



Ministry of Defence



UK Armed Forces Monthly Personnel Report

1 December 2013

Statistical release

Published 16 January 2014

Issued by:

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This is a monthly publication providing information on the number of personnel in (defined as the **strength**), joining (**intake**) and leaving (**outflow**) the UK Regular and Non-Regular Forces (see Glossary) broken down by training status. It complements the UK Armed Forces Quarterly Personnel Report by providing higher-level figures on strength, intake and outflow for the UK Regular Armed Forces.

The tables provide information about the patterns of change in the composition of the UK's Armed Forces for the four most recent months. The three most recent financial years are also presented to provide context.

The graphs that accompany tables extend the time-series to provide a monthly picture of the longer term patterns.

The trends in this report are in relation to the reduction of the Armed Forces reaching their targets (142,500 Service personnel; see page 4 for more details) set out in the **Strategic Defence and Security Review (SDSR)** and the **3 Month Exercise (3ME)**. The SDSR and 3ME set out specific changes to and decisions made on the Armed Forces.

Armed Forces Personnel Key Points and Trends

- The full time trained strength of the UK Armed Forces was **155,840** at 1 December 2013. This was a small decrease against 1 November 2013 (see **Table 1**, **Table 2** and **Graphs 1.1 - 1.3**).
- **12,690** people have joined the UK Regular Forces in the past year (see **Table 3**). This is a reduction compared to both FY 11/12 and FY 12/13. More information of on why intake to the Armed Forces may have fallen can be found on page 9.
- Outflow from the UK Regular Forces was **22,530** in the 12 months to 30 November 2013 (see **Table 3**).
- In the 12 months to 30 November 2013; **3,330** personnel had left the UK Regular Armed Forces under the Armed Forces Redundancy Programme (see **Table 3**).

Data Sources:

Armed Forces statistics prior to March 2006 are compiled from pay records (Naval Service) or personnel records (Army and RAF) held by the Service Personnel and Veterans Agency (SPVA, formerly the Armed Forces Personnel Administration Agency). In March 2006 the transfer of all Regular Service personnel records to the Joint Personnel Administration (JPA) system began. Statistics are compiled from JPA for the RAF from April 2006, for the Naval Service from November 2006 and for the Army from April 2007.

Data Quality:

The United Kingdom Statistics Authority has designated these statistics as National Statistics, in accordance with the Statistics and Registration Service Act 2007 and signifying compliance with the Code of Practice for Official Statistics.

Designation can be broadly interpreted to mean that the statistics:

- meet identified user needs;
- are well explained and readily accessible;
- are produced according to sound methods; and
- are managed impartially and objectively in the public interest.

Once statistics have been designated as National Statistics it is a statutory requirement that the Code of Practice shall continue to be observed.

Data from the Joint Personnel Administration system for May 2009 to October 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. The scale of changes of the revised figures is very small with the majority of revisions changing by 10 or fewer.

We are currently looking to engage with external users who wish to be involved with any changes in this publication if you are interested please contact: DefStrat-Stat-Tri-Enquiries@mod.uk

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

Symbols and Conventions

Symbols

	discontinuity in time series
*	not applicable
..	not available
p	provisional
r	revised
rp	revised but still provisional
e	estimate
-	zero or rounded to zero

Rounding

Where rounding has been used, totals and sub-totals have been rounded separately and so totals 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.

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Strengths and Requirements

Table 1 shows, by Service, the strength, requirements and surplus/deficit for trained Service personnel, based on Defence Planning Round liabilities set for each of the three Services. See Graphs 1.1 -1.3 (page 6) for time series broken down by individual Service and Table 2 (pages 7 and 8) for details of trained and untrained personnel.

The **requirement** for the UK Armed Forces is the number of Service personnel needed for each of the three Services to achieve success in its agreed tasks, based on totals, that are adjusted through the Departmental Planning process and endorsed by the Defence Board.

The **trained strength of the UK Armed Forces** comprises all personnel (or strength) in the UK Armed Forces who have completed Phase 1 and 2 training (see Glossary for more details concerning training)

The **surplus/deficit** for full time trained Service personnel is calculated as the difference between the requirement and full-time trained strength of the UK Armed Forces.

- The full time trained strength of the UK Armed Forces was **155,840** at 1 December 2013, down from **156,120** at 1 November 2013 and down from **160,710** at 1 April 2013, this trend is likely to continue due to the SDSR's decision to reduce the size of the Regular Armed Forces by around 17,000 posts (around 5,000 each from the RN and RAF and approximately 7,000 from the Army). A further reduction of 12,000 to the Army was subsequently announced as a result of the 3ME, bringing the total reduction of 19,000 to the Army.
- The requirement for full time trained UK Armed Forces was **160,060** at 1 December 2013, down from **160,390** at 1 November 2013 and down from **162,700** at 1 April 2013. This is likely to continue to decrease as the Services move towards the targets identified in the SDSR and 3ME exercises (Naval Service 29,000 Army, 82,000 and RAF, 31,500) in 2020.
- The deficit for the UK Armed Forces trained strength was 4,220 (2.6 per cent of the requirement) at 1 December 2013, compared to a deficit of 1,980 (1.2 per cent of the requirement for trained UK Armed Forces) at 1 April 2013 and a deficit of 4,830 (2.8 per cent of the requirement for trained UK Armed Forces) at 1 April 2012.
- Graphs 1.1-1.3 show deficit against requirement since April 2007. The Army were in surplus from April to October 2010. Currently the Naval Service has been in surplus since January 2013 this followed reductions in the requirement.

