



Ministry of Defence

# Reserves Continuous Attitude Survey Results 2020

● Annual

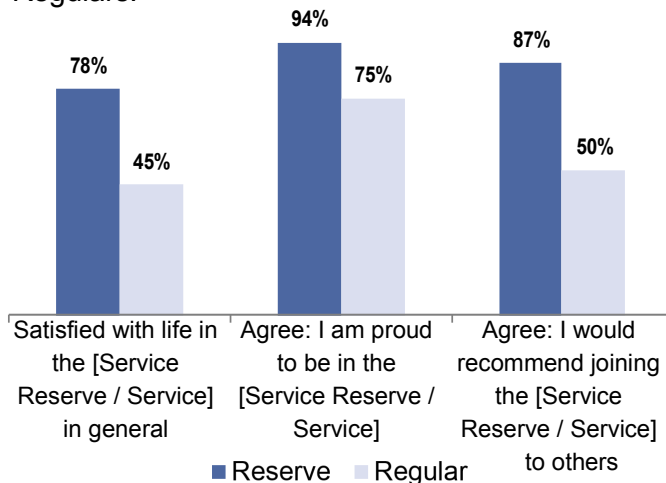
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United Kingdom

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.

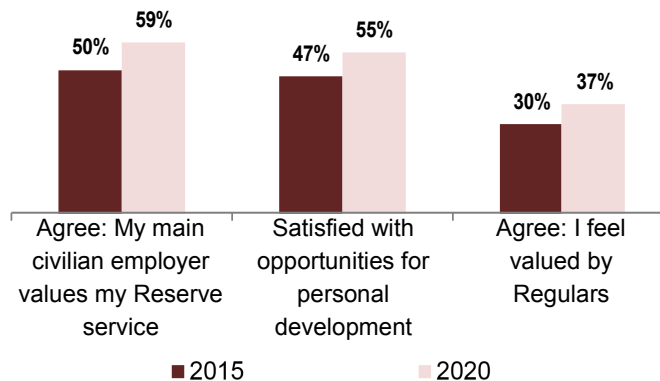
## Overwhelming majority satisfied with life in the Reserve in general, are proud to serve, and would recommend joining

The overwhelming majority of Volunteer Reserves are satisfied with life in the Reserve in general, are proud to be in the Reserve, and would recommend joining to others, and compare favourably to the levels found among trained Regulars.



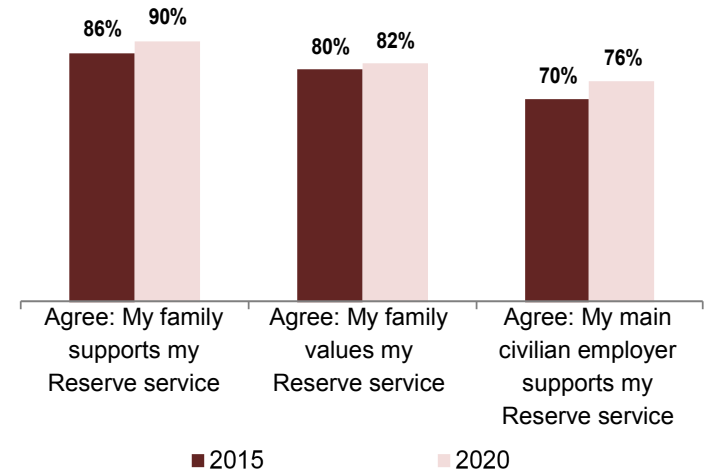
## Reservists respond more positively to many areas of their Reserve service compared to the 2015 baseline survey

There have been no overall decreases in percent positive responses to any of the Tri-Service questions and many increases in percent positive responses compared to the 2015 baseline survey. The three Tri-Service questions showing the largest change in percent positive responses since the 2015 baseline survey are shown below.



## Overwhelming majority feel that their family and civilian employer support their Reserve service

The overwhelming majority of Volunteer Reserves feel that their family and their civilian employer support their Reserve service. The proportion of Reserves who feel that their family and employer supports their Reserve service has increased compared to the 2015 baseline survey.



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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 [Analysis-Publications@mod.gov.uk](mailto:Analysis-Publications@mod.gov.uk)

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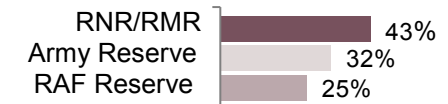
## About these statistics

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 2020.

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 2020 ([AFCAS 2020](#)).

### Response Rates:

5,432 responses were received representing a response rate of 33%, down one percentage point since 2019.

