



Ministry of Defence

# Reserves Continuous Attitude Survey Results 2019

● Annual

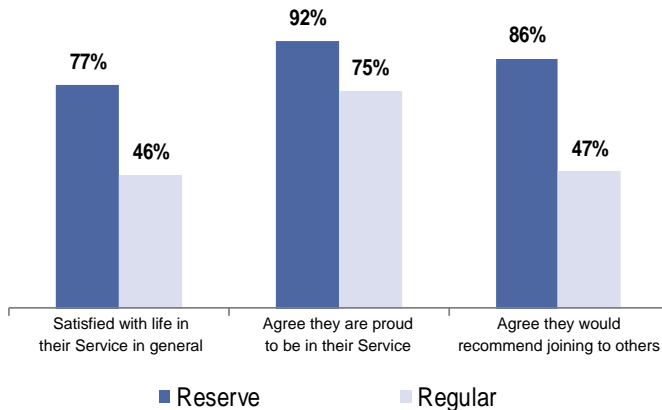
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United Kingdom

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 Regulars. Satisfaction with Service life in general has increased for both Reserves and Regulars since 2018.



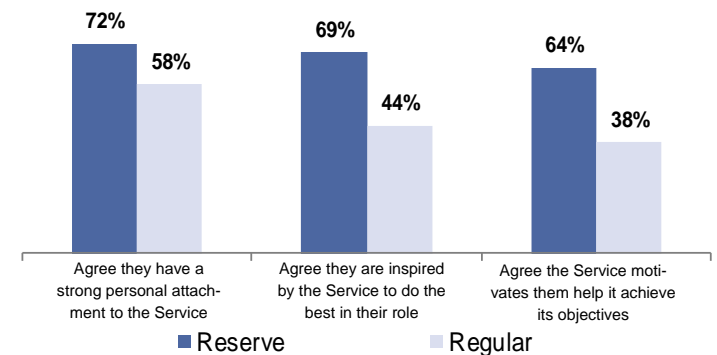
**Overall, there have been improvements in several areas of Reserve service compared to 2015**

Overall, there have been increases in the percent positive responses compared to 2015 in several areas, such as:

- Impact of Reserve service on civilian career
- Employer support
- Family support
- Quality of training
- Opportunities for personal development
- Availability of personal equipment/kit
- Career management
- Feeling valued by Regulars
- Admin support within their unit

**Reservists feel a strong attachment to the Service and are motivated to help it achieve its objectives**

Compared with trained Regulars, 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.



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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.gov.uk](mailto: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 online and paper questionnaires between January and March 2019.



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 2019 ([AFCAS 2019](#)).

### Response Rates:

Overall, 5,722 responses were received, representing a response rate of 34%, up one percentage point since 2018.

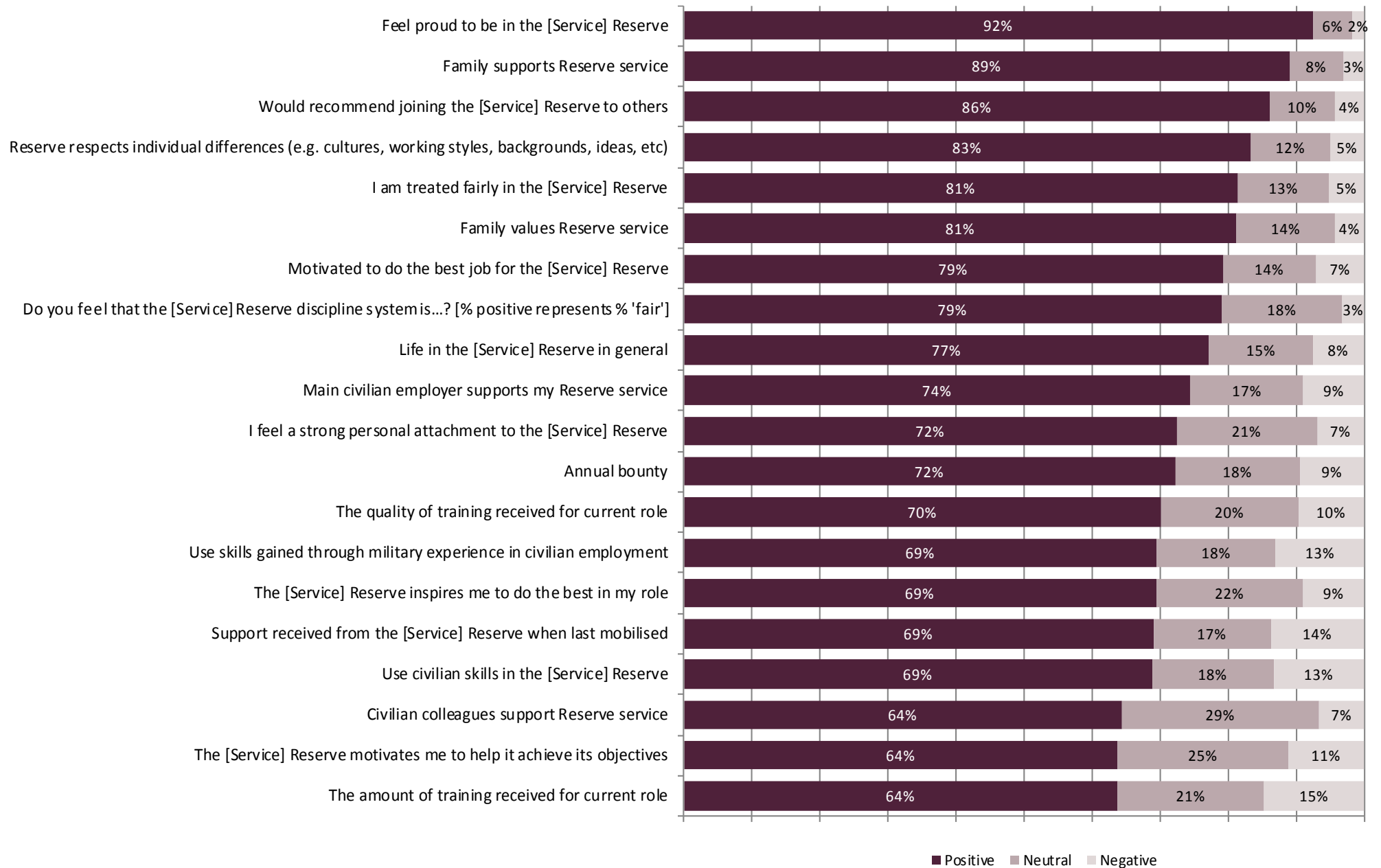


Reference tables and a list of the Tri-Service ResCAS 2019 questions are published as separate documents and can be found on the ResCAS webpage - <https://www.gov.uk/government/statistics/tri-service-reserves-continuous-attitude-survey-2019>

