	3.93%
5	4.67%	5.82%
6	5.73%	5.82%
7	6.82%	5.82%
8	6.31%	5.82%
9	9.46%	5.82%
10	4.85%	5.82%
11	6.11%	5.82%
12	6.98%	5.82%
13	2.78%	5.82%
14	7.14%	5.82%
15	4.90%	5.82%
16	2.38%	3.57%
17	1.67%	3.57%
18	2.38%	3.57%
19	0.00%	3.57%
20	6.25%	3.57%
21	8.70%	3.57%
22	17.65%	3.57%
23	0.00%	3.57%
24	0.00%	3.57%
25	5.26%	3.57%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS MED ALL		
	Raw	Banded
0	11.90%	3.81%
1	2.90%	3.81%
2	3.46%	3.81%
3	4.78%	3.81%
4	2.62%	3.81%
5	5.58%	5.98%
6	5.56%	5.98%
7	6.43%	5.98%
8	5.36%	5.98%
9	10.67%	5.98%
10	5.05%	5.98%
11	6.35%	5.98%
12	7.03%	5.98%
13	1.89%	5.98%
14	7.62%	5.98%
15	4.08%	4.03%
16	3.57%	4.03%
17	2.82%	4.03%
18	2.00%	4.03%
19	0.00%	4.03%
20	2.94%	4.03%
21	10.00%	4.03%
22	18.75%	4.03%
23	0.00%	4.03%
24	9.09%	4.03%
25	7.69%	4.03%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Royal Marines GS (RM)

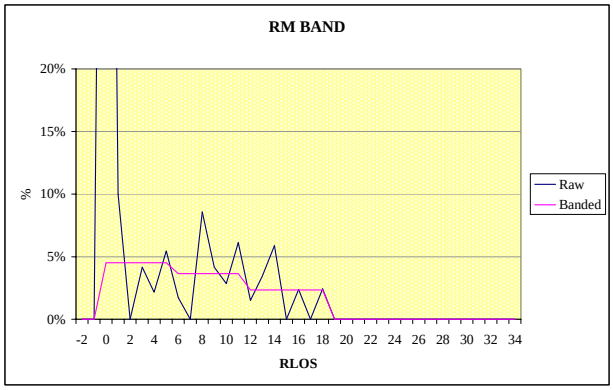


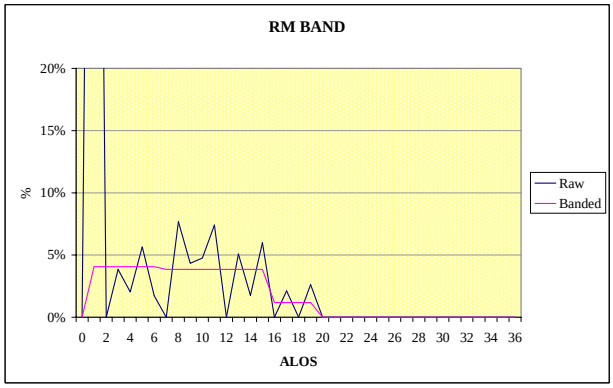


RLOS		
	Raw	Banded
-2	0.00%	0.00%
-1	5.00%	3.73%
0	4.26%	3.73%
1	3.17%	3.73%
2	4.04%	3.73%
3	2.65%	2.88%
4	2.73%	2.88%
5	3.17%	2.88%
6	3.00%	2.88%
7	2.87%	2.88%
8	3.33%	2.88%
9	2.84%	2.88%
10	5.00%	5.75%
11	6.30%	5.75%
12	5.11%	5.75%
13	7.44%	5.75%
14	4.73%	5.75%
15	3.08%	3.24%
16	2.27%	3.24%
17	2.69%	3.24%
18	2.73%	3.24%
19	3.78%	3.24%
20	5.00%	3.24%
21	4.45%	3.24%
22	0.85%	1.88%
23	2.08%	1.88%
24	0.72%	1.88%
25	1.19%	1.88%
26	6.00%	1.88%
27	0.00%	1.88%
28	6.25%	1.88%
29	0.00%	1.88%
30	3.45%	1.88%
31	0.00%	1.88%
32	0.00%	1.88%
33	0.00%	1.88%
34	0.00%	1.88%
35	25.00%	1.88%
36	66.67%	1.88%

