



Ministry of Defence

UK Armed Forces Annual Personnel Report



1 April 2013

Statistical release

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The UK Armed Forces Annual Personnel Report contains figures on strength, intake and outflow of UK Regular Forces. It complements the UK Armed Forces Quarterly and Monthly Personnel Reports by providing greater detail about the sex, ethnicity and rank of the Armed Forces. It uses data from the Ministry of Defence Joint Personnel Administration System (JPA).

The tables present information about the composition of the UK's Armed Forces in the most recent financial year.

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Armed Forces Personnel Key Points and Trends

At 1 April 2013:

- There were 170,710 UK Regular Forces personnel, of which 29,060 were officers and 141,650 were other ranks.
- The percentage of women in the UK Regular Forces was 9.7% in April 2013.
- Black and Minority Ethnic (BME) personnel comprised 7.1% of the UK Regular Forces, continuing a long term gradual increase in the proportion of BME personnel.
- 56% of Army personnel were aged under 30, compared with 48% of the Naval Service and 40% of the RAF.
- 1.3% of UK Regular Forces were under the age of 18, and 28% were under the age of 25.

In the 12 months to 31 March 2013:

- 45% of all other ranks intake occurred under the age of 20; compared with only 3.3% of all officer intake.
- 69% of all officer intake comprised personnel aged between 20 and 24; compared with only 39% of other ranks intake.
- The profile of outflow by age is to some extent determined by the nature of contracts under which personnel serve. In the 12 months to 31 March 2013, common exit ages for officers were 40 and over. Nearly 60% of all Other Ranks outflow occurred between the ages of 20 and 34; however there is also a peak at age 40 which broadly corresponds with personnel completing a full 22-year career.

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1. UK Regular Forces does not include Gurkhas, Full Time Reserve Service (FTRS) personnel and mobilised reservists.

Revised flows tables

The following tables have been revised : 5, 6, 7 & 8.

Annual Personnel Report – New graphs

A new table intake and outflow from UK Regular Forces by service and 3 subsequent graphs have been added to portray how flows have altered over time.

Revisions to historic data from the Joint Personnel Administration System

Defence Statistics has recently undertaken a major review of all personnel data from the Joint Personnel Administration system. This has resulted in changes to the strengths, intake and outflow data reported in the Annual, Quarterly and Monthly Personnel Reports, affecting the following periods to all 3 services:

- Strength statistics : 1 May 2009 to 1 October 2011 (inclusive)
- Flow statistics : from the period ending 31 March 2009 to the period ending 30 September 2011

The revised data are considered finalised and are therefore no longer marked provisional. Data for 1 November 2011 and subsequent dates are considered final.

Introduction

The UK Armed Forces Annual Personnel Report (APR) contains figures on the strength, intake and outflow of UK Regular Forces at 1 April 2013 with a focus on rank and age. It complements the Monthly and Quarterly Personnel Reports by providing greater detail about these characteristics, along with further analysis of the sex and ethnicity of the UK Regular Forces. The APR compares trends in 2011-12 to trends in 2012-13, time series on these trends can be found in Chapter 2 of UKDS on defence statistics website.

Definitions and Notes to tables

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

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

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

Data sources, quality and methods

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

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

Symbols and Conventions

- * not applicable
- .. not available
- zero or rounded to zero
- ~ Fewer than five

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

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

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

Percentages are calculated from unrounded data.

Feedback

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

Contact Defence Statistics (Tri Service)

Tel : 0207 217 8896

Email : DefStrat-Stat-Tri-Enquiries@mod.uk

The rank structure of the UK Regular Armed Forces

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

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

Table 1 - UK Regular Forces Rank Structure at 1 April 2013

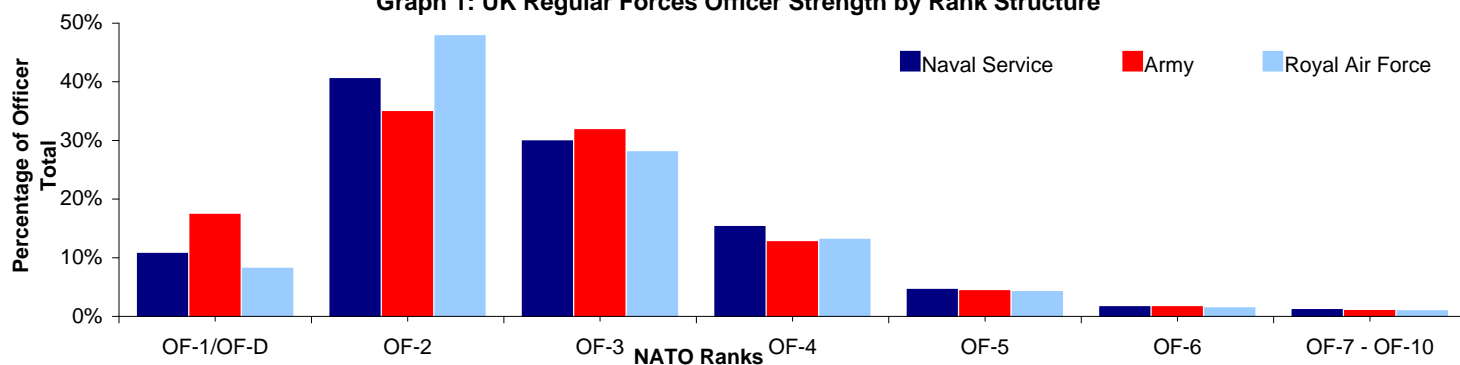
	All Personnel				Number and percentage			
	All Services	Naval Service	Army	Royal Air Force	All Services	Naval Service	Army	Royal Air Force
Total	170 710	33 960	99 730	37 030	100.0%	100.0%	100.0%	100.0%
Officers¹	29 060	6 940	13 890	8 230	17.0%	20.4%	13.9%	22.2%
OF-9	9	2	5	2	-	-	-	-
OF-8	28	9	10	9	0.1%	0.1%	0.1%	0.1%
OF-7	97	30	44	23	0.3%	0.4%	0.3%	0.3%
OF-6	300	80	150	80	1.0%	1.1%	1.1%	0.9%
OF-5	1 110	280	530	300	3.8%	4.0%	3.8%	3.6%
OF-4	3 750	1 020	1 690	1 040	12.9%	14.8%	12.2%	12.6%
OF-3	8 650	2 040	4 340	2 260	29.8%	29.4%	31.3%	27.5%
OF-2	11 440	2 770	4 770	3 890	39.4%	40.0%	34.4%	47.3%
OF-1 / OF (D)	3 680	710	2 340	630	12.6%	10.2%	16.8%	7.6%
Other Ranks	141 650	27 020	85 840	28 790	83.0%	79.6%	86.1%	77.8%
OR-9	3 010	640	1 390	980	2.1%	2.4%	1.6%	3.4%
OR-8	4 720	730	3 990	*	3.3%	2.7%	4.6%	*
OR-7	11 720	3 300	5 700	2 720	8.3%	12.2%	6.6%	9.4%
OR-6	18 650	3 880	9 270	5 500	13.2%	14.4%	10.8%	19.1%
OR-4	27 540	5 750	14 420	7 370	19.4%	21.3%	16.8%	25.6%
OR-3	16 000	590	15 190	220	11.3%	2.2%	17.7%	0.8%
OR-1/OR-2	60 010	12 120	35 880	12 010	42.4%	44.8%	41.8%	41.7%

Source : Defence Statistics (Tri-Service)

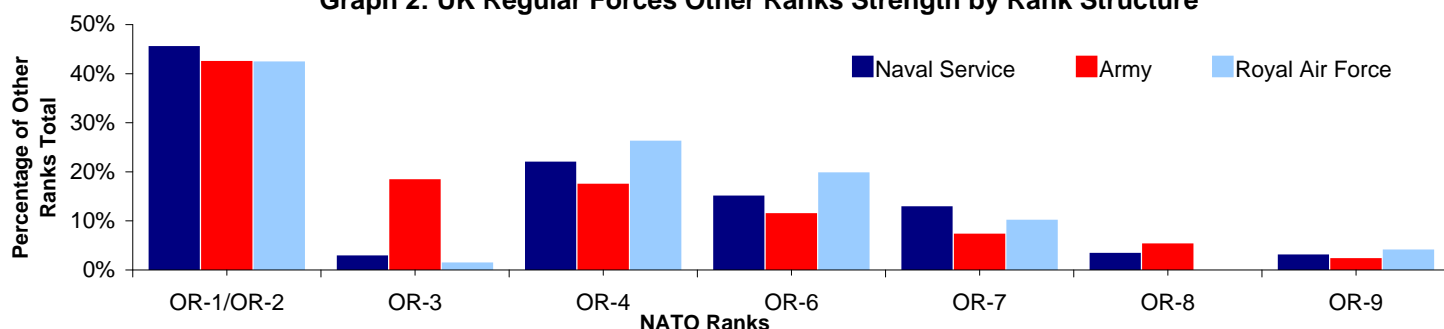
1. Strengths for senior officers (OF-7 - OF-9) have been left unrounded so as not to obscure the data.
2. Percentages for individual officer ranks are based on the totals for officers. Percentages for individual other ranks are based on the totals for other ranks.

