



Reserves Continuous Attitude Survey Results

2022

● Annual

Published: 7 July 2022

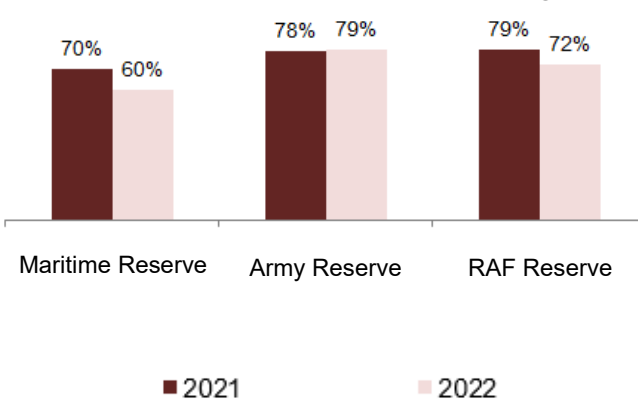
United Kingdom

This survey of Volunteer Reserves covers satisfaction with various aspects of being a reservist. These statistics are used to inform the development of policy and measure the impact of decisions affecting reservists, such as those relating to the development of a modernised employment offer for the Armed Forces.

Reserves have high levels of satisfaction with Service life but there are Service differences

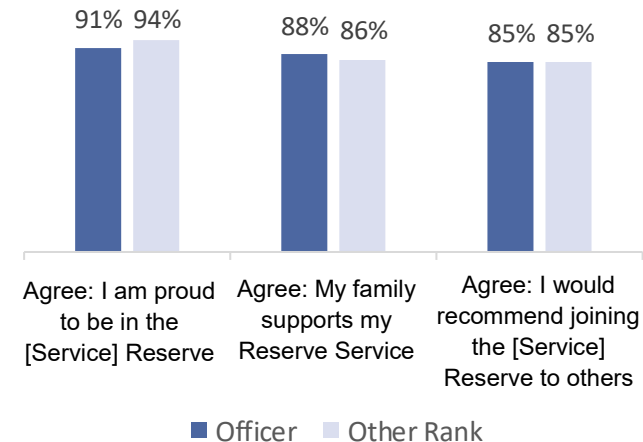
Over three quarters of Volunteer Reserves are satisfied with Service life in general, unchanged since baseline 2015 levels. However, there has been a decrease in satisfaction with Service life compared to last year for Maritime Reserves and RAF Reserves.

Satisfied: With life in the [Service] Reserve in general



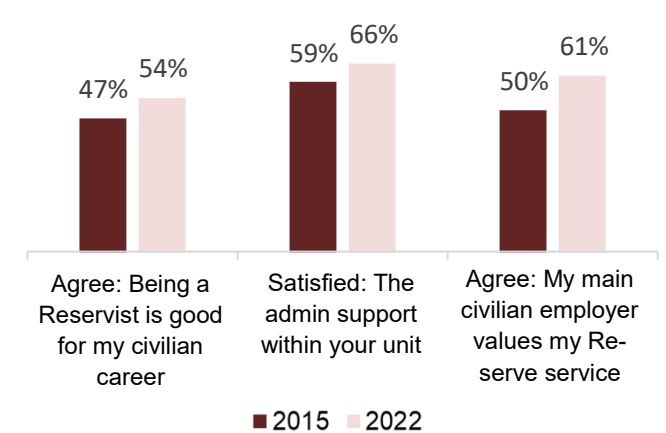
The majority of Reserves are proud to serve, are supported by their family and would recommend joining

The majority of both Officer and Other Rank Volunteer Reserves are proud to be in the Reserve, are supported by their family and would recommend joining to others.



Reserves responding more positively to many areas of Reserve Service compared to 2015 baseline

Since the 2015 baseline survey, the top three increases across all three Services are that being a reservist is good for my Reservist career, satisfaction with the admin support within the unit and that the civilian employer values the Reserve Service.



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About these statistics

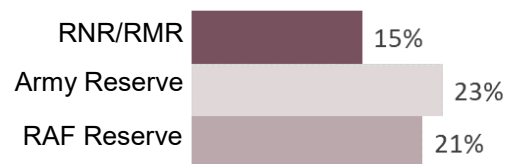
The Reserves Continuous Attitude Survey (ResCAS) is a Tri-Service annual survey of volunteer reservists and is one of the main ways that the department gathers information on the attitudes and experiences of volunteer reservists. The data is used to inform and shape decisions and policy development in a range of areas including remuneration, training, equipment, support, and Conditions of Service (COS). The survey was distributed between January and March 2022 (online and paper for Army, online for RAF and Maritime Reserves).

Tri-Service questions were first asked in 2014. However, due to substantial changes in 2015 to the ResCAS Army survey methodology and to the Army and RAF target populations, 2014 results are not comparable and no comparisons to the 2014 results have been made in this publication. UK trained Regular personnel results are presented in some places for contextual information, sourced from the Armed Forces Continuous Attitude Survey 2022 ([AFCAS 2022](#)). No statistical significance testing has been completed between AFCAS and ResCAS data.

In 2022, there was the introduction of additional Tri-Service questions on Reserve well-being.

Response Rates:

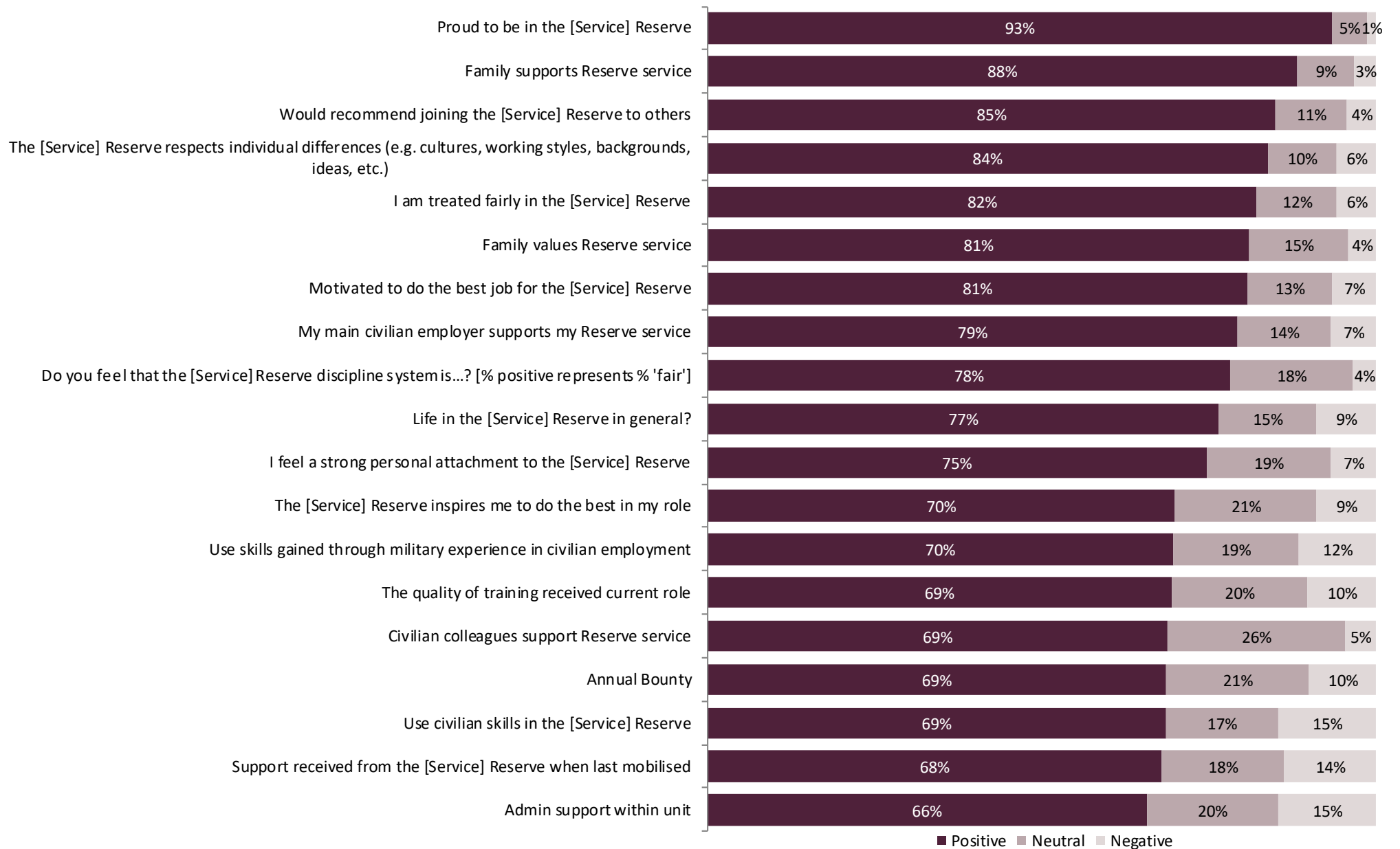
4,097 responses were received representing a response rate of 21%, down twelve percentage points since 2020.

