



UK ARMED FORCES
ANNUAL MANNING REPORT:
ANALYSIS BY RANK AND AGE

AT
1 APRIL 2011



MINISTRY OF DEFENCE

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Introduction

The UK Armed Forces Annual Manning Report (AMR) contains figures on the strength, intake and outflow of UK Regular Forces at 1 April 2011 with a focus on rank and age. It complements the Monthly and Quarterly Manning Reports by providing greater detail about these characteristics, along with further analysis of the sex and ethnicity of the UK Regular Forces.

Published in 2011 for the first time, the creation of the AMR followed a formal consultation exercise run by DASA between 26th November 2010 and 13th March 2011. The proposal was to replace three existing annual National Statistics publications (TSP 8, TSP 9 and TSP 19) with a single annual publication analysing the same aspects of Service manpower (age and rank) but containing more commentary and analysis, and with fewer detailed tables.

The proposals received positive feedback and the new AMR becomes the latest Tri-Service Publication to be reviewed and updated, following on from the creation of the Monthly Manning Report (MMR) and Quarterly Manning Report (QMR) in 2009.

To assist anyone who requires historical data, or the detailed information presented historically in TSP's 8, 9 or 19, DASA publishes Armed Forces Personnel data via our Build Your Own Table (BYOT) tool on our website. This allows access to more detailed information than is available in our regular publications. The tool can be accessed on DASA's website at the link below.

<http://www.dasa.mod.uk/applications/newWeb/www/index.php?page=30>

Key Points

Rank structure

At 1 April 2011:

1. There were 186,360 UK Regular Forces personnel of which 31,830 were officers and 154,520 were other ranks (table 1).
2. Total officer strength profiles by rank are similar across the three Services whilst other rank strength profiles by rank are more varied (due to the different uses of the other ranks hierarchy by each Service).
3. Females made up 9.6% of total UK Regular Forces. The RAF employs the highest percentage of female personnel (13.8%); The Army the lowest (8.0%). Generally the proportion of females in each rank reduces as rank increases (table 1a).
4. Black and Minority Ethnic (BME) personnel made up 6.7% of total UK Regular Forces. The Army employs the highest percentage of BME personnel (9.6%); the RAF the lowest (2.1%). Where populations are large enough to allow for meaningful comparisons, generally the proportion of BME personnel in each rank reduces as rank increases. (table 1a).

Age

At 1 April 2011:

5. Almost 60% of Army personnel are aged under 30; compared with 49% of the Naval Service and 41% of the RAF (table 2).
6. 1.4% of UK Regular Forces are under the age of 18 (table 2).

During Financial Year 2010/11:

7. 44% of all intake into and 13.9% of all outflow from UK Regular Forces are aged under 20 (table 5).
8. The age distribution of personnel joining the Armed Forces is similar for male and female personnel. However the age distribution of personnel leaving the Armed Forces (outflow) differs, with a higher proportion of females leaving at ages 25-39 and a higher proportion of males serving longer careers.

Definitions and Notes to tables

Figures are for UK Regular Forces (including both Trained and Untrained personnel), and therefore exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists.

Intake to UK Regular Forces comprises new entrants, re-entrants, direct trained entrants (including professionally qualified officers) and intake from the reserves. It excludes all movements within the Regular Forces; including flows from the untrained to trained strength, transfers between Services and flows from ranks to officer due to commissioning.

Outflow from UK Regular Forces includes personnel leaving the Services, deaths, recalled reservists on release and outflow to the Home Service battalions of the Royal Irish Regiment (which disbanded on 31 March 2008). It does not include promotion from ranks to officers or flows between Services. Outflow does not include any flow to Long Term Absentee.

Due to ongoing validation of data from the Joint Personnel Administration System all statistics for all three services are provisional and subject to review.

Data sources, quality and methods

All figures presented in tables in this publication meet the standards of quality and integrity demanded by the Code of Practice for Official Statistics. Where figures do not meet the standard they are deleted and shown in the table by the symbol "...". Details of specific data issues are set out below.

Armed Forces statistics are compiled from the Joint Personnel Administration (JPA) system. Due to ongoing validation of data from the Joint Personnel Administration System all statistics are provisional and subject to review. DASA has initiated a major review of all JPA data and aim to revise where required as soon as practicable. Revisions to strength figures are likely to be less than 0.5% of the provisional figure. Revisions of provisional flows could be as high as 50% where individual flow figures are very small. Higher level flows are likely to be less affected.

All ages quoted in this publication are based on 'age at last Birthday'. Ages are derived by the formula 'situation date (for strengths) or date of flow (for intake / outflow) minus date of birth'. For intake, where 'date of flow' data are unknown or not of sufficient quality, age is derived by taking the midpoint of the month preceding the individuals' entry onto strength. For outflow, where 'date of flow' data are unknown or not of sufficient quality, age is derived by taking the midpoint of the month preceding the individuals' exit from strength.

Symbols and Conventions

- * not applicable
- .. not available
- zero or rounded to zero

Italic figures are used for percentages and other rates, except where otherwise indicated.

Where rounding has been used, totals and sub-totals have been rounded separately and so may not equal the sums of their rounded parts.

When rounding to the nearest 10, numbers ending in “5” have been rounded to the nearest multiple of 20 to prevent systematic bias.

Percentages are calculated from unrounded data.

Feedback

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

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Visit our website at www.dasa.mod.uk and complete the feedback form.

The rank structure of the UK Regular Armed Forces

Each of the Armed Forces is structured according to its own operational needs. The Royal Air Force has proportionally more officers than the Naval Service, which in turn has more officers than the Army.

The structure of officer strength by rank is similar across the 3 Services whilst Other Rank (OR) strength profiles by rank are more varied. However, OR profiles are more difficult to compare across the Services due to the different uses of the OR hierarchy by each Service (the Army and Royal Marines use all OR ranks; the Royal Navy excludes OR3; and the RAF largely excludes OR3 and OR8).

Table 1 - UK Regular Forces Rank Structure at 1 April 2011

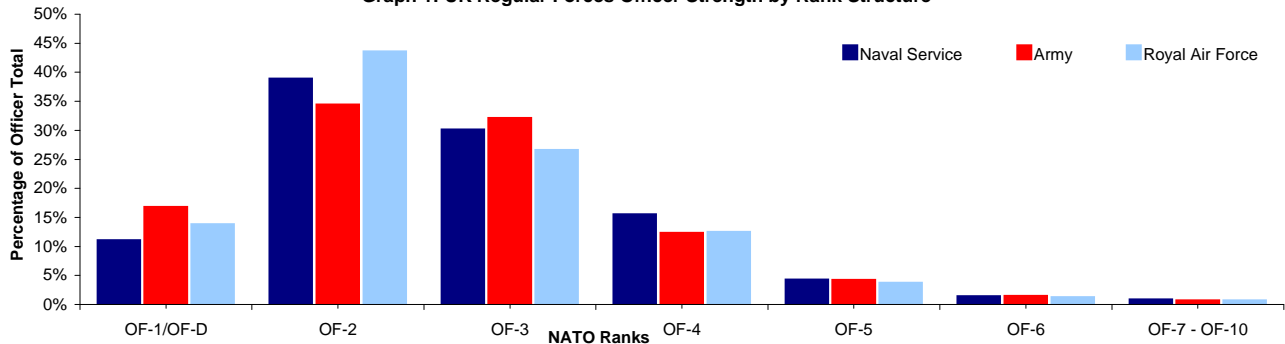
| | All Personnel | | | | Each rank ² as % of total | | | |
|-----------------------------|----------------|---------------|----------------|-----------------|--------------------------------------|---------------|---------------|-----------------|
| | All Services | Naval Service | Army | Royal Air Force | All Services | Naval Service | Army | Royal Air Force |
| Total | 186 360 | 37 660 | 106 230 | 42 460 | 100.0% | 100.0% | 100.0% | 100.0% |
| Officers¹ | 31 830 | 7 410 | 14 760 | 9 660 | 17.1% | 19.7% | 13.9% | 22.7% |
| OF-9 | 11 | 2 | 6 | 3 | - | - | - | - |
| OF-8 | 24 | 7 | 9 | 8 | 0.1% | 0.1% | 0.1% | 0.1% |
| OF-7 | 102 | 33 | 43 | 26 | 0.3% | 0.4% | 0.3% | 0.3% |
| OF-6 | 340 | 80 | 170 | 90 | 1.1% | 1.1% | 1.2% | 0.9% |
| OF-5 | 1 200 | 300 | 580 | 330 | 3.8% | 4.0% | 3.9% | 3.4% |
| OF-4 | 4 080 | 1 130 | 1 780 | 1 180 | 12.8% | 15.2% | 12.0% | 12.2% |
| OF-3 | 9 450 | 2 210 | 4 700 | 2 540 | 29.7% | 29.8% | 31.8% | 26.3% |
| OF-2 | 12 080 | 2 860 | 5 040 | 4 180 | 38.0% | 38.6% | 34.1% | 43.3% |
| OF-1 / OF (D) | 4 540 | 800 | 2 440 | 1 310 | 14.3% | 10.7% | 16.5% | 13.5% |
| Other Ranks | 154 520 | 30 240 | 91 470 | 32 810 | 82.9% | 80.3% | 86.1% | 77.3% |
| OR-9 | 3 490 | 740 | 1 620 | 1 130 | 2.3% | 2.4% | 1.8% | 3.4% |
| OR-8 | 5 300 | 800 | 4 500 | * | 3.4% | 2.6% | 4.9% | * |
| OR-7 | 12 870 | 3 800 | 5 950 | 3 120 | 8.3% | 12.6% | 6.5% | 9.5% |
| OR-6 | 20 700 | 4 460 | 10 090 | 6 140 | 13.4% | 14.8% | 11.0% | 18.7% |
| OR-4 | 29 860 | 6 270 | 15 340 | 8 250 | 19.3% | 20.7% | 16.8% | 25.1% |
| OR-3 | 16 880 | 530 | 16 200 | 150 | 10.9% | 1.8% | 17.7% | 0.4% |
| OR-1/OR-2 | 65 430 | 13 640 | 37 770 | 14 020 | 42.3% | 45.1% | 41.3% | 42.7% |