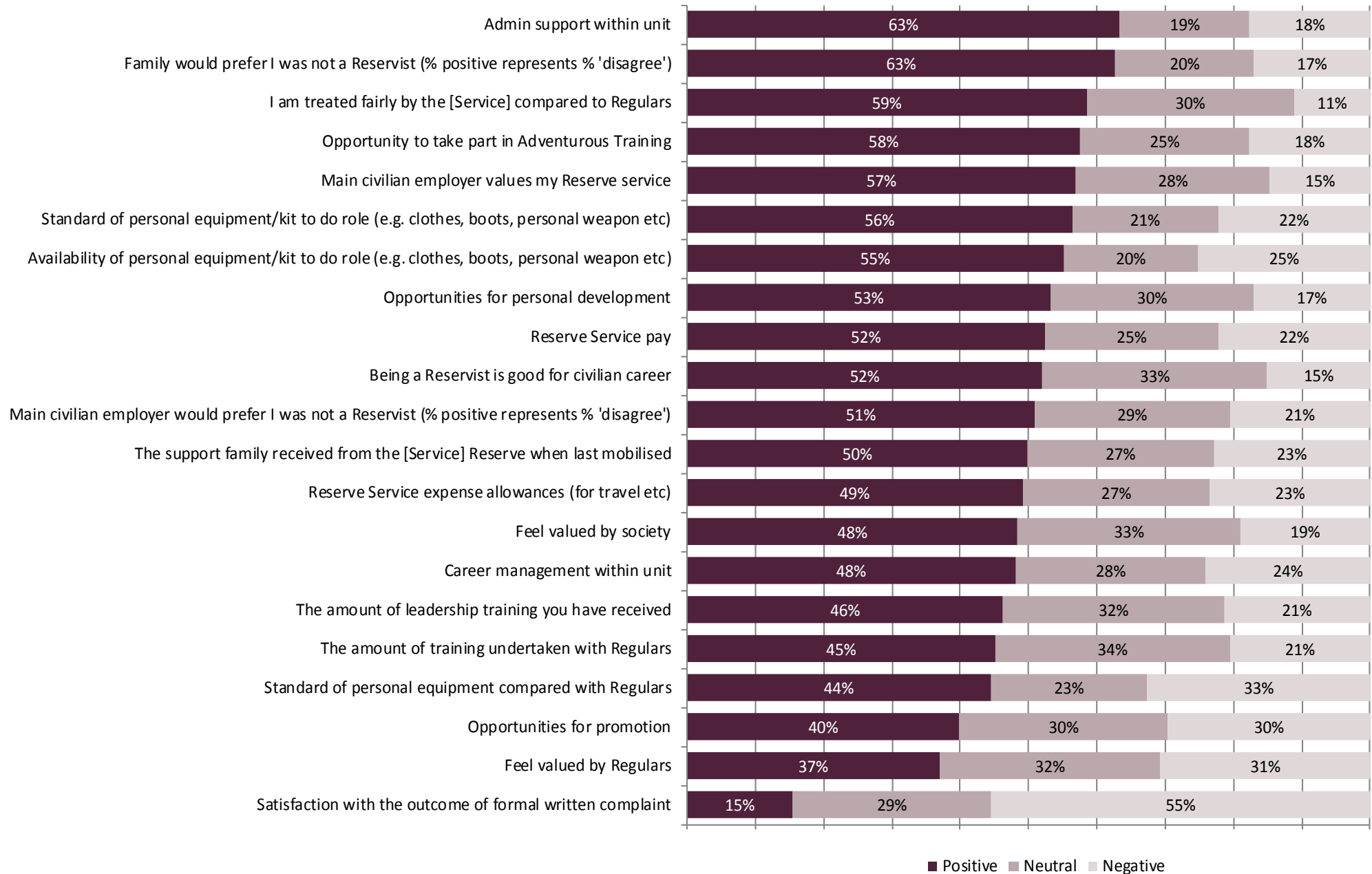
Please see the Background Quality Report for full details of survey methodology, analysis, and data quality considerations.

*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)



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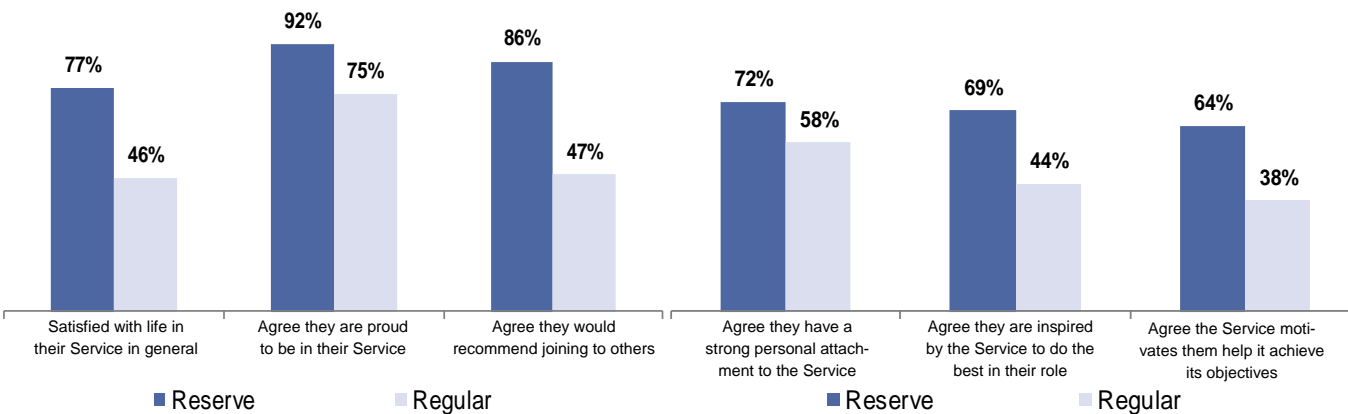


# Summary

## Overall satisfaction and commitment

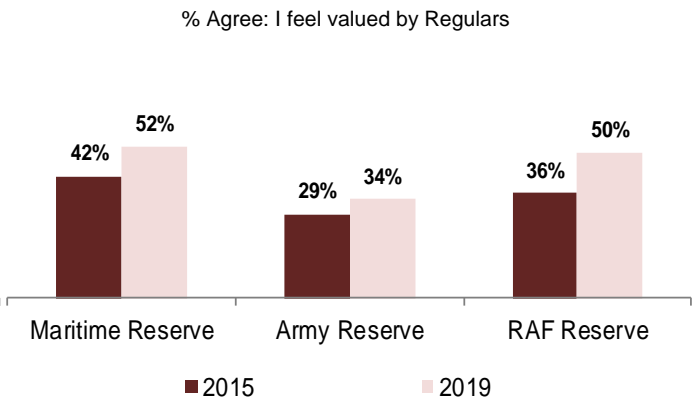
Overall, the results to the Tri-Service questions remain largely unchanged since 2018, however there has been an increase in positive responses to several aspects of Reserve service compared to 2015. Compared with trained Regular personnel volunteer reservists are more likely to be satisfied with life in their Service, feel a greater sense of pride, and to 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.



