



Ministry of Defence

Reserves Continuous Attitude Survey Results 2018

● Annual

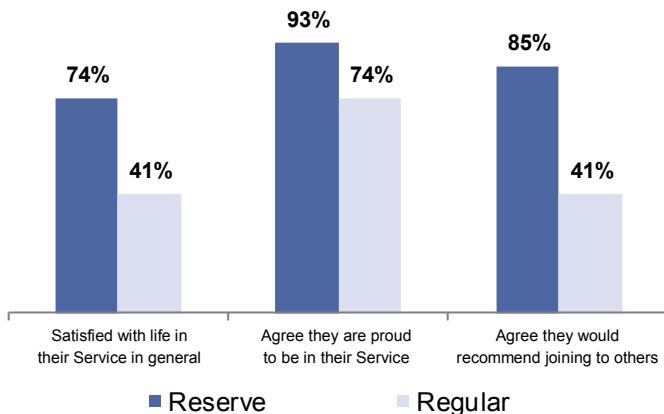
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United Kingdom

This survey of volunteer reserves covers satisfaction with various aspects of being a reservist. These statistics 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.

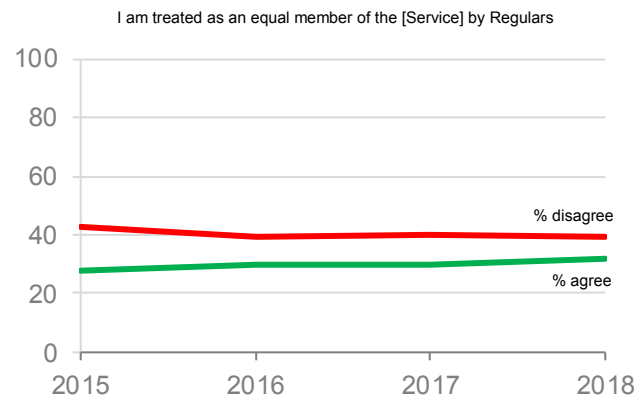
The majority of reservists are satisfied with life in their Service, are proud to serve, and would recommend joining

Volunteer reservists are more likely to be satisfied with life in their Service, feel a greater sense of pride, and recommend joining to others compared with trained Regular personnel.



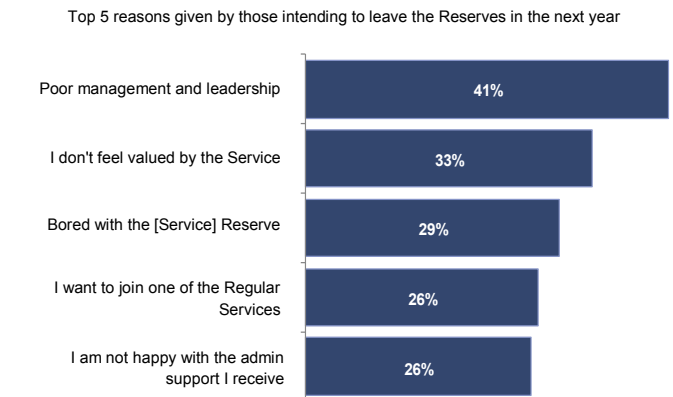
One out of three reservists feel they are treated as an equal member of their Service by regulars

Despite remaining low, reservists are now more likely to feel they are treated as an equal member of their Service by regulars than they did in 2015.



Top reasons for leaving: Poor management and leadership, and not feeling valued by the Service

Of the 5% of reservists that intend to leave the Reserve in the next year, 41% reported 'poor management and leadership' and 33% reported 'not feeling valued by the Service' as reasons that played a part in their decision, unchanged since 2015.



Responsible Statistician: Surveys Head of Branch

Tel: 020 7218 1359

Email: DefStrat-Stat-WDS-Surveys@mod.gov.uk

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.gov.uk

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About these statistics

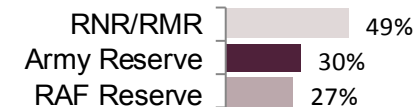
The Reserves Continuous Attitude Survey (ResCAS) is a Tri-Service annual survey of volunteer reservists and is one of the main ways that the department gathers information on the attitudes and experiences of volunteer reservists. The data is used to inform and shape decisions and policy development in 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 2018.



Tri-Service questions were first 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 the Armed Forces Continuous Attitude Survey 2018 ([AFCAS 2018](#)).

Response Rates:

Overall, 5,731 responses were received, representing a response rate of 33%, unchanged since 2017.