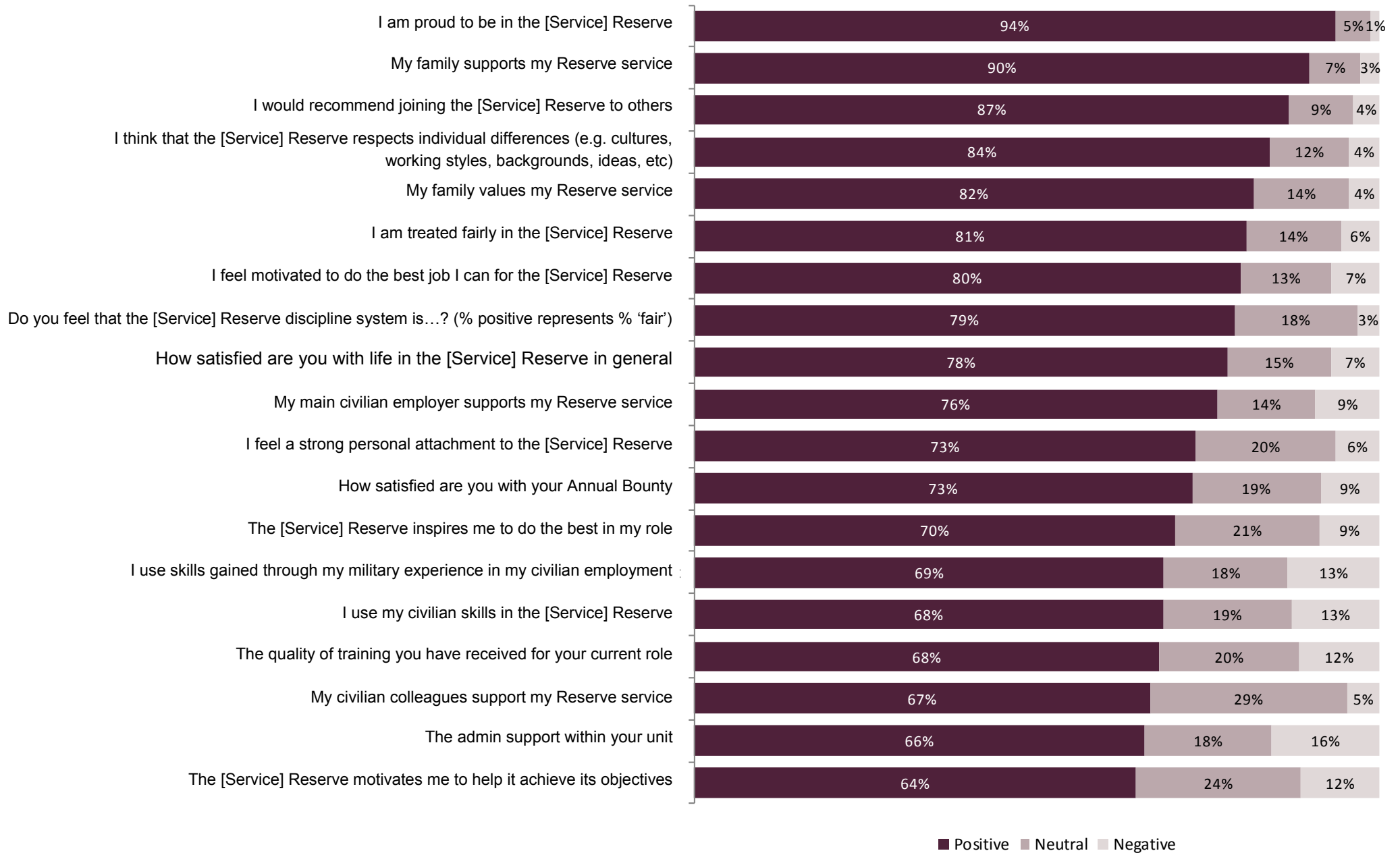


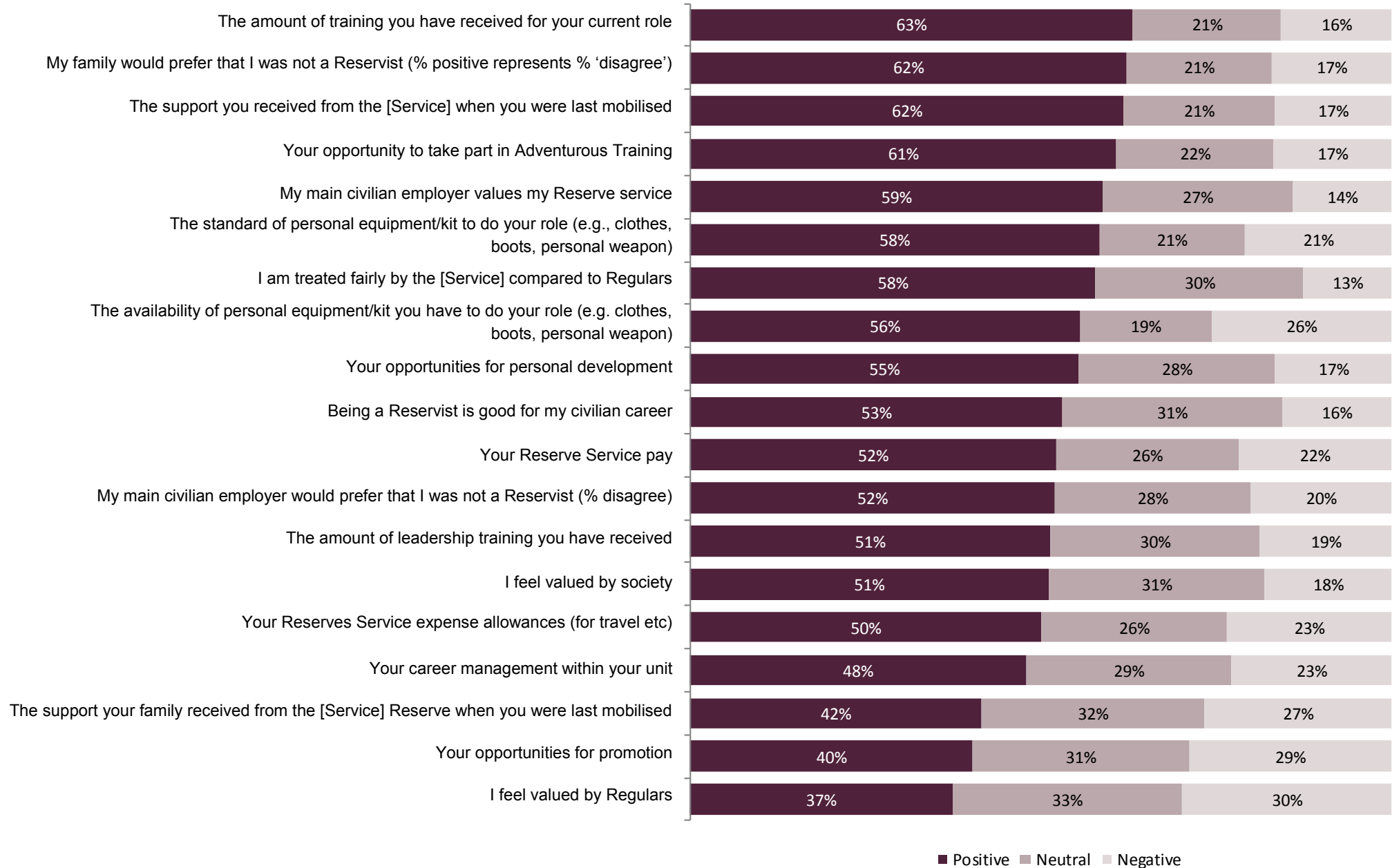
Reference tables and a list of the Tri-Service ResCAS 2020 questions are published as separate documents and can be found on the ResCAS webpage - <https://www.gov.uk/government/collections/tri-service-reserves-continuous-attitude-survey-index>

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 are not 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.*

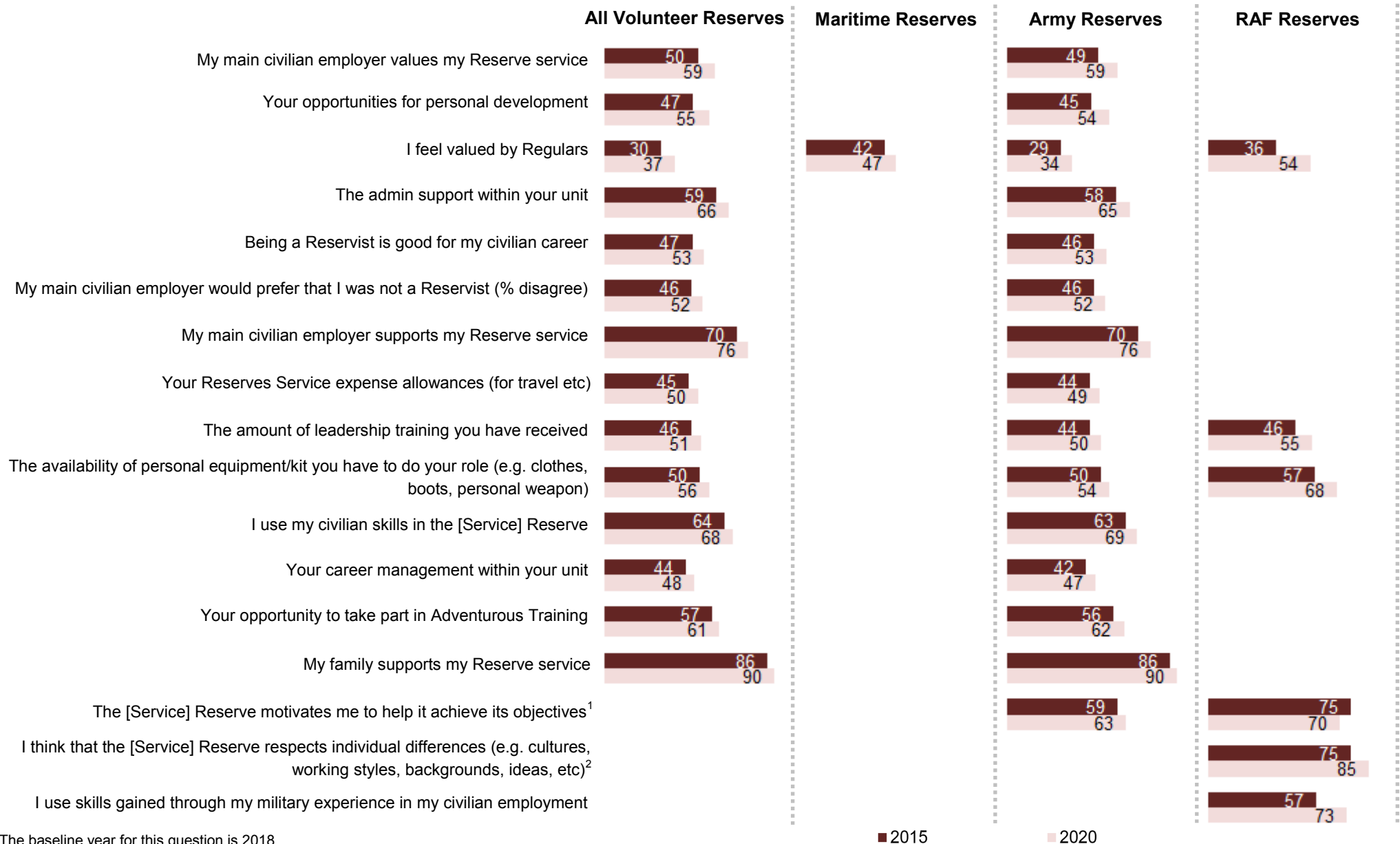
# Summary of attitudinal questions (highest to lowest positive scoring)





## Summary of changes compared to baseline (attitudinal questions only: % Positive responses)

The summary chart below shows statistically significant increases and decreases in percent positive responses compared to the 2015 baseline. Tri-Service changes are largely driven by the Army Reserve as the Army Reserve is a large constituent of the total Volunteer Reserves.