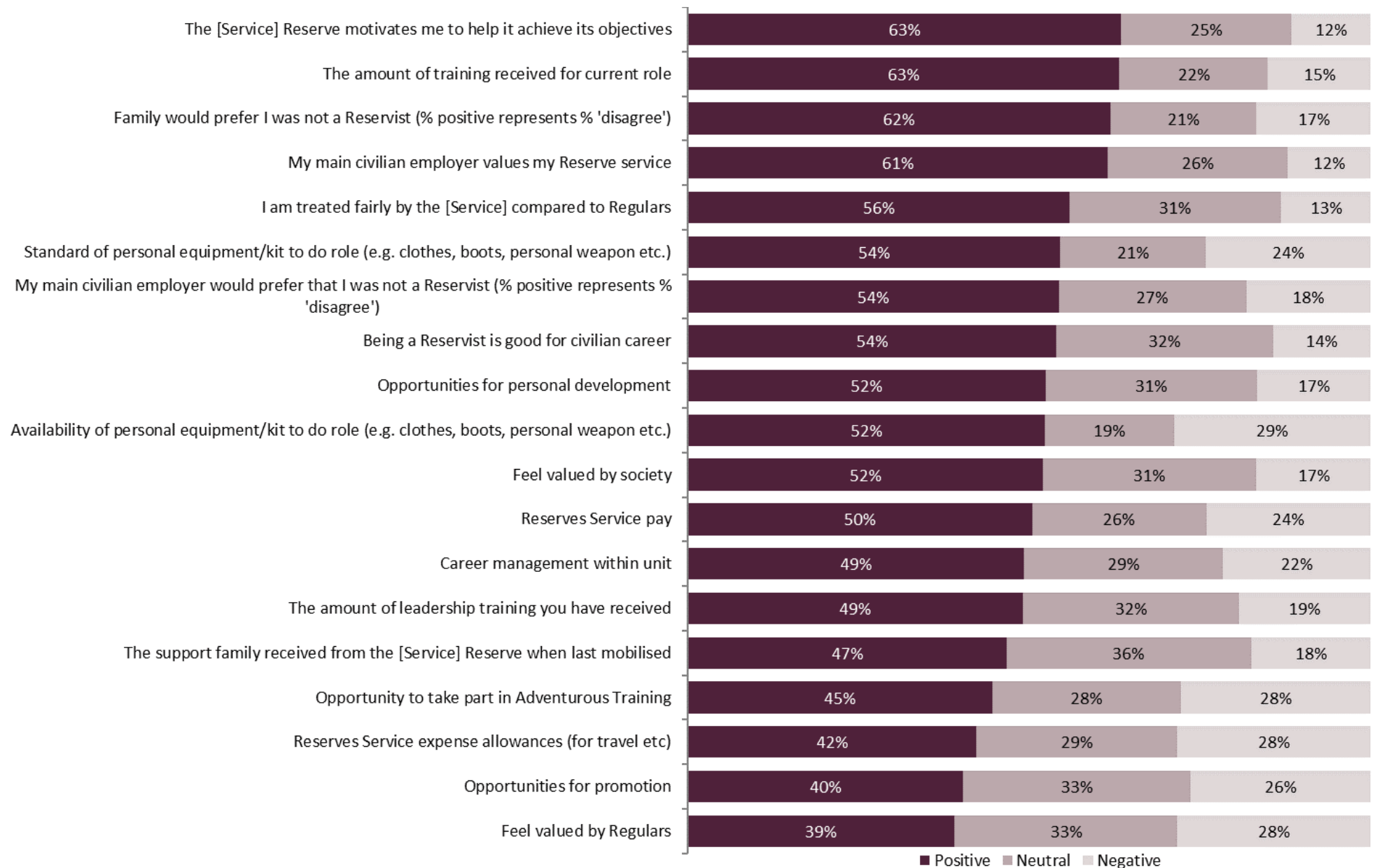


Reference tables and a list of the Tri-Service ResCAS 2022 questions are published as separate documents and can be found on the [ResCAS webpage](#).

Please see the Background Quality Report for full details of survey methodology, analysis, and data quality considerations.

Only differences that are statistically significant are commented on in this report; statistical tests were carried out at the 99% confidence level. This is at a fairly stringent level and means that there should be less than a 1% (1 in 100) chance that differences observed in ResCAS results are not representative of the Volunteer Reserves as a whole. This reduces the likelihood of wrongly concluding that there has been an actual change based on the survey results, which only cover a sample of the Volunteer Reserves.

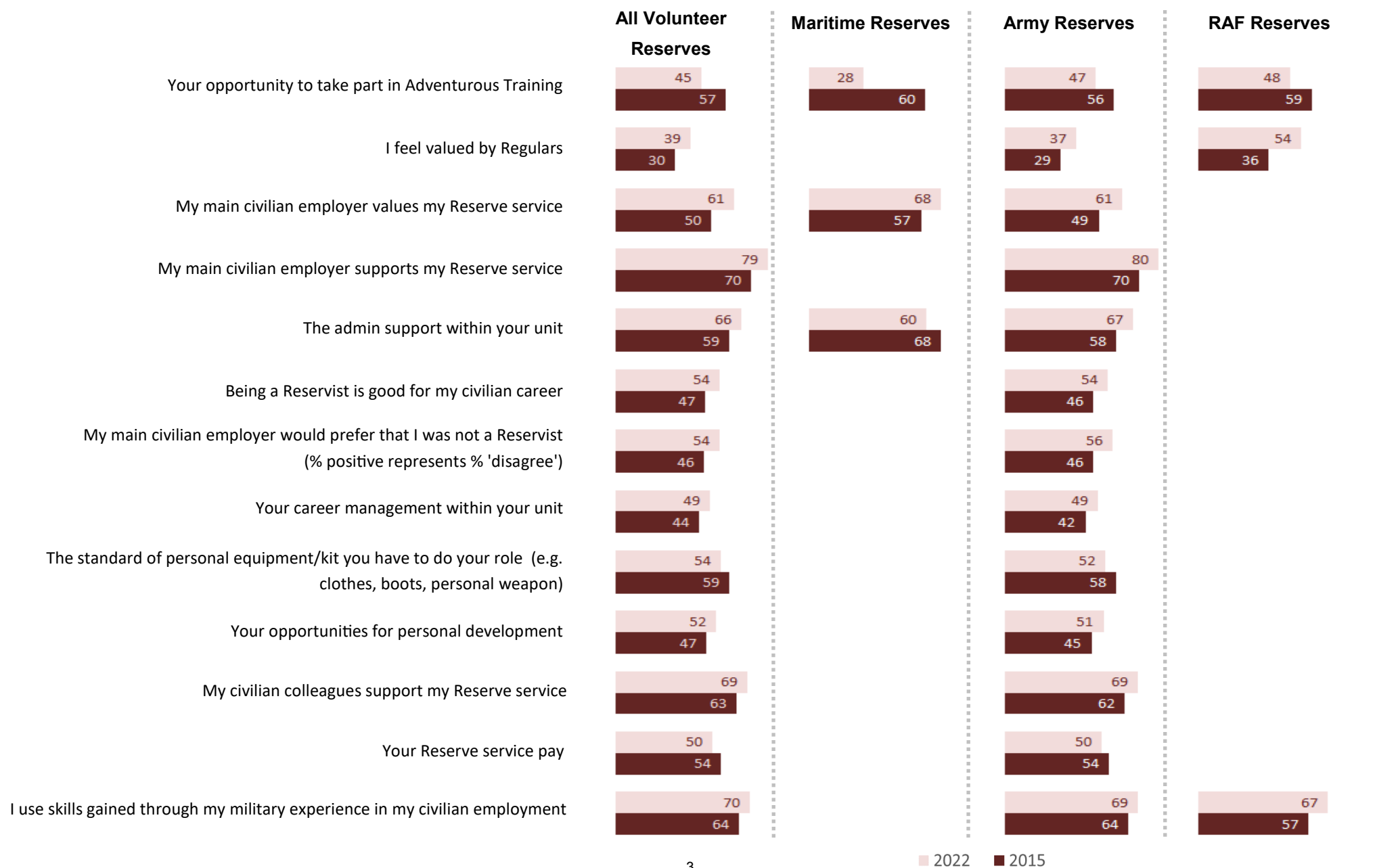




Summary of changes compared to baseline (attitudinal questions only: % Positive responses)

1 of 2

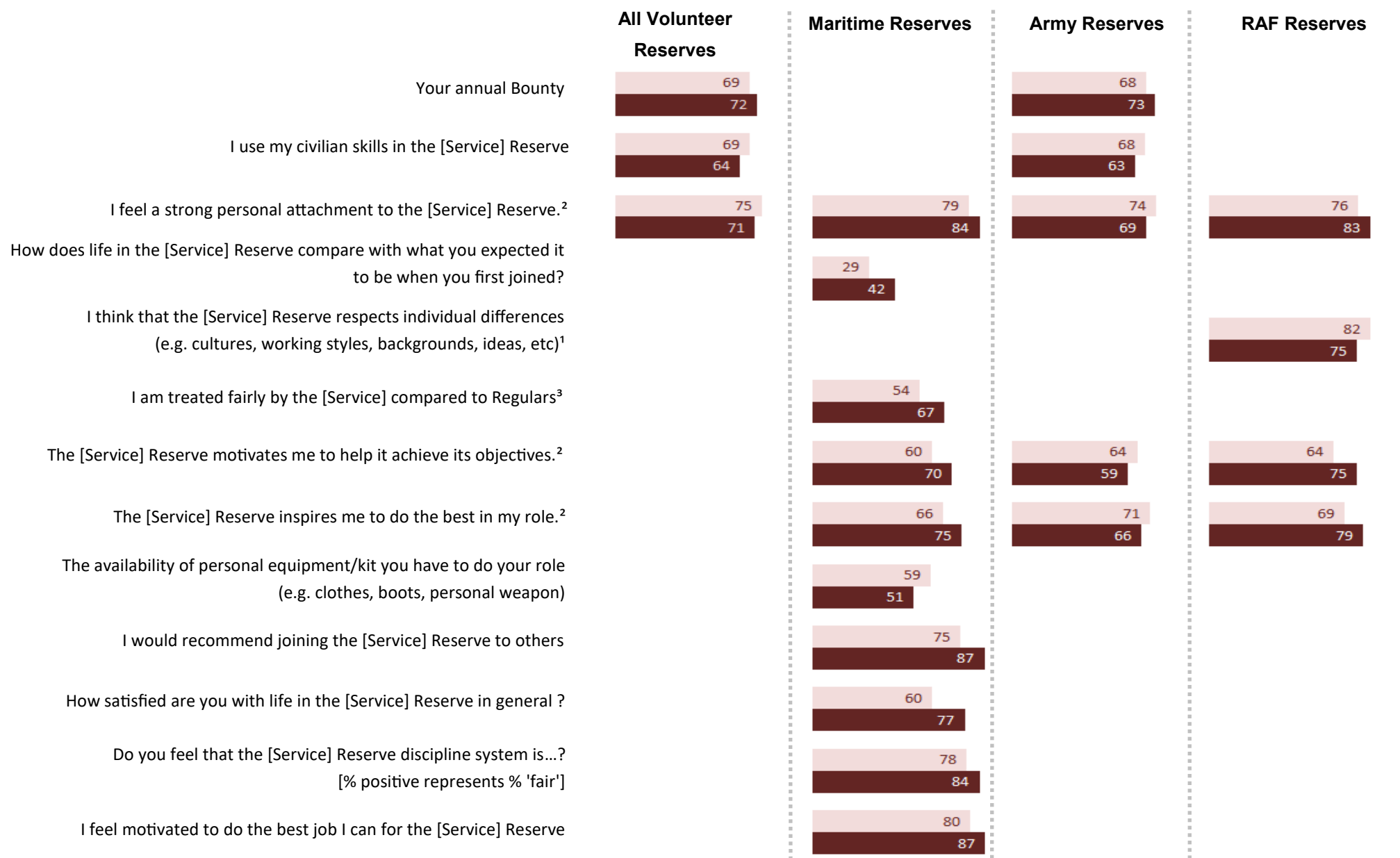
The summary chart below shows statistically significant increases and decreases in percent positive responses compared to the 2015 baseline. Tri-Service changes are largely driven by the Army Reserve as the Army Reserve is a large constituent of the total Volunteer Reserves.



Summary of changes compared to baseline (attitudinal questions only: % Positive responses)

2 of 2

The summary chart below shows statistically significant increases and decreases in percent positive responses compared to the 2015 baseline. Tri-Service changes are largely driven by the Army Reserve as the Army Reserve is a large constituent of the total Volunteer Reserves.



