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UK Armed Forces Monthly Personnel Report

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This is a monthly publication providing information on the number of personnel in (defined as the **strength**), joining (**intake**) and leaving (**outflow**) the UK Regular and Non-Regular Forces (see Glossary) broken down by training status. It complements the UK Armed Forces Quarterly Personnel Report by providing higher-level figures on strength, intake and outflow for the UK Regular Armed Forces.

The tables provide information about the patterns of change in the composition of the UK's Armed Forces for the four most recent months. The three most recent financial years are also presented to provide context.

The graphs that accompany tables extend the time-series to provide a monthly picture of the longer term patterns.

The trends in this report are in relation to the reduction of the Armed Forces reaching their targets (142,500 Service personnel; see page 4 for more details) set out in the **Strategic Defence and Security Review (SDSR)** and the **3 Month Exercise (3ME)**. The SDSR and 3ME set out specific changes to and decisions made on the Armed Forces.

Armed Forces Personnel Key Points

- The full time trained strength of the UK Armed Forces was **151,170** at 1 March 2014. This was a decrease against 1 February 2014 (see **Table 1**, **Table 2** and **Graphs 1.1 - 1.3**).
- **12,190** people have joined the UK Regular Forces in the past year (see **Table 3**). This is a reduction compared to both FY 11/12 and FY 12/13. More information on why intake to the Armed Forces may have fallen can be found on page 9.
- Outflow from the UK Regular Forces was **23,260** in the 12 months to 28 February 2014 (see **Table 3**). This includes 4,270 who have left on redundancy.

Data Sources:

Armed Forces statistics prior to March 2006 are compiled from pay records (Naval Service) or personnel records (Army and RAF) held by the Service Personnel and Veterans Agency (SPVA, formerly the Armed Forces Personnel Administration Agency). In March 2006 the transfer of all Regular Service personnel records to the Joint Personnel Administration (JPA) system began. Statistics are compiled from JPA for the RAF from April 2006, for the Naval Service from November 2006 and for the Army from April 2007.

Data Quality:

The United Kingdom Statistics Authority has designated these statistics as National Statistics, in accordance with the Statistics and Registration Service Act 2007 and signifying compliance with the Code of Practice for Official Statistics.

Designation can be broadly interpreted to mean that the statistics:

- meet identified user needs;
- are well explained and readily accessible;
- are produced according to sound methods; and
- are managed impartially and objectively in the public interest.

Once statistics have been designated as National Statistics it is a statutory requirement that the Code of Practice shall continue to be observed.

Data from the Joint Personnel Administration system for May 2009 to October 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. The scale of changes of the revised figures is very small with the majority of revisions changing by 10 or fewer.

We are currently looking to engage with external users who wish to be involved with any changes in this publication if you are interested please contact: DefStrat-Stat-Tri-Enquiries@mod.uk

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Symbols and Conventions

Symbols

	discontinuity in time series
*	not applicable
..	not available
p	provisional
r	revised
rp	revised but still provisional
e	estimate
-	zero or rounded to zero

Rounding

Where rounding has been used, totals and sub-totals have been rounded separately and so totals 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.

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Strengths and Requirements

Table 1 shows, by Service, the strength, requirements and surplus/deficit for trained Service personnel, based on Defence Planning Round liabilities set for each of the three Services. See Graphs 1.1 -1.3 (page 6) for time series broken down by individual Service and Table 2 (pages 7 and 8) for details of trained and untrained personnel.

The **requirement** for the UK Armed Forces is the number of Service personnel needed for each of the three Services to achieve success in its agreed tasks, based on totals, that are adjusted through the Departmental Planning process and endorsed by the Defence Board.

The **trained strength of the UK Armed Forces** comprises all personnel (or strength) in the UK Armed Forces who have completed Phase 1 and 2 training (see Glossary for more details concerning training).

The **surplus/deficit** for full time trained Service personnel is calculated as the difference between the requirement and full-time trained strength of the UK Armed Forces.

- The full time trained strength of the UK Armed Forces was **151,170** at 1 March 2014, down from **151,630** at 1 February 2014 and down from **160,710** at 1 April 2013. This trend is likely to continue due to the SDSR's decision to reduce the size of the Regular Armed Forces by around 17,000 posts (around 5,000 each from the RN and RAF and approximately 7,000 from the Army). A further reduction of 12,000 to the Army was subsequently announced as a result of the 3ME, bringing the total reduction of 19,000 to the Army.
- The requirement for full time trained UK Armed Forces was **159,850** at 1 March 2014, down from **160,140** at 1 February 2014 and down from **162,940** at 1 April 2013. This is likely to continue to decrease as the Services move towards the targets identified in the SDSR and 3ME exercises (Naval Service 29,000 Army, 82,000 and RAF, 31,500) in 2020.
- The deficit for the UK Armed Forces trained strength was 8,680 (5.4 per cent of the requirement) at 1 March 2014, compared to a deficit of 2,230 (1.4 per cent of the requirement for trained UK Armed Forces) at 1 April 2013 and a deficit of 4,830 (2.8 per cent of the requirement for trained UK Armed Forces) at 1 April 2012.
- The increased deficit for the UK Armed Forces is caused by the trained strength decreasing at a faster rate than the requirement (see Table 3).
- At 1 March 2014, the Naval Service were in surplus (150) while the Army and Royal Air Force were in deficit (7,040 and 1,790 respectively).
- For more information on the Tranche 3 redundancies see the Armed Forces Redundancy Programme Tranche 3 statistics which can be found at <https://www.gov.uk/government/publications/mod-national-and-official-statistics-by-topic>
- Graphs 1.1-1.3 show surplus and deficit against requirement since April 2008. The Naval Service were in deficit until December 2012, and have now been in surplus since January 2013. The Army were in surplus from April to November 2010 and have moved increasingly into deficit since this time. The Royal Air Force remain in deficit.

