



# Ministry of Defence



## UK Armed Forces Annual Personnel Report

1 April 2014

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This publication is an annual report providing information on the number of military personnel in (defined as the **strength**), joining (**intake**) and leaving (**outflow**) the UK Regular Forces. It complements the UK Armed Forces Quarterly and Monthly Personnel Report by providing greater detail about the sex, ethnicity and rank of the Armed Forces.

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

### Key Points and Trends

#### At 1 April 2014:

- There were 159,630 UK Regular Forces personnel, of which 27,850 were officers and 131,770 were other ranks.
- The percentage of women in the UK Regular Forces was 9.9% in April 2014.
- 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.
- 55.9% of Army personnel were aged under 30, compared with 48.4% of the Naval Service and 39.2% of the RAF.
- 1.1% of UK Regular Forces were under the age of 18, and 26.6% were under the age of 25.

#### In the 12 months to 31 March 2014:

- 44.6% of all other ranks intake occurred under the age of 20; compared with only 4.0% of all officer intake.
- 70.5% of all officer intake comprised personnel aged between 20 and 24; compared with only 38.9% 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 2014, common exit ages for officers were 40 and over. 60.2% 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.

## **Introduction**

The UK Armed Forces Annual Personnel Report (APR) contains figures on the strength, intake and outflow of UK Regular Forces at 1 April 2014 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 2012-13 to trends in 2013-14, time series on these trends can be found in Chapter 2 of UKDS at <https://www.gov.uk/government/collections/uk-defence-statistics-compendium-index>

Further information on the background and quality of our data can be found in our Background Quality reports that can be accessed at <https://www.gov.uk/government/publications/tri-service-personnel-bulletin-background-quality-reports>

## **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**

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## 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 proportionally more officers than the Army.

The structure of officer strength by rank is similar across the three 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 excludes OR8 and largely excludes OR3).

**Table 1 - UK Regular Forces Rank Structure at 1 April 2014**

Number and percentage

	All Personnel				Each rank <sup>2</sup> as % of total			
	All Services	Naval Service	Army	Royal Air Force	All Services	Naval Service	Army	Royal Air Force
<b>Total</b>	<b>159 630</b>	<b>33 330</b>	<b>91 070</b>	<b>35 230</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
<b>Officers<sup>1</sup></b>	<b>27 850</b>	<b>6 800</b>	<b>13 200</b>	<b>7 850</b>	<b>17.4%</b>	<b>20.4%</b>	<b>14.5%</b>	<b>22.3%</b>
OF-9	8	1	5	2	-	-	-	-
OF-8	27	8	11	8	0.1%	0.1%	0.1%	0.1%
OF-7	95	29	39	27	0.3%	0.4%	0.3%	0.3%
OF-6	308	75	158	75	1.1%	1.1%	1.2%	1.0%
OF-5	1 080	260	520	300	3.9%	3.9%	3.9%	3.8%
OF-4	3 720	1 030	1 670	1 020	13.3%	15.1%	12.6%	13.0%
OF-3	8 360	2 000	4 150	2 200	30.0%	29.4%	31.5%	28.1%
OF-2	10 720	2 670	4 490	3 560	38.5%	39.3%	34.0%	45.3%
OF-1 / OF (D)	3 530	720	2 160	650	12.7%	10.6%	16.3%	8.3%
<b>Other Ranks</b>	<b>131 770</b>	<b>26 530</b>	<b>77 860</b>	<b>27 380</b>	<b>82.6%</b>	<b>79.6%</b>	<b>85.5%</b>	<b>77.7%</b>
OR-9	2 970	660	1 340	970	2.3%	2.5%	1.7%	3.5%
OR-8	4 400	670	3 730	*	3.3%	2.5%	4.8%	*
OR-7	10 910	3 090	5 280	2 540	8.3%	11.7%	6.8%	9.3%
OR-6	17 100	3 650	8 230	5 210	13.0%	13.8%	10.6%	19.0%
OR-4	26 170	5 650	13 520	7 000	19.9%	21.3%	17.4%	25.6%
OR-3	14 880	660	14 030	200	11.3%	2.5%	18.0%	0.7%
OR-1/OR-2	55 340	12 140	31 730	11 470	42.0%	45.8%	40.8%	41.9%

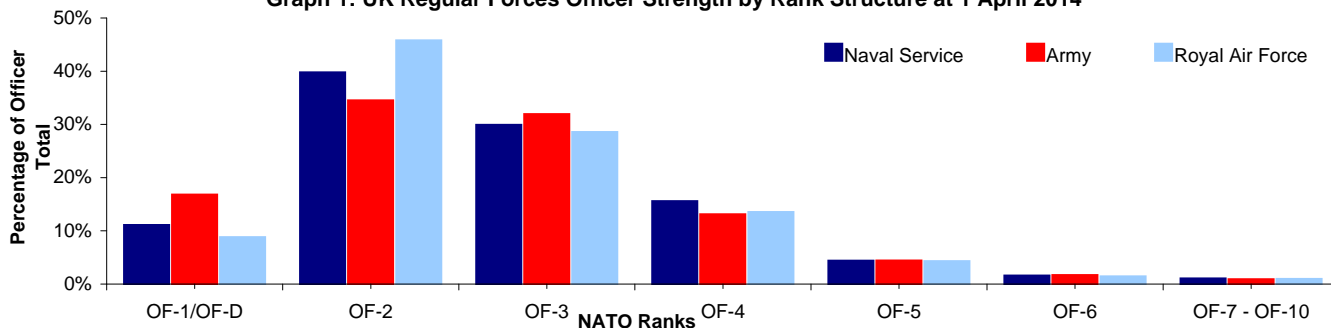
Source : Defence Statistics (Tri-Service)

1. Strengths for senior officers (OF-6 - OF-9) have been left unrounded because data for these personnel are considered non-sensitive and are already in the public domain.

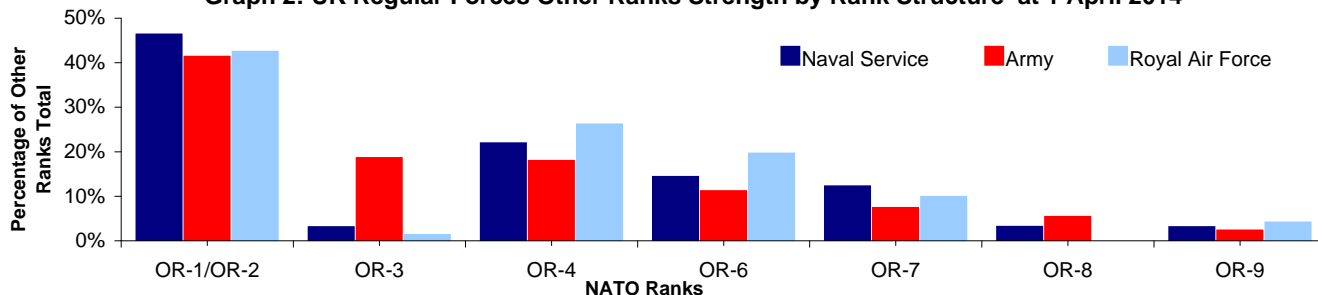
2. Percentages for individual officer ranks are based on the totals for officers. Percentages for individual other ranks are based on the totals for other ranks.

**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 at 1 April 2014**



**Graph 2: UK Regular Forces Other Ranks Strength by Rank Structure at 1 April 2014**



## 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 smallest proportion of female Other Ranks and the smallest proportion of females overall. The Naval Service have the smallest proportion of 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 2004 show that 78% of posts in the Navy, 71% of posts in the Army and 94% 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. The RAF have the greatest proportion of posts open to females which may explain the greater proportion of females in the Armed Forces being in the RAF.

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 and also by Service with the Army employing the most BME personnel (10.3%) and the RAF the least (2.1%). Since 2009, Gurkha personnel have been able to transfer into the UK Regular Army, and this can partially explain the larger proportion of BME personnel in the Army.

