



# Ministry of Defence



## UK Armed Forces Monthly Personnel Report

1 February 2015

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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 planned reduction of the UK Armed Forces, 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 **144,910** at 1 February 2015; a decrease against 1 January 2015 (see **Table 1**, **Table 2** and **Graphs 1.1 - 1.3**). At 1 February 2015, the full time trained strength of the UK Armed Forces was in deficit of **4.1** per cent of the requirement (**151,100**).
- In the 12 months to 31 January 2015, **12,420** people have joined the UK Regular Forces in the past year (see **Table 3**). This is an increase compared to FY 13/14.
- Outflow from the UK Regular Forces was **18,700** in the 12 months to 31 January 2015 (see **Table 3**). This includes **1,370** personnel 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 Royal Navy/Royal Marines (RN/RM) 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.

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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 Programme 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 Programme 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 **144,910** at 1 February 2015, **down from 145,690** at 1 January 2015 and **down from 150,890** at 1 April 2014. This trend is likely to continue due to the SDSR's decision to reduce the size of the UK Armed Forces by around 17,000 posts (around 5,000 each from the RN/RM 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 **151,100** at 1 February 2015, **down from 151,790** at 1 January 2015 and **down from 159,640** at 1 April 2014. This is likely to continue to decrease as the Services move towards the targets identified in the SDSR and 3ME exercises (RN/RM 29,000 Army, 82,000 and RAF, 31,500) in 2020.
- The deficit for the UK Armed Forces trained strength was **6,190** (4.1 per cent of the requirement) at 1 February 2015, compared to a deficit of **8,750** (5.5 per cent of the requirement for trained UK Armed Forces) at 1 April 2014 and a deficit of **2,230** (1.4 per cent of the requirement for trained UK Armed Forces) at 1 April 2013.
- At 1 February 2015, all three services the RN/RM, Army and RAF were in deficit (**200**, **3,880** and **2,100** respectively).
- For more information on the redundancies see the Armed Forces Redundancy Programme Tranche 1 to 4 statistics which can be found at:  
<https://www.gov.uk/government/collections/uk-armed-forces-redundancy-program-statistics-index>
- **Graphs 1.1-1.3** show surplus and deficit against requirement since April 2008.

**Table 1 - Full time trained strengths and requirements of UK Armed Forces<sup>1</sup>**

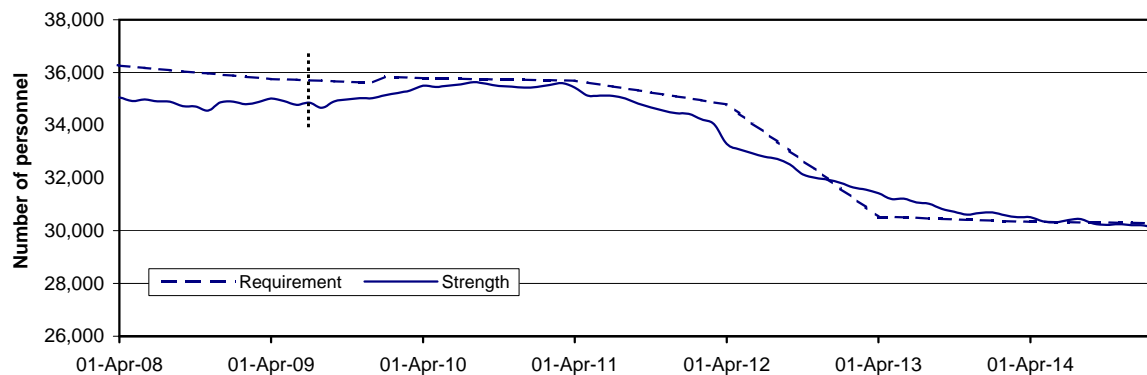
	2012 1 Apr	2013 1 Apr	2014 1 Apr	2014 1 Nov	2014 1 Dec	2015 1 Jan	2015 1 Feb
<b>All Services</b>							
Requirement <sup>2</sup>	174 840	162 940	159 640	152 180	151 990	151 790	151 100
Trained Strength	170 010	160 710	150 890	146 710	146 640	145 690	144 910
Surplus/Deficit	-4 830	-2 230	-8 750	-5 480	-5 350	-6 100	-6 190
<b>RN/RM</b>							
Requirement <sup>2</sup>	34 800	30 530	30 340	30 310	30 300	30 300	30 300
Trained Strength	33 290	31 420	30 510	30 250	30 200	30 200	30 100
Surplus/Deficit	-1 510	890	160	- 60	- 100	- 100	- 200
<b>Army</b>							
Requirement <sup>2</sup>	101 210	96 790	94 100	87 450	87 370	87 290	86 710
Trained Strength	98 600	93 940	87 180	84 060	84 190	83 340	82 820
Surplus/Deficit	-2 610	-2 850	-6 930	-3 390	-3 180	-3 950	-3 880
<b>Royal Air Force</b>							
Requirement <sup>2</sup>	38 830	35 620	35 200	34 430	34 320	34 210	34 100
Trained Strength	38 120	35 350	33 210	32 400	32 250	32 160	31 990
Surplus/Deficit	- 700	- 270	-1 990	-2 020	-2 070	-2 050	-2 100

