

# UK Reserves Continuous Attitude Survey Results 2017

● Annual

Published: 29 June 2017

United Kingdom

## About ResCAS

The Tri-Service Reserves Continuous Attitude Survey (ResCAS) provides Volunteer Reservists with the opportunity to feedback on what life is like in the Reserves. The survey covers topics such as reasons for joining, staying and leaving; pay; training; career progression; Regular-Reserve integration; and family and employer support.

## About this statistical release

Results are reported by Service and Officers/ Other Ranks to reflect the differences between Maritime, Army and RAF Reservists' roles, experiences and Terms and Conditions of Service, along with comparisons to 2016 and 2015 results, and to trained Regular Armed Forces results where available.

## How the results are used

Statistics from ResCAS are used to inform the development of policy and measure the impact of decisions affecting reservists, such as those relating to the development of a modernised employment offer for the Armed Forces.

Volunteer Reserves tell us there has been little change since 2016...

### Satisfaction with life in the Reserves



**77%**  
are **satisfied**  
with life in the Reserves



**84%**  
would **recommend**  
joining the Reserves to others

### Feeling valued



**50%**  
feel valued by  
**Society**



**33%**  
feel valued by  
**Regulars**

### Top reasons for joining



Serve Country



The Challenge



Personal Development

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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](mailto:DefStrat-Stat-WDS-Pubs@mod.uk)

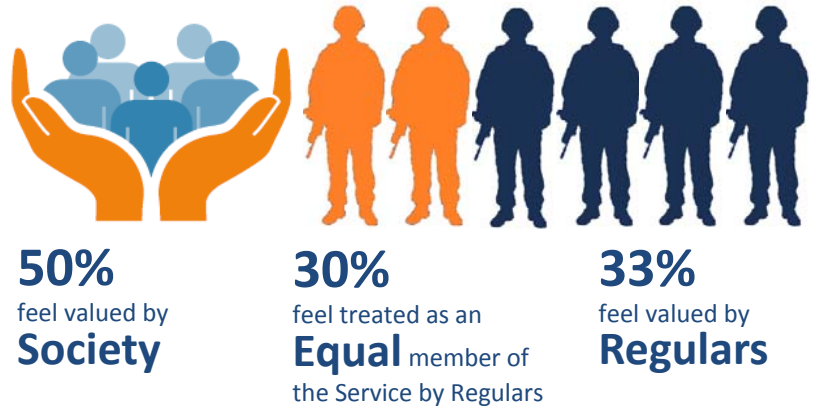
# Summary findings - Infographic

Volunteer Reserves tell us there has been little change since 2016...

## Satisfaction with life in the Reserves



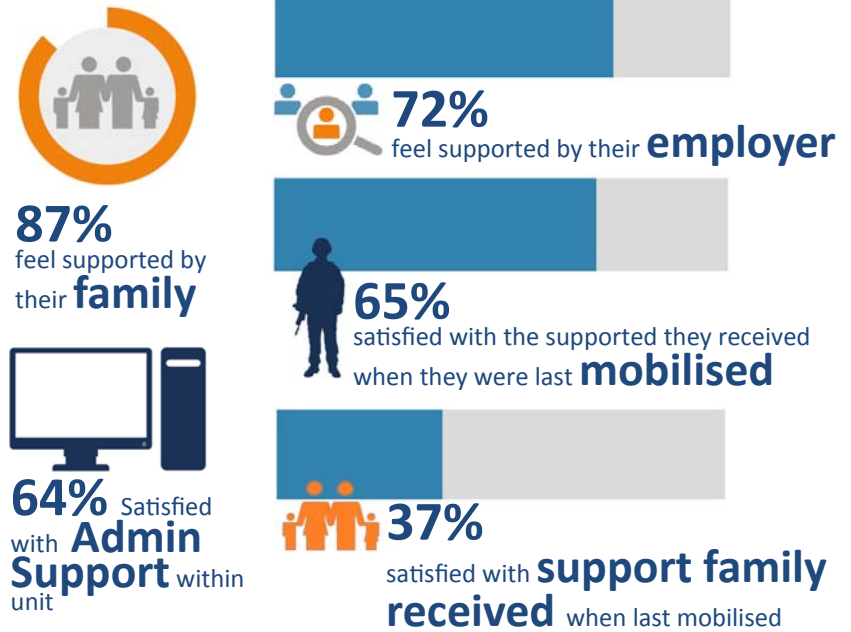
## Feeling valued



## Top reasons for joining



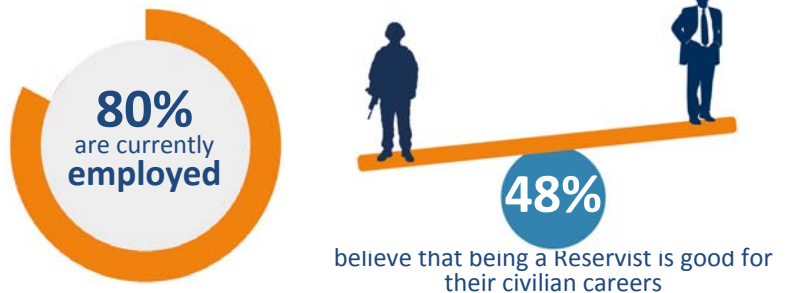
## Support



## Top reasons for staying



## Civilian employment



## Top reasons for leaving



## Area for improvement



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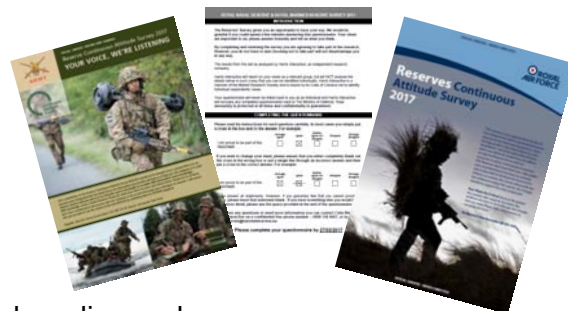
Reference tables and Tri-Service questions for ResCAS 2017 are published as separate documents and can be found on the ResCAS webpage here:

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

# Introduction

## About these statistics

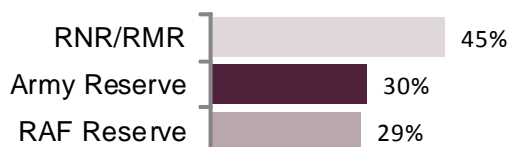
ResCAS is a Tri-Service annual survey of volunteer reservists and is one of the main ways that the Department gathers information on the attitudes and experiences of volunteer reservists. The data is used to inform and shape decisions and policy development in a range of areas including remuneration, training, equipment, support, and Conditions of Service (COS). The survey is bi-modal, being distributed through on-line and paper questionnaires. Between January and March 2017, 5,442 Service personnel responded to the survey (a response rate of 33%).



The first Tri-Service Reserves survey questions were asked in 2014, however due to substantial changes in 2015 to the ResCAS Army survey methodology and to the Army and RAF target populations, 2014 results are not comparable and no comparisons to the 2014 results have been made in this publication. Comparisons to UK Trained Regular personnel results are presented where available, sourced from [AFCAS 2017](#).

## Response Rates

Overall, 5,442 responses were received, representing a response rate of 33%. This represents a 1% point decrease since 2016.



## Background

ResCAS 2017 was distributed at a time of change for the MOD, including the continuation of high-level change programmes such as the development of a modernised employment offer for the Armed Forces.

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

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

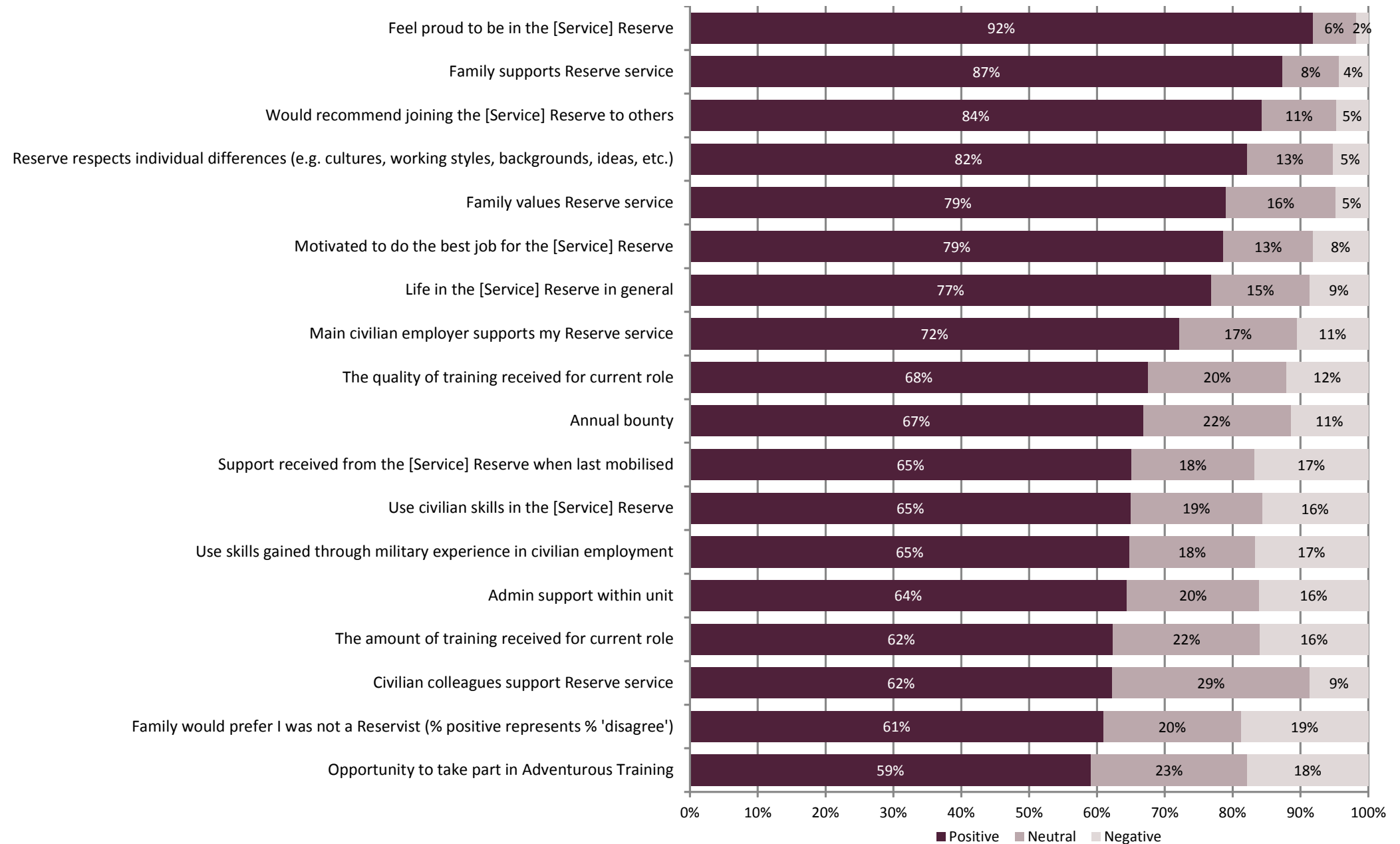
Detailed [reference tables](#) of the results and a list of the [Tri-Service survey questions](#) are published separately.

### Notes:

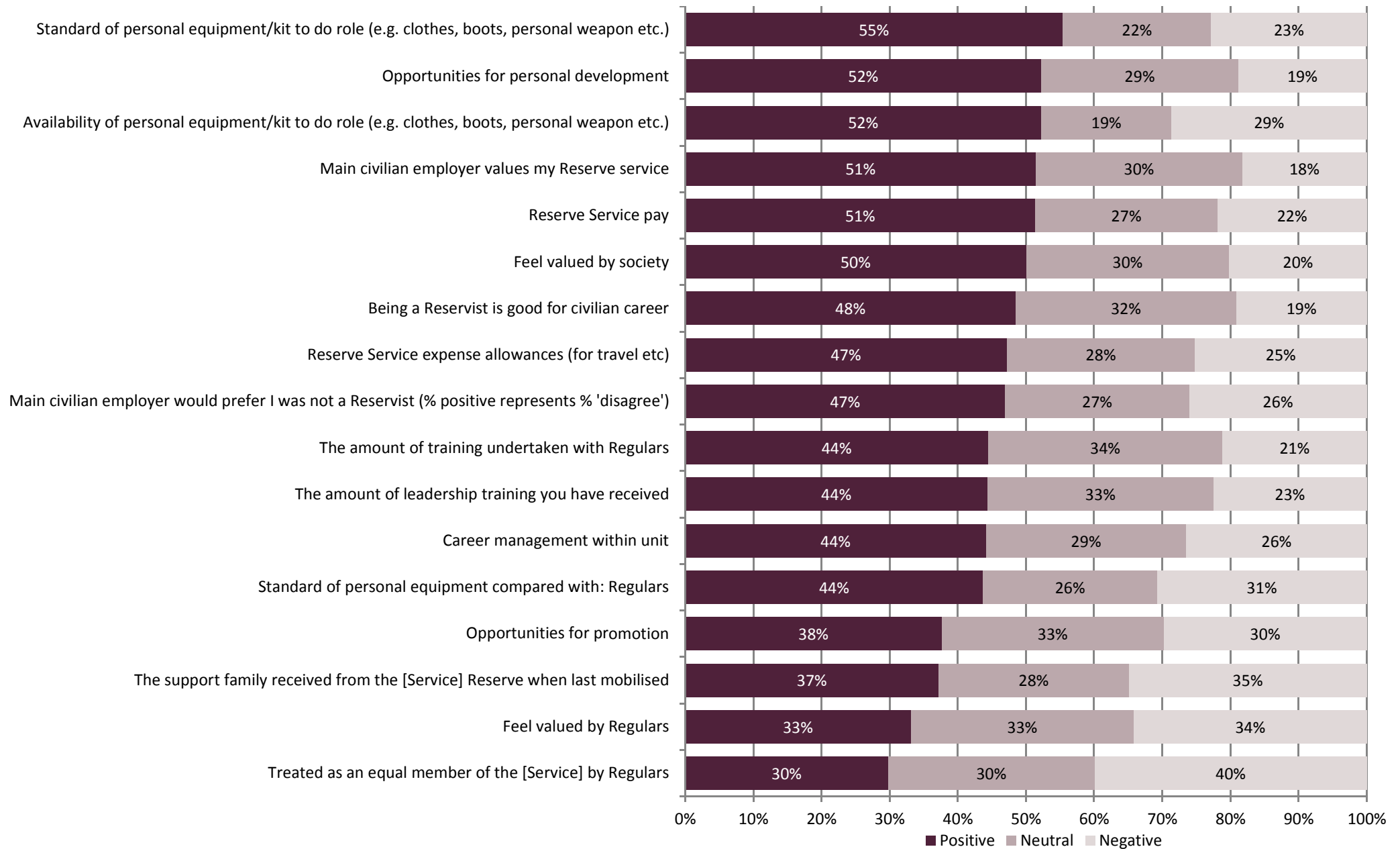
*Throughout the report, attitudinal questions have generally been regrouped to assist in analysing results and to aid interpretation. For example, questions asked at a 5-point level (e.g. Strongly agree — Agree — Neither agree nor disagree — Disagree — Strongly disagree; and Very satisfied — Satisfied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

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

# Summary of attitudinal questions (highest to lowest positive scoring)



# Summary of attitudinal questions (highest to lowest positive scoring)



# Summary of changes since previous surveys (attitudinal questions)

## Since 2016...

No increases in % positive responses since 2016 to any of the attitudinal questions

A decrease in % positive responses since 2016 for:

Standard of personal equipment/kit you have to do your role

Support from Civilian colleagues

## Since 2015...

An increase in % positive since 2015 for:

Admin support within unit

Opportunities for Personal development

A decrease in % positive since 2015 for:

Standard of personal equipment/kit to do your role

Annual Bounty

Support family received from the Reserve when last mobilised

### Attitudinal questions where there has been an increase in % positive since previous surveys (Tri-Service Reserve totals)

	2017 % positive	Diff. from 2016	Diff. from 2015
How satisfied are you with the admin support within your unit	64	NS	5
How satisfied are you with your opportunities for personal development (see comparison 1 below)	52	NS	5

### Attitudinal questions where there has been a decrease in % positive since previous surveys (Tri-Service Reserve totals)

	2017 % positive	Diff. from 2016	Diff. from 2015
How satisfied are you with the standard of personal equipment/kit you have to do your role (e.g. clothes, boots, personal weapon etc.) (see comparison 2 below)	55	-5	-4
How far do you agree or disagree: My civilian colleagues support my Reserve Service	62	-5	NS
How satisfied are you with your Annual Bounty	67	NS	-5
How satisfied are you with the support your family received from the [Service] Reserve when you were last mobilised (see comparison 3 below)	37	NS	-5

NS indicates no statistically significant difference

#### Comparison 1— Opportunities for personal development

A decrease in satisfaction among Trained Regulars with their opportunities for personal development since 2015 from 57% satisfied to 54% satisfied in 2017

#### Comparison 2— Standard of personal equipment/kit

A decrease in satisfaction among Trained Regulars with the standard of personal equipment/kit they have to do their job since 2015 from 58% satisfied to 53% satisfied in 2017

#### Comparison 3— Support family received from Service

A decrease in satisfaction among Trained Regulars with the welfare support that their family, partner and/or parents received from the Service when they returned from operational deployment from 39% satisfied in 2016 to 36% satisfied in 2017

## Statistically significant differences between Officers and Other Ranks (% Positive, attitudinal questions)

Officers more positive than Other Ranks on over half of attitudinal questions (20 out of 35 questions); and no statistically significant differences for the remaining 15 attitudinal questions

Officers respond more positively than Other Ranks in the following areas:  
 Leadership Training and Personal Development opportunities  
 Career management and Promotion Opportunities  
 Transferring skills between their military and civilian employment and visa versa  
 Pay  
 Kit & equipment to do their role  
 Feeling valued  
 Support from civilian employer

Despite Officers being more satisfied in a number of areas including pay than Other Ranks, they have similar level of pride and a similar level of satisfaction with Service life in general

	Officers	Other Ranks	Difference
The amount of leadership training you have received	59%	41%	18%
Use skills gained through military experience in civilian employment	79%	62%	18%
Reserve Service pay	65%	48%	17%
Standard of personal equipment compared with Regulars	55%	41%	14%
I use my civilian skills in the [Service] Reserve	76%	62%	13%
I feel valued by Regulars	44%	31%	13%
Standard of personal equipment/kit you have to do your role	66%	53%	12%
Availability of personal equipment/kit you have to do your role	60%	51%	9%
The amount of training you have undertaken with Regulars	52%	43%	9%
I feel valued by society	57%	48%	9%
Your opportunities for personal development	59%	51%	9%
My main civilian employer values my Reserve Service	58%	50%	8%
My main civilian employer would prefer that I was not a Reservist: % disagree	53%	46%	8%
Your career management within your unit	50%	43%	7%
My main civilian employer supports my Reserve Service	78%	71%	7%
Your opportunities for promotion	43%	37%	6%
I feel motivated to do the best job I can for the [Service] Reserve	82%	78%	4%
I am treated as an equal member of the [Service] by Regulars	33%	29%	4%
Your opportunities to take part in Adventurous Training	62%	58%	4%
I would recommend joining the [Service] Reserve to others	88%	84%	4%

Positive % difference = Officer higher than Other Ranks



**Attitudinal questions by highest/lowest scoring Service** (% positive, where Service statistically significantly higher/lower than the other two Reserve Services)

	<b>Maritime Reserves</b>	<b>Army Reserves</b>	<b>RAF Reserves</b>
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Differences in rank structure between Services may account for some of the Service differences e.g., the Royal Navy Reserve, a large part of the Maritime Reserve, consists of a much larger proportion of Officers than the Army Reserve and RAF Reserve. Officers have responded more positively than Other Ranks to many of the survey questions

<p><b>Highest scoring</b></p>	<p>Reserve Service Pay</p> <p><b>Reserve Service expense allowances (for travel etc)</b></p> <p>The amount of training undertaken with Regulars</p> <p><b>The amount of leadership training you have received</b></p> <p>Opportunities for personal development</p> <p><b>Opportunities for promotion</b></p> <p>Main civilian employer supports Reserve Service</p> <p><b>Main civilian employer values my Reserve Service</b></p> <p>Being a Reservist is good for my civilian career</p> <p><b>Use skills gained through military experience in civilian employment</b></p>	<p>Reserve respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)</p>	<p>Availability of personal equipment/kit to do role (e.g. clothes, boots, personal weapon etc.)</p> <p><b>Standard of personal equipment/kit to do role (e.g. clothes, boots, personal weapon etc.)</b></p> <p>Standard of personal equipment compared with Regulars</p>
<p><b>Lowest scoring</b></p>	<p>Support received from the [Service] Reserve when last mobilised</p>	<p>Feel proud to be in the [Service] Reserve</p> <p><b>Motivated to do the best job for the [Service] Reserve</b></p> <p>Standard of personal equipment/kit to do role (e.g. clothes, boots, personal weapon etc.)</p> <p><b>Standard of personal equipment compared with Regulars</b></p> <p>Support family received from the [Service] Reserve when last mobilised</p> <p><b>The quality of training received for current role</b></p> <p>The amount of training received for current role</p> <p><b>The amount of leadership training you have received</b></p> <p>Career management within unit</p> <p><b>Opportunities for personal development</b></p> <p>Feel valued by Regulars</p> <p><b>Feel valued by society</b></p> <p>Treated as an equal member of the [Service] by Regulars</p> <p><b>My family would prefer I was not a Reservist (% disagree)</b></p>	








# Section 1 - Life in the Reserves

## Key questions

Table

Ref Question

Overall %	% Change from 2016	% Change from 2015
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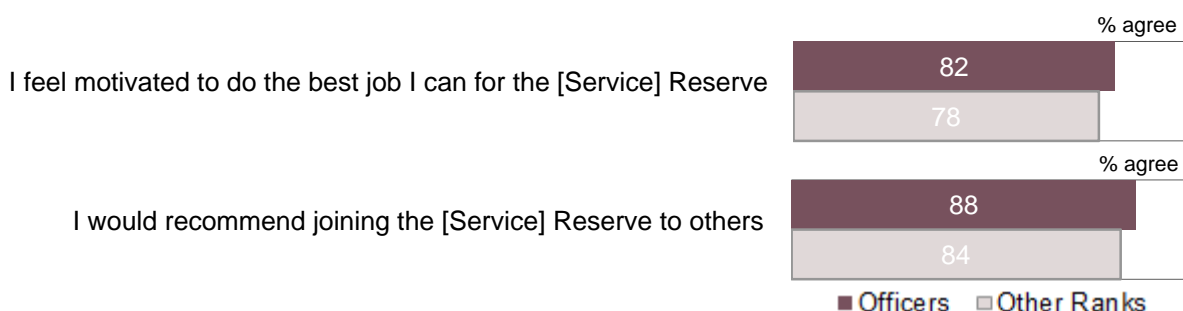
B1.1	Life in the [Service] Reserve in general? [R001]		77	↔	↔	% satisfied
B1.2	I feel proud to be in the [Service] Reserve [R002]		92	↔	↔	% agree
B1.3	I feel motivated to do the best job I can for the [Service] Reserve [R003]		79	↔	↔	% agree
B1.4	I would recommend joining the [Service] Reserve to others [R004]		84	↔	↔	% agree
B1.5	I think that the [Service] Reserve respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.) [R153]		82	↔	N/A	% agree
B1.6	How does life in the [Service] Reserve compare with what you expected it to be when you first joined? [R075]		14	↔	↔	% worse
B1.7	How long do you intend to stay in the [Service] Reserve? [R009]		4	↔	↔	% less than 1 year

↔ indicates no significant change has been found

### Reservists are satisfied with Life in the Reserves

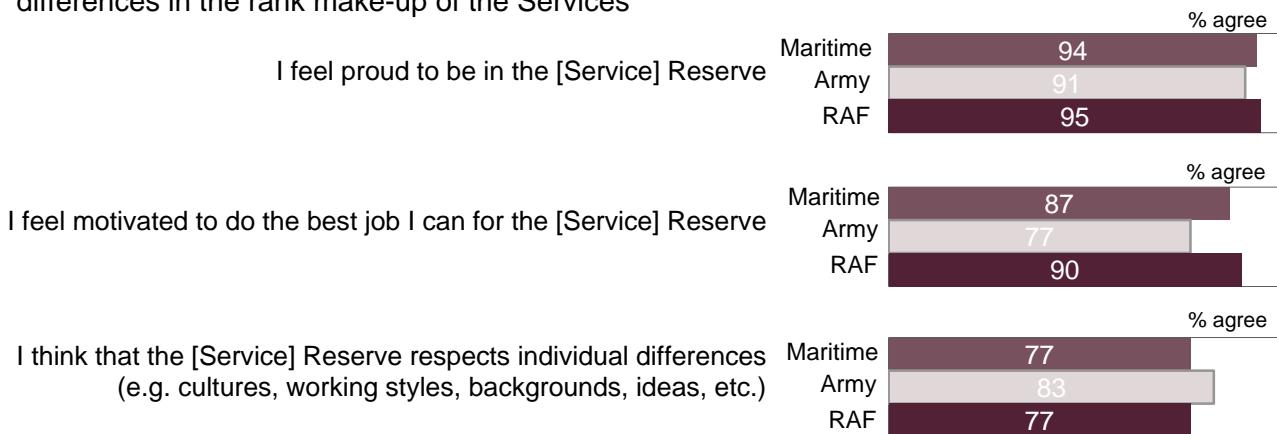
Most personnel are proud to be in the Reserves, are satisfied with life in the Reserves and would recommend joining the Reserves to others. Most reservists feel that life in the Reserves is what they expected it to be when they first joined or better than they expected it to be; over 1 out of 10 (14%) reservists feel that life in the Reserves is worse than they expected it to be when they first joined. Most personnel believe that the Reserves respects individual differences (e.g. cultures, working styles, background, ideas, etc.) and feel motivated to do the best job they can for the Reserves.

Officers are more likely to feel motivated to do the best job they can for the Reserves, and to recommend joining the Reserves compared to Other Ranks

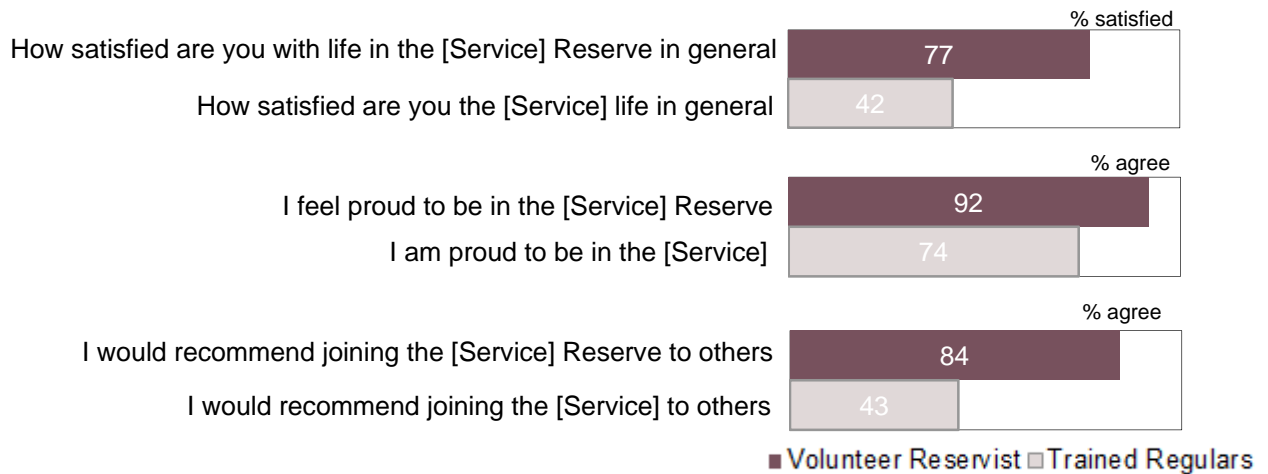


Army reservists are more likely to agree that the Reserve respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.) but are less likely to agree they feel proud to be in the Reserve, and are less likely to agree that they feel motivated to do the best job they can for the Reserve, compared to the Maritime Reserve and RAF Reserve.

It should be noted that there are differences in rank structure between the Service Reserves e.g. the Royal Navy Reserves, a large part of the Maritime Reserve, consists of a larger proportion of Officers than the Army Reserve and RAF Reserve and it has been shown that Officers tend to respond more positively to many of the attitudinal questions asked in ResCAS compared to Other Ranks. Throughout this report it's possible that some of the Service differences observed are, at least in part, explained by differences in the rank make-up of the Services



Reservists are more likely to feel satisfied with life in their Service than Trained Regular personnel



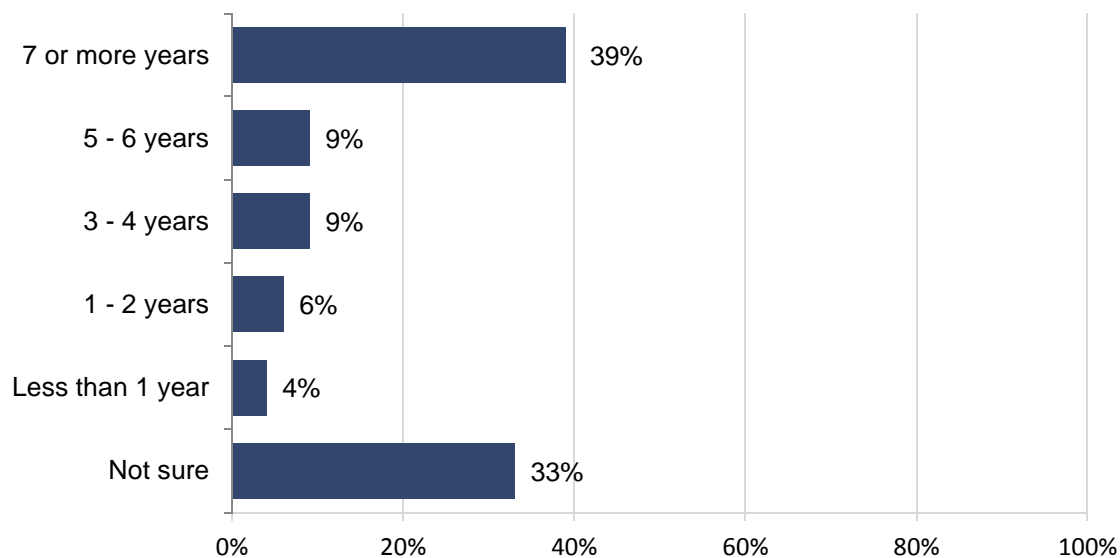
**Data Quality Note**

Although comparisons between Reserve and Trained Regular personnel results have been provided for the purpose of benchmarking, caution should be taken due to differences in the way questions have been asked which could lead to differences in meaning to respondents and the way respondents answer the questions

63% of volunteer Reservists intend to stay in the Reserves for at least the next year, of which 39% intend to stay for 7 years or more. A third (33%) are unsure how much longer they will stay. These proportions remain broadly unchanged compared to 2016. Other Ranks are less certain of how long they intend to stay in the Reserves compared to Officers (35% and 23% 'Not sure' respectively).

