



Army Nationality and Return of Service Report
(An Analysis of Nationality on Length of Service)

DASA

Contents Page

Introduction, Summary and Background 1

Nationality Issues 2

Methodology 3

Calculation and Symbols 4

Nationality: Current Status and Intake 5

Nationality: Trained Regular Soldier Army Strength 6

Average Survival Strength 8

Average Voluntary Outflow 9

Annex A 10

Annex B 14

Introduction:

This report identifies the differences in behaviour between trained soldiers of Foreign and Commonwealth (F&C) and UK nationality in respect to achieved length of trained service.

Summary of Analysis of Nationality:

The comparison of the behaviour of UK and Foreign and Commonwealth (F&C) soldiers shows that the Total Trained Regular Soldier Army Strength of soldiers with UK nationality has reduced each year since April 1996. At the same time total soldier strength for Fijian, Other F&C (excluding Fijian but including Irish) and Total F&C (including Fijian and Irish) nationalities all increased from April 1999 to April 2006.

The combined results for 2 intake cohorts show that for an individual who joined the Trained Regular Soldier Strength in 2000/01 or 2001/2:

- All exits - By 4-5 year length of trained service (LOTS), approximately 45% of UK nationals, 32% of Other F&C and 19% of Total F&C had left the Trained Regular Soldier Strength compared to 9% of Fijians.
- Voluntary exits - By 5-6 year length of trained service (LOTS), approximately 30% of UK national's, 22% of Other F&C and 11% of Total F&C had left the Trained Regular Soldier Strength by voluntary outflow compared to 3% of Fijians.

Overall this report shows that UK nationals and Other F&C nationals behave in a similar way, but Fijian and Vincentian soldiers tend to stay in the Army longer. The UK and Other F&C groups display similar behaviour in Survival Strength, Outflow and Voluntary Outflow. Although the Foreign and Commonwealth population do behave differently from the UK population this is largely influenced by the Fijian and Vincentian populations that behave differently. There are substantial proportions of Fijians and Vincentians in the F&C population and these are most likely to have better returns of service.

Background:

Between 1996 to 2000, the strength of the F&C nationals in the British Army remained fairly constant, but once the policy for the entry requirement changed in April 1998 (see Nationality Issues), the UK Armed Forces became more open to people from F&C countries. As a result the strength of the F&C component has risen since 2000. Since 2000 the British Regular Army has recruited larger numbers of Foreign and Commonwealth nationals compared with previous years.

Nationality Issues:

- According to Article 3 of the Settlement 1700, nationals from Commonwealth (CW) and citizens of the Republic of Ireland (ROI) can join the UK Army.
- Soldiers from non-UK or non-commonwealth or non-ROI countries are not eligible for enlistment in the Regular Army (except Brigades of Gurkhas) unless they also have UK citizenship and are therefore dual-nationals.
- Nationality rules

The requirement for entry into the Armed Forces before April 1998 was that the parents of all Armed Forces applicants and applicants had to be a UK or CW citizen or a ROI national at all times since birth. All applicants to the Armed Forces (regardless of nationality) were required to spend a minimum five years residency in the UK immediately prior to application before being accepted into the services.

The requirement for entry into the Armed Forces from April 1998 was that the parents of all Armed Forces applicants no longer need to be a UK or CW citizen or a ROI national at all times since birth. The five year UK residency requirement for most applicants was relaxed to allow those who have spent less than five years in the UK entry into the Armed Forces.

- Naturalisation policy

The Naturalisation policy before November 2006 was that Non-UK soldiers were not able to apply for UK citizenship until discharge, although time spent in the Army contributes to residency qualification.

The Naturalisation policy from November 2006 was that the CW citizens serving in the Regular component of the Army are able to count their service, at home and abroad, towards the residency criteria for an application for UK citizenship whilst still serving.

- Foreign and Commonwealth Cap

The Secretary of State for Defence has agreed arrangements that will limit the number of Foreign and Commonwealth (F&C) personnel to a maximum of 15% of the trained regular strength of the Royal Logistic Corps (RLC), the Royal Army Dental Corps (RADC) and the Queen Alexandra's Royal Army Nursing Corps (QARANC).

All other Arm Corps are monitored to make sure that none of the Arm Corp reach to 15% limit. However, if any Arm Corp approaches the 15% cap, then the Army can stop or reduce recruiting F&C population for the particular Arm Corp to make sure the F&C population stays below 15%.

Methodology:

- This analysis is based on 2 years worth of intake to the trained regular strength during financial years 2000/01 and 2001/02. These cohorts have large enough F&C populations to measure differences in behaviour.
- All intake cohorts have been checked for duplicate records. Where duplicates occur only the latest record was kept.
- It became apparent that many individuals had joined, left and re-joined the Army strength within the period April 2000 to March 2007. This includes people going illegally absent. I deleted all second (and third) entries into the Army within the period so that there was only one record per individual.
- Any soldier who left the Army and then re-joined is not included in the analysis after they left for the first time.
- Soldiers with unknown nationality and unexpected nationality such as German, American are not included in the analysis.
- The Commonwealth countries have been divided into three categories for this report; Fijian, Other F&C and Total F&C. But, all nationalities with 10 or more soldiers have been analysed separately to see whether they behave differently to Total F&C.
- Strength Figures are taken at each 1st April point of the year and outflow figures are for financial years. So LOTS of strength will be 1 year behind compare to LOTS of outflow.
- This report investigates only up to 5-6 years length of trained service, so assumptions cannot be made regarding behaviours beyond these LOTS.
- Soldiers can join the Army during any time of the year, so their 1 year LOTS will not have been necessarily completed at the April point after entry.
- The behaviour of South Africans, Zimbabweans, Jamaicans, Ghanaians, Vincentian and Saint Lucian soldiers has been analysed but has not included in the main report because the populations were small. However, the overall conclusion on behaviour will be made by considering all nationalities of F&C.
- Some data tables have not been presented graphically due to small changes in numbers creating large percentage changes which may mislead interpretation.
- Strength and Outflow figures in this report will not match figures shown in previously published tables, because this report does not include soldiers who joined and left the Army within the same calendar month. Soldiers who joined the Army twice in the same financial year are counted once. For example 68 soldiers joined the Army twice during 2001/02.

