



# Ministry of Defence



## UK Armed Forces Monthly Personnel Report

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This is a monthly publication providing information on the number of personnel in (defined as the **strength**), joining (**intake**) and leaving (**outflow**) the UK Regular and Non-Regular Forces (See Glossary) broken down by training status. It complements the UK Armed Forces Quarterly Personnel Report by providing higher-level figures on strength, intake and outflow for the UK Armed Forces.

The tables provide information about the patterns of change in the composition of the UK's Armed Forces for the four most recent months. The three most recent financial years are also presented to provide context.

The graphs that accompany tables extend the time-series to provide a monthly picture of the longer term patterns.

The trends in this report are in relation to the reduction of the Armed Forces reaching their targets (142,500 Service personnel; see page 4 for more details) as set out in the **Strategic Defence and Security Review (SDSR)** and the **3 Month Exercise (3ME)** which set out specific changes to and decisions on the Armed Forces.

### Armed Forces Personnel Key Points and Trends

- The full time trained strength of the UK Armed Forces was **157,280** at 1 September 2013. This was a small decrease against the number of people needed (**requirement**). (See **Table 1**, **Table 2** and **Graphs 1.1 - 1.3**)
- **13,680** people have joined the UK Armed Forces in the past year and this is a reduction compared to both April 2012 and April 2013 more information of why recruitment (intake) to the Armed Forces has fallen can be found on page 9.
- Outflow from the UK Regular Forces was **23,410** in the 12 months to 31 August 2013; (See **Table 3**).
- In the 12 months to 31 August 2013; **3,610** personnel had left the UK Regular Armed Forces under the Armed Forces Redundancy Programme. (See **Table 3**)

## **Data Sources:**

Armed Forces statistics prior to March 2006 are compiled from pay records (Naval Service) or personnel records (Army and RAF) held by the Service Personnel and Veterans Agency (SPVA, formerly the Armed Forces Personnel Administration Agency). In March 2006 the transfer of all Service personnel records to the Joint Personnel Administration (JPA) system began. Statistics are compiled from JPA for the RAF from April 2006, for the Naval Service from November 2006 and for the Army from April 2007.

## **Data Quality:**

The United Kingdom Statistics Authority has designated this 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.

Data from the Joint Personnel Administration system for May 2009 to October 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. The scale of changes of the revised figures is very small with the majority of revisions changing by 10 or fewer.

We are currently looking to engage with external users who wish to be involved with any changes in this publication if you are interested please contact: [DefStrat-Stat-Tri-Enquiries@mod.uk](mailto:DefStrat-Stat-Tri-Enquiries@mod.uk)

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## **Symbols and Conventions**

### **Symbols**

	discontinuity in time series
*	not applicable
..	not available
p	provisional
r	revised
rp	revised but still provisional
e	estimate
-	zero or rounded to zero

### **Rounding**

Where rounding has been used, totals and sub-totals have been rounded separately and so totals may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias.

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## Strengths and Requirements

**Table 1** shows, by Service, the strength, requirements and surplus/deficit for trained Service personnel, based on Defence Planning Round liabilities set for each of the three Services. See Graphs 1.1 -1.3 (page 6) for a time series broken down by individual Service and Table 2 (page 7) for details of trained and untrained personnel.

The **requirement** for the UK Armed Forces is the number of Service personnel needed for each of the three Services to achieve success in its agreed tasks, based on totals, that are adjusted through the Departmental Planning process and endorsed by the Defence Board.

The **trained strength of the UK Armed Forces** comprises of all military personnel (or strength) in the UK Armed Forces who have completed Phase 1 and 2 training (see Glossary for more details concerning training)

The **surplus/deficit** for full time trained Service personnel is calculated as the difference between the requirement and full-time trained strength of the UK Armed Forces.

- The full time trained strength of the UK Armed Forces was **157,280** at 1 September 2013, **down** from **157,680** at 1 August 2013 and **down** from **160,710** at 1 April 2013, this trend is likely to continue due to the SDSR's decision to reduce the size of the Regular Armed Forces by around 17,000 posts (around 5,000 each from the RN and RAF and approximately 7,000 from the Army). A further reduction of 12,000 to the Army was subsequently announced as a result of the 3ME, bringing the total reduction of 19,000 to the Army.
- The requirement for full time trained UK Armed Forces was **160,760** at 1 September 2013, down from **161,110** at 1 August 2013 and down from **162,510** at 1 April 2013 this is likely to continue to decrease as the Services move towards the targets identified in the SDSR and 3ME exercises (Naval Service 29,000 Army, 82,000 and RAF, 31,500) in 2020.
- The deficit for the UK Armed Forces trained strength was 3,470 (2.2 per cent of the requirement) at 1 September 2013, compared to a deficit of 1,790 (1.1 per cent of the requirement for trained UK Armed Forces) at 1 April 2013 and a deficit of 4,830 (2.8 per cent of the requirement for trained UK Armed Forces) at 1 April 2012.
- Graphs 1.1-1.3 show deficit against requirement since April 2007. The Army were in surplus from April to October 2010. Currently the Naval Service has been in surplus since January 2013 this followed reductions in the requirement.