¹ The baseline for this question is 2016 ² The baseline for this question is 2018 ³ The baseline for this question is 2019

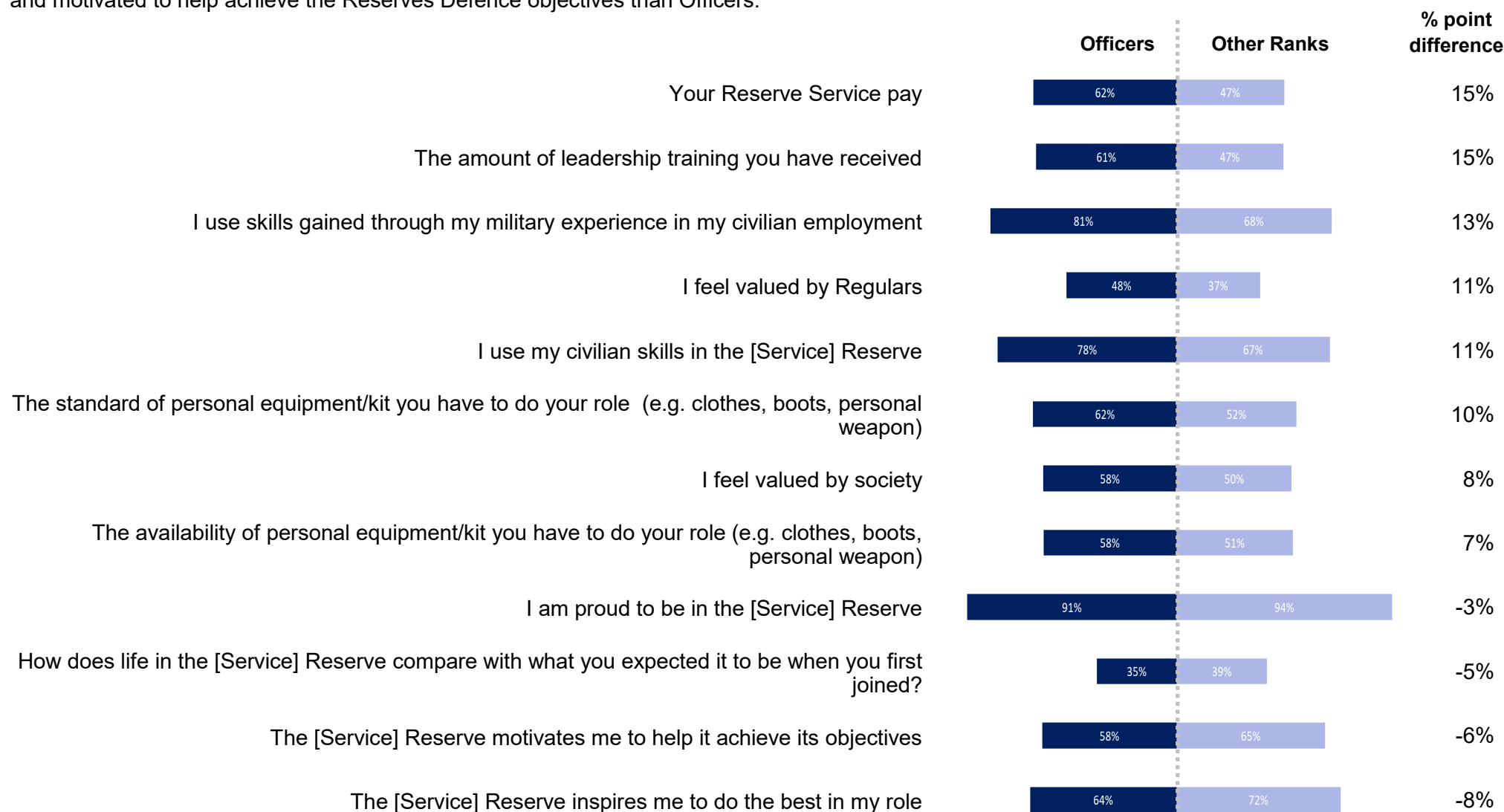
Summary of Service differences (attitudinal questions only: % Positive responses)

The summary chart below shows the results to questions where one Reserve Service has scored significantly higher than *both* the other two Reserve Services and where one Reserve Service has scored significantly lower than *both* the other two Reserve Services.



Summary of Officer and Other Rank differences (attitudinal questions only: % Positive responses)

There are many aspects of being in the Volunteer Reserves where Officers respond statistically significantly more positively than Other Ranks including pay, being able to transfer skills between their military and civilian employment, the amount of leadership training they have received, feeling valued by Regulars and society, the standard and availability of their personal kit. Other Ranks are more likely to feel that the Reserve inspires them to do the best in their job and motivated to help achieve the Reserves Defence objectives than Officers.



Positive difference = Officers score statistically significantly higher than Other Ranks

Negative difference = Other Ranks score statistically significantly higher than Officers

Overall satisfaction and commitment

Volunteer Reserves have high levels of satisfaction with life in their Service in general (77%), pride in being part of their Service (93%), and advocacy for their Service (85%).

Percentages are unchanged since baseline 2015 levels. All Services exceeded 90% agreement in levels of pride of being in their Service Reserve which also has remained stable since 2015 baseline.

However, Maritime Reserves report decreases in satisfaction in Service life from 70% in 2021 to 60% in 2022. Maritime Reserves have also decreased in recommending joining to others (81% in 2021 to 75% in 2022).

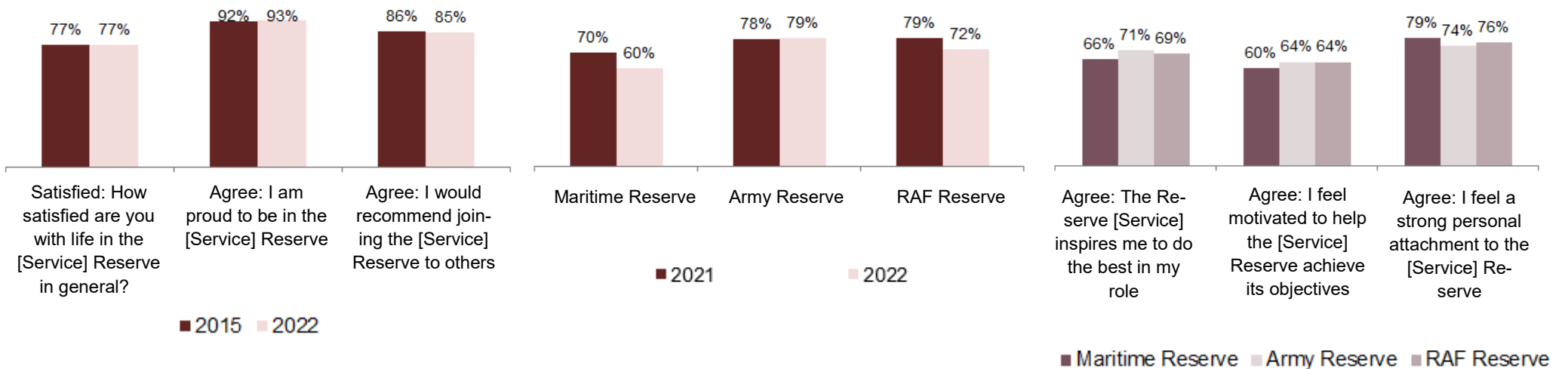
This change in attitude compared with previous years may be due to an effective 'suspension' of the Maritime Reserve earlier last year.

RAF Reserve levels of satisfaction with life in the Service has also decreased since last year (79% in 2021, 72% in 2022) but recommending joining to others is unchanged (84% in 2022). Army levels for satisfaction with Service life (79% in 2022) and recommending joining to others (86% in 2022) is unchanged compared to last year.

A majority of Volunteer Reserves agree that they have a strong personal attachment to the Service (75%), feel that their Service inspires them to do the best in their job (70%), and feel that their Service motivates them to help it achieve its objectives (63%).

This is driven by the Army who have increased levels of personal attachment, inspiration and motivation to achieve Service goals compared to baseline 2018 levels whilst Maritime and RAF Reserves have decreased since baseline 2018 levels.

Satisfied: With life in the [Service] Reserve in general



Feeling valued in the Reserves

Four in ten (39%) Volunteer Reserves feel valued by Regulars, whilst three in ten (28%) disagree. A third of Reservists neither agree nor disagree that they feel valued by Regulars which may, at least in part, reflect a lack of contact between Reservists and Regulars (AFCAS 2022 results show that 45% of Regulars have had working contact with Reserves in the last 2 years).

RAF Reserves feel the most valued by Regulars (54% in 2022) compared to the other Services. Although there has been an increase of Army Reserves feeling valued by Regulars since baseline (29% in 2015, 37% in 2022), they remain less likely to feel valued compared to the other Services.

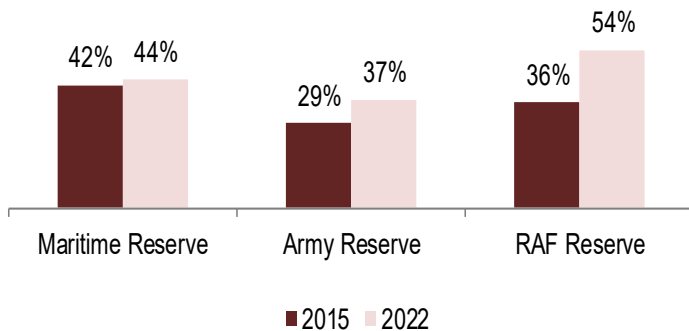
There has been an increase in Officers feeling valued by Regulars from 40% in 2015 (baseline) to 48% in 2022. Other Ranks have also increased in feeling valued by Regulars from 28% in 2015 (baseline) to 37% in 2022.

Officers (48%) are more likely to feel valued by Regulars compared to Other Ranks (37%).

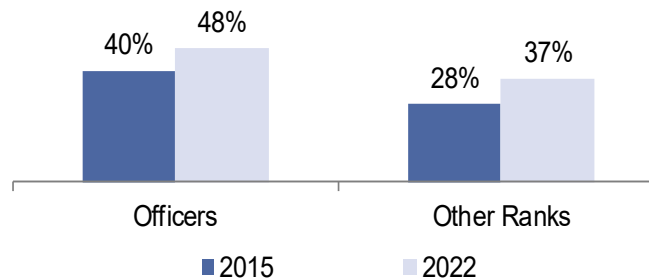
Just over half (52%) of Volunteer Reserves feel valued by society. This remains consistent with 2015 baseline levels.

The relationship that exists between wider society and our Armed Forces may have an impact on people's willingness to join and remain part of the UK Armed Forces. For example, the top reason consistently given by Reservists for joining the Reserves and for staying in the Reserves is 'to serve my country'.