- This analysis is based on 2 years worth of intake and although findings are very similar for Fijian, Other F&C and Total F&C this may be due to the way soldiers were recruited between 2000 and 2002. This report focuses on nationality but there could be other factors that affect behaviour e.g. the recruitment process, ethnicity or the Arm Corps.

Due to the implementation of the new Joint Personnel Administration System all Army data from 1 April 2007 are provisional and subject to review.

Nationality is that currently recorded and not necessarily the same as at birth or when recruited.

Voluntary Outflow (VO) is defined as all exits from trained personnel which are generated by the individual before their time expiry. Females who leave on marriage grounds are included in VO exits.

Calculation:

The calculation of the (percentage) survival strength is based on survival strength divided by the intake i.e. for financial year 2002/03 – number of survival strength of 2002/03 divided by original intake.

The calculation of the voluntary outflow rates is based on cumulative Voluntary outflow divided by the original Intake i.e. for financial year 2002/03 – cumulative Voluntary Outflow of 2000/01, 2001/02 and 2002/03 divided by intake of 2000/01.

- Actual figures are used in the calculation of percentages.

Symbols:

“~” fewer than 5 “-“ zero or rounded to zero “p” denotes provisional

Current Nationality Status:

The Nationality Report in the Army Personal Statistical Report (APSR) shows that approximately 7,000 F&C soldiers are serving in the British Regular Army, this includes a large number of Fijian, Ghanaian, Jamaican, South Africa, Vincentian and Zimbabwean soldiers. Since Fijians represent one third of the F&C population, I analysed the behaviour of Fijians separately to see whether they behave differently to other F&C nationalities included in the main part of the report. Also, I analysed the behaviour of the Ghanaian, Jamaican, South Africa, Vincentian and Zimbabwean soldiers separately to see whether they behave differently to other F&C nationalities. See Annex B.

Nationality: Intake to the Regular Soldier Army

Table 1.1 Intake to the British Army (Trained and Untrained)

Year	Nationality			
	UK	Fijian	Other F&C	Total F&C
1996/1997	15,009	-	103	103
1997/1998	14,567	-	95	95
1998/1999	16,355	20	130	150
1999/2000	15,234	318	141	459
2000/2001	13,466	266	457	723
2001/2002	13,242	486	624	1,110
2002/2003	14,081	473	1,480	1,953
2003/2004	13,111	283	1,270	1,553
2004/2005	10,554	231	739	970
2005/2006	11,843	123	549	672

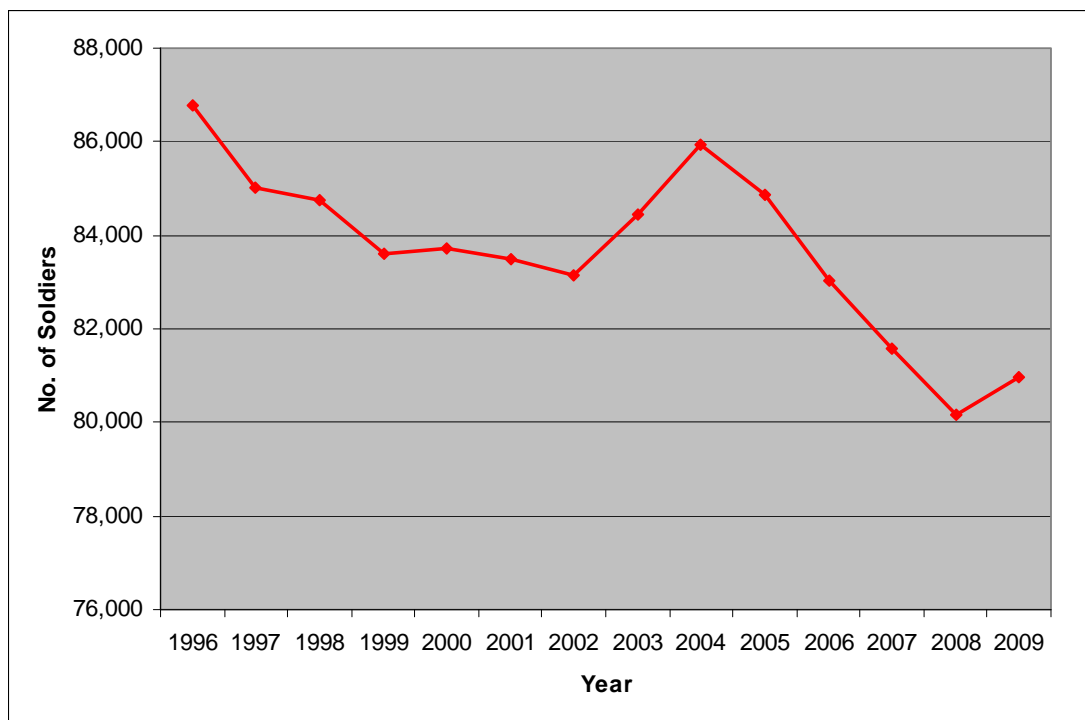
Table 1.1 above shows that a large number of Fijian and Other F&C populations have been recruited every year to British Regular Army since 1999/2000. This coincides with a change in the law in April 1998, which made Army more open to recruitment from F&C populations.