**Table 1 - Full time trained strengths and requirements of UK Armed Forces<sup>1</sup>**

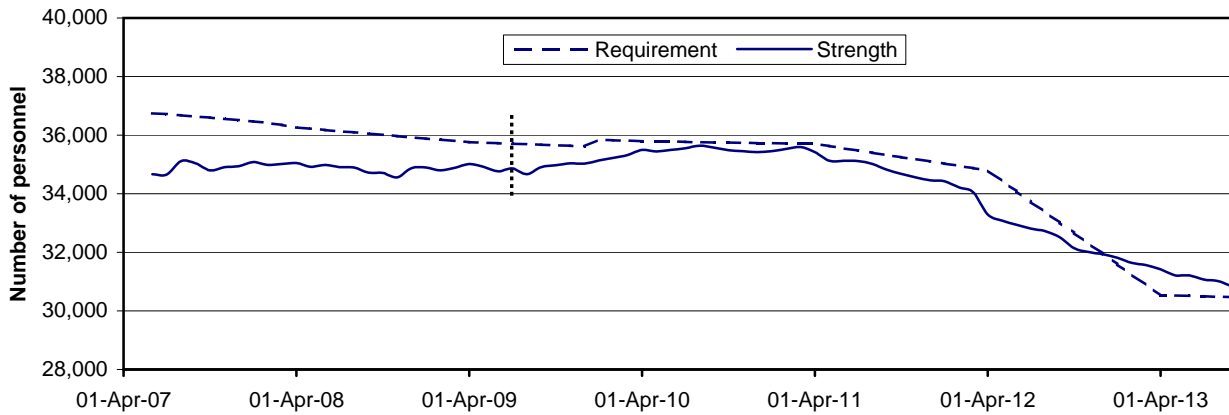
	2011 1 Apr	2012 1 Apr	2013 1 Apr	2013 1 Jun	2013 1 Jul	2013 1 Aug	2013 1 Sep
<b>All Services</b>							
Requirement <sup>2</sup>	179 250	174 840	162 510 <sup>p</sup>	161 810 <sup>p</sup>	161 460 <sup>p</sup>	161 110 <sup>p</sup>	160 760 <sup>p</sup>
Trained Strength <sup>3</sup>	176 860	170 010	160 710	159 560	158 180	157 680	157 280
Surplus/Deficit	-2 390	-4 830	-1 790 <sup>p</sup>	-2 250 <sup>p</sup>	-3 280 <sup>p</sup>	-3 420 <sup>p</sup>	-3 470 <sup>p</sup>
<b>Naval Service</b>							
Requirement <sup>2</sup>	35 700	34 800	30 530	30 510	30 500	30 480	30 470
Trained Strength	35 420	33 290	31 420	31 220	31 070	31 020	30 830
Surplus/Deficit	- 280	-1 510	890	700	570	530	360
<b>Army</b>							
Requirement <sup>2</sup>	102 210	101 210	96 790	96 340	96 110	95 890	95 660
Trained Strength <sup>3</sup>	101 340	98 600	93 940	93 420	92 510	92 230	92 190
Surplus/Deficit	- 870	-2 610	-2 850	-2 920	-3 600	-3 660	-3 470
<b>Royal Air Force</b>							
Requirement <sup>2</sup>	41 340	38 830	35 190 <sup>p</sup>	34 960 <sup>p</sup>	34 850 <sup>p</sup>	34 740 <sup>p</sup>	34 620 <sup>p</sup>
Trained Strength	40 090	38 120	35 350	34 920	34 610	34 440	34 270
Surplus/Deficit	-1 250	- 700	160 <sup>p</sup>	- 40 <sup>p</sup>	- 240 <sup>p</sup>	- 300 <sup>p</sup>	- 360 <sup>p</sup>

Source: Defence Statistics (Tri-Service)

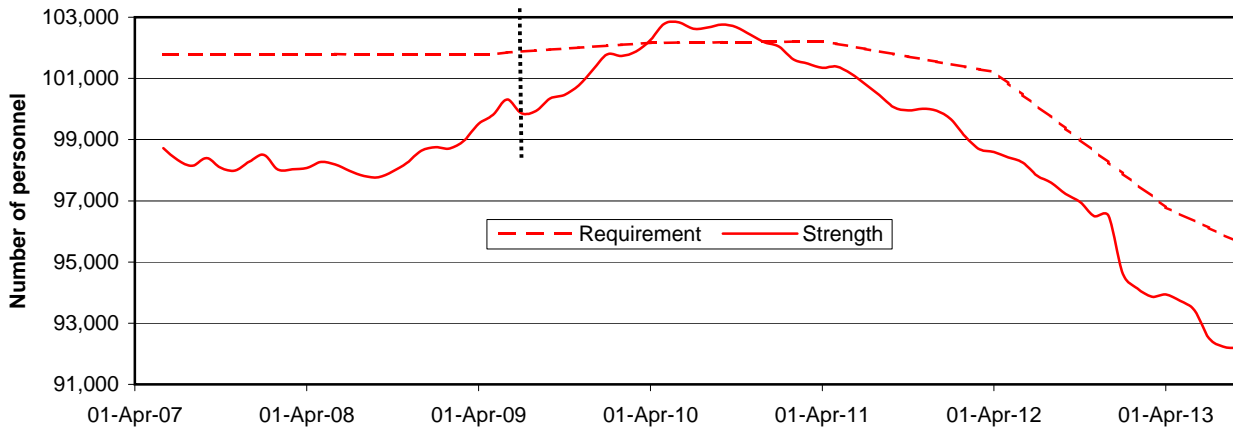
1. Full time trained strength and trained requirement comprises trained UK Regular Forces, trained Gurkhas and elements of the Full Time Reserve Service (FTRS) that may be deployed overseas, including Full Commitment (FC), Limited Commitment (LC), Home Commitment (HC) personnel. See Glossary for more details.
2. Requirements are based on Defence Planning Round requirements set for each of the three Services. Naval Service requirements from 1 May 2012 to 1 July 2012 are interpolated on a monthly basis between April 12 levels set in Defence Planning Round 11, and April 13 levels set in Defence Planning Round 12, from 1 August 2012 the Naval Service requirement has been updated to reflect Planning Liability 1 of 12 scaled to Defence Planning Round 12. Army and RAF requirements are interpolated on a monthly basis between April 12 levels set in Defence Planning Round 11, and April 13 levels set in Defence Planning Round 12.
3. From 1 September 2011, the Army has changed its definition of 'trained Officer' to exclude those who have not yet passed Phase-2 training. This change brings it into line with the other Services.

# Trained strength and requirement of UK Armed Forces

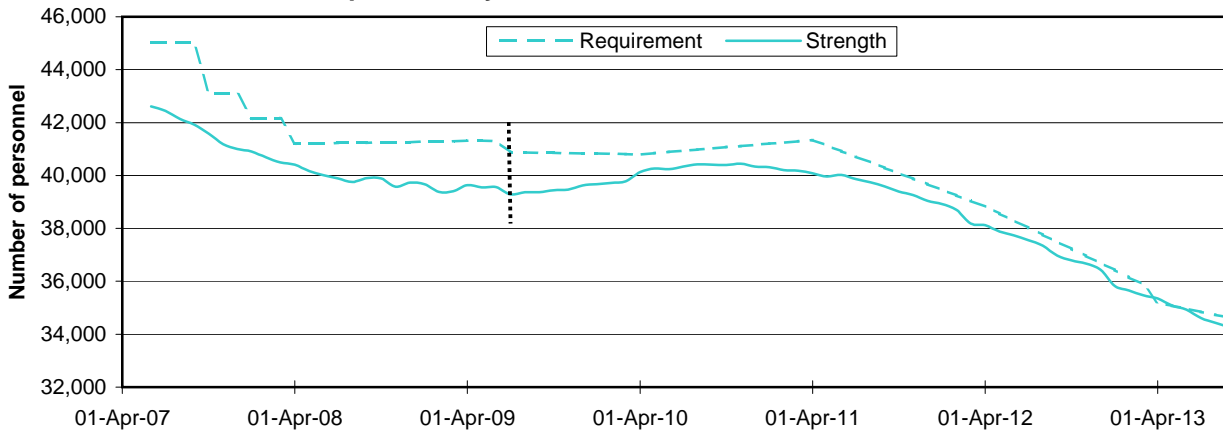
## Graph 1.1 - Naval Service Officers and Other Ranks



