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This statistical release provides results from the Tri-Service Reserves Continuous Attitude Survey (ResCAS) 2014. Results are reported by Service to reflect differences between Maritime, Army, and RAF reservists' roles, experiences and Terms & Conditions of Service. This is the first annual survey of reservists designed to measure the attitudes and perceptions of reservists on a Tri-Service basis.

The aim of ResCAS is to assess and monitor the attitudes of reservists in key management areas, including life in the reserve in general, motivation, sense of feeling valued as a reservist, pay and allowances, admin support, kit and equipment, support while mobilised, training, career management, and civilian employment and employer support. The statistics are used to aid the development and tracking of military personnel policies, particularly relating to Future Force 2020 and Future Reserve 2020.

Key Points

- Three quarters (73%) of reservists are satisfied with life in the reserve in general while one in ten (11%) are dissatisfied.
- Nine in ten (91%) reservists feel proud to be in the reserves, and four fifths (82%) would recommend joining the reserves to others.
- Over three quarters (77%) feel motivated to do the best job they can for the Reserve Force.
- Half (49%) report feeling valued by society.
- 3 in 10 (28%) agree that they feel valued by Regulars, while 4 in 10 (39%) disagree that they feel valued by Regulars.
- Four fifths (81%) of reservists are in some form of civilian employment: Two thirds (66%) of reservists are employed full-time, 6% are employed part-time, and 9% are self-employed.
- While over two thirds (69%) feel that their employer supports their reserve service, less than half (47%) feel that their employer values their reserve service, and a quarter (26%) believe that their employer would prefer that they were not a reservist.
- Two thirds (65%) are satisfied with the quality of the training they have received for their current role.
- 60% are satisfied with the amount of training they have received for their current role.
- Half (51%) are satisfied with their opportunity to take part in Adventure Training.
- Two fifths (40%) are satisfied with the support their family received from the Service when they were last mobilised, while a third (34%) are dissatisfied.

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ResCAS 2014 reference tables and a list of the ResCAS Tri-Service questionnaire items are published separately and can be found on the ResCAS webpage here

<https://www.gov.uk/government/collections/tri-service-reserves-continuous-attitude-survey-index>

Further Information

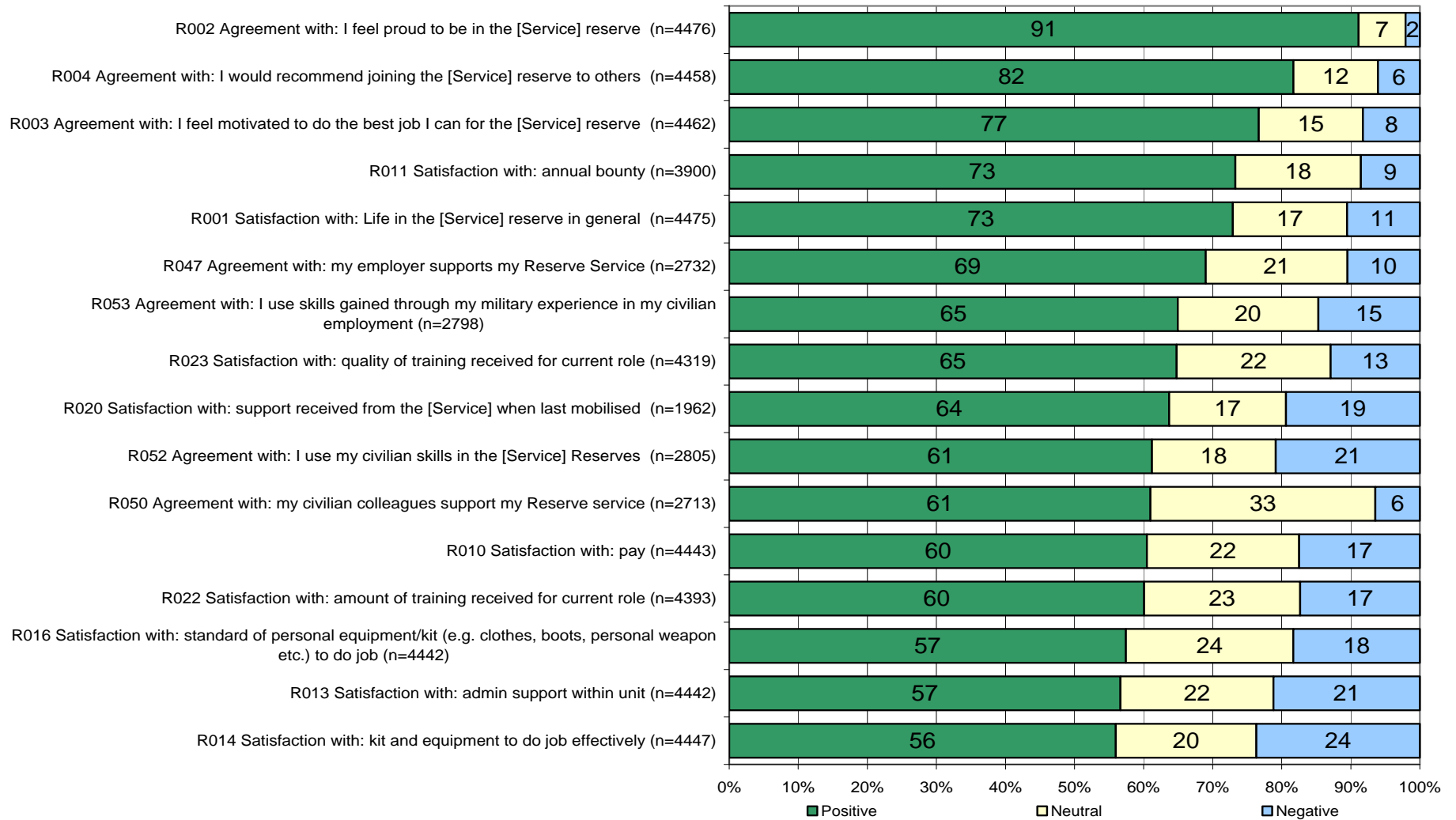
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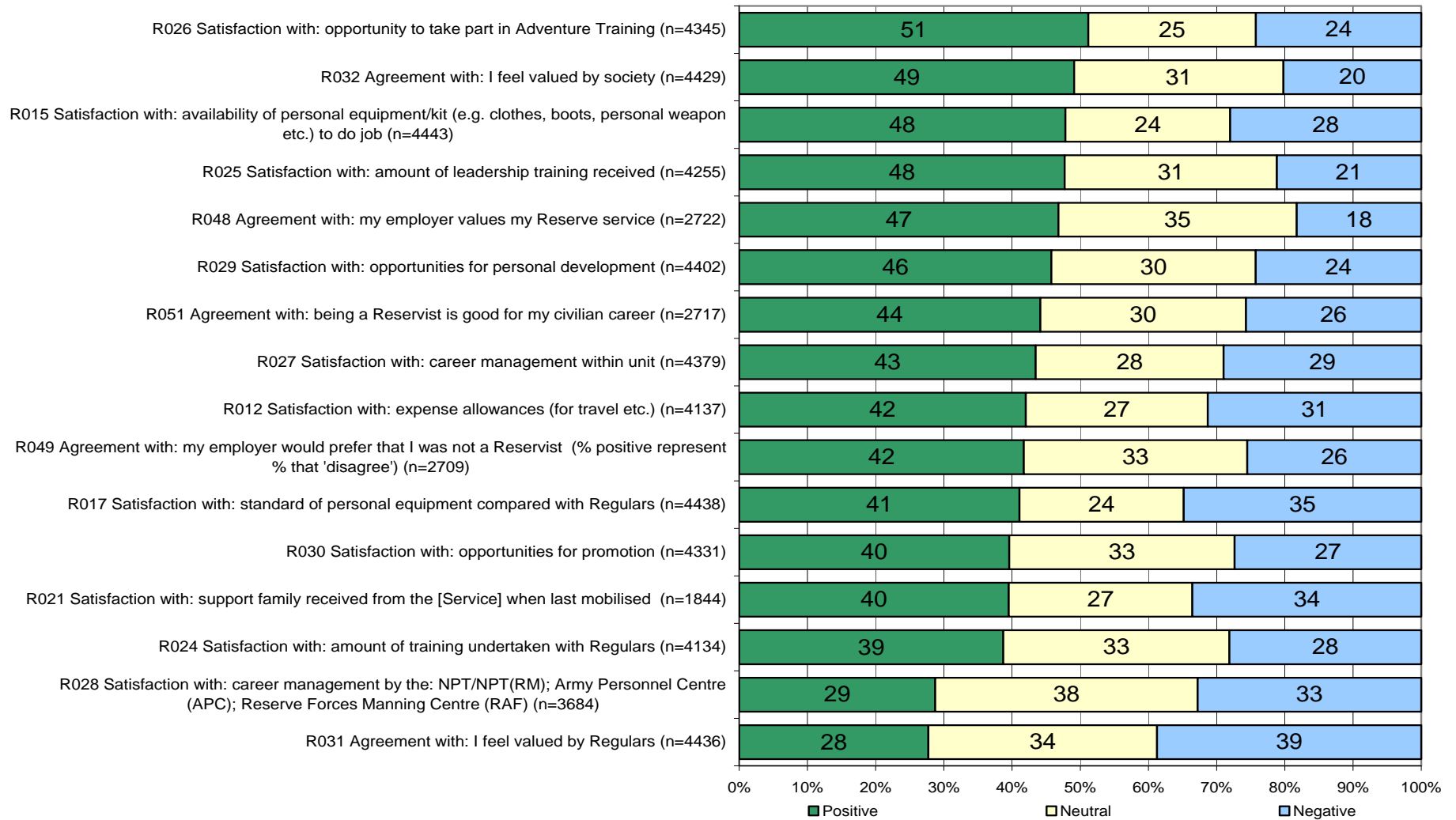
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Summary of attitudinal questions (highest to lowest positive scoring)



Summary of attitudinal questions (highest to lowest positive scoring)



Section 1: Life in the Reserves

Section 1 includes Service results to the following questions:

[Chart 1.1 Life in the \[Service\] Reserve in general](#)

[Chart 1.2 I feel proud to be in the \[Service\] Reserve](#)

[Chart 1.3 I feel motivated to do the best job I can for the \[Service\] Reserves](#)

[Chart 1.4 I would recommend joining the \[Service\] Reserves to others](#)

[Chart 1.5 How long do you intend to stay in the \[Service\] Reserves](#)

Section 1 summary

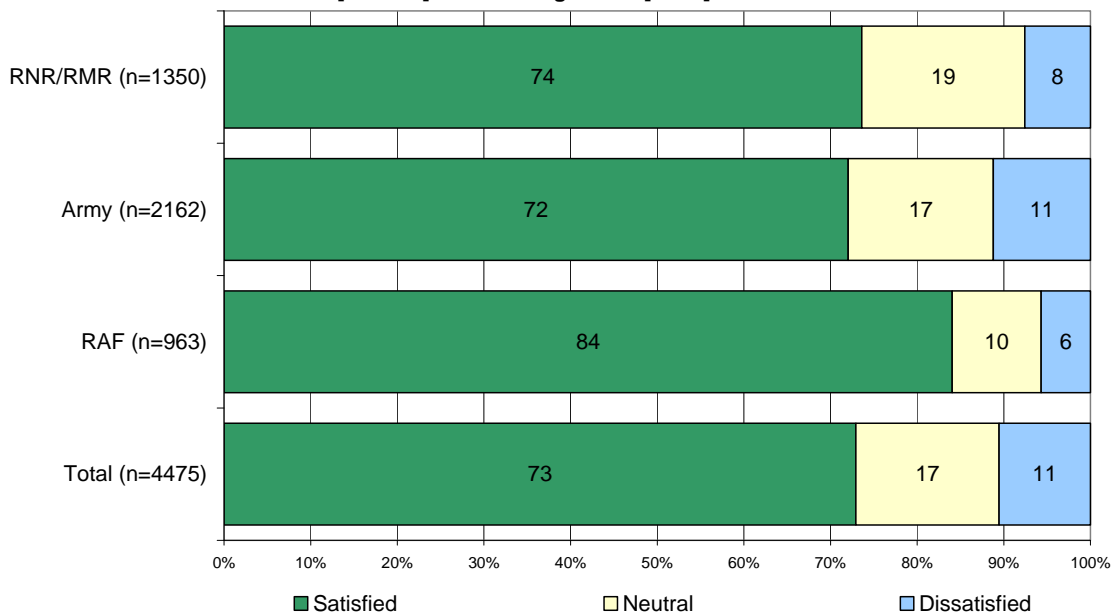
Three quarters (73%) of reservists are satisfied with life in the reserve in general while one in ten (11%) are dissatisfied; RAF reservists are more satisfied than Maritime or Army reservists with life in the Reserves in general.

Nine in ten (91%) reservists feel proud to be in the reserve, and four fifths (82%) would recommend joining the reserve to others.

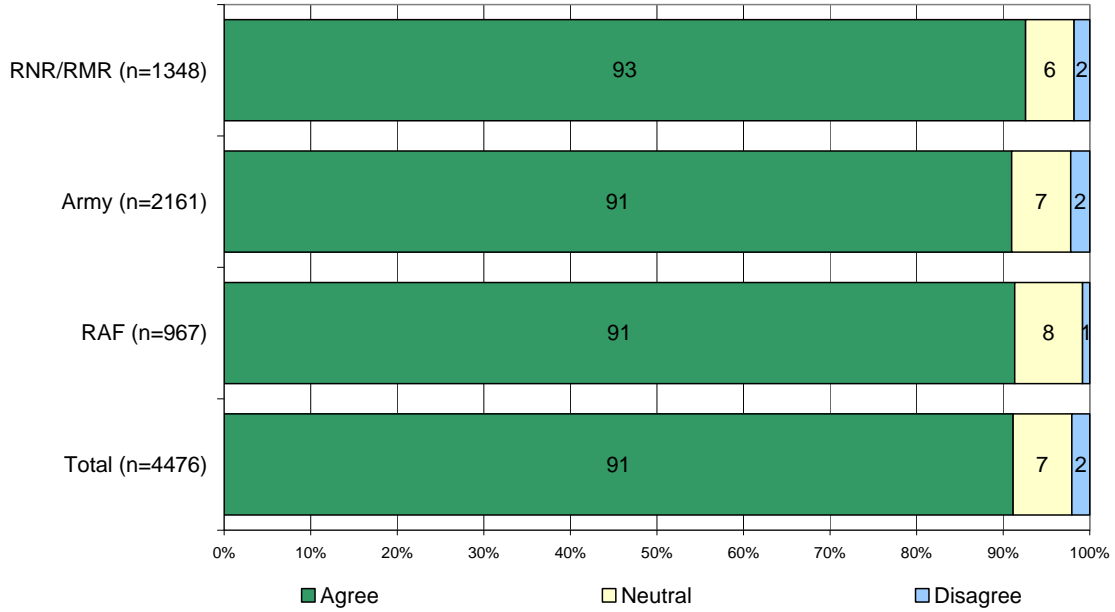
Over three quarters (77%) of reservists feel motivated to do the best job they can for the [Service] reserve. Less than 1 in 10 (8%) don't feel motivated to do the best job they can for the [Service] reserve. Motivation is highest among RAF reservists where over nine in ten (93%) feel motivated to do the best job they can for the [Service] reserves.

73% of reservists intend to stay in their [Service] reserve for at least a year, 4% intend to leave within a year, and 22% are not sure when they will leave.