Table 1 - Full time trained strengths and requirements of UK Armed Forces¹

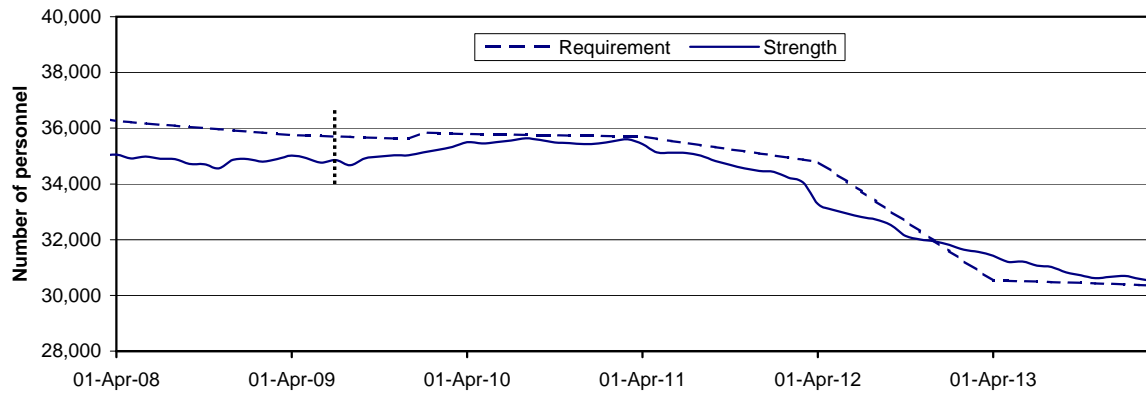
	2011 1 Apr	2012 1 Apr	2013 1 Apr	2013 1 Dec	2014 1 Jan	2014 1 Feb	2014 1 Mar
All Services							
Requirement ²	179 250	174 840	162 940	160 700	160 420	160 140	159 850
Trained Strength ³	176 860	170 010	160 710	155 840	152 440	151 630	151 170
Surplus/Deficit	-2 390	-4 830	-2 230	-4 860	-7 980	-8 500	-8 680
Naval Service							
Requirement ²	35 700	34 800	30 530	30 420	30 400	30 380	30 360
Trained Strength	35 420	33 290	31 420	30 670	30 700	30 590	30 510
Surplus/Deficit	- 280	-1 510	890	250	300	210	150
Army							
Requirement ²	102 210	101 210	96 790	94 980	94 760	94 530	94 310
Trained Strength ³	101 340	98 600	93 940	91 340	88 060	87 540	87 270
Surplus/Deficit	- 870	-2 610	-2 850	-3 650	-6 700	-6 990	-7 040
Royal Air Force							
Requirement ²	41 340	38 830	35 620	35 300	35 260	35 220	35 180
Trained Strength	40 090	38 120	35 350	33 840	33 680	33 500	33 390
Surplus/Deficit	-1 250	- 700	- 270	-1 460	-1 580	-1 720	-1 790

Source: Defence Statistics (Tri-Service)

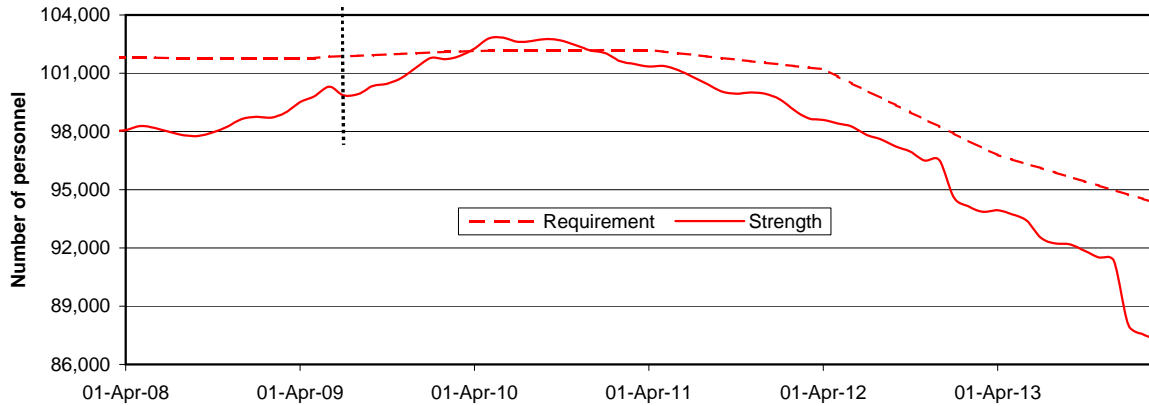
1. Full time trained strength and trained requirement comprises trained UK Regular Forces, trained Gurkhas and elements of the Full Time Reserve Service (FTRS) that may be deployed overseas, including Full Commitment (FC), Limited Commitment (LC), Home Commitment (HC) personnel. See Glossary for more details.
2. Requirements are based on Defence Planning Round requirements set for each of the three Services. Naval Service requirements from 1 May 2012 to 1 July 2012 were interpolated on a monthly basis between April 12 levels set in Defence Planning Round 11, and April 13 levels set in Defence Planning Round 12. From 1 August 2012 the Naval Service requirement was updated to reflect Planning Liability 1 of 12 scaled to Defence Planning Round 12. Army and RAF requirements are interpolated on a monthly basis between April 12 levels set in Defence Planning Round 11, and April 13 levels set in Defence Planning Round 12.
3. From 1 September 2011, the Army has changed its definition of 'trained Officer' to exclude those who have not yet passed Phase 2 training. This change brings it into line with the other Services.