Source : DASA (Quad-Service)

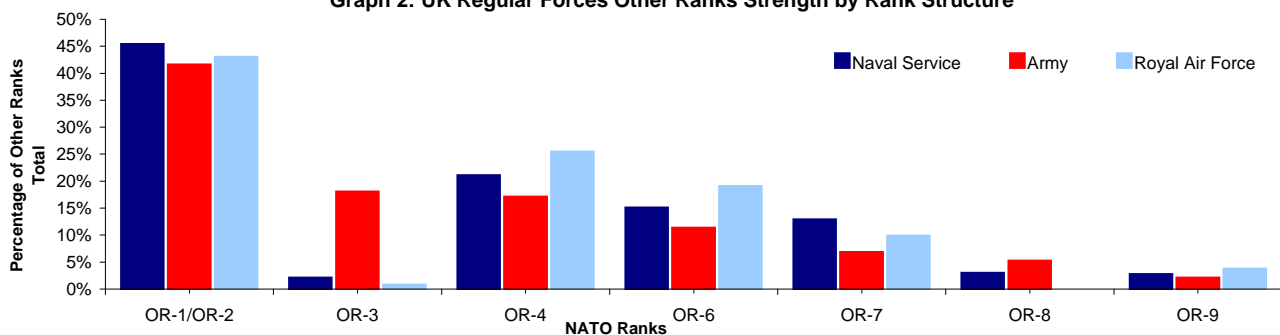
1. Strengths for senior officers (OF-7 - OF-9) have been left unrounded so as not to obscure the data.
2. Percentages for individual officer ranks are based on the totals for officers. Percentages for individual other ranks are based on the totals for other ranks.

Caution is advised when interpreting the officer percentages due to small numbers used in the percentage calculations.

Graph 1: UK Regular Forces Officer Strength by Rank Structure



Graph 2: UK Regular Forces Other Ranks Strength by Rank Structure



The rank structure of the UK Regular Armed Forces: comparisons by sex and ethnicity

The rank structure for males and females differs by Service with the RAF having the largest percentage of females in total; at each individual Officer rank; and Other Ranks total. The Army have the fewest female Other Ranks and fewest females overall. The Naval Service have the fewest female Officers. This may be partly explained by restrictions on roles available to women and the nature of the roles in each of the Services.

The Armed Forces have an exemption from the Sex Discrimination Act and there are restrictions on females serving in close-combat roles. Figures compiled in 2006 show that 71% of posts in the Navy, 67% of posts in the Army and 96% of posts in the RAF are open to women. However, all cap-badged posts in the Regular Infantry (and Household Cavalry/Royal Armoured Corps) and the Royal Marines are presently closed to women on the grounds of combat effectiveness.

Black and Minority Ethnic (BME) personnel make up 6.7% of the UK Regular Forces. This differs considerably by officer (2.4%) and other rank (7.6%) populations. It also differs by Service with the Army employing the most BME personnel (9.6%) and the RAF the least (2.1%). Since 2009, Gurkha personnel have been able to transfer into the UK Regular Army, and this can partially explain the larger proportion of BME personnel in the Army.

Generally both female and BME personnel are in the lower ranks for both officers and other ranks. Possible explanations for this involve the length of time taken to reach senior ranks. For example, historical data shows that the proportion of females in the Armed Forces in 1975 was less than half of the current level, and although this has steadily increased, females will tend to have shorter lengths of service, and therefore will be at lower ranks. In addition, until 1990, women were required to leave the Armed Forces if they became pregnant, which also impacts average lengths of service and hence rank. More recently, targeted recruitment activity has sought to increase the number of females and BME personnel in the Armed Forces which should see more female and BME personnel coming through to senior positions in the future.

Table 1a - UK Regular Forces Rank Structure by sex and ethnicity at 1 April 2011

| | Females as % of each rank | | | | BME Personnel as % of each rank | | | |
|--------------------|---------------------------|---------------|--------------|-----------------|---------------------------------|---------------|--------------|-----------------|
| | All Services | Naval Service | Army | Royal Air Force | All Services | Naval Service | Army | Royal Air Force |
| Total | 9.6% | 9.4% | 8.0% | 13.8% | 6.7% | 3.5% | 9.6% | 2.1% |
| Officers | 12.3% | 9.7% | 11.3% | 15.7% | 2.4% | 1.7% | 2.8% | 2.4% |
| OF-9 | - | - | - | - | - | - | - | - |
| OF-8 | - | - | - | - | - | - | - | - |
| OF-7 | - | - | - | - | 2.0% | 3.0% | - | 4.2% |
| OF-6 | 1.7% | - | 0.6% | 5.5% | 1.8% | 1.3% | 2.3% | 1.1% |
| OF-5 | 3.4% | 1.0% | 3.6% | 5.2% | 1.9% | 1.4% | 2.1% | 1.9% |
| OF-4 | 5.8% | 3.0% | 6.2% | 7.7% | 2.2% | 1.5% | 2.1% | 3.2% |
| OF-3 | 11.8% | 8.7% | 11.4% | 15.3% | 2.5% | 1.5% | 2.8% | 2.6% |
| OF-2 | 15.2% | 13.7% | 13.6% | 18.2% | 2.6% | 2.0% | 3.2% | 2.2% |
| OF-1 / OF (D) | 14.7% | 12.1% | 13.1% | 19.2% | 2.4% | 2.2% | 2.4% | 2.5% |
| Other Ranks | 9.0% | 9.3% | 7.4% | 13.2% | 7.6% | 4.0% | 10.7% | 2.0% |
| OR-9 | 4.5% | 3.9% | 5.9% | 2.9% | 1.9% | 0.8% | 2.5% | 1.8% |
| OR-8 | 4.7% | 0.5% | 5.4% | * | 1.9% | 1.4% | 2.0% | * |
| OR-7 | 6.0% | 4.9% | 7.0% | 5.3% | 2.0% | 1.4% | 2.5% | 1.7% |
| OR-6 | 9.8% | 7.6% | 9.1% | 12.5% | 2.8% | 2.0% | 3.8% | 1.7% |
| OR-4 | 11.9% | 11.7% | 9.7% | 16.0% | 6.8% | 4.2% | 10.3% | 2.0% |
| OR-3 | 7.5% | 0.2% | 7.8% | - | 14.4% | 3.4% | 14.8% | 4.3% |
| OR-1/OR-2 | 9.1% | 11.1% | 6.3% | 14.6% | 9.4% | 5.5% | 13.5% | 2.1% |

Source : DASA (Quad-Service)

Caution is advised when interpreting the officer percentages due to small numbers used in the percentage calculations.

The age structure of the Armed Forces: Service comparison

Almost 57% of Army personnel are aged under 30; compared with just under half of the Naval Service and 41% of the RAF.