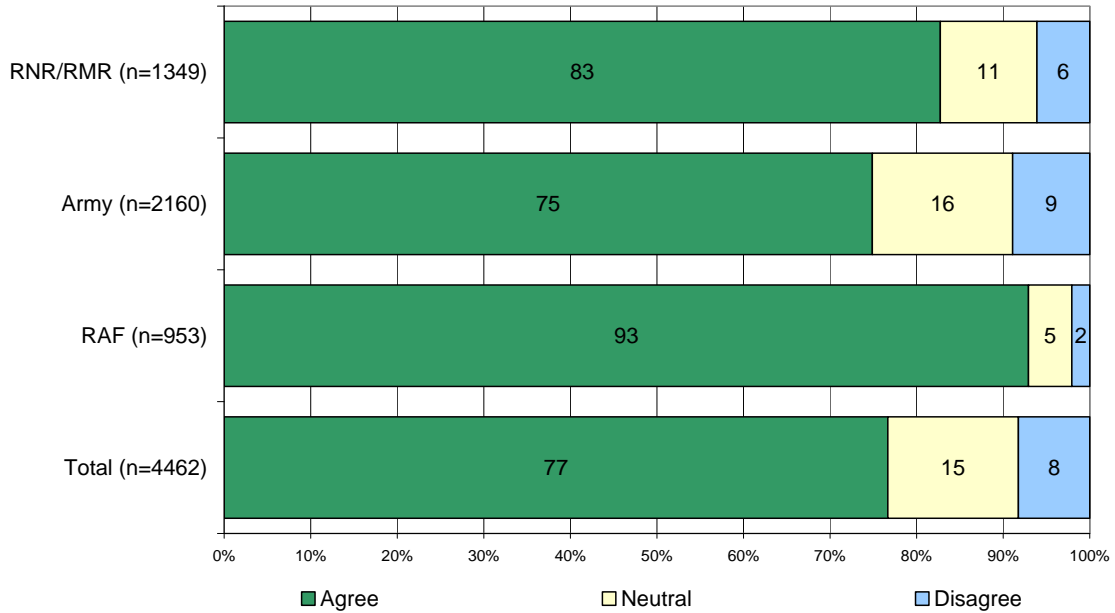
**Chart 1.1 How satisfied are you with the following?
Life in the [Service] Reserve in general. [R001]**



**Chart 1.2 How strongly do you agree or disagree with the following?
I feel proud to be in the [Service] Reserve. [R002]**



**Chart 1.3 How strongly do you agree or disagree with the following?
I feel motivated to do the best job I can for the [Service] Reserves. [R003]**



**Chart 1.4 How strongly do you agree or disagree with the following?
I would recommend joining the [Service] Reserve to others. [R004]**

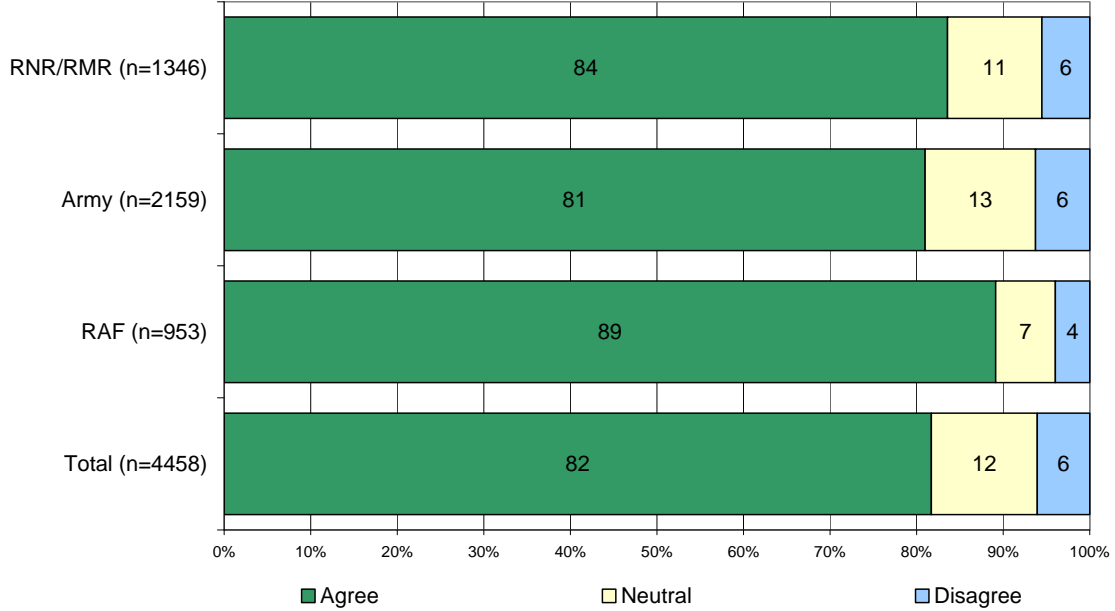
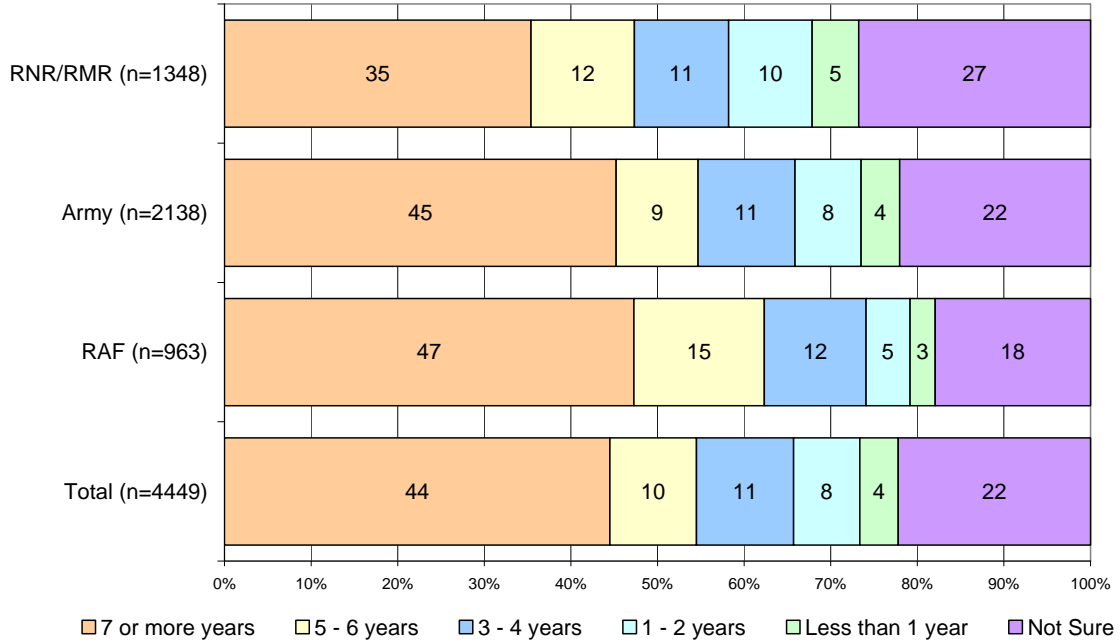


Chart 1.5 How long do you intend to stay in the [Service] Reserve? [R009]



Section 2: Pay, Allowances and Admin Support

Section 2 includes Service results to the following questions:

[Chart 2.1 Your pay](#)

[Chart 2.2 Your annual bounty](#)

[Chart 2.3 Your expenses allowance \(for travel etc\)](#)

[Chart 2.4 The admin support within your unit](#)

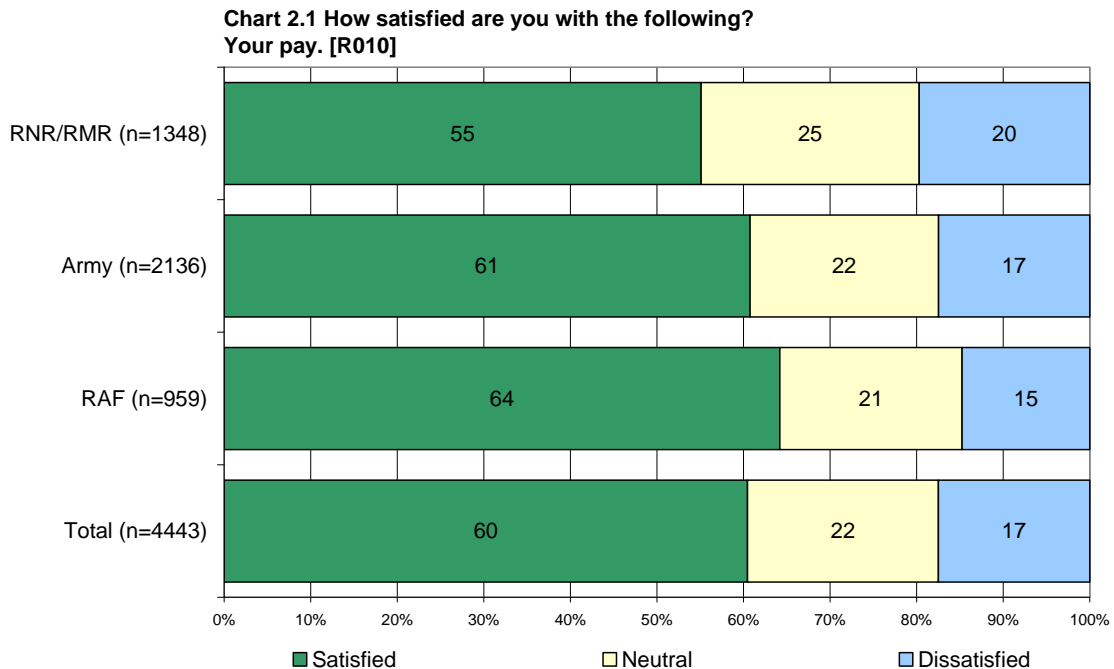
Section 2 summary

Satisfaction with pay is relatively high compared with the results to a similar pay question asked of Regular UK Armed Forces personnel in the [AFCAS 2014](#) where it was found that 39% of trained Regulars are satisfied with their basic pay.

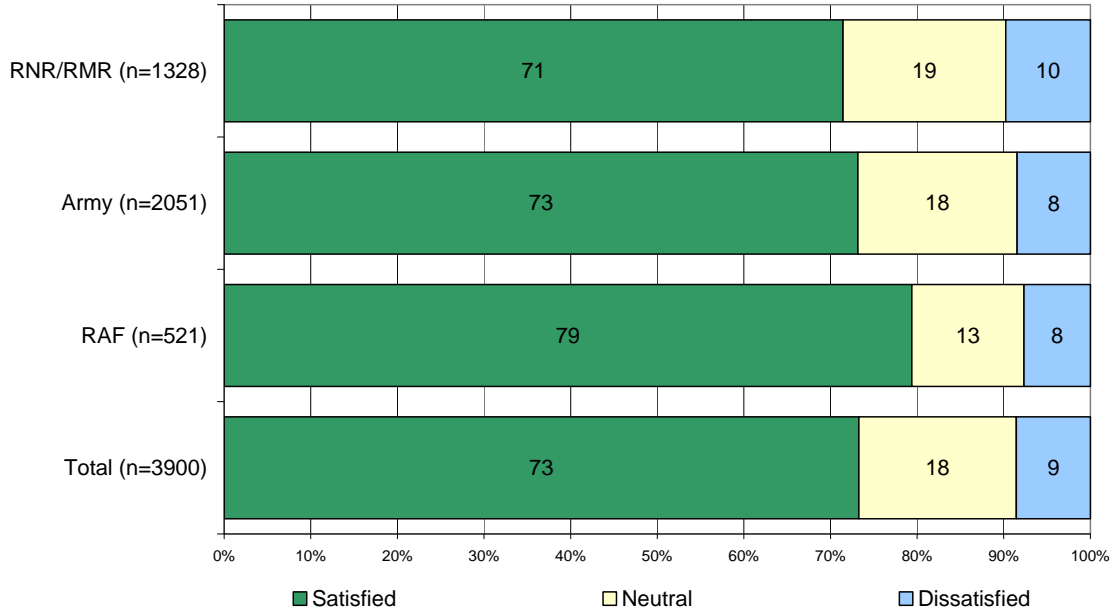
Just under three quarters (73%) are satisfied with their annual bounty.

Reservists are more mixed in their opinions of their expenses allowance (for travel etc) with 42% satisfied, 27% neutral, and 31% dissatisfied.

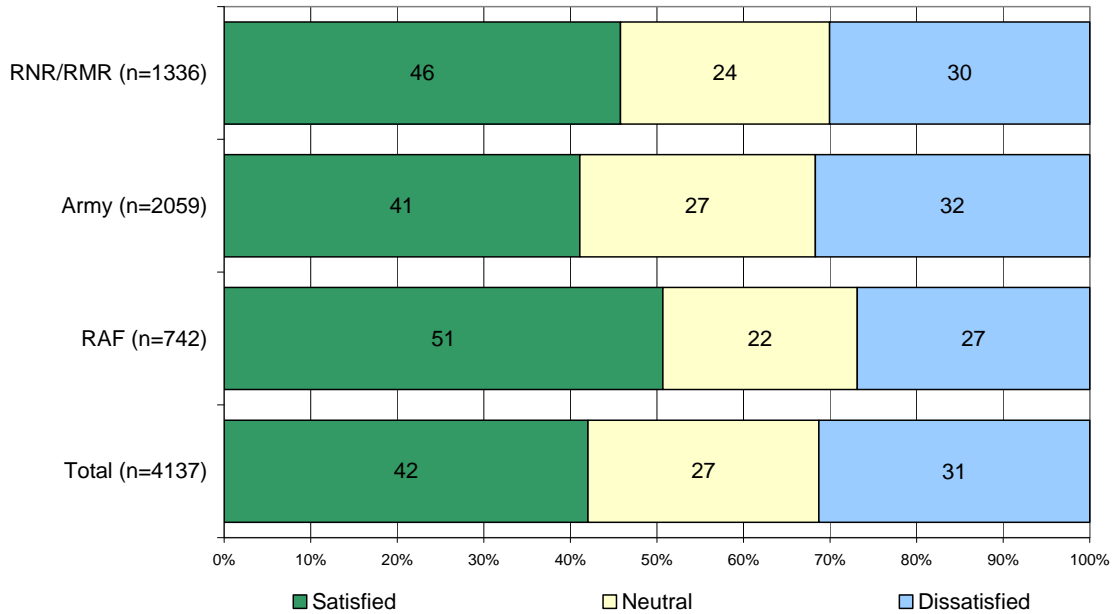
The majority of reservists (57%) are satisfied with the admin support within their unit; with RAF reservists being most satisfied (76%).