## Graph 1.2 - Army Officers and Other Ranks



## Graph 1.3 - Royal Air Force Officers and Other ranks



Prior to 1 July 2009 strength and requirement figures include some FTRS personnel that were not deployable overseas. This is shown in the graphs as a dotted line representing a break in series. See Glossary for more details.

Tables showing data on the trained strength and requirement from 1 April 2006 to 1 April 2009 are shown in TSP 3 which can be found at [www.dasa.mod.uk](http://www.dasa.mod.uk).

For graphs showing the three Services full time trained strength and requirement split by Officer/Rank, see Graphs 2.1-2.9 in the UK Armed Forces Quarterly Personnel Report which can be found at [www.dasa.mod.uk](http://www.dasa.mod.uk).

## Trained and Untrained

**Table 2** shows, by Service, **trained and untrained (see Glossary)** strengths of **UK Regular** and **full time UK Non-Regular** Armed Forces. The majority of Full Time Reserve Service (FTRS) personnel serve in support roles which are vital to Defence but do not form part of the UK Regulars. (more information on what defines these can be found in the footnotes below). Table 1 (page 4) provides more detail on requirements.

- As at 1 September 2013 the UK Armed Forces comprised **172,010** personnel of which **157,280** were **trained** and counted against the requirement. The Army has the largest number of trained personnel (89,100) followed by the RAF (34,260) and the Naval Service (30,670). There were **12,170 untrained** personnel in the Armed Forces with **7,520** of them being in the Army.
- The total trained and untrained strength of the UK Armed Forces was **172,010** at 1 September 2013, down from 176,660 at 1 April 2013 and **down from 185,690** at 1 April 2012, this is likely to continue decreasing whilst the Services strive to reach their targets as set out in the SDSR and 3ME (see page 4 for more information).

**Table 2 - Strength of UK Armed Forces<sup>1</sup> - full time trained and untrained personnel**

	2011 1 Apr	2012 1 Apr	2013 1 Apr	2013 1 Jun	2013 1 Jul	2013 1 Aug	2013 1 Sep
<b>UK Armed Forces<sup>1</sup></b>	<b>192 330</b>	<b>185 690</b>	<b>176 660</b>	<b>175 230</b>	<b>173 980</b>	<b>173 080</b>	<b>172 010</b>
Trained and serving against requirement	176 860	170 010	160 710	159 560	158 180	157 680	157 280
FTRS serving against additional requirement	1 530	1 810	2 180	2 360	2 440	2 520	2 560
Untrained	13 950	13 870	13 760	13 320	13 350	12 880	12 170
<b>UK Regular Forces<sup>2</sup></b>	<b>186 360</b>	<b>179 800</b>	<b>170 710</b>	<b>169 190</b>	<b>168 080</b>	<b>167 110</b>	<b>166 010</b>
Trained	172 600	166 110	157 150	156 080	154 930	154 430	154 020
Untrained	13 770	13 700	13 560	13 120	13 150	12 690	11 980
<b>Naval Service</b>	<b>37 660</b>	<b>35 540</b>	<b>33 960</b>	<b>33 750</b>	<b>33 680</b>	<b>33 610</b>	<b>33 370</b>
Trained	35 250	33 190	31 280	31 070	30 910	30 860	30 670
Untrained	2 410	2 360	2 680	2 690	2 770	2 750	2 700
<b>Army</b>	<b>106 240</b>	<b>104 250</b>	<b>99 730</b>	<b>98 760</b>	<b>98 030</b>	<b>97 340</b>	<b>96 620</b>
Trained <sup>3</sup>	97 280	94 800	90 530	90 100	89 410	89 140	89 100
Untrained <sup>3</sup>	8 960	9 450	9 200	8 660	8 610	8 210	7 520
<b>Royal Air Force</b>	<b>42 460</b>	<b>40 000</b>	<b>37 030</b>	<b>36 680</b>	<b>36 370</b>	<b>36 160</b>	<b>36 020</b>
Trained	40 070	38 120	35 340	34 920	34 600	34 430	34 260
Untrained	2 400	1 880	1 680	1 770	1 770	1 730	1 760
<b>Full Time UK Non-Regular Forces<sup>4</sup></b>	<b>5 970</b>	<b>5 890</b>	<b>5 950</b>	<b>6 040</b>	<b>5 900</b>	<b>5 970</b>	<b>6 000</b>
Trained	5 790	5 710	5 750	5 840	5 700	5 780	5 820
Gurkhas	3 740	3 650	3 310	3 230	3 000	2 990	2 990
FTRS serving against the requirement	520	260	250	260	260	260	270
FTRS serving against additional requirement	1 530	1 810	2 180	2 360	2 440	2 520	2 560
Untrained	180	180	200	200	200	190	190
Gurkhas	180	180	200	200	200	190	190
FTRS <sup>5</sup>	*	*	*	*	*	*	*

Source: Defence Statistics (Tri-Service)

1. UK Armed Forces comprises all UK Regular Forces and full time UK Non-Regular Forces but excludes mobilised reservists.
2. UK Regular Forces comprises trained and untrained personnel. It does not include Gurkhas, Full Time Reserve Service (FTRS) personnel and mobilised reservists.
3. From 1 September 2011, the Army has changed its definition of 'trained Officer' to exclude those who have not yet passed Phase 2 training. This change brings it into line with the other Services.
4. Full time UK Non-Regular Forces comprises Gurkhas and Full Time Reserve Service Personnel (FTRS). Mobilised reservists are not classed as full time UK Non-Regular Forces.
5. For a reservist to serve full time they are required to be trained.