## Feeling valued in the Reserves

Just under half of volunteer Reserves feel valued by society, unchanged since 2015. 37% of volunteer Reserves feel valued by Regulars, while almost a third disagree that they feel valued by Regulars. Despite remaining relatively low, reservists now are more likely to feel valued by Regulars than they did in 2015. Army Reserves are the least likely to feel valued by Regulars compared to Maritime Reserves and RAF Reserves.

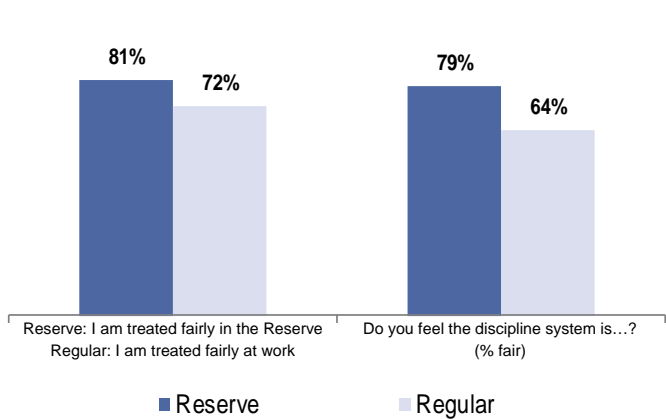


Despite the relatively low proportion of Reserves that feel valued by Regulars, AFCAS 2019 results show that of the 50% of trained Regulars that have had working contact with Reserves in the last 2 years, 69% rate the contribution of Reserves as valuable, 71% rate the Reserves as professional, and 61% feel that the Reserves are well-integrated.

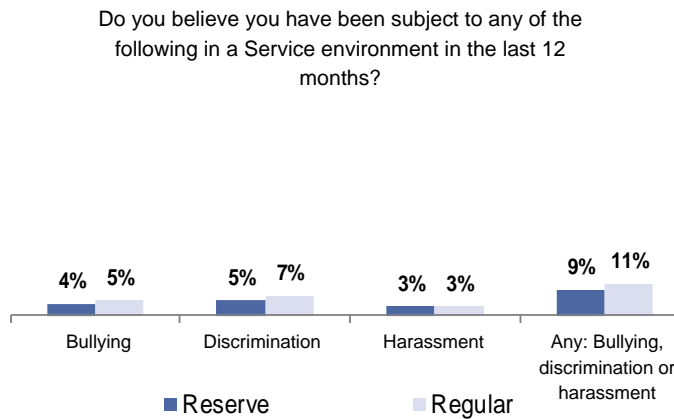
# Summary

## Fairness in the Reserves Civilian employment

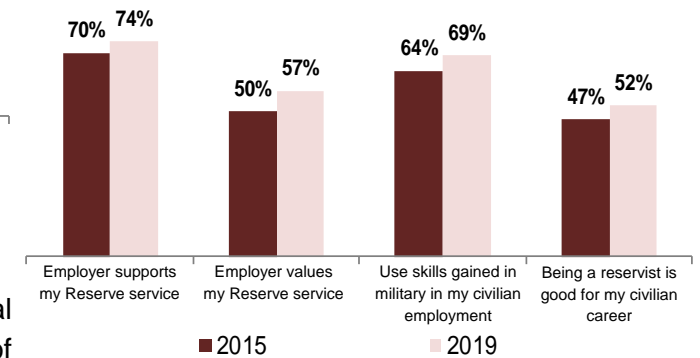
The majority of volunteer Reserves and the majority of trained Regulars agree that they are treated fairly and feel that the discipline system is fair, although Reserves are more positive than Regulars.



Around one in ten volunteer reservists and trained Regular personnel report having been subject to bullying, discrimination, or harassment in a Service environment in the last 12 months.



Compared to 2015, reservists are more likely to report that their employer supports and values their Reserve service. Reservists are also more likely to report using their civilian skills in the Reserves, to report using skills gained through their military experience in their civilian employment, feel they have been advantaged in a civilian job in the last 12 months as a result of their Reserve service, and to agree that being a reservist is good for their civilian career.



Of those volunteer reservists that made a formal written complaint about a perceived incidence of bullying, discrimination, or harassment 15% report being satisfied with the outcome of the complaint while 55% report being dissatisfied with the outcome. A third of reservists do not know how the Service Complaints Ombudsman can help with a discrimination, harassment and/or bullying complaint.

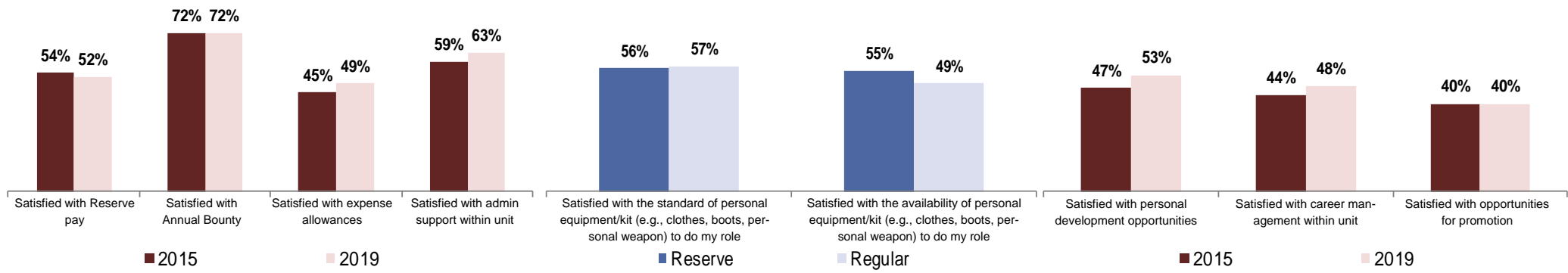
# Summary

Pay, allowances, and admin support	Personal equipment/kit	Development and career progression
------------------------------------	------------------------	------------------------------------

Just over half of volunteer reservists are satisfied with their Reserve service pay, while almost three quarters (72%) are satisfied with the Annual Bounty, both unchanged compared to 2015. There has been an increase in satisfaction with the Reserve Service expense allowances (for travel etc) and with the admin support within their unit compared to 2015.

Compared with trained Regulars, volunteer reservists have a similar level of satisfaction with the standard of the personal equipment/kit they have to do their role, and a slightly higher level of satisfaction with its availability.

The majority of volunteer reservists are satisfied with the amount and quality of the training they have received for their current role. Around half of reservists are satisfied with their opportunities for personal development, and with the career management in their Unit, both representing an increase in satisfaction since 2015. 40% are satisfied with their opportunities for promotion, while 30% are dissatisfied.