Table 1 - Full time trained strengths and requirements of UK Armed Forces¹

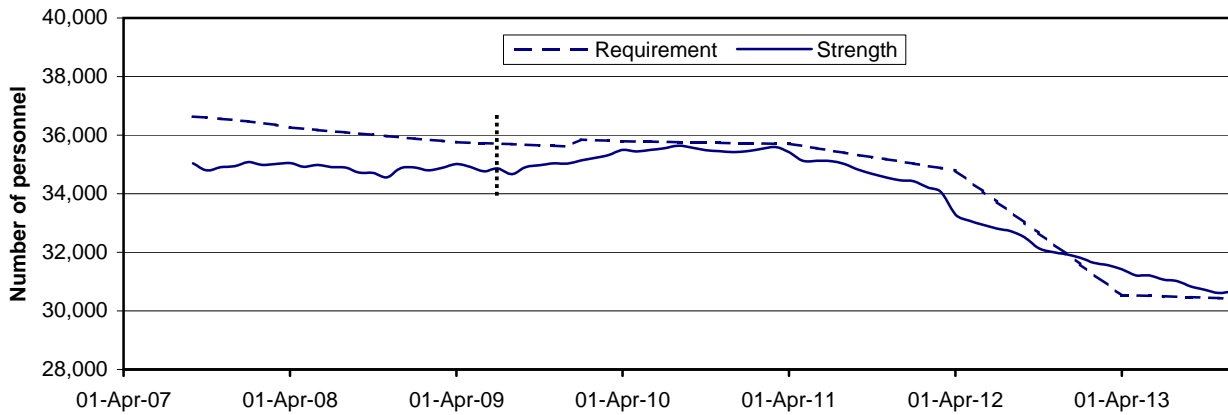
	2011 1 Apr	2012 1 Apr	2013 1 Apr	2013 1 Sep	2013 1 Oct	2013 1 Nov	2013 1 Dec
All Services							
Requirement ²	179 250	174 840	162 700	161 060	160 730	160 390	160 060
Trained Strength ³	176 860	170 010	160 710	157 280	156 690	156 120	155 840
Surplus/Deficit	-2 390	-4 830	-1 980	-3 780	-4 030	-4 280	-4 220
Naval Service							
Requirement ²	35 700	34 800	30 530	30 470	30 460	30 440	30 420
Trained Strength	35 420	33 290	31 420	30 830	30 720	30 610	30 670
Surplus/Deficit	- 280	-1 510	890	360	270	180	250
Army							
Requirement ²	102 210	101 210	96 790	95 660	95 440	95 210	94 980
Trained Strength ³	101 340	98 600	93 940	92 190	91 850	91 510	91 340
Surplus/Deficit	- 870	-2 610	-2 850	-3 470	-3 590	-3 700	-3 650
Royal Air Force							
Requirement ²	41 340	38 830	35 380	34 930	34 840	34 750	34 660
Trained Strength	40 090	38 120	35 350	34 270	34 130	33 990	33 840
Surplus/Deficit	-1 250	- 700	- 30	- 660	- 710	- 750	- 820

Source: Defence Statistics (Tri-Service)

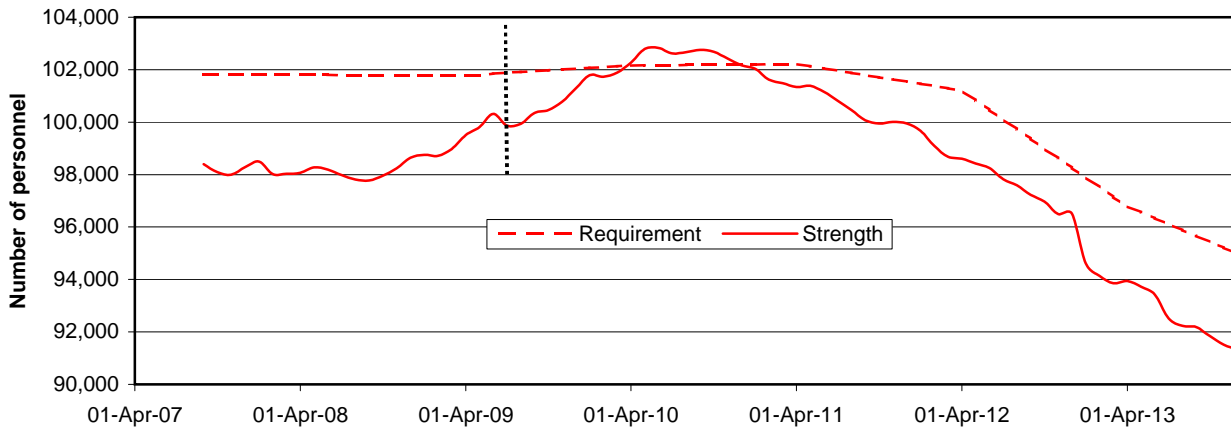
1. Full time trained strength and trained requirement comprises trained UK Regular Forces, trained Gurkhas and elements of the Full Time Reserve Service (FTRS) that may be deployed overseas, including Full Commitment (FC), Limited Commitment (LC), Home Commitment (HC) personnel. See Glossary for more details.
2. Requirements are based on Defence Planning Round requirements set for each of the three Services. Naval Service requirements from 1 May 2012 to 1 July 2012 are interpolated on a monthly basis between April 12 levels set in Defence Planning Round 11, and April 13 levels set in Defence Planning Round 12. From 1 August 2012 the Naval Service requirement has been updated to reflect Planning Liability 1 of 12 scaled to Defence Planning Round 12. Army and RAF requirements are interpolated on a monthly basis between April 12 levels set in Defence Planning Round 11, and April 13 levels set in Defence Planning Round 12.
3. From 1 September 2011, the Army has changed its definition of 'trained Officer' to exclude those who have not yet passed Phase 2 training. This change brings it into line with the other Services.