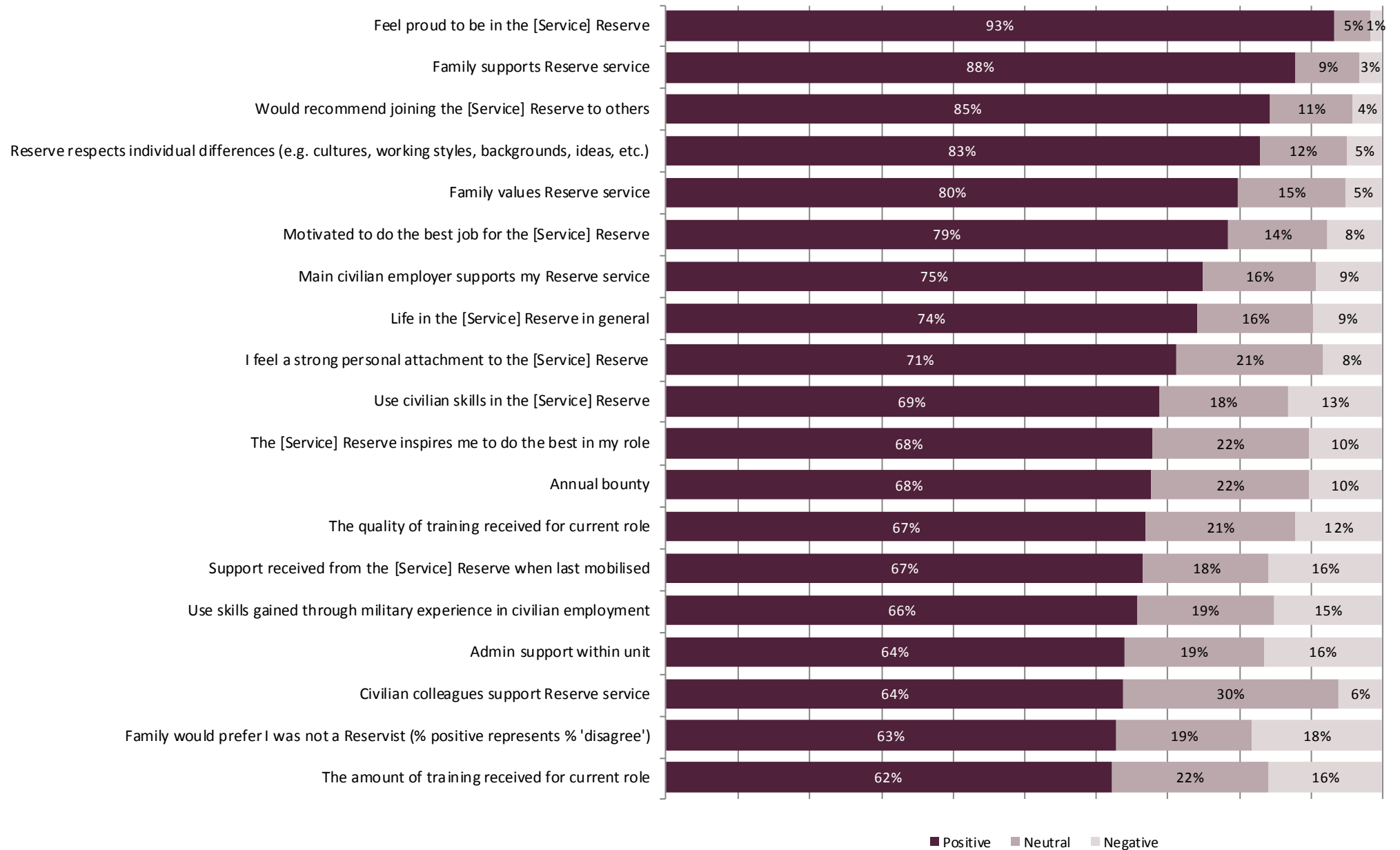


Reference tables and a list of the Tri-Service ResCAS 2018 questions are published as separate documents and can be found on the ResCAS webpage - <https://www.gov.uk/government/statistics/tri-service-reserves-continuous-attitude-survey-2018>

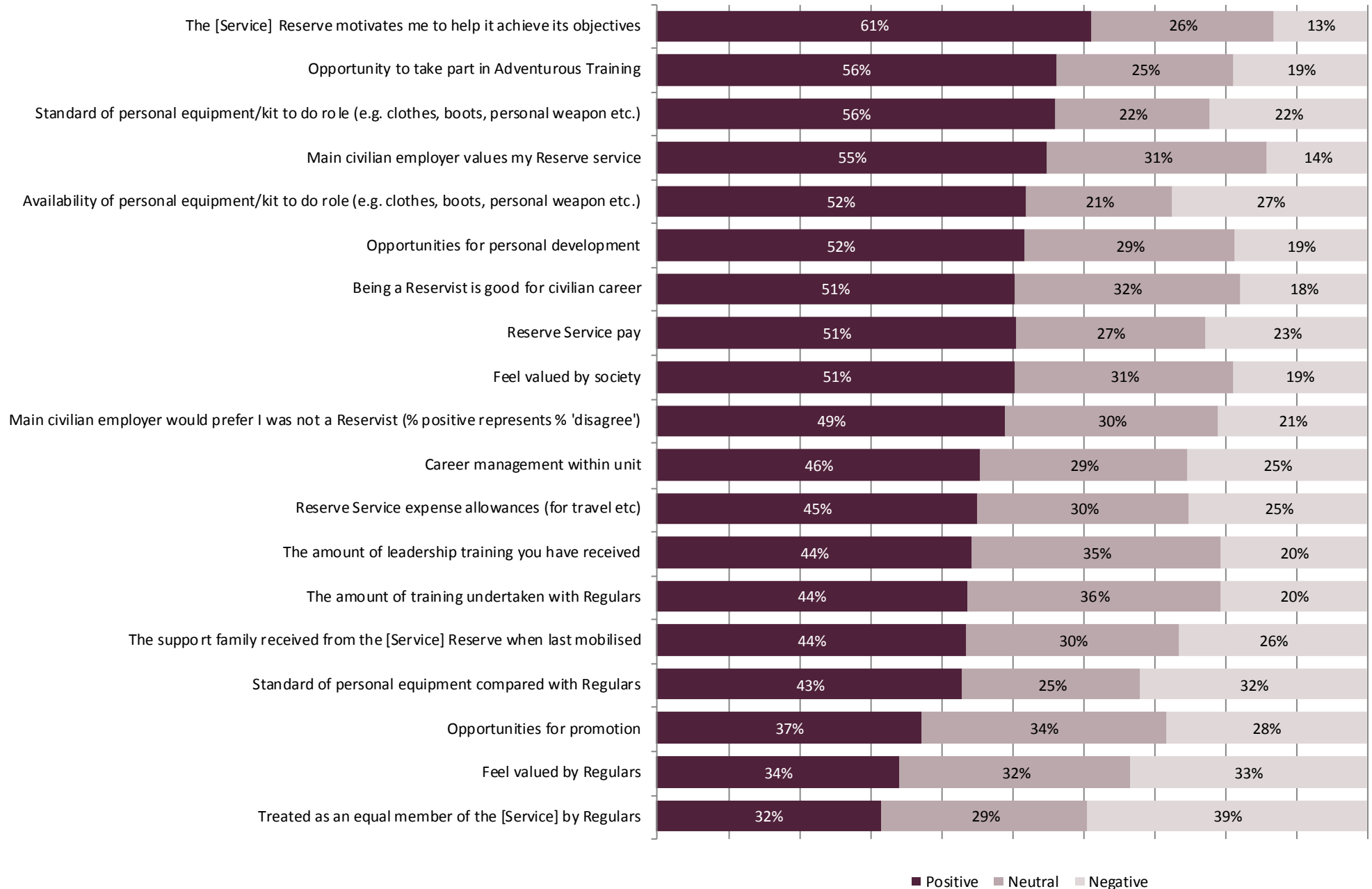
Please see the Background Quality Report for full details of survey methodology, analysis, and data quality considerations.

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)



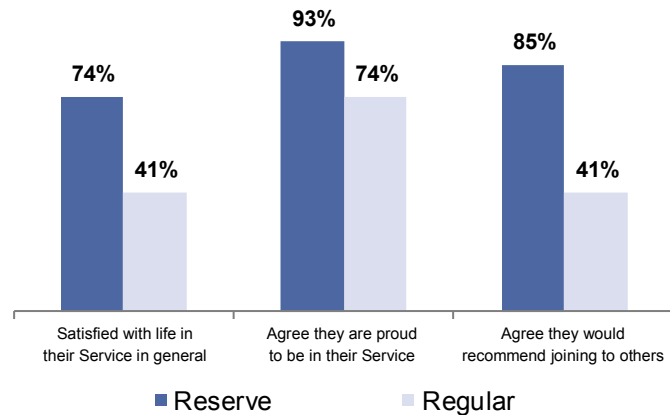
Summary of attitudinal questions (highest to lowest positive scoring)



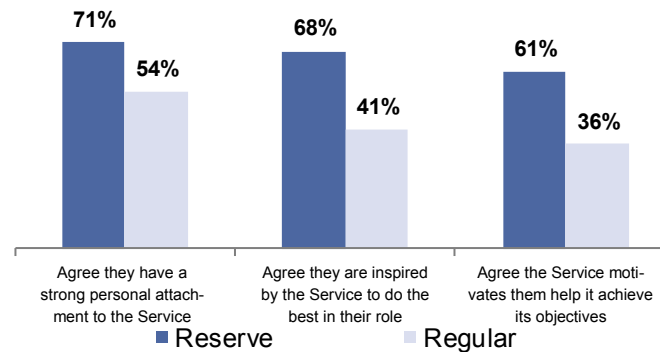
Summary of attitudinal questions

The majority of reservists are satisfied with life in their Service, are proud to serve, and would recommend joining. However a relatively large proportion of reservists disagree that they feel treated as an equal member of the Service. Reservists are generally more satisfied with life in the Service than Armed Forces Regular personnel.