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

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



## Section 2a - Reasons for joining and staying

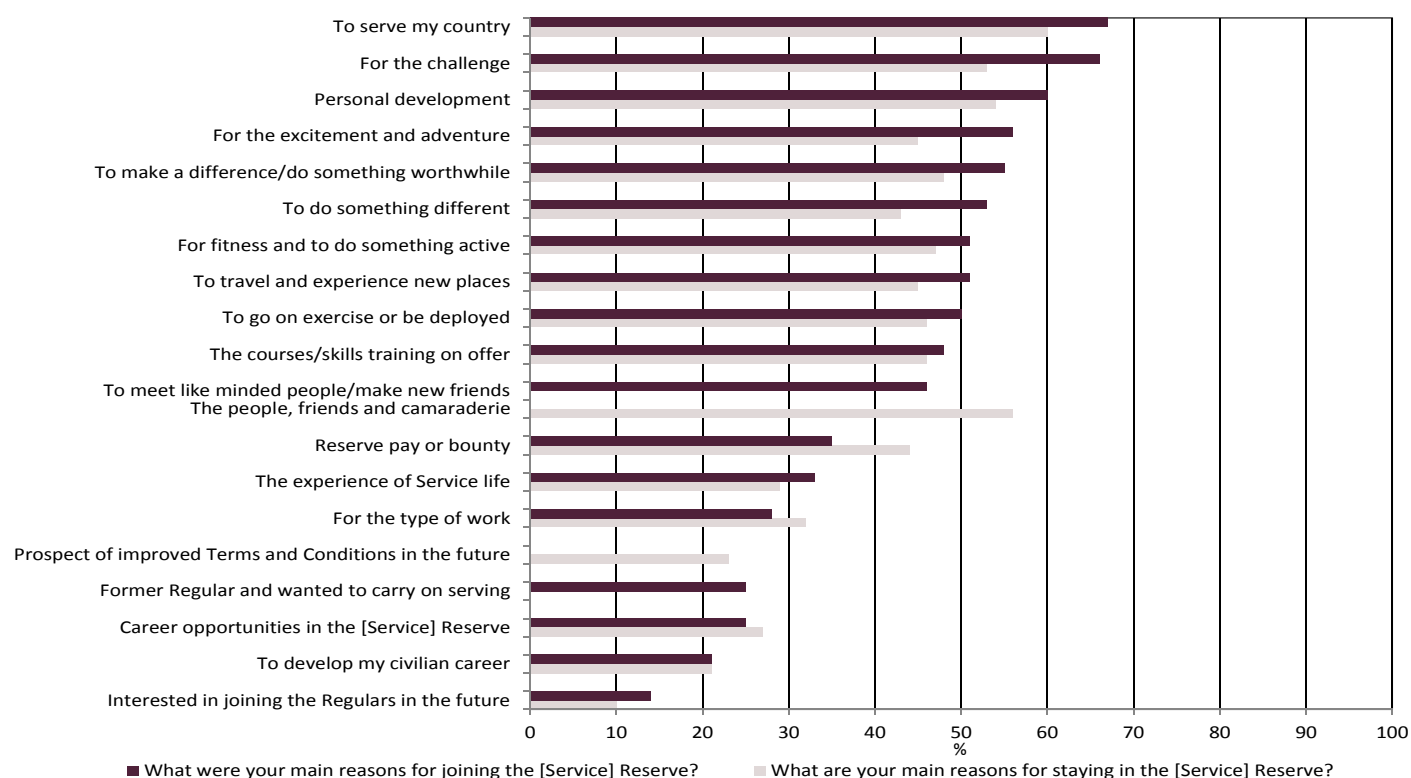
The top five reasons for joining and staying in the Reserves are unchanged since 2016, and are largely consistent across the Services. 'To serve my country' is the most popular reason for joining and staying across all three Services, 'For the challenge' is the second most popular reason for joining, and 'the people, friends and camaraderie' is the second most common reason for staying.

**Top five reasons for joining the Reserves, by Service**

All Reservists	%	Martime Reserve	%	Army Reserve	%	RAF Reserve	%
To serve my country	67	To serve my country	71	To serve my country	66	To serve my country	68
For the challenge	66	For the challenge	65	For the challenge	66	For the challenge	65
Personal development	60	To do something different	58	Personal development	61	Personal development	60
For excitement and adventure	56	Personal development	57	For excitement and adventure	57	To make a difference/do something worthwhile	57
To make a difference/do something worthwhile	55	For excitement and adventure	57	To make a difference/do something worthwhile	55	To do something different	47

**Top five reasons for staying in the Reserves, by Service**

All Reservists	%	Martime Reserve	%	Army Reserve	%	RAF Reserve	%
To serve my country	60	To serve my country	67	To serve my country	59	To serve my country	61
The people, friends and camaraderie	56	The people, friends and camaraderie	61	The people, friends and camaraderie	56	The people, friends and camaraderie	60
Personal development	54	For the challenge	54	Personal development	54	For the challenge	56
For the challenge	53	Personal development	53	For the challenge	53	Personal development	54
To make a difference/do something worthwhile	48	To do something different	52	For fitness and to do something active	49	To make a difference/do something worthwhile	48



Officers and Other Ranks give largely the same top five reasons for joining the Reserves except that Officers choose 'To make a difference/do something worthwhile', whereas Other Ranks choose 'To do something different' as a top 5 reason for joining.

**Top five reasons for joining the Reserves by Officers and Other Ranks**

Officers	%	Other Ranks	%
To serve my country	64	To serve my country	67
For the challenge	61	For the challenge	67
To make a difference/do something worthwhile	56	Personal development	62
Personal development	52	For excitement and adventure	58
For excitement and adventure	50	To do something different	55

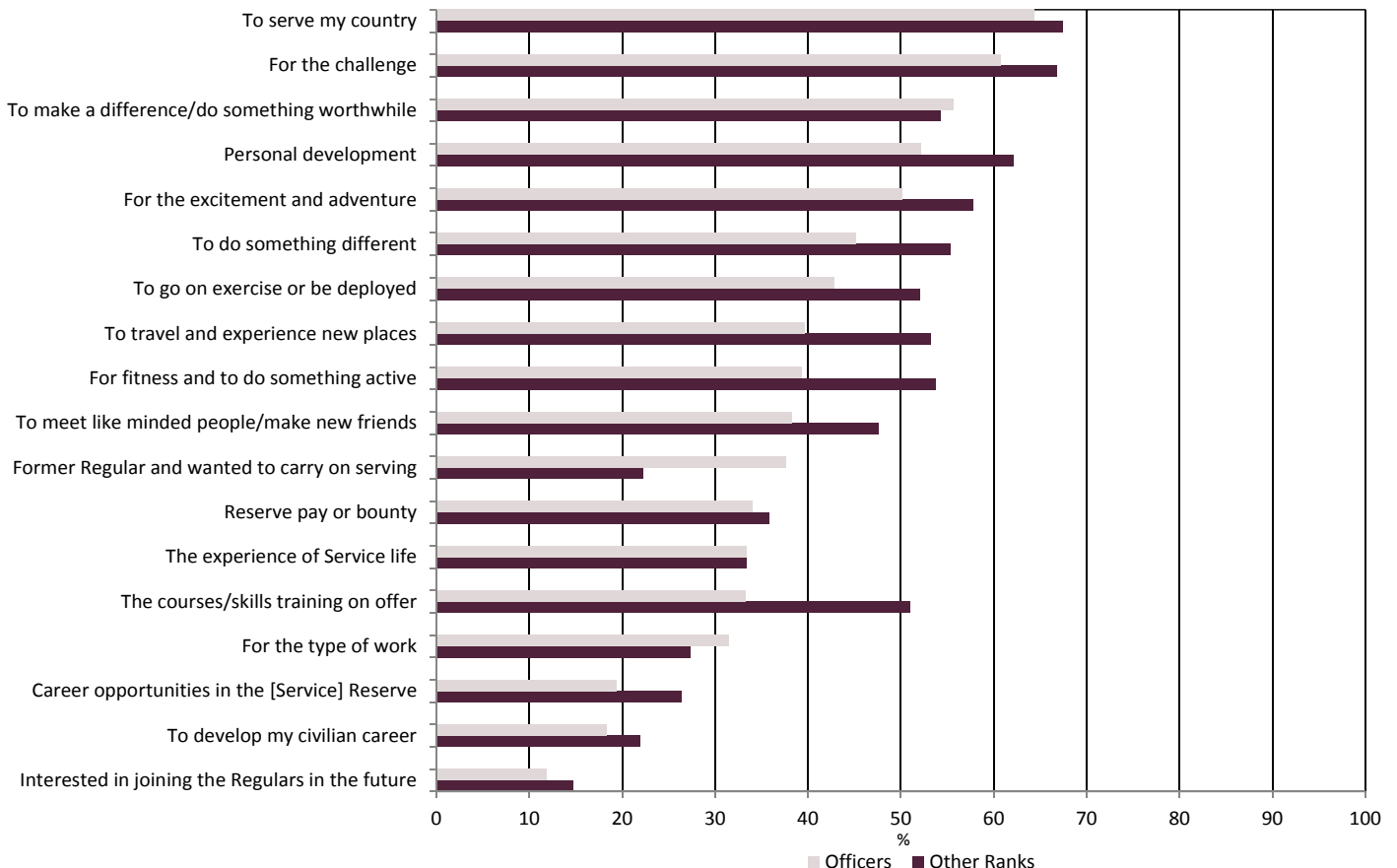
Officers and Other Ranks give largely the same top five reasons for staying in the Reserves except that Officers choose 'To make a difference /do something worthwhile' whereas Other Ranks choose 'For fitness and to do something active' as a top 5 reason for staying.

**Top five reasons for staying in the Reserves by Officers and Other Ranks**

Officers	%	Other Ranks	%
To serve my country	58	To serve my country	60
The people, friends and camaraderie	54	The people, friends and camaraderie	57
To make a difference/do something worthwhile	52	Personal development	56
For the challenge	49	For the challenge	54
Personal development	45	For fitness and to do something active	50

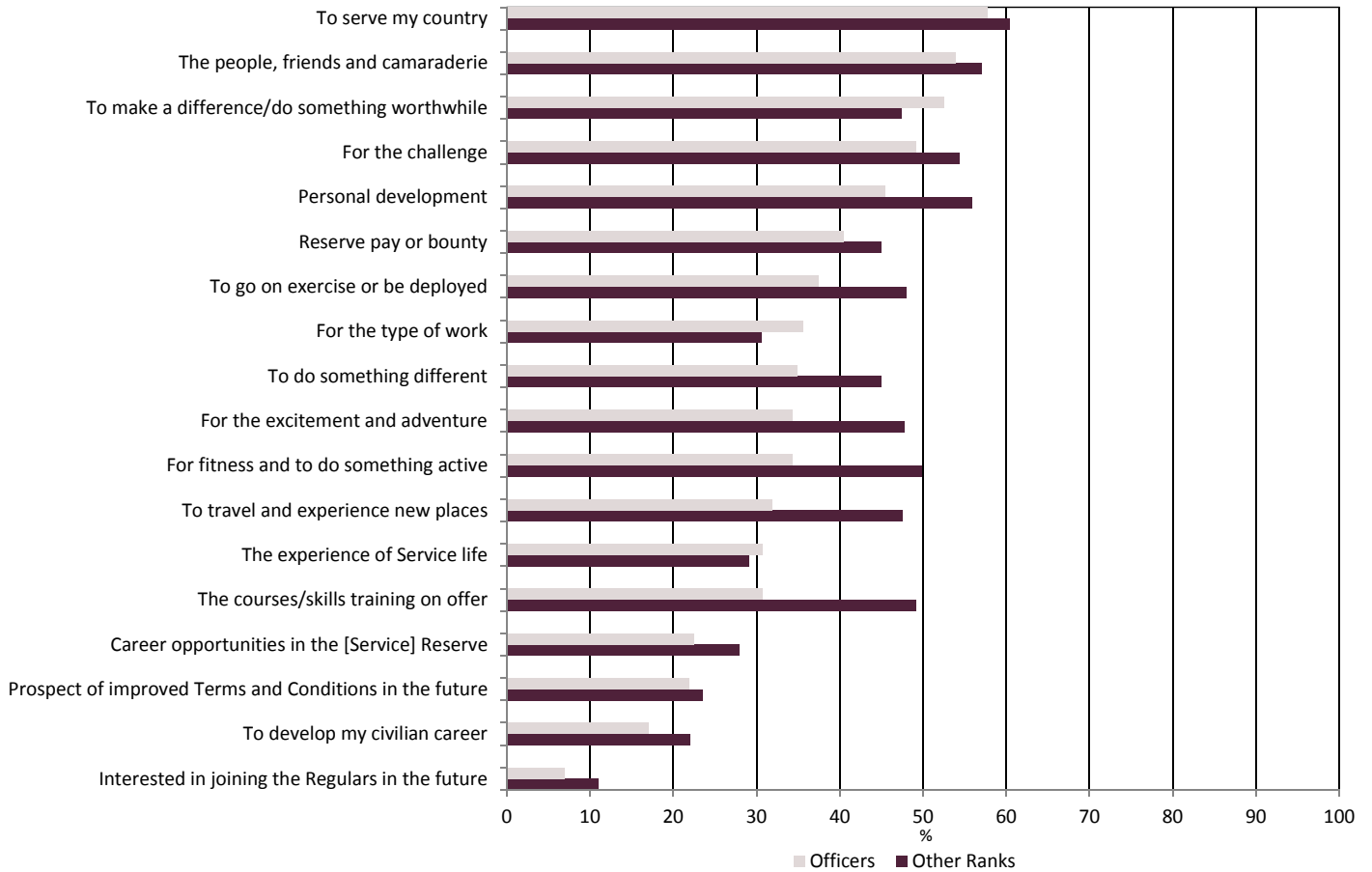
There are larger differences in the other reasons given for joining. Half (51%) of Other Ranks choose 'The courses/skills training on offer' compared to a third (33%) of Officers. 51% of Other Ranks choose 'For fitness and to do something active' compared to 39% of Officers. Almost four in ten (38%) of Officers chose 'Former Regular and wanted to carry on serving in some capacity' compared to one in five (22%) of Other Ranks.

**Reasons for joining the Reserve By Officers and Other Ranks**



There are some differences between Officers and Other Ranks in their other reasons for staying. Half (49%) of Other Ranks cite 'The courses/skills training on offer' as a reason to stay compared to less than a third (31%) of Officers. Half (50%) of Other Ranks give the reason 'For fitness and to do something active' compared to a third (34%) of Officers. Half (48%) of Other Ranks give the reason 'To travel and experience new places' compared to a third (32%) of Officers.