Trained strength and requirement of UK Armed Forces

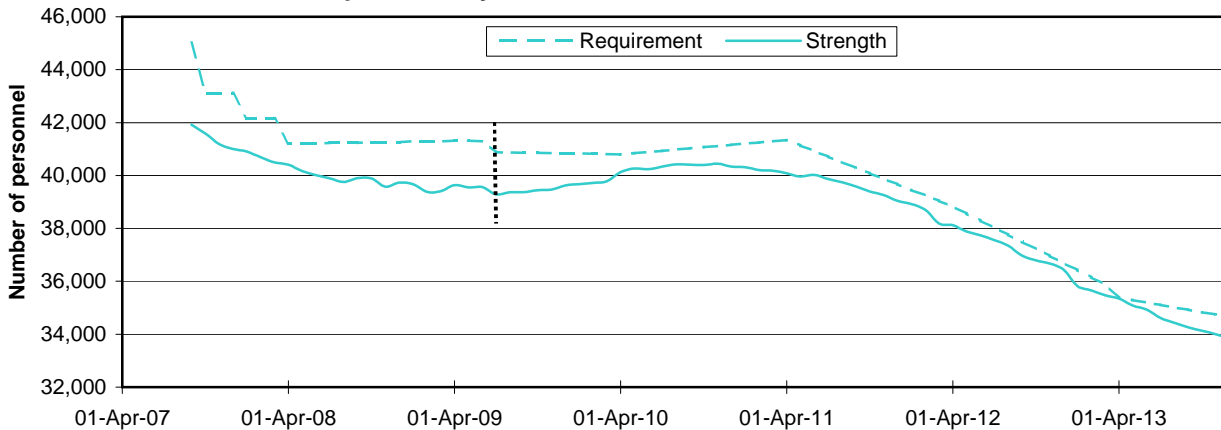
Graph 1.1 - Naval Service Officers and Other Ranks



Graph 1.2 - Army Officers and Other Ranks



Graph 1.3 - Royal Air Force Officers and Other Ranks



Prior to 1 July 2009 strength and requirement figures include some FTRS personnel that were not deployable overseas, and therefore would not count towards the requirement. This is shown in the graphs as a dotted line representing a break in series. See Glossary for more details. Tables showing data on the trained strength and requirement from 1 April 2006 to 1 April 2009 are shown in TSP 3 which can be found at www.dasa.mod.uk.

For graphs showing the three Services full time trained strength and requirement split by Officer/Rank, see Graphs 5.1-5.9 in the UK Armed Forces Quarterly Personnel Report which can be found at www.dasa.mod.uk.

Trained and Untrained

Table 2 shows, by Service, **trained and untrained (see Glossary)** strengths of **UK Regular** and **full time UK Non-Regular** Armed Forces. The majority of Full Time Reserve Service (FTRS) personnel serve in support roles which are vital to Defence but do not form part of the UK Regulars (more information on what defines these can be found in the footnotes below the table). Table 1 (pages 4 and 5) provides more detail on requirements.

- As at 1 December 2013 the UK Armed Forces comprised **171,030** personnel of which **155,840** were **trained** and counted against the requirement. The Army has the largest number of trained UK Regular Forces personnel (88,250) followed by the RAF (33,830) and the Naval Service (30,500). There were **12,290 untrained** personnel in the UK Regular Forces with **7,540** of them being in the Army.
- The total trained and untrained strength of the UK Armed Forces was **171,030** at 1 December 2013, down from 176,660 at 1 April 2013 and down from 185,690 at 1 April 2012, this is likely to continue decreasing whilst the Services strive to reach their targets as set out in the SDSR and 3ME (see page 4 for more information).

Table 2 - Strength of UK Armed Forces¹ - full time trained and untrained personnel

	2011 1 Apr	2012 1 Apr	2013 1 Apr	2013 1 Sep	2013 1 Oct	2013 1 Nov	2013 1 Dec
UK Armed Forces¹	192 330	185 690	176 660	172 010	172 530	171 720	171 030
Trained and serving against requirement	176 860	170 010	160 710	157 280	156 690	156 120	155 840
FTRS serving against additional requirement	1 530	1 810	2 180	2 560	2 630	2 700	2 760
Untrained	13 950	13 870	13 760	12 170	13 210	12 900	12 430
UK Regular Forces²	186 360	179 800	170 710	166 010	166 460	165 580	164 860
Trained	172 600	166 110	157 150	154 020	153 440	152 820	152 580
Untrained	13 770	13 700	13 560	11 980	13 020	12 760	12 290
Naval Service	37 660	35 540	33 960	33 370	33 520	33 450	33 410
Trained	35 250	33 190	31 280	30 670	30 550	30 440	30 500
Untrained	2 410	2 360	2 680	2 700	2 970	3 010	2 910
Army	106 240	104 250	99 730	96 620	97 030	96 290	95 800
Trained ³	97 280	94 800	90 530	89 100	88 770	88 400	88 250
Untrained ³	8 960	9 450	9 200	7 520	8 260	7 880	7 540
Royal Air Force	42 460	40 000	37 030	36 020	35 920	35 850	35 660
Trained	40 070	38 120	35 340	34 260	34 120	33 980	33 830
Untrained	2 400	1 880	1 680	1 760	1 800	1 860	1 830
Full Time UK Non-Regular Forces⁴	5 970	5 890	5 950	6 000	6 070	6 140	6 170
Trained	5 790	5 710	5 750	5 820	5 880	6 000	6 020
Gurkhas	3 740	3 650	3 310	2 990	2 980	3 010	2 990
FTRS serving against the requirement	520	260	250	270	280	290	270
FTRS serving against additional requirement	1 530	1 810	2 180	2 560	2 630	2 700	2 760
Untrained	180	180	200	190	180	140	140
Gurkhas	180	180	200	190	180	140	140
FTRS ⁵	*	*	*	*	*	*	*

Source: Defence Statistics (Tri-Service)

1. UK Armed Forces comprises all UK Regular Forces and full time UK Non-Regular Forces but excludes mobilised reservists.
2. UK Regular Forces comprises trained and untrained personnel. It does not include Gurkhas, Full Time Reserve Service (FTRS) personnel and mobilised reservists.
3. From 1 September 2011, the Army has changed its definition of 'trained Officer' to exclude those who have not yet passed Phase 2 training. This change brings it into line with the other Services.
4. Full time UK Non-Regular Forces comprises Gurkhas and Full Time Reserve Service Personnel (FTRS). Mobilised reservists are not classed as full time UK Non-Regular Forces.
5. For a reservist to serve full time they are required to be trained.

