



This statistical release provides results from the Tri-Service Reserves Continuous Attitude Survey (RESCAS) 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 in ten (92%) volunteer reservists feel proud to be in the Reserves.
- 86% would recommend joining the Reserves to others. Around three quarters (77%) of volunteer reservists are satisfied with Service life in general while just under one in ten (8%) are dissatisfied.
- 44% of volunteer reservists feel that life in the Reserves is about what they expected it to be when they first joined while 42% feel that life in the Reserves is better than they had expected it to be.

Retention and recruitment

- 62% of volunteer reservists intend to stay in the Reserves for at least the next year while a third (33%) are unsure how much longer they will stay.
- The top 3 most popular reasons given for joining the volunteer reserves are: for the challenge (69%), to serve my country (69%), for the excitement and adventure (61%).
- The top 3 most popular reasons given for staying in the volunteer reserves are: the people, friends and camaraderie (65%), to serve my country (63%), for the challenge (57%).

Perception of Reserves

- Half (50%) of volunteer reservists agree or strongly agree that they feel valued by society.
- 43% do not feel that they are treated as an equal member of the Service by Regulars, and over a third (36%) of volunteer reservists disagree that they feel valued by Regulars. Reservists in the Maritime Reserve are most likely to feel valued by Regulars (42%) and Reservists in the Army Reserve are least likely to feel valued by Regulars (29%).

Civilian Employment

- Over two thirds (70%) of volunteer reservists feel that their employer supports their Reserve service, and half (50%) feel that their civilian employer values their Reserve service; a similar percentage (47%) believe that being a reservist is good for their civilian career.
- 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 2015 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 2015 Reserves surveys used a census of Maritime Volunteer Reserves, a census of RAF Volunteer Reserves, and a sample of 12,428 Army Volunteer Reserves between January 2015 and March 2015.

From the 16,979 questionnaires that were sent out 5,215 usable responses were received, representing a response rate of 31%. The response rate among Officers is 43% while the response rate among Other Ranks is 26%. As the Reserves surveys did not achieve a 100% response rate, if those volunteer reservists that did not respond to the survey have different attitudes and experiences to those that did then the survey results will be biased.

The first Tri-Service Reserves survey questions were asked in 2014, however due to substantial changes to the RESCAS 2015 Army questionnaire distribution methodology and changes to the Army and RAF target populations, the 2015 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.

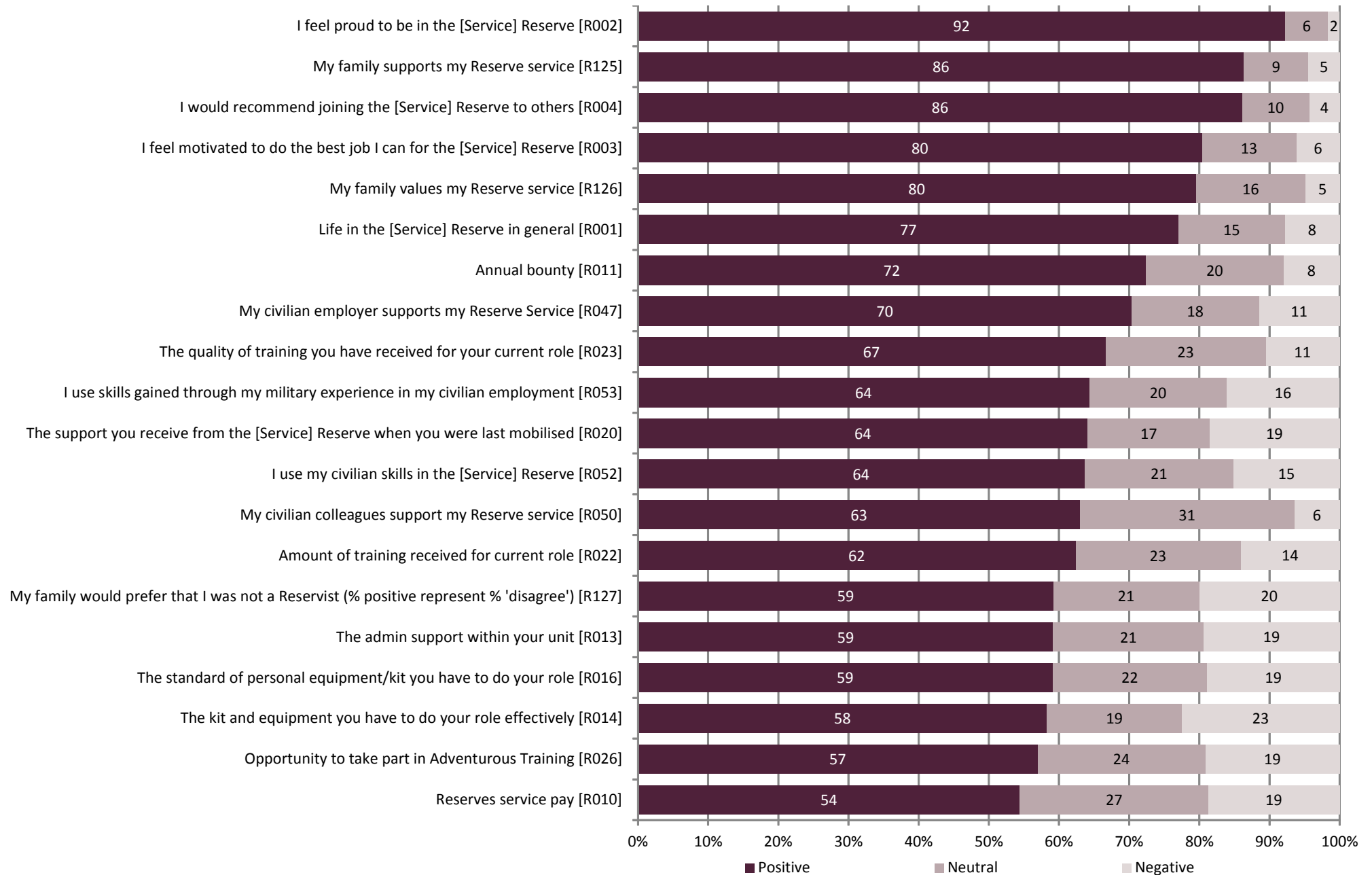
RESCAS 2015 was distributed at a time of substantial change for the MOD, including the end of operations in Afghanistan and the continuation of high-level change programmes such as Future Force 2020.

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. For example, the Armed Forces Pay Review Body recently used AFCAS findings on satisfaction with Service accommodation to justify refusing proposed increases to accommodation charges.

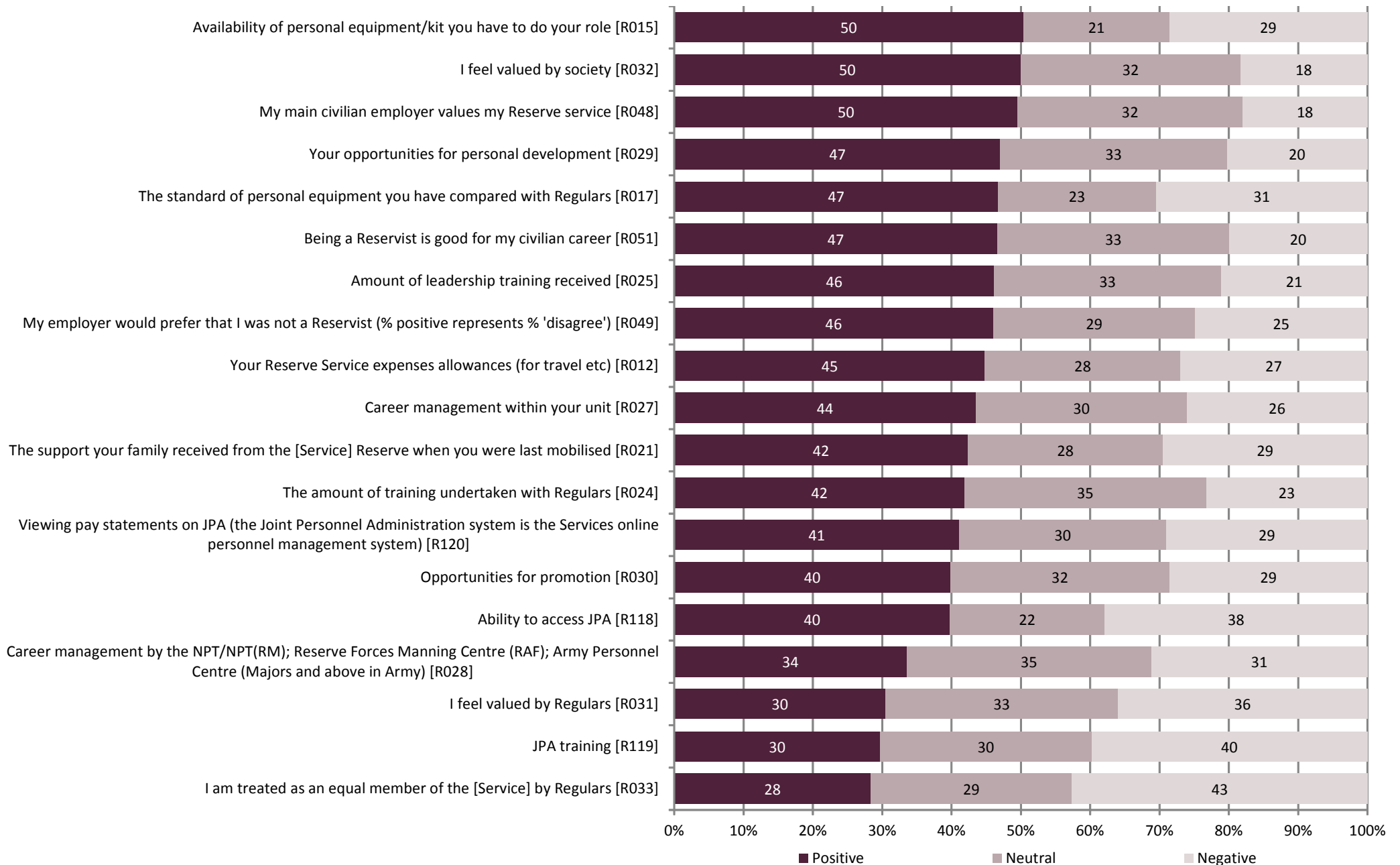
Please see the [Background Quality Report](#) for full details of survey methodology, analysis, and data quality considerations.

Note: throughout the report, where statistical significance tests are applied, they are carried out at the 95% confidence level. This means that there should be less than a 5% (1 in 20) chance that differences observed in RESCAS results aren't representative of the volunteer reserves

Summary of attitudinal questions (highest to lowest positive scoring)



Summary of attitudinal questions (highest to lowest positive scoring)



Report format

The format of each page varies depending on the type of question but most features are the same. Please see the guide below for how to read the results:

Your opportunities for personal development

Just under half (47%) of volunteer reservists are satisfied with their opportunities for personal development; one in five (20%) are dissatisfied. Satisfaction is highest in the Maritime Reserve and lowest in the Army Reserve.

59% of volunteer reservists reported that one of their main reasons for joining the Reserves was for 'personal development' making this the fourth most popular reason for joining the Reserves out of the 19 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' making this the fourth most popular reason for staying in the Reserves out of the 19 possible reasons.

Question text as asked in the questionnaire

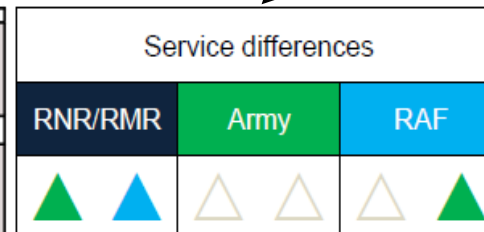
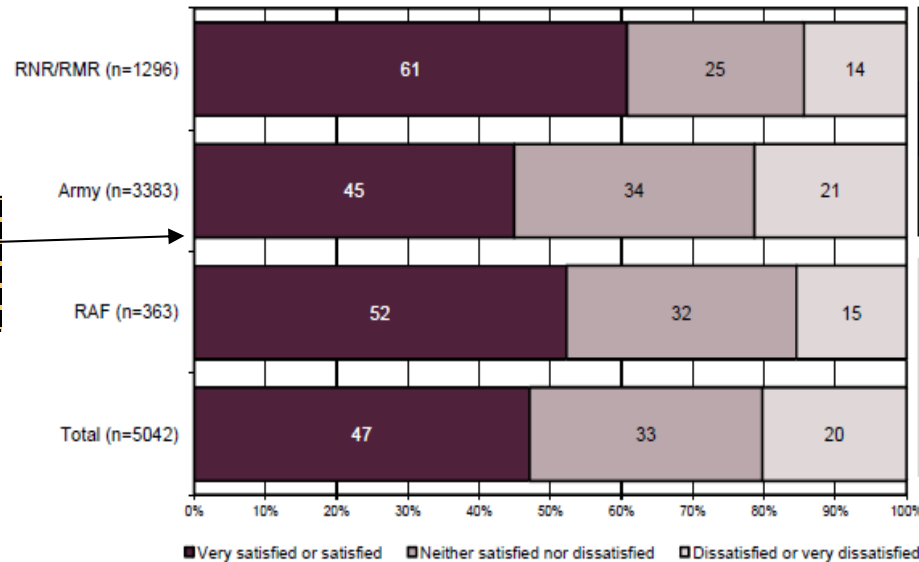
Summary of results and additional information

Significant differences based on % positive. Comparisons are made between Services by colour code

This example shows satisfaction being higher in the Maritime Reserve than in the Army Reserve and RAF Reserve; and Satisfaction being higher in the RAF Reserve than in the Army Reserve.

Results for current year by Service and total volunteer reserve

Chart 6.3 How satisfied are you with the following?
Your opportunities for personal development [R029]



Comparison
57% of Trained Regulars are satisfied with their opportunities for personal development.

Comparison with Regular Trained Armed Forces personnel where available (Source: [AFCAS 15](#))

Section 1 - Life in the Reserves

Section 1 includes Service results from the following questions:

Chart 1.1 Life in the [Service] Reserve in general

Chart 1.2 I feel proud to be in the [Service] Reserve

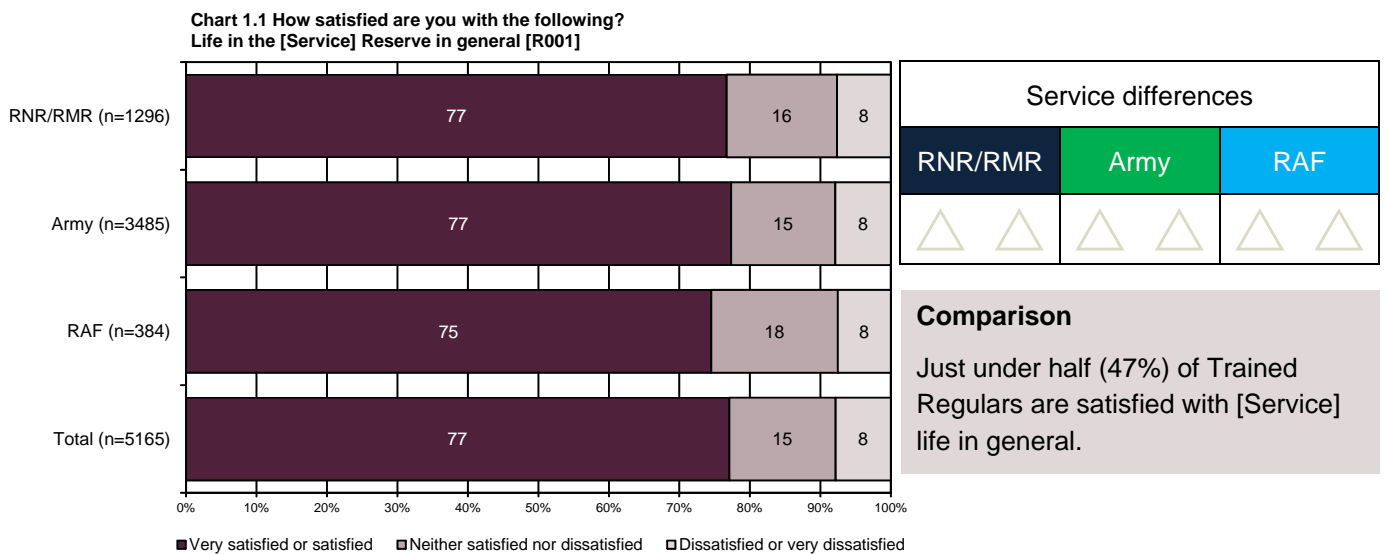
Chart 1.3 I feel motivated to do the best job I can for the [Service] Reserve

Chart 1.4 I would recommend joining the [Service] Reserve to others

Chart 1.5 How long do you intend to stay in the [Service] Reserve

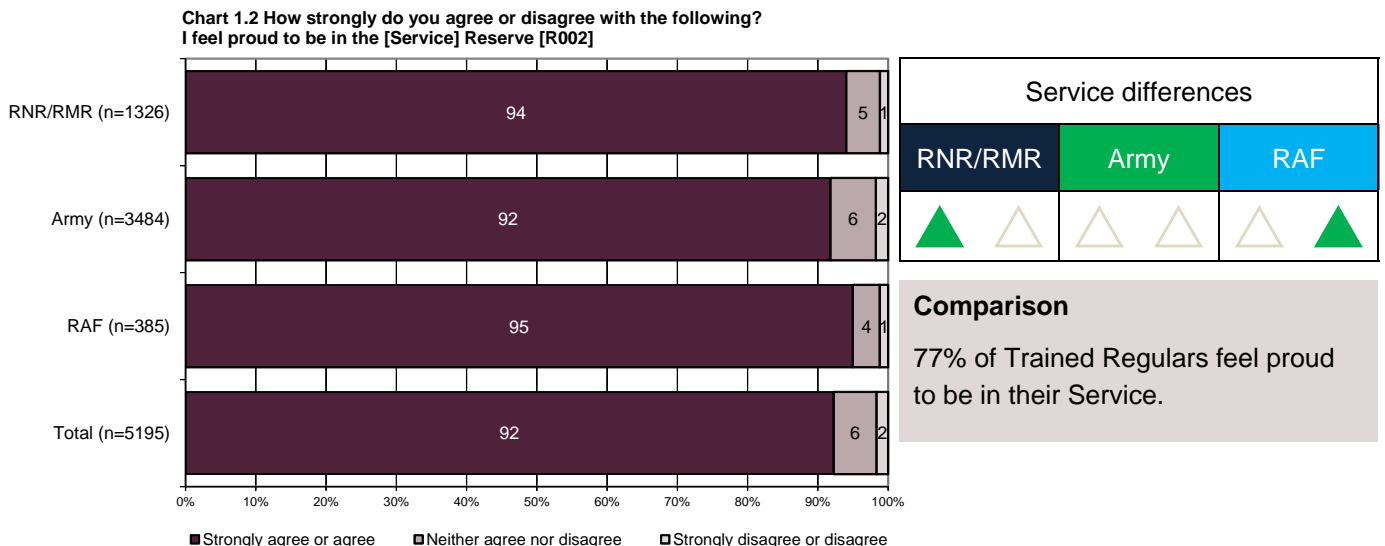
Satisfaction with life in the Reserve in general

Three quarters (77%) of volunteer reservists are satisfied or very satisfied with life in the Reserves in general while one in ten (8%) are dissatisfied or very dissatisfied. The level of satisfaction with life in the Reserves in general is broadly similar across the Services.



