



This statistical release provides results from the Tri-Service Reserves Continuous Attitude Survey (RESCAS) 2016, along with comparisons to 2015. Results represent the views of volunteer Reservists and are shown by Service to reflect the differences between Maritime, Army and RAF Reservists' roles, experiences and Terms and Conditions of Service.

Statistics from RESCAS are used to inform the development of policy and measure the impact of decisions affecting personnel, particularly those relating to the Future Force 2020 and Future Reserve 2020 change programmes.

Key Points

Overall satisfaction

- Nine out of ten (92%) volunteer Reservists feel proud to be in the Reserves, unchanged since 2015.
- 86% would recommend joining the Reserves to others. Around three quarters (77%) of volunteer Reservists are satisfied with Service life in general, 7% are dissatisfied. Unchanged since 2015.

Retention and recruitment

- 61% of volunteer Reservists intend to stay in the Reserves for at least the next year while a third (34%) are unsure how much longer they will stay.
- The top 3 most popular reasons given for *joining* the volunteer Reserves are: for the challenge (68%), to serve my country (66%), for personal development (60%).
- The top 3 most popular reasons given for *staying* in the volunteer Reserves are: to serve my country (61%), the people, friends and camaraderie (58%), for the challenge (55%).

Perception of Reserves

- Half (49%) of volunteer Reservists agree that they feel valued by society, unchanged since 2015.
- 30% agree that they feel treated as an equal member of the Service by Regulars while the proportion that disagree has decreased from 43% in 2015 to 39%.
- A third (32%) of volunteer Reservists agree that they feel valued by Regulars while a similar percentage (34%) disagree that they feel valued by Regulars. Reservists in the Army Reserve are least likely to feel valued by Regulars (29%). However, there has been a 4 percentage point decrease in the proportion of Army Officers that *do not* feel valued by Regulars since 2015 from 36% to 32%.

Civilian Employment

- Almost three quarters (73%) of volunteer Reservists feel that their employer supports their Reserve service, and half (52%) feel that their civilian employer values their Reserve service; a similar percentage (51%) believe that being a reservist is good for their civilian career, an increase of 4 percentage points from 47% in 2015.
- A quarter (25%) believe that their employer would prefer it if they were not a reservist.

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

Would you like to be added to our **contact list**, so that we can inform you about updates to these statistics and consult you if we are thinking of making changes? You can subscribe to updates by emailing DefStrat-Stat-WDS-Pubs@mod.uk

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Reference tables and Tri-Service questions for RESCAS 2016 are published as separate documents and can be found on the RESCAS webpage here:

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

Introduction

The 2016 Reserves surveys took a census of Maritime volunteer Reserves, RAF volunteer Reserves, and a sample of 11,194 Army volunteer Reserves (see the methodology section for details of certain exclusions). Data collection took place between January 2016 and March 2016.

From the 17,015 questionnaires that were sent out 5,713 usable responses were received, representing a response rate of 34%. This is an increase of 3 percentage points since the 2015 survey.

The first Tri-Service Reserves survey questions were asked in 2014, however due to substantial changes to the RESCAS 2015 Army survey methodology and changes to the Army and RAF target populations, the 2015 and 2016 Tri-Service results are not comparable to the 2014 Tri-Service results and no comparisons to the 2014 results have been made in this publication.

RESCAS 2016 was distributed at a time of significant change for the MOD, including the continuation of high-level change programmes such as Future Force 2020¹, the New Employment Model², and the announcement of the new National Security Strategy following the Strategic Defence and Security Review of 2015³.

Results from RESCAS, along with those from companion surveys of Armed Forces families ([FAMCAS](#)) and Regular personnel ([AFCAS](#)), are used by the single Services, central MOD teams and certain external organisations to inform the development of policy and measure the impact of decisions affecting personnel.

Please see the [Background Quality Report](#) for full details of survey methodology, analysis, and data quality considerations.

Notes:

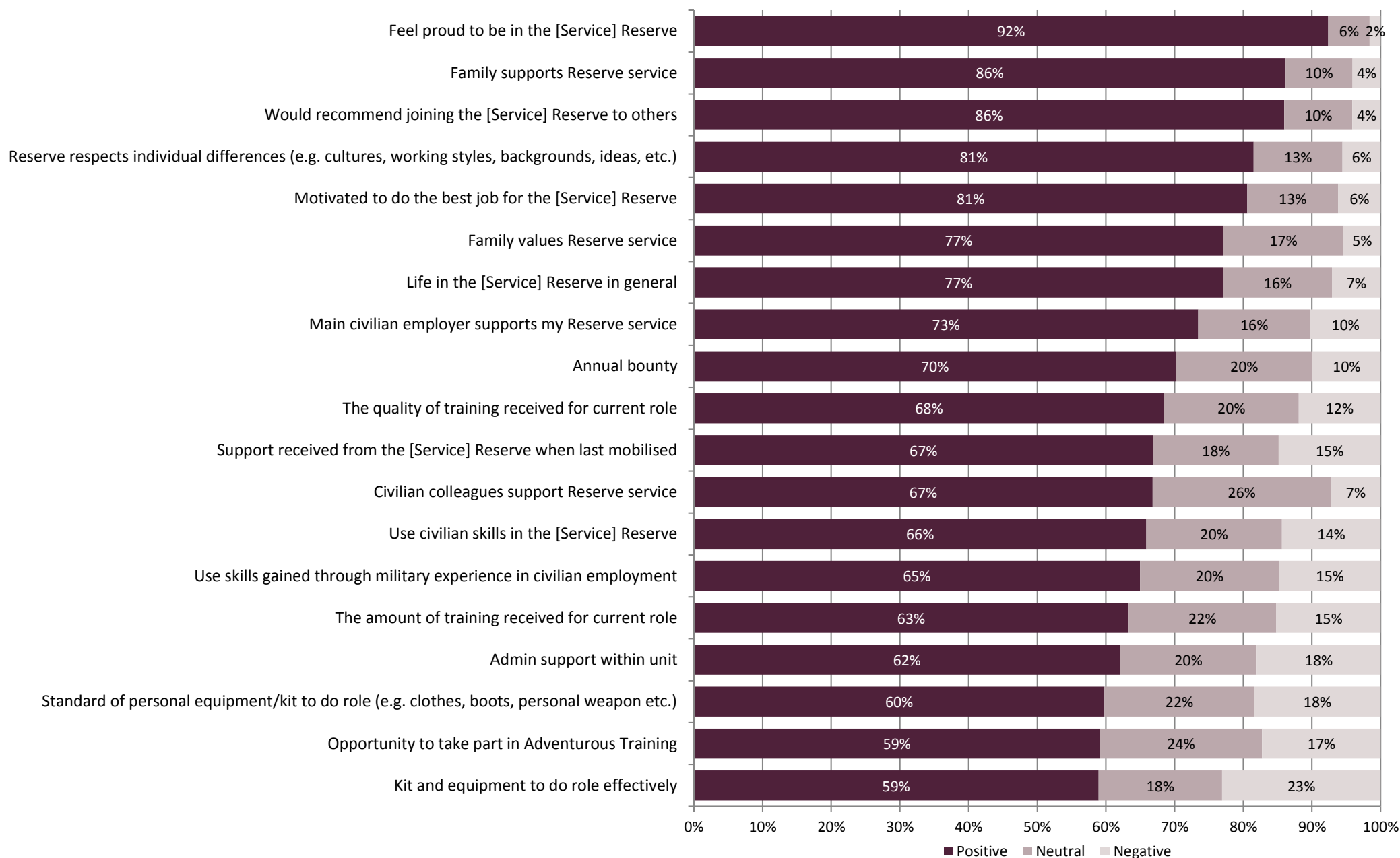
Throughout the report, attitudinal questions have generally been regrouped to assist in analysing results and to aid interpretation. For example, questions asked at a 5-point level (e.g. Strongly agree — Agree — Neither agree nor disagree — Disagree — Strongly disagree; and Very satisfied — Satisfied — Neither satisfied nor dissatisfied — Dissatisfied — Very dissatisfied) have been regrouped to a 3-point level (e.g. Agree — Neither agree nor disagree — Disagree; and Satisfied — Neither satisfied nor dissatisfied — Dissatisfied)

Only differences that are statistically significant are commented on in this report; statistical tests were carried out at the 99% confidence level. This is at a fairly stringent level and means that there should be less than a 1% (1 in 100) chance that differences observed in RESCAS results aren't representative of the volunteer Reserves as a whole. This reduces the likelihood of wrongly concluding that there has been an actual change based on the survey results, which only cover a sample of the volunteer Reserves.

1. https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/62487/Factsheet5-Future-Force-2020.pdf
2. <https://www.gov.uk/guidance/new-employment-model>
3. https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/494895/SDSR_2015_Booklet_vers_15.pdf

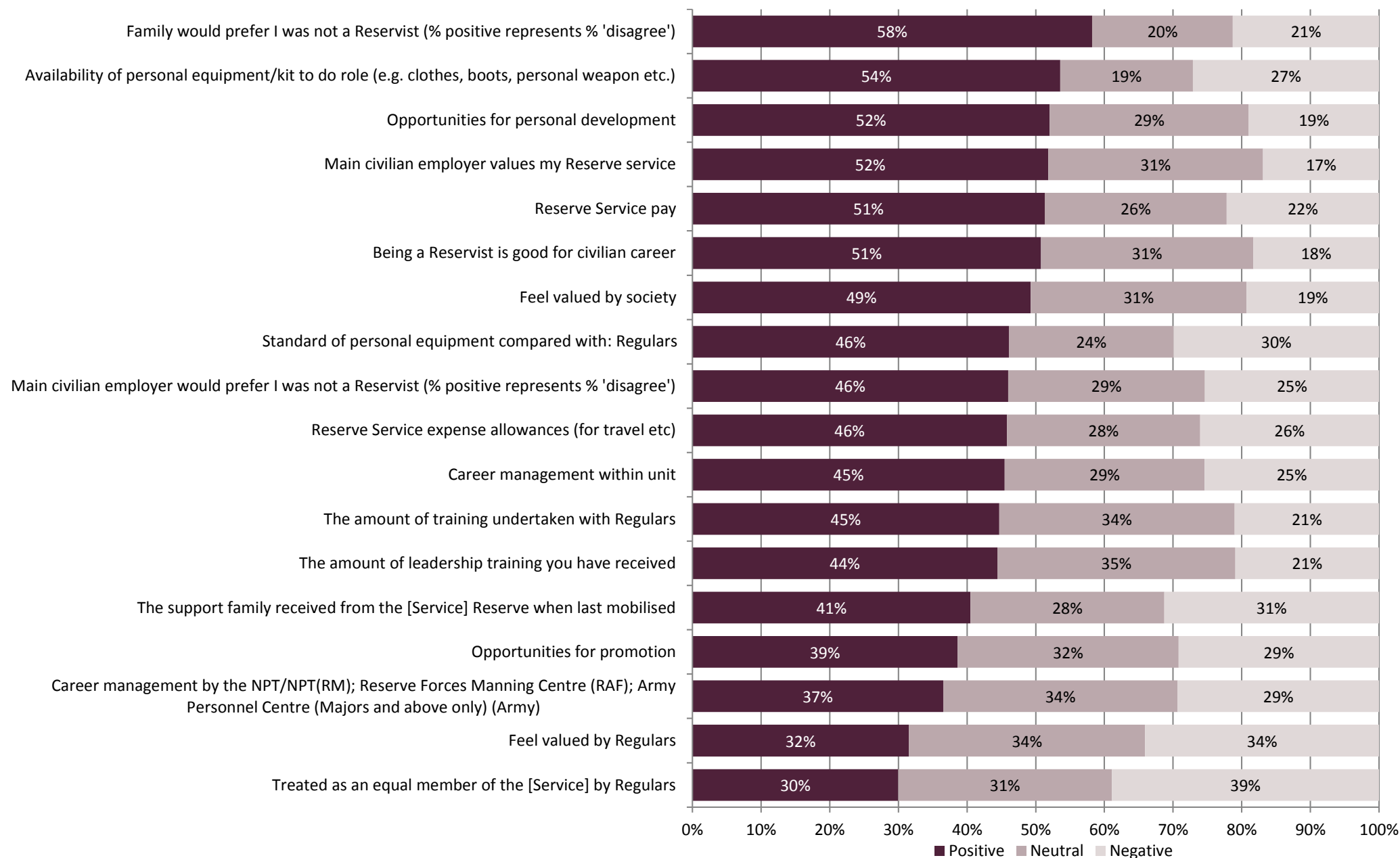
Summary of attitudinal questions (highest to lowest positive scoring)

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Summary of attitudinal questions (highest to lowest positive scoring)

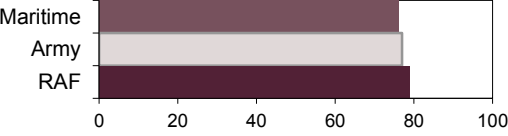
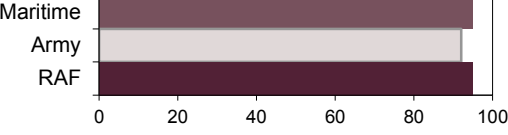
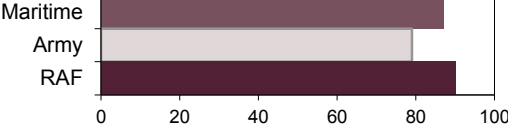
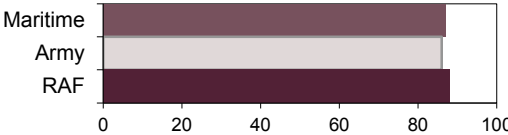
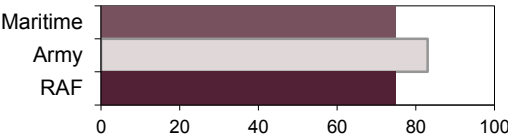
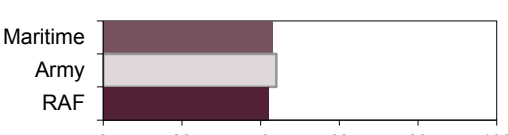
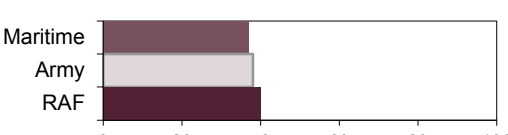
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Section 1 - Life in the Reserves

Key Questions — Life in the Reserves

Table
Ref Question

| | | | | Overall % | % Change from 2015 |
|------|--|--|--|-------------------|--------------------|
| B1.1 | Life in the [Service] Reserve in general |  | | 77 | ↔ |
| | | | | % satisfied | |
| B1.2 | I feel proud to be in the [Service] Reserve |  | | 92 | ↔ |
| | | | | % agree | |
| B1.3 | I feel motivated to do the best job I can for the [Service] Reserve |  | | 81 | ↔ |
| | | | | % agree | |
| B1.4 | I would recommend joining the [Service] Reserve to others |  | | 86 | ↔ |
| | | | | % agree | |
| B1.5 | I think that the [Service] Reserve respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.) |  | | 81 | N/A |
| | | | | % agree | |
| B1.6 | How does life in the [Service] Reserve compare with what you expected it to be when you first joined? |  | | 44 | ↔ |
| | | | | % better | |
| B1.7 | How long do you intend to stay in the [Service] Reserve? |  | | 38 | ↔ |
| | | | | % 7 or more years | |

↔ indicates no significant change has been found

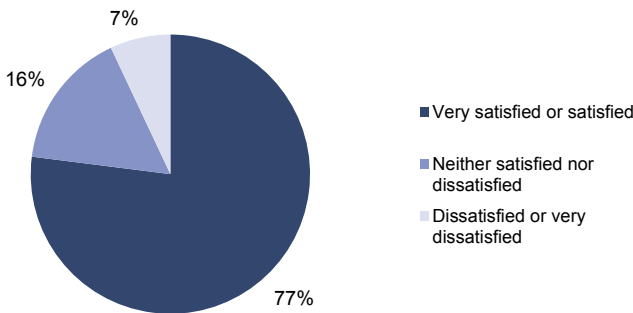
Satisfaction with life in the Reserve in general

Just over three-quarters (77%) of all volunteer Reservists are satisfied with life in the Reserves in general, while one in ten (7%) are dissatisfied, these are similar proportions as last year. The level of satisfaction with life in the Reserves in general is similar across the Services, and between Officers and Other Ranks.