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

**Table 1a - UK Regular Forces Rank Structure by sex and ethnicity at 1 April 2014**

	Females as % of each rank				BME Personnel as % of each rank				Percentage
	All Services	Naval Service	Army	Royal Air Force	All Services	Naval Service	Army	Royal Air Force	
<b>Total</b>	<b>9.9%</b>	<b>9.1%</b>	<b>8.7%</b>	<b>13.8%</b>	<b>7.1%</b>	<b>3.5%</b>	<b>10.3%</b>	<b>2.1%</b>	
<b>Officers</b>	<b>12.7%</b>	<b>10.0%</b>	<b>11.8%</b>	<b>16.5%</b>	<b>2.4%</b>	<b>1.8%</b>	<b>2.7%</b>	<b>2.3%</b>	
OF-9	-	-	-	-	-	-	-	-	
OF-8	-	-	-	-	-	-	-	-	
OF-7	2.1%	-	-	7.4%	1.1%	-	-	3.8%	
OF-6	1.9%	-	1.3%	5.3%	1.3%	1.4%	1.3%	1.4%	
OF-5	4.6%	2.6%	5.0%	5.7%	1.6%	0.8%	2.3%	1.0%	
OF-4	7.3%	4.3%	7.8%	9.6%	2.2%	1.7%	2.1%	2.9%	
OF-3	13.7%	10.0%	13.0%	18.4%	2.6%	1.8%	2.9%	2.7%	
OF-2	14.8%	13.4%	13.1%	18.1%	2.4%	1.7%	2.9%	2.1%	
OF-1 / OF (D)	13.5%	10.2%	12.9%	18.7%	2.5%	2.4%	2.9%	1.3%	
<b>Other Ranks</b>	<b>9.3%</b>	<b>8.8%</b>	<b>8.2%</b>	<b>13.0%</b>	<b>8.1%</b>	<b>3.9%</b>	<b>11.6%</b>	<b>2.0%</b>	
OR-9	5.1%	4.5%	6.0%	4.3%	1.5%	0.9%	1.6%	1.8%	
OR-8	6.1%	0.3%	7.1%	*	1.5%	0.5%	1.7%	*	
OR-7	7.6%	5.4%	9.2%	7.1%	2.8%	1.8%	3.9%	1.6%	
OR-6	10.8%	8.6%	9.8%	14.0%	5.1%	2.1%	8.5%	1.7%	
OR-4	12.1%	11.8%	9.7%	17.0%	8.9%	5.2%	13.9%	1.7%	
OR-3	7.9%	-	8.4%	-	15.2%	4.2%	15.8%	5.1%	
OR-1/OR-2	8.8%	9.5%	7.2%	12.4%	8.6%	4.7%	12.3%	2.3%	

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 55% of Army personnel are aged under 30; compared with the Naval Service 48.4% and 39.2% of the RAF.

The Army has the highest proportion of personnel aged under 25 (31.4%) and the lowest proportion of personnel aged 40 or over (12.6%). Conversely, the RAF has the lowest proportion of personnel aged under 25 (17.1%) and the highest proportion of personnel aged 40 or over (26.5%).

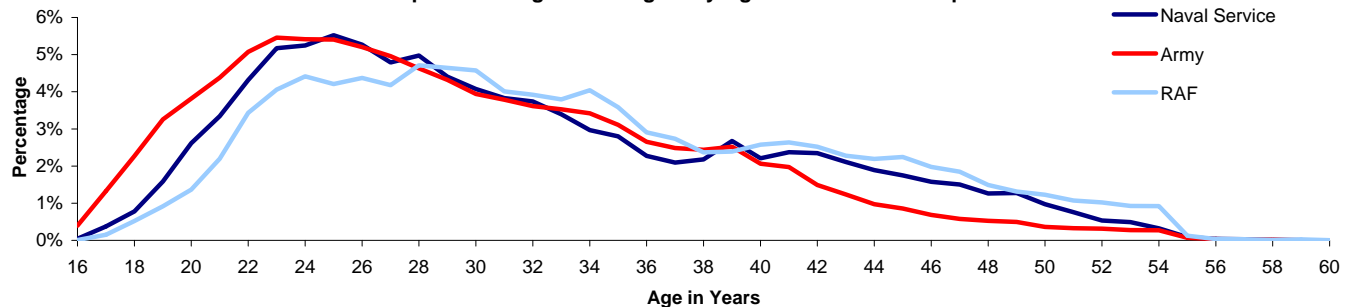
The different age profiles reflect the different intake patterns of the Services (see Table 7); people tend to join the Army at a younger age than either the Naval Service or the RAF. The RAF also has a mixture of contract lengths unlike the other Services, with personnel at some of the more senior ranks 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 2014**

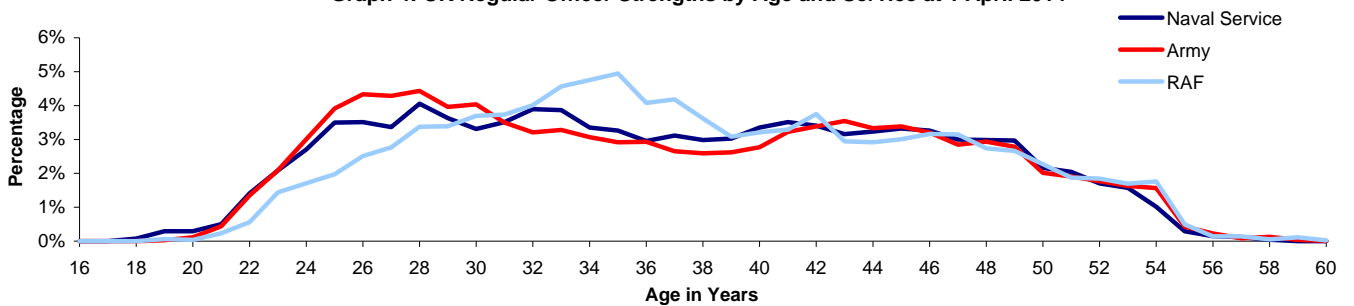
	Number and percentage								Percentage				
	Number				Percentage in category				Cumulative percent				
	All Services	Naval Service	Army	Royal Air Force	All Services	Naval Service	Army	Royal Air Force	All Services	Naval Service	Army	Royal Air Force	
<b>Total</b>	<b>159 630</b>	<b>33 330</b>	<b>91 070</b>	<b>35 230</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>					
<b>Under 18</b>	<b>1 760</b>	140	1 570	60	<b>1.1%</b>	0.4%	1.7%	0.2%	<i>Under 18</i>	<b>1.1%</b>	0.4%	1.7%	0.2%
<b>18-19</b>	<b>6 330</b>	790	5 040	510	<b>4.0%</b>	2.4%	5.5%	1.4%	<i>19 or under</i>	<b>5.1%</b>	2.8%	7.3%	1.6%
<b>20-24</b>	<b>34 340</b>	6 900	21 990	5 450	<b>21.5%</b>	20.7%	24.1%	15.5%	<i>24 or under</i>	<b>26.6%</b>	23.5%	31.4%	17.1%
<b>25-29</b>	<b>38 440</b>	8 320	22 330	7 790	<b>24.1%</b>	25.0%	24.5%	22.1%	<i>29 or under</i>	<b>50.7%</b>	48.4%	55.9%	39.2%
<b>30-34</b>	<b>29 820</b>	6 000	16 660	7 160	<b>18.7%</b>	18.0%	18.3%	20.3%	<i>34 or under</i>	<b>69.3%</b>	66.4%	74.2%	59.5%
<b>35-39</b>	<b>20 960</b>	4 010	12 030	4 930	<b>13.1%</b>	12.0%	13.2%	14.0%	<i>39 or under</i>	<b>82.5%</b>	78.5%	87.4%	73.5%
<b>40-44</b>	<b>14 990</b>	3 640	7 050	4 300	<b>9.4%</b>	10.9%	7.7%	12.2%	<i>44 or under</i>	<b>91.9%</b>	89.4%	95.2%	85.7%
<b>45-49</b>	<b>8 440</b>	2 460	2 860	3 130	<b>5.3%</b>	7.4%	3.1%	8.9%	<i>49 or under</i>	<b>97.2%</b>	96.8%	98.3%	94.6%
<b>50-54</b>	<b>4 260</b>	1 020	1 410	1 820	<b>2.7%</b>	3.1%	1.6%	5.2%	<i>54 or under</i>	<b>99.8%</b>	99.8%	99.9%	99.8%
<b>55 and over</b>	<b>270</b>	60	130	80	<b>0.2%</b>	0.2%	0.1%	0.2%		<b>100%</b>	100%	100%	100%

Source: Defence Statistics (Tri-Service)

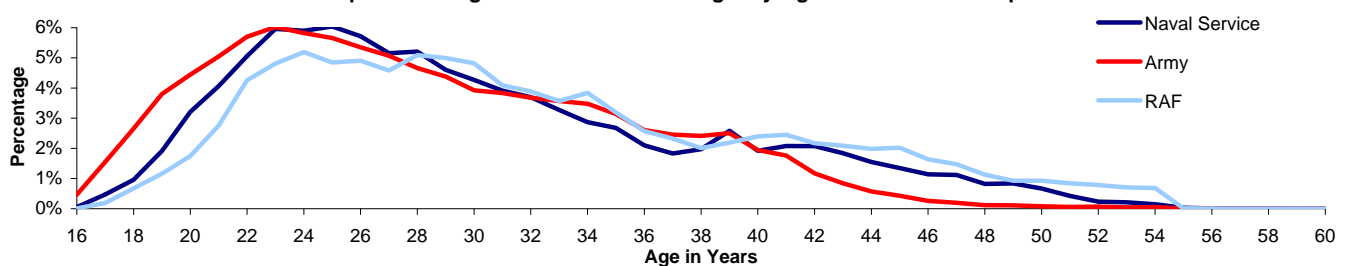
**Graph 3: UK Regular Strengths by Age and Service at 1 April 2014**



**Graph 4: UK Regular Officer Strengths by Age and Service at 1 April 2014**



**Graph 5: UK Regular Other Ranks Strength by Age and Service at 1 April 2014**





## 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 30 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: 23.9% of male officers are aged under 30 compared to 29.0% of female officers. Comparing the same age group for other ranks shows that 56.1% of male other ranks are aged under 30 compared to 57.1% of female other ranks.