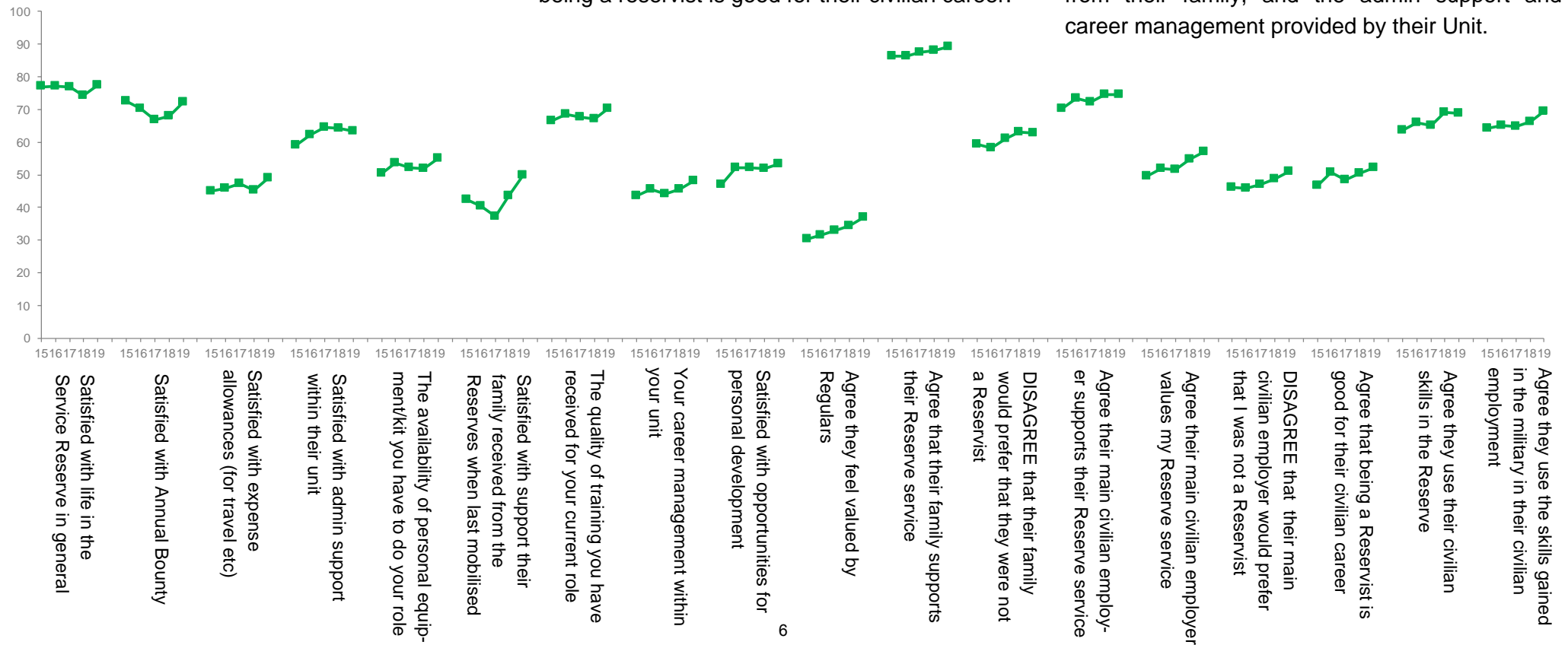
# Total Reserve changes since previous surveys (attitudinal questions)

**Little change since 2018 but improvements seen in many areas compared to 2015. There have been no overall decreases in satisfaction to any of the survey questions since 2018 or compared to 2015.**

Compared to 2018: Satisfaction with life in the Reserve in general has increased back to its 2015-2017 level; Regulars satisfaction with Service life in general has also increased in the same period. Reserves satisfaction with the Annual Bounty has increased back to its 2015 high, and satisfaction with the expense allowances for travel etc has increased to its highest recorded level.

Compared to 2015: Despite remaining relatively low reservists are more likely to report feeling valued by Regulars, up 6% points since 2015. AFCAS19 results show that Regulars are also more likely to rate the contribution of Reserves as valuable. Reservists are more likely to feel that their employer supports and values their Reserve service, and to report using their civilian skills in the Reserves and vice versa, and to agree that being a reservist is good for their civilian career.

Compared to 2015: While respondents are less likely to have been mobilised, there has been a 7% point increase in those satisfied with the support their family received when they were last mobilised. Reservists are also more likely to report being satisfied with the availability of personal equipment/kit to do their current role, the quality of training received for their current role, opportunities for personal development, support from their family, and the admin support and career management provided by their Unit.





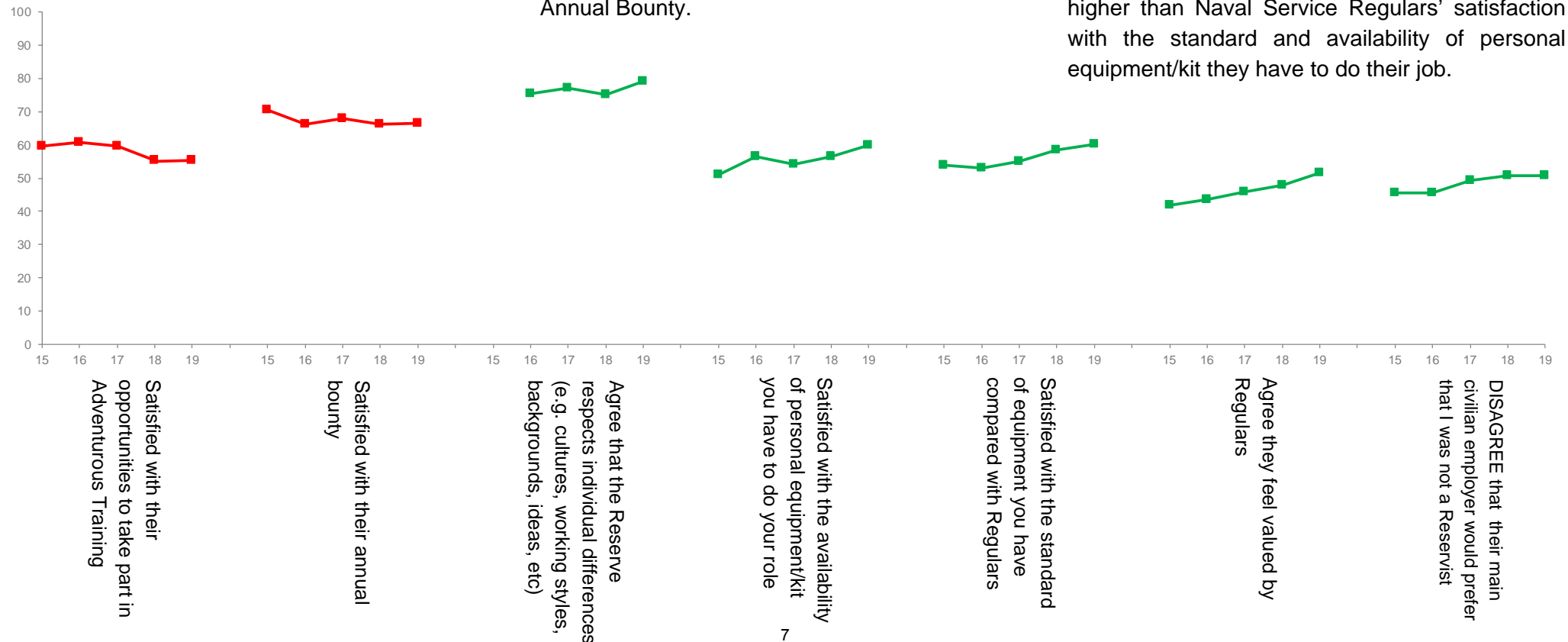
# Maritime Reserve changes since previous surveys (attitudinal questions)