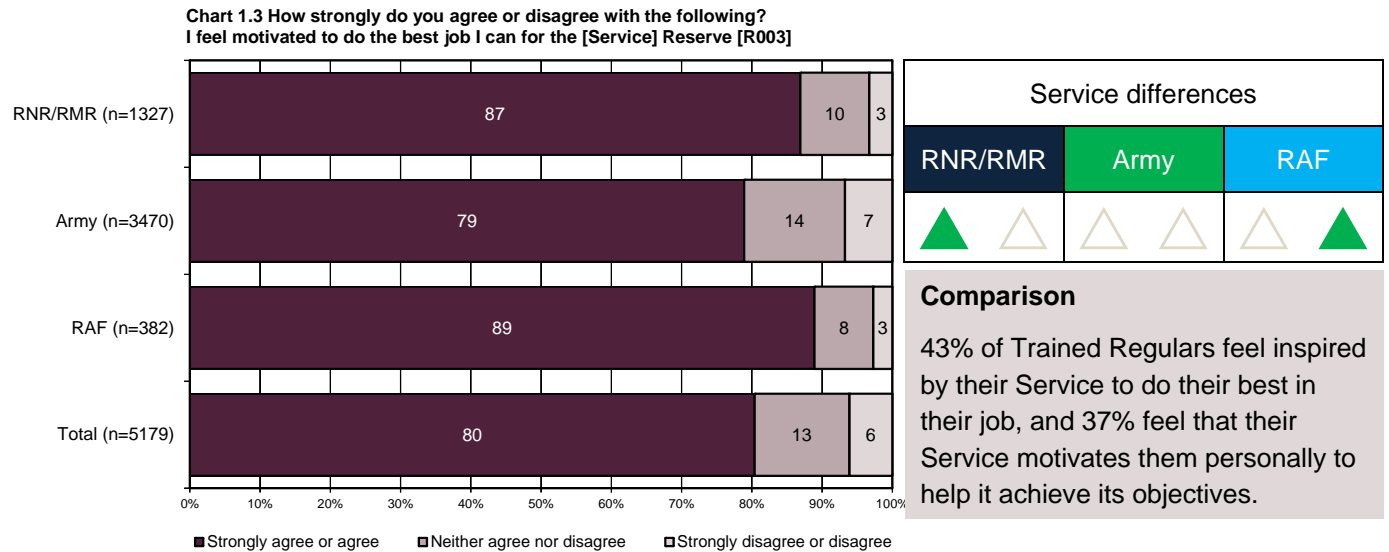
I feel proud to be in the Reserves

Nine in ten (92%) volunteer reservists agree or strongly agree that they feel proud to be in the Reserves. Levels of pride are slightly higher in the Maritime Reserve and RAF Reserve than in the Army Reserve.



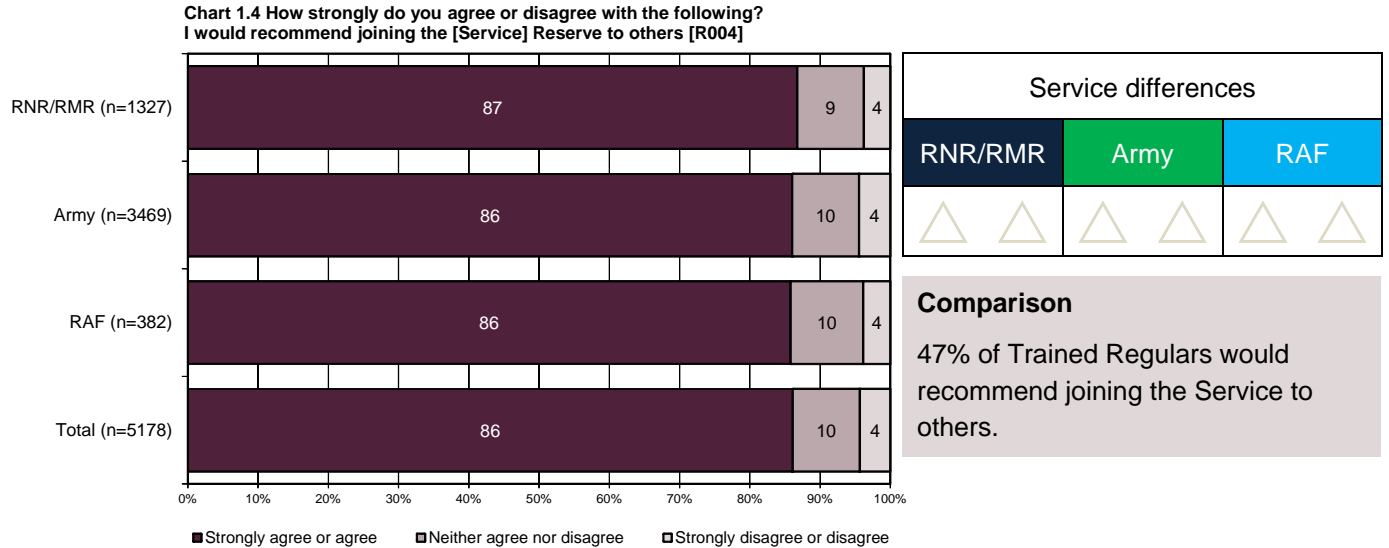
I feel motivated to do the best job I can for the Reserves

Eight in ten (80%) volunteer reservists feel motivated to do the best job they can for the Reserves; amongst Maritime and RAF volunteer reservists the figure is almost nine in ten.



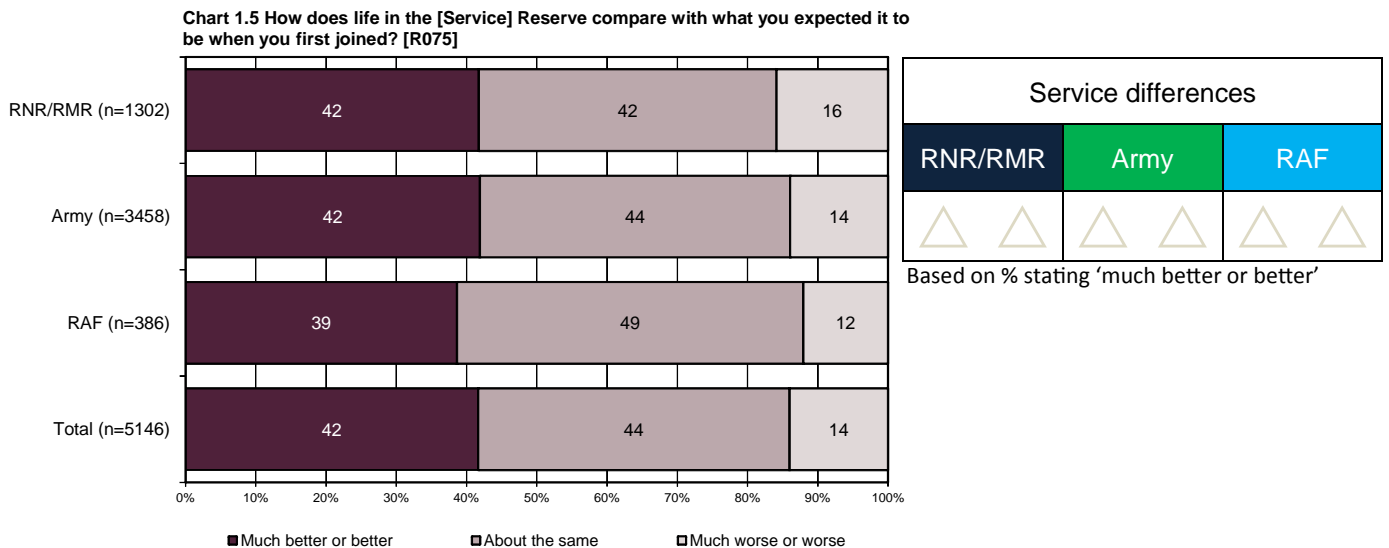
I would recommend joining the Reserves to others

Around nine in ten (86%) volunteer reservists would recommend joining the Reserves to others; the levels are similar across the Services.



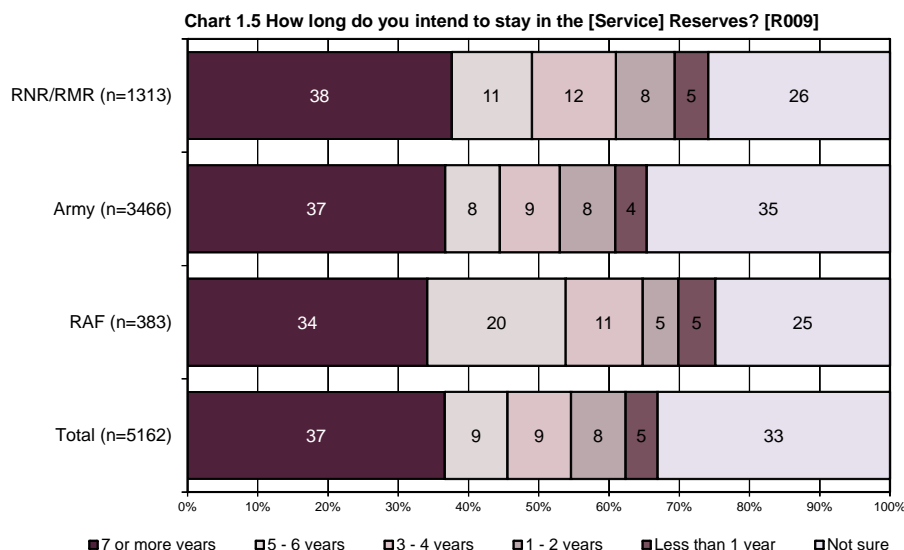
How does life in the Reserves compare with what you expected it to be when you first joined?

44% of volunteer reservists stated that life in the Reserves is 'about the same' as they had expected it to be when they first joined. 42% report that life in the Reserves is better or much better than they had expected it to be when they first joined, and 14% reported that it is worse than they had expected it to be when they first joined.



How long do you intend to stay in the Reserves

62% of volunteer reservists intend to stay in the Reserves for at least the next year; this figure rises to 69% amongst Maritime volunteer reservists and to 70% amongst RAF volunteer reservists. The percentage of reservists intending to stay for less than one year is broadly similar across the Services at around 5%. Compared with the other Reserve services, the Army Reserve has the highest percentage of reservists that are unsure of how much longer they'll stay in the Reserves with over a third (35%) not sure, this figure compares to a quarter of volunteer reservists in the Maritime Reserve and the RAF Reserve. Reasons for joining, staying and leaving the Reserves are shown in section 2.



Section 2 - Reasons for joining, staying and leaving

Section 2 includes Service results from the following questions:

Chart 2.1 Main reasons for joining and staying in the [Service] Reserve

Chart 2.1.1 Maritime Reserve: Main reasons for joining and staying in the RNR/RMR

Chart 2.1.2 Army Reserve: Main reasons for joining and staying in the Army Reserve

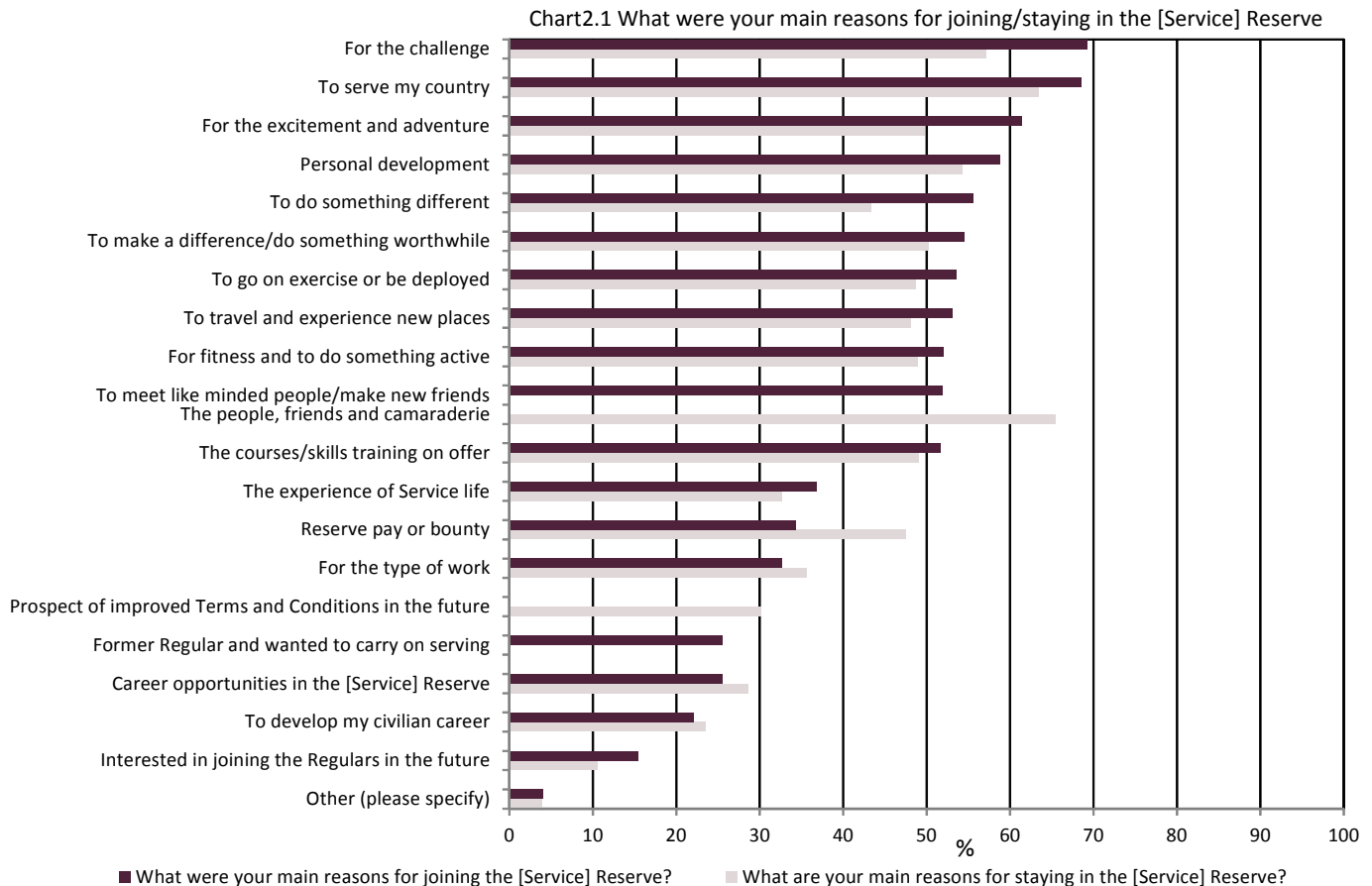
Chart 2.1.3 RAF Reserve: Main reasons for joining and staying in the RAF Reserve

Chart 2.2 Main reasons for leaving the [Service] Reserve (only asked of reservists that intend to stay in the Reserve for less than 1 year).

What were your main reasons for joining the Reserves

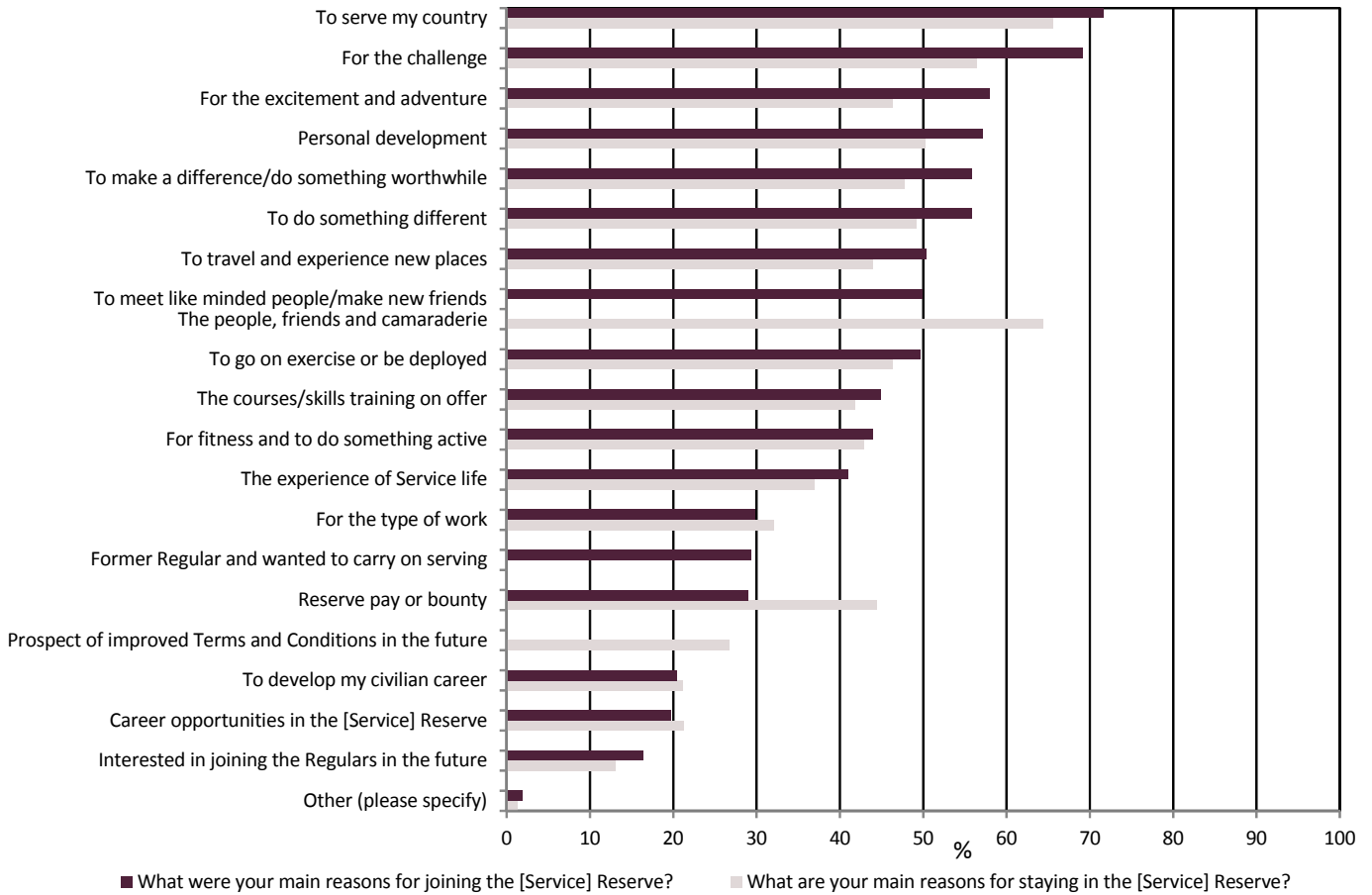
The top 5 most popular reasons given for joining the Reserves are: for the challenge (69%), to serve my country (69%), for the excitement and adventure (61%), personal development (59%), and to do something different (56%). While 69% of volunteer reservists joined the Reserves ‘for the challenge’, 57% report this as one of their main reasons for staying in the Reserve; and while 61% joined the Reserves for excitement and adventure, 50% report this as one of the main reasons for staying in the Reserves. Although meeting like minded people/making new friends is not one of the top reasons for joining the Reserves, the top reason for staying in the Reserves is due to the people, friends and camaraderie that many reservists experience (65%).

Many reservists stay to serve their country which may suggest that reservists that feel valued, and understand the importance of the Service that they provide, are more likely to remain in the Reserves. While the proportion of volunteer reservists who report staying in the Reserves ‘for the challenge’ falls short of the proportion that say they joined the Reserve ‘for the challenge’ it is still the third most popular reason for staying in the Reserves. While Reserve pay and bounty is not one of the most popular reasons for joining or remaining in the Reserves, pay and bounty appears to be a more effective way of retaining rather than attracting Reservists.



