



This publication provides information on the number of **Military Personnel** in (defined as the **strength**), joining (**intake**) and leaving (**outflow**) the UK Armed Forces. Detail is provided for both the **Full-time Armed Forces** and **Reserves**. Further statistics can be found in the [Excel tables](#).

The recent trends in personnel numbers in this report relate to the targets outlined in the **Strategic Defence and Security Review (SDSR) 2015** and the **Future Reserves 2020 (FR20) programme**. Prior to SDSR 2015, publications reported against SDSR 2010, the Three Month Exercise (3ME), Army 2020 and the Future Reserves 2020 (FR20) programme.

Some of the statistics previously published in the following publications can now be found in this release: **Monthly, Quarterly** and **Annual** Personnel Reports, **UK Reserve Forces and Cadets, Service Personnel Bulletin 2.01** and **Service and Civilian Bulletin 2.03**.

Key Points and Trends

▼ 192 130	Strength of UK Forces Service Personnel at 1 October 2018 <i>a decrease of 3 600 (1.8 per cent) since 1 October 2017</i>
▼ 135 360	Full-time Trained Strength (RN/RM & RAF) and Full-time Trade Trained Strength (Army) at 1 October 2018 <i>a decrease of 1 920 (1.4 per cent) since 1 October 2017</i>
▲ - 6.6%	Deficit against the planned number of personnel needed (Workforce Requirement) at 1 October 2018 <i>an increase in the deficit from -5.6 per cent as at 1 October 2017</i>
▲ 32 270	Strength of the Trained Future Reserves 2020 at 1 October 2018 <i>a increase of 180 (0.6 per cent) since 1 October 2017</i>
▼ 12 130	People joined the UK Regular Armed Forces in the past 12 months (1 October 2017 – 30 September 2018) <i>a decrease of 130 (1.1 per cent) compared with the previous 12 month period</i>
▼ 14 760	People left the UK Regular Armed Forces in the past 12 months (1 October 2017 – 30 September 2018) <i>a decrease of 120 (1.7 per cent) compared with the previous 12 month period</i>
▼ 4 750	People joined the Future Reserves 2020 in the past 12 months (1 October 2017 – 30 September 2018) <i>a decrease of 1 580 (25.0 per cent) compared with the previous 12 month period</i>
▲ 5 480	People left the Future Reserves 2020 in the past 12 months (1 October 2017 – 30 September 2018) <i>an increase of 490 (9.8 per cent) compared with the previous 12 month period</i>

Responsible statistician: Tri-Service Head of Branch 0207 807 8896

DefStrat-Stat-Tri-Hd@mod.gov.uk

Further information/mailing list: DefStrat-Stat-Tri-Enquiries@mod.gov.uk

Background quality report: www.gov.uk/government/statistics/tri-service-personnel-bulletin-background-quality-reports

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-Tri-Enquiries@mod.gov.uk

Contents

Introduction	page 2		Supplementary tables containing further statistics can be found at: https://www.gov.uk/government/statistics/uk-armed-forces-monthly-service-personnel-statistics-2018
Policy background	page 3		
UK Service Personnel	page 4	(National Statistic)	
Full-time Trained and Trade Trained Strength	page 5	(National Statistic)	
FTTS (RN/RM & RAF) & Full-time Trade	page 6	(National Statistic)	A glossary and other supporting documents are available here: https://www.gov.uk/government/publications/armed-forces-monthly-service-personnel-statistics-supplementary-documents
UK Regular Personnel	page 7	(National Statistic)	
Future Reserves 2020 Programme Monitoring	page 9	(National Statistic)	
Separated Service	Page 11		
Military Salaries	page 12		
Further Information	page 13		

Introduction

This publication contains information on the **strength, intake and outflow** for the UK Armed Forces overall and each of the Services; **Royal Navy/Royal Marines (RN/RM), Army and Royal Air Force (RAF)**.

The Ministry of Defence (MOD) announced on 29 June 2016 that it was changing the Army trained, disciplined manpower by changing the definition of trained strength to include those in the Army who have completed Phase 1 training. This affects some Tri-Service totals. This does not affect the Naval Service or the RAF in any way. The MOD held a public consultation on **SDSR Resilience: Trained strength definition for the Army and resultant changes to Ministry of Defence Armed Forces personnel statistics**, between 11 July and 21 January 2017. A consultation response was published on 7 November 2016. The changes outlined in the consultation and response have been incorporated into this publication from the 1 October 2016 edition onwards. This affects statistics in some of the accompanying Excel tables, specifically tables: 3a, 3e, 5a, 5b, 5c, 5d, 6a, 6b, 7a, 7b and 7c. Terminology has also been updated in Excel tables 3c and 4.

Detailed statistics, including unrounded figures, and historic time series can be found in the **Excel tables**. These include quarterly statistics on the number of **Applications** to each of the Services, **Service and Civilian Personnel, Separated Service** (the proportion of personnel breaching harmony guidelines), **Applications** to each of the Services and **Military Salaries**. Further historic statistics will be added in due course; in the meantime, historic statistics can be found in the following archived publications: **Monthly, Quarterly and Annual Personnel Reports, UK Reserve Forces and Cadets, Service Personnel Bulletin 2.01, Service and Civilian Bulletin 2.03, UK Armed Forces Maternity Report, Diversity Dashboard and Quarterly Location Statistics**. The **glossary** contains definitions of terminology used in this publication.

A calendar of upcoming MOD statistical releases can be found on **GOV.UK**.

A National Statistics publication

The United Kingdom Statistics Authority has designated these statistics as National Statistics, in accordance with the Statistics and Registration Service Act 2007 and signifying compliance with the Code of Practice for Official Statistics. Designation can be broadly interpreted to mean that the statistics:

- meet identified user needs;
- are well explained and readily accessible;
- are produced according to sound methods; and
- are managed impartially and objectively in the public interest.

Once statistics have been designated as National Statistics it is a statutory requirement that the Code of Practice shall continue to be observed.

Policy background

The main factors affecting decisions about the size of the Armed Forces required by the MOD to achieve success in its military tasks include:

- An assessment of current and future threats to UK national security;
- The need for contingent / reactive capability – the requirement to be able to respond immediately to domestic or international crisis;
- Current operational and international obligations (e.g. NATO, UN);
- Changes in technology, the introduction of new equipment and restructuring that leads to equipment becoming obsolete or surplus to requirements;
- The need to deliver against the military tasks as efficiently as possible, maintaining a balanced, affordable defence budget.

The Service personnel statistics in this publication are reported against the [2015 Strategic Defence and Security Review](#) (SDSR), released in November 2015. Prior to SDSR 2015, publications reported against the planned Future Force 2020, as set out in the SDSR 2010 which planned to reduce the size of the Armed Forces.