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

Graph 1: UK Regular Forces Officer Strength by Rank Structure



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



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

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

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

Black and Minority Ethnic (BME) personnel make up 7.1% of the UK Regular Forces. This differs considerably by officer (2.4%) and other rank (8.1%) populations. It also differs by Service with the Army employing the most BME personnel (10.2%) and the RAF the least (2.0%). Since 2009, Gurkha personnel have been able to transfer into the UK Regular Army, and this can partially explain the larger proportion of BME personnel in the Army.

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

Table 1a - UK Regular Forces Rank Structure by sex and ethnicity at 1 April 2013

	Females as % of each rank				BME Personnel as % of each rank			
	All Services	Naval Service	Army	Royal Air Force	All Services	Naval Service	Army	Royal Air Force
Total	9.7%	9.1%	8.4%	13.9%	7.1%	3.5%	10.2%	2.0%
Officers	12.6%	9.9%	11.8%	16.3%	2.4%	1.8%	2.7%	2.3%
OF-9	-	-	-	-	-	-	-	-
OF-8	-	-	-	-	-	-	-	-
OF-7	-	-	-	-	1.0%	-	-	4.5%
OF-6	1.7%	-	0.7%	5.3%	1.3%	1.4%	1.3%	1.4%
OF-5	4.6%	1.1%	5.1%	7.0%	1.7%	1.8%	2.1%	1.0%
OF-4	6.6%	4.2%	7.3%	7.9%	2.0%	1.5%	2.0%	2.6%
OF-3	13.2%	9.3%	12.7%	17.6%	2.6%	1.7%	2.9%	2.8%
OF-2	15.1%	13.5%	13.2%	18.5%	2.4%	1.9%	2.9%	2.1%
OF-1 / OF (D)	13.7%	10.6%	13.3%	18.6%	2.4%	2.6%	2.5%	1.6%
Other Ranks	9.1%	8.8%	7.9%	13.2%	8.1%	3.9%	11.4%	2.0%
OR-9	4.5%	3.9%	5.3%	3.8%	1.7%	1.1%	2.1%	1.6%
OR-8	5.4%	0.4%	6.4%	*	1.7%	0.8%	1.9%	*
OR-7	7.1%	5.4%	8.6%	6.0%	2.3%	1.5%	3.1%	1.6%
OR-6	10.1%	7.5%	9.4%	13.2%	4.4%	2.1%	6.9%	1.8%
OR-4	12.1%	12.0%	9.7%	16.8%	8.3%	4.7%	12.8%	1.9%
OR-3	7.5%	-	7.9%	0.5%	15.3%	2.2%	15.9%	5.1%
OR-1/OR-2	8.8%	9.9%	6.9%	13.5%	9.2%	5.2%	12.8%	2.2%

Source : Defence Statistics (Tri-Service)

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

The age structure of the Armed Forces: Service comparison

Over 56% of Army personnel are aged under 30; compared with the Naval Service 48% and 40% of the RAF. The Army has the highest proportion of personnel aged under 25 (33%) and the lowest proportion of personnel aged 40 or over (13%). Conversely, the RAF has the lowest proportion of personnel aged under 25 (18%) and the highest proportion of personnel aged 40 or over (27%).

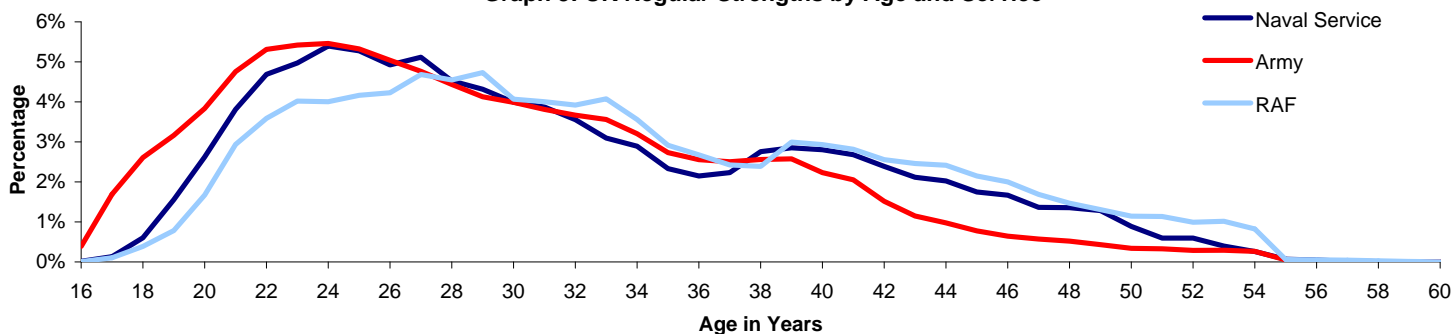
The different age profiles reflect the different intake patterns of the Services (see table 7); people tend to join the Army at a younger age than either the Naval Service or the RAF. The RAF also has a mixture of contract lengths unlike the other Services, with personnel at some of the more senior ranks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

Table 2. UK Regular Forces by Service and Age at 1 April 2013

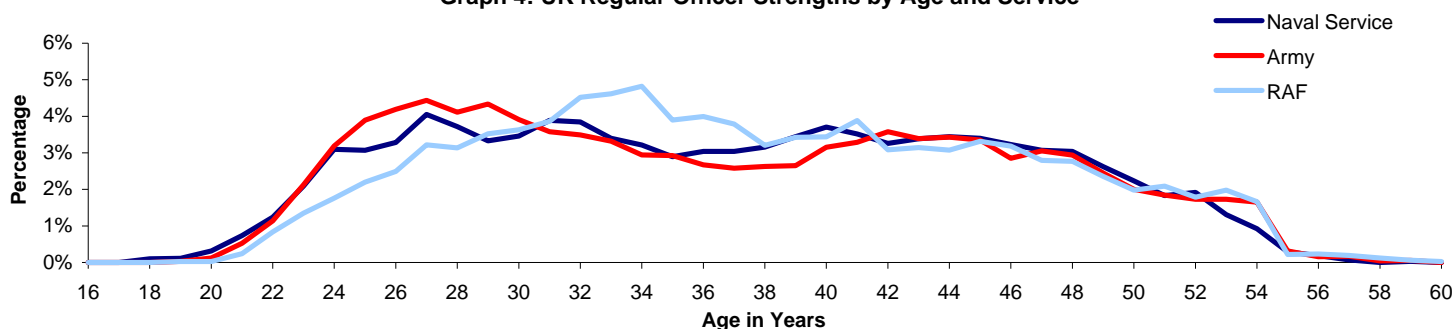
	Number				Percentage in category				Cumulative percent				
	All Services	Naval Service	Army	Royal Air Force	All Services	Naval Service	Army	Royal Air Force	All Services	Naval Service	Army	Royal Air Force	
	Total	170 710	33 960	99 730	37 030	100%	100%	100%	100%				
Under 18	2 170	50	2 070	40	1.3%	0.1%	2.1%	0.1%	<i>Under 18</i>	1.3%	0.1%	2.1%	0.1%
18-19	6 920	730	5 760	430	4.1%	2.2%	5.8%	1.2%	<i>19 or under</i>	5.3%	2.3%	7.9%	1.3%
20-24	38 020	7 300	24 720	6 010	22.3%	21.5%	24.8%	16.2%	<i>24 or under</i>	27.6%	23.8%	32.6%	17.5%
25-29	40 100	8 200	23 620	8 280	23.5%	24.2%	23.7%	22.4%	<i>29 or under</i>	51.1%	48.0%	56.3%	39.9%
30-34	31 360	5 910	18 190	7 270	18.4%	17.4%	18.2%	19.6%	<i>34 or under</i>	69.5%	65.4%	74.6%	59.5%
35-39	22 040	4 180	12 900	4 960	12.9%	12.3%	12.9%	13.4%	<i>39 or under</i>	82.4%	77.7%	87.5%	72.9%
40-44	16 860	4 080	7 900	4 880	9.9%	12.0%	7.9%	13.2%	<i>44 or under</i>	92.3%	89.7%	95.4%	86.1%
45-49	8 650	2 520	2 940	3 190	5.1%	7.4%	2.9%	8.6%	<i>49 or under</i>	97.3%	97.1%	98.4%	94.7%
50-54	4 330	930	1 510	1 890	2.5%	2.7%	1.5%	5.1%	<i>54 or under</i>	99.9%	99.9%	99.9%	99.8%
55 and over	240	50	120	80	0.1%	0.1%	0.1%	0.2%		100%	100%	100%	100%