ALOS		
	Raw	Banded
0	1.27%	1.27%
1	3.90%	3.29%
2	4.22%	3.29%
3	2.53%	3.29%
4	2.57%	3.29%
5	3.58%	3.29%
6	2.75%	3.29%
7	3.47%	3.29%
8	3.25%	3.29%
9	2.48%	3.29%
10	4.86%	6.06%
11	6.62%	6.06%
12	5.19%	6.06%
13	6.65%	6.06%
14	6.53%	6.06%
15	2.75%	3.05%
16	2.90%	3.05%
17	2.32%	3.05%
18	2.16%	3.05%
19	2.83%	3.05%
20	5.23%	3.05%
21	4.62%	3.05%
22	2.88%	2.30%
23	2.63%	2.30%
24	1.13%	2.30%
25	1.48%	2.30%
26	1.27%	2.30%
27	3.85%	2.30%
28	2.70%	2.30%
29	0.00%	2.30%
30	3.03%	2.30%
31	0.00%	2.30%
32	4.76%	2.30%
33	0.00%	2.30%
34	0.00%	2.30%
35	0.00%	2.30%
36	0.00%	2.30%
37	100.00%	2.30%
38	0.00%	2.30%

Royal Marines BS (RM BAND)





RLOS		
	Raw	Banded
-2	0.00%	0.00%
-1	0.00%	0.00%
0	100.00%	4.52%
1	10.00%	4.52%
2	0.00%	4.52%
3	4.17%	4.52%
4	2.17%	4.52%
5	5.45%	4.52%
6	1.72%	3.66%
7	0.00%	3.66%
8	8.57%	3.66%
9	4.17%	3.66%
10	2.86%	3.66%
11	6.12%	3.66%
12	1.52%	2.35%
13	3.45%	2.35%
14	5.88%	2.35%
15	0.00%	2.35%
16	2.38%	2.35%
17	0.00%	2.35%
18	2.44%	2.35%
19	0.00%	0.00%
20	0.00%	0.00%
21	0.00%	0.00%
22	0.00%	0.00%
23	0.00%	0.00%
24	0.00%	0.00%
25	0.00%	0.00%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%

ALOS		
	Raw	Banded
0	0.00%	0.00%
1	100.00%	4.07%
2	0.00%	4.07%
3	3.85%	4.07%
4	2.04%	4.07%
5	5.66%	4.07%
6	1.72%	4.07%
7	0.00%	3.86%
8	7.69%	3.86%
9	4.35%	3.86%
10	4.76%	3.86%
11	7.41%	3.86%
12	0.00%	3.86%
13	5.08%	3.86%
14	1.75%	3.86%
15	6.00%	3.86%
16	0.00%	1.19%
17	2.13%	1.19%
18	0.00%	1.19%
19	2.63%	1.19%
20	0.00%	0.00%
21	0.00%	0.00%
22	0.00%	0.00%
23	0.00%	0.00%
24	0.00%	0.00%
25	0.00%	0.00%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%
31	0.00%	0.00%
32	0.00%	0.00%
33	0.00%	0.00%
34	0.00%	0.00%
35	0.00%	0.00%
36	0.00%	0.00%
37	0.00%	0.00%
38	0.00%	0.00%

Time Expiry

Forecast time expiries are driven by 2OE/EC acceptance and are by branch manager area. The 2OE rates used in PR09 are:

2OE(10)

Arts	LOS	WO	WO2	CPO	PO	LDG	AB
ARTS HLF (legacy)	17		7%	5%			
ARTS HLF (legacy)	18		7%	5%			
ARTS HLF (legacy)	19-21		13%	11%			
ARTS HLF (post-PCP, CT only)	17-21						

Air Engineers (EAE)	LOS	WO	WO2	CPO	PO	LDG	AB
EAE HLF	17-19		28%	6%			
EAE HLF	20-21		29%	7%	1%		

Engineers GS (EGS)	LOS	WO	WO2	CPO	PO	LDG	AB
EGS HLF (legacy)	17						
EGS HLF (legacy)	18-21						
EGS HLF (post-PCP)	17-21		20%	10%			

Engineers SM (ESM)	LOS	WO	WO2	CPO	PO	LDG	AB
ESM HLF (legacy)	17-21			20%	20%		
ESM HLF (post-PCP)	17-21		20%	20%	15%		