Nationality: Trained Regular Soldier Army Strength

Table 1.2 Trained Regular Soldier Army Strength

Year	Nationality							
	UK	%	Fijian	%	Other F&C	%	Total F&C	%
Apr-96	86,372	99%	3	0%	373	0%	376	0%
Apr-97	84,629	99%	2	0%	385	0%	387	0%
Apr-98	84,324	99%	2	0%	401	0%	403	0%
Apr-99	83,182	99%	7	0%	409	0%	416	0%
Apr-00	83,203	99%	50	0%	452	1%	502	1%
Apr-01	82,569	98%	411	0%	500	1%	911	1%
Apr-02	81,752	97%	605	1%	767	1%	1,372	2%
Apr-03	81,855	94%	1,163	1%	1,410	2%	2,573	3%
Apr-04	81,805	91%	1,501	2%	2,626	3%	4,127	5%
Apr-05	79,703	89%	1,733	2%	3,410	4%	5,143	6%
Apr-06	77,268	87%	1,900	2%	3,868	4%	5,768	6%
Apr-07	75,553 ^P	86%	1,911 ^P	2%	4,091 ^P	5%	6,002 ^P	7%
Apr-08	73,839 ^P	86%	1,948 ^P	2%	4,088 ^P	5%	6,036 ^P	7%
Apr-09	73,384 ^P	85%	2,100 ^P	2%	4,567 ^P	5%	6,667 ^P	8%

Figure 1.1 Total Trained Regular Soldiers Strength



The graph above includes soldiers with unknown nationality, so it will not match exactly with table 1.2 above.

Figure 1.1 above shows Total Trained Regular Soldier Army Strength declining from April 1996 to April 2002, then increasing for two years as the number of F&C soldiers recruited increased rapidly as shown on the Table 1.1 and then declined again as the F&C intake reduced.