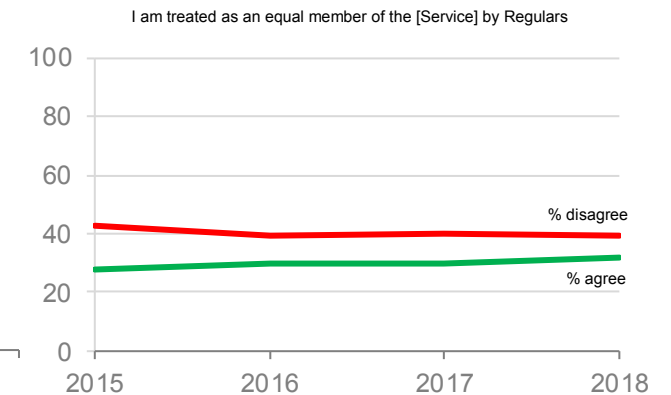
Overall, the results to the Tri-Service questions remain largely unchanged since 2017. Reservists generally have a high level of satisfaction with life in the Reserve in general. Compared with trained Regular personnel volunteer reservists are more likely to be satisfied with life in their Service, feel a greater sense of pride, and recommend joining to others.



Compared with trained Regular personnel, volunteer reservists are more likely to feel a strong personal attachment to the Service, feel that the Service inspires them to do the best in their job, and feel that the Service motivates them to help it achieve its objectives.



One out of three reservists feel treated as an equal member of their Service by Regulars. Despite remaining low, reservists now are more likely to feel treated as an equal member of their Service by Regulars than they did in 2015.



Over half (58%) of trained Regular personnel report that the Reserves are well-integrated, an increase from 53% in 2017. 67% of Regulars rate the Reserves as professional, 65% rate the contribution of Reserves as valuable. It is recommended that a better understanding as to why a relatively large proportion of reservists do not agree that they are treated as an equal member of the Service be developed.

Changes since previous surveys (attitudinal questions)

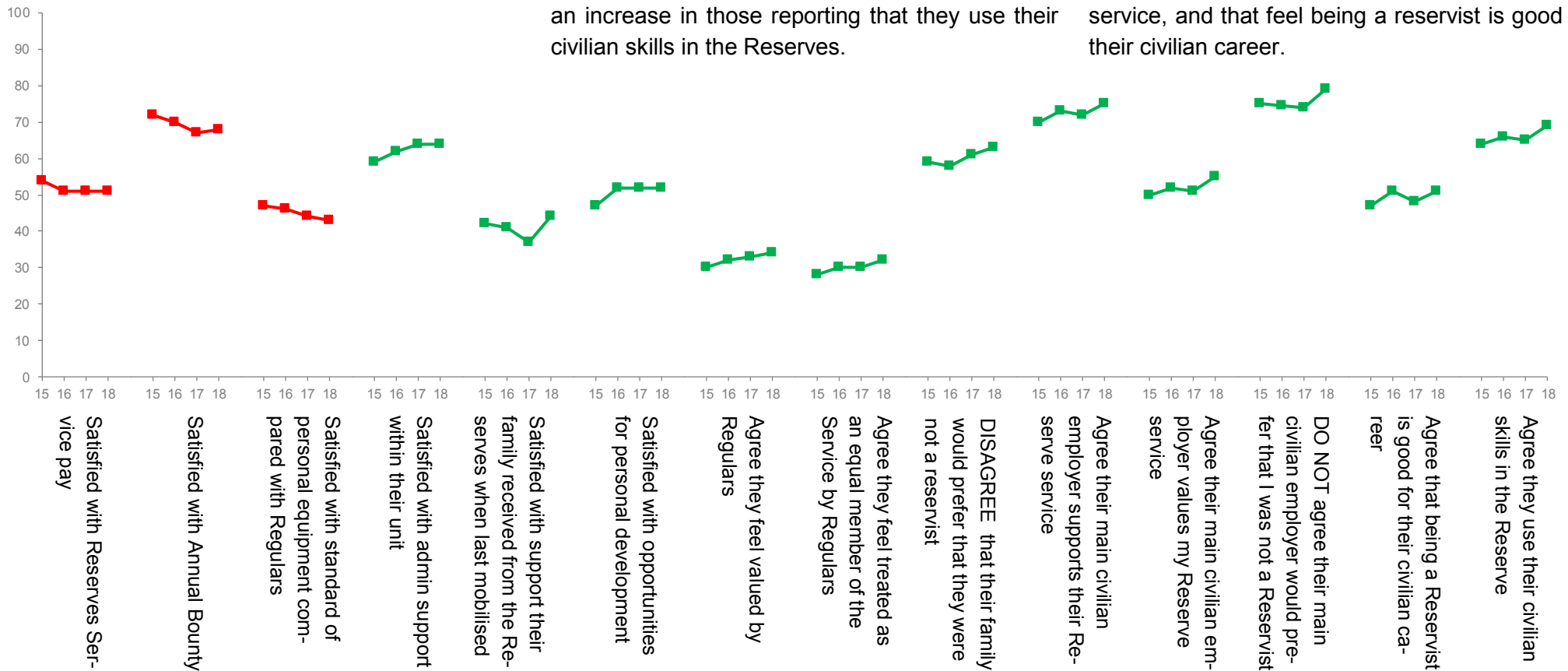
A decrease in satisfaction among 3 of the 35 attitudinal questions

Satisfaction with Reserve Service pay and annual bounty is largely unchanged since 2016 although satisfaction has decreased compared to 2015. There has also been a decrease in satisfaction with the standard of personal equipment compared with Regulars since 2015.

An improvement among 11 of the 35 attitudinal questions including admin support, opportunities for personal development, feeling valued by Regulars, and employer support

Since 2017: While respondents are less likely to have been mobilised since 2015, in the last year there has been a 7% point increase in those satisfied with the support their family received when they were last mobilised. There has been a decrease in those agreeing that their employer would prefer that they were not a reservist, and an increase in those reporting that they use their civilian skills in the Reserves.