**Compared to 2015 the Maritime Reserve has seen a decrease in satisfaction with opportunities to take part in Adventurous Training, and satisfaction with the Annual Bounty. There has been an increase in satisfaction with personal equipment/kit, an increase in those that feel valued by Regulars and in those that feel their civilian employer supports their Reserve service**

Compared to 2018: Despite remaining lower than the Army Reserve and RAF Reserve there has been a 4% point increase in those that feel the Reserve respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc). There has also been a 4% point increase in those that feel valued by Regulars since 2018.

Compared to 2015: There has been a 10% point increase in those that feel valued by Regulars; the Naval Service has also seen the largest increase in Regulars rating the contribution of Reserves as valuable since 2015. Perceived employer support has increased since 2015. However, there has been a decrease in satisfaction with opportunities to take part in Adventurous Training and with their Annual Bounty.

Compared to 2015: There has been an increase in satisfaction with the availability of personal equipment/kit Reserves have to do their role, and with the standard of equipment compared with Regulars. A comparison with results from AFCAS19 shows that Maritime Reserve satisfaction with the standard and availability of personal equipment/kit they have to do their job is higher than Naval Service Regulars' satisfaction with the standard and availability of personal equipment/kit they have to do their job.



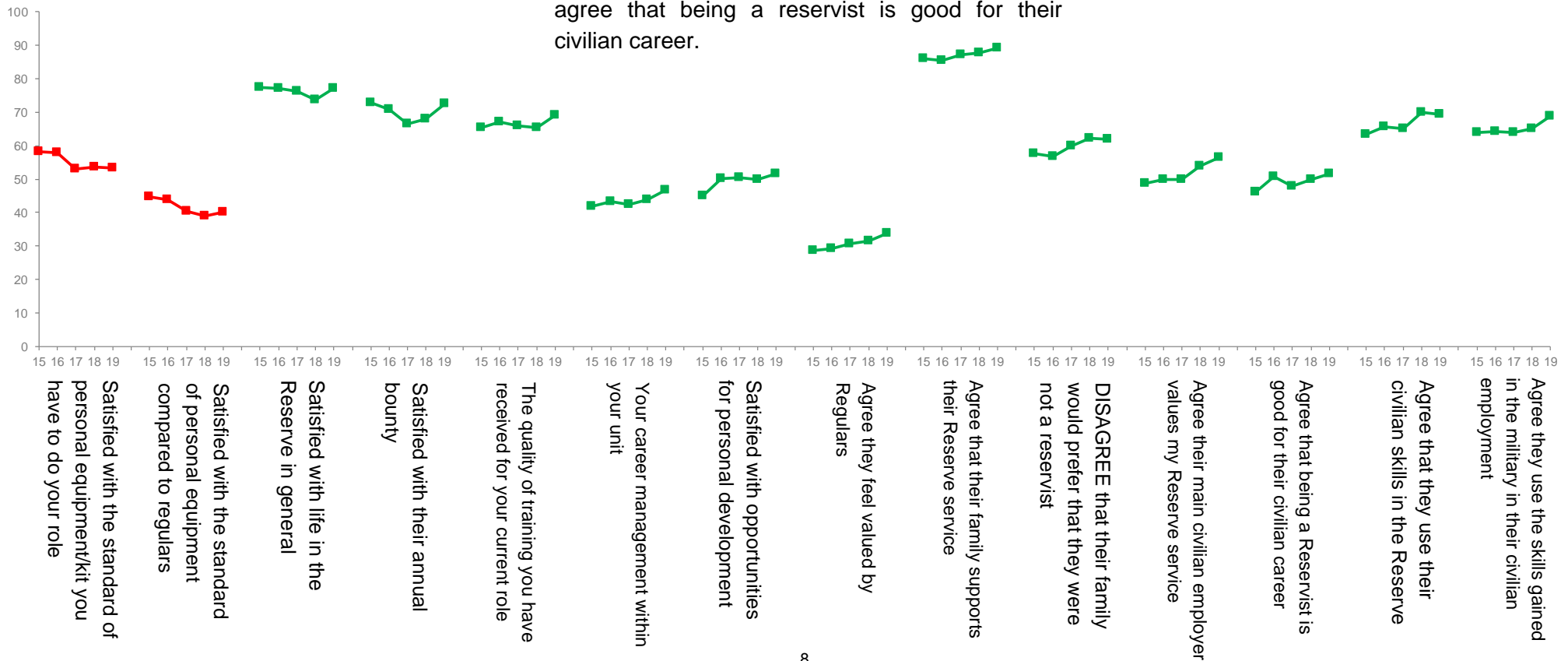
# Army Reserve changes since previous surveys (attitudinal questions)

**Improvements in many areas compared to 2015 including the quality of training, career management, opportunities for personal development, feeling valued by Regulars, family support and employer support**

Compared to 2018: After a dip in 2018, satisfaction with life in the Army Reserve in general has increased back to its pre-2018 level. Army Regulars have also seen a similar increase in satisfaction with Service life in general (47% satisfied). Army Reserve satisfaction with the Annual Bounty has increased back to its 2015 high.

Compared to 2015: Despite remaining the lowest scoring Service, Army Reserves are more likely to report feeling valued by Regulars than in 2015, up 6% points. Army Regulars are also more likely to rate the contribution of Reserves as valuable, up 6% points in the same period. Army reservists are more likely to feel that their employer values their Reserve service, and to report using their civilian skills in the Reserves and vice versa, and to agree that being a reservist is good for their civilian career.