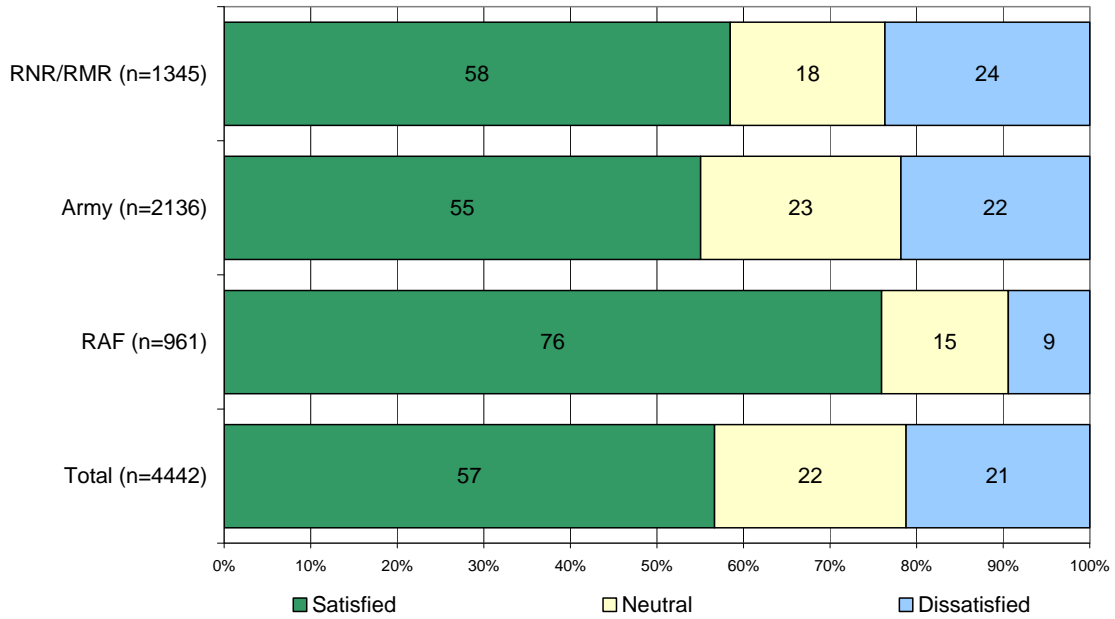
**Chart 2.2 How satisfied are you with the following?
Your annual bounty. [R011]**



**Chart 2.3 How satisfied are you with the following?
Your expenses allowance (for travel etc). [R012]**



**Chart 2.4 How satisfied are you with the following?
The admin support within your unit. [R013]**



Section 3: Kit and Equipment

Section 3 includes Service results to the following questions:

[Chart 3.1 The kit and equipment you have to do your job effectively](#)

[Chart 3.2 The availability of personal equipment/kit you have to do your job e.g. clothes, boots, personal weapon](#)

[Chart 3.3 The standard of personal equipment/kit you have to do your job e.g. clothes, boots, personal weapon](#)

[Chart 3.4 The standard of personal equipment/kit you have compared with Regulars e.g. clothes, boots, personal weapon](#)

Section 3 summary

Overall, RAF reservists are more satisfied than Maritime reservists and Army reservists with the availability and standard of their kit and equipment.

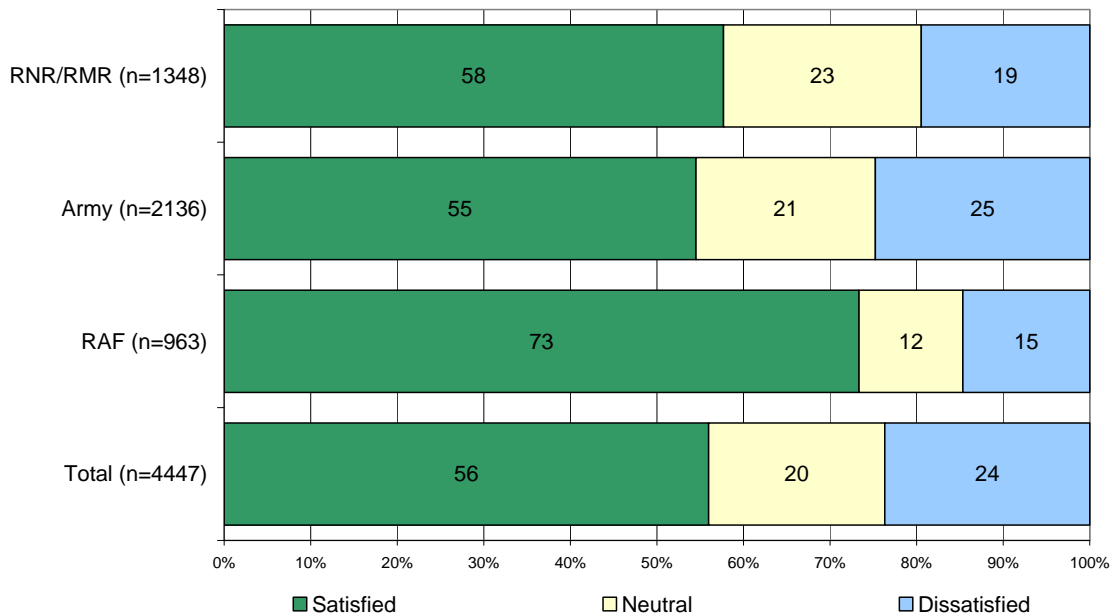
A quarter of Army reservists (25%) do not believe they have the kit and equipment they need to do their job effectively.

29% of Army reservists are dissatisfied with the *availability* of personal equipment/kit they have to do their job e.g. clothes, boots, personal weapon. This level of dissatisfaction is comparable with the level of dissatisfaction among trained Army Regulars where 31% are dissatisfied with the availability of personal equipment/kit they have to do their job (as reported in the [AFCAS 2014](#)).

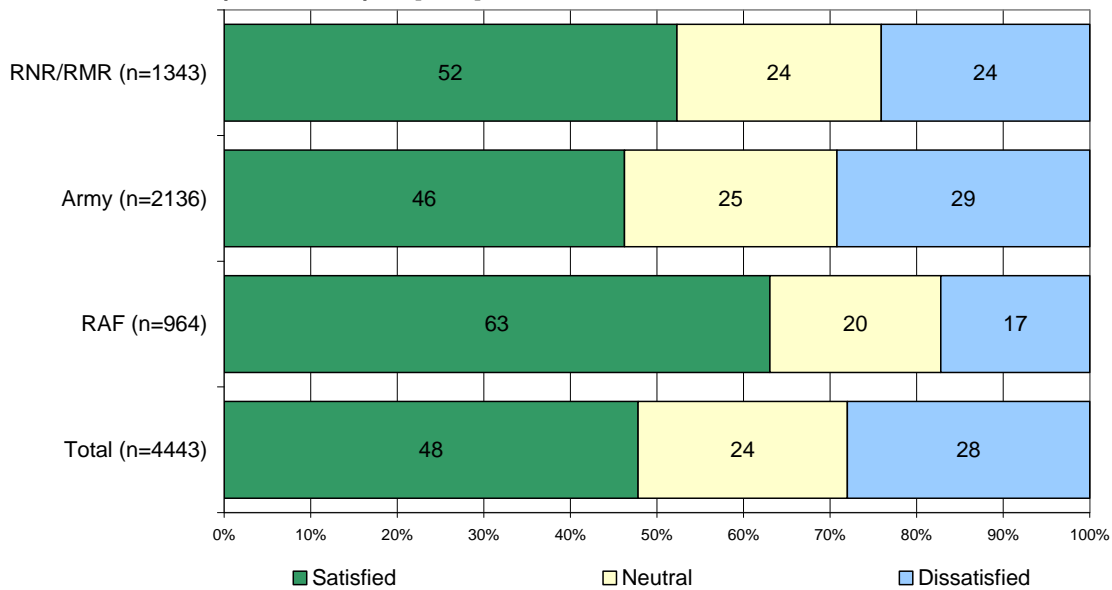
One fifth (19%) of Army reservists are dissatisfied with the *standard* of personal equipment/kit they have to do their job. The level of dissatisfaction among Army reservists is lower than the level of dissatisfaction among trained Army Regulars where 25% are dissatisfied with the standard of personal equipment/kit they have to do their job (as reported in the [AFCAS 2014](#)).

Army reservists are more mixed in their opinions of the standard of personal equipment they have compared with trained Regulars; 38% of Army reservists are satisfied, 38% are dissatisfied, and 24% are neutral.

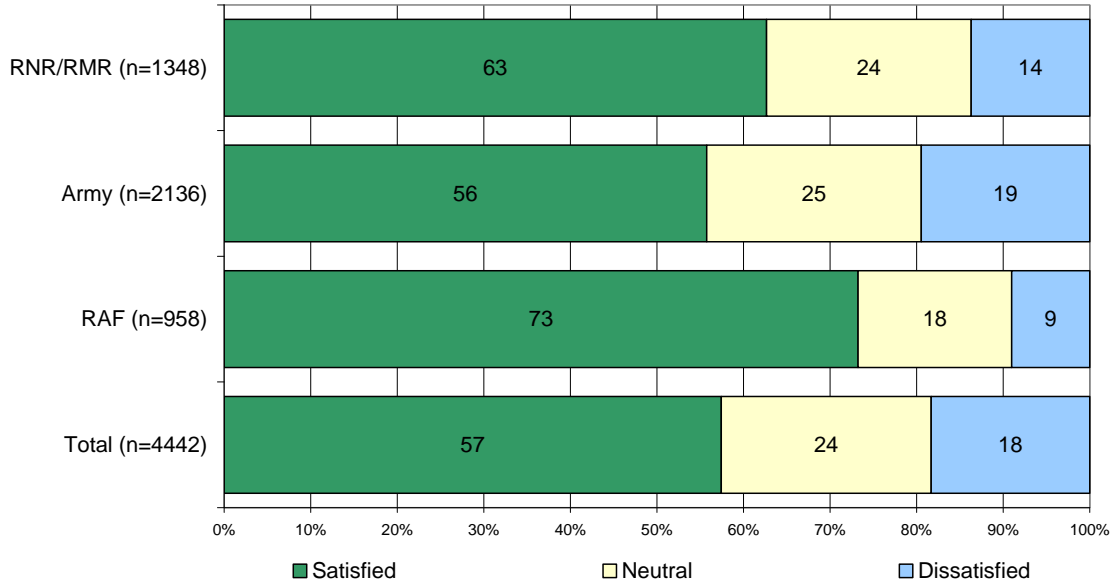
**Chart 3.1 How satisfied are you with the following?
The kit and equipment you have to do your job effectively. [R014]**



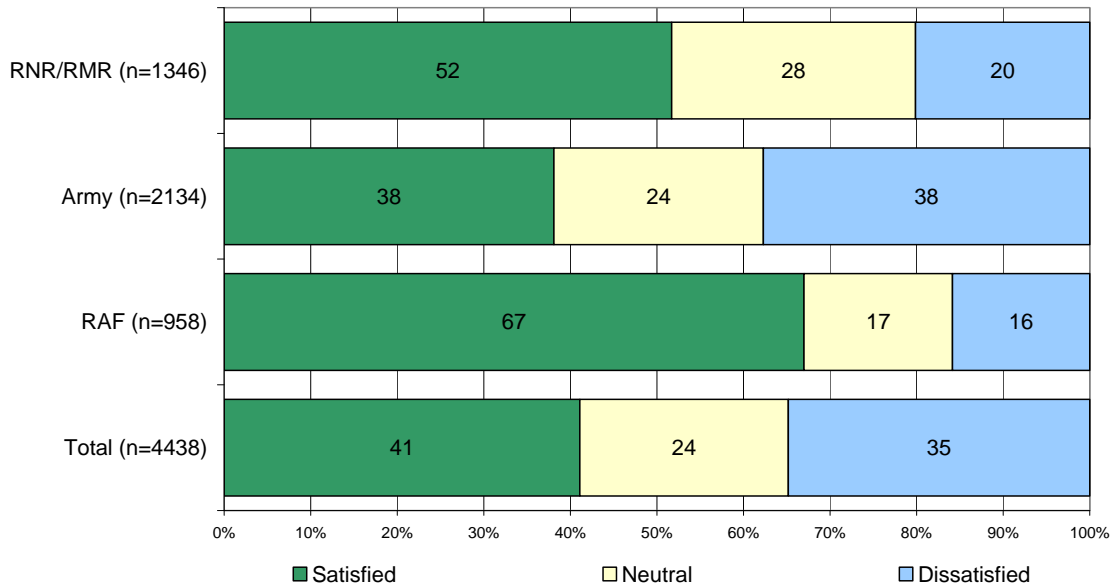
**Chart 3.2 How satisfied are you with the following?
The availability of personal equipment/kit you have to do your job e.g. clothes, boots, personal weapon. [R015]**



**Chart 3.3 How satisfied are you with the following?
The standard of personal equipment/kit you have to do your job e.g. clothes, boots, personal weapon. [R016]**



**Chart 3.4 How satisfied are you with the following?
The standard of personal equipment you have compared with Regulars e.g. clothes, boots, personal weapon. [R017]**



Section 4: Mobilisation

Section 4 includes Service results to the following questions:

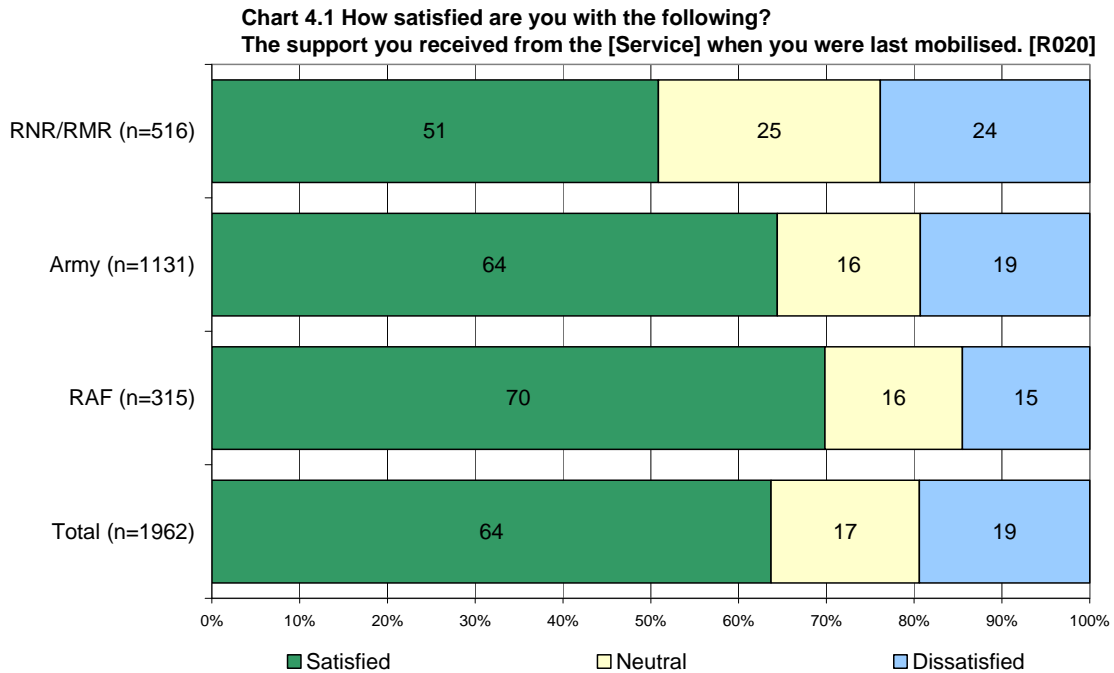
[Chart 4.1 The support you received from the \[Service\] when you were last mobilised](#)

[Chart 4.2 The support your family received from the \[Service\] when you were last mobilised](#)

Section 4 summary

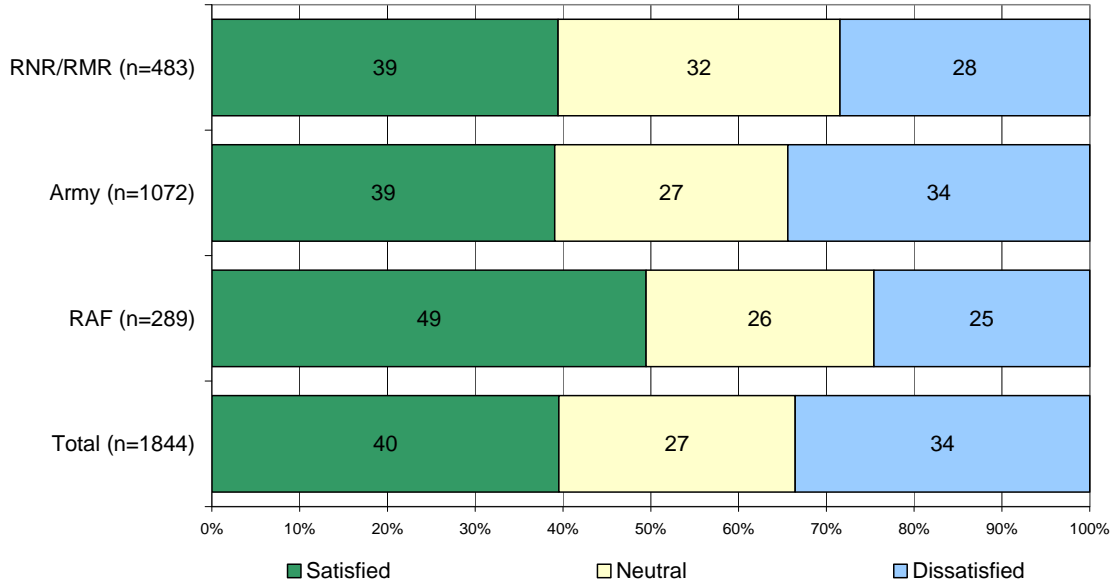
Almost two thirds (64%) of all reservists are satisfied with the support they received from the [Service] when they were last mobilised. Maritime reservists were least satisfied with half (51%) satisfied, and RAF reservists were the most satisfied with over two thirds (70%) satisfied with the support they received from the [Service] when they were last mobilised.

