



Ministry of Defence

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XXXXXXXXXX

14 December 2012

Dear XXXXXXXXXXXX,

Thank you for your correspondence dated 16 July, which has been considered to be a request for information in accordance with the Freedom of Information Act 2000 (FOIA). Firstly, once again, I apologise for the length of time it has taken the Department to compile your request for information. Your request has been passed to my department and I have been asked to respond. You asked the following questions:

Dear Sir or Madam,

I am making a request under the Freedom of Information Act. Please could you disclose:

- 1. The number of reserve forces, including the TA, the Royal Marine Reserves, the Navy reserves and the RAF reserves that will be in the next roulement of UK forces to Afghanistan in October.**
- 2. The ratio of reserves to regulars in 4th Mechanized Brigade during that tour.**
- 3. The salary of each member of the reserve force in this brigade - if you deem this to be too time consuming a request then please tell me the rank and salary of each member of the reserve that is on an annual six-figure wage.**
- 4. How many reserves in this brigade are on a six-figure salary?**
- 5. What is the total cost of the salaries of the reserve force personnel for this deployment - including from the moment each member was called up, the pre-deployment training, the deployment itself and the time off afterwards?**
- 6. The number of reserve forces, including the TA, the Royal Marine Reserves, the Navy reserves and the RAF reserves that are currently deployed in Afghanistan.**
- 7. The ratio of reserves to regulars in 12th Mechanized Brigade during the tour.**
- 8. The salary of each member of the reserve force in this brigade - if you deem this to be too time consuming a request then please tell me the rank and salary of each member of the reserve that is on an annual six-figure wage.**
- 9. How many reserves in this brigade are on a six-figure salary?**
- 10. What is the total cost of the salaries of the reserve force personnel for this deployment - including from the moment each member was called up, the pre-deployment training, the deployment itself and the time off afterwards?**

11. The number of reserve forces, including the TA, the Royal Marine Reserves, the Navy reserves and the RAF reserves that were in the previous roulement of UK forces to Afghanistan that returned to the UK in March/April 2012.

12. The ratio of reserves to regulars in this brigade during the tour.

13. The salary of each member of the reserve force in this brigade - if you deem this to be too time consuming a request then please tell me the rank and salary of each member of the reserve that is on an annual six-figure wage.

14. How many reserves in this brigade are on a six-figure salary?

15. What was the total cost of the salaries of the reserve force personnel for that deployment - including from the moment each member was called up, the pre-deployment training, the deployment itself and the time off afterwards?

In response to your request for information, the data you have requested regarding the number of reservists deployed on Operations HERRICK 15 and 16 and their salary costs is recorded differently by each of the Services and the data is not held centrally. It may be helpful if I explain that for this reason, where we have provided data, it has been broken down by the respective Service and have included the period that the information was valid.

In addition to the information that the Department has released, I should like to explain that when reservists are mobilised and taken into permanent service they may find that their Service pay is less than their civilian earnings and can make a claim for financial assistance known as the Reservist Award. This is recognised by Statutory Instrument 2005/859, The Reserve Forces Call-out and Recall (Financial Assistance) Regulations, that seeks to ensure that a reservist and his or her family are not financially disadvantaged by mobilisation.

The Reservist Award includes pay to make up the difference between civilian earnings and military salary and certain benefits in kind suspended or withdrawn by their employer. Reservists may also make claims for a limited number of additional allowance expenses which are incurred by them purely as a result of mobilised service. Employers are eligible to make claims for financial assistance to cover the costs of finding temporary replacements or retraining the reservists on their return.

When considering mobilising reservists, intelligent selection is used by applying selection filters to reduce mobilisation risk (i.e. to reduce the likelihood of an application for deferral, exemption or revocation). Other considerations include the operational requirement, financial implications, other Departmental guidance and the availability of individuals with the appropriate skills and experience. Currently only the cost of reservists (which include military salary, Superannuation Contribution Adjusted for Past Experience, Employer's National Insurance Contributions, Reservist and Employer's Awards) mobilised in support of OP HERRICK are an allowable charge to the Government Special Reserve.

As part of the ongoing Consultation on Reserves we are considering as part of our reforms a more intelligent mobilisation of Reserves to ensure that our increased use of Reserves does not create an increased financial burden, consequently, we will consider the total salary costs in deciding whether to mobilise someone. It should be noted that highly paid Reservists are a very small proportion of the overall number mobilised and not reflective of an overall trend of reservist costs.

Current and Future Operations

In regard to Questions 1 and 6 about the deployment of reservist personnel in Afghanistan, the information that the Department holds on this is provided in Table 1 below, which shows the number of reservists that served on Operation Herrick by Service and contract type and the data was valid as at 18 July 2012.