Figure 1.2 Trained Regular Soldiers Strength: UK Nationals

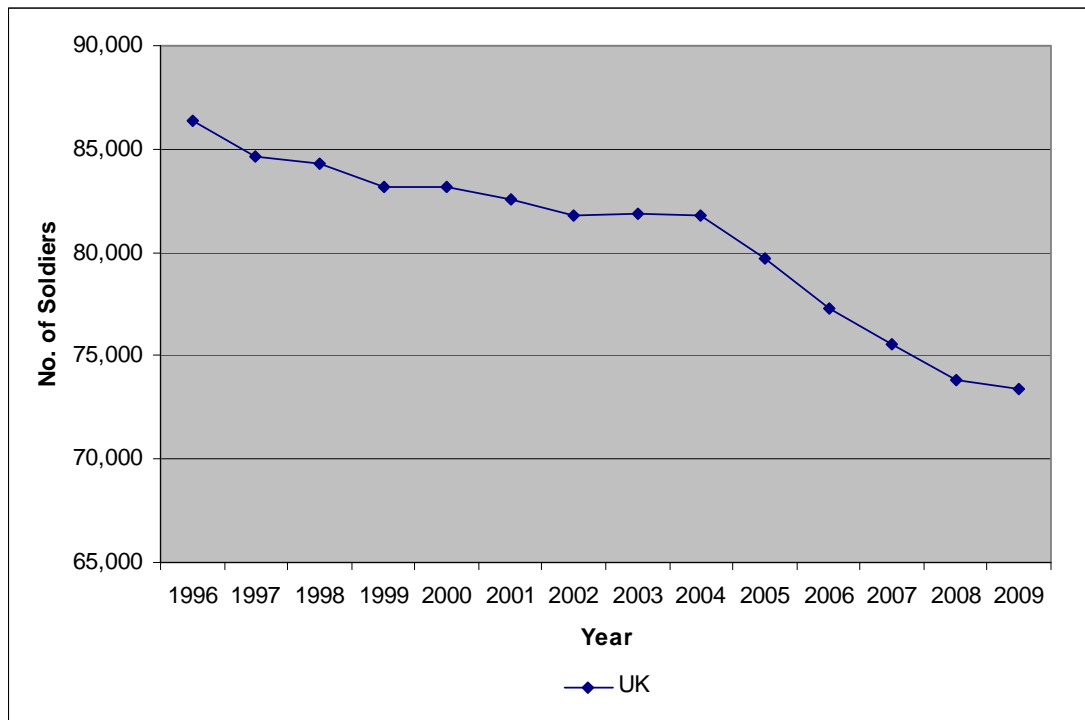


Figure 1.3 Trained Regular Soldiers Strength: F&C Nationals

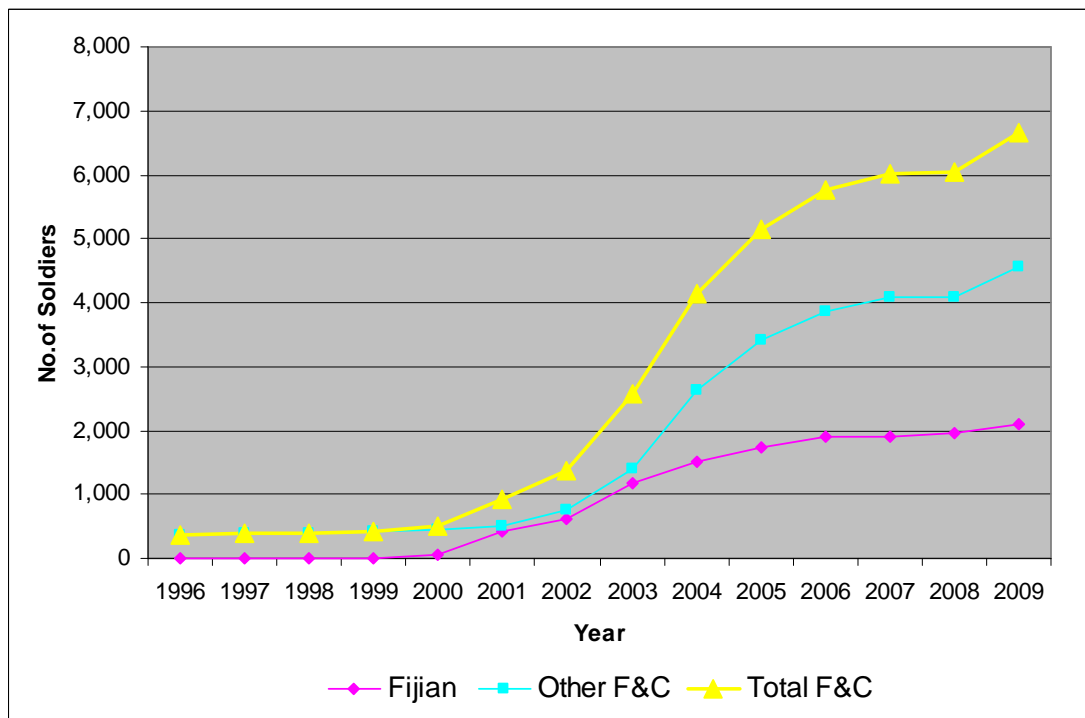
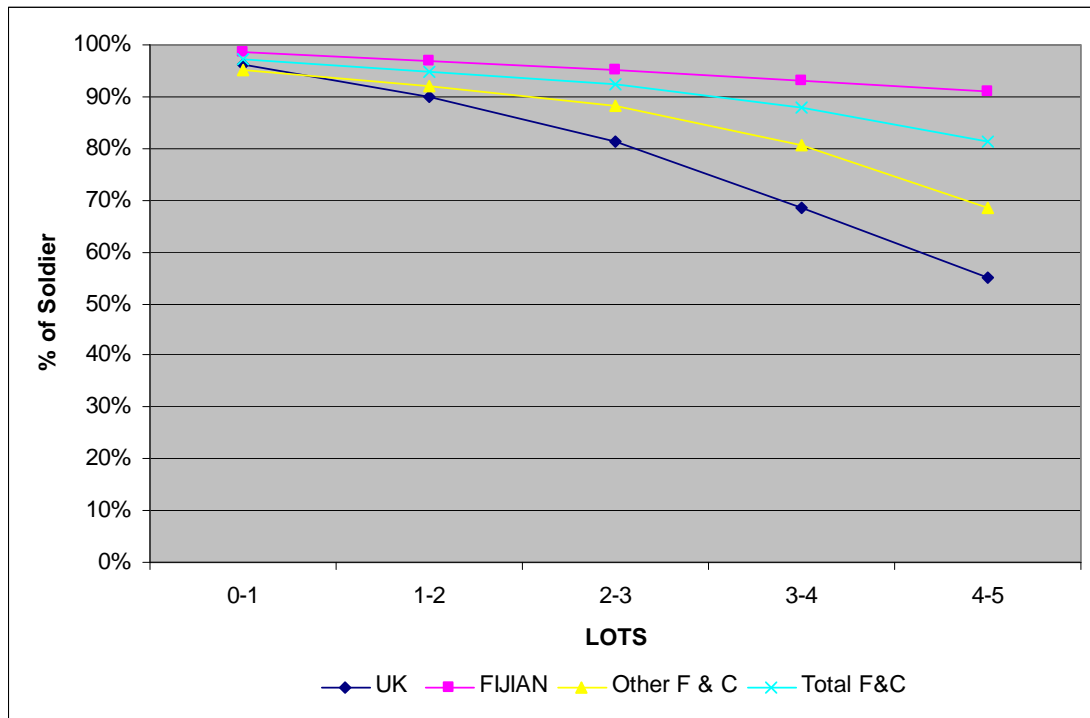


Figure 1.2 above shows total trained strength of soldiers of UK nationality has reduced each year since April 1996, while figure 1.3 above shows that total trained soldier strength for Fijian, Other F&C and Total F&C all increased from April 1999 to April 2006.