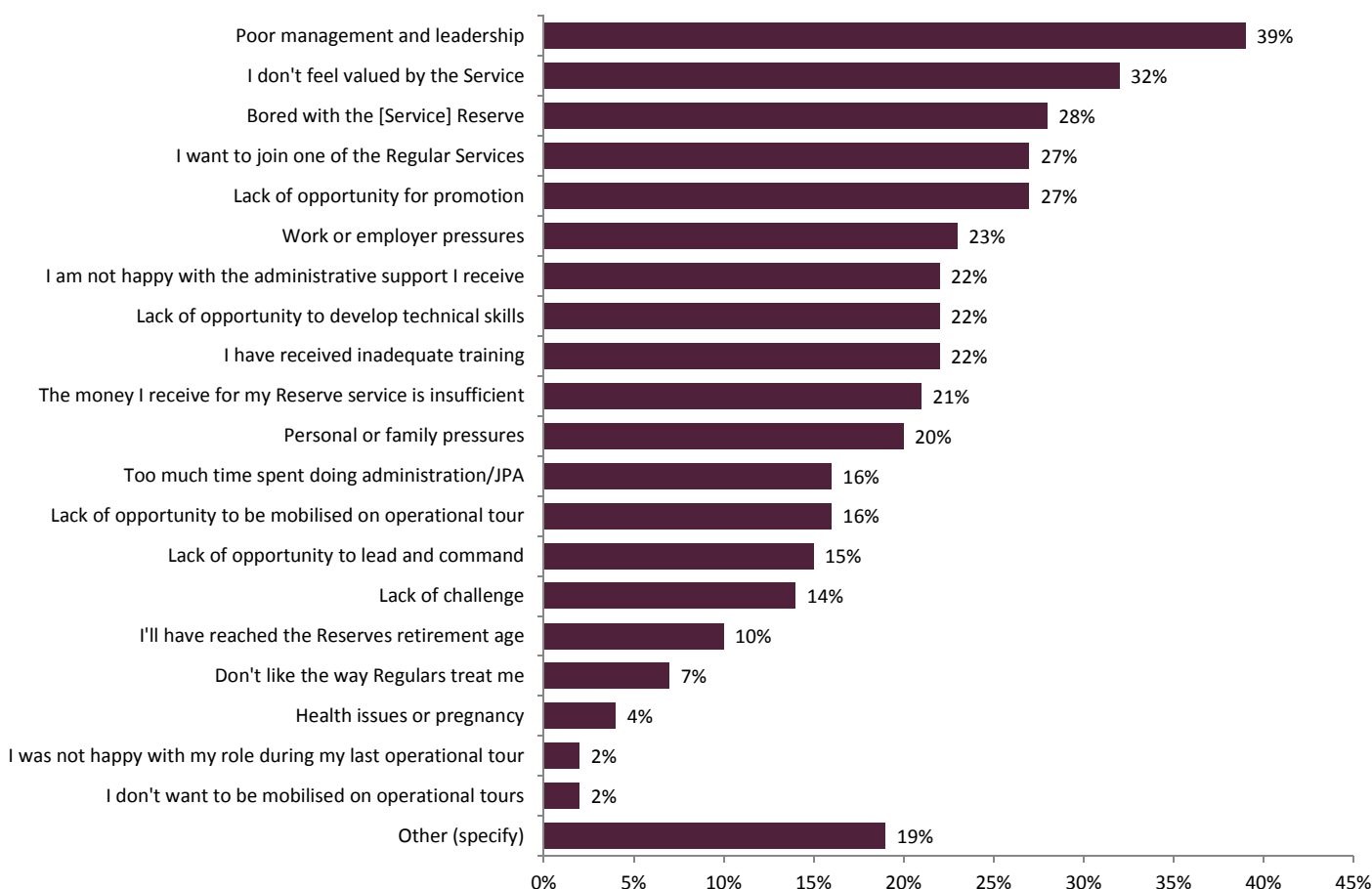
### Main reasons for staying in the Reserve By Officers and Other Ranks



## Section 2b - Reasons for leaving

Of the 4% of volunteer Reservists that plan to leave the Reserves in the next year, the top five reasons that played a part in their decision to leave are largely unchanged since 2016, with the exception of 'Bored with the [Service] Reserve' which has replaced 'Work or employer pressure' in the top 5 list of reasons for leaving. 'Poor management and leadership' remains the most popular reason among volunteer Reservists as a whole, followed by 'I don't feel valued by the Service'.

### Thinking about your reasons for leaving, what has played a part in your decision? (n=218)



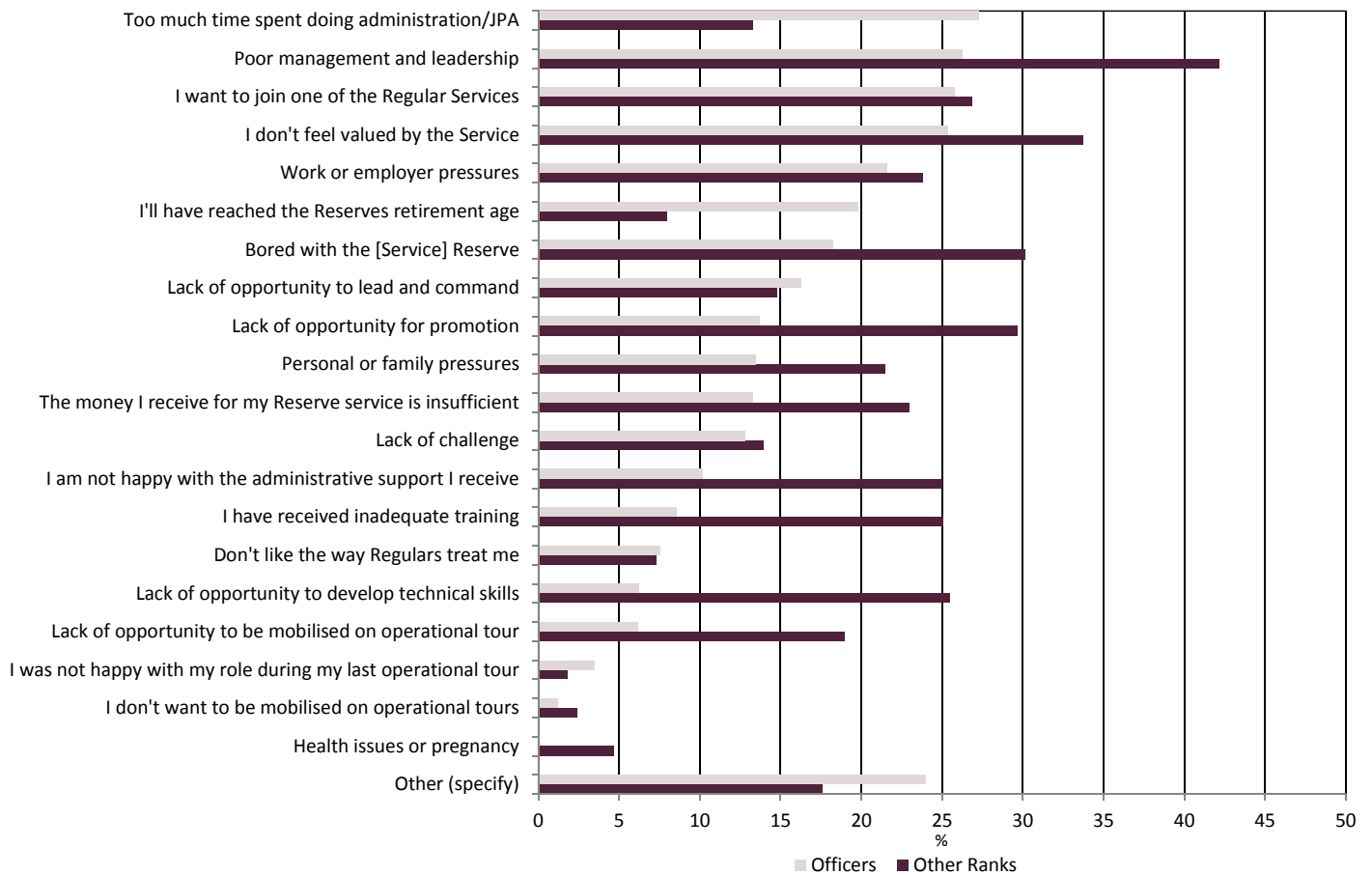
There are some differences in the top 5 reasons given for leaving between Officers and Other Ranks. Officers include 'Too much time spent doing administration/JPA' and 'Work or employer pressure' in their top 5 reasons for leaving; while Other Ranks include 'Bored with the [Service] Reserve' and 'Lack of opportunity for promotion' in their top 5 reasons for leaving. A chart showing Officers and Other Ranks reasons for leaving is shown on the next page.

### Top five reasons for leaving the volunteer Reserves, by Officers and Other Ranks

All Volunteer Reservists	%	Officers	%	Other Ranks	%
Poor management and leadership	39	Too much time spent doing administration/JPA	27	Poor management and leadership	42
I don't feel valued by the Service	32	Poor management and leadership	26	I don't feel valued by the Service	34
Bored with the [Service] Reserve	28	I want to join one of the Regular Services	26	Bored with the [Service] Reserve	30
I want to join one of the Regular Services	27	I don't feel valued by the Service	25	Lack of opportunity for promotion	30
Lack of opportunity for promotion	27	Work or employer pressure	22	I want to join one of the Regular Services	27



## Thinking about your reasons for leaving, what has played a part in your decision By Officers and Other Ranks



### Data Quality Note





Due to the relatively small number of respondents that stated that they intend to leave the Reserves within the next year, the results to the reasons for leaving questions should be viewed with caution, particularly any apparent differences between Officers and Other Ranks results

## Section 3 - Pay, allowances and admin support

### Key questions

#### Table

Ref Question

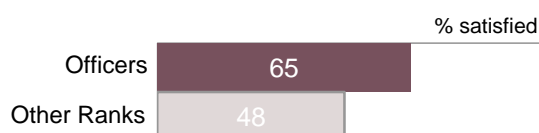
			Overall %	% Change from 2016	% Change from 2015
B3.1	Your Reserves Service pay [R010]		51	↔	↔
% satisfied					
B3.2	Your Annual Bounty [R011]		67	↔	-6
% satisfied					
B3.3	Your Reserves Service expense allowances (for travel etc) [R012]		47	↔	↔
% satisfied					
B3.4	The admin support within your unit [R013]		64	↔	5
% satisfied					

↔ indicates no significant change has been found

Half of reservists are satisfied with their Reserve pay and expense allowances (for travel etc). Almost 7 in 10 reservists are satisfied with their Annual Bounty, and just over 6 in 10 are satisfied with the admin support within their unit.

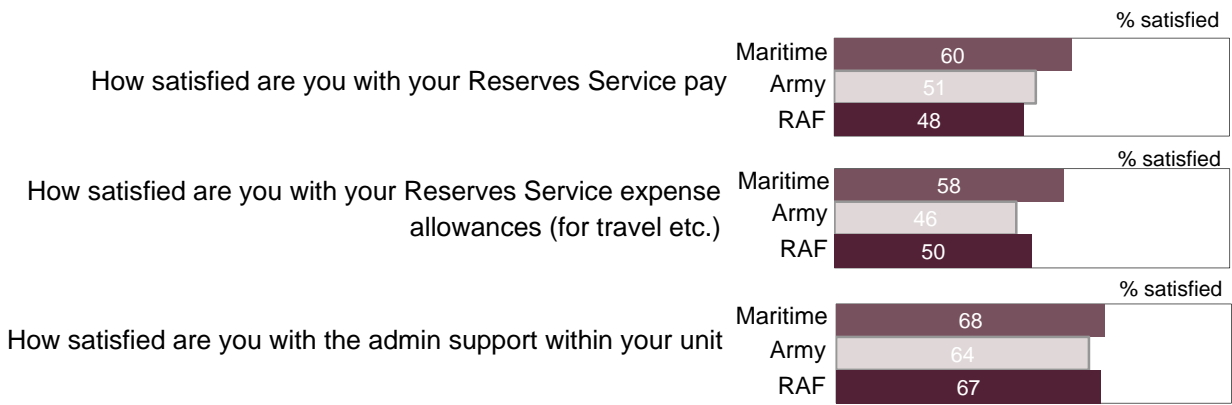
There has been a decrease in satisfaction with Annual Bounty since 2015 where 72% were satisfied. There has been an increase in satisfaction with the admin support provided within their unit since 2015 where 59% were satisfied.

Officers are more likely to be satisfied with their Reserve pay compared to Other Ranks

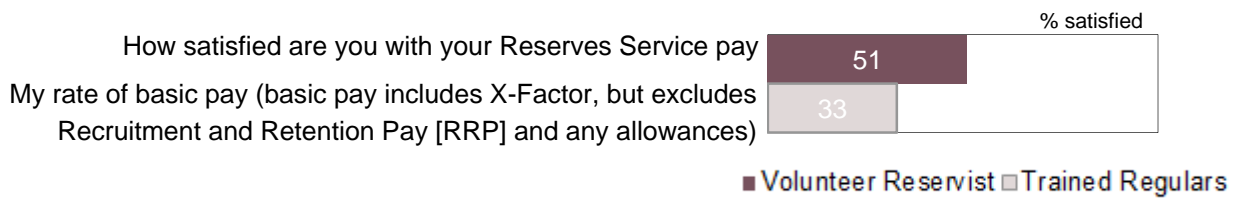


Maritime reservists are more likely to be satisfied with their Reserve pay, and expense allowances (for travel etc.) compared to Army and RAF reservists. Maritime reservists are also more likely to be satisfied with the admin support within their unit compared to Army reservists.

It should be noted that the Royal Navy Reserves, a large part of the Maritime Reserve, consists of a larger proportion of Officers than the Army Reserve and RAF Reserve. Officers are more likely to be satisfied with their pay compared to Other Ranks. It's possible that the higher level of satisfaction seen in the Maritime Reserve compared to the Army Reserve and RAF Reserve can be explained, at least in part, by the larger proportion of Officers in the Royal Navy Reserve



Reservists are more likely to feel satisfied with their Service pay compared to Trained Regular personnel.



**Data Quality Note**

Although comparisons between Reserve and Trained Regular personnel results have been provided for the purpose of benchmarking, caution should be taken due to differences in the way questions have been asked which could lead to differences in meaning to respondents and the way respondents answer the questions

# Section 4 - Kit and equipment

## Key questions

Table  
Ref Question

Overall %	% Change from 2016	% Change from 2015
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Ref	Question	Overall %	% Change from 2016	% Change from 2015
B4.1	The availability of personal equipment/kit you have to do your role (e.g. clothes, boots, personal weapon etc.) [R015]	52	↔	↔
B4.2	The standard of personal equipment/kit you have to do your role (e.g. clothes, boots, personal weapon etc.) [R016]	55	-4	-4
B4.3	The standard of personal equipment you have compared with Regulars [R017]	44	↔	↔

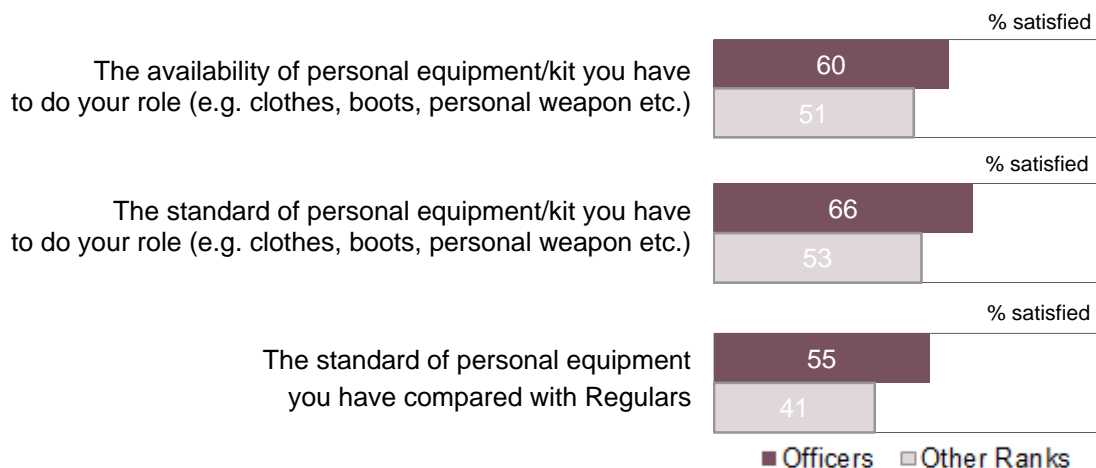
% satisfied

↔ indicates no significant change has been found

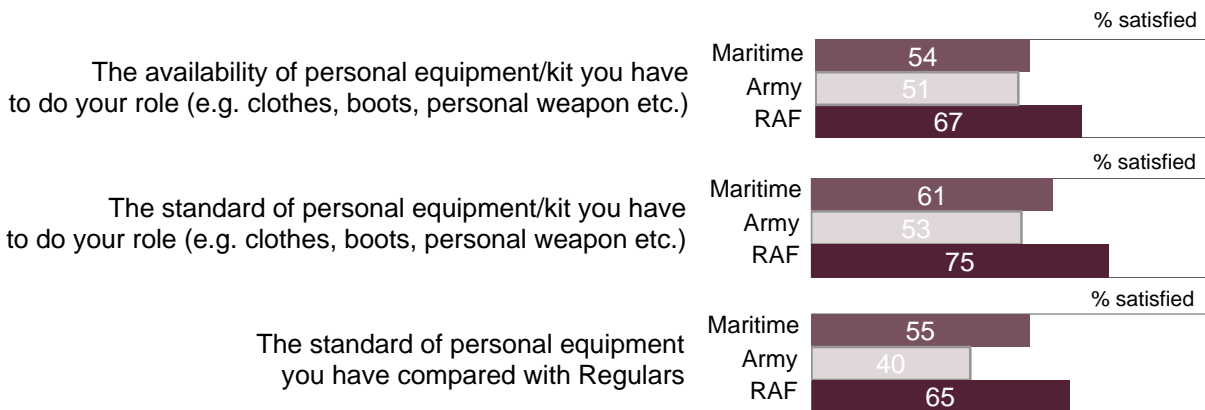
Over half of reservists are satisfied with the availability and standard of personal equipment/kit they have to do their role (e.g. clothes, boots, personal weapon etc). Over 4 in 10 reservists are satisfied with the standard of personal equipment they have compared with Regulars.