The Army has the highest proportion of personnel aged under 25 (34%) and the lowest proportion of personnel aged 40 or over (13%). Conversely, the RAF has the lowest proportion of personnel aged under 25 (20%) and the highest proportion of personnel aged 40 or over (27%).

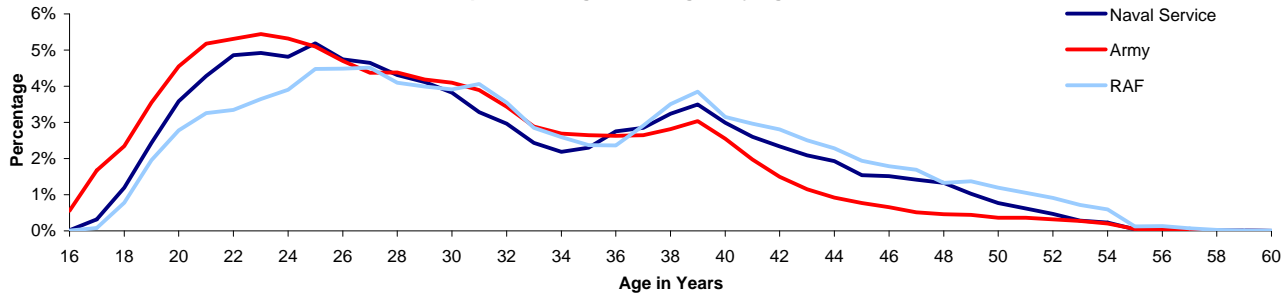
The different age profiles reflect the different intake patterns of the Services (see table 7); people tend to join the Army at a younger age than either the Naval Service or the RAF. The RAF also has a mixture of contract lengths unlike the other Services, with personnel at some of the more senior ranks required to serve for more years before reaching a 'pension point'. This may help to explain why RAF personnel are older.

Table 2. UK Regular Forces by Service and Age at 1 April 2011

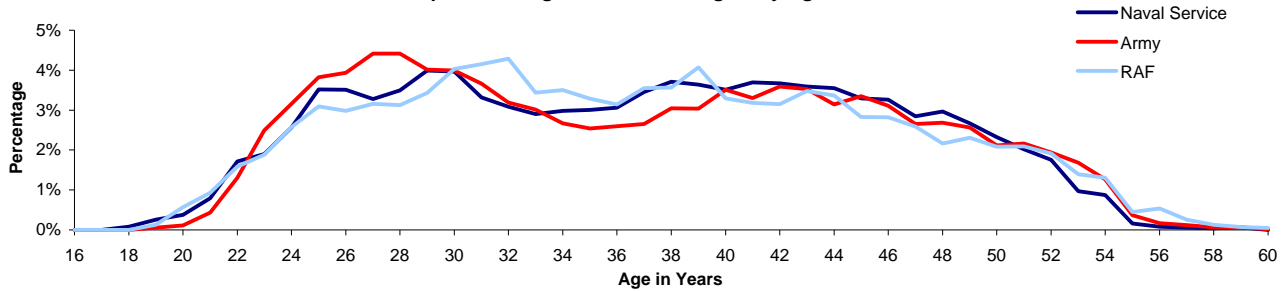
| | Number and percentage | | | | Percentage | | | | | | | | |
|--------------------|-----------------------|---------------|----------------|-----------------|------------------------|---------------|-------------|-----------------|--------------------|---------------|-------|-----------------|-------|
| | Number | | | | Percentage in category | | | | Cumulative percent | | | | |
| | All Services | Naval Service | Army | Royal Air Force | All Services | Naval Service | Army | Royal Air Force | All Services | Naval Service | Army | Royal Air Force | |
| Total | 186 360 | 37 660 | 106 230 | 42 460 | 100% | 100% | 100% | 100% | | | | | |
| Under 18 | 2 530 | 120 | 2 370 | 40 | 1.4% | 0.3% | 2.2% | 0.1% | <i>Under 18</i> | 1.4% | 0.3% | 2.2% | 0.1% |
| 18-19 | 8 780 | 1 370 | 6 260 | 1 160 | 4.7% | 3.6% | 5.9% | 2.7% | <i>19 or under</i> | 6.1% | 4.0% | 8.1% | 2.8% |
| 20-24 | 43 050 | 8 460 | 27 400 | 7 190 | 23.1% | 22.5% | 25.8% | 16.9% | <i>24 or under</i> | 29.2% | 26.4% | 33.9% | 19.8% |
| 25-29 | 41 970 | 8 660 | 24 150 | 9 160 | 22.5% | 23.0% | 22.7% | 21.6% | <i>29 or under</i> | 51.7% | 49.4% | 56.7% | 41.3% |
| 30-34 | 30 800 | 5 530 | 18 060 | 7 210 | 16.5% | 14.7% | 17.0% | 17.0% | <i>34 or under</i> | 68.2% | 64.1% | 73.7% | 58.3% |
| 35-39 | 26 510 | 5 510 | 14 630 | 6 370 | 14.2% | 14.6% | 13.8% | 15.0% | <i>39 or under</i> | 82.4% | 78.7% | 87.4% | 73.3% |
| 40-44 | 18 910 | 4 500 | 8 590 | 5 820 | 10.1% | 12.0% | 8.1% | 13.7% | <i>44 or under</i> | 92.6% | 90.7% | 95.5% | 87.0% |
| 45-49 | 9 050 | 2 570 | 3 030 | 3 450 | 4.9% | 6.8% | 2.8% | 8.1% | <i>49 or under</i> | 97.5% | 97.5% | 98.4% | 95.1% |
| 50-54 | 4 400 | 890 | 1 610 | 1 900 | 2.4% | 2.4% | 1.5% | 4.5% | <i>54 or under</i> | 99.8% | 99.9% | 99.9% | 99.6% |
| 55 and over | 350 | 40 | 140 | 180 | 0.2% | 0.1% | 0.1% | 0.4% | | 100% | 100% | 100% | 100% |

Source: DASA (Quad Service)

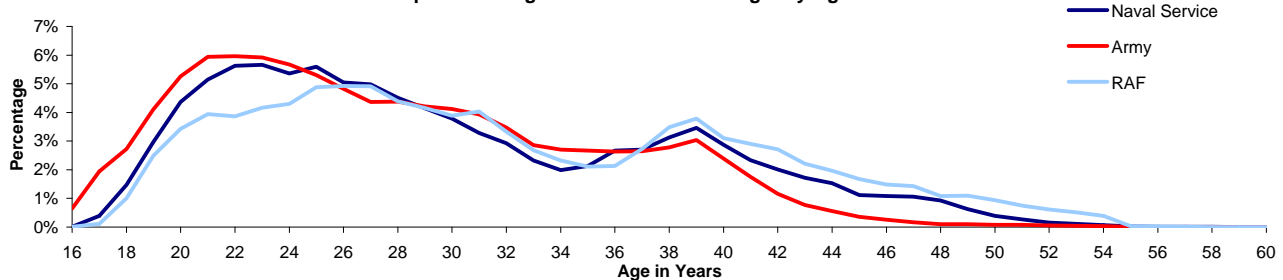
Graph 3: UK Regular Strengths by Age and Service



Graph 4: UK Regular Officer Strengths by Age and Service



Graph 5: UK Regular Other Ranks Strength by Age and Service



The age structure of the Armed Forces: comparisons by Officer / Other Rank and sex

The average age of officers is 37 years and for other ranks is 29 years.

Tables 3 and 4 and graphs 7 and 8 show that the officer age distribution differs considerably when comparing males and females whereas sex has less effect on the other ranks' age distribution. For example: 25% of male officers are aged under 30 compared to 36% of female officers. Comparing the same age group for other ranks shows that 56% of male other ranks are aged under 30 compared to 62% of female other ranks.

The officer gender gap widens with age, for example 56% of male officers are aged under 40 compared to 82% of female officers. This may be due to there being fewer women in the Armed Forces historically than there are today (see commentary to table 1a).