Warfare GS (XR)	LOS	WO	CPO	PO	LDG	AB	N/A
XR HLF	17-21		9%	9%	5%		

Warfare SM (XSM)	LOS	WO	CPO	PO	LDG	AB	N/A
XSM HLF	17-21		18%	20%			

Warfare FAA (XAV)	LOS	WO	CPO	PO	LDG	AB	N/A
XAV HLF	17-19		12%	15%	2%		
XAV HLF	20-21		16%	18%	2%		

Logistics (LOGS)	LOS	WO	CPO	PO	LDG	AB	N/A
LOGS HLF (Year 1-4)	20-21		10%	10%	2%		
LOGS HLF (Year 5-8)	20-21		10%	10%	2%		
LOGS HLF (Year 9-10)	20-21		10%	10%	2%		

Medical (MED)	LOS	WO	CPO	PO	LDG	AB	N/A
MED HLF	17-19						
MED HLF	20-21						

Royal Marines	LOS	WO1	WO2	C/SGT	SGT	CPL	MNE1
RM GS	17-21		5%	5%	5%	5%	
RM BAND	20-21		5%	5%	5%	5%	

2OE(5)

WO	WO2	CPO	PO	LDG	AB
	1%	0%			
	19%	10%			
	34%	24%			
	10%	5%			

WO	WO2	CPO	PO	LDG	AB
	15%	7%			
	15%	7%			

WO	WO2	CPO	PO	LDG	AB
		1%	6%		
		10%	23%	34%	
		10%	10%		

WO	WO2	CPO	PO	LDG	AB
		6%	6%	24%	
			5%		

WO	CPO	PO	LDG	AB	N/A
	16%	20%	21%		

WO	CPO	PO	LDG	AB	N/A
	3%	4%	15%		

WO	CPO	PO	LDG	AB	N/A
	12%	15%	2%		
	17%	19%	2%		

WO	CPO	PO	LDG	AB	N/A
	23%	15%	23%		
	23%	23%	23%		
	23%	18%	23%		

WO	CPO	PO	LDG	AB	N/A
	13%	13%	13%		
	18%	16%	13%		

WO1	WO2	C/SGT	SGT	CPL	MNE1
	10%	10%	10%	10%	
	5%	5%	5%	5%	

The above rates were agreed with PPlanRSO1 and the relevant Branch Manager and used in the Second Ratings Planning Round in October 2006. The rates are the percentage of the eligible population (i.e. those at the specified LOS and rank) which will accept 2OE(10) or 2OE(5). There is no need to specify a rate with WO as they currently automatically go onto 2OE. The facility exists to model personnel going onto 2OE(15) though to date has not been used in any of the forecasts.

Promotions

Factors

The promotion profiles are primarily used to model at what LOS people are promoted, though sometimes are restrictive in terms of the numbers being promoted. When this is evident, a multiplication factor can be applied to the profile to allow more promotions to either reflect what has historically occurred or to model more accurately the effects of streamlined promotion. The rates applied in the October 2006 HLF runs are as follows:

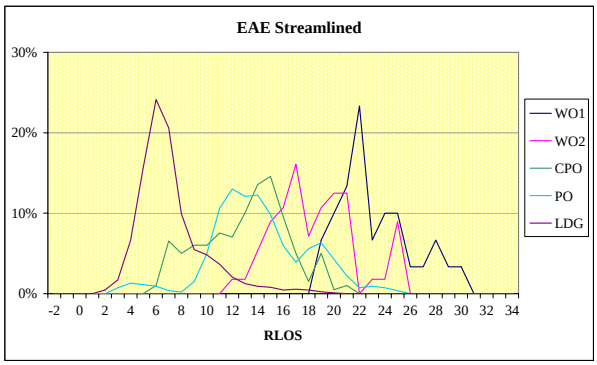
	WO2	CPO	PO	LDG	AB
ARTS	2	2	1.25	1.75	-
EAE	2	2	2	2	3
EGS (Legacy)	-	1.5	1.5	1.5	1.5
EGS (PCP)	2	2	2	3	4
ESM (Legacy)	-	1.5	1.5	1.5	1.5
ESM (PCP)	1.5	2	1.5	3	4
XR	-	2	2	2	2.5
XSM	-	2	2	2	2.5
XAV	-	2	2	2	2.5
LOGS	-	2	2	2	2
MED	-	2	2	2	2
	WO2	C/SGT	SGT	CPL	MNE1
RM GS	1.2	1.2	1.2	1.5	1
RM BAND	1.2	1.4	1.6	1.8	2