Army Trained Strength

On 29 June 2016, the MOD [announced](#) that the Army planned to use Regular and Reserve Phase 1 trained personnel in response to crises within the UK. Following this, the term 'Trained Strength' would include all Army personnel trained in the core function of their Service (i.e. those who have completed Phase 1 training). The MOD has [consulted](#) on these changes and the resultant impact it will have on this publication and a consultation response were published on 7 October 2016.

From the 1 October 2016 edition onwards, Army personnel who have completed Phase 1 training (basic Service training) but not Phase 2 training (trade training), are considered Trained personnel. This change will enable the Army to meet the SDSR 15 commitment to improve support to UK resilience. The Trained Strength definition for the Royal Navy, RAF, Maritime Reserve and RAF Reserves has not changed, reflecting the requirement for their personnel to complete Phase 2 training to be able to fulfil the core function of their respective Services.

Army personnel who have completed Phase 2 training are now called 'Trade Trained'. This population aligns with the old definition of trained personnel, therefore maintaining the continuity of the statistical time series and will continue to be counted against the Workforce Requirement and SDSR target for 2020.

Full-time Armed Forces personnel

In order to meet the manpower reduction targets set out in SDSR 2010, the [Three Month Exercise](#) (3ME) and [Army 2020](#) (A2020), a redundancy programme coupled with adjusted recruiting (intake) and contract extensions were set. The redundancy programme is now complete.

On 23 November 2015, the Ministry of Defence published the National Security Strategy and Strategic Defence and Security Review 2015. SDSR 2015 outlines plans to uplift the size of the Regular Armed Forces, setting targets for a strength of 82,000 for the Army, and increasing the Royal Navy/Royal Marines and Royal Air Force by a total of 700 personnel. The [SDSR 2015 Defence Key Facts](#) booklet announced new targets for 2020 for each of the Services.

Future Reserves 2020 (FR20) Programme

The Future Reserves 2020 (FR20) programme aims to increase the size of the Reserve Forces. Further information on the growth of the Reserves can be found in the Policy Background section of previous [Monthly Service Personnel Statistics](#) publications.

As a result of the changes to Army Trained Strength (referred to above) and their impact on the Army Reserve, the MOD released a [Written Ministerial Statement](#) containing revised Future Reserves 2020 strength growth profiles on 8 November 2016. Reporting of the growth of the Reserves will be based on strength profiles only.

This statement outlined trained strength targets for FY 2018/19 as follows: Maritime Reserve 3,100, Army Reserve 30,100 and RAF Reserves 1,860.

UK Service Personnel

Due to the introduction of the Defence Recruitment System, all 1 January 2018 (and 31 Dec 2017) data onwards were considered provisional. The relevant figures have been reviewed and are finalised in this edition. Application data since 1 October 2017 has not been available. We are currently verifying recently received information.

UK Service Personnel comprise the total **strength** of the military personnel employed by the Ministry of Defence ([Excel tables](#), Table1). The current strength of the UK Service Personnel is 192,130, which includes:

- All **UK Regular** personnel and all **Gurkha** personnel (which at 1 October 2018 comprised 77.0 per cent of UK Service Personnel);
- **Volunteer Reserve** personnel (which at 1 October 2018 comprised 18.9 per cent of UK Service Personnel);
- **Other Personnel** including the Serving Regular Reserve, Sponsored Reserve, Military Provost Guard Service, Locally Engaged Personnel and elements of the Full Time Reserve Service (FTRS) (which at 1 October 2018 comprised 4.1 per cent of UK Service Personnel).

Strength is the number of personnel.

Volunteer Reserves voluntarily accept an annual training commitment and are liable to be mobilised to deploy on operations. They can be utilised on a part-time or full-time basis to provide support to the Regular Forces at home and overseas.

The total strength of the UK Forces¹ has decreased between 1 October 2017 and 1 October 2018, by 1.8 per cent (3,600 personnel). Overall, apart from Gurkhas, the other population have decreased as shown in Table 1. This decrease is part of a long term trend for the UK Regular Forces.

Table 1: Trends in UK Forces Strength¹

	1 Oct 15	1 Oct 16	1 Oct 17	1 Apr 18	1 Jul 18	1 Oct 18	% Change since 1 Oct 17
UK Forces Personnel	196 510	197 110	195 730	194 140	192 410	192 130	-1.8%
UK Regular Forces	152 150	150 250	147 520	146 560	145 130	144 900	-1.8%
Gurkhas	2 690	2 800	2 940	3 150	3 120	3 090	5.2%
Volunteer Reserve	33 630	35 810	37 090	36 480	36 280	36 310	-2.1%
Other Personnel	8 040	8 250	8 180	7 960	7 880	7 830	-4.2%
Royal Navy/ Royal Marines	38 220	38 300	38 490	38 450	38 410	38 650	0.4%
UK Regular Forces	32 480	32 500	32 430	32 480	32 380	32 540	0.3%
Volunteer Reserve	3 430	3 480	3 680	3 600	3 660	3 750	1.8%
Other Personnel	2 300	2 330	2 380	2 370	2 370	2 360	-0.8%
Army	121 370	121 860	120 350	118 580	116 940	116 610	-3.1%
UK Regular Forces	86 080	84 490	82 210	81 120	79 900	79 640	-3.1%
Gurkhas	2 690	2 800	2 940	3 150	3 120	3 090	5.2%
Volunteer Reserve	27 770	29 680	30 540	29 900	29 600	29 600	-3.1%
Other Personnel	4 820	4 890	4 670	4 410	4 330	4 280	-8.4%
Royal Air Force	36 920	36 950	36 890	37 110	37 050	36 870	0.0%
UK Regular Forces	33 580	33 270	32 890	32 960	32 850	32 720	-0.5%
Volunteer Reserve	2 430	2 650	2 870	2 980	3 030	2 960	3.0%
Other Personnel	910	1 030	1 130	1 170	1 180	1 200	6.4%

Source: Defence Statistics Tri Service

1. UK Forces comprises all UK Regular, Gurkha, Volunteer Reserve and Other personnel. The constituents of "Other personnel" are reported towards the top of this page.

Full-time Trained Strength — Army

Following public announcement and public consultation the definition of Army Trained Strength has changed. From 1 October 2016, UK Regular Forces and Gurkha personnel in the Army who have completed Phase 1 training (basic Service training) but not Phase 2 training (trade training), are now considered Trained personnel. This change will enable the Army to meet the SDSR 15 commitment to improve support to UK resilience. Previously, only personnel who had completed Phase 2 training were considered trained.

This change does not affect the Royal Navy/Royal Marines (RN/RM) or the Royal Air Force (RAF).

As a result of this change, the Full-time Trained Strength (FTTS) includes:

- UK Regular Forces who have passed Phase 1 and Phase 2 training, in the RN/RM & RAF, and UK Regular Forces and Gurkha personnel who have passed Phase 1 training in the Army;
- Those elements of the Full Time Reserve Service (FTRS) who are counted against the Workforce Requirement, for all three Services.