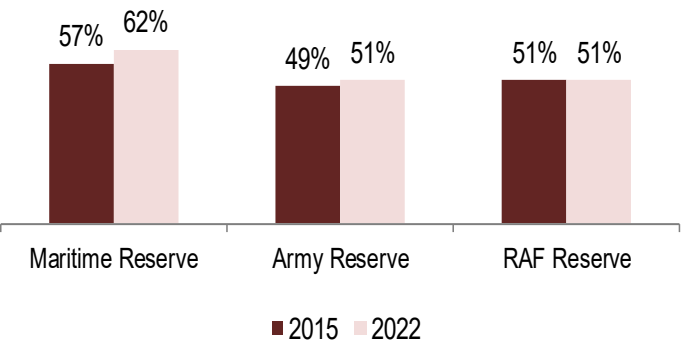
Agree: I feel valued by Regulars



Agree: I feel valued by Regulars



Agree: I feel valued by society

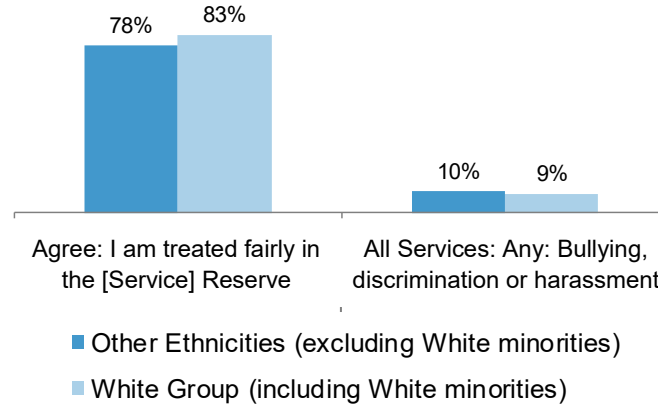


Fairness in the Reserves

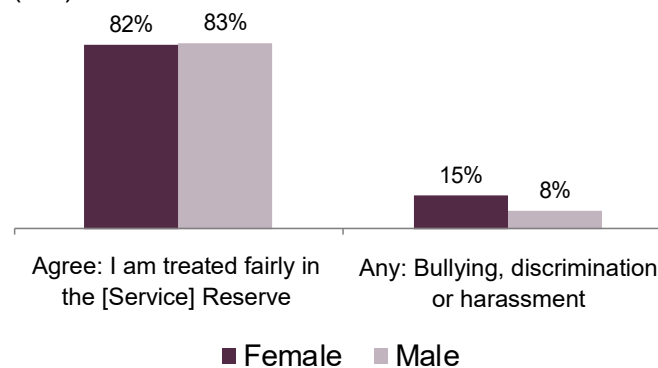
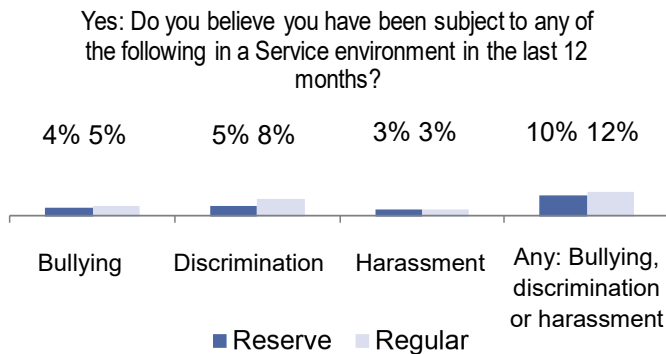
The majority of Volunteer Reserves agree that they are treated fairly (82%). The Volunteer Reserves also show high levels of feeling that Service discipline is fair (78%).

One in ten (10%) Volunteer Reserves reported that they have been subject to *any* bullying, discrimination, or harassment in a Service environment in the last 12 months. This has remained steady since 2019 (9%) when the question was first asked. Although direct comparisons have not been made, figures from AFCAS 2022 have been provided in the chart below for contextual information.

There were no differences between White and Other Ethnicities in feeling that they are treated fairly or for any bullying, harassment or discrimination in the last 12 months.

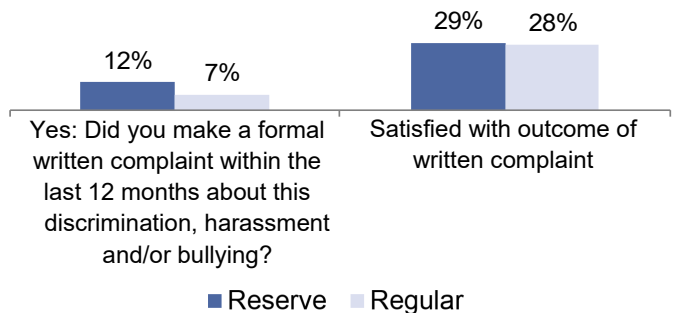


There was no difference between female and male Reservists in feeling that they are treated fairly in the Reserves. However, females (15%) are more likely to report being subject to bullying, discrimination or harassment in a Service environment in the last 12 months than males (8%).



Of those Reservists that believe they have been subject to bullying, discrimination or harassment in a Service environment in the last 12 months (12%), just over one in ten have made a formal written complaint about this.

Of those Reservists that had made a formal written complaint about a perceived incidence of bullying, discrimination, or harassment, 29% were satisfied with the outcome of the complaint while 41% were dissatisfied. Although direct comparisons have not been made, figures from AFCAS 2022 have been provided in the chart below for contextual information.

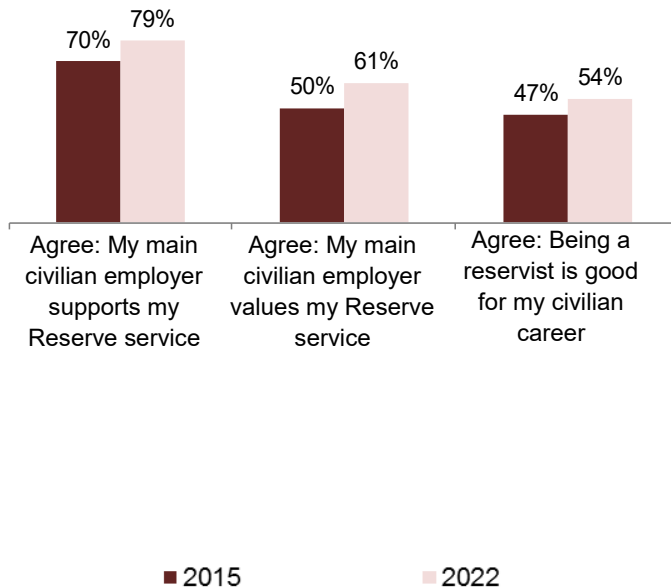


Nearly four-fifths (78%) of personnel have at least a little awareness of the Service Complaints process. More than half (58%) have at least a little awareness of what the Service Complaints Ombudsman is and does. 44% of Officers know a lot about the Service Complaints process compared to only 18% of Other Ranks and similarly with the Ombudsman, Officers are more aware (Officers 28% to Other Ranks 10%).

*no statistical testing has been conducted between Regular and Reserve figures

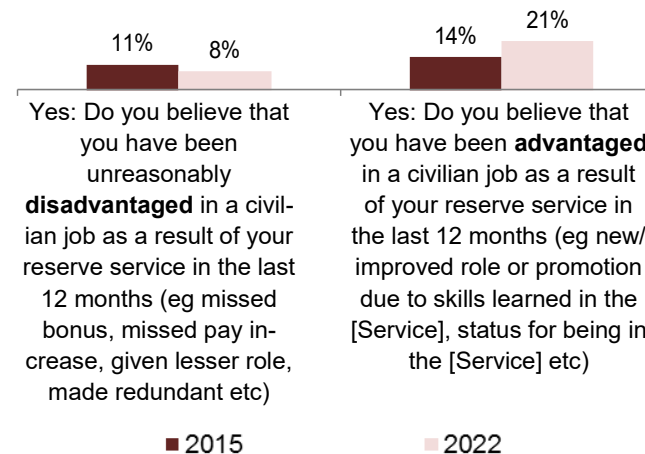
Civilian employment

There has been an increase in the proportion of Volunteer Reserves who report that their civilian employer supports and values their Reserve service, and who report that being a reservist is good for their civilian career compared to 2015 baseline levels (see chart below).

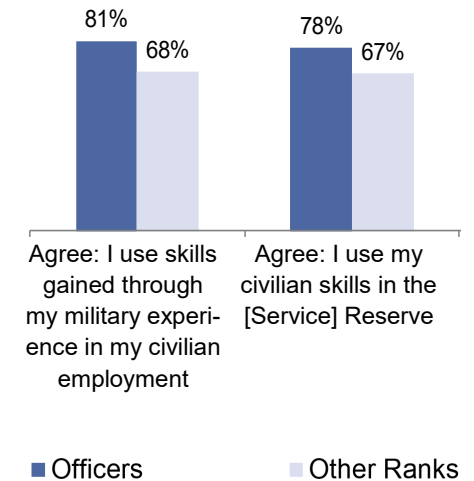


More reservists believe that they have been advantaged in a civilian job as a result of their Reserve Service in the last 12 months (21%) compared to the number of reservists that feel that they have been disadvantaged in a civilian job as a result of their Reserve Service (8%).

There has been a decrease in the proportion of reservists who feel that they have been unreasonably *disadvantaged* in a civilian job as a result of their Reserve Service in the last 12 months compared to the 2015 baseline. The proportion of reservists who feel that they have been *advantaged* in a civilian job as a result of their reserve service in the last 12 months has increased compared to the 2015 baseline (see chart below).



Compared to Other Ranks, Officers are more likely to use skills gained through their military experience in their civilian employment and to use their civilian skills in their Reserve Service.



Pay, allowances and admin support

There has been a decrease in satisfaction in Pay and Allowances within the Volunteer Reserves.

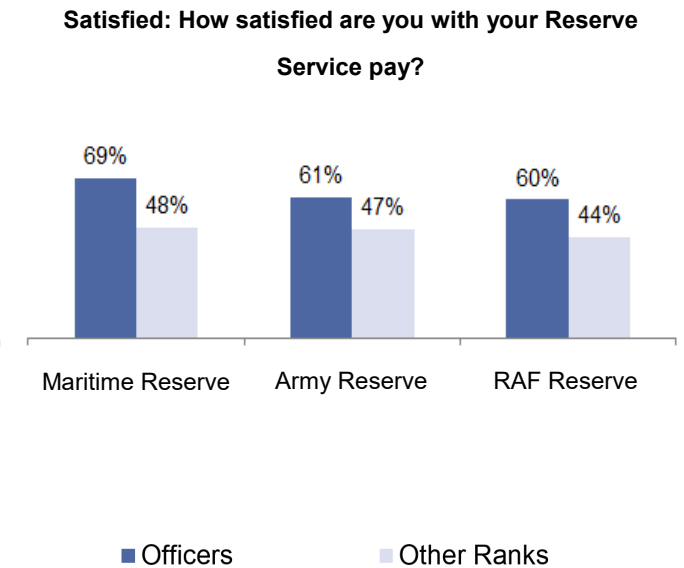
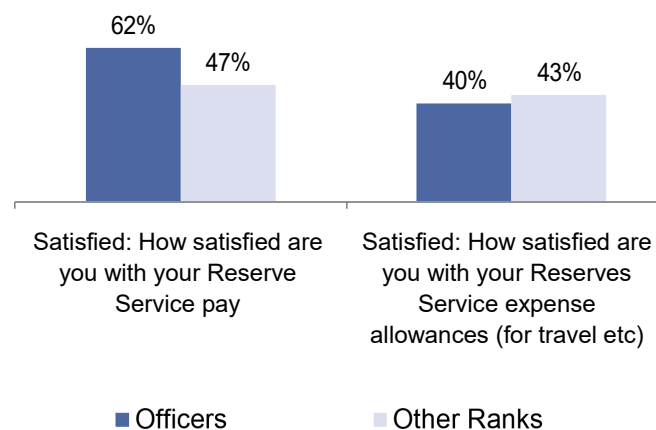
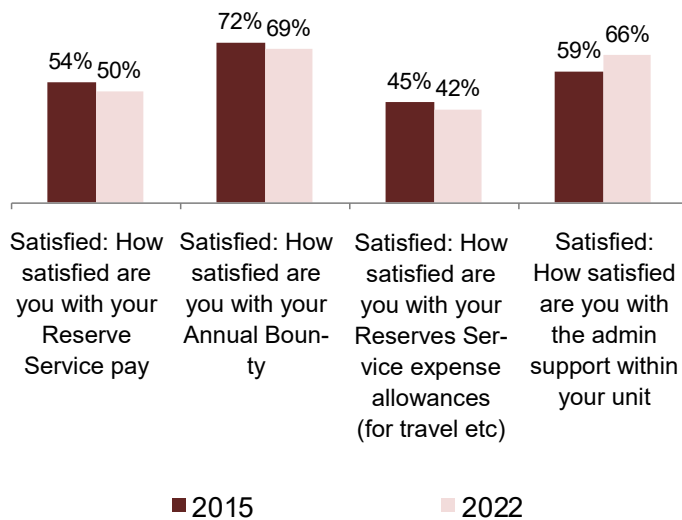
In 2015, 54% of Volunteer Reserves were satisfied with their Service Pay which has decreased to 50% in 2022. Satisfaction with their Annual bounty has decreased from 72% in 2015 to 69% in 2022. There has also been a decrease in satisfaction in Service expense allowances from 45% in 2015 to 42% in 2022.

