

# CHAPTER 2 - PERSONNEL

## INTRODUCTION

Chapter 2 contains figures on strength, intake and outflow of Armed Forces and MOD civilian personnel. It presents detailed information on the composition of personnel, including location, sex, ethnic origin, and rank/grade, plus higher-level summaries of how key trends in strengths and flows have developed over a number of years. Chapter 2 is divided into five main sections:

- **Personnel summary (Tables 2.1 to 2.4)** - overall statistics relating to both civilians and Armed Forces personnel, including numbers by location.
- **UK Armed Forces (Tables 2.5 to 2.24)** - summaries of the main trends in strengths, intake and outflow of personnel in the UK Armed Forces. A chart setting out the equivalent ranks in the Services and with civilians is included as Table 2.24;
- **Civilian personnel (Tables 2.25 to 2.39)** - summaries of the main trends in strengths, intakes and outflows of civilian personnel;
- **Compensation claims made against the MOD (Tables 2.40 and 2.41)** - statistics on the numbers of new and settled claims made against the MOD;
- **International (Table 2.42)** - Manpower holdings and ceilings by member countries of the Conventional Armed Forces in Europe (CFE) Treaty.

### Armed Forces Personnel Key Points and Trends

#### Strength

The full-time trained strength of the UK Armed Forces was 176,810 at 1 April 2011, down 1,030 (0.6%) since 1 April 2010 and down 11,240 (6.4%) since 1 April 2000.

The requirement for the UK full-time trained Armed Forces has decreased from 191,090 in 2005 to 178,750 in 2010 and 179,250 in 2011. The rate of decrease has been greatest in the RAF, followed by the Naval Service and least in the Army.

The deficit between strength and requirement of full-time trained Armed Forces was 2,440 or 1.4% at 1 April 2011. This deficit has increased from 910 at 1 April 2010 and decreased from 7,880 or 4% 1 April 2000. The increase in the deficit since 1 April 2010 is mainly due to slight decreases in the strength of Other Ranks, along with a slight increase in requirement during that period.

#### Location

At 1 April 2011, 161,780 UK Regular Armed Forces personnel (87% of the total) were stationed in the UK. This was a decrease of 4,280 when compared to 1 April 2010. 24,230 personnel were stationed overseas, a decrease of 1,010 from 1 April 2010.

#### Diversity

At 1 April 2011 the percentage of:

- Female personnel was 9.6%, unchanged from 1 April 2010.
- Black and Minority Ethnic Armed Forces personnel (with known ethnic origin) was 6.7%.
- Personnel with a recorded nationality of UK was 95.1%, a slight increase from 95% at 1 April 2010.

#### Intake/Outflow

The intake to UK Regular Forces from civil life was 12,800 in the financial year 2010/11. This was a decrease of 9,010 (41.3%) when compared with 2009/10.

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The gain to trained strength (GTS) of the UK Regular Armed Forces was 13,600 in financial year 2010/11. This was a decrease of 3,980 (22.7%) when compared to 2009/10, as all three Services reduced their intake.

Total outflow of personnel from the UK Regular Armed Forces has fallen year on year since 2006/07. The outflow of personnel from the UK Regular Armed Forces was 18,150 in 2010/11. This is a decrease of 420 (2.2%) when compared to 2009/10. Outflow has decreased in the Naval Service and Army, whereas RAF outflow has increased slightly.

### Civilian Personnel Key Points and Trends

#### *General*

Between 1 April 2010 and 1 April 2011 the number of Level 0 civilian personnel fell by 2,790 (3.2%) Full Time Equivalent (FTE) from 85,850 to 83,060. This net change comprised falls of 2,780 in the Level 1 civilian total, while a fall of 380 in the Trading Funds was counterbalanced by a rise of 380 in locally engaged civilians.

#### *Location*

The number of civilian personnel employed in the United Kingdom in FTE terms decreased, from 70,610 at 1 April 2010 to 67,610 at 1 April 2011. The number of civilian personnel employed overseas increased slightly from 12,440 at 1 April 2010 to 12,730 at 1 April 2011.

#### *Diversity*

Between 1 April 2010 and 1 April 2011 the representation percentage (headcount) of:

- Black and Minority Ethnic personnel (with known ethnic origin) increased slightly from 3.1% to 3.2%.
- Female personnel increased slightly from 36.7% to 36.8% (excluding Royal Fleet Auxiliary and locally engaged civilian personnel).
- Personnel working part-time hours increased from 9.9% to 10.2% (excluding Royal Fleet Auxiliary and locally engaged civilian personnel).
- Personnel with a disability increased from 6.6% to 7.2%.
- Christian personnel decreased slightly from 72.0% to 71.7%, while those with non-Christian religious beliefs also showed a slight decrease from 5.3% to 5.0%. Secular personnel increased slightly from 21.4% to 23.2%.
- Lesbian, gay and bisexual personnel increased slightly from 1.3% to 1.4%.

#### *Intake / Outflow*

In the financial year 2010/11 2,040 personnel were recruited into the Department, excluding Royal Fleet Auxiliary and locally engaged civilian personnel. This was a decrease of 3,100 on the number recruited in 2009/10, largely due to the implementation of a recruitment freeze (with some specialist groups excluded) from August 2010. Within 2010/11 5,270 personnel left the Department in 2010/11, a decrease of 270 on the number leaving the department in 2009/10.

### Changes to Chapter 2 in 2011

#### Revisions to historic data from the Joint Personnel Administration System

DASA has recently undertaken a major review of all Armed Forces personnel data from the Joint Personnel Administration system. This has resulted in changes to the strengths, intake and outflow data reported in this publication (Tables 2.1 – 2.22), affecting the following periods:

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- Naval Service - flow statistics from the period ending 31 October 2006 to the period ending 31 March 2009 and strength statistics from 1 May 2007 to 1 April 2009 (inclusive)
- Army - flow statistics from the period ending 31 March 2007 to the period ending 31 March 2009 and strength statistics from 1 April 2007 to 1 April 2009 (inclusive)
- Royal Air Force - flow statistics from the period ending 31 March 2007 to the period ending 31 March 2009 and strength statistics from 1 April 2006 to 1 April 2009 (inclusive)

Changes to headline strengths by Service range from fewer than 10 to approximately 270. Changes to annual intake figures range from approx 40 to approx 250, and changes to annual outflow range from fewer than 10 to around 200.

The revised data are considered finalised and are therefore no longer marked provisional. Data subsequent to April 2009 remain provisional. DASA is continuing to review JPA data post April 2009.

References to April 1997 and financial year 1996/97 have been removed from the tables, with 2000 as the new historic reference year.

#### Main changes to tables

As at 1 April 2011, Defence Estates ceased to exist as a Top Level Budget. Defence Infrastructure Organisation (DIO) replaces Defence Estates organisation and includes TLB property and facilities management functions previously situated within other TLBs. For consistency of comparison across the time series, Defence Estates figures for previous years are presented in time series with DIO. Changes affecting the Centre and Defence Equipment and Support (DE&S) groupings reflect the current structural reorganisation relating to the creation of the Defence Infrastructure Organisation (DIO) and the initial staff movements related to the subsequent formation of Defence Business Services (DBS) organisation as at 01 April 2011.

Table **2.1**, the graph has been amended to start at 1 April 2000.

Table **2.6** is now presented with numbers rounded to the nearest ten, rather than thousands, as this provides a more detailed picture.

Table **2.10**, the ethnicity categories have been altered to be consistent with the new recommended categories in the 2011 Census of Population, as far as is possible with available data. The main change is that Chinese, which was previously presented separately, has now been grouped in with Asian.

Table **2.14**, the nationality categories have been altered to be consistent with the new recommended categories in the 2011 Census of Population, as far as is possible with available data. In practise this means that the existing categories are presented in a new order.

Table **2.15** is now presented with numbers rounded to the nearest ten, rather than thousands, as this provides a more detailed picture.

Table **2.16** has been expanded to present greater detail on the Cadet forces, including gender splits, and to add information on Adult Instructors, which has not been previously published in UKDS.

Table **2.22** has been re-formatted to make its presentation consistent with the other Armed Forces tables.

Table **2.25**, the graph has been amended to start at 1 April 2000.

Table **2.27**, the graph has been amended to start at 1 April 2000.

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Table **2.29**, the graph has been amended to start at 1 April 2002, as the earliest time point of valid ethnicity declarations, and is based on overall declaration rate. Royal Fleet Auxiliary (RFA) and Locally Engaged Civilians (LECs) are now reported separately as Unknown, rather than Undeclared, to more accurately reflect that diversity information is not collected for RFAs and LECs, whereas Undeclared represents those who have the opportunity to make diversity declarations but have opted not to. An additional percentage table based on declaration rate has been added, and these declaration rates are calculated excluding RFAs and LECs.

Table **2.30**, the graphs have been amended to start at 1 April 2000.

Table **2.31**, the format of this table has been revised to a time series dataset starting at 1 April 2005, matching the layout of Table 2.30 for consistency of presentation. The graph has been revised to reflect overall declaration rate.

Table **2.32**, the civilian age range profile graph format has been amended to present data as line chart with percentage trends over time, and a bar chart of absolute trends in order to more clearly depict both proportionate and absolute trends over time.

Table **2.33**, strength of civilian personnel by religion and grade, a new table introduced as part of UKDS 2011, with the time series dataset commencing 1 April 2008. Although the religion field was introduced in April 2007, with only a 2% declaration rate at that time, 2008 is considered the earliest time point for which a sufficiently high proportion of personnel had made declarations. The format of this table has been made consistent with the other self-declared diversity tables **2.29**, **2.31** and **2.34**, including a graph reflecting overall declaration rate.

Table **2.34**, strength of civilian personnel by sexual orientation and grade, this new table has been introduced as part of UKDS 2011, with the time series dataset commencing 1 April 2008 as the earliest time point for which data are available. The format is consistent with **2.29**, **2.31** and **2.33**, including a graph reflecting overall declaration rate.

Inflow and Outflow tables formerly reported as Tables **2.33** to **2.36** in UKDS 2010 are now presented as tables **2.35** to **2.39**.

Table **2.35**, the outflow reasons for leaving groupings have been amended and expanded – additionally showing Voluntary Redundancy and Compulsory Severance to the previously presented groupings of Retirement, Ill Health and Resignation, to match the groupings used in the National Statistics publication Quarterly Civilian Personnel Statistics, which reflect the requirement to monitor the SDSR rundown of personnel between 2011 and 2015. A graph comparing intake and outflow of civilian personnel by financial year from 1997/98 to 2009/10 was added to table **2.35**.

The Inflow and Outflow table formerly reported as Table **2.34** in UKDS 2010 is now split into two separate tables – **2.36** and **2.37** to enable additional grade information to be presented within these tables, along with the Black and Minority Ethnic representation rates of personnel with known Ethnicity declarations.

Tables **2.36**, **2.37**, **2.38** and **2.39** feature a large number of revisions to previously published figures. This is due to the extensive validation work which has been undertaken on historical flows information, providing substantial quality improvements. This has also resolved the small number of personnel who previously had unknown full time/part time status. Accordingly, as they are no longer necessary, the rows which formerly presented these unknowns have been removed.

Tables **2.37** to **2.39** in UKDS 2010 are now presented as Tables **2.40** to **2.42**, no other changes are anticipated to these tables.

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#### Data sources

The principal sources of data for personnel information presented in UKDS Chapter 2 are the civilian and Armed Forces administrative databases.

**Armed Forces** statistics prior to 2006 were 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 Service personnel records to the Joint Personnel Administration (JPA) system began. Statistics are compiled from JPA in the RAF from April 2006, in the Naval Service from November 2006 and in the Army from April 2007. All statistics before these points are derived from single Service legacy systems.

Armed Forces Requirement statistics are those set in the Defence Planning rounds for each year. However requirement figures in this publication may not match those published in the Defence Plans when any Service makes an approved in-year change to its requirement.

**Civilian statistics** are compiled from several sources. Data for MOD staff are taken from personnel systems; Civilian Personnel Management Information System (CIPMIS) prior to April 2003, Human Resources Management System (HRMS) from April 2004 onwards and a combination of the two in the year in between.

The MOD has four Trading Funds<sup>1</sup> that provide DASA with monthly extracts from their own personnel systems. The Royal Fleet Auxiliary (RFA) data are taken from the MOD civilian pay system and locally engaged civilians (LEC) data are taken from quarterly head counts provided to DASA by administrators in each Top Level Budget (TLB).

#### Data quality

Most tables presented in chapter 2 are badged as National Statistics pending assessment by the UK Statistical Authority. These tables are produced in line with the standards set out in the Code of Practice for Official Statistics. The following tables require further validation of data and methods before they attain National Statistics status:

- **Table 2.23 - UK Regular Forces salaries: illustrative rates and indices,**
- **Table 2.40 - New claims and settled claims by broad category in each year,**
- **Table 2.41 - New claims and settled claims by broad cause in each year,**
- **Table 2.42 - Manpower holdings and ceilings by member country within the scope of the Conventional Armed Forces in Europe Treaty.**

Table 2.15 - Strength of the Reserve Forces - retains National Statistics status pending review but significant concerns with data quality remain. See table 2.15 for details.

Armed Forces data on JPA are a combination of mandatory and non-mandatory fields populated by unit administrators and voluntary fields such as ethnic origin that Armed Forces personnel can choose to complete based on their self-perceptions. In 2011 the ethnicity and nationality categories were aligned with new recommended classifications in the 2011 Census of Population. If the percentage of personnel with unknown or undeclared ethnicity exceeds 40% DASA consider the risk of misrepresenting ethnicity percentages is too high to publish. All Service totals are also suppressed when single service figures have varying degrees of coverage to prevent bias towards services with higher coverage.

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<sup>1</sup> Defence Support Group (formerly Army Base Repair Organisation and the Defence Aviation and Repair Agency)  
Defence Science and Technology Laboratory  
Hydrographic Office  
Meteorological Office

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Due to ongoing validation of data from the Joint Personnel Administration System all Armed Forces flow statistics from 2009/10 onwards, statistics from 1 April 2010 onwards are provisional and subject to review.

**Civilian** data from HRMS derive from a combination of fields, some mandated by the People Pay and Pensions Agency (PPPA) such as grade, gender, TLB, while others are self-populated voluntary fields including ethnicity, disability, sexual orientation and religion. Civilian personnel complete these fields based on their self-perceptions, but are under no obligation to provide a response.

Those personnel who have not actively made a declaration may not have the same proportions as those who do make declarations, therefore the representation figures for self-declared equality and diversity fields are likely to be inherently biased, with no means of ascertaining the extent or direction of that bias. Consequently the actual rates of declaration are also provided to give an indication of the proportion of personnel from which representation percentages have been obtained. It is important to use caution when considering equality and diversity representation percentages, and to consider the declaration rate simultaneously, as the accuracy of equality and diversity representation percentages cannot be fully assessed.

Locally engaged civilian totals, and subsequently any total including Civilian Level 0 total for April 2011 are estimates due to non-availability of locally engaged civilian data for Afghanistan. The figure for Afghanistan was estimated on the basis of the strength at the previous quarter.



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**Table 2.1** Recent trends in Service and civilian personnel<sup>1</sup> strengths, at 1 April each year

In 2000 the ratio of UK Armed Forces to civilians was 1.8 to 1 (civilians accounting for 36 per cent of total personnel), by 2011 this ratio had increased to 2.3 to 1 (civilians accounting for 30 per cent of total personnel).

Between 2000 and 2011, the total number of personnel (both UK Armed Forces and civilian) fell by 17.5 per cent from around 334,000 in 2000 to around 275,700 in 2011.

Between 2000 and 2011 the strength of the UK Armed Forces fell from 212,700 to 192,600. This represents an overall decrease of 9.4 per cent over the total period. Over the same period, the Level 0 MOD civilian total fell from 121,300 in 2000, to 83,100 in 2011; representing a 31.5 per cent decrease over the period.

Service personnel data from the Joint Personnel Administration System for 2006-2009 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see chapter 2 introduction for more details.

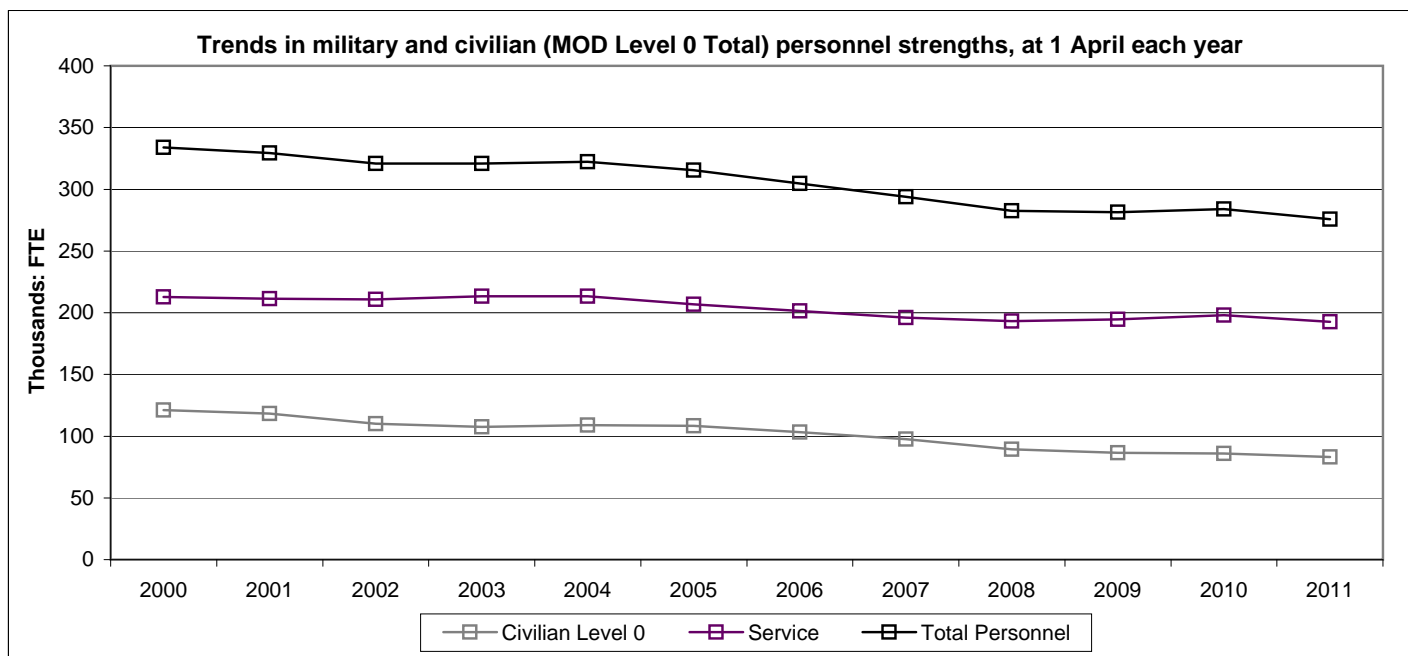
		Thousands: FTE							
		2000	2005	2006	2007	2008	2009	2010	2011
<b>Total personnel<sup>2</sup></b>	<b>334.0</b>	<b>315.3</b>	<b>304.8</b>	<b>294.1</b>	<b>282.4</b>	<b>281.6</b>	<b>284.0<sup>P</sup></b>	<b>275.7<sup>Pe</sup></b>	
<b>Service</b>	<b>212.7</b>	<b>206.9</b>	<b>201.4</b>	<b>196.4</b>	<b>192.9</b>	<b>195.0</b>	<b>198.1<sup>P</sup></b>	<b>192.6<sup>P</sup></b>	
UK Regulars	207.6	201.1	195.9	190.7	186.9	188.6	191.7 <sup>P</sup>	186.4 <sup>P</sup>	
FTRS	1.0	1.7	1.5	1.6	1.8	2.1	2.3 <sup>P</sup>	2.1 <sup>P</sup>	
Gurkhas	3.6	3.7	3.7	3.7	3.9	3.8	3.8 <sup>P</sup>	3.9 <sup>P</sup>	
Locally entered/engaged	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	
<b>Civilian Level 0<sup>1,2</sup></b>	<b>121.3</b>	<b>108.5</b>	<b>103.4</b>	<b>97.7</b>	<b>89.5</b>	<b>86.6</b>	<b>85.8</b>	<b>83.1<sup>e</sup></b>	
Level 1 <sup>1</sup>	91.9	82.0	78.1	73.8	69.0	66.4	65.9	63.1	
Trading Funds <sup>2</sup>	14.5	10.8	10.7	10.1	9.2	9.6	9.7	9.4	
Locally engaged civilians	14.8	15.7	14.5	13.8	11.2	10.5	10.2	10.6 <sup>e</sup>	
<b>Royal Irish (Home Service)<sup>3</sup></b>	<b>4.2</b>	<b>3.2</b>	<b>3.1</b>	<b>2.1</b>	*	*	*	*	

Excluded from the above table:

<b>Royal Irish (Home Service)<sup>3</sup></b>	<b>4.2</b>	<b>3.2</b>	<b>3.1</b>	<b>2.1</b>	*	*	*	*
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Source: DASA(Quad-Service)

1. Civilian Level 0 and Level 1 are defined in the Glossary.
2. The following changes have affected the continuity of the civilian data: In 2001 the QinetiQ portion of the Defence Evaluation and Research Agency (8,000) was established as a private company. At 1 April 2008 the Defence Aviation Repair Agency and the Army Base Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.
3. The Home Service of the Royal Irish Regiment was officially disbanded on 31 March 2008.



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**Table 2.2 Location of Service and civilian personnel<sup>1,2</sup> in the United Kingdom, at 1 April each year**

Since 2010 overall and civilian figures have fallen in all parts of the UK. Service figures fell in all areas except Scotland and London. MOD personnel based in England has continued to reduce, falling by 3.1 per cent since last year. The civilian strength has fallen by almost 26.5 per cent from 79,520 to 58,450 since 2000.

Since 2000, the number of UK Armed Forces personnel stationed in Northern Ireland has reduced by 52.2 per cent, from 8,390 to 4,010 whilst the civilian strength has fallen by almost 43 per cent during the same period from 3,250 to 1,850.

The South East and South West Regions have the largest populations of both UK Armed Forces personnel, with 42,500 and 41,540 respectively, and civilian personnel, with 13,400 and 21,690 respectively.

Data from the Joint Personnel Administration System for 2006/07-2008/09 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see the Chapter 2 introduction for more details.

	2000 <sup>3</sup>	2005	2006	2007	2008	2009	2010	2011
<b>United Kingdom</b>	<b>267 700</b>	<b>255 120</b>	<b>248 710</b>	<b>239 460</b>	<b>231 350</b>	<b>233 290</b>	<b>236 680<sup>P</sup></b>	<b>229 390<sup>P</sup></b>
Service	170 300	170 390	165 710	161 360	158 450	162 670	166 060 <sup>P</sup>	161 780 <sup>P</sup>
Civilian	97 410	84 720	83 000	78 110	72 900	70 620	70 610	67 610
<b>England</b>	<b>222 560</b>	<b>217 330</b>	<b>211 870</b>	<b>207 550</b>	<b>202 710</b>	<b>204 400</b>	<b>207 860<sup>P</sup></b>	<b>201 320<sup>P</sup></b>
Service	143 040	146 610	142 130	141 360	140 120	143 540	146 920 <sup>P</sup>	142 870 <sup>P</sup>
Civilian	79 520	70 720	69 740	66 200	62 590	60 860	60 940	58 450
<b>Wales</b>	<b>8 260</b>	<b>6 560</b>	<b>6 320</b>	<b>5 010</b>	<b>4 800</b>	<b>4 730</b>	<b>4 900<sup>P</sup></b>	<b>4 590<sup>P</sup></b>
Service	3 220	2 980	3 260	2 590	2 630	2 720	2 930 <sup>P</sup>	2 820 <sup>P</sup>
Civilian	5 040	3 580	3 050	2 420	2 170	2 010	1 970	1 760
<b>Scotland</b>	<b>24 680</b>	<b>20 270</b>	<b>20 440</b>	<b>19 190</b>	<b>17 960</b>	<b>17 880</b>	<b>17 830<sup>P</sup></b>	<b>17 620<sup>P</sup></b>
Service	15 080	13 310	13 520	12 640	11 960	12 020	12 070 <sup>P</sup>	12 080 <sup>P</sup>
Civilian	9 600	6 960	6 920	6 550	5 990	5 860	5 760	5 540
<b>Northern Ireland</b>	<b>11 640</b>	<b>10 950</b>	<b>10 080</b>	<b>7 700</b>	<b>5 880</b>	<b>6 280</b>	<b>6 070<sup>P</sup></b>	<b>5 870<sup>P</sup></b>
Service	8 390	7 490	6 800	4 770	3 730	4 390	4 140 <sup>P</sup>	4 010 <sup>P</sup>
Civilian	3 250	3 460	3 290	2 940	2 150	1 890	1 930	1 850

Source: DASA(Quad-Service)

## Service and Civilian personnel<sup>1,2</sup> by Region

	Service			Civilian		
	2010	2011	% change	2010	2011	% change
<b>United Kingdom</b>	<b>166 060<sup>P</sup></b>	<b>161 780<sup>P</sup></b>	<b>-2.6<sup>P</sup></b>	<b>70 610</b>	<b>67 610</b>	<b>-4.3</b>
<b>England</b>	<b>146 920<sup>P</sup></b>	<b>142 870<sup>P</sup></b>	<b>-2.8<sup>P</sup></b>	<b>60 940</b>	<b>58 450</b>	<b>-4.1</b>
East of England	18 700 <sup>P</sup>	18 210 <sup>P</sup>	-2.6 <sup>P</sup>	6 190	5 510	-11.1
East Midlands	9 670 <sup>P</sup>	9 070 <sup>P</sup>	-6.2 <sup>P</sup>	2 500	2 380	-4.9
London	5 730 <sup>P</sup>	6 020 <sup>P</sup>	5.1 <sup>P</sup>	4 700	4 570	-2.8
North East	1 450 <sup>P</sup>	1 420 <sup>P</sup>	-1.9 <sup>P</sup>	490	450	-8.1
North West	2 310 <sup>P</sup>	2 100 <sup>P</sup>	-9.0 <sup>P</sup>	2 460	2 250	-8.4
South East	44 850 <sup>P</sup>	42 500 <sup>P</sup>	-5.2 <sup>P</sup>	13 530	13 400	-0.9
South West	41 800 <sup>P</sup>	41 540 <sup>P</sup>	-0.6 <sup>P</sup>	22 570	21 690	-3.9
West Midlands	7 200 <sup>P</sup>	6 900 <sup>P</sup>	-4.2 <sup>P</sup>	4 630	4 490	-3.1
Yorkshire and The Humber	15 230 <sup>P</sup>	15 110 <sup>P</sup>	-0.8 <sup>P</sup>	3 870	3 720	-3.9
<b>Wales</b>	<b>2 930<sup>P</sup></b>	<b>2 820<sup>P</sup></b>	<b>-3.6<sup>P</sup></b>	<b>1 970</b>	<b>1 760</b>	<b>-10.7</b>
<b>Scotland</b>	<b>12 070<sup>P</sup></b>	<b>12 080<sup>P</sup></b>	<b>0.1<sup>P</sup></b>	<b>5 760</b>	<b>5 540</b>	<b>-3.9</b>
<b>Northern Ireland</b>	<b>4 140<sup>P</sup></b>	<b>4 010<sup>P</sup></b>	<b>-3.1<sup>P</sup></b>	<b>1 930</b>	<b>1 850</b>	<b>-4.1</b>

Source: DASA(Quad-Service)

1. Service personnel figures are for UK Regular Forces based in the UK. They include all trained and untrained Personnel and exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists.
2. Civilian personnel includes Trading Fund staff and exclude RFAs and LECs.
3. 2000 figures are as at 1 July.



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**Table 2.3 Global locations of Service<sup>1</sup> and civilian personnel<sup>2,3</sup>, at 1 April each year**

Since 2000 overall service and civilian figures have reduced across all global locations. At 1 April 2011, 87 per cent of UK Armed Forces and 81 per cent of MOD civilian personnel were stationed in the UK.

The percentage of UK Armed Forces personnel stationed overseas was 17 per cent in 2000, since then, there has been a slight downward trend, with 13 per cent stationed overseas at 1 April 2011. Over the same period, the percentage of UK civilian personnel stationed overseas, excluding the Royal Fleet Auxiliary (RFA), rose from 14 per cent to 15 per cent by 2011. The overall proportion of civilian personnel stationed overseas has increased because the number stationed overseas has fallen by less than the number stationed in the UK.

Despite the numbers stationed there falling for at least the sixth year in succession, the Germany/Belgium/Netherlands region has the second largest population of MOD personnel after the UK, with 18,760 UK Armed Forces and 6,590 civilians.

### Data Quality Notes

The high level groupings of countries in this table have changed since previous years, to bring them in to line with the groupings used in other Armed Forces and civilian personnel publications. As a result, the figures have been revised for the time series to correspond with the new groupings where possible.

Data from the Joint Personnel Administration System for 2006/07-2008/09 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see the Chapter 2 introduction for more details.

		FTE							
		2000 <sup>4</sup>	2005	2006	2007	2008	2009	2010	2011
<b>Global Total</b>		<b>333 930</b>	<b>309 570</b>	<b>299 220</b>	<b>288 360</b>	<b>276 410</b>	<b>275 220</b>	<b>277 510<sup>P</sup></b>	<b>269 420<sup>Pe</sup></b>
	Service	213 220	201 100	195 850	190 670	186 910	188 600	191 660 <sup>P</sup>	186 360 <sup>P</sup>
	Civilian Level 0	120 740	108 470	103 380	97 690	89 500	86 620	85 850	83 060 <sup>e</sup>
<b>United Kingdom Total</b>		<b>267 700</b>	<b>255 120</b>	<b>248 710</b>	<b>239 460</b>	<b>231 350</b>	<b>233 290</b>	<b>236 680<sup>P</sup></b>	<b>229 390<sup>P</sup></b>
	Service	170 300	170 390	165 710	161 360	158 450	162 670	166 060 <sup>P</sup>	161 780 <sup>P</sup>
	Civilian	97 410	84 720	83 000	78 110	72 900	70 620	70 610	67 610
<b>Overseas Total</b>		<b>54 030</b>	<b>47 290</b>	<b>45 640</b>	<b>44 320</b>	<b>41 300</b>	<b>38 280</b>	<b>37 690<sup>P</sup></b>	<b>36 960<sup>Pe</sup></b>
	Service	37 200	29 130	28 540	27 980	27 590	25 350	25 250 <sup>P</sup>	24 230 <sup>P</sup>
	Civilian	16 830	18 150	17 110	16 340	13 720	12 930	12 440	12 730 <sup>e</sup>
<b>EUROPE (exc. UK)</b>		<b>..</b>	<b>41 470<sup>r</sup></b>	<b>40 330</b>	<b>39 370</b>	<b>36 800</b>	<b>33 670</b>	<b>32 980<sup>P</sup></b>	<b>31 300<sup>P</sup></b>
Germany / Belgium / Netherlands <sup>5</sup>	Service	20 190	22 850	22 590	22 380	22 310	19 760	19 710 <sup>P</sup>	18 760 <sup>P</sup>
	Civilian	..	9 740 <sup>r</sup>	8 740	8 860	7 980	7 560	7 190	6 590
Balkans <sup>6</sup>	Service	6 030	170	30	50	20	20	- <sup>P</sup>	10 <sup>P</sup>
	Civilian	..	640	660	700	210	190	20	10
Cyprus	Service	3 510	3 170	3 040	2 950	2 780	2 910	2 880 <sup>P</sup>	2 830 <sup>P</sup>
	Civilian	..	2 790	3 230	2 280	1 850	1 640	1 610	1 570
Gibraltar	Service	550	360	340	310	280	260	270 <sup>P</sup>	260 <sup>P</sup>
	Civilian	..	1 100	1 010	1 190	750	730	730	750
Remainder	Service	1 290	520 <sup>r</sup>	550	500	470	470	440 <sup>P</sup>	390 <sup>P</sup>
	Civilian	..	120	120	160	160 <sup>r</sup>	140 <sup>r</sup>	150 <sup>r</sup>	140
<b>ASIA (EXC. MIDDLE EAST)</b>		<b>..</b>	<b>1 260<sup>r</sup></b>	<b>1 130</b>	<b>1 340</b>	<b>1 430</b>	<b>1 600</b>	<b>1 920<sup>rP</sup></b>	<b>2 080<sup>Pe</sup></b>
	Service	970	270 <sup>r</sup>	280	220	260	260	260 <sup>P</sup>	280 <sup>P</sup>
	Civilian	..	990	850	1 110 <sup>r</sup>	1 170 <sup>r</sup>	1 340	1 660 <sup>r</sup>	1 800 <sup>e</sup>
<b>NORTH AFRICA / MIDDLE EAST</b>		<b>..</b>	<b>1 810</b>	<b>1 910</b>	<b>1 450</b>	<b>960</b>	<b>730</b>	<b>460<sup>P</sup></b>	<b>500<sup>P</sup></b>
	Service	1 300	420	420	310	360	370	380 <sup>P</sup>	420 <sup>P</sup>
	Civilian	..	1 390	1 490	1 140	600	360	80	80
<b>SUB SAHARAN AFRICA</b>		<b>..</b>	<b>950</b>	<b>560</b>	<b>610</b>	<b>650</b>	<b>680</b>	<b>690<sup>P</sup></b>	<b>1 540<sup>P</sup></b>
<i>of which:</i>									
Kenya <sup>7</sup>	Service	-	30	30	30	30	80	90 <sup>P</sup>	140 <sup>P</sup>
	Civilian	..	150	170	180	230	320	360	1 190
Sierra Leone	Service	-	100	90	90	80	60	30 <sup>P</sup>	30 <sup>P</sup>
	Civilian	..	610	230	220	220	150	150	130

Continued on the next page

# CHAPTER 2 - PERSONNEL

## PERSONNEL SUMMARY

**Table 2.3** Global locations of Service<sup>1</sup> and civilian personnel<sup>2,3</sup>, at 1 April each year (continued)

		2000 <sup>4</sup>	2005	2006	2007	2008	2009	2010	2011
<b>NORTH AMERICA</b>		..	<b>910</b>	<b>870</b>	<b>860</b>	<b>880</b>	<b>920</b>	<b>990<sup>P</sup></b>	<b>980<sup>P</sup></b>
<i>of which:</i>									
United States	Service	910	400	410	390	420	470	520 <sup>P</sup>	550 <sup>P</sup>
	Civilian	..	200	180	180	180	160	160	150
Canada	Service	1 610	290	260	270	270	270	270 <sup>P</sup>	270 <sup>P</sup>
	Civilian	..	20	20	10	10	10	50	10
<b>CENTRAL AMERICA / CARIBBEAN</b>		..	<b>230</b>	<b>240</b>	<b>250</b>	<b>260</b>	<b>250</b>	<b>240<sup>P</sup></b>	<b>240<sup>P</sup></b>
	Service	-	80	80	80	80	70	70 <sup>P</sup>	70 <sup>P</sup>
	Civilian	..	150	160	170	180	180	170	160
<b>SOUTH AMERICA</b>		..	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20<sup>P</sup></b>	<b>20<sup>P</sup></b>
	Service	-	10	10	10	10	10	10 <sup>P</sup>	10 <sup>P</sup>
	Civilian	..	-	-	10	10	10	10	10
<b>SOUTH ATLANTIC</b>		..	<b>400</b>	<b>390</b>	<b>360</b>	<b>190</b>	<b>310</b>	<b>270<sup>P</sup></b>	<b>180<sup>P</sup></b>
<i>of which:</i>									
Falkland Islands	Service	780	320	310	290	130	250	220 <sup>P</sup>	120 <sup>P</sup>
	Civilian	..	50	60	60	50	50	40	40
<b>OCEANIA</b>		..	<b>80</b>	<b>50</b>	<b>70</b>	<b>80</b>	<b>60</b>	<b>60<sup>P</sup></b>	<b>70<sup>P</sup></b>
	Service	20	80	50	50	60	50	50 <sup>P</sup>	50 <sup>P</sup>
	Civilian	..	-	-	10	20	20	10	20
<b>Unallocated</b>		-	<b>4 820</b>	<b>2 530</b>	<b>2 210</b>	<b>1 490</b>	<b>1 350</b>	<b>820<sup>P</sup></b>	<b>710<sup>P</sup></b>
	Service	5 720	1 570	1 600	1 330	880	580	350 <sup>P</sup>	340 <sup>P</sup>
	Civilian	4 050	3 250	930	880	610	760	470	370
<b>Royal Fleet Auxiliaries</b>	<b>Civilian</b>	<b>2 450</b>	<b>2 350</b>	<b>2 340</b>	<b>2 360</b>	<b>2 270</b>	<b>2 300</b>	<b>2 330</b>	<b>2 360</b>

Source: DASA(Quad-Service)

1. Service personnel figures are for UK Regular Forces. They include all trained and untrained Personnel and exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists.
2. Civilian Level 0 and Level 1 are defined in the Glossary.
3. UK civilian totals include Trading Fund personnel but exclude RFA and LEC personnel and those with an unknown location. Overseas civilian includes LEC personnel.
4. Detailed break down of LEC data for 2000 are not available. The "Overseas Total" for year 2000 subsumes the total LEC figure. 2000 figures as at 1 July.
5. As data for locally engaged civilians cannot be separated for Germany, Belgium and the Netherlands, these countries are grouped together.
6. Consists of Albania, Bosnia-Herzegovina, Croatia, the Former Yugoslav Republic of Macedonia, Kosovo, Montenegro, Serbia.
7. The increase in civilian numbers in 2011 reflects the additional requirements for locally engaged civilian to support military exercises.

# CHAPTER 2 - PERSONNEL

## PERSONNEL SUMMARY

**Table 2.4 Strength of locally entered personnel<sup>1</sup>, including Gurkhas by global location, at 1 April each year**

The number of locally engaged civilians increased during 2010/11 from 10,200 to 10,580 reflecting the additional requirements for the training and support of military exercises. Locally engaged civilian personnel employed in Afghanistan have increased by more than 50 per cent since 2009, from 590 to 900. The number of civilian personnel listed under Elsewhere in Far East / Asia fell by 95 per cent between 2005 and 2011, mainly due to a reduction of personnel in Iraq. The overall Gurkha strength has increased slightly since 2010, from 3,840 to 3,880. This is 5 per cent higher than in 2007 when Gurkha terms and conditions were amended<sup>2</sup>.

Data from the Joint Personnel Administration System for 2006/07-2008/09 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see the Chapter 2 introduction for more details.