Table 3. UK Regular Officer strength by age and sex at 1 April 2011

| | Number and percentage | | | | | | | Percentage | | |
|--------------------|-----------------------|---------------|--------------|------------------------|--------------|--------------|--------------------|--------------------|--------------|--------------|
| | Number | | | Percentage in category | | | | Cumulative percent | | |
| | Total | Male | Female | Total | Male | Female | | Total | Male | Female |
| Total | 31 830 | 27 930 | 3 900 | 100% | 100% | 100% | | | | |
| Under 18 | - | - | - | - | - | - | <i>Under 18</i> | - | - | - |
| 18-19 | 40 | 40 | - | 0.1% | 0.2% | 0.1% | <i>19 or under</i> | 0.1% | 0.2% | 0.1% |
| 20-24 | 2 380 | 2 010 | 380 | 7.5% | 7.2% | 9.6% | <i>24 or under</i> | 7.6% | 7.3% | 9.7% |
| 25-29 | 5 890 | 4 850 | 1 040 | 18.5% | 17.4% | 26.6% | <i>29 or under</i> | 26.1% | 24.7% | 36.2% |
| 30-34 | 5 520 | 4 480 | 1 040 | 17.3% | 16.0% | 26.6% | <i>34 or under</i> | 43.4% | 40.7% | 62.8% |
| 35-39 | 5 000 | 4 250 | 750 | 15.7% | 15.2% | 19.3% | <i>39 or under</i> | 59.1% | 55.9% | 82.1% |
| 40-44 | 5 440 | 5 010 | 440 | 17.1% | 17.9% | 11.2% | <i>44 or under</i> | 76.3% | 73.9% | 93.2% |
| 45-49 | 4 460 | 4 300 | 170 | 14.0% | 15.4% | 4.3% | <i>49 or under</i> | 90.3% | 89.3% | 97.5% |
| 50 and over | 3 100 | 3 000 | 100 | 9.7% | 10.7% | 2.5% | | 100% | 100% | 100% |

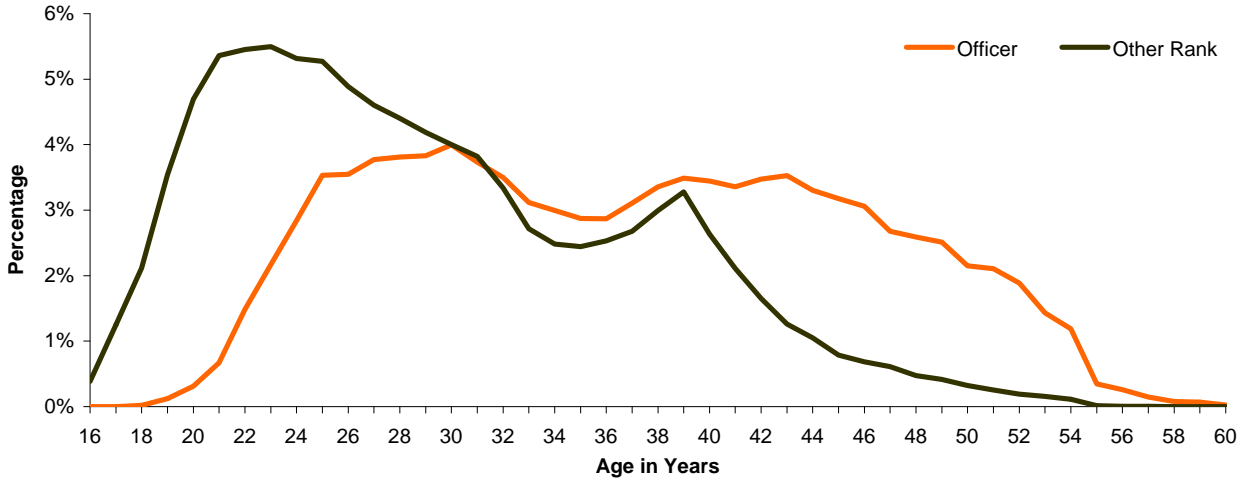
Source: DASA (Quad Service)

Table 4. UK Regular Other Ranks strength by age and sex at 1 April 2011

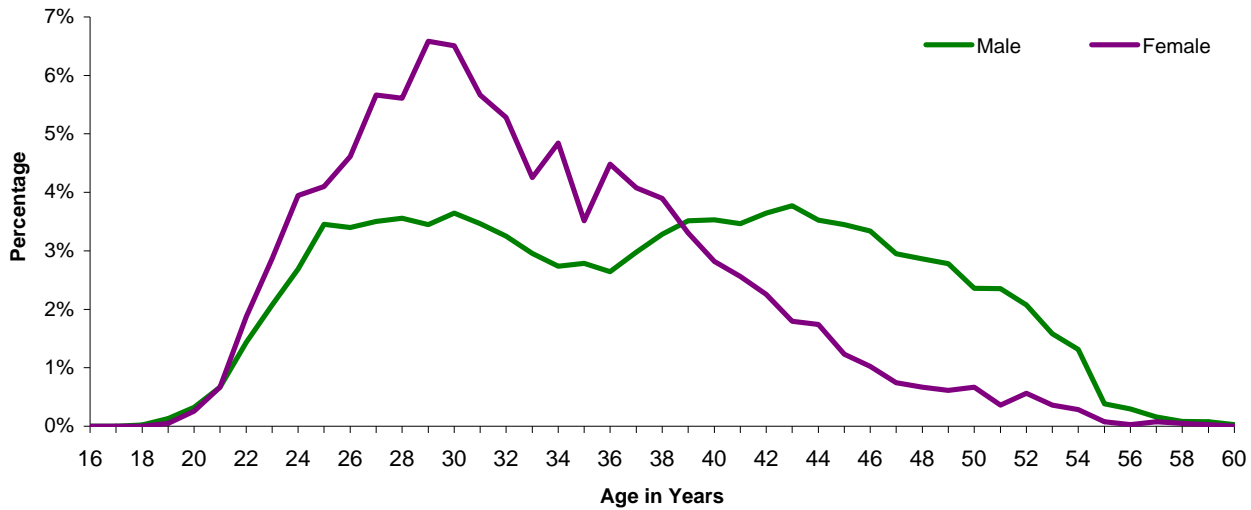
| | Number | | | Percentage in category | | | | Cumulative percent | | |
|--------------------|---------------|----------------|----------------|------------------------|--------------|--------------|--------------------|--------------------|--------------|--------------|
| | Total | Male | Female | Total | Male | Female | | Total | Male | Female |
| | Total | 154 520 | 140 570 | 13 950 | 100% | 100% | | 100% | | |
| Under 18 | 2 530 | 2 360 | 170 | 1.6% | 1.7% | 1.2% | <i>Under 18</i> | 1.6% | 1.7% | 1.2% |
| 18-19 | 8 740 | 7 900 | 840 | 5.7% | 5.6% | 6.1% | <i>19 or under</i> | 7.3% | 7.3% | 7.3% |
| 20-24 | 40 670 | 36 870 | 3 800 | 26.3% | 26.2% | 27.2% | <i>24 or under</i> | 33.6% | 33.5% | 34.5% |
| 25-29 | 36 080 | 32 220 | 3 860 | 23.4% | 22.9% | 27.7% | <i>29 or under</i> | 57.0% | 56.4% | 62.2% |
| 30-34 | 25 280 | 22 680 | 2 600 | 16.4% | 16.1% | 18.6% | <i>34 or under</i> | 73.3% | 72.6% | 80.8% |
| 35-39 | 21 520 | 19 940 | 1 580 | 13.9% | 14.2% | 11.3% | <i>39 or under</i> | 87.2% | 86.8% | 92.1% |
| 40-44 | 13 460 | 12 580 | 880 | 8.7% | 9.0% | 6.3% | <i>44 or under</i> | 96.0% | 95.7% | 98.4% |
| 45-49 | 4 580 | 4 410 | 180 | 3.0% | 3.1% | 1.3% | <i>49 or under</i> | 98.9% | 98.9% | 99.7% |
| 50 and over | 1 650 | 1 610 | 40 | 1.1% | 1.1% | 0.3% | | 100% | 100% | 100% |

Source: DASA (Quad Service)