However, satisfaction with admin support within the unit has increased from 59% in 2015 to 66% in 2022.

Just under two thirds (62%) of Officers are satisfied with their Reserve Service pay compared to 47% of Other Ranks.

Although, there is no difference between Officers and Other Ranks being satisfied with the Reserve Service expense allowances (for travels etc), 35% of Officers are dissatisfied with the Reserve Service expense allowances compared to 27% of Other Ranks.

Officers are more satisfied with their Reserve Pay compared to Other Ranks for all of the Services (see chart below).



Personal equipment/kit

Satisfaction with the availability of personal equipment/kit has remained stable at a Tri Service level with satisfaction at 50% in 2015 and 52% in 2022. However, there was a decrease from 2021 where satisfaction was at 57%.

Satisfaction with the standard of personal equipment/kit has decreased at a Tri Service level with satisfaction at 59% in 2015 and 54% in 2022. There was a decrease from 2021 where satisfaction was at 59%.

Officers are more likely to be satisfied with the availability of the personal equipment (58%) compared to Other Ranks (51%). This is similar to 2015 levels but a decrease from 2021 (64% for Officers and 56% for Other Ranks).

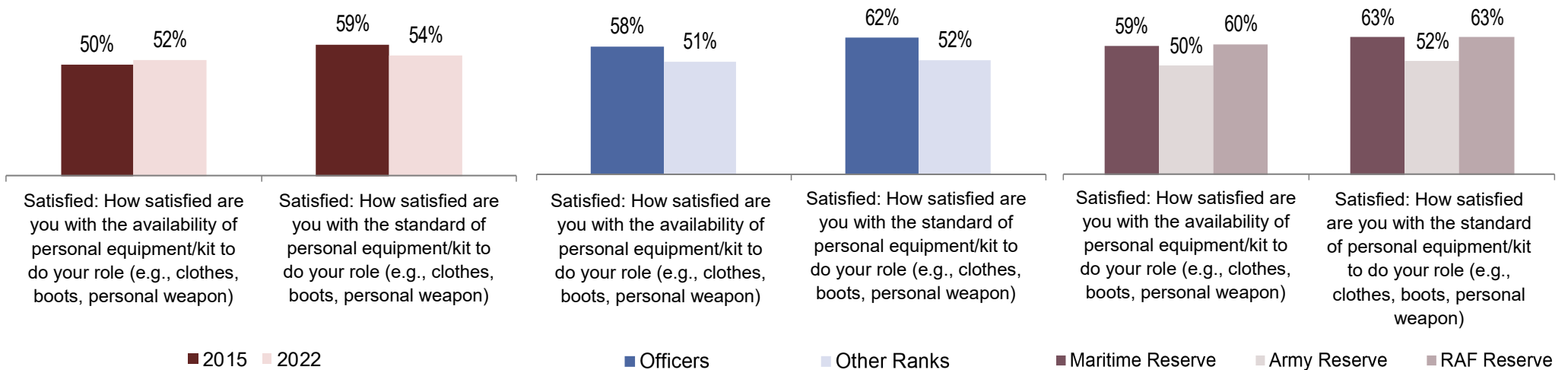
Satisfaction with the standard of the personal equipment/kit was higher for Officers (62%) compared to Other Ranks (52%). There was a decrease from the 2015 baseline for both Officers (70% in 2015) and Other Ranks (57% in 2015).

Army Reserves are less satisfied with the availability of the personal equipment/kit (50%) compared to Maritime Reserves (59%) and RAF Reserves (60%).

Maritime Reserves are more satisfied with the availability of equipment (59%) than they were in 2015 (51%).

Army Reserves are also less satisfied with the standard of their equipment/kit (52%) compared to Maritime Reserves (63%) and RAF Reserves (63%).

Army Reserves are less satisfied with the standard of equipment (52%) compared to 2015 baseline (58%).



Career progression

Around half (49%) of Volunteer Reserves are satisfied with their career management within their unit but just over a fifth (22%) are dissatisfied.

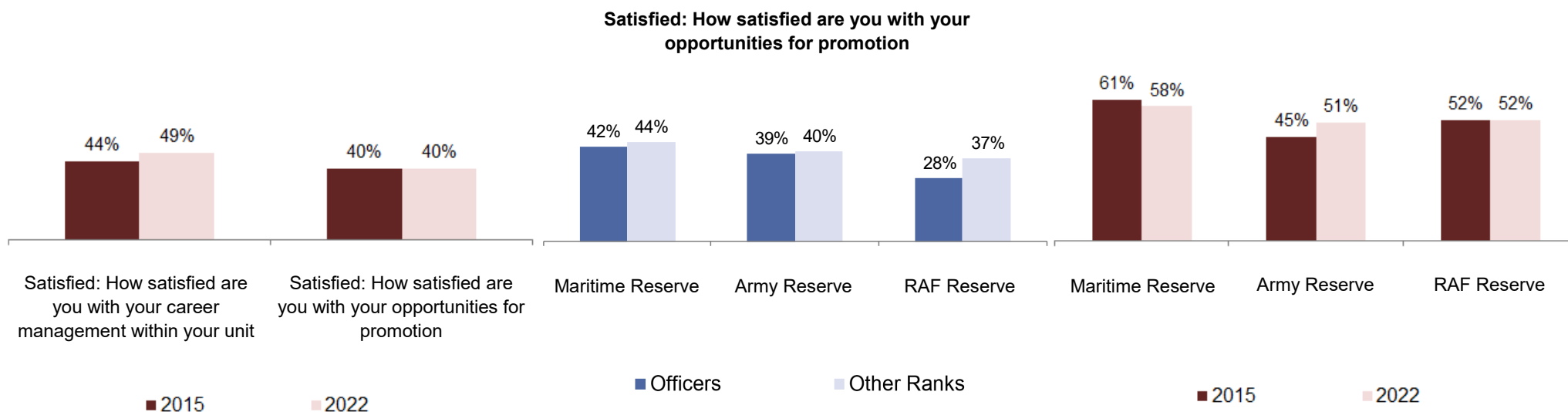
The proportion of Volunteer Reserves that are satisfied with their career management in their unit in 2022 is higher compared to 2015 baseline levels. This is driven by Army Reserves (42% in 2015, 49% in 2022).

Volunteer Reserves satisfaction with their opportunities for promotion is at the same level in 2022 compared to 2015 baseline (40%).

RAF Reserve Officers are less satisfied with their opportunities for promotion compared to the Maritime and Army Reserves.

Over half of Volunteer Reserves (52%) are satisfied with their opportunities for personnel development which is an increase on baseline 2015 levels (47%). This is driven by Army Reserves (45% in 2015, 51% in 2022).

Opportunities for personal development is one of the most popular reasons given by respondents for joining the Volunteer Reserve and for remaining — see Reasons for joining and staying in the Reserves section.



Training and development

The majority of Volunteer Reserves are satisfied with the amount (63%) of training and quality (69%) of training they have received for their current role. This has remained steady since 2015 baseline levels.

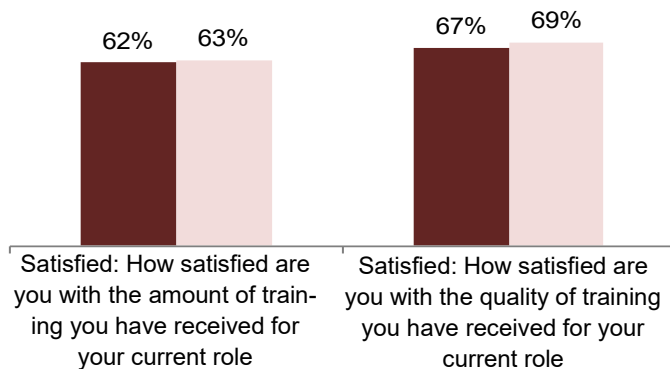
Around half (49%) of Volunteer Reserves are satisfied with the amount of leadership training received which has remained stable since 2015 baseline.

There has been a decrease in Volunteer Reserves being satisfied with their opportunities to take part in Adventurous Training (from 57% in 2015 to 45% in 2022).

The Maritime Reserve (61%) has the highest level of satisfaction with the amount of leadership training they have received compared to the Army Reserve (48%) and the RAF Reserve (42%).

At a Tri-Service level, more Officers (61%) are satisfied with the amount of leadership training they have received compared to under half of Other Ranks (47%).

However, this year, there has been a decrease in RAF Officer's satisfaction with the amount of leadership training they have received from 61% in 2015 to 39% in 2022.

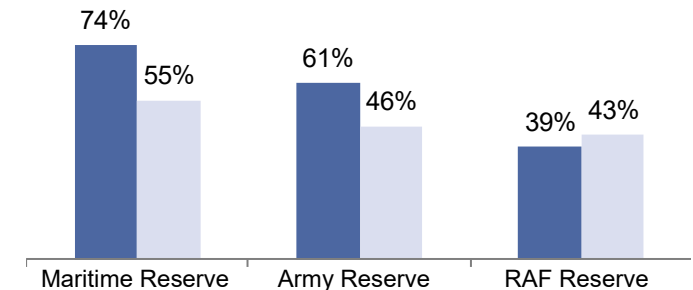


■ 2015 ■ 2022



■ 2015 ■ 2022

Satisfied: How satisfied are you with the amount of leadership training you have received

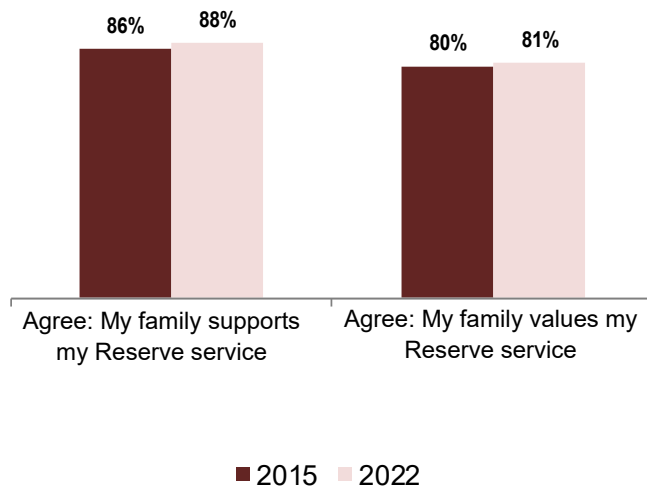


■ Officers

■ Other Ranks

Family support

Nearly nine in ten (88%) of Volunteer Reserves feel that their family supports their Reserve Service, which is similar to 2015 baseline levels. Furthermore, four in five (81%) of Volunteer Reserves feel that their family values their Reserve service, again similar to 2015 baseline.