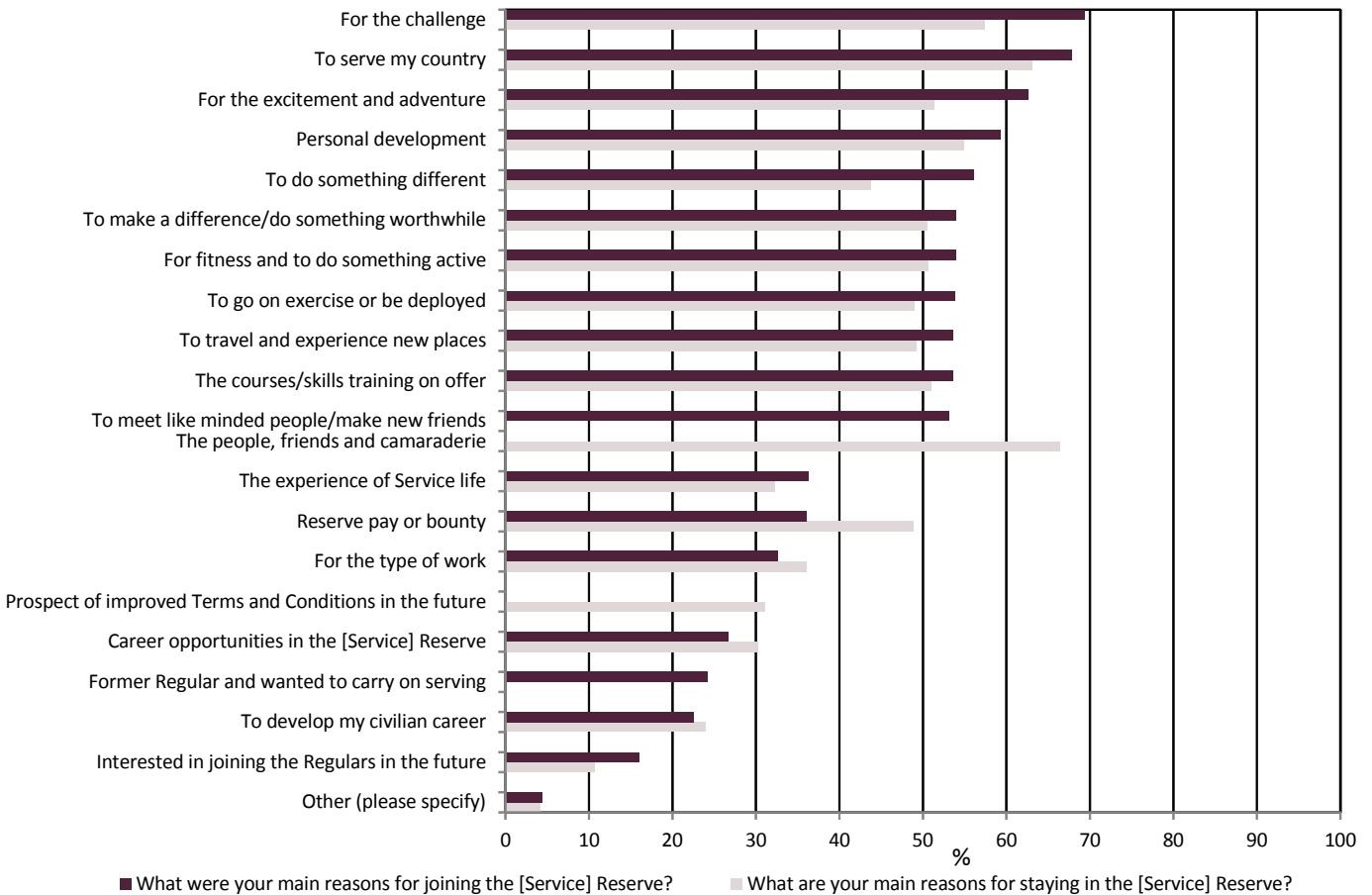
Maritime Reserve: What were your main reasons for joining/staying in the RNR/RMR

Chart 2.1.1 What were your main reasons for joining/staying in the RNR/RMR



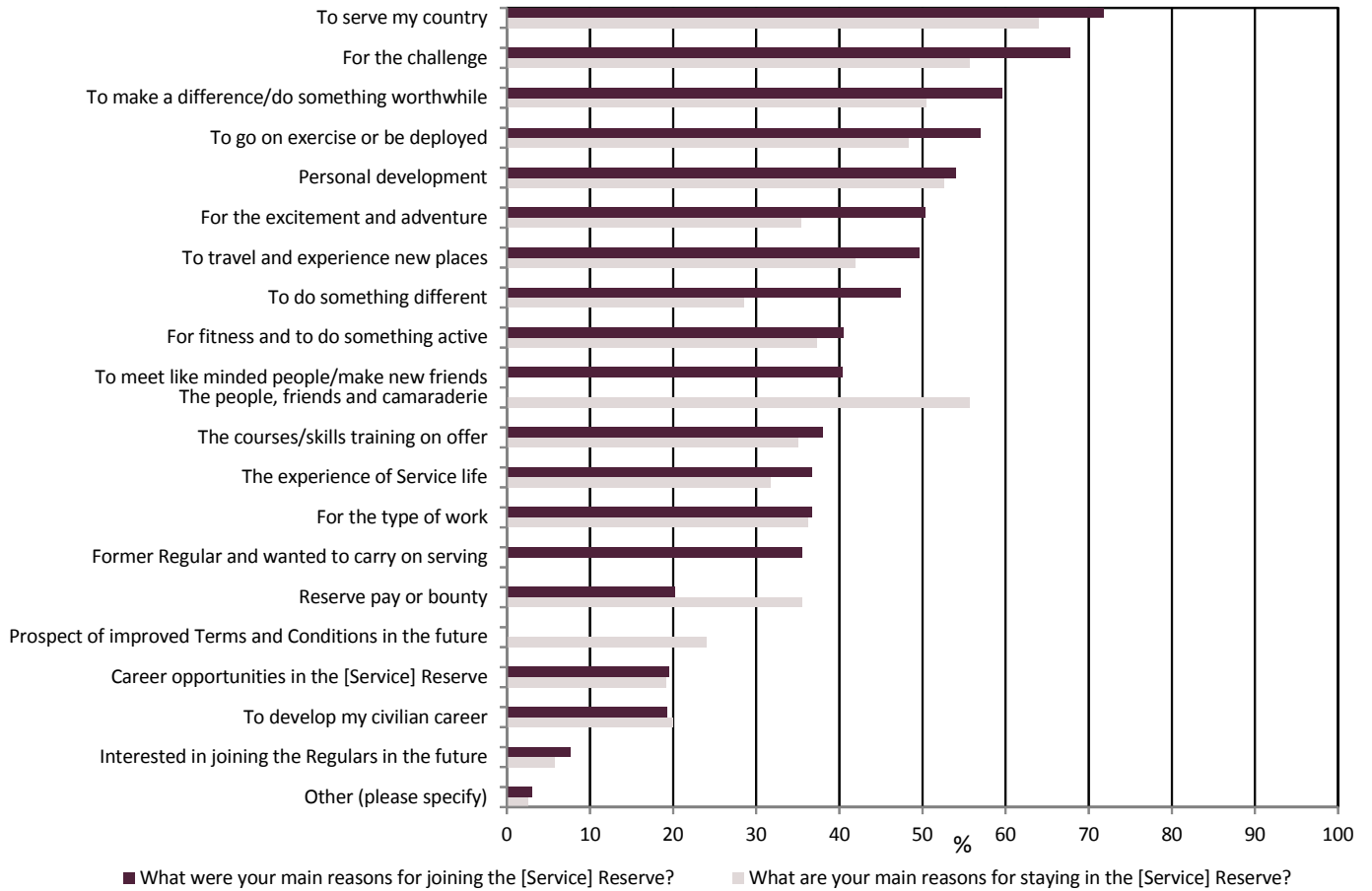
Army Reserve: What were your main reasons for joining/staying in the Army Reserve

Chart 2.1.2 What were your main reasons for joining/staying in the Army Reserve



RAF Reserve: What were your main reasons for joining/staying in the RAF Reserve

Chart 2.1.3 What were your main reasons for joining/staying in the RAF Reserve

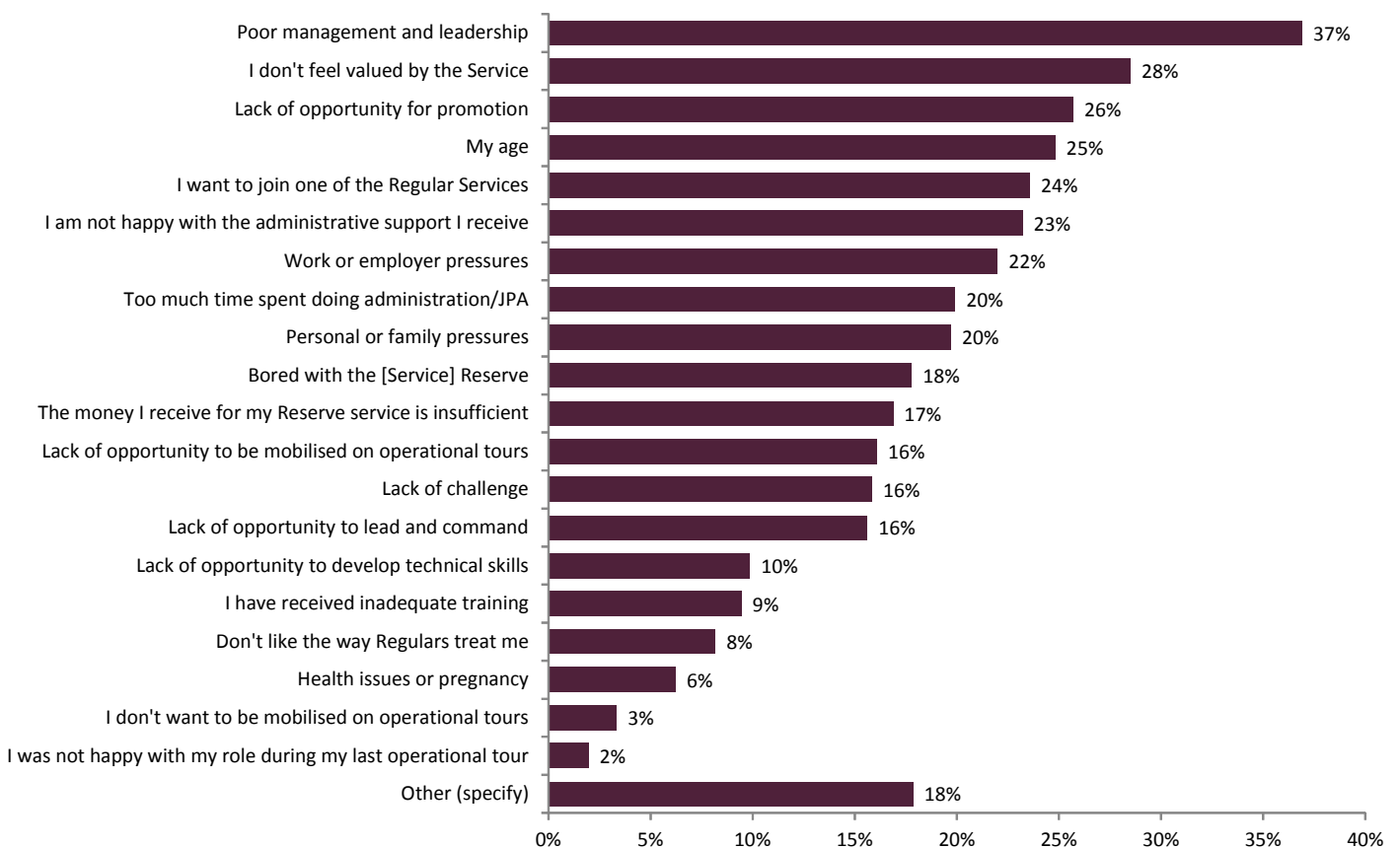


Thinking about your reasons for leaving, what has played a part in your decision?
 (asked of those 5% of volunteer reservists that intend to stay for less than 1 year)

The most popular reason for wanting to leave the Reserves is poor management and leadership, with 37% of reservists that intend to voluntarily leave within the next year stating this as a reason for their intention to leave. Over a quarter (28%) of reservists that intend to voluntarily leave within the next year stated 'not feeling valued by the Service' as one of their reasons for wanting to leave. The full list of reasons for wanting to leave are shown in chart 2.2 below.

Among Trained Regular personnel that have put in their notice, the impact of Service life on family and personal life remains the top reason for leaving the Armed Forces, followed by opportunities outside the Armed Forces¹. Amongst reservists the reason 'personal or family pressures' appears as the ninth most popular reason given for intending to voluntarily leave within the next year out of a possible 20 reasons. 86% of reservists state that their family supports their reserve service. While 43% of reservists don't feel that they are treated as an equal member of the Service by Regulars, the reason 'don't like the way Regulars treat me' appears relatively low among the most popular reasons given for intending to voluntarily leave within the next year appearing in position seventeenth out of a possible 20 reasons.

Chart 2.2 Thinking about your reasons for leaving, what has played a part in your decision? (n=252)



No Service splits have been shown for reasons for leaving due to the low base numbers of respondents

¹ [Source: Armed Forces Continuous Attitude Survey 2015](#)

Section 3 - Pay, Allowances and Admin Support

Section 3 includes Service results from the following questions:

Chart 3.1 Your Reserve Service pay

Chart 3.2 Your annual bounty

Chart 3.3 Your Reserve Service expenses allowance (for travel etc)

Chart 3.4 The admin support within your unit

Chart 3.5 My ability to access JPA

Chart 3.6 My JPA training

Chart 3.7 Viewing my pay statements on JPA

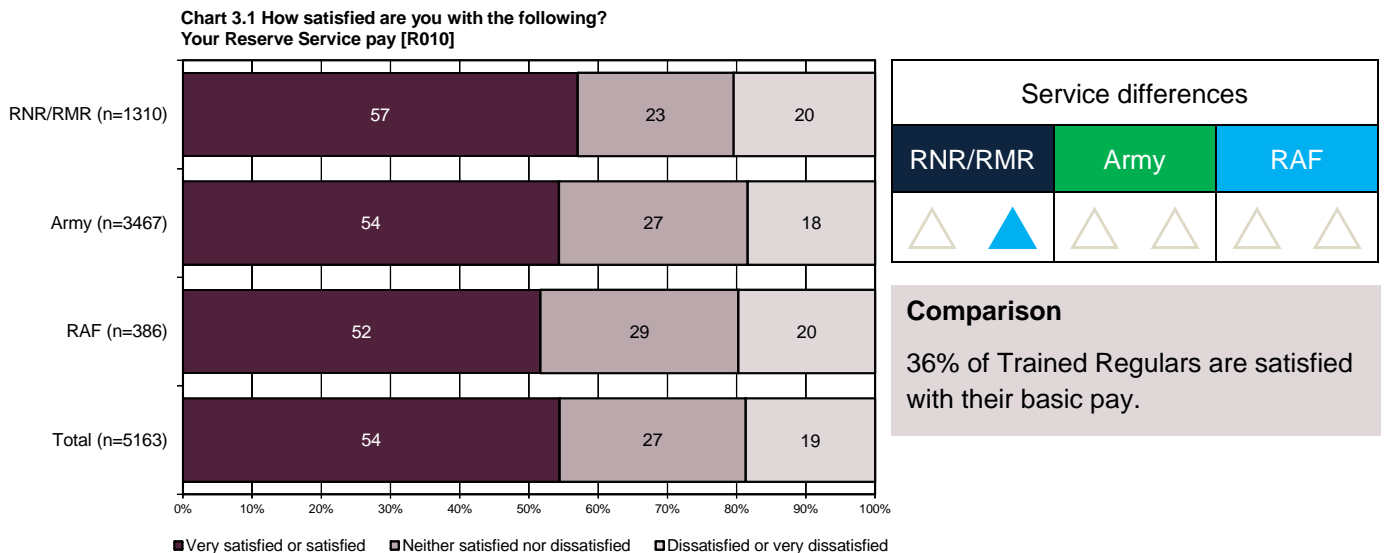
Your Reserve Service pay

Over half (54%) of the Volunteer Reserves are satisfied with their Reserve Service pay. Reservists in the Maritime Reserve are more likely to feel satisfied with their Reserve Service pay than RAF reservists.

A third (34%) of volunteer reservists stated that one of their main reasons for joining the Volunteer Reserves was for the 'pay or bounty' making this the thirteenth most popular reason for joining the Volunteer Reserves from the nineteen possible reasons for joining.

Almost half (48%) of volunteer reservists stated that one of the main reasons for staying in the Volunteer Reserves is for the 'pay or bounty' making this the eleventh most popular reason for staying in the Volunteer Reserve from the nineteen possible reasons for staying.

Among those reservists that intend to voluntarily leave within the next year, 17% stated that one of the reasons for their decision is that they feel the money they receive for their Reserve Service is insufficient, making this the eleventh most popular reason for intending to voluntarily leave the Reserves within the next year out of a possible 20 reasons.

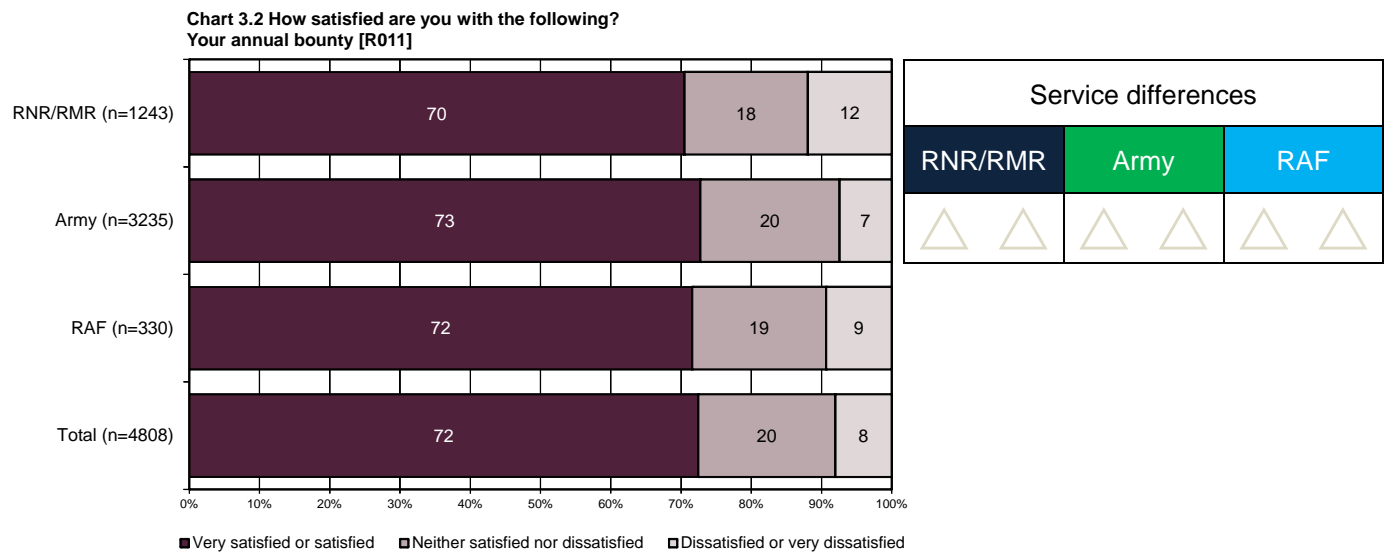


Your annual bounty

Seven in ten (72%) volunteer reservists are satisfied with their annual bounty; levels of satisfaction with annual bounty are similar across the Services.

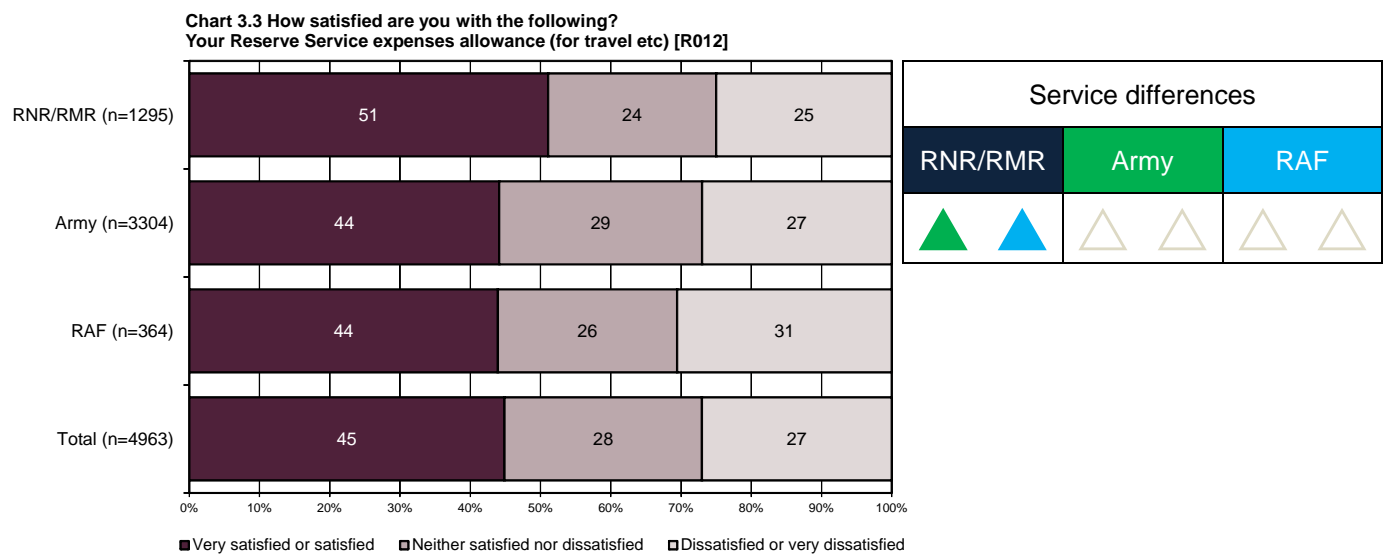
A third (34%) of volunteer reservists stated that one of their main reasons for joining the Volunteer Reserves was for the 'pay or bounty' making this the thirteenth most popular reason for joining the Volunteer Reserves from the nineteen possible reasons for joining.

Almost half (48%) of volunteer reservists stated that one of the main reasons for staying in the Volunteer Reserves is for the 'pay or bounty' making this the eleventh most popular reason for staying in the Volunteer Reserve from the nineteen possible reasons for staying.