	2000	2005	2006	2007 <sup>3</sup>	2008	2009	2010	2011
<b>Total</b>	<b>18 930</b>	<b>19 740</b>	<b>18 560</b>	<b>17 930</b>	<b>15 490</b>	<b>14 810</b>	<b>14 410<sup>p</sup></b>	<b>14 810<sup>pa</sup></b>
Naval Service	-	-	-	-	-	-	-	-
Army	4 080	4 080	4 010	4 090	4 250	4 260	4 210 <sup>p</sup>	4 230 <sup>p</sup>
<i>of which Gurkhas</i>	3 730	3 690	3 660	3 690	3 870	3 850	3 840 <sup>p</sup>	3 880 <sup>p</sup>
Royal Air Force	-	-	-	-	-	-	-	-
Civilian	14 850	15 660	14 540	13 840	11 240	10 550	10 200	10 580 <sup>e</sup>
<i>by location</i>								
<b>United Kingdom</b>								
Army	2 390	2 520	2 550	2 760	3 030	3 140	2 990 <sup>p</sup>	2 990 <sup>p</sup>
<i>of which Gurkhas</i>	2 390	2 520	2 550	2 760	3 030	3 140	2 990 <sup>p</sup>	2 990 <sup>p</sup>
<b>Europe</b>								
Civilian	10 140	8 690	7 680	7 880	6 540	6 240	5 850	5 400
<b>Far East / Asia</b>								
Afghanistan								
Civilian	..	260	130	350	420	590	890	900 <sup>e</sup>
Brunei								
Army	820	770	800	840	790	650	700 <sup>p</sup>	740 <sup>p</sup>
<i>of which Gurkhas</i>	820	770	800	840	790	650	700 <sup>p</sup>	740 <sup>p</sup>
Civilian	260	300	290	290	290	280	300	320
Nepal <sup>2</sup>								
Army	460	400	300	90	40	40	40 <sup>p</sup>	40 <sup>p</sup>
<i>of which Gurkhas</i>	460	400	300	90	40	40	40 <sup>p</sup>	40 <sup>p</sup>
Civilian	310	370	360	360	360	340	340	320
Elsewhere								
Civilian	20	1 350	1 430	1 120	580	300	60	60
<b>Other areas</b>								
Cyprus								
Civilian	2 520	2 430	2 870	1 950	1 550	1 350	1 310	1 290
Falkland Islands								
Army	60	-	10	10	-	-	- <sup>p</sup>	- <sup>p</sup>
<i>of which Gurkhas</i>	60	-	10	10	-	-	- <sup>p</sup>	- <sup>p</sup>
Civilian	..	10	10	10	10	10	10	10
Gibraltar								
Army <sup>4</sup>	350	390	350	400	380	410	370 <sup>p</sup>	350 <sup>p</sup>
Civilian	980	1 040	940	1 130	700	670	670	700
Elsewhere								
Civilian	610	1 200	820	740	790	770	780	1 580

Source: DASA(Quad-Service)

1. Locally engaged civilians are locally employed by the department on overseas sites and are covered by local employment contracts and not by UK legislation.
2. In March 2007 Gurkha terms and conditions of service were changed, and, among other things, this involved replacing Nepal Long Leave (five months' unpaid leave every three years) with the same leave entitlement as UK Regular soldiers (30 days paid leave each year). As a result, the number of Gurkhas recorded as being in Nepal is lower from 1 April 2007 onwards than in previous years.
3. Due to the introduction of the Joint Personnel Administration system, locally entered Service personnel figures by location for 1 April 2007 are not available and therefore shown as at 1 March 2007.
4. Gibraltar Army figures comprise the Gibraltar Permanent Cadre and Gibraltar Volunteer Reserve.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.5a Full-time trained strength<sup>1</sup> and requirement, at 1 April each year**

The full-time trained strength of the UK Armed Forces was 176,810 at 1 April 2011, down 1,030 (0.6 per cent) since 1 April 2010 and 13,460 (7.1 per cent) since 1 April 2000.

The requirement for the UK's full-time trained Armed Forces has decreased from 198,160 in 2000 to 191,090 in 2005 and 179,250 in 2011. The rate of decrease has been greatest in the RAF, followed by the Naval Service and least in the Army.

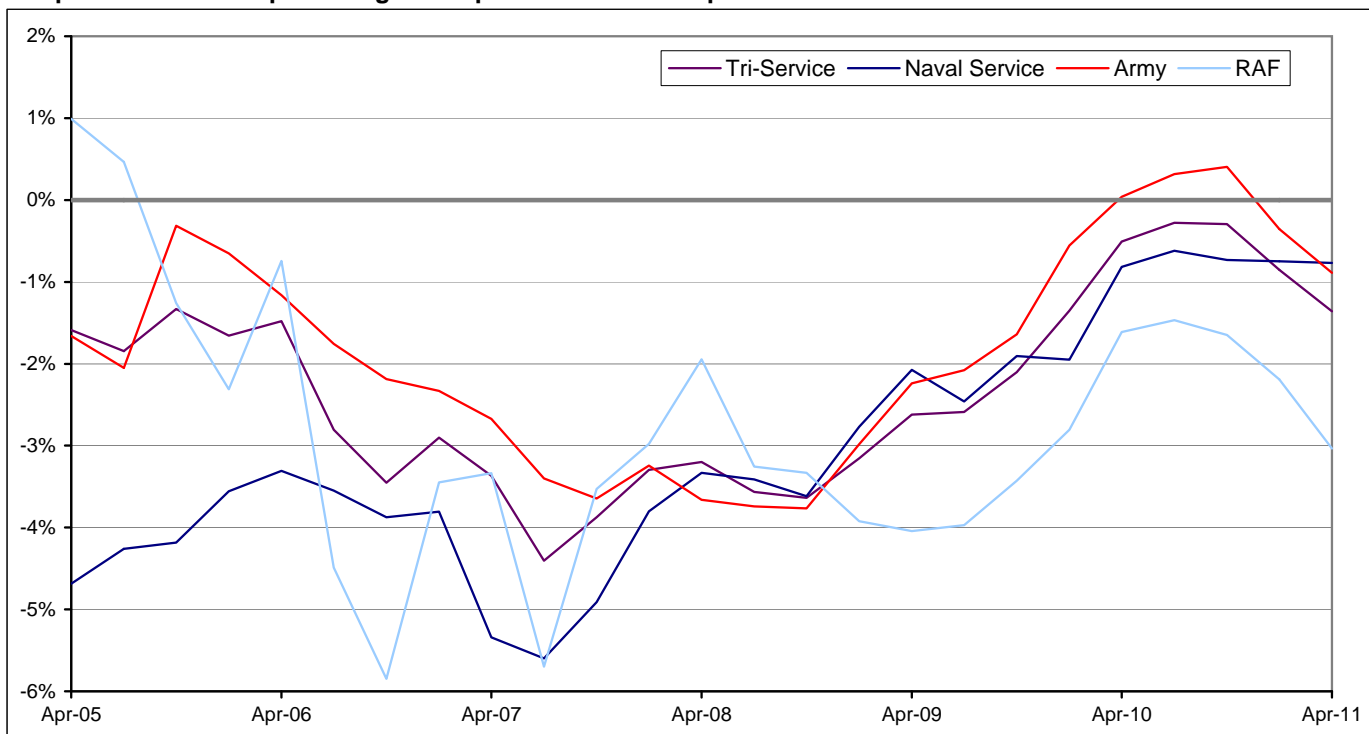
The deficit between strength and requirement of full-time trained Armed Forces has changed from 7,880 at 1 April 2000 to 3,040 at 1 April 2005 and 2,440 at 1 April 2011. The deficit at 1 April 2011 is mainly due to a deficit of 3,520 Other Ranks. Officers were in surplus by 1,090.

Data from the Joint Personnel Administration System for 2006-2009 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see the Chapter 2 introduction for more details.

	2000	2005	2006	2007	2008	2009	2010	2011
<b>All Services</b>								
Requirement	198 160	191 090	185 920	183 610	179 270	178 860	178 750	179 250
Strength <sup>2</sup>	190 270	188 050	183 170	177 430	173 530	174 170	177 840 <sup>P</sup>	176 810 <sup>P</sup>
Surplus/Deficit	-7 880	-3 040	-2 750	-6 190	-5 740	-4 690	-910 <sup>P</sup>	-2 440 <sup>P</sup>
Surplus/Deficit as % of requirement	-4.0	-1.6	-1.5	-3.4	-3.2	-2.6	-0.5 <sup>P</sup>	-1.4 <sup>P</sup>
<b>Naval Service</b>								
Requirement	39 860	38 190	36 830	36 800	36 260	35 760	35 790	35 700
Strength <sup>2</sup>	38 880	36 400	35 620	34 830	35 050	35 020	35 500 <sup>P</sup>	35 430 <sup>P</sup>
Surplus/Deficit	-990	-1 790	-1 220	-1 970	-1 210	-740	-290 <sup>P</sup>	-270 <sup>P</sup>
Surplus/Deficit as % of requirement	-2.5	-4.7	-3.3	-5.3	-3.3	-2.1	-0.8 <sup>P</sup>	-0.8 <sup>P</sup>
<b>Army</b>								
Requirement	106 400	104 170	101 800	101 800	101 800	101 790	102 160	102 210
Strength <sup>2</sup>	100 190	102 440	100 620	99 080	98 070	99 510	102 200 <sup>P</sup>	101 300 <sup>P</sup>
Surplus/Deficit	-6 210	-1 730	-1 180	-2 720	-3 730	-2 280	40 <sup>P</sup>	-910 <sup>P</sup>
Surplus/Deficit as % of requirement	-5.8	-1.7	-1.2	-2.7	-3.7	-2.2	- <sup>P</sup>	-0.9 <sup>P</sup>
<b>Royal Air Force</b>								
Requirement	51 900	48 730	47 290	45 020	41 210	41 310	40 800	41 340
Strength <sup>2</sup>	51 210	49 210	46 940	43 510	40 400	39 640	40 140 <sup>P</sup>	40 090 <sup>P</sup>
Surplus/Deficit	-690	480	-350	-1 500	-800	-1 670	-660 <sup>P</sup>	-1 250 <sup>P</sup>
Surplus/Deficit as % of requirement	-1.3	1.0	-0.7	-3.3	-1.9	-4.1	-1.6 <sup>P</sup>	-3.0 <sup>P</sup>

Source: DASA(Quad-Service)

**Surplus / Deficit as a percentage of requirement since 1 April 2005**



# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.5b** Full-time trained strength<sup>1</sup> and requirement, at 1 April each year

	2000	2005	2006	2007	2008	2009	2010	2011
<b>All Services</b>								
<b>Officers</b>								
Requirement	30 140	30 970	30 070	29 840	29 070	28 940	28 920	28 220
Strength <sup>2</sup>	29 390	30 670	30 380	30 030	29 390	29 550	29 460 <sup>P</sup>	29 310 <sup>P</sup>
Surplus/Deficit	- 740	- 300	310	190	320	610	540 <sup>P</sup>	1 090 <sup>P</sup>
Surplus/Deficit as % of requirement	-2.5	-1.0	1.0	0.6	1.1	2.1	1.9 <sup>P</sup>	3.8 <sup>P</sup>
<b>Other Ranks</b>								
Requirement	168 020	160 120	155 850	153 770	150 190	149 920	149 830	151 030
Strength <sup>2</sup>	160 880	157 380	152 790	147 400	144 140	144 620	148 380 <sup>P</sup>	147 500 <sup>P</sup>
Surplus/Deficit	-7 140	-2 740	-3 060	-6 370	-6 060	-5 300	-1 450 <sup>P</sup>	-3 520 <sup>P</sup>
Surplus/Deficit as % of requirement	-4.3	-1.7	-2.0	-4.1	-4.0	-3.5	-1.0 <sup>P</sup>	-2.3 <sup>P</sup>
<b>Naval Service</b>								
<b>Officers</b>								
Requirement	6 860	6 980	6 830	6 840	6 670	6 580	6 630	6 610
Strength <sup>2</sup>	6 670	6 880	6 800	6 790	6 620	6 690	6 640 <sup>P</sup>	6 620 <sup>P</sup>
Surplus/Deficit	- 190	- 100	- 30	- 50	- 50	110	10 <sup>P</sup>	10 <sup>P</sup>
Surplus/Deficit as % of requirement	-2.8	-1.5	-0.4	-0.8	-0.8	1.7	0.2 <sup>P</sup>	0.1 <sup>P</sup>
<b>Other Ranks</b>								
Requirement	33 000	31 210	30 000	29 960	29 590	29 180	29 160	29 090
Strength <sup>2</sup>	32 210	29 520	28 820	28 040	28 430	28 330	28 860 <sup>P</sup>	28 800 <sup>P</sup>
Surplus/Deficit	- 790	-1 690	-1 190	-1 910	-1 160	- 850	- 310 <sup>P</sup>	- 280 <sup>P</sup>
Surplus/Deficit as % of requirement	-2.4	-5.4	-4.0	-6.4	-3.9	-2.9	-1.0 <sup>P</sup>	-1.0 <sup>P</sup>
<b>Army</b>								
<b>Officers</b>								
Requirement	13 300	13 860	13 350	13 350	13 480	13 460	13 680	12 980
Strength <sup>2</sup>	12 880	14 020	14 150	14 260	14 260	14 240	14 240 <sup>P</sup>	14 120 <sup>P</sup>
Surplus/Deficit	- 410	170	800	910	780	780	560 <sup>P</sup>	1 140 <sup>P</sup>
Surplus/Deficit as % of requirement	-3.1	1.2	6.0	6.8	5.8	5.8	4.1 <sup>P</sup>	8.8 <sup>P</sup>
<b>Other Ranks</b>								
Requirement	93 100	90 320	88 450	88 450	88 320	88 320	88 480	89 230
Strength <sup>2</sup>	87 300	88 420	86 470	84 820	83 810	85 270	87 960 <sup>P</sup>	87 180 <sup>P</sup>
Surplus/Deficit	-5 800	-1 900	-1 980	-3 630	-4 500	-3 060	- 520 <sup>P</sup>	-2 050 <sup>P</sup>
Surplus/Deficit as % of requirement	-6.2	-2.1	-2.2	-4.1	-5.1	-3.5	-0.6 <sup>P</sup>	-2.3 <sup>P</sup>
<b>Royal Air Force</b>								
<b>Officers</b>								
Requirement	9 980	10 140	9 890	9 640	8 920	8 900	8 610	8 630
Strength <sup>2</sup>	9 840	9 770	9 430	8 980	8 510	8 620	8 580 <sup>P</sup>	8 560 <sup>P</sup>
Surplus/Deficit	- 140	- 370	- 460	- 660	- 410	- 280	- 30 <sup>P</sup>	- 60 <sup>P</sup>
Surplus/Deficit as % of requirement	-1.4	-3.6	-4.7	-6.9	-4.6	-3.2	-0.3 <sup>P</sup>	-0.7 <sup>P</sup>
<b>Other Ranks</b>								
Requirement	41 920	38 590	37 400	35 370	32 290	32 420	32 190	32 710
Strength <sup>2</sup>	41 370	39 440	37 510	34 540	31 890	31 020	31 560 <sup>P</sup>	31 520 <sup>P</sup>
Surplus/Deficit	- 550	850	110	- 840	- 400	-1 390	- 630 <sup>P</sup>	-1 190 <sup>P</sup>
Surplus/Deficit as % of requirement	-1.3	2.2	0.3	-2.4	-1.2	-4.3	-2.0 <sup>P</sup>	-3.6 <sup>P</sup>

Source: DASA(Quad-Service)

1. The full time trained strength comprises trained UK Regular Forces, trained Gurkhas and FTRS (Full Time Reserve Service) personnel. It does not include mobilised reservists.

2. From 1 April 2010 some elements of the FTRS are excluded. For a full description of FTRS please refer to the Glossary of Terms and Abbreviations at the end of this publication.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.6 Strength of UK Regular Forces by Service, and whether trained or untrained, at 1 April each year**

At 1 April 2011, 92.6 per cent of UK Regular Forces were trained and 7.4 per cent of personnel were in training. The percentage of untrained personnel fell from 9.6 per cent in 2010, which reflects the decrease in intake across the three Services (see, for example, Table 2.17).

The total UK Regular Forces strength decreased by 10.2 per cent between 2000 and 2011. The RAF has seen the largest decrease - some 22 per cent, whereas the Naval Service decreased by 12 per cent and the Army decreased just 3.5 per cent. The untrained strength has followed a similar pattern whilst the trained strength of UK Regular Forces has decreased by 7.2 per cent between 2000 and 2011. The RAF trained strength decreased by 21.4 per cent and the Naval Service strength decreased by 8.5 per cent, whereas the Army trained strength has increased slightly (0.8 per cent).

Data from the Joint Personnel Administration System for 2006-2009 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see the Chapter 2 introduction for more details.

	2000	2005	2006	2007	2008	2009	2010	2011
<b>All Services</b>	<b>207 610</b>	<b>201 100</b>	<b>195 850</b>	<b>190 670</b>	<b>186 910</b>	<b>188 600</b>	<b>191 660<sup>P</sup></b>	<b>186 360<sup>P</sup></b>
Officers	32 520	33 000	32 700	32 170	31 730	31 700	31 930 <sup>P</sup>	31 830 <sup>P</sup>
Other Ranks	175 100	168 090	163 150	158 500	155 190	156 910	159 730 <sup>P</sup>	154 520 <sup>P</sup>
<b>Trained</b>	<b>186 000</b>	<b>182 840</b>	<b>178 300</b>	<b>172 480</b>	<b>168 180</b>	<b>168 510</b>	<b>173 260<sup>P</sup></b>	<b>172 580<sup>P</sup></b>
Officers	29 080	29 920	29 660	29 280	28 560	28 600	28 940 <sup>P</sup>	28 970 <sup>P</sup>
Other Ranks	156 920	152 930	148 630	143 200	139 620	139 900	144 320 <sup>P</sup>	143 620 <sup>P</sup>
<b>Untrained</b>	<b>21 610</b>	<b>18 260</b>	<b>17 560</b>	<b>18 190</b>	<b>18 730</b>	<b>20 100</b>	<b>18 400<sup>P</sup></b>	<b>13 770<sup>P</sup></b>
Officers	3 440	3 090	3 040	2 890	3 160	3 090	2 990 <sup>P</sup>	2 870 <sup>P</sup>
Other Ranks	18 180	15 160	14 520	15 300	15 570	17 000	15 410 <sup>P</sup>	10 910 <sup>P</sup>
<b>Naval Service</b>	<b>42 850</b>	<b>39 940</b>	<b>39 390</b>	<b>38 850</b>	<b>38 560</b>	<b>38 340</b>	<b>38 730<sup>P</sup></b>	<b>37 660<sup>P</sup></b>
<i>of which: Royal Marines</i>	<i>6 750</i>	<i>7 350</i>	<i>7 430</i>	<i>7 480</i>	<i>7 650</i>	<i>7 820</i>	<i>7 990<sup>P</sup></i>	<i>8 200<sup>P</sup></i>
Officers	7 660	7 730	7 660	7 580	7 480	7 410	7 460 <sup>P</sup>	7 410 <sup>P</sup>
<i>of which: Royal Marines</i>	<i>670</i>	<i>750</i>	<i>770</i>	<i>790</i>	<i>800</i>	<i>830</i>	<i>860<sup>P</sup></i>	<i>860<sup>P</sup></i>
Other Ranks	35 190	32 210	31 730	31 270	31 080	30 930	31 270 <sup>P</sup>	30 240 <sup>P</sup>
<i>of which: Royal Marines</i>	<i>6 080</i>	<i>6 600</i>	<i>6 660</i>	<i>6 680</i>	<i>6 860</i>	<i>6 990</i>	<i>7 140<sup>P</sup></i>	<i>7 330<sup>P</sup></i>
<b>Trained</b>	<b>38 540</b>	<b>35 500</b>	<b>34 890</b>	<b>34 260</b>	<b>34 520</b>	<b>34 400</b>	<b>35 170<sup>P</sup></b>	<b>35 250<sup>P</sup></b>
Officers	6 560	6 700	6 630	6 650	6 480	6 520	6 520 <sup>P</sup>	6 550 <sup>P</sup>
Other Ranks	31 970	28 810	28 260	27 600	28 040	27 880	28 650 <sup>P</sup>	28 700 <sup>P</sup>
<b>Untrained</b>	<b>4 310</b>	<b>4 440</b>	<b>4 500</b>	<b>4 590</b>	<b>4 040</b>	<b>3 940</b>	<b>3 560<sup>P</sup></b>	<b>2 410<sup>P</sup></b>
Officers	1 100	1 040	1 020	920	1 000	890	940 <sup>P</sup>	870 <sup>P</sup>
Other Ranks	3 220	3 400	3 470	3 670	3 040	3 050	2 620 <sup>P</sup>	1 540 <sup>P</sup>
<b>Army</b>	<b>110 050</b>	<b>109 290</b>	<b>107 730</b>	<b>106 340</b>	<b>104 980</b>	<b>106 700</b>	<b>108 870<sup>P</sup></b>	<b>106 230<sup>P</sup></b>
Officers	13 870	14 660	14 730	14 640	14 550	14 510	14 640 <sup>P</sup>	14 760 <sup>P</sup>
Other Ranks	96 180	94 630	93 000	91 700	90 440	92 190	94 230 <sup>P</sup>	91 470 <sup>P</sup>
<b>Trained</b>	<b>96 470</b>	<b>98 490</b>	<b>96 790</b>	<b>95 060</b>	<b>93 620</b>	<b>94 870</b>	<b>97 980<sup>P</sup></b>	<b>97 270<sup>P</sup></b>
Officers	12 760	13 630	13 750	13 800	13 720	13 620	13 860 <sup>P</sup>	13 870 <sup>P</sup>
Other Ranks	83 720	84 860	83 040	81 260	79 900	81 250	84 110 <sup>P</sup>	83 400 <sup>P</sup>
<b>Untrained</b>	<b>13 580</b>	<b>10 800</b>	<b>10 940</b>	<b>11 280</b>	<b>11 360</b>	<b>11 830</b>	<b>10 900<sup>P</sup></b>	<b>8 970<sup>P</sup></b>
Officers	1 110	1 020	980	840	830	890	780 <sup>P</sup>	900 <sup>P</sup>
Other Ranks	12 470	9 780	9 960	10 440	10 530	10 940	10 120 <sup>P</sup>	8 070 <sup>P</sup>
<b>Royal Air Force</b>	<b>54 720</b>	<b>51 870</b>	<b>48 730</b>	<b>45 480</b>	<b>43 370</b>	<b>43 560</b>	<b>44 050<sup>P</sup></b>	<b>42 460<sup>P</sup></b>
Officers	10 990	10 620	10 310	9 960	9 700	9 780	9 820 <sup>P</sup>	9 660 <sup>P</sup>
Other Ranks	43 730	41 250	38 420	35 520	33 680	33 780	34 230 <sup>P</sup>	32 810 <sup>P</sup>
<b>Trained</b>	<b>50 990</b>	<b>48 850</b>	<b>46 610</b>	<b>43 170</b>	<b>40 040</b>	<b>39 240</b>	<b>40 110<sup>P</sup></b>	<b>40 070<sup>P</sup></b>
Officers	9 760	9 590	9 280	8 840	8 370	8 470	8 560 <sup>P</sup>	8 550 <sup>P</sup>
Other Ranks	41 240	39 260	37 330	34 340	31 680	30 770	31 560 <sup>P</sup>	31 520 <sup>P</sup>
<b>Untrained</b>	<b>3 720</b>	<b>3 020</b>	<b>2 120</b>	<b>2 310</b>	<b>3 330</b>	<b>4 320</b>	<b>3 940<sup>P</sup></b>	<b>2 400<sup>P</sup></b>
Officers	1 230	1 030	1 030	1 130	1 330	1 310	1 270 <sup>P</sup>	1 100 <sup>P</sup>
Other Ranks	2 490	1 990	1 090	1 190	2 000	3 010	2 680 <sup>P</sup>	1 290 <sup>P</sup>

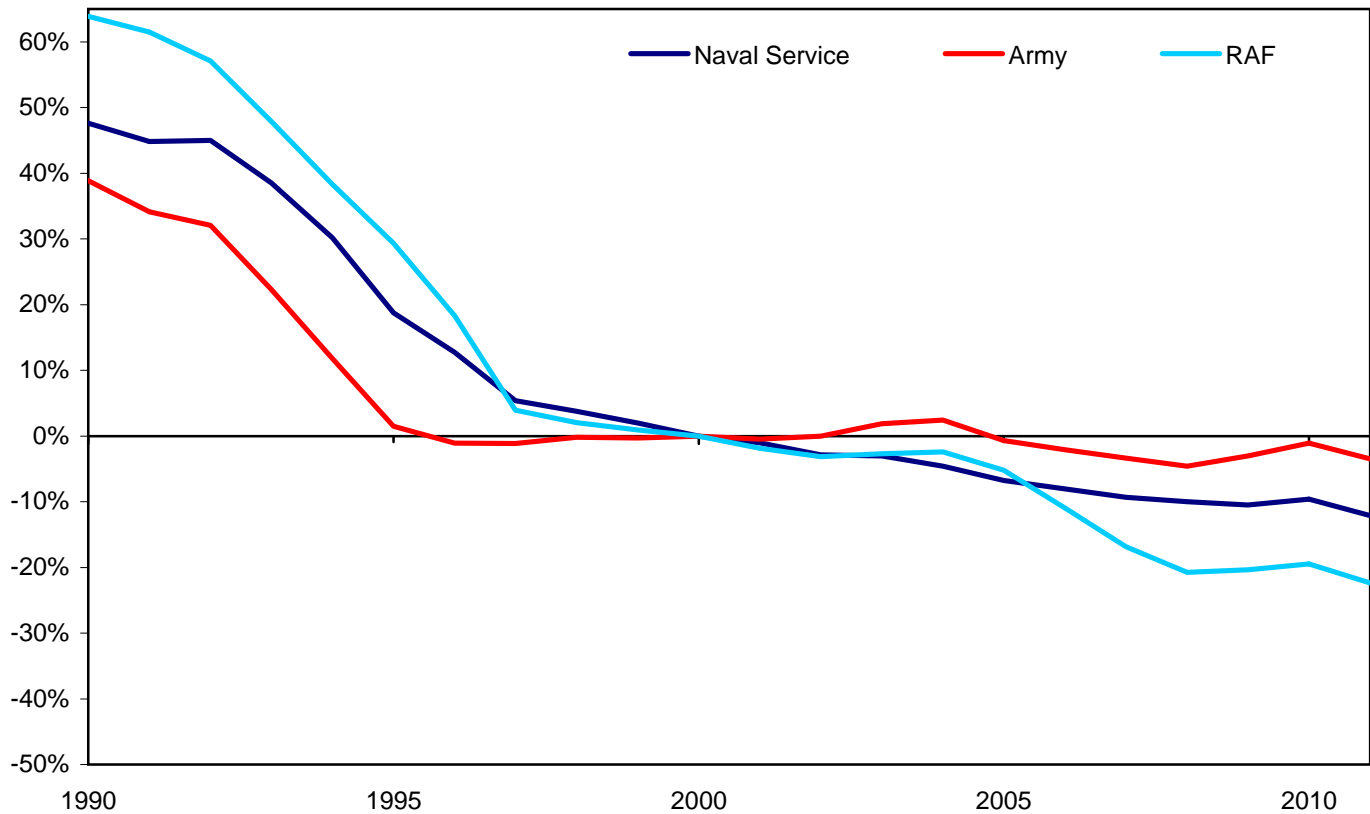
Source: DASA(Quad-Service)



# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Chart to Table 2.6** Percentage change in UK Regular strength at 1 April each year compared with 1 April 2000



# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.7 Strength of UK Regular Forces by Service and sex, at 1 April each year**

The UK Regular Forces have seen a long-term increase in the proportion of personnel who are female, rising from 8.0 per cent in 2000 to 9.6 per cent in 2011. At 1 April 2011, females represented 12.3 per cent of Officers and 9.0 per cent of Other Ranks.

The RAF has the largest proportion of female personnel (13.8 per cent), followed by the Naval Service (9.4 per cent) and then the Army (8.0 per cent).

Data from the Joint Personnel Administration System for 2006-2009 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see the Chapter 2 introduction for more details.

	2000	2005	2006	2007	2008	2009	2010	2011
<b>All Services</b>	<b>207 610</b>	<b>201 100</b>	<b>195 850</b>	<b>190 670</b>	<b>186 910</b>	<b>188 600</b>	<b>191 660<sup>P</sup></b>	<b>186 360<sup>P</sup></b>
of which female	16 550	18 160	17 870	17 670	17 610	17 850	18 320 <sup>P</sup>	17 850 <sup>P</sup>
Percentage female	8.0%	9.0%	9.1%	9.3%	9.4%	9.5%	9.6% <sup>P</sup>	9.6% <sup>P</sup>
<b>Officers</b>	<b>32 520</b>	<b>33 000</b>	<b>32 700</b>	<b>32 170</b>	<b>31 730</b>	<b>31 700</b>	<b>31 930<sup>P</sup></b>	<b>31 830<sup>P</sup></b>
of which female	2 890	3 600	3 680	3 740	3 760	3 830	3 890 <sup>P</sup>	3 900 <sup>P</sup>
Percentage female	8.9%	10.9%	11.3%	11.6%	11.9%	12.1%	12.2% <sup>P</sup>	12.3% <sup>P</sup>
<b>Other Ranks</b>	<b>175 100</b>	<b>168 090</b>	<b>163 150</b>	<b>158 500</b>	<b>155 190</b>	<b>156 910</b>	<b>159 730<sup>P</sup></b>	<b>154 520<sup>P</sup></b>
of which female	13 660	14 560	14 190	13 930	13 840	14 020	14 430 <sup>P</sup>	13 950 <sup>P</sup>
Percentage female	7.8%	8.7%	8.7%	8.8%	8.9%	8.9%	9.0% <sup>P</sup>	9.0% <sup>P</sup>
<b>Naval Service</b>	<b>42 850</b>	<b>39 940</b>	<b>39 390</b>	<b>38 850</b>	<b>38 560</b>	<b>38 340</b>	<b>38 730<sup>P</sup></b>	<b>37 660<sup>P</sup></b>
of which female	3 400	3 690	3 670	3 650	3 680	3 660	3 710 <sup>P</sup>	3 530 <sup>P</sup>
Percentage female	7.9%	9.2%	9.3%	9.4%	9.5%	9.6%	9.6% <sup>P</sup>	9.4% <sup>P</sup>
<b>Officers</b>	<b>7 660</b>	<b>7 730</b>	<b>7 660</b>	<b>7 580</b>	<b>7 480</b>	<b>7 410</b>	<b>7 460<sup>P</sup></b>	<b>7 410<sup>P</sup></b>
of which female	520	660	680	680	700	720	720 <sup>P</sup>	720 <sup>P</sup>
Percentage female	6.7%	8.6%	8.8%	9.0%	9.4%	9.7%	9.7% <sup>P</sup>	9.7% <sup>P</sup>
<b>Other Ranks</b>	<b>35 190</b>	<b>32 210</b>	<b>31 730</b>	<b>31 270</b>	<b>31 080</b>	<b>30 930</b>	<b>31 270<sup>P</sup></b>	<b>30 240<sup>P</sup></b>
of which female	2 890	3 030	3 000	2 970	2 980	2 950	2 990 <sup>P</sup>	2 810 <sup>P</sup>
Percentage female	8.2%	9.4%	9.4%	9.5%	9.6%	9.5%	9.6% <sup>P</sup>	9.3% <sup>P</sup>
<b>Army</b>	<b>110 050</b>	<b>109 290</b>	<b>107 730</b>	<b>106 340</b>	<b>104 980</b>	<b>106 700</b>	<b>108 870<sup>P</sup></b>	<b>106 230<sup>P</sup></b>
of which female	7 800	8 210	8 180	8 190	8 220	8 320	8 570 <sup>P</sup>	8 480 <sup>P</sup>
Percentage female	7.1%	7.5%	7.6%	7.7%	7.8%	7.8%	7.9% <sup>P</sup>	8.0% <sup>P</sup>
<b>Officers</b>	<b>13 870</b>	<b>14 660</b>	<b>14 730</b>	<b>14 640</b>	<b>14 550</b>	<b>14 510</b>	<b>14 640<sup>P</sup></b>	<b>14 760<sup>P</sup></b>
of which female	1 280	1 550	1 590	1 630	1 640	1 620	1 660 <sup>P</sup>	1 670 <sup>P</sup>
Percentage female	9.2%	10.6%	10.8%	11.1%	11.3%	11.2%	11.3% <sup>P</sup>	11.3% <sup>P</sup>
<b>Other Ranks</b>	<b>96 180</b>	<b>94 630</b>	<b>93 000</b>	<b>91 700</b>	<b>90 440</b>	<b>92 190</b>	<b>94 230<sup>P</sup></b>	<b>91 470<sup>P</sup></b>
of which female	6 520	6 660	6 590	6 560	6 580	6 700	6 910 <sup>P</sup>	6 810 <sup>P</sup>
Percentage female	6.8%	7.0%	7.1%	7.2%	7.3%	7.3%	7.3% <sup>P</sup>	7.4% <sup>P</sup>
<b>Royal Air Force</b>	<b>54 720</b>	<b>51 870</b>	<b>48 730</b>	<b>45 480</b>	<b>43 370</b>	<b>43 560</b>	<b>44 050<sup>P</sup></b>	<b>42 460<sup>P</sup></b>
of which female	5 350	6 260	6 020	5 840	5 700	5 870	6 040 <sup>P</sup>	5 840 <sup>P</sup>
Percentage female	9.8%	12.1%	12.3%	12.8%	13.2%	13.5%	13.7% <sup>P</sup>	13.8% <sup>P</sup>
<b>Officers</b>	<b>10 990</b>	<b>10 620</b>	<b>10 310</b>	<b>9 960</b>	<b>9 700</b>	<b>9 780</b>	<b>9 820<sup>P</sup></b>	<b>9 660<sup>P</sup></b>
of which female	1 100	1 390	1 410	1 430	1 430	1 490	1 510 <sup>P</sup>	1 510 <sup>P</sup>
Percentage female	10.0%	13.1%	13.7%	14.4%	14.7%	15.2%	15.4% <sup>P</sup>	15.7% <sup>P</sup>
<b>Other Ranks</b>	<b>43 730</b>	<b>41 250</b>	<b>38 420</b>	<b>35 520</b>	<b>33 680</b>	<b>33 780</b>	<b>34 230<sup>P</sup></b>	<b>32 810<sup>P</sup></b>
of which female	4 250	4 870	4 600	4 400	4 280	4 380	4 540 <sup>P</sup>	4 330 <sup>P</sup>
Percentage female	9.7%	11.8%	12.0%	12.4%	12.7%	13.0%	13.2% <sup>P</sup>	13.2% <sup>P</sup>

Source: DASA(Quad-Service)

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.8 Strength of UK Regular Forces by Service, sex and rank<sup>1</sup>, at 1 April 2011**

At 1 April 2011 there were 168,500 (90.4 per cent) male and 17,850 (9.6 per cent) female UK Regular Forces personnel.

12.3 per cent of Officers were female, however females are concentrated in the junior Officer ranks - females represent 13.9 per cent of personnel at Major<sup>1</sup> and below and only 4.9 per cent of those at Lieutenant Colonel<sup>1</sup> and above. This figure rises to 13.9 per cent for Officers at Major<sup>1</sup> and below and falls to 4.9 per cent for Officers at Lieutenant Colonel<sup>1</sup> and above.

Within the Other Ranks, the representation of females followed a similar, although less marked, pattern. 9.0 per cent of all Other Ranks were female, however at Corporal<sup>1</sup> and below the proportion of females was 9.6 per cent, which falls to 7.5 per cent for Other Ranks at Sergeant<sup>1</sup> and above.

	All Personnel	Male	Female	Percentage Female
<b>All Services</b>	<b>186 360</b>	<b>168 500</b>	<b>17 850</b>	<b>9.6</b>
<b>Officers</b>	<b>31 830</b>	<b>27 930</b>	<b>3 900</b>	<b>12.3</b>
Lieutenant Colonel <sup>1</sup> and above	5 770	5 480	280	4.9
Major <sup>1</sup> and below	26 070	22 450	3 620	13.9
<b>Other Ranks</b>	<b>154 520</b>	<b>140 570</b>	<b>13 950</b>	<b>9.0</b>
Sergeant <sup>1</sup> and above	42 350	39 150	3 200	7.5
Corporal <sup>1</sup> and below	112 170	101 420	10 760	9.6
<b>Naval Service</b>	<b>37 660</b>	<b>34 130</b>	<b>3 530</b>	<b>9.4</b>
<b>Officers</b>	<b>7 410</b>	<b>6 700</b>	<b>720</b>	<b>9.7</b>
Commander / Lieutenant Colonel and above	1 540	1 510	40	2.4
Lieutenant Commander / Major and below	5 870	5 190	680	11.6
<b>Other Ranks</b>	<b>30 240</b>	<b>27 430</b>	<b>2 810</b>	<b>9.3</b>
Petty Officer / Sergeant and above	9 800	9 240	560	5.7
Leading Rate / Corporal and below	20 440	18 190	2 260	11.0
<b>Army</b>	<b>106 230</b>	<b>97 760</b>	<b>8 480</b>	<b>8.0</b>
<b>Officers</b>	<b>14 760</b>	<b>13 090</b>	<b>1 670</b>	<b>11.3</b>
Lieutenant Colonel and above	2 590	2 460	130	5.1
Major and below	12 180	10 640	1 540	12.6
<b>Other Ranks</b>	<b>91 470</b>	<b>84 660</b>	<b>6 810</b>	<b>7.4</b>
Sergeant and above	22 150	20 480	1 670	7.6
Corporal and below	69 320	64 180	5 130	7.4
<b>Royal Air Force</b>	<b>42 460</b>	<b>36 620</b>	<b>5 840</b>	<b>13.8</b>
<b>Officers</b>	<b>9 660</b>	<b>8 140</b>	<b>1 510</b>	<b>15.7</b>
Wing Commander and above	1 640	1 520	110	6.9
Squadron Leader and below	8 020	6 620	1 400	17.5
<b>Other Ranks</b>	<b>32 810</b>	<b>28 480</b>	<b>4 330</b>	<b>13.2</b>
Sergeant and above	10 400	9 430	960	9.3
Corporal and below	22 410	19 040	3 370	15.0

Source: DASA(Quad-Service)

1. Figures are for paid rank. Includes equivalent ranks for the Naval Service and RAF. See **Table 2.24**.

Due to ongoing validation of data from the Joint Personnel Administration System, Service strength statistics for 1 April 2011 are provisional and subject to review.

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## UK ARMED FORCES

**Table 2.9 Strength of UK Regular Forces by Service and ethnic origin, at 1 April each year**

At 1 April 2011 personnel from Black and Minority Ethnic (BME) backgrounds comprised 2.4 per cent of Officer strength and 7.6 per cent of Other Ranks strength.

Whilst the strength and percentage of BME Officers has remained relatively stable since 2005 for all three Services, the Other Ranks percentage has increased from 5.8 per cent at 1 April 2005 (9,140 personnel) to 7.6 per cent at 1 April 2011 (11,500 personnel).

The Army saw the largest increase in BME Other Ranks (rising from 8.4 per cent in 2005 to 10.7 per cent in 2011), followed by the Naval Service (from 2.7 per cent to 4.0 per cent) whilst the proportion of BME personnel in the RAF has fallen (from 2.4 per cent to 2.0 per cent).

Data from the Joint Personnel Administration System for 2006-2009 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see the Chapter 2 introduction for more details.