Source: Defence Statistics (Tri-Service)

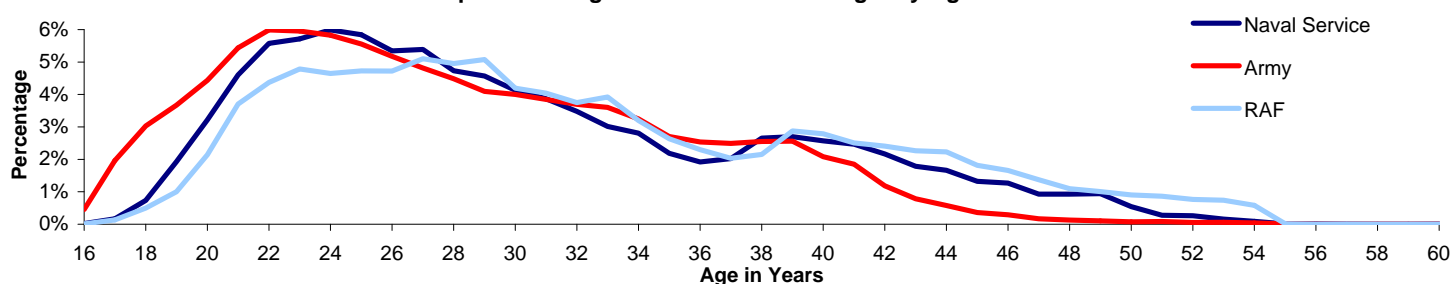
Graph 3: UK Regular Strengths by Age and Service



Graph 4: UK Regular Officer Strengths by Age and Service



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



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

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

Tables 3 and 4 and graphs 7 and 8 show that the officer age distribution differs considerably when comparing males and females whereas sex has less effect on the other ranks' age distribution. For example: 24% of male officers are aged under 30 compared to 31% of female officers. Comparing the same age group for other ranks shows that 56% of male other ranks are aged under 30 compared to 59% of female other ranks.

The officer gender gap widens with age, for example 56% of male officers are aged under 40 compared to 79% of female officers. This may be due to there being fewer women in the Armed Forces historically than there are today (see commentary to table 1a).

Table 3. UK Regular Officer strength by age and sex at 1 April 2013

	Number and percentage						Percentage			
	Number			Percentage in category			Cumulative percent			
	Total	Male	Female	Total	Male	Female	Total	Male	Female	
Total	29 060	25 390	3 670	100%	100%	100%				
Under 18	-	-	-	-	-	-	<i>Under 18</i>	-	-	-
18-19	20	20	-	0.1%	0.1%	0.1%	<i>19 or under</i>	0.1%	0.1%	0.1%
20-24	1 850	1 590	260	6.4%	6.3%	7.1%	<i>24 or under</i>	6.4%	6.3%	7.1%
25-29	5 320	4 450	870	18.3%	17.5%	23.7%	<i>29 or under</i>	24.8%	23.9%	30.8%
30-34	5 400	4 360	1 040	18.6%	17.2%	28.2%	<i>34 or under</i>	43.3%	41.1%	59.0%
35-39	4 460	3 710	750	15.3%	14.6%	20.4%	<i>39 or under</i>	58.7%	55.7%	79.4%
40-44	4 910	4 450	460	16.9%	17.5%	12.6%	<i>44 or under</i>	75.6%	73.2%	92.0%
45-49	4 290	4 080	200	14.7%	16.1%	5.6%	<i>49 or under</i>	90.3%	89.3%	97.5%
50 and over	2 820	2 730	90	9.7%	10.7%	2.5%		100%	100%	100%

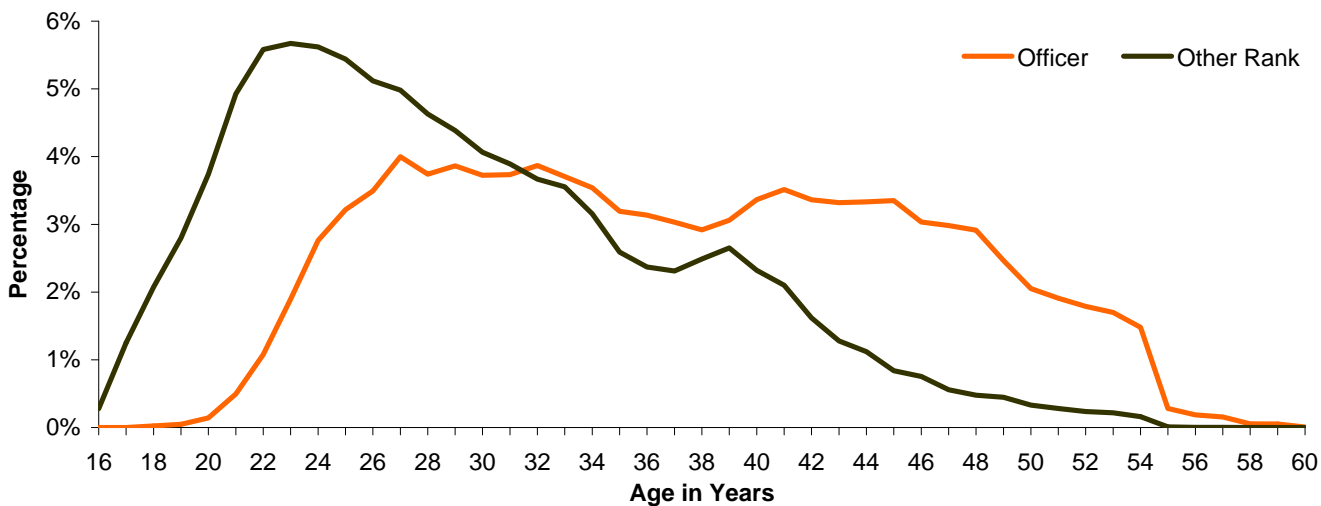
Source: Defence Statistics (Tri-Service)