There has been a decrease in satisfaction with the standard of personal equipment/kit reservists have to do their role since 2015 where 59% were satisfied.

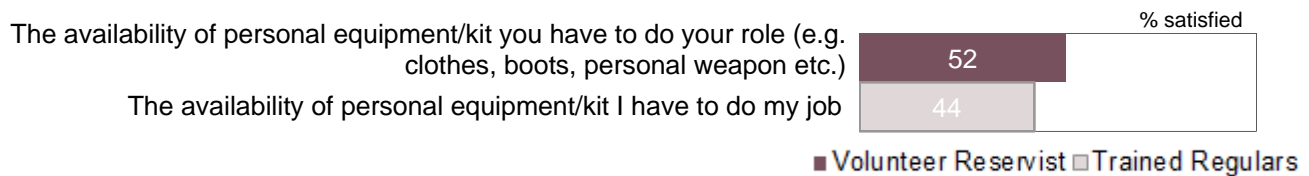
Officers are more likely to be satisfied with the standard and availability of personal equipment/kit they have to do their role compared to Other ranks



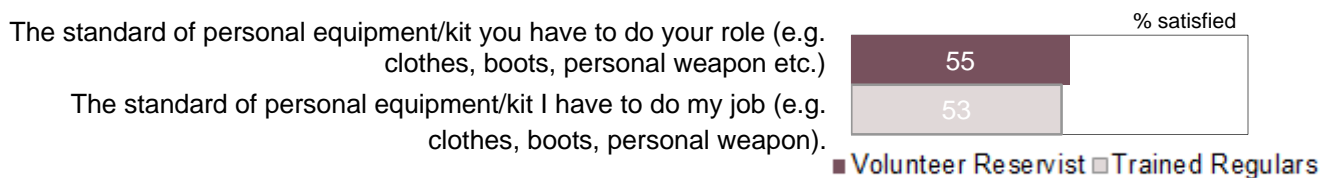
RAF reservists are more likely to be satisfied with the availability and standard of personal equipment/kit they have to do their role compared to Maritime and Army reservists. Army reservists are least likely to be satisfied with the availability and standard of personal equipment/kit they have to do their role compared to Maritime and RAF reservists.



Reservists are more likely to feel satisfied with the availability of personal equipment/kit they have to do their role compared to Trained Regular personnel.



There is no statistically significant difference between reservists and Trained Regulars in their satisfaction with the standard of personal equipment/kit they have to do their job (e.g. clothes, boots, personal weapon)



**Data Quality Note**

Although comparisons between Reserve and Trained Regular personnel results have been provided for the purpose of benchmarking, caution should be taken due to differences in the way questions have been asked which could lead to differences in meaning to respondents and the way respondents answer the questions

# Section 5 - Mobilisation

## Key questions

**Table**  
**Ref Question**

Overall %	% Change from 2016	% Change from 2015
-----------	--------------------	--------------------

B5.1	Have you been mobilised as a Reservist? [R121]		30	-3	-10
------	--	--	----	----	-----

% yes

B5.2	In which year were you last mobilised as a Reservist [R122]		22	N/A	N/A
------	---	--	----	-----	-----

% 2014 to present

B5.3	The support you received from the [Service] Reserve when you were last mobilised [R020]		65	↔	↔
------	---	--	----	---	---

% satisfied

B5.4	The support your family received from the [Service] Reserve when you were last mobilised [R021]		37	↔	-5
------	---	--	----	---	----

% satisfied

↔ indicates no significant change has been found

Most reservists are satisfied with the support they received when they were last mobilised. Over a third (37%) of reservists are satisfied with the support their family received from the Reserve when they were last mobilised, and a similar percentage (35%) are dissatisfied with the support their family received from the Reserve when they were last mobilised.

There has been a decrease in reservists satisfaction with the support their family received from the Reserve when they were last mobilised since 2015 where 42% were satisfied. This coincides with a decrease in the percentage of reservists that report having being mobilised, which probably reflects the general decrease in operational tempo since the end of enduring operations in Iraq and Afghanistan.

Officers are more likely to report having been mobilised as a reservist compared to Other ranks but there's no statistically significant difference between Officers and Other Ranks satisfaction with the support that they and their family received when they were last mobilised.

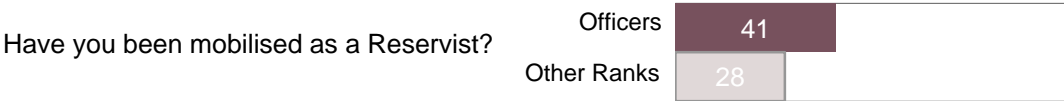
**Data Quality Note**

78% of responses to B5.3 and B5.4 are based on mobilisations that took place prior to 2014

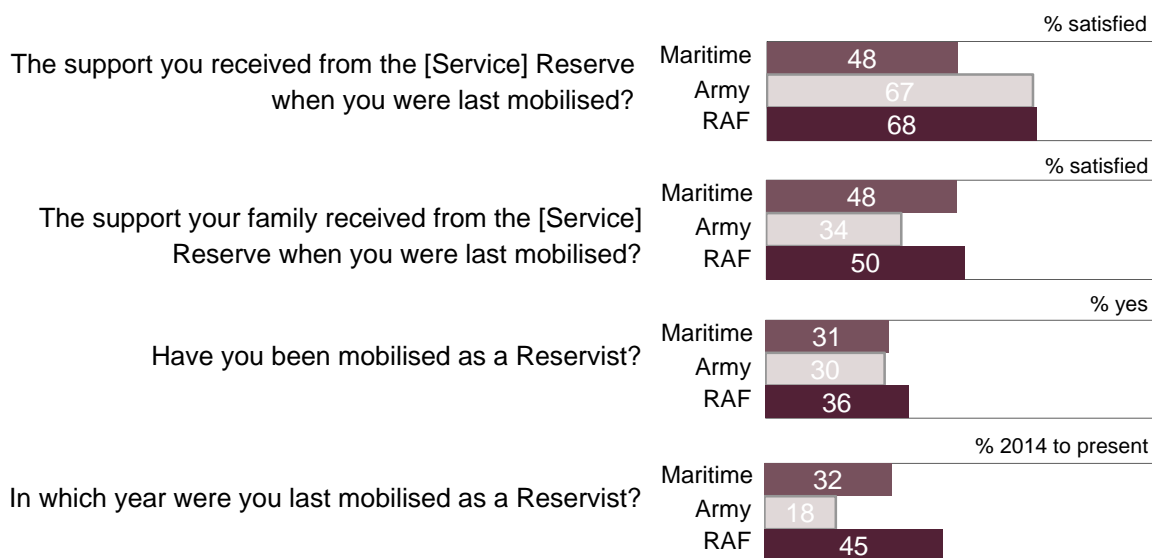
**Data Quality Note**

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

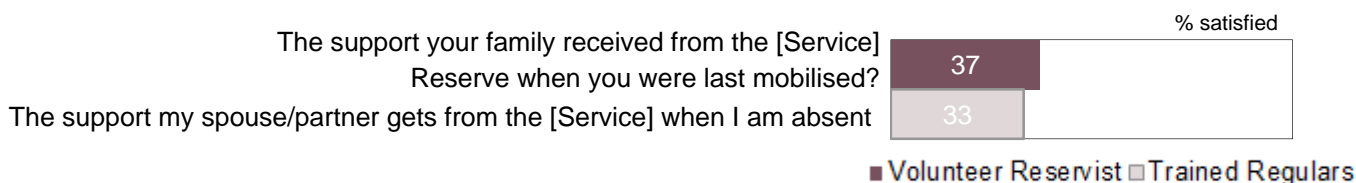
% yes



Maritime reservists are less likely to be satisfied with the support they received from the Reserve when they were last mobilised compared to Army and RAF reservists. Army reservists are less likely to be satisfied with the support their family received from the Reserve when they were last mobilised compared to Maritime and RAF reservists.



A third (33%) of Trained Regulars are satisfied with the support their spouse/partner gets from the Service when they are absent. These ResCAS and AFCAS questions are quite different and direct comparisons are not recommended however it is considered that presenting both sets of results together here provides a better understanding of the general support provided by the Service to the families of Service personnel.








**Data Quality Note**

Although comparisons between Reserve and Trained Regular personnel results have been provided for the purpose of benchmarking, caution should be taken due to differences in the way questions have been asked which could lead to differences in meaning to respondents and the way respondents answer the questions

## Section 6 - Training

### Key questions

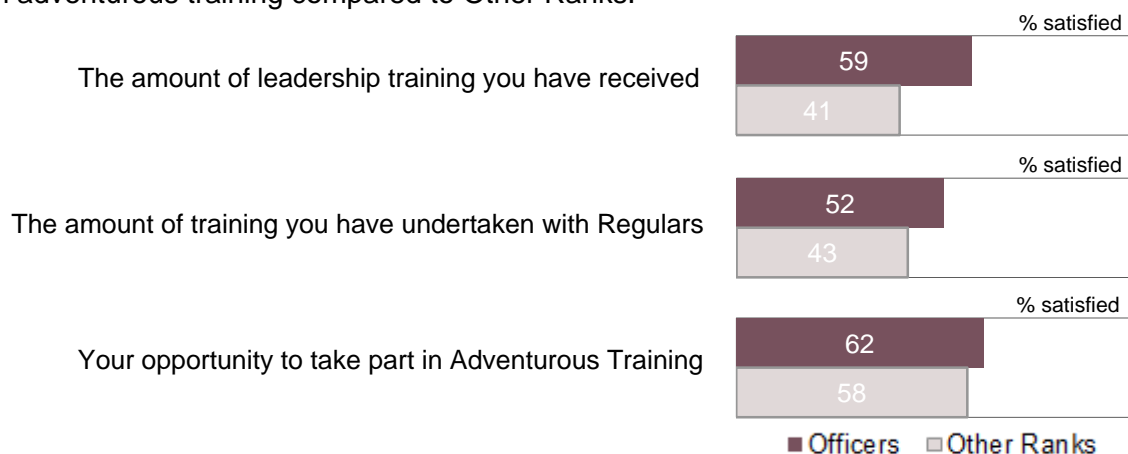
**Table**  
**Ref**    **Question**

			Overall %	% Change from 2016	% Change from 2015
B6.1	The amount of training you have received for your current role [R022]		62	↔	↔
B6.2	The quality of training you have received for your current role [R023]		68	↔	↔
B6.3	The amount of training you have undertaken with Regulars [R024]		44	↔	↔
B6.4	The amount of leadership training you have received [R025]		44	↔	↔
B6.5	Your opportunity to take part in Adventurous Training [R026]		59	↔	↔

↔ indicates no significant change has been found

Most reservists are satisfied with the amount and quality of the training they have received for their current role, and with their opportunities to take part in Adventurous Training. Less than half of reservists are satisfied with the amount of leadership training they have received, and with the amount of training they have undertaken with Regulars. Almost a quarter (23%) of reservists are dissatisfied with the amount of leadership training they have received and just over a fifth (21%) are dissatisfied with the amount of training they have undertaken with Regulars; both questions attracted a relatively high percentage of neutral responses (neither satisfied nor dissatisfied) which could suggest a degree of indifference among some reservists towards undertaking leadership training and undertaking training with Regulars.

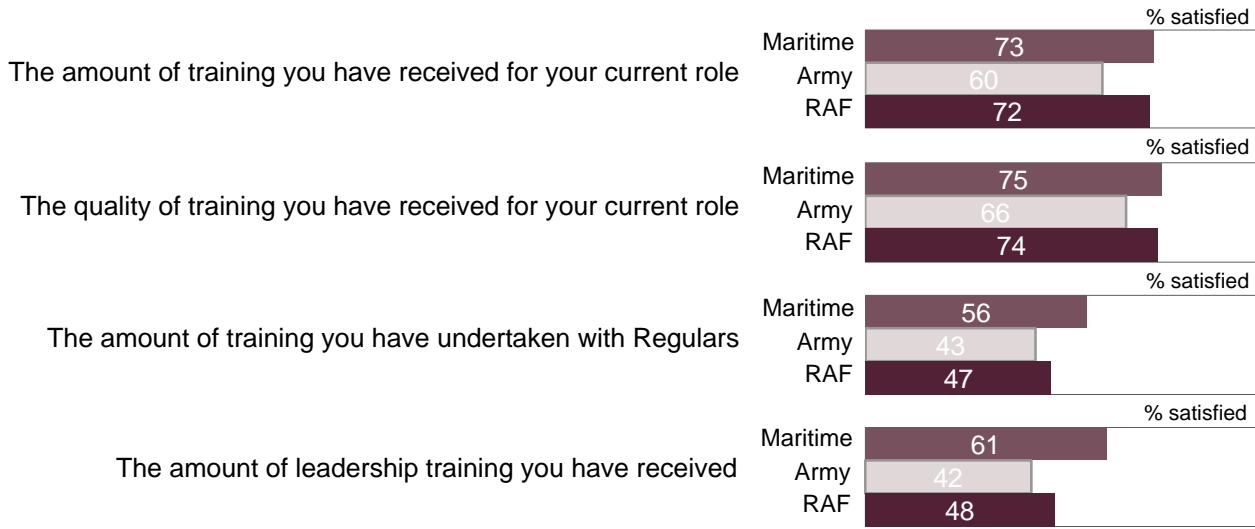
Officers are more likely to feel satisfied with the amount of leadership training they have received, with the amount of training undertaken with Regulars, and with their opportunities to take part in adventurous training compared to Other Ranks.