Your Reserve Service expenses allowance (for travel etc)

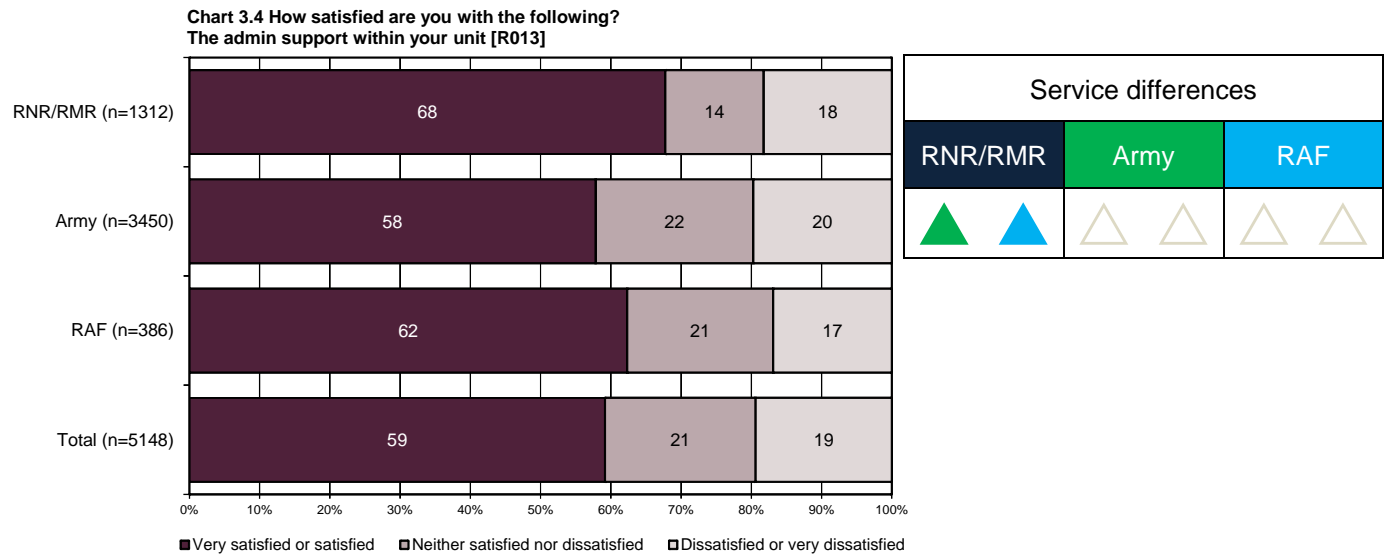
Less than half (45%) of volunteer reservists are satisfied with their expenses allowances (for travel etc); over a quarter (27%) are dissatisfied with their expenses allowances.



The admin support within your unit

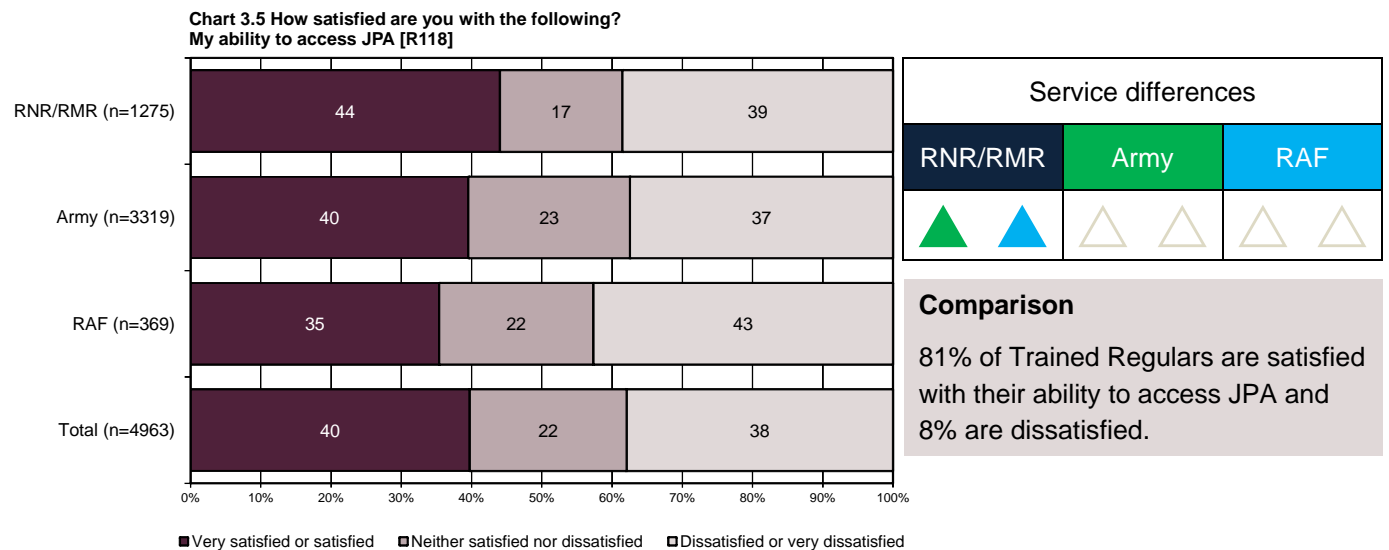
While the majority (59%) of volunteer reservists are satisfied with the admin support within their unit, one in five (19%) are dissatisfied. Satisfaction is higher in the Maritime Reserves than in the Army Reserves and RAF Reserves.

23% of those reservists that intend to voluntarily leave the Volunteer Reserves within the next year stated that one of the reasons that played a part in their decision is that they are unhappy with the administrative support they received, making this the sixth most popular reason for intending to voluntarily leave the reserves out of the 20 possible reasons.



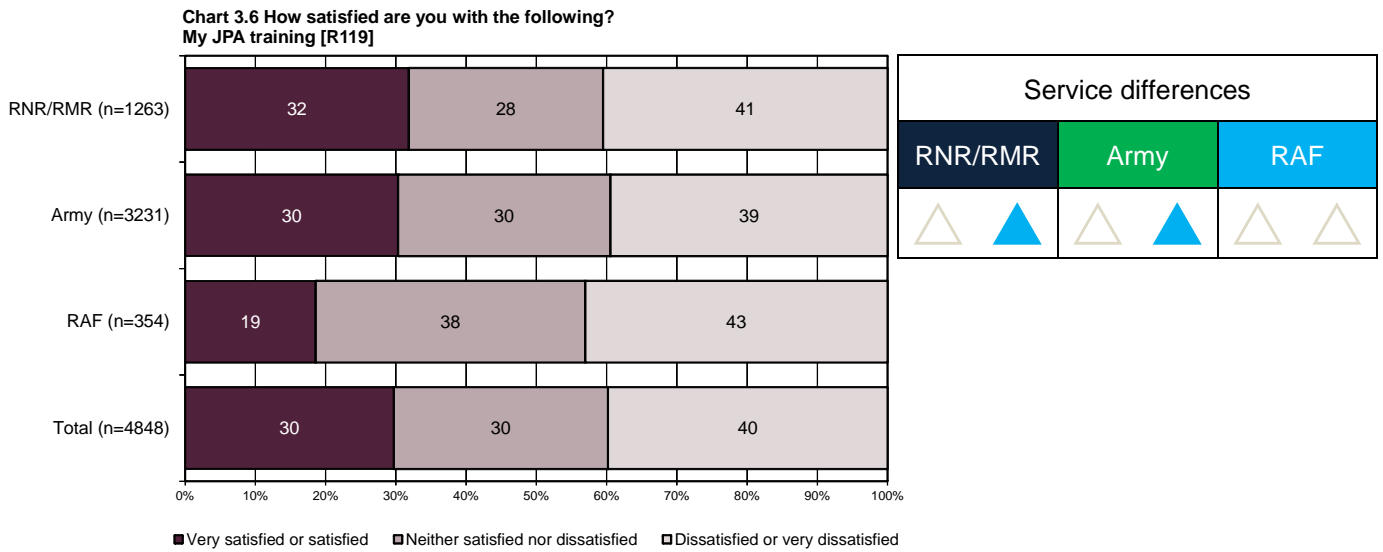
My ability to access JPA

While 40% of volunteer reservists are satisfied with their ability to access the Joint Personnel Administration system (JPA), 38% are dissatisfied. Satisfaction is higher in the Maritime Reserves than in the Army Reserves and RAF Reserves.



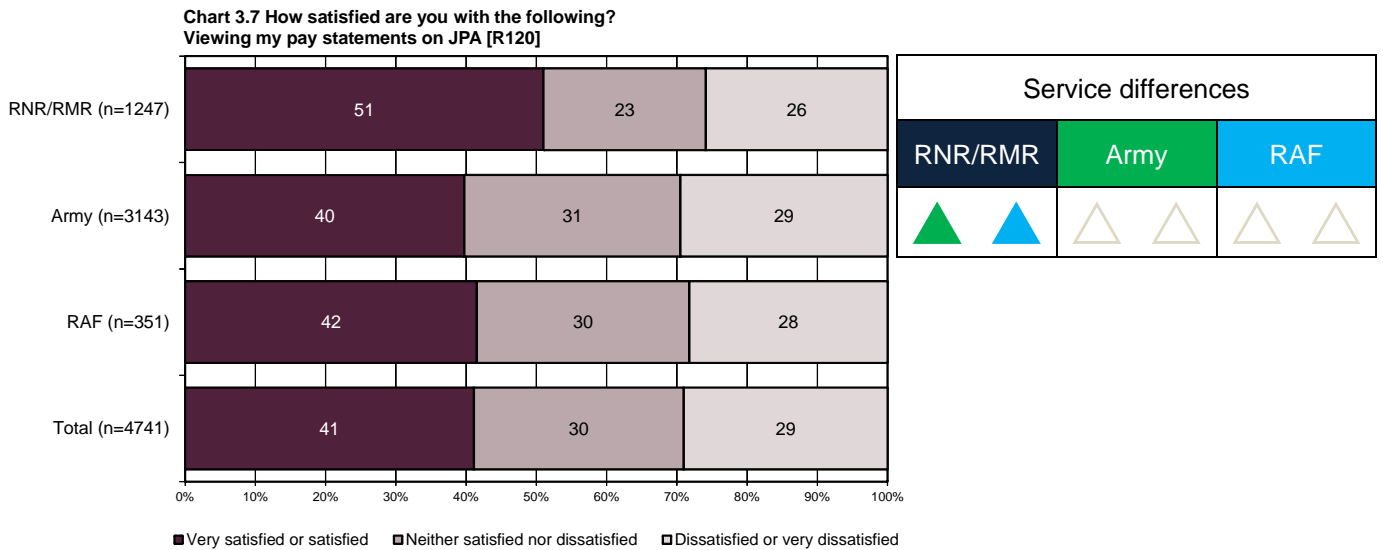
My JPA training

30% of volunteer reservists are satisfied with their JPA training while 40% are dissatisfied. Satisfaction is lower in the RAF Reserves than it is in the Maritime Reserves and Army Reserves.



Viewing my pay statements on JPA

41% of volunteer reservists are satisfied with viewing their pay statements on JPA and 29% are dissatisfied. Satisfaction is higher in the Maritime Reserves than it is in the Army Reserve and RAF Reserve.



Section 4 - Kit and Equipment

Section 4 includes Service results from the following questions:

Chart 4.1 The kit and equipment you have to do your role effectively

Chart 4.2 The availability of personal equipment/kit you have to do your role (e.g. clothes, boots, personal weapon)

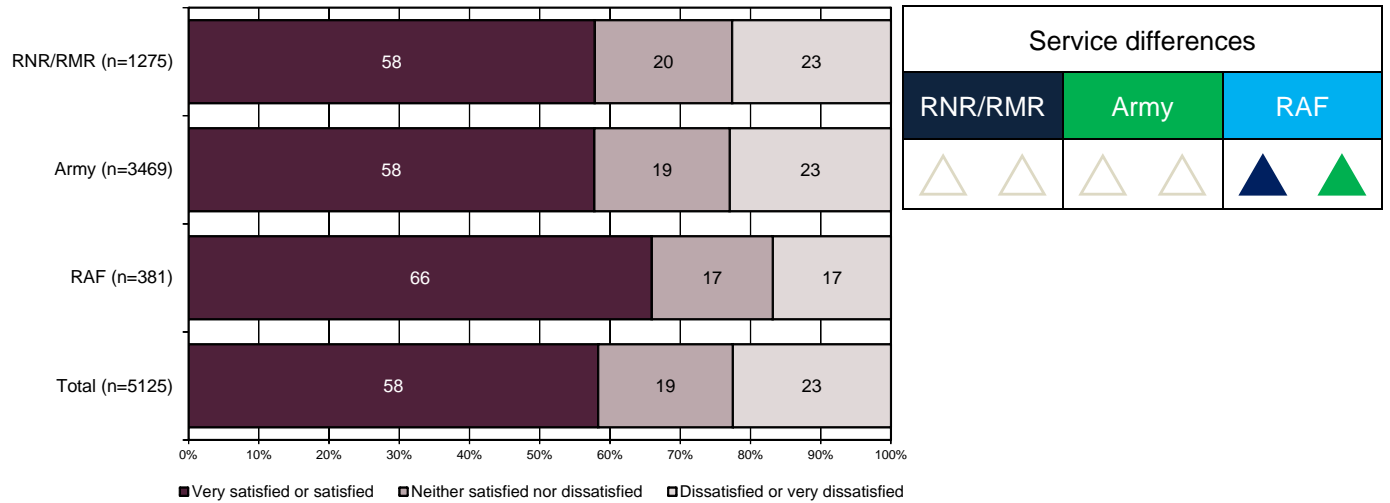
Chart 4.3 The standard of personal equipment/kit you have to do your role (e.g. clothes, boots, personal weapon)

Chart 4.4 The standard of personal kit/equipment you have compared with Regulars (e.g. clothes, boots, personal weapon)

The kit and equipment you have to do your role effectively

58% of volunteer reservists are satisfied with the kit and equipment they have to do their role effectively, while almost a quarter (23%) are dissatisfied. RAF volunteer reservists are more satisfied than Maritime reservists and Army reservists with the availability and standard of their kit and equipment.

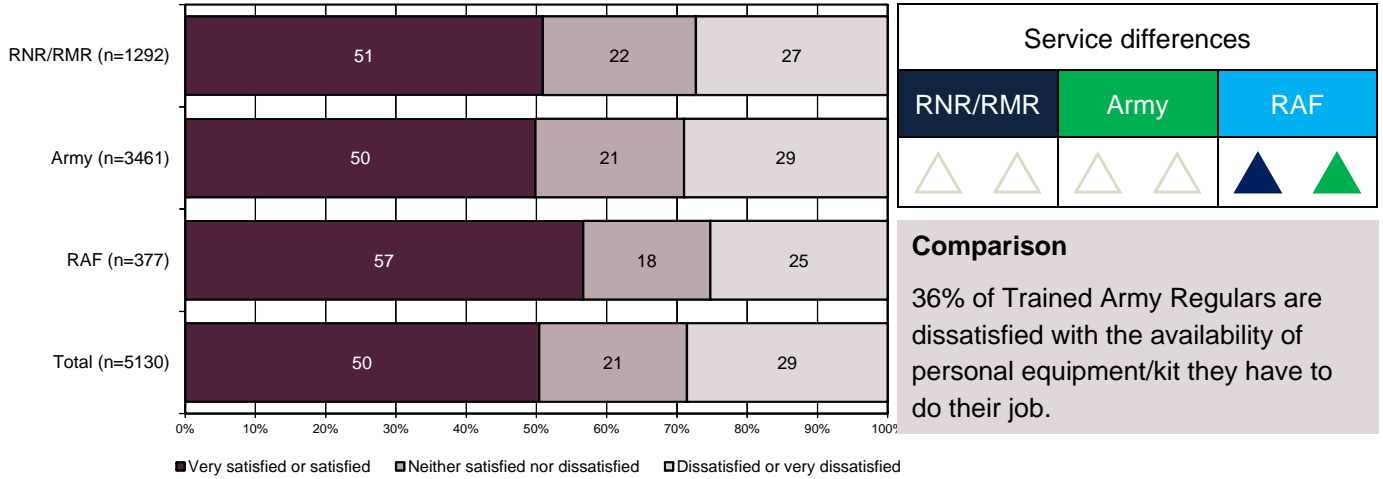
Chart 4.1 How satisfied are you with the following?
The kit and equipment you have to do your role effectively [R014]



The availability of kit and equipment you have to do your job e.g. clothes, boots, personal weapon

Half (50%) of volunteer reservists are satisfied with the availability of kit and equipment they have to do their job e.g. clothes, boots, personal weapon. Satisfaction is highest in the RAF Reserve.

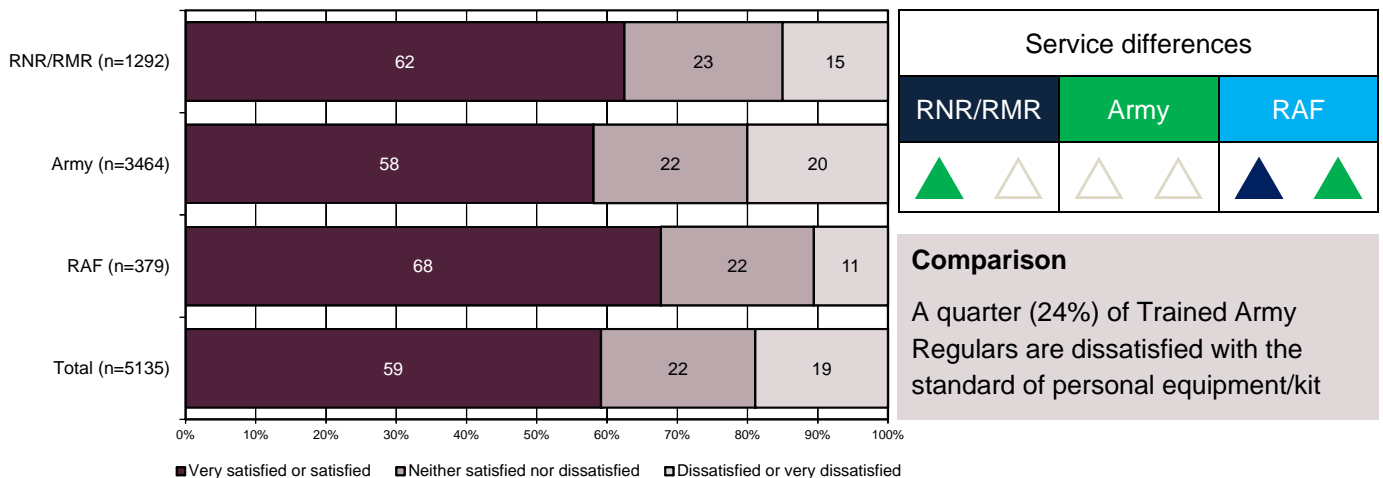
Chart 4.2 How satisfied are you with the following?
The availability of personal equipment/kit you have to do your role e.g. clothes, boots, personal weapon [R015]



The standard of kit and equipment you have to do your job e.g. clothes, boots, personal weapon

59% of volunteer reservists are satisfied with the standard of the kit and equipment they have to do their job e.g. clothes, boots, personal weapon. One fifth (20%) of Army volunteer reservists are dissatisfied. This level of dissatisfaction is slightly lower than the level of dissatisfaction among trained Army Regulars where almost a quarter (24%) are dissatisfied with the standard of personal equipment/kit they have to do their job¹.