Reservists are more mixed in their opinion over the support their family received from the Service when they were last mobilised, with satisfaction being comparatively low compared with the support they personally received from the [Service] when they were last mobilised. Two fifths (40%) are satisfied with the support their family received, one third (34%) are dissatisfied, and over a quarter (27%) are neutral.



Note: results are filtered to only include those that have been mobilised.

**Chart 4.2 How satisfied are you with the following?
The support your family received from the [Service] when you were last mobilised.
[R021]**



Note: results are filtered to only include those that have been mobilised.

Section 5: Training and Career Management

Section 5 includes Service results to the following questions:

[Chart 5.1 The amount of training you have received for your current role](#)

[Chart 5.2 The quality of training you have received for your current role](#)

[Chart 5.3 The amount of training you have undertaken with Regulars](#)

[Chart 5.4 The amount of leadership training you have received](#)

[Chart 5.5 Your opportunity to take part in Adventure Training](#)

[Chart 5.6 Your career management within your unit](#)

[Chart 5.7 Your career management by the NPT\(RNR/RMR\); Army Personnel Centre \(Army\); Reserve Forces Manning Centre \(RAF\)](#)

[Chart 5.8 Your opportunities for personal development](#)

[Chart 5.9 Your opportunities for promotion](#)

Section 5 summary

Overall, reservists' satisfaction with the amount and quality of training they have received for their current role is relatively high, particularly among RAF and Maritime reservists, although it is notable that one fifth (19%) of Army reservists are dissatisfied with the amount of training they have received for their current role.

In terms of the amount of training they have undertaken with Regulars, opinions between reservists are relatively mixed; four in ten (39%) are satisfied with the amount of training they have undertaken with Regulars, just under three in ten (28%) are dissatisfied, and over three in ten (33%) are neutral. The level of satisfaction is higher among Maritime reservists and RAF reservists, with half satisfied (49%), and lower among Army reservists with 37% satisfied.

Just under half (48%) of all reservists are satisfied with the amount of leadership training they have received; with satisfaction being highest among Maritime reservists, of whom three fifths (59%) are satisfied.

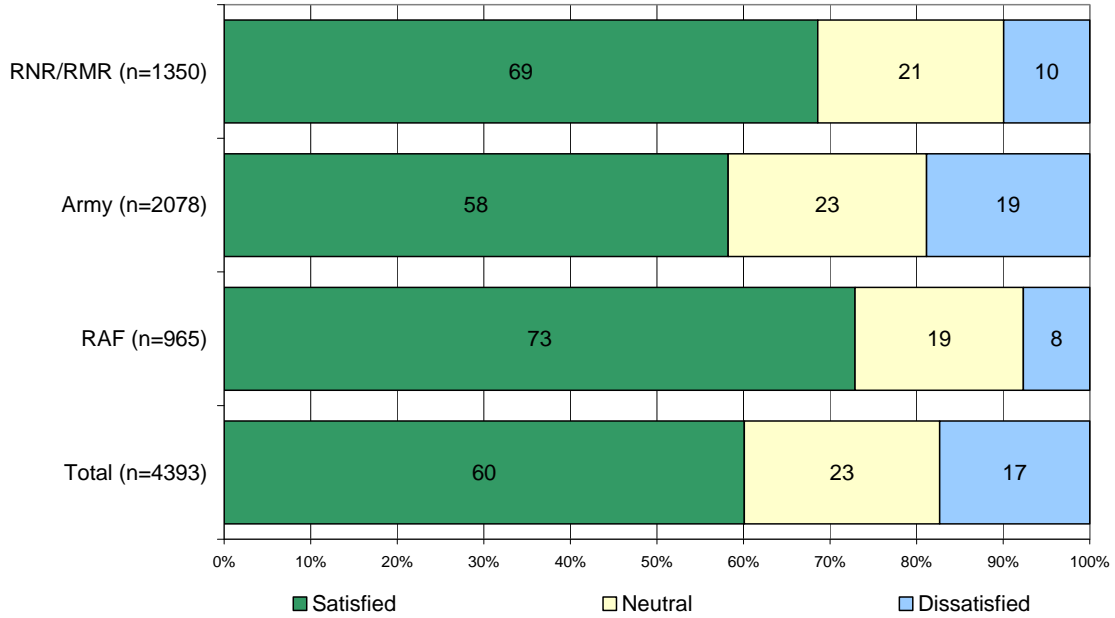
Half (51%) are satisfied with the opportunity to take part in adventure training, while a quarter (24%) are dissatisfied.

On the question of career management, both within their unit and by the NPT(RNR/RMR); Army Personnel Centre (Army); Reserve Forces Manning Centre (RAF), opinions between reservists are relatively mixed. Half (51% and 53% respectively) of Maritime reservists and RAF reservists are satisfied with the career management within their unit, while among Army reservists two fifths (42%) are satisfied and just under a third (31%) are dissatisfied. The level of satisfaction with career management provided by the NPT(RNR/RMR); Army Personnel Centre (Army); Reserve Forces Manning Centre (RAF) is relatively low and again opinions between reservists are fairly mixed; of all reservists 29% are satisfied, 33% are dissatisfied, and 38% are neutral.

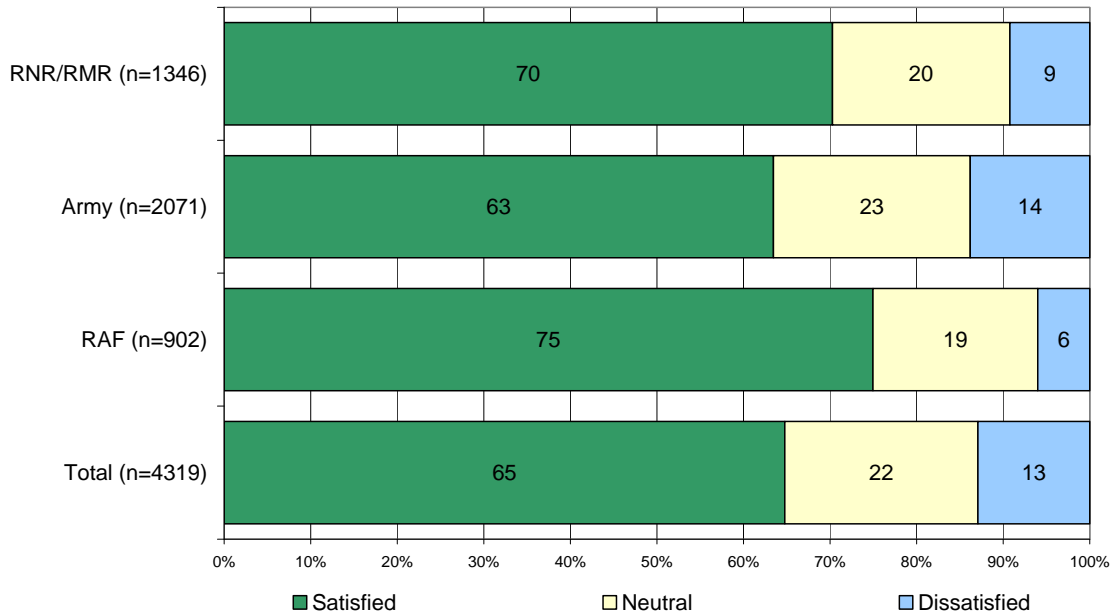
With regard to opportunities for personal development, Maritime reservists and RAF reservists have similar levels of satisfaction (56% satisfied). Satisfaction with the opportunities for personal development is lower among Army reserves with 44% satisfied and a quarter (26%) dissatisfied.

In terms of how reservists perceive opportunities for promotion, opinions are relatively mixed between reservists. Maritime reservists are more satisfied with the opportunities for promotion (45% satisfied) than Army reservists (39%) or RAF reservists (35%).

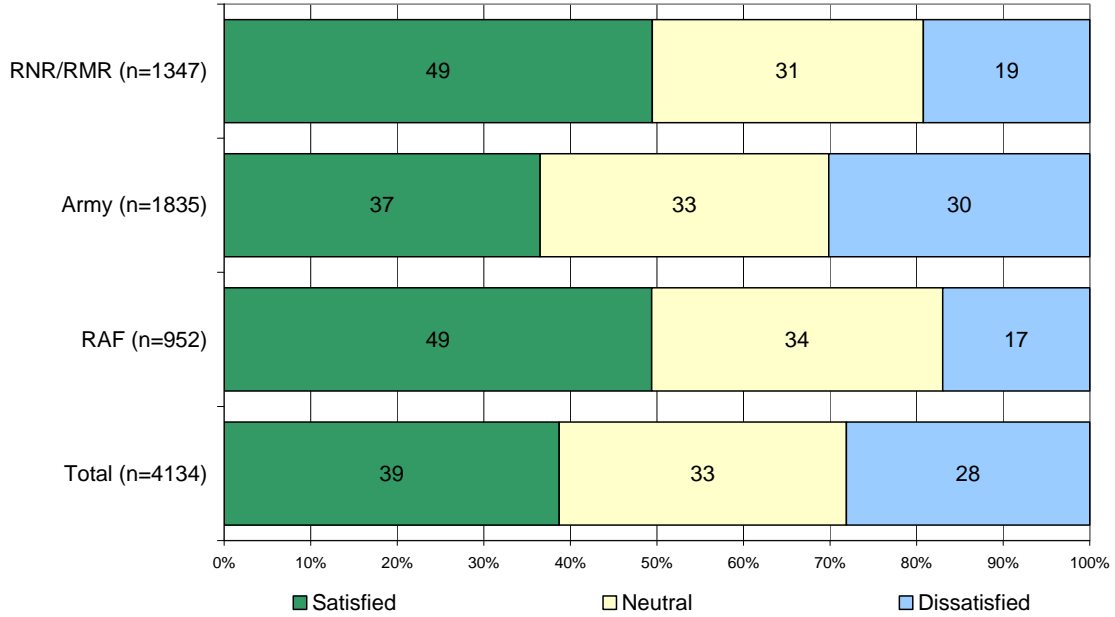
**Chart 5.1 How satisfied are you with the following?
The amount of training you have received for your current role. [R022]**



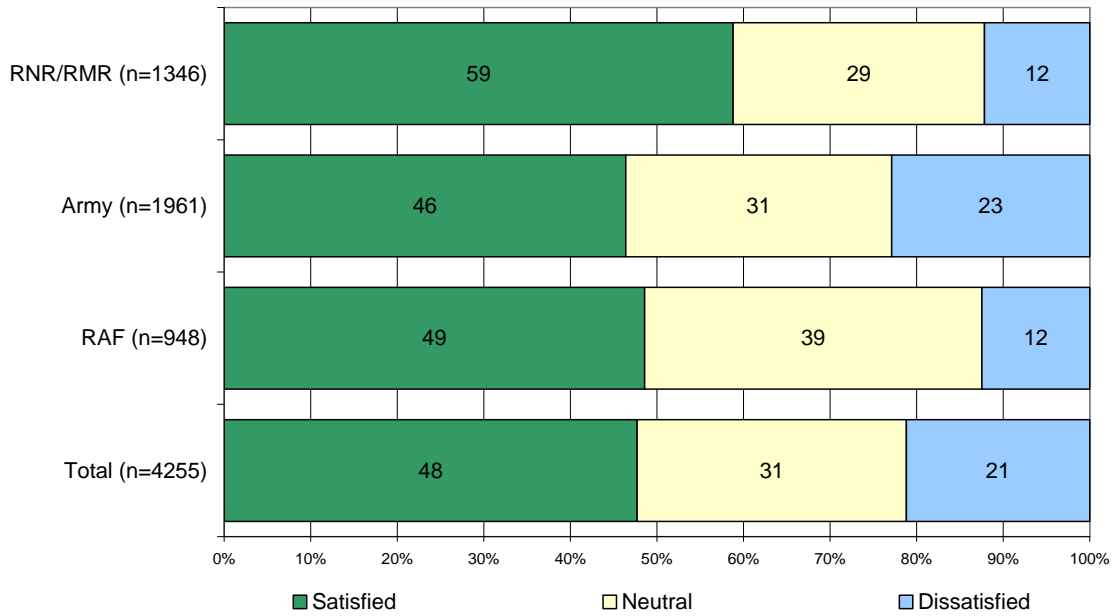
**Chart 5.2 How satisfied are you with the following?
The quality of training you have received for your current role. [R023]**



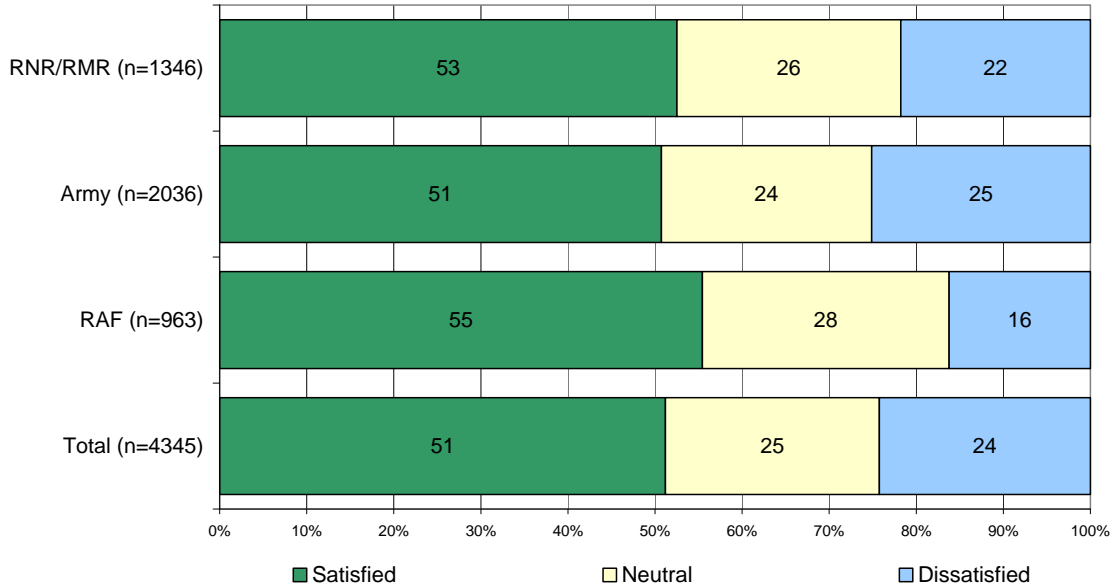
**Chart 5.3 How satisfied are you with the following?
The amount of training you have undertaken with Regulars. [R024]**