	2005	2006	2007	2008	2009	2010	2011
<b>All Services</b>	<b>201 100</b>	<b>195 850</b>	<b>190 670</b>	<b>186 910</b>	<b>188 600</b>	<b>191 660<sup>P</sup></b>	<b>186 360<sup>P</sup></b>
<b>Officers</b>	<b>33 000</b>	<b>32 700</b>	<b>32 170</b>	<b>31 730</b>	<b>31 700</b>	<b>31 930<sup>P</sup></b>	<b>31 830<sup>P</sup></b>
BME	740	740	740	730	750	730 <sup>P</sup>	740 <sup>P</sup>
<i>Percentage BME<sup>1</sup></i>	2.4%	2.4%	2.4%	2.4%	2.5%	2.4% <sup>P</sup>	2.4% <sup>P</sup>
White	29 720	30 020	29 440	28 960	28 740	29 320 <sup>P</sup>	29 940 <sup>P</sup>
Unknown <sup>2</sup>	2 540	1 940	2 000	2 040	2 200	1 880 <sup>P</sup>	1 150 <sup>P</sup>
<b>Other Ranks</b>	<b>168 090</b>	<b>163 150</b>	<b>158 500</b>	<b>155 190</b>	<b>156 910</b>	<b>159 730<sup>P</sup></b>	<b>154 520<sup>P</sup></b>
BME	9 140	9 460	9 690	9 860	10 760	11 440 <sup>P</sup>	11 500 <sup>P</sup>
<i>Percentage BME<sup>1</sup></i>	5.8%	6.1%	6.5%	6.7%	7.3%	7.4% <sup>P</sup>	7.6% <sup>P</sup>
White	147 950	145 180	140 250	136 550	137 690	143 520 <sup>P</sup>	140 510 <sup>P</sup>
Unknown <sup>2</sup>	11 000	8 520	8 550	8 770	8 450	4 770 <sup>P</sup>	2 520 <sup>P</sup>
<b>Naval Service</b>	<b>39 940</b>	<b>39 390</b>	<b>38 850</b>	<b>38 560</b>	<b>38 340</b>	<b>38 730<sup>P</sup></b>	<b>37 660<sup>P</sup></b>
<b>Officers</b>	<b>7 730</b>	<b>7 660</b>	<b>7 580</b>	<b>7 480</b>	<b>7 410</b>	<b>7 460<sup>P</sup></b>	<b>7 410<sup>P</sup></b>
BME	120	120	110	110	120	110 <sup>P</sup>	130 <sup>P</sup>
<i>Percentage BME<sup>1</sup></i>	1.6%	1.6%	1.5%	1.5%	1.6%	1.6% <sup>P</sup>	1.7% <sup>P</sup>
White	7 270	7 280	7 110	7 090	7 030	7 000 <sup>P</sup>	7 110 <sup>P</sup>
Unknown <sup>2</sup>	340	260	360	280	260	350 <sup>P</sup>	170 <sup>P</sup>
<b>Other Ranks</b>	<b>32 210</b>	<b>31 730</b>	<b>31 270</b>	<b>31 080</b>	<b>30 930</b>	<b>31 270<sup>P</sup></b>	<b>30 240<sup>P</sup></b>
BME	840	880	910	1 020	1 090	1 160 <sup>P</sup>	1 170 <sup>P</sup>
<i>Percentage BME<sup>1</sup></i>	2.7%	2.8%	3.1%	3.4%	3.7%	3.9% <sup>P</sup>	4.0% <sup>P</sup>
White	30 200	29 980	28 830	28 940	28 410	28 920 <sup>P</sup>	28 410 <sup>P</sup>
Unknown <sup>2</sup>	1 180	880	1 530	1 120	1 430	1 190 <sup>P</sup>	660 <sup>P</sup>
<b>Army</b>	<b>109 290</b>	<b>107 730</b>	<b>106 340</b>	<b>104 980</b>	<b>106 700</b>	<b>108 870<sup>P</sup></b>	<b>106 230<sup>P</sup></b>
<b>Officers</b>	<b>14 660</b>	<b>14 730</b>	<b>14 640</b>	<b>14 550</b>	<b>14 510</b>	<b>14 640<sup>P</sup></b>	<b>14 760<sup>P</sup></b>
BME	380	390	400	400	400	390 <sup>P</sup>	400 <sup>P</sup>
<i>Percentage BME<sup>1</sup></i>	2.8%	2.8%	2.9%	3.0%	3.0%	2.8% <sup>P</sup>	2.8% <sup>P</sup>
White	13 430	13 550	13 480	13 220	12 930	13 500 <sup>P</sup>	14 130 <sup>P</sup>
Unknown <sup>2</sup>	850	790	750	930	1 170	760 <sup>P</sup>	240 <sup>P</sup>
<b>Other Ranks</b>	<b>94 630</b>	<b>93 000</b>	<b>91 700</b>	<b>90 440</b>	<b>92 190</b>	<b>94 230<sup>P</sup></b>	<b>91 470<sup>P</sup></b>
BME	7 400	7 760	8 050	8 180	9 020	9 620 <sup>P</sup>	9 700 <sup>P</sup>
<i>Percentage BME<sup>1</sup></i>	8.4%	8.8%	9.3%	9.7%	10.4%	10.4% <sup>P</sup>	10.7% <sup>P</sup>
White	81 170	79 940	78 680	76 340	77 670	82 480 <sup>P</sup>	81 240 <sup>P</sup>
Unknown <sup>2</sup>	6 060	5 300	4 980	5 920	5 510	2 130 <sup>P</sup>	530 <sup>P</sup>
<b>Royal Air Force</b>	<b>51 870</b>	<b>48 730</b>	<b>45 480</b>	<b>43 370</b>	<b>43 560</b>	<b>44 050<sup>P</sup></b>	<b>42 460<sup>P</sup></b>
<b>Officers</b>	<b>10 620</b>	<b>10 310</b>	<b>9 960</b>	<b>9 700</b>	<b>9 780</b>	<b>9 820<sup>P</sup></b>	<b>9 660<sup>P</sup></b>
BME	240	230	230	210	230	230 <sup>P</sup>	220 <sup>P</sup>
<i>Percentage BME<sup>1</sup></i>	2.6%	2.5%	2.5%	2.4%	2.6%	2.5% <sup>P</sup>	2.4% <sup>P</sup>
White	9 020	9 190	8 850	8 660	8 780	8 820 <sup>P</sup>	8 690 <sup>P</sup>
Unknown <sup>2</sup>	1 350	900	880	820	770	770 <sup>P</sup>	740 <sup>P</sup>
<b>Other Ranks</b>	<b>41 250</b>	<b>38 420</b>	<b>35 520</b>	<b>33 680</b>	<b>33 780</b>	<b>34 230<sup>P</sup></b>	<b>32 810<sup>P</sup></b>
BME	910	820	730	670	660	660 <sup>P</sup>	620 <sup>P</sup>
<i>Percentage BME<sup>1</sup></i>	2.4%	2.3%	2.2%	2.1%	2.0%	2.0% <sup>P</sup>	2.0% <sup>P</sup>
White	36 580	35 250	32 740	31 270	31 610	32 130 <sup>P</sup>	30 870 <sup>P</sup>
Unknown <sup>2</sup>	3 760	2 340	2 040	1 740	1 520	1 440 <sup>P</sup>	1 320 <sup>P</sup>

Source: DASA(Quad-Service)

1. Percentages are calculated from unrounded data and are based on those with known ethnicity only.

2. Includes those with an unrecorded ethnic origin and those who chose not to declare.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.10** Strength of UK Regular Forces by Service, ethnic origin and rank<sup>1</sup>, at 1 April 2011

At 1 April 2011 personnel from Black and Minority Ethnic (BME) backgrounds comprised 2.4 per cent of Officer strength and 7.6 per cent of Other Ranks strength. Within both Officers and Other Ranks, there were proportionally more BME personnel in the lower rank ranges (Major and below<sup>1</sup>, and Corporal<sup>1</sup> and below) than at the more senior ranks. The Army has the highest proportion of BME personnel, who comprise 9.6 per cent of total Regular Army strength, compared with 3.5 per cent in the Naval Service and 2.1 per cent in the RAF.

In the Naval Service and Army, there was a higher proportion of personnel from BME backgrounds in the Other Ranks than Officers, whereas in the RAF the reverse is true. The RAF has a higher proportion of BME personnel at Wing Commander and above (2.8 per cent) than the other Services, but also has the lowest proportion of BME personnel in the Other Ranks (2.0 per cent).

	All Personnel	White	Black and Minority Ethnic <sup>3</sup>	Of which <sup>3</sup>				Unknown <sup>4</sup>	Percentage <sup>2</sup>
				Mixed	Asian	Black	Other		Black and Minority Ethnic
<b>All Services</b>	<b>186 360</b>	<b>170 440</b>	<b>12 240</b>	<b>2 275</b>	<b>1 740</b>	<b>7 245</b>	<b>985</b>	<b>3 670</b>	<b>6.7</b>
<b>Officers</b>	<b>31 830</b>	<b>29 940</b>	<b>740</b>	<b>315</b>	<b>205</b>	<b>125</b>	<b>95</b>	<b>1 150</b>	<b>2.4</b>
Lieutenant Colonel <sup>1</sup> and above	5 770	5 470	120	45	35	10	30	180	2.1
Major <sup>1</sup> and below	26 070	24 470	630	275	170	115	70	970	2.5
<b>Other Ranks</b>	<b>154 520</b>	<b>140 510</b>	<b>11 500</b>	<b>1 960</b>	<b>1 530</b>	<b>7 120</b>	<b>885</b>	<b>2 520</b>	<b>7.6</b>
Sergeant <sup>1</sup> and above	42 350	40 410	980	410	170	255	145	960	2.4
Corporal <sup>1</sup> and below	112 170	100 100	10 510	1 550	1 360	6 860	740	1 560	9.5
<b>Naval Service</b>	<b>37 660</b>	<b>35 520</b>	<b>1 300</b>	<b>380</b>	<b>105</b>	<b>675</b>	<b>140</b>	<b>840</b>	<b>3.5</b>
<b>Officers</b>	<b>7 410</b>	<b>7 110</b>	<b>130</b>	<b>60</b>	<b>30</b>	<b>20</b>	<b>20</b>	<b>170</b>	<b>1.7</b>
Commander / Lieutenant Colonel and above	1 540	1 480	20	10	~	-	10	40	1.5
Lieutenant Commander / Major and below	5 870	5 630	100	50	25	20	10	130	1.8
<b>Other Ranks</b>	<b>30 240</b>	<b>28 410</b>	<b>1 170</b>	<b>320</b>	<b>80</b>	<b>655</b>	<b>120</b>	<b>660</b>	<b>4.0</b>
Petty Officer / Sergeant and above	9 800	9 460	160	80	20	30	30	180	1.7
Leading Rate / Corporal and below	20 440	18 950	1 020	240	60	625	90	480	5.1
<b>Army</b>	<b>106 230</b>	<b>95 360</b>	<b>10 100</b>	<b>1 520</b>	<b>1 460</b>	<b>6 385</b>	<b>735</b>	<b>770</b>	<b>9.6</b>
<b>Officers</b>	<b>14 760</b>	<b>14 130</b>	<b>400</b>	<b>170</b>	<b>125</b>	<b>65</b>	<b>45</b>	<b>240</b>	<b>2.8</b>
Lieutenant Colonel and above	2 590	2 490	50	20	20	~	10	40	2.1
Major and below	12 180	11 640	350	150	105	60	35	190	2.9
<b>Other Ranks</b>	<b>91 470</b>	<b>81 240</b>	<b>9 700</b>	<b>1 350</b>	<b>1 335</b>	<b>6 320</b>	<b>690</b>	<b>530</b>	<b>10.7</b>
Sergeant and above	22 150	21 330	650	245	120	195	90	170	3.0
Corporal and below	69 320	59 900	9 050	1 105	1 220	6 125	600	360	13.1
<b>Royal Air Force</b>	<b>42 460</b>	<b>39 560</b>	<b>840</b>	<b>375</b>	<b>170</b>	<b>185</b>	<b>110</b>	<b>2 060</b>	<b>2.1</b>
<b>Officers</b>	<b>9 660</b>	<b>8 690</b>	<b>220</b>	<b>90</b>	<b>55</b>	<b>40</b>	<b>35</b>	<b>740</b>	<b>2.4</b>
Wing Commander and above	1 640	1 500	40	15	15	5	10	100	2.8
Squadron Leader and below	8 020	7 200	180	75	40	35	25	650	2.4
<b>Other Ranks</b>	<b>32 810</b>	<b>30 870</b>	<b>620</b>	<b>285</b>	<b>115</b>	<b>145</b>	<b>75</b>	<b>1 320</b>	<b>2.0</b>
Sergeant and above	10 400	9 620	170	80	35	30	25	610	1.7
Corporal and below	22 410	21 250	450	205	85	110	50	710	2.1

Source: DASA(Quad-Service)

- Figures are for paid rank. Includes equivalent ranks for the Naval Service and RAF. See **Table 2.24**.
- Percentages are calculated from unrounded data and only include personnel with a known ethnic origin.
- Asian comprises Asian Bangladeshi, Asian Pakistani, Asian Indian and other Asian Backgrounds, and reflecting changes made in the 2011 Census, now includes Chinese.  
Black comprises Black Caribbean, Black African and other Black Backgrounds.  
Mixed comprises Mixed Black African and White, Mixed Asian and White, Mixed Black Caribbean and white and other Mixed Ethnic  
Other is defined as "other ethnic background".
- Includes those with an unrecorded ethnic origin and those who chose not to declare.

Due to ongoing validation of data from the Joint Personnel Administration System, Service strength statistics for 1 April 2011 are provisional and subject to review.

All figures are rounded to the nearest 10, with the exception of those in the detailed BME categories. These figures are rounded to the nearest 5 so as not to obscure the data, and therefore may not sum to the totals shown.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.11** Strength of UK Regular Forces by age<sup>1</sup>, at 1 April each year

At 1 April 2011, the average age of UK Regular Forces Officers was 37 years and for Other Ranks the average was 29 years.

Whilst age profiles in the UK Regular Forces are relatively stable, there is some evidence that the Armed Forces are ageing. The percentage of Officers aged 40 and above has risen from 35.9 per cent in 2000 to 40.9 per cent in 2011. Other Ranks have seen a similar increase from 6.8 per cent to 12.8 per cent.

The number of Other Ranks aged under 18 fell from 3,510 personnel in 2010 to 2,530 in 2011, and there were also fewer Officers in the youngest age groups. These reductions are likely to be a result of the reduction in intake observed across the three Services (see, for example, Table 2.17).

Data from the Joint Personnel Administration System for 2006-2009 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see the Chapter 2 introduction for more details.

	2000	2005	2006	2007	2008	2009	2010	2011
<b>Officers</b>	<b>32 520</b>	<b>33 000</b>	<b>32 700</b>	<b>32 170</b>	<b>31 730</b>	<b>31 700</b>	<b>31 930<sup>P</sup></b>	<b>31 830<sup>P</sup></b>
<i>by age:</i>								
Under 18	10	-	-	-	-	-	- <sup>P</sup>	- <sup>P</sup>
18-19	310	110	100	130	110	100	80 <sup>P</sup>	40 <sup>P</sup>
20-24	2 890	3 020	2 810	2 610	2 490	2 480	2 550 <sup>P</sup>	2 380 <sup>P</sup>
25-29	6 220	6 060	6 250	6 290	6 240	6 140	5 970 <sup>P</sup>	5 890 <sup>P</sup>
30-34	5 750	5 490	5 300	5 040	4 930	5 050	5 290 <sup>P</sup>	5 520 <sup>P</sup>
35-39	5 660	5 790	5 680	5 590	5 440	5 300	5 190 <sup>P</sup>	5 000 <sup>P</sup>
40-44	4 940	5 540	5 580	5 520	5 470	5 470	5 450 <sup>P</sup>	5 440 <sup>P</sup>
45-49	3 520	4 140	4 220	4 300	4 320	4 270	4 360 <sup>P</sup>	4 460 <sup>P</sup>
50 and over	3 210	2 850	2 750	2 690	2 730	2 880	3 050 <sup>P</sup>	3 100 <sup>P</sup>
<b>Average age<sup>2</sup></b>	<b>37</b>	<b>37</b>	<b>37</b>	<b>37</b>	<b>37</b>	<b>37</b>	<b>37<sup>P</sup></b>	<b>37<sup>P</sup></b>
<b>Other Ranks</b>	<b>175 100</b>	<b>168 090</b>	<b>163 150</b>	<b>158 500</b>	<b>155 190</b>	<b>156 910</b>	<b>159 730<sup>P</sup></b>	<b>154 520<sup>P</sup></b>
<i>by age:</i>								
Under 18	6 400	5 140	4 920	4 660	4 450	4 670	3 510 <sup>P</sup>	2 530 <sup>P</sup>
18-19	16 190	14 110	12 490	11 700	11 230	11 950	11 620 <sup>P</sup>	8 740 <sup>P</sup>
20-24	39 400	45 320	43 670	41 840	40 510	41 090	42 650 <sup>P</sup>	40 670 <sup>P</sup>
25-29	39 970	31 430	32 460	33 560	34 200	34 720	35 770 <sup>P</sup>	36 080 <sup>P</sup>
30-34	33 780	28 500	25 800	23 400	21 990	22 260	23 830 <sup>P</sup>	25 280 <sup>P</sup>
35-39	27 490	27 480	27 840	27 360	26 490	25 010	23 480 <sup>P</sup>	21 520 <sup>P</sup>
40-44	7 960	11 540	11 200	11 050	11 200	11 710	12 870 <sup>P</sup>	13 460 <sup>P</sup>
45-49	2 640	3 490	3 660	3 800	3 940	4 170	4 470 <sup>P</sup>	4 580 <sup>P</sup>
50 and over	1 270	1 070	1 110	1 120	1 190	1 320	1 540 <sup>P</sup>	1 650 <sup>P</sup>
<b>Average age<sup>2</sup></b>	<b>29</b>	<b>29</b>	<b>29</b>	<b>29</b>	<b>29</b>	<b>29</b>	<b>29<sup>P</sup></b>	<b>29<sup>P</sup></b>

Source: DASA(Quad-Service)

1. Age is as at last birthday
2. Averages are the mean age in years.



# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.12** Strength of UK Regular Forces by rank<sup>1</sup>, at 1 April each year

At 1 April 2011 there were 31,830 Officers and 154,520 Other Ranks in the UK Regular Forces. Whilst Officer strength remained relatively stable since 2000, Other Ranks strength had fallen by 20,580 (11.8 per cent).

There were 65,430 Private Other Ranks at 1 April 2011, a decrease of 11,470 (14.9 per cent) since 2000. Proportionally the largest fall was at the Staff Sergeant rank, with 20.5 per cent fewer personnel in 2011 than in 2000. Among the Officers, the greatest decrease was at Lieutenant and below, whilst there were increases at other ranks, most notably Colonel and Lieutenant Colonel.

Data from the Joint Personnel Administration System for 2006-2009 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see the Chapter 2 introduction for more details.

	2000	2005	2006	2007	2008	2009	2010	2011
<b>Officers</b>	<b>32 520</b>	<b>33 000</b>	<b>32 700</b>	<b>32 170</b>	<b>31 730</b>	<b>31 700</b>	<b>31 930<sup>P</sup></b>	<b>31 830<sup>P</sup></b>
<i>by rank<sup>1</sup>:</i>								
Major General and above	150	150	140	140	140	140	140 <sup>P</sup>	140 <sup>P</sup>
Brigadier	370	350	350	350	350	370	360 <sup>P</sup>	340 <sup>P</sup>
Colonel	1 100	1 210	1 200	1 180	1 180	1 220	1 220 <sup>P</sup>	1 200 <sup>P</sup>
Lieutenant Colonel	3 910	4 130	4 060	4 120	4 120	4 100	4 130 <sup>P</sup>	4 080 <sup>P</sup>
Major	9 940	10 010	9 950	9 730	9 580	9 510	9 530 <sup>P</sup>	9 450 <sup>P</sup>
Captain	11 800	12 310	12 290	12 100	11 870	11 750	11 910 <sup>P</sup>	12 080 <sup>P</sup>
Lieutenant and below	5 240	4 840	4 700	4 540	4 480	4 600	4 640 <sup>P</sup>	4 540 <sup>P</sup>
<b>Other Ranks</b>	<b>175 100</b>	<b>168 090</b>	<b>163 150</b>	<b>158 500</b>	<b>155 190</b>	<b>156 910</b>	<b>159 730<sup>P</sup></b>	<b>154 520<sup>P</sup></b>
<i>by rank<sup>1</sup>:</i>								
Warrant Officer	8 690	9 540	9 410	9 150	9 080	9 140	9 250 <sup>P</sup>	8 780 <sup>P</sup>
Staff Sergeant	16 190	14 470	14 110	13 820	13 570	13 290	13 170 <sup>P</sup>	12 870 <sup>P</sup>
Sergeant	23 840	22 920	22 590	21 940	21 280	20 990	21 070 <sup>P</sup>	20 700 <sup>P</sup>
Corporal <sup>2</sup>	33 270	32 510	31 710	30 680	30 300	29 600	30 110 <sup>P</sup>	29 860 <sup>P</sup>
Lance Corporal <sup>2</sup>	16 200	16 410	16 350	16 590	16 680	16 420	16 520 <sup>P</sup>	16 880 <sup>P</sup>
Private	76 900	72 250	68 980	66 330	64 280	67 460	69 600 <sup>P</sup>	65 430 <sup>P</sup>

Source: DASA(Quad-Service)

1. Figures are for paid rank. Includes equivalent ranks for the Naval Service and RAF. See **Table 2.24**.
2. Royal Marines with a substantive rank of Marine but acting as Corporal are presented as Lance Corporal from 1 April 2003 onwards. Before this point they are presented as Corporal.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.13** Strength of UK Regular Forces by Service and religion, at 1 April each year

The percentage of UK Regular Armed Forces who are Christians has reduced from 89.7 per cent in 2007 to 84.9 per cent in 2011. The number of personnel declaring 'No Religion' has increased from 9.5 per cent in 2007 to 13.4 per cent in 2011. At 1 April 2011, the Army has the highest proportion of personnel declaring any religion, including of Hindus (0.6 per cent) and Muslims (0.5 per cent). These have increased gradually over the past 5 years from 0.2 per cent and 0.3 per cent respectively.

Data from the Joint Personnel Administration System for 2006-2009 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see the Chapter 2 introduction for more details.

	2007		2008		2009		2010		2011	
		%		%		%		%		%
<b>All Services</b>	<b>190 670</b>		<b>186 910</b>		<b>188 600</b>		<b>191 660<sup>P</sup></b>		<b>186 360<sup>P</sup></b>	
No Religion	18 000	9.5	19 080	10.5	21 500	11.6	23 770 <sup>P</sup>	12.6 <sup>P</sup>	24 730 <sup>P</sup>	13.4 <sup>P</sup>
Christian	169 070	89.7	160 990	88.5	161 220	87.1	162 140 <sup>P</sup>	85.8 <sup>P</sup>	156 540 <sup>P</sup>	84.9 <sup>P</sup>
Christian Tradition <sup>1</sup>	190	0.1	210	0.1	220	0.1	250 <sup>P</sup>	0.1 <sup>P</sup>	250 <sup>P</sup>	0.1 <sup>P</sup>
Buddhist	320	0.2	350	0.2	390	0.2	440 <sup>P</sup>	0.2 <sup>P</sup>	480 <sup>P</sup>	0.3 <sup>P</sup>
Hindu	300	0.2	340	0.2	550	0.3	690 <sup>P</sup>	0.4 <sup>P</sup>	730 <sup>P</sup>	0.4 <sup>P</sup>
Jewish	70	-	70	-	70	-	80 <sup>P</sup>	- <sup>P</sup>	80 <sup>P</sup>	- <sup>P</sup>
Muslim	360	0.2	390	0.2	500	0.3	600 <sup>P</sup>	0.3 <sup>P</sup>	610 <sup>P</sup>	0.3 <sup>P</sup>
Sikh	90	-	90	0.1	110	0.1	120 <sup>P</sup>	0.1 <sup>P</sup>	120 <sup>P</sup>	0.1 <sup>P</sup>
Other Religions <sup>2</sup>	190	0.1	460	0.3	630	0.3	870 <sup>P</sup>	0.5 <sup>P</sup>	870 <sup>P</sup>	0.5 <sup>P</sup>
Unknown <sup>3</sup>	2 090	*	4 930	*	3 400	*	2 690 <sup>P</sup>	*	1 940 <sup>P</sup>	*
<b>Naval Service</b>	<b>38 850</b>		<b>38 560</b>		<b>38 340</b>		<b>38 730<sup>P</sup></b>		<b>37 660<sup>P</sup></b>	
No Religion	5 000	13.1	5 420	14.2	5 890	15.7	6 690 <sup>P</sup>	17.7 <sup>P</sup>	7 040 <sup>P</sup>	18.8 <sup>P</sup>
Christian	33 120	86.4	32 420	85.1	31 270	83.5	30 840 <sup>P</sup>	81.5 <sup>P</sup>	30 080 <sup>P</sup>	80.3 <sup>P</sup>
Christian Tradition <sup>1</sup>	40	0.1	40	0.1	50	0.1	50 <sup>P</sup>	0.1 <sup>P</sup>	60 <sup>P</sup>	0.2 <sup>P</sup>
Buddhist	30	0.1	40	0.1	40	0.1	40 <sup>P</sup>	0.1 <sup>P</sup>	40 <sup>P</sup>	0.1 <sup>P</sup>
Hindu	20	-	20	0.1	20	0.1	20 <sup>P</sup>	0.1 <sup>P</sup>	20 <sup>P</sup>	0.1 <sup>P</sup>
Jewish	10	-	10	-	10	-	10 <sup>P</sup>	- <sup>P</sup>	10 <sup>P</sup>	- <sup>P</sup>
Muslim	30	0.1	40	0.1	40	0.1	40 <sup>P</sup>	0.1 <sup>P</sup>	40 <sup>P</sup>	0.1 <sup>P</sup>
Sikh	10	-	10	-	10	-	10 <sup>P</sup>	- <sup>P</sup>	10 <sup>P</sup>	- <sup>P</sup>
Other Religions <sup>2</sup>	70	0.2	90	0.2	120	0.3	140 <sup>P</sup>	0.4 <sup>P</sup>	170 <sup>P</sup>	0.4 <sup>P</sup>
Unknown <sup>3</sup>	510	*	470	*	880	*	880 <sup>P</sup>	*	180 <sup>P</sup>	*
<b>Army</b>	<b>106 340</b>		<b>104 980</b>		<b>106 700</b>		<b>108 870<sup>P</sup></b>		<b>106 230<sup>P</sup></b>	
No Religion	8 180	7.7	8 680	8.5	9 970	9.4	10 650 <sup>P</sup>	9.8 <sup>P</sup>	11 100 <sup>P</sup>	10.5 <sup>P</sup>
Christian	96 560	91.3	91 960	90.2	94 060	88.8	95 770 <sup>P</sup>	88.1 <sup>P</sup>	92 690 <sup>P</sup>	87.3 <sup>P</sup>
Christian Tradition <sup>1</sup>	100	0.1	120	0.1	130	0.1	140 <sup>P</sup>	0.1 <sup>P</sup>	120 <sup>P</sup>	0.1 <sup>P</sup>
Buddhist	260	0.2	270	0.3	320	0.3	370 <sup>P</sup>	0.3 <sup>P</sup>	400 <sup>P</sup>	0.4 <sup>P</sup>
Hindu	250	0.2	290	0.3	490	0.5	630 <sup>P</sup>	0.6 <sup>P</sup>	670 <sup>P</sup>	0.6 <sup>P</sup>
Jewish	40	-	40	-	50	-	50 <sup>P</sup>	- <sup>P</sup>	60 <sup>P</sup>	0.1 <sup>P</sup>
Muslim	270	0.3	300	0.3	410	0.4	500 <sup>P</sup>	0.5 <sup>P</sup>	510 <sup>P</sup>	0.5 <sup>P</sup>
Sikh	50	-	60	0.1	80	0.1	80 <sup>P</sup>	0.1 <sup>P</sup>	80 <sup>P</sup>	0.1 <sup>P</sup>
Other Religions <sup>2</sup>	40	-	270	0.3	400	0.4	580 <sup>P</sup>	0.5 <sup>P</sup>	540 <sup>P</sup>	0.5 <sup>P</sup>
Unknown <sup>3</sup>	590	*	2 990	*	800	*	110 <sup>P</sup>	*	50 <sup>P</sup>	*
<b>Royal Air Force</b>	<b>45 480</b>		<b>43 370</b>		<b>43 560</b>		<b>44 050<sup>P</sup></b>		<b>42 460<sup>P</sup></b>	
No Religion	4 810	10.8	4 990	11.9	5 640	13.5	6 440 <sup>P</sup>	15.2 <sup>P</sup>	6 590 <sup>P</sup>	16.2 <sup>P</sup>
Christian	39 390	88.5	36 600	87.4	35 890	85.8	35 530 <sup>P</sup>	83.9 <sup>P</sup>	33 770 <sup>P</sup>	82.9 <sup>P</sup>
Christian Tradition <sup>1</sup>	50	0.1	50	0.1	50	0.1	60 <sup>P</sup>	0.1 <sup>P</sup>	60 <sup>P</sup>	0.2 <sup>P</sup>
Buddhist	30	0.1	30	0.1	30	0.1	30 <sup>P</sup>	0.1 <sup>P</sup>	40 <sup>P</sup>	0.1 <sup>P</sup>
Hindu	40	0.1	30	0.1	30	0.1	40 <sup>P</sup>	0.1 <sup>P</sup>	40 <sup>P</sup>	0.1 <sup>P</sup>
Jewish	20	-	20	-	20	-	20 <sup>P</sup>	- <sup>P</sup>	20 <sup>P</sup>	- <sup>P</sup>
Muslim	50	0.1	50	0.1	50	0.1	60 <sup>P</sup>	0.1 <sup>P</sup>	50 <sup>P</sup>	0.1 <sup>P</sup>
Sikh	20	0.1	20	0.1	30	0.1	30 <sup>P</sup>	0.1 <sup>P</sup>	30 <sup>P</sup>	0.1 <sup>P</sup>
Other Religions <sup>2</sup>	80	0.2	100	0.2	120	0.3	150 <sup>P</sup>	0.4 <sup>P</sup>	160 <sup>P</sup>	0.4 <sup>P</sup>
Unknown <sup>3</sup>	990	*	1 470	*	1 720	*	1 700 <sup>P</sup>	*	1 710 <sup>P</sup>	*

Source: DASA(Quad-Service)

Religion data for all three Services is only available since April 2007 following the introduction of the Joint Personnel Administration System.

1. Christian Tradition includes Christian Scientist, Church of Jesus Christ Of Latter-Day Saints (Mormon), Jehovah's Witness and Unitarian religions among others.
2. Other Religions includes Druid, Pagan, Rastafarian, Spiritualist, Zoroastrian (Parsee), Wicca and Baha'i among others.
3. Includes those with an unrecorded religion and those who chose not to declare.

Percentages are calculated from unrounded data and are based on those with known religion only.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.14** Strength of the Trained UK Regular Forces by Service and nationality, at 1 April each year

At 1 April 2011 the majority of Armed Forces personnel had a recorded nationality of UK (95.1 per cent). The proportion of Non-UK personnel has increased by 1.0 percentage points between 2007 and 2011. The increase in personnel with a nationality recorded as Nepalese is a result of a change in the terms and conditions of service for Gurkha personnel which from 1 April 2009 allows them to transfer into the UK Regular Forces.

At 1 April 2011 the RAF had the highest proportion of personnel with a UK nationality (99.7 per cent) and the Army had the lowest (92.2 per cent).

Data from the Joint Personnel Administration System for 2006-2009 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see the Chapter 2 introduction for more details.

	2007		2008		2009		2010		2011	
		%		%		%		%		%
<b>All Services</b>	<b>172 480</b>		<b>168 180</b>		<b>168 510</b>		<b>173 260<sup>P</sup></b>		<b>172 580<sup>P</sup></b>	
UK	165 420	96.1	160 700	95.9	159 610	95.4	164 170 <sup>P</sup>	95.0 <sup>P</sup>	163 940 <sup>P</sup>	95.1 <sup>P</sup>
Non-UK	6 750	3.9	6 890	4.1	7 710	4.6	8 620 <sup>P</sup>	5.0 <sup>P</sup>	8 510 <sup>P</sup>	4.9 <sup>P</sup>
Irish <sup>1</sup> and Commonwealth <sup>2</sup>	6 700	3.9	6 810	4.1	7 370	4.4	8 160 <sup>P</sup>	4.7 <sup>P</sup>	8 050 <sup>P</sup>	4.7 <sup>P</sup>
Nepalese	20	-	50	-	310	0.2	440 <sup>P</sup>	0.3 <sup>P</sup>	460 <sup>P</sup>	0.3 <sup>P</sup>
Other Foreign	20	-	30	-	30	-	20 <sup>P</sup>	- <sup>P</sup>	10 <sup>P</sup>	- <sup>P</sup>
Unknown <sup>3</sup>	310	*	590	*	1 190	*	460 <sup>P</sup>	*	130 <sup>P</sup>	*
<b>Naval Service</b>	<b>34 260</b>		<b>34 520</b>		<b>34 400</b>		<b>35 170<sup>P</sup></b>		<b>35 250<sup>P</sup></b>	
UK	33 540	98.6	33 730	98.3	33 580	98.1	34 280 <sup>P</sup>	97.8 <sup>P</sup>	34 400 <sup>P</sup>	97.7 <sup>P</sup>
Non-UK	490	1.4	580	1.7	660	1.9	760 <sup>P</sup>	2.2 <sup>P</sup>	790 <sup>P</sup>	2.3 <sup>P</sup>
Irish <sup>1</sup> and Commonwealth <sup>2</sup>	480	1.4	570	1.7	650	1.9	760 <sup>P</sup>	2.2 <sup>P</sup>	790 <sup>P</sup>	2.2 <sup>P</sup>
Nepalese	-	-	-	-	-	-	- <sup>P</sup>	- <sup>P</sup>	- <sup>P</sup>	- <sup>P</sup>
Other Foreign	10	-	10	-	-	-	- <sup>P</sup>	- <sup>P</sup>	10 <sup>P</sup>	- <sup>P</sup>
Unknown <sup>3</sup>	230	*	200	*	160	*	140 <sup>P</sup>	*	50 <sup>P</sup>	*
<b>Army</b>	<b>95 060</b>		<b>93 620</b>		<b>94 870</b>		<b>97 980<sup>P</sup></b>		<b>97 270<sup>P</sup></b>	
UK	88 860	93.5	87 120	93.3	87 020	92.6	89 980 <sup>P</sup>	92.1 <sup>P</sup>	89 650 <sup>P</sup>	92.2 <sup>P</sup>
Non-UK	6 190	6.5	6 240	6.7	6 950	7.4	7 750 <sup>P</sup>	7.9 <sup>P</sup>	7 600 <sup>P</sup>	7.8 <sup>P</sup>
Irish <sup>1</sup> and Commonwealth <sup>2</sup>	6 160	6.5	6 170	6.6	6 620	7.0	7 290 <sup>P</sup>	7.5 <sup>P</sup>	7 150 <sup>P</sup>	7.3 <sup>P</sup>
Nepalese	20	-	50	0.1	310	0.3	440 <sup>P</sup>	0.5 <sup>P</sup>	460 <sup>P</sup>	0.5 <sup>P</sup>
Other Foreign	10	-	20	-	20	-	20 <sup>P</sup>	- <sup>P</sup>	- <sup>P</sup>	- <sup>P</sup>
Unknown <sup>3</sup>	-	*	260	*	900	*	250 <sup>P</sup>	*	20 <sup>P</sup>	*
<b>Royal Air Force</b>	<b>43 170</b>		<b>40 040</b>		<b>39 240</b>		<b>40 110<sup>P</sup></b>		<b>40 070<sup>P</sup></b>	
UK	43 020	99.9	39 850	99.8	39 020	99.7	39 920 <sup>P</sup>	99.7 <sup>P</sup>	39 880 <sup>P</sup>	99.7 <sup>P</sup>
Non-UK	60	0.1	70	0.2	100	0.3	110 <sup>P</sup>	0.3 <sup>P</sup>	120 <sup>P</sup>	0.3 <sup>P</sup>
Irish <sup>1</sup> and Commonwealth <sup>2</sup>	60	0.1	70	0.2	100	0.3	110 <sup>P</sup>	0.3 <sup>P</sup>	120 <sup>P</sup>	0.3 <sup>P</sup>
Nepalese	-	-	-	-	-	-	- <sup>P</sup>	- <sup>P</sup>	- <sup>P</sup>	- <sup>P</sup>
Other Foreign	-	-	-	-	-	-	- <sup>P</sup>	- <sup>P</sup>	- <sup>P</sup>	- <sup>P</sup>
Unknown <sup>3</sup>	80	*	130	*	120	*	80 <sup>P</sup>	*	70 <sup>P</sup>	*

Source: DASA(Quad-Service)

Nationality data for all three Services is only available from 1 April 2007 due to the introduction of the Joint Personnel Administration System.

1. Citizens of the Republic of Ireland.
2. Includes Zimbabwean and Fijian citizens, who continue to retain Commonwealth status under the British Nationality Act 1981.
3. Includes those with an unrecorded nationality.

Percentages are calculated from unrounded data and are based on those with known nationality only.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.15** Strength of the Reserve Forces<sup>1</sup>, at 1 April each year

The Volunteer Reserves strength overall and in all three Services has decreased between 2000 and 2011. Army and Royal Air Force cadet strengths increased in the past year, whereas the Naval Service cadet strength decreased.

### Data Quality Notes

#### Regular Reserve

Data on Naval Service Regular Reservists at 1 April 2006, 2007, 2009, 2010 and 2011, and Army Regular Reservists and Royal Air Force Individuals Liable to Recall at 1 April 2008 onwards are not presented in Table 2.15 (Strength of the Reserve Forces at 1 April each year). Tri-Service Regular Reserve data were not migrated across from legacy systems onto the Joint Personnel Administration (JPA) system, and any data subsequent to its introduction have been sourced from the single Services where available. The absence of Naval Service Regular Reserve data in 2006 and 2007 was caused by the disestablishment of the secretariat responsible for the compilation of Naval Service Reserve data. In 2008, data were compiled by a reorganised secretariat, however concerns over the quality of the source data has prohibited publication of the Naval Service Regular Reserve data from 2009 onwards.

#### Volunteer Reserve

Volunteer Reserve data appear on the JPA system, however there are known issues with the quality of the data. Naval Service Volunteer Reserve data at 1 April 2008 onwards were therefore sourced from the Naval Service. Army and Royal Air Force Volunteer Reserve data for 2008 onwards were sourced from JPA, however validation is ongoing and as such the figures presented here are provisional.

	2000	2005	2006	2007 <sup>2</sup>	2008 <sup>3</sup>	2009	2010	2011
<b>Total Reserve</b>	<b>293 100</b>	<b>233 870<sup>r</sup></b>	..	..	..	..	..	..
<b>Regular reserve</b>	<b>241 620</b>	<b>191 530<sup>r</sup></b>	..	..	..	..	..	..
<b>Naval Service</b>	<b>24 160</b>	<b>22 180</b>	..	..	<b>19 560</b>	..	..	..
Royal Fleet Reserve <sup>4</sup>	10 150	10 530	..	..	8 010	..	..	..
of which mobilised	-	-	..	..	- <sup>p</sup>	10 <sup>p</sup>	- <sup>p</sup>	- <sup>p</sup>
Individuals liable to recall	14 010	11 650	..	..	11 560	..	..	..
<b>Army<sup>5</sup></b>	<b>175 530</b>	<b>134 190</b>	<b>127 580</b>	<b>121 820</b>	..	..	..	..
Army Reserve	34 530	31 420	32 060	33 760	..	..	..	..
of which mobilised	320	170	260	120	40 <sup>p</sup>	30 <sup>p</sup>	40 <sup>p</sup>	30 <sup>p</sup>
Individuals liable to recall	141 000	102 760	95 520	88 060	..	..	..	..
<b>Royal Air Force</b>	<b>41 930</b>	<b>35 160<sup>r</sup></b>	<b>34 360</b>	<b>33 380<sup>p</sup></b>	..	..	..	..
Royal Air Force Reserve	14 330	8 440 <sup>r</sup>	7 790	7 350 <sup>p</sup>	6 110 <sup>p</sup>	5 600 <sup>p</sup>	5 420 <sup>p</sup>	5 120 <sup>p</sup>
of which mobilised	20	20	10	20 <sup>p</sup>	20 <sup>rp</sup>	20 <sup>p</sup>	20 <sup>p</sup>	20 <sup>p</sup>
Individuals liable to recall	27 600	26 720	26 570	26 030 <sup>p</sup>	..	..	..	..
<b>Volunteer reserve<sup>6</sup></b>	<b>51 480</b>	<b>42 340</b>	..	<b>41 020<sup>p</sup></b>	<b>39 230<sup>p</sup></b>	<b>39 730<sup>p</sup></b>	<b>37 560<sup>p</sup></b>	<b>35 320<sup>p</sup></b>
Naval Service <sup>6</sup>	4 080	3 610	..	2 970	2 880	2 970	2 930	2 540
of which mobilised	-	20	..	80 <sup>p</sup>	180 <sup>p</sup>	220 <sup>p</sup>	150 <sup>p</sup>	150 <sup>p</sup>
Army <sup>7</sup>	45 610	37 260	38 460	36 790	35 020 <sup>p</sup>	35 320 <sup>p</sup>	33 130 <sup>p</sup>	31 420 <sup>p</sup>
of which mobilised	770	1 460	1 110	1 020	1 360 <sup>p</sup>	1 420 <sup>p</sup>	1 380 <sup>p</sup>	1 460 <sup>p</sup>
Royal Air Force <sup>8</sup>	1 800	1 480 <sup>r</sup>	1 350	1 250 <sup>p</sup>	1 340 <sup>p</sup>	1 440 <sup>p</sup>	1 500 <sup>p</sup>	1 360 <sup>p</sup>
of which mobilised	40	30	90	200 <sup>p</sup>	100 <sup>p</sup>	170 <sup>p</sup>	110 <sup>p</sup>	80 <sup>p</sup>

Sources: DASA(Quad-Service), single Services

1. Figures exclude Full Time Reserve Service personnel.
2. Army Volunteer Reserve data at 1 April 2007 are not available. Data are as at 1 March 2007.
3. Army Volunteer Reserve data at 1 April 2008 are not available. Data are as at 1 June 2008.
4. Comprises Royal Fleet Reserve - Naval and Royal Fleet Reserve - Marine.
5. Army Regular reserve data for 2008 onwards have not been compiled and so are not available.
6. Excludes University Royal Naval Unit personnel.
7. Includes Officer Training Corps and Non-Regular Permanent Staff.
8. Excludes University Air Squadron personnel.

r Due to a processing error, data for Royal Air Force reserves for 2005 have been revised.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.16** Strength of the cadet forces, at 1 April 2011

At 1 April 2011 there were 93,010 single service cadets and 44,890 Combined Cadet Force cadets (CCF). The Army had the largest cadet force with 48 per cent of the single service cadets and 67 per cent of the CCF.