Since 2015: Despite remaining the lowest scoring attitudinal questions there has been a 4% point increase in those that feel valued by Regulars and in those that feel that they are treated as an equal member of the Service by Regulars. There has also been an increase in those that feel their employer supports and values their reserve service, and that feel being a reservist is good for their civilian career.



Maritime Reserve changes since previous surveys (attitudinal questions)

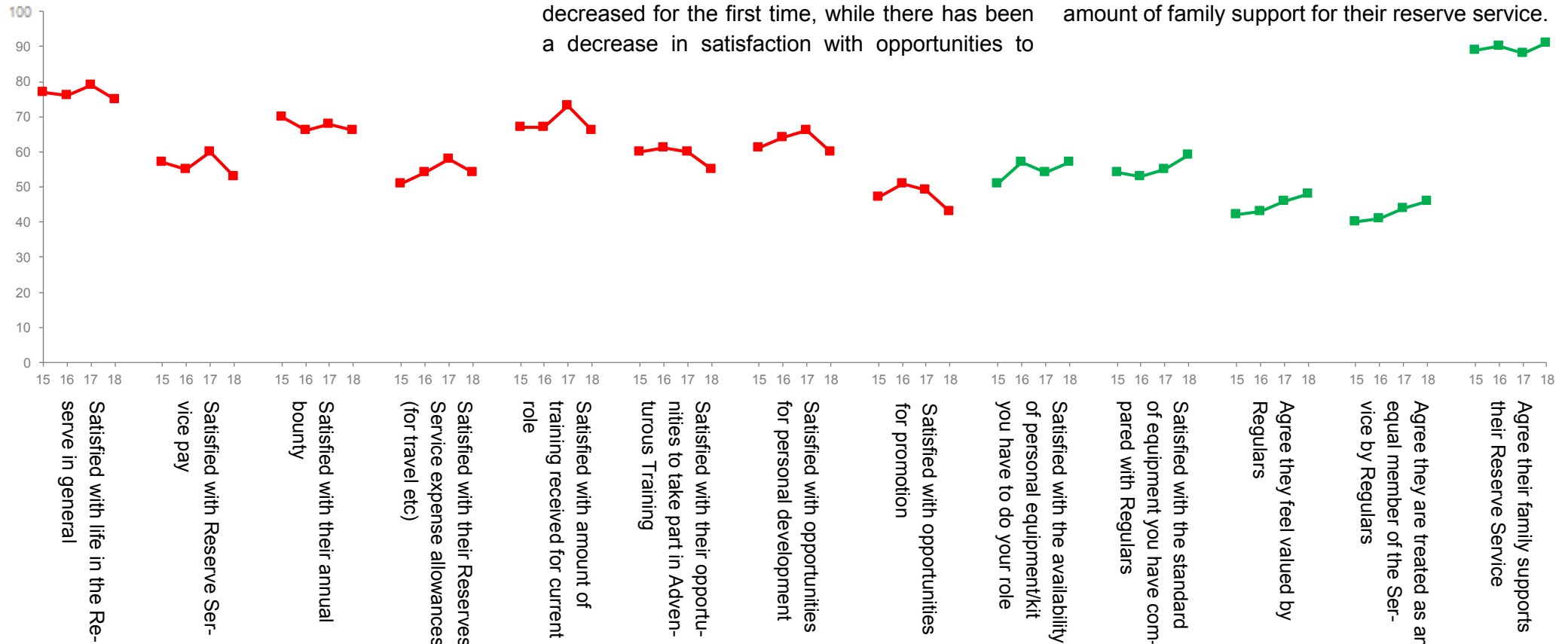
After several peaks in satisfaction in 2017, the Maritime Reserve has seen the largest number of decreases in satisfaction compared with the Army Reserve and RAF Reserve although satisfaction still remains generally higher than the Army

An improvement among 5 of the 35 attitudinal questions including feeling valued by Regulars

Since peaking in 2017, there has been a 4% point decrease in satisfaction with life in the Maritime Reserve in general, with the level similar to that seen in 2016 and comparable with the Army Reserve. Royal Marine Regulars have also experienced a decrease in satisfaction with Service life in general since 2017 to 38% satisfied.

The largest decrease in satisfaction since 2017 is with reserve pay, and the amount of training received for current role. Satisfaction with expense allowances has decreased for the first time, while satisfaction with the annual bounty has decreased compared to 2015. Satisfaction with opportunities for personal development has decreased for the first time, while there has been a decrease in satisfaction with opportunities to

take part in adventurous training, and opportunities for promotion. There has been an increase in satisfaction with the availability of personal kit and equipment, the standard of equipment compared with Regulars, feeling valued by Regulars, feeling treated as an equal member of the Service by Regulars, and the amount of family support for their reserve service.



Army Reserve changes since previous surveys (attitudinal questions)

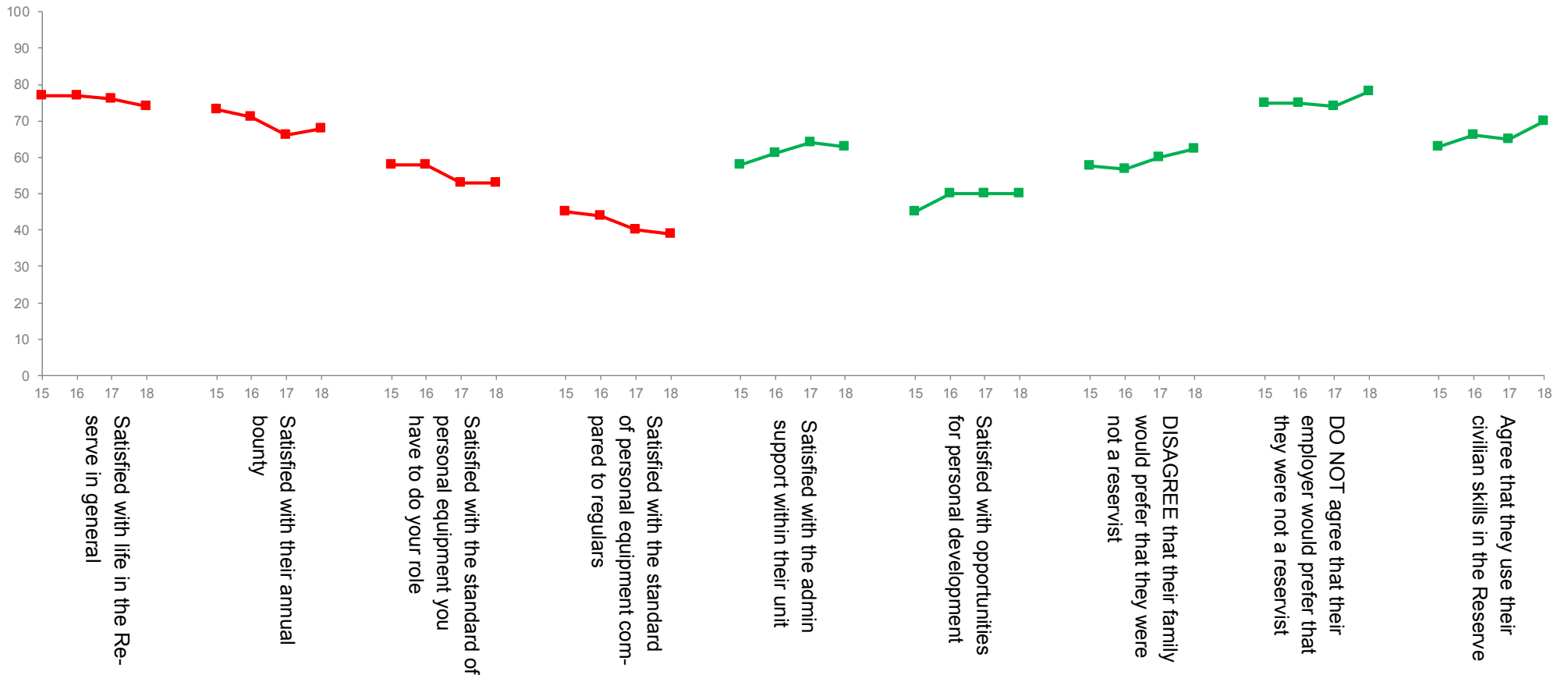
A decrease in satisfaction to 4 of the 35 attitudinal questions since 2015 including with Service life in general