Chart 4.3 How satisfied are you with the following?
The standard of personal equipment/kit you have to do your role e.g. clothes, boots, personal weapon [R016]

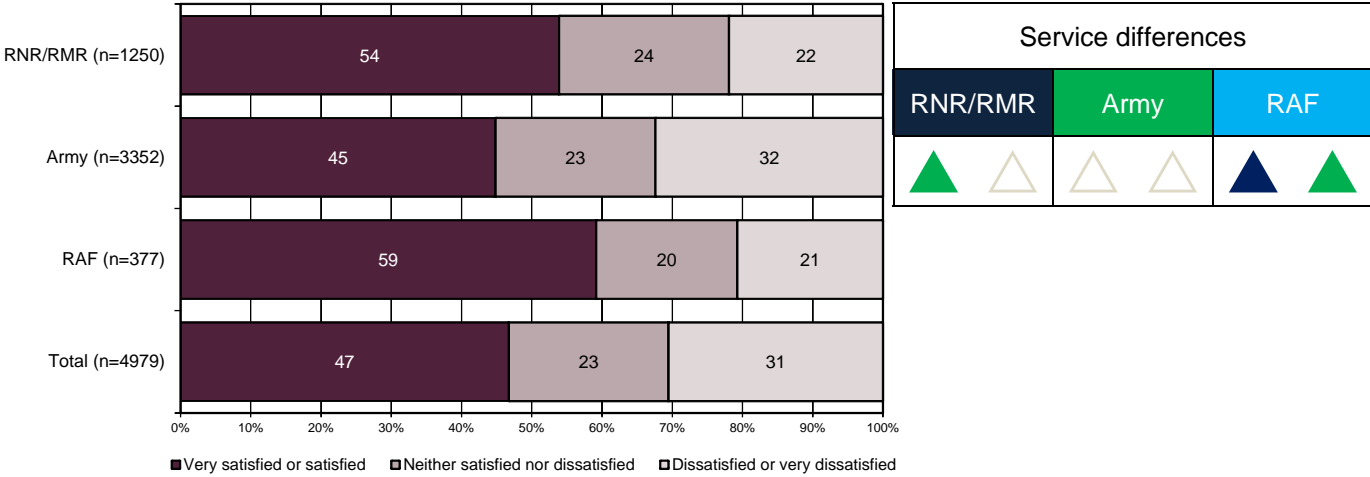


¹ [Source: Armed Forces Continuous Attitude Survey 2015](#)

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

Just under half (47%) of volunteer reservists are satisfied with the standard of personal equipment they have compared with Regulars. Compared with the other Service Reserves, Army Reserves have the lowest level of satisfaction with 32% of Army reservists dissatisfied with the standard of personal equipment they have compared with Regulars.

Chart 4.4 How satisfied are you with the following?
The standard of personal equipment you have compared with Regulars e.g. clothes, boots, personal weapon [R017]



Section 5 - Training

Section 5 includes Service results from the following questions:

Chart 5.1 The amount of training you have received for your current role

Chart 5.2 The quality of training you have received for your current role

Chart 5.3 The amount of training you have undertaken with Regulars

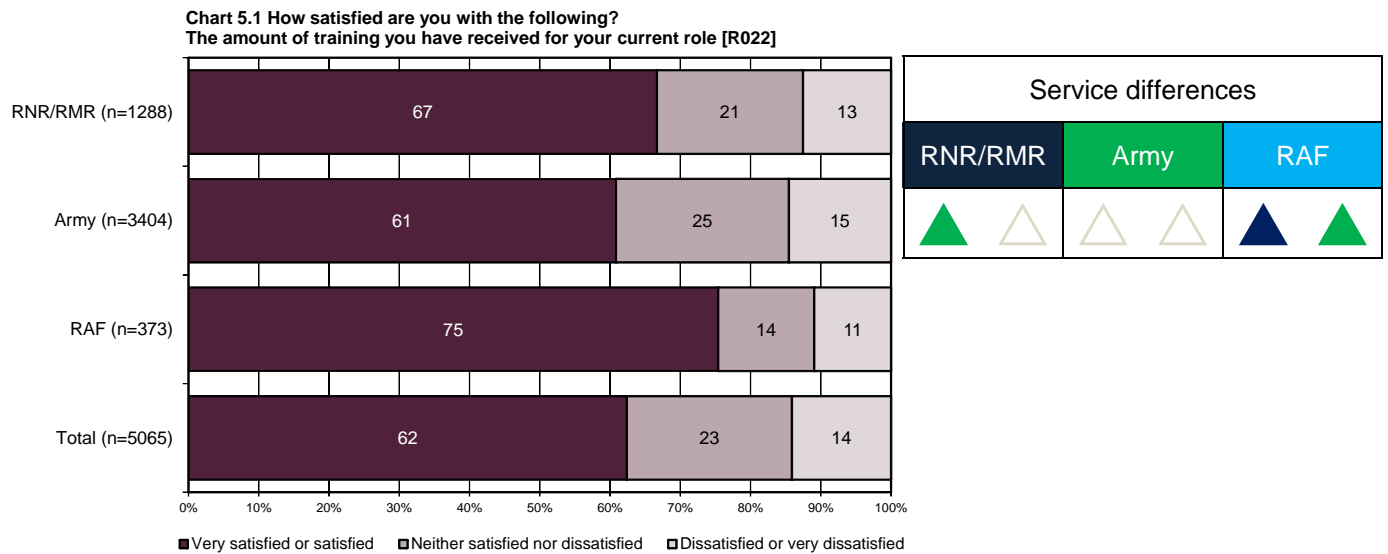
Chart 5.4 The amount of leadership training you have received

Chart 5.5 Your opportunity to take part in Adventurous Training

The amount of training you have received for your current role

62% of volunteer reservists are satisfied with the amount of training they have received for their current role with the highest levels of satisfaction found in the RAF Reserve (75%) and Maritime Reserve (67%).

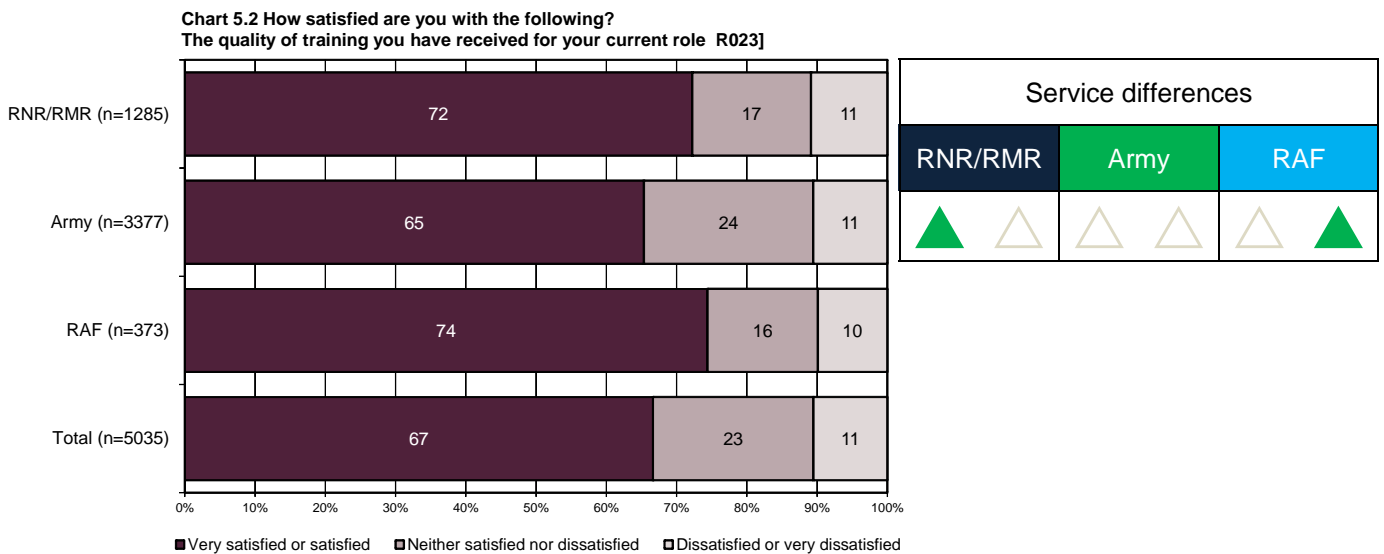
9% of those reservists that intend to voluntarily leave the Volunteer Reserves within the next year stated that one of the reasons that played a part in their decision is that they had received inadequate training, making this the sixteenth most popular reason for intending to voluntarily leave the reserves out of the 20 possible reasons.



The quality of training you have received for your current role

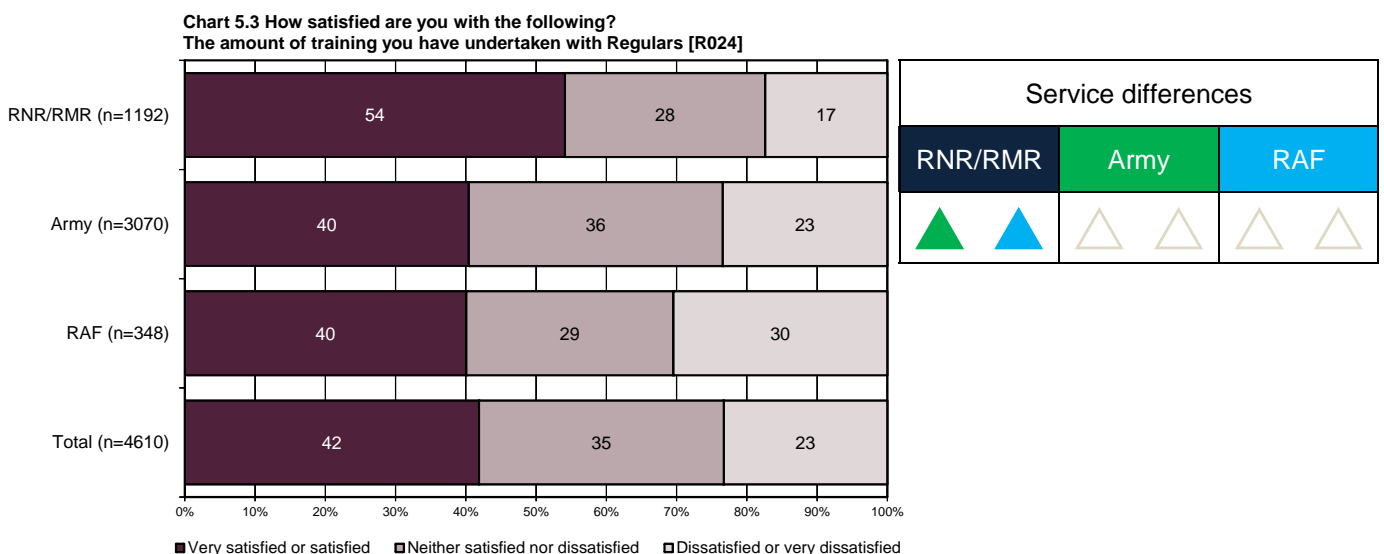
Two thirds (67%) of volunteer reservists are satisfied with the quality of training they have received for their current role. Satisfaction with the quality of training received for the current role is higher in the Maritime Reserve (72%) and in the RAF Reserve (74%) than in the Army Reserve (65%). It's possible that these Service differences may reflect some element of the amount of training that is shown to be lower in the Army Reserve, see chart 5.1.

9% of those reservists who intend to voluntarily leave the Volunteer Reserves within the next year stated that one of the reasons that played a part in their decision is that they had received inadequate training, making this the sixteenth most popular reason for intending to voluntarily leave the reserves out of the 20 possible reasons.



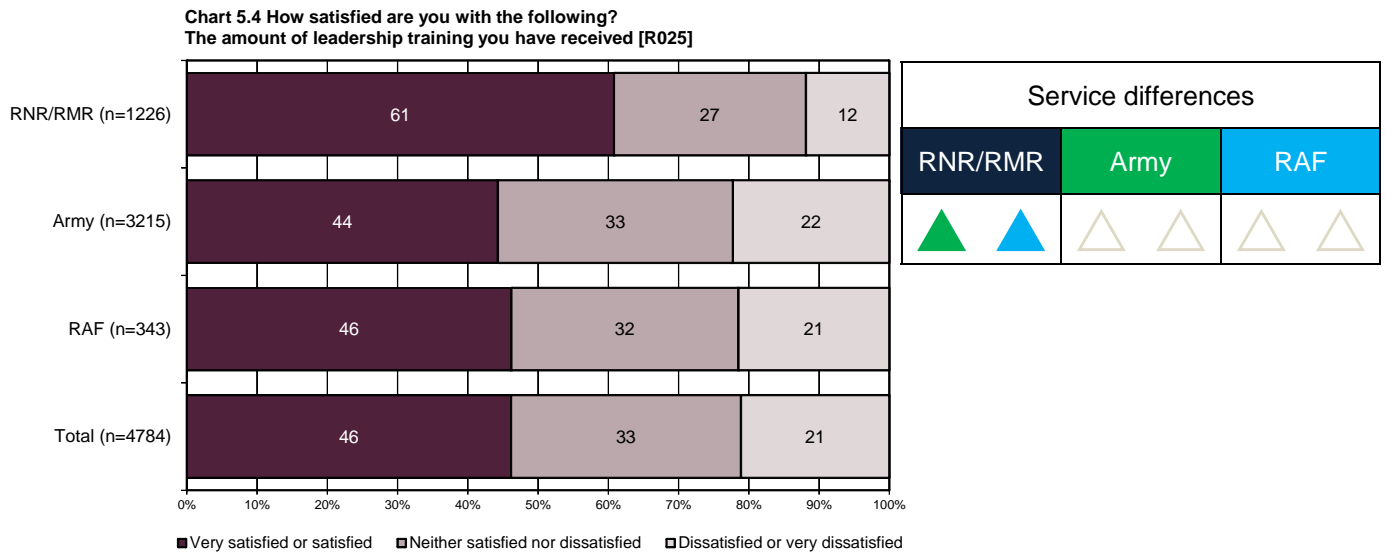
The amount of training you have undertaken with Regulars

42% of volunteer reservists are satisfied with the amount of training that they have undertaken with Regulars, while around a quarter (23%) are dissatisfied. Satisfaction is highest in the Maritime Reserve (54%).



The amount of leadership training you have received

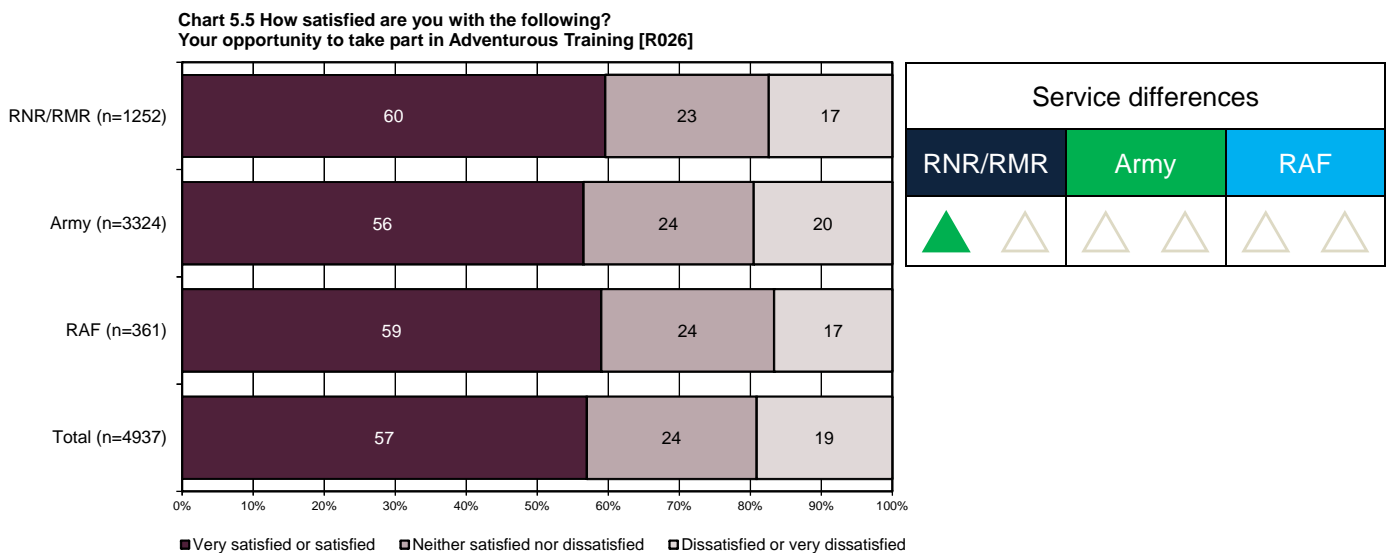
Less than half (46%) of volunteer reservists are satisfied with the amount of leadership training they have received and one in five (21%) are dissatisfied. Satisfaction with leadership training is markedly higher in the Maritime Reserve (61%) compared with the Army Reserve and the RAF Reserve.



Your opportunity to take part in Adventurous Training

The majority of volunteer reservists (57%) are satisfied with their opportunity to take part in Adventurous Training, one in five (19%) are dissatisfied.

61% of reservists reported joining the Reserves is for 'the excitement and adventure' making this the third most popular reason for joining from the 18 possible reasons. Although the opportunity to take part in Adventurous Training is only one possible contributing factor that appeals to people's desire to experience excitement and adventure through joining the Reserves, this finding may suggest the potential importance of Adventurous Training in attracting new Reservists.



Section 6 - Career Progression

Section 6 includes Service results from the following questions:

Chart 6.1 Your career management within your unit

Chart 6.2 Your career management by the NPT/NPT(RNR/RMR); Army Personnel Centre (asked of Majors and above in Army); Reserve Forces Manning Centre (RAF)

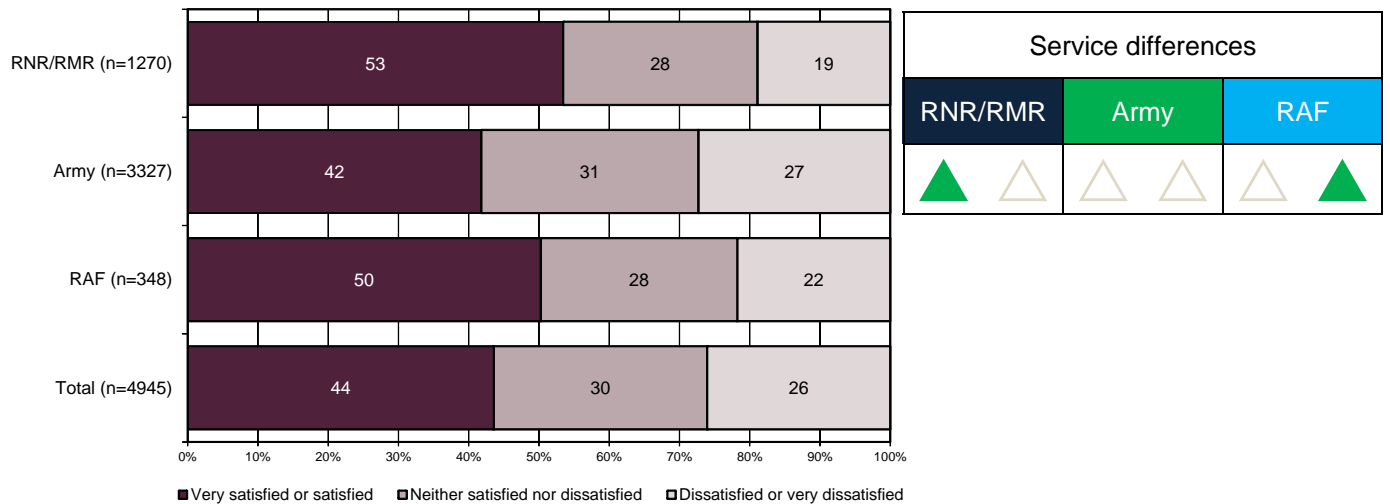
Chart 6.3 Your opportunities for personal development

Chart 6.4 Your opportunities for promotion

Your career management within your unit

Less than half (44%) of volunteer reservists are satisfied with their career management within their unit, a quarter (26%) are dissatisfied. The Army Reserve has the lowest level of satisfaction with career management.

Chart 6.1 How satisfied are you with the following?
Your career management within your unit [R027]



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

One third (34%) of volunteer reservists are satisfied with their career management by the NPT(RNR/RMR); Army Personnel Centre (Army: Majors and above only); Reserve Forces Manning Centre (RAF), almost one third (31%) are dissatisfied. Satisfaction is higher in the Maritime Reserve than in the Army Reserve and RAF Reserve.