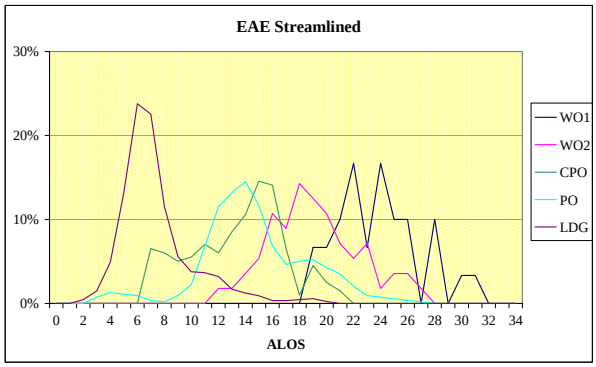
Profiles

The profiles listed in the main part of document for RPMs are by Branch Manager area. However, these are updated automatically each quarter (1 Apr/Jul/Oct/Jan) when the HLF is produced. Therefore promotion profiles are also shown here as they will change each quarter. This supplementary section will be updated quarterly.

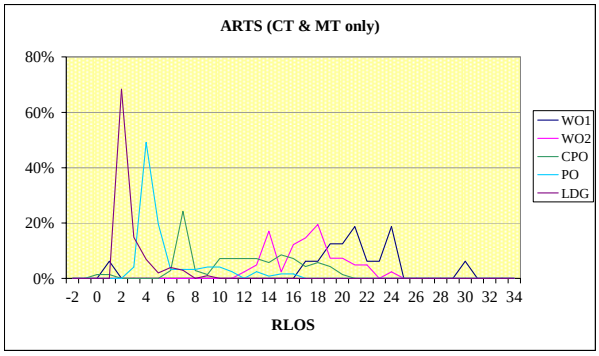
Air Engineers (EAE)

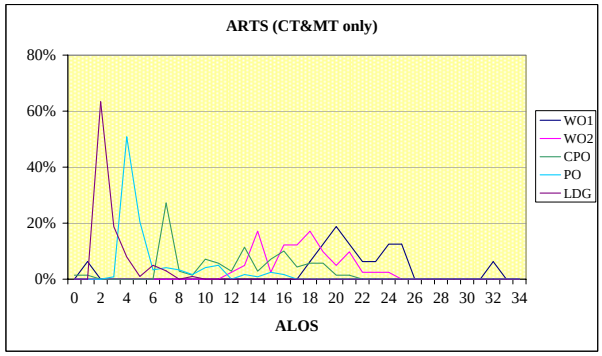
Streamlined Promotion to LH & PO



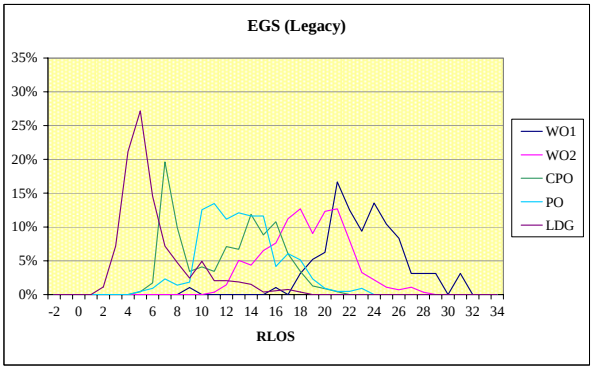


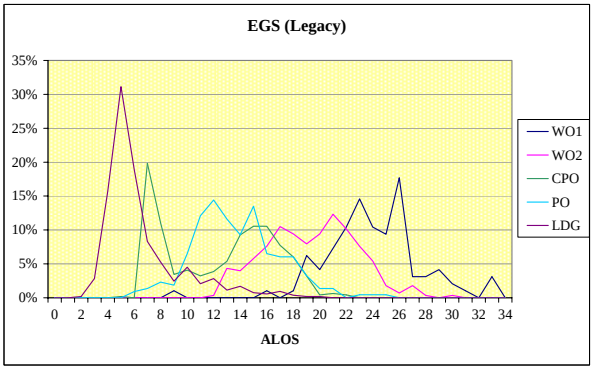
Artificers (ARTS – CT only from 1 Apr 2007)