An increase in positive responses to 5 of the 35 attitudinal questions since 2015 including admin support, opportunities for personal development, and feeling that they are supported in their reserve service by their family and employer

The Army Reserve has seen a decrease in satisfaction with life in the Army Reserve in general compared to 2015. Army Regulars have also experienced a decrease in satisfaction with Service life in general during the same period (42% satisfied). Army Reserve satisfaction with the annual bounty, standard of personal

equipment to do their role, and the standard of personal equipment compared to Regulars are largely unchanged since 2016 but have decreased compared to 2015. Compared to 2015 there has been an increase in satisfaction with the admin support within their unit and with opportunities for personal development. There

has also been an increase in those that feel they use their civilian skills in the Army Reserve, and an increase in those that disagree that their family would prefer that they were not a reservist and a decrease in those agreeing that their main civilian employer would prefer that they were not a reservist.



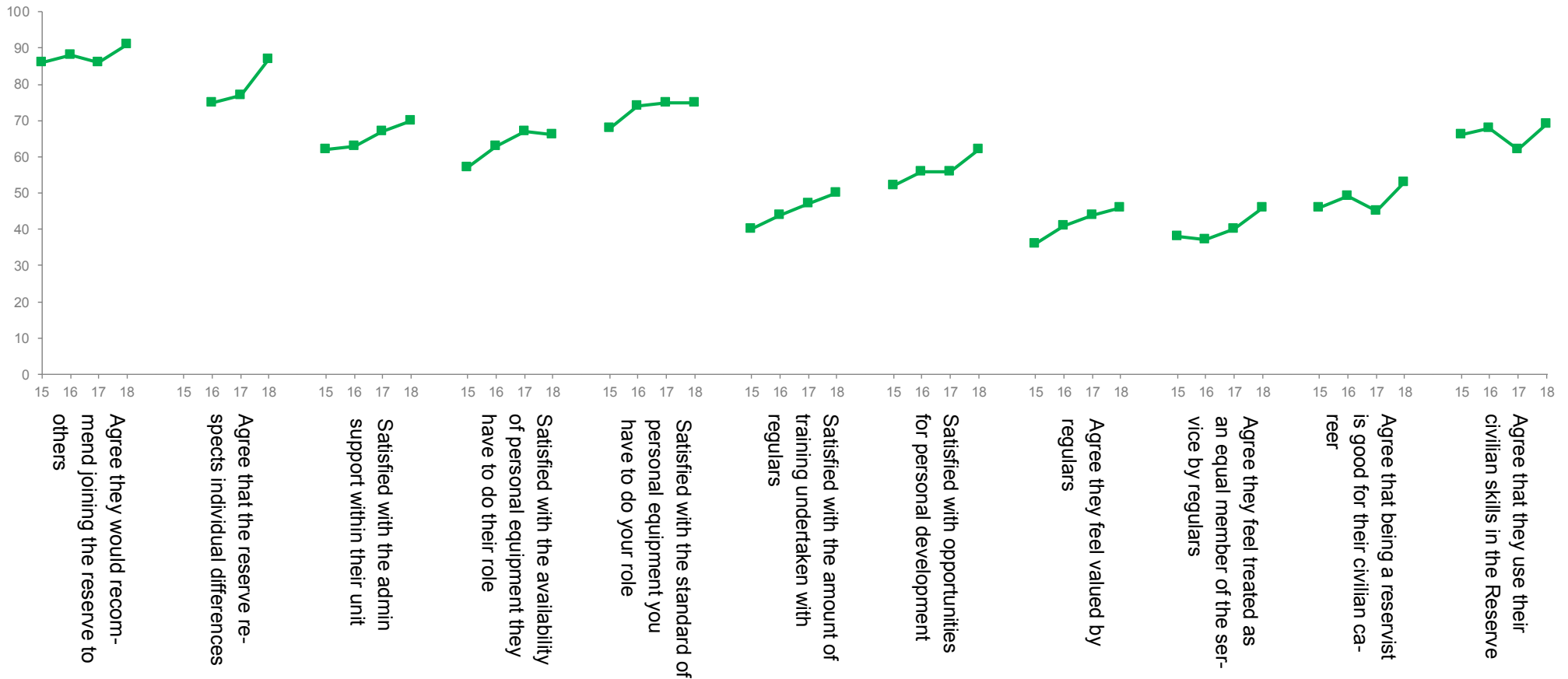
RAF Reserve changes since previous surveys (attitudinal questions)

The RAF Reserve had an increase in positive responses to 11 of the 35 attitudinal questions including an increase in those that would recommend joining, feel that the RAF Reserve respects individual differences, feel that they are valued by Regulars, and feel treated as an equal member of the Service by Regulars

Just over nine in ten RAF reservists would recommend joining the RAF Reserve to others, a 5% point increase since 2017 to 91%; higher than both the Maritime Reserve and Army Reserve. The largest overall increase in positive responses is in those agreeing that the RAF Reserve respects individual differences (e.g. cultures,

working styles, backgrounds, ideas, etc) up 12% points since 2016. This was followed by an increase in satisfaction with the amount of training undertaken with Regulars, those that feel valued by Regulars, those satisfied with their opportunities for personal development, and those satisfied with the availability and standard of

personal equipment/kit they have to do their role (e.g. clothes, boots, personal weapon).