For more information on the total strength of the UK Armed Forces, broken down by trained and untrained, and Regular and Non-Regular components see tables 3a, 3b and 3c of the UK Armed Forces Quarterly Personnel Report which can be found at [www.dasa.mod.uk](http://www.dasa.mod.uk).



## Intake to and Outflow from UK Regular Forces

**Table 3** shows the intake to and outflow from UK Regular Forces by Service;

**Intake** comprises of trained and untrained personnel who are new-entrants, intake from reserves, personnel who re-enter the Services and trained direct entrants. Intake **excludes** movements between Services, promotions from Other Ranks to Officers and flows from untrained to trained. For more details regarding intake see the footnotes below and the Glossary.

**Outflow** includes both trained and untrained personnel who leave the Service (including personnel that reach the end of an agreed contracted period, those who successfully apply to leave the Services before the end of their contract (Voluntary Outflow) and those that are made redundant), die in Service and recalled reservists on release. Outflow figures **do not** include promotion from Ranks to Officers or any flows between the different Services. More detail on outflow can be found in both the footnotes below and the Glossary.

For additional details showing Intake and Outflow in a time series for individual Services please see Graphs 3.1 - 3.3 (page 11) for more information on numbers of personnel who voluntarily exit the Armed Forces before the end of their agreed contracted period see Table 4 (page 12) and Graphs 4.1-4.3 (page 13).

- The **intake** into the UK Regular Forces was **13,680** in the 12 months to 31 August 2013, **down from 14,370** in the 12 months to 31 March 2013 and **down from 14,800** in the 12 months to 31 March 2012. In order to meet the targets as set out in SDSR and 3ME, recruiting (intake) has been reduced and fewer extensions of Service (longer contracts) have been offered. The Armed Forces cannot bring people in from the outside into these roles without the necessary military experience. Because of this, the Armed Forces needs to replace those who are promoted every year with new talent. Even though the Armed Forces are reducing in size and have surpluses in some ranks, the Armed Forces needs to continue to recruit into junior ranks every year in addition to making other Service personnel redundant.
- The **outflow** from the UK Regular Forces was **23,410** in the 12 months to 31 August 2013; **down from 23,520** in the 12 months to 31 March 2013 and **up from 21,370** in the 12 months to 31 March 2012. The increase in outflow in FY12/13 and in the first few months in this FY was due to personnel leaving on redundancy and an increase in Voluntary Outflow.
- In the 12 months to 31 August 2013, **3,610** personnel had left the UK Regular Forces under the Armed Forces Redundancy Programme. This redundancy programme is needed to ensure that the Armed Forces continue to have the right balance of skills for the future, maintained across the rank structures.
- Excluding all flow to and from Long Term Absentee (LTA) – in the 12 months ending 31 August 2013, **9,740** more people left the UK Regular Forces than joined. Compared with the 12 months ending 31 March 2013, **9,150** more people left the UK Regular Forces than joined and compared with the 12 months ending 31 March 2012, **6,570** more people left the UK Regular Forces than joined.
- Graphs 3.1 to 3.3 show intake and outflow for each of the Services between 1 April 2008 and 1 July 2013. Since October 2010 and the announcement of the Armed Forces targets in SDSR and 3ME, intake has generally decreased in all Services whilst outflow has varied depending on Service. Naval Service outflow has remained fairly constant since 2007 whilst RAF outflow has dropped slightly before beginning to increase; Army outflow has fluctuated the most over time.