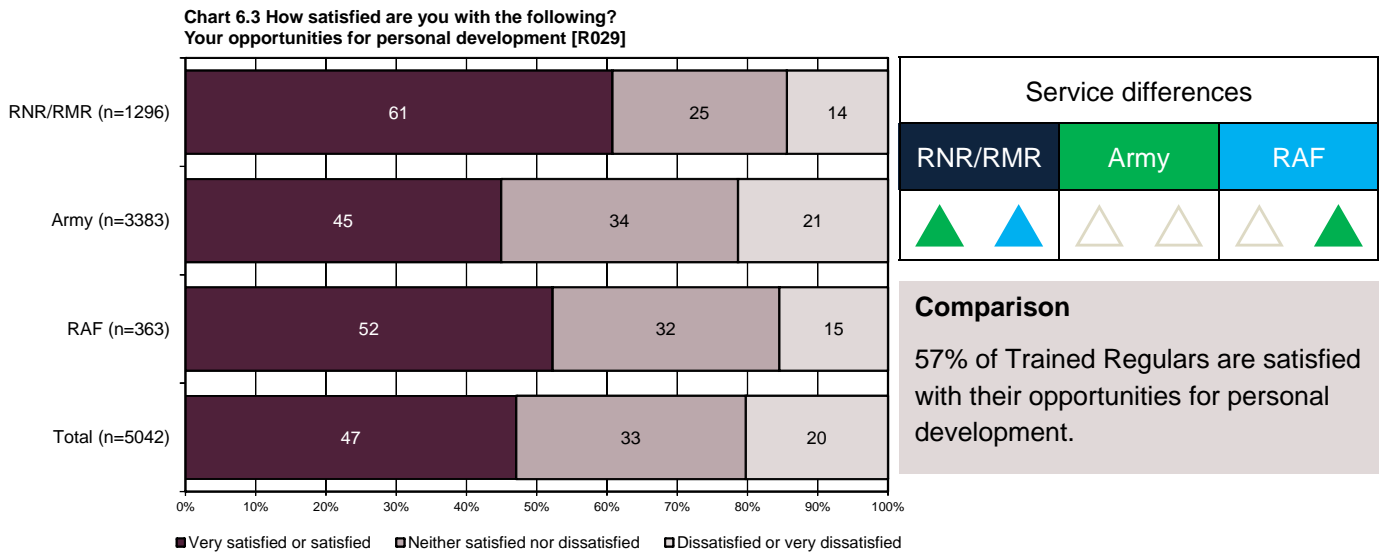
Chart 6.2 How satisfied are you with the following?
Your career management by the NPT/NPT(RNR/RMR); Army Personnel Centre (asked of Major and above in Army); Reserve Forces Manning Centre (RAF)



Your opportunities for personal development

Just under half (47%) of volunteer reservists are satisfied with their opportunities for personal development; one in five (20%) are dissatisfied. Satisfaction is highest in the Maritime Reserve and lowest in the Army Reserve.

59% of volunteer reservists reported that one of their main reasons for joining the Reserves was for 'personal development' making this the fourth 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' making this the fourth most popular reason for staying in the Reserves out of the 18 possible reasons.

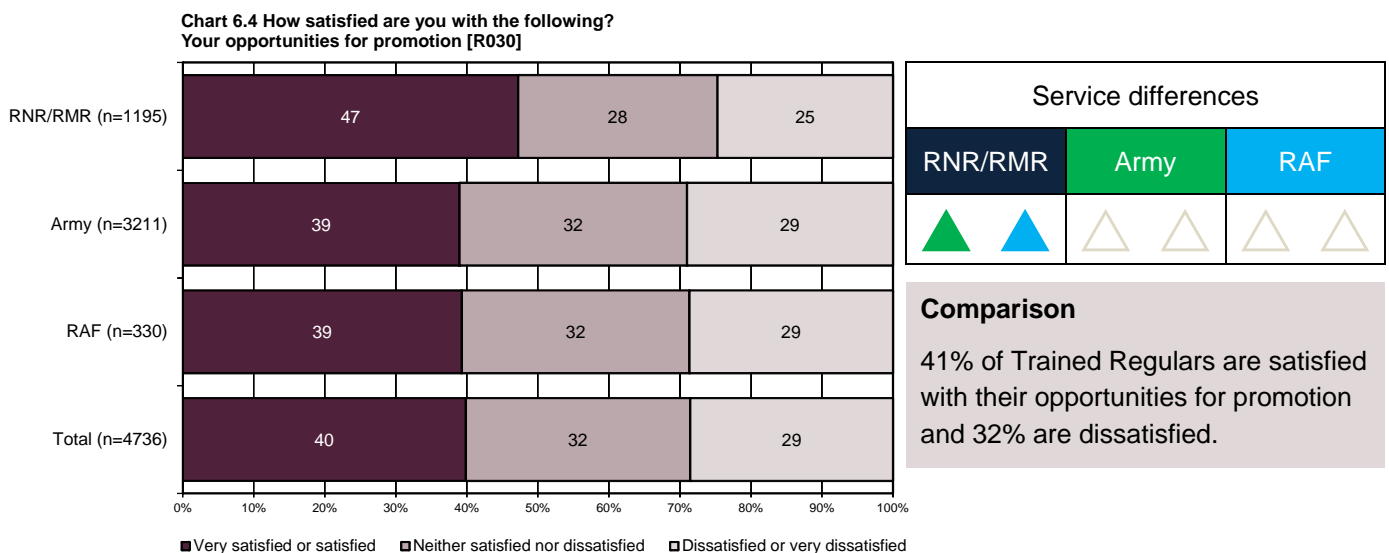


Your opportunities for promotion

29% of reservists are dissatisfied with their opportunities for promotion. Satisfaction is higher in the Maritime Reserve than in the Army Reserve or RAF Reserve.

25% of reservists reported joining the Reserves for 'career opportunities in the Reserves' making this the sixteenth most popular reason for joining from the 18 possible reasons.

However, among those volunteer reservists that intend to voluntarily leave the Reserves within the next year, 25% cited 'lack of opportunity for promotion' as one of the reasons that played a part in their decision, making this the third most popular reasons for intending to voluntarily leave the Reserves from the 20 possible reasons.



Section 7 - Perception of Reserves

Section 7 includes Service results from the following questions:

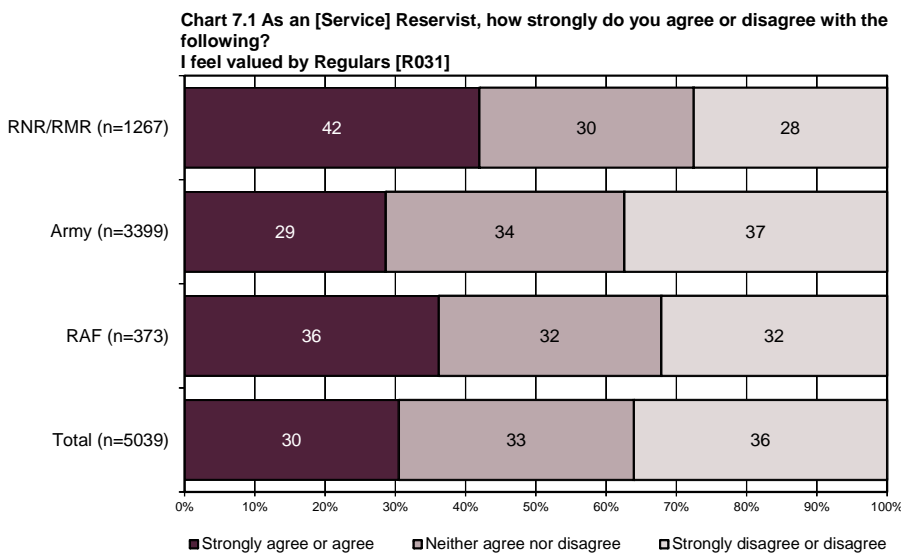
Chart 7.1 I feel valued by Regulars

Chart 7.2 I am treated as an equal member of the [Service] by Regulars

Chart 7.3 I feel valued by society

I feel valued by Regulars

Just under a third (30%) of volunteer reservists agree or strongly agree that they feel valued by Regulars, while over a third (36%) disagree or strongly disagree that they feel valued by Regulars. Reservists in the Maritime Reserve are most likely to report feeling valued by Regulars (42%) and Reservists in the Army Reserve are least likely to report feeling valued by Regulars (29%).



Service differences

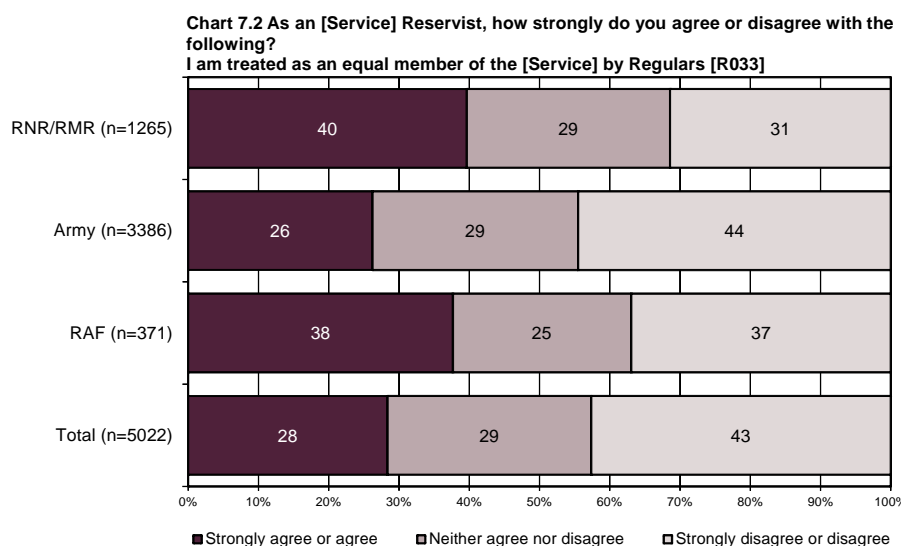
RNR/RMR	Army	RAF
▲▲	△△	△▲

Comparison

Of the 50% of Trained Regulars who had working contact with a Reservist in the last two years, 62% rated their contribution to the Service as valuable and 35% rated their contribution as not very valuable.

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

While over a quarter (28%) of volunteer reservists agree or strongly agree that they are treated as an equal member of the Service by Regulars, 43% disagree that they are treated as an equal member of the Service by Regulars. These results are largely driven by the Army Reserve where 44% disagree or strongly disagree that they are treated as an equal member of the Army by Regulars. Among those volunteer reservists that intend to voluntarily leave the Reserves within the next year 8% cited that they 'don't like the way Regulars treat me' as a reason that played a part in their decision, making this the seventeenth most popular reason for intending to leave the Reserves out of the possible 20 reasons.



Service differences

RNR/RMR	Army	RAF
▲△	△△	△▲

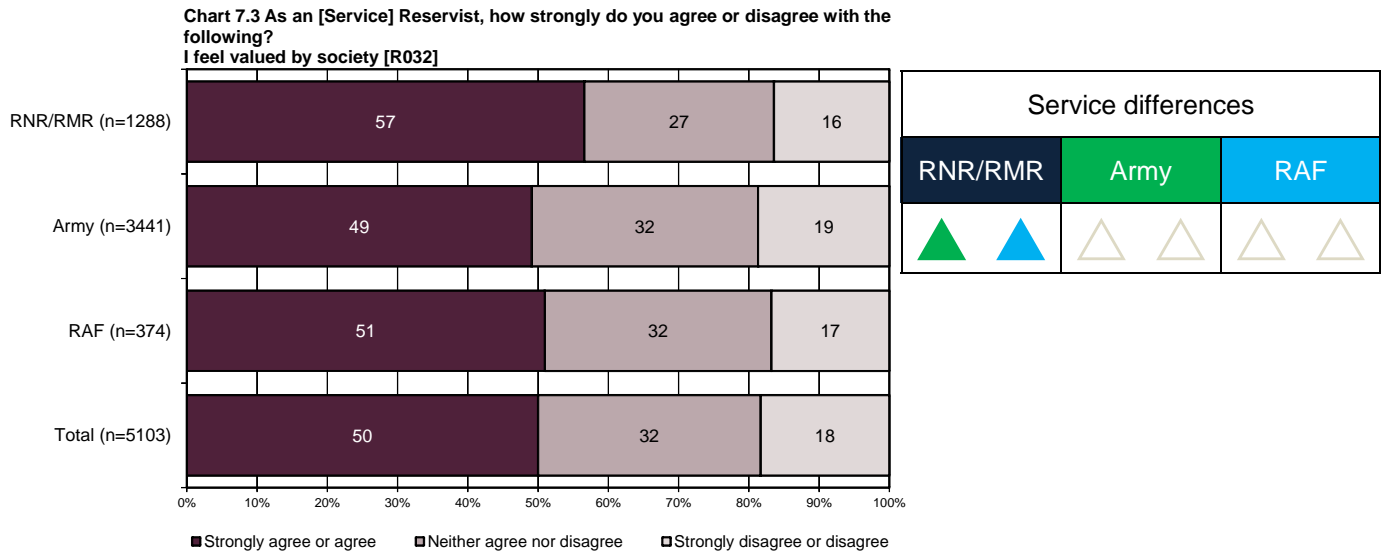
Comparison

Of the 50% of Trained Regulars who had working contact with a Reservist in the last two years, 52% felt that the Reserves were well integrated into the Service and 45% felt that the Reserves were not very well integrated into the Service.

I feel valued by society

Half (50%) of volunteer reservists agree or strongly agree that they feel valued by society. Maritime reservists are more likely to feel valued by society than Army reservists and RAF reservists.

69% of volunteer reservists joined the Reserves to serve their country making it the second most popular reason for joining. In addition 63% of volunteer reservists report that one of the main reasons why they remain in the Reserves is to serve their 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.



Section 8 - Family support

Section 8 includes Service results from the following questions:

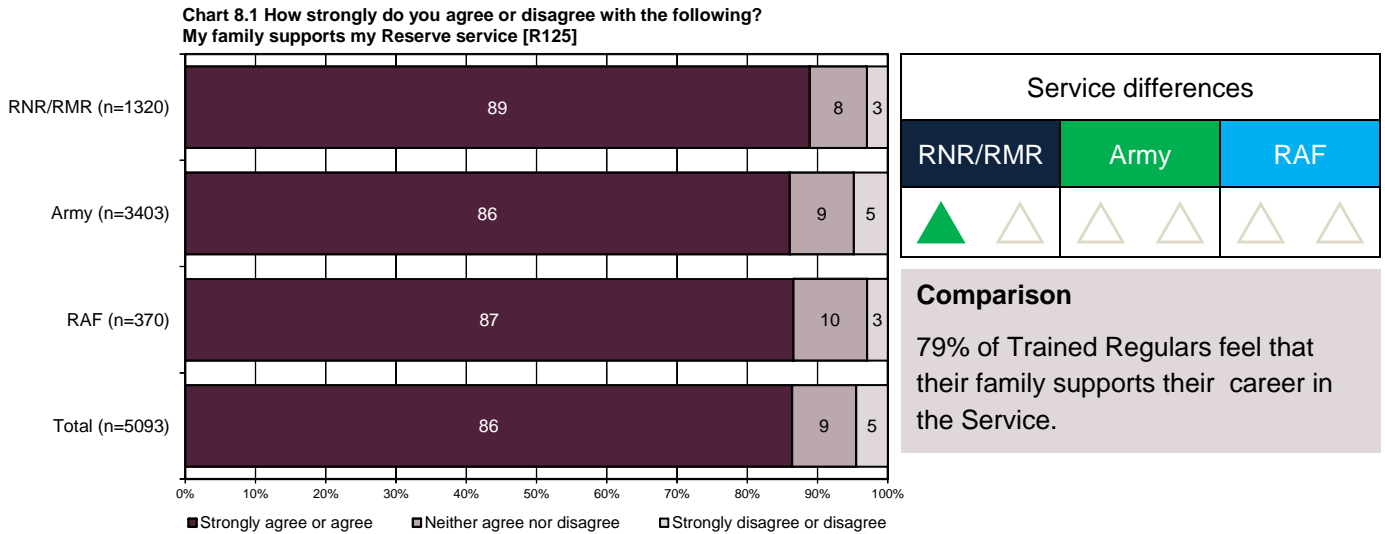
Chart 8.1 My family supports my Reserve service

Chart 8.2 My family values my Reserve service

Chart 8.3 My family would prefer that I was not a reservist

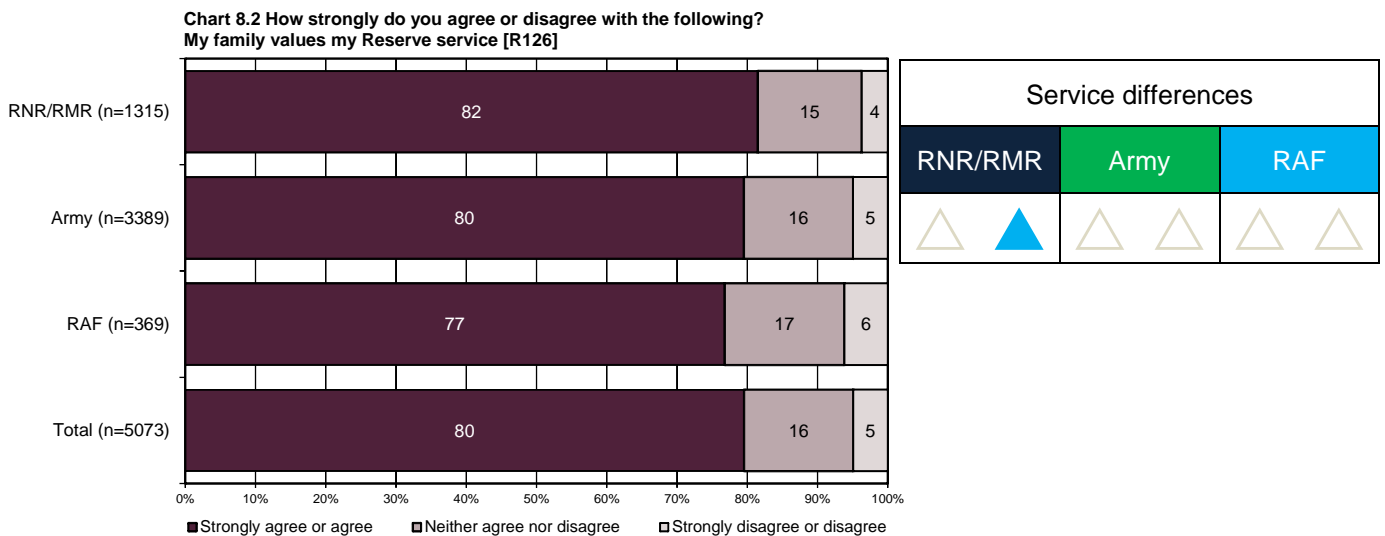
My family supports my Reserve service

Around nine in ten (86%) of volunteer reservists agree that their family supports their Reserve service.



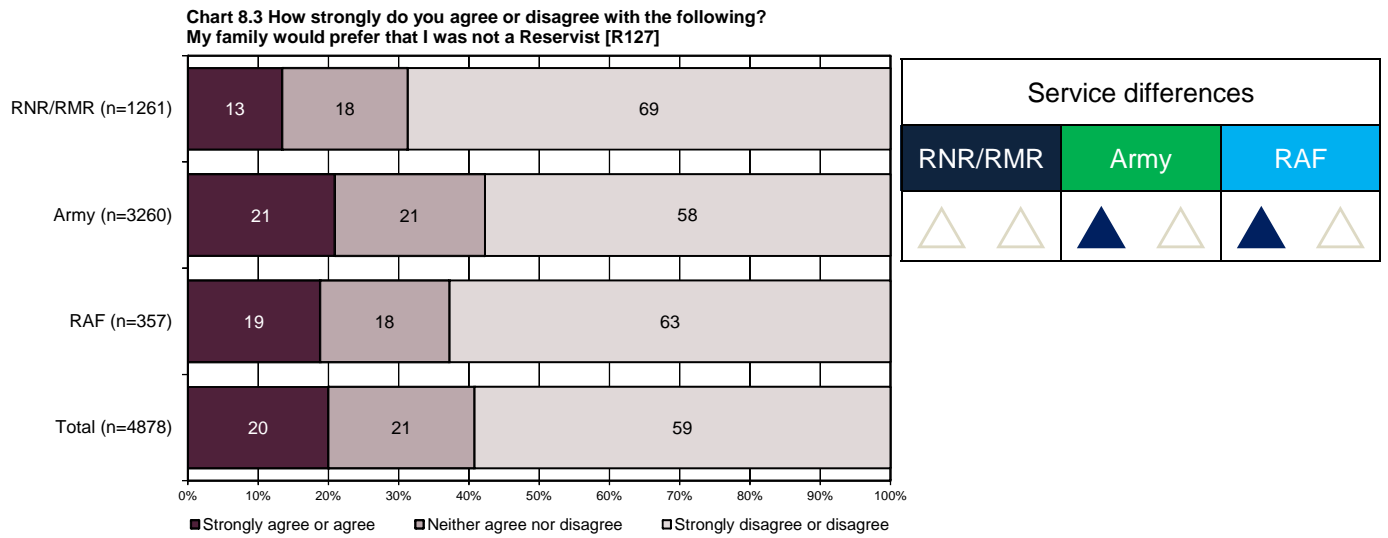
My family values my Reserve service

Four in five (80%) of volunteer reservists feel that their family values their Reserve service.