Table 4. UK Regular Other Ranks strength by age and sex at 1 April 2013

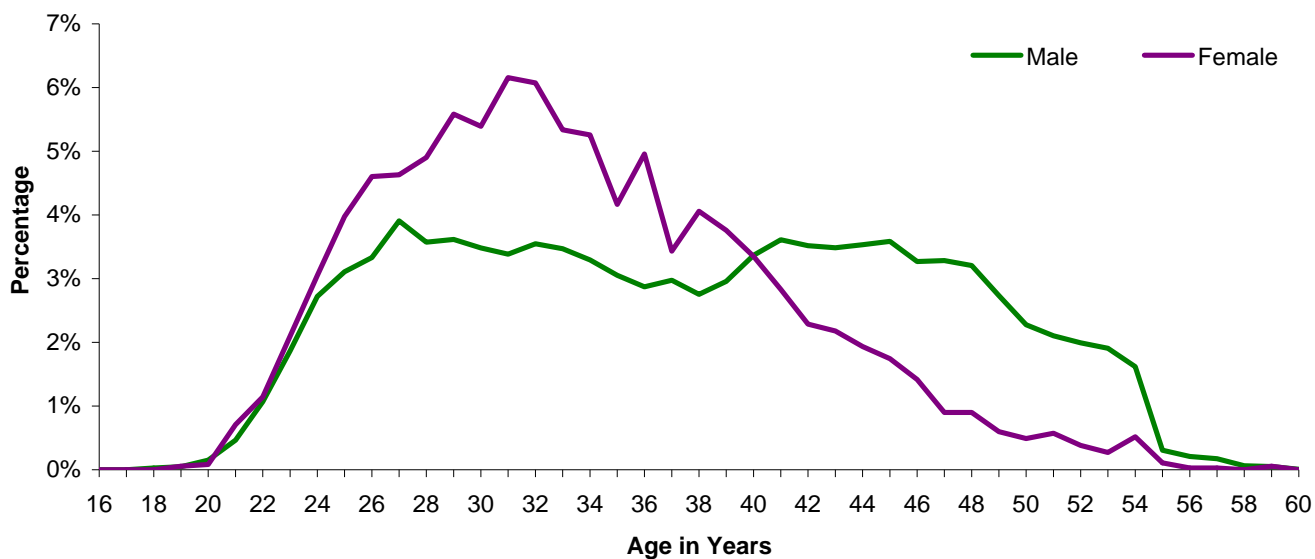
	Number			Percentage in category			Cumulative percent			
	Total	Male	Female	Total	Male	Female	Total	Male	Female	
	Total	141 650	128 710	12 940	100%	100%	100%			
Under 18	2 170	1 990	180	1.5%	1.5%	1.4%	<i>Under 18</i>	1.5%	1.5%	1.4%
18-19	6 900	6 360	540	4.9%	4.9%	4.2%	<i>19 or under</i>	6.4%	6.5%	5.6%
20-24	36 170	32 920	3 250	25.5%	25.6%	25.1%	<i>24 or under</i>	31.9%	32.1%	30.7%
25-29	34 780	31 150	3 630	24.6%	24.2%	28.1%	<i>29 or under</i>	56.5%	56.3%	58.7%
30-34	25 970	23 220	2 750	18.3%	18.0%	21.2%	<i>34 or under</i>	74.8%	74.3%	80.0%
35-39	17 580	16 160	1 420	12.4%	12.6%	11.0%	<i>39 or under</i>	87.2%	86.9%	90.9%
40-44	11 950	11 020	930	8.4%	8.6%	7.2%	<i>44 or under</i>	95.7%	95.4%	98.1%
45-49	4 360	4 160	200	3.1%	3.2%	1.6%	<i>49 or under</i>	98.8%	98.7%	99.7%
50 and over	1 760	1 720	40	1.2%	1.3%	0.3%		100%	100%	100%

Source: Defence Statistics (Tri-Service)

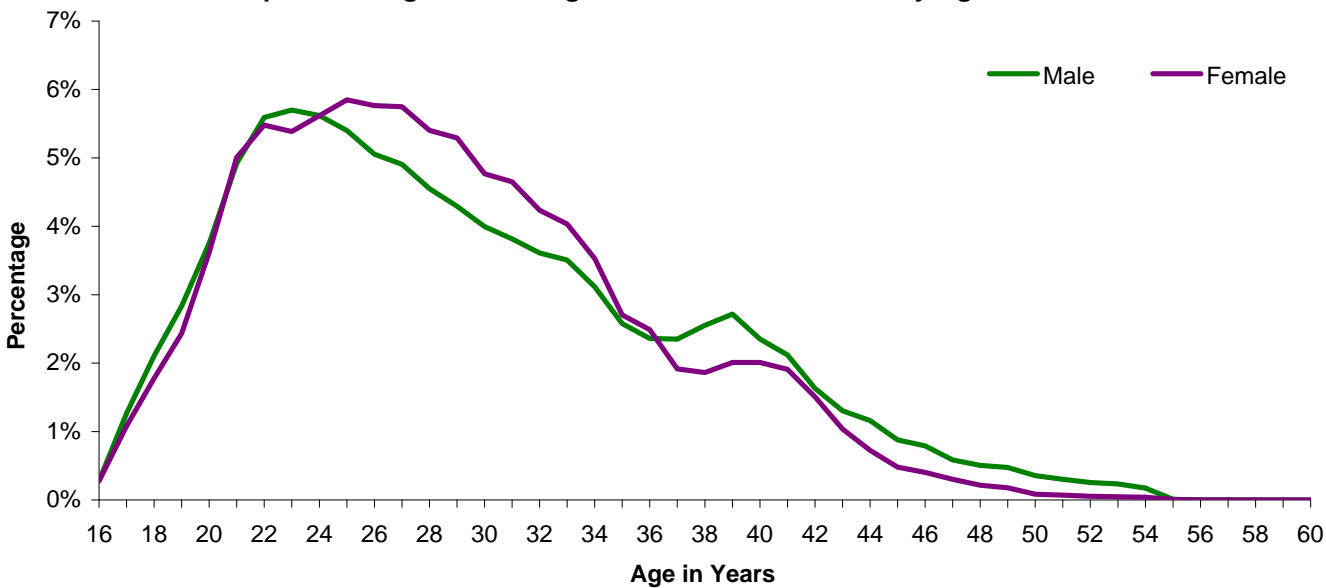
Graph 6: Strength of UK Regular Forces by Age and Rank



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



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



Age distribution of intake and outflow for Officers and Other Ranks

Almost 41% of personnel joining the UK Regular Forces (intake) are aged under 25. Only 28% of officer intake and 16% of other ranks intake occurs aged 25 and over. Officer intake age profiles are heavily influenced by personnel joining after leaving higher education, with over two thirds of all officer intake occurring in the age group of 20 to 24. A peak in intake is visible at ages 22/23 (Graph 9). The age distribution of other ranks intake is more consistent across the age range 16-20 before tailing off from age 21 onwards (Graph 10).

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

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

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

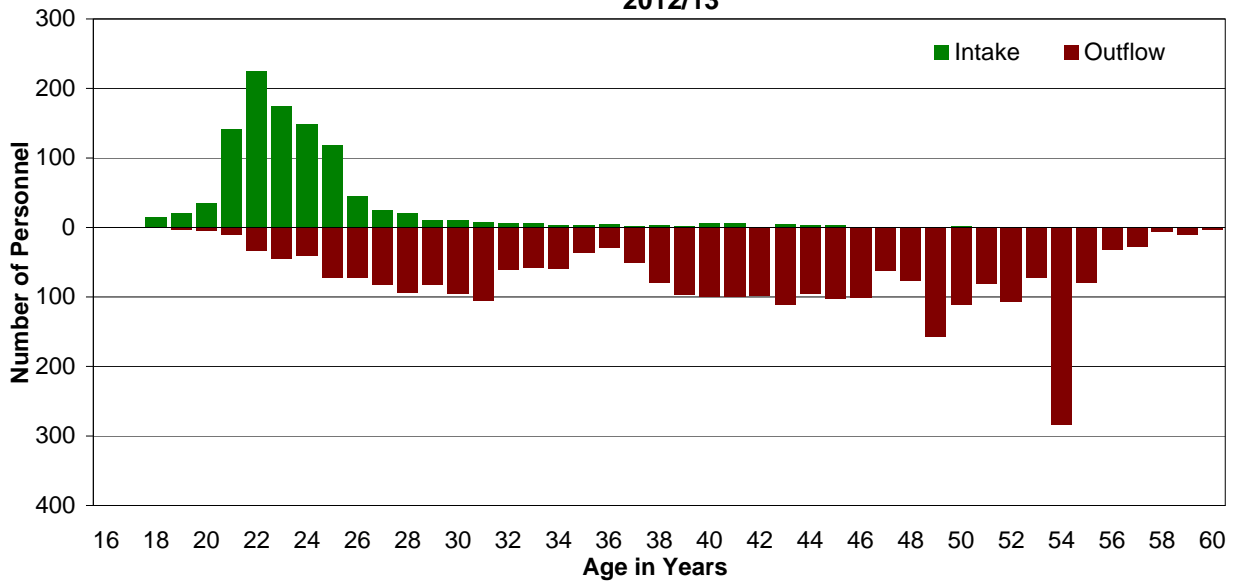
Table 5. UK Regular Forces intake and outflow by age category, Financial Year 2012/13