Compared to 2015: While largely unchanged since 2017 satisfaction with the standard of personal equipment/kit to do their current role and the standard of their equipment compared to Regulars is lower compared to 2015. In comparison, Army Regulars satisfaction with the standard of their personal equipment/kit to do their job has increased in the last year from 54% satisfied to 61% satisfied.



# RAF Reserve changes since previous surveys (attitudinal questions)

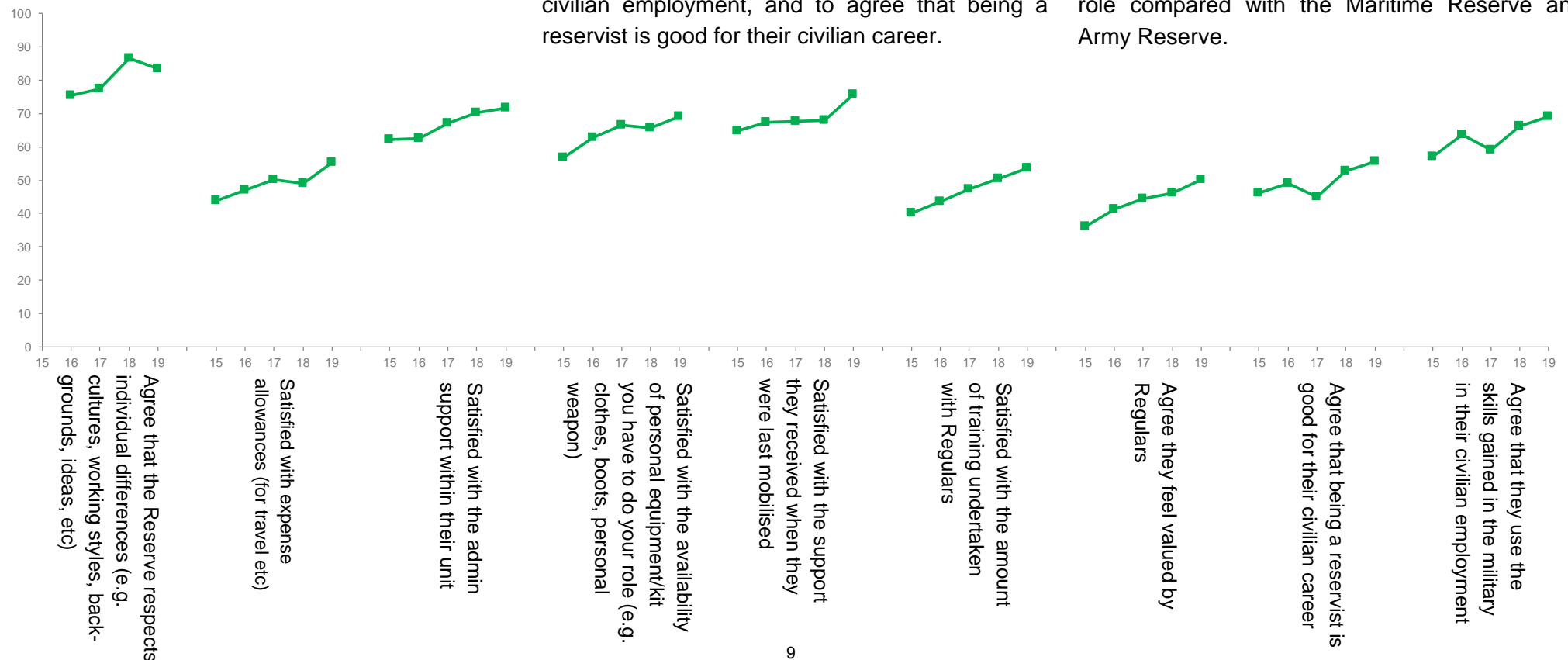
**Improvements have been seen in many areas compared to 2015. There have been no overall decreases in satisfaction to any of the survey questions since 2018 or compared to 2015.**

Compared to 2018: There has been a 7% point increase in satisfaction with the expense allowances (for travel etc) to its highest level (there has also been an increase in satisfaction with the admin support provided by units).

Compared to 2016: There has been a 8% point increase in those that feel the Reserve respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc).

Compared to 2015: the RAF Reserves has seen the largest increase in reports of feeling valued by Regulars, up 14% points since 2015. RAF Regulars are more likely to rate the contribution of Reserves as valuable compared to Naval Service Regulars and Army Regulars. Compared to 2015, RAF Reservists are more likely to feel that their employer values their Reserve service, and to report using the skills gained in the military in their civilian employment, and to agree that being a reservist is good for their civilian career.

Compared to 2015: While respondents are less likely to have been mobilised, there has been a 11% point increase in those satisfied with the support they received when they were last mobilised. RAF Reserves are also more likely to report being satisfied with the availability of personal equipment/kit to do their current role compared to 2015 and have the highest satisfaction with personal equipment/kit to do their role compared to 2015 and have the highest satisfaction with personal equipment/kit to do their role compared with the Maritime Reserve and Army Reserve.



# 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 many 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 personal equipment/kit to do their role
- the amount of leadership training, and the amount of training received for their current role
- personal development opportunities, and career management
- feeling valued by Regulars, and feeling valued by society

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:

- to feel proud to be in the Reserve and feel motivated to do the best job they can for the Reserve
- be satisfied with the availability and standard of personal equipment/kit they have to do their role
- be satisfied with the quality of training they have received for their current role



The Maritime Reserves are less likely than the Army Reserve and RAF Reserve to:

- agree that the Reserve respects individual differences
- be satisfied with the support they received from the Reserves when they were last mobilised

Maritime Reserves are more likely than the Army Reserve and RAF Reserve to:

- feel they are treated fairly by their Service compared to Regulars
- feel that their employer values their Reserve service, be satisfied with the amount of leadership training, and be satisfied with their opportunities for promotion.

	% Positive		
	Maritime	Army	RAF
Employee Engagement Score	79	76	81
I am proud to be in the [Service] Reserve	93	92	96
I feel motivated to do the best job I can for the [Service] Reserve	86	77	89
I feel a strong personal attachment to the [Service] Reserves	82	70	83
The [Service] Reserve inspires me to do the best in my role	77	68	77
The [Service] Reserve motivates me to help it achieve its objectives	72	62	73
I think that the [Service] Reserve respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	79	84	83
Satisfied with your Annual Bounty	67	73	75
Satisfied with your Reserves Service expense allowances (for travel etc)	53	48	55
Satisfied with the admin support within your unit	70	62	72
Satisfied with the availability of personal equipment/kit you have to do your role (e.g. clothes, boots, personal weapon etc.)	60	53	69
Satisfied with the standard of personal equipment/kit you have to do your role (e.g. clothes, boots, personal weapon etc.)	66	53	74
Satisfied with the standard of personal equipment you have compared with Regulars	60	40	67
Satisfied with the support you received from the [Service] Reserve when you were last mobilised	49	73	76
Satisfied with the amount of training you have received for your current role	68	62	72
Satisfied with the quality of training you have received for your current role	72	69	77
Satisfied with the amount of training you have undertaken with Regulars	57	43	54
Satisfied with the amount of leadership training you have received	62	44	53
Satisfied with your opportunities for personal development	61	52	58
Satisfied with your opportunities for promotion	47	39	38
I feel valued by Regulars	52	34	50
I feel valued by society	56	47	54
I am treated fairly by the [Service] compared to Regulars	67	58	56
My main civilian employer values my Reserve service	62	56	54
I use my civilian skills in the [Service] Reserve	64	69	71