Of male officers, 55.9% are aged under 40 compared to 78.4% of female officers. This may be due to there being fewer women in the Armed Forces historically than there are today. Though the proportion of females in the Armed Forces has increased since 1975, females tend to have shorter lengths of Service and are therefore likely to be at the lower ranks. In addition, changes to the restrictions placed on women following pregnancy since 1990 are likely to effect the number of females in senior positions.

**Table 3. UK Regular Officer strength by age and sex at 1 April 2014**

	Number and percentage						Percentage			
	Number			Percentage in category			Cumulative percent			
	Total	Male	Female	Total	Male	Female	Total	Male	Female	
<b>Total</b>	<b>27 850</b>	<b>24 320</b>	<b>3 540</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>				
<b>Under 18</b>	-	-	-	-	-	-	<i>Under 18</i>	-	-	-
<b>18-19</b>	<b>30</b>	<b>30</b>	-	<i>0.1%</i>	<i>0.1%</i>	-	<i>19 or under</i>	<i>0.1%</i>	<i>0.1%</i>	-
<b>20-24</b>	<b>1 710</b>	<b>1 470</b>	<b>240</b>	<i>6.1%</i>	<i>6.1%</i>	<i>6.7%</i>	<i>24 or under</i>	<i>6.3%</i>	<i>6.2%</i>	<i>6.7%</i>
<b>25-29</b>	<b>5 090</b>	<b>4 300</b>	<b>790</b>	<i>18.3%</i>	<i>17.7%</i>	<i>22.3%</i>	<i>29 or under</i>	<i>24.5%</i>	<i>23.9%</i>	<i>29.0%</i>
<b>30-34</b>	<b>5 110</b>	<b>4 130</b>	<b>980</b>	<i>18.3%</i>	<i>17.0%</i>	<i>27.7%</i>	<i>34 or under</i>	<i>42.9%</i>	<i>40.9%</i>	<i>56.7%</i>
<b>35-39</b>	<b>4 420</b>	<b>3 650</b>	<b>770</b>	<i>15.9%</i>	<i>15.0%</i>	<i>21.8%</i>	<i>39 or under</i>	<i>58.7%</i>	<i>55.9%</i>	<i>78.4%</i>
<b>40-44</b>	<b>4 540</b>	<b>4 090</b>	<b>460</b>	<i>16.3%</i>	<i>16.8%</i>	<i>12.9%</i>	<i>44 or under</i>	<i>75.1%</i>	<i>72.7%</i>	<i>91.3%</i>
<b>45-49</b>	<b>4 210</b>	<b>3 980</b>	<b>230</b>	<i>15.1%</i>	<i>16.4%</i>	<i>6.5%</i>	<i>49 or under</i>	<i>90.2%</i>	<i>89.1%</i>	<i>97.8%</i>
<b>50 and over</b>	<b>2 740</b>	<b>2 660</b>	<b>80</b>	<i>9.8%</i>	<i>10.9%</i>	<i>2.2%</i>		<i>100%</i>	<i>100%</i>	<i>100%</i>

Source: Defence Statistics (Tri-Service)

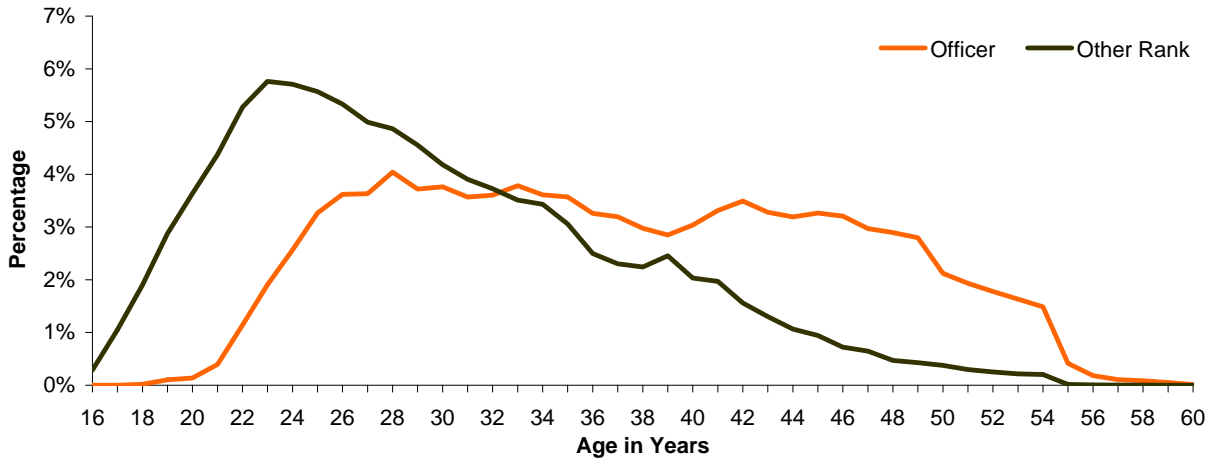
**Table 4. UK Regular Other Ranks strength by age and sex at 1 April 2014**

	Number			Percentage in category			Cumulative percent			
	Total	Male	Female	Total	Male	Female	Total	Male	Female	
	<b>Total</b>	<b>131 770</b>	<b>119 470</b>	<b>12 300</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>			
<b>Under 18</b>	<b>1 760</b>	<b>1 610</b>	<b>150</b>	<i>1.3%</i>	<i>1.4%</i>	<i>1.2%</i>	<i>Under 18</i>	<i>1.3%</i>	<i>1.4%</i>	<i>1.2%</i>
<b>18-19</b>	<b>6 300</b>	<b>5 790</b>	<b>510</b>	<i>4.8%</i>	<i>4.8%</i>	<i>4.1%</i>	<i>19 or under</i>	<i>6.1%</i>	<i>6.2%</i>	<i>5.3%</i>
<b>20-24</b>	<b>32 620</b>	<b>29 700</b>	<b>2 930</b>	<i>24.8%</i>	<i>24.9%</i>	<i>23.8%</i>	<i>24 or under</i>	<i>30.9%</i>	<i>31.1%</i>	<i>29.1%</i>
<b>25-29</b>	<b>33 350</b>	<b>29 910</b>	<b>3 440</b>	<i>25.3%</i>	<i>25.0%</i>	<i>27.9%</i>	<i>29 or under</i>	<i>56.2%</i>	<i>56.1%</i>	<i>57.1%</i>
<b>30-34</b>	<b>24 720</b>	<b>22 040</b>	<b>2 680</b>	<i>18.8%</i>	<i>18.4%</i>	<i>21.8%</i>	<i>34 or under</i>	<i>74.9%</i>	<i>74.5%</i>	<i>78.8%</i>
<b>35-39</b>	<b>16 550</b>	<b>15 080</b>	<b>1 470</b>	<i>12.6%</i>	<i>12.6%</i>	<i>12.0%</i>	<i>39 or under</i>	<i>87.5%</i>	<i>87.2%</i>	<i>90.8%</i>
<b>40-44</b>	<b>10 450</b>	<b>9 580</b>	<b>860</b>	<i>7.9%</i>	<i>8.0%</i>	<i>7.0%</i>	<i>44 or under</i>	<i>95.4%</i>	<i>95.2%</i>	<i>97.8%</i>
<b>45-49</b>	<b>4 230</b>	<b>4 010</b>	<b>220</b>	<i>3.2%</i>	<i>3.4%</i>	<i>1.8%</i>	<i>49 or under</i>	<i>98.6%</i>	<i>98.5%</i>	<i>99.6%</i>
<b>50 and over</b>	<b>1 800</b>	<b>1 750</b>	<b>50</b>	<i>1.4%</i>	<i>1.5%</i>	<i>0.4%</i>		<i>100%</i>	<i>100%</i>	<i>100%</i>