	Number and percentage											
	Intake						Outflow					
	Total		Officers		Other Ranks		Total		Officers		Other Ranks	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Total	14 370	100%	1 060	100%	13 310	100%	23 520	100%	3 040	100%	20 480	100%
Under 18	2 520	17.6%	-	-	2 520	18.9%	580	2.5%	-	-	580	2.8%
18-19	3 430	23.9%	40	3.3%	3 400	25.5%	1 080	4.6%	-	-	1 080	5.3%
20-24	5 930	41.2%	720	68.5%	5 200	39.1%	4 830	20.6%	130	4.4%	4 700	22.9%
25-29	1 950	13.6%	220	20.9%	1 730	13.0%	5 040	21.4%	400	13.3%	4 640	22.6%
30-34	420	2.9%	30	3.1%	390	2.9%	3 320	14.1%	380	12.4%	2 940	14.4%
35-39	60	0.4%	10	1.3%	40	0.3%	1 750	7.4%	290	9.6%	1 460	7.1%
40-44	40	0.3%	20	1.9%	20	0.1%	4 100	17.4%	500	16.6%	3 590	17.5%
45-49	10	0.1%	10	0.6%	-	-	1 520	6.5%	500	16.5%	1 020	5.0%
50-54	-	-	-	-	-	-	1 110	4.7%	660	21.6%	450	2.2%
55 and over	-	-	-	-	-	-	200	0.9%	170	5.5%	40	0.2%

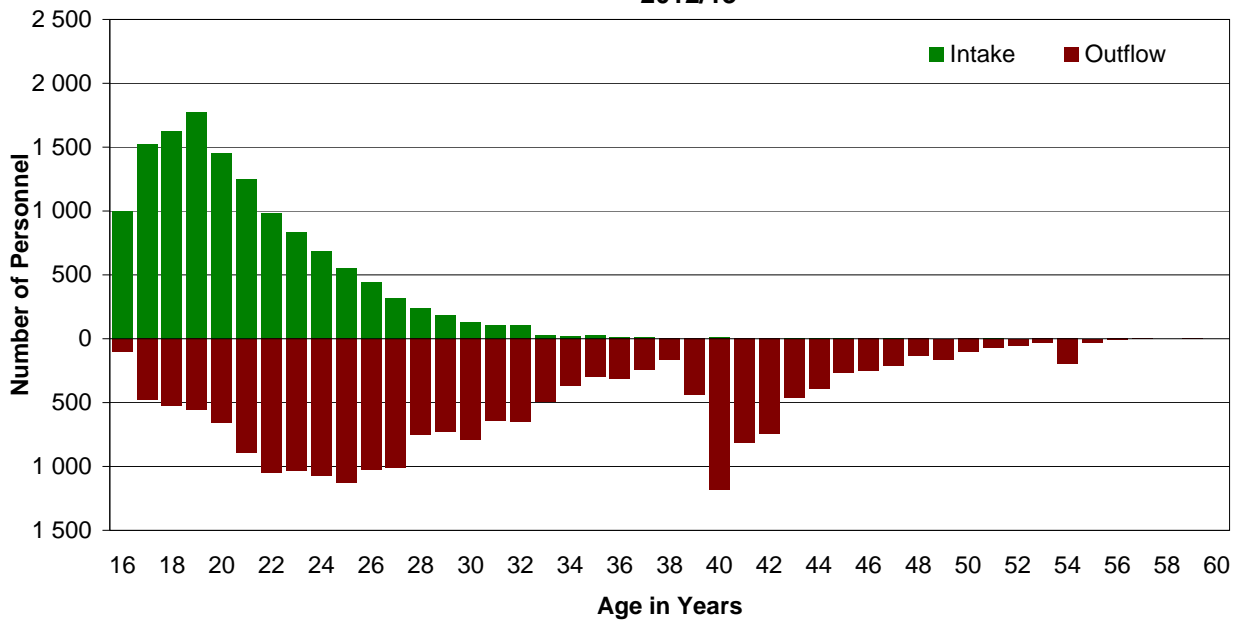
Source: Defence Statistics (Tri-Service)

Age distribution of intake and outflow for Officers and Other Ranks

Graph 9: Intake and Outflow of UK Regular Forces Officers by Age, FY 2012/13



Graph 10: Intake and Outflow of UK Regular Forces Other Ranks by Age, FY 2012/13



Age distribution of intake and outflow for males and females

The age distribution of personnel joining the Armed Forces (intake) is similar for male and female personnel. The age distribution of personnel leaving the Armed Forces (outflow) is also similar for male and female personnel up to and including the age group 25-29. However, outflow profiles from age 20 to 34 differ, with a higher proportion of females leaving at these ages. A higher proportion of males (30.1% male compared with 22.1% female) outflow aged 40 or over, which implies that more males than females are completing full careers.

Defence Statistics's analysis of maternity leave suggests that approximately 6% of women in the Armed Forces take maternity leave in each year, of which more than 90% return to work afterwards (latest analysis dates from 2010). Therefore a small proportion of outflow occurs following maternity, and this could be a contributing factor towards the different patterns of male and female outflow.

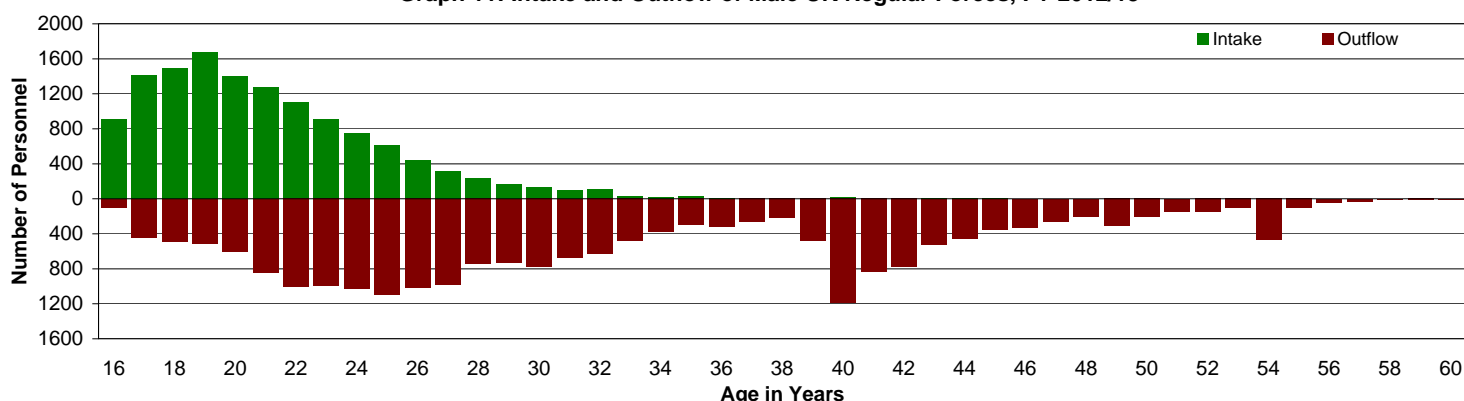
Table 6. UK Regular Forces intake and outflow by age category and sex, Financial Year 2012/13