 = 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

There are many aspects of being in the Reserves where Officers respond more favourably than Other Ranks including:

- the amount of leadership training
- Reserve pay
- Standard and availability of personal equipment/kit
- Feeling valued by Regulars and society
- Adventurous Training opportunities
- Personal development opportunities
- Being treated fairly by the Reserves
- Employer support
- Career management

Other Ranks are more positive toward:

- Expense allowances (for travel etc)
- 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	% point difference
The amount of leadership training you have received	60%	43%	17%
Reserve Service pay	65%	49%	15%
The standard of personal equipment you have compared with Regulars	57%	41%	15%
Use skills gained through military experience in civilian employment	81%	67%	14%
I feel valued by Regulars	47%	34%	13%
Standard of personal equipment/kit you have to do your role	66%	54%	12%
I use my civilian skills in the [Service] Reserve	77%	67%	11%
Your opportunities to take part in Adventurous Training	65%	56%	9%
My main civilian employer would prefer that I was not a Reservist: % disagree	58%	49%	8%
Availability of personal equipment/kit you have to do your role	62%	53%	8%
I feel valued by society	55%	47%	8%
The amount of training you have undertaken with Regulars	51%	44%	8%
My main civilian employer supports my Reserve Service	80%	73%	7%
Your opportunities for personal development	58%	52%	6%
Feel that the Reserve discipline system is fair	84%	78%	6%
My main civilian employer values my Reserve Service	61%	56%	5%
I feel motivated to do the best job I can for the [Service] Reserve	83%	78%	5%
I think the [Service] Reserve respects individual differences	87%	82%	5%
Your career management within your unit	51%	47%	4%
I am treated fairly in the [Service] Reserve	84%	81%	3%
Your Reserve Service expense allowances (for travel etc)	45%	50%	-5%
The [Service] Reserve motivates me to help it achieve its objectives	59%	65%	-6%
I am interested in increasing my current level of Reserve commitment	54%	60%	-6%
The quality of training you have received for your current role	65%	71%	-6%
The [Service] Reserve inspires me to do the best in my role	65%	71%	-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 largely consistent across Services and between Officers and Other Ranks

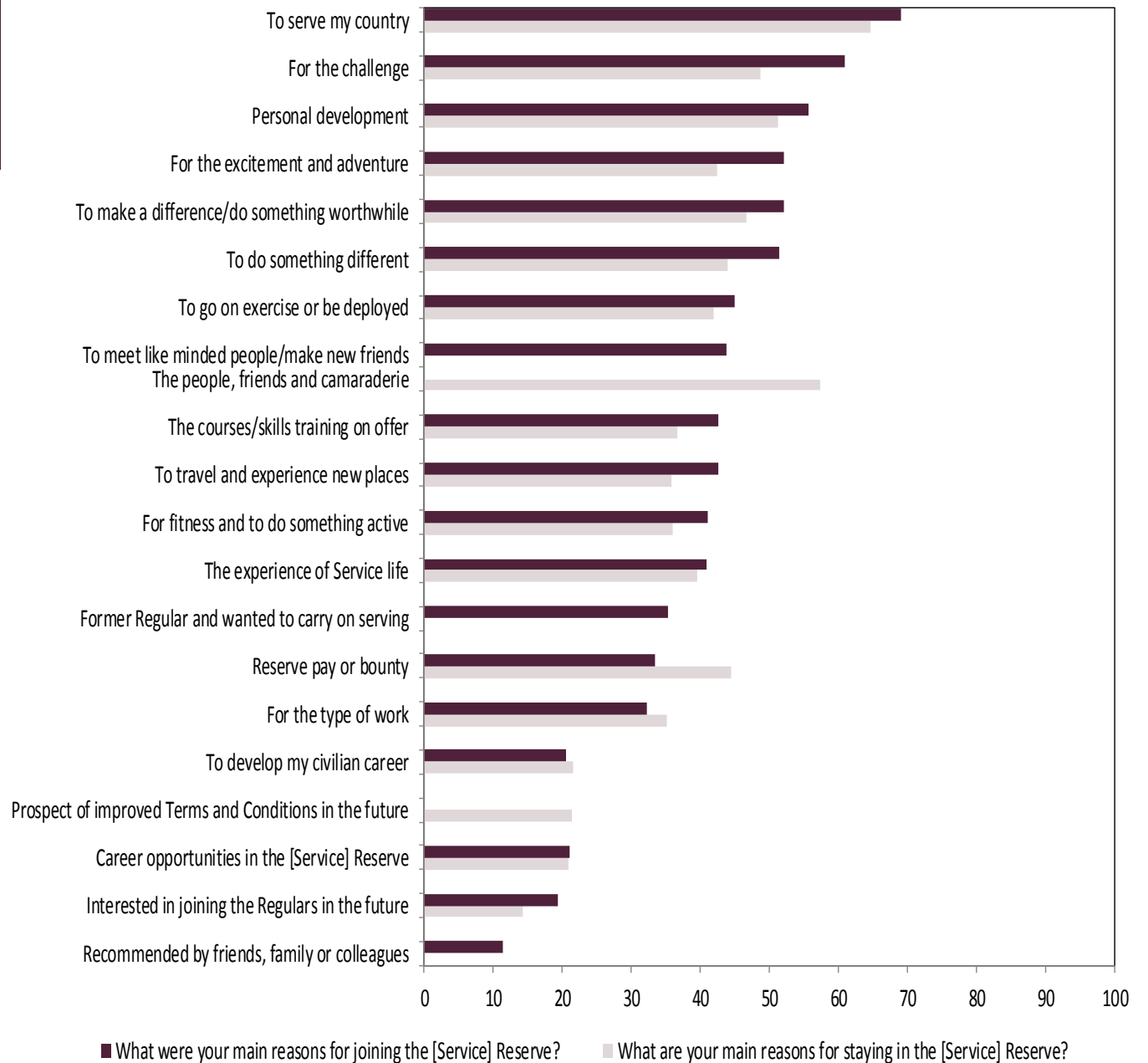
The top 5 reasons for joining the Reserves are: ‘to serve my country’, ‘for the challenge’, ‘personal development’, ‘for the excitement and adventure’, and ‘to make a difference/do something worthwhile’, all unchanged since 2018.