For more information on the total strength of the UK Armed Forces, broken down by trained and untrained, and Regular and Non-Regular components see tables 5a, 5b and 5c of the UK Armed Forces Quarterly Personnel Report which can be found at www.dasa.mod.uk.

Intake to and Outflow from UK Regular Forces

Table 3 shows the intake to and outflow from UK Regular Forces by Service, including trained and untrained personnel.

Intake comprises trained and untrained personnel who are new-entrants, intake from reserves, personnel who re-enter the Services and trained direct entrants. Intake **excludes** movements between Services, promotions from Other Ranks to Officers and flows from untrained to trained. For more details regarding intake see the footnotes below the table and the Glossary.

Outflow includes both trained and untrained personnel who leave the Service (including personnel that reach the end of an agreed contracted period, those who successfully apply to leave the Services before the end of their contract (Voluntary Outflow) and those that are made redundant), die in Service and recalled reservists on release. Outflow figures **do not** include promotion from Ranks to Officers or any flows between the different Services. More detail on outflow can be found in both the footnotes below the table and the Glossary.

For additional details showing Intake and Outflow in a time series for individual Services please see Graphs 3.1 - 3.3 (page 11) for more information on numbers of personnel who voluntarily exit the Armed Forces before the end of their agreed contracted period see Table 4 (pages 12 and 13) and Graphs 4.1-4.3 (page 14).

- The **intake** into the UK Regular Forces was **12,690** in the 12 months to 30 November 2013, down from **14,370** in the 12 months to 31 March 2013 and down from **14,800** in the 12 months to 31 March 2012. In order to meet the targets as set out in SDSR and 3ME, recruiting (intake) has been reduced and fewer extensions of Service (longer contracts) have been offered. The Armed Forces cannot bring people in from the outside into these roles without the necessary military experience. Because of this, the Armed Forces needs to replace those who are promoted every year with new talent. Even though the Armed Forces are reducing in size and have surpluses in some ranks, the Armed Forces needs to continue to recruit into junior ranks every year in addition to making other Service personnel redundant.
- The **outflow** from the UK Regular Forces was **22,530** in the 12 months to 30 November 2013; down from **23,520** in the 12 months to 31 March 2013 and up from **21,370** in the 12 months to 31 March 2012. The increase in outflow in FY12/13 and in the first few months in this FY was due to personnel leaving on redundancy and an increase in Voluntary Outflow.
- In the 12 months to 30 November 2013, **3,330** personnel had left the UK Regular Forces under the Armed Forces Redundancy Programme. This redundancy programme is needed to ensure that the Armed Forces continue to have the right balance of skills for the future, maintained across the rank structures.
- Excluding all flow to and from Long Term Absentee (LTA) – in the 12 months ending 30 November 2013, **9,840** more people left the UK Regular Forces than joined. Compared with the 12 months ending 31 March 2013, **9,150** more people left the UK Regular Forces than joined and compared with the 12 months ending 31 March 2012, **6,570** more people left the UK Regular Forces than joined.
- Graphs 3.1 to 3.3 show intake and outflow for each of the Services between 1 April 2008 and 1 November 2013. Since October 2010 and the announcement of the Armed Forces targets in SDSR and 3ME, intake has generally decreased in all Services whilst outflow has varied depending on Service. Naval Service outflow has remained fairly constant since 2007 whilst RAF outflow has dropped slightly before beginning to increase; Army outflow has fluctuated the most over time.

Table 3 - Intake¹ to and Outflow² from UK Regular Forces³ trained and untrained, by Service