Source: Defence Statistics (Tri-Service)

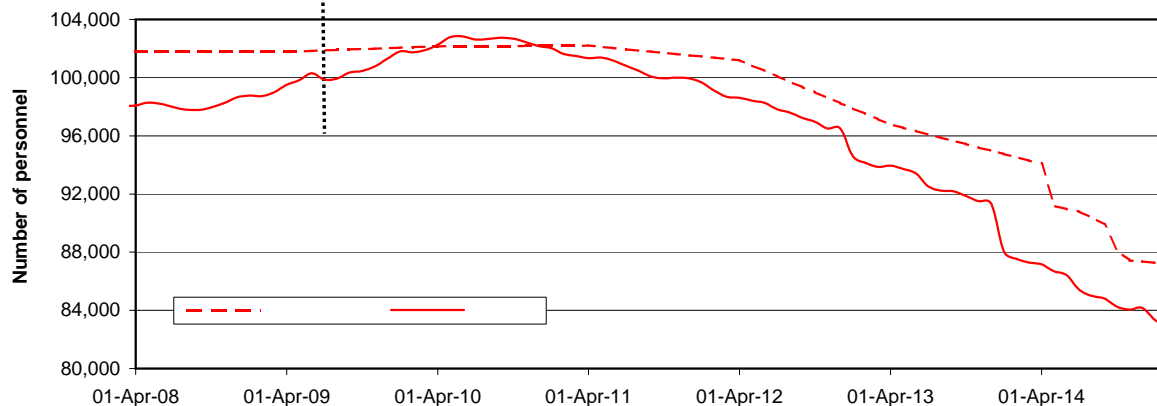
1. Full time trained strength and trained requirement comprises trained UK Regular Forces, trained Gurkhas and elements of the Full Time Reserve Service (FTRS) that may be deployed overseas, including Full Commitment (FC), Limited Commitment (LC), Home Commitment (HC) personnel. See Glossary for more details.
2. Requirements are based on Defence Programme requirements set for each of the three Services. The Armed Forces continually refine their transition plans as they progress towards their new structures.

## Trained strength and requirement of UK Armed Forces

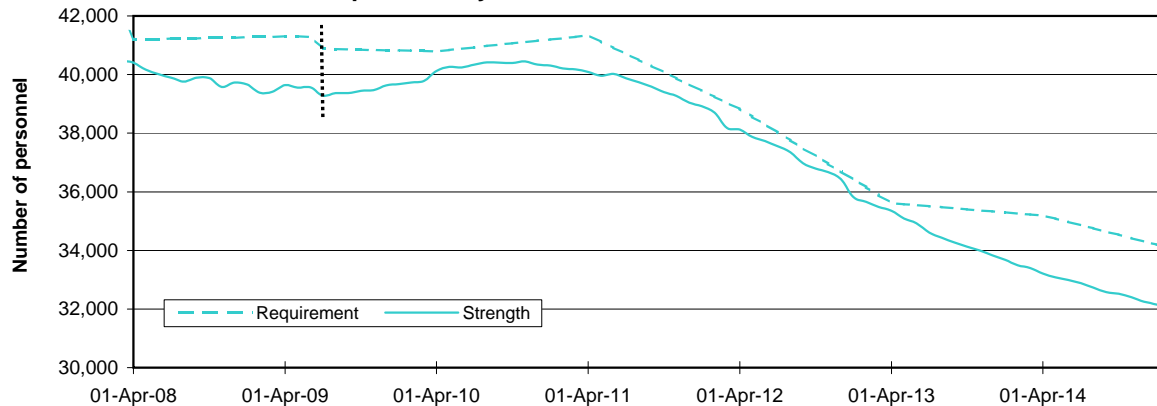
**Graph 1.1 - RN/RM Officers and Other Ranks**



**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.

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/collections/uk-armed-forces-quarterly-manning-report-statistics-index>

## 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 **160,480** at 1 February 2015, **down from 165,860** at 1 April 2014 and **down from 176,660** at 1 April 2013. 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 February 2015 the UK Regular Forces comprised **153,940** personnel of which **141,920** were trained. The Army has the largest number of trained UK Regular Forces personnel (80,090) followed by the Royal Air Force (31,980) and the Royal Navy / Royal Marines (29,850). There are **12,020** untrained personnel in the UK Regular Forces with 6,870 of them being in the Army.
- Although the Gurkha trained strength has reduced slightly compared to the last reporting period, there has been an increase in the untrained strength.