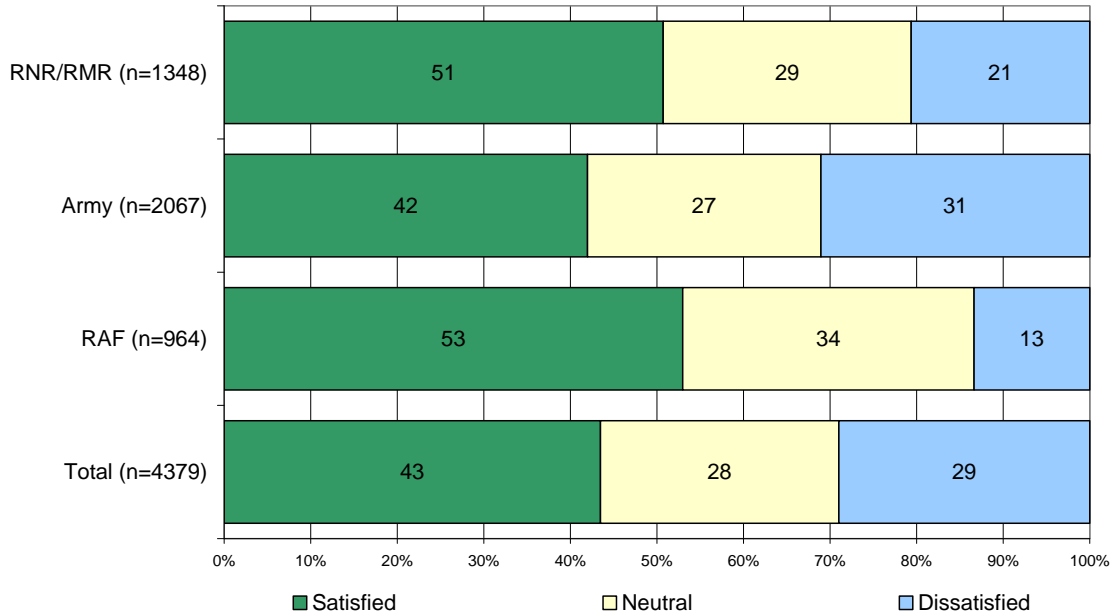
**Chart 5.4 How satisfied are you with the following?
The amount of leadership training you have received. [R025]**



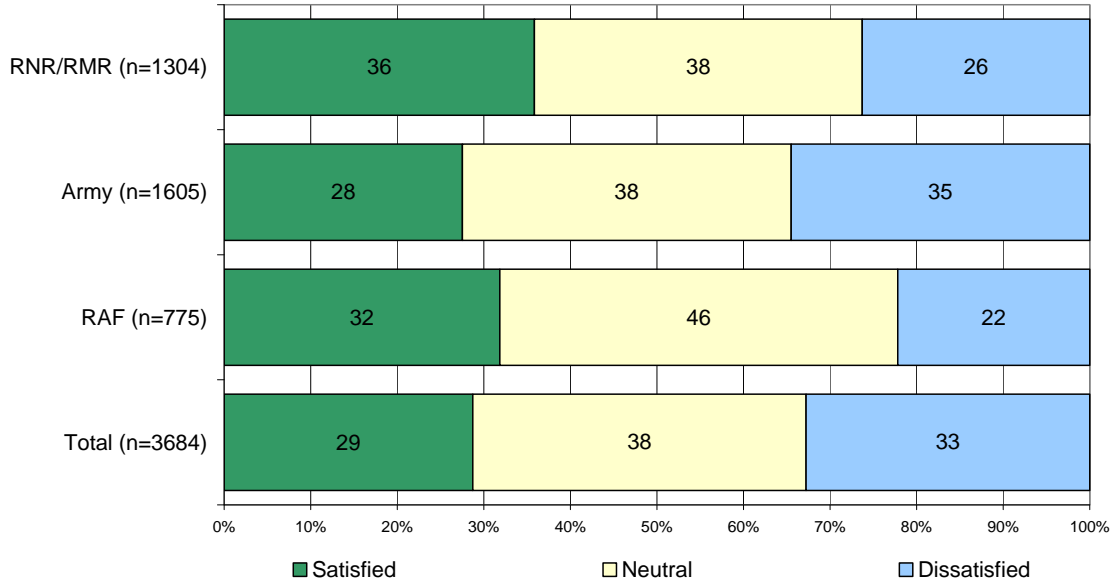
**Chart 5.5 How satisfied are you with the following?
Your opportunity to take part in Adventure Training. (RNR/RMR: 'Adventurous Training'). [R026]**



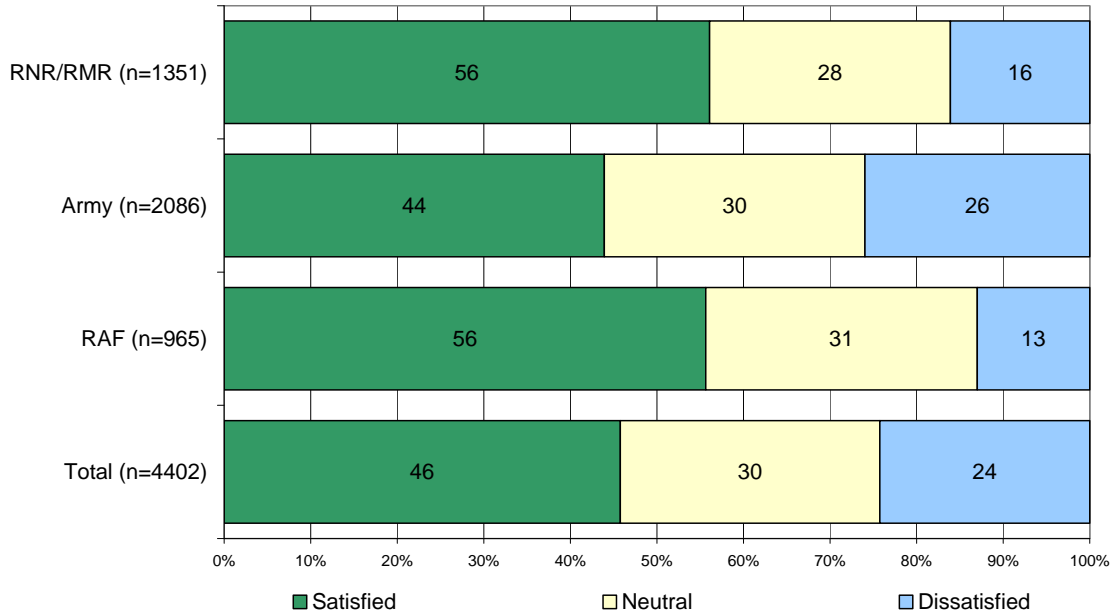
**Chart 5.6 How satisfied are you with the following?
Your career management within your unit. [R027]**



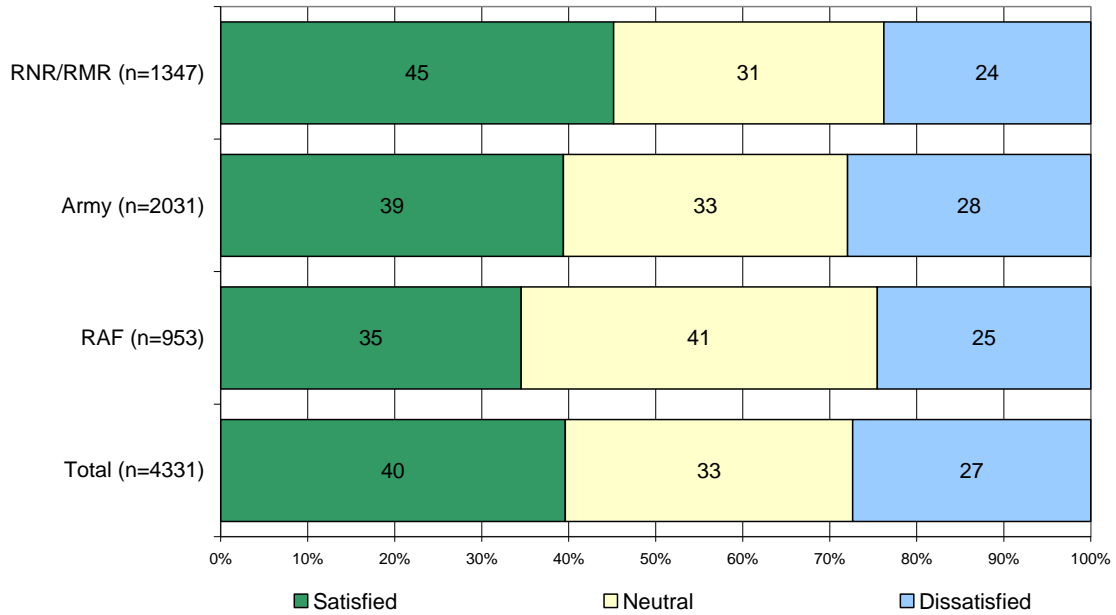
**Chart 5.7 How satisfied are you with the following?
Your career management by the NPT/NPT(RNR/RMR); Army Personnel Centre (Army);
Reserve Forces Manning Centre (RAF). [R028]**



**Chart 5.8 How satisfied are you with the following?
Your opportunities for personal development. [R029]**



**Chart 5.9 How satisfied are you with the following?
Your opportunities for promotion. [R030]**



Section 6: Perception of Reserves

Section 6 includes Service results to the following questions:

[Chart 6.1 I feel valued by Regulars](#)

[Chart 6.2 I feel valued by society](#)

Section 6 summary

Just under half (48%) of RAF reservists feel valued by Regulars. Army reservists feel least valued by Regulars; a quarter of Army reservists (25%) feel valued by Regulars while two fifths (41%) do not feel valued by Regulars.

Half (49%) of all reservists feel valued by society; RAF reservists feel the most valued by society with 60% in agreement.

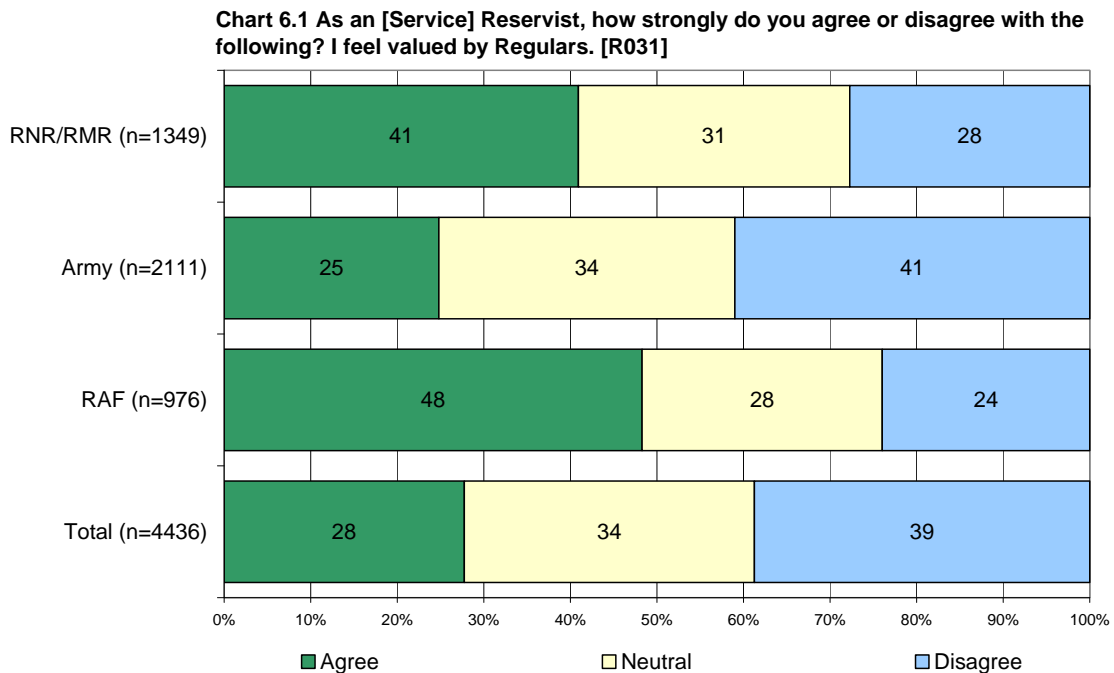
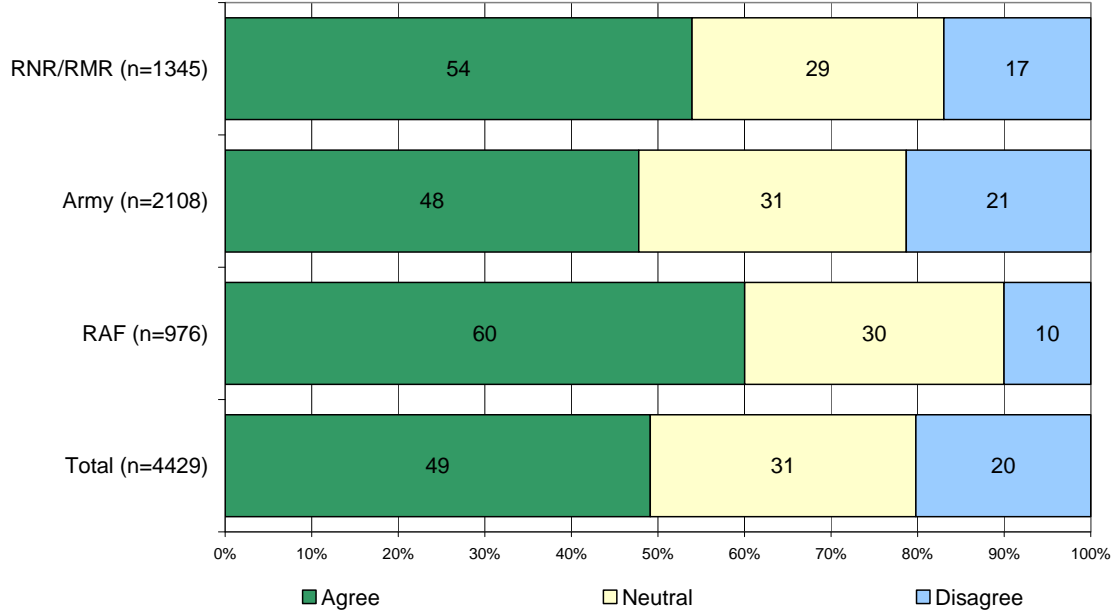


Chart 6.2 As an [Service] Reservist, how strongly do you agree or disagree with the following? I feel valued by society. [R032]



Section 7: Your Civilian Employment

Section 7 includes Service results to the following questions:

[Chart 7.1 What is your current employment status](#)

[Chart 7.2 What type of organisation do you work for](#)

[Chart 7.3 How many employees work for your employer or for you if you are self-employed](#)

[Chart 7.4 Is your employer aware that you are an \[Service\] Reserve](#)

[Chart 7.5 My employer supports my Reserve service](#)

[Chart 7.6 My employer values my Reserve service](#)

[Chart 7.7 My employer would prefer that I was not a Reservist](#)

[Chart 7.8 My civilian colleagues support my Reserve service](#)

[Chart 7.9 Being a Reservist is good for my civilian career](#)

[Chart 7.10 I use my civilian skills in the \[Service\] Reserve](#)

[Chart 7.11 I use skills gained through my military experience in my civilian employment](#)

Section 7 summary

Two thirds (66%) of reservists are employed full-time, 6% are employed part-time, and 9% are self-employed. Combined, this represents four fifths (81%) of reservists being in some form of employment. While half (49%) work in the private sector, over a third (36%) work in the public sector. Office for National Statistics (ONS) [Labour Market statistics](#) show that 81.2% of the UK population in employment worked in the private sector and the remaining 18.8% worked in the public sector as at September 2013.