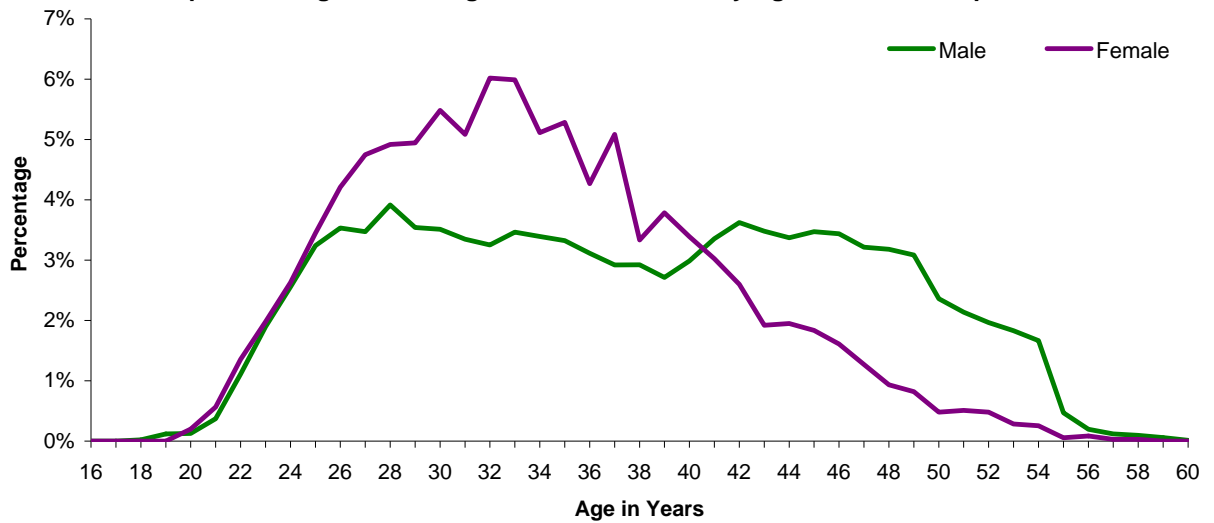
Source: Defence Statistics (Tri-Service)



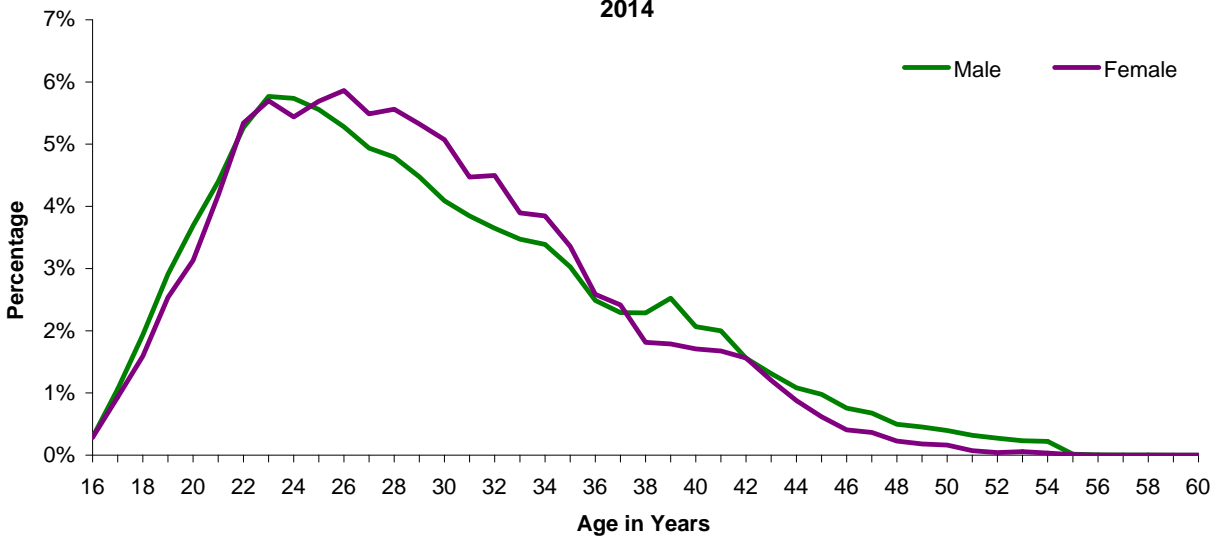
**Graph 6: Strength of UK Regular Forces by Age and Rank at 1 April 2014**



**Graph 7: Strength of UK Regular Forces Officers by Age and Sex at 1 April 2014**



**Graph 8: Strength of UK Regular Forces Other Ranks by Age and Sex at 1 April 2014**



## Age distribution of intake and outflow for Officers and Other Ranks

Of personnel joining the UK Regular Forces (intake), 40.9% are aged under 20. Only 25.2% of officer intake and 16.6% of other ranks intake occurs aged 25 and over. Officer intake age profiles are heavily influenced by personnel joining having left higher education, with 70.5% of all officer intake occurring between ages 20 and 24. A peak in intake is visible at ages 22/23 (Graph 9). The age distribution of other ranks intake is more consistent across the age range 16-19 before tailing off from age 20 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.

Notable peaks in the outflow for officers can be seen at ages 48 and 54. The high level of outflow at age 54 reflects the age at which armed forces personnel are able to receive a pension.

Within the other ranks, the majority of outflow occurs between the ages of 20 and 30. 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 normally comes 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 includes those personnel who, having joined at around age 18, have completed their careers.

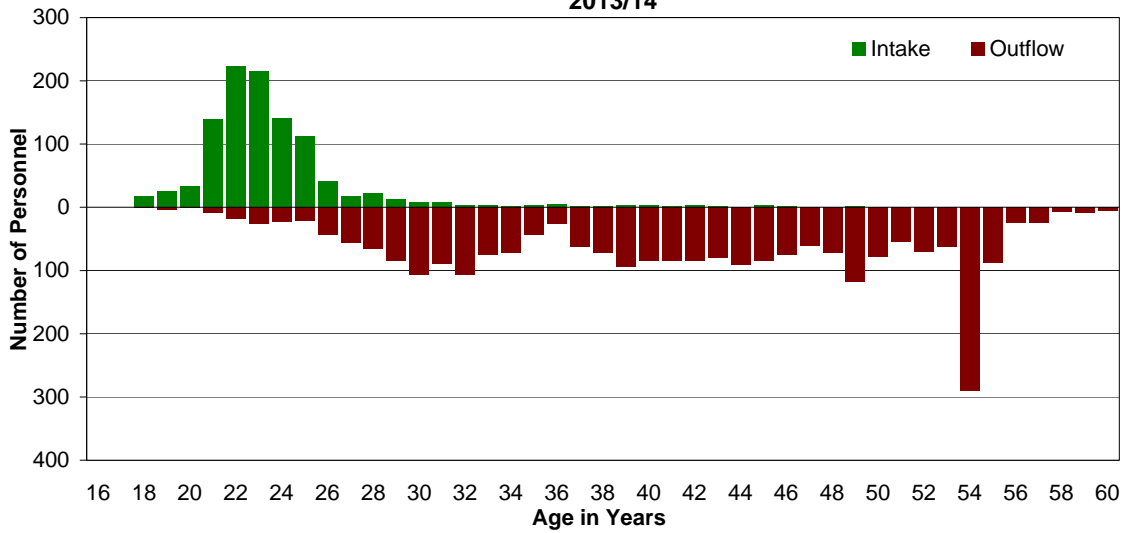
**Table 5. UK Regular Forces intake and outflow by age category, Financial Year 2013/14**

	Number and percentage											
	Intake						Outflow					
	Total		Officers		Other Ranks		Total		Officers		Other Ranks	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
<b>Total</b>	<b>11 880</b>	<b>100%</b>	<b>1 070</b>	<b>100%</b>	<b>10 820</b>	<b>100%</b>	<b>23 000</b>	<b>100%</b>	<b>2 640</b>	<b>100%</b>	<b>20 350</b>	<b>100%</b>
<b>Under 18</b>	<b>2 120</b>	<b>17.8%</b>	-	-	<b>2 120</b>	<b>19.6%</b>	<b>440</b>	<b>1.9%</b>	-	-	<b>440</b>	<b>2.2%</b>
<b>18-19</b>	<b>2 750</b>	<b>23.1%</b>	<b>40</b>	<b>4.0%</b>	<b>2 700</b>	<b>25.0%</b>	<b>960</b>	<b>4.2%</b>	-	-	<b>950</b>	<b>4.7%</b>
<b>20-24</b>	<b>4 960</b>	<b>41.7%</b>	<b>750</b>	<b>70.5%</b>	<b>4 200</b>	<b>38.9%</b>	<b>4 510</b>	<b>19.6%</b>	<b>70</b>	<b>2.8%</b>	<b>4 430</b>	<b>21.8%</b>
<b>25-29</b>	<b>1 640</b>	<b>13.8%</b>	<b>210</b>	<b>19.4%</b>	<b>1 430</b>	<b>13.2%</b>	<b>4 900</b>	<b>21.3%</b>	<b>270</b>	<b>10.2%</b>	<b>4 630</b>	<b>22.7%</b>
<b>30-34</b>	<b>320</b>	<b>2.7%</b>	<b>20</b>	<b>2.3%</b>	<b>290</b>	<b>2.7%</b>	<b>3 630</b>	<b>15.8%</b>	<b>450</b>	<b>16.9%</b>	<b>3 190</b>	<b>15.7%</b>
<b>35-39</b>	<b>50</b>	<b>0.4%</b>	<b>20</b>	<b>1.5%</b>	<b>30</b>	<b>0.3%</b>	<b>2 140</b>	<b>9.3%</b>	<b>300</b>	<b>11.3%</b>	<b>1 840</b>	<b>9.1%</b>
<b>40-44</b>	<b>40</b>	<b>0.4%</b>	<b>10</b>	<b>1.1%</b>	<b>30</b>	<b>0.3%</b>	<b>3 820</b>	<b>16.6%</b>	<b>420</b>	<b>16.0%</b>	<b>3 400</b>	<b>16.7%</b>
<b>45-49</b>	<b>20</b>	<b>0.1%</b>	<b>10</b>	<b>0.8%</b>	<b>10</b>	<b>0.1%</b>	<b>1 380</b>	<b>6.0%</b>	<b>410</b>	<b>15.4%</b>	<b>970</b>	<b>4.8%</b>
<b>50-54</b>	-	-	-	-	-	-	<b>1 010</b>	<b>4.4%</b>	<b>560</b>	<b>21.0%</b>	<b>460</b>	<b>2.3%</b>
<b>55 and over</b>	-	-	-	-	-	-	<b>210</b>	<b>0.9%</b>	<b>160</b>	<b>6.2%</b>	<b>50</b>	<b>0.2%</b>