**Table 2 - Strength of UK Armed Forces<sup>1</sup> - full time trained and untrained personnel**

	<b>2012 1 Apr</b>	<b>2013 1 Apr</b>	<b>2014 1 Apr</b>	<b>2014 1 Nov</b>	<b>2014 1 Dec</b>	<b>2015 1 Jan</b>	<b>2015 1 Feb</b>
<b>UK Armed Forces<sup>1</sup></b>	<b>185 690</b>	<b>176 660</b>	<b>165 860</b>	<b>162 510</b>	<b>162 170</b>	<b>160 480</b>	<b>160 480</b>
Trained and serving against requirement	170 010	160 710	150 890	146 710	146 640	145 690	144 910
FTRS serving against additional requirement	1 810	2 180	2 880	3 150	3 180	3 200	3 250
Untrained	13 870	13 760	12 080	12 650	12 350	11 600	12 320
<b>UK Regular Forces<sup>2</sup></b>	<b>179 800</b>	<b>170 710</b>	<b>159 630</b>	<b>156 250</b>	<b>155 900</b>	<b>154 220</b>	<b>153 940</b>
Trained	166 110	157 150	147 760	143 680	143 620	142 690	141 920
Untrained	13 700	13 560	11 870	12 570	12 280	11 530	12 020
<b>RN/RM</b>	<b>35 540</b>	<b>33 960</b>	<b>33 330</b>	<b>32 890</b>	<b>33 000</b>	<b>32 880</b>	<b>32 850</b>
Trained	33 190	31 280	30 310	30 020	29 960	29 960	29 850
Untrained	2 360	2 680	3 030	2 870	3 030	2 920	3 000
<b>Army</b>	<b>104 250</b>	<b>99 730</b>	<b>91 070</b>	<b>88 900</b>	<b>88 530</b>	<b>87 140</b>	<b>86 960</b>
Trained	94 800	90 530	84 250	81 270	81 420	80 590	80 090
Untrained	9 450	9 200	6 810	7 630	7 110	6 550	6 870
<b>Royal Air Force</b>	<b>40 000</b>	<b>37 030</b>	<b>35 230</b>	<b>34 460</b>	<b>34 370</b>	<b>34 200</b>	<b>34 120</b>
Trained	38 120	35 340	33 200	32 390	32 240	32 140	31 980
Untrained	1 880	1 680	2 030	2 070	2 140	2 050	2 140
<b>Full Time UK Non-Regular Forces<sup>3</sup></b>	<b>5 890</b>	<b>5 950</b>	<b>6 230</b>	<b>6 260</b>	<b>6 270</b>	<b>6 270</b>	<b>6 540</b>
<b>Trained</b>	<b>5 710</b>	<b>5 750</b>	<b>6 020</b>	<b>6 180</b>	<b>6 200</b>	<b>6 200</b>	<b>6 240</b>
Gurkhas	3 650	3 310	2 840	2 690	2 660	2 650	2 630
FTRS serving against the requirement	260	250	300	340	350	360	360
FTRS serving against additional requirement	1 810	2 180	2 880	3 150	3 180	3 200	3 250
<b>Untrained</b>	<b>180</b>	<b>200</b>	<b>210</b>	<b>80</b>	<b>70</b>	<b>70</b>	<b>300</b>
Gurkhas	180	200	210	80	70	70	300
FTRS <sup>4</sup>	*	*	*	*	*	*	*

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. 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.
4. 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/collections/uk-armed-forces-redundancy-program-statistics-index>