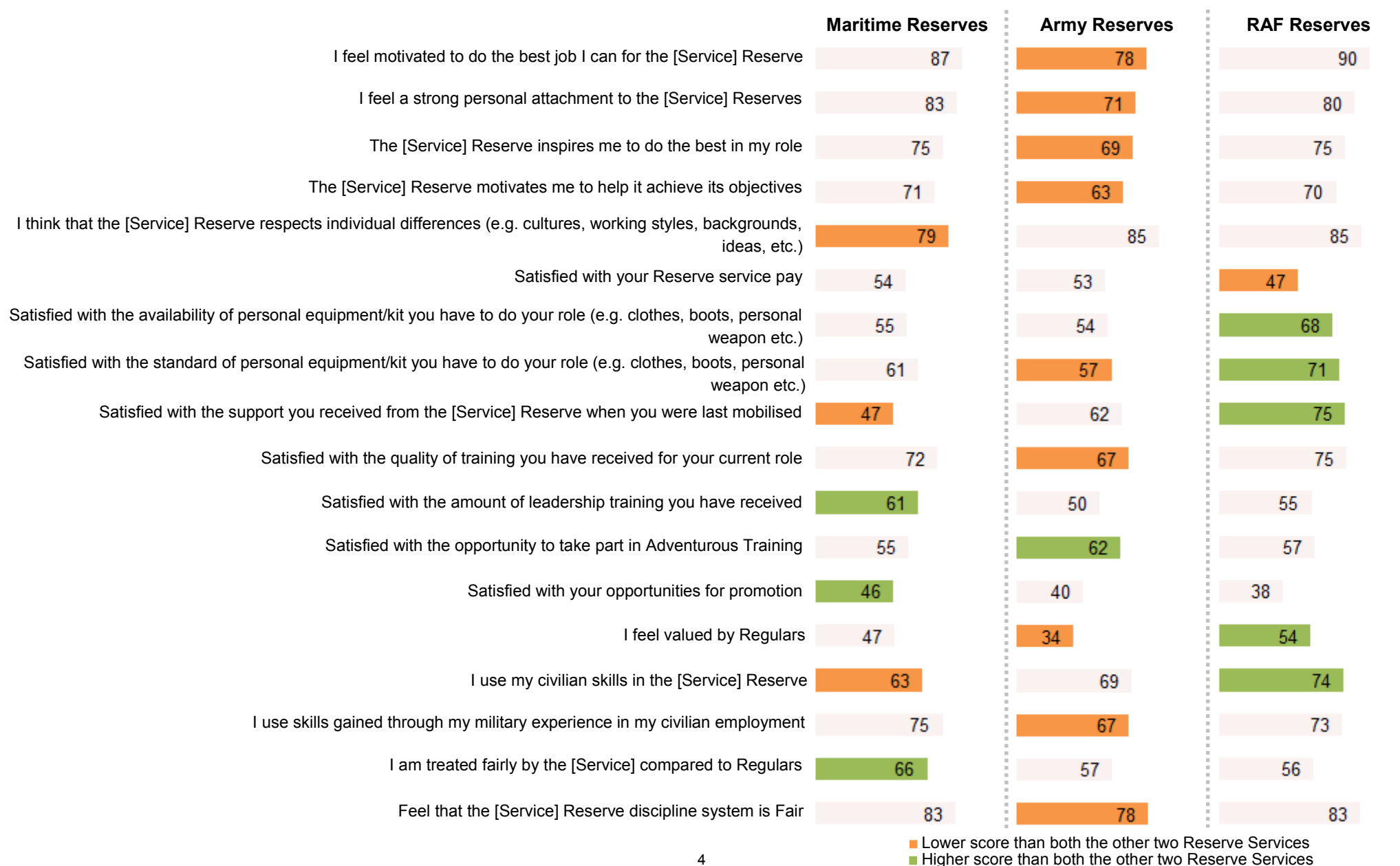


1. The baseline year for this question is 2018

2. The baseline year for this question is 2016

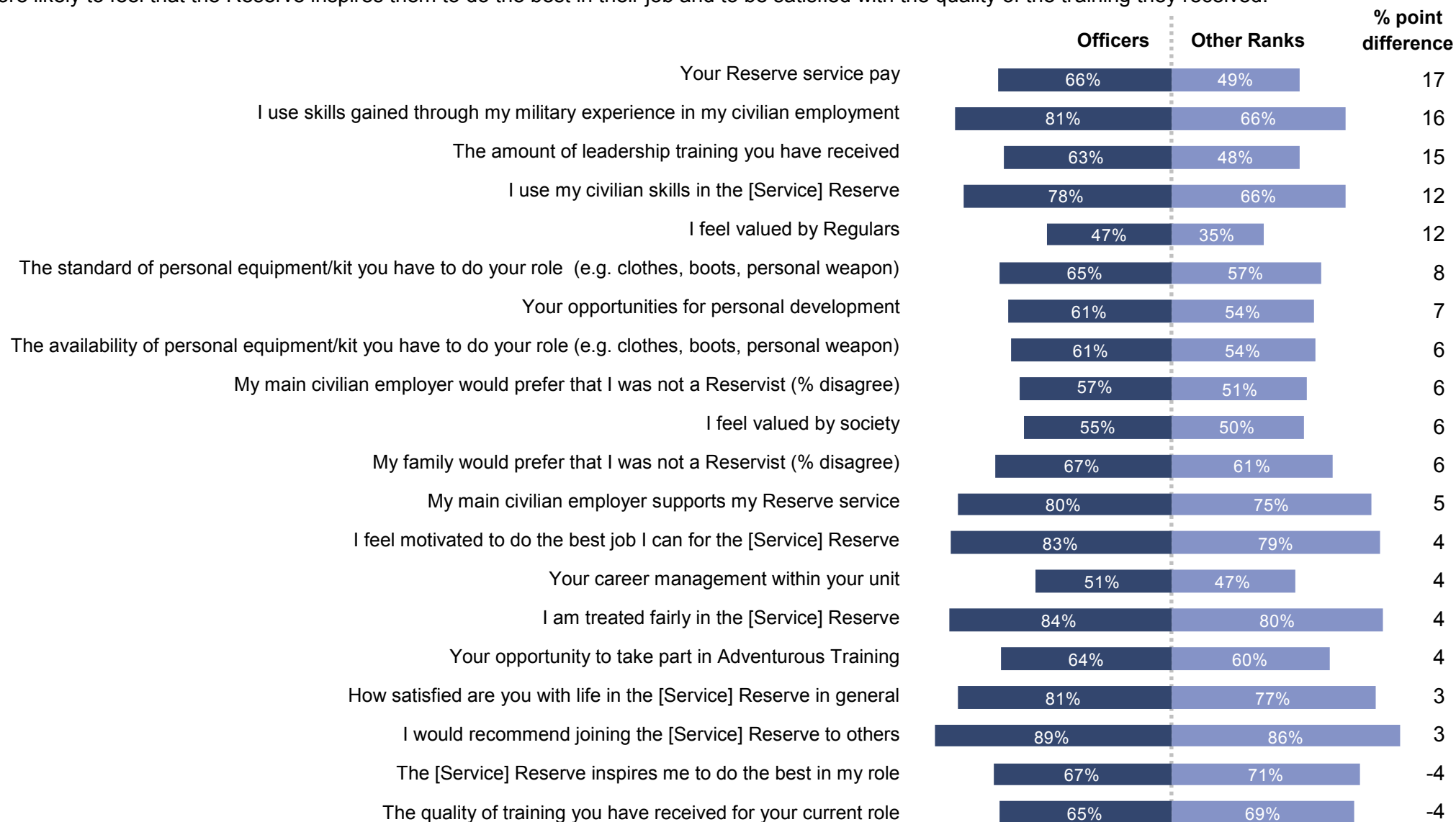
## Summary of Service differences (attitudinal questions only: % Positive responses)

The summary chart below shows the results to questions where one Reserve Service has scored statistically significantly higher than *both* the other two Reserve Services and where one Reserve Service has scored statistically significantly lower than *both* the other two Reserve Services.



## Summary of Officer and Other Rank differences (attitudinal questions only: % Positive responses)

There are many aspects of being in the Volunteer Reserves where Officers respond more positively than Other Ranks including pay, being able to transfer skills between their military and civilian employment, the amount of leadership training they have received, feeling valued by Regulars and society, the standard and availability of their personal kit, opportunities for personal development, and employer and family support for their Reserve service. Other Ranks are more likely to feel that the Reserve inspires them to do the best in their job and to be satisfied with the quality of the training they received.



Positive difference = Officers score higher than Other Ranks

## Overall satisfaction and commitment

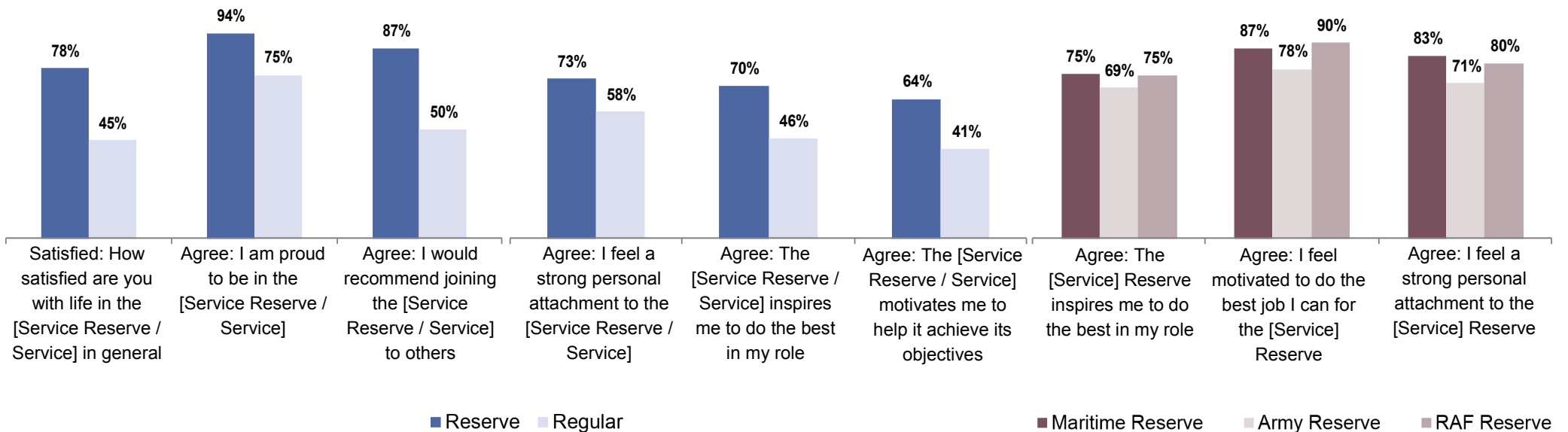
Volunteer Reserves have high levels of satisfaction with life in their Service in general, pride in being part of their Service, and advocacy for their Service compared with trained Regular personnel.

Volunteer Reserves levels of satisfaction with life in the Service, pride, and advocacy are unchanged compared with the 2015 baseline levels.

Compared with Regulars, Volunteer Reserves are more likely to feel a strong personal attachment to the Service, feel that their Service inspires them to do the best in their job, and feel that their Service motivates them to help it achieve its objectives.

Volunteer Reserves levels of attachment to the Service, and sense of feeling inspired and motivated by the Service to do the best in their role and to help the Service achieve its objectives are unchanged compared with the 2015 baseline levels.