**Table 3 - Intake<sup>1</sup> to and Outflow<sup>2</sup> from UK Regular Forces<sup>3</sup> by Service**

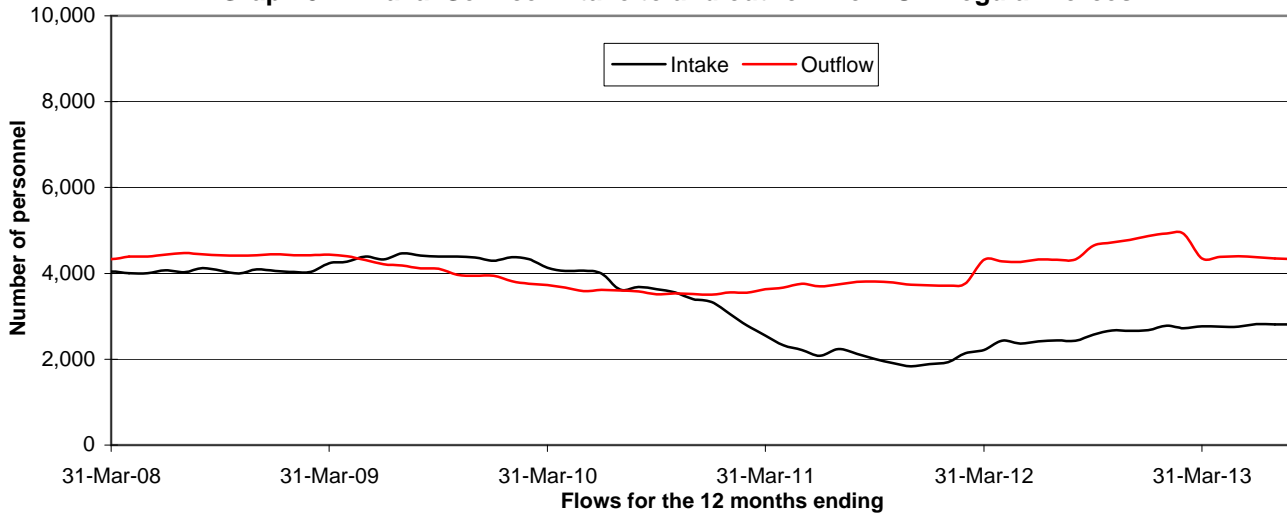
	Financial Year			12 months ending:				Financial Year to 2013 31 Aug
	2010/11	2011/12	2012/13	2013 31 May	2013 30 Jun	2013 31 Jul	2013 31 Aug	
<b>All Services</b>								
Strength at start of period	191 710	186 360	179 800	179 130	178 280	177 430	175 730	170 710
<b>Intake (+)</b>	<b>12 730</b>	<b>14 800</b>	<b>14 370</b>	<b>13 650</b>	<b>13 870</b>	<b>13 690</b>	<b>13 680</b>	<b>4 160</b>
LTA Intake (+) <sup>4</sup>	820	630	470	430	420	420	390	140
<b>Outflow (-)</b>	<b>18 140</b>	<b>21 370</b>	<b>23 520</b>	<b>23 630</b>	<b>24 110</b>	<b>24 040</b>	<b>23 410</b>	<b>8 860</b>
of which Voluntary Outflow <sup>5</sup>	6 660	7 750	8 800	8 870	8 830	8 810	8 800	3 580
of which Redundancy <sup>6</sup>	-	1,700	3,470	3 530	4 130	4 120	3 610	790
<b>LTA Outflow (-)<sup>4</sup></b>	<b>750</b>	<b>640</b>	<b>400</b>	<b>370</b>	<b>370</b>	<b>370</b>	<b>360</b>	<b>140</b>
Strength at end of period <sup>7</sup>	186 360	179 800	170 710	169 190	168 080	167 110	166 010	166 010
<b>Naval Service</b>								
Strength at start of period	38 730	37 660	35 540	35 380	35 250	35 160	34 900	33 960
<b>Intake (+)</b>	<b>2 550</b>	<b>2 220</b>	<b>2 770</b>	<b>2 760</b>	<b>2 820</b>	<b>2 810</b>	<b>2 810</b>	<b>990</b>
LTA Intake (+) <sup>4</sup>	20	10	10	10	10	10	10	-
<b>Outflow (-)</b>	<b>3 630</b>	<b>4 320</b>	<b>4 350</b>	<b>4 400</b>	<b>4 380</b>	<b>4 350</b>	<b>4 330</b>	<b>1 570</b>
of which Voluntary Outflow <sup>5</sup>	1 330	1 450	1 850	1 840	1 800	1 780	1 780	710
of which Redundancy <sup>6</sup>	-	660	430	420	450	440	440	40
<b>LTA Outflow (-)<sup>4</sup></b>	<b>20</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>
Strength at end of period <sup>7</sup>	37 660	35 540	33 960	33 750	33 680	33 610	33 370	33 370
<b>Army</b>								
Strength at start of period	108 920	106 240	104 250	104 150	103 590	102 960	102 120	99 730
<b>Intake (+)<sup>8</sup></b>	<b>8 760</b>	<b>11 190</b>	<b>10 300</b>	<b>9 470</b>	<b>9 650</b>	<b>9 540</b>	<b>9 460</b>	<b>2 520</b>
LTA Intake (+) <sup>4</sup>	790	620	460	420	410	410	380	140
<b>Outflow (-)</b>	<b>11 500</b>	<b>13 200</b>	<b>14 890</b>	<b>14 920</b>	<b>15 260</b>	<b>15 220</b>	<b>15 000</b>	<b>5 640</b>
of which Voluntary Outflow <sup>5</sup>	4 260	4 980	5 530	5 550	5 540	5 490	5 410	2 120
of which Redundancy <sup>6</sup>	-	600	2,060	2 140	2 560	2 560	2 470	570
<b>LTA Outflow (-)<sup>4</sup></b>	<b>730</b>	<b>630</b>	<b>390</b>	<b>360</b>	<b>360</b>	<b>360</b>	<b>350</b>	<b>130</b>
Strength at end of period <sup>7</sup>	106 240	104 250	99 730	98 760	98 030	97 340	96 620	96 620
<b>Royal Air Force</b>								
Strength at start of period	44 050	42 460	40 000	39 590	39 440	39 310	38 700	37 030
<b>Intake (+)</b>	<b>1 410</b>	<b>1 390</b>	<b>1 310</b>	<b>1 420</b>	<b>1 400</b>	<b>1 340</b>	<b>1 410</b>	<b>640</b>
LTA Intake (+) <sup>4</sup>	-	-	-	-	-	-	-	-
<b>Outflow (-)</b>	<b>3 010</b>	<b>3 850</b>	<b>4 280</b>	<b>4 320</b>	<b>4 470</b>	<b>4 480</b>	<b>4 090</b>	<b>1 650</b>
of which Voluntary Outflow <sup>5</sup>	1 070	1 320	1 430	1 470	1 490	1 540	1 600	750
of which Redundancy <sup>6</sup>	-	440	980	970	1 120	1 110	700	180
<b>LTA Outflow (-)<sup>4</sup></b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Strength at end of period <sup>7</sup>	42 460	40 000	37 030	36 680	36 370	36 160	36 020	36 020

Source: Defence Statistics (Tri-Service)

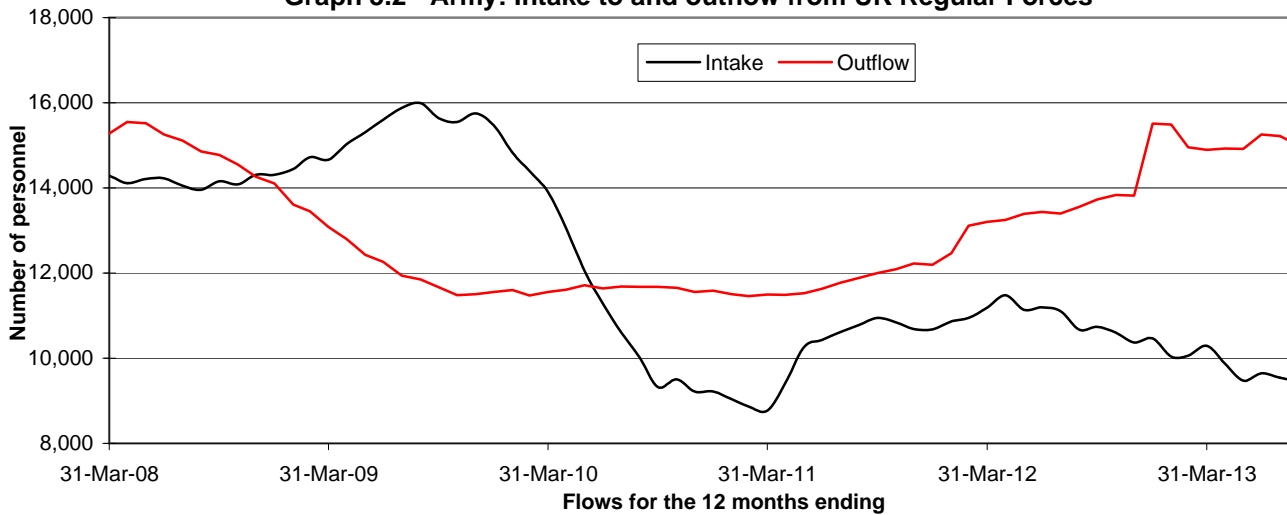
- Figures show intake to UK Regular Forces, both trained and untrained, which comprises new entrants, re-entrants, direct trained entrants (including professionally qualified Officers) and intake from the reserves. They exclude all movements within the Regular Forces; including flows from untrained to trained strength, transfers between Services and flows from Ranks to Officer due to promotion.
- Figures show Outflow from UK Regular Forces, both trained and untrained, including personnel leaving the Services, deaths, recalled reservists on release and outflow to the Home Service battalions of the Royal Irish Regiment (which disbanded on 31 March 2008). They do not include promotion from Ranks to Officers or flows between Services.
- UK Regular Forces comprises trained and untrained personnel. It does not include Gurkhas, Full Time Reserve Service personnel and mobilised reservists.
- Long Term Absentees (LTAs) are Service personnel who have been absent without leave (AWOL) for more than 21 days.
- Voluntary Outflow is defined as all exits from trained personnel which are voluntarily generated by the individual before the end of their agreed engagement or commission period.
- Redundancy figures presented will not match those published in the Quarterly Personnel Report (QPR) due to the inclusion of both Trained and Untrained Personnel.
- Strengths at the end of the period may not equal the sum of the strength at the beginning of the period and intervening intake and outflow. This is due to movements between Services.
- Army intake figures include transfers from the Gurkhas to the UK Regular Forces.