This change was implemented in the 1 October 2016 edition of this publication.

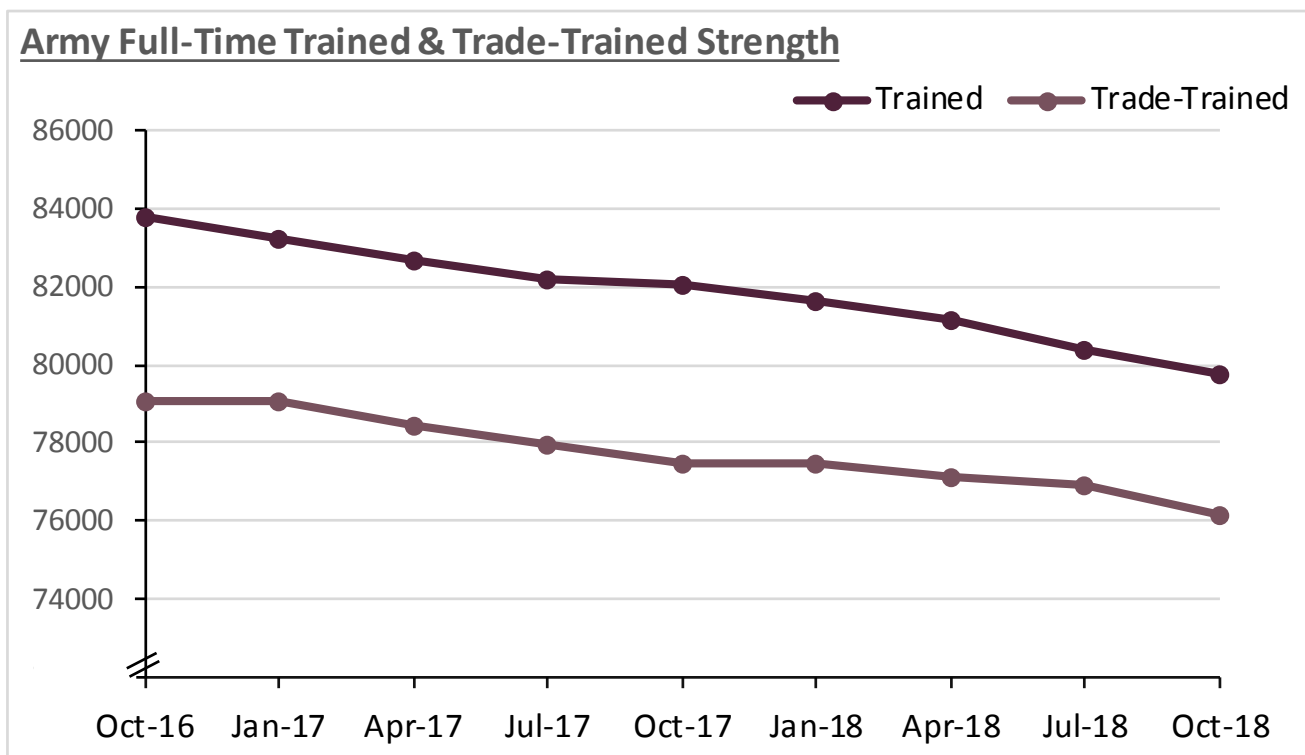
As can be seen in Table 2, the Army Full-time Trained Strength has decreased by 2,350 (3.0 per cent) since 1 October 2017.

Table 2: Comparison of Full-Time Trained and Trade-Trained Strengths (Army)

	1 Oct 17	1 Jan 18	1 Apr 18	1 Jul 18	1 Oct 18
Full-Time Trained Strength	82 040	81 660	81 160	80 360	79 790
<i>of which Trade-Trained</i>	77 440	77 470	77 120	76 880	76 130

Source: Defence Statistics Tri Service

Figure 1: FTTS & FTTTS in the Army since Trained Strength definition change (Oct 16)



Full-time Trained Strength (RN/RM & RAF) and Full-time Trade Trained Strength (Army) and Workforce Requirement

The Full-time Trained Strength (FTTS) (RN/RM & RAF) and Full-time Trade Trained Strength (FTTTS) (Army) (which comprises military personnel who have completed 'Phase 1' and 'Phase 2' training) is counted against the Workforce Requirement. The difference between the two is measured as either a surplus or deficit. This is one indicator of the Service's ability to execute military tasks. Other indicators include the surplus / deficit within key trades or in specific Ranks.

As at 1 October 2018, the Tri Service FTTS (RN/RM & RAF) & FTTTS (Army) has decreased by 1.4 per cent (1,920 personnel) since 1 October 2017. The FTTS (RN/RM & RAF) and FTTTS (Army) comprises: 131,960 Regular personnel (97.5 per cent), 2,710 Gurkhas (2.0 per cent); and 700 Full Time Reserve Service personnel (0.5 per cent) who are filling Regular posts and count against the Workforce Requirement.

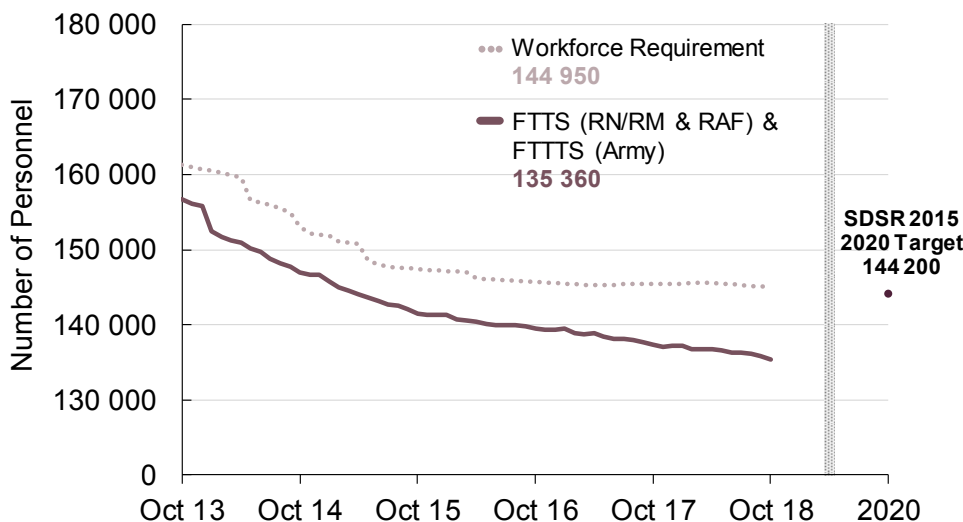
Table 3: FTTS (RN/RM & RAF) and FTTTS (Army) against the Workforce Requirement