Highest and lowest scoring Service

The RAF Reserve and the Maritime Reserve respond more positively to the Tri-Service questions than the Army Reserve

Although the Army results are not necessarily low, the Army Reserve scored lower than *both* the Maritime Reserve and RAF Reserve in 19 of the Tri-Service attitudinal questions including:

- feeling motivated and inspired by the Reserve to help it achieve its objectives and to do the best in their job
- the availability and standard of training, and of kit and equipment
- personal development opportunities and career management
- feeling valued by Regulars and feeling treated as an equal member of the Service



The RAF Reserve did not have the lowest score to any of the attitudinal questions. The RAF Reserve are more likely than the Maritime Reserve and Army Reserve to:

- be satisfied with life in the Reserve in general, feel motivated to do their best, and recommend joining to others
- be satisfied with the amount and quality of training they received for their current role, and be satisfied with the availability and standard of personal kit and equipment

Maritime Reserves are the least likely to feel that the Reserve respects individual differences, and are the least likely to feel supported by the Reserves when they were last mobilised. Maritime Reserves are more likely to feel that their employer values their Reserve service and to report using the skills gained through their military experience in their civilian career.

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.

	% Positive		
	Maritime	Army	RAF
Satisfied with life in the [Service] Reserve in general?	75	74	80
I feel motivated to do the best job I can for the [Service] Reserve	87	76	90
I would recommend joining the [Service] Reserve to others	87	84	91
I feel a strong personal attachment to the [Service] Reserves	84	69	83
The [Service] Reserve inspires me to do the best in my role	75	66	79
The [Service] Reserve motivates me to help it achieve its objectives	70	59	75
I think that the [Service] Reserve respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	75	84	87
Satisfied with your Reserves Service expense allowances (for travel etc)	54	44	49
Satisfied with the admin support within your unit	68	63	70
Satisfied with the availability of personal equipment/kit you have to do your role (e.g. clothes, boots, personal weapon etc.)	57	50	66
Satisfied with the standard of personal equipment/kit you have to do your role (e.g. clothes, boots, personal weapon etc.)	62	53	75
Satisfied with the standard of personal equipment you have compared with: Regulars	59	39	64
Satisfied with the support you received from the [Service] Reserve when you were last mobilised	54	71	68
Satisfied with the amount of training you have received for your current role	66	61	72
Satisfied with the quality of training you have received for your current role	73	65	77
Satisfied with the amount of training you have undertaken with Regulars	57	41	50
Satisfied with the amount of leadership training you have received	59	42	51
Satisfied with your career management within your unit	55	44	53
Satisfied with your opportunities for personal development	60	50	62
I feel valued by Regulars	48	31	46
I feel valued by society	55	50	55
I am treated as an equal member of the [Service] by Regulars	46	29	46
My family supports my Reserve service	91	88	86
My family would prefer that I was not a Reservist: % disagree	69	62	63
My main civilian employer values my Reserve service	61	54	54
I use my civilian skills in the [Service] Reserve	63	70	69
I use skills gained through my military experience in my civilian employment	73	65	66

 = Score statistically higher than the other two Services
 = Score statistically lower than the other two Services

Differences between Officers and Other Ranks (% Positive)

Officers generally respond more positively than Other Ranks

Officers responded more favourably than Other Ranks to half of the attitudinal questions (19 out of 38 questions) while Other Ranks responded more favourably to 3 of the 38 questions. Officers are more positive toward:

- Leadership training and personal development opportunities
- Career management
- Being able to transfer skills between their military and civilian employment
- Reserve pay
- Kit & equipment
- Feeling valued
- Employer support

Other Ranks are more positive toward:

- the quality of training received for their current role
- feeling motivated and inspired by the Reserve to help it achieve its objectives and to do the best in their job.

Despite these differences, Officers and Other Ranks have similar levels of pride and satisfaction with life in the Service Reserve in general.

	Officers	Other Ranks	Difference
The amount of leadership training you have received	59%	41%	18%
Standard of personal equipment compared with Regulars	56%	40%	16%
Use skills gained through military experience in civilian employment	78%	64%	14%
Reserve Service pay	62%	48%	14%
I feel valued by Regulars	44%	32%	13%
Standard of personal equipment/kit you have to do your role	66%	54%	12%
Availability of personal equipment/kit you have to do your role	61%	50%	11%
I use my civilian skills in the [Service] Reserve	78%	67%	11%
The amount of training you have undertaken with Regulars	51%	42%	9%
Your opportunities for personal development	57%	51%	7%
My main civilian employer supports my Reserve Service	80%	73%	7%
My main civilian employer would prefer that I was not a Reservist: % disagree	54%	48%	6%
I am treated as an equal member of the [Service] by Regulars	36%	31%	6%
Your opportunities to take part in Adventurous Training	61%	55%	6%
My main civilian employer values my Reserve Service	59%	54%	6%
Your career management within your unit	50%	45%	5%
I feel valued by society	55%	50%	5%
I feel motivated to do the best job I can for the [Service] Reserve	82%	78%	4%
I think the [Service] Reserve respects individual differences	86%	82%	3%
The quality of training you have received for your current role	63%	68%	-5%
The [Service] Reserve motivates me to help it achieve its objectives	57%	62%	-5%
The [Service] Reserve inspires me to do the best in my role	63%	69%	-6%