Average Survival Strength: 2000/01 and 2001/02 Cohorts

Figure 1.4 Average Survival Trained Regular Soldier Strength



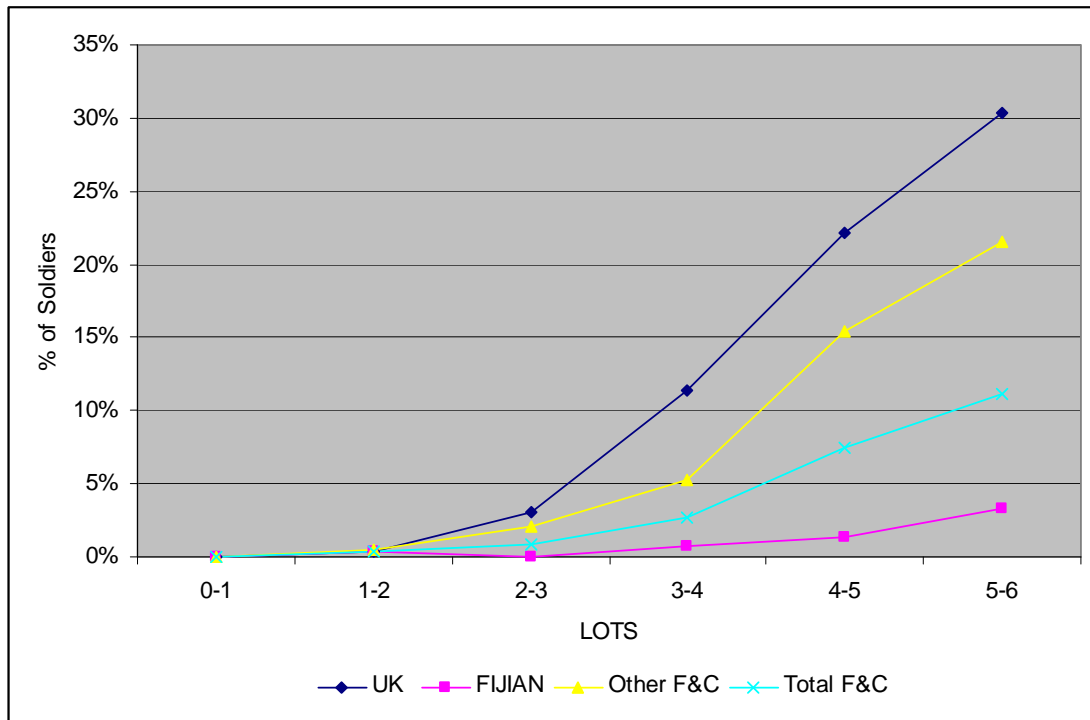
Of the soldiers joining the trained regular strength from the 2000/01 and 2001/02 intake cohorts, by their 4-5 year length of trained service (LOTS):

- 45% of the UK nationals had left
- 32% of other F&C nationals had left
- 19% of Total F&C nationals had left
- Only 9% of Fijian nationals had left

So Fijians are more stable and are likely to continue providing a greater return of service to the British Army. Other F&C (non Fijian) nationalities display similar but better behaviour than UK.

Average Voluntary Outflow: 2000/01 and 2001/02 Cohorts

Figure 1.6 Average Outflows of Cohort 2000/01 and 2001/02



Of the soldiers joining the trained regular strength from the 2000/01 and 2001/02 intake cohorts, by their 5-6 year length of trained service (LOTS):

- 30% of the UK nationals had left as voluntary outflow
- 22% of other F&C nationals had left as voluntary outflow
- 11% of Total F&C nationals had left as voluntary outflow
- Only 3% of Fijian nationals had left as voluntary outflow

So Fijians are more stable and are likely to continue providing a greater return of service to the British Army. Other F&C (non Fijian) nationalities display similar but better behaviour than UK soldier.