Comparison

Just under half (46%) of Trained Regulars are satisfied with [Service] life in general.

Chart 1.1 How satisfied are you with Life in the [Service] Reserve in general? All volunteer reservists



I feel proud to be in the Reserves

Pride in the Reserves remains high. Just over nine out of ten (92%) volunteer Reservists feel proud to be in the Reserves. This is fairly consistent across the Services and between Officers and Other Ranks.

Comparison

76% of Trained Regulars feel proud to be in their Service.

I feel motivated to do the best job I can for the Reserves

Eight out of ten (81%) volunteer Reservists feel motivated to do the best job they can. Levels of motivation differ by Service with nine out of ten (90%) RAF Reservists agreeing with the statement, while eight out of ten (79%) Army Reservists agree with the statement.

There has been an increase in the percentage of Maritime Reserve Officers who say they do *not* feel motivated to do the best job they can, rising from 3% in 2015 to 6% this year.

Comparison

44% of Trained Regulars feel inspired by their Service to do their best in their job, and 39% feel that their Service motivates them personally to help it achieve its objectives.

I would recommend joining the Reserves to others

Around nine out of ten (86%) volunteer Reservists would recommend joining the Reserves to others, almost double the proportion of Trained Regulars who would recommend joining their Service to others. The proportion of RAF Reserve Officers who would recommend joining their Service has decreased from 94% to 83% since 2015.

Comparison

45% of Trained Regulars would recommend joining the Service to others.

I think that the Reserves respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)

Eight out of ten (81%) agree that the Reserves respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.). Army Reservists are more likely to agree that the Reserves respects individual differences compared with Maritime Reservists and RAF Reservists; in particular, 87% of Army Officer Reservists agree with the statement compared to 72% of Maritime Officers and 74% of RAF Officers.

Data Quality Note

This question was not asked prior to 2016, so a time series comparison is not possible.

How does life in the Reserves compare with what you expected it to be when you first joined?

Just over one out of ten (13%) Reservists say that life in the Reserves is worse than expected. The rest are evenly split between those who say it is about the same as they expected (43%), and those who say life in the Service is better than expected (44%). These overall proportions are similar to those in 2015.

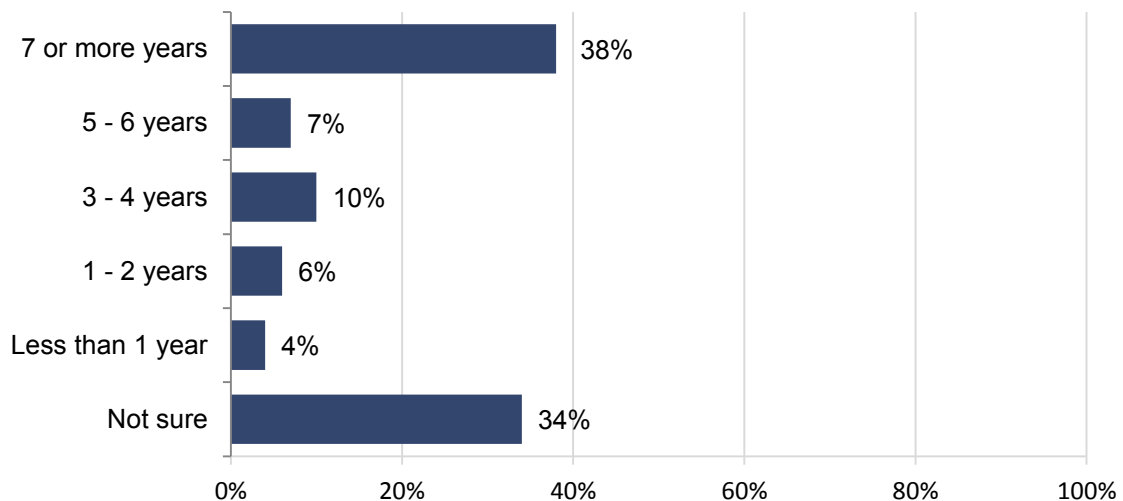
The RAF Reserves are less likely to say that Service life is worse than expected (8%) compared to the Maritime Reserves (14%) and the Army Reserves (13%).

How long do you intend to stay in the Reserves

61% of volunteer Reservists intend to stay in the Reserves for at least the next year, of which 38% intend to stay for 7 years or more. A third (34%) are unsure how much longer they will stay. These proportions remain broadly unchanged compared to 2015. Other Ranks are more likely than Officers to say they are unsure how long they will stay (37%, 23%). Maritime Reserves (26%) are less likely than other Reservists to be unsure about their future plans.

Reasons for joining, staying and leaving the Reserves are shown in Sections 2a, 2b and 2c.

Chart 1.2 How long do you intend to stay in the [Service] Reserve?



Section 2a - Reasons for joining

The top five reasons for joining the Reserves are largely unchanged since 2015, with the exception of 'To make a difference/do something worthwhile' which has replaced 'To do something different'.

The top five reasons are largely consistent across the Services with one exception; Maritime Reserves include 'To do something different' among their top five, whereas the Army Reserves include 'For fitness and to do something active', while the RAF Reserves cite 'To make a difference/do something worthwhile'.

Table 2a.1 Top five reasons for joining the Reserves, by Service

| All Reservists | % | Maritime Reserve | % | Army Reserve | % | RAF Reserve | % |
|--|----|------------------------------|----|--|----|--|----|
| For the challenge | 68 | To serve my country | 72 | For the challenge | 68 | To serve my country | 69 |
| To serve my country | 66 | For the challenge | 68 | To serve my country | 66 | For the challenge | 66 |
| Personal development | 60 | For excitement and adventure | 60 | Personal development | 61 | To make a difference/do something worthwhile | 59 |
| For excitement and adventure | 59 | To do something different | 60 | For excitement and adventure | 60 | Personal development | 55 |
| To make a difference/do something worthwhile | 55 | Personal development | 59 | For fitness and to do something active | 56 | For excitement and adventure | 50 |

Officers and Other Ranks give largely the same reasons for joining (Table 2a.2). The top five reasons are the same for both groups, with one exception - Officers choose 'To make a difference/do something worthwhile', whereas Other Ranks choose 'To do something different'.

But there are larger differences in the other reasons given. Just over half (54%) of Other Ranks choose 'The courses/skills training on offer' compared to a third (33%) of Officers. 56% of Other Ranks choose 'For fitness and to do something active' compared to 41% of Officers. Almost four in ten (37%) Officers chose 'Former Regular and wanted to carry on serving in some capacity' compared to one in five (21%) Other Ranks.

Former Regulars may have different reasons for joining the volunteer Reserves compared with those that are not former Regulars. For example, while data is not currently available on a Tri-Service basis, the third most popular reason for joining the volunteer Reserves among Army ex-Regulars is for the 'Reserve pay or bounty' while this is the fourteenth most popular reason for joining among Army Reservists that are not former Regulars.

Table 2a.2 Top five reasons for joining the Reserves, by rank

| Officers | % | Other Ranks | % |
|--|----|------------------------------|----|
| To serve my country | 67 | For the challenge | 69 |
| For the challenge | 63 | To serve my country | 66 |
| To make a difference/do something worthwhile | 60 | Personal development | 62 |
| Personal development | 52 | For excitement and adventure | 60 |
| For excitement and adventure | 52 | To do something different | 57 |

Chart 2a.1 All Volunteer Reservists: What were your main reasons for joining the [Service] Reserve?

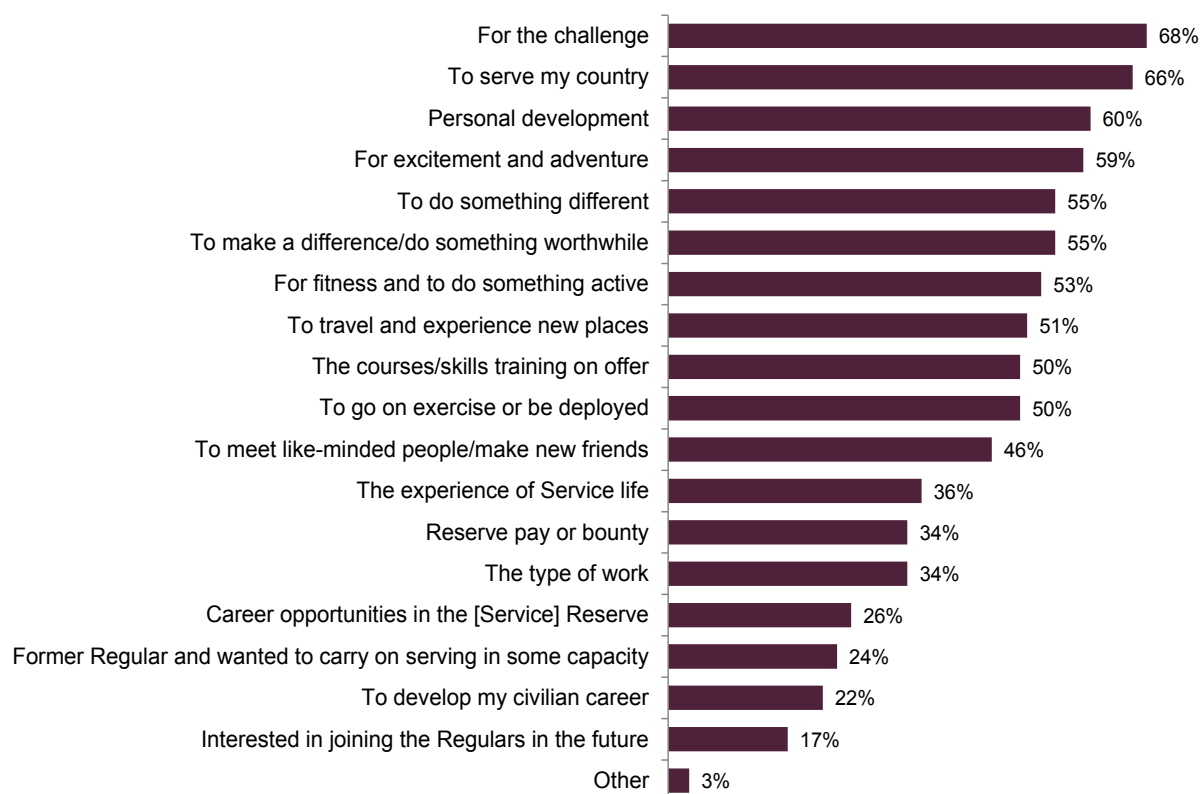


Chart 2a.2 Maritime Reserve: What were your main reasons for joining the RNR/RMR?

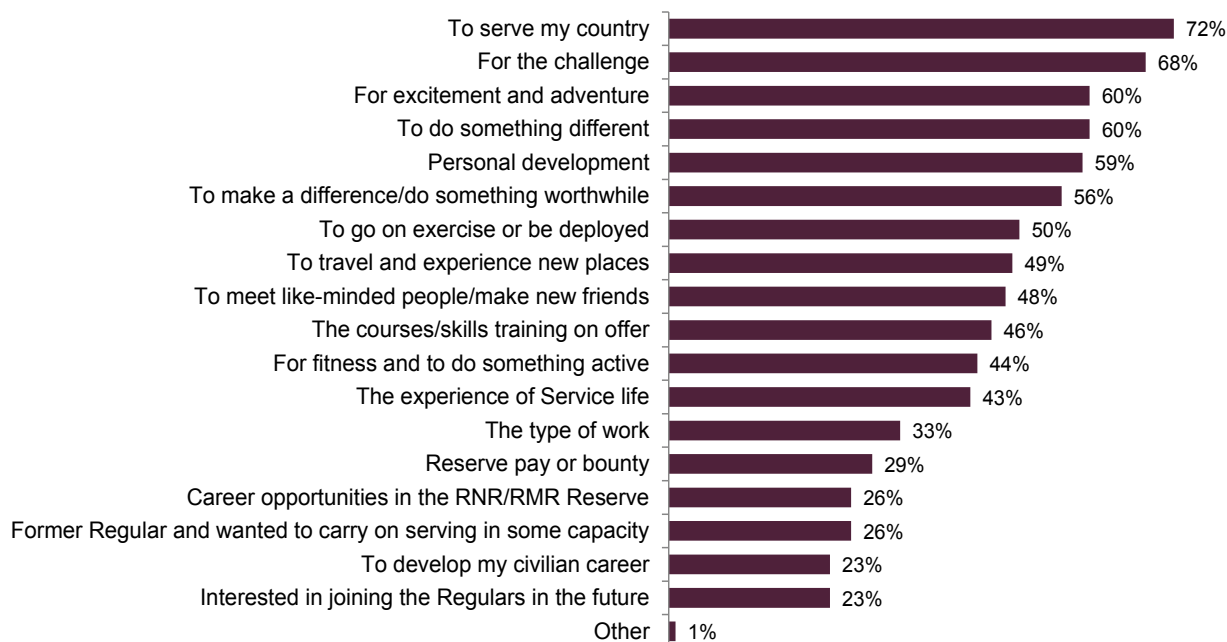


Chart 2a.3 Army Reserve: What were your main reasons for joining the Army Reserve?

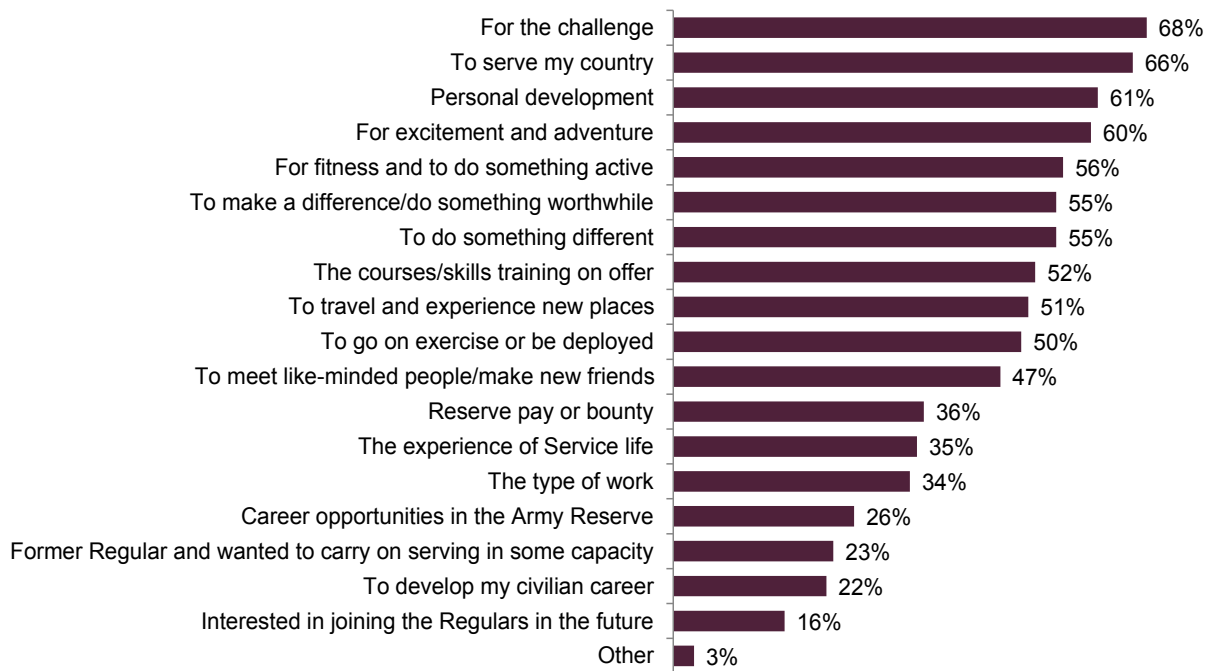


Chart 2a.4 RAF Reserve: What were your main reasons for joining the RAF Reserve?