## 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 Services (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 **12,420** in the 12 months to 31 January 2015, **up from 11,880** in the 12 months to 31 March 2014 and **down from 14,370** in the 12 months to 31 March 2013. 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. 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 to replace those who are promoted or who leave with individual military experience.
- The **outflow** from the UK Regular Forces was **18,700** in the 12 months to 31 January 2015; **down from 23,000** in the 12 months to 31 March 2014 and **down from 23,520** in the 12 months to 31 March 2013.
- In the 12 months to 31 January 2015, **1,370** personnel left the UK Regular Forces under the Armed Forces Redundancy Programme. The redundancy programme was needed to ensure that the Armed Forces continue to have the right balance of skills for the future, maintained across rank structures. This figure would include exits through Tranche 4 of the redundancy program.
- The outflow from the Army was **12,020** in the 12 months to 31 January 2015, of which **1,340** were due to personnel leaving on redundancy. For more information on the redundancies see the Armed Forces Redundancy Programme Tranche 1-4 statistics which can be found at:  
<https://www.gov.uk/government/collections/uk-armed-forces-redundancy-program-statistics-index>
- Excluding all flows to and from Long Term Absentee (LTA) – in the 12 months to 31 January 2015, **6,280** more personnel left the UK Regular Forces than joined. This compared with the 12 months to 31 March 2014 where **11,110** more personnel left the UK Regular Forces than joined and the 12 months to 31 March 2013 where **9,150** 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 since 1 April 2009.

Table 3 - Intake<sup>1</sup> to and Outflow<sup>2</sup> from UK Regular Forces<sup>3</sup> trained and untrained, by Service