Trained strength and requirement of UK Armed Forces

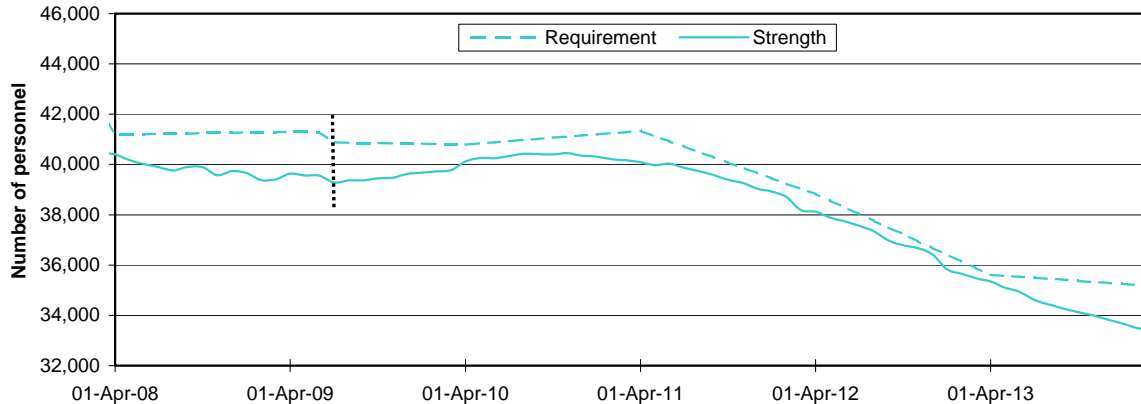
Graph 1.1 - Naval Service Officers and Other Ranks



Graph 1.2 - Army Officers and Other Ranks



Graph 1.3 - Royal Air Force Officers and Other Ranks



Prior to 1 July 2009 strength and requirement figures include some FTRS personnel that were not deployable overseas, and therefore would not count towards the requirement. This is shown in the graphs as a dotted line representing a break in series. See Glossary for more details.

Tables showing data on the trained strength and requirement from 1 April 2006 to 1 April 2009 are shown in TSP 3 which can be found at <https://www.gov.uk/government/publications/mod-national-and-official-statistics-by-topic>

For graphs showing the three Services full time trained strength and requirement split by Officer/Rank, see Graphs 5.2-5.10 in the UK Armed Forces Quarterly Personnel Report which can be found at

<https://www.gov.uk/government/publications/mod-national-and-official-statistics-by-topic>

Trained and Untrained

Table 2 shows, by Service, **trained and untrained (see Glossary)** strengths of **UK Regular** and **full time UK Non-Regular** Armed Forces. The majority of Full Time Reserve Service (FTRS) personnel serve in support roles which are vital to Defence but do not form part of the UK Regulars (more information on what defines these can be found in the footnotes below the table). Table 1 (pages 4 and 5) provides more detail on requirements.

- The total trained and untrained strength of the UK Armed Forces was **165,890** at 1 March 2014, down from **176,660** at 1 April 2013 and down from **185,690** at 1 April 2012. This is likely to continue to decrease whilst the Services strive to reach their targets as set out in the SDSR and 3ME (see page 4 for more information).
- As at 1 March 2014 the UK Armed Forces comprised **165,890** personnel of which **151,170** were trained and counted against the requirement. The Army has the largest number of trained UK Regular Forces personnel (84,340) followed by the Royal Air Force (33,380) and the Naval Service (30,320). There are 11,630 untrained personnel in the UK Regular Forces with 6,710 of them being in the Army.
- In line with SDSR targets the Army and Royal Air Force trained strengths have continued to decrease as expected, since 1 February 2014. However, the Naval Service does not follow this downward trend. Although the trained strength has decreased by 90 personnel since 1 February 2014, the untrained strength has increased by 110, which has led to an overall increase of 20 personnel in the Naval Service.
- The Gurkha trained strength continues to decrease following a long term downward trend whilst the Gurkha untrained strength continues to fluctuate. Although the untrained strength is down since 1 February 2014, it has increased by 20 personnel over the last 12 months.

Table 2 - Strength of UK Armed Forces¹ - full time trained and untrained personnel

	2011 1 Apr	2012 1 Apr	2013 1 Apr	2013 1 Dec	2014 1 Jan	2014 1 Feb	2014 1 Mar
UK Armed Forces¹	192 330	185 690	176 660	171 030	166 800	166 420	165 890
Trained and serving against requirement	176 860	170 010	160 710	155 840	152 440	151 630	151 170
FTRS serving against additional requirement	1 530	1 810	2 180	2 760	2 780	2 840	2 870
Untrained	13 950	13 870	13 760	12 430	11 580	11 950	11 850
UK Regular Forces²	186 360	179 800	170 710	164 860	160 650	160 190	159 670
Trained	172 600	166 110	157 150	152 580	149 210	148 500	148 040
Untrained	13 770	13 700	13 560	12 290	11 440	11 690	11 630
Naval Service	37 660	35 540	33 960	33 410	33 340	33 260	33 280
Trained	35 250	33 190	31 280	30 500	30 530	30 410	30 320
Untrained	2 410	2 360	2 680	2 910	2 810	2 850	2 960
Army	106 240	104 250	99 730	95 800	91 800	91 470	91 050
Trained ³	97 280	94 800	90 530	88 250	85 010	84 600	84 340
Untrained ³	8 960	9 450	9 200	7 540	6 780	6 870	6 710
Royal Air Force	42 460	40 000	37 030	35 660	35 520	35 460	35 340
Trained	40 070	38 120	35 340	33 830	33 670	33 490	33 380
Untrained	2 400	1 880	1 680	1 830	1 850	1 970	1 960
Full Time UK Non-Regular Forces⁴	5 970	5 890	5 950	6 170	6 140	6 230	6 220
Trained	5 790	5 710	5 750	6 020	6 000	5 980	6 000
Gurkhas	3 740	3 650	3 310	2 990	2 960	2 860	2 840
FTRS serving against the requirement	520	260	250	270	260	280	280
FTRS serving against additional requirement	1 530	1 810	2 180	2 760	2 780	2 840	2 870
Untrained	180	180	200	140	140	250	220
Gurkhas	180	180	200	140	140	250	220
FTRS ⁵	*	*	*	*	*	*	*