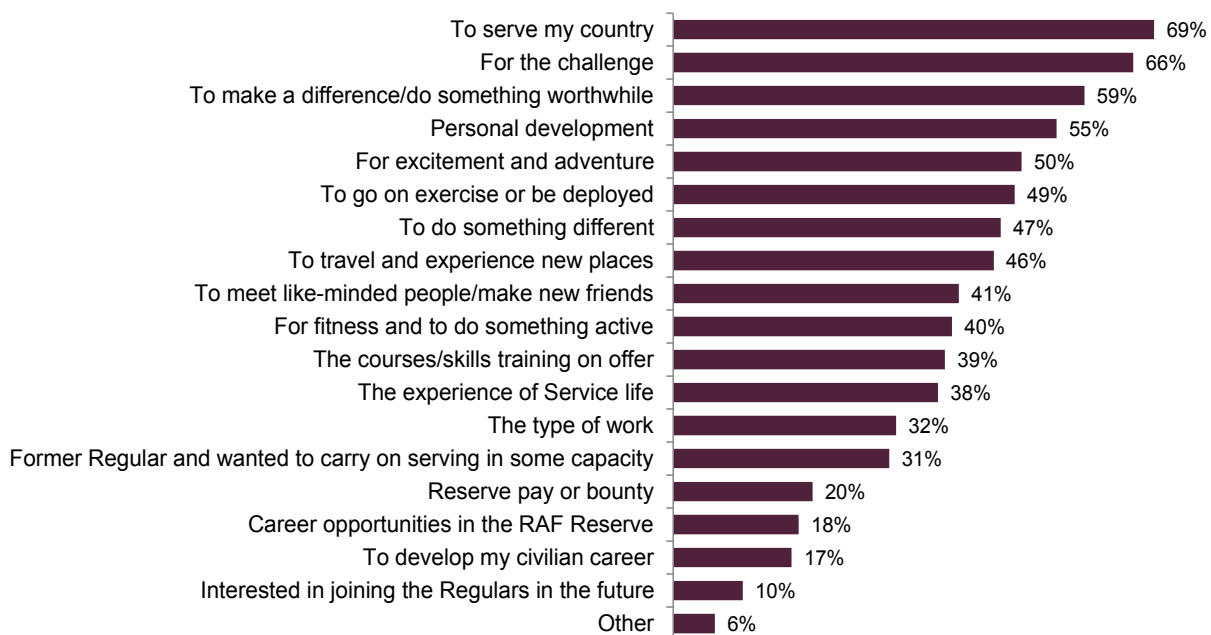
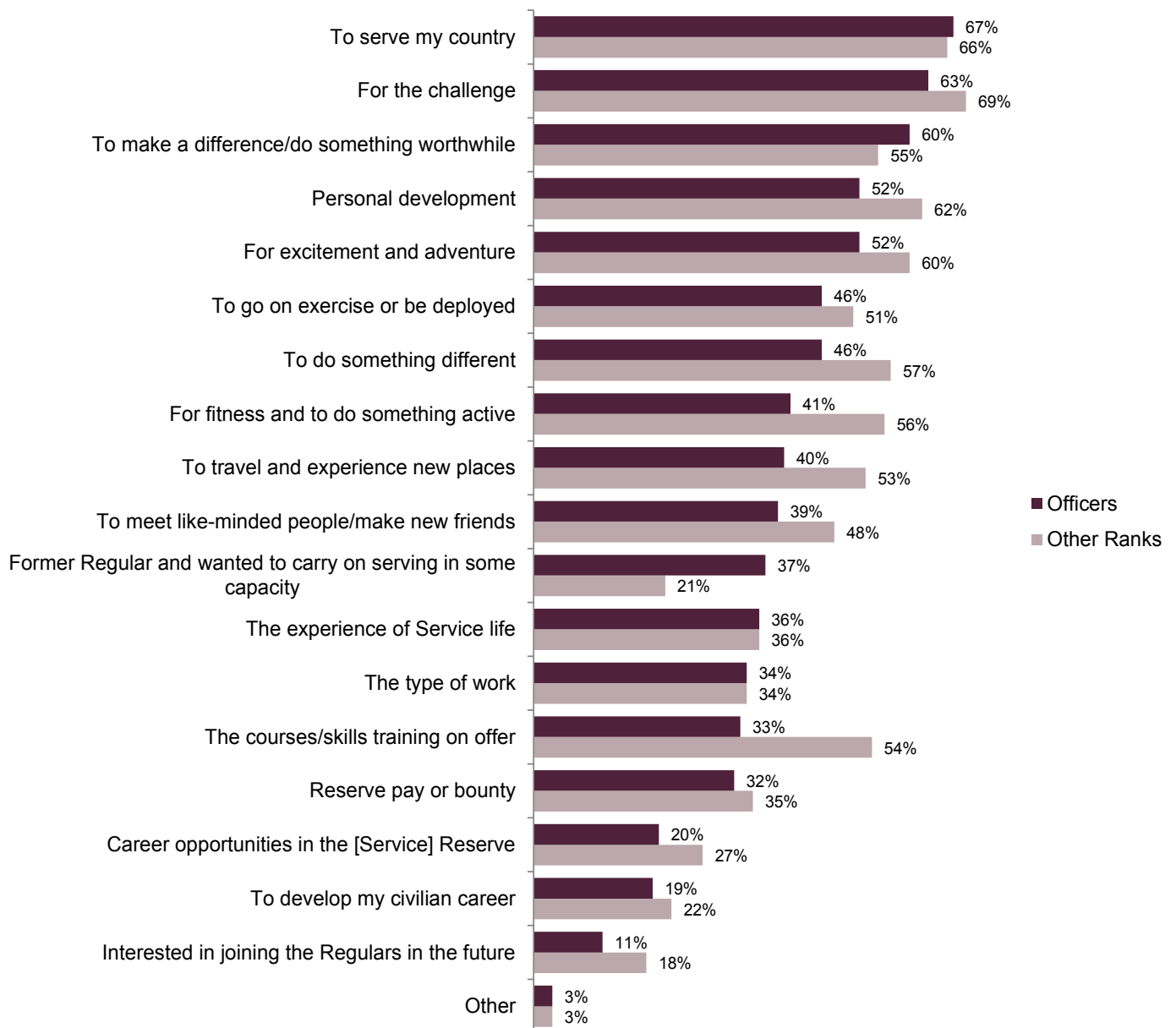


Chart 2a.5 All Officers and Other Ranks: What were your main reasons for joining the [Service] Reserve?



Section 2b - Reasons for staying

The top five reasons for staying in the Reserves have not changed since 2015, and are largely consistent across the Services. 'To serve my country' is the most popular reason across all three Services.

Table 2b.1 Top five reasons for staying in the Reserves, by Service

| All Reservists | % | Maritime Reserve | % | Army Reserve | % | RAF Reserve | % |
|--|----|-------------------------------------|----|--|----|--|----|
| To serve my country | 61 | To serve my country | 70 | To serve my country | 59 | To serve my country | 64 |
| The people, friends and camaraderie | 58 | The people, friends and camaraderie | 64 | The people, friends and camaraderie | 58 | The people, friends and camaraderie | 57 |
| For the challenge | 55 | For the challenge | 58 | For the challenge | 55 | For the challenge | 55 |
| Personal development | 54 | Personal development | 55 | Personal development | 54 | To make a difference/do something worthwhile | 53 |
| To make a difference/do something worthwhile | 50 | To do something different | 49 | To make a difference/do something worthwhile | 50 | Personal development | 51 |

A complete list of the reasons for staying by Service, and by Officers and Other Ranks, is shown in Charts 2b.1—2b.5 overleaf.

Officers and Other Ranks

Officers and Other Ranks give largely the same top 5 reasons for staying in the Reserves (Table 2b.2) with one exception - Officers choose 'To make a difference/do something worthwhile', whereas Other Ranks choose 'For fitness and to do something active'.

Table 2b.2 Top five reasons for staying in the Reserves, by rank

| Officers | % | Other Ranks | % |
|--|----|--|----|
| To serve my country | 60 | To serve my country | 61 |
| To make a difference/do something worthwhile | 56 | The people, friends and camaraderie | 59 |
| The people, friends and camaraderie | 53 | For the challenge | 57 |
| For the challenge | 50 | Personal development | 56 |
| Personal development | 47 | For fitness and to do something active | 51 |

There are some differences between Officers and Other Ranks in their other reasons for staying. Half (51%) of Other Ranks cite 'The courses/skills training on offer' as a reason to stay compared to less than a third (30%) of Officers. Half (51%) of Other Ranks give the reason 'For fitness and to do something active' compared to just over a third (35%) of Officers. Half (48%) of Other Ranks give the reason 'To travel and experience new places' compared to a third (32%) of Officers.

Former Regulars may have different reasons for staying in the volunteer Reserves compared with those that are not former Regulars. For example, while data is not currently available on a Tri-Service basis, the third most popular reason for staying in the volunteer Reserves among Army ex-Regulars is for the 'Reserve pay or bounty' while this is the twelfth most popular reason for staying in among Army Reservists that are not former Regulars.

Chart 2b.1 All Volunteer Reservists: What are your main reasons for staying in the Reserves?

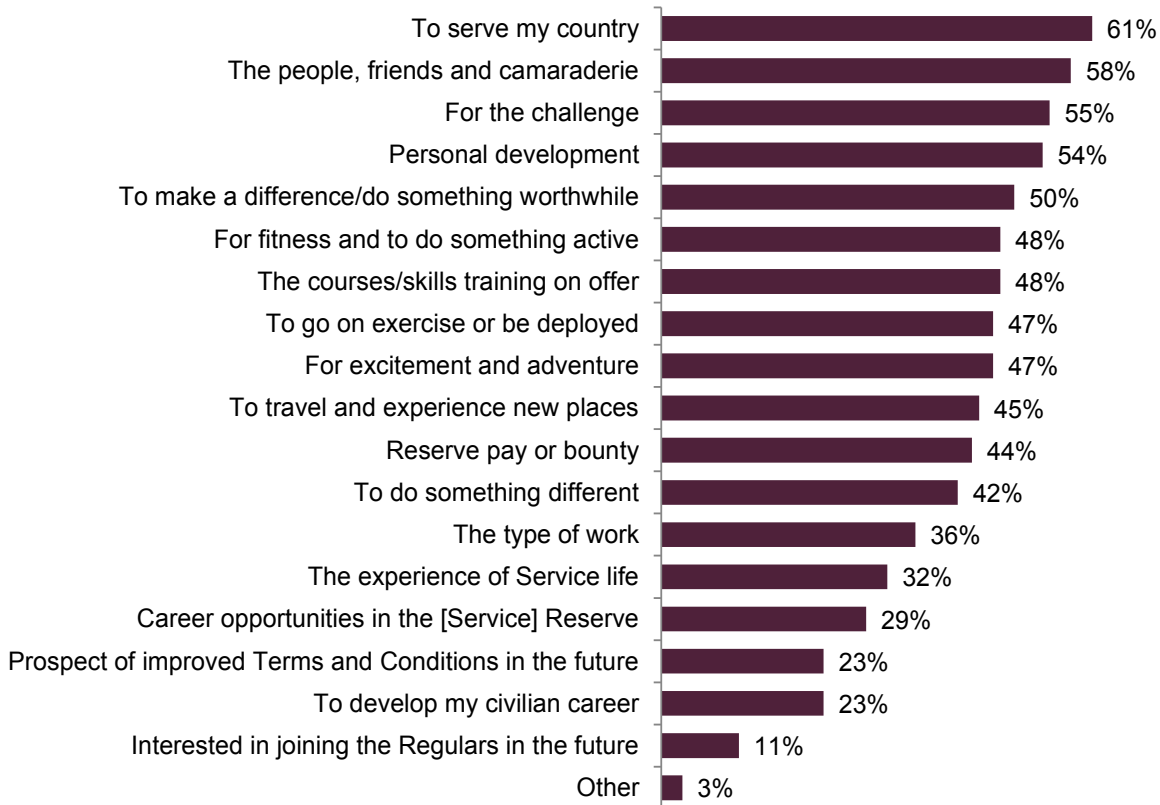


Chart 2b.2 Maritime Reserve: What are your main reasons for staying in the RNR/RMR?

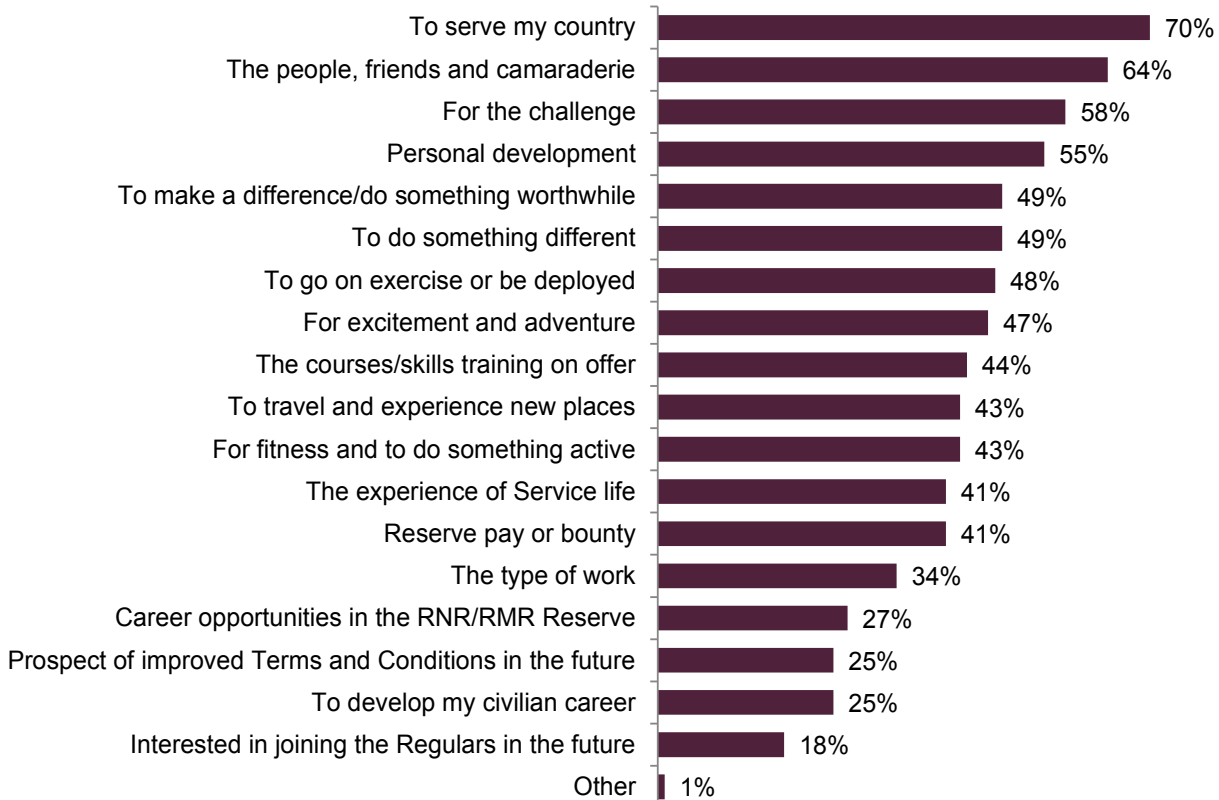


Chart 2b.3 Army Reserve: What are your main reasons for staying in the Army Reserve?