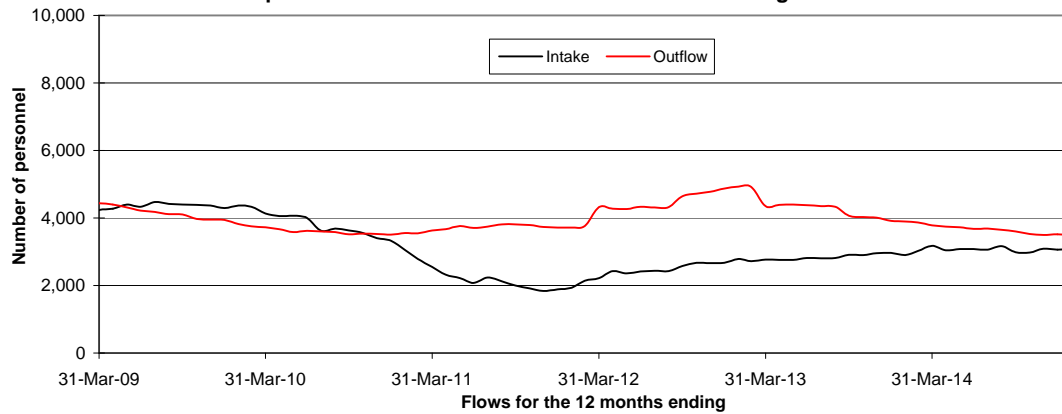
	Financial Year			12 months ending:				Financial
	2011/12	2012/13	2013/14	2014 31 Oct	2014 30 Nov	2014 31 Dec	2015 31 Jan	Year to 2015 31 Jan
<b>All Services</b>								
Strength at start of period	186 360	179 800	170 710	165 580	164 860	160 650	160 190	159 630
<b>Intake (+)</b>	<b>14 800</b>	<b>14 370</b>	<b>11 880</b>	<b>12 240</b>	<b>12 450</b>	<b>12 340</b>	<b>12 420</b>	<b>10 200</b>
<b>LTA Intake (+)<sup>4</sup></b>	<b>630</b>	<b>470</b>	<b>370</b>	<b>330</b>	<b>330</b>	<b>320</b>	<b>310</b>	<b>270</b>
<b>Outflow (-)</b>	<b>21 370</b>	<b>23 520</b>	<b>23 000</b>	<b>21 630</b>	<b>21 470</b>	<b>18 820</b>	<b>18 700</b>	<b>15 920</b>
<i>of which Voluntary Outflow<sup>5</sup></i>	<i>7 750</i>	<i>8 800</i>	<i>8 050</i>	<i>7 540</i>	<i>7 490</i>	<i>7 450</i>	<i>7 400</i>	<i>6 340</i>
<i>of which Redundancy<sup>6</sup></i>	<i>1 700</i>	<i>3 470</i>	<i>4 280</i>	<i>4 010</i>	<i>3 980</i>	<i>1 390</i>	<i>1 370</i>	<i>1 330</i>
<b>LTA Outflow (-)<sup>4</sup></b>	<b>640</b>	<b>400</b>	<b>320</b>	<b>270</b>	<b>280</b>	<b>270</b>	<b>280</b>	<b>240</b>
Strength at end of period <sup>7</sup>	179 800	170 710	159 630	156 250	155 900	154 220	153 940	153 940
<b>RN/RM</b>								
Strength at start of period	37 660	35 540	33 960	33 450	33 410	33 340	33 260	33 330
<b>Intake (+)</b>	<b>2 220</b>	<b>2 770</b>	<b>3 170</b>	<b>2 980</b>	<b>3 090</b>	<b>3 060</b>	<b>3 090</b>	<b>2 440</b>
<b>LTA Intake (+)<sup>4</sup></b>	<b>10</b>	<b>10</b>	<b>10</b>	-	-	-	10	10
<b>Outflow (-)</b>	<b>4 320</b>	<b>4 350</b>	<b>3 790</b>	<b>3 530</b>	<b>3 500</b>	<b>3 510</b>	<b>3 480</b>	<b>2 920</b>
<i>of which Voluntary Outflow<sup>5</sup></i>	<i>1 450</i>	<i>1 850</i>	<i>1 690</i>	<i>1 700</i>	<i>1 680</i>	<i>1 680</i>	<i>1 700</i>	<i>1 460</i>
<i>of which Redundancy<sup>6</sup></i>	<i>660</i>	<i>430</i>	<i>40</i>	-	-	-	-	-
<b>LTA Outflow (-)<sup>4</sup></b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>
Strength at end of period <sup>7</sup>	35 540	33 960	33 330	32 890	33 000	32 880	32 850	32 850
<b>Army</b>								
Strength at start of period	106 240	104 250	99 730	96 290	95 800	91 800	91 470	91 070
<b>Intake (+)<sup>8</sup></b>	<b>11 190</b>	<b>10 300</b>	<b>7 020</b>	<b>7 410</b>	<b>7 440</b>	<b>7 380</b>	<b>7 460</b>	<b>6 150</b>
<b>LTA Intake (+)<sup>4</sup></b>	<b>620</b>	<b>460</b>	<b>360</b>	<b>320</b>	<b>330</b>	<b>320</b>	<b>310</b>	<b>260</b>
<b>Outflow (-)</b>	<b>13 200</b>	<b>14 890</b>	<b>15 740</b>	<b>14 860</b>	<b>14 770</b>	<b>12 090</b>	<b>12 020</b>	<b>10 290</b>
<i>of which Voluntary Outflow<sup>5</sup></i>	<i>4 980</i>	<i>5 530</i>	<i>4 710</i>	<i>4 220</i>	<i>4 170</i>	<i>4 120</i>	<i>4 040</i>	<i>3 460</i>
<i>of which Redundancy<sup>6</sup></i>	<i>600</i>	<i>2 060</i>	<i>4 060</i>	<i>4 010</i>	<i>3 980</i>	<i>1 360</i>	<i>1 340</i>	<i>1 300</i>
<b>LTA Outflow (-)<sup>4</sup></b>	<b>630</b>	<b>390</b>	<b>310</b>	<b>260</b>	<b>270</b>	<b>260</b>	<b>270</b>	<b>230</b>
Strength at end of period <sup>7</sup>	104 250	99 730	91 070	88 900	88 530	87 140	86 960	86 960
<b>Royal Air Force</b>								
Strength at start of period	42 460	40 000	37 030	35 850	35 660	35 520	35 460	35 230
<b>Intake (+)</b>	<b>1 390</b>	<b>1 310</b>	<b>1 690</b>	<b>1 850</b>	<b>1 920</b>	<b>1 900</b>	<b>1 870</b>	<b>1 610</b>
<b>LTA Intake (+)<sup>4</sup></b>	-	-	-	-	-	-	-	-
<b>Outflow (-)</b>	<b>3 850</b>	<b>4 280</b>	<b>3 480</b>	<b>3 240</b>	<b>3 200</b>	<b>3 210</b>	<b>3 200</b>	<b>2 710</b>
<i>of which Voluntary Outflow<sup>5</sup></i>	<i>1 320</i>	<i>1 430</i>	<i>1 650</i>	<i>1 620</i>	<i>1 630</i>	<i>1 650</i>	<i>1 660</i>	<i>1 420</i>
<i>of which Redundancy<sup>6</sup></i>	<i>440</i>	<i>980</i>	<i>180</i>	-	-	30	30	30
<b>LTA Outflow (-)<sup>4</sup></b>	-	-	-	-	-	-	-	-
Strength at end of period <sup>7</sup>	40 000	37 030	35 230	34 460	34 370	34 200	34 120	34 120

Source: Defence Statistics (Tri-Service)