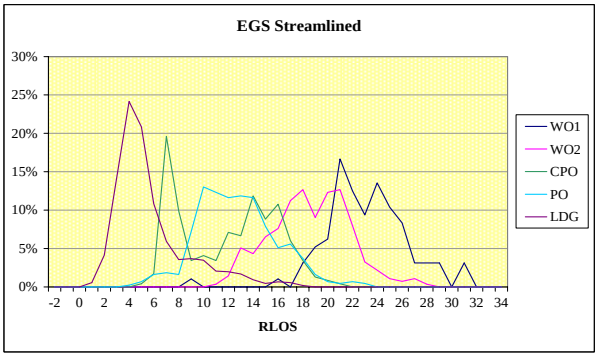


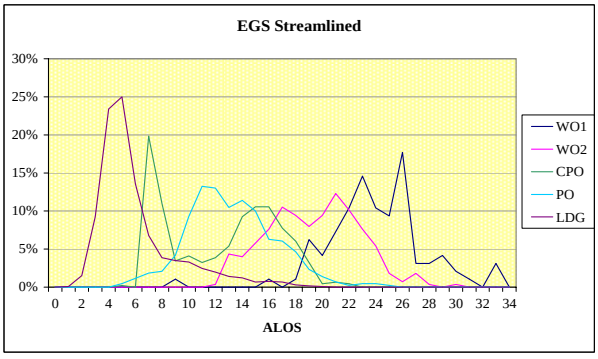
Engineers GS (EGS)



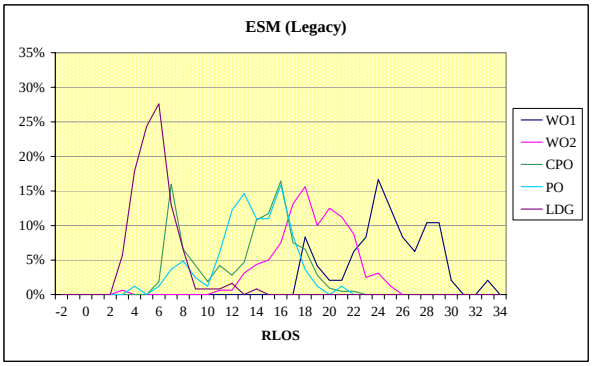


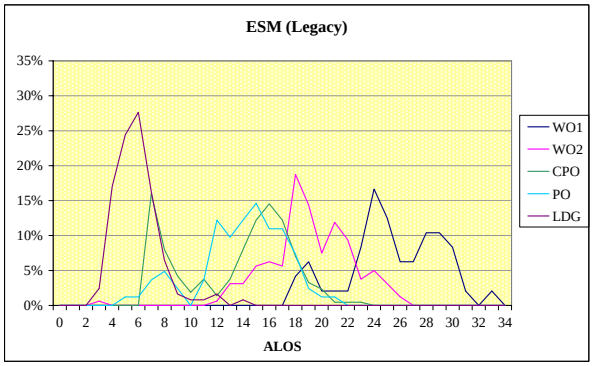
Streamlined promotion to LH & PO



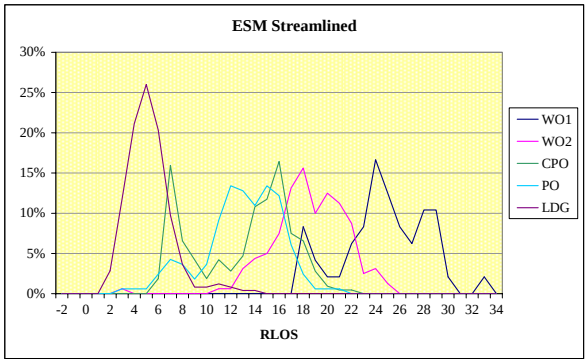


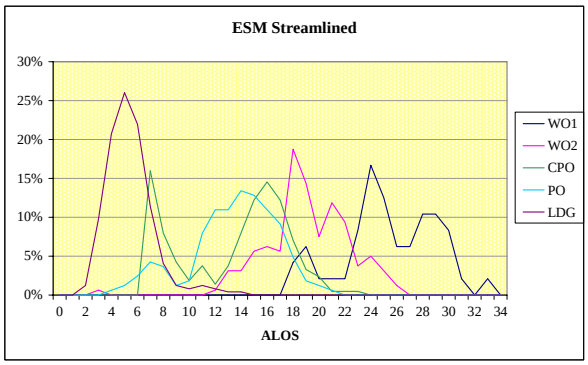
Engineers SM (ESM)