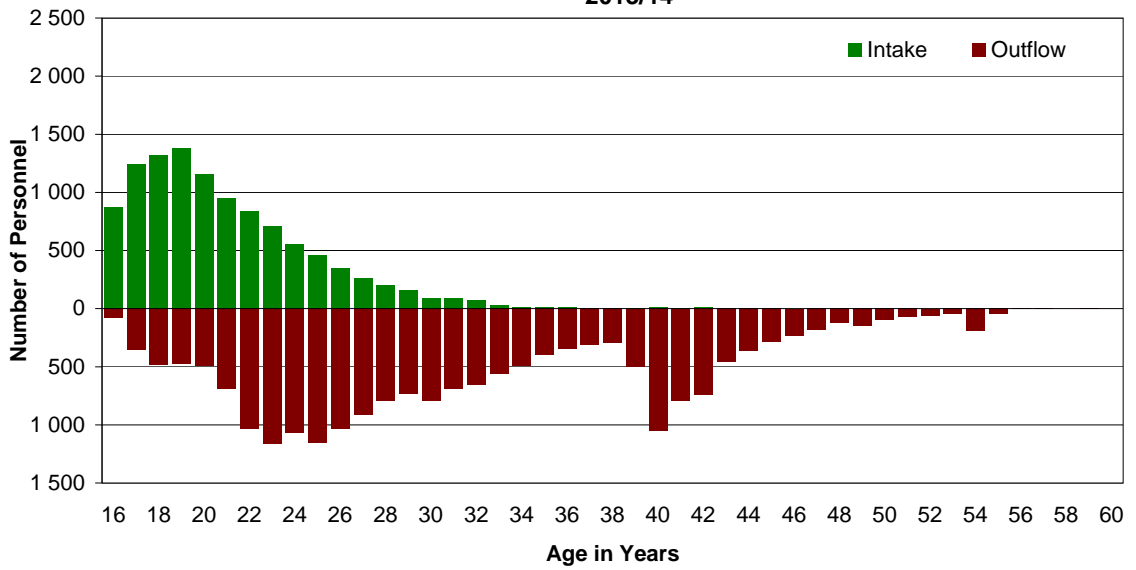
Source: Defence Statistics (Tri-Service)

Age distribution of intake and outflow for Officers and Other Ranks

**Graph 9: Intake and Outflow of UK Regular Forces Officers by Age, FY 2013/14**



**Graph 10: Intake and Outflow of UK Regular Forces Other Ranks by Age, FY 2013/14**



## 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 slightly higher proportion of females leaving at these ages. A higher proportion of males (29% male compared with 21% female) outflow aged 40 or over, which implies that more males than females are completing full careers.

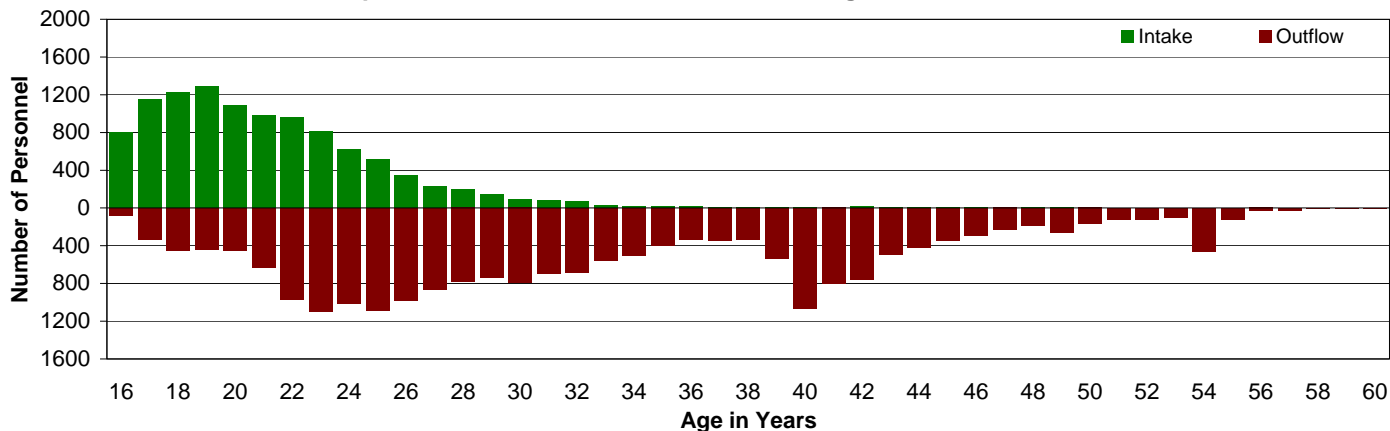
Defence Statistics' analysis of maternity leave suggests that approximately 7% of women in the Armed Forces take maternity leave in each year, of which more than 90% return to work afterwards (latest analysis dates from 2011). Therefore a small proportion of outflow occurs following maternity, and this 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 2013/14**