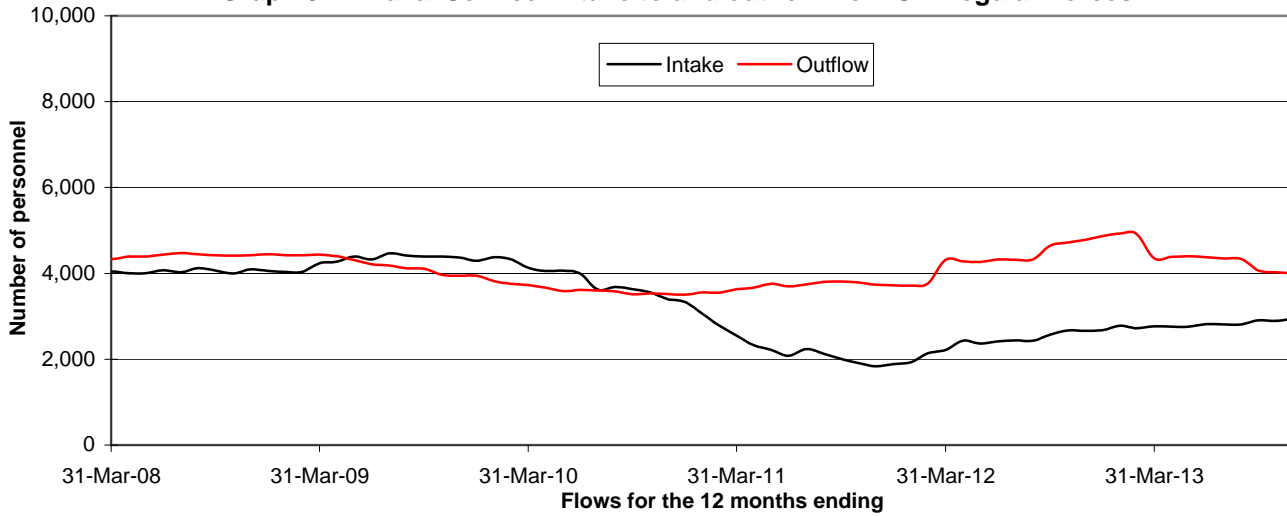
	Financial Year			12 months ending:				Financial Year to 2013 30 Nov
	2010/11	2011/12	2012/13	2013 31 Aug	2013 30 Sep	2013 31 Oct	2013 30 Nov	
All Services								
Strength at start of period	191 710	186 360	179 800	175 730	175 940	175 540	174 710	170 710
Intake (+)	12 730	14 800	14 370	13 680	13 390	12 810	12 690	8 140
LTA Intake (+) ⁴	820	630	470	390	390	380	360	250
Outflow (-)	18 140	21 370	23 520	23 410	22 880	22 770	22 530	13 980
of which Voluntary Outflow ⁵	6 660	7 750	8 800	8 800	8 650	8 640	8 470	5 770
of which Redundancy ⁶	-	1,700	3,470	3 610	3 330	3 330	3 330	920
LTA Outflow (-)⁴	750	640	400	360	360	360	350	230
Strength at end of period ⁷	186 360	179 800	170 710	166 010	166 460	165 580	164 860	164 860
Naval Service								
Strength at start of period	38 730	37 660	35 540	34 900	34 680	34 580	34 470	33 960
Intake (+)	2 550	2 220	2 770	2 810	2 910	2 900	2 950	2 110
LTA Intake (+) ⁴	20	10	10	10	10	10	10	10
Outflow (-)	3 630	4 320	4 350	4 330	4 070	4 030	4 010	2 650
of which Voluntary Outflow ⁵	1 330	1 450	1 850	1 780	1 760	1 750	1 750	1 180
of which Redundancy ⁶	-	660	430	440	160	160	160	40
LTA Outflow (-)⁴	20	10	10	10	10	10	10	10
Strength at end of period ⁷	37 660	35 540	33 960	33 370	33 520	33 450	33 410	33 410
Army								
Strength at start of period	108 920	106 240	104 250	102 120	102 760	102 590	102 100	99 730
Intake (+)⁸	8 760	11 190	10 300	9 460	9 020	8 410	8 220	4 910
LTA Intake (+) ⁴	790	620	460	380	380	360	340	240
Outflow (-)	11 500	13 200	14 890	15 000	14 790	14 720	14 520	8 860
of which Voluntary Outflow ⁵	4 260	4 980	5 530	5 410	5 300	5 260	5 100	3 420
of which Redundancy ⁶	-	600	2,060	2 470	2 470	2 500	2 520	700
LTA Outflow (-)⁴	730	630	390	350	340	340	340	220
Strength at end of period ⁷	106 240	104 250	99 730	96 620	97 030	96 290	95 800	95 800
Royal Air Force								
Strength at start of period	44 050	42 460	40 000	38 700	38 500	38 370	38 140	37 030
Intake (+)	1 410	1 390	1 310	1 410	1 460	1 510	1 520	1 120
LTA Intake (+) ⁴	-	-	-	-	-	-	-	-
Outflow (-)	3 010	3 850	4 280	4 090	4 020	4 020	4 000	2 480
of which Voluntary Outflow ⁵	1 070	1 320	1 430	1 600	1 600	1 620	1 620	1 170
of which Redundancy ⁶	-	440	980	700	690	680	660	180
LTA Outflow (-)⁴	-	-	-	-	-	10	10	-
Strength at end of period ⁷	42 460	40 000	37 030	36 020	35 920	35 850	35 660	35 660

Source: Defence Statistics (Tri-Service)

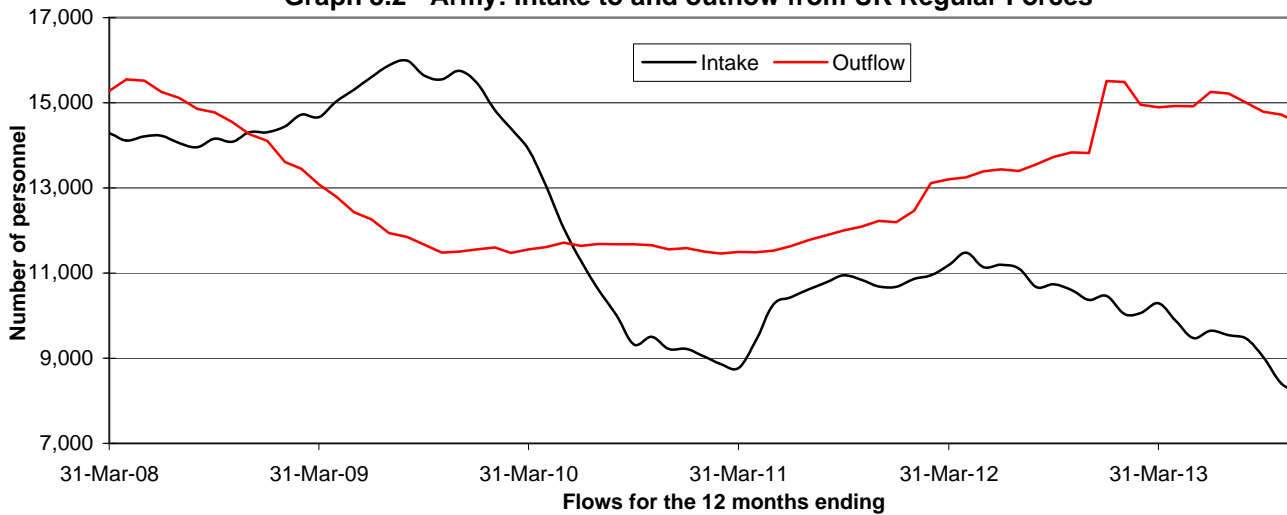
- Figures show intake to UK Regular Forces, both trained and untrained, which comprises new entrants, re-entrants, direct trained entrants (including professionally qualified Officers) and intake from the reserves. They exclude all movements within the Regular Forces; including flows from untrained to trained strength, transfers between Services and flows from Ranks to Officer due to promotion.
- Figures show Outflow from UK Regular Forces, both trained and untrained, including 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.
- UK Regular Forces comprises trained and untrained personnel. It does not include Gurkhas, Full Time Reserve Service personnel and mobilised reservists.
- Long Term Absentees (LTAs) are Service personnel who have been absent without leave (AWOL) for more than 21 days.
- Voluntary Outflow is defined as all exits from trained personnel which are voluntarily generated by the individual before the end of their agreed engagement or commission period.
- Redundancy figures presented will not match those published in the Quarterly Personnel Report (QPR) due to the inclusion of both Trained and Untrained Personnel.
- Strengths at the end of the period may not equal the sum of the strength at the beginning of the period and intervening intake and outflow. This is due to movements between Services.
- Army intake figures include transfers from the Gurkhas to the UK Regular Forces.