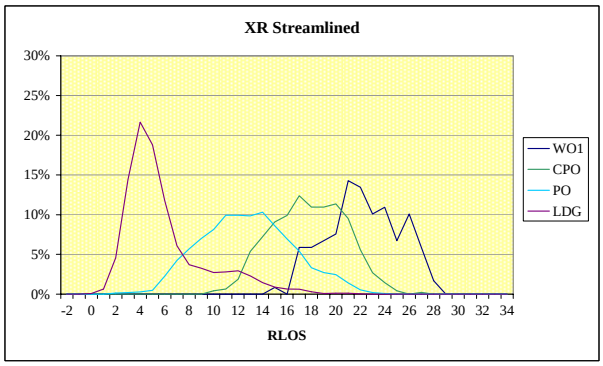
Streamlined promotion to LH & PO

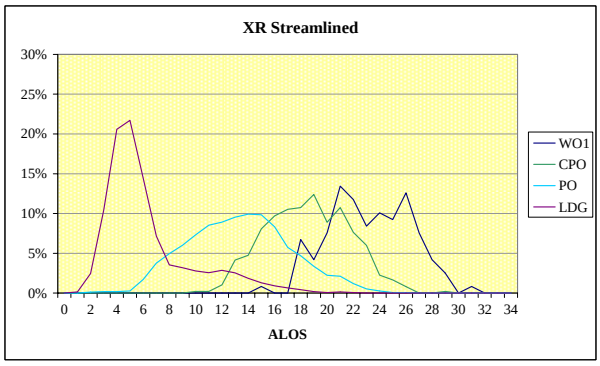




Warfare GS (XR)

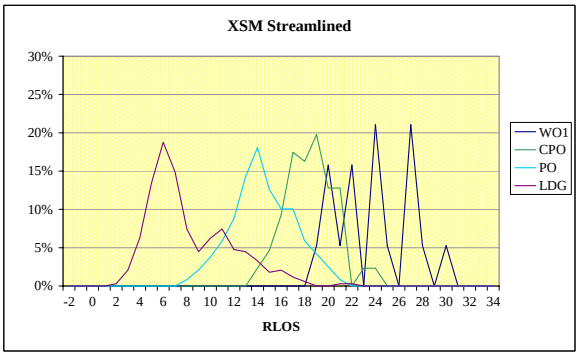
Streamlined Promotion to LH &PO

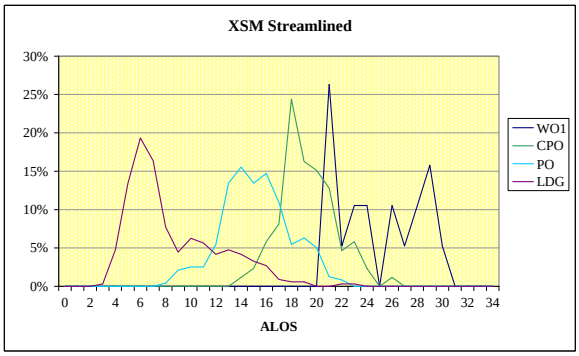




Warfare SM (XSM)