Annex A

Figure 1.7 Survival Trained Regular Soldier Strength: 2000/01 Cohort

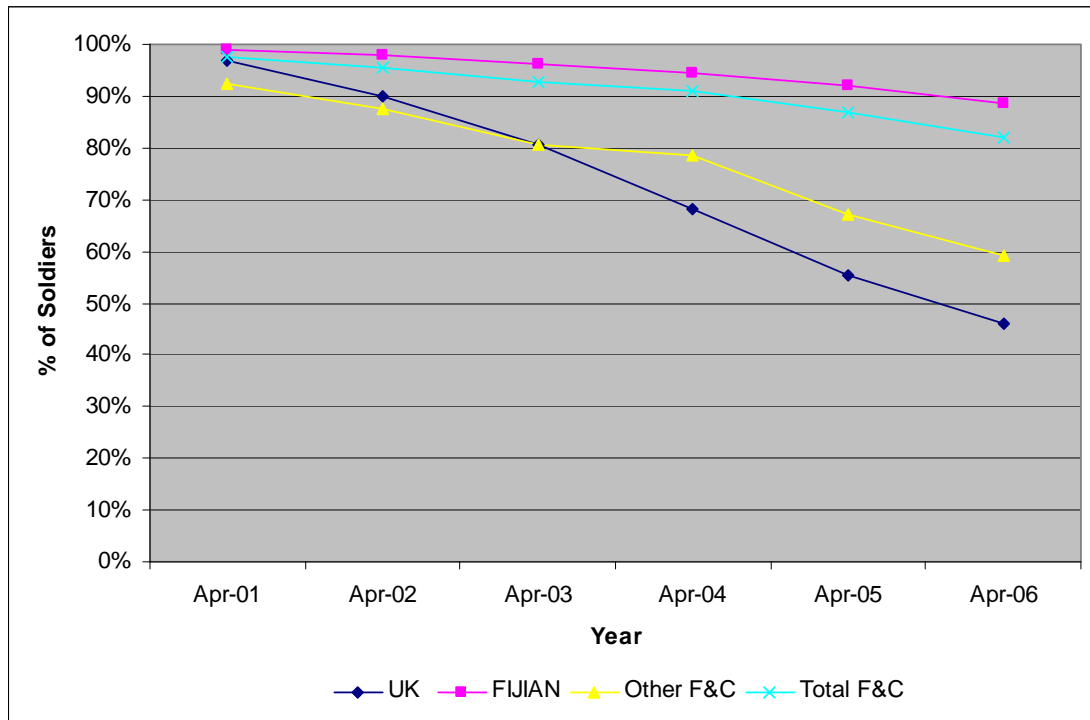


Figure 1.8 Survival Trained Regular Soldier Strength: 2001/02 Cohort

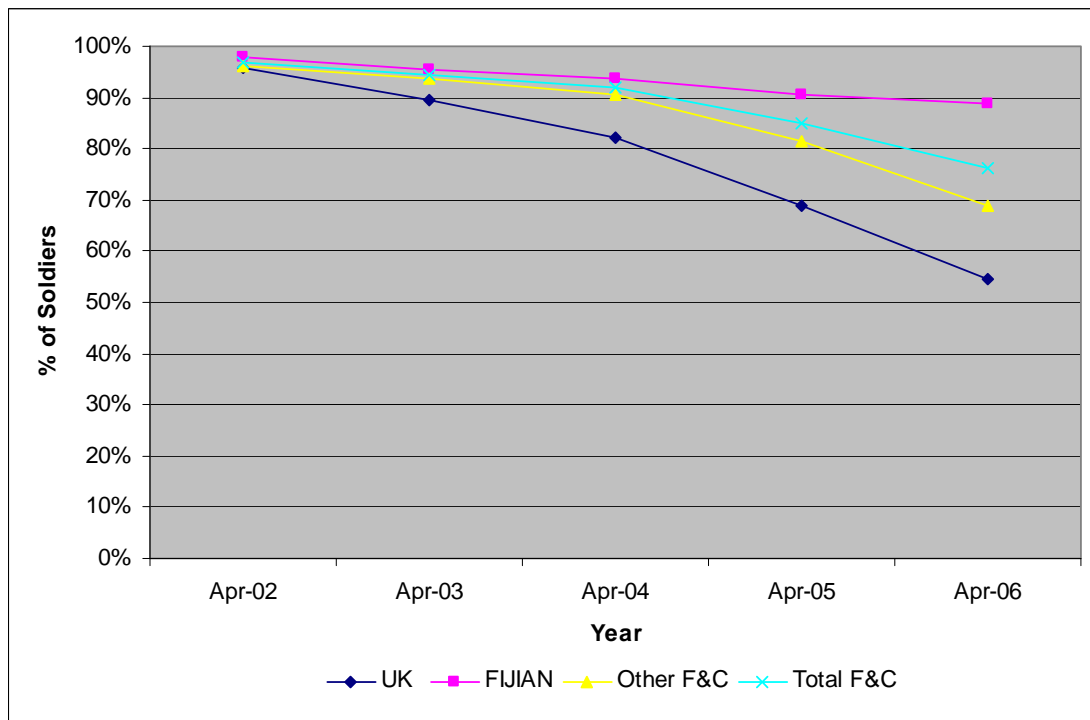


Figure 1.9: VO from Trained Regular Soldier Strength: 2000/01 Cohort

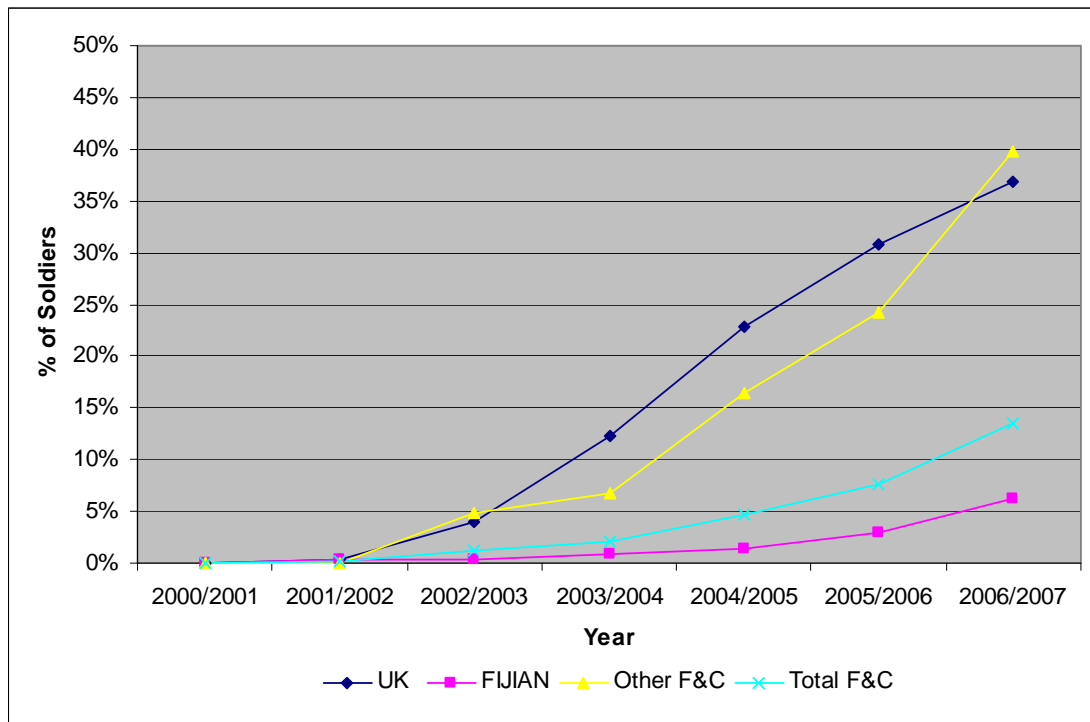
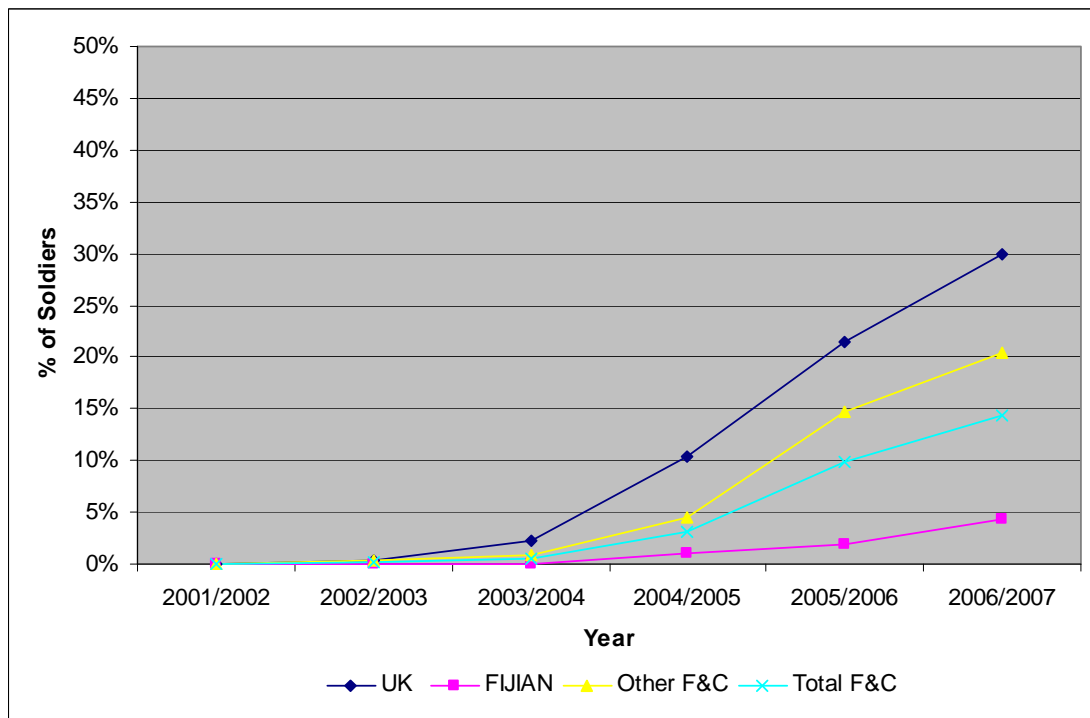