My family would prefer that I was not a reservist

One in five (20%) of volunteer reservists believe that their family would prefer that they were not a reservist; this figure drops to just over one in ten (13%) among Maritime reservists.



Section 9 - Mobilisation

Section 9 includes Service results from the following questions:

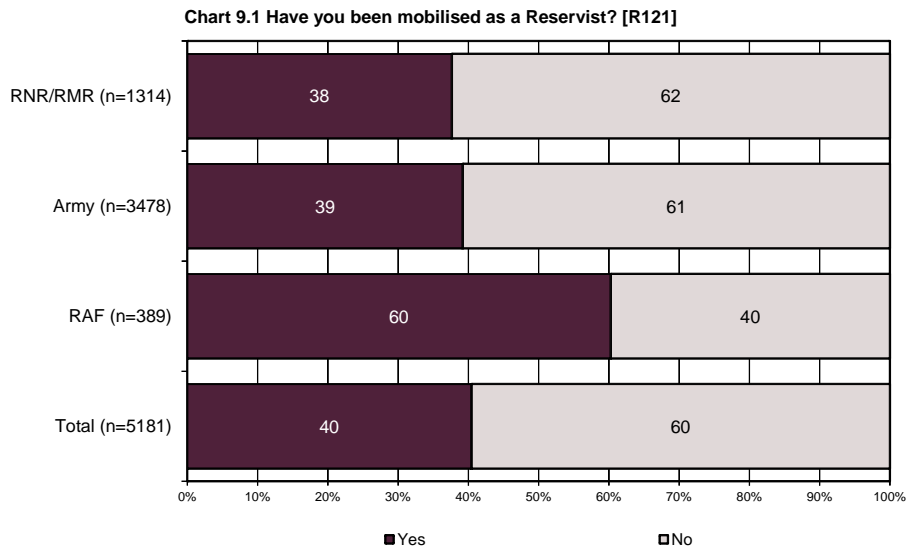
Chart 9.1 Have you been mobilised as a reservist

Chart 9.2 The support you received from the [Service] when you were last mobilised

Chart 9.3 The support your family received from the [Service] when you were last mobilised

Have you been mobilised as a reservist

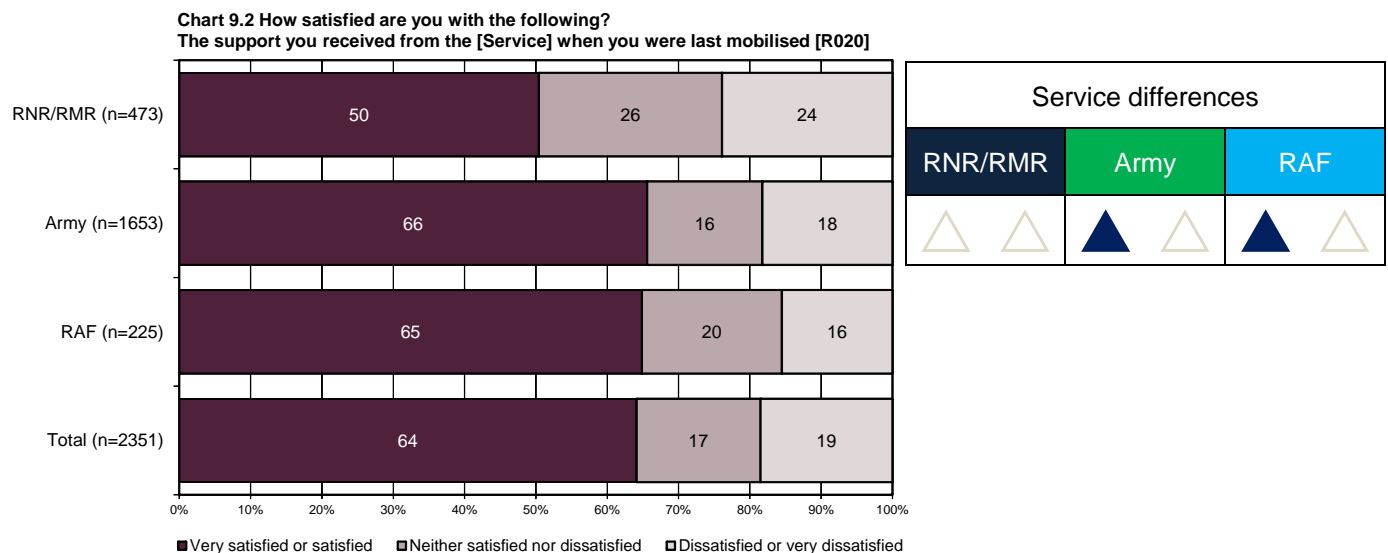
40% of respondents had been mobilised; this figure rises to 60% amongst the RAF Reserves.



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

Almost two thirds (64%) of volunteer reservists are satisfied with the support they received from the Service when they were last mobilised. The level of satisfaction is lower in the Maritime Reserve with half (50%) satisfied with the support they received from the Service when they were last mobilised and one quarter (24%) dissatisfied.

Of those respondents that have been mobilised, half (49%) reported last being mobilised during or prior to 2010. It should therefore be noted that a large proportion of the responses to this question are based on mobilisations that took place several years ago.

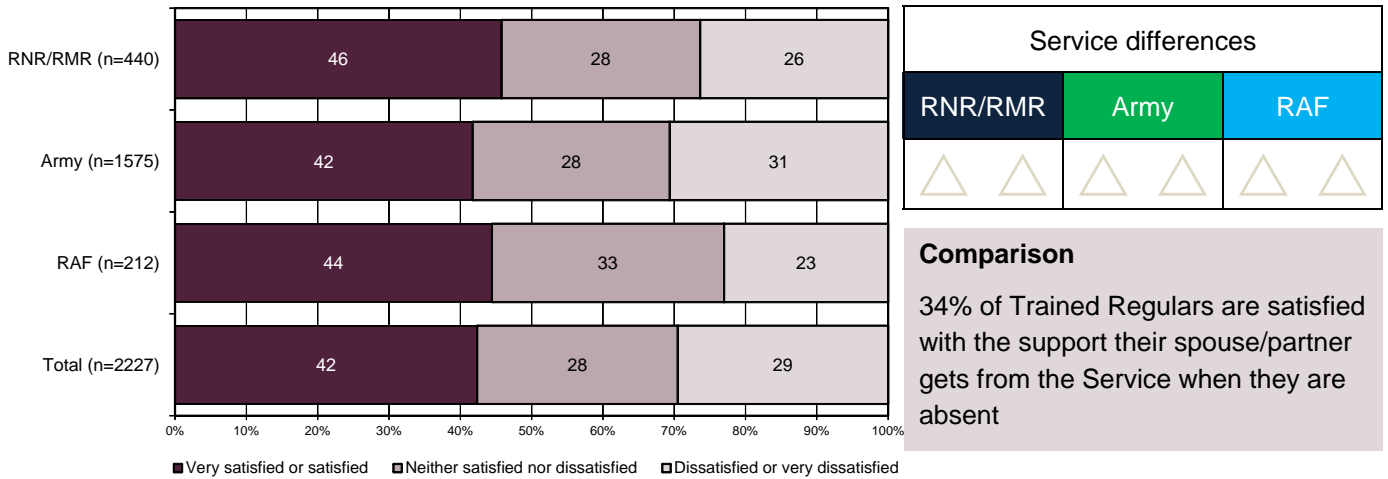


The support your family received from the Service when you were last mobilised

While 42% of volunteer reservists are satisfied with the amount of support their family received from the Service when they were last mobilised, a further 29% are dissatisfied. Levels of satisfaction are broadly similar across the Services.

Of those respondents that have been mobilised, half (49%) reported last being mobilised during or prior to 2010. It should therefore be noted that a large proportion of the responses to this question are based on mobilisations that took place several years ago.

Chart 9.3 How satisfied are you with the following?
The support your family received from the [Service] when you were last mobilised [R021]



Section 10 - Your civilian employment

Section 10 includes Service results from the following questions:

Chart 10.1 What is your current employment status

Chart 10.2 What type of organisation do you work for in your main civilian job

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

Chart 10.4 My main civilian employer supports my Reserve service

Chart 10.5 My main civilian employer values my Reserve service

Chart 10.6 My main civilian employer would prefer that I was not a Reservist

Chart 10.7 My civilian colleagues support my Reserve service

Chart 10.8 Being a Reservist is good for my civilian career

Chart 10.9 I use my civilian skills in the [Service] Reserve

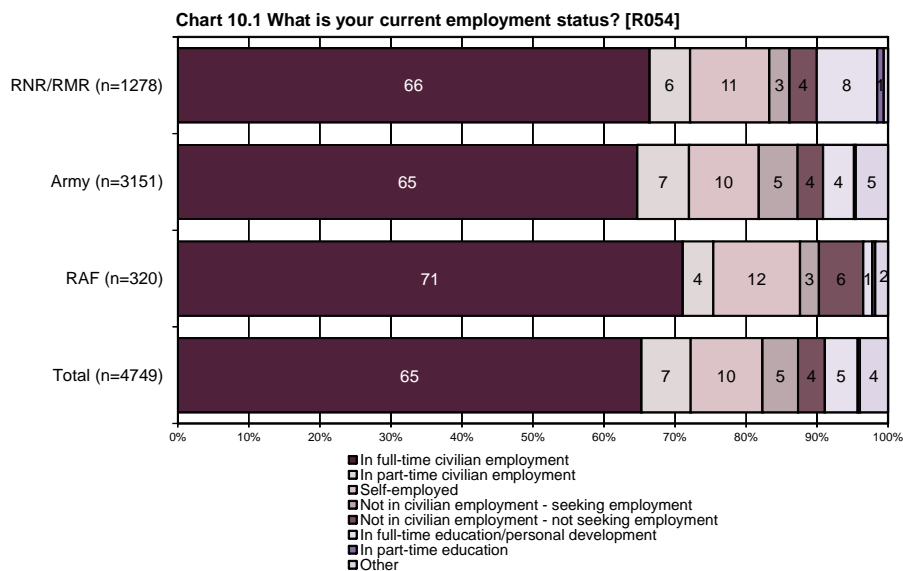
Chart 10.10 I use skills gained through my military experience in my civilian employment

Chart 10.11 Do you believe that you have been advantaged in your civilian job as a result of your Reserve service in the last 12 months?

Chart 10.12 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?

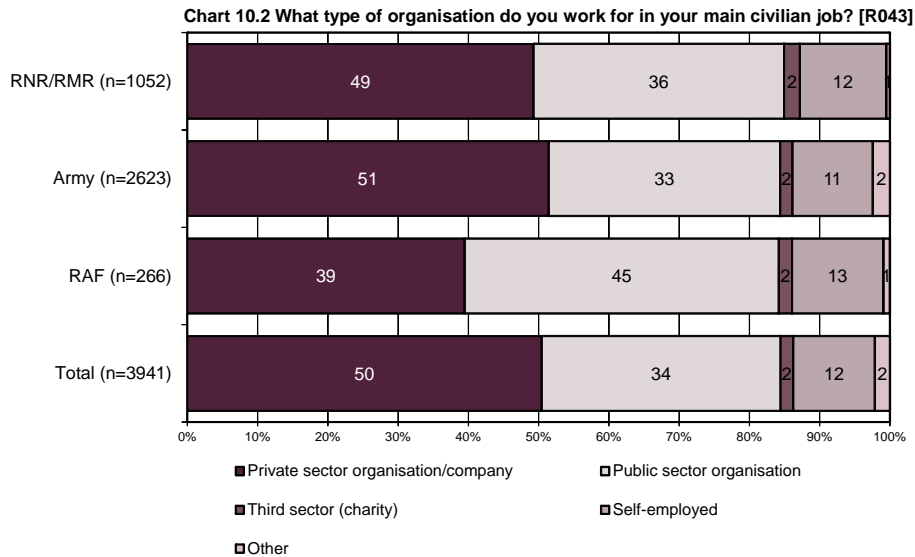
What is your current employment status

Four in five (82%) of volunteer reservists are in some form of employment. Two thirds (65%) are employed full-time, 7% are employed part-time, and 10% are self-employed.



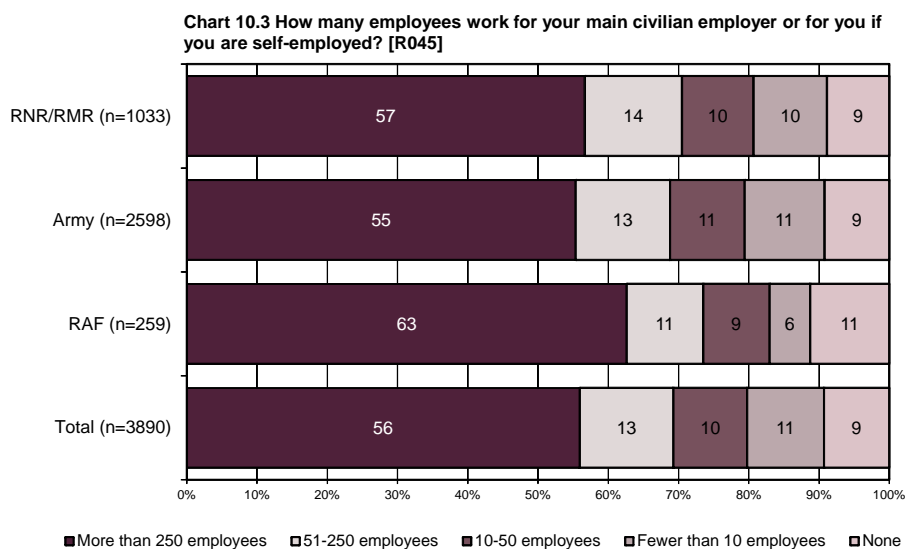
What type of organisation do you work for in your main civilian job

Of those reservists that are employed, half (50%) work in the private sector, a third (34%) work in the public sector, and just over one in ten (12%) are self-employed. The RAF Volunteer Reserve is made up of a larger proportion of reservists from public sector organisations (45%) than is found in the Maritime Reserve or Army Reserve. Office for National Statistics (ONS) [Labour Market statistics](#) show that 82.6% of the UK population in employment worked in the private sector and the remaining 17.4% worked in the public sector as at December 2014.



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

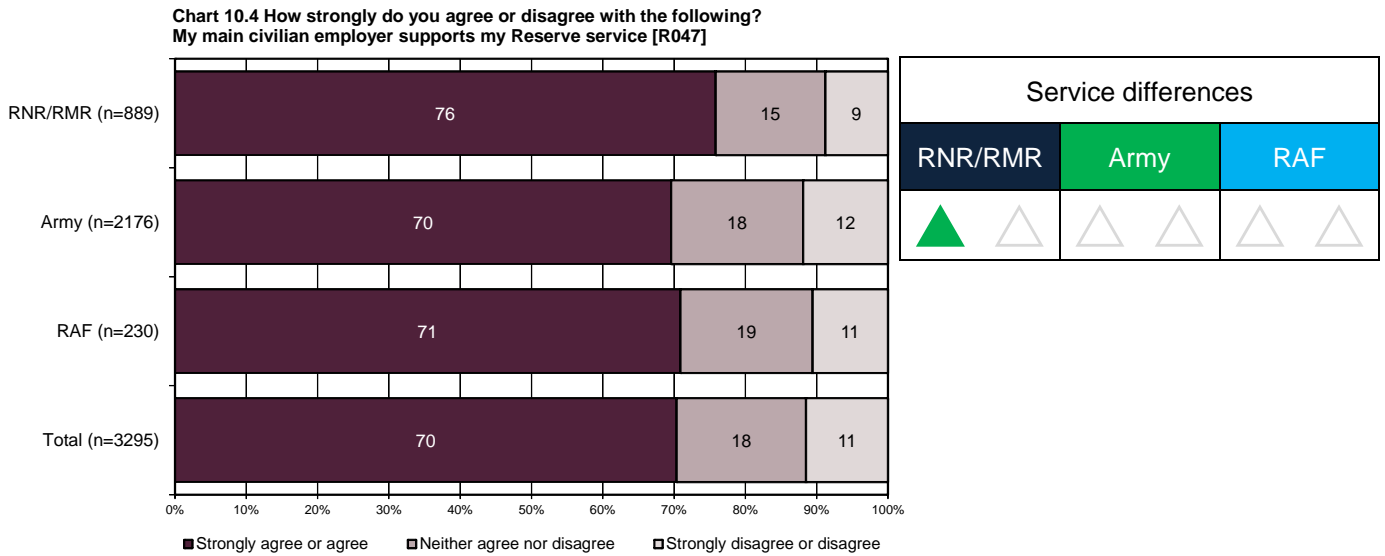
Of those volunteer reservists that are in work, over two thirds (69%) either employ over 50 employees or work for an employer that employs over 50 employees. The RAF has a larger proportion of reservists either employee more than 250 employees or work for an employer that employs more than 250 employees when compared to the Maritime Reserve and Army Reserve and this may reflect the larger proportion of reservists in the RAF that work in a public sector organisation.



My main civilian employer supports my Reserve service

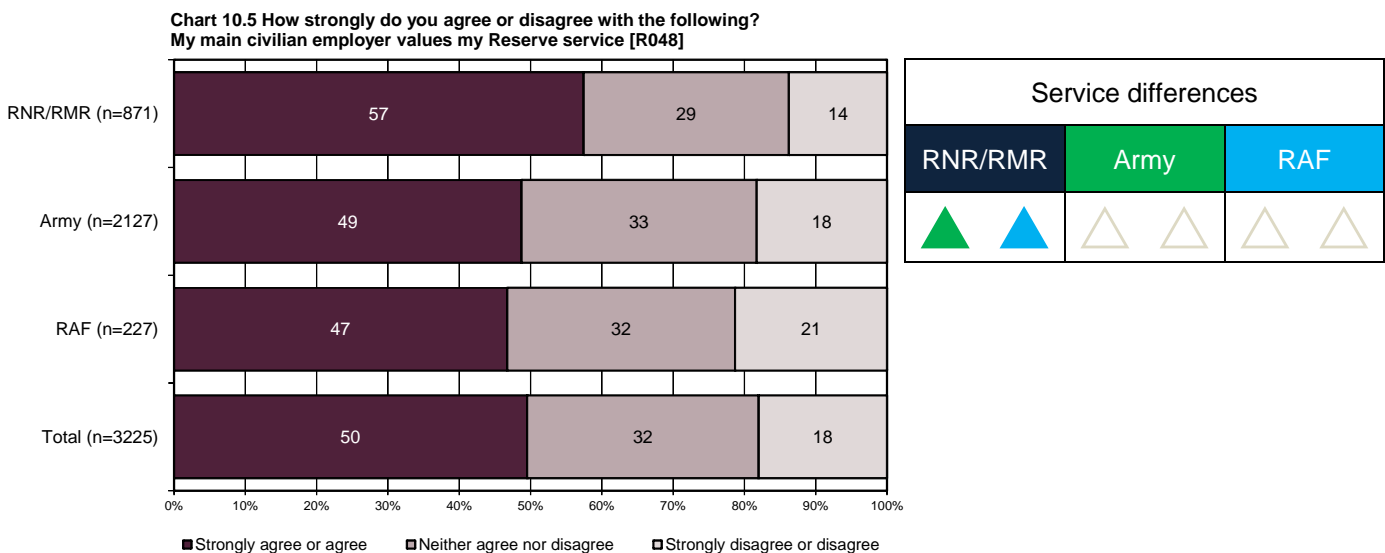
Over two thirds (70%) of volunteer reservists feel that their employer supports their Reserve service, while one in ten (11%) feel that their employer doesn't support their Reserve service. The Maritime Reserve has a higher level of employer support than the level of support found in the Army Reserve.

Of those volunteer reservists that intend to voluntarily leave within the next year, 22% reported 'work or employer pressures' as a factor that played a part in their decision to leave making this the seventh most popular reason for intending to voluntarily leave the Reserves from the 20 possible reasons.