Reservists report a relatively high level of support from employers; over two thirds (69%) agree that their employer supports their reserve service. However, just under half (47%) of reservists feel that their employer values their reserve service while a further 35% are neutral on this question. Less than a fifth (18%) disagree that their employer values their reserve service.

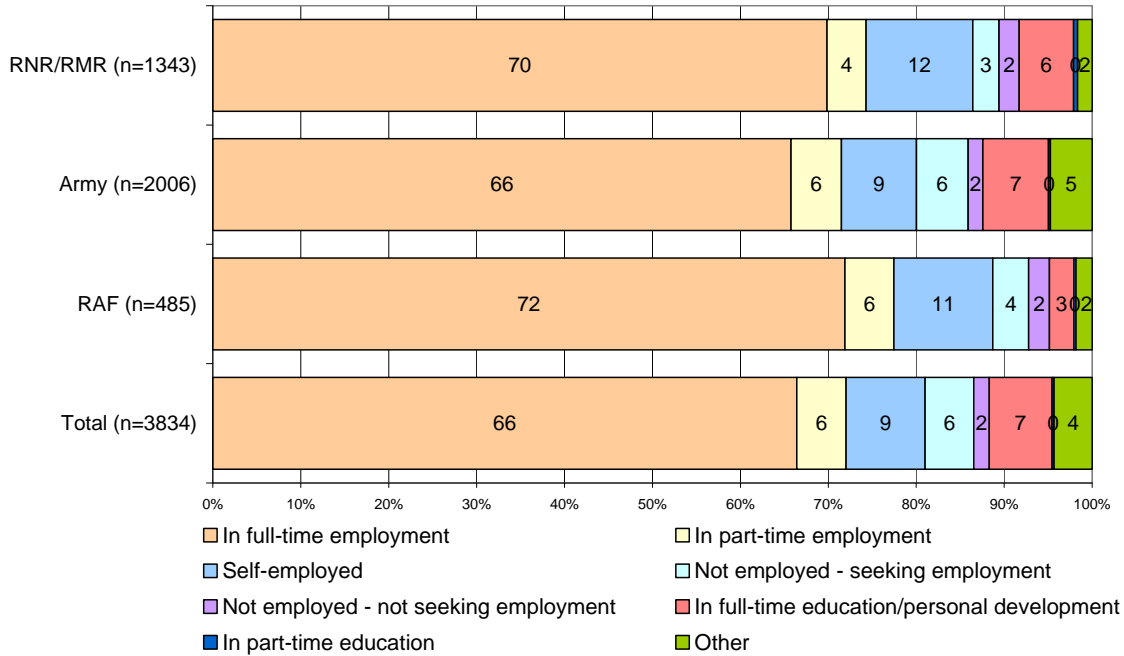
A quarter (26% and 24% respectively) of Army and Maritime reservists feel that their employer would prefer if they were not a reservist. Less than a fifth (17%) of RAF reservists feel that their employer would prefer if they were not a reservist.

Reservists generally believe that their civilian work colleagues are supportive of their reserve service (61% agree).

While the proportion of reservists agreeing that being a reservist is good for their civilian career is relatively low (44% agree), a larger proportion of reservists agree that they use their civilian skills in the [Service] reserve (61% agree), and that they use skills gained through their military experience in their civilian employment (65% agree)

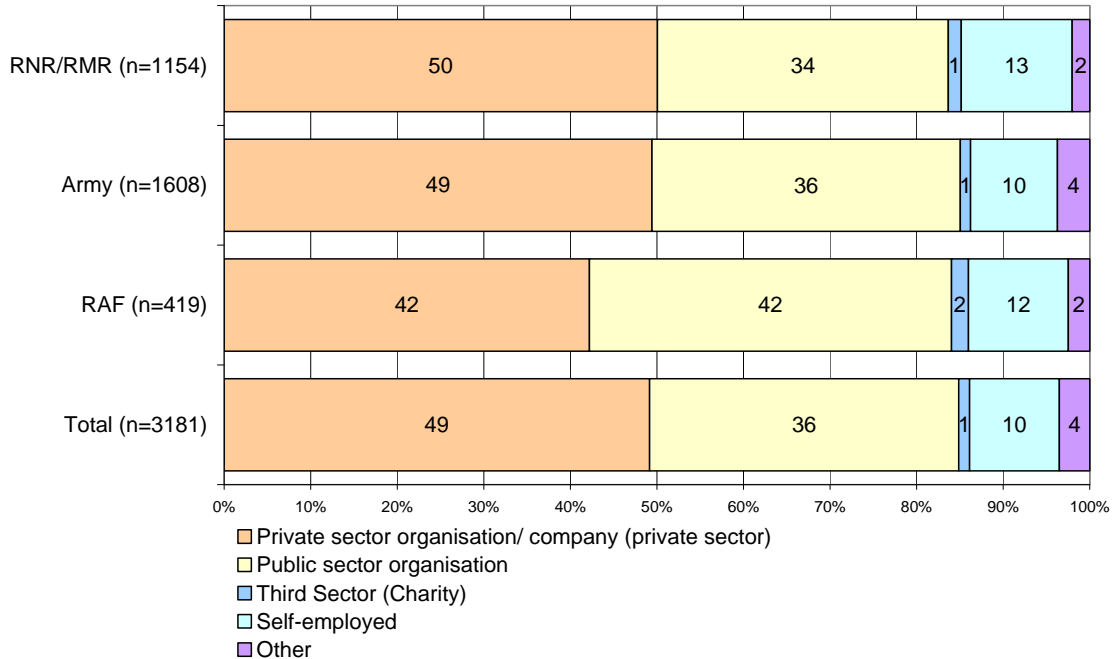
Note: While the questions in section 7 relate to civilian employment and should therefore be self-filtering when respondents completed their questionnaires, RAF FTRS are identifiable from their survey responses and have been excluded from these results. FTRS in the RNR/RMR and Army can not be identified from their survey responses or specifically filtered from these results.

Chart 7.1 What is your current employment status? [R054]



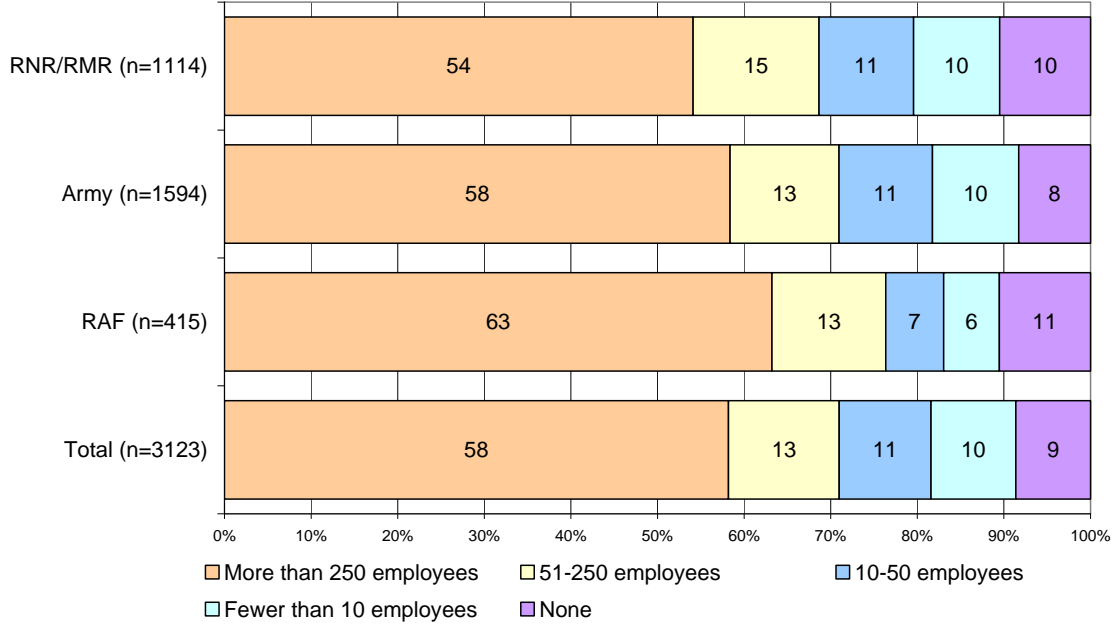
Note: The RNR/RMR asked this question as a 'tick one response' question, while the Army and RAF asked this question as a 'tick all that apply' question. To enable tri-Service analysis, only the responses from Army and RAF respondents that ticked one employment status category were included in these results. 4% of all Army and RAF respondents ticked more than one employment status category and have been excluded from this analysis.

Chart 7.2 What type of organisation do you work for? [R043]



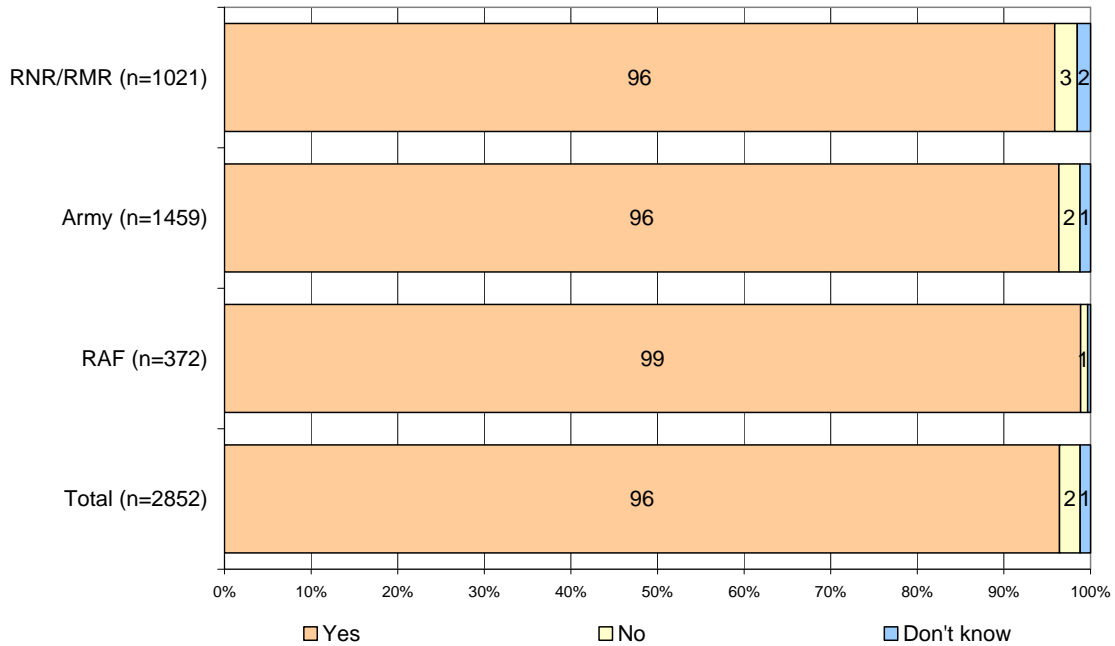
Note: responses to this question have been filter to only include those that were in either 'full-time employment', 'part-time employment', or were 'self-employed' (as reported in R054).

Chart 7.3 How many employees work for your employer or for you if you are self-employed? [R045]



Note: responses to this question have been filter to only include those that were in either 'full-time employment', 'part-time employment', or were 'self-employed' (as reported in R054).

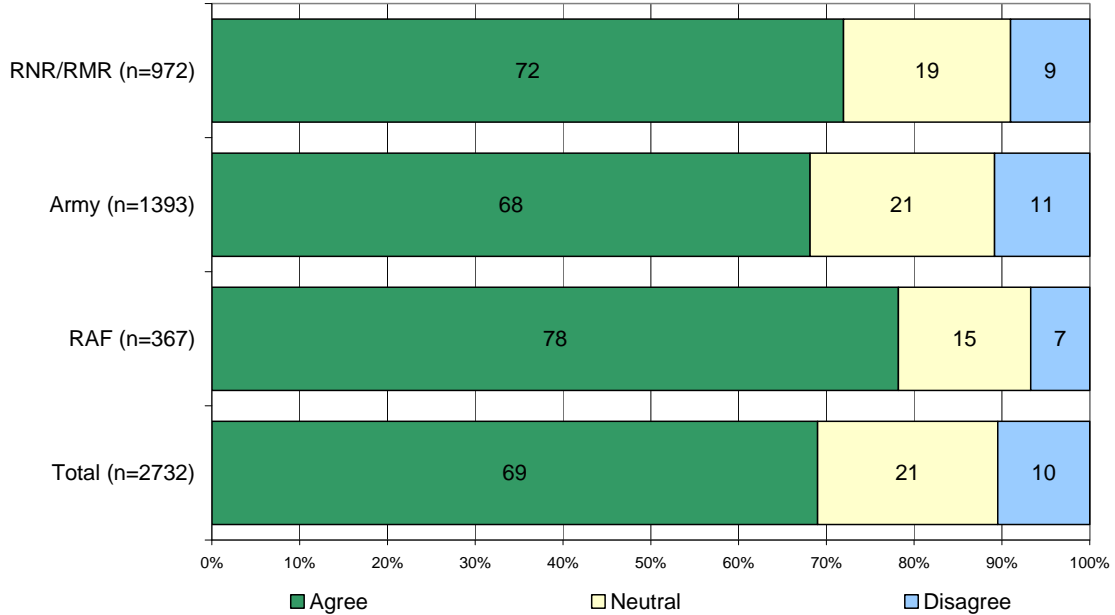
Chart 7.4 Is your employer aware that you are an [Service] Reserve? [R046]



Note: respondents selecting the category 'self-employed or not employed' (R046 equal to 4) have been excluded from these results.