Number and percentage

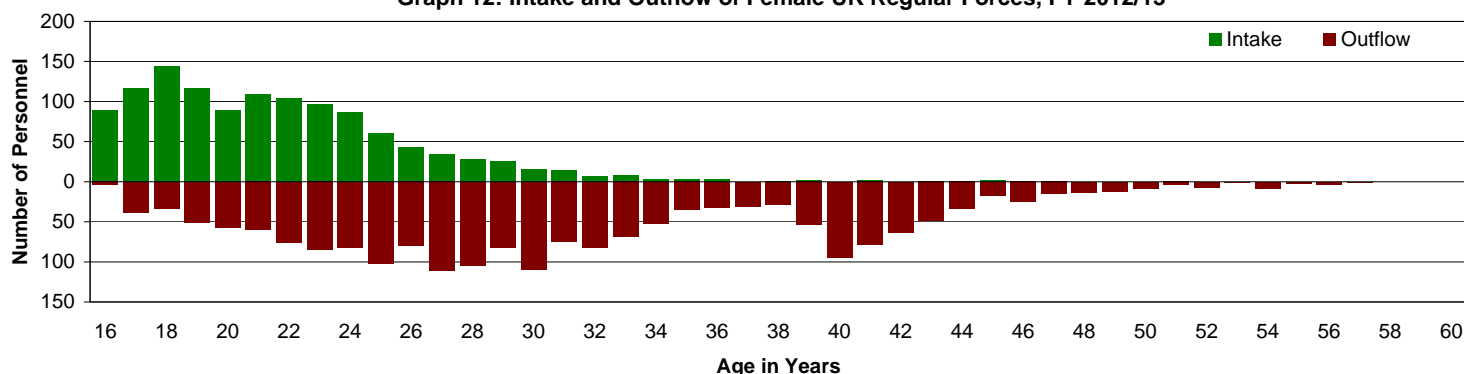
	Total		Intake Males		Females		Total		Outflow Males		Females	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Total	14 370	100%	13 170	100%	1 200	100%	23 520	100%	21 560	100%	1 970	100%
Under 18	2 520	17.6%	2 320	17.6%	210	17.1%	580	2.5%	540	2.5%	40	2.1%
18-19	3 430	23.9%	3 170	24.1%	260	21.6%	1 080	4.6%	1 000	4.6%	80	4.3%
20-24	5 930	41.2%	5 440	41.3%	490	40.4%	4 830	20.6%	4 470	20.8%	360	18.3%
25-29	1 950	13.6%	1 760	13.4%	190	15.8%	5 040	21.4%	4 560	21.2%	480	24.4%
30-34	420	2.9%	380	2.8%	50	4.0%	3 320	14.1%	2 930	13.6%	390	19.7%
35-39	60	0.4%	50	0.4%	10	0.7%	1 750	7.4%	1 570	7.3%	180	9.2%
40-44	40	0.3%	40	0.3%	-	-	4 100	17.4%	3 780	17.5%	320	16.2%
45-49	10	0.1%	10	0.1%	-	-	1 520	6.5%	1 440	6.7%	80	4.2%
50-54	-	-	-	-	-	-	1 110	4.7%	1 080	5.0%	30	1.4%
55 and over	-	-	-	-	-	-	200	0.9%	200	0.9%	10	0.3%

Source: Defence Statistics (Tri-Service)

Graph 11: Intake and Outflow of Male UK Regular Forces, FY 2012/13



Graph 12: Intake and Outflow of Female UK Regular Forces, FY 2012/13



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

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

However, below this threshold, there are proportionally more Army personnel joining the other ranks at a younger age than there are in the Naval Service and RAF. For example, 24% of Army other ranks join aged 17 or under (compared with 5% and 8% for the Naval Service and RAF respectively). The opposite is true for officers, where the Army intake is older than that of the other two Services. The Naval Service has the youngest officer intake with 23% of personnel joining between the ages of 18 and 21.

Table 7. UK Regular Forces intake by Service and age, Financial Year 2012/13

	Officers				Other Ranks				Number
	All Services	Naval Service	Army	Royal Air Force	All Services	Naval Service	Army	Royal Air Force	
Total	1 060	280	640	140	13 310	2 490	9 660	1 170	
16	-	-	-	-	1 000 ^r	20	970 ^r	10	
17	-	-	-	-	1 520 ^r	110	1 330 ^r	80 ^r	
18	20 ^r	10	-	-	1 620 ^r	300 ^r	1 190	140	
19	20	10	10	-	1 770 ^r	390 ^r	1 190 ^r	180	
20	40 ^r	10	20	-	1 450 ^r	300	1 010	140	
21	140	30	90 ^r	20	1 240 ^r	310	800	130 ^r	
22	220	70 ^r	130	20	980	250	630	110	
23	180	40	120	20	830 ^r	180 ^r	560 ^r	90	
24	150 ^r	50	80 ^r	10	690 ^r	180	430 ^r	80	
25 and over	300	60	180	60	2 190 ^r	440	1 540 ^r	220	

Percentage of intake in each age category

16	-	-	-	-	7.5% ^r	0.8% ^r	10.1% ^r	0.7% ^r
17 or under	-	-	-	-	18.9% ^r	5.3% ^r	23.8% ^r	7.5% ^r
18 or under	1.4% ^r	4.6% ^r	-	-	31.1% ^r	17.3% ^r	36.2% ^r	19.1% ^r
19 or under	3.3%	6.8%	2.0%	-	44.5% ^r	33.1% ^r	48.5% ^r	34.9% ^r
20 or under	6.6% ^r	11.4%	4.7% ^r	-	55.4% ^r	45.4% ^r	59.0% ^r	46.9% ^r
21 or under	20.0% ^r	22.5% ^r	18.9% ^r	20.3% ^r	64.7% ^r	57.8% ^r	67.3% ^r	58.0% ^r
22 or under	41.3% ^r	46.4% ^r	39.7% ^r	38.4% ^r	72.1% ^r	68.0% ^r	73.8% ^r	67.1% ^r
23 or under	57.8% ^r	60.7% ^r	58.1% ^r	50.7% ^r	78.4% ^r	75.4% ^r	79.6% ^r	74.6% ^r
24 or under	71.8% ^r	79.6% ^r	71.4% ^r	58.0% ^r	83.5% ^r	82.4% ^r	84.0% ^r	81.5%
	100%	100%	100%	100%	100%	100%	100%	100%

Source: Defence Statistics (Tri-Service)

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

Within officer outflow 16% of Army officer outflow and 16% of Naval Service officer outflow occurred aged under 30 years compared with 22% of the RAF officer outflow.

Other ranks outflow by age differs across the three Services. Army personnel leave at a younger age than Naval Service personnel, who in turn leave at a younger age than the RAF. For example almost 61% of Army other ranks outflow occurs aged under 30 years compared with just over 52% of Naval Service other ranks outflow and 27% of RAF other ranks outflow.

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

Table 8. UK Regular Forces outflow by Service and age, Financial Year 2012/13

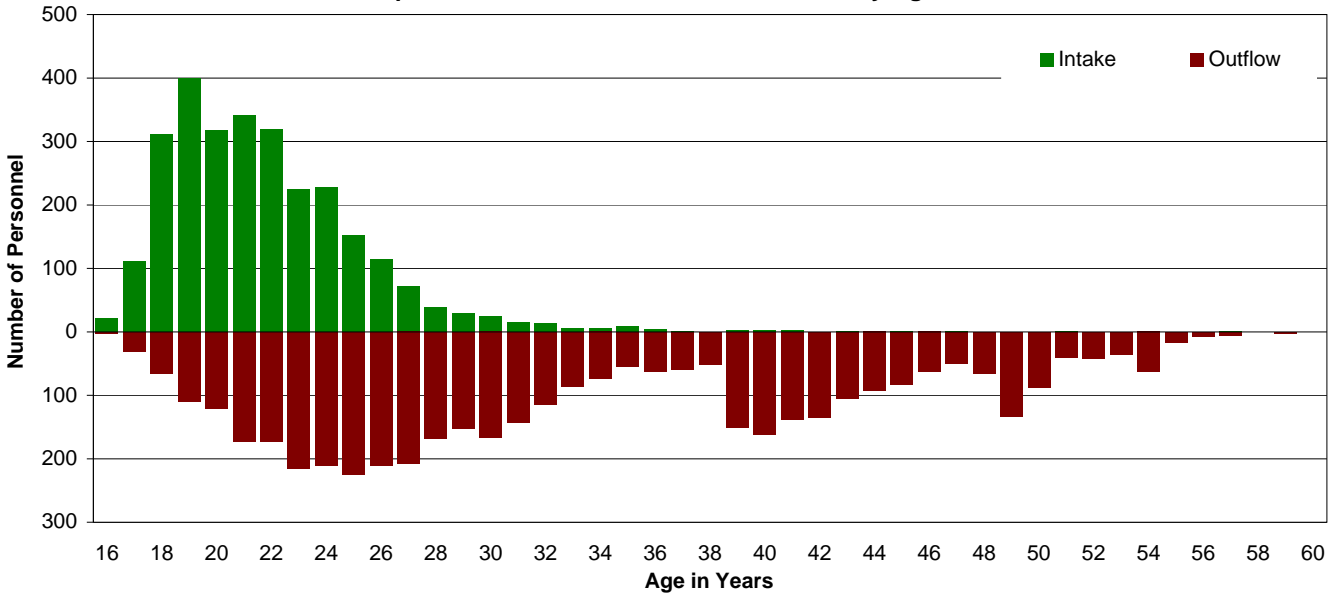
	Officers				Other Ranks				Number
	All Services	Naval Service	Army	Royal Air Force	All Services	Naval Service	Army	Royal Air Force	
Total	3 040	590	1 460	990	20 480	3 760	13 430	3 300	
Under 18	-	-	-	-	580 †	30	540 †	10	
18-19	-	-	-	-	1 080	170	860 †	40	
20-24	130	30	40	60	4 700 †	860	3 560 †	280	
25-29	400	60	190 †	160 †	4 640 †	900	3 180 †	560 †	
30-34	380	50	240	90	2 940 †	530	1 870 †	540 †	
35-39	290	60	130	100	1 460 †	320 †	740 †	400 †	
40-44	500 †	90	240 †	170	3 590 †	540 †	2 260 †	790 †	
45-49	500 †	120 †	240 †	140	1 020 †	270 †	360 †	390	
50-54	660 †	150	310 †	200 †	450 †	120 †	60 †	270 †	
55 and over	170 †	30 †	70 †	70 †	40 †	10 †	10 †	20 †	