	1 Oct 15	1 Oct 16	1 Oct 17	1 Apr 18	1 Jul 18	1 Oct 18	SDSR 2020 Targets
FTTS (RN/RM & RAF) & FTTTS (Army)							
Workforce Requirement	141 390	139 480	137 280	136 770	136 310	135 360	144 200
% Surplus/Deficit	-4.1%	-4.3%	-5.6%	-6.0%	-6.2%	-6.6%	
RN/RM (FTTS)							
Workforce Requirement	29 710	29 520	29 280	29 300	29 150	29 160	30 450
% Surplus/Deficit	-1.8%	-2.1%	-3.5%	-3.8%	-4.4%	-4.4%	
Army (FTTTS)							
Workforce Requirement	80 430	79 060	77 440	77 120	76 880	76 130	82 000
% Surplus/Deficit	-3.9%	-4.3%	-6.3%	-6.7%	-6.8%	-7.5%	
RAF (FTTS)							
Workforce Requirement	31 250	30 900	30 560	30 350	30 280	30 070	31 750
% Surplus/Deficit	-6.7%	-6.2%	-5.8%	-6.5%	-6.3%	-6.4%	

Source: Defence Statistics Tri Service

The current deficit against the Workforce Requirement is 6.6 per cent for the UK Armed Forces. There is a deficit of 4.4 per cent, 7.5 per cent and 6.4 per cent in the Royal Navy/Royal Marines (RN/RM), the Army and the Royal Air Force (RAF) respectively, as can be seen in Table 3.

Figure 2: FTTS (RN/RM & RAF) and FTTTS (Army) against Workforce Requirement and 2020 target derived from SDSR 2015



Full-time Trained Strength (RN/RM & RAF) and Full-time Trade Trained Strength (Army) includes all UK Regular personnel, Gurkhas and those elements of the Full Time Reserve Service (FTRS) who are counted against the Workforce Requirement (see [glossary](#) for more detail).

Workforce Requirement is the number of Service personnel needed, based on the Defence Planning Round, set for each of the three Services.

UK Regular Personnel (excluding Gurkhas)

As at 1 October 2018, the trained and untrained strength of the UK Regular Forces (which excludes Gurkhas) was 144,900. The Service split for this figure can be found in Table 4 below.

There are 9,400 untrained personnel in the UK Regular Forces, of which 3,740 are in the RN/RM, 2,990 in the Army and 2,670 are in the RAF. The untrained strength reflects the number of personnel who can potentially join the trained strength.

Table 4: UK Regular Forces by Service and Training

	1 Oct 17		1 Oct 18	
RN/RM	32 430		32 540	
of which Trained	28 930	89.2%	28 800	88.5%
Army	82 210		79 640	
of which Trained	79 110	96.2%	76 660	96.3%
of which Trade-Trained	74 590	90.7%	73 110	91.8%
RAF	32 890		32 720	
of which Trained	30 540	92.9%	30 040	91.8%

UK Regulars are full time Service personnel, including Nursing Services, excluding FTRS personnel, Gurkhas, mobilised Reservists, Military Provost Guarding Service (MPGS), Locally Engaged Personnel (LEP), and Non Regular Permanent Service (NRPS).

Intake is defined as the number joining the Strength, whereas **Outflow** is the number leaving.

Source: Defence Statistics Tri Service

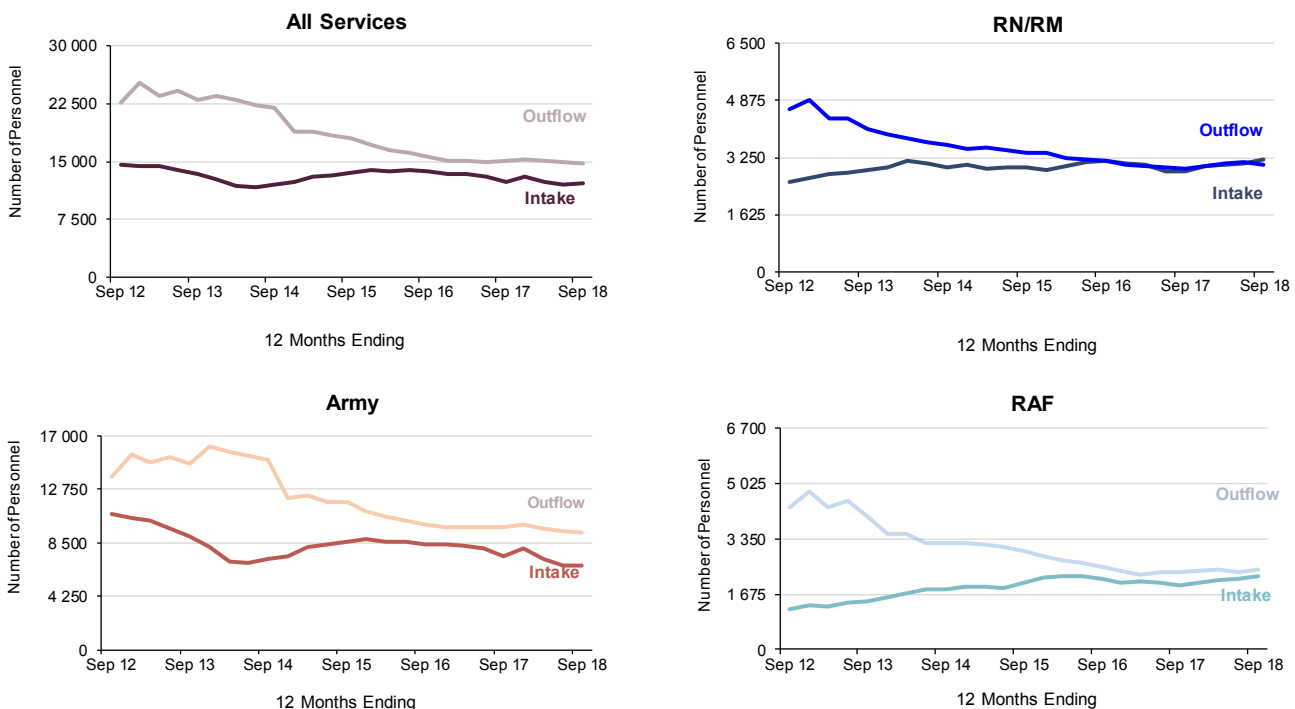
Intake and Outflow since 2012

In the 12 months to 30 September 2018, there was a net outflow of 2,630 personnel from the UK Regular Forces. This has decreased compared with the 12 months to 30 September 2017, where there was a net outflow of 2,740 personnel.

Intake

- Intake into the trained and untrained UK Regular Forces was 12,130 in the 12 months to 30 September 2018. This has decreased from 12,260 in the 12 months to 30 September 2017.
- Of the current intake, 11.8 per cent was into Officers and 88.2 per cent was into Other Ranks.
- While overall Intake and outflow to the UK Regular Forces have reduced, outflow has fallen more than intake and as a result net outflow has decreased.