Table 1:		
Assignment Type	Service	Total
Called Out Reservist	Army	434
	RAF	27
	RN	7
Called Out Reservist Total		468
Full Time Reserve Service (FTRS)	Army	16
	RN	1
FTRS Total		17
Sponsored Reserve	Army	7
	RAF	9
Sponsored Reserve Total		16
Grand Total		501

Previous Operations

Turning to Question 11 regarding the number of reservists that served on Operation Herrick 16, the information that the Department holds on this is provided in Table 2 below, which shows the number of reservists by contract type and this data was valid as at 1 February 2012.

Table 2:		
Assignment Type	Service	Total
Called Out Reservist	Army	524
	RAF	26
	RM	2
	RN	7
Called Out Reservist Total		559
FTRS	Army	14
	RAF	1
	RN	1
FTRS Total		16
Sponsored Reserve	RAF	11
Sponsored Reserve Total		11
Volunteer Reserve	Army	11
	RAF	2
	RN	2
Volunteer Reserve Total		15
Grand Total		601

Ratios of Reservists to Regulars in Brigades

In regard to Questions 2, 7 and 12 about the ratio of Reserve personnel to Regulars in the Mechanized Brigades, I must advise you that the Army would only be able to provide this data by manually searching through the files of mobilised reservists to ascertain which of those personnel are under the command of each specific Brigade. I have to advise you that we will not be able to answer your request without exceeding the appropriate cost limit specified in FOI regulations within the scope of Section 12 of the FOI Act which is set for central government at £600.

Reservist Salaries greater than £100K

Turning to your questions 1, 3,4,8,9, 13 and 14 regarding the number of Reservist personnel in receipt of a six-figure salary, the Defence Analytical Services and Advice were able to provide some information, of the 3,340 personnel mobilised in 2011/12 there were 970 (29%) in receipt of the Reservist Award and 18 (0.6%) personnel were over £100K noting that 10 (0.3%) of these were Army Medical specialists which provide a vital role on operations to treat and care for those

personnel that are seriously wounded and injured. These Army reservists were deployed on operations during the period of 1 January 2011 – 26 May 2012.

The Armed Forces rely heavily on Reservists to provide specialist medical, intelligence and linguistic skills and although 18 personnel received awards more than £100,000, these are exceptions and should not be extrapolated across our wider use of Reserves. Many are highly trained consultant surgeons or consultant anaesthetists often only found in the NHS. Although highly paid, they are in small numbers and critical to providing medical support to Regular forces. These highly paid Reservists are a small number of specialists and not indicative of wider Reservist mobilisation costs.

In respect to the Royal Marine Reserves (RMR) for Operation Herrick 17, the information that the Department holds is seen above in Table 1, boxes 3 and 6. Only one of member of the RMR for Herrick 17 has a salary in excess of £100K seen below in Table 3.

In respect of the salaries of RAF reservists, I must advise you that some of the information you have requested, again falls within the scope of Section 12 of the FOI Act as the amount of work required will exceed the cost limit specified in FOI regulations which is set for central government at £600. In this case the RAF would have to manually search through the files of mobilised reservists at each of the Royal Auxiliary Air Force Squadrons to ascertain which of those personnel were mobilised on Operation(s) Herrick 15, 16 and 17 and claimed a reservist award, this information would need to be filtered out from records. However, only one of their mobilised reservists deployed between the time period that covered Operations Herrick 15 and 16 received a salary in excess of £100K.

The information for Mobilised Reservists earning more than £100K has been provided in the form of a range using basic military pay plus their Reservist award for the time spent mobilised. Reservists will not often remain mobilised for a full year. The information that the Department holds on this for the three Services is provided below.

Table 3:	Number of Personnel	Military Salary (£K)	Total Salary incl Reservist Award (£K)
Mobilised Reservists			
Army Medical Reservists Lieutenant Colonel to Major	10	70 – 130	120 – 225
Army Reservists – Non Medical Lieutenant to Captain	2	30 – 40	110 – 135
Sergeant	1	32 – 35	100
Private to Lance Corporal	3	20 – 30	100 – 110
Royal Marine Reservist	1	18	104
Royal Air Force Reservist	1	48	118

Finally, turning to questions, 5, 10 and 15 regarding the total costs of salaries of reservists mobilised on Operations(s) Herrick 15, 16, and 17, this information is not held centrally. It may be helpful if I explain that the Royal Navy, Army and the RAF mobilise reservists as individual augmentees as and when they are needed either deploying to theatre or backfilling posts in the UK. In addition their mobilisation periods are not the same and can vary from a few weeks to four months and do not necessarily match up with the Herrick roulement timeframes.

I hope that you find this information helpful.

Yours sincerely,

Defence Personnel Secretariat

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If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Head of Corporate Information, 1st Floor, Zone N, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end. If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not investigate your case until the MOD internal review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website, <http://www.ico.gov.uk>.