Source: Defence Statistics (Tri-Service)

1. UK Armed Forces comprises all UK Regular Forces and full time UK Non-Regular Forces but excludes mobilised reservists.
2. UK Regular Forces comprises trained and untrained personnel. It does not include Gurkhas, Full Time Reserve Service (FTRS) personnel and mobilised reservists.
3. From 1 September 2011, the Army has changed its definition of 'trained Officer' to exclude those who have not yet passed Phase 2 training. This change brings it into line with the other Services.
4. Full time UK Non-Regular Forces comprises Gurkhas and Full Time Reserve Service Personnel (FTRS). Mobilised reservists are not classed as full time UK Non-Regular Forces.
5. For a reservist to serve full time they are required to be trained.

For more information on the total strength of the UK Armed Forces, broken down by trained and untrained, and Regular and Non-Regular components see tables 5a, 5b and 5c of the UK Armed Forces Quarterly Personnel Report which can be found at <https://www.gov.uk/government/publications/mod-national-and-official-statistics-by-topic>

Intake to and Outflow from UK Regular Forces

Table 3 shows the intake to and outflow from UK Regular Forces by Service, including trained and untrained personnel.

Intake comprises trained and untrained personnel who are new-entrants, intake from reserves, personnel who re-enter the Services and trained direct entrants. Intake **excludes** movements between Services, promotions from Other Ranks to Officers and flows from untrained to trained. For more details regarding intake see the footnotes below the Table and the Glossary.

Outflow includes both trained and untrained personnel who leave the Service (including personnel that reach the end of an agreed contracted period, those who successfully apply to leave the Services before the end of their contract (Voluntary Outflow) and those that are made redundant), die in Service and recalled reservists on release. Outflow figures **do not** include promotion from Ranks to Officers or any flows between the different Services. More detail on outflow can be found in both the footnotes below the Table and the Glossary.

For additional details showing Intake and Outflow in a time series for individual Services please see Graphs 3.1 - 3.3 (page 11) for more information on numbers of personnel who voluntarily exit the Armed Forces before the end of their agreed contracted period see Table 4 (pages 12 and 13) and Graphs 4.1-4.3 (page 14).

- The **intake** into the UK Regular Forces was **12,190** in the 12 months to 28 February 2014, down from **14,370** in the 12 months to 31 March 2013 and down from **14,800** in the 12 months to 31 March 2012. In order to meet the targets as set out in SDSR and 3ME, recruiting (intake) has been reduced and fewer extensions of Service (longer contracts) have been offered. The Armed Forces cannot bring many people in from the outside into these roles without the necessary military experience. Thus, the Armed Forces needs to replace those who are promoted every year with new talent. Though the Armed Forces are reducing in size and have surpluses in some ranks, the Armed Forces needs to continue to recruit into junior ranks every year in addition to making other Service personnel redundant.
- The **outflow** from the UK Regular Forces was **23,260** in the 12 months to 28 February 2014; down from the 12 months to 31 March 2013 and up from **21,370** in the 12 months to 31 March 2012. The increase in outflow since FY11/12 is due partly to personnel leaving on redundancy.
- In the 12 months to 28 February 2014, **4,270** personnel left the UK Regular Forces under the Armed Forces Redundancy Programme. This programme is needed to ensure that the Armed Forces continue to have the right balance of skills for the future, maintained across rank structures.
- The outflow from the Army was **15,920** in the 12 months to 28 February 2014, of which 4,040 were due to personnel leaving on redundancy. This is a decrease compared to the 4,050 Army personnel who left on redundancy in the 12 months to 31 January 2014. For more information on the Tranche 3 redundancies see the Armed Forces Redundancy Programme Tranche 3 statistics which can be found at <https://www.gov.uk/government/publications/mod-national-and-official-statistics-by-topic>
- Excluding all flow to and from Long Term Absentee (LTA) – in the 12 months to 28 Feb 2014, **11,070** more personnel left the UK Regular Forces than joined. This is an increase compared with the 12 months to 31 March 2013 where **9,150** more personnel left the UK Regular Forces than joined and the 12 months to 31 March 2012 where **6,570** more personnel left the UK Regular Forces than joined. This is in line with a reduction in recruitment to meet the targets set out in SDSR and 3ME (See page 4 for more information).
- Graphs 3.1 to 3.3 show intake and outflow for each of the Services between 1 April 2009 and 28 February 2014. Since Financial Year 2010/11 and the announcement of the Armed Forces targets in SDSR and 3ME, Army intake has decreased whereas intake into the Naval Service and Royal Air Force has increased. Outflow has increased across all three Services.