Figure 3: Intake to and Outflow from the UK Regular Forces over a 12-month period



Outflow

- Outflow from the trained and untrained UK Regular Forces was 14,760 in the 12 months to 30 September 2018; slightly down from 15,010 in the 12 months to 30 September 2017.
- Across all services, VO was the most common reason for outflow of Trained and Trade-Trained personnel, accounting for 60.8 per cent of outflow in the 12 months to 30 September 2018.
- In the 12 months to 30 September 2018, 7,440 trained (RN/RM & RAF) and trade trained (Army) personnel left through VO; the VO rate was 5.6 per cent. The VO Rate for the RAF was the lowest of all Services, at 4.8 per cent, and highest for the Army, at 6.2 per cent.
- In the 12 months to 30 September 2018, the VO rate amongst Other Ranks (5.9 per cent) is higher when compared to Officers (4.2 per cent).
- The RAF had the highest percentage of outflow accounted for by VO (66.3 per cent) while the RN/RM had the lowest (59.3 per cent) in the 12 months to 30 September 2018.
- Median Length of Service¹ (LOS) for Trained and Trade Trained UK Regulars who Voluntarily Outflowed in the 12 months to 30 Sep 2018 was 8, 7 and 12 years for RN/RM, Army and RAF respectively. Further split by Officer (O)/Other Rank (OR) shows that Officers tend to stay longer than Other Ranks and personnel generally stay longer before Voluntarily Outflowing in RAF.

	RN/RM	Army	RAF
Median LOS on exit (in years)	8	7	12
Officers	16	15	18
Other Ranks	7	7	10

Voluntary Outflow (VO) encompasses all trained (RN/RM & RAF) and Trade Trained (Army) personnel who voluntarily exit before the end of their agreed engagement or commission period.

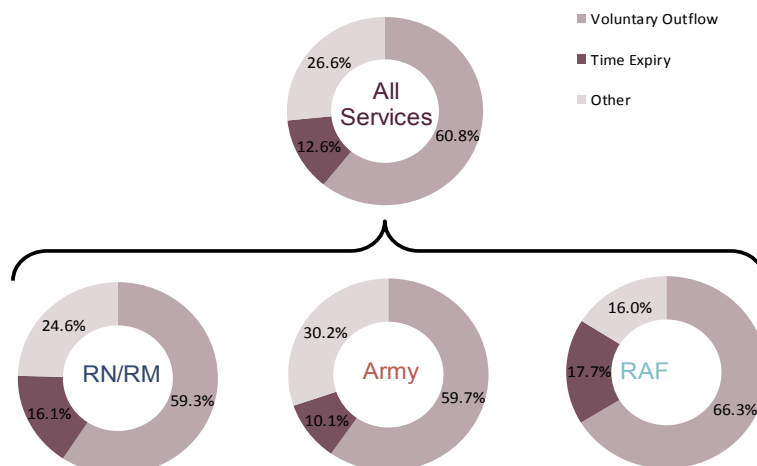
Time Expiry is a term used to describe those in the Armed Services who reach the end of their engagement or commission and then leave.

Other includes outflow from the trained (RN/RM & RAF) and trade trained (Army) strength due to, amongst others, medical reasons, misconduct, compassionate, dismissals and death.

VO Rate is the number of personnel voluntarily outflowing as a proportion of the average trained strength for the outflow period.

There is no single reason why personnel leave on Voluntary Outflow, but the personnel who completed the [Armed Forces Continuous Attitude Survey](#) indicated reasons for leaving the Armed Forces included the impact of Service life on family and personal life and opportunities outside the Armed Forces.

Figure 4: Outflow of trained (RN/RM & RAF) and trade trained (Army) UK Regulars by exit reason (12 months to 30 Sep 2018)



Future Reserves 2020 (FR20) programme monitoring

Following consultation on changes to the Army trained strength definition and the removal of the FR20 intake targets, the MOD released Future Reserves 2020 trained strength growth profiles in a [Written Ministerial Statement](#) on 8 November 2016. Reporting of the growth of the Reserves will be based on trained strength profiles only.

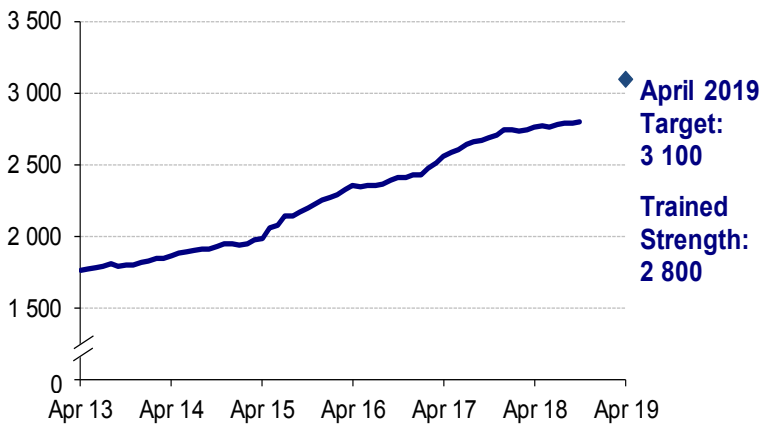
Future Reserves 2020 includes volunteer reserves who are mobilised, High Readiness Reserves and those volunteer reserves serving on Full Time Reserve Service (FTRS) and Additional Duties Commitment (ADC). Sponsored Reserves who provide a more cost effective solution than volunteer reserve are also included in the Army Reserve FR20.

Future Reserves 2020 Strength

Following this, progress against FR20 population trained strength targets are reported in table 6a of the [Excel tables](#).

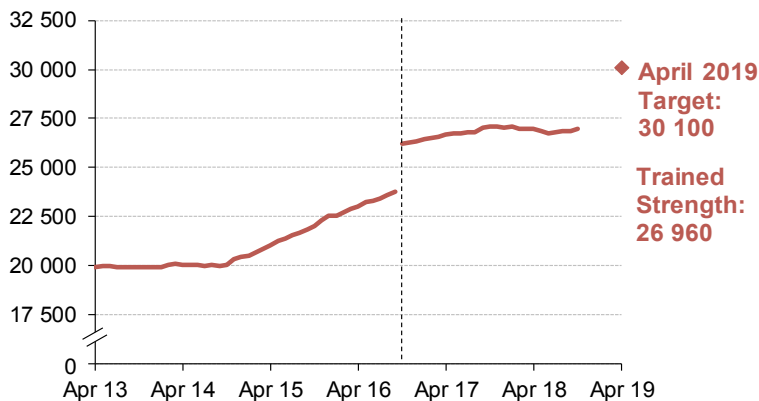
The total **trained and untrained strength** of the Tri-Service Future Reserves 2020 at 1 October 2018 was 36,160, a decrease of 720 personnel or 2.0 per cent since 1 October 2017.

Figure 5: Maritime Reserve trained strength



The Maritime Reserve total strength as at 1 October 2018 was 3,750. This is an increase of 60 personnel (1.8 per cent) since 1 October 2017.