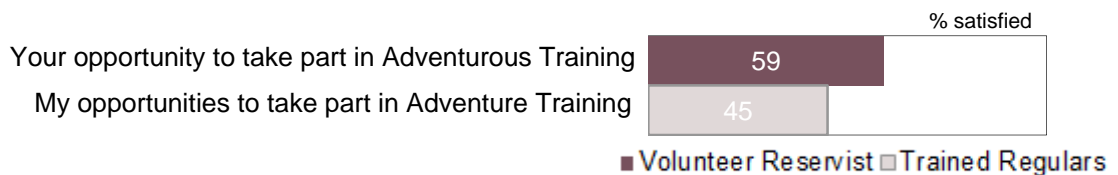


Army reservists are less likely to be satisfied with the amount and quality of training they have received for their current role, and with the amount of leadership training they have received compared to Maritime and RAF reservists. Maritime reservists are more likely to be satisfied with the amount of leadership training they have received, and with the amount of training they have undertaken with Regulars compared to Army and RAF reservists.

It should be noted that the Royal Navy Reserves, a large part of the Maritime Reserve, consists of a larger proportion of Officers than the Army Reserve and RAF Reserve. Officers are more likely to be satisfied with their amount of leadership training, with the amount of training they have undertaken with Regulars compared to Other Ranks. It's possible that the higher level of satisfaction seen in the Maritime Reserve compared to the Army Reserve and RAF Reserve can be explained, at least in part, by the larger proportion of Officers in the Royal Navy Reserve



Reservists are more likely to feel satisfied with their opportunities to take part in Adventurous Training compared to Trained Regular personnel






**Data Quality Note**

Although comparisons between Reserve and Trained Regular personnel results have been provided for the purpose of benchmarking, caution should be taken due to differences in the way questions have been asked which could lead to differences in meaning to respondents and the way respondents answer the questions

## Section 7 - Career progression

### Key questions

**Table**  
**Ref Question**

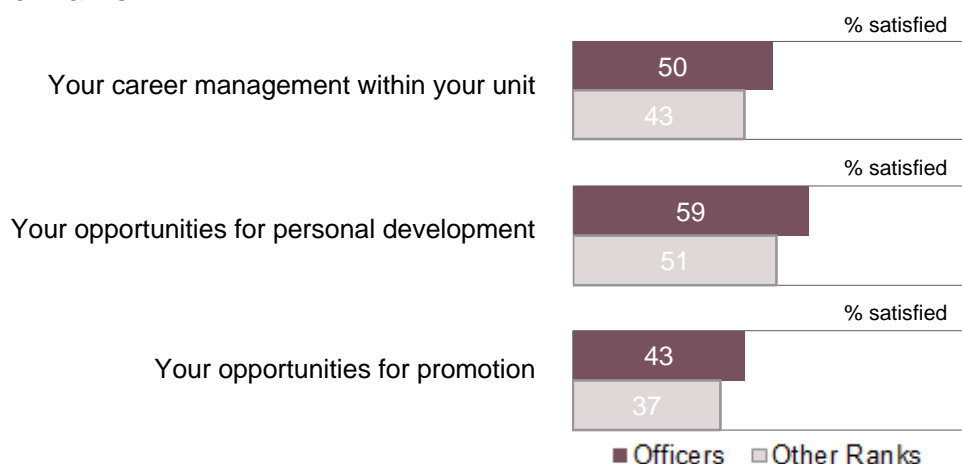
			Overall %	% Change from 2016	% Change from 2015
B7.1	Your career management within your unit [R027]		44	↔	↔
% satisfied					
B7.3	Your opportunities for personal development [R029]		52	↔	5
% satisfied					
B7.4	Your opportunities for promotion [R030]		38	↔	↔
% satisfied					

↔ indicates no significant change has been found

Just over half of reservists are satisfied with their opportunities for personal development, while around 4 in 10 reservists are satisfied with their opportunities for promotion and with the career management within their unit. 1 in 5 (19%) reservists are dissatisfied with their opportunities for personal development, 1 in 4 (26%) are dissatisfied with career management within their unit, and 3 in 10 (30%) are dissatisfied with their opportunities for promotion.

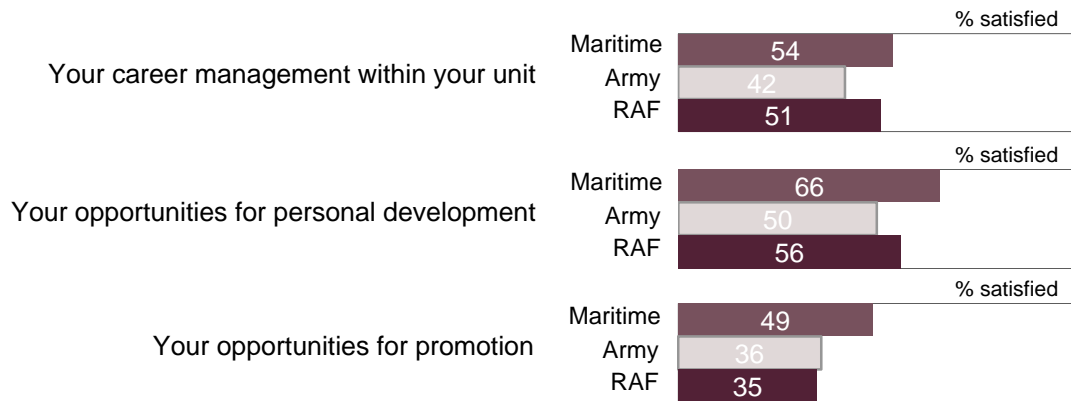
There has been an increase in reservists satisfaction with their opportunities for personal development since 2015 where 47% were satisfied.

Officers are more likely to feel satisfied with their opportunities for personal development, with their opportunities for promotion, and with the career management within their unit compared to Other Ranks.

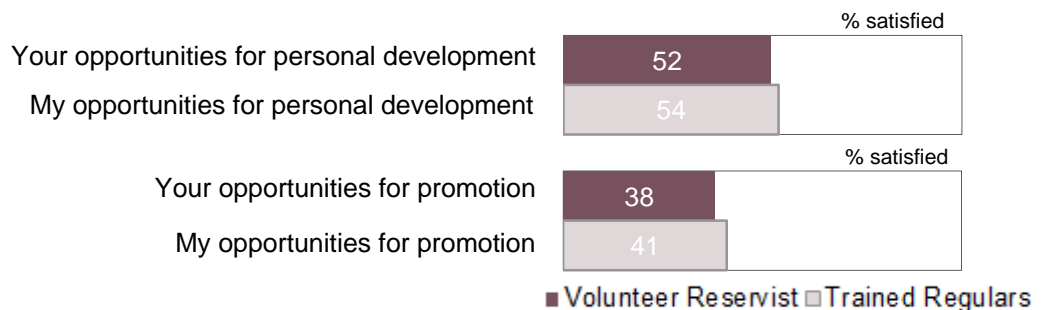


Maritime reservists are more likely to feel satisfied with their opportunities for personal development and their opportunities for promotion compared to Army and RAF Reservists. Army reservists are less likely to be satisfied with their career management within their unit, and with their opportunities for personal development compared to Maritime and RAF reservists.

It should be noted that the Royal Navy Reserves, a large part of the Maritime Reserve, consists of a larger proportion of Officers than the Army Reserve and RAF Reserve. Officers are more likely to be satisfied with their opportunities for personal development, and with their opportunities for promotion compared to Other Ranks. It's possible that the higher level of satisfaction seen in the Maritime Reserve compared to the Army Reserve and RAF Reserve can be explained, at least in part, by the larger proportion of Officers in the Royal Navy Reserve.



Reservists and Trained Regulars have similar levels of satisfaction with their opportunities for personal development and with their opportunities for promotion.






**Data Quality Note**

Although comparisons between Reserve and Trained Regular personnel results have been provided for the purpose of benchmarking, caution should be taken due to differences in the way questions have been asked which could lead to differences in meaning to respondents and the way respondents answer the questions

# Section 8 - Perception of Reserves

## Key questions

**Table**  
**Ref Question**

Overall %	% Change from 2016	% Change from 2015			
B8.1	I feel valued by Regulars [R031]		33	↔	↔
B8.2	I feel valued by society [R032]		50	↔	↔
B8.3	I am treated as an equal member of the [Service] by Regulars [R033]		30	↔	↔

% agree

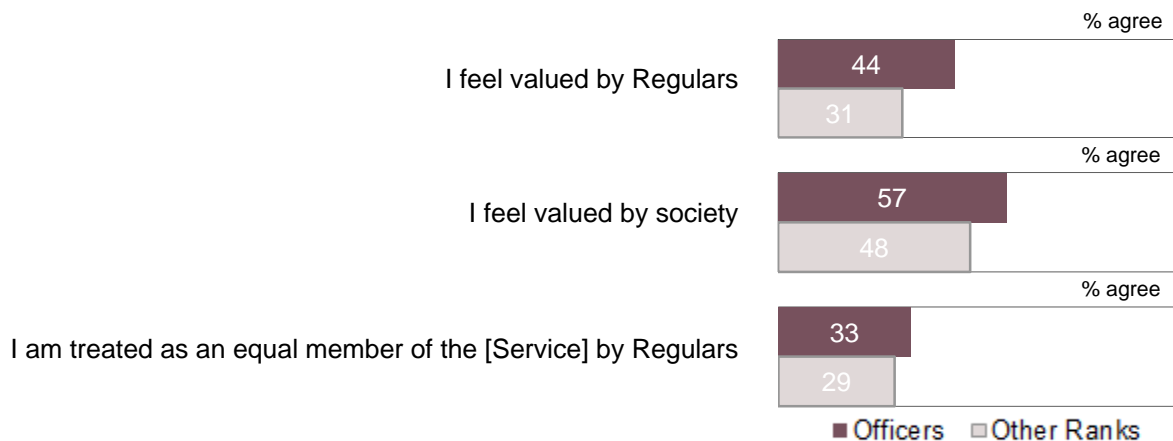
% agree

% agree

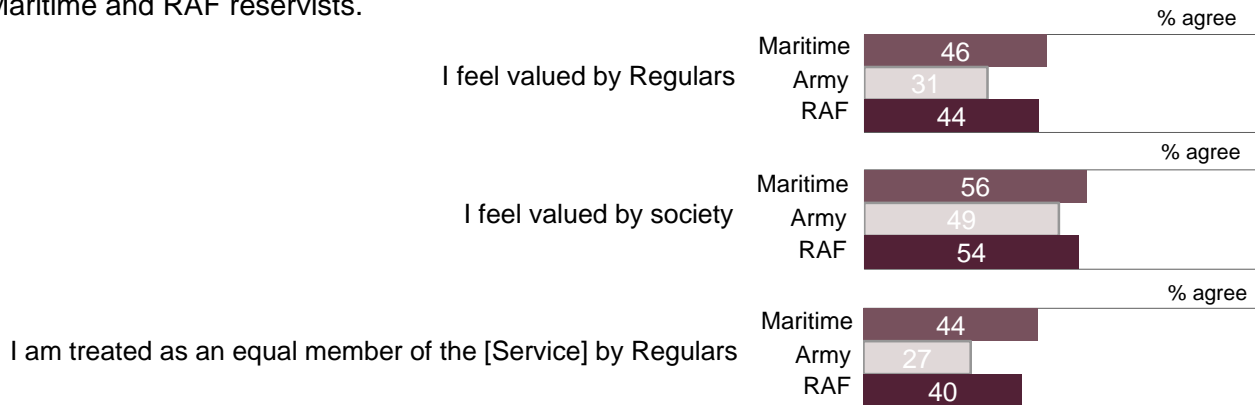
↔ indicates no significant change has been found

Half of reservists feel valued by society, a third feel valued by Regulars, and less than a third agree that they are treated as an equal member of the Service by Regulars. 1 in 5 (20%) disagree with the statement 'I feel valued by society', a third (34%) disagree with the statement 'I feel valued by Regulars', and 40% disagree with the statement 'I am treated as an equal member of the Service by Regulars'.

Officers are more likely to feel valued by Regulars and society, and feel that they are treated as an equal member of the Service by Regulars compared to Other Ranks.



Army reservists are less likely to agree that they feel valued by Regulars, society, and that they are treated as an equal member of the Service by Regulars compared to Maritime and RAF reservists.



AFCAS 2017 results show that 51% of Trained Regulars have had working contact with a Reservist in the last two years, with 63% rating the Armed Forces Reserves contribution to the Service as valuable and 34% rating their contribution as not very valuable.

53% of Trained Regulars feel that the Reserves are well integrated into the Service while 44% feel that the Reserves were not very well integrated.

Trained Army Regular personnel are less likely to agree that Armed Forces Reserves are well integrated into the Service with 43% agreeing (and 55% disagreeing) compared to Trained Royal Navy, Royal Marine, and RAF Regular personnel.

## Section 9 - Family support

### Key questions

Table

Ref Question

Ref	Question		Overall %	% Change from 2016	% Change from 2015
B9.1	My family supports my Reserve service [R125]		87	↔	↔
B9.2	My family values my Reserve service [R126]		79	↔	↔
B9.3	My family would prefer that I was not a Reservist [R127]		19	↔	↔

% agree

% agree

% agree

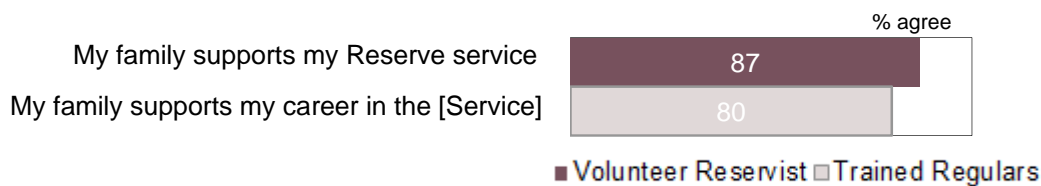
↔ indicates no significant change has been found

Almost 9 in 10 reservists agree that their family supports their Reserve service, and 8 in 10 believe that their family values their Reserve service. There are no differences between Officers and Other Ranks.

Maritime and RAF reservists are less likely to agree that their family would prefer that they were not a reservist compared to Army reservists.



Reservists are more likely to agree that their family supports their Reserve service compared to Trained Regular personnel that believe their family supports their career in the Service.