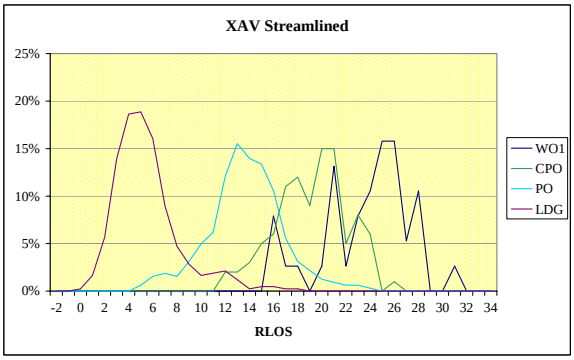
Streamlined Promotion to LH & PO

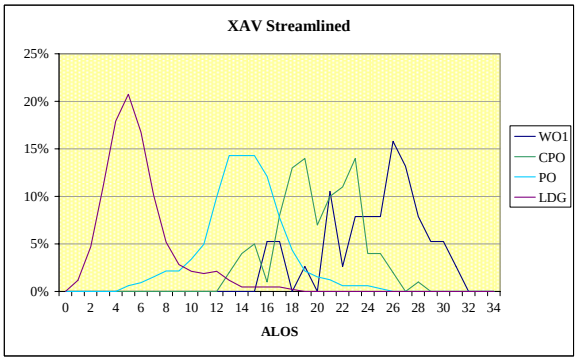




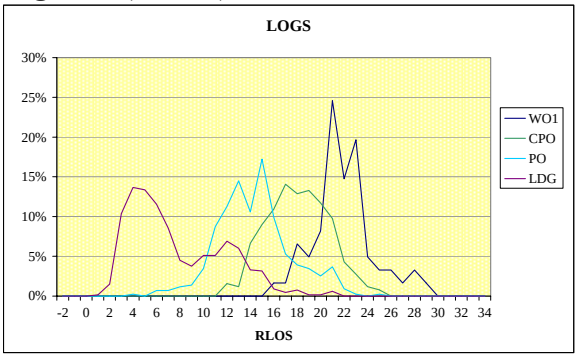
Warfare AV (XAV)

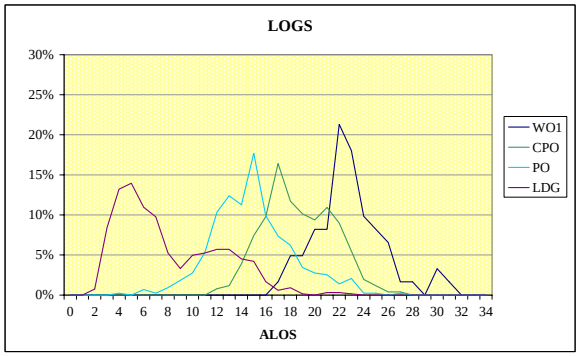
Streamlined Promotion to LH & PO



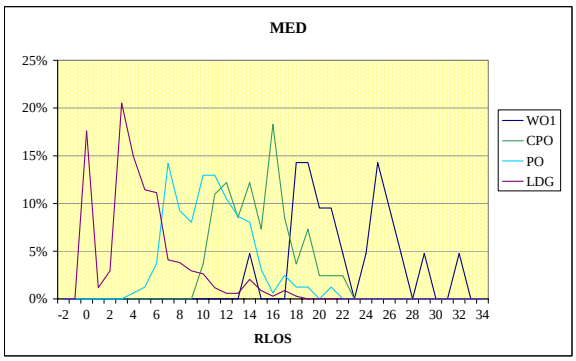


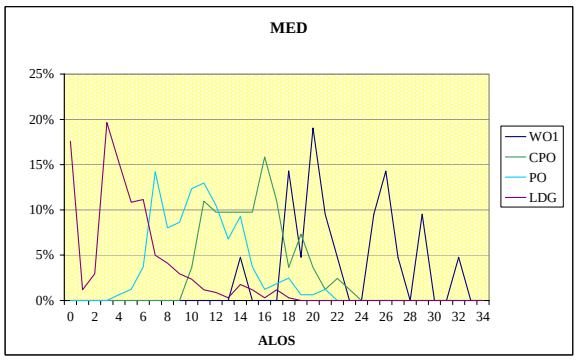
Logistics (LOGS)