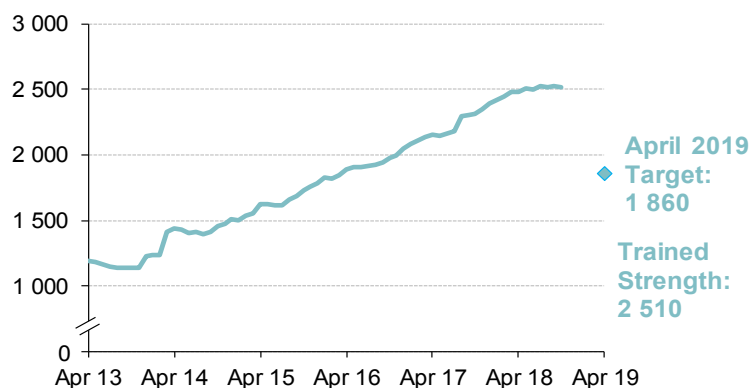
Figure 5 shows that the Maritime Reserve trained strength was 2,800 as at 1 October 2018. This is an increase of 110 personnel (4.1 per cent) since 1 October 2017.



The Army Reserve total strength as at 1 October 2018 was 29,460. This is a decrease of 880 personnel (2.9 per cent) since 1 October 2017.

Figure 6 shows that the Army Reserve trained strength was 26,960 as at 1 October 2018. This is a decrease of 120 (0.5 per cent) since 1 October 2017.

Figure 7: RAF Reserves trained strength



The RAF Reserves total strength as at 1 October 2018 was 2,960. This is an increase of 80 personnel (3.0 per cent) since 1 October 2017.

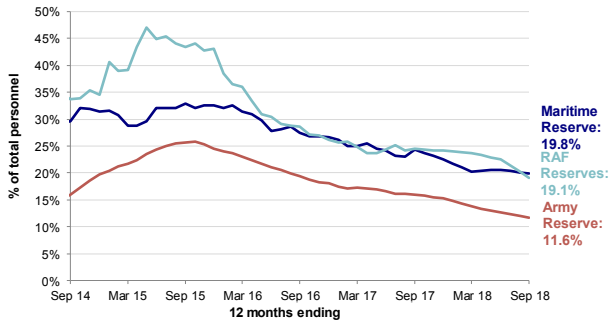
Figure 7 shows that as at 1 October 2018 the RAF Reserves trained strength was 2,510. This is an increase of 200 personnel (8.6 per cent) since 1 October 2017.

Future Reserves 2020 (FR20) programme monitoring

FR20 Intake and Outflow statistics

Intake and outflow statistics report how many people have left or joined the trained or untrained strengths. As well as leavers and new recruits, this can include personnel transferring to or from the Regular Forces, other Reserve populations, or Reserve re-joiners.

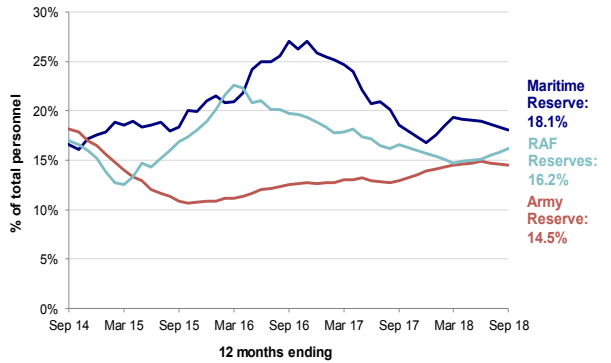
Figure 8: Total intake rate by Service



The total intake rates for each service in the 12 months to 1 October 2018 are as follows:

- The Maritime Reserve total intake rate was **19.8 per cent**; a decrease of 4.6 percentage points since the 12 months to 1 October 2017.
- The Army Reserve total intake rate was **11.6 per cent**; a decrease of 4.4 percentage points since the 12 months to 1 October 2017.
- The RAF Reserves total intake rate was **19.1 per cent**; a decrease of 5.4 percentage points since the 12 months to 1 October 2017.

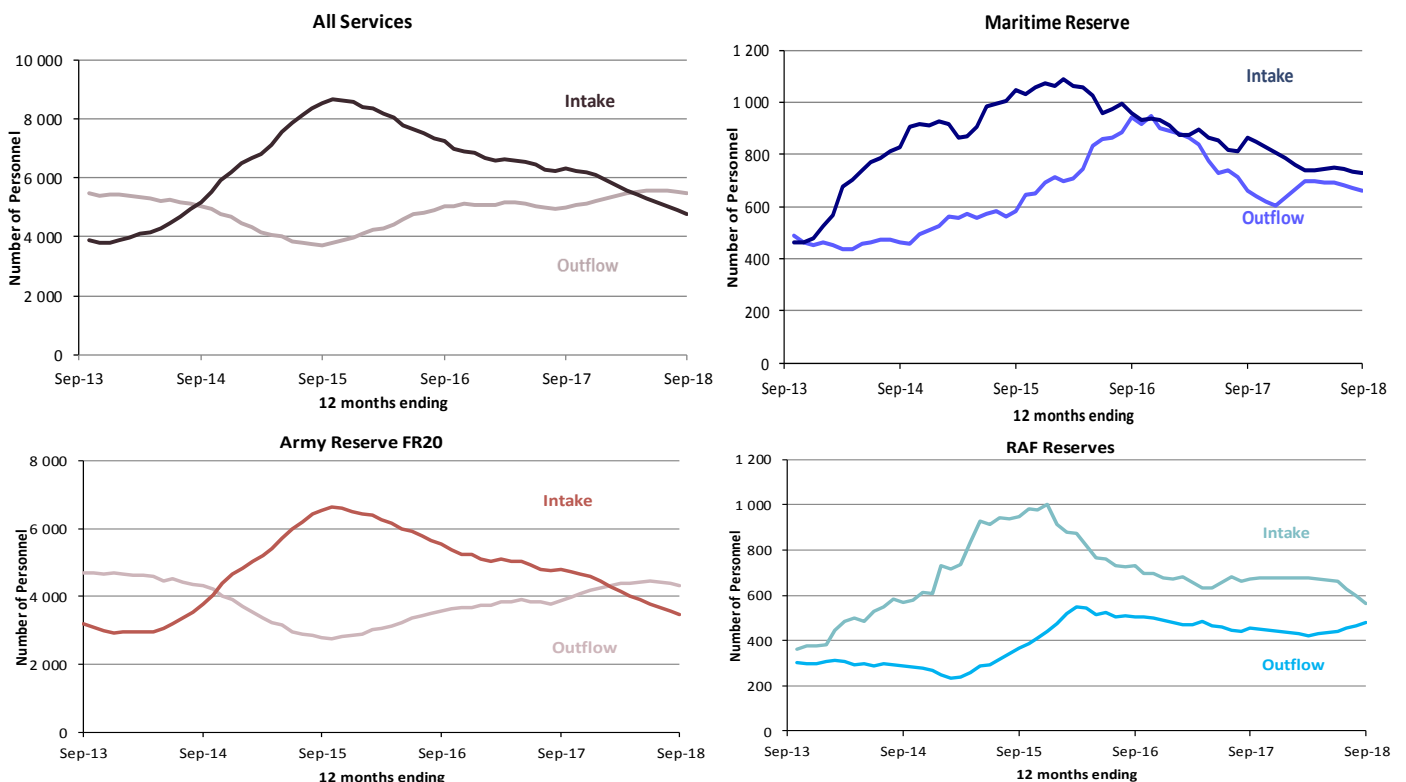
Figure 9: Total outflow rate by Service



The total outflow rates for each service in the 12 months to 1 October 2018 are as follows:

- The Maritime Reserve total outflow rate was **18.1 per cent**; a decrease of 0.4 percentage points since the 12 months to 1 October 2017.
- The Army Reserve total outflow rate was **14.5 per cent**; an increase of 1.6 percentage points since the 12 months to 1 October 2017.
- The RAF Reserves total outflow rate was **16.2 per cent**; a decrease of 0.4 percentage points since the 12 months to 1 October 2017.

Figure 10: Intake to and Outflow from the FR20 Reserves over 12 month period



Separated Service

Separated service measures absence from normal place of duty. The time an individual experiences separated service is compared against each Service's "**Individual Harmony**" guidelines to ensure a balance between duty and leisure for all Service Personnel.

A breach of individual harmony guidelines occurs when Service personnel experience separated service for longer than the period outlined in individual harmony guidelines, which are based on the structures and organisation of that Service. The guidelines are measured over a 36 month period and the limits are **660 days** away for the RN/RM; **498 days** for the Army; and **468 days** away for the RAF.

Prior to April 2014, these limits were 415 days over a 30 month period for the Army and 280 days over a 24 month period for the RAF (please see chart below for comparisons before/after this methodology change).

Separated Service concerns personnel who are serving away from their usual place of duty or are unable to enjoy leisure at their normal place of duty or residence at place of duty.

Individual Harmony is the freedom to enjoy leisure at the normal place of duty or residence at place of duty; this includes leave and adventurous training.

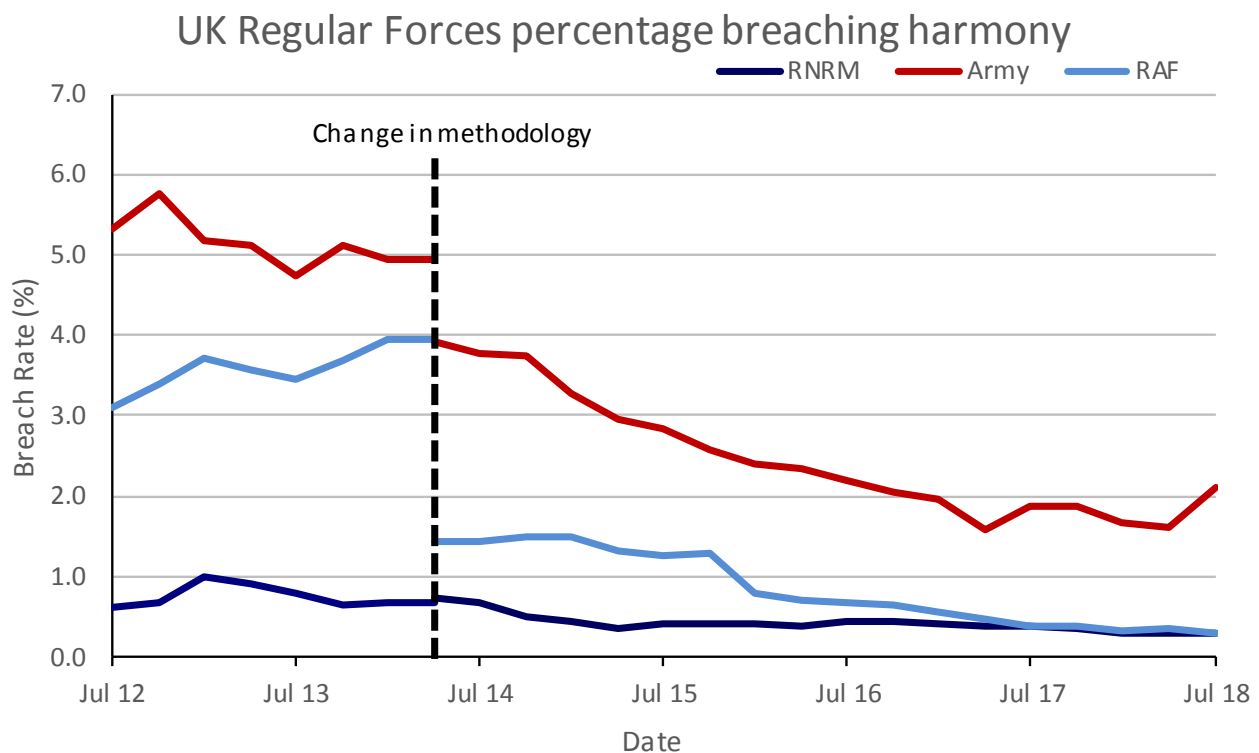
Using 1 April 2017 as an example:

Trained/Trade Trained UK Regular personnel breaching in the 36 months Ending to 31 March 2017

Trained/Trade Trained UK Regular personnel as at 1 April 2017

The percentage breaching harmony has been on a downward trend. The recent increase in Army reflects increasing demands of operations and exercises, enabling support for [Ex SAIF SAREEA 3](#) and [Ex TRIDENT JUNCTURE](#).

Separated Service data can be found in table 10 of the accompanying Excel tables.



Military Salaries

The Military Salaries indices are based on annual pay rates. All indices are calculated using the number of service personnel at each rank at 1 April 2018. With the introduction of Pay 16, the strength profile no longer matches previous years meaning it is not possible to continue the current index. The index is now split into two due to the new Pay Award: the old index based against salaries in 2001/02 (the year the Pay 2000 system was introduced); and the new index based against salaries in 2016/17 (the year the Pay 16 was introduced).