#### Data Quality Note

Although comparisons between Reserve and Trained Regular personnel results have been provided for the purpose of benchmarking, caution should be taken due to differences in the way questions have been asked which could lead to differences in meaning to respondents and the way respondents answer the questions

# Section 10 - Your civilian employment

## Key questions

Table

Ref Question

Overall %	% Change from 2016	% Change from 2015
-----------	--------------------	--------------------

B10.1	What is your current civilian employment status? [R054]		80	↔	↔
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% employed

B10.4	Is your main civilian employer aware that you are a [Service] Reservist? [R046]		97	↔	↔
-------	---	--	----	---	---

Results exclude known FTRS

% yes

B10.5	My main civilian employer supports my Reserve service [R047]		72	↔	↔
-------	--	--	----	---	---

Results exclude known FTRS and only include those that are employed

% agree

B10.6	My main civilian employer values my Reserve service [R048]		51	↔	↔
-------	--	--	----	---	---

Results exclude known FTRS and only include those where their main civilian employer is aware that they are a Reservist

% agree

B10.7	My main civilian employer would prefer that I was not a Reservist [R049]		26	↔	↔
-------	--	---	----	---	---

Results exclude known FTRS and only include those where their main civilian employer is aware that they are a Reservist

% agree

B10.8	My civilian colleagues support my Reserve service [R050]		62	-5	↔
-------	--	--	----	----	---

Results exclude known FTRS and only include those that are employed

% agree

B10.9	Being a Reservist is good for my civilian career [R051]		48	↔	↔
-------	---	--	----	---	---

% agree

B10.10	I use my civilian skills in the [Service] Reserve [R052]		65	↔	↔
--------	--	--	----	---	---

% agree

B10.11	I use skills gained through my military experience in my civilian employment [R053]		65	↔	↔
--------	---	--	----	---	---

Results exclude known FTRS and only include those that are employed

% agree

B10.12	Do you believe that you have been unreasonably disadvantaged in your civilian job as a result of your Reserve service in the last 12 months? [R123]		12	↔	↔
--------	---	--	----	---	---

% yes

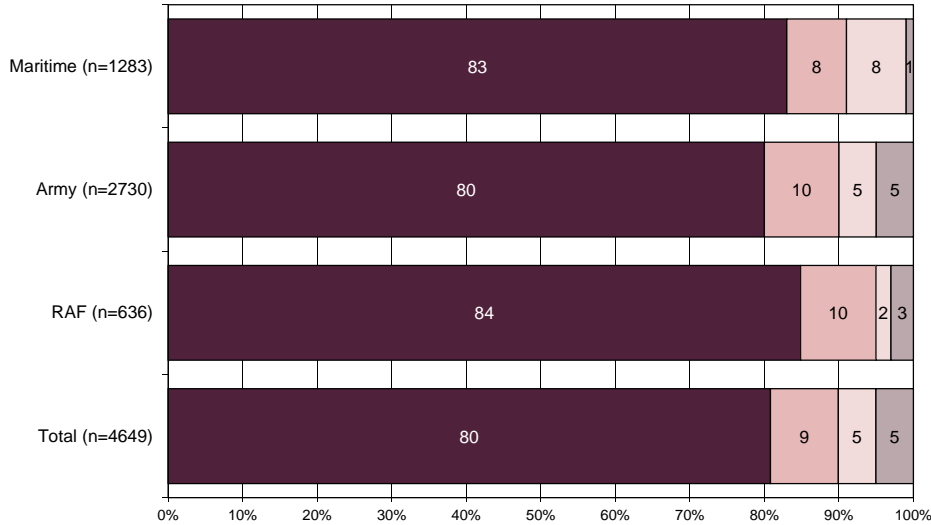
B10.13	Do you believe that you have been advantaged in your civilian job as a result of your Reserve service in the last 12 months? [R140]		21	↔	7
--------	---	--	----	---	---

% yes

↔ indicates no significant change has been found

Four out of five (80%) volunteer reservists are employed (either full-time employment, part-time employment or are self-employed). Of those that are employed, half (51%) work for a private sector organisation/company, a third (33%) work for a public sector organisation and just over 1 in 10 (12%) are self-employed. Over half (56%) work for an organisation that employs more than 250 employees. Over half (56%) work for an organisation that employs more than 250 employees.

What is your current civilian employment status?

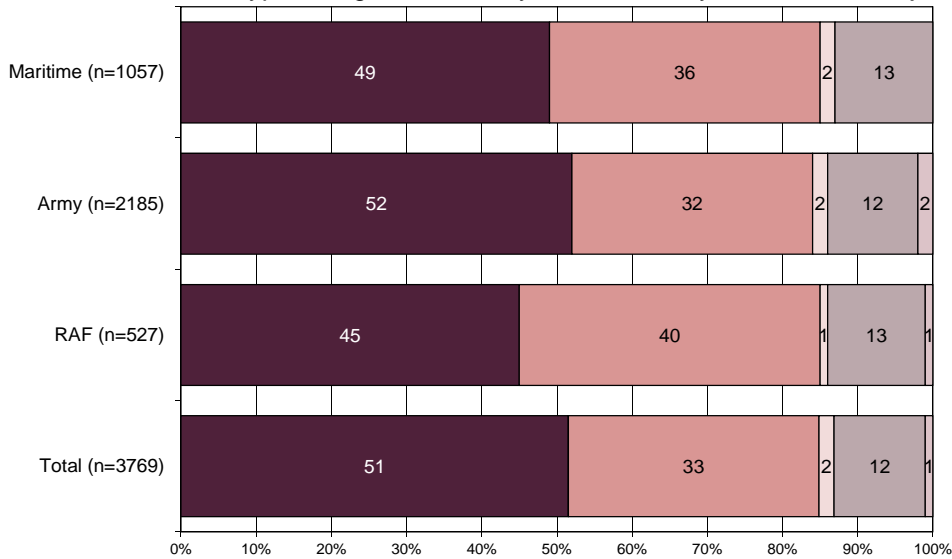


■ In civilian employment (full-time, part-time or self-employed) ■ Not in civilian employment ■ In education/personal development ■ Other

**Comparison**

Office for National Statistics (ONS) [Labour Market statistics](#) show that the employment rate (the proportion of people aged from 16 to 64 who were in work) for the UK was 74.8% for Feb-April 2017.

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

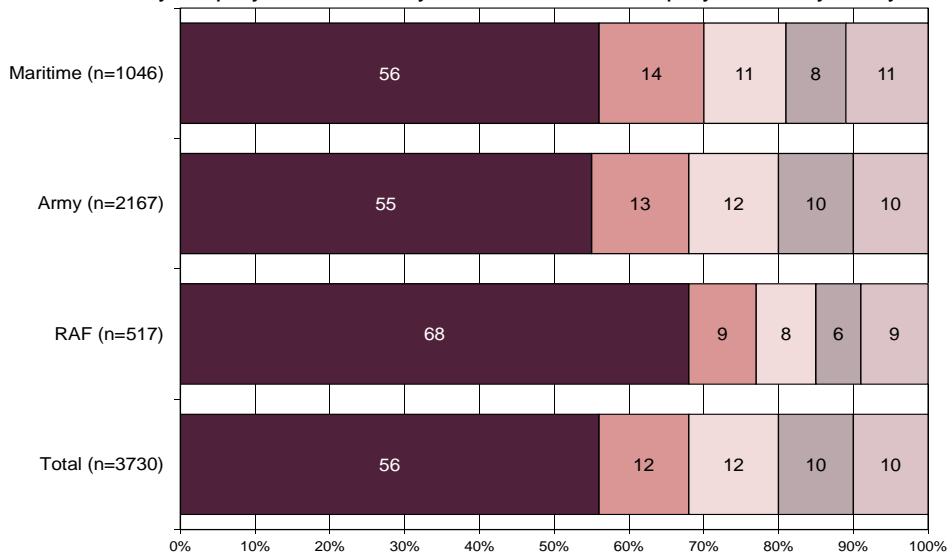


■ Private sector organisation/company ■ Public sector organisation ■ Third sector (charity) ■ Self-employed ■ Other

**Comparison**

[Labour Market statistics](#) show that for March 2017, 17% of people in employment worked in the public sector.

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

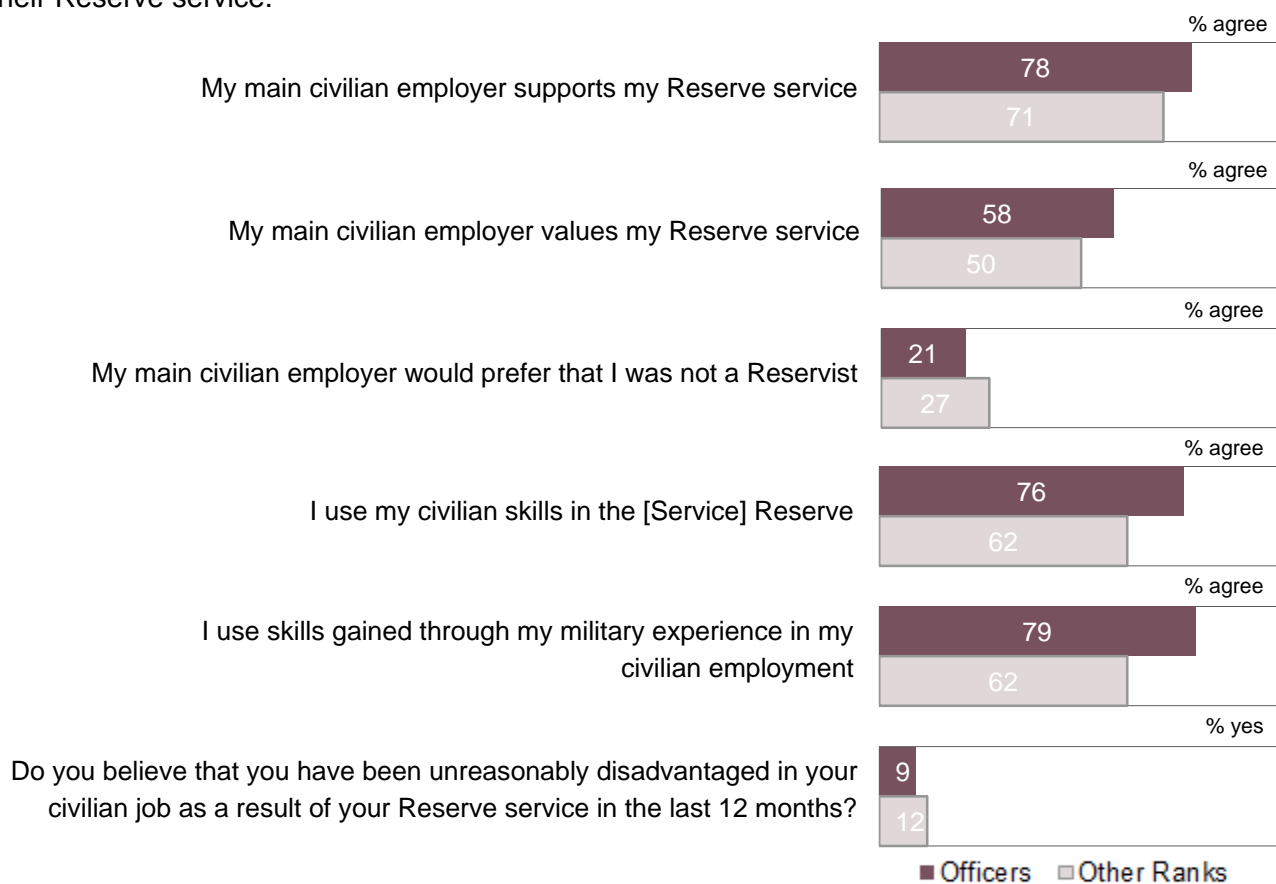


■ More than 250 employees ■ 51-250 employees ■ 10-50 employees ■ Fewer than 10 employees ■ None  
29 RESCAS 2017



Just under three quarters (72%) of reservists believe that their employer supports their Reserve service, while half (51%) believe that their employer values their Reserve service. Half (48%) agree that being a reservist is good for their civilian career, and almost two thirds (65%) agree that they use skills gained through their military experience in their civilian employment. While 1 in 10 (12%) reservists believe that they have been unreasonably disadvantaged in their civilian job as a result of their Reserve service in the last 12 months (e.g., missed bonus, missed pay increase, given lesser role, made redundant etc.), 1 in 5 (21%) reservists believe they have been advantaged in their civilian job (e.g. new/improved role or promotion due to skills learned in the Service, status for being in the Service etc.), up 7% points since 2015.

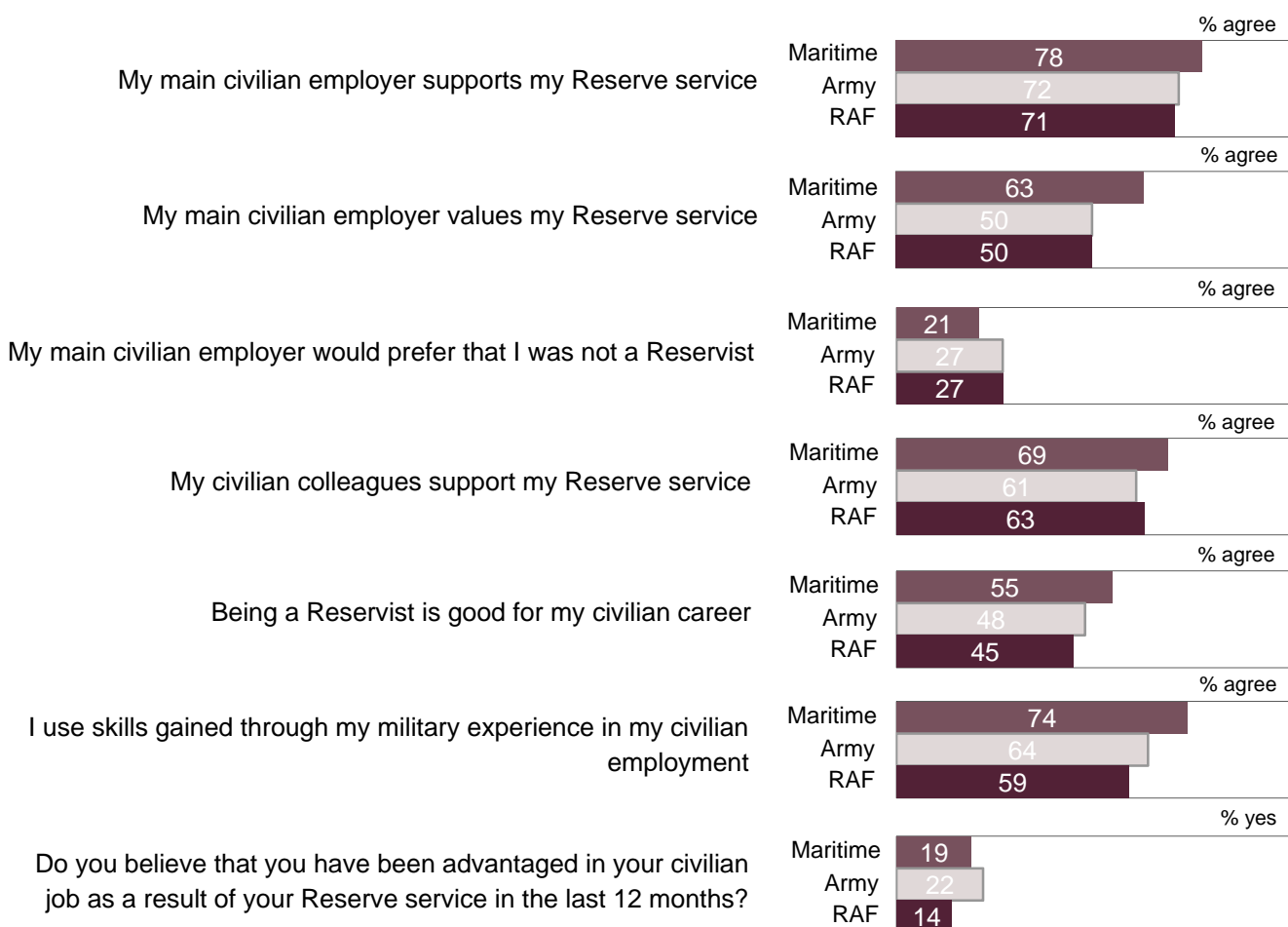
Officers are more likely to agree that their employer supports and values their Reserve service, report using the skills they have gained through their Reserve service in their civilian employment (and vice versa), and are less likely to feel disadvantaged in their civilian job as a result of their Reserve service.



Maritime reservists are more likely to agree that their employer supports and values their Reserve service, are more likely to agree that being a reservist is good for their civilian career, and to use the skills they have gained through their Reserve service in their civilian employment (and visa versa) compared to Army and RAF reservists.

RAF reservists are less likely to feel that they have been advantaged in their civilian job as a result of their 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.) compared to Maritime and Army reservists.

It should be noted that the Royal Navy Reserves, a large part of the Maritime Reserve, consists of a larger proportion of Officers than the Army Reserve and RAF Reserve. Officers are more likely to be satisfied with many of the Civilian Employment attitudinal questions. It's possible that the higher level of satisfaction seen in the Maritime Reserve compared to the Army Reserve and RAF Reserve can be explained, at least in part, by the larger proportion of Officers in the Royal Navy Reserve.