The Maritime Reserve, Army Reserve, and RAF Reserve have similar levels of satisfaction with life in the Service and similarly high levels of pride and advocacy. Although not necessarily at low levels, the Army Reserve has lower levels of personal attachment to the Service and lower levels of motivation compared with *both* the Maritime Reserve and the RAF Reserve. The lower levels of personal attachment and motivation in the Army Reserve, compared to the Maritime Reserve and the RAF Reserve, has been found in each year since these measures were first introduced. However this same pattern of Service differences is not found among the Regular Armed Forces.





## Feeling valued in the Reserves

37% of Volunteer Reserves feel valued by Regulars, while 30% disagree. A third of reservists neither agree nor disagree that they feel valued by Regulars which may, at least in part, reflect a lack of contact between reservists and Regulars e.g., AFCAS 2020 results show that around half of Regulars have had working contact with Reserves in the last 2 years. Despite remaining at a relatively low level, reservists now are more likely to feel valued by Regulars than they did in 2015.

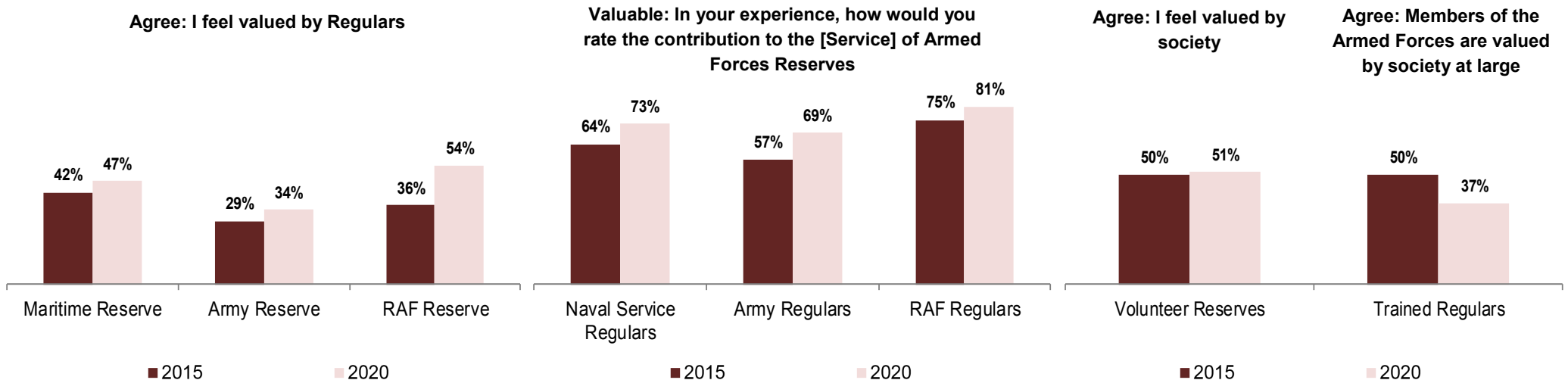
Army Reserves remain less likely to feel valued by Regulars compared to Maritime Reserves and RAF Reserves. RAF Reserves are more likely to feel valued by Regulars than the Maritime Reserves and the Army Reserves, having seen an 18 percentage point increase in positive scores since 2015. Officers (47%) are more likely to feel valued by Regulars than Other Ranks (35%).

Despite the relatively low proportion of Volunteer Reserves that feel valued by Regulars, AFCAS 2020 results show that of the 51% of trained Regulars that have had working contact with Reserves in the last 2 years, 73% of Regulars would rate the contribution of the Armed Forces (AF) Reserves as valuable up from 62% in 2015.

While Army Regulars are less likely to rate the contribution of AF Reserves as valuable compared to RN/RM Regulars and RAF Regulars, Army Regulars have seen the largest percentage point increase in positive ratings up from 57% of Army Regulars rating the AF Reserves contribution as valuable in 2015 to 69% rating the AF Reserves contribution as valuable in 2020. RAF Regulars are more likely to rate the contribution of AF Reserves as valuable compared to RN/RM Regulars and Army Regulars.

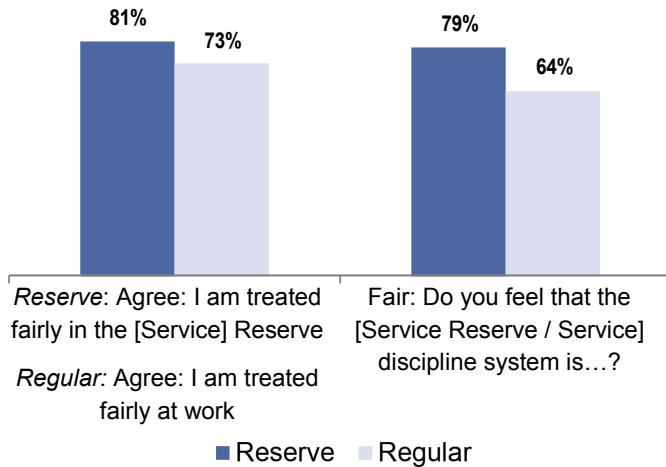
Half of Volunteer Reserves feel valued by society, unchanged from the 2015 baseline. Interestingly AFCAS 2020 shows that there has been a 13 percentage point decrease in trained Regulars who feel that members of the Armed Forces are valued by society at large from half in 2015 to 37% in 2020.

The relationship that exists between wider society and our Armed Forces may have an impact on people's willingness to join and remain part of the UK Armed Forces. For example, the top reason consistently given by reservists for joining the Reserves and for staying in the Reserves is 'to serve my country'.



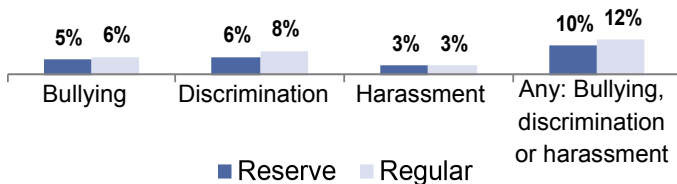
## Fairness in the Reserves

The majority of Volunteer Reserves and the majority of trained Regulars agree that they are treated fairly and believe that the discipline system is fair. Reserves are more likely to feel fairly treated in their Service than are Regulars.

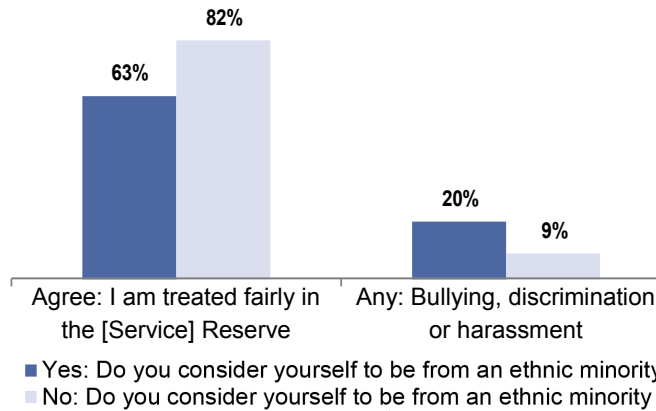


Around one in ten Volunteer Reserves and trained Regulars report having been subject to *any* bullying, discrimination, or harassment in a Service environment in the last 12 months, although the rate is around one in twenty in the Maritime Reserve.

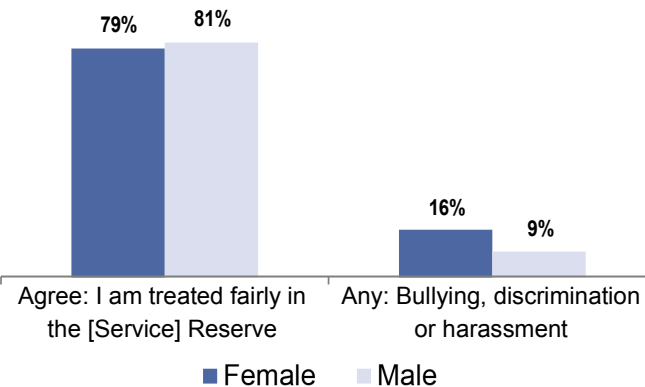
**Yes: Do you believe you have been subject to any of the following in a Service environment in the last 12 months?**



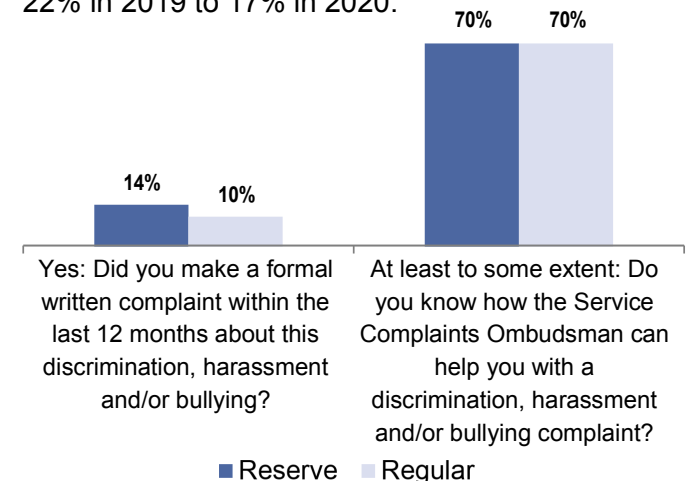
Volunteer Reservists that consider themselves to be from an ethnic minority are less likely to feel that they are treated fairly in the Reserves and are more likely to report being subject to bullying, discrimination, or harassment in a Service environment in the last 12 months.