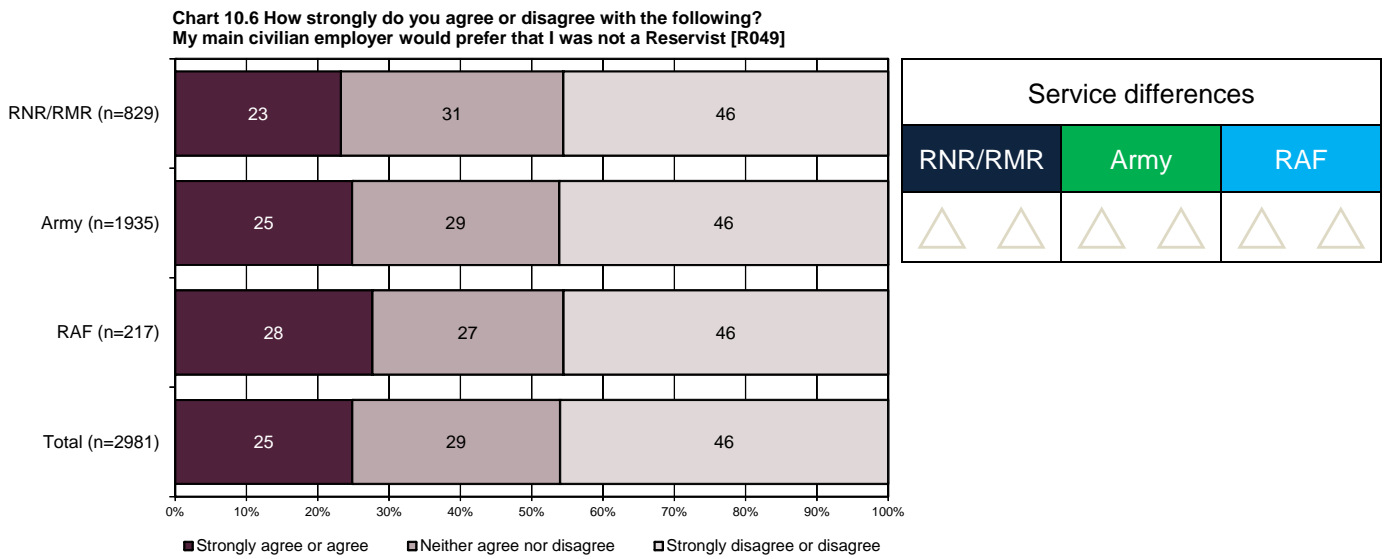
My main civilian employer values my Reserve service

Half (50%) of volunteer reservists agree or strongly agree that their civilian employer values their Reserve service; almost one in five (18%) reservists disagree or strongly disagree 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 and RAF reservists.



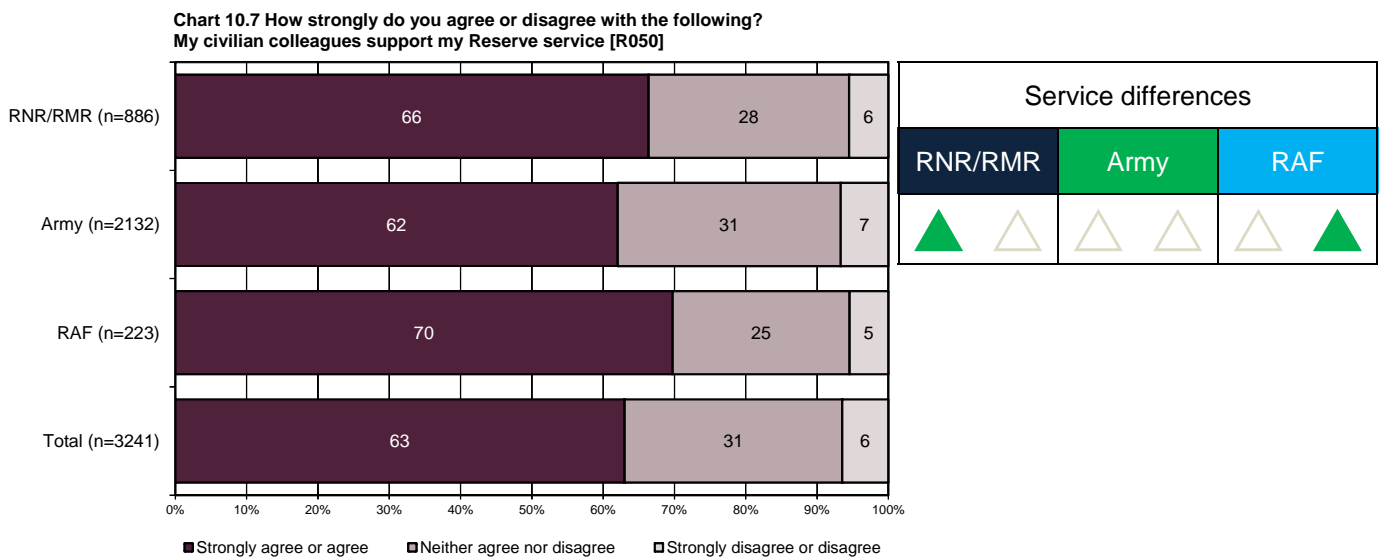
My main civilian employer would prefer that I was not a reservist

A quarter (25%) of volunteer reservists believe that their main civilian employer would prefer that they were not a reservist.



My civilian colleagues support my Reserve service

Just under two thirds (63%) of volunteer reservists feel that their civilian colleagues support their Reserve service; one in twenty (6%) feel that their civilian colleagues do not support their Reserve service. Reservists in the Maritime Reserve and RAF Reserve are more likely to feel supported by their civilian colleagues than are reservists in the Army Reserve.



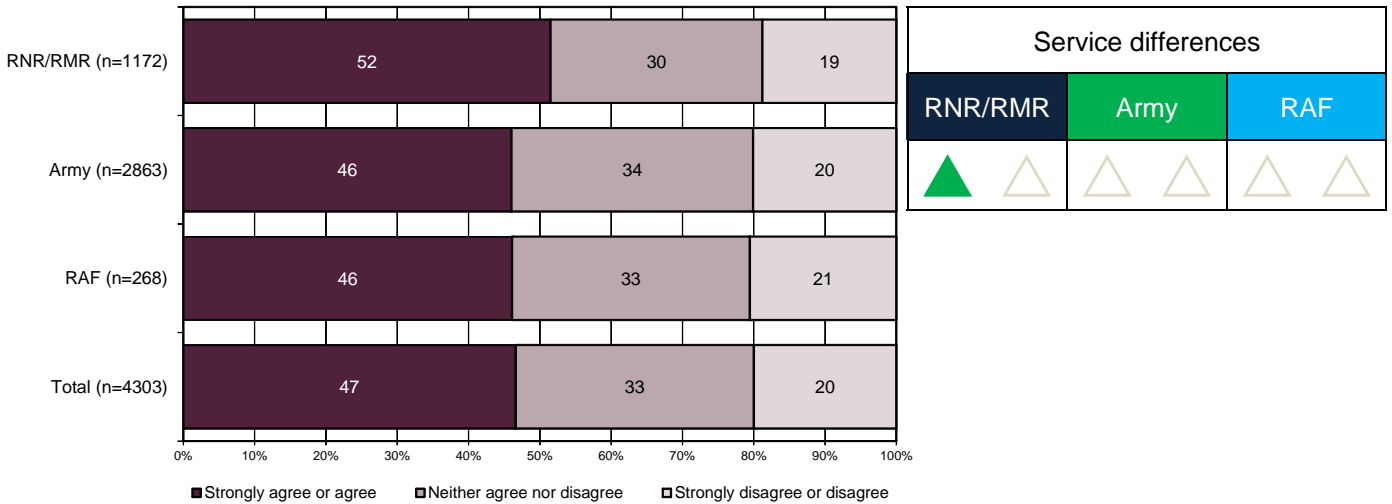
Being a Reservist is good for my civilian career

Over twice as many (47%) of volunteer reservists agree or strongly agree that being a reservist is good for their civilian career compared with one in five (20%) who disagree or strongly disagree that being a reservist is good for their civilian career.

22% of volunteer reservists reported that one of the main reasons they joined the Reserve was to develop their civilian career, making this the seventeenth most popular reason for joining the Volunteer Reserve from the 18 possible reasons.

23% of volunteer reservists reported that one of their main reasons for staying in the Reserve is to develop their civilian career, making this the seventeenth most popular reason for staying in the Reserve

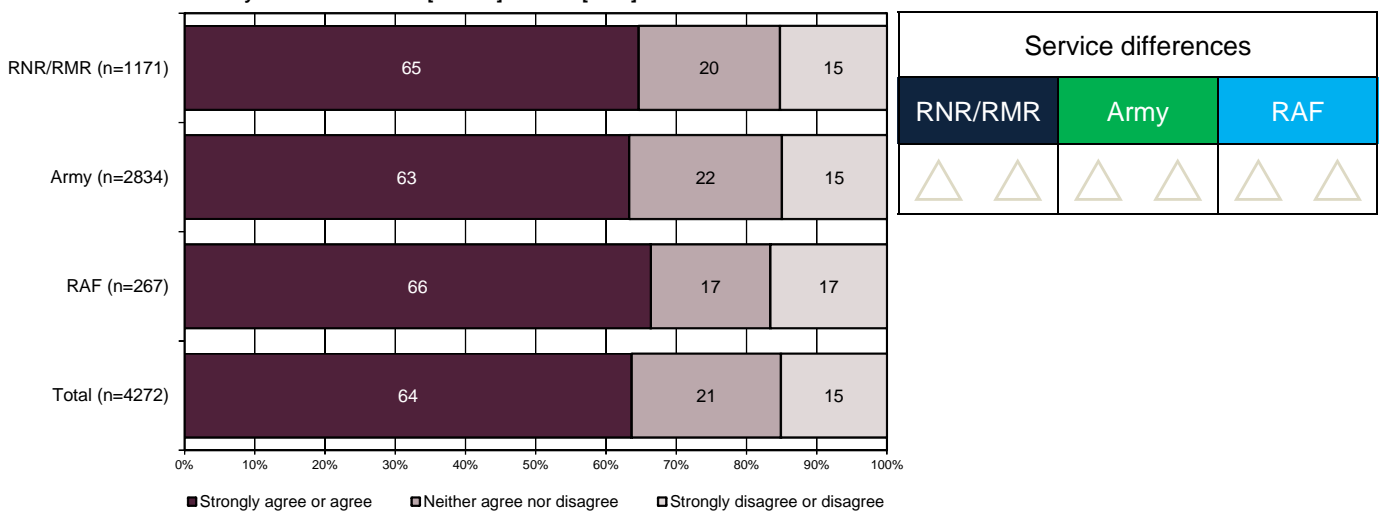
**Chart 10.8 How strongly do you agree or disagree with the following?
Being a Reservist is good for my civilian career [R051]**



I use my civilian skills in the Reserves

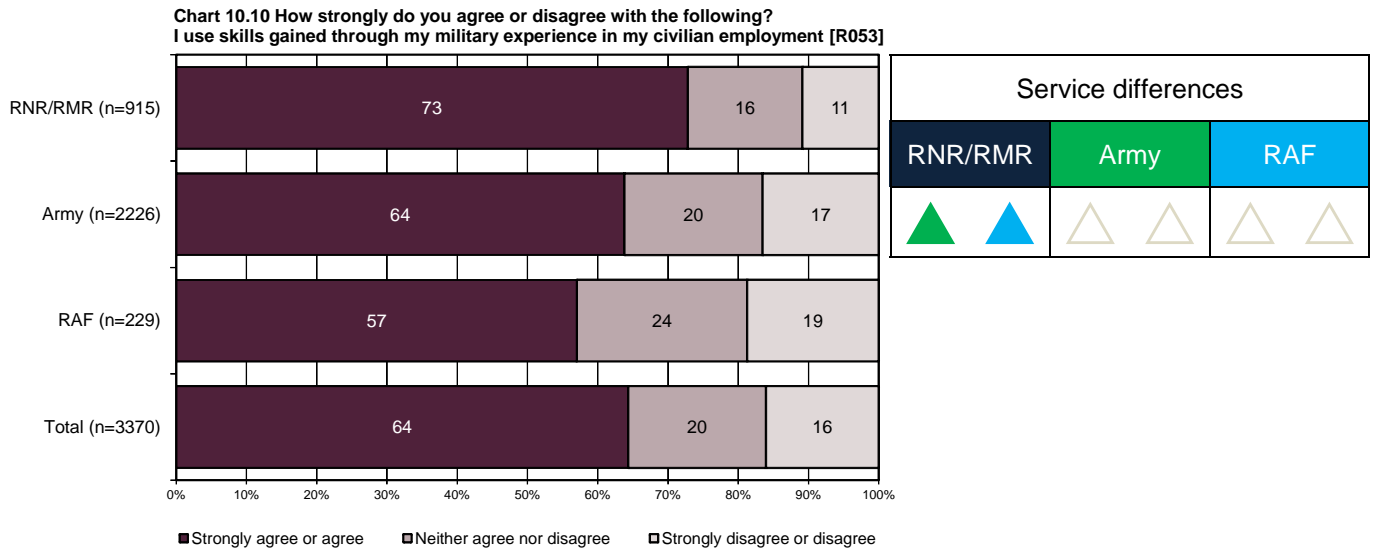
Around two thirds (64%) of volunteer reservists believe they use their civilian skills in the Reserves.

**Chart 10.9 How strongly do you agree or disagree with the following?
I use my civilian skills in the [Service] Reserve [R052]**



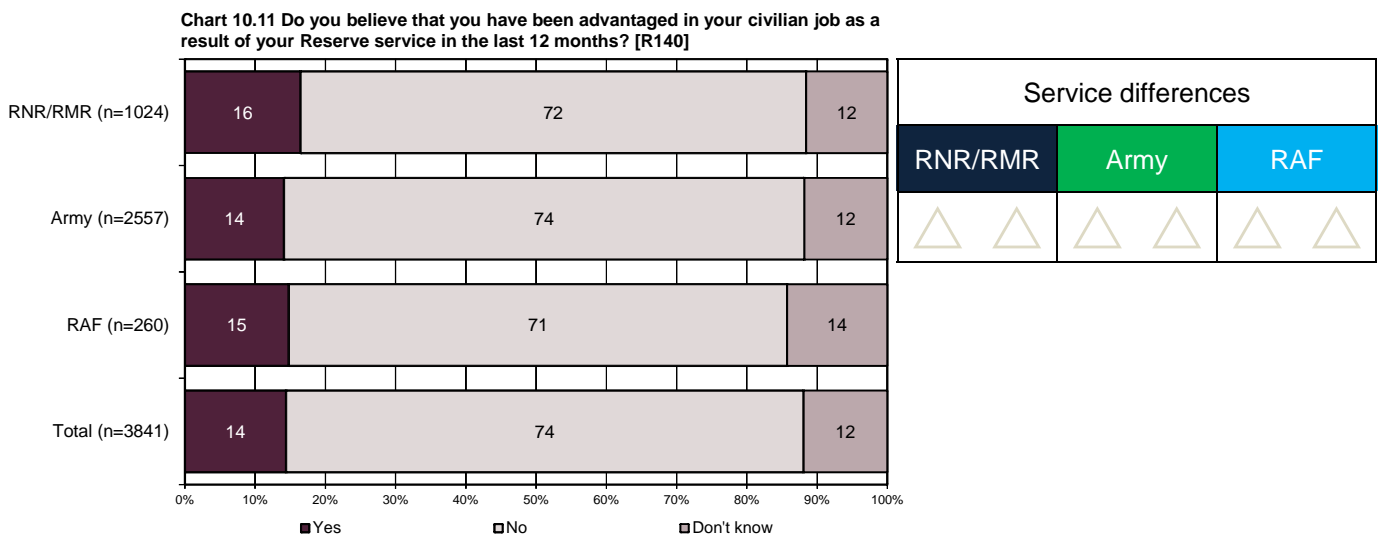
I use skills gained through my military experience in my civilian employment

Just under two thirds (64%) of volunteer reservists believe they use skills gained through their military experience in their civilian employment. Maritime reservists are more likely to believe they use the skills gained through their military experience in their civilian employment than Army reservists or RAF reservists.



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)

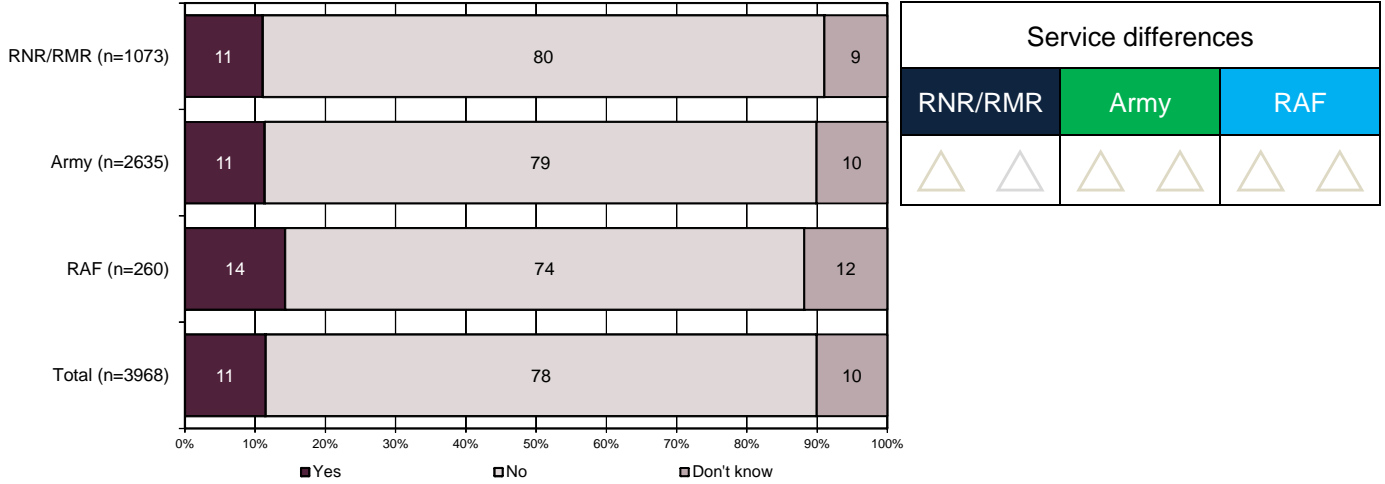
14% of volunteer reservists believe that they have been advantaged in their civilian job as a result of their Reserve service in the last 12 months.



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

Chart 10.12 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? [R123]



Methodology

1. Target population

The target population for RESCAS 2015 is all volunteer reservists excluding Non-Regular Permanent Staff (NRPS) in the Army.

2. The survey

Data collection took place between January and March 2015.

The RAF used a census approach. However, the RAF excluded hard to reach volunteer reservists including those that were currently deployed, after exclusions the RAF sent out 1,509 questionnaires to volunteer reservists. RAF volunteer 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 12,428 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. 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. The Army sample design resulted in taking a census of Army Officers.

The Maritime Reserve used a census approach by sending questionnaires to all its 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.

3. The sample and respondents

The total RESCAS 2015 sample consisted of 16,979 volunteer reservists.

5,215 responses were used in the RESCAS 2015 analysis, giving an overall response rate of 31%. The response rate among Officers is 43% while the response rate among Other Ranks is 26%. 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	878	426	49%
	Ratings	2,164	904	42%
	Total	3,042	1,330	44%
Army Volunteer Reserves	Officers	3,882	1,640	42%
	Soldiers	8,546	1,855	22%
	Total	12,428	3,495	28%
RAF Volunteer Reserves	Officers	271	99	37%
	Airmen	1,238	291	24%
	Total	1,509	390	26%
All Volunteer Reserves	Officers	5,031	2,165	43%
	Ranks	11,948	3,050	26%
	Total	16,979	5,215	31%

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 2015 analysis

Weighting Class	Weighting Applied	Weighting Class	Weighting Applied	Weighting Class	Weighting Applied
RNR Officer	2.02	Army OF5+	2.19	RAF OF4+	2.35
RMR Officer	2.84	Army OF3/OF4	2.27	RAF OF3	3.46
RNR Ratings/ORs	2.24	Army Officer Cadet/ Untrained 2Lt (not completed Ph2 training)/ Trained 2Lt (completed Ph2 training)/ Lt/ Capt - OF(D)/	3.34	RAF OF2	3.19
RMR Ratings/ORs	2.80	Army OR8/OR9	6.72	RAF OF1	4.00
		Army OR6/OR7	7.81	RAF OR9	2.05
		Army OR3/OR4	10.78	RAF OR7	2.28
		Army Trained - OR1/OR2	10.13	RAF OR6	3.85
		Army Untrained - OR1/OR2	31.92	RAF OR1/OR2/OR4	6.68

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 5% 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 5% probability that the difference is the result of chance alone).

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. An index is available within the Excel tables. Each table is

broken down by Service and with a Total column referring to all the volunteer reserve services 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

Defence Statistics welcomes feedback on our statistical products. If you have any comments or questions about this publication or about our statistics in general, you can contact us as follows:

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If you require information which is not available within this or other available publications, you may wish to submit a Request for Information under the Freedom of Information Act 2000 to the Ministry of Defence. For more information, see:

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