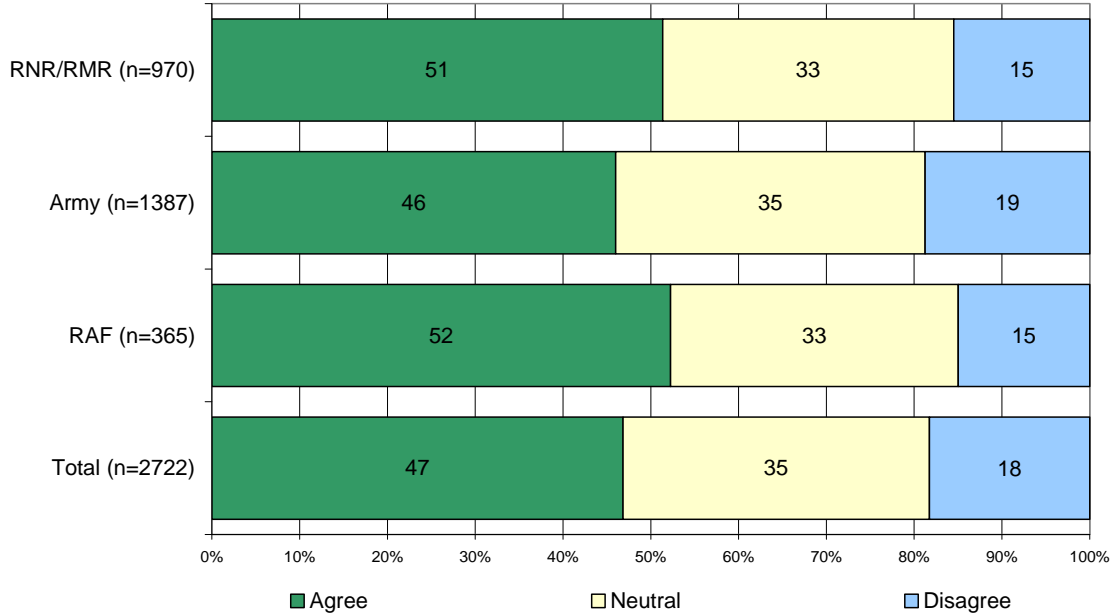
Note: responses to this question have been filter to only include those that were in employment (as reported in R054).

**Chart 7.5 How strongly do you agree or disagree with the following?
My employer supports my Reserve service. [R047]**



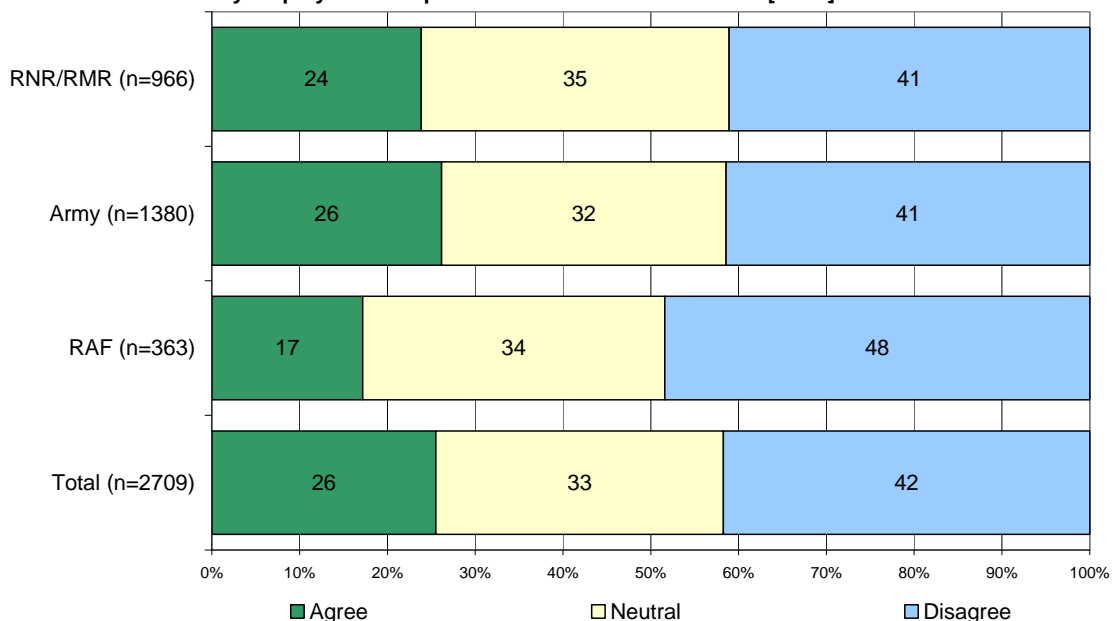
Note: responses to this question have been filtered to only include those respondents that were in employment (as reported in R054) AND whose employer was aware that they are a Reservist (as reported in R046).

**Chart 7.6 How strongly do you agree or disagree with the following?
My employer values my Reserve service. [R048]**



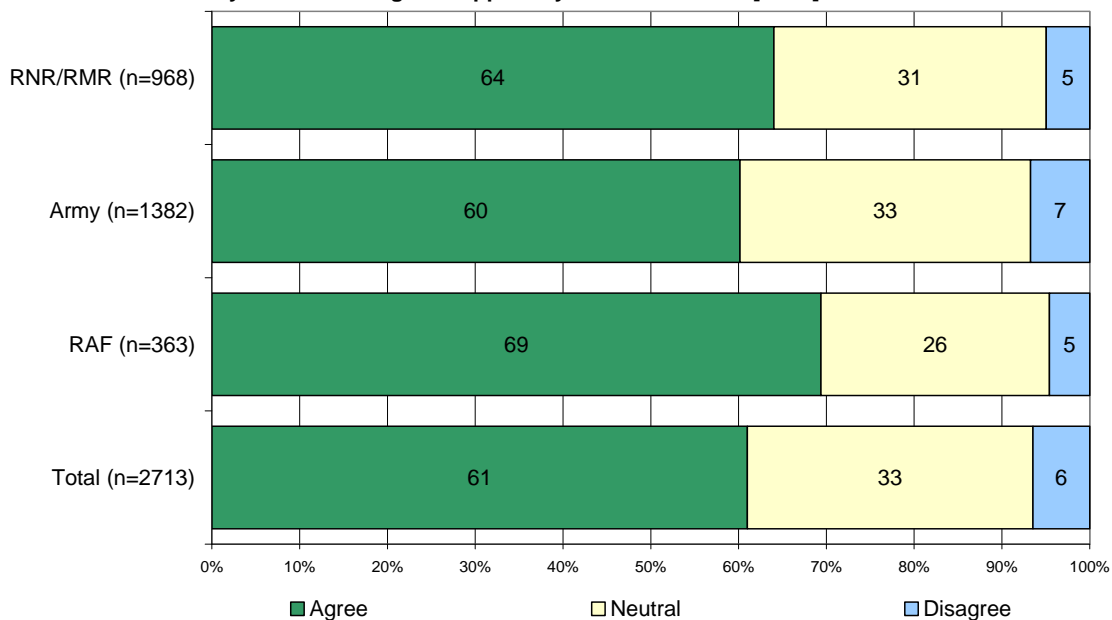
Note: responses to this question have been filtered to only include those respondents that were in employment (as reported in R054) AND whose employer was aware that they are a Reservist (as reported in R046).

**Chart 7.7 How strongly do you agree or disagree with the following?
My employer would prefer that I was not a Reservist. [R049]**



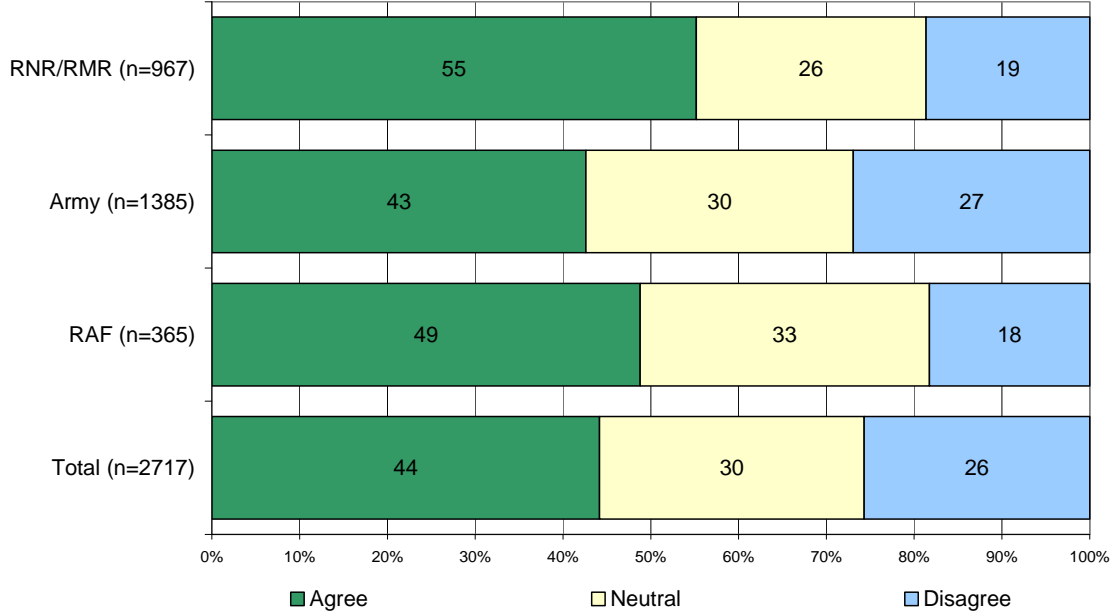
Note: responses to this question have been filtered to only include those respondents that were in employment (as reported in R054) AND whose employer was aware that they are a Reservist (as reported in R046).

**Chart 7.8 How strongly do you agree or disagree with the following?
My civilian colleagues support my Reserve service. [R050]**



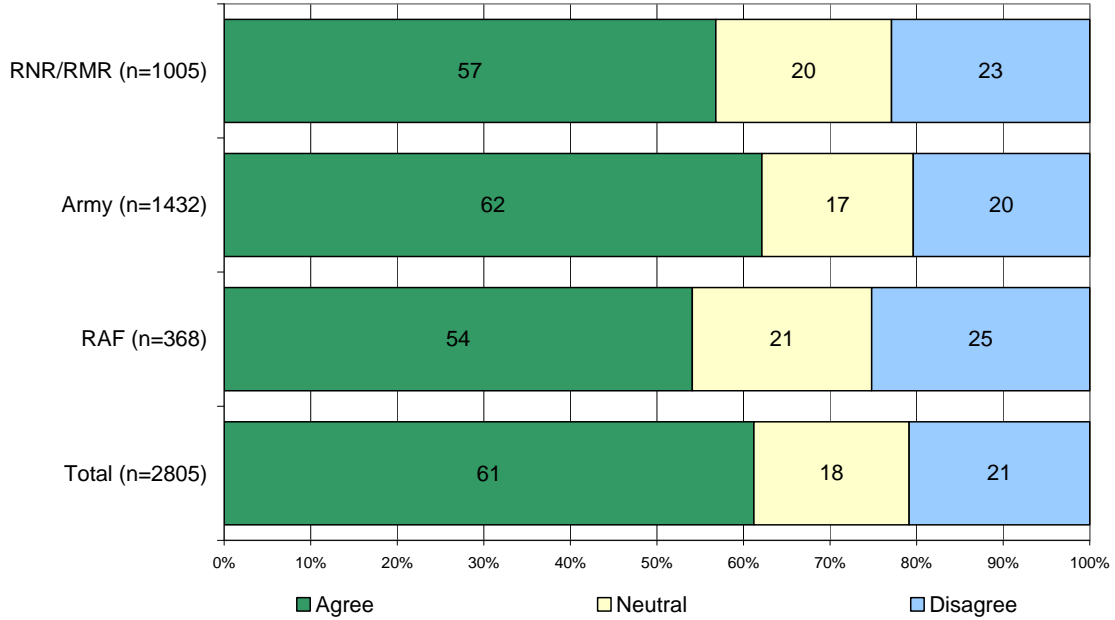
Note: responses to this question have been filtered to only include those respondents that were in employment (as reported in R054) AND whose employer was aware that they are a Reservist (as reported in R046).

**Chart 7.9 How strongly do you agree or disagree with the following?
Being a Reservist is good for my civilian career. [R051]**



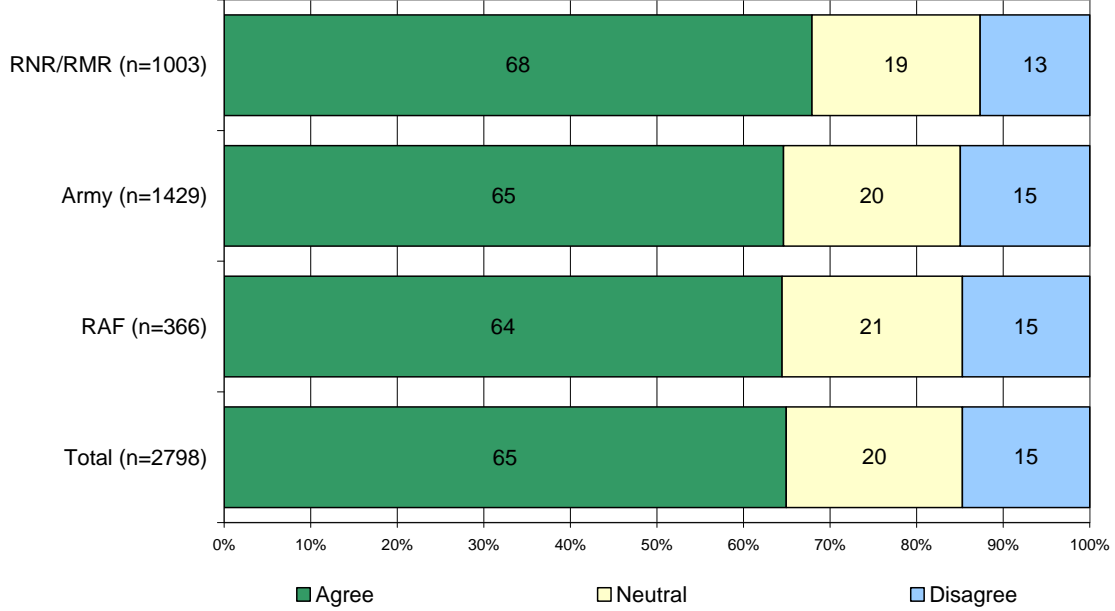
Note: responses to this question have been filtered to only include those respondents that were in employment (as reported in R054) AND whose employer was aware that they are a Reservist (as reported in R046).

**Chart 7.10 How strongly do you agree or disagree with the following?
I use my civilian skills in the [Service] Reserve. [R052]**



Note: responses to this question have been filtered to only include those respondents that were in employment (as reported in R054), excluding those respondents that are 'self-employed or not employed' (as reported in R046).

**Chart 7.11 How strongly do you agree or disagree with the following?
I use skills gained through my military experience in my civilian employment. [R053]**



Note: responses to this question have been filtered to only include those respondents that were in employment (as reported in R054), excluding those respondents that are 'self-employed or not employed' (as reported in R046).

Background Information

1. Context

1.1 This survey was conducted at a time that included the drawing down of the campaign in Afghanistan and ongoing and planned changes to the shape of the Armed Forces and the terms and conditions under which personnel serve.

1.2 In the past few years, important decisions have been taken on issues such as:

- the future shape of the Armed Forces (Future Forces 2020) and the role of the Reserves (Future Reserves 2020) where Reservists will form a greater part of the Armed Forces particularly in the Army;
- the return of all Army personnel from Germany to the UK by 2020;
- the planned return of combat troops from Afghanistan by 2015;
- future pension arrangements (AFPS 2015); and
- whilst the Armed Forces redundancy programme has moved forward.

1.3 The survey was conducted at a time of public sector pay restraint and at the backend of the largest global recession in several decades.

1.4 The Strategic Defence and Security Review (SDSR) set out reductions of 17,000 UK Regular Forces personnel by 2015, however following a "Three Month Review" an additional 12,000 reductions, to be implemented by 2020, were announced, bringing the total number of reductions to 29,000. The Future Reserves 2020 (FR20) programme, which aims to increase the size of the Reserve Force, targets a specific population within the Volunteer Reserve.