Intake to and Outflow from UK Regular Forces

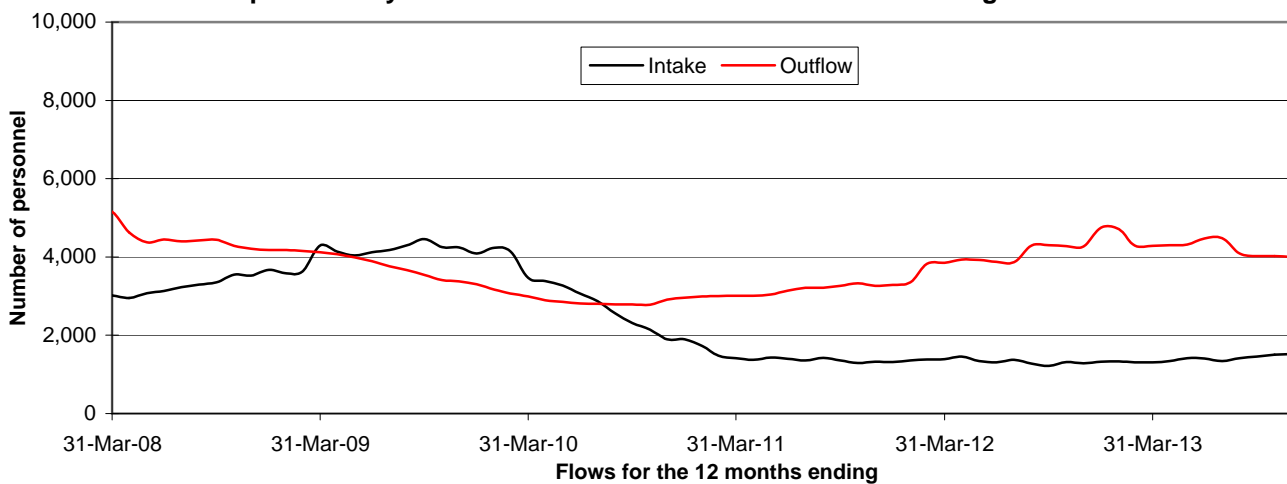
Graph 3.1 - Naval Service: Intake to and outflow from UK Regular Forces



Graph 3.2 - Army: Intake to and outflow from UK Regular Forces



Graph 3.3 - Royal Air Force: Intake to and outflow from UK Regular Forces



Prior to year ending 31 March 2007, Army outflow included the net flow of personnel from the Regular Armed Forces to Long Term Absentee (LTA). Post 31 March 2007 outflow does not include this flow to LTA. See Glossary for more details.

For graphs showing the intake to and outflow from the UK Armed Forces by Service see graphs 8.1, 8.2, 8.3, 11.1, 11.2 and 11.3 in the UK Armed Forces Quarterly Personnel Report which can be found at www.dasa.mod.uk.

Voluntary Outflow from UK Regular Forces

Table 4 focuses on Voluntary Outflow (VO) from trained UK Regular Forces by Service and Officers and Other Ranks. Voluntary Outflow encompasses all personnel who voluntarily exit before the end of their agreed engagement or commission period. For more details, see the footnotes below or the Glossary. For total outflow from UK Regular Forces see Table 3 (pages 9 and 10).

- The Voluntary Outflow (VO) rate for Officers was **4.3 per cent of the trained strength** in the 12 months to 30 November 2013.
- The Voluntary Outflow rate from Other Ranks was **5.7 per cent of the trained strength** in the 12 months to 30 November 2013; down from **5.8 per cent** in the 12 months to 31 October 2013; remained static at 5.7 per cent in the 12 months to 31 March 2013 and up from 4.8 per cent in the 12 months to 31 March 2012.

There is no single reason why VO has increased over the years, but the Armed Forces Continuous Attitude Survey shows reasons that Service personnel have given for leaving the Armed Forces include: being separated from family and friends and not being medically deployable. For more details please see Graphs 4.1-4.3 (page 14) which show the trend of VO.