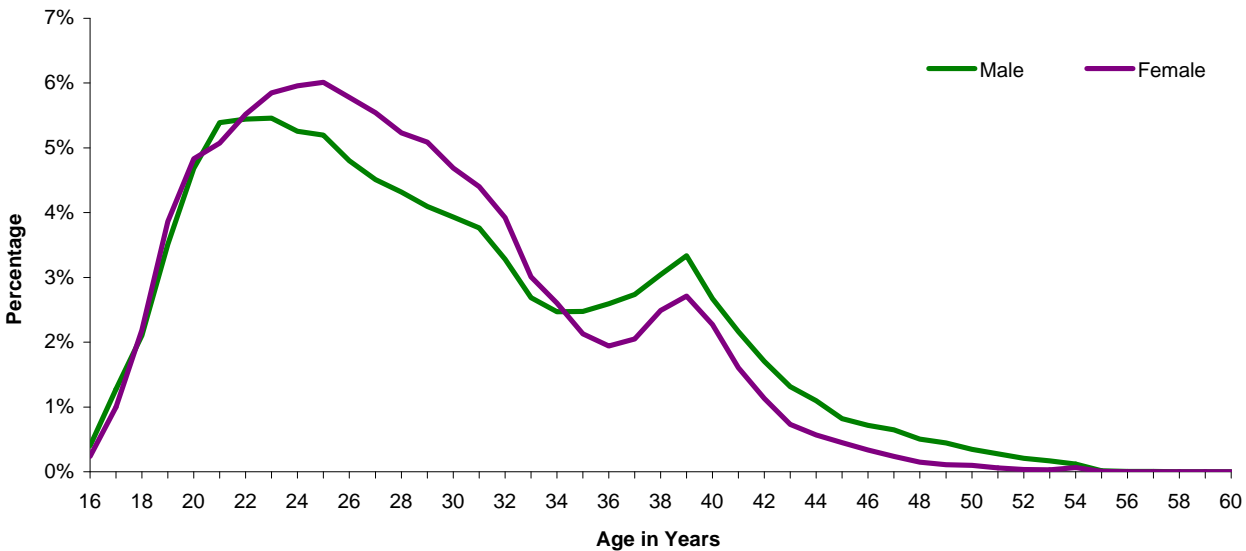
Graph 6: Strength of UK Regular Forces by Age and Rank



Graph 7: Strength of UK Regular Forces Officers by Age and Sex



Graph 8: Strength of UK Regular Forces Other Ranks by Age and Sex



Age distribution of intake and outflow for Officers and Other Ranks

Almost half of personnel joining the UK Regular Forces (intake) are aged under 20. Only 27% of officer intake and 15% of other ranks intake occurs aged 25 and over. Officer intake age profiles are heavily influenced by personnel joining having left higher education, with two thirds of all officer intake occurring between ages 20 and 24. A peak in intake is visible at ages 22/23 (Graph 9). The age distribution of other ranks intake is more consistent across the age range 16-20 before tailing off from age 21 onwards (Graph 10).

Clear peaks and troughs in personnel leaving the Services (outflow) can be observed at certain ages (Graphs 9 and 10). The profile of outflow by age is, to some extent, determined by the nature of contracts under which personnel serve. A number of 'exit points' are available, linked to pension benefits, which differ depending on Service, rank and trade.

For officers, a common exit point for all three Services is at age 38 or after 16 years in Service, whichever is later. This causes both a high level of outflow at around ages 38-40, and low levels of outflow for personnel in their early/mid 30s, as they wait for their exit point. Another peak for officers is at age 55 (normal retirement age), except in the Navy where normal retirement age for certain ranks is age 50.

Within the other ranks, the majority of outflow occurs between the ages of 17 and 29. There is, however, variation in exit points, both within and between the Services. Personnel under 18 can exercise their statutory right to leave, and apart from that, the first point at which personnel can leave voluntarily comes 3 or 4 years into service (each Service has slightly different rules). This, coupled with failure to complete training for any reason, explains why the majority of personnel leaving the Services are aged under 30. Outflow then drops as personnel serve out their careers, with the majority on 22 year contracts, although again there are a number of variations. The spike in outflow at around age 40 comprises those personnel who, having joined at around age 18, have completed their careers.

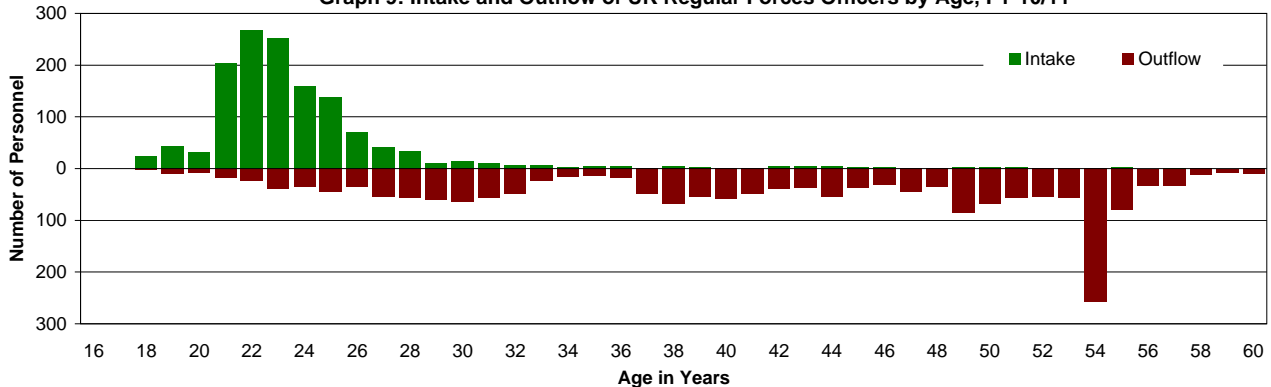
Table 5. UK Regular Forces intake and outflow by age category, Financial Year 2010/11

Number and percentage

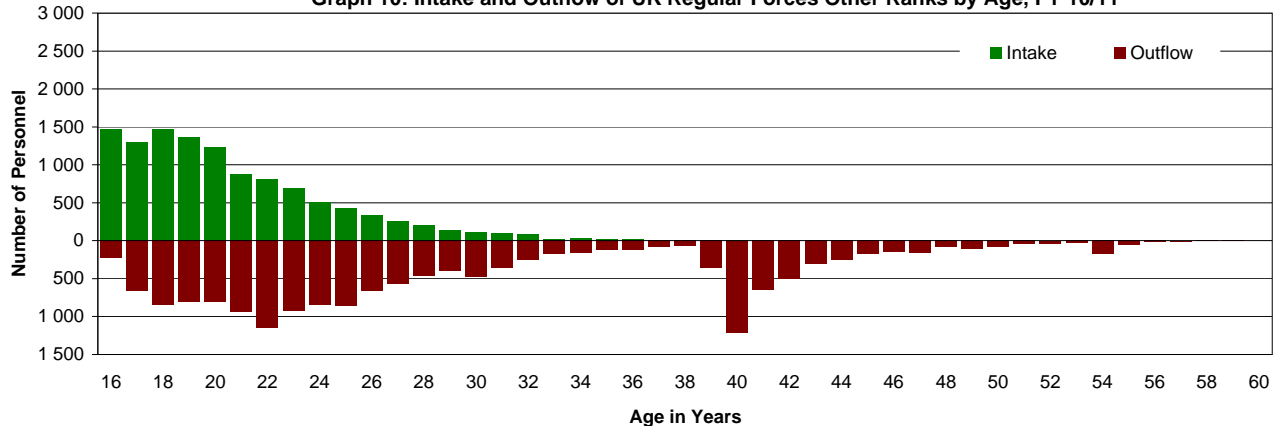
| | Total | | Intake Officers | | Other Ranks | | Total | | Outflow Officers | | Other Ranks | |
|--------------------|---------------|--------------|-----------------|--------------|---------------|--------------|---------------|--------------|------------------|--------------|---------------|--------------|
| | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % |
| Total | 12 800 | 100% | 1 360 | 100% | 11 440 | 100% | 18 150 | 100% | 1 930 | 100% | 16 220 | 100% |
| Under 18 | 2 760 | 21.6% | - | - | 2 760 | 24.1% | 880 | 4.8% | - | - | 880 | 5.4% |
| 18-19 | 2 890 | 22.6% | 70 | 4.9% | 2 830 | 24.7% | 1 650 | 9.1% | 10 | 0.6% | 1 640 | 10.1% |
| 20-24 | 5 010 | 39.2% | 910 | 67.3% | 4 100 | 35.8% | 4 770 | 26.3% | 120 | 6.2% | 4 650 | 28.7% |
| 25-29 | 1 640 | 12.8% | 290 | 21.5% | 1 350 | 11.8% | 3 180 | 17.5% | 250 | 13.0% | 2 930 | 18.1% |
| 30-34 | 360 | 2.8% | 40 | 2.8% | 320 | 2.8% | 1 620 | 8.9% | 210 | 10.7% | 1 410 | 8.7% |
| 35-39 | 70 | 0.6% | 20 | 1.2% | 60 | 0.5% | 930 | 5.1% | 200 | 10.5% | 730 | 4.5% |
| 40-44 | 30 | 0.2% | 10 | 1.0% | 20 | 0.1% | 3 140 | 17.3% | 240 | 12.3% | 2 900 | 17.9% |
| 45-49 | 10 | 0.1% | 10 | 0.7% | - | - | 880 | 4.9% | 230 | 12.1% | 650 | 4.0% |
| 50-54 | 10 | 0.1% | - | - | 10 | 0.1% | 840 | 4.6% | 490 | 25.4% | 350 | 2.2% |
| 55 and over | - | - | - | - | - | - | 260 | 1.4% | 180 | 9.3% | 80 | 0.5% |

Source: DASA (Quad Service)

Graph 9: Intake and Outflow of UK Regular Forces Officers by Age, FY 10/11



Graph 10: Intake and Outflow of UK Regular Forces Other Ranks by Age, FY 10/11



Age distribution of intake and outflow for males and females

The age distribution of personnel joining the Armed Forces (intake) is similar for male and female personnel. The age distribution of personnel leaving the Armed Forces (outflow) is also similar for male and female personnel up to and including the age group 20-24. However, outflow profiles from age 25 to 39 differ, with a higher proportion of females leaving at these ages. A higher proportion of males (29.7% male compared with 12.6% female) outflow aged over 40, which implies that more males than females are completing full careers.