Table 3 - Intake¹ to and Outflow² from UK Regular Forces³ trained and untrained, by Service

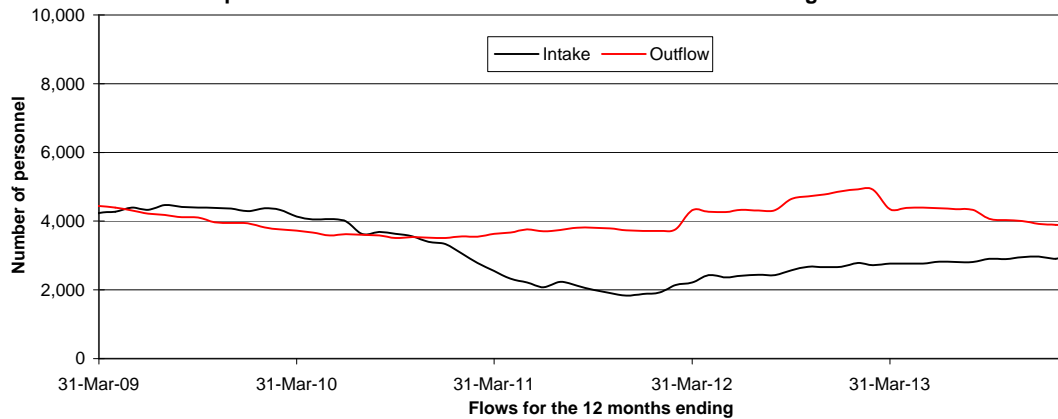
	Financial Year			12 months ending:				Financial Year to 2014 28 Feb
	2010/11	2011/12	2012/13	2013 30 Nov	2013 31 Dec	2014 31 Jan	2014 28 Feb	
All Services								
Strength at start of period	191 710	186 360	179 800	174 710	171 480	171 300	170 720	170 710
Intake (+)	12 730	14 800	14 370	12 690	12 690	12 260	12 190	10 580
LTA Intake (+)⁴	820	630	470	360	370	370	370	350
Outflow (-)	18 140	21 370	23 520	22 530	23 520	23 370	23 260	21 650
<i>of which Voluntary Outflow⁵</i>	<i>6 660</i>	<i>7 750</i>	<i>8 800</i>	<i>8 470</i>	<i>8 430</i>	<i>8 340</i>	<i>8 230</i>	<i>7 570</i>
<i>of which Redundancy⁶</i>	<i>-</i>	<i>1,700</i>	<i>3,470</i>	<i>3 330</i>	<i>4 290</i>	<i>4 290</i>	<i>4 270</i>	<i>4 250</i>
LTA Outflow (-)⁴	750	640	400	350	360	350	340	300
Strength at end of period ⁷	186 360	179 800	170 710	164 860	160 650	160 190	159 670	159 670
Naval Service								
Strength at start of period	38 730	37 660	35 540	34 470	34 290	34 250	34 140	33 960
Intake (+)	2 550	2 220	2 770	2 950	2 970	2 900	3 020	2 850
LTA Intake (+)⁴	20	10	10	10	10	10	10	10
Outflow (-)	3 630	4 320	4 350	4 010	3 920	3 890	3 870	3 520
<i>of which Voluntary Outflow⁵</i>	<i>1 330</i>	<i>1 450</i>	<i>1 850</i>	<i>1 750</i>	<i>1 770</i>	<i>1 740</i>	<i>1 730</i>	<i>1 580</i>
<i>of which Redundancy⁶</i>	<i>-</i>	<i>660</i>	<i>430</i>	<i>160</i>	<i>50</i>	<i>40</i>	<i>40</i>	<i>40</i>
LTA Outflow (-)⁴	20	10	10	10	10	10	10	10
Strength at end of period ⁷	37 660	35 540	33 960	33 410	33 340	33 260	33 280	33 280
Army								
Strength at start of period	108 920	106 240	104 250	102 100	99 740	99 670	99 420	99 730
Intake (+)⁸	8 760	11 190	10 300	8 220	8 170	7 770	7 510	6 190
LTA Intake (+)⁴	790	620	460	340	350	360	360	340
Outflow (-)	11 500	13 200	14 890	14 520	16 100	15 990	15 920	14 910
<i>of which Voluntary Outflow⁵</i>	<i>4 260</i>	<i>4 980</i>	<i>5 530</i>	<i>5 100</i>	<i>5 060</i>	<i>4 970</i>	<i>4 880</i>	<i>4 470</i>
<i>of which Redundancy⁶</i>	<i>-</i>	<i>600</i>	<i>2,060</i>	<i>2 520</i>	<i>4 040</i>	<i>4 050</i>	<i>4 040</i>	<i>4 030</i>
LTA Outflow (-)⁴	730	630	390	340	350	340	330	290
Strength at end of period ⁷	106 240	104 250	99 730	95 800	91 800	91 470	91 050	91 050
Royal Air Force								
Strength at start of period	44 050	42 460	40 000	38 140	37 460	37 370	37 160	37 030
Intake (+)	1 410	1 390	1 310	1 520	1 560	1 580	1 660	1 540
LTA Intake (+)⁴	-	-	-	-	-	-	-	-
Outflow (-)	3 010	3 850	4 280	4 000	3 500	3 490	3 470	3 220
<i>of which Voluntary Outflow⁵</i>	<i>1 070</i>	<i>1 320</i>	<i>1 430</i>	<i>1 620</i>	<i>1 600</i>	<i>1 620</i>	<i>1 620</i>	<i>1 520</i>
<i>of which Redundancy⁶</i>	<i>-</i>	<i>440</i>	<i>980</i>	<i>660</i>	<i>200</i>	<i>200</i>	<i>180</i>	<i>180</i>
LTA Outflow (-)⁴	-	-	-	10	-	-	-	-
Strength at end of period ⁷	42 460	40 000	37 030	35 660	35 520	35 460	35 340	35 340

Source: Defence Statistics (Tri-Service)