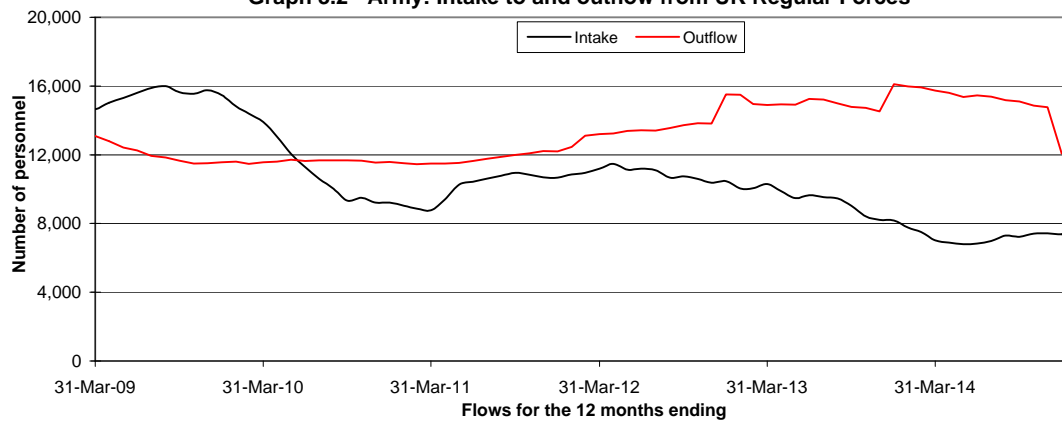
- Figures show intake to UK Regular Forces, both trained and untrained, which comprises new entrants, re-entrants, direct trained entrants (including professionally qualified Officers) and intake from the reserves. They exclude all movements within the Regular Forces; including flows from untrained to trained strength, transfer: between Services and flows from Ranks to Officer due to promotion.
- Figures show outflow from UK Regular Forces, both trained and untrained, including personnel leaving the Services, deaths, recalled reservists on release.
- UK Regular Forces comprises trained and untrained personnel. It does not include Gurkhas, Full Time Reserve Service personnel and mobilised reservists.
- Long Term Absentees (LTAs) are Service personnel who have been absent without leave (AWOL) for more than 21 days.
- 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.
- Redundancy figures presented will not match those published in the Quarterly Personnel Report (QPR) due to the inclusion of both Trained and Untrained Personnel.
- 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.
- Army intake figures include transfers from the Gurkhas to the UK Regular Forces.

## Intake to and Outflow from UK Regular Forces

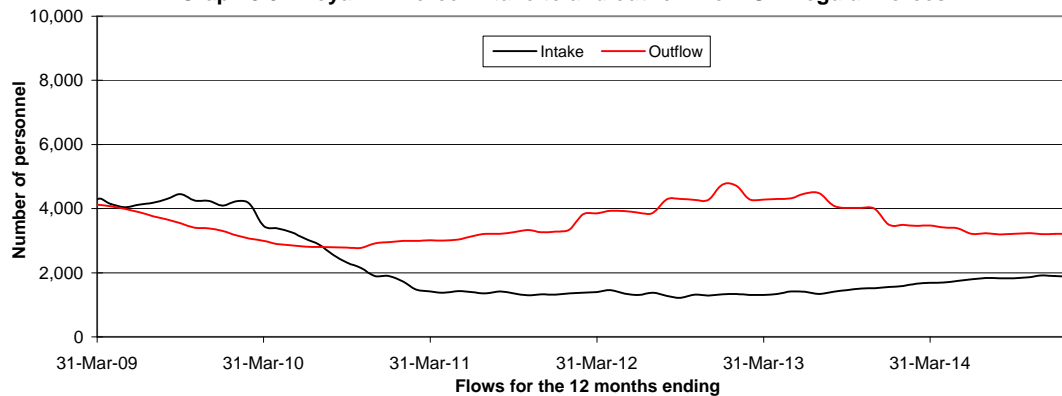
**Graph 3.1 - RN/RM: Intake to and outflow from UK Regular Forces**



**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/collections/uk-armed-forces-quarterly-manning-report-statistics-index>

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 VO rate for Officers was **4.3 per cent of the trained strength** in the 12 months to 31 January 2015. In the same period the VO rate from Other Ranks was **5.3 per cent of the trained strength**.
- For Officers, the Army has the highest VO rate (**4.9 per cent**) followed by the RN/RM (**3.8 per cent**) and the Royal Air Force (**3.7 per cent**).
- For personnel in Other Ranks, the RN/RM has the highest VO rate (**6.1 per cent**), followed by the Royal Air Force (**5.4 per cent**) and the Army (**4.9 per cent**).
- Graphs 4.1 to 4.3 (page 14) show the trend of VO rates since Financial Year 2008/09 across all three Services.
- 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.