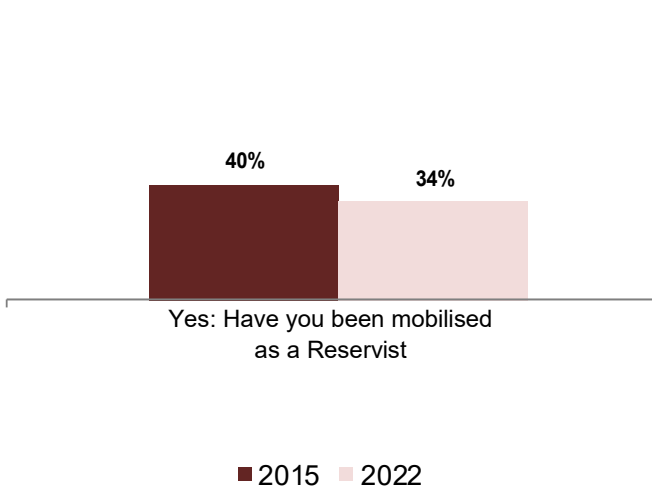


Mobilisation

Overall, the number of Volunteer Reservists mobilised has increased since 2020 from 26% to 34% in 2022. However, this is still significantly lower than baseline 2015 levels (40%).

The percentage of Army Reserves being mobilised is lower than the 2015 baseline driving the Tri Service decrease (39% in 2015 to 30% in 2022 for Army). There are more Officers (44%) being mobilised than Other Ranks (31%).

However, the proportion of Reservist responding yes to being mobilised **in the last three years** remained stable between 2018 (when the question was first asked) and 2020. From 2020 (6%), there was an increase to 17% in 2021 to 41% in 2022. The increase is driven by Maritime and Army Reserves. The largest increase is in Maritime Reserve Officers from 10% in 2020 to 68% in 2022.

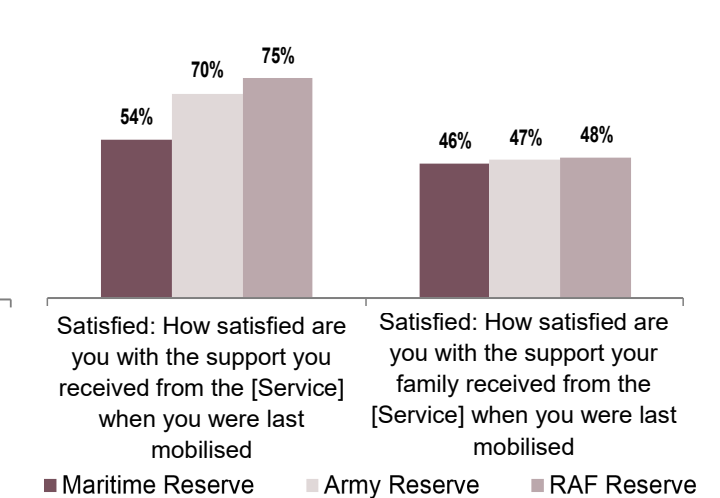


Although the reasons for such an increase are not immediately apparent, it may have been due, in part, to more Reservists being called up to assist with Covid-19 testing and vaccinations.

Of those Volunteer Reserves that have been mobilised (34%), around two-thirds (68%) are satisfied with the support they received from the Service when they were last mobilised. However, there are some Service differences.

Three quarters (75%) of the RAF Reserve and 70% of the Army Reserve are satisfied with the support they received from the Service when they were last mobilised, while 54% of Maritime Reserves are satisfied.

Just under a half (47%) of Volunteer Reserves are satisfied with the support their family received from the Service when they were last mobilised.



Reasons for joining and staying in the Reserves

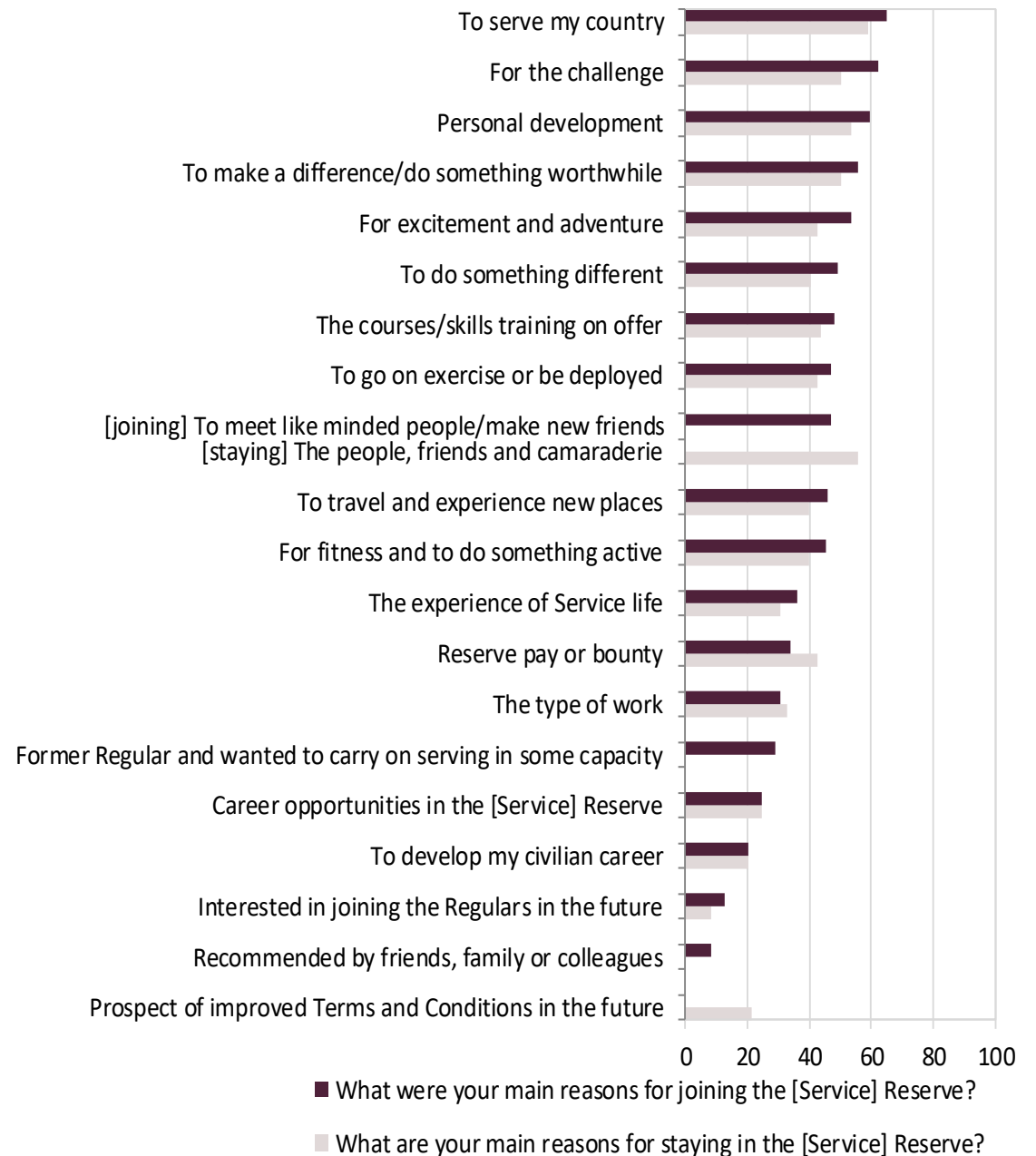
The top 5 reasons for joining the Volunteer Reserve and the top 5 reasons for staying in the Volunteer Reserve are almost identical and feature all the same top 5 reasons as the 2021 survey.

The top 5 reasons for joining the Reserves are: to serve my country (65%), for the challenge (62%), personal development (60%), to make a difference/do something worthwhile (56%) and for the excitement and adventure (54%).

The top 5 reasons for staying in the Reserves are: to serve my country (59%), the people, friends and camaraderie (56%), personal development (54%), to make a difference/do something worthwhile (51%), for the challenge (50%).

Taking a closer look at the reasons for joining, the data suggests that the reasons can be clustered in the following ways, where reasons within a cluster have a stronger association with each other than with reasons that appear in a different cluster:

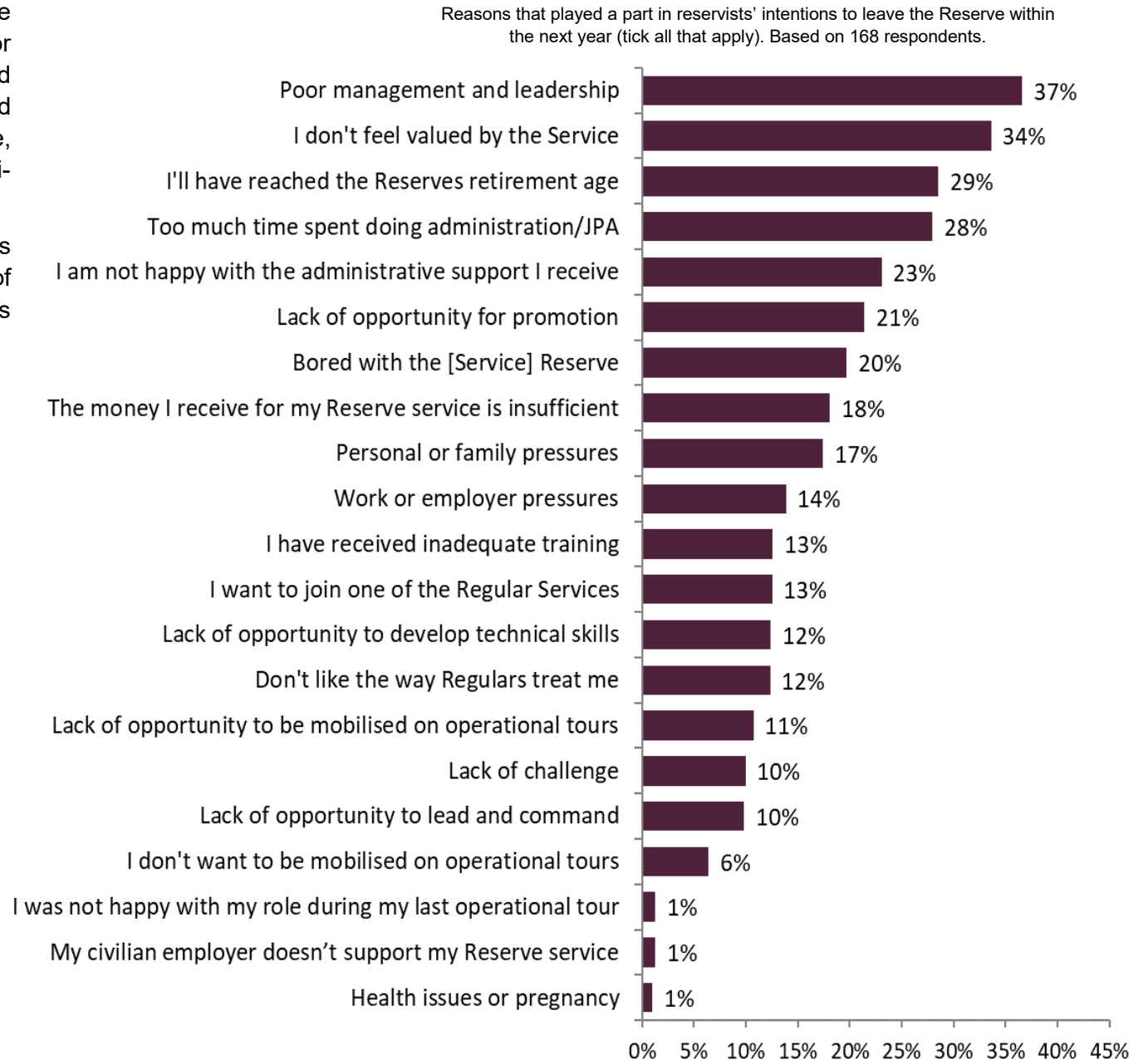
1. To serve my country, and to make a difference/do something worthwhile
2. For the challenge, personal development, and to do something different
3. For the excitement and adventure, to travel and experience new places, and to go on exercise or be deployed
4. For fitness and to do something active, and the courses/skills training on offer
5. To meet like minded people and make new friends, and the experience of Service life
6. Reserve pay or bounty, for the type of work, former Regular and wanted to carry on serving
7. Career opportunities in the [Service] Reserve, to develop my civilian career, interested in joining the Regulars in the future, recommended by friends family or colleagues