## Intake to and Outflow from UK Regular Forces

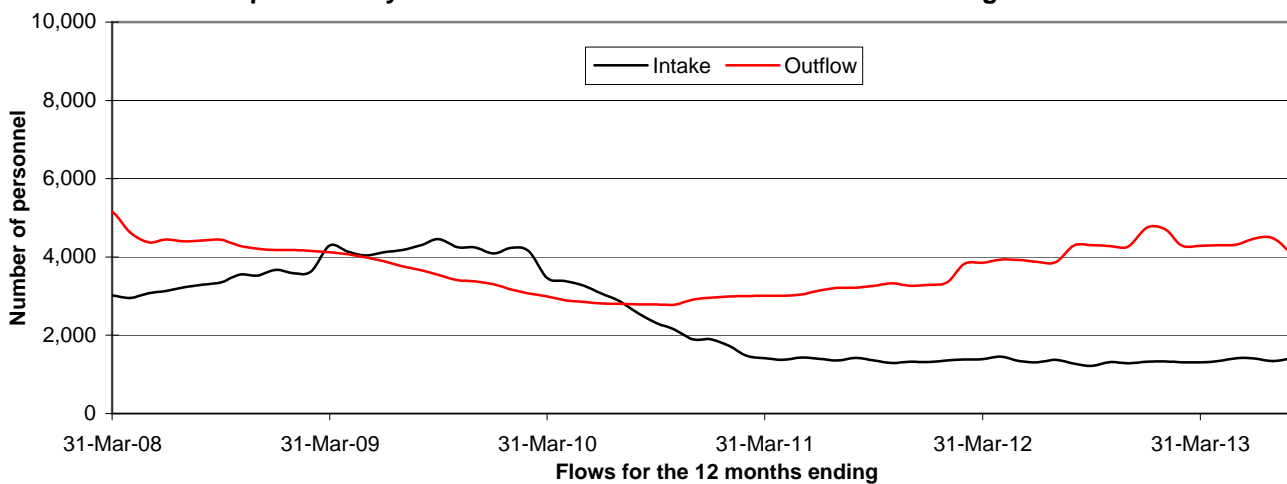
**Graph 3.1 - Naval Service: Intake to and outflow from UK Regular Forces**



**Graph 3.2 - Army: Intake to and outflow from UK Regular Forces**



**Graph 3.3 - Royal Air Force: Intake to and outflow from UK Regular Forces**



Prior to year ending 31 March 2007, Army outflow included the net flow of personnel from the Regular Armed Forces to Long Term Absentee (LTA). Post 31 March 2007 outflow does not include this flow to LTA. See Glossary for more details.

For graphs showing the intake to and outflow from the UK Armed Forces by Service see graphs 5.1, 5.2, 5.3, 7.1, 7.2 and 7.3 in the UK Armed Forces Quarterly Personnel Report which can be found at [www.dasa.mod.uk](http://www.dasa.mod.uk).

## Voluntary Outflow from UK Regular Forces

**Table 4** focuses on Voluntary Outflow (VO) from trained UK Regular Forces by Service and Officers and Other Ranks. Voluntary Outflow encompasses all personnel who voluntarily exit before the end of their agreed engagement or commission period. For more details, see the footnotes below or the Glossary. For total outflow from UK Regular Forces see Table 3 (page 9).

- The Voluntary Outflow (VO) rate for Officers was **4.3 per cent of the trained strength** in the 12 months to 31 August 2013. Officer VO rate has consistently increased since FY10/11.
- The Voluntary Outflow rate from Other Ranks was **5.8 per cent of the trained strength** in the 12 months to 31 August 2013; **remained static at 5.8 per cent** in the 12 months to 31 July 2013; up from 5.7 per cent in the 12 months to 31 March 2013 and up from 4.8 per cent in the 12 months to 31 March 2012. There is no single reason why VO has increased over the years, but the Armed Forces Continuous Attitude Survey shows reasons that Service personnel have given for leaving the Armed Forces include: being separated from family and friends and not being medically deployable. For more details please see Graphs 4.1-4.3 (page 14) which show the trend of VO.