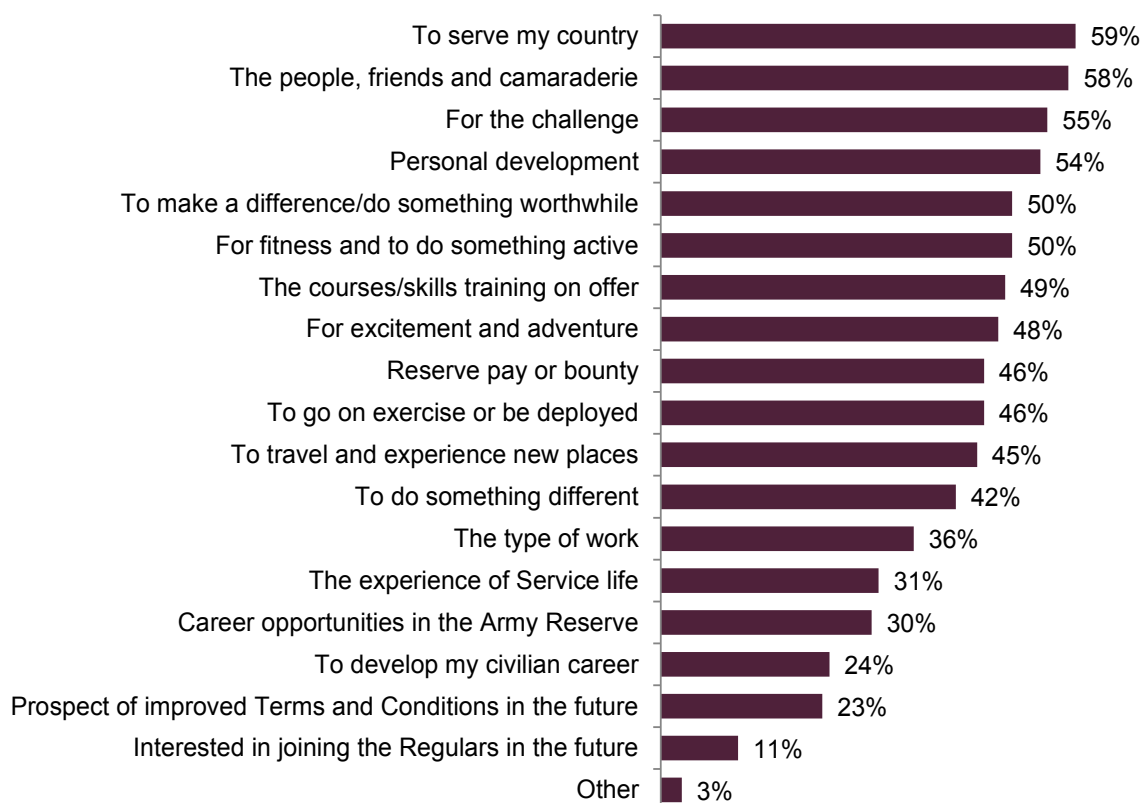


Chart 2b.4 RAF Reserve: What are your main reasons for staying in the RAF Reserve?

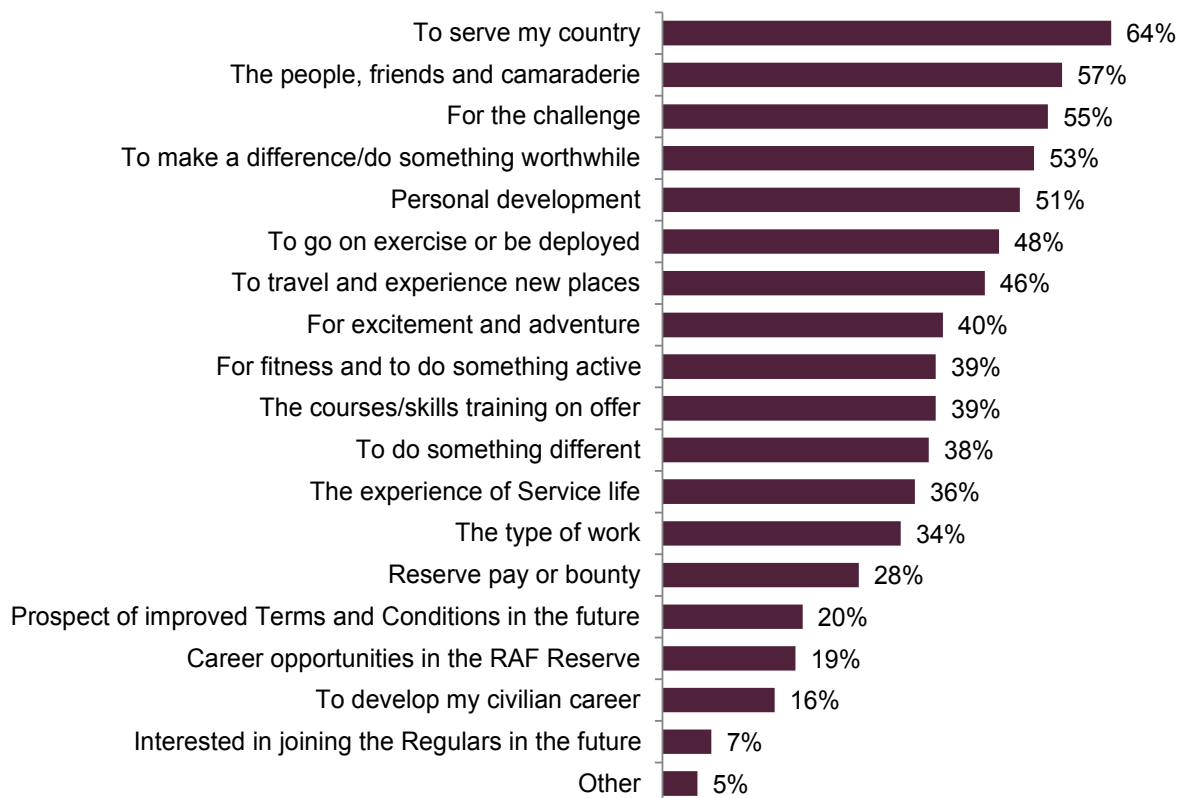
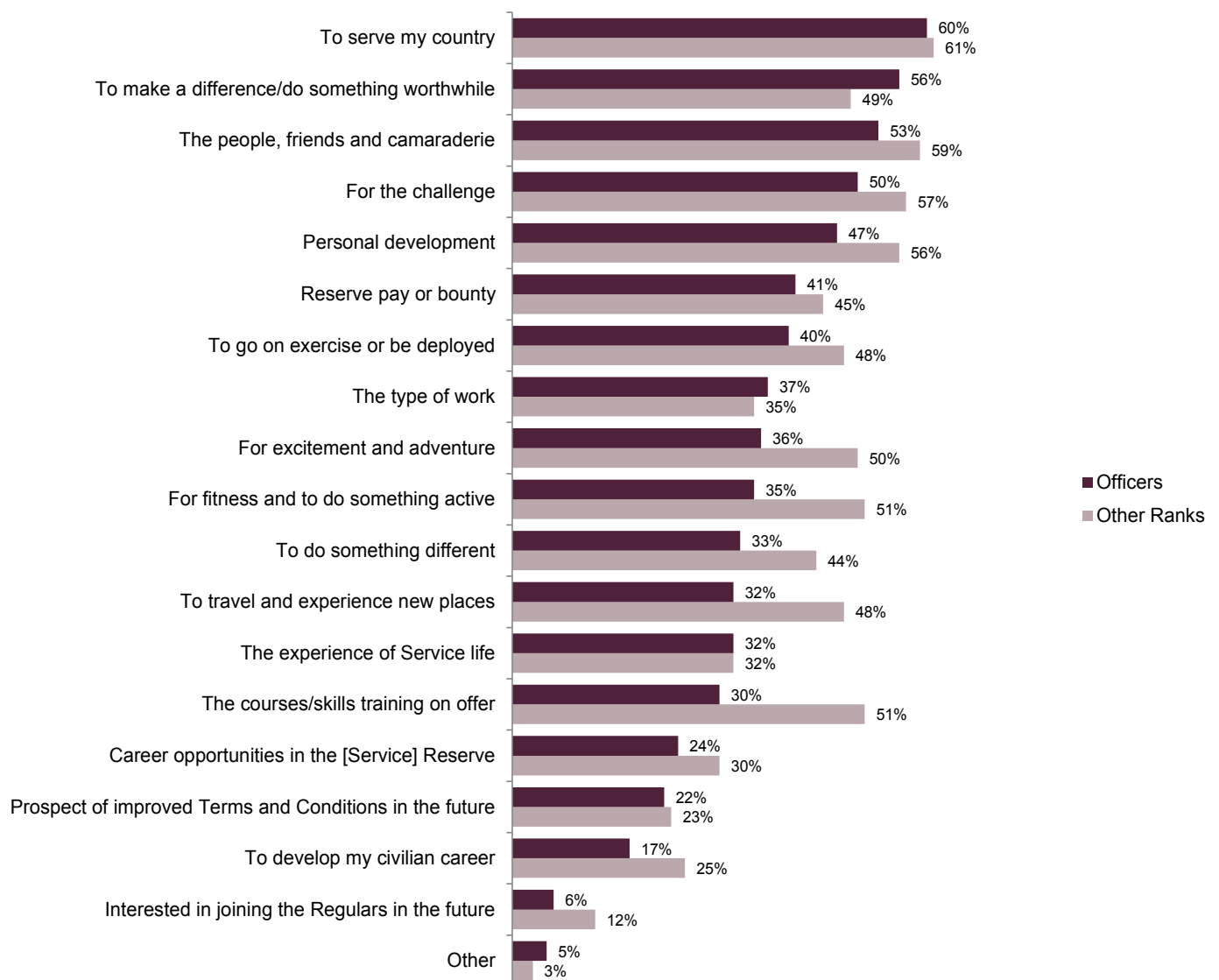


Chart 2b.5 All Officers and Other Ranks: What are your main reasons for staying in the [Service] Reserve?



Section 2c - Reasons for leaving

Of the 4% of volunteer Reservists that plan to leave the Reserves in the next year, the top five reasons that played a part in their decision to leave are largely unchanged since 2015, with the exception of 'work or employer pressure' which has replaced 'My age' - see 'data quality note' below. 'Poor management and leadership' remains the most popular reason among volunteer Reservists as a whole.

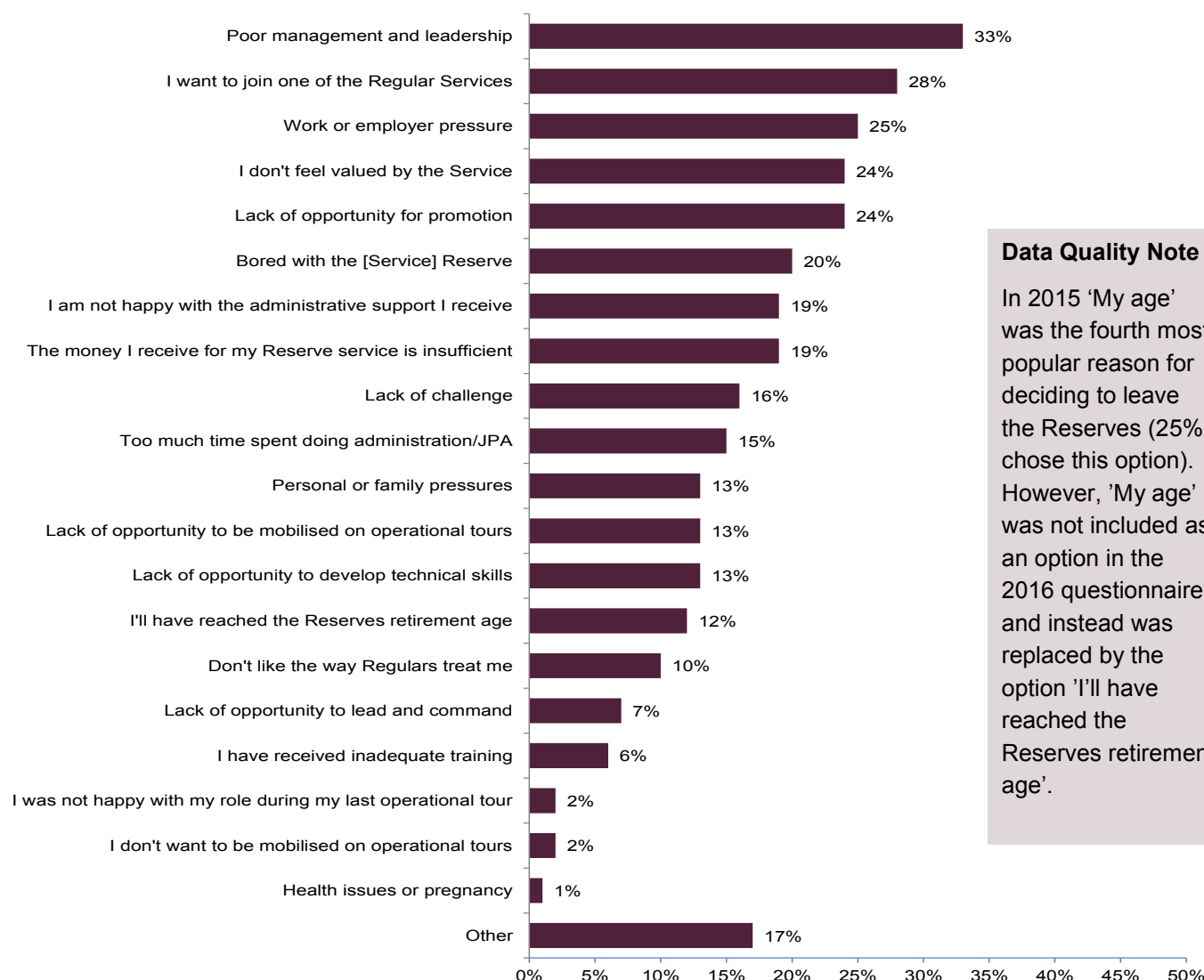
'Poor management and leadership' is the number one reason for leaving the Reserves for both Officers and Other Ranks. 'I don't feel valued by the Service' and 'I want to join one of the Regular Services' also feature in the top five reasons for both Officers and Other Ranks. Officers cite 'I'll have reached the Reserves retirement age' and 'Too much time spent doing administration/JPA' as among their top reasons, while Other Ranks choose 'Work or employer pressure' and 'Lack of opportunity for promotion'.

Table 2c.1 Top five reasons for leaving the Volunteer Reserves, by rank

| All Volunteer Reservists | % | Officers | % | Other Ranks | % |
|--|----|---|----|--|----|
| Poor management and leadership | 33 | Poor management and leadership | 29 | Poor management and leadership | 34 |
| I want to join one of the Regular Services | 28 | I don't feel valued by the Service | 27 | I want to join one of the Regular Services | 29 |
| Work or employer pressure | 25 | I want to join one of the Regular Services | 22 | Work or employer pressure | 27 |
| Lack of opportunity for promotion | 24 | I'll have reached the Reserves retirement age | 22 | Lack of opportunity for promotion | 26 |
| I don't feel valued by the Service | 24 | Too much time spent doing administration/JPA | 21 | I don't feel valued by the Service | 24 |

Service differences are not shown due to low numbers of respondents.