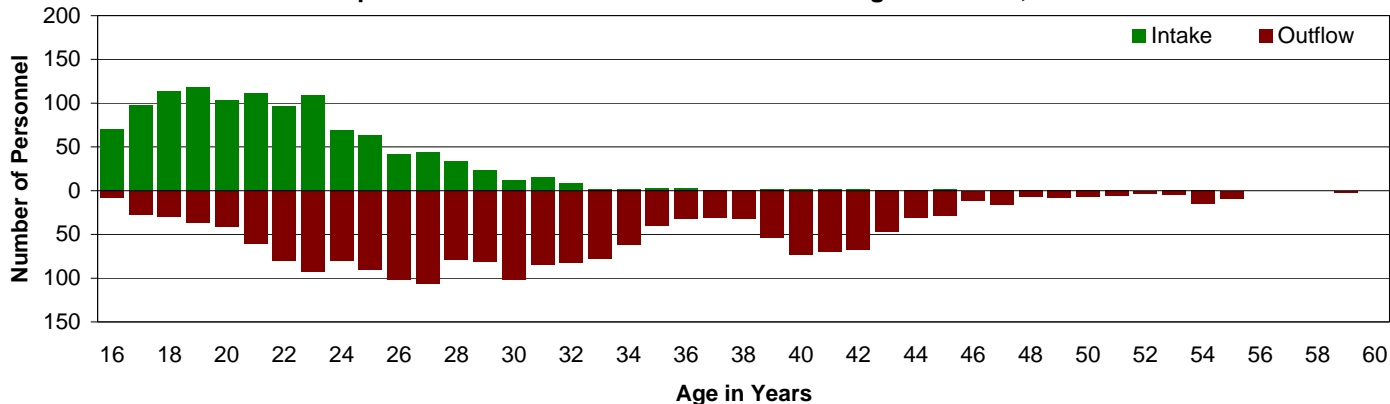
	Number and percentage											
	Total		Intake Males		Females		Total		Outflow Males		Females	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
<b>Total</b>	<b>11 880</b>	<b>100%</b>	<b>10 740</b>	<b>100%</b>	<b>1 140</b>	<b>100%</b>	<b>23 000</b>	<b>100%</b>	<b>21 080</b>	<b>100%</b>	<b>1 920</b>	<b>100%</b>
<b>Under 18</b>	<b>2 120</b>	<b>17.8%</b>	<b>1 950</b>	<b>18.1%</b>	<b>170</b>	<b>14.7%</b>	<b>440</b>	<b>1.9%</b>	<b>400</b>	<b>1.9%</b>	<b>40</b>	<b>1.8%</b>
<b>18-19</b>	<b>2 750</b>	<b>23.1%</b>	<b>2 520</b>	<b>23.4%</b>	<b>230</b>	<b>20.2%</b>	<b>960</b>	<b>4.2%</b>	<b>890</b>	<b>4.2%</b>	<b>70</b>	<b>3.4%</b>
<b>20-24</b>	<b>4 960</b>	<b>41.7%</b>	<b>4 470</b>	<b>41.6%</b>	<b>490</b>	<b>42.7%</b>	<b>4 510</b>	<b>19.6%</b>	<b>4 150</b>	<b>19.7%</b>	<b>350</b>	<b>18.5%</b>
<b>25-29</b>	<b>1 640</b>	<b>13.8%</b>	<b>1 430</b>	<b>13.3%</b>	<b>200</b>	<b>18.0%</b>	<b>4 900</b>	<b>21.3%</b>	<b>4 440</b>	<b>21.1%</b>	<b>460</b>	<b>23.9%</b>
<b>30-34</b>	<b>320</b>	<b>2.7%</b>	<b>280</b>	<b>2.6%</b>	<b>40</b>	<b>3.3%</b>	<b>3 630</b>	<b>15.8%</b>	<b>3 230</b>	<b>15.3%</b>	<b>410</b>	<b>21.3%</b>
<b>35-39</b>	<b>50</b>	<b>0.4%</b>	<b>40</b>	<b>0.4%</b>	<b>10</b>	<b>0.6%</b>	<b>2 140</b>	<b>9.3%</b>	<b>1 950</b>	<b>9.3%</b>	<b>190</b>	<b>9.9%</b>
<b>40-44</b>	<b>40</b>	<b>0.4%</b>	<b>40</b>	<b>0.4%</b>	<b>-</b>	<b>-</b>	<b>3 820</b>	<b>16.6%</b>	<b>3 540</b>	<b>16.8%</b>	<b>290</b>	<b>15.0%</b>
<b>45-49</b>	<b>20</b>	<b>0.1%</b>	<b>10</b>	<b>0.1%</b>	<b>-</b>	<b>-</b>	<b>1 380</b>	<b>6.0%</b>	<b>1 300</b>	<b>6.2%</b>	<b>70</b>	<b>3.7%</b>
<b>50-54</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1 010</b>	<b>4.4%</b>	<b>980</b>	<b>4.6%</b>	<b>40</b>	<b>1.9%</b>
<b>55 and over</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>210</b>	<b>0.9%</b>	<b>200</b>	<b>1.0%</b>	<b>10</b>	<b>0.6%</b>

Source: Defence Statistics (Tri-Service)

**Graph 11: Intake and Outflow of Male UK Regular Forces, FY 2013/14**



**Graph 12: Intake and Outflow of Female UK Regular Forces, FY 2013/14**



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

Each Service has a broadly similar pattern of intake. For officers, the majority of intake is aged 22 and over, and for other ranks, nearly two-thirds of intake is of personnel aged 21 or under.

younger age than there are in the Naval Service and RAF. For example, 27.4% of Army other ranks join aged 17 or under (compared with 8.7% and 6.8% for the Naval Service and RAF respectively). For officer intake, RAF intake is older than that of the other two Services. The Naval Service has the youngest officer intake with 25.9% of personnel joining between the ages of 18 and 21, followed by the Army which has 18.9% of personnel joining between the ages of 18 and 21. In comparison, RAF intake in the same age group is 15.7%.

**Table 7. UK Regular Forces intake by Service and age, Financial Year 2013/14**

	Officers				Other Ranks				Number
	All Services	Naval Service	Army	Royal Air Force	All Services	Naval Service	Army	Royal Air Force	
<b>Total</b>	<b>1 070</b>	290	580	200	<b>10 820</b>	2 890	6 440	1 490	
<b>16</b>	-	-	-	-	<b>870</b>	50	810	10	
<b>17</b>	-	-	-	-	<b>1 250</b>	200	960	90	
<b>18</b>	<b>20</b>	20	-	-	<b>1 320</b>	360	760	200	
<b>19</b>	<b>30</b>	20	10	-	<b>1 380</b>	450	750	190	
<b>20</b>	<b>30</b>	10	20	-	<b>1 150</b>	380	570	200	
<b>21</b>	<b>140</b>	30	90	20	<b>950</b>	290	500	170	
<b>22</b>	<b>220</b>	50	120	40	<b>840</b>	260	430	150	
<b>23</b>	<b>220</b>	50	130	30	<b>710</b>	220	360	120	
<b>24</b>	<b>140</b>	40	90	10	<b>550</b>	180	280	90	
<b>25 and over</b>	<b>270</b>	70	130	80	<b>1 790</b>	490	1 030	280	

### *Cumulative percentage of intake in each age category*

16	-	-	-	-	<b>8.1%</b>	1.7%	12.6%	0.9%
17 or under	-	-	-	-	<b>19.6%</b>	8.7%	27.4%	6.8%
18 or under	<b>1.6%</b>	5.2%	-	-	<b>31.8%</b>	21.3%	39.3%	19.9%
19 or under	<b>4.0%</b>	10.5%	1.2%	-	<b>44.6%</b>	36.8%	50.8%	32.6%
20 or under	<b>7.1%</b>	14.3%	4.1%	-	<b>55.2%</b>	50.1%	59.6%	46.1%
21 or under	<b>20.2%</b>	25.9%	18.9%	15.7%	<b>64.0%</b>	60.1%	67.4%	57.2%
22 or under	<b>41.1%</b>	44.8%	40.3%	38.1%	<b>71.8%</b>	69.2%	74.0%	67.0%
23 or under	<b>61.3%</b>	63.6%	62.8%	53.3%	<b>78.3%</b>	76.9%	79.7%	75.3%
24 or under	<b>74.5%</b>	76.9%	78.0%	60.4%	<b>83.4%</b>	83.1%	84.0%	81.6%
	<b>100%</b>	100%	100%	100%	<b>100%</b>	100%	100%	100%

Source: Defence Statistics (Tri-Service)

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

Within officer outflow, Army and Naval Service personnel leave at a younger age than RAF. For example 15.1% of Army officer outflow and 17.4% of Naval Service officer outflow occurred aged under 30 years compared with 5.3% 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 55.4% of Army other ranks outflow occurs aged under 30 years compared with 52.1% of Naval Service other ranks outflow and 30.1% 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 seen in the different ages at which personnel join (table 7).

**Table 8. UK Regular Forces outflow by Service and age, Financial Year 2013/14**

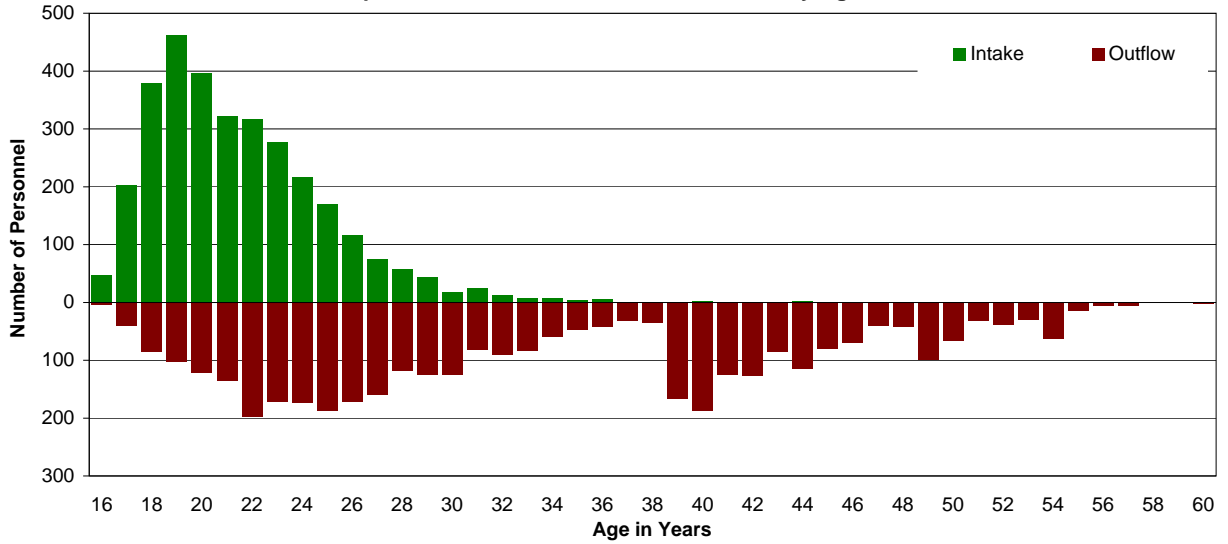
	Officers				Other Ranks				Number
	All Services	Naval Service	Army	Royal Air Force	All Services	Naval Service	Army	Royal Air Force	
<b>Total</b>	<b>2 640</b>	520	1 480	640	<b>20 350</b>	3 270	14 250	2 830	
<b>Under 18</b>	-	-	-	-	<b>440</b>	40	390	-	
<b>18-19</b>	-	-	-	-	<b>950</b>	180	740	30	
<b>20-24</b>	<b>70</b>	30	40	10	<b>4 430</b>	770	3 390	280	
<b>25-29</b>	<b>270</b>	50	190	30	<b>4 630</b>	710	3 370	540	
<b>30-34</b>	<b>450</b>	50	320	70	<b>3 190</b>	390	2 330	470	
<b>35-39</b>	<b>300</b>	50	150	100	<b>1 840</b>	270	1 310	270	
<b>40-44</b>	<b>420</b>	80	220	120	<b>3 400</b>	560	2 250	590	
<b>45-49</b>	<b>410</b>	90	220	100	<b>970</b>	240	370	350	
<b>50-54</b>	<b>560</b>	120	290	140	<b>460</b>	110	90	260	
<b>55 and over</b>	<b>160</b>	30	60	80	<b>50</b>	-	10	40	