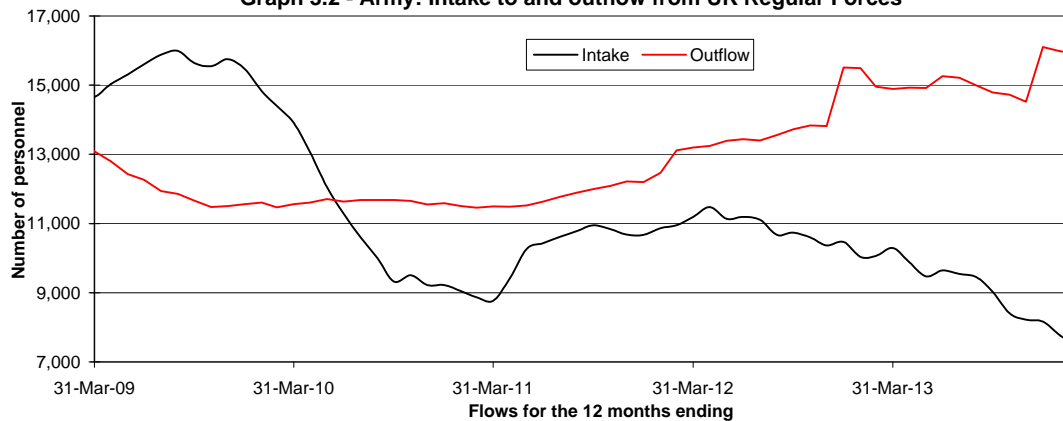
1. Figures show intake to UK Regular Forces, both trained and untrained, which comprises new entrants, re-entrants, direct trained entrants (including professionally qualified Officers) and intake from the reserves. They exclude all movements within the Regular Forces; including flows from untrained to trained strength, transfers between Services and flows from Ranks to Officer due to promotion.
2. Figures show Outflow from UK Regular Forces, both trained and untrained, including personnel leaving the Services, deaths, recalled reservists on release.
3. UK Regular Forces comprises trained and untrained personnel. It does not include Gurkhas, Full Time Reserve Service personnel and mobilised reservists.
4. Long Term Absentees (LTAs) are Service personnel who have been absent without leave (AWOL) for more than 21 days.
5. Voluntary Outflow is defined as all exits from trained personnel which are voluntarily generated by the individual before the end of their agreed engagement or commission period.
6. Redundancy figures presented will not match those published in the Quarterly Personnel Report (QPR) due to the inclusion of both Trained and Untrained Personnel. <https://www.gov.uk/government/publications/mod-national-and-official-statistics-by-topic>
7. 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.
8. Army intake figures include transfers from the Gurkhas to the UK Regular Forces.

Intake to and Outflow from UK Regular Forces

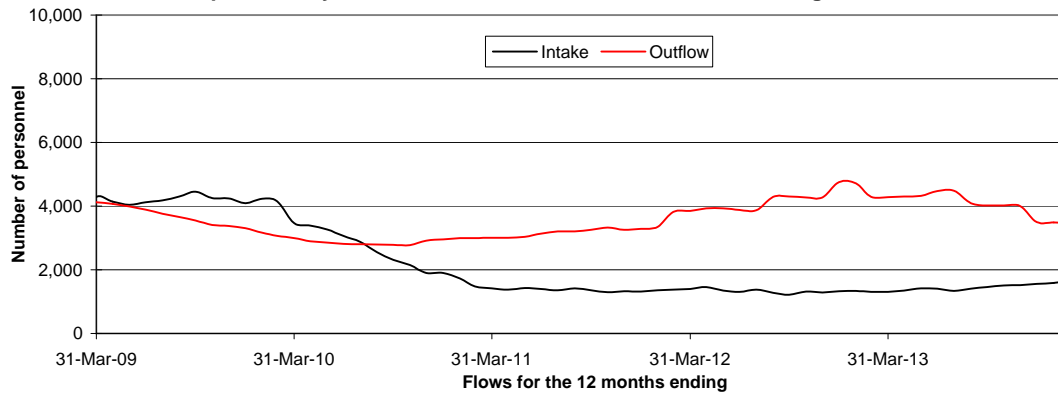
Graph 3.1 - Naval Service: Intake to and outflow from UK Regular Forces



Graph 3.2 - Army: Intake to and outflow from UK Regular Forces



Graph 3.3 - Royal Air Force: Intake to and outflow from UK Regular Forces



More information on intake and outflow for the UK Regular Forces can be seen in the Quarterly Personnel Report which can be found at <https://www.gov.uk/government/publications/mod-national-and-official-statistics-by-topic>.

For graphs showing intake to the UK Regular Forces by Service and percentage of female representation and ethnicity see graphs 8.1, 8.2, 8.3 of the Quarterly Personnel Report.

For graphs showing outflow from the UK Regular Forces by Service and total trained and untrained personnel see graphs 11.1, 11.2 and 11.3 of the Quarterly Personnel Report

Voluntary Outflow from UK Regular Forces

Table 4 focuses on Voluntary Outflow (VO) from trained UK Regular Forces by Service and Officers and Other Ranks. Voluntary Outflow encompasses all personnel who voluntarily exit before the end of their agreed engagement or commission period. For more details, see the footnotes below or the Glossary. For total outflow from UK Regular Forces see Table 3 (pages 9 and 10).