Reasons for leaving the Reserves

Of the 4% of Reservists that intended to leave the Reserves within the next year, 37% reported poor management and leadership, 34% reported they did not feel valued by the Service, and 29% reported they'll have reached the Reserves retirement age, as the 3 top reasons that played a part in their decision.

Results are not presented by Service or by Officers and Other Ranks due to the small number of reservists intending to stay in the Reserve for less than one year.



About you

This section provides some insight into the demographics of reservists

It should be noted that these statistics are survey estimates of the Volunteer Reserves based on weighted survey data.

- Nearly two-thirds (63%) of RAF Reservists have been members of a Service Cadet Force compared to a third (33%) for the other two Services.
- More RAF Reservists are likely to be married/in a civil partnership (59%) compared to Maritime (48%) and Army (47%).
- A quarter (25%) of Maritime Reservists have a higher university degree/doctorate/MBA or equivalent compared to a fifth (20%) for the other two Services.
- Other Ranks (62%) are more likely to be in full-time employment compared to Officers (47%), whereas more than a fifth of Officers (21%) are FTRS compared less than one in ten of Other Ranks (8%).
- More Maritime Reservists (65%) are in full-time employment compared to 58% for the other two Services, whereas more RAF Reservists (12%) are not in civilian employment (not seeking employment) than Maritime (6%) and Army (5%).
- More than a quarter (26%) of RAF Officers are self-employed compared to Maritime Officers (11%) and Army Officers (10%).
- RAF Officers (22%) are also less likely to work for a public sector organisation compared to Army Officers (38%) and Maritime Officers (40%).

Well-being in the Reserves

Questions about well-being were included to the ResCAS for the first time this year (2022). The average well-being scores are out of ten and mean averages have been calculated for analysis.

This years results will be used as a baseline for subsequent years.

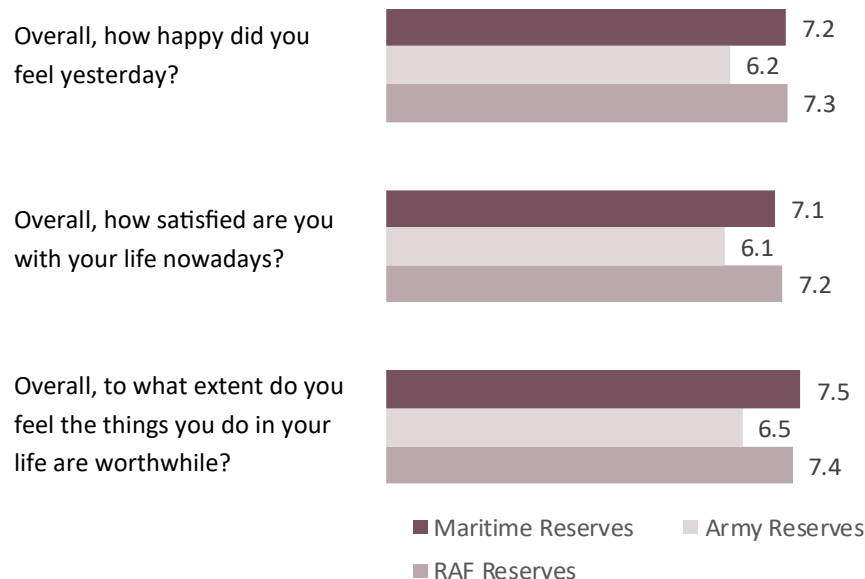
Measuring well-being

The Office for National Statistics collects data on well-being for the UK population in their Annual Population Survey. Average scores and threshold groupings are released in their [Personal Well-being in the UK report](#).

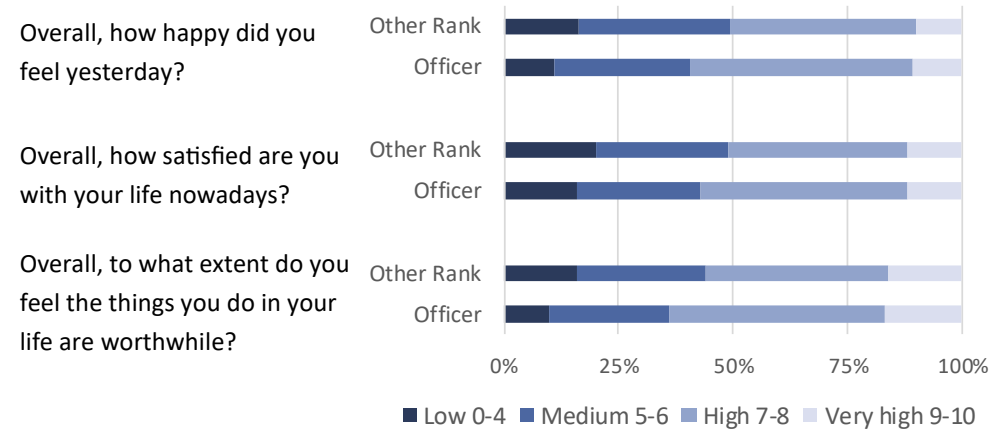
Well-being is measured on a scale of 0 (Not at all) to 10 (Completely).

For the **anxiety question, ratings are grouped differently** to reflect the fact that higher anxiety is associated with lower personal well-being.

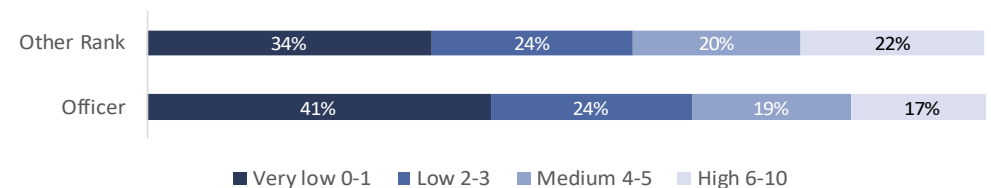
Army Reserves' average well-being rating for happiness, life satisfaction and feeling things in life are worthwhile are lower compared to Maritime Reserves and RAF Reserves.



Officers have higher levels of happiness (57% for Officers, 51% for Other Ranks), life satisfaction (60% for Officers, 50% for Other Ranks) and feeling things in life are worthwhile (64% for Officers, 56% for Other Ranks) compared to Other Ranks.



More Officers (65%) responded that they felt low levels of anxiety yesterday compared to Other Ranks (58%).



National comparison

[National well-being results](#) are not directly comparable to those of Reserve Service personnel due to differences in demographics i.e. the majority of Reserve Service personnel are male. Furthermore, national figures include a larger proportion of over 60s who generally score their well-being higher than younger people.

Methodology

1. Target population

The target population is all volunteer reservists excluding Non-Regular Permanent Staff (NRPS), Special Forces and those deployed at the time the surveys were administered.

2. The survey

Data collection took place between January and March 2022.

For the Maritime Reserve and RAF Reserve a census approach was used. After exclusions, 3,773 questionnaires went out to Maritime Volunteer Reserves and 3,174 questionnaires went out to RAF Volunteer Reserves.

Maritime Reservists were able to complete an online self-completion questionnaire, via generic web link distributed to their Defence Gateway addresses from their Unit. Links were also posted on all Units Defence Gateway pages which can be accessed by unit ships company.

RAF reservists were able to complete an online self-completion questionnaire as well as a paper copy. RAF squadrons were asked in advance to indicate whether they would like to request paper copies, therefore the paper copies were limited to a certain number per station to reduce cost and waste. If squadrons requested the paper copies, a nominated point of contact on each squadron was asked to distribute the paper surveys and an email invitation to the online self-completion questionnaire.

Army reservists were sent a paper questionnaire and pre-paid envelope to their unit address using contact details recorded on Joint Personnel Administration (JPA) system. The paper questionnaires provided an option to complete the survey online. 12,590 Army reservists were sent the survey.

The Army sample excluded Special Forces, Mobilised, Unposted List, Army Reserves Reinforcement Group and anyone who had not received pay in the preceding 6-month period.

The Army sample was designed to provide sufficient responses to yield estimates with a margin of error of plus or minus 3% by four rank groups: Officers - Major and above; Officers - Captain and below; Soldiers – Sergeant and above; Soldiers – Corporal and below.

3. The sample and respondents

The ResCAS 2022 sample consisted of 19,537 volunteer reservists. 4,097 responses were used in the ResCAS 2022 analysis, giving an overall response rate of 21%, down twelve percentage points since 2020 (2021 was down seven percentage points from 2020). The table below contains information on the number of questionnaires issued and received along with corresponding response rates.

Table A1: Response rates by Service and Rank

Volunteer Reserve Service	Officer/Other Rank	Sample size	Respondents (No. of usable returns)	2022 Response rate
Maritime	Officer	1,218	249	20%
Maritime	Other Rank	2,555	331	13%
Maritime	Total	3,773	580	15%
Army	Officer	3,249	1,199	37%
Army	Other Rank	9,341	1,656	18%
Army	Total	12,590	2,855	23%
RAF (RAUXAF)	Officer	739	179	24%
RAF (RAUXAF)	Other Rank	2,435	483	20%
RAF (RAUXAF)	Total	3,174	662	21%
Tri-Service	Officer	5,206	1,627	31%
Tri-Service	Other Rank	14,331	2,470	17%
Tri-Service	Total	19,537	4,097	21%

Note that percentages have been rounded to the nearest whole % for ease of interpretation

4. Weighting methodology and non-response

Due to the sample design and the differences in prevalence of non-response between the Service and rank strata, the distribution of characteristics amongst the ResCAS respondents did not reflect the distribution in the whole Volunteer Reserve population. Response rates tend to vary by rank, therefore responses are weighted by rank in order to correct for the bias caused by over or under-representation.