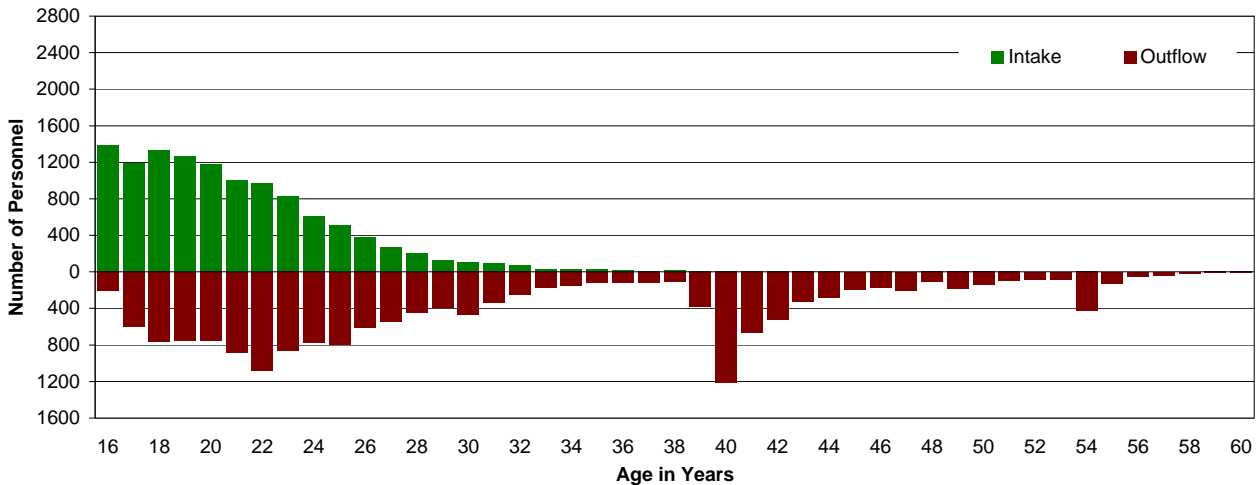
DASA's analysis of maternity leave suggests that approximately 6% of women in the Armed Forces take maternity leave in each year, of which more than 90% return to work afterwards (latest analysis dates from 2008). Therefore a small proportion of outflow occurs following maternity, and this could be a contributing factor towards the different patterns of male and female outflow.

Table 6. UK Regular Forces intake and outflow by age category and sex, Financial Year 2010/11

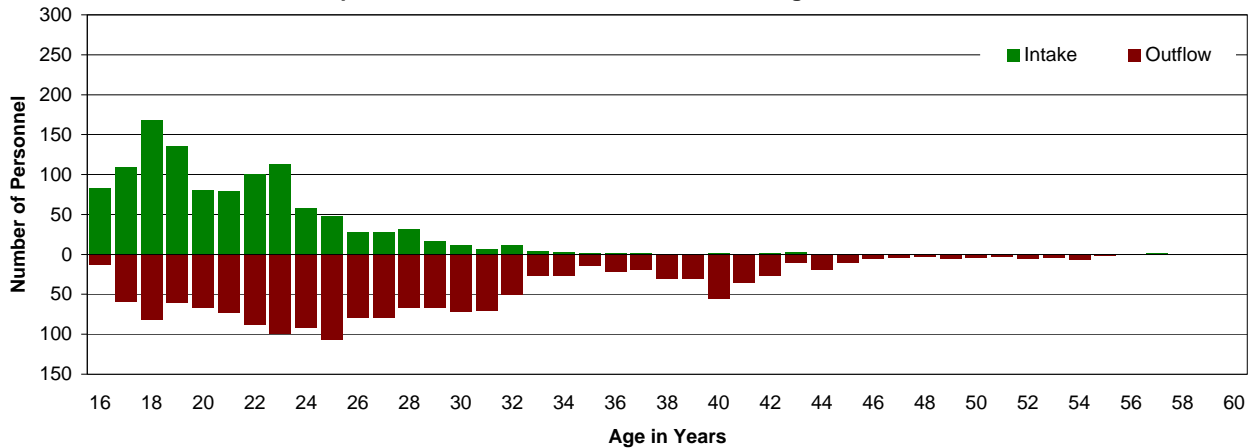
| | Number and percentage | | | | | | | | | | | |
|--------------------|-----------------------|--------------|---------------|--------------|--------------|--------------|---------------|--------------|---------------|--------------|--------------|--------------|
| | Total | | Intake Males | | Females | | Total | | Outflow Males | | Females | |
| | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % |
| Total | 12 800 | 100% | 11 670 | 100% | 1 120 | 100% | 18 150 | 100% | 16 560 | 100% | 1 600 | 100% |
| Under 18 | 2 760 | 21.6% | 2 570 | 22.0% | 190 | 17.1% | 880 | 4.8% | 800 | 4.9% | 70 | 4.5% |
| 18-19 | 2 890 | 22.6% | 2 590 | 22.2% | 300 | 26.9% | 1 650 | 9.1% | 1 510 | 9.1% | 140 | 9.0% |
| 20-24 | 5 010 | 39.2% | 4 580 | 39.2% | 430 | 38.3% | 4 770 | 26.3% | 4 350 | 26.3% | 420 | 26.2% |
| 25-29 | 1 640 | 12.8% | 1 490 | 12.8% | 150 | 13.3% | 3 180 | 17.5% | 2 780 | 16.8% | 400 | 25.0% |
| 30-34 | 360 | 2.8% | 320 | 2.8% | 40 | 3.3% | 1 620 | 8.9% | 1 380 | 8.3% | 250 | 15.4% |
| 35-39 | 70 | 0.6% | 70 | 0.6% | - | - | 930 | 5.1% | 820 | 4.9% | 120 | 7.3% |
| 40-44 | 30 | 0.2% | 20 | 0.2% | 10 | 0.5% | 3 140 | 17.3% | 2 990 | 18.1% | 150 | 9.2% |
| 45-49 | 10 | 0.1% | 10 | 0.1% | - | - | 880 | 4.9% | 850 | 5.2% | 30 | 1.8% |
| 50-54 | 10 | 0.1% | 10 | 0.1% | - | - | 840 | 4.6% | 820 | 5.0% | 20 | 1.4% |
| 55 and over | - | - | - | - | - | - | 260 | 1.4% | 250 | 1.5% | - | - |

Source: DASA (Quad Service)

Graph 11: Intake and Outflow of Male UK Regular Forces, FY 10/11



Graph 12: Intake and Outflow of Female UK Regular Forces, FY 10/11



Age distribution of intake for Officers and Other Ranks, by Service

Each service has a broadly similar pattern of intake, in that for officers, the majority of intake is aged 23 or under, and for other ranks, around two-thirds of intake is of personnel aged 21 or under.

However, below this threshold, there are proportionally more Army personnel joining the other ranks at a younger age than there are in the Naval Service and RAF. For example, 30% of Army other ranks join aged 17 or under (compared with 12% and 8% for the Naval Service and RAF respectively). The opposite is true for officers, where the Army intake is older than that of the other two Services. The Naval Service has the youngest officer intake, with a third of personnel joining between the ages of 18 and 21.