There were 26,660 instructors at 1 April 2011, 71 per cent of which were uniformed instructors. The Air Training Corps had the most instructors, with 39 per cent of the total.

	Total	Sea Cadet Corps	Sea Cadet Corps (Royal Marine Corps)	Army Cadet Force	Air Training Corps
<b>Total Single Service Cadets</b>	<b>93 010</b>	<b>11 530</b>	<b>1 380</b>	<b>44 890</b>	<b>35 210</b>
Male	68 600	7 340	1 220	33 560	26 480
Female	24 410	4 190	160	11 330	8 730

	All Services	RN Section	RM Section	Army	RAF
<b>Total Combined Cadet Force Cadets</b>	<b>44 890</b>	<b>4 860</b>	<b>550</b>	<b>30 220</b>	<b>9 260</b>
Male	32 390	3 050	510	21 850	6 980
Female	12 500	1 810	40	8 370	2 280

	Total	Combined Cadet Force	Sea Cadet Corps	Army Cadet Force	Air Training Corps
<b>Total Instructors</b>	<b>26 660</b>	<b>2 150</b>	<b>5 600</b>	<b>8 440</b>	<b>10 460</b>
<b>Uniformed Instructors</b>	<b>19 040</b>	<b>2 150</b>	<b>3 630</b>	<b>8 440</b>	<b>4 810</b>
<i>Male</i>	13 790	1 560	2 480	6 180	3 580
<i>Female</i>	5 240	600	1 160	2 270	1 230
<b>Non-uniformed Instructors</b>	<b>7 620</b>	-	<b>1 970</b>	-	<b>5 650</b>
<i>Male</i>	5 370	-	1 170	-	4 200
<i>Female</i>	2 260	-	810	-	1 450

Source: DCDS Pers(RF&C)

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.17 Intake<sup>1</sup> to UK Regular Forces by Service and sex**

The intake to UK Regular Forces was 12,800 in financial year 2010/11. This was a decrease of 9,010 (41.3 per cent) when compared with 2009/10 and a decrease of 10,220 (44.4 per cent) when compared with 2000/01.

Women accounted for 8.8 per cent of the intake to UK Regular Forces in 2010/11, the fourth annual decrease in succession. The Naval Service followed this pattern with quite a marked drop in the most recent financial year, whereas the proportion of intake who are female increased for the Army and RAF in the past year.

Data from the Joint Personnel Administration System for 2006-2009 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see the Chapter 2 introduction for more details.

	2000/01	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11
<b>All Services</b>	<b>23 020</b>	<b>18 150</b>	<b>20 100</b>	<b>21 350</b>	<b>23 190</b>	<b>21 800<sup>P</sup></b>	<b>12 800<sup>P</sup></b>
Percentage female	11.3%	9.6%	10.0%	9.9%	9.2%	8.9% <sup>P</sup>	8.8% <sup>P</sup>
<b>Officers</b>	<b>1 760</b>	<b>1 520</b>	<b>1 660</b>	<b>1 720</b>	<b>1 690</b>	<b>1 590<sup>P</sup></b>	<b>1 360<sup>P</sup></b>
of which female	350	290	330	300	300	250 <sup>P</sup>	210 <sup>P</sup>
Percentage female	19.9%	18.9%	19.9%	17.4%	18.0%	15.6% <sup>P</sup>	15.8% <sup>P</sup>
<b>Other Ranks</b>	<b>21 260</b>	<b>16 630</b>	<b>18 440</b>	<b>19 630</b>	<b>21 500</b>	<b>20 210<sup>P</sup></b>	<b>11 440<sup>P</sup></b>
of which female	2 260	1 450	1 680	1 820	1 830	1 690 <sup>P</sup>	910 <sup>P</sup>
Percentage female	10.6%	8.7%	9.1%	9.3%	8.5%	8.4% <sup>P</sup>	8.0% <sup>P</sup>
<b>Naval Service</b>	<b>4 620</b>	<b>3 940</b>	<b>3 890</b>	<b>4 040</b>	<b>4 240</b>	<b>4 150<sup>P</sup></b>	<b>2 550<sup>P</sup></b>
Percentage female	13.7%	11.7%	12.2%	12.1%	10.5%	9.4% <sup>P</sup>	6.7% <sup>P</sup>
<b>Officers</b>	<b>450</b>	<b>370</b>	<b>330</b>	<b>380</b>	<b>310</b>	<b>390<sup>P</sup></b>	<b>300<sup>P</sup></b>
of which female	80	50	50	60	50	50 <sup>P</sup>	30 <sup>P</sup>
Percentage female	18.5%	13.8%	14.9%	16.0%	16.9%	12.9% <sup>P</sup>	9.4% <sup>P</sup>
<b>Other Ranks</b>	<b>4 180</b>	<b>3 570</b>	<b>3 560</b>	<b>3 660</b>	<b>3 930</b>	<b>3 760<sup>P</sup></b>	<b>2 250<sup>P</sup></b>
of which female	550	410	420	430	390	340 <sup>P</sup>	140 <sup>P</sup>
Percentage female	13.2%	11.5%	11.9%	11.7%	9.9%	9.0% <sup>P</sup>	6.3% <sup>P</sup>
<b>Army<sup>2</sup></b>	<b>14 770</b>	<b>12 730</b>	<b>14 300</b>	<b>14 290</b>	<b>14 660</b>	<b>14 180<sup>P</sup></b>	<b>8 820<sup>P</sup></b>
Percentage female	9.0%	7.8%	8.0%	7.8%	6.9%	6.8% <sup>P</sup>	8.0% <sup>P</sup>
<b>Officers</b>	<b>870</b>	<b>820</b>	<b>900</b>	<b>940</b>	<b>840</b>	<b>800<sup>P</sup></b>	<b>780<sup>P</sup></b>
of which female	170	140	170	150	130	120 <sup>P</sup>	120 <sup>P</sup>
Percentage female	19.2%	17.1%	19.3%	15.8%	15.3%	14.7% <sup>P</sup>	14.9% <sup>P</sup>
<b>Other Ranks</b>	<b>13 900</b>	<b>11 910</b>	<b>13 400</b>	<b>13 350</b>	<b>13 820</b>	<b>13 390<sup>P</sup></b>	<b>8 040<sup>P</sup></b>
of which female	1 160	850	970	960	890	850 <sup>P</sup>	590 <sup>P</sup>
Percentage female	8.3%	7.1%	7.2%	7.2%	6.4%	6.4% <sup>P</sup>	7.4% <sup>P</sup>
<b>Royal Air Force</b>	<b>3 630</b>	<b>1 480</b>	<b>1 900</b>	<b>3 020</b>	<b>4 300</b>	<b>3 470<sup>P</sup></b>	<b>1 430<sup>P</sup></b>
Percentage female	18.0%	19.6%	20.9%	17.1%	15.8%	16.7% <sup>P</sup>	17.2% <sup>P</sup>
<b>Officers</b>	<b>440</b>	<b>330</b>	<b>430</b>	<b>410</b>	<b>540</b>	<b>400<sup>P</sup></b>	<b>280<sup>P</sup></b>
of which female	100	100	110	90	120	80 <sup>P</sup>	70 <sup>P</sup>
Percentage female	22.8%	29.3%	25.0%	22.4%	22.9%	20.0% <sup>P</sup>	25.4% <sup>P</sup>
<b>Other Ranks</b>	<b>3 190</b>	<b>1 150</b>	<b>1 470</b>	<b>2 620</b>	<b>3 760</b>	<b>3 070<sup>P</sup></b>	<b>1 150<sup>P</sup></b>
of which female	560	190	290	430	560	500 <sup>P</sup>	180 <sup>P</sup>
Percentage female	17.4%	16.8%	19.8%	16.3%	14.8%	16.3% <sup>P</sup>	15.2% <sup>P</sup>

Source: DASA(Quad-Service)

1. Figures show intake to UK Regular Forces 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.

2. From 2009/10 Army intake figures include transfers from the Gurkhas to the UK Regular Forces.



# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.18 Intake<sup>1</sup> to UK Regular Forces by Service and ethnic origin**

The intake to UK Regular Forces was 12,800 in financial year 2010/11. This was a decrease of 9,010 (41.3 per cent) when compared with 2009/10 and a decrease of 29.5 per cent when compared with 2005/06.

Black and Minority Ethnic (BME) Officer intake during 2010/11 was 2.5 per cent of total intake; for Other Ranks the figure was 6.3 per cent.

The Army had the highest per centage of BME Other Ranks intake (7.8 per cent of total intake); It is difficult to draw meaningful comparisons for the Officer BME cohorts due to small numbers.

Data from the Joint Personnel Administration System for 2006/07-2008/09 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see the Chapter 2 introduction for more details.

	2005/06	2006/07 <sup>2</sup>	2007/08	2008/09	2009/10	2010/11
<b>All Services</b>	<b>18 150</b>	<b>20 100</b>	<b>21 350</b>	<b>23 190</b>	<b>21 800<sup>P</sup></b>	<b>12 800<sup>P</sup></b>
<b>Officers</b>	<b>1 520</b>	<b>1 660</b>	<b>1 720</b>	<b>1 690</b>	<b>1 590<sup>P</sup></b>	<b>1 360<sup>P</sup></b>
White	1 420	..	..	..	1 250 <sup>P</sup>	1 150 <sup>P</sup>
BME	30	..	..	..	30 <sup>P</sup>	30 <sup>P</sup>
Unknown <sup>3</sup>	70	..	..	..	320 <sup>P</sup>	170 <sup>P</sup>
<b>Other ranks</b>	<b>16 630</b>	<b>18 440</b>	<b>19 630</b>	<b>21 500</b>	<b>20 210<sup>P</sup></b>	<b>11 440<sup>P</sup></b>
White	15 010	..	..	18 170	17 700 <sup>P</sup>	10 010 <sup>P</sup>
BME	1 030	..	..	1 940	1 370 <sup>P</sup>	680 <sup>P</sup>
Unknown <sup>3</sup>	590	..	..	1 400	1 140 <sup>P</sup>	750 <sup>P</sup>
<b>Naval Service</b>	<b>3 940</b>	<b>3 890</b>	<b>4 040</b>	<b>4 240</b>	<b>4 150<sup>P</sup></b>	<b>2 550<sup>P</sup></b>
<b>Officers</b>	<b>370</b>	<b>330</b>	<b>380</b>	<b>310</b>	<b>390<sup>P</sup></b>	<b>300<sup>P</sup></b>
White	310	..	290	250	340 <sup>P</sup>	280 <sup>P</sup>
BME	-	..	10	10	- <sup>P</sup>	10 <sup>P</sup>
Unknown <sup>3</sup>	50	..	80	50	50 <sup>P</sup>	20 <sup>P</sup>
<b>Other ranks</b>	<b>3 570</b>	<b>3 560</b>	<b>3 660</b>	<b>3 930</b>	<b>3 760<sup>P</sup></b>	<b>2 250<sup>P</sup></b>
White	2 930	..	..	3 000	3 340 <sup>P</sup>	2 030 <sup>P</sup>
BME	120	..	..	180	140 <sup>P</sup>	80 <sup>P</sup>
Unknown <sup>3</sup>	520	..	..	760	270 <sup>P</sup>	140 <sup>P</sup>
<b>Army</b>	<b>12 730</b>	<b>14 300</b>	<b>14 290</b>	<b>14 660</b>	<b>14 180<sup>P</sup></b>	<b>8 820<sup>P</sup></b>
<b>Officers</b>	<b>820</b>	<b>900</b>	<b>940</b>	<b>840</b>	<b>800<sup>P</sup></b>	<b>780<sup>P</sup></b>
White	790	790	..	..	530 <sup>P</sup>	610 <sup>P</sup>
BME	20	20	..	..	10 <sup>P</sup>	20 <sup>P</sup>
Unknown <sup>3</sup>	-	80	..	..	260 <sup>P</sup>	150 <sup>P</sup>
<b>Other ranks</b>	<b>11 910</b>	<b>13 400</b>	<b>13 350</b>	<b>13 820</b>	<b>13 390<sup>P</sup></b>	<b>8 040<sup>P</sup></b>
White	10 980	10 880	10 020	11 520	11 400 <sup>P</sup>	6 860 <sup>P</sup>
BME	890	960	1 210	1 680	1 150 <sup>P</sup>	580 <sup>P</sup>
Unknown <sup>3</sup>	40	1 560	2 120	620	850 <sup>P</sup>	600 <sup>P</sup>
<b>Royal Air Force</b>	<b>1 480</b>	<b>1 900</b>	<b>3 020</b>	<b>4 300</b>	<b>3 470<sup>P</sup></b>	<b>1 430<sup>P</sup></b>
<b>Officers</b>	<b>330</b>	<b>430</b>	<b>410</b>	<b>540</b>	<b>400<sup>P</sup></b>	<b>280<sup>P</sup></b>
White	310	340	400	510	380 <sup>P</sup>	260 <sup>P</sup>
BME	-	10	10	20	10 <sup>P</sup>	- <sup>P</sup>
Unknown <sup>3</sup>	20	80	-	10	10 <sup>P</sup>	10 <sup>P</sup>
<b>Other ranks</b>	<b>1 150</b>	<b>1 470</b>	<b>2 620</b>	<b>3 760</b>	<b>3 070<sup>P</sup></b>	<b>1 150<sup>P</sup></b>
White	1 100	1 320	2 320	3 660	2 960 <sup>P</sup>	1 120 <sup>P</sup>
BME	20	20	40	80	80 <sup>P</sup>	20 <sup>P</sup>
Unknown <sup>3</sup>	30	130	250	20	20 <sup>P</sup>	10 <sup>P</sup>
<b>Black and Minority Ethnic personnel as a percentage of total intake (exc. unknown)</b>						
<b>All personnel</b>	<b>6.0</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>6.9<sup>P</sup></b>	<b>5.9<sup>P</sup></b>
<b>Officers</b>	<b>2.1</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>2.3<sup>P</sup></b>	<b>2.5<sup>P</sup></b>
Naval Service	1.6	..	2.7	2.7	1.4 <sup>P</sup>	3.2 <sup>P</sup>
Army	2.5	3.1	..	..	2.2 <sup>P</sup>	2.5 <sup>P</sup>
Royal Air Force	1.6	2.6	1.7	4.2	3.1 <sup>P</sup>	1.9 <sup>P</sup>
<b>Other ranks</b>	<b>6.4</b>	<b>..</b>	<b>..</b>	<b>9.6</b>	<b>7.2<sup>P</sup></b>	<b>6.3<sup>P</sup></b>
Naval Service	3.8	..	..	5.6	4.1 <sup>P</sup>	3.7 <sup>P</sup>
Army	7.5	8.1	10.8	12.7	9.1 <sup>P</sup>	7.8 <sup>P</sup>
Royal Air Force	1.8	1.7	1.8	2.2	2.7 <sup>P</sup>	1.8 <sup>P</sup>

Source: DASA(Quad-Service)

Ethnicity percentages are based on those with a known ethnic origin. Where more than 40% of ethnicity data are unknown, figures are suppressed to reduce the possibility of presenting misleading information. All Service totals are also suppressed when single Service figures have varying degrees of coverage to prevent bias towards Services with higher coverage.

- Figures show intake to UK Regular Forces 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.
- Full coverage estimates are given for Army ethnicity figures in 2006/07. These show the number of Black and Minority Ethnic personnel that would be expected if ethnicity were known for all personnel. Ethnicity is known for 11 months of data and estimated for March 2007.
- Includes those with an unrecorded ethnic origin and those who choose not to declare.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

### Table 2.19 Gains to Trained Strength<sup>1</sup> of UK Regular Forces by Service

In 2009/10, Gains to Trained Strength (GTS) was at a five year high in the Army and RAF, and consequently overall. However, in 2010/11 GTS dropped sharply, to a six year low.

The GTS of UK Regular Armed Forces was 13,600 in the financial year 2010/11. This was a decrease of 3,980 (22.7 per cent) when compared to 2009/10 and a decrease of 810 (5.6 per cent) when compared to 2005/06. The changes in GTS in the last two years are likely to be related to the changing pattern of intake over the last three years, which can be observed in Table 2.17.

The figures presented here do not match GTS figures shown in editions of UKDS published prior to 2010 as they exclude those returning to the trained strength from Long Term Absence (LTA). Previous GTS figures included returns from LTA.

**Data from the Joint Personnel Administration System for 2006/07-2008/09 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see the Chapter 2 introduction for more details.**

	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11
<b>All Services<sup>2</sup></b>	<b>14 410</b>	<b>14 120</b>	<b>14 410</b>	<b>16 460</b>	<b>17 580<sup>P</sup></b>	<b>13 600<sup>P</sup></b>
From untrained to trained	13 240	12 740	13 210	15 230	16 660 <sup>P</sup>	13 240 <sup>P</sup>
Trained direct entrants <sup>3</sup>	1 160	1 380	1 200	1 230	920 <sup>P</sup>	360 <sup>P</sup>
<b>Officers</b>	<b>1 820</b>	<b>1 900</b>	<b>1 570</b>	<b>2 120</b>	<b>1 980<sup>P</sup></b>	<b>1 750<sup>P</sup></b>
From untrained to trained	1 380	1 380	1 150	1 710	1 580 <sup>P</sup>	1 420 <sup>P</sup>
Trained direct entrants <sup>3</sup>	130	200	100	100	80 <sup>P</sup>	50 <sup>P</sup>
From Other Ranks	310	320	320	310	320 <sup>P</sup>	270 <sup>P</sup>
<b>Other Ranks</b>	<b>12 900</b>	<b>12 540</b>	<b>13 160</b>	<b>14 640</b>	<b>15 910<sup>P</sup></b>	<b>12 120<sup>P</sup></b>
From untrained to trained	11 870	11 350	12 060	13 510	15 080 <sup>P</sup>	11 810 <sup>P</sup>
Trained direct entrants <sup>3</sup>	1 030	1 190	1 090	1 130	830 <sup>P</sup>	310 <sup>P</sup>
<b>Naval Service<sup>2</sup></b>	<b>2 790</b>	<b>2 700</b>	<b>3 500</b>	<b>3 310</b>	<b>3 400<sup>P</sup></b>	<b>3 020<sup>P</sup></b>
From untrained to trained	2 650	2 600	3 410	3 240	3 300 <sup>P</sup>	2 960 <sup>P</sup>
Trained direct entrants <sup>3</sup>	140	100	90	70	100 <sup>P</sup>	50 <sup>P</sup>
<b>Officers</b>	<b>370</b>	<b>420</b>	<b>290</b>	<b>450</b>	<b>400<sup>P</sup></b>	<b>430<sup>P</sup></b>
From untrained to trained	360	410	280	440	390 <sup>P</sup>	430 <sup>P</sup>
Trained direct entrants <sup>3</sup>	10	10	10	10	10 <sup>P</sup>	- <sup>P</sup>
From Other Ranks	*	*	*	*	*	*
<b>Other Ranks</b>	<b>2 420</b>	<b>2 290</b>	<b>3 210</b>	<b>2 860</b>	<b>3 010<sup>P</sup></b>	<b>2 580<sup>P</sup></b>
From untrained to trained	2 290	2 190	3 130	2 800	2 920 <sup>P</sup>	2 540 <sup>P</sup>
Trained direct entrants <sup>3</sup>	140	100	80	60	90 <sup>P</sup>	50 <sup>P</sup>
<b>Army<sup>2</sup></b>	<b>9 420</b>	<b>10 000</b>	<b>9 530</b>	<b>10 330</b>	<b>10 930<sup>P</sup></b>	<b>7 960<sup>P</sup></b>
From untrained to trained	8 400	8 750	8 460	9 200	10 150 <sup>P</sup>	7 670 <sup>P</sup>
Trained direct entrants <sup>3</sup>	1 020	1 250	1 070	1 130	780 <sup>P</sup>	290 <sup>P</sup>
<b>Officers</b>	<b>1 060</b>	<b>1 120</b>	<b>1 060</b>	<b>990</b>	<b>1 070<sup>P</sup></b>	<b>900<sup>P</sup></b>
From untrained to trained	630	620	660	620	700 <sup>P</sup>	580 <sup>P</sup>
Trained direct entrants <sup>3</sup>	120	180	80	70	60 <sup>P</sup>	40 <sup>P</sup>
From Other Ranks	310	320	320	290	310 <sup>P</sup>	270 <sup>P</sup>
<b>Other Ranks</b>	<b>8 670</b>	<b>9 200</b>	<b>8 790</b>	<b>9 640</b>	<b>10 170<sup>P</sup></b>	<b>7 330<sup>P</sup></b>
From untrained to trained	7 770	8 130	7 810	8 580	9 440 <sup>P</sup>	7 080 <sup>P</sup>
Trained direct entrants <sup>3</sup>	900	1 070	980	1 050	720 <sup>P</sup>	250 <sup>P</sup>
<b>Royal Air Force<sup>2</sup></b>	<b>2 190</b>	<b>1 420</b>	<b>1 380</b>	<b>2 810</b>	<b>3 240<sup>P</sup></b>	<b>2 620<sup>P</sup></b>
From untrained to trained	2 190	1 390	1 340	2 790	3 210 <sup>P</sup>	2 600 <sup>P</sup>
Trained direct entrants <sup>3</sup>	-	30	40	30	30 <sup>P</sup>	20 <sup>P</sup>
<b>Officers</b>	<b>390</b>	<b>360</b>	<b>220</b>	<b>680</b>	<b>520<sup>P</sup></b>	<b>420<sup>P</sup></b>
From untrained to trained	380	350	210	650	490 <sup>P</sup>	410 <sup>P</sup>
Trained direct entrants <sup>3</sup>	-	10	20	20	20 <sup>P</sup>	10 <sup>P</sup>
From Other Ranks	-	-	-	20	10 <sup>P</sup>	- <sup>P</sup>
<b>Other Ranks</b>	<b>1 800</b>	<b>1 060</b>	<b>1 150</b>	<b>2 150</b>	<b>2 740<sup>P</sup></b>	<b>2 200<sup>P</sup></b>
From untrained to trained	1 800	1 030	1 130	2 130	2 720 <sup>P</sup>	2 190 <sup>P</sup>
Trained direct entrants <sup>3</sup>	-	20	30	10	20 <sup>P</sup>	10 <sup>P</sup>

Source: DASA(Quad-Service)

1. GTS figures comprise those who complete training (untrained to trained flow) and those that enter directly into the trained strength (direct entrants). They exclude those returning to the trained strength from Long Term Absence (LTA).
2. Total GTS figures represent net gains to overall strength and as such exclude the intake to trained officers from trained other ranks.
3. Trained direct entrants comprises trained re-entrants, professionally qualified officers (PQO) and Gurkhas joining the Regulars.

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**Table 2.20** Outflow<sup>1</sup> from UK Regular Forces by Service and whether trained or untrained

Total outflow of personnel from the UK Regular Armed Forces has fallen year on year since 2006/07, reaching 18,150 in 2010/11. This is a decrease of 2.3 per cent when compared to 2009/10 and a decrease of 27.2 per cent when compared to 2000/01. Trained outflow increased in the last year, whereas untrained outflow decreased. This is likely to be linked to falling intake, which can be observed in Table 2.17.

Data from the Joint Personnel Administration System for 2006/07-2008/09 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see the Chapter 2 introduction for more details.

	2000/01	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11
<b>All Services<sup>2</sup></b>	<b>24 950</b>	<b>23 260</b>	<b>25 320</b> II	<b>24 760</b>	<b>21 650</b>	<b>18 570</b> P	<b>18 150</b> P
Trained	17 600	18 140	18 890	18 130	15 860	12 280	13 950
Untrained	7 350	5 120	6 430	6 630	5 790	6 290	4 200
<b>Officers</b>	<b>2 290</b>	<b>2 290</b>	<b>2 690</b> II	<b>2 740</b>	<b>2 380</b>	<b>1 890</b> P	<b>1 930</b> P
Trained	1 920	2 080	2 310	2 300	2 070	1 620	1 710
Untrained	380	220	380	440	310	270	230
<b>Other ranks</b>	<b>22 650</b>	<b>20 980</b>	<b>22 630</b> II	<b>22 020</b>	<b>19 270</b>	<b>16 680</b> P	<b>16 220</b> P
Trained	15 680	16 070	16 570	15 830	13 780	10 660	12 240
Untrained	6 970	4 910	6 050	6 190	5 480	6 020	3 980
<b>Naval Service</b>	<b>5 040</b>	<b>4 490</b>	<b>4 400</b>	<b>4 330</b>	<b>4 440</b>	<b>3 740</b> P	<b>3 630</b> P
Trained	3 530	3 300	3 210	3 110	3 250	2 430	2 680
Untrained	1 500	1 180	1 190	1 220	1 190	1 310	950
<b>Officers</b>	<b>480</b>	<b>520</b>	<b>500</b>	<b>570</b>	<b>520</b>	<b>450</b> P	<b>460</b> P
Trained	410	430	400	450	410	360	380
Untrained	80	90	100	120	110	90	70
<b>Other ranks</b>	<b>4 550</b>	<b>3 960</b>	<b>3 900</b>	<b>3 760</b>	<b>3 920</b>	<b>3 290</b> P	<b>3 180</b> P
Trained	3 120	2 870	2 810	2 660	2 840	2 080	2 300
Untrained	1 430	1 100	1 090	1 110	1 080	1 220	880
<b>Army<sup>2</sup></b>	<b>15 230</b>	<b>14 190</b>	<b>15 770</b> II	<b>15 280</b>	<b>13 080</b>	<b>11 840</b> P	<b>11 500</b> P
Trained	10 070	10 500	10 930	10 640	9 170	7 570	8 630
Untrained	5 160	3 690	4 840	4 640	3 920	4 260	2 860
<b>Officers</b>	<b>1 150</b>	<b>1 070</b>	<b>1 330</b> II	<b>1 380</b>	<b>1 210</b>	<b>990</b> P	<b>990</b> P
Trained	900	980	1 110	1 130	1 070	840	880
Untrained	260	90	220	240	140	140	100
<b>Other ranks</b>	<b>14 080</b>	<b>13 120</b>	<b>14 440</b> II	<b>13 900</b>	<b>11 870</b>	<b>10 850</b> P	<b>10 510</b> P
Trained	9 180	9 520	9 820	9 510	8 100	6 730	7 750
Untrained	4 900	3 600	4 620	4 400	3 780	4 120	2 760
<b>Royal Air Force</b>	<b>4 680</b>	<b>4 590</b>	<b>5 150</b>	<b>5 150</b>	<b>4 120</b>	<b>3 000</b> P	<b>3 020</b> P
Trained	4 000	4 340	4 740	4 380	3 440	2 280	2 640
Untrained	680	250	410	770	690	720	390
<b>Officers</b>	<b>660</b>	<b>700</b>	<b>860</b>	<b>790</b>	<b>650</b>	<b>460</b> P	<b>490</b> P
Trained	610	670	800	710	590	420	440
Untrained	40	30	60	80	60	40	50
<b>Other ranks</b>	<b>4 020</b>	<b>3 890</b>	<b>4 290</b>	<b>4 360</b>	<b>3 470</b>	<b>2 540</b> P	<b>2 540</b> P
Trained	3 380	3 670	3 940	3 670	2 850	1 850	2 200
Untrained	640	220	340	680	620	680	340

Source: DASA(Quad-Service)

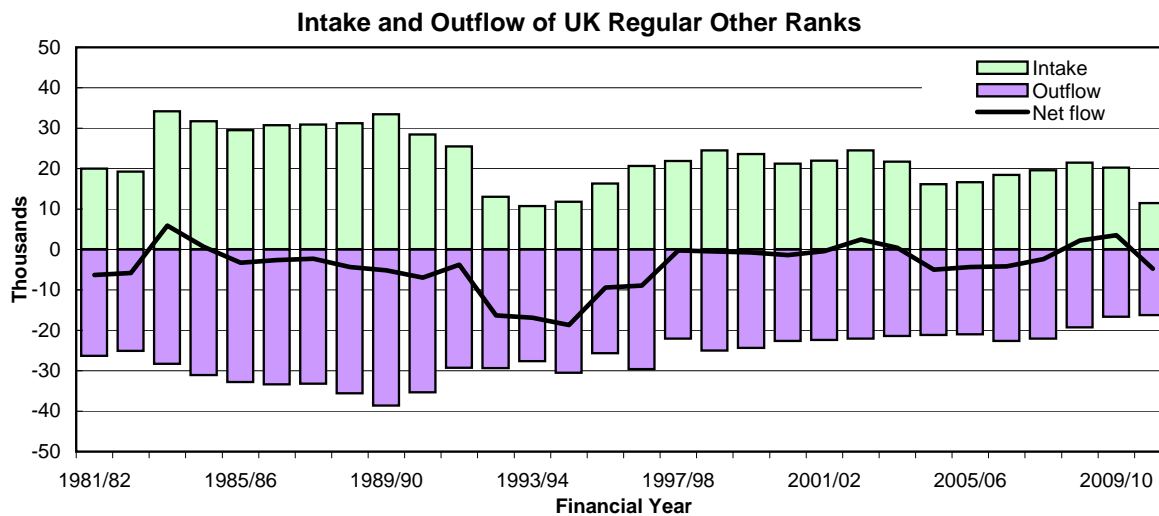
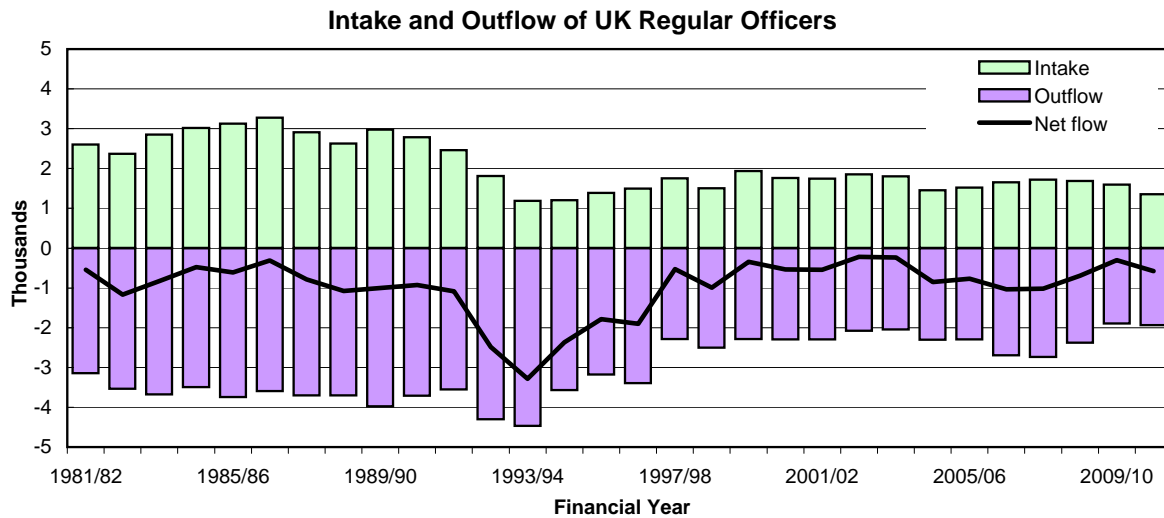
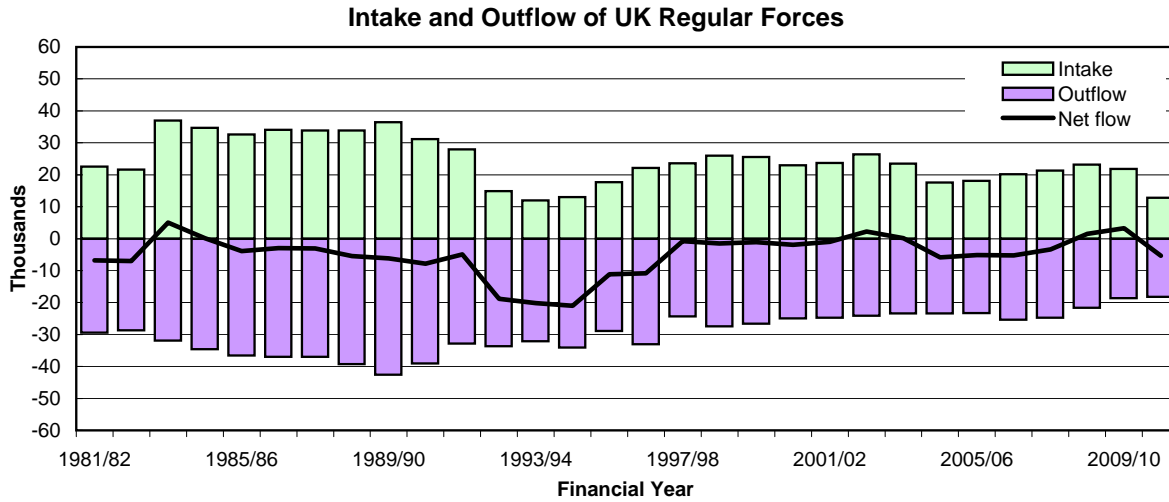
1. Figures show outflow from UK Regular Forces, both trained and untrained, including personnel leaving the Services, deaths, recalled reservists on release and outflow to the Home Service battalions of the Royal Irish Regiment (which disbanded on 31 March 2008). They do not include promotion from ranks to officers or flows between Services and are not comparable with gains to trained strength figures in Table 2.19 which include promotion from ranks to officers.

2. Outflow figures up to and including 2006/07 include the net flow of between 100 and 200 personnel from the Regular Army to Long Term Absentee (LTA). Outflow figures from 2007/08 do not include this net flow to LTA. See glossary for more details.

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### Charts to Tables 2.17 & 2.20 Intake and Outflow of UK Regular Forces



# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.21** Outflow<sup>1</sup> from trained UK Regular Forces by Service and ethnic origin

The outflow from trained UK Regular Forces rose to 13,950 in 2010/11, up from 12,280 in 2009/10 and down from 18,140 in 2005/06.

Black and Minority Ethnic (BME) personnel as a percentage of total outflow was 4.7% in 2010/11. This was a decrease of 1.0 percentage points compared to 2009/10; and an increase of 1.0 percentage points compared to 2005/06.

Data from the Joint Personnel Administration System for 2006/07-2008/09 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see the Chapter 2 introduction for more details.

	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11
<b>All Services<sup>3</sup></b>	<b>18 140</b>	<b>18 890</b> II	<b>18 130</b>	<b>15 860</b>	<b>12 280</b> P	<b>13 950</b> P
<b>Officers</b>	<b>2 080</b>	<b>2 310</b> II	<b>2 300</b>	<b>2 070</b>	<b>1 620</b> P	<b>1 710</b> P
White	1 880	2 100 II	2 100	1 890	1 500 P	1 620 P
BME	50	40 II	60	40	40 P	40 P
Unknown <sup>2</sup>	140	170 II	140	140	90 P	40 P
<b>Other ranks</b>	<b>16 070</b>	<b>16 570</b> II	<b>15 830</b>	<b>13 780</b>	<b>10 660</b> P	<b>12 240</b> P
White	14 250	14 810 II	14 000	12 350	9 580 P	11 400 P
BME	560	740 II	1 000	800	640 P	600 P
Unknown <sup>2</sup>	1 260	1 020 II	830	640	440 P	240 P
<b>Naval Service</b>	<b>3 300</b>	<b>3 210</b>	<b>3 110</b>	<b>3 250</b>	<b>2 430</b> P	<b>2 680</b> P
<b>Officers</b>	<b>430</b>	<b>400</b>	<b>450</b>	<b>410</b>	<b>360</b> P	<b>380</b> P
White	410	380	430	390	340 P	370 P
BME	10	10	10	-	- P	- P
Unknown <sup>2</sup>	20	10	10	20	20 P	10 P
<b>Other ranks</b>	<b>2 870</b>	<b>2 810</b>	<b>2 660</b>	<b>2 840</b>	<b>2 080</b> P	<b>2 300</b> P
White	2 670	2 700	2 510	2 710	1 960 P	2 160 P
BME	80	60	60	60	50 P	60 P
Unknown <sup>2</sup>	120	40	80	60	60 P	70 P
<b>Army<sup>3</sup></b>	<b>10 500</b>	<b>10 930</b> II	<b>10 640</b>	<b>9 170</b>	<b>7 570</b> P	<b>8 630</b> P
<b>Officers</b>	<b>980</b>	<b>1 110</b> II	<b>1 130</b>	<b>1 070</b>	<b>840</b> P	<b>880</b> P
White	870	1 010 II	1 050	990	780 P	850 P
BME	20	20 II	20	30	20 P	20 P
Unknown <sup>2</sup>	80	80 II	60	60	40 P	10 P
<b>Other ranks</b>	<b>9 520</b>	<b>9 820</b> II	<b>9 510</b>	<b>8 100</b>	<b>6 730</b> P	<b>7 750</b> P
White	8 360	8 590 II	8 210	7 050	5 930 P	7 180 P
BME	380	580 II	840	670	540 P	500 P
Unknown <sup>2</sup>	780	640 II	450	380	260 P	70 P
<b>Royal Air Force</b>	<b>4 340</b>	<b>4 740</b>	<b>4 380</b>	<b>3 440</b>	<b>2 280</b> P	<b>2 640</b> P
<b>Officers</b>	<b>670</b>	<b>800</b>	<b>710</b>	<b>590</b>	<b>420</b> P	<b>440</b> P
White	600	710	620	510	380 P	410 P
BME	20	20	30	10	10 P	10 P
Unknown <sup>2</sup>	50	70	60	70	30 P	20 P
<b>Other ranks</b>	<b>3 670</b>	<b>3 940</b>	<b>3 670</b>	<b>2 850</b>	<b>1 850</b> P	<b>2 200</b> P
White	3 220	3 510	3 280	2 590	1 690 P	2 050 P
BME	100	100	90	70	40 P	40 P
Unknown <sup>2</sup>	350	340	300	190	120 P	100 P
<b>Black and Minority Ethnic personnel as a percentage of total outflow (excluding Unknown)</b>						
<b>All personnel</b>	<b>3.7</b>	<b>4.5</b> II	<b>6.1</b>	<b>5.6</b>	<b>5.7</b> P	<b>4.7</b> P
<b>Officers</b>	<b>2.8</b>	<b>2.1</b> II	<b>2.6</b>	<b>2.0</b>	<b>2.3</b> P	<b>2.4</b> P
Naval Service	1.7	2.3	2.0	0.8	0.9 P	1.3 P
Army	2.7	2.0 II	2.0	2.6	2.8 P	2.9 P
Royal Air Force	3.7	2.1	4.0	1.7	2.5 P	2.4 P
<b>Other ranks</b>	<b>3.8</b>	<b>4.8</b> II	<b>6.7</b>	<b>6.1</b>	<b>6.2</b> P	<b>5.0</b> P
Naval Service	2.7	2.3	2.5	2.3	2.5 P	2.8 P
Army	4.4	6.3 II	9.3	8.6	8.4 P	6.5 P
Royal Air Force	3.0	2.7	2.7	2.6	2.6 P	2.1 P

Source: DASA(Quad-Service)

- Figures show outflow from trained UK Regular Forces, 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 and are not comparable with gains to trained strength figures in Table 2.19 which include promotion from ranks to officers.
- Includes those with an unrecorded ethnic origin and those who chose not to declare.
- Outflow figures up to and including 2006/07 include the net flow of between 100 and 200 personnel from the Regular Army to Long Term Absentee (LTA). Outflow figures from 2007/08 do not include this net flow to LTA. See glossary for more details.