The weights were calculated simply by:

$$\frac{\text{Population size within weighting class (p)}}{\text{Number of responses within weighting class (r)}}$$

Weighting in this way assumes missing data are missing at random (MAR) only within weighting classes. This means we assume that within a single weighting class the views of non-respondents do not differ (on average) to the views of respondents.

Table A2: Weightings used for ResCAS 2022 analysis

Weighting Class	Weighting Applied	Weighting Class	Weighting Applied
RAF Volunteer Reserve Wg Cdr or above - OF4+	3.66	RMR Officer	6.69
RAF Volunteer Reserve Sqn Ldr - OF3	4.59	RMR Ratings/ORs	10.4
RAF Volunteer Reserve Flt Lt - OF2	4.75	RNR Officer	4.93
RAF Volunteer Reserve Officer Cadet/FG Off/Plt Off - OF(D)/ OF1	3.7	RNR Ratings/ORs	7.09
RAF Volunteer Reserve WO or MACR - OR9	2.62		
RAF Volunteer Reserve FS/ChfTech - OR7	4.02		
RAF Volunteer Reserve Sgt - OR6	5.31		
RAF Volunteer Reserve Recruit/AC/LAC/SAC/Jnr Tech/Cpl - OR1/OR2/OR3/OR4	5.78		

Weighting Class	Weighting Applied
Army Col and above - OF5 and above	4.24
Army Major / Lt Col - OF3/OF4	4.76
Army LCpl / Cpl - OR3/OR4	15.87
Army Capt - OF2	4.74
Army Officer Cadet/ Untrained 2Lt (not completed Ph2 training)/ Trained 2Lt (completed Ph2 training)/ Lt - OF(D)/ OF1	7.86
Army WO2 / WO1 - OR8/OR9	4.83
Army Sgt / SSgt - OR6/OR7	7.23
Army Trained Private soldier (completed Ph2 training) - OR1/OR2	34.61
Army Untrained Private (not completed Ph2 training) - OR1/OR2	19.19

Note: Weights have been rounded in the table above to 2 decimal places. Non-rounded weights were applied during analysis. The rank OR-8 does not exist in the RAF and there is no equivalent OR-5 rank in the UK AF.

5. Analysis and statistical tests

Attitudinal questions in the questionnaires have generally been regrouped to assist in analysing results and to aid interpretation. For example, questions asked at a 5-point level (e.g. Strongly agree – Agree – Neither Agree nor Disagree – Disagree – Strongly Disagree) have been regrouped to a 3-point level (e.g. (Agree – Neutral – Disagree).

Missing values, where respondents have not provided a response/valid response, have not been included in the analysis. In addition, some questions are filtered to exclude invalid responses. As a result the unweighted counts (or 'n') will vary from question to question and these are shown within the reference tables published alongside this report on the ResCAS webpage (see **6. Format of the reference tables** below for a link to the tables).

Unless otherwise specified, “Don’t know” and “Not applicable” responses are ignored and percentages are based only on the numbers of respondents who chose the remaining item response options.

Where applicable, Z-tests at a 1% alpha level were used to test whether observed estimates were significantly different to estimates from previous surveys. A statistically significant difference means that there is enough evidence that the change observed is unlikely to be due to chance variation (less than a 1% probability that the difference is the result of chance alone).

If those volunteer reservists that did not respond to the survey would have had different responses to those that did then the survey results will be biased.

6. Format of the reference tables (published separately to the report can be found on the [ResCAS webpage](#))

Each reference table refers to a question asked in the survey and includes estimates of the proportion of the population by category as well as margins of error associated with those estimates.

Tables are arranged generally in the order in which they were asked in the questionnaires, which is not the same as the order of the sections in the Main Report.

An index is available within the Excel tables. Each table is broken down by Service and also by Rank Group with the Total column referring to the Officers and Other Ranks results combined.

Section	Table Numbers
01 Life in the Reserves	B1.1 - B1.11
02a Reasons for Joining the Reserves	B2a.1 - B2a.19
02b Reasons for Staying in the Reserves	B2b.1 - B2b.18
02c Reasons for Leaving the Reserves	B2c.1 - B2c.21
03 Pay, Allowances and Admin Support	B3.1 - B3.4
04 Kit and Equipment	B4.1 - B4.2
05 Mobilisation	B5.1 - B5.4
06 Training	B6.1 - B6.4
07 Career Progression	B7.1 - B7.3
08 Perception of Reserves	B8.1 - B8.2
09 Family Support	B9.1 - B9.3
10 Your Civilian Employment	B10.1 - B10.13
11 Fairness at Work	B11.1 - B11.12
12 About You	B12.1 - B12.15
13 Well-being	B13.1 - B13.4a

Glossary

Additional Duties Commitment Reservists who undertake part-time work with the Armed Forces with a minimum commitment of 13 weeks - at least one day a week throughout this period.

Adventurous Training Training undertaken in an outdoor environment intended to develop skills and abilities required in operational deployment.

AFCAS Armed Forces Continuous Attitude Survey.

Air Training Corps The Air Training Corps is a British youth organisation sponsored by the Ministry of Defence and the Royal Air Force.

Annual Bounty A tax-free lump sum paid on completion of annual training commitment.

Army Cadet Force The Army Cadet Force is a national youth organisation sponsored by the United Kingdom's Ministry of Defence and the British Army.

Army Personnel Centre The APC is the administrative centre for Army personnel records, formed in December 1996, and which formally ceased to be a Defence Agency as at 1 April 2004.

Combined Cadet Force The Combined Cadet Force is a Ministry of Defence sponsored youth organisation in the UK. Its aim is to "provide a disciplined organisation in a school so that pupils may develop powers of leadership by means of training to promote the qualities of responsibility, self-reliance, resourcefulness, endurance and perseverance.

FAMCAS Families Continuous Attitude Survey

Full-Time Reserve Service (FTRS) Those on FTRS fill Service posts on a full-time basis while being a member of one of the reserve services, either as an ex-regular or as a volunteer. In the case of the Army and the Naval Service, these will be posts that would ordinarily have been filled by regular service personnel. In the case of the RAF, FTRS personnel also fill posts designated solely for them.

JPA Joint Personnel Administration is the system used by the Armed Forces to deal with matters of pay, leave and other personal administrative tasks.

Maritime Reserves a term that covers the combined Royal Navy Reserve (RNR) and Royal Marine Reserve (RMR).

Missing at Random (MAR) Statistical theory that states that those who did not respond to a question do not differ from those who did respond.

Missing Values Refers to the situation where a respondent has not submitted an answer or a valid answer to a question.

MOD Ministry of Defence.

n Letter that represents 'Unweighted Count'. This is the actual number of Volunteer Reservists that provided a valid response to a question in the survey.

Glossary

N/A Not applicable.

NATO North Atlantic Treaty Organisation.

Neutral In Key Results and Tables, refers to the situation where there is neither agreement or disagreement, satisfaction or dissatisfaction, positions taken in response to a question.

Non-response Refers either to a person who although sampled and sent a questionnaire did not reply or to a respondent who did not reply to a question.

OF Officer of NATO rank designation ranking from '1' lowest to '10' highest.

Officer(s) All Officers of NATO ranks OF1 to OF10.

OR Other Ranks of NATO rank designation ranking from 'OR1' lowest to 'OR9' highest

Other Rank(s) Other Ranks are members of the Royal Marines, Army and Royal Air Force who are not Officers. The equivalent group in the Royal Navy is known as "Ratings".

RAF Royal Air Force.

Regular Reserve Former members of the UK regular forces who have a liability for service with the Reserve forces. Includes the Royal Fleet Reserve, Army Reserve and Royal Air Force Reserve as well as other individuals liable to recall.

Reserves Continuous Attitude Survey (ResCAS) Refers to the questions asked on a Tri-Service basis in each of the single-Services Reserves Continuous Attitude Surveys.

Royal Marines Reserve (RMR) Approximately 10% of the RMR are working with the Regular Corps on long term attachments, mostly FTRS. The remainder are Volunteer Reserves.

Royal Naval Reserve (RNR) Formed in 1859 it was merged with the Royal Navy Volunteer Reserve (RNVR) in 1958, and also incorporates the former Women's Royal Navy Volunteer Reserve (WRNVR) and QARNNS (Reserve). See **Volunteer Reserves**.

Sea Cadet Corps The Sea Cadet Corps is a national youth organisation sponsored by the United Kingdom's Ministry of Defence and the Royal Navy.

Service(s) Royal Navy, Royal Marines, Army and RAF.

Standard Error A measure derived using weighting factors from the sample proportion and unweighted count in a sampling distribution and used as a benchmark in order to ascertain a range of values within which the true population proportion could lie.

Glossary

Statistically significant Refers to the result of a statistical test in which there is evidence of a change in proportions between years, ranks, or Services.

Statistical tests Refers to those tests which are carried out to see if any evidence exists for a change in response proportions from one year to another.

Trained Trained Strength comprises military personnel who have completed Phase 1 and 2 training.

- Phase 1 Training includes all new entry training to provide basic military skills.

- Phase 2 Training includes initial individual specialisation, sub-specialisation and technical training following Phase 1 training prior to joining the trained strength.

Tri-Service (Reserve) refers to the Maritime Reserve, Army Reserve, and RAF Reserve collectively.

UK United Kingdom.

Unit A sub-organisation of the Service in which personnel are employed.

Untrained see **Trained** above.

Unweighted Count Refers to the actual number of Volunteer Reservists that provided a valid response to a question in the survey.

Volunteer Reserves Volunteer Reserves are civilian volunteers who undertake to give a certain amount of their time to train in support of the Regular Forces. They include the Royal Naval Reserve, the Royal Marines Reserve, the Army Reserve and the Royal Auxiliary Air Force but do not include Royal Fleet Auxiliary Service (RFA). Some Volunteer Reservists undertake (paid) Full-Time Reserve Service.

Weighting (factors) Refers to factors that are applied to the respondent data set by Service and rank group in order to make respondent Service rank groups representative of their population equivalents.

Weighting class Refers to those members of a specific rank group to whom a weighting factor is applied.

Z-test Statistical test based on a standardised distribution which allows comparison between years for populations of different sizes.

Further Information

Contact Us

Defence Statistics welcomes feedback on our statistical products. If you have any comments or questions about this publication or about our statistics in general, you can contact us as follows:

Defence Statistics (Surveys) Telephone: 020 7218 1233

Email: Analysis-Publications@mod.gov.uk

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If you wish to correspond by mail, our postal address is:

Defence Statistics (Surveys)
Ministry of Defence, Main Building
Floor 3 Zone M
Whitehall
London
SW1A 2HB