Table 7. UK Regular Forces intake by Service and age, Financial Year 2010/11

| | Officers | | | | Other Ranks | | | | Number |
|--------------------|--------------|---------------|------------|-----------------|---------------|---------------|--------------|-----------------|--------|
| | All Services | Naval Service | Army | Royal Air Force | All Services | Naval Service | Army | Royal Air Force | |
| Total | 1 360 | 300 | 780 | 280 | 11 440 | 2 250 | 8 040 | 1 150 | |
| 16 | - | - | - | - | 1 460 | 60 | 1 400 | 10 | |
| 17 | - | - | - | - | 1 300 | 220 | 1 000 | 80 | |
| 18 | 20 | 20 | - | - | 1 470 | 310 | 1 000 | 160 | |
| 19 | 40 | 20 | 20 | 10 | 1 360 | 320 | 870 | 160 | |
| 20 | 30 | 10 | 10 | 10 | 1 220 | 280 | 780 | 160 | |
| 21 | 200 | 50 | 100 | 50 | 880 | 220 | 550 | 110 | |
| 22 | 270 | 50 | 160 | 60 | 800 | 170 | 520 | 110 | |
| 23 | 250 | 50 | 160 | 40 | 690 | 160 | 420 | 110 | |
| 24 | 160 | 30 | 110 | 20 | 500 | 120 | 320 | 70 | |
| 25 and over | 380 | 60 | 220 | 90 | 1 760 | 400 | 1 170 | 180 | |

Percentage of intake in each age category

| | | | | | | | | |
|-------------|--------------|-------|-------|-------|--------------|-------|-------|-------|
| 16 | - | - | - | - | 12.8% | 2.4% | 17.4% | 1.1% |
| 17 or under | - | - | - | - | 24.1% | 12.3% | 29.8% | 7.7% |
| 18 or under | 1.8% | 6.4% | - | - | 37.0% | 26.1% | 42.2% | 21.5% |
| 19 or under | 4.9% | 12.0% | 2.2% | 5.1% | 48.8% | 40.3% | 53.1% | 35.8% |
| 20 or under | 7.3% | 16.1% | 3.2% | 9.4% | 59.5% | 52.9% | 62.8% | 49.6% |
| 21 or under | 22.3% | 33.8% | 16.5% | 26.4% | 67.2% | 62.6% | 69.7% | 59.0% |
| 22 or under | 42.0% | 51.2% | 36.6% | 47.5% | 74.2% | 70.1% | 76.2% | 68.5% |
| 23 or under | 60.5% | 67.9% | 57.1% | 62.3% | 80.2% | 77.2% | 81.4% | 78.1% |
| 24 or under | 72.3% | 78.9% | 71.2% | 68.1% | 84.6% | 82.3% | 85.4% | 83.9% |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

Source: DASA (Quad Service)

Age distribution of outflow for Officers and Other Ranks, by Service

Within officer outflow, Naval Service and Army personnel leave at a younger age than RAF officers. For example 20% of Naval Service officer outflow and 24% of Army officer outflow occurred aged under 30 years compared with just 10% of RAF officer outflow.

Other ranks outflow by age differs across the three Services. Army personnel leave at a younger age than Naval Service personnel, who in turn leave at a younger age than the RAF. For example almost three quarters of Army other ranks outflow occurs aged under 30 years compared with two thirds of Naval Service other ranks outflow and half of RAF other ranks outflow.

The differences in outflow by Service can be partly explained by differences in contract lengths. For example Naval Service officers, depending on their specialism and commission type, can leave 6, 8, 12 or 16 years into their careers, or else serve to the retirement age of 50 or over, dependent on rank, and this could explain why their distribution of outflow is fairly even. The majority of Army and RAF officers, by contrast, serve on longer contracts. The RAF has clear outflow peaks at 38, 44 and 55 reflecting their different retirement options, whereas the Army's main peak in outflow is at 55 - normal retirement age. Each peak in outflow is preceded by a dip, especially in the mid-30s range, as officers serve until reaching their pension point. Further differences between the Services can be explained by the different ages at which personnel join (table 7).

Table 8. UK Regular Forces outflow by Service and age, Financial Year 2010/11

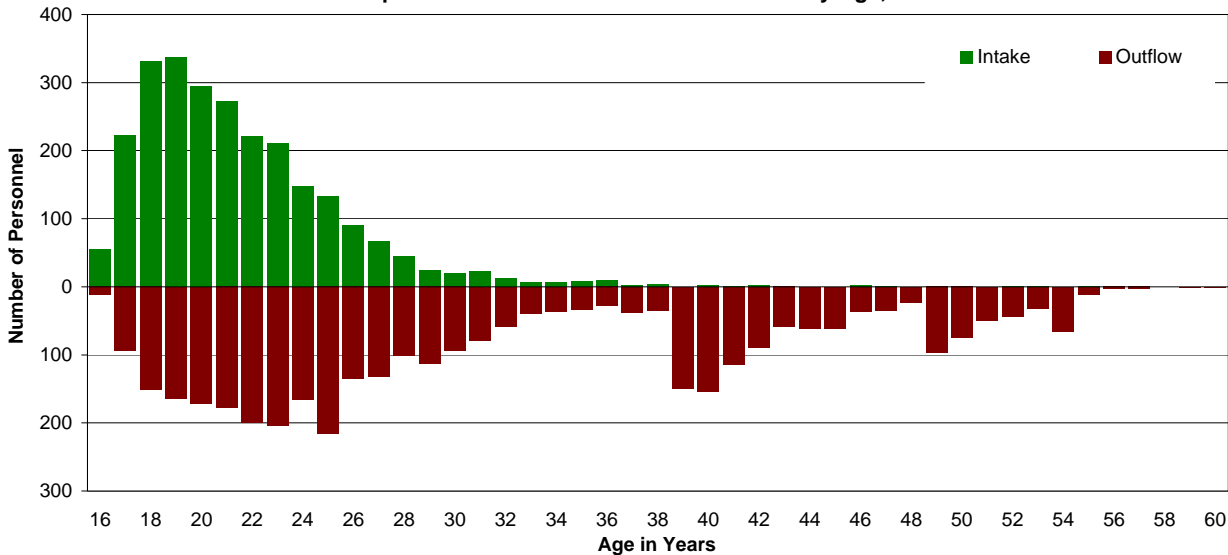
| | Officers | | | | Other Ranks | | | | Number |
|--------------------|--------------|---------------|------------|------------|---------------|---------------|---------------|--------------|--------|
| | All Services | Naval Service | Army | Royal Air | All Services | Naval Service | Army | Royal Air | |
| | | | | Force | | | | Force | |
| Total | 1 930 | 460 | 990 | 490 | 16 220 | 3 180 | 10 510 | 2 540 | |
| Under 18 | - | - | - | - | 880 | 110 | 750 | 20 | |
| 18-19 | 10 | 10 | - | - | 1 640 | 310 | 1 200 | 130 | |
| 20-24 | 120 | 30 | 70 | 20 | 4 650 | 890 | 3 400 | 360 | |
| 25-29 | 250 | 60 | 170 | 20 | 2 930 | 640 | 1 870 | 420 | |
| 30-34 | 210 | 40 | 130 | 30 | 1 410 | 260 | 900 | 250 | |
| 35-39 | 200 | 40 | 90 | 70 | 730 | 240 | 260 | 230 | |
| 40-44 | 240 | 50 | 110 | 90 | 2 900 | 430 | 1 890 | 580 | |
| 45-49 | 230 | 70 | 110 | 50 | 650 | 180 | 180 | 290 | |
| 50-54 | 490 | 150 | 240 | 110 | 350 | 120 | 50 | 190 | |
| 55 and over | 180 | 20 | 70 | 90 | 80 | - | - | 70 | |