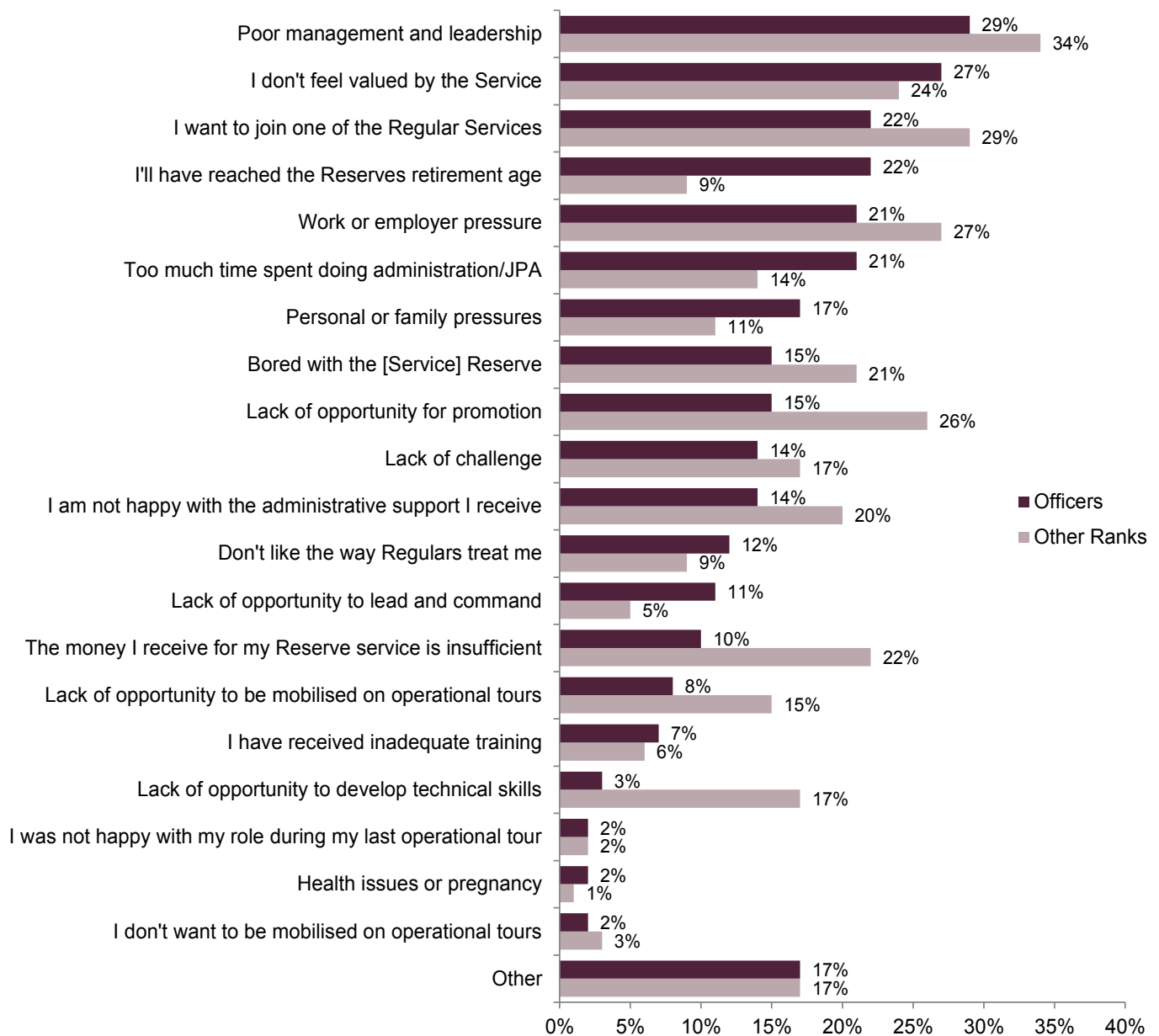
Chart 2c.1 Thinking about your reasons for leaving, what has played a part in your decision?



Data Quality Note

In 2015 'My age' was the fourth most popular reason for deciding to leave the Reserves (25% chose this option). However, 'My age' was not included as an option in the 2016 questionnaires and instead was replaced by the option 'I'll have reached the Reserves retirement age'.

Chart 2c.2 Officers and Other Ranks: Thinking about your reasons for leaving, what has played a part in your decision?



Section 3 - Pay, allowances and admin support

Key Questions — Pay, Allowances and Admin Support

Table
Ref Question

| | | | Overall % | % Change from 2015 |
|------|---|--|-----------|--------------------|
| B3.1 | Your Reserves Service pay | | 51 | ↔ |
| B3.2 | Your annual bounty | | 70 | ↔ |
| B3.3 | Your Reserves Service expense allowances (for travel etc) | | 46 | ↔ |
| B3.4 | The admin support within your unit | | 62 | ↔ |

↔ indicates no significant change has been found

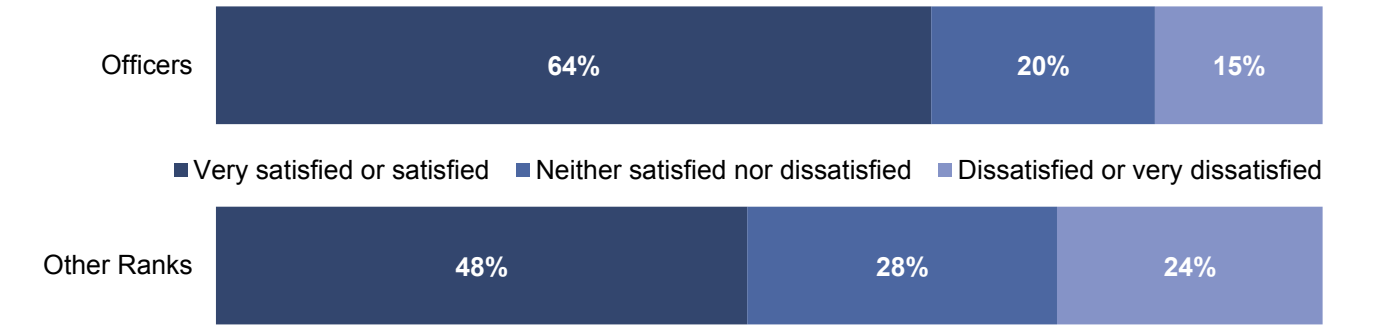
Your Reserve Service pay

Half (51%) of all Reservists are satisfied with their Reserve Service pay. Just over one in five (22%) are dissatisfied. Officers are more likely to be satisfied with their pay than Other Ranks (64%, 48%). There has been an increase in the proportion of Army Other Ranks that are dissatisfied with their Reserve Service pay from 19% in 2015 to 24% in 2016.

Comparison

35% of Trained Regulars are satisfied with their basic pay, and 40% are dissatisfied.

Chart 3.1. Satisfaction with Reserve service pay



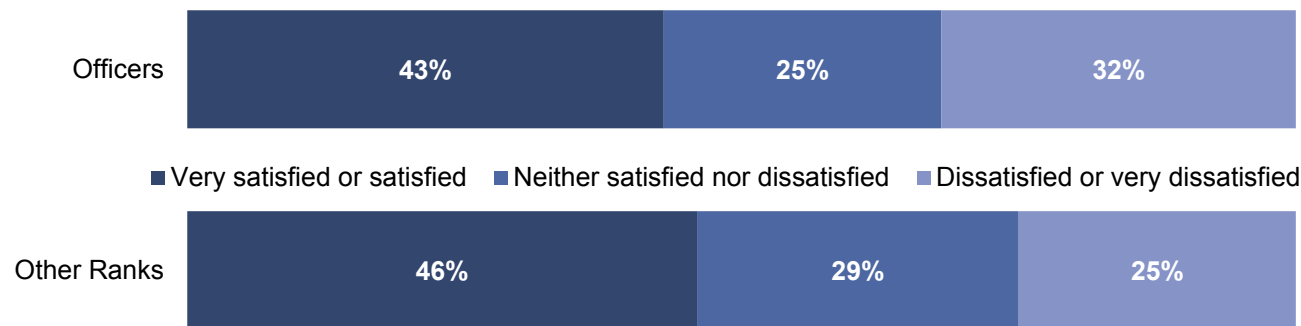
Your annual bounty

Seven out of ten (70%) Reservists are satisfied with their annual bounty, and one in ten are dissatisfied. While overall satisfaction remains similar to 2015, there has been an increase in the proportion of Army Reservists that are dissatisfied with their annual bounty from 7% in 2015 to 10% in 2016, and among Maritime Reserve Other Ranks satisfaction has decreased from 69% in 2015 to 65% in 2016.

Your Reserve Service expenses allowance (for travel, etc)

Just under half (46%) of all volunteer Reservists are satisfied with their expenses allowance, a quarter (26%) are dissatisfied. Maritime Reservists report the highest rate of satisfaction compared to Army Reservists and RAF Reservists (54%, 45%, 47% respectively). A third of Officers are dissatisfied compared to a quarter of Other Ranks (32%, 25%).

Chart 3.2. Satisfaction with Reserves Service expenses allowance (for travel, etc)



The admin support within your unit

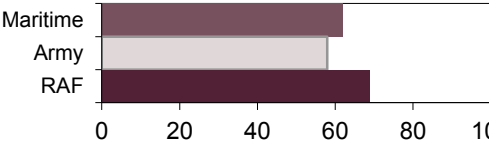
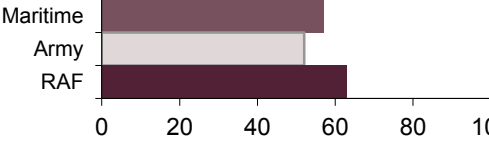
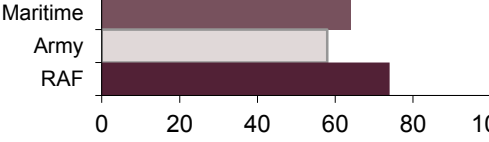
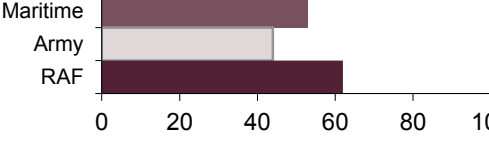
Six out of ten (62%) Reservists are satisfied with the admin support they have received from their unit. Almost one in five (18%) are dissatisfied.

Maritime Reservists are more likely to be satisfied than Army Reservists and RAF Reservists (68%, 61%, 63% respectively). Satisfaction among Army Reserve Officers has increased from 58% in 2015 to 62% in 2016.

Section 4 - Kit and equipment

Key Questions — Kit and Equipment

Table
Ref Question

| | | Overall % | | % Change from 2015 |
|------|---|--|----|--------------------|
| B4.1 | The kit and equipment you have to do your role effectively |  | 59 | ↔ |
| B4.2 | The availability of personal equipment/kit you have to do your role (e.g. clothes, boots, personal weapon etc.) |  | 54 | ↔ |
| B4.3 | The standard of personal equipment/kit you have to do your role (e.g. clothes, boots, personal weapon etc.) |  | 60 | ↔ |
| B4.4 | The standard of personal equipment you have compared with: Regulars (e.g. clothes, boots, personal weapon etc.) |  | 46 | ↔ |

↔ indicates no significant change has been found

The kit and equipment you have to do your role effectively

Six out of ten (59%) volunteer Reservists are satisfied with the kit and equipment they have to do their role effectively, while almost a quarter (23%) are dissatisfied. RAF Reservists report the highest levels of satisfaction (69%), while Army Reservists report the lowest (58%). Officers are more likely to be satisfied (65%) than Other Ranks (58%). Satisfaction remains largely unchanged since 2015, with the exception of Maritime Reserve Other Ranks, where satisfaction has increased from 56% to 61%.

The availability of kit and equipment you have to do your role (e.g. clothes, boots, personal weapon etc.)

Over half (54%) of volunteer Reservists are satisfied with the availability of the personal equipment/kit they have to do their role, while just over a quarter (27%) are dissatisfied. Officers are more likely to be satisfied than Other Ranks (61%, 52%). RAF Reservists are more likely to be satisfied (63%) than Maritime Reservists (57%) and Army Reservists (52%). Levels of satisfaction are largely unchanged since 2015, with two exceptions; dissatisfaction among Army Reserve Officers has decreased from 25% to 20%, and satisfaction among Maritime Reserve Officers has increased from 49% to 56%.

Comparison
45% of Trained Regulars are satisfied with the availability of personal equipment/kit they have to do their job.

The standard of kit and equipment you have to do your role (e.g. clothes, boots, personal weapon etc.)

Six out of ten (60%) volunteer Reservists are satisfied with the standard of the personal equipment/kit they have to do their role, while two out of ten (18%) are dissatisfied. RAF Reservists report the highest levels of satisfaction (74%), while Army Reservists report the lowest (58%). Officers are more satisfied (71%) than Other Ranks (57%). Levels of satisfaction are unchanged since 2015.

Comparison
55% of Trained Regulars are satisfied with the standard of personal equipment/kit they have to do their job (e.g. clothes, boots, personal weapon).

The standard of personal equipment you have compared with Regulars (e.g. clothes, boots, personal weapon etc.)

Just under half (46%) of all volunteer Reservists are satisfied with the standard of their personal equipment compared with that of Regulars, just under a third (30%) are dissatisfied. RAF volunteer Reservists report the highest levels of satisfaction (62%), followed by Maritime Reservists (53%), and then Army Reservists (44%). Officers are more likely to be satisfied (59%) than Other Ranks (43%). Army Other Ranks are the least satisfied group (41%).

Section 5 - Mobilisation

Key Questions — Mobilisation

Table
Ref Question

| | | | | Overall % | % Change from 2015 |
|------|--|--|--|-----------|--------------------|
| B5.1 | Have you been mobilised as a Reservist? | | | 33 | -7 |
| B5.2 | In which year were you last mobilised as a Reservist? | | | 27 | N/A |
| B5.3 | The support you received from the [Service] Reserve when you were last mobilised | | | 67 | ↔ |
| B5.4 | The support your family received from the [Service] Reserve when you were last mobilised | | | 41 | ↔ |

Results are for those that have been mobilised

Results are for those that have been mobilised

Results are for those that have been mobilised
↔ indicates no significant change has been found

Have you been mobilised as a Reservist

33% of respondents have been mobilised at some point during their Reserve service, representing a decrease of 7 percentage points since the 2015 survey. 27% of those respondents that have been mobilised have been mobilised since 2013. RAF respondents remain the most mobilised group with 41% having been mobilised at some point during their Reserve service.

The support you received from the Service when you were last mobilised

Over two thirds (67%) of volunteer Reservists are satisfied with the support they received from the Service when they were last mobilised. The proportion of Reservists who are dissatisfied with the support they received when they were last mobilised has decreased by four percentage points to 15% dissatisfied. The level of satisfaction is lower in the Maritime Reserves with less than half (48%) satisfied with the support they received when they were last mobilised.

When we look at those who have been deployed since 2013 only, we find evidence to suggest that support may be improving with 69% satisfied and 13% dissatisfied with the support they received when they were last mobilised.

The support your family received from the Service when you were last mobilised

The level of satisfaction with the support volunteer Reservists families receive remains similar to 2015 levels with 41% satisfied and 31% dissatisfied. Army Reserves are the least satisfied with the support their families received from the Service when they were last mobilised, with 34% reporting that they are dissatisfied.

When we look at those who have been deployed since 2013 only, we find evidence to suggest that support may be improving with 44% satisfied and 26% dissatisfied with the support their family received when they were last mobilised.