1.5 The 2011 Independent Commission to Review the UK's Reserve Forces recommended that the Volunteer Maritime Reserve should increase to 3,100 trained personnel, the Volunteer Army Reserve should increase to 30,000 trained personnel, and the Volunteer Royal Auxiliary Air Force (RAuxAF) should increase to 1,800 trained personnel.

1.6 For information on the FR20 personnel targets and details of the personnel that count towards these targets please see Table 6a of the Defence Statistics [Quarterly Personnel Report](#).

2. Background

2.1 The increasing importance of reserves in delivering military capability means MOD has to understand the attitudes and satisfaction of Reserves in the same way as Regulars in order to attract and retain highly motivated Reserves personnel. The Single Services have been running surveys on their own Reserves for a number of years, and now a set of Tri-Service Reserves Continuous Attitude Survey questions have been developed so that whole Reserve Force results can be produced. ResCAS is therefore a joint project involving individual expertise from single Service Occupational Psychologists as well as statisticians and researchers from Defence Statistics.

2.2 The aim of the ResCAS is to assess and monitor the attitudes of the whole Reserve Force across the Maritime Reserve (RNR/RMR), Army Reserve and RAF Reserve in key personnel management areas. The data is used to inform and shape decisions and policy development in a range of areas including remuneration, training, equipment, support, and Terms and Conditions of Service (TACOS). ResCAS is an annual survey. The continuous nature of the survey will allow attitudes to be tracked over time.

2.3 While the single Services run the reserves surveys, it is the role of the Chief of Defence Personnel Reserve Forces & Cadets (RFC) team to coordinate the Tri-Service ResCAS questions for inclusion in the reserves surveys.

2.4 Results to reserve survey questions that were not asked on a Tri-Service basis are not covered in the present report.

3. The 2014 ResCAS Report

3.1 This is the full report for the 2014 ResCAS, the first iteration of this survey. This report includes the 2014 Tri-Service results.

3.2 The report consists of:

- A statistical bulletin – *outlining the main findings.*
- Two charts summarising the results to the attitudinal questions – *charts showing the highest positively scoring and lowest positively scoring attitudinal questions.*
- Charts showing the results by Reserve Service – *shown in approximately the order that the questions appeared in the questionnaires.*
- Background information – *outlining the context and background to the survey.*
- Methodology – *includes a detailed explanation of the methodology used in the survey.*
- A glossary - *outlining key ResCAS terms and definitions.*

An appendix containing the 2014 Tri-Service questionnaire items is published separately.

ResCAS 2014 reference tables that include the tables of results for each of the Tri-Service questions in the 2014 survey are published separately on the ResCAS webpage along with standard errors, in Excel format.

3.3 The questions are divided into seven sections on the following topics:

1. Life in the reserves
2. Pay, allowances and admin support
3. Kit and equipment
4. Mobilisation
5. Training and career management
6. Perception of reserves
7. Your civilian employment

Methodology

4. Target Population

4.1 The target population for ResCAS 2014 is all reservists including mobilised reservists, High Readiness Reserves (HRR), Full Time Reserve Service (FTRS), Additional Duties Commitment (ADC), Officer Training Corp (OTC) instructors, Non Regular Permanent Staff (NRPS), Expeditionary Forces Institute (EFI), Active Regular Reserves, Sponsored Reserves, Military Provost Guard Service (MPGS), and Locally Engaged Personnel (LEP).

5. The survey

5.1 The single Service Reserves Surveys were distributed in early January 2014. Responses were collected until the surveys closed; 7th March 14 for the RAF Reserves; 14th March 14 for the Army Reserves; and 28th March 14 for the Maritime Reserves.

5.2 The RAF Reserves survey used a self completion paper questionnaire. RAF paper questionnaires were posted directly to individuals using address details recorded on the Joint Personnel Administration (JPA) system. Respondents were able to return their completed questionnaires using an enclosed pre-paid envelope. The RAF did not send questionnaires to deployed Reservists.

5.3 The Army Reserves survey self completion paper questionnaire was included in the Winter 13/14 edition of the Army Reserve Quarterly (ARQ) magazine. An electronic version of the questionnaire was also hosted on ArmyNet on the Defence Gateway website. The Chief of General Staff (CGS) briefing team also distributed 600 copies during their visits to units in January 2014. Respondents were able to return the paper questionnaire using a free post address.

5.4 The Maritime Reserves survey used an online self completion questionnaire and self completion paper questionnaires were also available. Points of contact at units were sent a generic web link to the online questionnaire. The unit points of contact forwarded the link on to reservists at their home email address. Paper questionnaires were also sent to unit points of contact and these paper questionnaires were available to be collected from the units by reservists if they preferred to complete the paper version.

6. Sample methodology and respondents

6.1 The 2014 single Service Reserves Surveys was open to all reservists (census) – see target population for details.

6.2 Overall, 4,578 responses were used in the ResCAS 2014 analysis, representing returns from 13% of the entire target population (approximately 35,860 as at January 2014). The table below contains detailed information on the size of the target population and number of questionnaires received along with the corresponding proportion of the target population.

Table A1: Completed questionnaires received from the target population by Service

		Size of target population as at Jan 2014	Completed returns	% of target population responding
Maritime Reserves (RNR/RMR)	Officers	900	447	49%
	Ratings	2,090	907	43%
Army Reserves	Officers	9,760	674	7%
	Soldiers	20,810	1,573	8%
Royal Air Force Reserves	Officers	570	317	55%
	Airmen	1,720	660	38%
All Services Reserves	Officers	11,240	1,438	13%
	Ranks	24,620	3,140	13%

Note that the target population sizes have been rounded. Percentages have been rounded to the nearest whole % for ease of interpretation. Reservists population sizes reported here may not match to population sizes reported in other publications due to definitional differences.

7. Weighting methodology and non-response

7.1 Due to differences in prevalence of non-response between the Services and rank groups, the distribution of characteristics amongst the ResCAS respondents did not reflect the distribution in the whole Reserve Forces population. This means that some types of personnel were over-represented and others under-represented. Analysis of response/non-response found participation rate varied by rank. As such the survey data were weighted by rank (as shown in table A2) to correct for the bias caused by such over or under-representation.

7.2 The weights were calculated simply by:

$$\frac{\text{Population size within weighting class (p)}}{\text{Number of responses within weighting class (r)}}$$

7.3 Weighting in this way assumes missing data are missing at random (MAR) only within weighting classes. This means that we assume that within a single weighting class the views of non-respondents do not differ (on average) to the views of respondents.

7.4 Completed questionnaires were received from 7% of the Army reserves target population. This relatively low proportion of the Army target population responding is thought to reflect, at least in part, the methods used in distributing Army questionnaires – see methodology section of the ResCAS report. The relatively low proportion of the Army target population responding coupled with the method of distribution increases the potential of non-response bias in the Army survey results and in the Reserve Forces totals – these survey results should be viewed with caution.

Table A2: Weightings used for ResCAS 2014 analysis

Weighting Class	Weighting Applied
RNR Ratings: AB1, AB2, Leading Rate PO, CPO, WO2, WO1	2.12
RNR Officers: OC Mid Shipman, Sub Lt, Lt, Lt Cdr, Cdr, Capt and above	2.03
RMR ORs: Mne, LCpl, Cpl, Sgt, CSgt, WO2, WO1	2.79
RMR Officers: 2nd Lt, Lt, Capt, Maj, Lt Col, Col	1.93

Weighting Class	Weighting Applied
Army_Private Soldier/ JNCO	14.06
Army_WO/SNCO	11.43
Army_Captain or below	24.85
Army_Major and above	6.46

Weighting Class	Weighting Applied
RAF_OF1 FTRS + ADC + Volunteer Reserve + High Readiness Reserve + Called Out Reservist	1.20
RAF_OF2 FTRS + ADC	1.58
RAF_OF2 Volunteer Reserve + High Readiness Reserve + Called Out Reservist	2.77
RAF_OF3 FTRS + ADC	1.44
RAF_OF3 Volunteer Reserve + High Readiness Reserve + Called Out Reservist	2.04
RAF_OF4+ FTRS + ADC + Volunteer Reserve + High Readiness Reserve + Called Out Reservist	1.51
RAF_OR1/OR2 FTRS + ADC + Volunteer Reserve + High Readiness Reserve + Called Out Reservist	3.45
RAF_OR4 FTRS + ADC	1.53
RAF_OR4 Volunteer Reserve + High Readiness Reserve + Called Out Reservist	2.44
RAF_OR6 FTRS + ADC	1.58
RAF_OR6 Volunteer Reserve + High Readiness Reserve + Called Out Reservist	2.86
RAF_OR7 FTRS + ADC	1.46
RAF_OR7 Volunteer Reserve + High Readiness Reserve + Called Out Reservist	2.14
RAF_OR9 FTRS + ADC	1.40
RAF_OR9 Volunteer Reserve + High Readiness Reserve + Called Out Reservist	1.77

Note: Weights have been rounded in the table above to 2 decimal places. Non-rounded weights were applied during analysis. RAF sponsored reservists can not be identified from their survey responses and the population sizes of sponsored reservists have therefore not been included in the calculation of the RAF weights although they are considered part of the target population and were eligible to complete the RAF Reserves survey. Sponsored reservists responses are included in the survey results if they answered the question 'Under what terms do you serve in the Reserve Air Forces: Part-Time Volunteer Reserve (PTVR); Full-Time Reserve Service (FTRS); Additional Duties Commitment (ADC), in addition to the 'What is your current rank' question.

7.5 Missing values, i.e. where respondents have not provided a response/valid response, have not been included in the analysis. In addition, some questions are filtered to exclude invalid responses. As a result the unweighted counts (or 'n') will vary from question to question within the reference tables (published separately from this report on the ResCAS webpage here <https://www.gov.uk/government/collections/tri-service-reserves-continuous-attitude-survey-index>)

8. Format of the reference tables (published separately to the report on the ResCAS webpage here <https://www.gov.uk/government/collections/tri-service-reserves-continuous-attitude-survey-index>)

8.1 Each reference table refers to a question asked at the Tri-Service level and are arranged generally in the order in which they were asked in the questionnaires (i.e. each Service had its own separate questionnaire). Each table is broken down by Service. Footnotes are given for some tables to explain certain relevant information relating to how the data in the table have been produced. The title of each table reflects the question asked in the questionnaire and the number in square brackets at the end of a title i.e. those preceded by an 'R' are simply a unique question identifier used to administer and keep track of questions over the years.

8.2 Unless otherwise specified, 'don't know' and 'not applicable' responses are ignored and percentages are based only on the numbers of respondents who chose the remaining item response options.

8.3 Attitudinal questions in the questionnaires have generally been regrouped to assist in analysing results and to aid interpretation. For example, questions asked at a 5-point level have generally been regrouped to a 3-point level (Table A3 refers).

Table A3: Common groupings of 5 point scales

Type of scale	Group 1	Group2	Group3
Agreement	Agree (strongly agree or agree)	Neutral (neither agree nor disagree)	Disagree (strongly disagree or disagree)
Satisfaction	Satisfied (very satisfied or satisfied/fairly satisfied)	Neutral (neither satisfied nor dissatisfied)	Dissatisfied (very dissatisfied or dissatisfied/fairly dissatisfied)

8.4 Each table includes an estimate of the proportion of the population by category. Standard errors for each survey estimate are included in the reference tables. Total unweighted counts for each question are provided. Where the unweighted count for a Service is less than 30, results by category have been withheld as distributions for these low numbers of respondents are unreliable. Suppressing results based on less than 30 responses also helps to preserve respondent confidentiality.

8.5 Where the survey estimate (percentage) is exactly 0% or 100%, standard errors are not possible.

Glossary of Terms and Abbreviations

Additional Duties Commitment Reservists who undertake part-time work with the Armed Forces with a minimum commitment of 13 weeks - at least one day a week throughout this period.

Adventure Training Training undertaken in an outdoor environment intended to develop skills and abilities required in operational deployment.

AFCAS Armed Forces Continuous Attitude Survey.

Annual Bounty A tax-free lump sum paid on completion of annual training commitment

Annual Training Commitment Training commitments vary between the three Reserve Forces, but in most cases include:

- **Weekly training** - most Reservists train at their local centre for around two-and-a-half hours, one evening a week.
- **Weekend training** - all Reservists are expected to attend a number of training weekends which are spread throughout the year.
- **Annual training** - this is a 15-day continuous training course, sometimes referred to as 'Annual Camp'. This may take place at a training establishment, as an attachment to a Regular Unit, a training exercise or a combination of any of these. Training normally takes place within the UK, although each year some Reservists train overseas

Army Personnel Centre The APC is the administrative centre for Army personnel records, formed December 1996, formally ceased to be a Defence Agency as at 1 April 2004.

Full-Time Reserve Service (FTRS) Those on FTRS fill Service posts on a full-time basis while being a member of one of the reserve services, either as an ex-regular or as a volunteer. In the case of the Army and the Naval Service, these will be posts that would ordinarily have been filled by regular service personnel, in the case of the RAF, FTRS personnel also fill posts designated solely for them.

Head Office & Corporate Services (HO&CS) was established as at 1 April 2012. Lead areas of activity include Senior Finance Office (SFO) responsibility for ensuring that decisions are taken with due regard to affordability and value for money, acting as Head of Establishment for London HO Buildings and associated support requirements, Production of the Department's Resource Accounts and Governance support for MOD Trading Funds.

JPA 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.

Maritime Reserves a term that covers the combined Royal Marine Reserve (RMR) and Royal Navy Reserve (RNR).

Missing at Random (MAR) Statistical theory that states that those who did not respond to a question do not differ from those who did respond.

n Letter that represents 'Unweighted count'.

Neutral In Key Results and Tables, refers to the situation where there is neither agreement or disagreement, satisfaction or dissatisfaction, positions taken in response to a question.

NPT Naval Personnel Team

Regular Reserve Former members of the UK regular forces who have a liability for service with the Reserve forces. Includes the Royal Fleet Reserve, Army Reserve and Royal Air Force Reserve as well as other individuals liable to recall.

Reserves Continuous Attitude Survey (ResCAS) Refers to the questions asked on a Tri-Service basis in each of the single-Services Reserves Continuous Attitude Surveys.

Royal Marines Reserve (RMR) Approximately 10% of the RMR are working with the Regular Corps on long term attachments, mostly FTRS. The remainder are Volunteer Reserves.

Royal Naval Reserve (RNR) Formed in 1859 it was merged with the Royal Navy Volunteer Reserve (RNVR) in 1958, and also incorporates the former Women's Royal Navy Volunteer Reserve (WRNVR) and QARNNS (Reserve). See **Volunteer Reserves**.

Standard Error A measure derived using weighting factors from the sample proportion and unweighted count in a sampling distribution and used as a benchmark in order to ascertain a range of values within which the true population proportion could lie.

Trained (Regulars) 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.

Tri-Service (Reserve) refers to the Maritime Reserve, Army Reserve, and RAF Reserve collectively.

UK United Kingdom

Unweighted Count Refers to the actual number who provided a valid response to a question in the survey

Volunteer Reserves Volunteer Reserves are civilian volunteers who undertake to give a certain amount of their time to train in support of the Regular Forces. They include the Royal Naval Reserve, the Royal Marines Reserve, Territorial Army and the Royal Auxiliary Air Force but do not include Royal Fleet Auxiliary Service (RFA). Some Volunteer Reservists undertake (paid) Full-Time Reserve Service.