A similar proportion of female and male reservists feel that they are treated fairly in the Reserves but females are more likely to report being subject to bullying, discrimination or harassment in a Service environment in the last 12 months than are males.



Of those reservists that believe they have been subject to bullying, discrimination or harassment in a Service environment in the last 12 months, over one in ten have made a formal written complaint about this. This is a similar figure to that found among Regulars. Of those reservists that had made a formal written complaint about a perceived incidence of bullying, discrimination, or harassment, 25% were satisfied with the outcome of the complaint while 54% were dissatisfied with the outcome. Seven in ten reservists and Regulars know how the Service Complaints Ombudsman (SCO) can help them with a discrimination, harassment, or bullying complaint. Officers (86%) are more likely to know how the SCO can help them with a discrimination, harassment, or bullying complaint compared to Other Ranks (65%). The percentage of reservists that have not heard of the Service Complaints Ombudsman has decreased from 22% in 2019 to 17% in 2020.



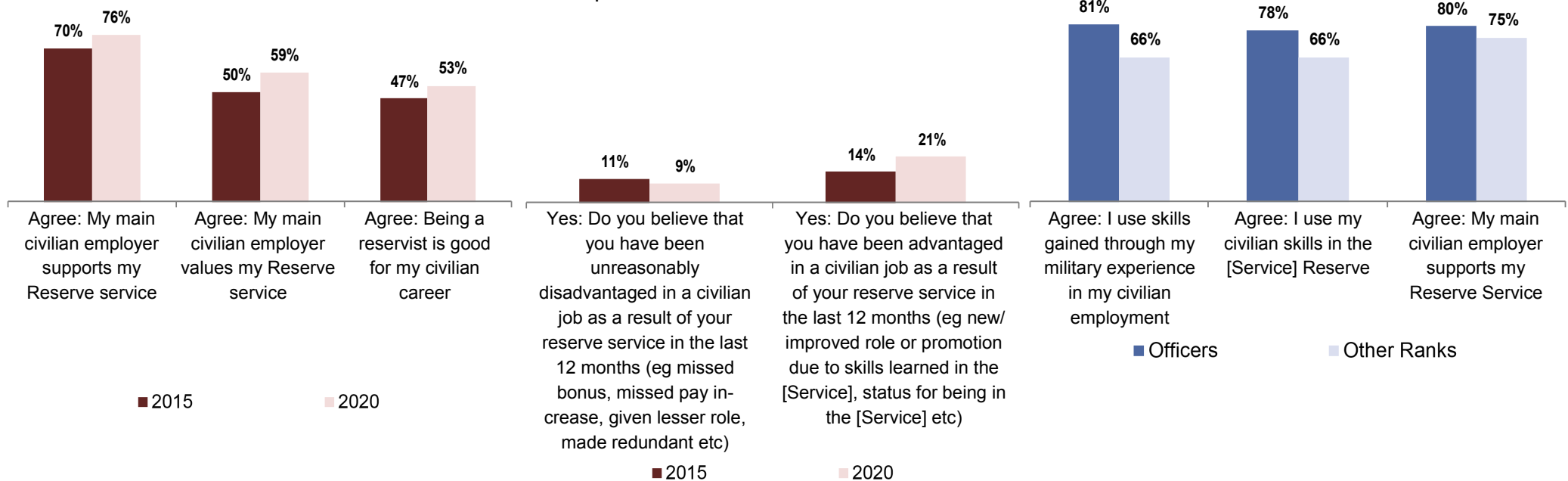
## Civilian employment

There has been an increase in the proportion of Volunteer Reserves who report that their civilian employer supports and values their Reserve service, and who report that being a reservist is good for their civilian career compared to the 2015 baseline levels.

Over twice the number of reservists believe that they have been advantaged in a civilian job as a result of their reserve service in the last 12 months compared to the number of reservists that feel that they have been disadvantaged in a civilian job as a result of their reserve service.

Officers are more likely to use skills gained through their military experience in their civilian employment and to use their civilian skills in their Reserve Service, and are more likely to agree that their civilian employer supports their Reserve service compared to Other Ranks.

There has been a decrease in the proportion of reservists who feel that they have been unreasonably *disadvantaged* in a civilian job as a result of their reserve service in the last 12 months compared to the 2015 baseline. At the same time there has been an increase in the proportion of reservists who feel that they have been *advantaged* in a civilian job as a result of their reserve service in the last 12 months compared to the 2015 baseline.



## Pay, allowances and admin support

Just over half of Volunteer Reserves are satisfied with their Reserve service pay, and almost three quarters (72%) are satisfied with the Annual Bounty, both unchanged compared to the 2015 baseline.

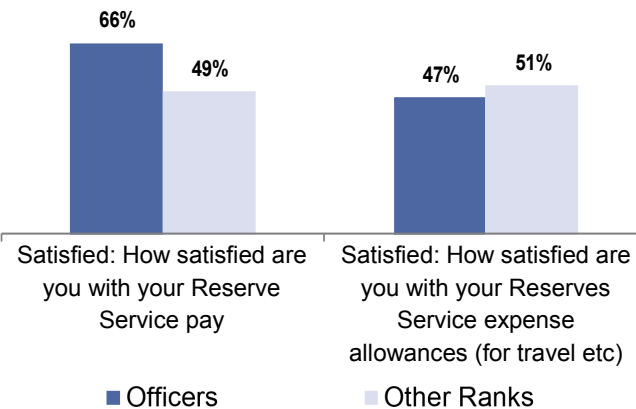
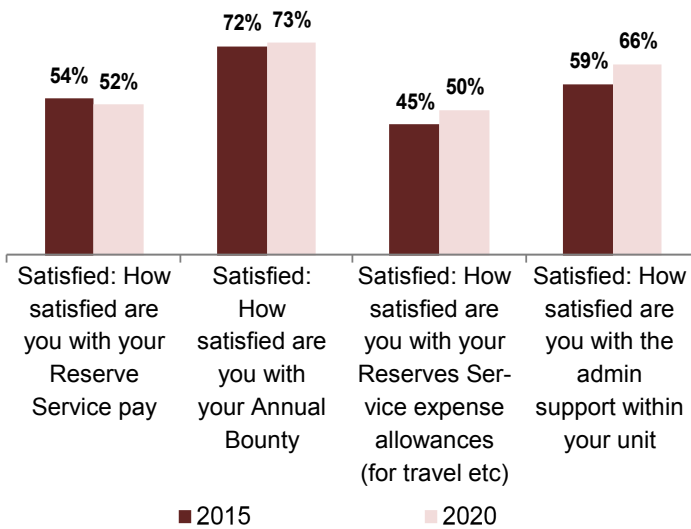
There has been an increase in the proportion of Volunteer Reserves that are satisfied with the Reserve Service expense allowances (for travel etc) and with the admin support provided within their unit compared to the 2015 baseline.

There is a relatively large difference in satisfaction with Reserve Service pay between Officers and Other Ranks. Two thirds of Officers are satisfied with their Reserve Service pay while half of Other Ranks are satisfied with their Reserve Service pay.

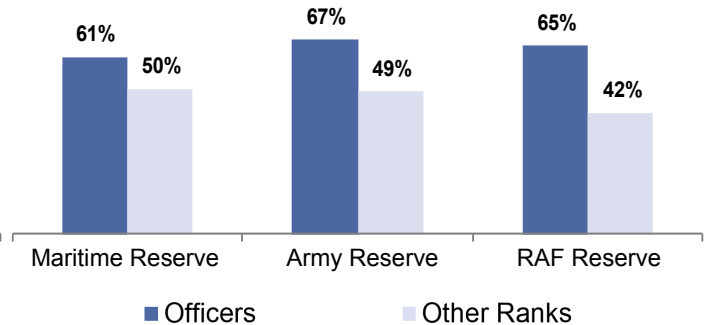
However Officers are more likely to be dissatisfied with the Reserve Service expense allowances (for travels etc) compared to Other Ranks. 29% of Officers are dissatisfied with the Reserve Service expense allowances compared to 22% of Other Ranks.

There is a 24 percentage point difference in the percentage of RAF Reserve Officers (65%) satisfied with their Reserve Service pay and the percentage of RAF Reserve Other Ranks (42%) that are satisfied with their Reserve Service pay.

RAF Reserve Other Ranks (42%) have the lowest level of satisfaction with their Reserve Service pay compared to Maritime Reserve Other Ranks (50%) and Army Reserve Other Ranks (49%).



**Satisfied: How satisfied are you with your Reserve Service pay?**



## Personal equipment/kit

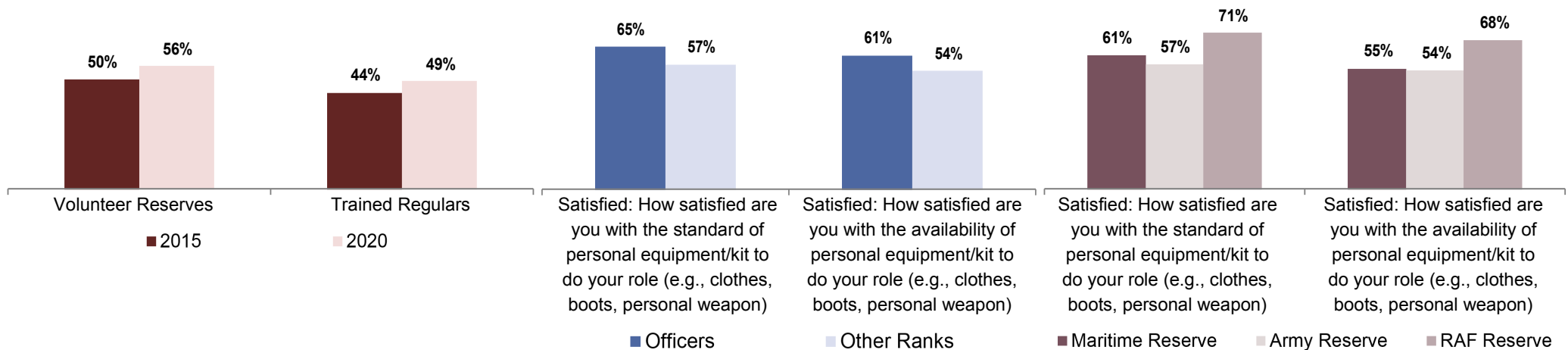
Reserves and Regulars are more satisfied now with the availability of personal equipment/kit to do their role than they were in 2015. Reserves are slightly more satisfied with the availability of personal kit/equipment to do their role compared to Regulars.