Percentage of outflow in each age category

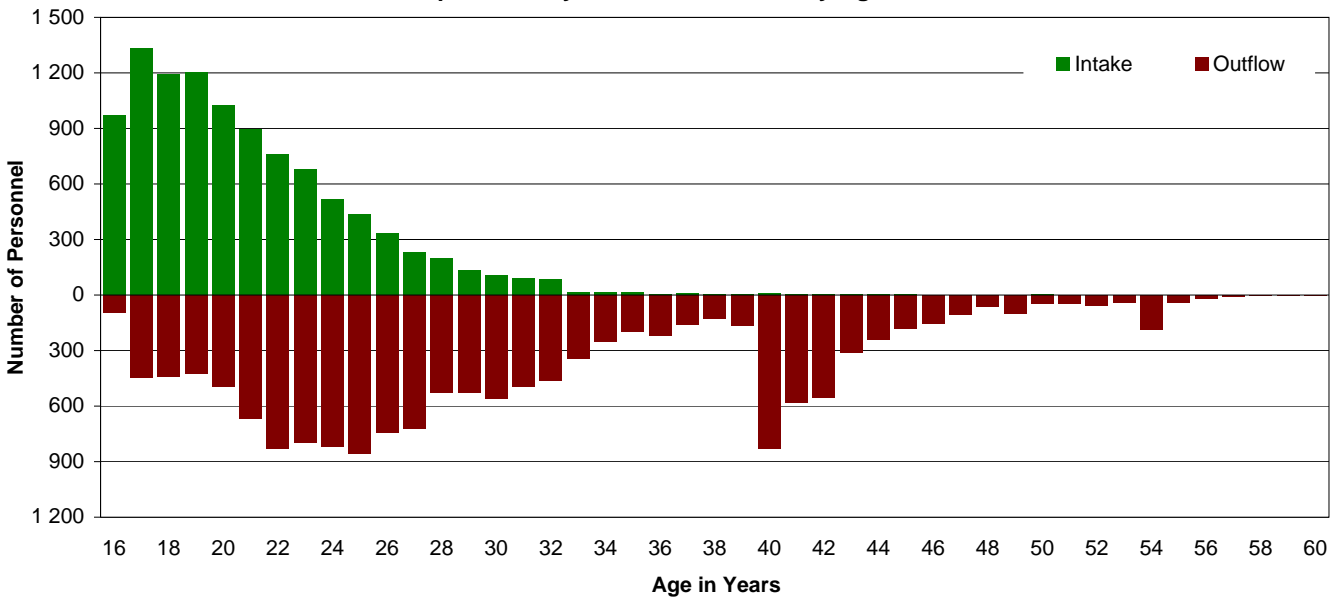
<i>Under 18</i>	-	-	-	-	2.8% †	0.9% †	4.0% †	0.2%
<i>19 or under</i>	-	-	-	-	8.1% †	5.5% †	10.4% †	1.5%
<i>24 or under</i>	4.5%	5.8%	3.2%	5.8%	31.0% †	28.4% †	36.9% †	10.1%
<i>29 or under</i>	17.8% †	16.1% †	15.9% †	21.6% †	53.7% †	52.4% †	60.6% †	27.0% †
<i>34 or under</i>	30.2%	24.8% †	32.3%	30.4%	68.0%	66.5% †	74.5%	43.4% †
<i>39 or under</i>	39.9% †	34.3%	41.4% †	41.0% †	75.1% †	75.0% †	80.0% †	55.5% †
<i>44 or under</i>	56.5% †	49.6%	58.0% †	58.4%	92.6% †	89.4% †	96.8% †	79.4% †
<i>49 or under</i>	73.0% †	70.3% †	74.3% †	72.6% †	97.6% †	96.7% †	99.5%	91.1%
<i>54 or under</i>	94.5% †	95.6% †	95.5% †	92.5% †	99.8% †	99.8% †	99.9% †	99.3% †
	100%	100%	100%	100%	100%	100%	100%	100%

Source: Defence Statistics (Tri-Service)

Graph 13: Naval Service Intake and Outflow by Age, FY 2012/13



Graph 14: Army Intake and Outflow by Age, FY 2012/13



Graph 15: Royal Air Force Intake and Outflow by Age, FY 2012/13

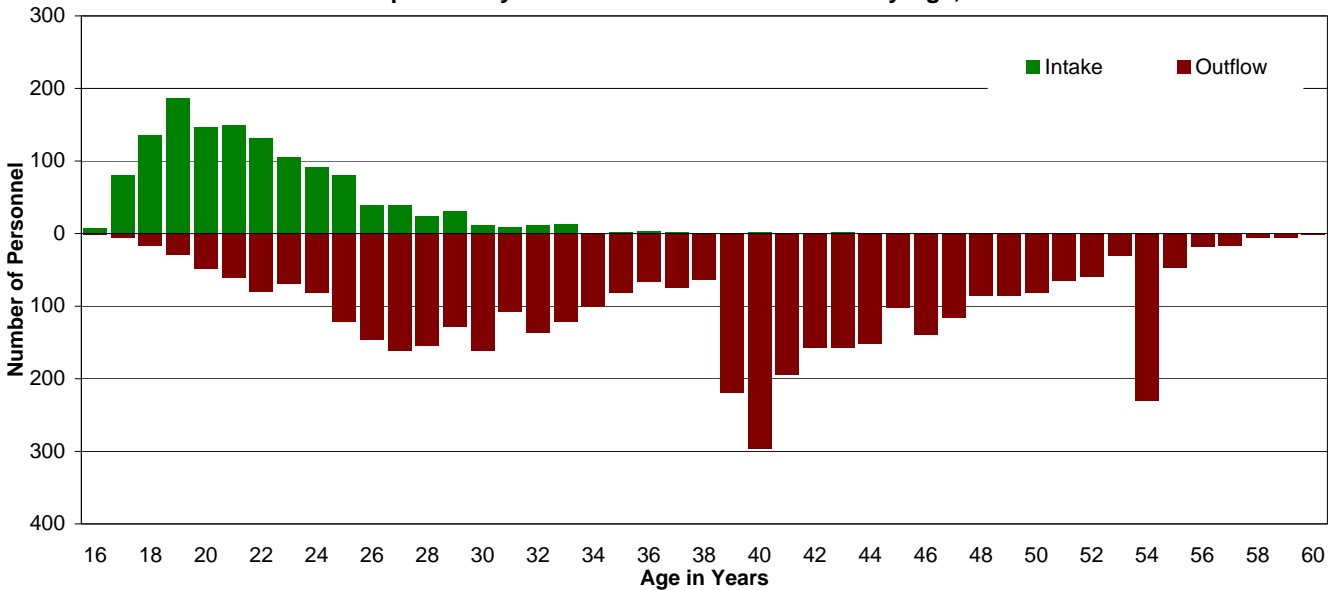


Table 9. Intake¹ to and Outflow² from UK Regular Forces³ by Service at 1 April each year