Table 4 - Voluntary Outflow¹ (VO) from trained UK Regular Forces

	Financial Year			12 month period ending			
	2010/11	2011/12	2012/13	2013 31 Aug	2013 30 Sep	2013 31 Oct	2013 30 Nov
All Services							
Officers							
VO number	840	1 000	1,080	1,140	1,120	1,140	1,140
VO rate ²	2.9	3.5	3.9	4.3	4.2	4.3	4.3
Other Ranks							
VO number	5 820	6 750	7 720	7 660	7 540	7 500	7 330
VO rate ²	4.0	4.8	5.7	5.8	5.8	5.8	5.7
Naval Service							
Officers							
VO number	190	200	240	250	240	250	260
VO rate ²	2.9	3.1	3.7	4.0	3.9	4.1	4.2
Other Ranks							
VO number	1 140	1 250	1 610	1 540	1 520	1 500	1 490
VO rate ²	4.0	4.4	6.2	6.1	6.1	6.0	6.0
Army							
Officers							
VO number	480	560	640	650	630	640	640
VO rate ²	3.4	4.1	4.8	5.0	4.9	5.0	5.0
Other Ranks							
VO number	3 780	4 420	4 890	4 770	4 660	4 620	4 460
VO rate ²	4.5	5.4	6.1	6.1	6.0	6.0	5.8
Royal Air Force							
Officers							
VO number	180	230	210	240	240	250	240
VO rate ²	2.1	2.8	2.6	3.2	3.2	3.3	3.2
Other Ranks							
VO number	900	1,090	1,220	1 360	1 350	1 370	1 380
VO rate ²	2.8	3.5	4.2	4.9	4.9	5.0	5.0

Source: Defence Statistics (Tri-Service)

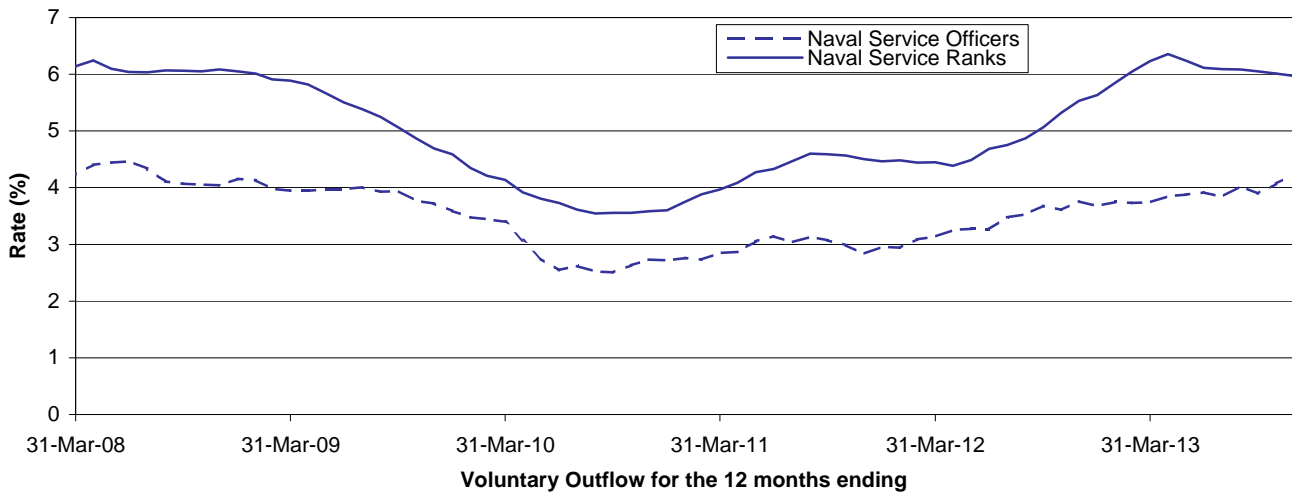
1. Voluntary Outflow is defined as all exits from Trained UK Regular Forces which are voluntarily generated by the individual before the end of their agreed engagement or commission period.

2. VO rate is the percentage of the trained UK Regular Forces that left as VO.

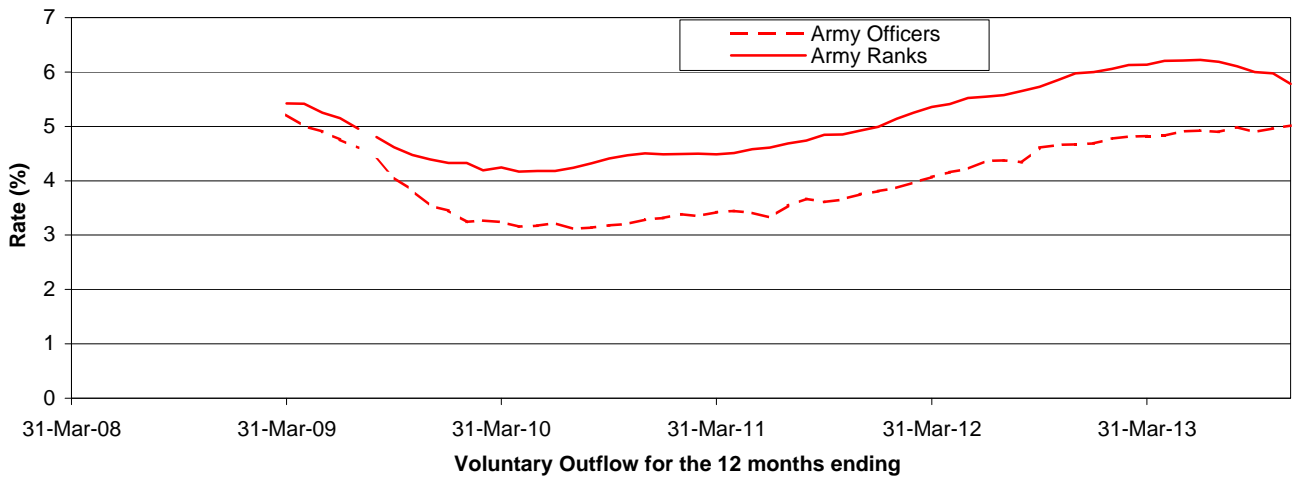
For more information on Voluntary Outflow from UK Regular Forces, see Tables 8a and 8b in the UK Armed Forces Quarterly Personnel Report which can be found at www.dasa.mod.uk.