Satisfaction with the standard of personal equipment/kit to do their role is similar between Reserves and Regulars with 58% and 57% satisfied respectively. Satisfaction with the standard of personal equipment/kit is unchanged for both Reserves and Regulars compared to 2015 levels.

A larger proportion of Officers are satisfied with the standard and availability of the personal equipment/kit they have to do their role compared to Other Ranks although this difference has decreased compared to the 2015 baseline.

A larger proportion of the RAF Reserve are satisfied with the standard and availability of the personal equipment/kit they have to do their role compared to the proportion of Maritime Reserves and the Army Reserves that are satisfied with the standard and availability of the personal equipment/kit they have to do their role.

**Satisfied: How satisfied are you with the availability of personal equipment/kit to do your role (e.g., clothes, boots, personal weapon)**



## Career progression

Just under half (48%) of Volunteer Reserves are satisfied with their career management within their unit and just under a quarter (23%) are dissatisfied.

There has been an increase in the proportion of Volunteer Reserves that are satisfied with their career management in their unit compared to the 2015 baseline level.

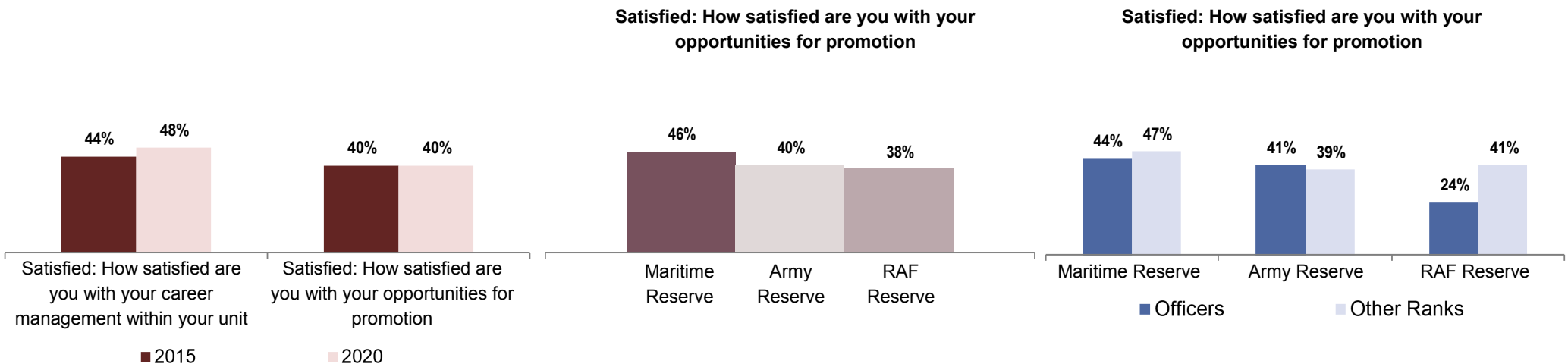
However Volunteer Reserves satisfaction with their opportunities for promotion remains unchanged compared to the 2015 baseline at 40% satisfied and 29% dissatisfied.

Volunteer Reserves level of satisfaction with their opportunities for promotion (40%) is similar to trained Regulars level of satisfaction with their opportunities for promotion (41%).

Maritime Reserves (46%) are more likely to be satisfied with their opportunities for promotion compared to Army Reserves (40%) and RAF Reserves (38%).

A relatively low proportion of RAF Reserve Officers are satisfied with their opportunities for promotion compared to RAF Reserve Other Ranks and compared to officers and Other Ranks of the Maritime Reserve and the Army Reserve.

[AFCAS](#) 2020 shows that RAF Regulars (29%) are less likely to be satisfied with their opportunities for promotion compared to Regulars in the Royal Navy (45%), Royal Marines (37%), and the Army (44%).



## Training and development

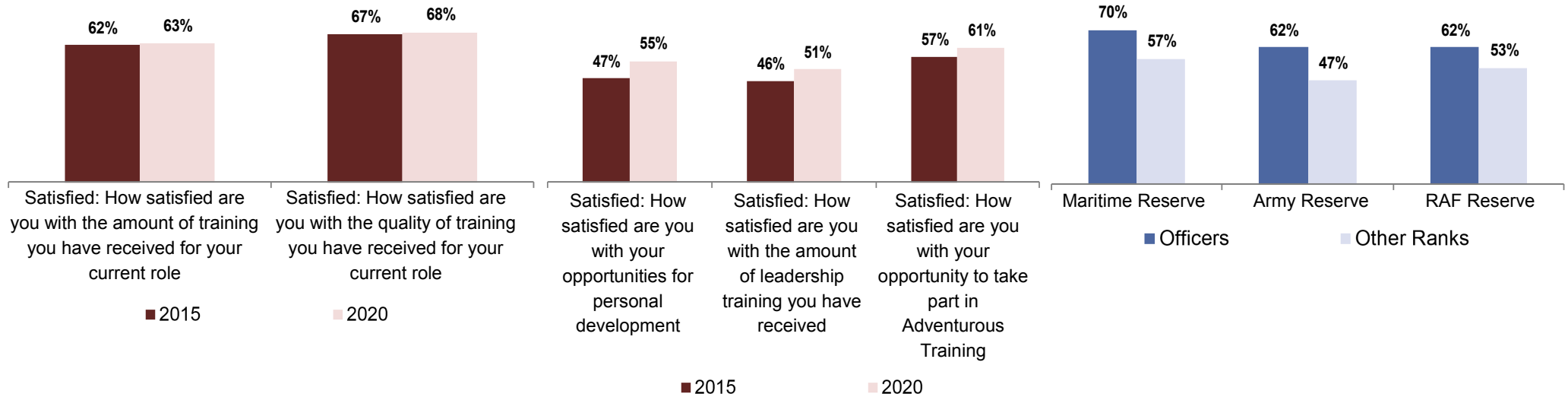
The majority of Volunteer Reserves are satisfied with the amount of training they have received for their current role (63%) and with the quality of training they have received for their current role (68%), unchanged compared to the 2015 baseline levels.

Over half (55%) of Volunteer Reserves are satisfied with their opportunities for personal development. This represents an increase compared to the 2015 baseline where less than half (47%) were satisfied. Opportunities for personal development is one of the most popular reasons given by respondents for joining the Volunteer Reserve and for remaining — see page 15 Reasons for joining and staying in the Reserves.

Half (51%) of Volunteer Reserves are satisfied with the amount of leadership training they have received and the majority (61%) of Volunteer Reserves are satisfied with their opportunities to take part in Adventurous Training, both showing an increase compared to the 2015 baseline levels.

The Maritime Reserve (61%) has the highest level of satisfaction with the amount of leadership training they have received compared to the Army Reserve (50%) and the RAF Reserve (55%).

The majority of Officers (63%) are satisfied with the amount of leadership training they have received compared to just under half of Other Ranks (48%). Higher Officer satisfaction with the amount of leadership training they have received is observed in each Reserve Service (although this difference is not statistically significant in the RAF Reserve).



## Family support

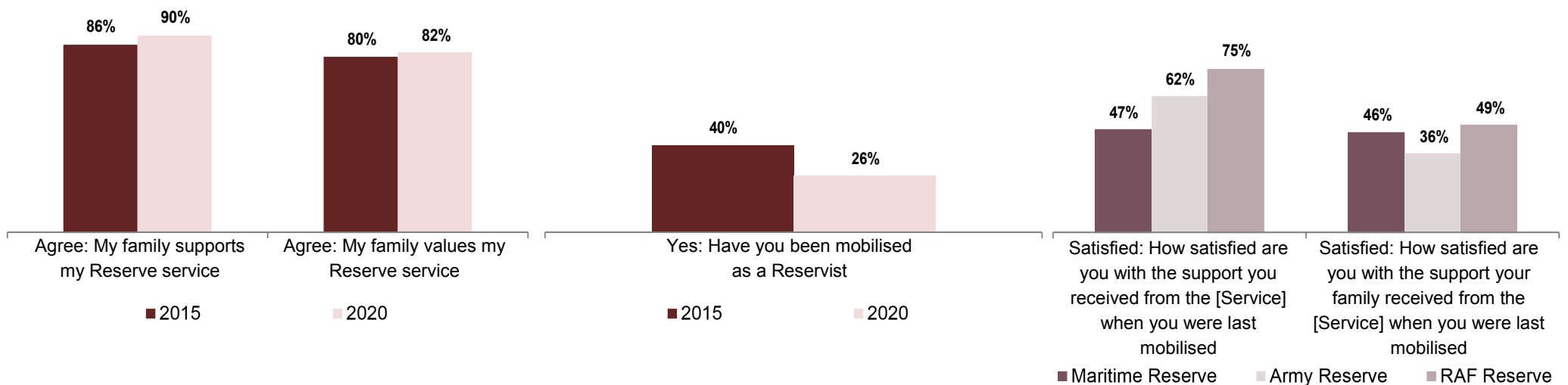
The proportion of Volunteer Reserves that feel that their family supports their Reserve service has increased from 86% in 2015 to 90% in 2020. Furthermore over four in five (82%) Volunteer Reserves feel that their family values their Reserve service, unchanged compared to the 2015 baseline.