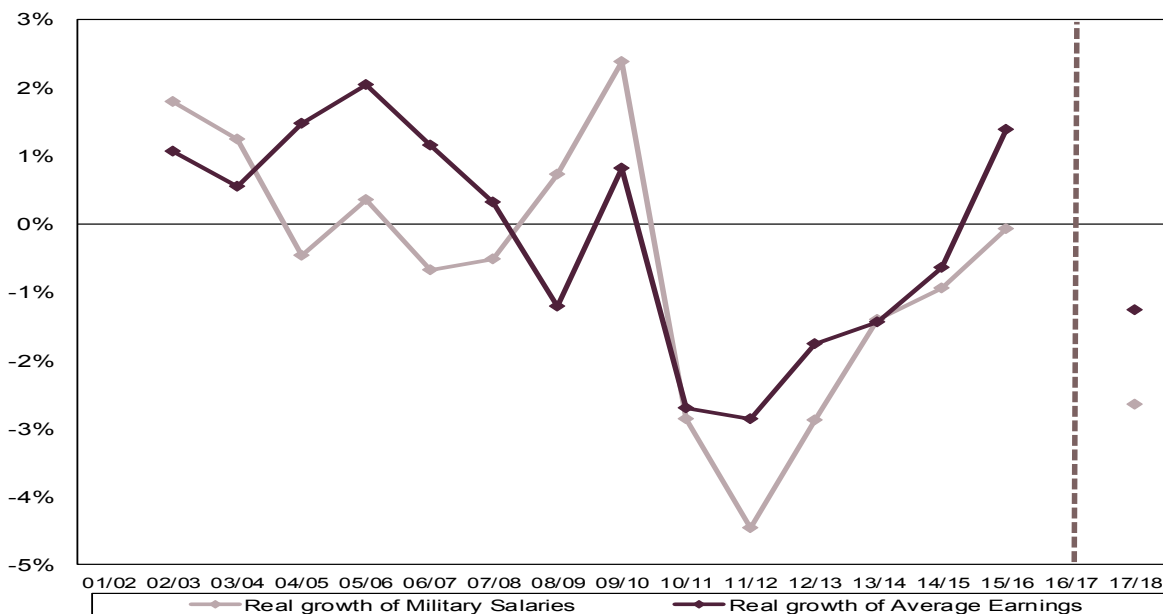
Table 5: Military Salaries Growth from 2000/01 to 2018/19

	2000/01	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Military Salaries Index	100.00	132.87	133.03	134.94	136.29	137.65	100.00	101.00

Source: Defence Statistics Tri Service

As can be seen from Table 5, the Military Salaries Index remained the same between 2011/12 and 2012/13 due to the public sector pay freeze. Between 2014/15 and 2017/18 all rates of base pay were uplifted by one per cent each year, as recommended by the Armed Forces Pay Review Body (AFPRB). In 2018/19, the rates of base pay were uplifted by two percent in line with AFPRB’s recommendation. The latest report from the AFPRB is available [here](#).

Figure 11: Real growth of Military Salaries and Average Earnings



1. Real growth in salaries is growth over and above inflation. It represents the increase in purchasing power between one year and the next. For example, if salaries grew by 2%, but prices rose by 1%, real salary growth would be about 1%, because someone earning that salary could purchase around 1% more goods and services. Real pay growth can be negative if inflation is outstripping salary growth, values at 0% indicate an increase in line with inflation. The measure of inflation used here is growth in Retail Price Index (RPI).
2. When calculating the real growth of average earnings the Office for National Statistics (ONS) Average Weekly Earnings index (K45U: whole economy, total pay including bonuses) has been employed. Military salaries do not include bonuses or allowances.

Figure 11 highlights that Real growth in military salaries and average earnings growth for the latest point available, 2017/18, was below the Retail Price Index (RPI) measure of inflation.

The real growth of military salaries excluding bonuses was negative at 2.6 per cent during 2017/18. Similarly, the real growth in UK average earnings for the economy (total pay including bonuses) also experienced a negative growth rate of 1.3 per cent in 2017/18 as a result of average earnings falling back below inflation. The gap between the real growth of military salaries and real growth of average earnings in 2017/18 is similar to the gap in 2015/16.

Further Information

Rounding

Figures in this publication have been rounded to the nearest 10, though numbers ending in a “5” have been rounded to the nearest multiple of 20 to prevent the systematic bias caused by always rounding numbers upwards. For example; a value of “25” would be rounded down to “20” and a value of “15” would be rounded up to “20”.

Additionally, totals and sub-totals are rounded separately and so may not equal the sums of their rounded parts.

Percentages are calculated from unrounded data and presented to one decimal place.

The MOD Disclosure Control and Rounding policy is published on GOV.UK and we have applied this policy to the statistics in the accompanying Excel tables. The policy is available here: <https://www.gov.uk/government/publications/defence-statistics-policies>.

Revisions

Corrections to the published statistics will be made if errors are found, or if figures change as a result of improvements to methodology or changes to definitions. When making corrections, we will follow the Ministry of Defence [Statistics Revisions and Corrections Policy](#). All corrected figures will be identified by the symbol “r”, and an explanation will be given of the reason for and size of the revision. Corrections which would have a significant impact on the utility of the statistics will be corrected as soon as possible, by reissuing the publication. Minor errors will also be corrected, but for efficient use of resource these corrections may be timed to coincide with the next annual release of the publication.

In the April 2018 and July 2018 publication about 30 honorary officers in the RAF Reserves who have specialist knowledge or promote the armed forces but cannot be mobilised were incorrectly included in the FR20 trained reserve population. This has now been corrected.

Data Quality

¹ - Length of Service for personnel outflowing was obtained by calculating the difference between their JPA ‘Entry Date’ and outflow date. In the case of personnel who have outflowed and subsequently re-joined the Armed Forces, the entry date is intended to show their latest intake date in order to correctly reflect current length of service, however there are known issues with this field not updating to show this correctly for a small number of personnel. As such, the listed Length of Service figures on Page 8 should be taken as a slight over-estimation of the actual average lengths of service.

Symbols

	Discontinuity in time series
*	not applicable
..	not available
–	Zero
~	5 or fewer
p	Provisional
e	Estimate
r	Revised

Italic figures are used for percentages and other rates, except where otherwise indicated.

Further Information (cont.)

Contact Us

Defence Statistics welcome 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 (Tri-Service) Telephone: 0207 807 8896
Email: DefStrat-Stat-Tri-Enquiries@mod.gov.uk

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

<https://www.gov.uk/make-a-freedom-of-information-request/the-freedom-of-information-act>

Other contact points within Defence Statistics are:

Defence Expenditure Analysis	030 6793 4531	DefStrat-Econ-ESES-PQFOI@mod.gov.uk
Naval Service Manpower	023 9262 8738	DefStrat-Stat-Navy@mod.gov.uk
Army Manpower	01264 886175	DefStrat-Stat-Army-Enquiries@mod.gov.uk
RAF Manpower	01494 496822	DefStrat-Stat-Air@mod.gov.uk
Tri-Service Manpower	020 7807 8896	DefStrat-Stat-Tri-Enquiries@mod.gov.uk
Civilian Manpower	020 7218 1359	DefStrat-Stat-Civ Enquiries@mod.gov.uk
Health Information	030 6798 4423	DefStrat-Stat-Health-PQ-FOI@mod.gov.uk

Please note that these email addresses may change later in the year.

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

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

For general MOD enquiries, please call: 020 7218 9000