### *Cumulative percentage of outflow in each age category*

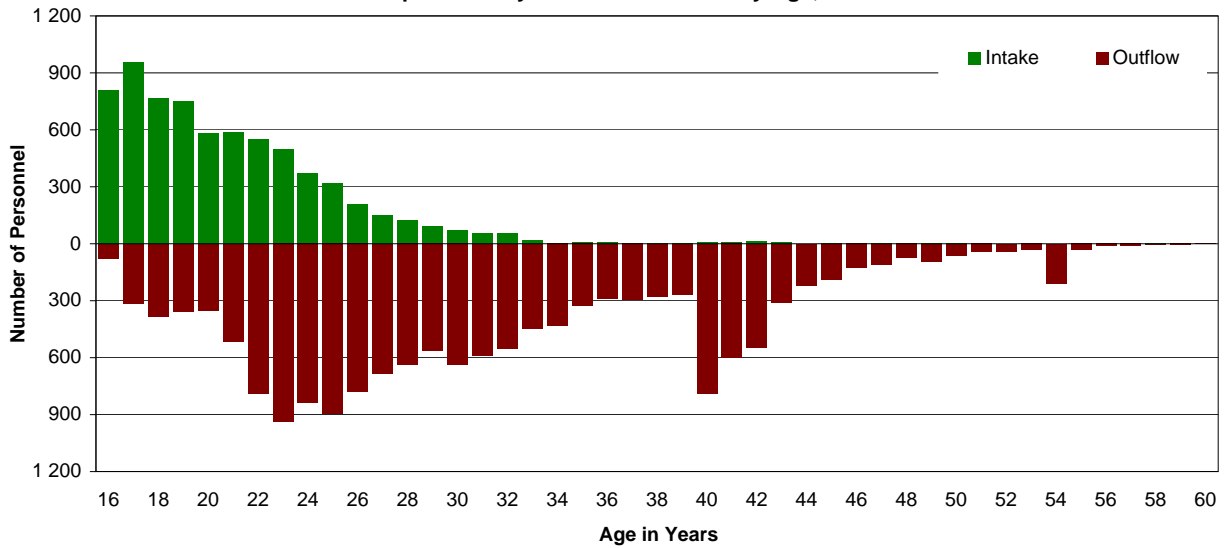
<i>Under 18</i>	-	-	-	-	<b>2.2%</b>	1.3%	2.7%	-
<i>19 or under</i>	-	-	-	-	<b>6.8%</b>	7.0%	7.9%	1.1%
<i>24 or under</i>	<b>3.0%</b>	7.2%	2.4%	0.9%	<b>28.6%</b>	30.4%	31.7%	10.8%
<i>29 or under</i>	<b>13.2%</b>	17.4%	15.1%	5.3%	<b>51.3%</b>	52.1%	55.4%	30.1%
<i>34 or under</i>	<b>30.1%</b>	27.7%	37.0%	16.0%	<b>67.0%</b>	63.9%	71.7%	46.8%
<i>39 or under</i>	<b>41.4%</b>	38.2%	47.0%	30.8%	<b>76.1%</b>	72.1%	80.9%	56.3%
<i>44 or under</i>	<b>57.4%</b>	54.3%	61.7%	50.1%	<b>92.8%</b>	89.2%	96.7%	77.1%
<i>49 or under</i>	<b>72.8%</b>	71.5%	76.3%	65.8%	<b>97.5%</b>	96.7%	99.3%	89.6%
<i>54 or under</i>	<b>93.8%</b>	95.0%	96.0%	87.9%	<b>99.8%</b>	99.9%	99.9%	98.7%
	<b>100%</b>	100%	100%	100%	<b>100%</b>	100%	100%	100%

Source: Defence Statistics (Tri-Service)

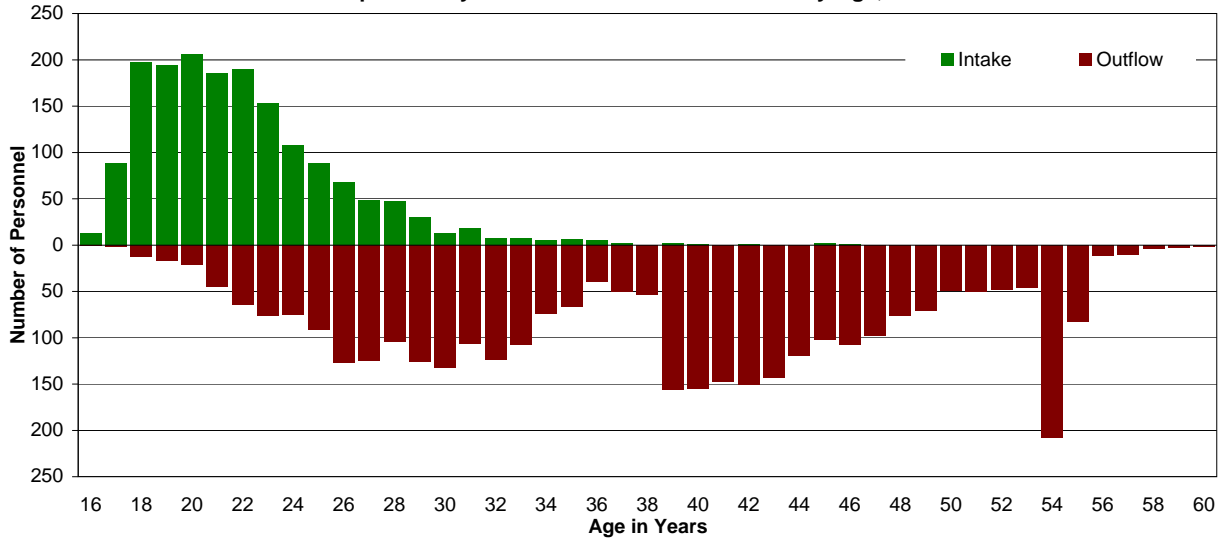
Graph 13: Naval Service Intake and Outflow by Age, FY 2013/14



Graph 14: Army Intake and Outflow by Age, FY 2013/14



Graph 15: Royal Air Force Intake and Outflow by Age, FY 2013/14





## Intake to and Outflow from UK Regular Forces by Service

The intake to UK Regular Forces decreased by 2,490 (17.3%) to 11,880 in the financial year 2013/14 compared with 2012/13. Outflow from the UK Regular Forces was 23,000 in financial year 2013/14. This was a decrease of 520 (2.2%) when compared with 2012/13. The Army Outflow increased 5.7%, from 14,890 to 15,740 between 2012/13 to 2013/2014, whilst the Royal Air Force decreased 18.7% and Naval Service 12.9% in the same time period. Total strength of the Armed Forces has decreased by 6.5% across all the Services. The Naval Service has reduced its total strength by 1.8%, while the Army and Royal Air Force have reduced their total strength by 8.7% and 7.4% respectively.