**Table 4 - Voluntary Outflow<sup>1</sup> (VO) from trained UK Regular Forces**

	Financial Year			12 month period ending			
	2010/11	2011/12	2012/13	2013 31 May	2013 30 Jun	2013 31 Jul	2013 31 Aug
<b>All Services</b>							
<b>Officers</b>							
VO number	840	1 000	1,080	1,110	1,110	1,110	1,140
VO rate <sup>2</sup>	2.9	3.5	3.9	4.1	4.1	4.1	4.3
<b>Other Ranks</b>							
VO number	5 820	6 750	7 720	7 760	7 720	7 710	7 660
VO rate <sup>2</sup>	4.0	4.8	5.7	5.8	5.8	5.8	5.8
<b>Naval Service</b>							
<b>Officers</b>							
VO number	190	200	240	240	240	240	250
VO rate <sup>2</sup>	2.9	3.1	3.7	3.9	3.9	3.8	4.0
<b>Other Ranks</b>							
VO number	1 140	1 250	1 610	1 600	1 560	1 540	1 540
VO rate <sup>2</sup>	4.0	4.4	6.2	6.2	6.1	6.1	6.1
<b>Army</b>							
<b>Officers</b>							
VO number	480	560	640	640	640	640	650
VO rate <sup>2</sup>	3.4	4.1	4.8	4.9	4.9	4.9	5.0
<b>Other Ranks</b>							
VO number	3 780	4 420	4 890	4 910	4 900	4 850	4 770
VO rate <sup>2</sup>	4.5	5.4	6.1	6.2	6.2	6.2	6.1
<b>Royal Air Force</b>							
<b>Officers</b>							
VO number	180	230	210	220	220	230	240
VO rate <sup>2</sup>	2.1	2.8	2.6	2.8	2.8	3.0	3.2
<b>Other Ranks</b>							
VO number	900	1,090	1,220	1 250	1 270	1 310	1 360
VO rate <sup>2</sup>	2.8	3.5	4.2	4.4	4.5	4.7	4.9

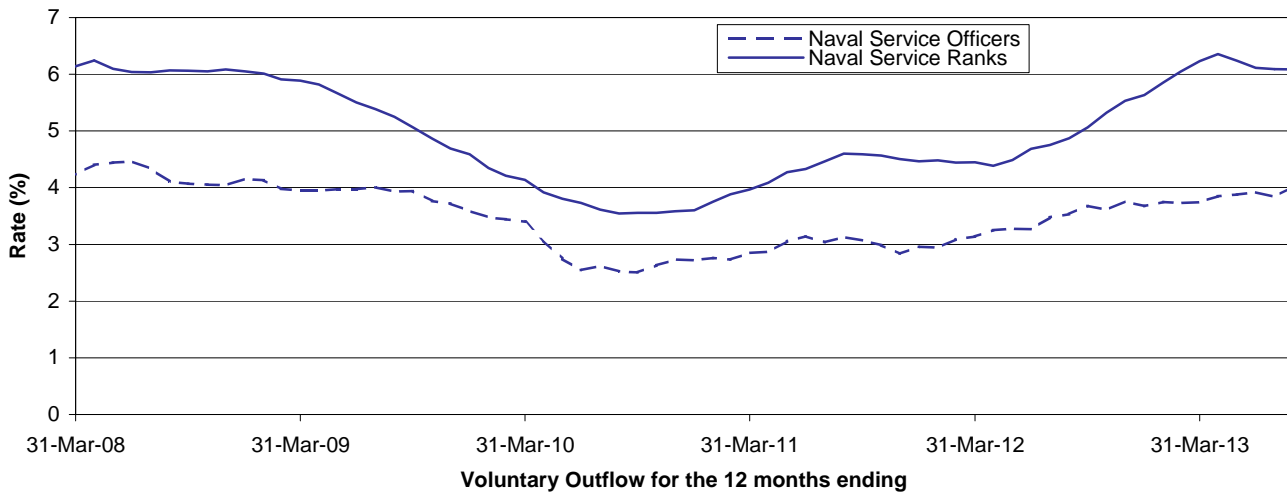
Source: Defence Statistics (Tri-Service)

1. Voluntary Outflow is defined as all exits from Trained UK Regular Forces which are voluntarily generated by the individual before the end of their agreed engagement or commission period.
2. VO rate is the percentage of the trained UK Regular Forces that left as VO.

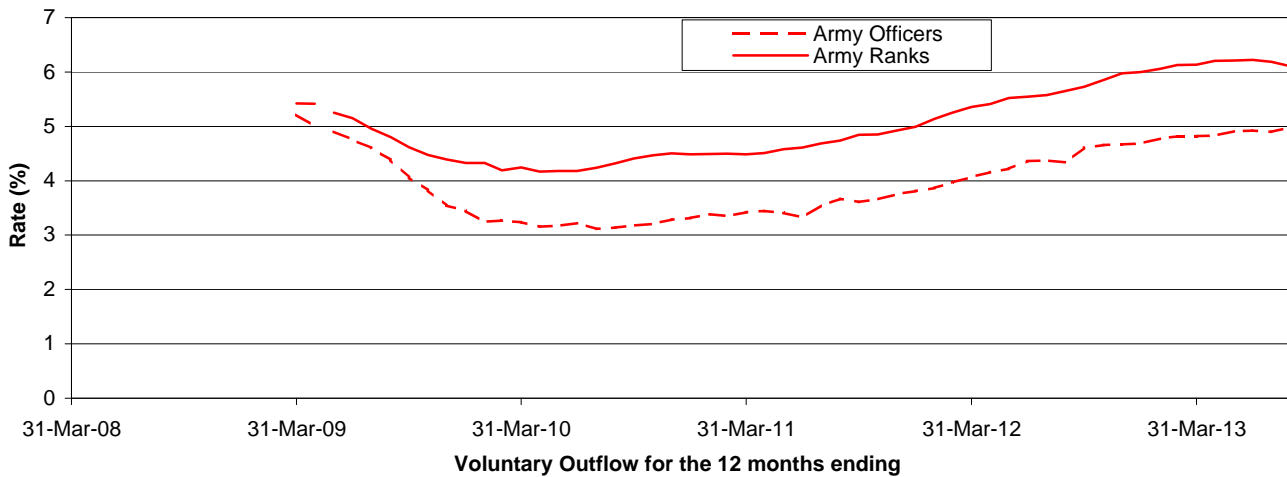
For more information on Voluntary Outflow from UK Regular Forces, see Tables 8a and 8b in the UK Armed Forces Quarterly Personnel Report which can be found at [www.dasa.mod.uk](http://www.dasa.mod.uk).