Positive % difference = Officer higher than Other Ranks

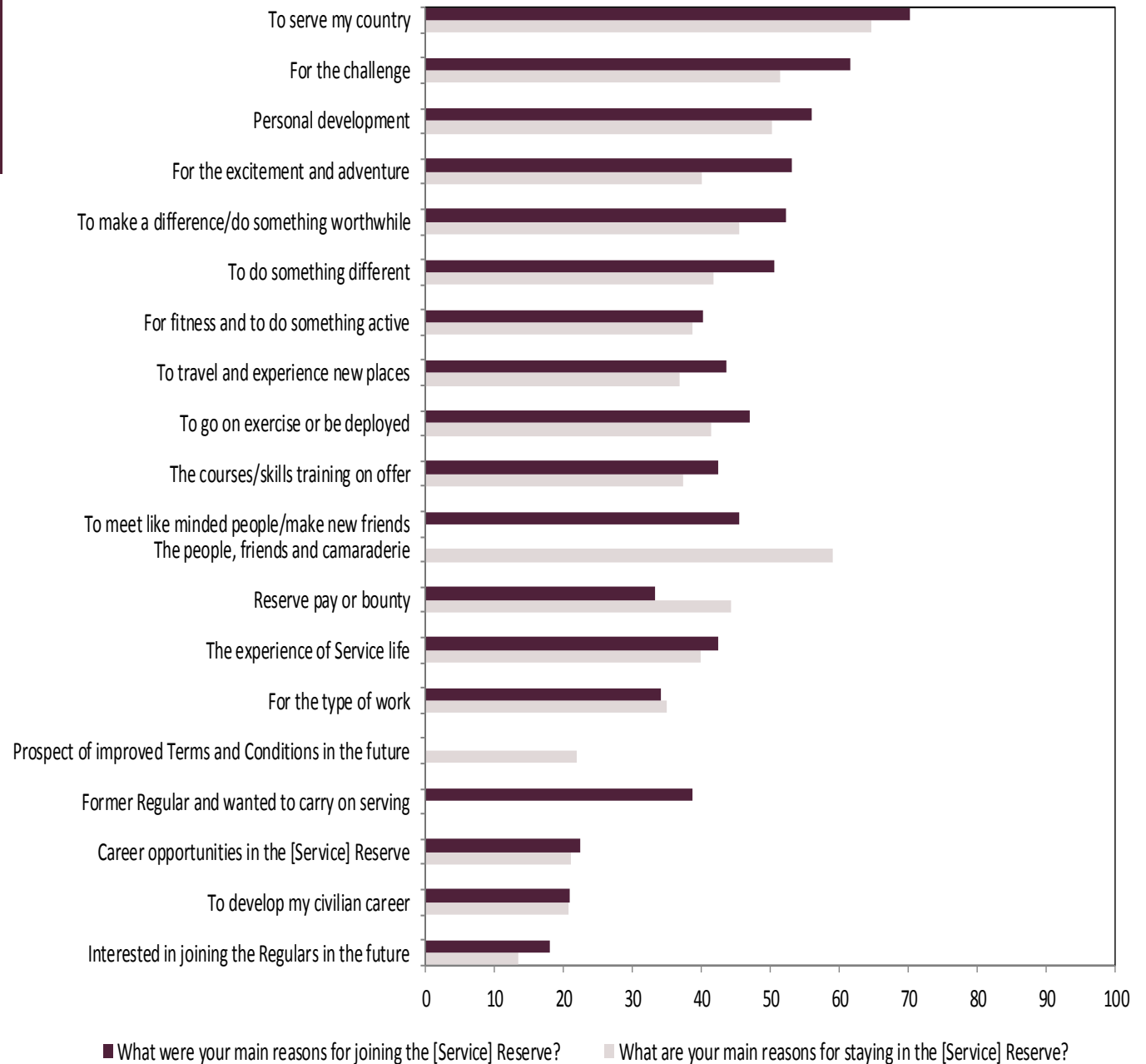
Reasons for joining and staying in the Reserve

Top 5 reasons for joining and staying in the Reserve are largely the same, and are consistent across Services and between Officers and Other Ranks

The top 5 reasons for joining the Reserves are: 'to serve my country', 'for the challenge', 'personal development', 'for the excitement and adventure', and 'to make a difference/do something worthwhile', all unchanged since 2017.

The top 5 reasons for staying in the Reserves are: 'to serve my country', 'the people, friends and camaraderie', 'personal development', 'for the challenge', 'to make a difference/do something worthwhile', all unchanged since 2017.

Officers and Other Ranks have similar motivations for joining the Reserve and staying in the Reserve with the top 5 reasons being identical. However, Other Ranks are more likely to join and stay in the Reserves 'for the courses/skills training on offer' and 'to travel and experience new places' while Officers are more likely to join as a 'former Regular and wanted to carry on serving in some capacity' and to stay 'for the type of work'.



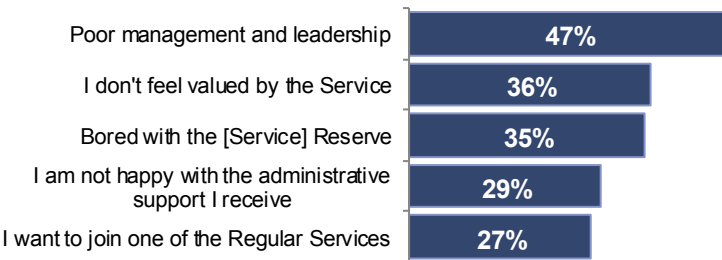
Reasons for leaving the Reserve

Top reasons for leaving: Poor management and leadership, and not feeling valued by the Service

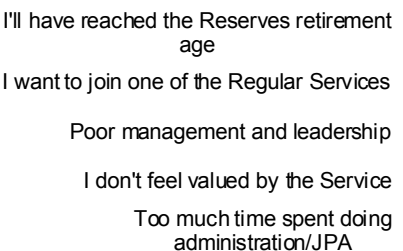
Of the 5% of reservists that intend to stay in the Reserves for less than 1 year, 41% reported 'poor management and leadership' and 33% reported 'not feeling valued by the Service' as reasons that played a part in their decision, unchanged since 2015.

Officers and Other Ranks share 3 of their 5 top reasons for intending to stay in the Reserves for less than one year. The top reason given by Officers is 'I'll have reached the Reserves retirement age'; this is not a top reason among Other Ranks.