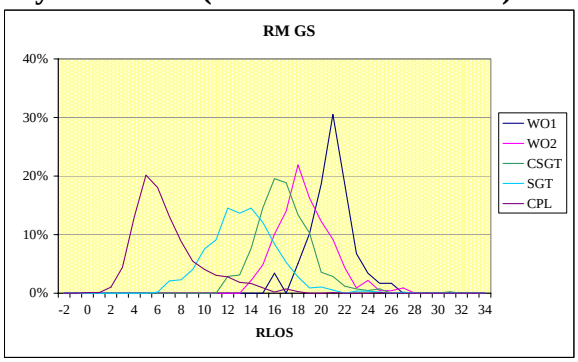


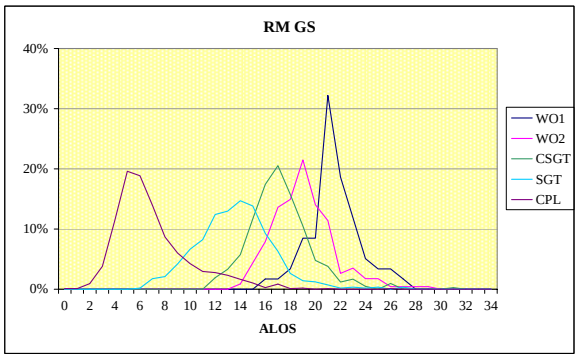
Medical (MED)

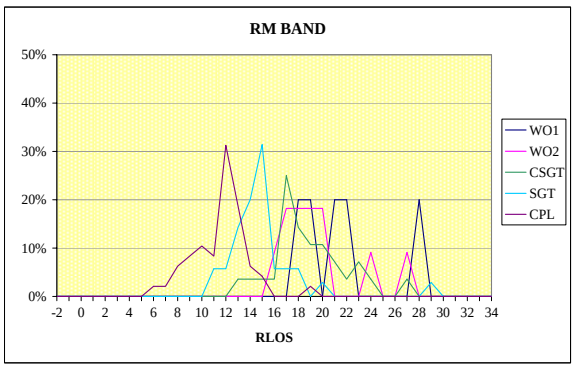


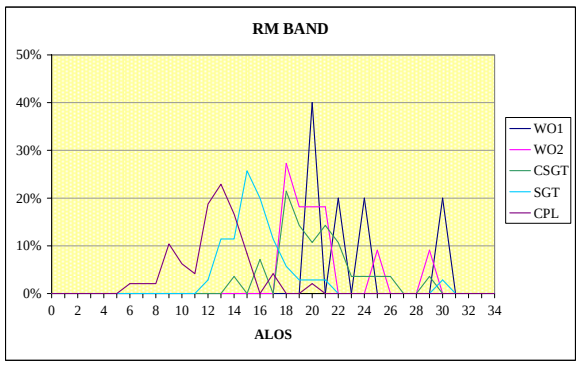


Royal Marines (RM GS & RM BAND)









GLOSSARY OF TERMS	
2OE	Second Open Engagement
3TC	Three Tier Commission
ALOS	Actual Length of Service, i.e. from entry
BRNC	Britannia Royal Naval College
BTQ	Branch Transfer Questionnaire
DASA	Defence Analytical Services Agency
Deficit	The Arithmetical difference between the Authorised Requirement for the Trained Strength and the numbers of personnel on the Trained Strength
EC	Extended Career for Ratings/Other Ranks. Replaces 2OE from June 07 for RN and November 07 for RM
EDP	Early Departure Point
FC	Full Career for Ratings/Other Ranks. Replaces OE for new entrants from November 06
FCS	Flexible Career Structure
GS	General Service
GTS	Gains to the Trained Strength
Headmark Requirement	A modification of the Shadow Requirement to take account of changes in Requirement that are not fully defined
HLF	High Level Forecast
Involuntary Outflow	Exits including Other Wastage and Time Expiry
JPA	Joint Personnel Administration System
LOS	Length of Service
MAuN	Maximum Authorised Numbers
NBPCP	Navy Board Personnel Change Programme
OE	Open Engagement
OPM	Officer Planning Model (For Medical, Dental, QARNNS, Chaplains specialists)
OR	Other Ranks (of the Royal Marines)
OSPM	Officer Strategic Planning Model
Other Wastage	Death, Dismissal, Dishonour and Medical exits
QMB	Quarterly Manpower Brief
Requirement	The number of trained people the Navy needs at any one time
RLOS	Reckonable Length of Service
RPM	Rating Planning Model
SLA	Service Level Agreement
STP	Short Term Plan
TC	Tailored Career for Ratings/Other Ranks. Flexible careers between 6 months and 17 years as required
Trained Strength	The number of men and women who can be deployed to satisfy the Requirement
Voluntary Outflow	Premature Voluntary Release