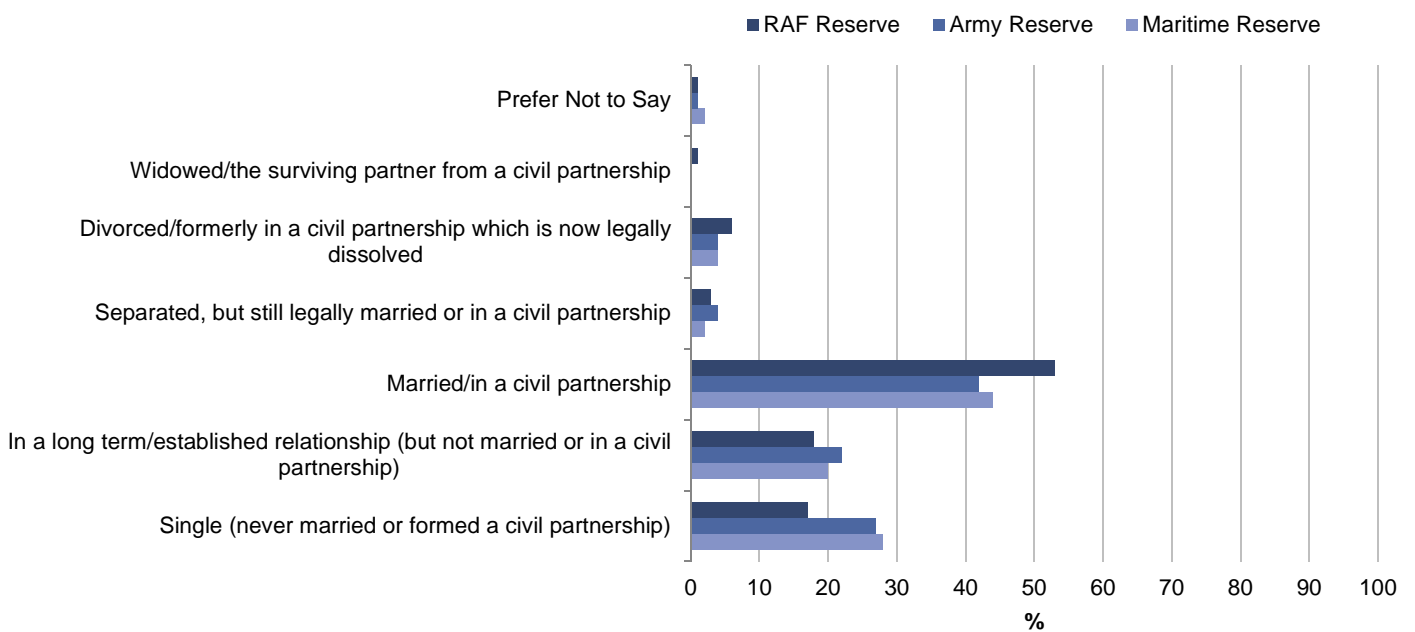
# Section 11 - About you

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

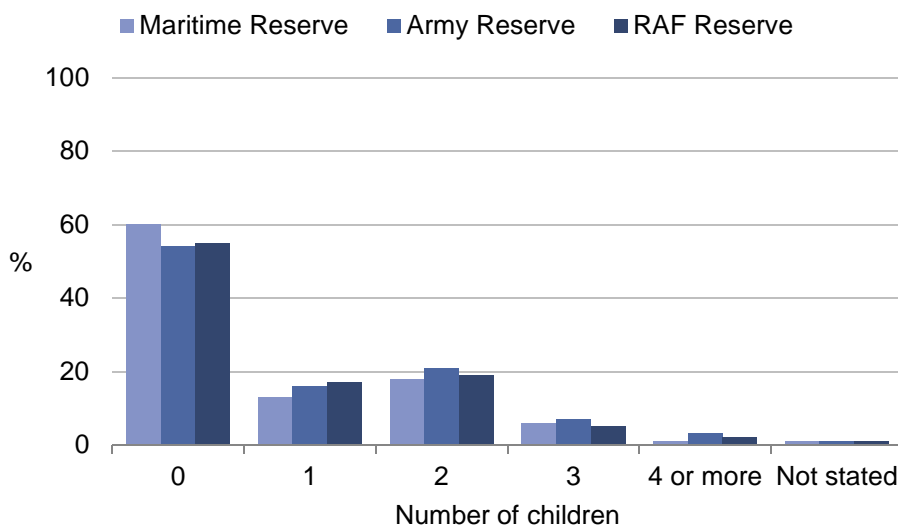
- Personal status
- Number of financially dependent children
- Highest qualifications
- Former Service Cadet Force status

It should be noted that these statistics are survey estimates of the volunteer Reserves based on weighted survey data.

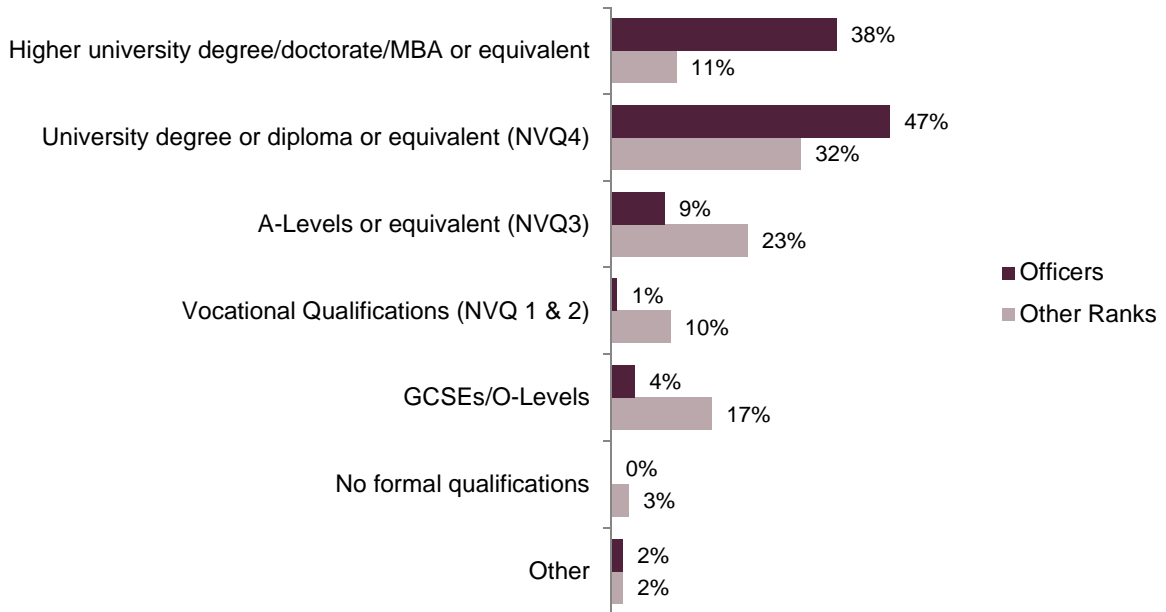
## What is your personal status? By Service



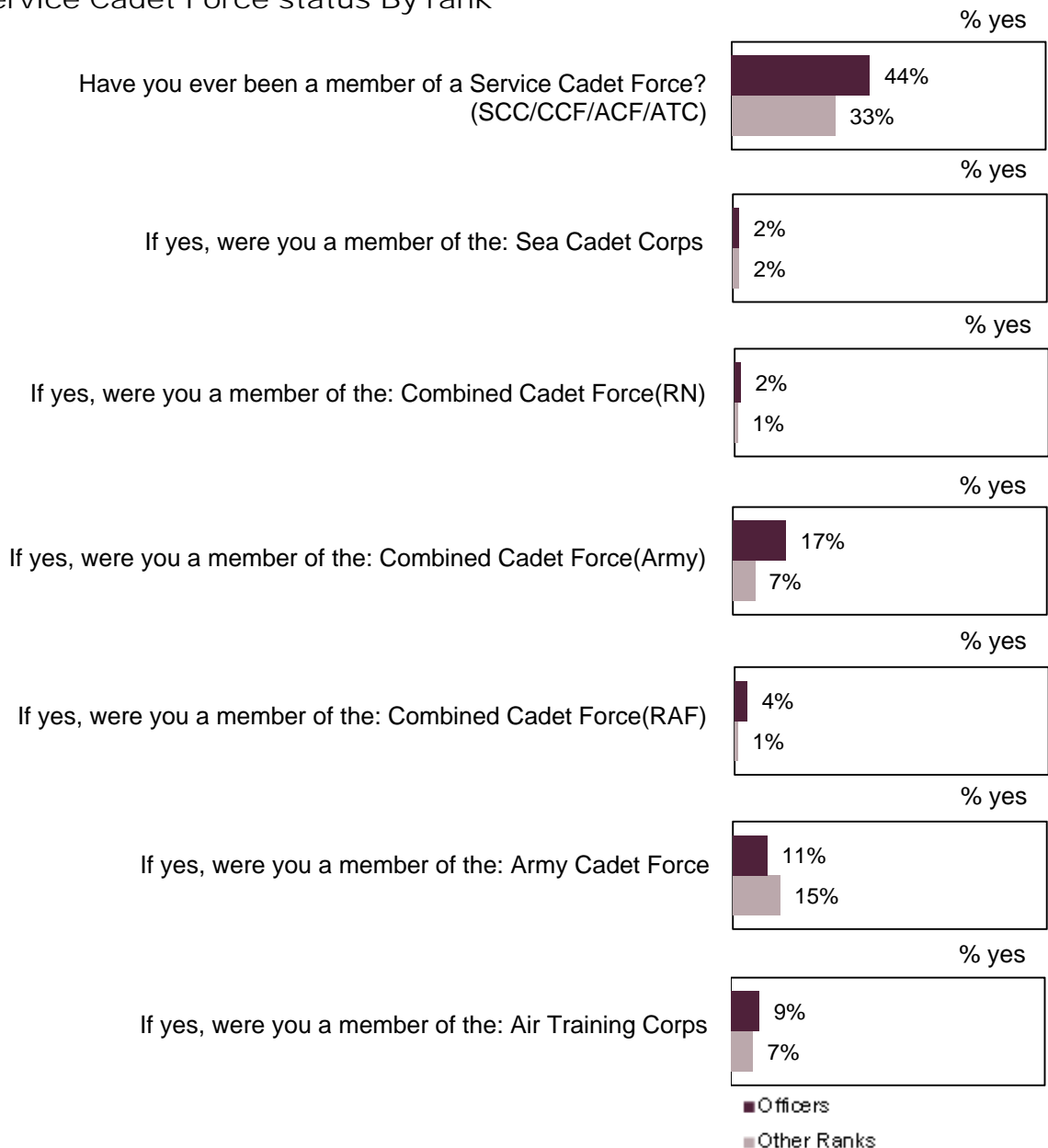
## How many children do you support financially? By Service



## What is your highest qualification? By rank



## Former Service Cadet Force status By rank



# Methodology

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## 1. Target population

The target population is all volunteer reservists excluding Non-Regular Permanent Staff (NRPS).

## 2. The survey

Data collection took place between January and March 2017.

For the Maritime Reserve and RAF Reserve a census approach was used, excluding hard to reach volunteer reservists such as those that were currently deployed. After exclusions 3,103 questionnaires went out to Maritime volunteer Reserves and 2,622 questionnaires went out to RAF volunteer Reserves.

The Maritime Reserves survey used an online self-completion questionnaire and self completion paper questionnaires were also available. Points of contact at units were sent a generic web link to the online questionnaire. The unit points of contact forwarded the link on to reservists at their home email address. Paper questionnaires were also sent to unit points of contact and these paper questionnaires were available to be collected from the units by reservists if they preferred to complete the paper version.

RAF reservists were able to complete an online self-completion questionnaire or could 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 10,830 Army volunteer reservists were emailed a link to an online version of the questionnaire, and they were posted a paper copy of the questionnaire to their current unit address using details recorded on the Joint Personnel Administration (JPA) system. Respondents were able to return their completed paper 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.

## 3. The sample and respondents

The ResCAS 2017 sample consisted of 16,555 Volunteer Reservists.

5,442 responses were used in the ResCAS 2017 analysis, giving an overall response rate of 33%. If those volunteer reservists that did not respond to the survey have different responses to those that did then the survey results will be biased.

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

**Table A1: Response rates by Service and rank group**

		No. of questionnaires sent out	No. of useable questionnaires returned	Response rate (%)
Maritime volunteer Reserves (RNR/RMR)	Officers	Not available	588	-
	Ratings	Not available	806	-
	<b>Total</b>	3,103	1,394	45%
Army volunteer Reserves	Officers	2,910	1,333	46%
	Soldiers	7,920	1,946	25%
	<b>Total</b>	10,830	3,279	30%
RAF volunteer Reserves	Officers	379	138	36%
	Airmen	2,243	631	28%
	<b>Total</b>	2,622	769	29%
All volunteer Reserves	Officers	Not available	2,059	-
	Ranks	Not available	3,383	-
	<b>Total</b>	16,555	5,442	33%

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 2017 analysis**

Weighting Class	Weighting Applied	Weighting Class	Weighting Applied	Weighting Class	Weighting Applied
RNR Officer	1.86	Army OF5+	3.69	RAF OF4+	3.40
RMR Officer	2.31	Army OF3/OF4	3.84	RAF OF3	2.69
RNR Ratings/ORs	2.40	Army OF2	3.40	RAF OF2	3.00
RMR Ratings/ORs	5.66	Army Officer Cadet/ Untrained 2Lt (not completed Ph2 training)/ Trained 2Lt (completed Ph2 training)/ Lt - OF(D)/OF1	5.01	RAF - OF(D)/OF1	3.06
		Army OR8/OR9	4.64	RAF OR9	2.41
		Army OR6/OR7	6.21	RAF OR7	2.53
		Army OR3/OR4	13.14	RAF OR6	2.76
		Army Trained - OR1/OR2	30.53	RAF OR1/OR2/ OR3/OR4	3.91
		Army Untrained - OR1/OR2	20.39		

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

## 5. Analysis and statistical tests

Attitudinal questions in the questionnaires have generally been regrouped to assist in analysing results and to aid interpretation. For example, questions asked at a 5-point level (e.g. Strongly agree – Agree – Neither agree nor disagree – Disagree – Strongly disagree) have been regrouped to a 3-point level (e.g. Agree – Neutral – Disagree).

Missing values, where respondents have not provided a response/valid response, have not been included in the analysis. In addition, some questions are filtered to exclude invalid responses. As a result the unweighted counts (or 'n') will vary from question to question and these are shown within the reference tables published alongside this report on the ResCAS webpage here <https://www.gov.uk/government/collections/tri-service-reserves-continuous-attitude-survey-index>

Unless otherwise specified, 'don't know' and 'not applicable' responses are ignored and percentages are based only on the numbers of respondents who chose the remaining item response options.

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

6. Format of the reference tables (published separately to the report on the ResCAS webpage here <https://www.gov.uk/government/collections/tri-service-reserves-continuous-attitude-survey-index>)

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



# Glossary

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**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.

**Air Training Corps** The Air Training Corps is a British youth organisation sponsored by the Ministry of Defence and the Royal Air Force.

**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 Cadet Force** The Army Cadet Force is a national youth organisation sponsored by the United Kingdom's Ministry of Defence and the British Army.

**Army Personnel Centre** The APC is the administrative centre for Army personnel records, formed in December 1996, and which formally ceased to be a Defence Agency as at 1 April 2004.

**Combined Cadet Force** The Combined Cadet Force is a Ministry of Defence sponsored youth organisation in the UK. Its aim is to "provide a disciplined organisation in a school so that pupils may develop powers of leadership by means of training to promote the qualities of responsibility, self-reliance, resourcefulness, endurance and perseverance.

**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 Navy Reserve (RNR) and Royal Marine Reserve (RMR).

**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**.

**Sea Cadet Corps** The Sea Cadet Corps is a national youth organisation sponsored by the United Kingdom's Ministry of Defence and the Royal Navy.

**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 years, ranks, or 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, Army 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

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### 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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