There are no statistically significant differences in perceived family support between the Reserve Services or between Officers and Other Ranks, or between reservists that are single and those reservists that are married or in a civil partnership or are in a long term established relationship.

## Mobilisation

Since the 2015 baseline level there has been a decline in the proportion of Volunteer Reserves that report having been mobilised as a reservist. In 2015, 40% of Volunteer Reserves reported that they had been mobilised as a reservist and by 2020 the number has decreased to 26%.

Of those Volunteer Reserves that have been mobilised the majority (62%) are satisfied with the support they received from the Service when they were last mobilised. However there are some relatively large Service differences. Three quarters (75%) of the RAF Reserve are satisfied with the support they received from the Service when they were last mobilised, while less than half (47%) of Maritime Reserves are satisfied. It should be noted that a larger proportion of RAF Reserves (38%) reported that they have been mobilised as a reservist compared to Maritime Reserves (27%) and Army Reserves (24%). Less than half (42%) of Volunteer Reserves are satisfied with the support their family received from the Service when they were last mobilised. Army Reserves are least likely to be satisfied with the support their family received from the Service when they were last mobilised.





## Reasons for joining and staying in the Reserves

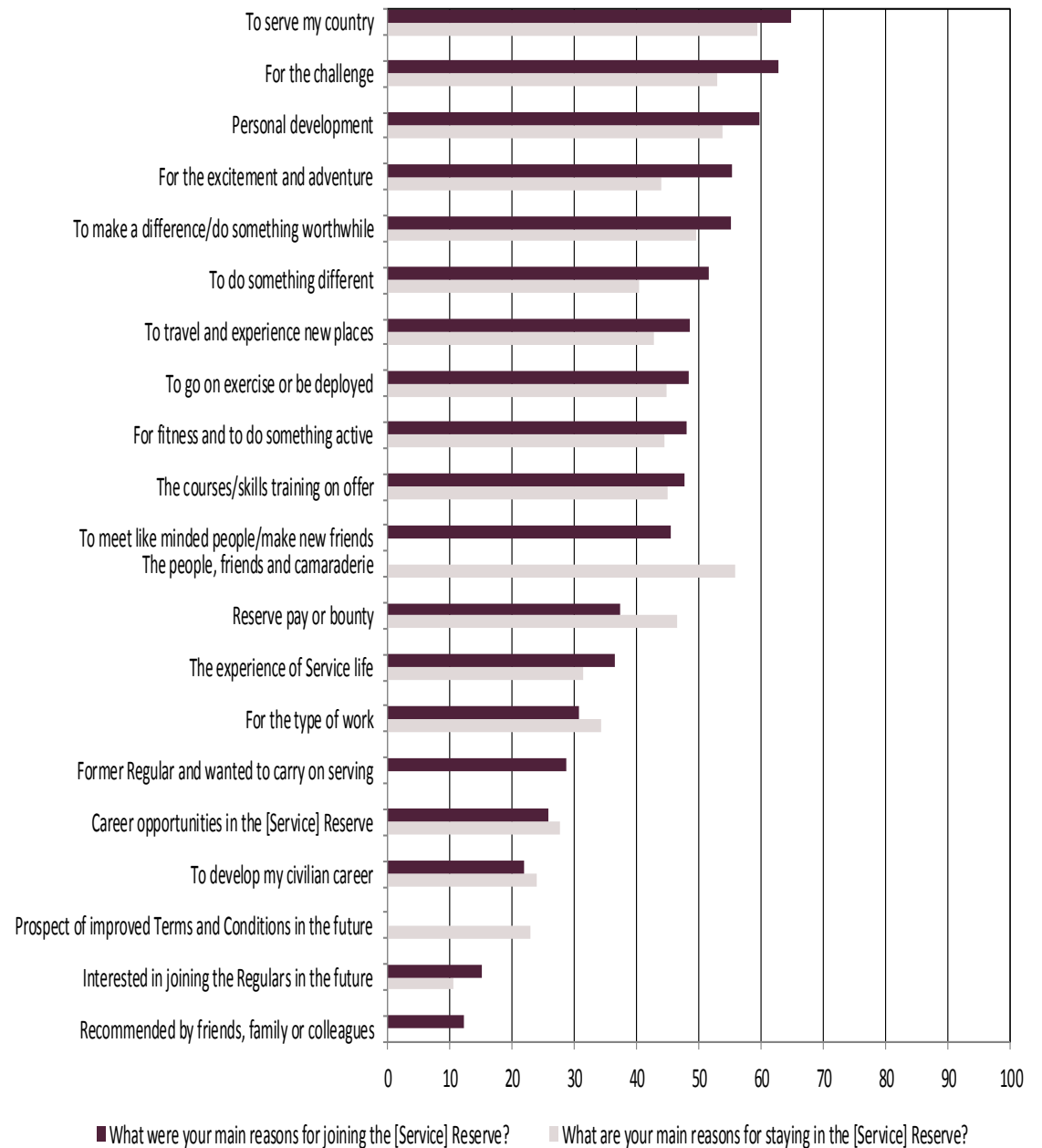
The top 5 reasons for joining the Volunteer Reserve and the top 5 reasons for staying in the Volunteer Reserve are almost identical and feature all the same top 5 reasons as the 2019 survey.

The top 5 reasons for joining the Reserves are: to serve my country (65%), for the challenge (63%), personal development (60%), for the excitement and adventure (55%), and to make a difference/do something worthwhile (55%).

The top 5 reasons for staying in the Reserves are: to serve my country (59%), the people, friends and camaraderie (56%), personal development (54%), for the challenge (53%), to make a difference/do something worthwhile (50%).

Taking a closer look at the reasons for joining, the data suggest that the reasons can be clustered in the following ways, where reasons within a cluster have a stronger association with each other than with reasons that appear in a different cluster:

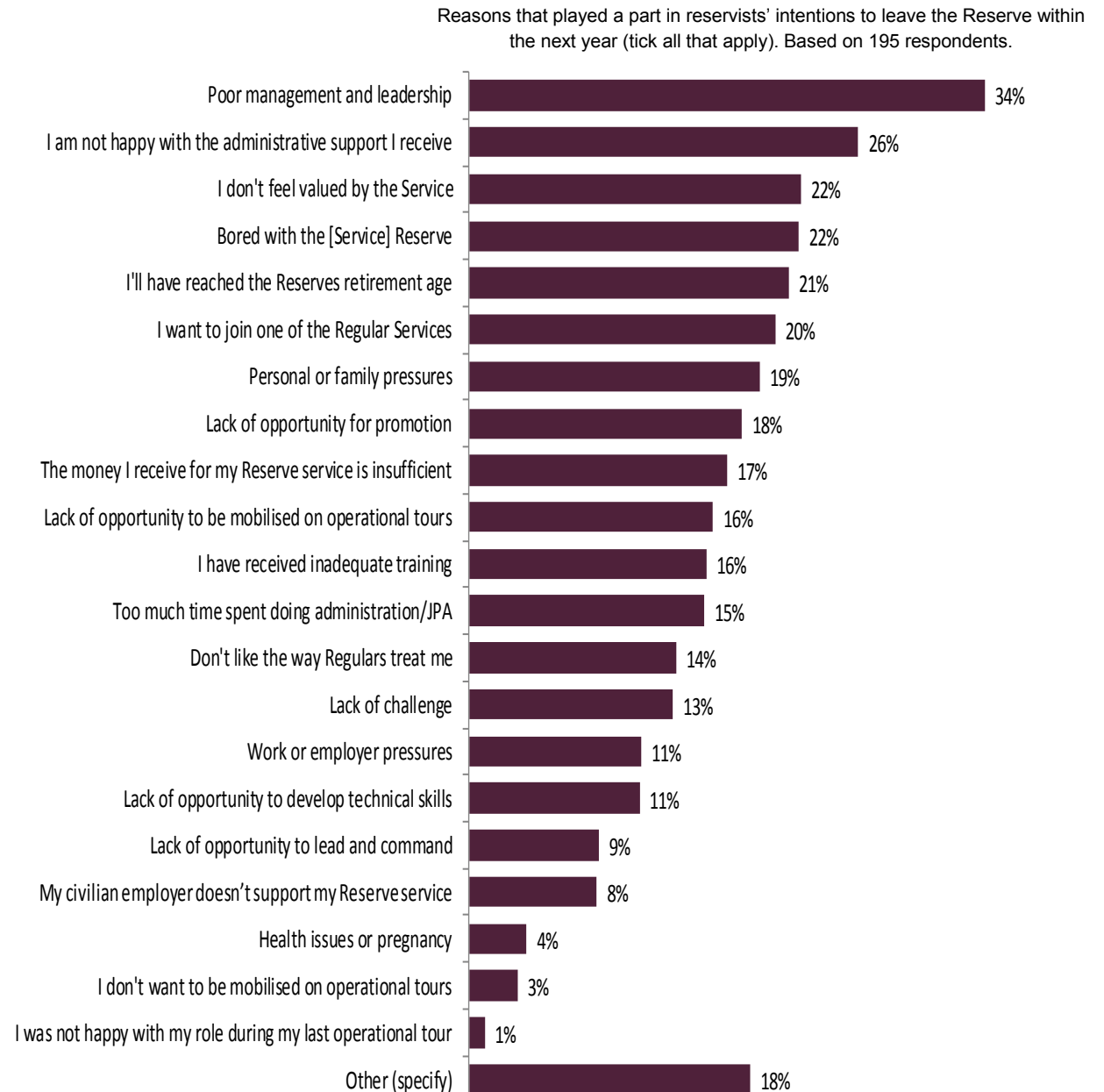
1. To serve my country, and to make a difference/do something worthwhile
2. For the challenge, personal development, and to do something different
3. For the excitement and adventure, to travel and experience new places, and to go on exercise or be deployed
4. For fitness and to do something active, and the courses/skills training on offer
5. To meet like minded people and make new friends, and the experience of Service life
6. Reserve pay or bounty, for the type of work, former Regular and wanted to carry on serving
7. Career opportunities in the [Service] Reserve, to develop my civilian career, interested in joining the Regulars in the future, recommended by friends family or colleagues