Figure 2.0 VO from Trained Regular Soldier Strength: 2001/02 Cohort



Cohort 2000/01

Table 1.3: Survival Strength by Nationality: 2000/01 Cohort

Year	Nationality											
	UK		FIJIAN		F & C		JAMAICAN		SOUTH AFRICAN		ZIMBABWEAN	
Intake	8189		371		103		12		30		11	
Apr-01	7922	97%	367	99%	95	92%	12	100%	29	97%	11	100%
Apr-02	7373	90%	363	98%	90	87%	11	92%	28	93%	10	91%
Apr-03	6603	81%	357	96%	83	81%	11	92%	26	87%	9	82%
Apr-04	5586	68%	350	94%	81	79%	11	92%	25	83%	9	82%
Apr-05	4524	55%	342	92%	69	67%	8	67%	22	73%	9	82%
Apr-06	3763	46%	328	88%	61	59%	6	50%	21	70%	8	73%

Table 1.4: Voluntary Outflow by Nationality: 2000/01 Cohort

Strength	Nationality											
	UK		FIJIAN		F & C		JAMAICAN		SOUTH AFRICAN		ZIMBABWEAN	
2000/2001	4	0%		0%		0%		0%		0%		0%
2001/2002	23	0%	1	0%		0%		0%		0%		0%
2002/2003	295	4%		0%	5	5%		0%	2	7%	1	9%
2003/2004	689	12%	2	1%	2	7%	1	8%	1	10%		9%
2004/2005	864	23%	2	1%	10	17%	3	33%	3	20%		9%
2005/2006	643	31%	6	3%	8	24%	2	50%	1	23%	1	18%
2006/2007	499	37%	12	6%	16	40%		50%	3	33%	3	45%

Cohort 2001/02

Table 1.5: Survival Strength by Nationality: 2001/02 Cohort

Year	Nationality															
	UK		FIJIAN		F & C		GHANAIAN		JAMAICAN		SOUTH AFRICAN		VINCENTIAN		ZIMBABWEAN	
Intake	7759		204		333		16		48		51		108		40	
Apr-02	7423	96%	200	98%	320	96%	13	81%	48	100%	48	94%	107	99%	37	93%
Apr-03	6957	90%	195	96%	312	94%	12	75%	47	98%	46	90%	107	99%	36	90%
Apr-04	6382	82%	191	94%	302	91%	12	75%	46	96%	45	88%	104	96%	35	88%
Apr-05	5347	69%	185	91%	271	81%	9	56%	42	88%	40	78%	101	94%	32	80%
Apr-06	4237	55%	181	89%	229	69%	10	63%	36	75%	27	53%	94	87%	24	60%