- The Voluntary Outflow (VO) rate for Officers was **4.5 per cent of the trained strength** in the 12 months to 28 February 2014. The Voluntary Outflow rate from Other Ranks was **5.5 per cent of the trained strength** in the 12 months to 28 February 2014.
- For Officers, the Army has the highest Voluntary Outflow rate (5.2 per cent) followed by the Naval Service (4.3 per cent) and the Royal Air Force (3.5 per cent). For personnel in Other Ranks, the Naval Service has the highest Voluntary Outflow rate (5.9 per cent), followed by the Army (5.6 per cent) and the Royal Force Air Force (5.1 per cent).
- Graphs 4.1 to 4.3 (page 14) show a trend of increasing Voluntary Outflow rates since Financial Year 2010/11 across all three Services. However since the start of Financial Year 2013/14 the rate of increase in Voluntary Outflow rates has slowed down and in some cases (particularly in the Army Other Ranks) even decreased.
- There is no single reason why VO has changed over the years, but the Armed Forces Continuous Attitude Survey shows reasons that Service personnel have given for leaving the Armed Forces include: being separated from family and friends and not being medically deployable. The impact of Service life on family and personal life continues to be the main factor contributing to voluntary outflow.
See Armed Forces Continuous Attitude Survey 2013 [here](#)

Table 4 - Voluntary Outflow¹ (VO) from trained UK Regular Forces

	Financial Year			12 month period ending			
	2010/11	2011/12	2012/13	2013 30 Nov	2013 31 Dec	2014 31 Jan	2014 28 Feb
All Services							
Officers							
VO number	840	1 000	1,080	1,140	1,170	1,170	1,170
VO rate ²	2.9	3.5	3.9	4.3	4.4	4.4	4.5
Other Ranks							
VO number	5 820	6 750	7 720	7 330	7 260	7 170	7 060
VO rate ²	4.0	4.8	5.7	5.7	5.6	5.6	5.5
Naval Service							
Officers							
VO number	190	200	240	260	260	260	260
VO rate ²	2.9	3.1	3.7	4.2	4.3	4.3	4.3
Other Ranks							
VO number	1 140	1 250	1 610	1 490	1 510	1 480	1 460
VO rate ²	4.0	4.4	6.2	6.0	6.1	6.0	5.9
Army							
Officers							
VO number	480	560	640	640	660	650	660
VO rate ²	3.4	4.1	4.8	5.0	5.1	5.1	5.2
Other Ranks							
VO number	3 780	4 420	4 890	4 460	4 410	4 320	4 220
VO rate ²	4.5	5.4	6.1	5.8	5.7	5.7	5.6
Royal Air Force							
Officers							
VO number	180	230	210	240	250	250	260
VO rate ²	2.1	2.8	2.6	3.2	3.3	3.4	3.5
Other Ranks							
VO number	900	1,090	1,220	1 380	1 350	1 370	1 370
VO rate ²	2.8	3.5	4.2	5.0	4.9	5.0	5.1

Source: Defence Statistics (Tri-Service)

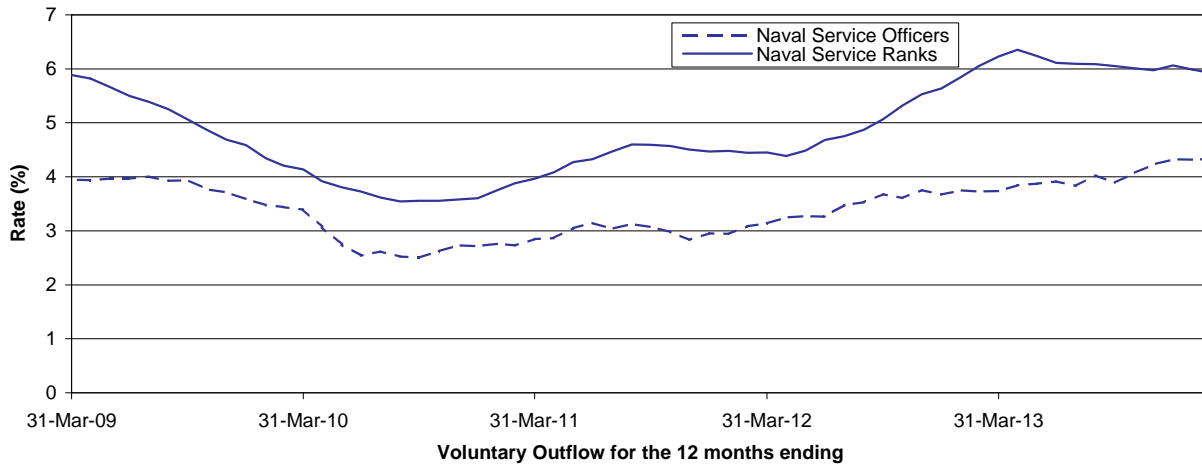
1. Voluntary Outflow is defined as all exits from Trained UK Regular Forces which are voluntarily generated by the individual before the end of their agreed engagement or commission period.

2. VO rate is the percentage of the trained UK Regular Forces that left as VO.

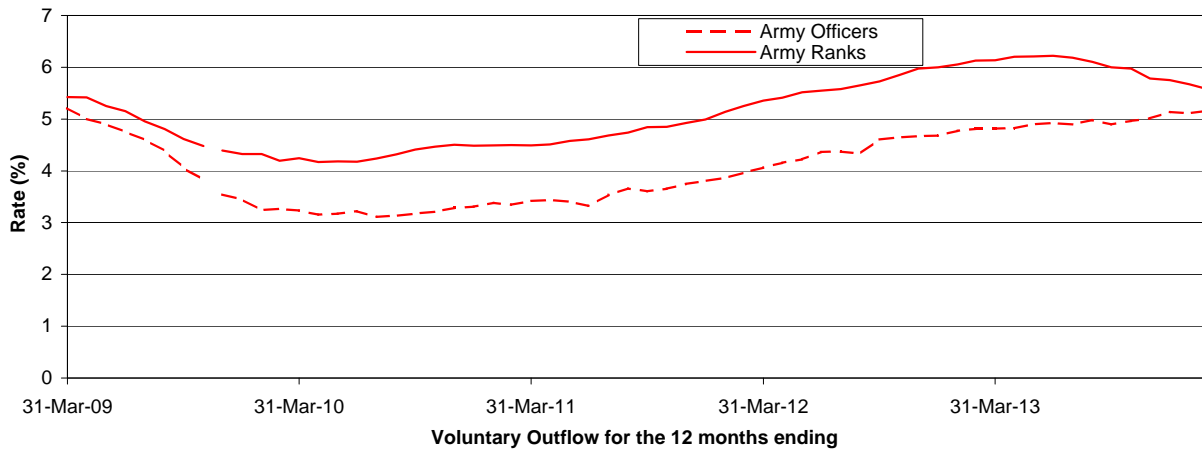
For more information on Voluntary Outflow from UK Regular Forces, see Tables 8a and 8b in the UK Armed Forces Quarterly Personnel Report which can be found at <https://www.gov.uk/government/publications/mod-national-and-official-statistics-by-topic>