Data Quality Note

The proportion of Reservists mobilised may not be representative of all Reservists as the survey methodology is likely to under-represent currently mobilised reservists

Data Quality Note

73% of responses to B5.3 and B5.4 are based on mobilisations that took place prior to 2013

Comparison

34% of Trained Regulars are satisfied with the support their spouse/partner gets from the Service when they are absent

Section 6 - Training

Key Questions — Training

Table
Ref Question

| | | | Overall % | % Change from 2015 |
|------|---|--|-----------|--------------------|
| B6.1 | The amount of training you have received for your current role | <p>Maritime Army RAF</p> <p>0 20 40 60 80 100</p> <p>% satisfied</p> | 63 | ↔ |
| B6.2 | The quality of training you have received for your current role | <p>Maritime Army RAF</p> <p>0 20 40 60 80 100</p> <p>% satisfied</p> | 68 | ↔ |
| B6.3 | The amount of training you have undertaken with Regulars | <p>Maritime Army RAF</p> <p>0 20 40 60 80 100</p> <p>% satisfied</p> | 45 | ↔ |
| B6.4 | The amount of leadership training you have received | <p>Maritime Army RAF</p> <p>0 20 40 60 80 100</p> <p>% satisfied</p> | 44 | ↔ |
| B6.5 | Your opportunity to take part in Adventurous Training | <p>Maritime Army RAF</p> <p>0 20 40 60 80 100</p> <p>% satisfied</p> | 59 | ↔ |

↔ indicates no significant change has been found

The amount of training you have received for your current role

Overall, 63% of volunteer Reservists are satisfied with the amount of training they received for their current role, unchanged since 2015. RAF Reservists remain the most satisfied with the amount of training they received for their role (75% satisfied), while Army Reservists remain the least satisfied (62% satisfied).

6% of those volunteer Reservists who intend to leave the Reserves within the next year reported 'I have received inadequate training' as a reason that has played a part in their decision to leave, which is the seventeenth most popular reason for intending to leave the Reserves out of the 20 possible reasons.

The quality of training you have received for your current role

Just over two thirds (68%) of volunteer Reservists are satisfied with the quality of training they have received for their current role. Satisfaction with the quality of training received for the current role is highest in the RAF Reserve (79% satisfied) and lowest in the Army Reserve (67% satisfied). It is possible that these Service differences may reflect, in part, the *amount* of training they have received for their current role which is lower in the Army Reserve, see B6.1. When we look at those Reservists that are satisfied with the *amount* of training they have received for their current role, then satisfaction with the *quality* of training rises to 93% with no substantive Service differences.

The amount of training you have undertaken with Regulars

45% of volunteer Reservists are satisfied with the amount of training they have undertaken with Regulars, whilst 21% are dissatisfied. Officers are more likely to be satisfied than Other Ranks (51%, 43%). There has been a 4 percentage point increase in Army Officer satisfaction since 2015 from 45% to 49% satisfied. Maritime Reservists are more likely to be satisfied than Army Reservists and RAF Reservists (54%, 43%, 44% respectively).

The amount of leadership training you have received

Less than half (44%) of volunteer Reservists are satisfied with the amount of leadership training they have received. Officers are more likely to be satisfied than Other Ranks with the amount of leadership training they've received (61%, 41%). Officer satisfaction has increased since 2015 by 5 percentage points, largely driven by an increase in Army Officer satisfaction that has increased from 54% in 2015 to 60% in 2016. Maritime Reserves have the highest levels of satisfaction with the amount of leadership training (62% satisfied) while the Army Reserves has the lowest levels of satisfaction (42% satisfied).

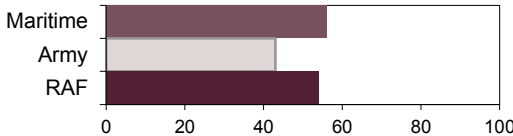
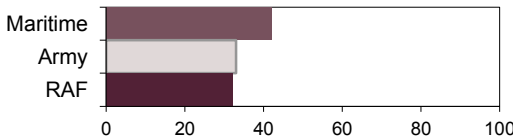
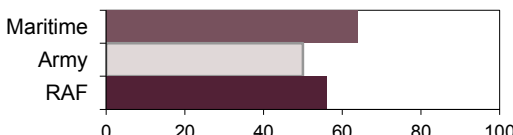
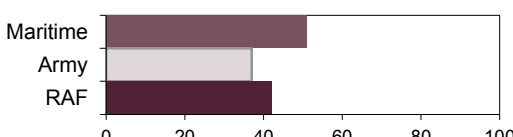
Your opportunity to take part in Adventurous Training

Six out of ten (59%) volunteer Reservists are satisfied with the opportunity to take part in Adventurous Training, while 17% are dissatisfied. Officers are more likely to be satisfied than Other Ranks with their opportunity to take part in Adventurous Training (66%, 57%). Officer satisfaction has increased since 2015 by 5 percentage points, largely driven by an increase in Army Officer satisfaction from 62% in 2015 to 67% in 2016.

Section 7 - Career progression

Key Questions — Career Progression

Table
Ref Question

| | | | | | | | | | | |
|-------------|---|--|----------|----|------|----|-----|----|----|---|
| B7.1 | Your career management within your unit |  <table><tr><td>Maritime</td><td>55</td></tr><tr><td>Army</td><td>45</td></tr><tr><td>RAF</td><td>55</td></tr></table> | Maritime | 55 | Army | 45 | RAF | 55 | 45 | ↔ |
| Maritime | 55 | | | | | | | | | |
| Army | 45 | | | | | | | | | |
| RAF | 55 | | | | | | | | | |
| % satisfied | | | | | | | | | | |
| B7.2 | Your career management by the NPT/ NPT(RM); Reserve Forces Manning Centre (RAF); Army Personnel Centre (Army) |  <table><tr><td>Maritime</td><td>42</td></tr><tr><td>Army</td><td>33</td></tr><tr><td>RAF</td><td>32</td></tr></table> | Maritime | 42 | Army | 33 | RAF | 32 | 37 | ↔ |
| Maritime | 42 | | | | | | | | | |
| Army | 33 | | | | | | | | | |
| RAF | 32 | | | | | | | | | |
| % satisfied | | | | | | | | | | |
| B7.3 | Your opportunities for personal development |  <table><tr><td>Maritime</td><td>65</td></tr><tr><td>Army</td><td>52</td></tr><tr><td>RAF</td><td>57</td></tr></table> | Maritime | 65 | Army | 52 | RAF | 57 | 52 | 5 |
| Maritime | 65 | | | | | | | | | |
| Army | 52 | | | | | | | | | |
| RAF | 57 | | | | | | | | | |
| % satisfied | | | | | | | | | | |
| B7.4 | Your opportunities for promotion |  <table><tr><td>Maritime</td><td>52</td></tr><tr><td>Army</td><td>39</td></tr><tr><td>RAF</td><td>42</td></tr></table> | Maritime | 52 | Army | 39 | RAF | 42 | 39 | ↔ |
| Maritime | 52 | | | | | | | | | |
| Army | 39 | | | | | | | | | |
| RAF | 42 | | | | | | | | | |
| % satisfied | | | | | | | | | | |

↔ indicates no significant change has been found

↔ indicates no significant change has been found

Your career management within your unit

Less than half (45%) of volunteer Reservists are satisfied with their career management within their unit, and a quarter (25%) are dissatisfied, unchanged since 2015.

The Army Reserve continues to have the lowest level of satisfaction with career management (43% satisfied), however there has been a decrease in the proportion of Army Officers that are dissatisfied from 29% dissatisfied in 2015 to 26% dissatisfied in 2016.

Data Quality Note

There is a relatively high level of item non-response to this question.

Your career management by the Naval Personnel Team (RNR/RMR); Army Personnel Centre (asked of Majors and above in Army); Reserve Forces Manning Centre (RAF)

Over one third (37%) of volunteer Reservists are satisfied with their career management by the NPT (Maritime Reserve)/ APC (Army Reserve Majors and above)/ Reserve Forces Manning Centre (RAF Reserve), and 29% are dissatisfied.

Satisfaction is higher among Maritime Reservists than among Army Reserve Majors and above and RAF Reservists (42%, 33%, 32% respectively). While levels of satisfaction remain largely unchanged since 2015 there has been a 5 percentage point increase in the proportion of Army Majors and above satisfied with their career management by the APC since 2015.

Data Quality Note

There is a relatively high level of item non-response to this question.

For the Army, this question was asked of Majors and above only.

Your opportunities for personal development

Just over half (52%) of volunteer Reservists are satisfied with their opportunities for personal development, this is a 5 percentage point increase since 2015. One out of five (19%) Reservists remain dissatisfied.

The increase in the overall proportion that are satisfied is largely driven by Maritime Reserve Officers and Army Reserve Officers that have increased their levels of satisfaction by 8 percentage points and 14 percentage points respectively. Despite an increase in satisfaction since 2015, the Army continues to have a lower level of satisfaction compared to the Maritime Reserve and RAF Reserve (50%, 64%, 56% satisfied respectively).

60% of volunteer Reservists reported that one of their main reasons for joining the Reserves was for 'Personal development' which is the third most popular reason for joining the Reserves out of the 18 possible reasons. In addition, 54% of volunteer Reservists reported that one of the main reasons for staying in the Reserves is for the 'Personal development' which is the fourth most popular reason for staying in the Reserves out of the 18 possible reasons.

Comparison

57% of Trained Regulars are satisfied with their opportunities for personal development and 19% are dissatisfied.

Your opportunities for promotion

Four out of ten (39%) volunteer Reservists are satisfied with their opportunities for promotion, while 29% are dissatisfied, unchanged since 2015.

Maritime Reservists are more likely to be satisfied with their opportunities for promotion (51%) compared with Army Reservists (37%) and RAF Reservists (42%).

Within the Maritime Reserve and RAF Reserve satisfaction with opportunities for promotion is higher among Other Ranks (54%, 44%) compared with Officers (44%, 30%), although levels of satisfaction are similar between Army Officers and Army Other Ranks.

A quarter (26%) of Reservists reported joining the Reserves for 'Career opportunities in the Reserves', the fifteenth most popular reason for joining from the 18 possible reasons.

However, among those volunteer Reservists that intend to leave the Reserves within the next year, 24% cited 'Lack of opportunity for promotion' as one of the reasons that played a part in their decision, the fifth most popular reasons for deciding to leave the Reserves from the 20 possible reasons.

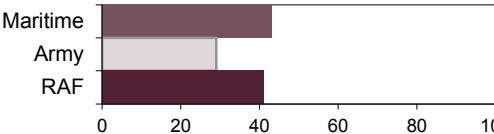
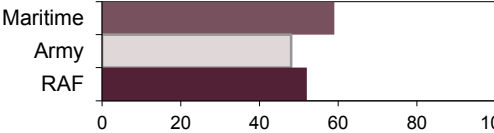
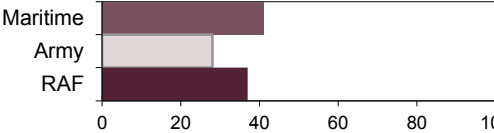
Comparison

41% of Trained Regulars are satisfied with their opportunities for promotion and 30% are dissatisfied.

Section 8 - Perception of Reserves

Key Questions — Perception of Reserves

Table
Ref Question

| | | Overall % | | % Change from 2015 | |
|------|--|--|----|--------------------|---------|
| B8.1 | I feel valued by Regulars |  | 32 | ↔ | % agree |
| B8.2 | I feel valued by society |  | 49 | ↔ | % agree |
| B8.3 | I am treated as an equal member of the [Service] by Regulars |  | 30 | ↔ | % agree |

↔ indicates no significant change has been found

I feel valued by Regulars

A third (32%) of volunteer Reservists feel valued by Regulars, while a similar percentage (34%) do not feel valued by Regulars. Army Reservists remain less likely to report feeling valued by Regulars (29%) compared with Maritime Reservists (43%) and RAF Reservists (41%). However, the percentage of Army Officers that *do not* feel valued by Regulars has decreased by 4 percentage points since 2015 to 32%. Officers are more likely to feel valued by Regulars than Other Ranks (43%, 29%).

I am treated as an equal member of the Service by Regulars

Three out of ten (30%) volunteer Reservists feel that they are treated as an equal member of the Service by Regulars. The proportion of personnel that *do not* feel that they are treated as an equal member of the Service by Regulars has decreased by 4 percentage points since 2015 from 43% to 39%. This change is largely driven by a decrease in the proportion of Maritime Reserve Officers and Army Reserve Officers that *do not* feel treated as an equal member of the Service by Regulars.

Army Reservists remain less likely to report feeling treated as an equal member of the Service by Regulars (29%) compared with Maritime Reservists (41%) and RAF Reservists (37%). Among those volunteer Reservists that intend to leave the Reserves within the next year 10% cited that they ‘Don’t like the way Regulars treat me’ as a reason that played a part in their decision, the fifteenth most popular reason for intending to leave the Reserves out of the possible 20 reasons.

I feel valued by society

Half (49%) of volunteer Reservists feel valued by society. Maritime Reservists are more likely to feel valued by society (57%) than Army Reservists (49%) and RAF Reservists (51%). There has been a 6 percentage point increase in the proportion of Maritime Reserve Officers that feel valued by society since 2015 to 56%. Two thirds (66%) joined the Reserves ‘To serve my country’ making it the second most popular reason for joining. In addition 63% report that one of the main reasons why they remain in the Reserves is ‘To serve my country’ making it the second most popular reason for staying. It’s possible that feeling valued by society has a positive reinforcing relationship with people’s sense of wanting to serve one’s country which maybe an important reason why people join and stay in the Reserves.

Comparison

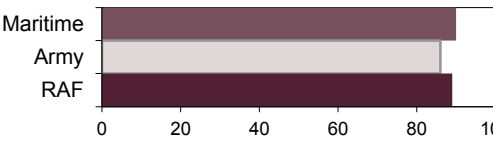
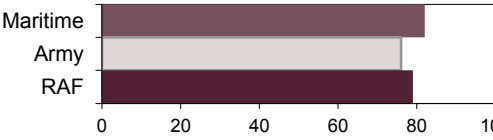
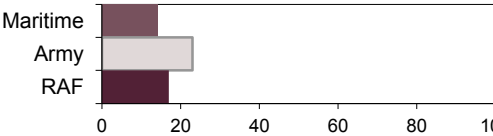
Of the 50% of Trained Regulars who had working contact with a Reservist in the last two years, 61% rated their contribution to the Service as valuable and 35% rated their contribution as not very valuable.

Furthermore, 53% felt that the Reserves were well integrated into the Service and 44% felt that the Reserves were not very well integrated into the Service. The percentage of Army Officers that felt that the Reserves are well integrated has increased from 34% in 2015 to 40% in 2016.

Section 9 - Family support

Key Questions — Family Support

Table
Ref Question

| | | | | Overall % | % Change from 2015 |
|------|---|--|--|-----------|--------------------|
| B9.1 | My family supports my Reserve service |  | | 86 | ↔ |
| B9.2 | My family values my Reserve service |  | | 77 | ↔ |
| B9.3 | My family would prefer that I was not a Reservist |  | | 21 | ↔ |

↔ indicates no significant change has been found

My family supports my Reserve service

Just under nine out of ten (86%) volunteer Reservists agree that their family supports their Reserve service, unchanged since 2015. Levels of family support are similar between Services, and Officers and Other Ranks.

Comparison

78% of Trained Regulars feel that their family supports their career in the Service.

My family values my Reserve service

Over three quarters (77%) of volunteer Reservists feel that their family values their Reserve service, and 5% disagree that their family values their Reserve service. Levels remain largely unchanged since 2015, and are similar between Services, and Officers and Other Ranks.

My family would prefer that I was not a Reservist

One out of five (21%) volunteer Reservists believe that their family would prefer that they were not a Reservist; this figure is largely driven by Army Reservists where almost a quarter (23%) believe that their family would prefer that they were not a Reservist. Levels remain largely unchanged since 2015, and are similar between Officers and Other Ranks except among the RAF Reserve where almost one in five (18%) Other Ranks believe their family would prefer it if they were not a Reservist compared with almost one out of ten (12%) RAF Officers.