Table 1.6: Voluntary Outflow by Nationality: 2001/02 Cohort

Year	Nationality															
	UK		FIJIAN		F & C		GHANAIAN		JAMAICAN		SOUTH AFRICAN		VINCENTIAN		ZIMBABWEAN	
2001/2002	3	0%		0%		0%		0%		0%		0%		0%		0%
2002/2003	28	0%		0%	1	0%		0%	1	2%		0%		0%		0%
2003/2004	138	2%		0%	2	1%		0%		2%		0%		0%	1	3%
2004/2005	641	10%	2	1%	12	5%	2	13%	2	6%	2	4%		0%	2	8%
2005/2006	857	21%	2	2%	34	15%		13%	5	17%	10	24%	7	6%	6	23%
2006/2007	658	30%	5	4%	19	20%	2	25%	3	23%	2	27%	7	13%	1	25%

Annex B

Regular Army Officers and Soldiers by Nationality as at 1 April 2010

Category	Nationality	Soldier	
		Trained	Untrained
Total		84,110 p	10,120 p
UK & UK Dependency Total		76,390 p	9,240 p
% of Column Total excluding No Value		91.0% p	93.1% p
UK & UK Dependency	Ascension Islander	~ p	- p
	British (or first Nationality is British)	76,070 p	9,210 p
	British Overseas Territory Citizen	305 p	30 p
	Gibraltarian	- p	- p
	Montserratian	~ p	- p
	St Helenian	15 p	- p
Republic of Ireland Total ⁽¹⁾		200 p	40 p
% of Column Total excluding No Value		0.2% p	0.4% p
Nepalese Total ⁽²⁾		430 p	- p
% of Column Total excluding No Value		0.5% p	- p
Commonwealth (excl UK) Total		6,870 p	640 p
% of Column Total excluding No Value		8.2% p	6.5% p
Commonwealth (excl UK)	Antiguan	~ p	- p
	Australian	35 p	5 p
	Bahamian	~ p	~ p
	Bangladeshi	5 p	- p
	Barbadian	5 p	- p
	Belizean	35 p	20 p
	Besotho (Citizen of Lesotho)	~ p	- p
	Botswanan	30 p	10 p
	British Commonwealth	~	-

	p	p
British Singapore	~ p	- p
Cameroonian	55 p	15 p
Canadian	30 p	~ p
Citizen of Fiji	2,145 p	25 p
Citizen of Seychelles	10 p	5 p
Citizen of Sri Lanka	10 p	~ p
Citizen of St Christopher (St Kitts) and Nevis	- p	~ p
Dominican	25 p	~ p
Gambian	235 p	50 p
Ghanaian	830 p	115 p
Grenadian	125 p	15 p
Guyanese	30 p	~ p
Indian	75 p	30 p
Jamaican	525 p	15 p
Kenyan	160 p	40 p
Malawian	215 p	35 p
Malaysian	~ p	- p
Maltese	~ p	~ p
Mauritian	50 p	5 p
Namibian	~ p	~ p
New Zealander	50 p	~ p
Nigerian	155 p	35 p
Pakistani	10 p	5 p
Papua New Guinean	~ p	- p
Sierra Leonean	35 p	5 p
Singaporean	~ p	- p
South African	780 p	85 p
St Lucian	255 p	45 p
Swazi	15 p	~ p
Tanzanian	5	~

		p	p
	Tongan	5 p	~ p
	Trinidad and Tobago Citizen	65 p	~ p
	Ugandan	75 p	10 p
	Vincentian	340 p	15 p
	Zambian	30 p	10 p
	Zimbabwean	395 p	30 p
Other Total ⁽³⁾		10 p	- p
% of Column Total excluding No Value		- p	~ p
No Value Total		200 p	180 p
% of Column Total		0.2% p	1.8% p

Note

* Prior to 1980 Zimbabwe was known as Rhodesia. Rhodesia was not a member of the Commonwealth. Zimbabwe was suspended from the Councils of the Commonwealth in February 2002. Zimbabwe withdrew from the Commonwealth on 7 December 2003 after the suspension was renewed at the Commonwealth Leaders' meeting. An Act of Parliament is required to affect the status of its citizens if a country withdraws from the Commonwealth.

Fijians was suspended from the Commonwealth on 1 September 2009. Individual Fijians (according to UK legislation) are still Commonwealth citizens and they are included in the Commonwealth in this table.

There is ongoing media and political interest in the numbers of Commonwealth personnel in the Armed Forces, particularly in respect of the Army which has the largest contingent of the three Services. Much of this appears to stem from concerns about the Armed Forces ability to recruit and retain personnel, especially those from the UK indigenous population, which results in a view that we have to rely on personnel from the Commonwealth to maintain manning levels, the HCDC has launched an inquiry into this issue.

Note:

(1) Citizen of the Republic of Ireland.

(2) Nepalese include those individuals who have transferred from GURTAM to UKTAP.

(3) Other total includes those individuals who do not have a UK, Commonwealth or Nepalese Nationality. It is expected that these individuals are British Dual Nationals. Figures are for trained and untrained regular strengths only and therefore exclude FTRS and Gurkhas but include those individuals that have transferred from GURTAM to UKTAP.

Due to the ongoing validation of the new Joint Personnel Administration System all Army data from 1 April 2007 are provisional and subject to review.

Percentages have been replaced with "~" where the numerator and/or denominator are less than 5 to limit disclosure and ensure confidentiality.

In calculating the percentages the No Values have been excluded from the total figures (except for calculating the percentage of No Values).

Totals have been rounded to the nearest 10 for presentation purposes.

Data have been rounded to the nearest 5 to limit disclosure and ensure confidentiality.

Data less than 5 have been suppressed and replaced with "~".

Totals and sub-totals have been rounded separately and so may not appear to be the sum of their parts.

"p" denotes provisional.

"-" denotes zero;

"~" denotes fewer than five, except where applied to percentages (see earlier footnote).