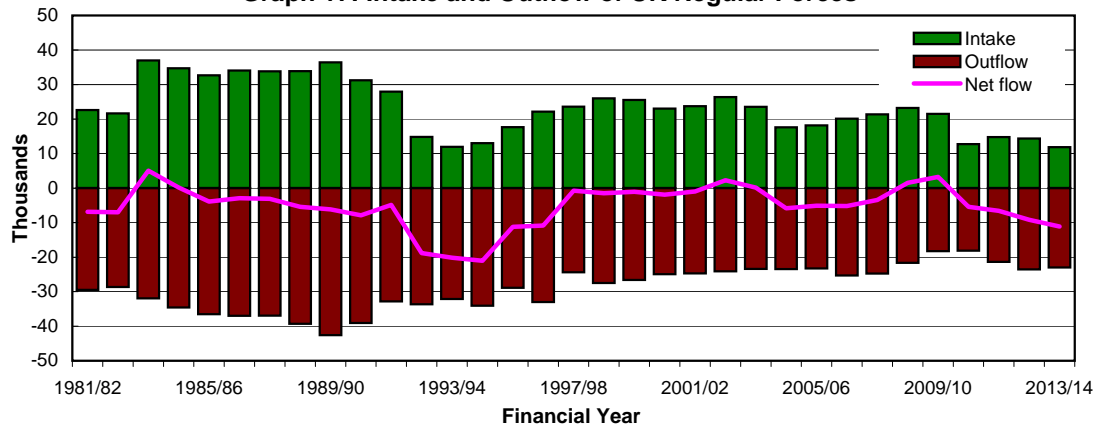
**Table 9. UK Regular<sup>1</sup> Forces intake<sup>2</sup> and outflow<sup>3</sup> by Service at 1 April each year**

	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14
<b>All Services</b>						
Strength at start of period	190 670	188 600	191 710	186 360	179 800	170 710
<b>Intake (+)</b>	<b>21 350</b>	<b>21 500</b>	<b>12 730</b>	<b>14 800</b>	<b>14 370</b>	<b>11 880</b>
<b>Outflow (-)</b>	<b>24 760</b>	<b>18 270</b>	<b>18 140</b>	<b>21 370</b>	<b>23 520</b>	<b>23 000</b>
Strength at end of period <sup>4</sup>	186 910	191 710	186 360	179 800	170 710	159 630
<b>Naval Service</b>						
Strength at start of period	38 850	38 340	38 730	37 660	35 540	33 960
<b>Intake (+)</b>	<b>4 040</b>	<b>4 130</b>	<b>2 550</b>	<b>2 220</b>	<b>2 770</b>	<b>3 170</b>
<b>Outflow (-)</b>	<b>4 330</b>	<b>3 720</b>	<b>3 630</b>	<b>4 320</b>	<b>4 350</b>	<b>3 790</b>
Strength at end of period <sup>4</sup>	38 560	38 730	37 660	35 540	33 960	33 330
<b>Army <sup>5</sup></b>						
Strength at start of period	106 340	106 700	108 920	106 240	104 250	99 730
<b>Intake (+)</b>	<b>14 290</b>	<b>13 910</b>	<b>8 760</b>	<b>11 190</b>	<b>10 300</b>	<b>7 020</b>
<b>Outflow (-)</b>	<b>15 280</b>	<b>11 560</b>	<b>11 500</b>	<b>13 200</b>	<b>14 890</b>	<b>15 740</b>
Strength at end of period <sup>4</sup>	104 980	108 920	106 240	104 250	99 730	91 070
<b>Royal Air Force</b>						
Strength at start of period	45 480	43 560	44 050	42 460	40 000	37 030
<b>Intake (+)</b>	<b>3 020</b>	<b>3 460</b>	<b>1 410</b>	<b>1 390</b>	<b>1 310</b>	<b>1 690</b>
<b>Outflow (-)</b>	<b>5 150</b>	<b>2 990</b>	<b>3 010</b>	<b>3 850</b>	<b>4 280</b>	<b>3 480</b>
Strength at end of period <sup>4</sup>	43 370	44 050	42 460	40 000	37 030	35 230

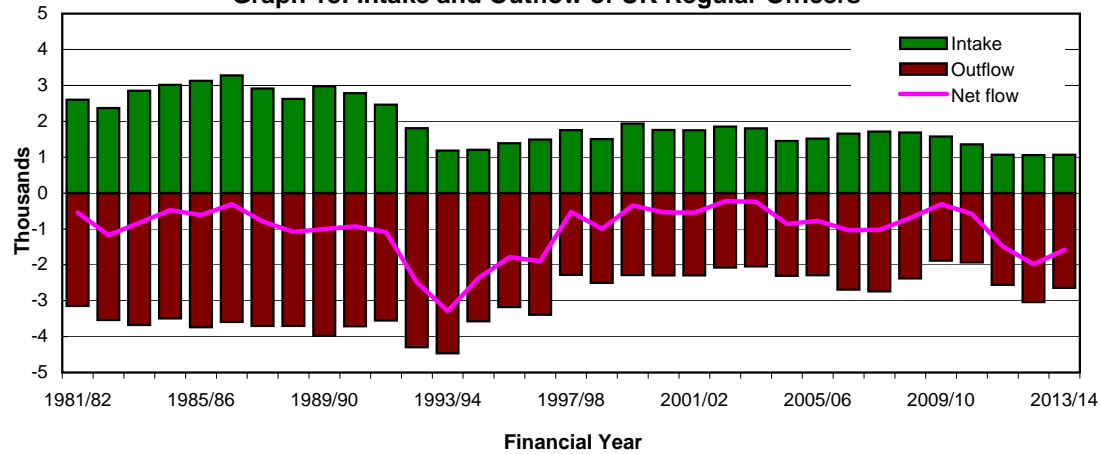
Source: Defence Statistics (Tri-Service)

1. UK Regular Forces comprises trained and untrained personnel. It does not include Gurkhas, Full Time Reserve personnel and mobilised reservists.
2. 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.
3. 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.
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.

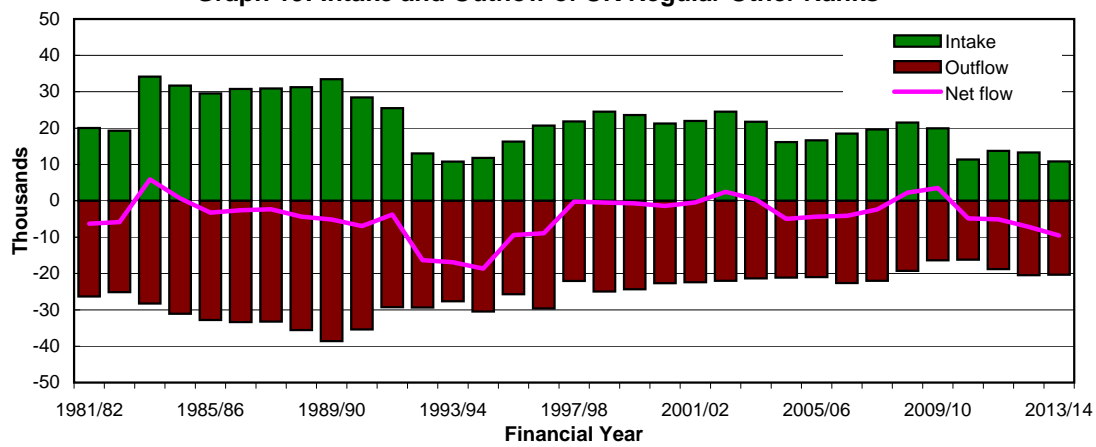
**Graph 17: Intake and Outflow of UK Regular Forces**



**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**

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

# Glossary of Terms and Abbreviations

**Black and Minority Ethnic** In 2010 the term "Black and Minority Ethnic" was introduced by the Cabinet Office, replacing "Ethnic Minority" as the term referring to those who self-identify their ethnicity as being other than white, including those of mixed ethnicity (inclusive of partially white ethnicity). See also **Ethnic Origin**

**BME** see **Black and Minority Ethnic**.

**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 promotion.

**Joint Personnel Administration (JPA)** is the system used by the Armed Forces to deal with matters of pay, leave and other personnel 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.

**Ministry of Defence** The Ministry of Defence (MOD) is the United Kingdom government department responsible for the development and implementation of government defence policy and is the headquarters of the British Armed Forces. The principal objective of the MOD is to defend the United Kingdom and its interests. The MOD also manages day to day running of the armed forces, contingency planning and defence procurement.

**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 to lead and command elements of the forces. Officers form the middle and senior management of the Armed Forces. 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 but Other Ranks include Non-Commissioned Officers. The equivalent group in the Royal Navy is known as "Ratings".

**Outflow from UK Regular Forces** include personnel leaving the Services, deaths, recalled reservists on release and outflow to the Home Service battalions of the Royal Irish Regiment (which disbanded on 31 March 2008). They do not include promotion from Ranks to Officers or flows between Services. Prior to year ending 31 March 2009, Army outflow included the net flow of personnel from the Regular Armed Forces to Long Term Absentee (LTA). After year ending 31 March 2009 outflow does not include this flow to LTA.

**Strength** is defined as the number of personnel (for each Service it is partially determined by its requirements)

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

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

**UK Regulars** are full time Service personnel, including Nursing Services, but excluding FTRS personnel, Gurkhas, mobilised Reservists, Military Provost Guarding Service (MPGS), Locally Engaged Personnel (LEP), and Non Regular Permanent Service (NRPS). Unless otherwise stated, includes trained and untrained personnel.

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