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 2018.

Officers and Other Ranks have similar motivations for joining and staying in the Reserve sharing the same top 5 reasons for joining and sharing the same top 4 reasons for staying.

While Other Ranks attach more importance for staying in the Reserves on ‘the courses/skills training on offer’, Officers place more importance on being able ‘to make a difference/do something worthwhile’.

Officers are also far more likely to join the Reserves as a ‘former Regular and wanted to carry on serving in some capacity’ compared to Other Ranks; this reason being ranked number six among Officers while being ranked number sixteen among Other Ranks.

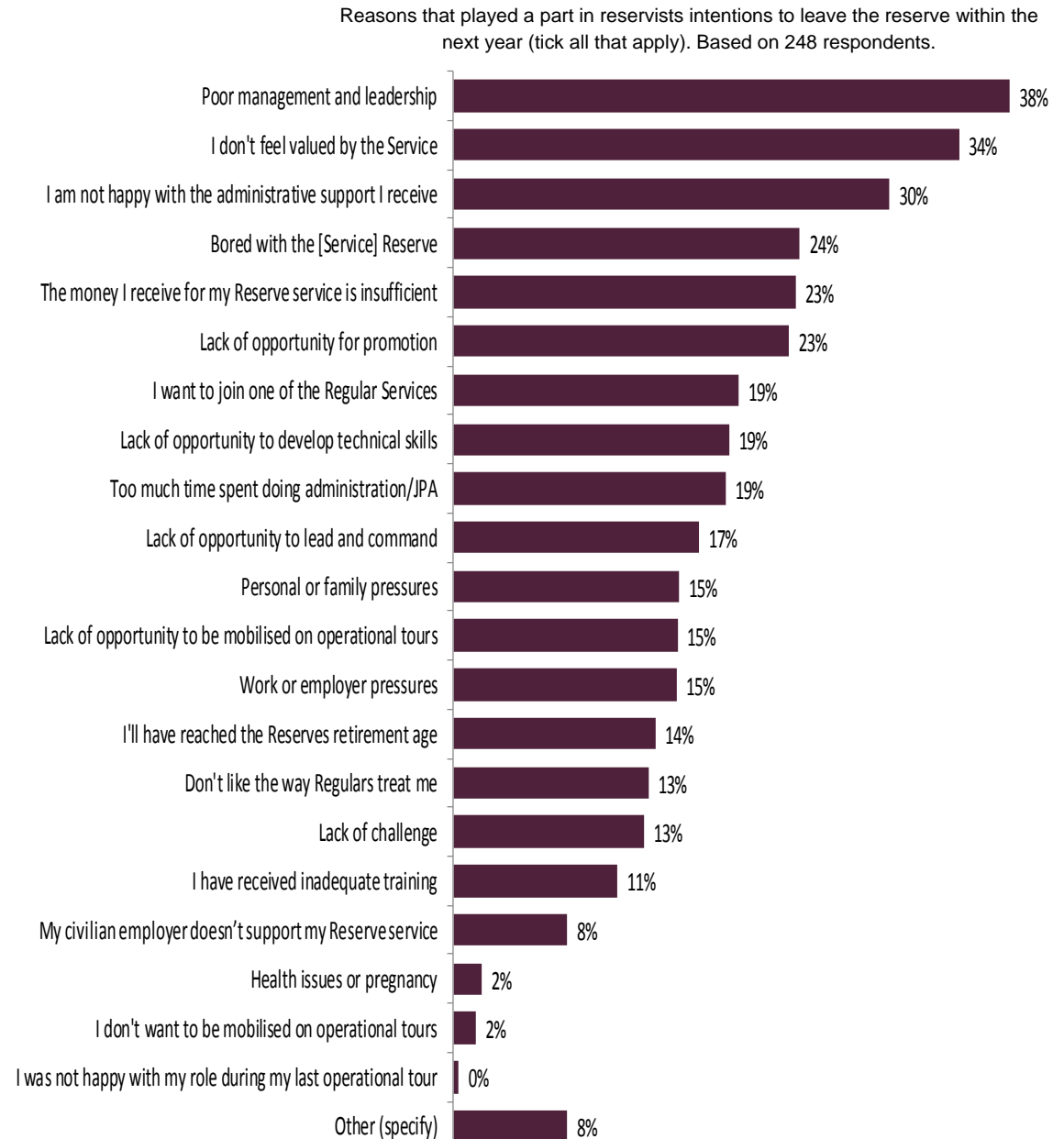


# Reasons for leaving the Reserve

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

Of the 4% of reservists that intend to stay in the Reserves for less than 1 year, 38% reported poor management and leadership, 34% reported not feeling valued by the Service, and 30% reported they are not happy with the admin support they received as the 3 top reasons that played a part in their decision.

Results are not presented by Service or by Officers and Other Ranks 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.

- 33% of reservists have been a member of a Service Cadet Force. Officers (42%) are more likely to have been a member of a Service Cadet Force compared to Other Ranks (31%).
- Officers are more likely to be married/in a civil partnership compared to Other Ranks (66% and 38% respectively).
- Over half (56%) of reservists do not have any financially dependent children.
- 86% of Officers hold a university degree (or equivalent) or higher compared to 49% of Other Ranks.
- 82% of reservists are employed (either full-time, part-time, or self-employed).
- Of the 82% of reservists that are employed almost half (46%) work in the private sector, over a third (37%) 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 2019.

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, 2,769 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 (a limited number of self-completion paper questionnaire were available to reservists upon request). Unlike in previous years RAF volunteer Reserve FTRS were not posted a paper questionnaire directly to their current assignment address in a bid to improve efficiency.

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. 11,070 Army reservists were sent the survey and 3,374 usable 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 2019 sample consisted of 16,700 volunteer reservists. 5,722 responses were used in the ResCAS 2019 analysis, giving an overall response rate of 34%, up one percentage point since 2018.

The table below contains 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	635	-
	Ratings	Not available	1,029	-
	<b>Total</b>	2,769	1,664	60%
Army Volunteer Reserves	Officers	3,267	1,441	44%
	Soldiers	7,803	1,933	25%
	<b>Total</b>	11,070	3,374	30%
RAF Volunteer Reserves	Officers	560	167	30%
	Airmen	2,301	517	22%
	<b>Total</b>	2,861	684	24%
All Volunteer Reserves	Officers	Not available	2,243	-
	Ranks	Not available	3,479	-
	<b>Total</b>	16,700	5,722	34%

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 2019 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).

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.

## 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
08 Perception of Reserves	B8.1 - B8.2
09 Family Support	B9.1 - B9.3
10 Your Civilian Employment	B10.1 - B10.13
11 Fairness at Work	B11.1 - B11.11
12 Flexible Employment	B12.1 - B12.3
13 About You	B13.1 - B13.15

# 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.

# Glossary

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**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

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**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

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

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