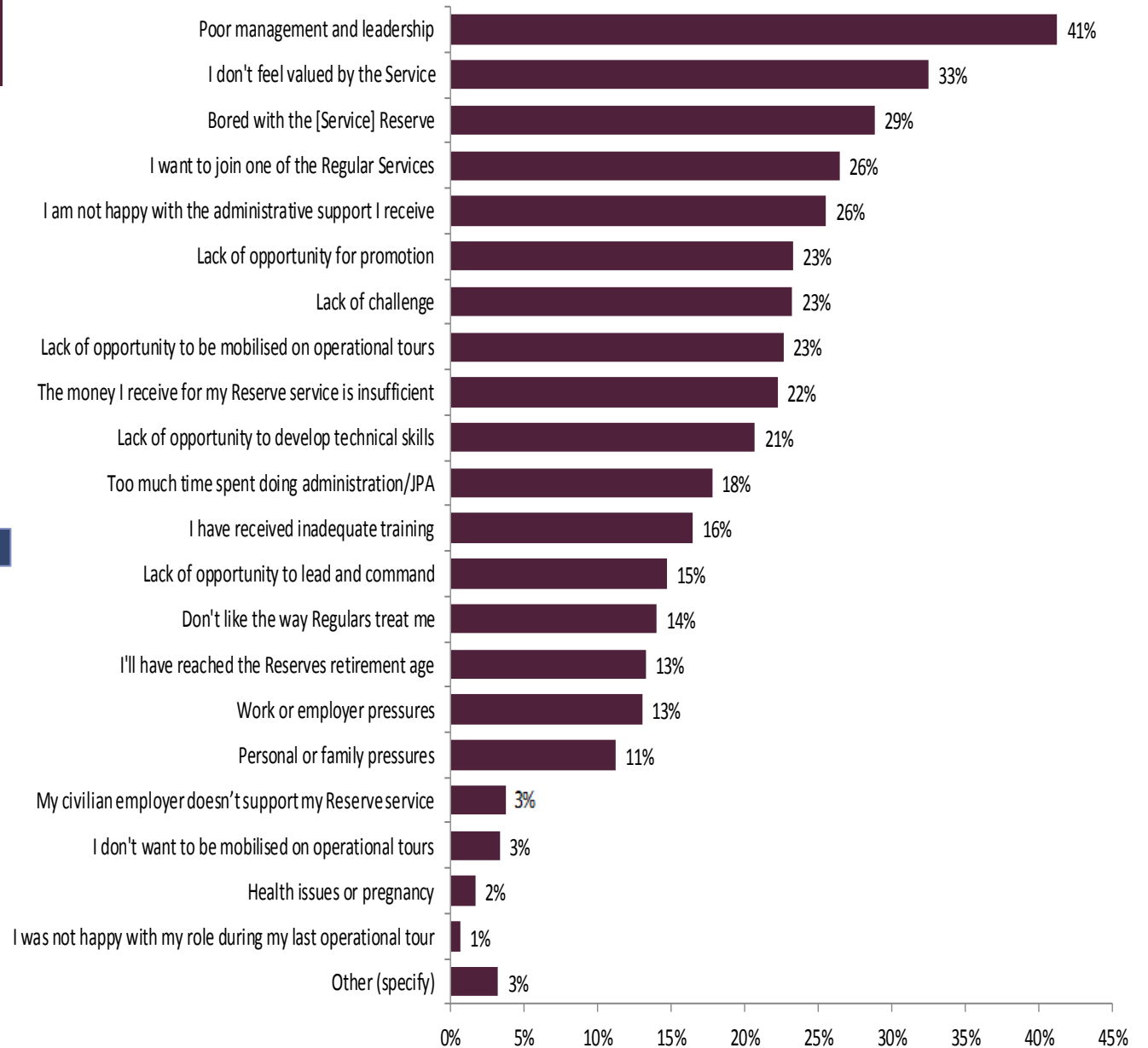
Other Ranks: Top 5 reasons for leaving



Officers: Top 5 reasons for leaving



Reasons that played a part in reservists intentions to leave the reserve within the next year (tick all that apply). Based on 250 respondents.



Results are not presented by Service due to the small number of reservists intending to stay in the Reserve for less than 1 year

About you

This section provides some insight into the demographics of reservists

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

- 35% of reservists have been a member of a Service Cadet Force. Officers (43%) are more likely to have been a member of a Service Cadet Force compared to Other Ranks (33%).
- Officers are more likely to be married/in a civil partnership compared to Other Ranks (66% and 38% respectively).
- Over half (55%) of reservists do not have any financially dependent children.
- 82% of Officers hold a university degree (or equivalent) or higher compared to 45% of Other Ranks.
- 81% of reservists are employed (either full-time, part-time, or self-employed).
- Of the 81% of reservists that are employed almost half (49%) work in the private sector, just over a third (34%) work in the public sector.

Methodology

1. Target population

The target population is all volunteer reservists excluding Non-Regular Permanent Staff (NRPS), Special Forces and those deployed at the time the surveys were administered.

2. The survey

Data collection took place between January and March 2018.

For the Maritime Reserve and RAF Reserve a census approach was used, excluding hard-to-reach volunteer reservists such as those that were deployed. After exclusions, 3,234 questionnaires went out to Maritime Volunteer Reserves and 2,861 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.

Army reservists were sent a paper questionnaire and pre-paid envelope to their unit address using details recorded on JPA. The paper questionnaires provided an option to complete the survey online. 11,186 Army reservists were sent the survey and 3,375 surveys were returned, providing a response rate of 30%. The Army sample excluded Special Forces, Mobilised, Unposted List, Army Reserves Reinforcement Group and anyone who had not received pay in the preceding 6-month period.

The Army sample was designed to provide sufficient responses to yield estimates with a margin of error of plus or minus 3% by four rank groups: Officers - Major and above; Officers - Captain and below; Soldiers – Sergeant and above; Soldiers – Corporal and below.

3. The sample and respondents

The ResCAS 2018 sample consisted of 17,281 volunteer reservists. 5,731 responses were used in the ResCAS 2018 analysis, giving an overall response rate of 33%. If those volunteer reservists that did not respond to the survey would have had 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

		No. of questionnaires sent out	No. of useable questionnaires returned	Response rate (%)
Maritime Volunteer Reserves (RNR/RMR)	Officers	Not available	620	-
	Ratings	Not available	951	-
	Total	3,234	1,571	49%
Army Volunteer Reserves	Officers	3,294	1,473	45%
	Soldiers	7,892	1,902	24%
	Total	11,186	3,375	30%
RAF Volunteer Reserves	Officers	489	149	30%
	Airmen	2,372	636	27%
	Total	2,861	785	27%
All Volunteer Reserves	Officers	Not available	2,242	-
	Ranks	Not available	3,489	-
	Total	17,281	5,731	33%

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

4. Weighting methodology and non-response

Due to the sample design and the differences in prevalence of non-response between the Service and rank strata, the distribution of characteristics amongst the ResCAS respondents did not reflect the distribution in the whole volunteer Reserve 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 2018 analysis

Weighting Class	Weighting Applied	Weighting Class	Weighting Applied
RAF OF4+	6.48	RNR Officer	1.81
RAF OF3	3.86	RMR Officer	2.46
RAF OF2	3.00	RNR Ratings/ORs	2.23
RAF - OF(D)/OF1	2.29	RMR Ratings/ORs	3.64
RAF OR9	3.14		
RAF OR7	3.50		
RAF OR6	2.86		
RAF OR1/OR2/OR3/OR4	3.98		

Weighting Class	Weighting Applied
Army OF5+	3.00
Army OF3/OF4	3.69
Army OF2	3.65
Army Officer Cadet/ Untrained 2Lt (not completed Ph2 training)/ Trained 2Lt (completed Ph2 training)/ Lt - OF(D)/OF1	3.80
Army OR8/OR9	4.94
Army OR6/OR7	6.85
Army OR3/OR4	12.74
Army Trained - OR1/OR2	29.02
Army Untrained - OR1/OR2	17.97

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 is not the same as the order of the sections in the Main Report.

An index is available within the Excel tables. Each table is broken down by Service and also by Rank Group with the Total column referring to the Officers and Other Ranks results combined.

Questionnaire Section	Table Numbers
01 Life in the Reserves	B1.1 - B1.11
02a Reasons for Joining	B2a.1 - B2a.19
02b Reasons for Staying	B2b.1 - B2b.18
02c Reasons for Leaving	B2c.1 - B2c.22
03 Pay, Allowances and Admin Support	B3.1 - B3.4
04 Kit and Equipment	B4.1 - B4.3
05 Mobilisation	B5.1 - B5.4
06 Training	B6.1 - B6.5
07 Career Progression	B7.1 - B7.3
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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.

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.

Glossary

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.

Glossary

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.

Glossary

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:

Defence Statistics (Surveys) Telephone: 020 7218 1359

Email: DefStrat-Stat-Enquiries-Mailbox@mod.gov.uk

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If you wish to correspond by mail, our postal address is:

Defence Statistics (Surveys)
Ministry of Defence, Main Building
Floor 3 Zone M
Whitehall
London
SW1A 2HB