Percentage of outflow in each age category

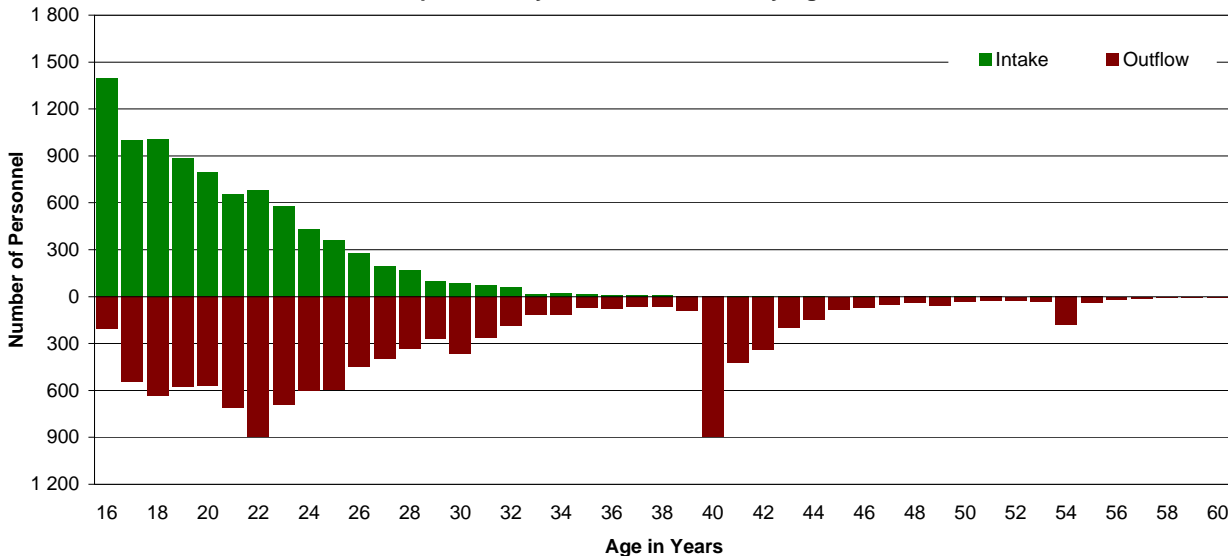
| | | | | | | | | |
|--------------------|--------------|-------|-------|-------|--------------|-------|-------|-------|
| <i>Under 18</i> | - | - | - | - | 5.4% | 3.3% | 7.1% | 0.8% |
| <i>19 or under</i> | 0.6% | 1.3% | - | - | 15.5% | 13.1% | 18.6% | 5.9% |
| <i>24 or under</i> | 6.8% | 7.9% | 7.2% | 4.9% | 44.2% | 41.0% | 51.0% | 20.2% |
| <i>29 or under</i> | 19.8% | 20.4% | 24.2% | 10.0% | 62.3% | 61.2% | 68.7% | 36.7% |
| <i>34 or under</i> | 30.5% | 29.7% | 37.6% | 16.8% | 71.0% | 69.4% | 77.3% | 46.7% |
| <i>39 or under</i> | 40.9% | 38.2% | 46.9% | 31.4% | 75.5% | 77.1% | 79.8% | 55.7% |
| <i>44 or under</i> | 53.2% | 48.4% | 57.6% | 49.0% | 93.4% | 90.6% | 97.7% | 78.7% |
| <i>49 or under</i> | 65.3% | 64.4% | 68.4% | 59.8% | 97.4% | 96.2% | 99.5% | 90.0% |
| <i>54 or under</i> | 90.7% | 96.5% | 92.5% | 81.6% | 99.5% | 99.9% | 100% | 97.3% |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

Source: DASA (Quad Service)

Graph 13: Naval Service Intake and Outflow by Age, FY 10/11



Graph 14: Army Intake and Outflow by Age, FY 10/11



Graph 15: Royal Air Force Intake and Outflow by Age, FY 10/11

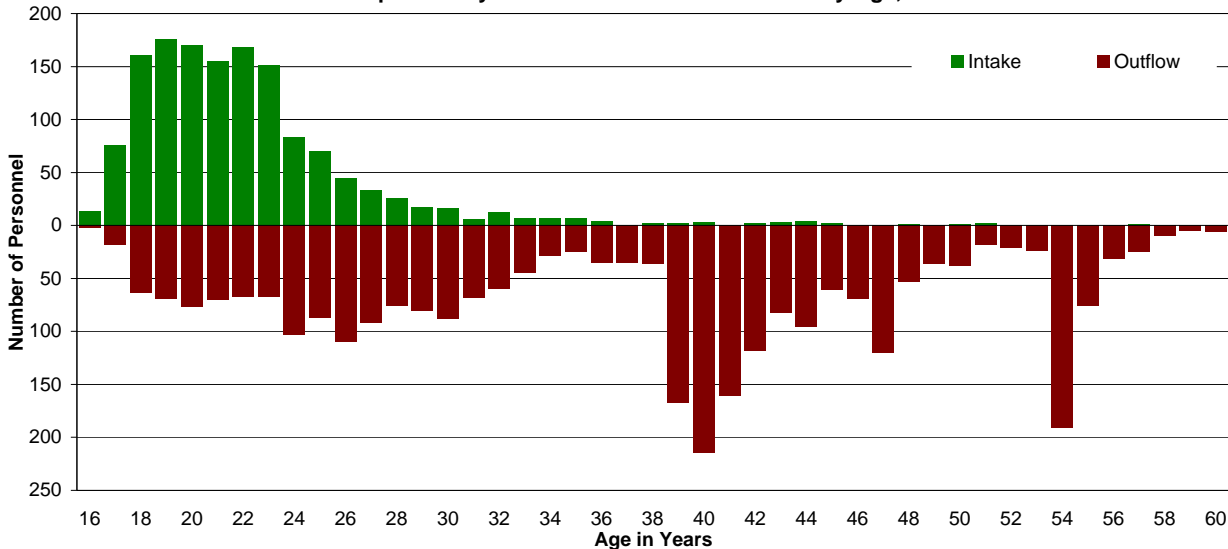


Table 9. NATO Rank Codes and UK Service Ranks

| NATO Code | Royal Navy | Royal Marines | Army | Royal Air Force |
|--------------------|-------------------------|---------------------------|---------------------------|--|
| Officers | | | | |
| OF-10 | Admiral of the Fleet | - | Field Marshal | Marshal of the RAF |
| OF-9 | Admiral | General | General | Air Chief Marshal |
| OF-8 | Vice Admiral | Lieutenant General | Lieutenant General | Air Marshal |
| OF-7 | Rear Admiral | Major General | Major General | Air Vice-Marshal |
| OF-6 | Commodore | Brigadier | Brigadier | Air Commodore |
| OF-5 | Captain | Colonel | Colonel | Group Captain |
| OF-4 | Commander | Lieutenant Colonel | Lieutenant Colonel | Wing Commander |
| OF-3 | Lieutenant Commander | Major | Major | Squadron Leader |
| OF-2 | Lieutenant | Captain | Captain | Flight Lieutenant |
| OF-1 | Sub-Lieutenant | Lieutenant/2nd Lieutenant | Lieutenant/2nd Lieutenant | Flying Officer/Pilot Officer |
| OF(D) | Midshipman | - | Officer Designate | Officer Designate |
| Other Ranks | | | | |
| OR-9 | Warrant Officer Class 1 | Warrant Officer Class 1 | Warrant Officer Class 1 | Warrant Officer |
| OR-8 | Warrant Officer Class 2 | Warrant Officer Class 2 | Warrant Officer Class 2 | - |
| OR-7 | Chief Petty Officer | Colour Sergeant | Staff Sergeant | Flight Sergeant/ Chief Technician |
| OR-6 | Petty Officer | Sergeant | Sergeant | Sergeant |
| OR-4 | Leading Rate | Corporal | Corporal | Corporal |
| OR-3 | - | Lance Corporal | Lance Corporal | Lance Corporal |
| OR-2 | Able Rating | Marine | Private (Classes 1 to 3) | Junior Technician/ Leading Aircraftman/ Senior Aircraftman |
| OR-1 | - | - | Private (Class 4)/Junior | Aircraftman |

Glossary

Ethnic Origin is the ethnic grouping to which a person has indicated that they belong. The classifications used were revised for the 2001 Census of Population when a classification of nationality was also collected. These revised definitions were also used to re-survey members of the Armed Forces and the Civil Service in 2001-02.

Intake to UK Regular Forces comprises new entrants, re-entrants, direct trained entrants (including professionally qualified officers) and intake from the reserves. It excludes all movements within the Regular Forces; including flows from the untrained to trained strength, transfers between Services and flows from ranks to officer due to commissioning.

Joint Personnel Administration JPA is the system used by the Armed Forces to deal with matters of pay, leave and other personal administrative tasks. JPA replaced a number of single-service IT systems and was implemented in April 2006 for RAF, November 2006 for Naval Service and April 2007 for Army.

Naval Service comprises the Royal Navy (including the Queen Alexandra's Royal Naval Nursing Service) and the Royal Marines combined.

Officer An officer is a member of the Armed Forces holding the Queen's Commission. This includes ranks from Sub-Lt/2nd Lt/Pilot Officer up to Admiral of the Fleet/Field Marshal/Marshal of the Royal Air Force, but excludes Non-Commissioned Officers.

Other Ranks 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".

Outflow from UK Regular Forces includes personnel leaving the Services, deaths, recalled reservists on release and outflow to the Home Service battalions of the Royal Irish Regiment (which disbanded on 31 March 2008). They do not include promotion from ranks to officers or flows between Services. Outflow does not include any flow to Long Term Absentee.

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.

Untrained strength comprises military personnel who have yet to complete Phase 2 training.