Section 10 - Your civilian employment

Key Questions — Your Civilian Employment

Table
Ref Question

Overall %
% Change
from 2015

| | | | | | |
|--------|--|--|----|----|------------|
| B10.1 | What is your current civilian employment status? | <p>Results exclude known FTRS</p> | 79 | -3 | % employed |
| B10.5 | My main civilian employer supports my Reserve service | <p>Results exclude known FTRS and only include those that are employed</p> | 73 | ↔ | % agree |
| B10.6 | My main civilian employer values my Reserve service | <p>Results exclude known FTRS and only include those that are employed</p> | 52 | ↔ | % agree |
| B10.7 | My main civilian employer would prefer that I was not a Reservist | <p>Results exclude known FTRS and only include those where their main civilian employer is aware that they are a Reservist</p> | 25 | ↔ | % agree |
| B10.8 | My civilian colleagues support my Reserve service | <p>Results exclude known FTRS and only include those that are employed</p> | 67 | ↔ | % agree |
| B10.9 | Being a Reservist is good for my civilian career | | 51 | 4 | % agree |
| B10.10 | I use my civilian skills in the [Service] Reserve | | 66 | ↔ | % agree |
| B10.11 | I use skills gained through my military experience in my civilian employment | <p>Results exclude known FTRS and only include those that are employed</p> | 65 | ↔ | % agree |
| B10.12 | Do you believe that you have been unreasonably disadvantaged in your civilian job as a result of your Reserve service in the last 12 months? | | 11 | ↔ | % yes |
| B10.13 | Do you believe that you have been advantaged in your civilian job as a result of your Reserve service in the last 12 months? | | 18 | 4 | % yes |

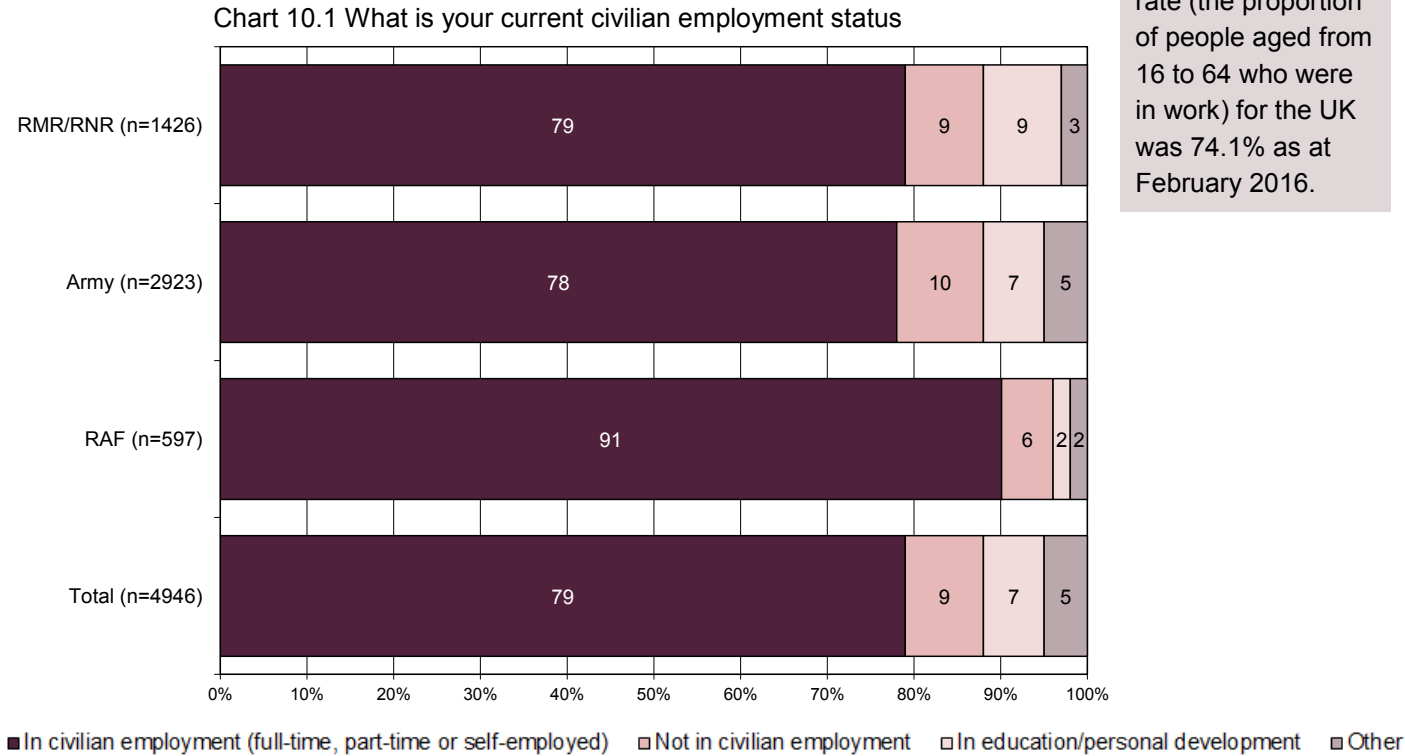
↔ indicates no significant change has been found

What is your current civilian employment status

Four out of five (79%) volunteer Reservists are employed (either full-time employment, part-time employment or are self-employed). This is a 3 percentage point decrease in the proportion of Reservists that are in civilian employment since 2015. RAF Reservists are more likely to be in *full-time* civilian employment (73%) than Maritime Reservists (63%) and Army Reservists (60%).

Comparison

Office for National Statistics (ONS) [Labour Market statistics](#) show that the employment rate (the proportion of people aged from 16 to 64 who were in work) for the UK was 74.1% as at February 2016.

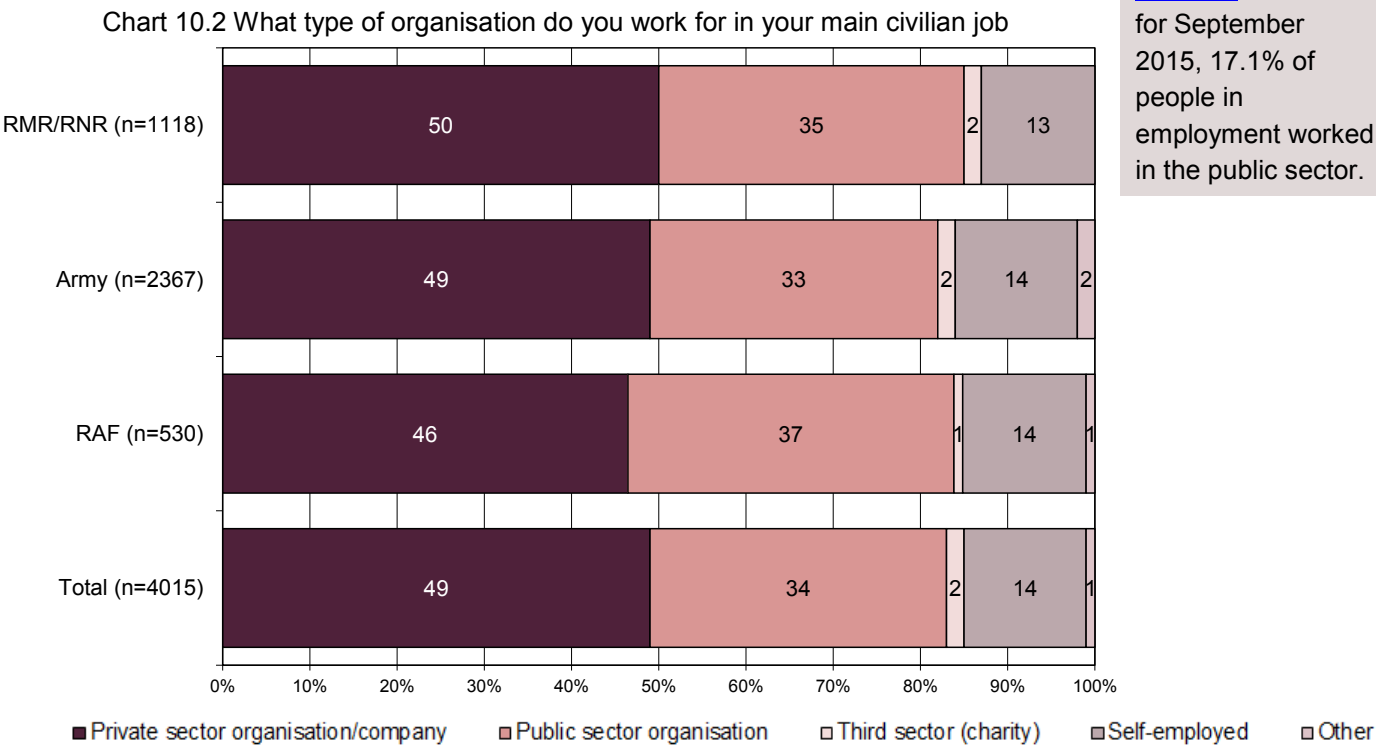


What type of organisation do you work for in your main civilian job

Of those Reservists that are employed, half (49%) work in the private sector, a third (34%) work in the public sector, and over one in ten (14%) are self-employed.

Comparison

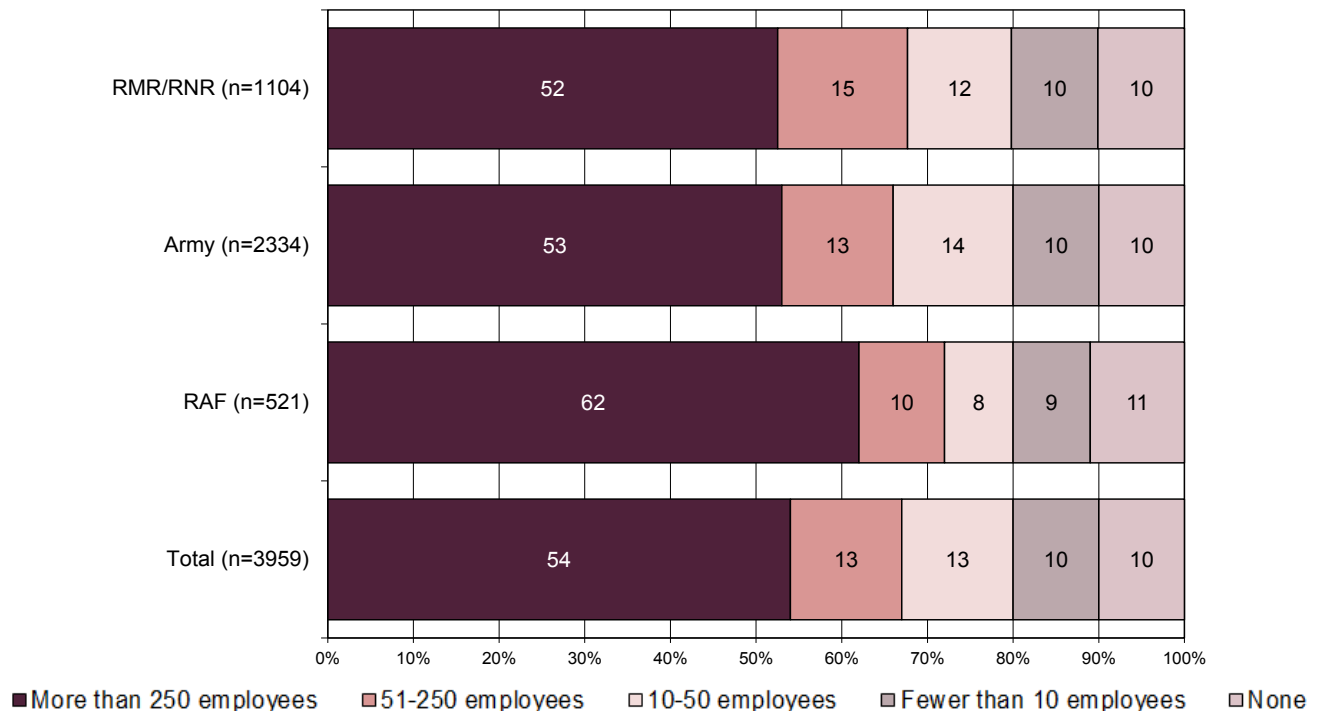
[Labour Market statistics](#) show that for September 2015, 17.1% of people in employment worked in the public sector.



How many employees work for your main civilian employer or for you if you are self-employed

Of those volunteer Reservists that are in work, over half (54%) either employ or work for an employer that employs over 250 employees. RAF Reservists are more likely to employ or work for an employer that employs over 250 staff compared to Maritime Reservists and Army Reservists.

Chart 10.3 How many employees work for your main civilian employer or for you if you are self-employed



My main civilian employer supports my Reserve service

Almost three quarters (73%) of volunteer Reservists feel that their employer supports their Reserve service, while one in ten (10%) feel that their employer doesn't support their Reserve service. There are no differences between Officers and Other Ranks in the Maritime Reserve and RAF Reserve but in the Army Reserve Officers are more likely to feel supported by their employer (78%) than Army Other Ranks (71%).

Of those volunteer Reservists that intend to leave within the next year, a quarter (25%) reported 'Work or employer pressures' as a factor that played a part in their decision to leave making this the third most popular reason for intending to leave the Reserves from the 20 possible reasons.

My main civilian employer values my Reserve service

Just over half (52%) of volunteer Reservists feel that their civilian employer values their Reserve service; 17% of Reservists *do not* feel that their civilian employer values their Reserve service. Maritime Reservists are more likely to agree that their civilian employer values their Reserve service than Army Reservists (61%, 50%).

My main civilian employer would prefer that I was not a Reservist

A quarter (25%) of volunteer Reservists continue to believe that their main civilian employer would prefer that they were not a Reservist.

My civilian colleagues support my Reserve service

Two thirds (67%) of volunteer Reservists feel that their civilian colleagues support their Reserve service; 7% feel that their civilian colleagues *do not* support their Reserve service.

Being a Reservist is good for my civilian career

Over twice as many (51%) volunteer Reservists feel that being a Reservist is good for their civilian career compared with fewer than one in five (18%) who disagree that being a Reservist is good for their civilian career. Since 2015 there has been a 4 percentage point increase in the proportion of Reservists that feel that being a Reservist is good for their civilian career. There is a difference in the proportion that feel being a Reservist is good for their civilian career between Maritime Reserve Officers (43%) and Maritime Reserve Other Ranks (57%).

22% of volunteer Reservists reported that one of the main reasons they joined the Reserve was 'To develop my civilian career', the seventeenth most popular reason for joining the Reserves from the 18 possible reasons.

23% of volunteer Reservists reported that one of their main reasons for staying in the Reserve is 'To develop my civilian career', the sixteenth most popular reason for staying in the Reserves from the 18 possible reasons.

I use my civilian skills in the Reserves

Two thirds (66%) of volunteer Reservists believe they use their civilian skills in the Reserves. Officers are more likely to feel that they use their civilian skills in the Reserves (78%) than Other Ranks (63%).

I use skills gained through my military experience in my civilian employment

Just under two thirds (65%) of volunteer Reservists believe they use skills gained through their military experience in their civilian employment. Officers are more likely to agree that they use skills gained through their military experience in their civilian employment (77%) than Other Ranks (62%). Maritime Reservists are more likely to believe that they use the skills gained through their military experience in their civilian employment (71%) than Army Reservists (64%) or RAF Reservists (64%).

Do you believe that you have been disadvantaged in your civilian job as a result of your Reserve service in the last 12 months (e.g. missed bonus, missed pay increase, given lesser role, made redundant etc)

One out of ten (11%) volunteer Reservists believe that they have been disadvantaged in their civilian job as a result of their Reserve service in the last 12 months.

Do you believe that you have been advantaged in your civilian job as a result of your Reserve service in the last 12 months (e.g. new/improved role or promotion due to skills learned in the Service, status for being in the Service etc)

Almost one out of five (18%) volunteer Reservists believe that they have been advantaged in their civilian job as a result of their Reserve service in the last 12 months. This is a 4 percentage point increase since 2015, largely driven by Army Reservists, particularly Army Officers where 17% agreed in 2015 and 24% agreed in 2016. Overall, Officers are more likely to feel that they have been advantaged in their civilian job as a result of their Reserve service in the last 12 months than Other Ranks (22%, 17%).