Voluntary Outflow (VO) from UK Regular Forces

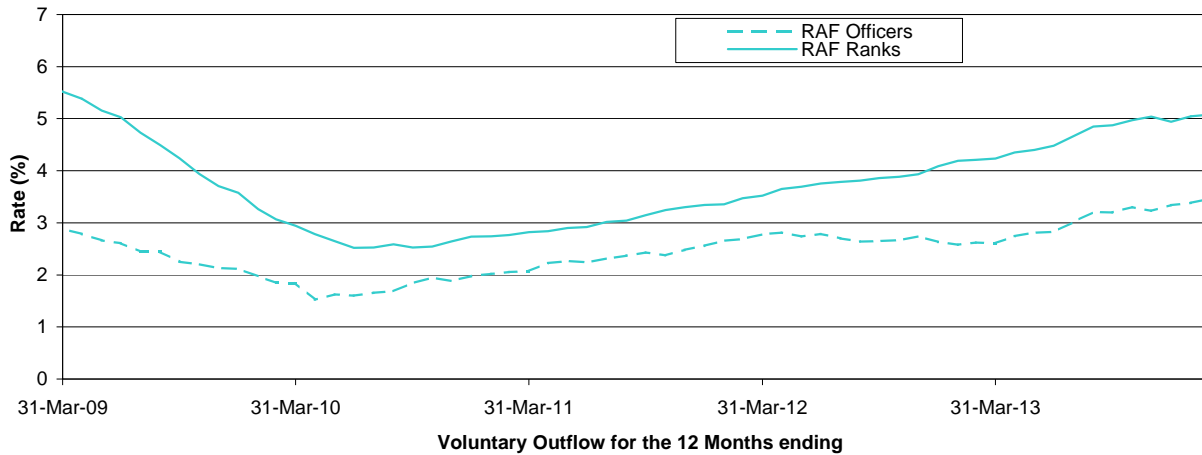
Graph 4.1: Naval Service VO rate as a percentage of average trained strength



Graph 4.2: Army VO rate as a percentage of average trained strength



Graph 4.3: Royal Air Force VO rate as a percentage of average trained strength



Tables showing data on Voluntary Outflow from 12 months ending 31 March 2006 to 31 March 2007 are shown in TSP 4 Tables 12 and 13 which can be found at <https://www.gov.uk/government/publications/mod-national-and-official-statistics-by-topic>

Glossary

FTRS (Full-Time Reserve Service) are personnel who fill Service posts for a set period on a full-time basis while being a member of one of the reserve Services, either as an ex-regular or as a volunteer. An FTRS reservist on:

- **Full Commitment (FC)** fulfils the same range of duties and deployment liability as a Regular Service person;
- **Limited Commitment (LC)** serves at one location but can be detached for up to 35 days a year;
- **Home Commitment (HC)** is employed at one location and cannot be detached elsewhere.

Each Service uses FTRS personnel differently:

The Naval Service predominantly uses FTRS to backfill gapped regular posts. However, they do have a small number of FTRS personnel that are not deployable for operations overseas. There is no distinction made in terms of fulfilling baseline Liability posts between FTRS Full Commitment (FC), Limited Commitment (LC) and Home Commitment (HC).

The Army employ FTRS(FC) and FTRS(LC) to fill Regular Army Liability (RAL) posts as a substitute for Regular personnel for set periods of time. FTRS(HC) personnel cannot be deployed to operations and are not counted against RAL.

The RAF consider that FTRS(FC) can fill regular RAF Liability posts but have identified separate liabilities for FTRS(LC) and FTRS(HC).

Gurkhas are recruited and employed in the British and Indian Armies under the terms of the 1947 Tri-Partite Agreement (TPA) on a broadly comparable basis. They remain Nepalese citizens but in all other respects are full members of HM Forces. Since 2008, Gurkhas are entitled to join the UK Regular Forces after 5 years of service and apply for British citizenship.

Intake to UK Regular Forces (as defined in table 3) 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 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.

Liability is the requirement for Armed Forces personnel. The Monthly Personnel Report presents the "Regular Liability" in Table 1.

Long Term Absentees (LTAs) are service personnel who have been Absent without leave (AWOL) for more than 21 days.

Mobilised Reservists are reserves who have been called into full-time service with the Regular Forces on military operations.

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

Operational Commitment Establishment (Reserve) (OCE(R)) FTRS(FC) personnel that are deployed to operations can be moved into OCE(R) posts. While they are filling OCE(R) positions, FTRS(FC) personnel are not counted against Regular Army Liability. These are reported in Table 2 as *FTRS personnel serving against an additional requirement* along with non-deployable FTRS as defined above.

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

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). Post year ending 31 March 2009 outflow does not include this flow to LTA.

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, Naval activated Reservists, mobilised Reservists, MPGS and NRPS. Unless otherwise stated, includes trained and untrained personnel.

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

Voluntary Outflow is defined as all exits from trained personnel which are voluntarily generated by the individual before the end of their agreed engagement or commission period.