See Armed Forces Continuous Attitude Survey [here](#)

**Table 4 - Voluntary Outflow<sup>1</sup> (VO) from trained UK Regular Forces**

	Financial Year			12 month period ending			
	2011/12	2012/13	2013/14	2014 31 Oct	2014 30 Nov	2014 31 Dec	2015 31 Jan
<b>All Services</b>							
<b>Officers</b>							
VO number	1 000	1 080	1 180	1 090	1 090	1 070	1 090
VO rate <sup>2</sup>	3.5	3.9	4.5	4.3	4.3	4.2	4.3
<b>Other Ranks</b>							
VO number	6 750	7 720	6 880	6 450	6 400	6 380	6 310
VO rate <sup>2</sup>	4.8	5.7	5.4	5.3	5.3	5.3	5.3
<b>RN/RM</b>							
<b>Officers</b>							
VO number	200	240	260	240	230	230	230
VO rate <sup>2</sup>	3.1	3.7	4.3	4.1	3.9	3.8	3.8
<b>Other Ranks</b>							
VO number	1 250	1 610	1 420	1 460	1 450	1 450	1 470
VO rate <sup>2</sup>	4.4	6.2	5.8	6.0	6.0	6.0	6.1
<b>Army</b>							
<b>Officers</b>							
VO number	560	640	650	600	590	580	590
VO rate <sup>2</sup>	4.1	4.8	5.1	4.9	4.8	4.8	4.9
<b>Other Ranks</b>							
VO number	4 420	4 890	4 060	3 620	3 580	3 540	3 450
VO rate <sup>2</sup>	5.4	6.1	5.4	5.1	5.0	5.0	4.9
<b>Royal Air Force</b>							
<b>Officers</b>							
VO number	230	210	260	250	260	260	260
VO rate <sup>2</sup>	2.8	2.6	3.6	3.5	3.7	3.6	3.7
<b>Other Ranks</b>							
VO number	1 090	1 220	1 390	1 380	1 370	1 390	1 390
VO rate <sup>2</sup>	3.5	4.2	5.2	5.3	5.3	5.4	5.4

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.

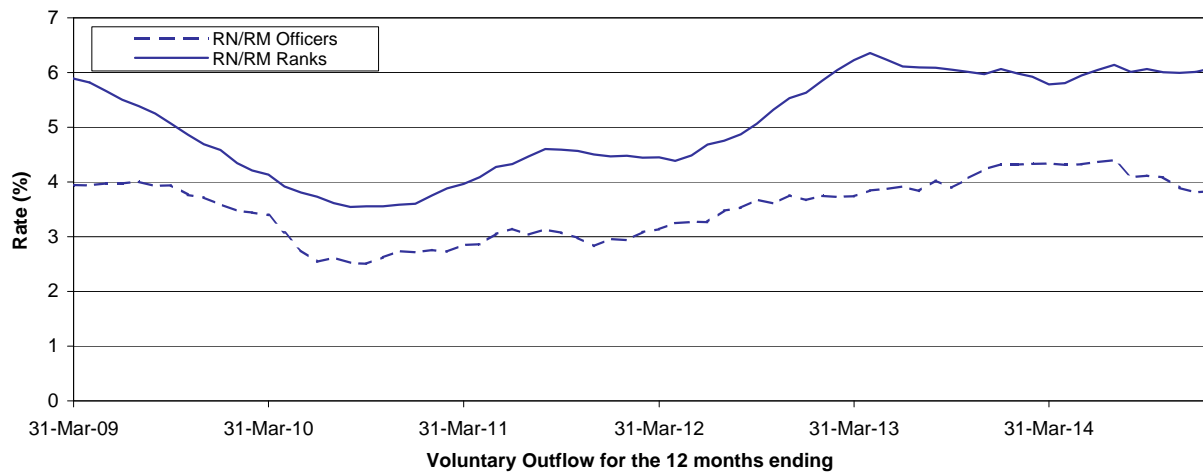
2. Voluntary outflow rate is the percentage of the trained average strength of the UK Regular Forces that left as voluntary outflow.

For more information on Outflow from UK Regular Forces by exit reason, see Tables 12a and 12b in the UK Armed Forces Quarterly Personnel Report which can be found at:

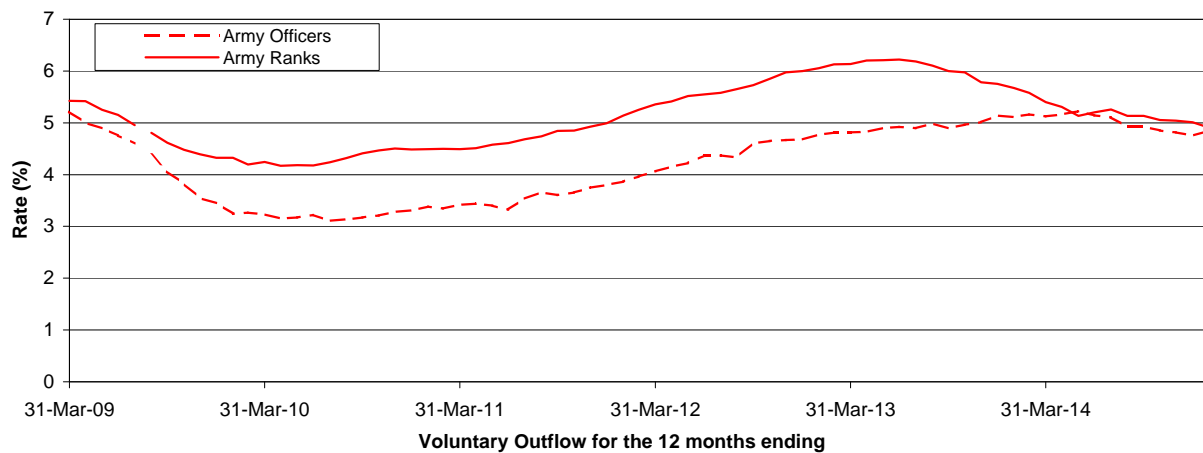
<https://www.gov.uk/government/collections/uk-armed-forces-quarterly-manning-report-statistics-index>

## Voluntary Outflow (VO) from UK Regular Forces

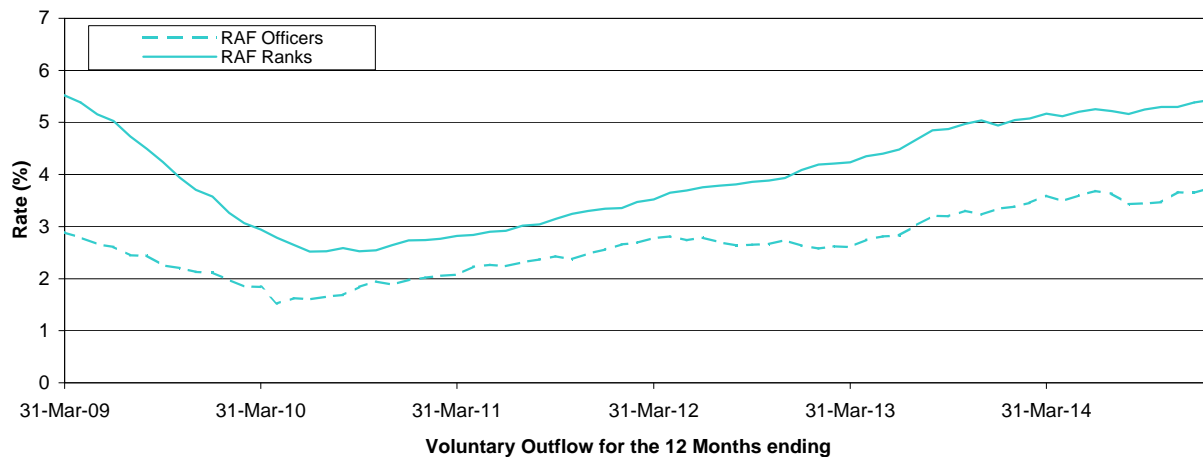
**Graph 4.1: RN/RM VO rate as a percentage of average trained strength**



**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**



# Glossary of Terms and Abbreviations

**Exit Rate** All exit rates used in this publication, for trained personnel are calculated as follows:

To calculate a rate for trained personnel, 12 months total exits are divided by the mean average strength.

To calculate the mean average strength, strength data at the 1st of the reporting month and at the 1st of the same month a year prior are averaged by summing and dividing by 2. This figure is then combined with the remaining 11 months of 1st of the month data, for the months between. The total is divided by 12 to obtain the mean average strength.

This '12 month centred rolling average' uses 13 months of 1st of the month strengths data to cover any movements in month at the end of the 12 months reported.

**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 Royal Navy/Royal Marines 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** was previously used in this publication to describe the population which comprises the **Royal Navy** (including the Queen Alexandra's Royal Naval Nursing Service) and the **Royal Marines** combined which is now referred to as **RN/RM** or **Royal Navy/Royal Marines**. Naval Service describes the total Naval population which includes the RN/RM as well as the **Maritime Reserve**, Serving **Royal Fleet Reserve** and Naval **Sponsored Reservists**.

**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.

**RN/RM** or **Royal Navy/Royal Marines** is a term used in this publication to describe full-time Naval Armed Forces personnel which comprises of the **Royal Navy** (including the Queen Alexandra's Royal Naval Nursing Service) and the **Royal Marines** combined.

**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.