## Reasons for leaving the Reserves

Of the 4% of reservists that intended to leave the Reserves within the next year, 34% reported poor management and leadership, 26% reported they are not happy with the admin support they received, and 22% reported that they do not feel valued by the Service 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.

- Over a third (35%) of reservists have been a member of a Service Cadet Force. Officers (44%) are more likely to have been a member of a Service Cadet Force compared to Other Ranks (32%).
- 46% of reservists are married/in a civil partnership, and a further 23% are in a long term/established relationship (but not married or in a civil partnership). Officers (65%) are more likely to be married/in a civil partnership compared to Other Ranks (41%).
- Over half (57%) of reservists do not have any financially dependent children.
- The overwhelming majority of Officers (83%) hold a university degree (or equivalent) or higher compared to just under half (47%) of Other Ranks.
- 73% of reservists are in civilian employment either full-time, part-time, or self-employed.
- Of the reservists that are in civilian employment, 45% work in the private sector, 39% work in the public sector, and 12% are self employed. The proportion of reservists that work in the public sector has increased from 34% in 2015 to 39% in 2020, while the proportion of reservists that are employed in the private sector has decreased from 50% in 2015 to 45% in 2020.

# 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 2020.

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, 3,167 questionnaires went out to Maritime Volunteer Reserves and 2,966 questionnaires went out to RAF Volunteer Reserves.

Maritime Reservists were able to complete an online self-completion questionnaire, via generic web link distributed to their Defence Gateway addresses from their Unit. Links were also posted on all Units Defence Gateway pages which can be accessed by unit ships company. A limited number of paper questionnaires were also sent to unit points of contact, which were available upon request 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 as well as a paper copy. RAF squadrons were asked in advance to indicate whether they would like to request paper copies, therefore the paper copies were limited to a certain number per station to reduce cost and waste. If squadrons requested the paper copies, a nominated point of contact on each squadron was asked to distribute the paper surveys and an email invitation to the online self-completion questionnaire.

Army reservists were sent a paper questionnaire and pre-paid envelope to their unit address using contact details recorded on Joint Personnel Administration (JPA) system. The paper questionnaires provided an option to complete the survey online. 10,439 Army reservists were sent the survey and 3,339 usable surveys were returned, providing a response rate of 32%.

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 2020 sample consisted of 16,572 volunteer reservists. 5,432 responses were used in the ResCAS 2020 analysis, giving an overall response rate of 33%, down one percentage point since 2019. 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	527	-
	Ratings	Not available	831	-
	<b>Total</b>	3,167	1,358	43%
Army Volunteer Reserves	Officers	3,072	1,474	48%
	Soldiers	7,367	1,865	25%
	<b>Total</b>	10,439	3,339	32%
RAF Volunteer Reserves	Officers	613	151	25%
	Airmen	2,353	584	25%
	<b>Total</b>	2,966	735	25%
All Volunteer Reserves	Officers	Not available	2,152	-
	Ranks	Not available	3,280	-
	<b>Total</b>	16,572	5,432	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 2020 analysis**

Weighting Class	Weighting Applied	Weighting Class	Weighting Applied
RAF OF4+	6.16	RNR Officer	2.31
RAF OF3	4.81	RMR Officer	2.75
RAF OF2	3.91	RNR Ratings/ORs	2.53
RAF - OF(D)/OF1	2.67	RMR Ratings/ORs	6.40
RAF OR9	3.11		
RAF OR7	3.12		
RAF OR6	4.45		
RAF OR1/OR2/OR3/OR4	4.56		

Weighting Class	Weighting Applied
Army OF5+	2.79
Army OF3/OF4	3.90
Army OF2	3.86
Army Officer Cadet/ Untrained 2Lt (not completed Ph2 training)/ Trained 2Lt (completed Ph2 training)/ Lt - OF(D)/OF1	5.33
Army OR8/OR9	4.62
Army OR6/OR7	5.94
Army OR3/OR4	14.51
Army Trained - OR1/OR2	32.84
Army Untrained - OR1/OR2	19.62

Note: Weights have been rounded in the table above to 2 decimal places. Non-rounded weights were applied during analysis. The rank OR-8 does not exist in the RAF and there is no equivalent OR-5 rank in the UK AF.

## 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 (see **6. Format of the reference tables** below for a link to the tables).

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.

Section	Table Numbers
01 Life in the Reserves	B1.1 - B1.11
02a Reasons for Joining the Reserves	B2a.1 - B2a.19
02b Reasons for Staying in the Reserves	B2b.1 - B2b.18
02c Reasons for Leaving the Reserves	B2c.1 - B2c.22
03 Pay, Allowances and Admin Support	B3.1 - B3.4
04 Kit and Equipment	B4.1 - B4.2
05 Mobilisation	B5.1 - B5.4
06 Training	B6.1 - B6.4
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 About You	B12.1 - B12.15

## 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.

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

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

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

**FAMCAS** Families Continuous Attitude Survey

**Full-Time Reserve Service (FTRS)** Those on FTRS fill Service posts on a full-time basis while being a member of one of the reserve services, either as an ex-regular or as a volunteer. In the case of the Army and the Naval Service, these will be posts that would ordinarily have been filled by regular service personnel. In the case of the RAF, FTRS personnel also fill posts designated solely for them.

**JPA** Joint Personnel Administration is the system used by the Armed Forces to deal with matters of pay, leave and other personal administrative tasks.

**Maritime Reserves** a term that covers the combined Royal Navy Reserve (RNR) and Royal Marine Reserve (RMR).

**Missing at Random (MAR)** Statistical theory that states that those who did not respond to a question do not differ from those who did respond.

**Missing Values** Refers to the situation where a respondent has not submitted an answer or a valid answer to a question.

**MOD** Ministry of Defence.

**n** Letter that represents 'Unweighted Count'. This is the actual number of Volunteer Reservists that provided a valid response to a question in the survey.

## Glossary

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**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.

**OF** Officer of NATO rank designation ranking from '1' lowest to '10' highest.

**Officer(s)** All Officers of NATO ranks OF1 to OF10.

**OR** Other Ranks of NATO rank designation ranking from 'OR1' lowest to 'OR9' highest

**Other Rank(s)** Other Ranks are members of the Royal Marines, Army and Royal Air Force who are not Officers. The equivalent group in the Royal Navy is known as “Ratings”.

**RAF** Royal Air Force.

**Regular Reserve** Former members of the UK regular forces who have a liability for service with the Reserve forces. Includes the Royal Fleet Reserve, Army Reserve and Royal Air Force Reserve as well as other individuals liable to recall.

**Reserves Continuous Attitude Survey (ResCAS)** Refers to the questions asked on a Tri-Service basis in each of the single-Services Reserves Continuous Attitude Surveys.

**Royal Marines Reserve (RMR)** Approximately 10% of the RMR are working with the Regular Corps on long term attachments, mostly FTRS. The remainder are Volunteer Reserves.

**Royal Naval Reserve (RNR)** Formed in 1859 it was merged with the Royal Navy Volunteer Reserve (RNVR) in 1958, and also incorporates the former Women’s Royal Navy Volunteer Reserve (WRNVR) and QARNNS (Reserve). See **Volunteer Reserves**.

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

**Service(s)** Royal Navy, Royal Marines, Army and RAF.

**Standard Error** A measure derived using weighting factors from the sample proportion and unweighted count in a sampling distribution and used as a benchmark in order to ascertain a range of values within which the true population proportion could lie.



## Glossary

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**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, the Army Reserve and the Royal Auxiliary Air Force but do not include Royal Fleet Auxiliary Service (RFA). Some Volunteer Reservists undertake (paid) Full-Time Reserve Service.

**Weighting (factors)** Refers to factors that are applied to the respondent data set by Service and rank group in order to make respondent Service rank groups representative of their population equivalents.

**Weighting class** Refers to those members of a specific rank group to whom a weighting factor is applied.

**Z-test** Statistical test based on a standardised distribution which allows comparison between years for populations of different sizes.

## Further Information

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### Contact Us

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

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