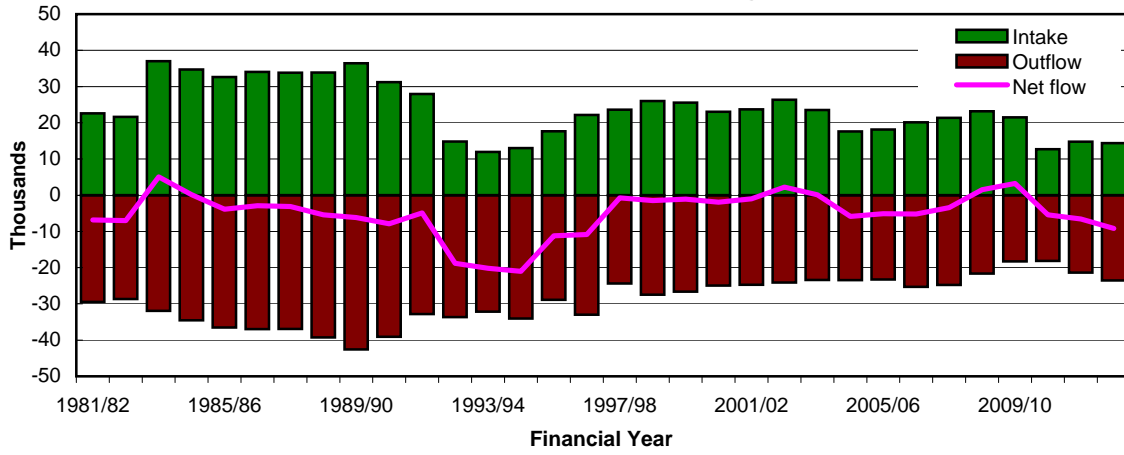
The intake to UK Regular Forces decreased by 430 (2.9%) to 14,370 in the financial year 2012/13 compared with 2011/12. Outflow from the UK Regular Forces was 23,520 in financial year 2012/13. This was an increase of 2,150 (10.1%) when compared with 2011/12. The Army Outflow increased 12.8%, from 13,200 to 14,890 between 2011/12 to 2013 respectively, whilst RAF increased 11.2% and Naval Service 0.7% during this same time period. Total strength of the Armed Forces has decreased by 5.1% across all the services. The Army has reduced its total strength by 4.3% whilst the Naval Service 4.5% and Royal Air Force have reduced their total strength by 7.4%.

	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13
All Services						
Strength at start of period	190 670	186 910	188 600	191 710	186 360	179 800
Intake (+)	21 350	23 190	21 500	12 730	14 800	14 370
Outflow (-)	24 760	21 650	18 270	18 140	21 370	23 520
Strength at end of period ⁴	186 910	188 600	191 710	186 360	179 800	170 710
Naval Service						
Strength at start of period	38 850	38 560	38 340	38 730	37 660	35 540
Intake (+)	4 040	4 240	4 130	2 550	2 220	2 770
Outflow (-)	4 330	4 440	3 720	3 630	4 320	4 350
Strength at end of period ⁴	38 560	38 340	38 730	37 660	35 540	33 960
Army⁵						
Strength at start of period	106 340	104 980	106 700	108 920	106 240	104 250
Intake (+)	14 290	14 660	13 910	8 760	11 190	10 300
Outflow (-)	15 280	13 080	11 560	11 500	13 200	14 890
Strength at end of period ⁴	104 980	106 700	108 920	106 240	104 250	99 730
Royal Air Force						
Strength at start of period	45 480	43 370	43 560	44 050	42 460	40 000
Intake (+)	3 020	4 300	3 460	1 410	1 390	1 310
Outflow (-)	5 150	4 120	2 990	3 010	3 850	4 280
Strength at end of period ⁴	43 370	43 560	44 050	42 460	40 000	37 030

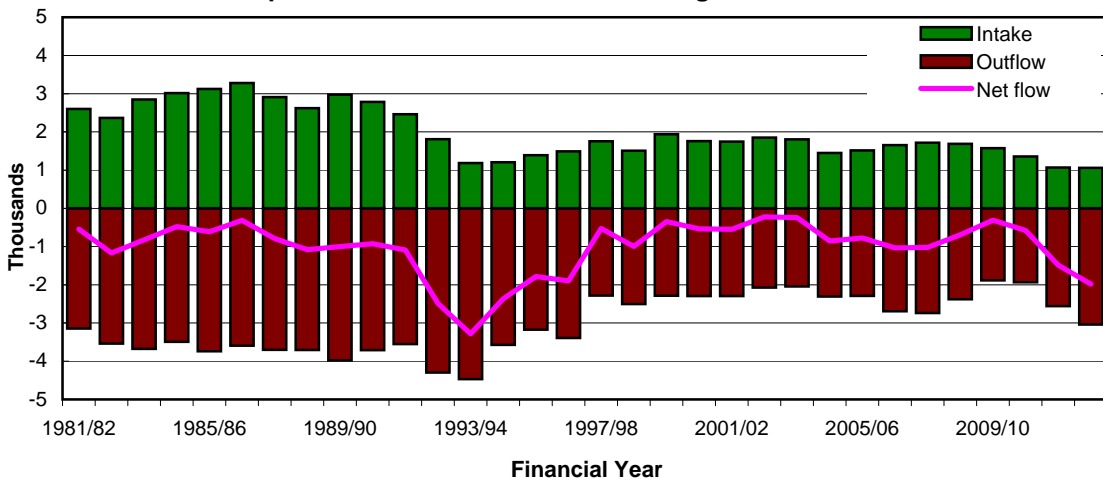
Source: Defence Statistics (Tri-Service)

1. Figures show Intake to UK Regular Forces, both trained and untrained, which comprises new entrants, re-entrants, direct trained entrants (including professionally qualified officers) and intake from the reserves. They exclude all movements within the Regular Forces; including flows from untrained to trained strength, transfers between Services and flows from ranks to officer due to promotion.
2. 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.
3. UK Regular Forces comprises trained and untrained personnel. It does not include Gurkhas, Full Time Reserve personnel and mobilised reservists.
4. Strengths at the end of the period may not equal the sum of the strength at the beginning of the period and intervening intake and outflow. This is due to movements between Services.
5. From 1 April 2009 onwards, Army intake figures include transfers from the Gurkhas to the UK Regular Forces.

Graph 17: Intake and Outflow of UK Regular Forces



Graph 18: Intake and Outflow of UK Regular Officers



Graph 19: Intake and Outflow of UK Regular Other Ranks

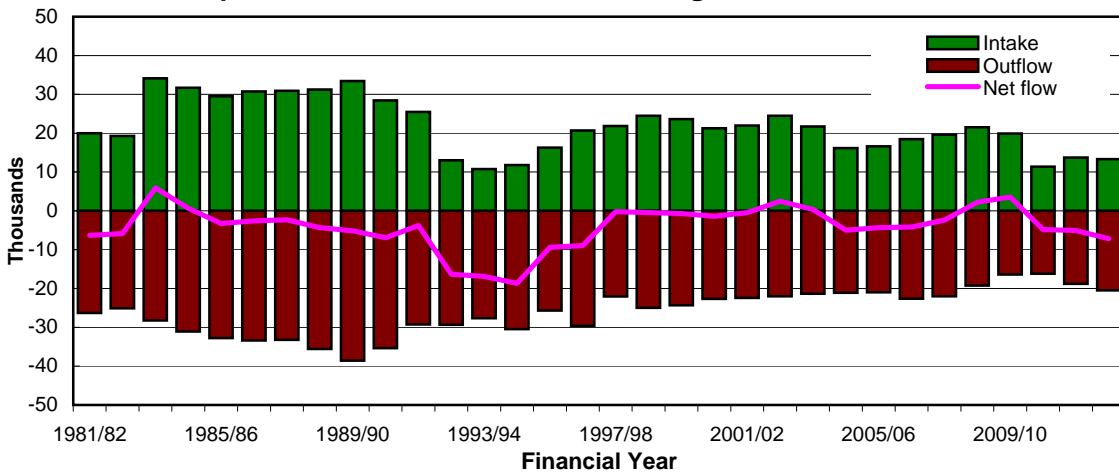


Table 10. NATO Rank Codes and UK Service Ranks

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

Glossary

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

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

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

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

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

Other Ranks Other ranks are members of the Royal Marines, Army and Royal Air Force who are not officers. The equivalent group in the Royal Navy is known as "Ratings".

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

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

- **Phase 1** Training includes all new entry training to provide basic military skills.
- **Phase 2** Training includes initial individual specialisation, sub-specialisation and technical training following Phase 1 training prior to joining the trained strength.

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