## Voluntary Outflow (VO) from UK Regular Forces

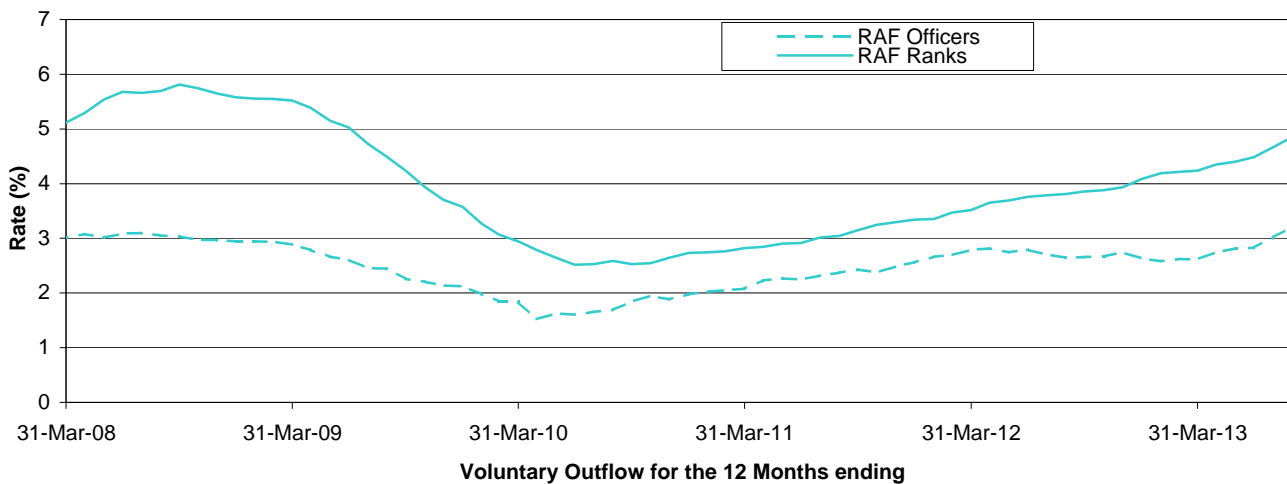
Graph 4.1: Naval Service VO rate as a percentage of average trained strength



Graph 4.2: Army VO rate<sup>1</sup> as a percentage of average trained strength



Graph 4.3: Royal Air Force VO rate as a percentage of average trained strength



1. Army reasons for exit, including VO, are unavailable from the 12 month period ending 31 March 2007 to the 12 month period ending 31 December 2008.

Tables showing data on Voluntary Outflow from 12 months ending 31 March 2006 to 31 March 2007 are shown in TSP 4 Tables 12 and 13 which can be found at [www.dasa.mod.uk](http://www.dasa.mod.uk).

# Glossary

**FTRS** (Full-Time Reserve Service) are personnel who fill Service posts for a set period on a full-time basis while being a member of one of the reserve Services, either as an ex-regular or as a volunteer. An FTRS reservist on:

- **Full Commitment (FC)** fulfils the same range of duties and deployment liability as a Regular Service person;
- **Limited Commitment (LC)** serves at one location but can be detached for up to 35 days a year;
- **Home Commitment (HC)** is employed at one location and cannot be detached elsewhere.

Each Service uses FTRS personnel differently:

The Naval Service predominantly uses FTRS to backfill gapped regular posts. However, they do have a small number of FTRS personnel that are not deployable for operations overseas. There is no distinction made in terms of fulfilling baseline Liability posts between FTRS Full Commitment (FC), Limited Commitment (LC) and Home Commitment (HC).

The Army employ FTRS(FC) and FTRS(LC) to fill Regular Army Liability (RAL) posts as a substitute for Regular personnel for set periods of time. FTRS(HC) personnel cannot be deployed to operations and are not counted against RAL.

The RAF consider that FTRS(FC) can fill regular RAF Liability posts but have identified separate liabilities for FTRS(LC) and FTRS(HC).

**Gurkhas** are recruited and employed in the British and Indian Armies under the terms of the 1947 Tri-Partite Agreement (TPA) on a broadly comparable basis. They remain Nepalese citizens but in all other respects are full members of HM Forces. Since 2008, Gurkhas are entitled to join the UK Regular Forces after 5 years of service and apply for British citizenship.

**Intake to UK Regular Forces** (as defined in table 3) comprises new entrants, re-entrants, direct trained entrants (including professionally qualified officers) and intake from the reserves. It excludes all movements within the Regular Forces; including flows from the untrained to trained strength, transfers between Services and flows from ranks to officer due to promotion.

**Joint Personnel Administration JPA** is the system used by the Armed Forces to deal with matters of pay, leave and other personal administrative tasks. JPA replaced a number of single-service IT systems and was implemented in April 2006 for RAF, November 2006 for Naval Service and April 2007 for Army.

**Liability** is the requirement for Armed Forces personnel. The Monthly Personnel Report presents the "Regular Liability" in Table 1.

**Long Term Absentees (LTAs)** are service personnel who have been Absent without leave (AWOL) for more than 21 days.

**Mobilised Reservists** are reserves who have been called into full-time service with the Regular Forces on military operations.

**Naval Service** comprises the Royal Navy (including the Queen Alexandra's Royal Naval Nursing Service) and the Royal Marines combined.

**Operational Commitment Establishment (Reserve) (OCE(R))** FTRS(FC) personnel that are deployed to operations can be moved into OCE(R) posts. While they are filling OCE(R) positions, FTRS(FC) personnel are not counted against Regular Army Liability. These are reported in Table 2 as *FTRS personnel serving against an additional requirement* along with non-deployable FTRS as defined above.

**Outflow from UK Regular Forces** includes personnel leaving the Services, deaths, recalled reservists on release and outflow to the Home Service battalions of the Royal Irish Regiment (which disbanded on 31 March 2008). They do not include promotion from ranks to officers or flows between Services.

Prior to year ending 31 March 2009, Army outflow included the net flow of personnel from the Regular Armed Forces to Long Term Absentee (LTA). Post year ending 31 March 2009 outflow does not include this flow to LTA.

**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.

**UK Regulars** are full time Service personnel, including Nursing Services, but excluding FTRS personnel, Gurkhas, Naval activated Reservists, mobilised Reservists, MPGS and NRPS. Unless otherwise stated, includes trained and untrained personnel.

**Untrained strength** comprises military personnel who have yet to complete Phase 2 training.

**Voluntary Outflow** is defined as all exits from trained personnel which are voluntarily generated by the individual before the end of their agreed engagement or commission period.