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## UK ARMED FORCES

### Table 2.22 Outflow<sup>1</sup> from UK Regular Forces by Service and sex

Female outflow, as a percentage of the total, has been fairly stable since 2005/06, with a dip in 2009/10. Female outflow was 8.8 per cent during 2010/11, remaining below the level of 9.7 per cent in 2000/01.

Female outflow, as a percentage of the total outflow, has increased since 2009/10 across all three services. Naval Service female outflow rose by 0.8 percentage points to 9.9 per cent; Army by 0.8 percentage points to 6.9 per cent and RAF by 1.1 percentage points to 14.7 per cent.

Data from the Joint Personnel Administration System for 2006/07-2008/09 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see the Chapter 2 introduction for more details.

	2000/01	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11
<b>All Services<sup>2</sup></b>	<b>24 950</b>	<b>23 260</b>	<b>25 320</b> II	<b>24 760</b>	<b>21 650</b>	<b>18 570<sup>P</sup></b>	<b>18 150<sup>P</sup></b>
of which female	2 430	1 980	2 180	2 190	1 900	1 470 <sup>P</sup>	1 600 <sup>P</sup>
percentage female	9.7	8.5	8.6	8.9	8.8	7.9 <sup>P</sup>	8.8 <sup>P</sup>
<b>Officers: total</b>	<b>2 290</b>	<b>2 290</b>	<b>2 690</b> II	<b>2 740</b>	<b>2 380</b>	<b>1 890<sup>P</sup></b>	<b>1 930<sup>P</sup></b>
of which female	260	240	300	340	300	220 <sup>P</sup>	240 <sup>P</sup>
percentage female	11.1	10.7	11.0	12.4	12.7	11.5 <sup>P</sup>	12.2 <sup>P</sup>
<b>Other ranks: total</b>	<b>22 650</b>	<b>20 980</b>	<b>22 630</b> II	<b>22 020</b>	<b>19 270</b>	<b>16 680<sup>P</sup></b>	<b>16 220<sup>P</sup></b>
of which female	2 180	1 730	1 890	1 860	1 600	1 250 <sup>P</sup>	1 360 <sup>P</sup>
percentage female	9.6	8.3	8.3	8.4	8.3	7.5 <sup>P</sup>	8.4 <sup>P</sup>
<b>Naval Service</b>	<b>5 040</b>	<b>4 490</b>	<b>4 400</b>	<b>4 330</b>	<b>4 440</b>	<b>3 740<sup>P</sup></b>	<b>3 630<sup>P</sup></b>
of which female	550	480	500	460	460	340 <sup>P</sup>	360 <sup>P</sup>
percentage female	11.0	10.8	11.3	10.7	10.3	9.1 <sup>P</sup>	9.9 <sup>P</sup>
<b>Officers: total</b>	<b>480</b>	<b>520</b>	<b>500</b>	<b>570</b>	<b>520</b>	<b>450<sup>P</sup></b>	<b>460<sup>P</sup></b>
of which female	40	40	50	40	50	50 <sup>P</sup>	50 <sup>P</sup>
percentage female	9.1	8.0	10.0	7.7	9.6	11.2 <sup>P</sup>	10.1 <sup>P</sup>
<b>Other ranks: total</b>	<b>4 550</b>	<b>3 960</b>	<b>3 900</b>	<b>3 760</b>	<b>3 920</b>	<b>3 290<sup>P</sup></b>	<b>3 180<sup>P</sup></b>
of which female	510	440	450	420	410	290 <sup>P</sup>	310 <sup>P</sup>
percentage female	11.2	11.2	11.5	11.2	10.4	8.8 <sup>P</sup>	9.9 <sup>P</sup>
<b>Army<sup>2</sup></b>	<b>15 230</b>	<b>14 190</b>	<b>15 770</b> II	<b>15 280</b>	<b>13 080</b>	<b>11 840<sup>P</sup></b>	<b>11 500<sup>P</sup></b>
of which female	1 330	950	1 110	1 080	920	720 <sup>P</sup>	790 <sup>P</sup>
percentage female	8.8	6.7	7.0	7.1	7.1	6.1 <sup>P</sup>	6.9 <sup>P</sup>
<b>Officers: total</b>	<b>1 150</b>	<b>1 070</b>	<b>1 330</b> II	<b>1 380</b>	<b>1 210</b>	<b>990<sup>P</sup></b>	<b>990<sup>P</sup></b>
of which female	160	110	140	180	160	100 <sup>P</sup>	120 <sup>P</sup>
percentage female	13.4	10.7	10.8	12.9	13.1	9.8 <sup>P</sup>	12.3 <sup>P</sup>
<b>Other ranks: total</b>	<b>14 080</b>	<b>13 120</b>	<b>14 440</b> II	<b>13 900</b>	<b>11 870</b>	<b>10 850<sup>P</sup></b>	<b>10 510<sup>P</sup></b>
of which female	1 180	840	960	900	760	620 <sup>P</sup>	670 <sup>P</sup>
percentage female	8.4	6.4	6.7	6.5	6.4	5.7 <sup>P</sup>	6.4 <sup>P</sup>
<b>RAF</b>	<b>4 680</b>	<b>4 590</b>	<b>5 150</b>	<b>5 150</b>	<b>4 120</b>	<b>3 000<sup>P</sup></b>	<b>3 020<sup>P</sup></b>
of which female	540	540	580	650	520	410 <sup>P</sup>	450 <sup>P</sup>
percentage female	11.6	11.7	11.2	12.6	12.5	13.6 <sup>P</sup>	14.7 <sup>P</sup>
<b>Officers: total</b>	<b>660</b>	<b>700</b>	<b>860</b>	<b>790</b>	<b>650</b>	<b>460<sup>P</sup></b>	<b>490<sup>P</sup></b>
of which female	60	90	100	120	90	70 <sup>P</sup>	70 <sup>P</sup>
percentage female	8.5	12.6	11.7	14.9	14.3	15.2 <sup>P</sup>	13.9 <sup>P</sup>
<b>Other ranks: total</b>	<b>4 020</b>	<b>3 890</b>	<b>4 290</b>	<b>4 360</b>	<b>3 470</b>	<b>2 540<sup>P</sup></b>	<b>2 540<sup>P</sup></b>
of which female	490	450	480	530	420	340 <sup>P</sup>	380 <sup>P</sup>
percentage female	12.1	11.6	11.1	12.2	12.2	13.3 <sup>P</sup>	14.9 <sup>P</sup>

Source: DASA(Quad-Service)

1. 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 and are not comparable with gains to trained strength figures in Table 2.19 which include promotion from ranks to officers.
2. Outflow figures up to and including 2006/07 include the net flow of between 100 and 200 personnel from the Regular Army to Long Term Absentee (LTA). Outflow figures from 2007/08 do not include this net flow to LTA. See glossary for more details.

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## UK ARMED FORCES

**Table 2.23 Military salaries<sup>1</sup>: illustrative rates and indices (2001/02=100)**

Indices are based on annual pay rates. 2011/12 rates are those recommended by the Armed Forces Pay Review Body (AFPRB). As the underlying rank weights are constant, the changes in the indices purely reflect changes in pay. All indices are calculated using standard rank weights taken at 1 April 2011 (last year's index used weights taken at 1 March 2008) and are based against average rates of pay in 2001/02 - the year the new Pay2000 pay system was introduced.

For the first time since 2007/08, there has been a real terms contraction in military salaries. This has been caused by a pay freeze for all public sector workers earning more than £21,000, coupled with a high proportional increase in the Retail Price Index. The contraction in military salaries

	2001/02	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
<b>Military salaries Index: all ranks<sup>2</sup></b>	<b>100</b>	<b>118</b>	<b>122</b>	<b>127</b>	<b>130</b>	<b>133</b>	<b>133</b>
Senior officers (Major General and above)	100	116	120	124	131	134	134
Officers (up to Brigadier)	100	119	123	128	132	134	134
Other ranks (Sergeant and above)	100	117	121	125	129	131	131
Other ranks (up to Corporal)	100	118	122	126	130	132	133

### Illustrative rates<sup>3</sup> of annual military salary (in terms of Army ranks)

*Pay 2000 Pay System<sup>4</sup>*

Pounds Sterling

General	Level 4	125,928	152,728	160,625	164,159	172,130	177,993	177,993
Brigadier	Level 5	74,135	86,527	89,444	96,288	98,984	100,964	100,964
Colonel	Level 1	59,280	69,189	71,522	77,545	79,716	81,310	81,310
Lieutenant Colonel	Level 9	56,586	66,047	68,273	74,023	76,095	77,617	77,617
Major	Level 9	43,472	50,983	52,702	54,551	56,078	57,199	57,199
Captain	Level 3	30,372	35,617	36,817	38,109	39,176	39,959	39,959
Lieutenant	Level 8	23,787	27,762	28,698	29,704	30,536	31,147	31,147
2nd Lieutenant	Level 5	18,798	21,940	22,680	23,475	24,133	24,615	24,615
Warrant Officer I	Level 7 H	35,420	41,672	43,077	44,588	45,836	46,753	46,753
Warrant Officer II	Level 9 H	33,029	38,551	39,851	41,249	42,404	43,252	43,252
Staff Sergeant	Level 7 L	28,904	34,098	35,248	36,484	37,506	38,256	38,256
Sergeant	Level 7 H	28,200	32,916	34,025	35,219	36,205	36,929	36,929
Corporal	Level 7 H	25,342	29,576	30,573	31,646	32,532	33,182	33,182
Lance Corporal	Level 9 H	22,101	25,794	26,664	27,599	28,372	28,940	28,940
Private	Level 2 L	12,071	14,323	15,677	16,227	16,681	17,015	17,736

Source: DASA(Quad-Service)

1. Data are for UK Regular Forces which includes all trained and untrained personnel. Gurkhas, Full Time Reserve personnel, and mobilised reservists are excluded.
2. Equivalent ranks in the Naval Service and Royal Air Force are shown in **Table 2.24**.
3. The illustrative rates of annual military salary are calculated using the Pay Review Bodies' annualised rates for the appropriate year. The rate shown for each rank is the pay level with the largest number of people at 1 April 2011.
4. Under the Pay 2000 system, introduced in 2001/02, Regular personnel progress annually up incremental pay spines, subject to satisfactory performance. Other Ranks are also assigned to Higher (H) or Lower (L) ranges, in accordance with their trade.

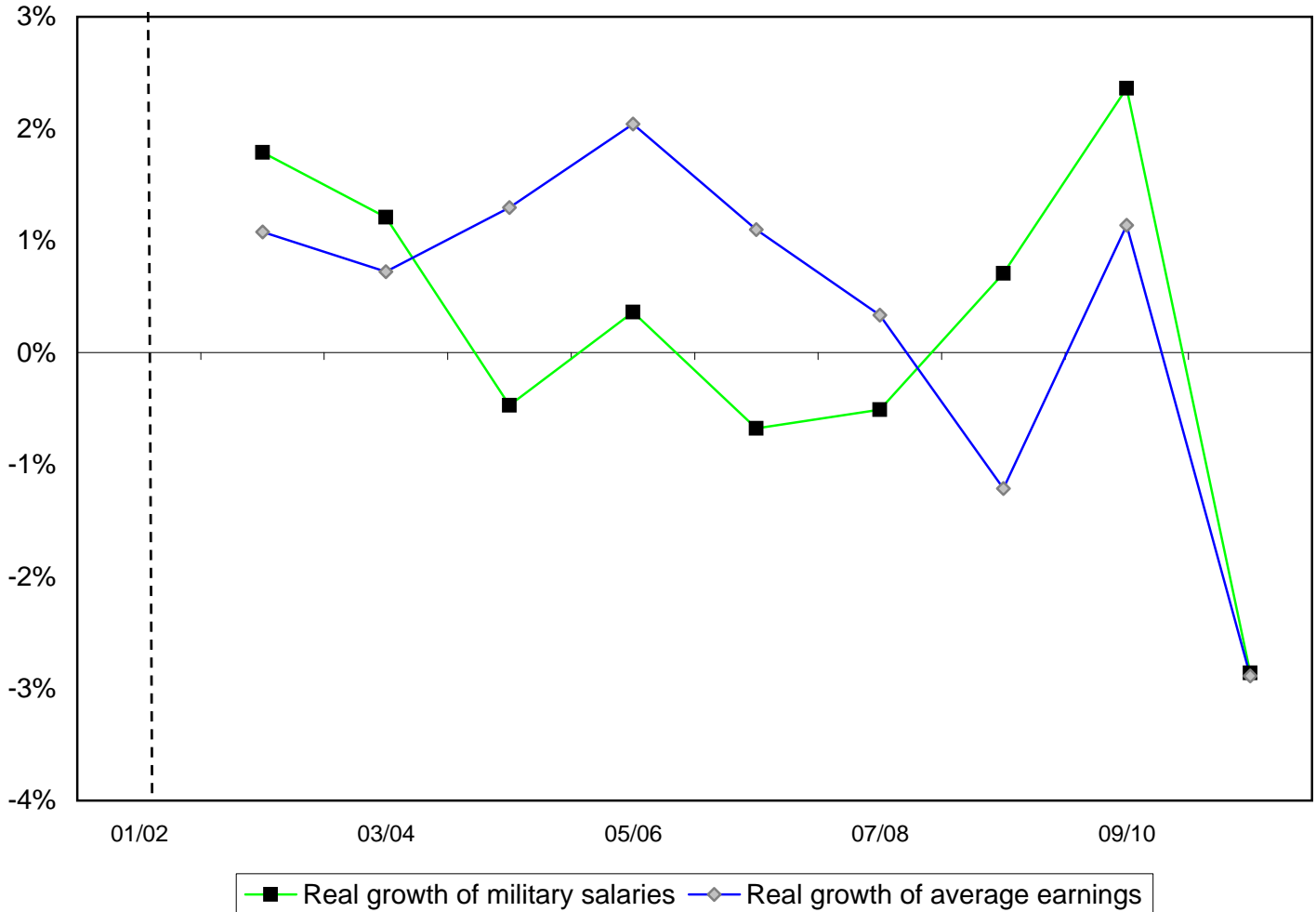


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## UK ARMED FORCES

### Chart to Table 2.23 Military salaries: illustrative rates and indices

Real Growth<sup>1</sup> of military salaries and average earnings<sup>2</sup>



Source: DASA(Quad-Service)

1. Real growth in salaries is growth over and above inflation. It represents the increase in purchasing power between one year and the next. For example, if salaries grew by 2%, but prices rose by 1%, real salary growth would be about 1%, because someone earning that salary could purchase around 1% more goods and services. Real pay growth can be negative if inflation is outstripping salary growth, values at 0% indicate an increase in line with inflation. The measure of inflation used here is growth in Retail Price Index (RPI).
2. When calculating the real growth of average earnings the Office for National Statistics (ONS) Average Weekly Earnings index (K45U: whole economy, total pay including bonuses) has been employed. The AWE has replaced the Annual Earnings Index previously used, which was discontinued in September 2010.

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**Table 2.24 NATO Rank Codes and UK Service Ranks**

NATO Code	Royal Navy <sup>1</sup>	Royal Marines <sup>2</sup>	Army	Royal Air Force
<b>Officers</b>				
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
<b>Other Ranks</b>				
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 <sup>4</sup>	Lance Corporal	Lance Corporal <sup>5</sup>
OR-2	Able Rating <sup>3</sup>	Marine <sup>3</sup>	Private (Classes 1 to 3)	Junior Technician/ Leading Aircraftman/ Senior Aircraftman
OR-1	-	-	Private (Class 4)/Junior	Aircraftman

1. The Royal Navy introduced a Warrant Officer Class 2 on 1 April 2004.
2. Royal Marine officer ranks were aligned with those of the Army on 1 July 1999.
3. The rates of Able Rating and Ordinary Seaman were merged on 1 April 1999, as were the corresponding ranks of Marine 1st class and Marine 2nd class. The ranks of Junior Rating and Junior Marine were also abolished.
4. Rank introduced in 2008 in the Royal Marines.
5. Rank introduced in 2010 in the RAF.

### Civilian equivalents to military ranks

NATO Code	Ministry of Defence civilian grade equivalent
OF-10	Permanent Under Secretary/ 2nd Permanent Under Secretary
OF-9	
OF-8	SCS <sup>1</sup> 3-star <sup>2</sup>
OF-7	SCS <sup>1</sup> 2-star <sup>3</sup>
OF-6	SCS <sup>1</sup> 1-star <sup>4</sup>
-	Band B1 <sup>5</sup>
OF-5	Band B2 <sup>6</sup>
OF-4	Band C1 <sup>7</sup>
OF-3	Band C2 <sup>8</sup>
OF-2	Band D <sup>9</sup>

1. Senior Civil Service.
2. Formerly Grade 2, Deputy Under Secretary.
3. Formerly Grade 3, Assistant Under Secretary.
4. Formerly Grades 4 and 5, Executive Director and Assistant Secretary.
5. Formerly Grade 6, Senior Principal Officer and equivalents.
6. Formerly Grade 7, Principal Officer and equivalents.
7. Formerly Senior Executive Officer and equivalents.
8. Formerly Higher Executive Officer and equivalents.
9. Formerly Executive Officer and equivalents.

# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.25** Civilian personnel<sup>1</sup>, at 1 April each year

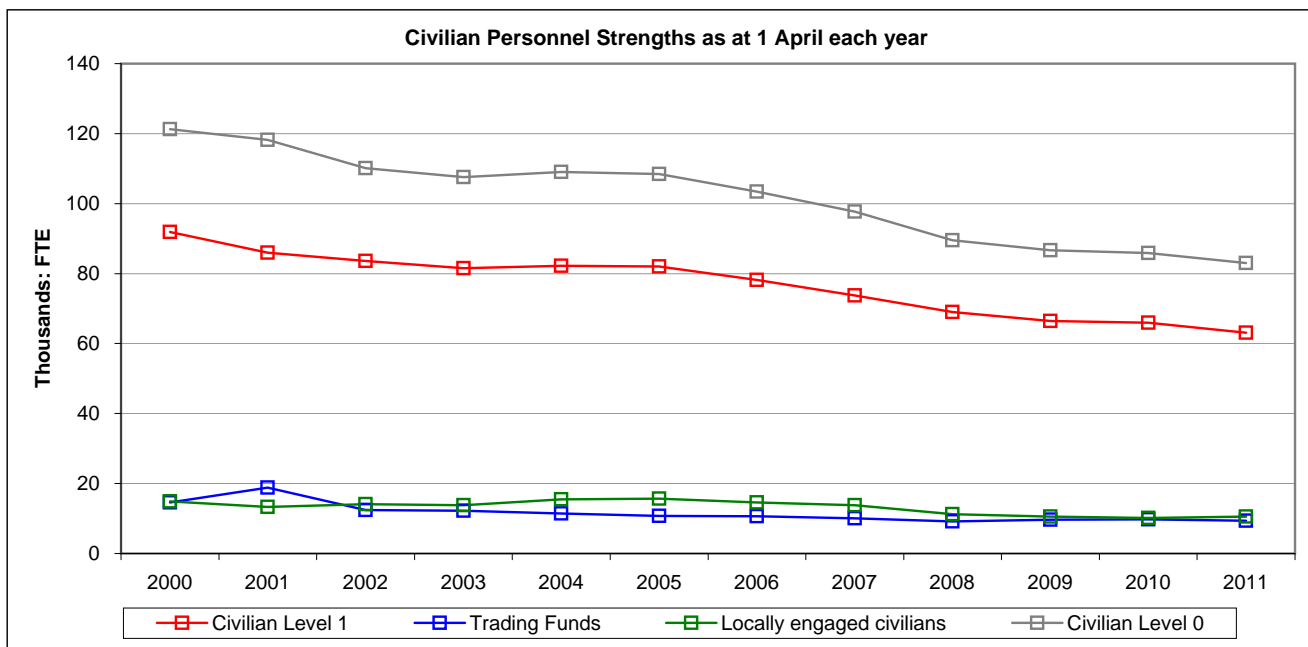
The Level 0 MOD civilian total has decreased from around 121,300 at 1 April 2000 to around 83,100<sup>e</sup> at 1 April 2011, representing a reduction of 31.5 per cent over the period. This period has seen an overall reduction in Level 1 MOD personnel, falling from 91,900 to 63,100, although this reduction has been proportionately greater in permanent industrial personnel in comparison to permanent non-industrial personnel. In 2000 industrials represented 26.4 per cent of permanent Level 1 MOD civilian personnel, compared with 17.3 per cent in 2011.

From 2000 to 2011 the strength of the Trading Funds fell from around 14,500 to 9,400 overall (including privatisation of Qinetiq in 2001 and Vector Aerospace Corporation in 2008), reaching the lowest point in 2008, and has remained stable with only minor fluctuations since that time. Locally engaged civilian personnel numbers have reduced from around 14,800 in 2000 to 10,600<sup>e</sup> in 2011, although figures for the last three years have remained fairly stable. Royal Fleet Auxiliary (RFA) personnel have remained largely unchanged throughout the period at 2,400 in both 2000 and 2011.

		Thousands: FTE							
		2000	2005	2006	2007	2008	2009	2010	2011
<b>Civilian Level 0</b>	<b>121.3</b>	<b>108.5</b>	<b>103.4</b>	<b>97.7</b>	<b>89.5</b>	<b>86.6</b>	<b>85.8</b>	<b>83.1<sup>e</sup></b>	
Civilian Level 1	91.9	82.0	78.1	73.8	69.0	66.4	65.9	63.1	
Trading Funds <sup>2</sup>	14.5	10.8	10.7	10.1	9.2	9.6	9.7	9.4	
Locally engaged civilians	14.8	15.7	14.5	13.8	11.2	10.5	10.2	10.6 <sup>e</sup>	
<b>Civilian Level 1 - Permanent</b>	<b>88.2</b>	<b>78.6</b>	<b>74.7</b>	<b>70.5</b>	<b>66.0</b>	<b>63.6</b>	<b>63.3</b>	<b>60.7</b>	
Non-industrial	64.9	63.8	60.5	57.5	54.3	52.7	52.4 <sup>r</sup>	50.2	
Industrial	23.3	14.7	14.2	13.0	11.7	11.0	10.9	10.5	
<b>Civilian Level 1 - Casual<sup>3</sup></b>	<b>1.3</b>	<b>1.1</b>	<b>1.1</b>	<b>0.9</b>	<b>0.8</b>	<b>0.5</b>	<b>0.3</b>	<b>0.1</b>	
Non-industrial	0.9	0.8	0.8	0.6	0.4	0.4	0.2	0.0	
Industrial	0.4	0.3	0.3	0.3	0.4	0.1	0.1	0.1	
<b>Civilian Level 1 - RFA</b>	<b>2.4</b>	<b>2.3</b>	<b>2.3</b>	<b>2.4</b>	<b>2.3</b>	<b>2.3</b>	<b>2.3</b>	<b>2.4</b>	
<b>Trading Funds<sup>2</sup></b>	<b>14.5</b>	<b>10.8</b>	<b>10.7</b>	<b>10.1</b>	<b>9.2<sup>2</sup></b>	<b>9.6</b>	<b>9.7</b>	<b>9.4</b>	
Permanent	14.2	10.7	10.6	9.9	9.1	9.5	9.6	9.3	
Casual <sup>3</sup>	0.3	0.1	0.1	0.1	0.1	0.1	0.1	0.1	
<b>Locally engaged civilians</b>	<b>14.8</b>	<b>15.7</b>	<b>14.5</b>	<b>13.8</b>	<b>11.2</b>	<b>10.5</b>	<b>10.2</b>	<b>10.6<sup>e</sup></b>	

Source: DASA(Quad-Service)

1. Civilian Level 0 and Level 1 are defined in the Glossary.
2. The following changes have affected the continuity of the civilian data: In 2001 the QinetiQ portion of the Defence Evaluation and Research Agency (8,000) was established as a private company. At 1 April 2008 the Defence Aviation Repair Agency and the Army Base Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.
3. Casual staff are usually engaged for less than 12 months.



# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.26 Civilian personnel<sup>1</sup> by budgetary area, at 1 April 2011**

At 1 April 2011, MOD Head Office was the largest single budgetary area, comprising 23.3 per cent of the Civilian Level 0 FTE total. 95.6 per cent of MOD Head Office staff were employed in non-industrial grades.

Within Service Command organisations, C-in-C Land Forces had the largest number of personnel, representing 18.0 per cent of the Civilian Level 0 total, followed by Air Officer C-in-C at 10.1 per cent, and C-in-C Fleet at 5.7 per cent.

There were considerably higher percentages of industrial grades personnel in Service Command TLBs, with 32.8 per cent of personnel in Air Officer C-in-C being of industrial grades, 28.3 per cent of C-in-C Land Forces and 23.2 per cent of C-in-C Fleet (excluding Royal Fleet Auxiliary personnel).

	FTE		
	Total	Non-industrial	Industrial
<b>Civilian Level 0<sup>1,2</sup></b>	<b>83 060<sup>e</sup></b>	*	*
<b>Commander-in-Chief Fleet<sup>2</sup></b>	<b>4 700</b>	*	*
Navy Command	2 340	1 800	540
Royal Fleet Auxiliary Service <sup>2</sup>	2 360	*	*
<b>Commander-in-Chief Land Forces</b>	<b>14 920</b>	<b>10 690</b>	<b>4 230</b>
Chief of Staff Land Forces	610	560	60
Field Army	1 280	770	520
Force Development & Training	4 110	3 300	820
Joint Helicopter Command	630	300	320
Personnel & Support Command	7 380	4 880	2 510
Service Children's Education Agency	910	890	10
<b>Air Officer Commanding-in-Chief</b>	<b>8 430</b>	<b>5 670</b>	<b>2 760</b>
HQ Air Command	8 430	5 670	2 760
<b>Defence Equipment &amp; Support</b>	<b>15 750</b>	<b>13 570</b>	<b>2 190</b>
Defence Equipment & Support	15 750	13 570	2 190
<b>MOD Head Office, HQ and centrally managed expenditure</b>	<b>19 320</b>	<b>18 470</b>	<b>860</b>
<b>Central Top Level Budget</b>	<b>15 870</b>	<b>15 360</b>	<b>510</b>
Defence Academy	330	310	20
Defence Business Services	1 440	1 440	-
Defence Export Services Organisation	30	30	-
Deputy Chief of the Defence Staff (Health)	720	640	80
London Delegated Budgets	3 230	3 090	150
London Head Office	1 300	1 300	-
Ministry of Defence Police and Guarding Agency	7 170	7 130	40
Personnel Director	400	400	-
Policy and Commitments	410	230	180
Service Personnel & Veterans Agency	850	800	50
<b>Chief of Joint Operations</b>	<b>270</b>	<b>260</b>	<b>-</b>
Commander of British Forces Cyprus	100	100	-
Commander of British Forces Falklands	10	10	-
Commander of British Forces Gibraltar	20	20	-
Permanent Joint Headquarters	130	130	-
<b>Defence Infrastructure Organisation</b>	<b>3 190</b>	<b>2 850</b>	<b>340</b>
<b>Unallocated</b>	<b>10</b>	<b>10</b>	<b>-</b>
<b>Civilian Level 1<sup>1,2</sup></b>	<b>63 130</b>	*	*
	<b>Total</b>	<b>Non-industrial</b>	<b>Industrial</b>
<b>MOD owned Trading Funds<sup>2</sup></b>	<b>9 350</b>	*	*
Defence Science & Technology Laboratory	3 640	*	*
Defence Support Group	2 960	*	*
Meteorological Office	1 800	*	*
UK Hydrographic Office	960	*	*
<b>Locally engaged civilians<sup>2</sup></b>	<b>10 580<sup>e</sup></b>	*	*

Source: DASA(Quad-Service)

1. Civilian Level 0 and Level 1 are defined in the Glossary.

2. A breakdown of industrial and non-industrial personnel is unavailable for Royal Fleet Auxiliary, Trading Funds and locally engaged civilian personnel.

# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.27** Civilian personnel<sup>1</sup> in UK Defence Agencies and MOD-owned Trading Funds, at 1 April 2011

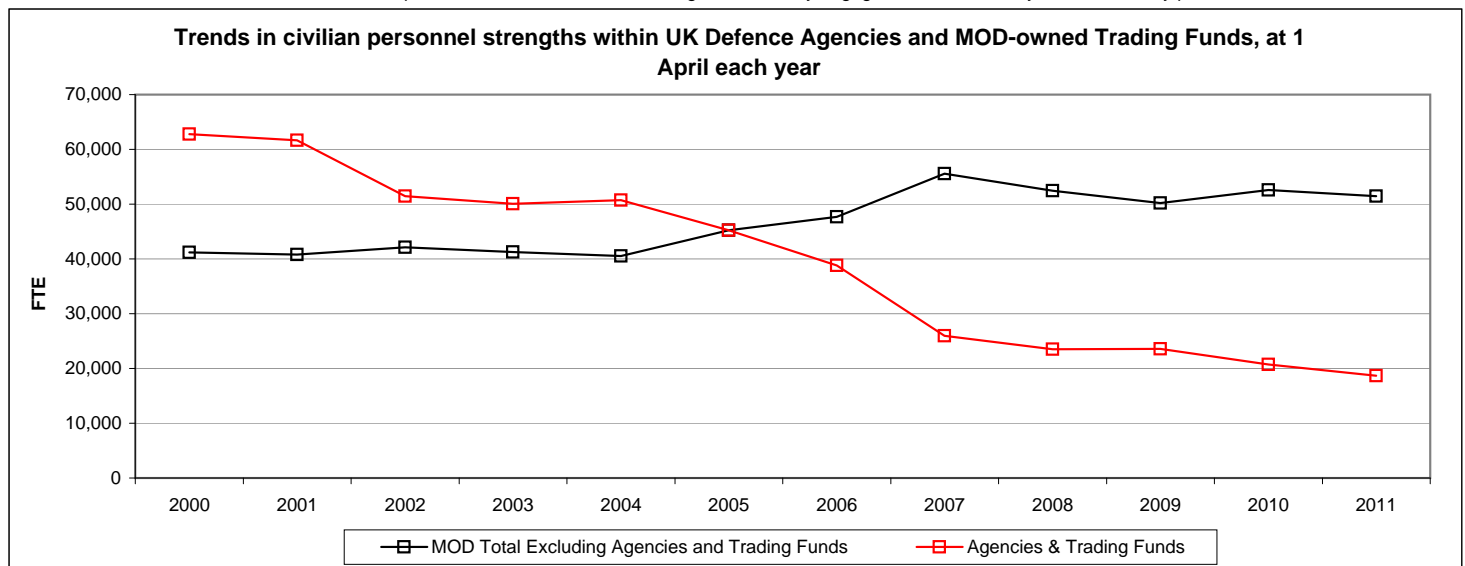
There has been a reduction in Agencies and the strength of personnel employed within agencies, which is primarily due to the transfer of function of Agencies into the Core MOD, and the corresponding transfer of Agency personnel into the Core MOD Top Level Budgetary areas. At 1 April 2000, excluding Trading Funds, the MOD had 30 agencies employing 40,920 FTE (33.7 per cent of the civilian total FTE strength). By 1 April 2005, excluding Trading Funds, the number of agencies had fallen to 20, employing 34,460 FTE (31.8 per cent of the civilian total FTE strength). The sharpest fall in the number of personnel employed in agencies was between 2005 and 2007, after which time the reductions in Agency personnel have continued at a slower rate.

At 1 April 2011, 79.8 per cent of personnel employed by Agencies and Trading Funds were based in England, which is a similar distribution to the overall MOD total excluding LEC and Royal Fleet Auxiliary personnel, with 84.6 per cent of personnel based in England.

		FTE					
		Total	England	Scotland	Wales	N.Ireland	Elsewhere
<b>Total Agencies and Trading Funds</b>		<b>18 670</b>	<b>14 910</b>	<b>1 680</b>	<b>830</b>	<b>30</b>	<b>1 220</b>
<i>As a percentage of total MOD personnel in category</i>		22	26	30	47	2	8
<b>Agencies<sup>2,3</sup></b>							
<b>Service Personnel and Veterans Agency</b>	<b>Total</b>	<b>850</b>	<b>760</b>	<b>60</b>	-	-	<b>20</b>
	Non-industrial	800	720	60	-	-	20
	Industrial	50	50	-	-	-	-
<b>Defence Vetting Agency</b>	<b>Total</b>	<b>400</b>	<b>280</b>	-	-	-	<b>110</b>
	Non-industrial	400	280	-	-	-	110
	Industrial	-	-	-	-	-	-
<b>Ministry of Defence Police and Guarding Agency</b>	<b>Total</b>	<b>7 170</b>	<b>5 620</b>	<b>1 350</b>	<b>170</b>	<b>10</b>	<b>30</b>
	Non-industrial	7 130	5 590	1 330	170	10	30
	Industrial	40	30	10	-	-	-
<b>Service Children's Education Agency</b>	<b>Total</b>	<b>910</b>	<b>20</b>	<b>70</b>	-	-	<b>810</b>
	Non-industrial	890	20	60	-	-	810
	Industrial	10	-	10	-	-	-
<b>Trading Funds<sup>4</sup></b>							
Defence Science and Technology Laboratory		3 640	3 520	-	-	-	120
Defence Support Group		2 960	2 110	100	640	10	100
Meteorological Office		1 800	1 630	100	20	10	30
UK Hydrographic Office		960	960	-	-	-	-
<b>MOD Total Excluding Agencies and Trading Funds</b>		<b>51 450</b>	<b>43 550</b>	<b>3 850</b>	<b>930</b>	<b>1 820</b>	<b>1 300</b>
Locally engaged civilians <sup>4</sup>		<b>10 580</b> <sup>e</sup>	-	-	-	-	<b>10 580</b> <sup>e</sup>
Royal Fleet Auxiliary <sup>4</sup>		<b>2 360</b>	-	-	-	-	<b>2 360</b>
<b>Civilian Level 0 Total</b>		<b>83 060</b> <sup>e</sup>	<b>58 450</b>	<b>5 540</b>	<b>1 760</b>	<b>1 850</b>	<b>15 450</b> <sup>e</sup>

Source: DASA(Quad-Service)

1. Civilian Level 0 is defined in the Glossary.
2. Data are drawn from the Resource Accounting and Budgeting system.
3. People Pay and Pensions Agency formally ceased to be an agency as at 1 April 2011.
4. A breakdown of industrial and non-industrial personnel is unavailable for Trading Funds, locally engaged civilians and Royal Fleet Auxiliary personnel.



# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.28** Civilian personnel<sup>1</sup> by budgetary area and grade equivalent<sup>2</sup>, at 1 April each year

Between 2000 and 2011 the total FTE strength of MOD civilian personnel fell by 31.5 per cent. Decreases have been seen within each individual Service Command over this period, with the largest proportionate decrease of 32.5 per cent seen in C-in-C Land Forces (similar to that seen in MOD civilian strength as a whole), while C-in-C Fleet and Air Officer C-in-C showed smaller decreases of similar proportions, by 27.0 per cent and 27.1 per cent respectively.

Defence Equipment & Support, formed in 2007 from the merger of Defence Logistics Organisation and the Defence Procurement Agency, has experienced the largest proportionate budgetary area reduction from 35,210 at 1 April 2000 to 13,730 as at 1 April 2011, a decrease of 61.0 per cent.

Since 2000, the number of Band D personnel has decreased by 33.4 per cent (14,900 in 2000 to 9,930 in 2011), Industrial personnel by 55.1 per cent (23,670 in 2000 to 10,580 in 2011) and Band E personnel by 36.8 per cent (33,020 in 2000 to 20,870 in 2011). In comparison the SCS has only seen a reduction of 12.9 per cent, and Pay Bands B and C have grown, C by 9.5% and B by 8.5% respectively.

Grade	FTE							
	2000	2005	2006	2007	2008	2009	2010	2011
<b>Civilian Level 0</b>	<b>121 280</b>	<b>108 470</b>	<b>103 380</b>	<b>97 690</b>	<b>89 500</b>	<b>86 620</b>	<b>85 850</b>	<b>83 060<sup>e</sup></b>
Senior Civil Service and Equivalent <sup>2</sup>	310	300	310	280	300	300	290	270
Pay Band B	2 240	2 640	2 740	2 450	2 450	2 440	2 470	2 430
Pay Band C	15 230	17 490	17 310	16 840	16 540	16 800	16 630	16 680
Pay Band D	14 900	14 470	13 500	12 170	10 990	10 580	10 440	9 930
Pay Band E	33 020	29 070	27 220	25 590	23 490	22 800	22 440	20 870
Other non-industrial <sup>f</sup>	90	700	170	790	940	110	300	10
Industrial	23 670	15 000	14 540	13 300	12 060	11 100	11 010	10 580
Trading Funds <sup>5</sup>	14 550	10 780	10 700	10 060	9 210	9 630	9 730	9 350
Royal Fleet Auxiliary	2 420	2 350	2 340	2 360	2 270	2 300	2 330	2 360
Locally engaged civilians	14 850	15 660	14 540	13 840	11 240	10 550	10 200	10 580 <sup>e</sup>
<b>Commander-in-Chief Fleet</b>	<b>6 440</b>	<b>5 710</b>	<b>5 290</b>	<b>5 230</b>	<b>4 600</b>	<b>4 640</b>	<b>4 760</b>	<b>4 700</b>
Pay Band C and above	660	690	640	580	500	510	540	530
Pay Band D and below	2 370	1 890	1 700	1 640	1 260	1 280	1 320	1 250
Other non-industrial <sup>f</sup>	-	60	-	30	30	-	10	10
Industrial	990	730	610	620	540	550	570	540
Royal Fleet Auxiliary	2 420	2 350	2 340	2 360	2 270	2 300	2 330	2 360
<b>Commander-in-Chief Land Forces</b>	<b>22 090</b>	<b>19 920</b>	<b>18 650</b>	<b>17 960</b>	<b>17 180</b>	<b>16 490</b>	<b>16 480</b>	<b>14 920</b>
Pay Band C and above	3 300	3 690	3 590	3 340	3 290	3 420	3 450	3 170
Pay Band D and below	12 960	10 730	9 830	8 930	8 390	8 370	8 270	7 530
Other non-industrial <sup>f</sup>	10	40	30	400	520	80	150	-
Industrial	5 820	5 450	5 200	5 300	4 970	4 630	4 610	4 230
<b>Air Officer Commanding-in-Chief</b>	<b>11 570</b>	<b>11 080</b>	<b>10 770</b>	<b>8 980</b>	<b>8 710</b>	<b>8 560</b>	<b>8 660</b>	<b>8 430</b>
Pay Band C and above	1 250	1 190	1 190	1 060	1 070	1 120	1 150	1 180
Pay Band D and below	5 820	5 820	5 550	4 870	4 580	4 600	4 660	4 480
Other non-industrial <sup>f</sup>	10	20	10	70	80	10	-	-
Industrial	4 480	4 050	4 020	2 980	2 980	2 830	2 850	2 760
<b>Defence Equipment &amp; Support<sup>6</sup></b>	<b>35 210</b>	<b>24 470</b>	<b>22 490</b>	<b>20 880</b>	<b>18 010</b>	<b>16 740</b>	<b>16 150</b>	<b>13 730</b>
Pay Band C and above	8 080	9 150	8 970	8 710	8 430	8 520	8 410	7 190
Pay Band D and below	15 610	10 860	9 560	8 490	6 710	5 800	5 410	4 350
Other non-industrial <sup>f</sup>	60	350	40	60	70	10	20	-
Industrial	11 470	4 110	3 920	3 620	2 790	2 400	2 310	2 190
<b>Centre</b>	<b>16 570</b>	<b>20 790</b>	<b>20 720</b>	<b>20 530</b>	<b>20 260</b>	<b>19 890</b>	<b>19 770</b>	<b>21 350</b>
Pay Band C and above	4 490	5 680	5 860	5 760	5 930	5 900	5 790	7 310
Pay Band D and below	11 170	14 230	13 990	13 760	13 440	13 290	13 210	13 180
Other non-industrial <sup>f</sup>	-	220	80	240	230	10	100	-
Industrial	910	670	790	780	660	680	670	860
<b>Unknown<sup>7</sup></b>	<b>-</b>	<b>60</b>	<b>210</b>	<b>190</b>	<b>290</b>	<b>130</b>	<b>100</b>	<b>10</b>
Pay Band C and above	-	30	130	110	60	80	60	-
Pay Band D and below	-	20	80	80	100	40	30	10
Other non-industrial <sup>f</sup>	-	-	10	-	10	10	10	-
Industrial	-	-	-	-	120	10	-	-

Source: DASA(Quad-Service)

1. Civilian Level 0 is defined in the Glossary.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. Includes personnel outside the Senior Civil Service but of equivalent grade.
4. Includes industrial staff on temporary promotion to non-industrial grades and staff for whom no grade information is available.
5. The following changes have affected the continuity of the civilian data: In 2001 the QinetiQ portion of the Defence Evaluation and Research Agency (8,000) was established as a private company. At 1 April 2008 the Defence Aviation Repair Agency and the Army Base Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.
6. Defence Equipment & Support formed in 2007 by merging the Defence Logistics Organisation and Defence Procurement Agency. For consistency information in this table has been merged across the series between 2000 and 2006.
7. Staff for whom no Top Level Budget (TLB) information is available are included in this section of the table.

# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.29** Strength of civilian personnel<sup>1</sup> by ethnic origin and grade<sup>2</sup>, at 1 April each year

Black and Minority Ethnic representation in civilian personnel has seen a slight increase overall from 2.8 per cent in 2005 to 3.2 per cent in 2011. Across the same period, the ethnicity declaration rate within core MOD TLBs has increased from 76.6 per cent to 88.0 per cent.

The highest representation of Black and Minority Ethnic civilian personnel (excluding those of unknown grade) can be found in Pay Band E (4.1 per cent). There has been a 0.7 percentage point increase in the proportion of Black and Minority Ethnic civilian personnel within all middle and senior management Grades (SCS to Grade C) since 2005.

	Headcount						
	2005	2006	2007	2008	2009	2010	2011
<b>Civilian Level 0<sup>1</sup></b>	<b>110 480</b>	<b>107 300</b>	<b>101 570</b>	<b>93 670</b>	<b>90 630</b>	<b>89 970</b>	<b>87 060<sup>e</sup></b>
<b>White</b>	<b>69 150</b>	<b>70 210</b>	<b>67 450</b>	<b>63 250</b>	<b>62 360</b>	<b>62 560</b>	<b>60 230</b>
Senior Civil Service and equivalent <sup>3</sup>	260	270	240	250	260	260	240
Pay Band B	2 140	2 300	2 080	2 080	2 080	2 110	2 070
Pay Band C	13 750	14 180	14 020	13 790	14 130	14 090	14 200
Pay Band D	11 600	11 490	10 520	9 530	9 290	9 320	8 930
Pay Band E	23 020	23 360	22 430	20 690	20 440	20 460	19 130
Other non-industrial <sup>4</sup>	450	110	660	770	80	180	10
Industrial	9 390	10 010	9 620	8 940	8 740	8 990	8 840
Trading Funds <sup>5</sup>	8 530	8 500	7 900	7 200	7 340	7 160	6 810
<b>Black &amp; Minority Ethnic</b>	<b>2 010</b>	<b>2 080</b>	<b>2 060</b>	<b>2 020</b>	<b>2 030</b>	<b>2 000</b>	<b>1 990</b>
Senior Civil Service and equivalent <sup>3</sup>	10	10	-	-	-	10	10
Pay Band B	50	50	50	60	60	60	70
Pay Band C	350	380	400	410	440	440	460
Pay Band D	350	380	340	320	290	280	280
Pay Band E	840	890	880	850	870	840	820
Other non-industrial <sup>4</sup>	20	10	30	30	-	10	-
Industrial	200	200	180	190	180	190	190
Trading Funds <sup>5</sup>	170	170	170	170	190	170	170
<b>Undeclared<sup>6</sup></b>	<b>21 310<sup>r</sup></b>	<b>16 370<sup>r</sup></b>	<b>14 430<sup>r</sup></b>	<b>13 040<sup>r</sup></b>	<b>11 660<sup>r</sup></b>	<b>11 100<sup>r</sup></b>	<b>10 210</b>
Senior Civil Service and equivalent <sup>3</sup>	30	40	50	50	40	40	30
Pay Band B	500	440	400	390	380	390	380
Pay Band C	3 640	3 050	2 820	2 740	2 670	2 560	2 500
Pay Band D	2 750	1 900	1 570	1 380	1 260	1 100	970
Pay Band E	6 260	4 100	3 450	3 040	2 520	2 180	1 930
Other non-industrial <sup>4</sup>	240	40	170	220	40	130	-
Industrial	5 660	4 600	3 790	3 190	2 420	2 070	1 760
Trading Funds <sup>5</sup>	2 230	2 200	2 180	2 040	2 330	2 650	2 640
<b>Unknown<sup>6</sup></b>	<b>18 010</b>	<b>18 630</b>	<b>17 640</b>	<b>15 350</b>	<b>14 570</b>	<b>14 310</b>	<b>14 630<sup>e</sup></b>
Royal Fleet Auxiliary (RFA)	2 350	2 340	2 360	2 270	2 300	2 330	2 360
Locally engaged civilians	15 660	16 290	15 280	13 080	12 270	11 980	12 270 <sup>e</sup>

### Representation of Black and Minority Ethnic civilian personnel as a percentage of total excluding unknown and undeclared

	2005	2006	2007	2008 <sup>3</sup>	2009	2010	2011
<b>All Grades</b>	<b>2.8</b>	<b>2.9</b>	<b>3.0</b>	<b>3.1</b>	<b>3.2</b>	<b>3.1</b>	<b>3.2</b>
Senior Civil Service and equivalent <sup>3</sup>	2.2	2.5	-	-	-	2.7	2.8
Pay Band B	2.4	2.3	2.5	2.6	2.8	2.9	3.2
Pay Band C	2.5	2.6	2.7	2.9	3.0	3.0	3.2
Pay Band D	2.9	3.2	3.2	3.2	3.0	3.0	3.0
Pay Band E	3.5	3.7	3.8	3.9	4.1	3.9	4.1
Other non-industrial <sup>4</sup>	4.4	6.6	3.8	3.5	-	4.9	-
Industrial	2.1	2.0	1.9	2.0	2.0	2.0	2.1
Trading Funds <sup>5</sup>	2.0	2.0	2.1	2.3	2.5	2.4	2.4

Continued on the next page



# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.29** Strength of civilian personnel<sup>1</sup> by ethnic origin and grade<sup>2</sup>, at 1 April each year continued

*Ethnicity declaration rate<sup>7</sup> as a percentage of Core MOD TLB total civilian personnel<sup>8</sup>.*

	2005	2006	2007	2008	2009	2010	2011
<b>Core MOD TLB total<sup>7</sup></b>	<b>76.6</b>	<b>81.8</b>	<b>83.4</b>	<b>84.0</b>	<b>85.9</b>	<b>87.1</b>	<b>88.0</b>
Senior Civil Service and equivalent <sup>3</sup>	89.4	87.0	83.3	83.2	87.2	87.9	89.1
Pay Band B	81.5	84.2	84.3	84.6	84.8	84.9	85.0
Pay Band C	79.5	82.7	83.6	83.9	84.5	85.0	85.5
Pay Band D	81.3	86.2	87.4	87.7	88.3	89.7	90.4
Pay Band E	79.2	85.5	87.1	87.6	89.4	90.7	91.2
Other non-industrial <sup>4</sup>	66.7	73.1	80.0	78.9	69.4	58.8	66.7
Industrial	62.9	69.0	72.1	74.1	78.7	81.6	83.7

Source: DASA(Quad-Service)

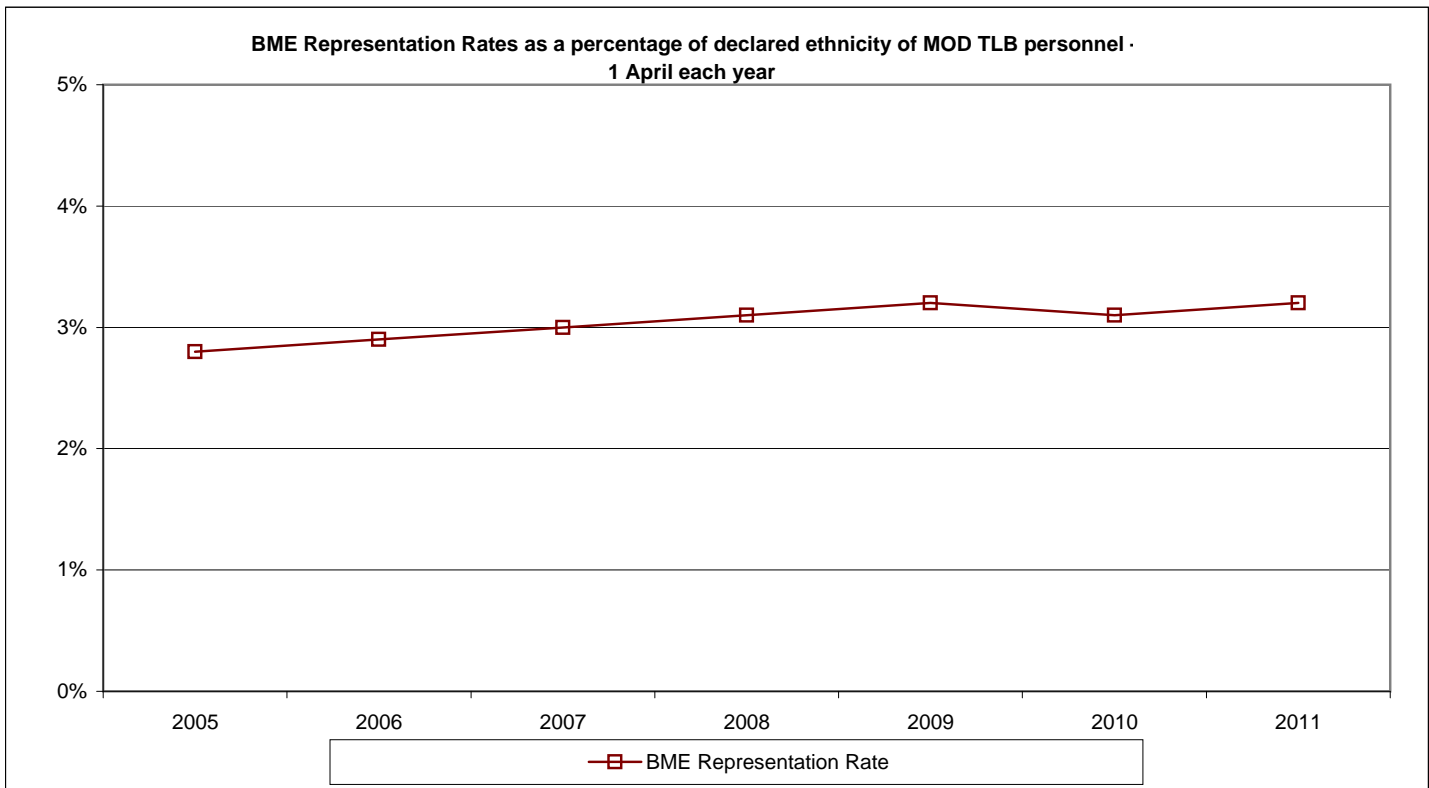
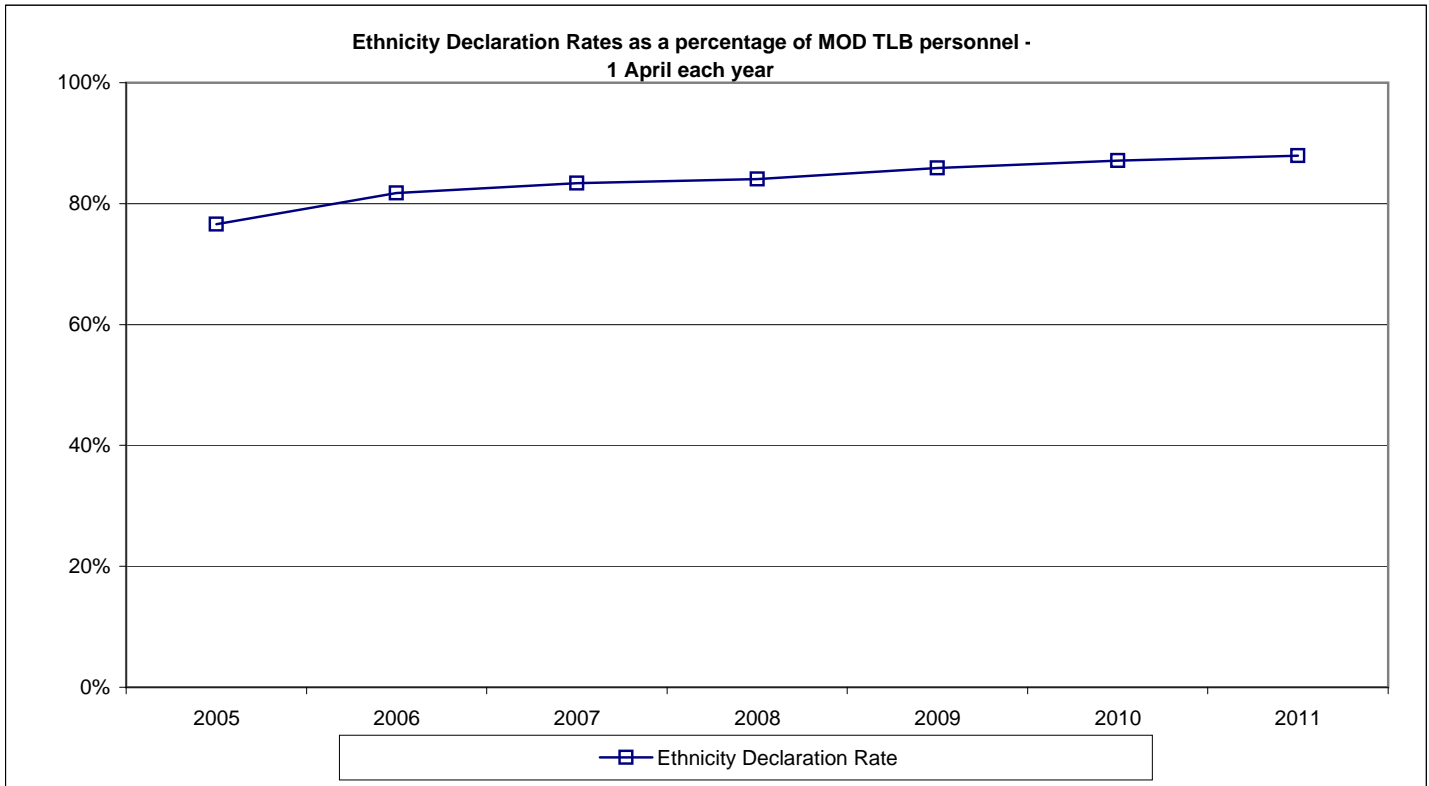
1. Civilian Level 0 is defined in the Glossary.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. Includes personnel outside the Senior Civil Service but of equivalent grade.
4. Includes industrial staff on temporary promotion to non-industrial grades and staff for whom no grade information is available.
5. At 1 April 2008 the Defence Aviation Repair Agency and the Army Base Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.
6. Previously published figures for Undeclared have been revised, separating out Undeclared and Unknown. In previous years no distinction was made between those who have not made declarations (Undeclared) and those for whom data is not collected (Unknown). However as this information is not collected for RFAs and LECs, it is essential to exclude them from declaration rates.
7. Declaration rates are based on all known positive declarations, but exclude those who have selected "choose not to declare", or have not responded.
8. Core MOD excludes all Trading Funds personnel, Royal Fleet Auxiliary and locally engaged civilians.

Continued on the next page

# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

Chart to Table **2.29** Strength of civilian personnel<sup>1</sup> by ethnic origin and grade<sup>2</sup>, at 1 April each year continued



# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.30** Strength of civilian personnel<sup>1</sup> by sex, grade<sup>2</sup> and whether full or part-time, at 1 April each year

The headcount of male civilian personnel fell from 58,680 at 1 April 2005 to 45,770 by 1 April 2011, and the number of female civilian personnel fell from 33,790 to 26,660 over the same period, with the proportionate gender balance remaining largely constant over the period, with the percentage of civilian personnel who were female at 36.5 per cent at 1 April 2005, and 36.8 per cent at 1 April 2011.

From 1 April 2005 to 1 April 2011 the total number of part-time civilian personnel increased from 5,740 to 7,360. Over this period the percentage of part-time civilian personnel has increased from 6.2 per cent to 10.2 per cent of total civilian personnel. It is important to note that the part-time grouping does not distinguish between those working close to full time hours and those working considerably fewer hours, and does not include personnel who work alternate patterns such as compressed hours or work from home. Caution is advised when drawing conclusions based on the full-time/part-time split.

Although there has been an overall reduction of 12.2 per cent in the number of full-time civilian personnel in Pay Band B and SCS since 2005 (falling from 2,880 to 2,530), the percentage of full-time female civilian personnel in Pay Band B and SCS has increased in the same period from 16.0 per cent in 2005 to 21.3 per cent in 2011.

Sex, part-time/full-time and grade	Headcount						
	2005	2006	2007	2008	2009	2010	2011
<b>Female: full-time</b>	<b>28 730</b>	<b>26 560</b>	<b>23 840 II</b>	<b>22 290</b>	<b>21 860</b>	<b>21 830</b>	<b>20 880</b>
Senior Civil Service and equivalent <sup>3</sup>	30	30	30	40	50	50	50
Pay Band B	430	440	380	400	430	480	490
Pay Band C	4 010	4 030	3 440	3 520	3 850	3 930	4 020
Pay Band D	4 880	4 550	3 880	3 510	3 490	3 430	3 350
Pay Band E	14 910	13 230	11 760	10 590	10 330	10 040	9 320
Other non-industrial <sup>4</sup>	200	80	470	560	30	120	10
Industrial	2 560	2 390	2 120	1 940	1 820	1 830	1 740
Trading Funds <sup>5</sup>	1 730	1 820	1 740 II	1 740	1 870	1 950	1 900
<b>Male: full-time</b>	<b>58 000</b>	<b>55 660</b>	<b>52 300 II</b>	<b>48 560</b>	<b>46 850</b>	<b>46 350</b>	<b>44 190</b>
Senior Civil Service and equivalent <sup>3</sup>	270	280	240	250	240	230	220
Pay Band B	2 150	2 210	1 910	1 900	1 850	1 830	1 770
Pay Band C	12 830	12 470	12 060	11 690	11 570	11 290	11 230
Pay Band D	9 110	8 380	7 680	6 900	6 480	6 390	5 990
Pay Band E	12 340	11 990	11 640	10 850	10 490	10 400	9 590
Other non-industrial <sup>4</sup>	490	80	180	200	30	130	-
Industrial	12 020	11 720	10 650	9 700	8 900	8 790	8 470
Trading Funds <sup>5</sup>	8 790	8 530	7 940 II	7 060	7 280	7 280	6 910
<b>Female: part-time</b>	<b>5 060</b>	<b>5 600</b>	<b>6 480 II</b>	<b>6 190</b>	<b>5 990</b>	<b>5 970</b>	<b>5 780</b>
Senior Civil Service and equivalent <sup>3</sup>	-	-	-	10	10	10	10
Pay Band B	70	90	140	140	130	140	140
Pay Band C	750	920	1 290	1 330	1 360	1 360	1 340
Pay Band D	650	750	740	670	730	730	700
Pay Band E	2 720	2 900	3 120	2 920	2 790	2 780	2 700
Other non-industrial <sup>4</sup>	20	-	160	190	30	40	-
Industrial	560	570	620	520	470	460	400
Trading Funds <sup>5</sup>	300	360	400 II	430	470	460	480
<b>Male: part-time</b>	<b>680</b>	<b>830</b>	<b>1 320 II</b>	<b>1 280</b>	<b>1 360</b>	<b>1 510</b>	<b>1 580</b>
Senior Civil Service and equivalent <sup>3</sup>	-	-	10	10	10	10	10
Pay Band B	50	50	100	90	110	110	110
Pay Band C	160	190	440	400	460	510	560
Pay Band D	60	90	120	140	140	160	130
Pay Band E	160	220	240	220	220	250	270
Other non-industrial <sup>4</sup>	10	-	50	60	30	30	-
Industrial	120	130	200	160	160	170	170
Trading Funds <sup>5</sup>	120	150	160 II	190	230	290	330
<b>Total female</b>	<b>33 790</b>	<b>32 170</b>	<b>30 320 II</b>	<b>28 480</b>	<b>27 850</b>	<b>27 800</b>	<b>26 660</b>
<b>Total male</b>	<b>58 680</b>	<b>56 500</b>	<b>53 610 II</b>	<b>49 840</b>	<b>48 200</b>	<b>47 860</b>	<b>45 770</b>
<b>Civilian Level 0</b>	<b>110 480</b>	<b>107 300</b>	<b>101 570 II</b>	<b>93 670</b>	<b>90 630</b>	<b>89 970</b>	<b>87 060<sup>e</sup></b>
Full-time	86 720	82 230	76 140 II	70 840	68 710	68 180	65 070
Part-time	5 740	6 430	7 790 II	7 470 <sup>f</sup>	7 350	7 480	7 360
Royal Fleet Auxiliaries <sup>6</sup>	2 350	2 340	2 360	2 270	2 300	2 330	2 360
Locally engaged civilians <sup>6</sup>	15 660	16 290	15 280	13 080	12 270	11 980	12 270 <sup>e</sup>

Source: DASA(Quad-Service)

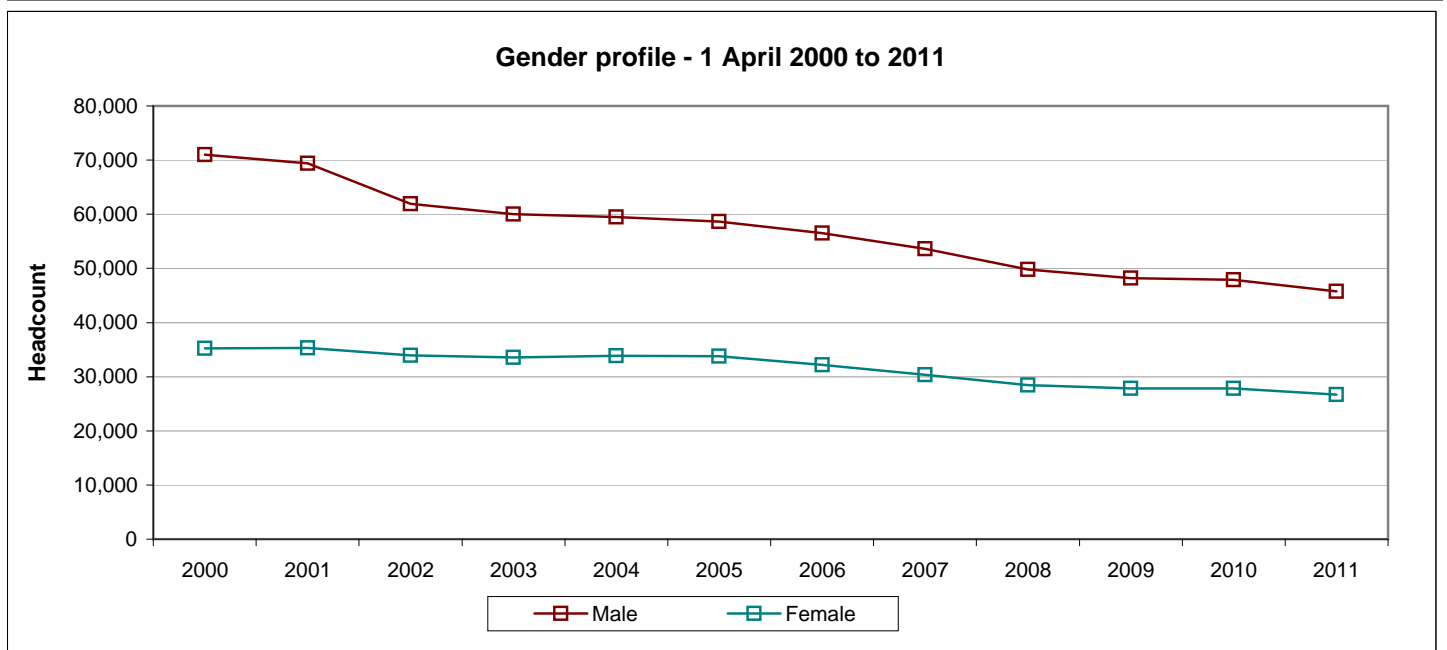
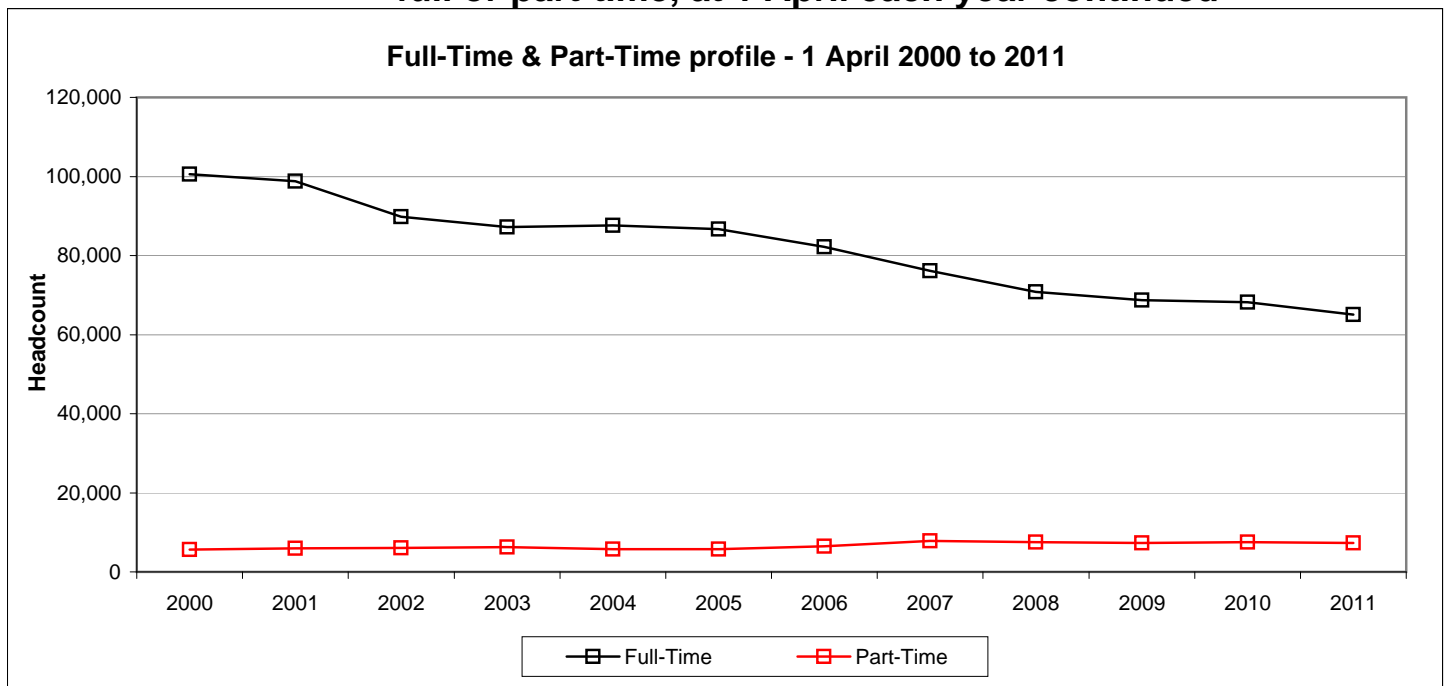
1. Civilian Level 0 is defined in the Glossary.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. Includes personnel outside the Senior Civil Service but of equivalent grade.
4. Includes industrial staff on temporary promotion to non-industrial grades and staff for whom no grade information is available.
5. At 1 April 2008 the Defence Aviation Repair Agency and the Army Base Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.
6. Data by sex, grade and part time/full time hours worked are not available for Royal Fleet Auxiliaries and locally engaged civilians.

Continued on the next page

# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

Charts to Table **2.30** Strength of civilian personnel by sex, grade and whether full or part-time, at 1 April each year continued



# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.31** Strength of civilian personnel<sup>1</sup> by disability status and grade<sup>2</sup>, at 1 April 2011

The percentage of civilian personnel with disabilities has increased overall from 5.9 per cent in 2005 to 7.2 per cent as at 1 April 2011. Across the same period the rate of disability declaration within core MOD TLBs has increased from 65.9 per cent in 2005 to 84.9 per cent in 2011. Despite the overall decline in civilian personnel strength from 110,480 in 2005 to 87,060 in 2011, the number of personnel with disabilities has increased in absolute terms from 3,560 in 2005 to 4,240 in 2011, although this can be explained at least in part by the substantial increase in the disability declaration rate across the period.

The highest representation of civilian personnel with disabilities (excluding those of unknown grade) can be found in Pay Band E (8.4 per cent). There has been a 2.0 percentage point increase in the proportion of civilian personnel with disabilities within all middle and senior management Grades (SCS to Grade C) since 2005.

	Headcount						
	2005	2006	2007	2008	2009	2010	2011
<b>Civilian Level 0<sup>1</sup></b>	<b>110 480</b>	<b>107 300</b>	<b>101 570 II</b>	<b>93 670</b>	<b>90 630</b>	<b>89 970</b>	<b>87 060<sup>e</sup></b>
<b>No Disability</b>	<b>59 160</b>	<b>58 780</b>	<b>57 460 II</b>	<b>55 610</b>	<b>56 320</b>	<b>55 880</b>	<b>54 390</b>
Senior Civil Service and equivalent <sup>3</sup>	250	270	250	260	260	250	230
Pay Band B	1 720	1 880	1 800	1 880	1 970	2 040	2 030
Pay Band C	11 310	12 000	12 270	12 420	13 140	13 260	13 530
Pay Band D	9 220	9 190	8 580	8 070	8 160	8 290	8 010
Pay Band E	18 480	18 580	18 190	17 200	17 790	17 930	17 060
Other non-industrial <sup>4</sup>	530	120	610	790	100	270	10
Industrial	8 980	9 360	8 850	8 430	8 220	8 420	8 300
Trading Funds <sup>5</sup>	8 670	7 380	6 930 II	6 560	6 690	5 410	5 210
<b>Disability</b>	<b>3 560</b>	<b>3 390</b>	<b>3 320 II</b>	<b>3 250</b>	<b>3 740</b>	<b>3 930</b>	<b>4 240</b>
Senior Civil Service and equivalent <sup>3</sup>	10	10	10	10	20	20	20
Pay Band B	60	70	60	70	90	100	110
Pay Band C	670	650	680	720	920	980	1 110
Pay Band D	620	600	580	550	660	670	720
Pay Band E	1 110	1 090	1 120	1 140	1 360	1 480	1 560
Other non-industrial <sup>4</sup>	10	-	10	10	-	10	-
Industrial	710	670	590	520	500	560	610
Trading Funds <sup>5</sup>	350	310	280 II	220	200	120	110
<b>Undeclared<sup>6</sup></b>	<b>29 750</b>	<b>26 490</b>	<b>23 150 II</b>	<b>19 460</b>	<b>15 990</b>	<b>15 850</b>	<b>13 790</b>
Senior Civil Service and equivalent <sup>3</sup>	50	40	30	30	30	30	30
Pay Band B	900	840	670	570	460	420	380
Pay Band C	5 760	4 960	4 280	3 790	3 180	2 840	2 510
Pay Band D	4 860	3 980	3 270	2 600	2 020	1 740	1 450
Pay Band E	10 540	8 670	7 450	6 230	4 680	4 060	3 250
Other non-industrial <sup>4</sup>	170	50	240	220	20	30	-
Industrial	5 570	4 770	4 160	3 370	2 620	2 270	1 880
Trading Funds <sup>5</sup>	1 910	3 180	3 050 II	2 640	2 970	4 450	4 300
<b>Unknown<sup>6</sup></b>	<b>18 010</b>	<b>18 630</b>	<b>17 640</b>	<b>15 350</b>	<b>14 570</b>	<b>14 310</b>	<b>14 630<sup>e</sup></b>
Royal Fleet Auxiliary (RFA) <sup>7</sup>	2 350	2 340	2 360	2 270	2 300	2 330	2 360
Locally engaged civilians <sup>7</sup>	15 660	16 290	15 280	13 080	12 270	11 980	12 270 <sup>e</sup>

Continued on the next page

# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.31** Number of civilian personnel<sup>1</sup> by disability status and grade<sup>2</sup>, at 1 April 2011 continued

*Representation of civilian personnel with disabilities as a percentage of total excluding unknown and undeclared*

	2005	2006	2007	2008	2009	2010	2011
<b>All Grades</b>	<b>5.7</b>	<b>5.5</b>	<b>5.5</b> II	<b>5.5</b>	<b>6.2</b>	<b>6.6</b>	<b>7.2</b>
Senior Civil Service and equivalent <sup>3</sup>	3.9	3.3	2.4	5.2	6.2	6.1	6.1
Pay Band B	3.6	3.8	3.3	3.7	4.5	4.9	5.0
Pay Band C	5.6	5.1	5.2	5.5	6.5	6.9	7.6
Pay Band D	6.3	6.1	6.4	6.4	7.5	7.5	8.2
Pay Band E	5.7	5.5	5.8	6.2	7.1	7.6	8.4
Other non-industrial <sup>4</sup>	2.6	-	1.8	1.5	-	3.9	-
Industrial	7.4	6.7	6.2	5.8	5.7	6.2	6.8
Trading Funds <sup>5</sup>	3.9	4.0	3.8	3.2	2.9	2.2	2.1

*Disability declaration rate<sup>8</sup> as a percentage of Core MOD TLB total civilian personnel<sup>9</sup>.*

	2005	2006	2007	2008	2009	2010	2011
<b>Core MOD TLB total<sup>9</sup></b>	<b>65.9</b>	<b>70.0</b>	<b>72.7</b>	<b>75.6</b>	<b>80.3</b>	<b>82.6</b>	<b>84.9</b>
Senior Civil Service and equivalent <sup>3</sup>	84.5	87.0	88.5	89.4	90.5	88.6	88.8
Pay Band B	66.5	70.1	73.6	77.5	81.7	83.7	85.1
Pay Band C	67.6	71.8	75.2	77.6	81.6	83.4	85.4
Pay Band D	67.0	71.1	73.7	76.8	81.3	83.7	85.8
Pay Band E	65.0	69.4	72.2	74.6	80.3	82.7	85.1
Other non-industrial <sup>4</sup>	75.9	69.5	72.6	78.5	86.0	89.8	-
Industrial	63.5	67.8	69.4	72.6	76.8	79.8	82.6

Source: DASA(Quad-Service)

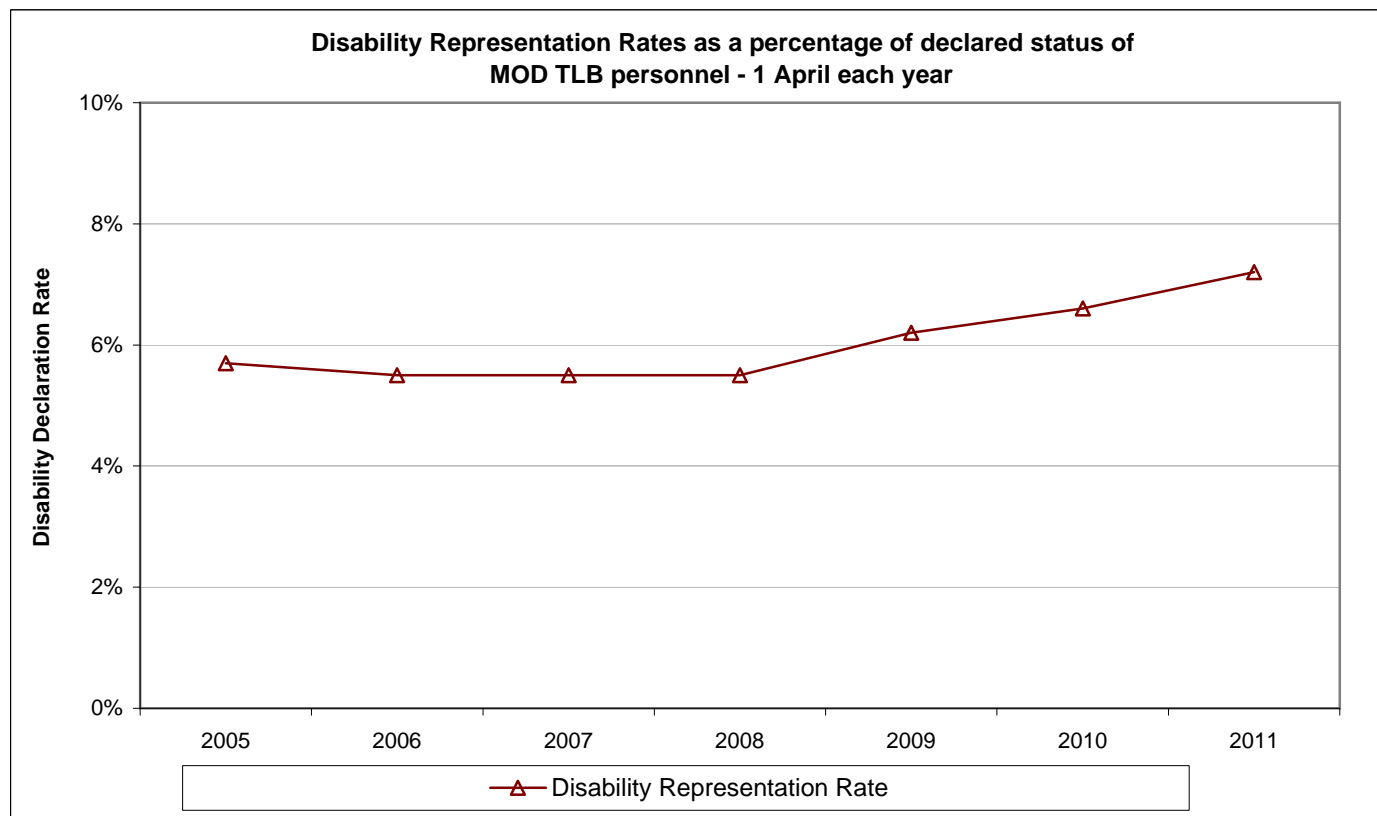
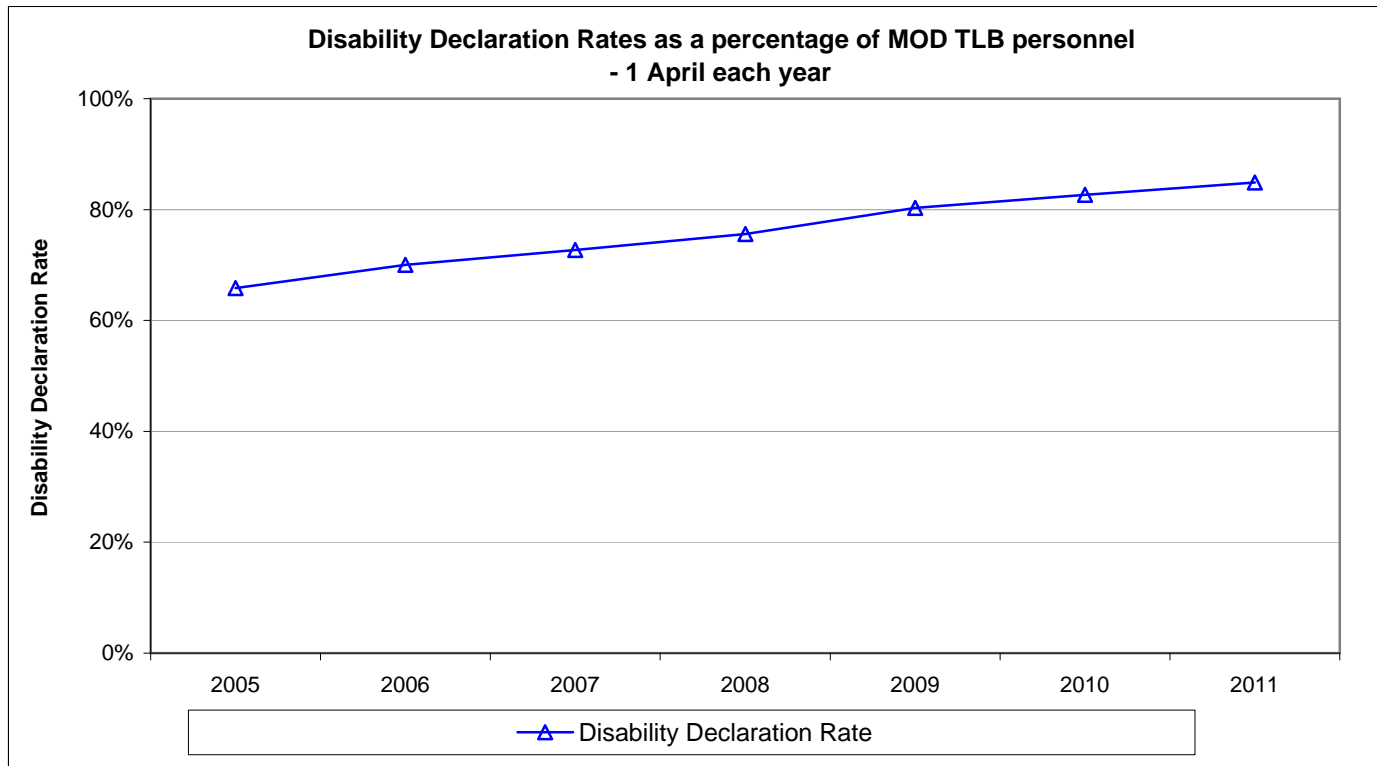
1. Civilian Level 0 is defined in the Glossary.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. Includes personnel outside the Senior Civil Service but of equivalent grade.
4. Includes industrial staff on temporary promotion to non-industrial grades and staff for whom no grade information is available.
5. At 1 April 2008 the Defence Aviation Repair Agency and the Army Base Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.
6. Those for whom there is no record of their disability declaration, and personnel who chose not to declare.
7. Disability information is not collected for Royal Fleet Auxiliary and locally engaged civilian personnel.
8. Declaration rates are based on all known positive declarations, but exclude those who have selected "choose not to declare", or have not responded.
9. Core MOD excludes all Trading Funds personnel, Royal Fleet Auxiliary and locally engaged civilians.