Section 11 - About you

This section provides some insight into the demographics of Reservists, including:

- Personal status
- Number of financially dependent children
- Highest qualifications

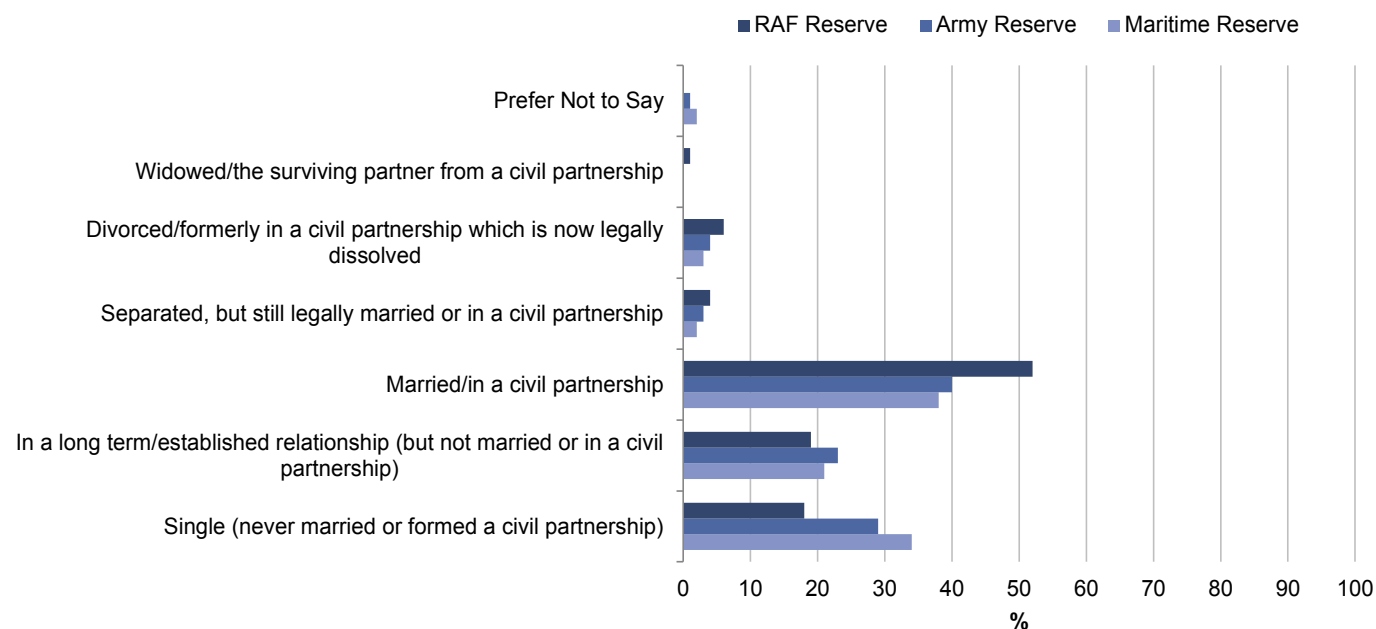
Personal status

41% of volunteer Reservists are married or in a civil partnership, 22% are in a long-term/established relationship (13%) and 28% are single.

There are differences between Officers personal status and Other Ranks personal status. 61% of Officer Reservists are married or in a civil partnership, 13% are in a long-term/established relationship and 16% are single. By contrast, 36% of Other Ranks are married or in a civil partnership, 24% are in a long-term/established relationship and 31% are single.

RAF Reservists are more likely to be married or in a civil partnership (52%) than Maritime Reservists (38%) or Army Reservists (40%). Maritime Reservists are more likely to be single (34%) than Army Reservists (29%) or RAF (18%) Reservists. Differences in personal status between Officers and Other Ranks, and between Services may, at least in part, be a reflection of age differences between these groups.

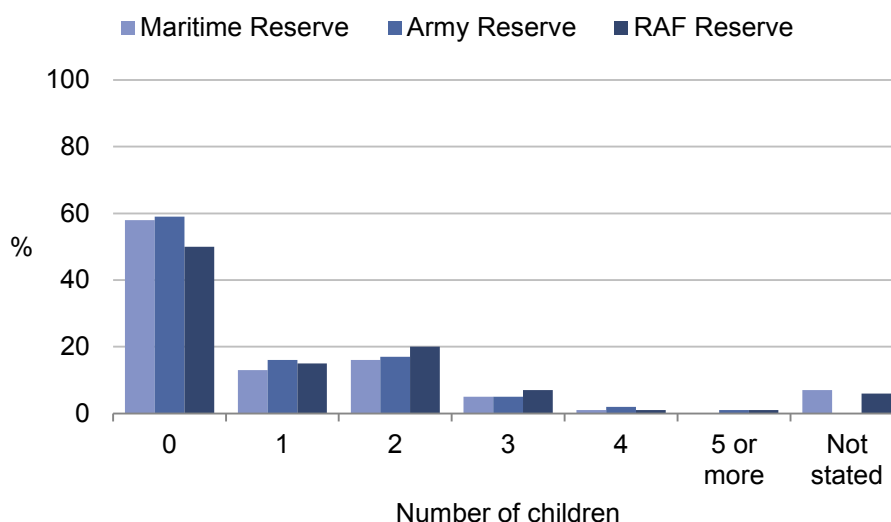
Chart 11.1 Personal status of volunteer Reservists, by Service



Children

41% of volunteer Reservists have at least one child that they support financially; 16% have one child, 17% have two children, and 8% have three or more children. Officers are more likely than Other Ranks to have at least one child that they support financially (48%, 40%). RAF Reservists are the most likely to have children, compared to Army Reservists and Maritime Reservists (44%, 41%, 35% respectively). Differences between Officers and Other Ranks, and between Services may, at least in part, be a reflection of age differences between these groups.

Chart 11.2 How many children do you support financially?



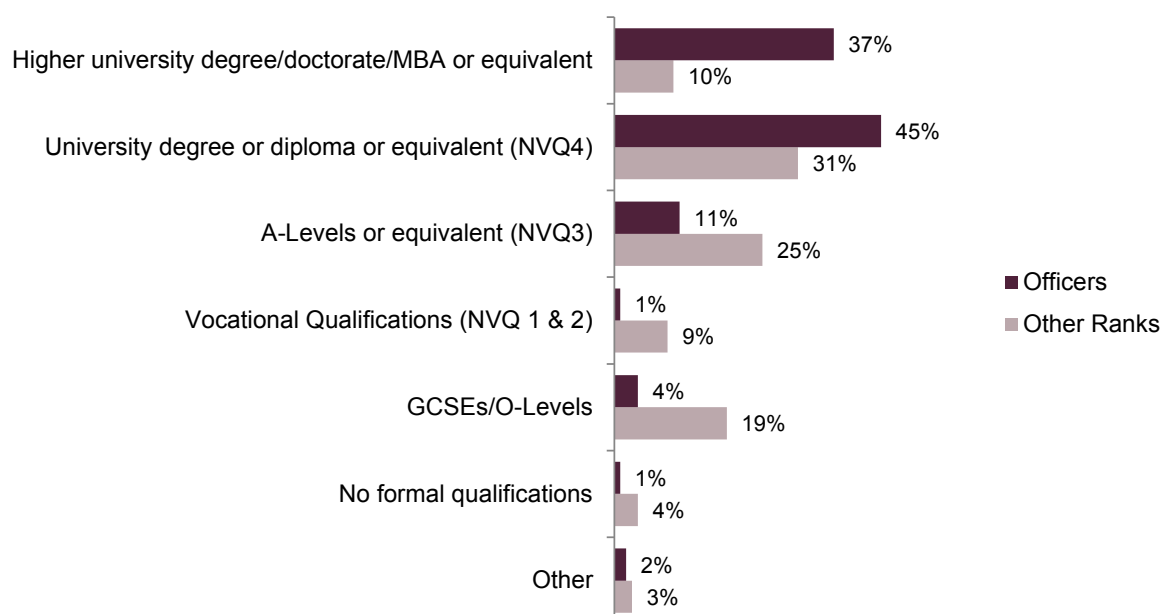
Highest qualification

Almost half (48%) of volunteer Reservists, have a university degree/diploma/equivalent (NVQ4) or higher.

The levels of educational qualifications are broadly similar across the Services. A slightly larger share of Maritime Reserves (21%) have a higher university degree/doctorate/MBA or equivalent, than either RAF Reservists (15%) or Army Reservists (14%).

Eight out of ten (82%) Officers have a university degree/diploma/equivalent (NVQ4) or higher compared with 41% among Other Ranks.

Chart 11.3 Highest qualification, by rank



Methodology

1. Target population

The target population is all volunteer Reservists excluding Non-Regular Permanent Staff (NRPS) in the Army.

2. The survey

Data collection took place between January and March 2016.

For the Maritime Reserve and RAF Reserve a census approach was used, excluding hard to reach volunteer Reservists such as those that were currently deployed, after exclusions 3,344 questionnaires went out to Maritime volunteer Reserves and 2,477 questionnaires went out to RAF volunteer Reserves.

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.

RAF Reservists were able to pick up a self-completion paper questionnaire from their reserve unit when they attended for training, and RAF volunteer Reserve FTRS were posted a paper questionnaire directly to their current assignment address 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.

A random sample of 11,194 Army volunteer Reservists were posted a paper questionnaire to their current unit address using details recorded on the Joint Personnel Administration (JPA) system. Respondents were able to return their completed questionnaires using an enclosed pre-paid envelope. An online version of the questionnaire was also available for Army Reservists to complete if they preferred. The Army sample was designed to provide sufficient responses to yield estimates with a margin of error of plus or minus 3% by: Officers - Maj and above; Officers - Capt and below; Soldiers – Sgt and above; Soldiers – Cpl and below.

3. The sample and respondents

The RESCAS 2016 sample consisted of 17,015 volunteer Reservists.

5,713 responses were used in the RESCAS 2016 analysis, giving an overall response rate of 34%. If those volunteer Reservists that did not respond to the survey have different responses to those that did then the survey results will be biased.

The table below contains detailed information on the number of questionnaires issued and received along with corresponding response rates.

Table A1: Response rates by Service and rank group

| | | No. of questionnaires sent out | No. of useable questionnaires returned | Response rate (%) |
|---------------------------------------|--------------|--------------------------------|--|-------------------|
| Maritime volunteer Reserves (RNR/RMR) | Officers | Not available | 530 | - |
| | Ratings | Not available | 922 | - |
| | Total | 3,344 | 1,452 | 43% |
| Army volunteer Reserves | Officers | 3,273 | 1,593 | 49% |
| | Soldiers | 7,921 | 1,946 | 25% |
| | Total | 11,194 | 3,539 | 32% |
| RAF volunteer Reserves | Officers | 363 | 169 | 47% |
| | Airmen | 2,114 | 553 | 26% |
| | Total | 2,477 | 722 | 29% |
| All volunteer Reserves | Officers | Not available | 2,292 | - |
| | Ranks | Not available | 3,421 | - |
| | Total | 17,015 | 5,713 | 34% |

Note that percentages have been rounded to the nearest whole % for ease of interpretation.

4. Weighting methodology and non-response

Due to the differences in prevalence of non-response between the Service and rank strata (and the Army disproportionate stratified sample design), the distribution of characteristics amongst the RESCAS respondents did not reflect the distribution in the whole volunteer Reserves population. Response rates tend to vary by rank, therefore responses are weighted by rank in order to correct for the bias caused by over or under-representation.

The weights were calculated simply by:

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

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

Table A2: Weightings used for RESCAS 2016 analysis

| Weighting Class | Weighting Applied | Weighting Class | Weighting Applied | Weighting Class | Weighting Applied |
|-----------------|-------------------|--|-------------------|----------------------|-------------------|
| RNR Officer | 1.87 | Army OF5+ | 2.63 | RAF OF4+ | 2.46 |
| RMR Officer | 3.17 | Army OF3/OF4 | 2.83 | RAF OF3 | 1.87 |
| RNR Ratings/ORs | 2.32 | Army OF2 | 2.82 | RAF OF2 | 2.51 |
| RMR Ratings/ORs | 3.62 | Army Officer Cadet/ Untrained 2Lt (not completed Ph2 training)/ Trained 2Lt (completed Ph2 training)/ Lt - OF(D)/OF1 | 5.05 | RAF - OF(D)/OF1 | 2.14 |
| | | Army OR8/OR9 | 4.26 | RAF OR9 | 2.17 |
| | | Army OR6/OR7 | 5.75 | RAF OR7 | 2.43 |
| | | Army OR3/OR4 | 12.87 | RAF OR6 | 2.88 |
| | | Army Trained - OR1/OR2 | 20.30 | RAF OR1/OR2/O R3/OR4 | 4.21 |
| | | Army Untrained - OR1/OR2 | 41.31 | | |

Note: Weights have been rounded in the table above to 2 decimal places. Non-rounded weights were applied during analysis.

5. Analysis and statistical tests

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 (e.g. Strongly agree – Agree – Neither agree nor disagree – Disagree – Strongly disagree) have been regrouped to a 3-point level (e.g. Agree – Neutral – Disagree).

Missing values, 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 and these are shown within the reference tables published alongside this report on the RESCAS webpage here <https://www.gov.uk/government/collections/tri-service-reserves-continuous-attitude-survey-index>

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.

Where applicable, Z tests at a 1% alpha level were used to test whether observed estimates were significantly different to estimates from previous surveys. A statistically significant difference means that there is enough evidence that the change observed is unlikely to be due to chance variation (less than a 1% probability that the difference is the result of chance alone).

RESCAS 2016

6. 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>)

Each reference table refers to a question asked in the survey and includes estimates of the proportion of the population by category. Tables are arranged generally in the order in which they were asked in the questionnaires, which may not be the same as the order of the sections in the Main Report. An index is available in within the Excel tables. Each table is broken down by Service and also by Rank Group with the Total column referring to the Officers and Other Ranks results combined.

Glossary

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.

Adventurous 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.

FAMCAS Families Continuous Attitude Survey

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.

JPA Joint Personnel Administration is the system used by the Armed Forces to deal with matters of pay, leave and other personal administrative tasks

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.

Missing Values Refers to the situation where a respondent has not submitted an answer or a valid answer to a question

MOD Ministry of Defence

n Letter that represents 'Unweighted count'.

N/A Not applicable

NATO North Atlantic Treaty Organisation

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.

Non-response Refers either to a person who although sampled and sent a questionnaire did not reply or to a respondent who did not reply to a question

NPT Naval Personnel Team

OF Officer of NATO rank designation ranking from '1' lowest to '10' highest

Officer(s) All officers of NATO ranks OF1 to OF10

OR Other Ranks of NATO rank designation ranking from 'OR1' lowest to 'OR9' highest

Other Rank(s) Other Ranks are members of the Royal Marines, Army and Royal Air Force who are not Officers. The equivalent group in the Royal Navy is known as "Ratings".

RAF Royal Air Force

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**.

Strategic Defence and Security Review (SDSR) In the context of the Services, refers to a Review of what needed to be done to restructure and rescale the size of the Armed Forces to meet future Defence requirements of the UK's national security.

Service(s) Royal Navy, Royal Marines, Army and RAF

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.

Statistically significant Refers to the result of a statistical test in which there is evidence of a change in proportions between Services

Statistical tests Refers to those tests which are carried out to see if any evidence exists for a change in response proportions from one year to another

Trained 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

Unit A sub-organisation of the Service in which personnel are employed

Untrained see Trained above

Unweighted Count Refers to the actual number of volunteer reservists that 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.

Weighting (factors) Refers to factors that are applied to the respondent data set by Service and rank group in order to make respondent Service rank groups representative of their population equivalents

Weighting class Refers to those members of a specific rank group to whom a weighting factor is applied

z test Statistical test based on a standardised distribution which allows comparison between years for populations of different sizes

Further Information

Contact Us

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