Voluntary Outflow (VO) from UK Regular Forces

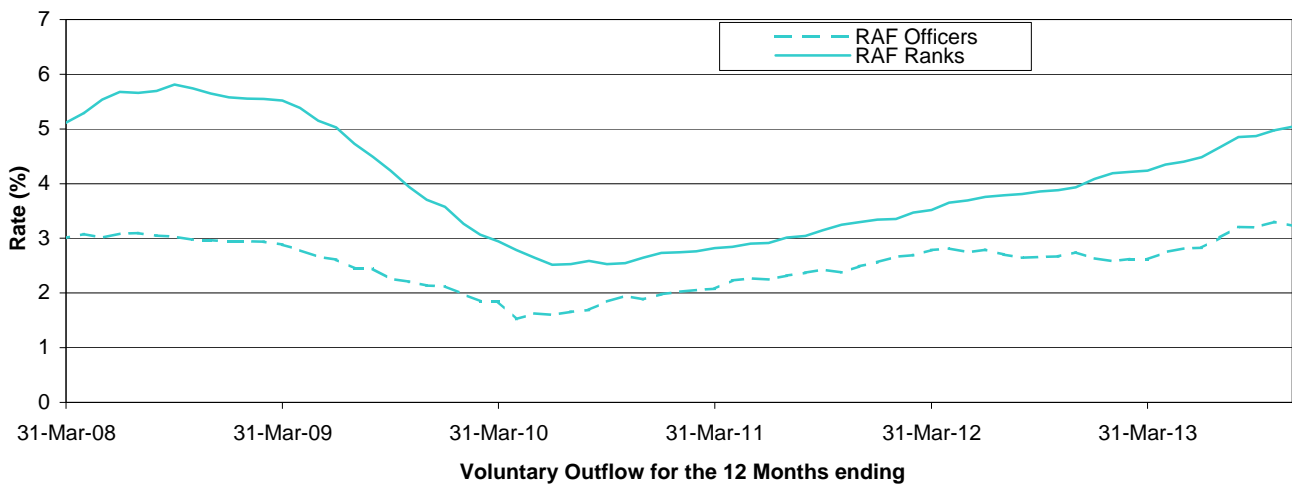
Graph 4.1: Naval Service VO rate as a percentage of average trained strength



Graph 4.2: Army VO rate¹ as a percentage of average trained strength



Graph 4.3: Royal Air Force VO rate as a percentage of average trained strength



1. Army reasons for exit, including VO, are unavailable from the 12 month period ending 31 March 2007 to the 12 month period ending 31 December 2008.

Tables showing data on Voluntary Outflow from 12 months ending 31 March 2006 to 31 March 2007 are shown in TSP 4 Tables 12 and 13 which can be found at www.dasa.mod.uk.

Glossary

FTRS (Full-Time Reserve Service) are personnel who fill Service posts for a set period on a full-time basis while being a member of one of the reserve Services, either as an ex-regular or as a volunteer. An FTRS reservist on:

- **Full Commitment (FC)** fulfils the same range of duties and deployment liability as a Regular Service person;
- **Limited Commitment (LC)** serves at one location but can be detached for up to 35 days a year;
- **Home Commitment (HC)** is employed at one location and cannot be detached elsewhere.

Each Service uses FTRS personnel differently:

The Naval Service predominantly uses FTRS to backfill gapped regular posts. However, they do have a small number of FTRS personnel that are not deployable for operations overseas. There is no distinction made in terms of fulfilling baseline Liability posts between FTRS Full Commitment (FC), Limited Commitment (LC) and Home Commitment (HC).

The Army employ FTRS(FC) and FTRS(LC) to fill Regular Army Liability (RAL) posts as a substitute for Regular personnel for set periods of time. FTRS(HC) personnel cannot be deployed to operations and are not counted against RAL.

The RAF consider that FTRS(FC) can fill regular RAF Liability posts but have identified separate liabilities for FTRS(LC) and FTRS(HC).

Gurkhas are recruited and employed in the British and Indian Armies under the terms of the 1947 Tri-Partite Agreement (TPA) on a broadly comparable basis. They remain Nepalese citizens but in all other respects are full members of HM Forces. Since 2008, Gurkhas are entitled to join the UK Regular Forces after 5 years of service and apply for British citizenship.

Intake to UK Regular Forces (as defined in table 3) 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 promotion.

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.

Liability is the requirement for Armed Forces personnel. The Monthly Personnel Report presents the "Regular Liability" in Table 1.

Long Term Absentees (LTAs) are service personnel who have been Absent without leave (AWOL) for more than 21 days.

Mobilised Reservists are reserves who have been called into full-time service with the Regular Forces on military operations.

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

Operational Commitment Establishment (Reserve) (OCE(R)) FTRS(FC) personnel that are deployed to operations can be moved into OCE(R) posts. While they are filling OCE(R) positions, FTRS(FC) personnel are not counted against Regular Army Liability. These are reported in Table 2 as *FTRS personnel serving against an additional requirement* along with non-deployable FTRS as defined above.

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.

Prior to year ending 31 March 2009, Army outflow included the net flow of personnel from the Regular Armed Forces to Long Term Absentee (LTA). Post year ending 31 March 2009 outflow does not include this flow to LTA.

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.

UK Regulars are full time Service personnel, including Nursing Services, but excluding FTRS personnel, Gurkhas, Naval activated Reservists, mobilised Reservists, MPGS and NRPS. Unless otherwise stated, includes trained and untrained personnel.

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

Voluntary Outflow is defined as all exits from trained personnel which are voluntarily generated by the individual before the end of their agreed engagement or commission period.