Continued on the next page

# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

Chart to Table **2.31** Number of civilian personnel<sup>1</sup> by disability status and grade<sup>2</sup>, at 1 April 2011





# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.32 Age profile of civilian personnel<sup>1</sup> by industrial status and sex, at 1 April 2011**

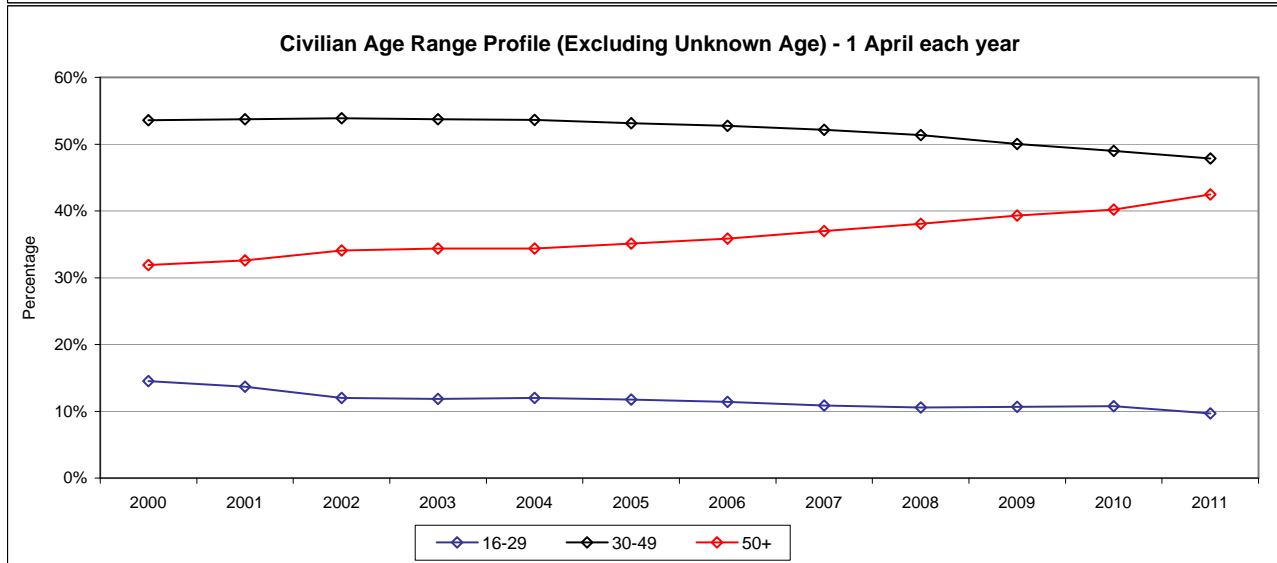
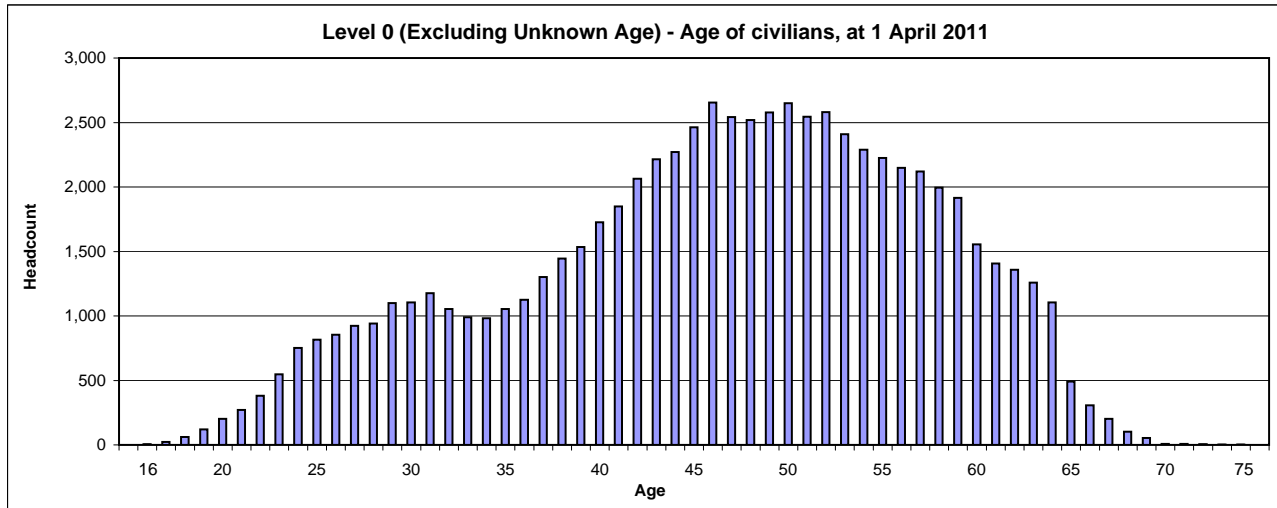
Since 2000 there has been a consistent trend of an ageing working population. At 1 April 2000, 14.5 per cent of civilian personnel were aged between 16 and 29, while at 1 April 2011 this had fallen to 9.7 per cent. The percentage of civilian personnel aged 50 years and over has risen from 31.9 per cent in 2000 to 42.5 per cent as at 1 April 2011. Due to a change in legislation in 2010 removing the compulsory retirement age, there are now 1,180 civilians aged 65 or above.

The percentage of core MOD civilian personnel aged 50 years and over is considerably higher for males, with 52.7 per cent of male industrial personnel and 48.6 per cent of male non industrial personnel aged 50 years and over, while 43.2 per cent of female industrials and 34.4 per cent of female non industrials were aged 50 years and over. The average age of core MOD civilians has risen from 41 years in 2005 to 44 years in 2011.

	Non-industrial		Industrial		Royal Fleet Auxiliaries <sup>2</sup>	Civilian Level 1 <sup>1</sup>	Trading Funds		Locally engaged civilians <sup>2</sup>	Civilian Level 0 <sup>1</sup>
	Male	Female	Male	Female			Male	Female		
16-19	20	20	100	20	..	150	60	10	..	210
20-24	640	640	310	100	..	1 680	340	130	..	2 150
25-29	1 590	1 650	330	100	..	3 670	660	300	..	4 640
30-34	1 720	1 990	370	130	..	4 210	710	390	..	5 310
35-39	2 140	2 500	550	160	..	5 360	760	340	..	6 460
40-44	3 860	3 570	1 000	290	..	8 740	1 060	340	..	10 130
45-49	5 380	4 140	1 440	410	..	11 370	1 040	350	..	12 760
50-54	5 680	3 570	1 570	380	..	11 210	1 000	260	..	12 470
55-59	4 950	2 620	1 410	320	..	9 300	920	180	..	10 400
60-64	3 310	1 240	1 300	170	..	6 020	600	70	..	6 680
65+	590	180	280	50	..	1 100	80	-	..	1 180
Unknown	-	-	-	-	2 360	2 360	20	10	12 270 <sup>e</sup>	14 660 <sup>e</sup>
<b>Total</b>	<b>29 880</b>	<b>22 130</b>	<b>8 650</b>	<b>2 150</b>	<b>2 360</b>	<b>65 160</b>	<b>7 240</b>	<b>2 380</b>	<b>12 270<sup>e</sup></b>	<b>87 060<sup>e</sup></b>

Source: DASA(Quad-Service)

1. Civilian Level 0 and Level 1 are defined in the Glossary.
2. Sex and Age data are not available for Royal Fleet Auxiliaries or locally engaged civilians.

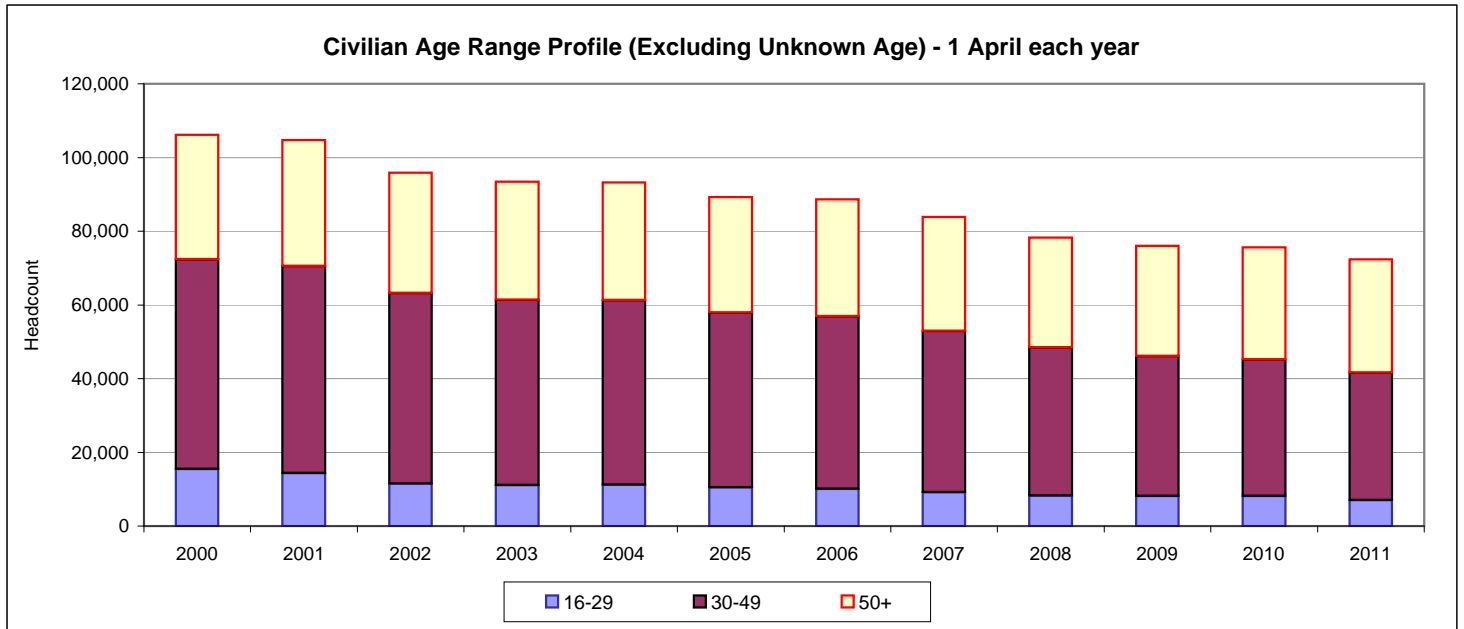


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# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.32** Age profile of civilian personnel<sup>1</sup> by industrial status and sex, at 1 April 2011 continued



# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.33** Strength of civilian personnel<sup>1</sup> by religion and grade<sup>2</sup>, at 1 April each year

Religion data are only available from 1 April 2008, and since that time declaration rates within core MOD TLBs have risen from 48.6 per cent in 2008 to 65.7 per cent in 2011. Religious representation figures are based on known declarations. With more than a third of personnel having not declared their religious beliefs, caution should be used when viewing representation figures as these may not be representative of those who have not declared.

Of those who have actively made a declaration of their religious beliefs, there has been a small decrease in the percentage declaring themselves to be Christian from 73.3 per cent in 2008 to 71.7 per cent in 2011. A small decrease has also been seen in the percentage of those declaring religious beliefs other than Christian, from 5.2 per cent in 2008 to 5.0 per cent in 2011. Those declaring no religious beliefs have increased over the same period from 21.3 per cent to 23.2 per cent. These are however negligible changes considering the increasing declaration rates and personnel changes relating to inflow and outflow.

	2008	2009	2010	Headcount 2011
<b>Civilian Level 0<sup>1</sup></b>	<b>93 670</b>	<b>90 630</b>	<b>89 970</b>	<b>87 060<sup>e</sup></b>
<b>Christian</b>	<b>24 670</b>	<b>27 360</b>	<b>29 510</b>	<b>29 580</b>
Senior Civil Service and equivalent <sup>3</sup>	100	120	130	120
Pay Band B	1 010	1 080	1 140	1 140
Pay Band C	6 750	7 480	7 810	8 080
Pay Band D	4 450	4 750	5 070	4 980
Pay Band E	8 910	10 110	11 060	10 840
Other non-industrial <sup>4</sup>	290	10	80	-
Industrial	3 040	3 650	4 230	4 420
Trading Funds <sup>5</sup>	120	160	-	-
<b>Non-Christian Religion</b>	<b>1 780</b>	<b>1 970</b>	<b>2 090</b>	<b>2 080</b>
Senior Civil Service and equivalent <sup>3</sup>	-	10	10	10
Pay Band B	40	50	50	60
Pay Band C	340	390	430	460
Pay Band D	310	320	330	330
Pay Band E	780	920	950	920
Other non-industrial <sup>4</sup>	40	-	-	-
Industrial	260	280	310	310
Trading Funds <sup>5</sup>	-	-	-	-
<b>Secular</b>	<b>7 190</b>	<b>8 360</b>	<b>9 400</b>	<b>9 580</b>
Senior Civil Service and equivalent <sup>3</sup>	40	50	50	50
Pay Band B	280	320	350	380
Pay Band C	2 040	2 290	2 460	2 620
Pay Band D	1 460	1 640	1 800	1 840
Pay Band E	2 460	2 980	3 420	3 290
Other non-industrial <sup>4</sup>	70	-	40	-
Industrial	810	1 040	1 280	1 410
Trading Funds <sup>5</sup>	40	40	-	-
<b>Undeclared<sup>6</sup></b>	<b>44 670</b>	<b>38 360</b>	<b>34 660</b>	<b>31 180</b>
Senior Civil Service and equivalent <sup>3</sup>	150	130	120	100
Pay Band B	1 180	1 060	1 020	940
Pay Band C	7 810	7 080	6 380	6 000
Pay Band D	5 010	4 140	3 500	3 030
Pay Band E	12 420	9 830	8 040	6 820
Other non-industrial <sup>4</sup>	630	100	190	10
Industrial	8 210	6 370	5 430	4 660
Trading Funds <sup>5</sup>	9 260	9 650	9 980	9 620

Continued on the next page

# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.33** Strength of civilian personnel<sup>1</sup> by religion and grade<sup>2</sup>, at 1 April each year continued

	2008 <sup>4</sup>	2009	2010	2011
<b>Unknown<sup>6</sup></b>	<b>15 350</b>	<b>14 570</b>	<b>14 310</b>	<b>14 630<sup>e</sup></b>
Royal Fleet Auxiliary (RFA) <sup>7</sup>	2 270	2 300	2 330	2 360
Locally engaged civilians <sup>7</sup>	13 080	12 270	11 980	12 270 <sup>e</sup>

*Representation of Christian civilian personnel as a percentage of total excluding unknown and undeclared.*

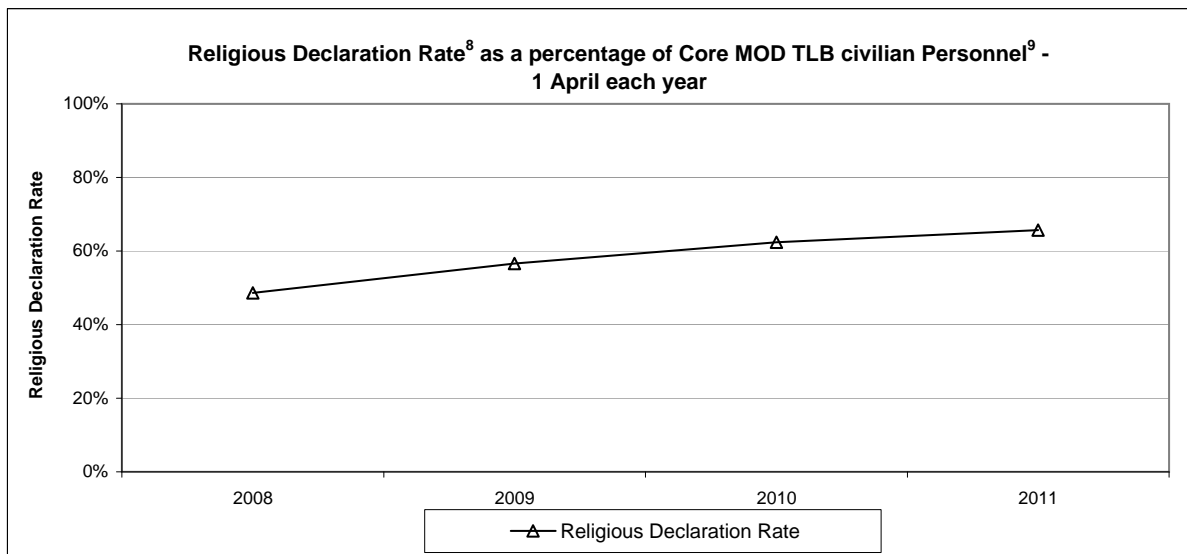
	2008 <sup>4</sup>	2009	2010	2011
<b>All Grades</b>	<b>73.3</b>	<b>72.6</b>	<b>72.0</b>	<b>71.7</b>
Senior Civil Service and equivalent <sup>2</sup>	70.0	69.2	69.2	66.5
Pay Band B	75.4	74.5	73.6	72.3
Pay Band C	73.9	73.6	73.0	72.4
Pay Band D	71.6	70.8	70.4	69.7
Pay Band E	73.3	72.2	71.7	72.0
Other non-industrial <sup>f</sup>	73.9	-	65.0	-
Industrial	74.0	73.4	72.7	72.0
Trading Funds <sup>5</sup>	75.8	77.6	-	-

*Religious declaration rate<sup>8</sup> as a percentage of Core MOD TLB total civilian personnel<sup>9</sup>.*

	2008 <sup>4</sup>	2009	2010	2011
<b>All Grades</b>	<b>48.6</b>	<b>56.6</b>	<b>62.4</b>	<b>65.7</b>
Senior Civil Service and equivalent <sup>2</sup>	49.5	56.4	61.1	63.8
Pay Band B	53.1	57.8	60.3	62.5
Pay Band C	53.9	58.9	62.6	65.0
Pay Band D	55.4	61.8	67.3	70.2
Pay Band E	49.4	58.8	65.8	68.8
Other non-industrial <sup>f</sup>	38.4	14.9	39.3	41.7
Industrial	33.4	43.8	51.7	56.8

Source: DASA(Quad-Service)

- Civilian Level 0 is defined in the Glossary.
- Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
- Includes personnel outside the Senior Civil Service but of equivalent grade.
- Includes industrial staff on temporary promotion to non-industrial grades and staff for whom no grade information is available.
- At 1 April 2008 the Defence Aviation Repair Agency and the Army Base Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.
- Those for whom there is no record of their religious declaration, and personnel who chose not to declare.
- Religion information is not collected for Royal Fleet Auxiliary and locally engaged civilian personnel.
- Declaration rates are based on all known positive declarations, but exclude those who have selected "choose not to declare", or have not responded.
- Core MOD excludes all Trading Funds personnel, Royal Fleet Auxiliary and locally engaged civilians.



# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.34 Strength of civilian personnel<sup>1</sup> by sexual orientation and grade<sup>2</sup>, at 1 April each year**

Sexual Orientation data are only available from 1 April 2008. Since that time declaration rates within core MOD TLBs have risen from 46.6 per cent in 2008 to 63.6 per cent in 2011. Sexual Orientation representation figures are based on known declarations. With more than a third of personnel having not declared their sexual orientation, caution should be used when viewing representation figures as these may not be representative of those who have not declared.

The declaration rate for non-industrial personnel as at 1 April 2011 was 65.3 per cent compared to 55.2 per cent for industrial personnel. Individual declarations are made on the HR system via the intranet, and this difference is likely related to work factors - non-industrials spend the majority of their time working on computers with the HR system easily accessible, while industrials use computers considerably less in their work.

Despite substantial changes in declaration rates within this period, the percentage of Lesbian, Gay or Bisexual (LGB) civilian personnel has remained largely constant across the period, from 1.3 per cent at 1 April 2008 to 1.4 per cent as at 1 April 2011. Fluctuations seen in the representation within the SCS are related solely to changes in SCS strength. The actual number of LGB personnel within the SCS has remained static across the period. Percentages are particularly volatile when based on small numbers as a very small change in strength can reflect noticeable percentage change.

	2008	2009	2010	Headcount 2011
<b>Civilian Level 0<sup>1</sup></b>	<b>93 670</b>	<b>90 360</b>	<b>89 970</b>	<b>87 060<sup>e</sup></b>
<b>Heterosexual</b>	<b>31 810</b>	<b>35 810</b>	<b>39 360</b>	<b>39 620</b>
Senior Civil Service and equivalent <sup>3</sup>	140	170	180	180
Pay Band B	1 280	1 410	1 520	1 560
Pay Band C	8 770	9 800	10 320	10 700
Pay Band D	5 930	6 430	6 990	6 930
Pay Band E	11 190	12 920	14 330	14 110
Other non-industrial <sup>4</sup>	380	20	110	10
Industrial	3 950	4 740	5 560	5 880
Trading Funds <sup>5</sup>	160	330	340	240
<b>Lesbian/Gay/Bisexual</b>	<b>430</b>	<b>460</b>	<b>530</b>	<b>550</b>
Senior Civil Service and equivalent <sup>3</sup>	10	10	10	10
Pay Band B	20	20	20	20
Pay Band C	100	100	120	140
Pay Band D	80	80	90	100
Pay Band E	150	180	220	210
Other non-industrial <sup>4</sup>	-	-	-	-
Industrial	70	60	70	80
Trading Funds <sup>5</sup>	-	-	-	-
<b>Undeclared<sup>6</sup></b>	<b>46 080</b>	<b>39 510</b>	<b>35 780</b>	<b>32 260</b>
Senior Civil Service and equivalent <sup>3</sup>	150	130	110	90
Pay Band B	1 220	1 090	1 020	940
Pay Band C	8 070	7 340	6 650	6 310
Pay Band D	5 210	4 330	3 630	3 150
Pay Band E	13 240	10 730	8 920	7 560
Other non-industrial <sup>4</sup>	630	100	200	-
Industrial	8 300	6 540	5 620	4 830
Trading Funds <sup>5</sup>	9 250	9 260	9 630	9 380
	2008	2009	2010	2011
<b>Unknown<sup>6</sup></b>	<b>15 350</b>	<b>14 570</b>	<b>14 310</b>	<b>14 630<sup>e</sup></b>
Royal Fleet Auxiliary (RFA) <sup>7</sup>	2 270	2 300	2 330	2 360
Locally engaged civilians <sup>7</sup>	13 080	12 270	11 980	12 270 <sup>e</sup>

Continued on the next page

# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.34** Strength of civilian personnel<sup>1</sup> by sexual orientation and grade<sup>2</sup>, at 1 April each year continued

*Representation of Lesbian/Gay/Bisexual civilian personnel as a percentage of total excluding unknown and undeclared.*

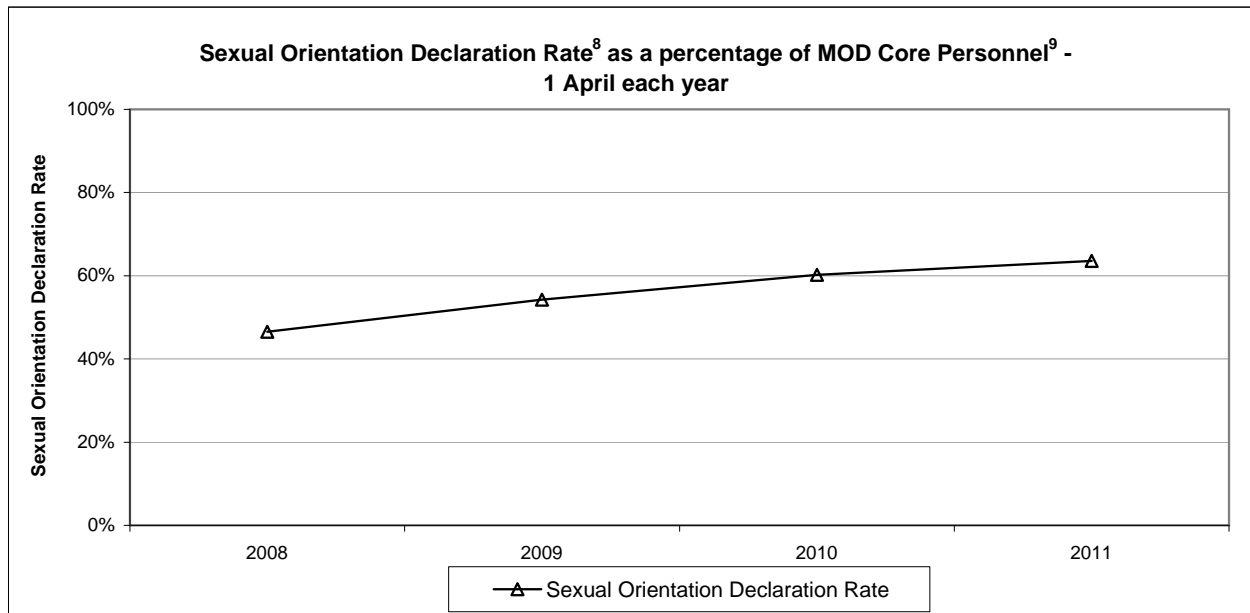
	2008	2009	2010	2011
<b>All Grades</b>	<b>1.3</b>	<b>1.3</b>	<b>1.3</b>	<b>1.4</b>
Senior Civil Service and equivalent <sup>3</sup>	4.0	4.5	3.7	3.3
Pay Band B	1.6	1.4	1.3	1.3
Pay Band C	1.2	1.0	1.1	1.3
Pay Band D	1.3	1.3	1.2	1.4
Pay Band E	1.3	1.4	1.5	1.4
Other non-industrial <sup>4</sup>	-	-	-	-
Industrial	1.7	1.3	1.2	1.3
Trading Funds <sup>5</sup>	-	-	-	-

*Sexual Orientation declaration rate<sup>8</sup> as a percentage of Core MOD TLB total civilian personnel<sup>9</sup>.*

	2008	2009	2010	2011
<b>All Grades</b>	<b>46.6</b>	<b>54.3</b>	<b>60.2</b>	<b>63.6</b>
Senior Civil Service and equivalent <sup>3</sup>	49.8	58.4	63.8	66.7
Pay Band B	51.7	56.6	60.3	62.7
Pay Band C	52.4	57.4	61.1	63.2
Pay Band D	53.6	60.1	66.1	69.1
Pay Band E	46.1	55.0	62.0	65.4
Other non-industrial <sup>4</sup>	37.7	13.2	37.4	66.7
Industrial	32.6	42.3	50.0	55.2

Source: DASA(Quad-Service)

1. Civilian Level 0 is defined in the Glossary.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. Includes personnel outside the Senior Civil Service but of equivalent grade.
4. Includes industrial staff on temporary promotion to non-industrial grades and staff for whom no grade information is available.
5. At 1 April 2008 the Defence Aviation Repair Agency and the Army Base Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.
6. Those for whom there is no record of their sexual orientation declaration, and personnel who chose not to declare.
7. Sexual orientation information is not collected for Royal Fleet Auxiliary, locally engaged civilian personnel or Trading Funds.
8. Declaration rates are based on all known positive declarations, but exclude those who have selected "choose not to declare", or have not responded.
9. Core MOD excludes all Trading Funds personnel, Royal Fleet Auxiliary and locally engaged civilians.



# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.35 Intake and outflow of civilian personnel<sup>1</sup>**

Since the financial year 2004/05 there has been a sharp fall in the total intake of civilian personnel, from 9,420 in 2004/05 to 2,040 in 2010/11. Between 2006/07 to 2009/10 the intake rate had become more stable at around 6.5 per cent of strength, however 2010/11 showed a sharp fall in the rate of intake to 2.7 per cent, primarily due to the recruitment freeze which came into place in August 2010.

Total outflow has fallen over the same period, from 10,290 in 2004/05 to 5,270 in 2010/11. However, whilst outflow rates increased from 11.0 per cent in 2004/05 to 13.4 per cent in 2007/08 - driven partly by the cuts (compulsory/severance) made by DE&S at this time, a sharp decline was seen in 2008/09 when outflow rates fell to 9.5 per cent and then further to 7.3 per cent in 2009/10. Outflow rates have remained relatively stable subsequently at 7.1 per cent for 2010/11.

Total intake and outflow figures are for MOD civilians excluding locally engaged civilians (LECs) and Royal Fleet Auxiliary (RFA) for whom no flows information exists. Net change figures are provided for RFA and LECs to reference their change in strength, but are not reflected in total intake or outflow.

	2004/05	2005/06	2006/07	2007/08 <sup>2</sup>	2008/09	2009/10	2010/11
	Headcount						
<b>Total intake</b>	<b>9 420</b>	<b>6 200</b>	<b>5 600</b>	<b>5 370</b>	<b>5 080</b>	<b>5 140</b>	<b>2 040</b>
MOD excl. Trading Funds	8 560	5 560	4 750	4 250	4 040	4 200	1 610
Trading Funds	860	640	850	1 120	1 040	940	430
<b>Total outflow</b>	<b>10 290</b>	<b>10 000</b>	<b>10 330</b>	<b>10 990</b>	<b>7 340</b>	<b>5 540</b>	<b>5 270</b>
<b>MOD excl. Trading Funds</b>	<b>8 830</b>	<b>8 600</b>	<b>8 910</b>	<b>9 050</b>	<b>6 420</b>	<b>4 710</b>	<b>4 470</b>
Retirement <sup>3</sup>	2 060	2 170	2 010	1 380	820	720	1 340
Health/Death in Service	420	400	320	310	300	300	290
Resignation	3 350	3 540	3 350	2 860	2 000	1 190	1 220
Voluntary Redundancy	60	40	180	580	460	400	180
Compulsory/Severance	490	550	960	1 530	610	210	150
Other <sup>4</sup>	2 460	1 890	2 070	2 390	2 220	1 880	1 290
<b>Trading Funds</b>	<b>1 460</b>	<b>1 410</b>	<b>1 430</b>	<b>1 940</b>	<b>920</b>	<b>830</b>	<b>800</b>
<b>Net Change of Royal Fleet Auxiliary<sup>5</sup></b>	<b>30</b>	<b>-</b>	<b>10</b>	<b>- 80</b>	<b>30</b>	<b>20</b>	<b>30</b>
<b>Net Change of locally engaged civilians<sup>6</sup></b>	<b>230</b>	<b>630</b>	<b>-1 000</b>	<b>-2 200</b>	<b>- 810</b>	<b>- 290</b>	<b>290</b>

MOD excl. Trading Funds by type of personnel:

<b>Non-industrial</b>							
<b>Intake</b>	<b>6 750</b>	<b>4 270</b>	<b>3 630</b>	<b>3 140</b>	<b>3 260</b>	<b>3 340</b>	<b>1 280</b>
<b>Outflow</b>	<b>6 580</b>	<b>6 870</b>	<b>6 680</b>	<b>6 810</b>	<b>4 910</b>	<b>3 880</b>	<b>3 630</b>
Retirement <sup>3</sup>	1 570	1 780	1 610	1 100	620	560	1 060
Health/Death in Service	300	280	210	220	220	230	210
Resignation	2 630	2 880	2 780	2 360	1 600	1 000	1 020
Voluntary Redundancy	40	30	60	300	390	390	180
Compulsory/Severance	280	460	670	1 050	440	180	110
Other <sup>4</sup>	1 760	1 440	1 370	1 770	1 640	1 520	1 050
<b>Industrial</b>							
<b>Intake</b>	<b>1 820</b>	<b>1 290</b>	<b>1 120</b>	<b>1 110</b>	<b>780</b>	<b>860</b>	<b>330</b>
<b>Outflow</b>	<b>2 250</b>	<b>1 730</b>	<b>2 220</b>	<b>2 240</b>	<b>1 510</b>	<b>830</b>	<b>840</b>
Retirement <sup>3</sup>	480	390	410	280	200	170	280
Health/Death in Service	120	130	120	80	90	60	80
Resignation	720	660	580	490	400	190	200
Voluntary Redundancy	20	-	120	280	80	20	10
Compulsory/Severance	220	100	290	480	170	30	40
Other <sup>4</sup>	700	450	700	620	570	370	240

As a percentage of personnel in post<sup>6</sup>

<b>Total intake</b>	<b>10.1</b>	<b>6.8</b>	<b>6.5</b>	<b>6.6</b>	<b>6.6</b>	<b>6.8</b>	<b>2.7</b>
MOD excl. Trading Funds	10.5	6.9	6.3	5.9	6.0	6.4	2.5
Trading Funds	7.6	6.0	8.0	10.9	10.8	9.5	4.4
<b>Total outflow</b>	<b>11.0</b>	<b>11.0</b>	<b>11.9</b>	<b>13.4</b>	<b>9.5</b>	<b>7.3</b>	<b>7.1</b>
MOD excl. Trading Funds	10.8	10.7	11.7	12.7	9.5	7.1	6.9
Resignation	4.1	4.4	4.4	4.0	3.0	1.8	1.9
Trading Funds	12.8	13.1	13.4	18.8	9.6	8.3	8.1

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# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

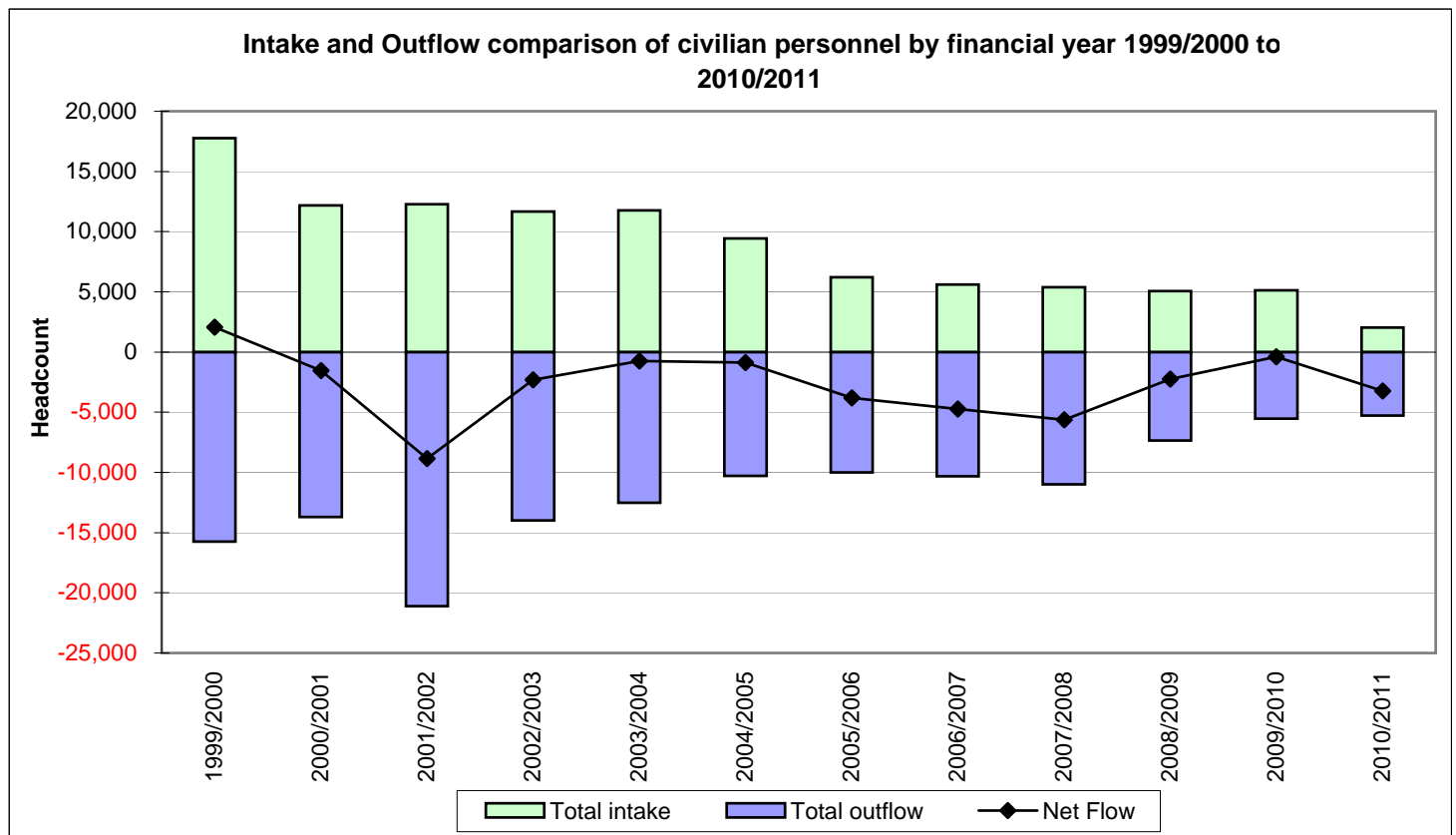
**Table 2.35** Intake and outflow of civilian personnel<sup>1</sup> continued

MOD excl. Trading Funds by type of personnel:

	2004/05	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11
<b>Non-industrial</b>							
<b>Intake</b>	10.2	6.6	5.9	5.4	5.9	6.1	2.4
<b>Outflow</b>	9.9	10.6	10.8	11.6	8.8	7.1	6.8
Resignation	4.0	4.4	4.5	4.0	2.9	1.8	1.9
<b>Industrial</b>							
<b>Intake</b>	11.6	8.6	7.9	8.5	6.6	7.6	3.0
<b>Outflow</b>	14.4	11.5	15.6	17.2	12.8	7.3	7.7
Resignation	4.6	4.4	4.0	3.8	3.4	1.7	1.8

Source:DASA(Quad-Service)

1. Civilian Level 0 is defined in the Glossary.
2. At 1 April 2008 the Defence Aviation Repair Agency and the Army Base Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.
3. MOD civil servants can take normal retirement at either age 60 or age 65. As restrictions on working above normal retirement age were removed in 2010, allowing personnel to work beyond retirement age, and normal retirement age is due to increase in coming years, this category has been redefined from previous publications to incorporate normal retirement at any age, including early retirement, in line with definitions used in other National Statistics publications. As a result figures shown here have been calculated according to current definitions for the time series, and may not match those published in previous years.
4. Includes those whose reason for leaving is unknown. In previous years, Voluntary and Compulsory early release were not separated out and were contained within the Other category. As a result figures in this category will not match those published in previous years.
5. Intake and Outflow for locally engaged civilians (LEC) and Royal Fleet Auxiliaries (RFA) are not available, therefore only net changes in strengths of RFAs and locally engaged civilians are listed in this table.
6. Rates are expressed as a percentage of the average strength throughout the year.



# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.36** Intake of UK based civilian personnel<sup>1</sup> by ethnic origin and grade<sup>2</sup>

Of those making an ethnicity declaration, the percentage of newly recruited personnel identifying themselves as Black and Minority Ethnic (BME) has remained at over 5 per cent since 2005/06. As these figures require newly recruited personnel to have made a declaration within the first calendar month of joining (which can be as little as one day for those joining on the last working day of the month), as evidenced by fairly high rates of unknown ethnicity across the period, caution should be used when considering representation rates of inflow.

Throughout the period, Black and Minority Ethnic personnel were predominantly recruited into Pay Band E. In 2010/11 42.9 per cent of the total BME intake were recruited into Pay Band E, in comparison to 22.4 per cent of the total white intake recruited into Pay Band E. Although in 2010/11 overall 5.1 per cent of intake making ethnicity declarations were BME, 9.1 per cent of those recruited into Pay Band E declared themselves to be BME.

From August 2010 a recruitment freeze came into place (with the exception for certain approved specialist personnel requirement). As this may introduce some unquantifiable bias, caution should be used when viewing ethnicity figures for 2010/11.

	Headcount						
	2004/05	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11
<b>White</b>	<b>4 970</b>	<b>3 750</b>	<b>3 340</b>	<b>2 870<sup>r</sup></b>	<b>3 430<sup>r</sup></b>	<b>3 800<sup>r</sup></b>	<b>1 340</b>
Senior Civil Service and Equivalent <sup>3</sup>	10	-	-	- <sup>r</sup>	10 <sup>r</sup>	10 <sup>r</sup>	10
Pay Band B	50	30	40	30 <sup>r</sup>	50 <sup>r</sup>	60 <sup>r</sup>	30
Pay Band C	610	320	330	300 <sup>r</sup>	300 <sup>r</sup>	380 <sup>r</sup>	270
Pay Band D	520	440	410	340 <sup>r</sup>	490 <sup>r</sup>	640 <sup>r</sup>	240
Pay Band E	2 130	1 740	1 400	1 120 <sup>r</sup>	1 550 <sup>r</sup>	1 530 <sup>r</sup>	300
Other non-industrial <sup>4</sup>	150	40	30	70 <sup>r</sup>	20 <sup>r</sup>	20 <sup>r</sup>	20
Industrial	1 080	830	730	580 <sup>r</sup>	540 <sup>r</sup>	730 <sup>r</sup>	260
Trading Funds	420	350	400	420 <sup>r</sup>	470 <sup>r</sup>	440 <sup>r</sup>	220
<b>Black and Minority Ethnic</b>	<b>190</b>	<b>230</b>	<b>200</b>	<b>160<sup>r</sup></b>	<b>180</b>	<b>200</b>	<b>70</b>
Senior Civil Service and Equivalent <sup>3</sup>	-	-	-	- <sup>r</sup>	- <sup>r</sup>	- <sup>r</sup>	-
Pay Band B	-	-	-	- <sup>r</sup>	- <sup>r</sup>	10 <sup>r</sup>	-
Pay Band C	20	20	10	10 <sup>r</sup>	20 <sup>r</sup>	10 <sup>r</sup>	10
Pay Band D	20	20	20	20 <sup>r</sup>	20 <sup>r</sup>	30 <sup>r</sup>	10
Pay Band E	100	140	120	90 <sup>r</sup>	80 <sup>r</sup>	80 <sup>r</sup>	30
Other non-industrial <sup>4</sup>	-	-	-	- <sup>r</sup>	- <sup>r</sup>	- <sup>r</sup>	-
Industrial	20	30	20	20 <sup>r</sup>	10 <sup>r</sup>	20 <sup>r</sup>	10
Trading Funds	20	10	20	20 <sup>r</sup>	40 <sup>r</sup>	60 <sup>r</sup>	10
<b>Unknown<sup>5</sup></b>	<b>4 270</b>	<b>2 220</b>	<b>2 060</b>	<b>2 340<sup>r</sup></b>	<b>1 470<sup>r</sup></b>	<b>1 150<sup>r</sup></b>	<b>620</b>
Senior Civil Service and Equivalent <sup>3</sup>	10	20	20	10 <sup>r</sup>	10 <sup>r</sup>	10 <sup>r</sup>	-
Pay Band B	90	40	40	40 <sup>r</sup>	30 <sup>r</sup>	20 <sup>r</sup>	10
Pay Band C	640	350	280	240 <sup>r</sup>	140 <sup>r</sup>	170 <sup>r</sup>	170
Pay Band D	510	250	190	140 <sup>r</sup>	120 <sup>r</sup>	100 <sup>r</sup>	20
Pay Band E	1 630	770	710	640 <sup>r</sup>	410 <sup>r</sup>	200 <sup>r</sup>	140
Other non-industrial <sup>4</sup>	250	80	30	80 <sup>r</sup>	10 <sup>r</sup>	80 <sup>r</sup>	10
Industrial	720	440	370	500 <sup>r</sup>	230 <sup>r</sup>	110 <sup>r</sup>	60
Trading Funds	420	280	430	680 <sup>r</sup>	520 <sup>r</sup>	450 <sup>r</sup>	200
<b>Net Change of Royal Fleet Auxiliary<sup>6</sup></b>	<b>30</b>	<b>-</b>	<b>10</b>	<b>- 80</b>	<b>30</b>	<b>20</b>	<b>30</b>
<b>Net Change of locally engaged civilians<sup>6</sup></b>	<b>230</b>	<b>630</b>	<b>-1 000</b>	<b>-2 200</b>	<b>- 810</b>	<b>- 290</b>	<b>290</b>

### Intake of Black and Minority Ethnic personnel as a percentage of known ethnicity total

	2004/05	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11
<b>Black and Minority Ethnic</b>	<b>3.6</b>	<b>5.7</b>	<b>5.6</b>	<b>5.3<sup>r</sup></b>	<b>5.0<sup>r</sup></b>	<b>5.0<sup>r</sup></b>	<b>5.1</b>
Senior Civil Service and Equivalent <sup>3</sup>	-	-	-	- <sup>r</sup>	- <sup>r</sup>	- <sup>r</sup>	-
Pay Band B	-	-	-	- <sup>r</sup>	- <sup>r</sup>	9.5 <sup>r</sup>	-
Pay Band C	2.9	6.4	2.9	3.2 <sup>r</sup>	4.7 <sup>r</sup>	2.8 <sup>r</sup>	3.2
Pay Band D	4.2	5.2	4.9	4.7 <sup>r</sup>	4.3 <sup>r</sup>	4.8 <sup>r</sup>	3.6
Pay Band E	4.5	7.2	7.6	7.2 <sup>r</sup>	5.0 <sup>r</sup>	4.7 <sup>r</sup>	9.1
Other non-industrial <sup>4</sup>	-	-	-	- <sup>r</sup>	- <sup>r</sup>	- <sup>r</sup>	-
Industrial	2.2	3.3	3.3	4.1 <sup>r</sup>	2.5 <sup>r</sup>	2.5 <sup>r</sup>	3.0
Trading Funds	4.1	3.6	4.7 <sup>r</sup>	3.7 <sup>r</sup>	8.5 <sup>r</sup>	11.5 <sup>r</sup>	4.8

Source: DASA(Quad-Service)

1. Civilian Level 0 is defined in the Glossary.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. Includes personnel outside the Senior Civil Service but of equivalent grade.
4. Includes industrial personnel on temporary promotion to non-industrial grades and those of unknown grade. Previously unidentified entrants and exits have been allocated to Other non-industrial, Industrial and Trading Funds grade.
5. Unknown ethnicity includes both those who have made no declaration and those who have actively chosen not to declare.
6. Intake and outflow for locally engaged civilians and Royal Fleet Auxiliaries are not available, therefore, only net changes in strengths of RFAs and locally engaged civilians are listed in this table.  
Extensive work has been carried out on historical data, and as a result some previously published figures have been revised.

# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.37** Outflow of UK based civilian personnel<sup>1</sup> by ethnic origin and grade<sup>2</sup>

The proportion of personnel leaving the MOD who declare themselves to be Black and Minority Ethnic (BME) has remained fairly stable across the period, from 3.2 per cent in 2004/05 to 2.8 per cent in 2010/11, although the BME exit rates for the two preceding financial years from 2008/09 and 2009/10 were marginally higher at 3.9 per cent and 4.1 per cent respectively. This is comparable with the overall proportion of BME MOD civilian personnel, at 2.8 per cent as at 1 April 2005 and 3.2 per cent as at 1 April 2011 (see table 2.29).

Across the period in general, the highest proportion of those leaving the MOD declaring themselves to be BME has been in Pay Band E (although in some years Pay Band B has shown the highest rate, these rates are highly volatile as they are based on very low headcounts and so should be considered with caution). This is consistent with Pay Band E being the grade with the highest proportion of BME MOD civilian personnel (see table 2.29).

	Headcount						
	2004/05	2005/06	2006/07	2007/08 <sup>3</sup>	2008/09	2009/10	2010/11
<b>White</b>	<b>6 540</b>	<b>6 970</b>	<b>7 670<sup>r</sup></b>	<b>8 170<sup>r</sup></b>	<b>5 620<sup>r</sup></b>	<b>4 310<sup>r</sup></b>	<b>4 140</b>
Senior Civil Service and Equivalent <sup>4</sup>	20	40	30	30	20 <sup>r</sup>	30 <sup>r</sup>	20
Pay Band B	120	170	200	180	160 <sup>r</sup>	150 <sup>r</sup>	100
Pay Band C	990	1 130	1 120	1 260	920 <sup>r</sup>	850 <sup>r</sup>	730
Pay Band D	780	1 020	980 <sup>r</sup>	1 100 <sup>r</sup>	690 <sup>r</sup>	510 <sup>r</sup>	510
Pay Band E	2 340	2 600	2 840 <sup>r</sup>	2 810 <sup>r</sup>	2 030 <sup>r</sup>	1 510 <sup>r</sup>	1 540
Other non-industrial <sup>5</sup>	200	30	40 <sup>r</sup>	100 <sup>r</sup>	40 <sup>r</sup>	40 <sup>r</sup>	60
Industrial	1 180	1 030	1 480 <sup>r</sup>	1 580 <sup>r</sup>	1 090 <sup>r</sup>	640 <sup>r</sup>	630
Trading Funds	910	940	970 <sup>r</sup>	1 110	670 <sup>r</sup>	580 <sup>r</sup>	550
<b>Black and Minority Ethnic</b>	<b>220</b>	<b>220</b>	<b>260</b>	<b>240   </b>	<b>230<sup>r</sup></b>	<b>180</b>	<b>120</b>
Senior Civil Service and Equivalent <sup>4</sup>	-	-	-	-	- <sup>r</sup>	- <sup>r</sup>	-
Pay Band B	10	-	10	10	10 <sup>r</sup>	- <sup>r</sup>	-
Pay Band C	20	20	20	30	40 <sup>r</sup>	30 <sup>r</sup>	20
Pay Band D	20	30	30 <sup>r</sup>	30 <sup>r</sup>	30 <sup>r</sup>	20 <sup>r</sup>	10
Pay Band E	100	120	140 <sup>r</sup>	130 <sup>r</sup>	110 <sup>r</sup>	100 <sup>r</sup>	60
Other non-industrial <sup>5</sup>	10	-	-	-	- <sup>r</sup>	- <sup>r</sup>	-
Industrial	30	20	30	30	20 <sup>r</sup>	10 <sup>r</sup>	10
Trading Funds	30	20	20	20	20 <sup>r</sup>	20 <sup>r</sup>	20
<b>Unknown<sup>6</sup></b>	<b>3 530</b>	<b>2 810</b>	<b>2 410<sup>r</sup></b>	<b>2 570<sup>r</sup></b>	<b>1 490<sup>r</sup></b>	<b>1 050<sup>r</sup></b>	<b>1 010</b>
Senior Civil Service and Equivalent <sup>4</sup>	-	10	10 <sup>r</sup>	10 <sup>r</sup>	10 <sup>r</sup>	10	10
Pay Band B	40	40	40 <sup>r</sup>	40 <sup>r</sup>	40 <sup>r</sup>	40	30
Pay Band C	320	350	290 <sup>r</sup>	300 <sup>r</sup>	300 <sup>r</sup>	250	260
Pay Band D	260	240	200 <sup>r</sup>	200 <sup>r</sup>	130 <sup>r</sup>	110	80
Pay Band E	1 160	960	710 <sup>r</sup>	540 <sup>r</sup>	380 <sup>r</sup>	220	160
Other non-industrial <sup>5</sup>	170	90	20 <sup>r</sup>	40 <sup>r</sup>	10 <sup>r</sup>	30	40
Industrial	1 050	670	710 <sup>r</sup>	640	400 <sup>r</sup>	170	200
Trading Funds	520	450	430 <sup>r</sup>	810 <sup>r</sup>	220 <sup>r</sup>	230	240
<b>Net Change of Royal Fleet Auxiliary<sup>7</sup></b>	<b>30</b>	<b>-</b>	<b>10</b>	<b>-80</b>	<b>30</b>	<b>20</b>	<b>30</b>
<b>Net Change of locally engaged civilians<sup>7</sup></b>	<b>230</b>	<b>630</b>	<b>-1 000</b>	<b>-2 200</b>	<b>-810</b>	<b>-290</b>	<b>290</b>

### Outflow of Black and Minority Ethnic personnel as a percentage of known ethnicity total

	2004/05	2005/06	2006/07	2007/08 <sup>3</sup>	2008/09	2009/10	2010/11
<b>Black and Minority Ethnic</b>	<b>3.2</b>	<b>3.1</b>	<b>3.3<sup>r</sup></b>	<b>2.9<sup>r</sup></b>	<b>3.9<sup>r</sup></b>	<b>4.1</b>	<b>2.8</b>
Senior Civil Service and Equivalent <sup>4</sup>	-	-	-	-	-	-	-
Pay Band B	5.5	-	3.0	3.2	4.8	-	-
Pay Band C	1.8	1.9	1.8	2.4	3.8	3.0	2.4
Pay Band D	2.9	2.6	3.1	2.4	3.8	4.7	2.7
Pay Band E	4.2	4.5	4.9	4.4	5.0	5.9	3.5
Other non-industrial <sup>5</sup>	4.4	-	-	-	-	-	-
Industrial	2.5	2.4	2.2 <sup>r</sup>	1.6	2.2	1.4	1.9
Trading Funds	3.0	2.4	2.1	1.4	3.3 <sup>r</sup>	3.8	2.8

Source: DASA (Quad-Service)

1. Civilian Level 0 is defined in the Glossary.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. At 1 April 2008 the Defence Aviation Repair Agency and the Army Base Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.
4. Includes personnel outside the Senior Civil Service but of equivalent grade.
5. Includes industrial personnel on temporary promotion to non-industrial grades and those of unknown grade. Previously unidentified entrants and exits have been allocated to Other non-industrial, Industrial and Trading Funds
6. Unknown ethnicity includes both those who have made no declaration and those who have actively chosen not to declare.
7. Intake and outflow for locally engaged civilians and Royal Fleet Auxiliaries are not available, therefore, only net changes in strengths of RFAs and locally engaged civilians are listed in this table.  
Extensive work has been carried out on historical data, and as a result some previously published figures have been revised.

# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.38 Intake of civilian<sup>1</sup> personnel by sex, grade<sup>2</sup> and whether full or part-time**

In the financial year 2010/11, 15.8 per cent of MOD civilian intake were recruited on a part time basis. While females represented 42.2 per cent of intake as a whole in 2010/11, females represented 84.4 per cent of those recruited on a part time basis in 2010/11. In 2010/11 95.8% of males and 68.2% of females were recruited on a full time basis.

In 2010/11, at Pay Band C more female personnel were recruited on a part time basis than full time. A similar pattern is seen for females newly recruited at Pay Band C across the period, with very similar levels full time and part time personnel recruited in each year. In all other grades, and for males in all grades, the number of full time newly recruited personnel far outweighs the number of part time personnel recruited into the same grade. The number of part time personnel recruited at Pay Band C has remained stable since 2008/09 despite the introduction of the recruitment freeze during 2010.

When viewing differences in full-time and part-time personnel it is critical to note that no distinction is made in this grouping related to the actual hours worked. Those who work close to full time hours and those who work substantially reduced hours are combined, despite being quite distinct subgroups. In addition, those personnel working alternate working patterns such as compressed hours and working from home are included as full-time based on the number of hours worked, although they may have more similarities to the part-time group. As a result, caution should be used when interpreting differences based on the full-time/part-time split.

Hours, sex and grade <sup>2</sup>	2004/05	2005/06	2006/07	2007/08 <sup>3</sup>	2008/09	2009/10	Headcount 2010/11
<b>Female: full time</b>	<b>3 120</b>	<b>2 030</b>	<b>1 750</b>	<b>1 660</b>	<b>1 810<sup>r</sup></b>	<b>1 760</b>	<b>580</b>
Senior Civil Service and Equivalent <sup>4</sup>	-	-	-	-	10	-	-
Pay Band B	40	20	20	20	30	30	10
Pay Band C	230 <sup>r</sup>	160	120	90	110	110	100
Pay Band D	240 <sup>r</sup>	180	170	110	180	200	60
Pay Band E	1 940 <sup>r</sup>	1 200	960	860	980	880	200
Other non-industrial <sup>5</sup>	30	10	40	70	20	50	10
Industrial	420	270	230	210	170	170	70
Trading Funds	220	190	200	290	310 <sup>r</sup>	300	140
<b>Male: full time</b>	<b>5 330</b>	<b>3 490</b>	<b>3 180<sup>r</sup></b>	<b>3 070<sup>r</sup></b>	<b>2 730<sup>r</sup></b>	<b>2 880</b>	<b>1 130</b>
Senior Civil Service and Equivalent <sup>4</sup>	20	20	20	10	10	10	10
Pay Band B	70	40	40	40	40	40	20
Pay Band C	800 <sup>r</sup>	380	330	280	220	290	200
Pay Band D	780 <sup>r</sup>	500	410	370	410	540	200
Pay Band E	1 480	1 150	1 000	730	830	750	150
Other non-industrial <sup>5</sup>	360	100	20	40	10	30	30
Industrial	1 200	880	740	780	530	600	240
Trading Funds	620	420	620 <sup>r</sup>	810	690 <sup>r</sup>	620	280
<b>Female: part time</b>	<b>750<sup>r</sup></b>	<b>520</b>	<b>520</b>	<b>470</b>	<b>420</b>	<b>390</b>	<b>270</b>
Senior Civil Service and Equivalent <sup>4</sup>	-	-	-	-	-	-	-
Pay Band B	20	-	10	-	10	-	10
Pay Band C	180	140	140	140	100	120	130
Pay Band D	30	30	20	10	30	30	10
Pay Band E	370	240	220	200	200	160	110
Other non-industrial <sup>5</sup>	-	-	-	30	-	10	-
Industrial	140	100	100	70	60	60	10
Trading Funds <sup>3</sup>	10	20	20	20	20 <sup>r</sup>	20	-
<b>Male: part time</b>	<b>220</b>	<b>160</b>	<b>160</b>	<b>170<sup>r</sup></b>	<b>120</b>	<b>110</b>	<b>50</b>
Senior Civil Service and Equivalent <sup>4</sup>	-	-	-	-	-	-	-
Pay Band B	20	-	10	10	-	10	-
Pay Band C	60	20	30	40	30	50	20
Pay Band D	10	10	10	10	10	-	-
Pay Band E	60	60	40	40	30	10	-
Other non-industrial <sup>5</sup>	10	-	-	10	-	-	-
Industrial	60	50	50	40	30	20	10
Trading Funds	10	10	10	10	10	10	-
<b>Total Female</b>	<b>3 870</b>	<b>2 550</b>	<b>2 270</b>	<b>2 130</b>	<b>2 230</b>	<b>2 150</b>	<b>860</b>
<b>Total Male</b>	<b>5 550</b>	<b>3 650</b>	<b>3 330</b>	<b>3 240</b>	<b>2 850</b>	<b>2 990</b>	<b>1 180</b>
<b>Net Change of Royal Fleet Auxiliary<sup>6</sup></b>	<b>30</b>	<b>-</b>	<b>10</b>	<b>- 80</b>	<b>30</b>	<b>20</b>	<b>30</b>
<b>Net Change of locally engaged civilians<sup>6</sup></b>	<b>230</b>	<b>630</b>	<b>-1 000</b>	<b>-2 200</b>	<b>- 810</b>	<b>- 290</b>	<b>290</b>

Source:DASA(Quad-Service)

1. Civilian Level 0 is defined in the Glossary.

2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.

3. At 1 April 2008 the Defence Aviation Repair Agency and the Army Based Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.

4. Includes personnel outside the Senior Civil Service but of equivalent grade.

5. Includes industrial personnel on temporary promotion to non-industrial grades and those of unknown grade.

6. Intake and Outflow for locally engaged civilians and Royal Fleet Auxiliary (RFA) are not available, therefore, only net changes in strengths of RFAs and locally engaged civilians are listed in this table.

In previous years this table presented figures for those of unknown full time/part time status. These unknowns have now been resolved, and are presented in the main body of the table. As a result some previously published figures have been revised.

# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.39** Outflow of civilian personnel, by sex, grade<sup>1,2</sup> and whether full or part-time

In the financial year 2010/11 the proportion of personnel outflow that had been employed on a part-time basis was 17.3 per cent. This is a substantial increase from the 8.9 per cent of personnel outflowing in 2004/05 on a part-time basis.

While only 7.6 per cent of males that outflowed in 2010/11 had been part-time, 33 per cent of females who outflowed in the same period were part-time.

The largest number of part-time personnel leaving the department in 2010/11 were females at Pay Bands E and C.

It is important to note that the designation of full time or part time is only representative of the agreed number of hours worked and paid in the month prior to leaving the department, and may not reflect the long term working pattern of the individual across their career within MOD.

<i>Hours, sex and grade</i> <sup>2</sup>	2004/05	2005/06	2006/07	2007/08 <sup>3</sup>	2008/09	2009/10	2010/11	Headcount
<b>Female: full time</b>	<b>3 220</b>	<b>3 400</b>	<b>3 220</b>	<b>3 030</b>	<b>2 050</b>	<b>1 530</b>	<b>1 340</b>	
Senior Civil Service and Equivalent <sup>4</sup>	-	-	-	-	-	-	10	
Pay Band B	30	30	40	30	30	20	20	
Pay Band C	220	310	310	310	200	180	150	
Pay Band D	300	420	400	350	220	190	160	
Pay Band E	1 840	2 020	1 800	1 620	1 100	830	700	
Other non-industrial <sup>5</sup>	70	20	30	70	20	-	20	
Industrial	520	360	430	390	250	130	150	
Trading Funds	240	230	220	260	230	180	150	
<b>Male: full time</b>	<b>6 150</b>	<b>5 640</b>	<b>5 980</b>	<b>6 760</b>	<b>4 240</b>	<b>3 060</b>	<b>3 020</b>	
Senior Civil Service and Equivalent <sup>4</sup>	30	40	30	30	20	30	20	
Pay Band B	130	180	180	160	140	140	90	
Pay Band C	990	1 050	940	1 080	790	680	590	
Pay Band D	700	780	720	860	540	390	380	
Pay Band E	1 340	1 170	1 320	1 310	990	690	740	
Other non-industrial <sup>5</sup>	300	100	10	20	20	-	30	
Industrial	1 510	1 210	1 630	1 660	1 150	610	590	
Trading Funds	1 160	1 110	1 140	1 620	590	520	580	
<b>Female: part time</b>	<b>730</b>	<b>770</b>	<b>900</b>	<b>940</b>	<b>800</b>	<b>670</b>	<b>660</b>	
Senior Civil Service and Equivalent <sup>4</sup>	-	-	-	-	-	-	-	
Pay Band B	-	-	10	20	20	10	10	
Pay Band C	80	110	140	150	200	190	200	
Pay Band D	60	70	80	80	70	50	60	
Pay Band E	390	440	500	480	360	260	280	
Other non-industrial <sup>5</sup>	10	-	10	40	10	30	30	
Industrial	170	110	120	140	80	60	60	
Trading Funds	30	40	40	30	60	70	30	
<b>Male: part time</b>	<b>180</b>	<b>190</b>	<b>230</b>	<b>260</b>	<b>240</b>	<b>270</b>	<b>250</b>	
Senior Civil Service and Equivalent <sup>4</sup>	-	-	-	-	-	-	-	
Pay Band B	10	10	20	10	10	20	10	
Pay Band C	40	40	50	60	60	80	70	
Pay Band D	10	20	10	30	10	20	20	
Pay Band E	50	60	70	70	70	40	40	
Other non-industrial <sup>5</sup>	10	-	-	10	10	30	20	
Industrial	50	40	50	40	40	30	40	
Trading Funds	20	30	30	30	40	70	40	
<b>Total Female</b>	<b>3 950</b>	<b>4 170</b>	<b>4 120</b>	<b>3 970</b>	<b>2 850</b>	<b>2 200</b>	<b>2 010</b>	
<b>Total Male</b>	<b>6 330</b>	<b>5 830</b>	<b>6 210</b>	<b>7 020</b>	<b>4 490</b>	<b>3 330</b>	<b>3 260</b>	
<b>Net Change of Royal Fleet Auxiliary<sup>6</sup></b>	<b>30</b>	<b>-</b>	<b>10</b>	<b>- 80</b>	<b>30</b>	<b>20</b>	<b>30</b>	
<b>Net Change of locally engaged civilians<sup>6</sup></b>	<b>230</b>	<b>630</b>	<b>-1 000</b>	<b>-2 200</b>	<b>- 810</b>	<b>- 290</b>	<b>290</b>	

Source:DASA(Quad-Service)

1. Civilian Level 0 is defined in the Glossary.

2. Grade equivalence is shown in terms of the broader banding structure and is based on paid grade.

3. At 1 April 2008 the Defence Aviation Repair Agency and the Army Base Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.

4. Includes personnel outside the Senior Civil Service but of equivalent grade.

5. Includes industrial staff on temporary promotion to non-industrial grades and those of unknown grade.

6. Intake and Outflow for locally engaged civilians and Royal Fleet Auxiliaries are not available, therefore, only net changes in strengths of RFAs and locally engaged civilians are listed in this table.

In previous years this table presented figures for those of unknown full time/part time status. These unknowns have now been resolved, and are presented in the main body of the table. As a result some previously published figures have been revised.

## CHAPTER 2 - PERSONNEL

### COMPENSATION CLAIMS MADE AGAINST THE MOD

This section describes common law non-contractual compensation claims made against the Ministry of Defence. These claims are of three broad types: employer's liability for Armed Forces personnel, employer's liability for its civilian employees, and public liability claims. **Tables 2.40 and 2.41** show numbers of new claims made and numbers of claims settled, analysed by category of claim and by cause.

The Department self insures against loss. However, it employs commercial companies as claim handlers. All settlements are paid by the Department, the companies in question receiving a fee for each claim handled. Gallagher Bassett International won a contract in respect of third party motor claims and Service and civilian employer's liability claims received after 1 May 2007. Claims received before this date are handled by:

1982 to 2007 AXA Corporate Solutions - third party motor claims  
1996 to 2007 Royal & Sun Alliance (RSA) - employer's liability claims from Armed Forces personnel  
1982 to 2002 AXA Corporate Solutions - employer's liability claims from civilian personnel  
2002 to 2007 Royal & Sun Alliance - employer's liability claims from civilian personnel.

The MOD's Common Law Claims & Policy Division handles all other claims, including:

- high value, novel or contentious cases.
- public liability worldwide - property damage and personal injury (except where there is an Area Claims Officer (ACO))
- damage or injury caused by low flying military aircraft
- maritime claims and salvage claims
- clinical negligence
- claims made against a NATO visiting force

ACOs are part of the Command Secretariat and are located in Afghanistan, Cyprus, Germany (for NW Europe) and the South Atlantic Islands. They deal with public liability claims made against the MOD within their geographic area.

#### **New claims**

The number of new claims is the number of new cases opened by the MOD's Claims branch, ACOs and commercial claims handlers during that year; re-opened cases are not included. A new claim may be in the form of a letter from a claimant or their legal representative, or in the form of proceedings issued in a court of law. The largest number of new claims is in respect of on-duty Road Traffic Accidents involving Armed Forces personnel or MOD civilians driving a MOD-owned or MOD-hired vehicle.

#### **Settled claims**

These are claims for which a full and final settlement has been made, either by agreement between the parties, or which a court has determined. Claims are not recorded as settled until the final payment is made, which is normally the claimant's solicitor's costs and disbursements. This bill is sometimes presented some months after the compensation payment has been made, so compensation and legal costs can be paid in different financial years.

# CHAPTER 2 - PERSONNEL

## COMPENSATION CLAIMS MADE AGAINST THE MOD

**Table 2.40** New claims and settled claims by broad category in each year

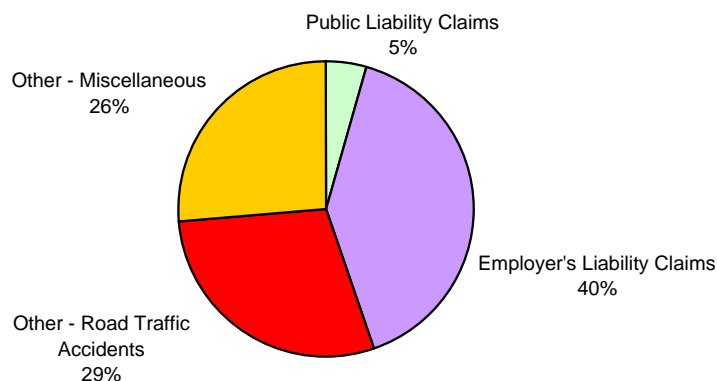
The data in this table are not National Statistics because they have not been assessed as such by the UK Statistics Authority.

	Number					
	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11
<b>New Claims Notified</b>						
<b>Total</b>	<b>7 686</b>	<b>6 820</b>	<b>7 389</b>	<b>7 605</b>	<b>6 985</b>	<b>8 391</b>
<b>Public Liability Claims</b>	<b>715</b>	<b>639</b>	<b>974</b>	<b>705</b>	<b>719</b>	<b>932</b>
Low Flying	171	175	244	161	146	143
Maritime	20	24	25	16	17	17
Other Public Liability (inc Northern Ireland)	507	435	690	512	548	771
Radiation	17	5	15	16	8	1
<b>Employers' Liability Claims</b>	<b>1 846</b>	<b>1 404</b>	<b>1 863</b>	<b>1 684</b>	<b>1 815</b>	<b>3 199</b>
Service Employment Tribunal <sup>1</sup>	27	-	-	-	-	-
Other Service Employer's Liability	623	459	776	584	467	374
Asbestos Related	742	209	189	139	150	142
Noise Induced Hearing Loss	145	413	577	725	993	2 453
Vibration White Finger	18	58	45	33	17	17
Other Civilian Employer's Liability	291	265	276	203	188	213
<b>Other</b>	<b>5 125</b>	<b>4 777</b>	<b>4 552</b>	<b>5 216</b>	<b>4 451</b>	<b>4 260</b>
Clinical Negligence	69	67	86	55	61	59
Road Traffic Accidents	2 982	2 620	2 284	2 254	1 948	1 868
Area Claims Offices' Claims	2 015	2 003	2 124	2 849	2 385	2 301
Visiting Forces <sup>2</sup>	59	87	58	58	57	32
<b>Settled Claims Notified</b>						
<b>Total</b>	<b>8 012</b>	<b>6 980</b>	<b>6 419</b>	<b>6 347</b>	<b>6 129</b>	<b>7 533</b>
<b>Public Liability Claims</b>	<b>413</b>	<b>402</b>	<b>592</b>	<b>486</b>	<b>378</b>	<b>340</b>
Low Flying	124	126	141	126	103	99
Maritime	11	13	12	6	12	14
Other Public Liability	278	262	438	353	263	227
Radiation	-	1	1	1	-	-
<b>Employers' Liability Claims</b>	<b>1 878</b>	<b>2 242</b>	<b>2 337</b>	<b>1 597</b>	<b>1 747</b>	<b>3 032</b>
Service Employment Tribunal <sup>1</sup>	4	5	57	1	2	-
Other Service Employer's Liability	601	800	1 063	637	581	449
Asbestos Related <sup>3</sup>	773	607	314	205	200	797
Noise Induced Hearing Loss <sup>4</sup>	63	355	500	380	682	1 525
Vibration White Finger	52	70	62	53	44	22
Other Civilian Employer's Liability	385	405	341	321	238	239
<b>Other</b>	<b>5 721</b>	<b>4 336</b>	<b>3 490</b>	<b>4 264</b>	<b>4 004</b>	<b>4 161</b>
Clinical Negligence	28	23	16	22	38	21
Road Traffic Accidents	3 717	2 986	2 103	2 657	2 281	2 183
Area Claims Offices' Claims	1 917	1 269	1 330	1 536	1 637	1 925
Visiting Forces <sup>2</sup>	59	58	41	49	48	32

Source: MOD Claims Annual Reports

1. Although generally Employment Tribunal cases are now dealt with by TLBs, the new claims in 2005/06 were Homosexual dismissal cases for which DS&C Claims agreed to retain central responsibility.
2. Claims against NATO forces visiting the UK and claims by NATO countries against UK personnel visiting those countries.
3. It should be noted that controls over the use of asbestos were introduced in 1970. The time between exposure to asbestos dust and fibre and the first signs of disease is typically between 15 and 40 plus years.
4. A very large number of Noise Induced Hearing Loss claims were submitted in 2010/11 by former members of the Royal Irish Regiment.

### Number of settled claims by broad category in 2010/11





# CHAPTER 2 - PERSONNEL

## COMPENSATION CLAIMS MADE AGAINST THE MOD

**Table 2.41 New claims and settled claims by broad cause in each year**

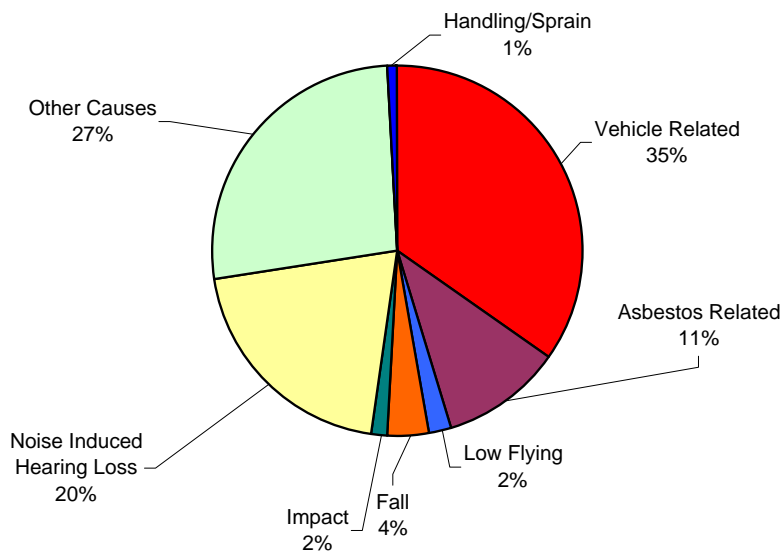
The data in this table are not National Statistics because they have not been assessed as such by the UK Statistics Authority.

New Claims Notified						Number
	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11
<b>Total</b>	<b>7 686</b>	<b>6 820</b>	<b>7 389</b>	<b>7 605</b>	<b>6 985</b>	<b>8 391</b>
Asbestos Related	809	223	190	156	150	142
Clinical Negligence	69	67	86	55	61	59
Fall	319	306	305	313	285	256
Handling/Sprain	51	59	53	77	56	56
Impact	246	178	97	93	57	90
Low Flying	616	506	336	202	192	222
Machinery/Vibration White Finger	29	58	45	33	17	17
Maritime	29	24	25	17	18	17
Noise Induced Hearing Loss	208	418	579	728	993	2 453
Other Causes	1 122	1 081	2 342	2 959	2 540	2 853
Not Known <sup>1</sup>	216	63	91	24	15	-
Vehicle Related	3 972	3 837	3 240	2 948	2 601	2 226

Settled Claims Notified						Number
	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11
<b>Total</b>	<b>8 012</b>	<b>6 980</b>	<b>6 419</b>	<b>6 347</b>	<b>6 129</b>	<b>7 533</b>
Asbestos Related <sup>2</sup>	846	611	314	210	200	797
Clinical Negligence	28	23	16	23	38	21
Fall	291	395	339	329	297	273
Handling/Sprain	56	108	93	80	72	61
Impact	187	328	272	181	124	116
Low Flying	552	437	255	166	136	144
Machinery/Vibration White Finger	70	71	62	53	44	22
Maritime	14	13	13	7	12	14
Noise Induced Hearing Loss <sup>3</sup>	104	357	500	380	682	1 525
Other Causes	1 021	662	1 499	1 366	1 556	1 948
Not Known <sup>1</sup>	242	127	162	74	16	-
Vehicle Related	4 601	3 848	2 894	3 478	2 952	2 612

Source: MOD Claims Annual Reports

**Number of settled claims by broad cause in 2010/11<sup>4</sup>**



1. The cause of a claim may not be known at the New Claims stage if for example, the claimant simply states that they have a claim but does not state exactly what it is. At settlement stage, although the cause of the claim will be recorded on the claim file, it may not always be recorded on the databases from which these data are drawn.
2. It should be noted that controls over the use of asbestos were introduced in 1970. The time between exposure to asbestos dust and fibre and the first signs of disease is typically between 15 and 40 plus years.
3. A very large number of Noise Induced Hearing Loss claims were submitted in 2010/11 by former members of the Royal Irish Regiment.
4. Clinical negligence, Machinery/ Vibration White Finger and Maritime are included in "other causes" as these are the causes with the smallest number of claims.



# CHAPTER 2 – PERSONNEL

## INTERNATIONAL

**Table 2.42** Manpower holdings and ceilings by member country within the scope of the Conventional Armed Forces in Europe Treaty at 1 January 2011

The data in this table are outside the scope of National Statistics because they are provided by an organisation outside the UK Government Statistical Service.

	Holding	Ceiling
<b>Countries not in NATO</b>		
Armenia	48 830	60 000
Azerbaijan	64 960	70 000
Belarus	50 700	100 000
Georgia	37 360	40 000
Moldova	6 500	20 000
Russia <sup>1</sup>	203 290	*
Ukraine <sup>2</sup>	150 000	250 000
<b>NATO Countries</b>		
Belgium	35 390	70 000
Bulgaria	30 160	104 000
Canada	-	10 660
Czech Republic	33 550	93 333
Denmark	13 660	39 000
France	159 620	325 000
Germany	205 160	345 000
Greece	124 560	158 621
Hungary	21 110	100 000
Italy	149 320	315 000
Luxembourg	600	900
Netherlands	33 650	80 000
Norway	17 320	32 000
Poland	118 330	234 000
Portugal	30 610	75 000
Romania	69 400	230 000
Slovakia	15 800	46 667
Spain	108 490	300 000
Turkey	277 750	530 000
<b>United Kingdom</b>	<b>203 290</b>	<b>260 000</b>
United States of America	79 440	250 000

Source: Directorate for Counter-Proliferation and Arms Control

1. The Russian Federation suspended the implementation of the CFE Treaty on 12 December 2007. Consequently, Russia did not submit the annual exchange of information required by the Treaty. The given numbers of holdings are taken from the "Consolidated Information" provided by the Russian Federation on 15 December 2008 as a sign of goodwill. The information does not include the subholdings of AIFVs and HACVs, nor the holdings of Naval Infantry and Coastal Defence Forces, nor the personnel strength.

2. Since 1 Jan 2004 these figures have included the Treaty Limited Equipment and the Personnel belonging to the Naval Infantry and Coastal Defence Forces of Ukraine.