

Glossary of Terms and Abbreviations

Defence Statistics (Tri-Service)

ACO See **Area Claims Office (ACO)**

ADC See **Additional Duties Commitment (ADC)**

Additional Duties Commitment (ADC) Volunteer Reserve or Regular Reserve personnel who undertake part-time work with the Armed Forces. This could be with a Regular or Reserve Unit, or within a headquarters establishment. The minimum commitment is at least one day a week throughout a 13 week period.

Additional Maternity Leave The further 26 weeks of Statutory Maternity Leave, female personnel are entitled to 26 weeks of Ordinary Maternity Leave and 26 weeks of Additional Maternity Leave but only the first 13 weeks of Additional Maternity Leave are paid. Further broader definitions can be found on GOV.UK <https://www.gov.uk/maternity-pay-leave/overview>

Applications Refers to the number of applications to serve in the Armed Forces received by each of the three Services. The application is the first formal submission for scrutiny and it differs from “applicant” since an applicant may submit more than one application. The Armed Forces have no control over this population other than through the Customer Relationship Management function within the recruiting process. Due to the differences in the recruitment application processes, the three Services do not adopt the same definition of what constitutes an application, therefore single Service numbers should not be aggregated to show total Armed Forces applications.

Area Claims Office (ACO) Part of the Command Secretariat located in Afghanistan, Cyprus, Germany (for NW Europe) and the South Atlantic Islands. They deal with public liability claims made against the MOD within their geographic area.

Army The British Army consists of the General Staff and the deployable Field Army and the Regional Forces that support them, as well as Joint elements that work with the Royal Navy and Royal Air Force. Its primary task is to help defend the interests of the UK.

Army Reserve FR20 is the element of the Army that is counted towards the FR20 targets. This includes Volunteer Reserves who are mobilised, HRR and Volunteer Reserve personnel serving on ADC or FTRS contracts. In addition to this Sponsored Reserves who provide a more cost effective solution than Volunteer Reserve are also included in the Army Reserve FR20. NRPS, UOTC and EFI are excluded from the FR20 targets. The FR20 trained strength target for the Army is 30,100 personnel.

Army Volunteer Reserve includes Volunteer Reserves who are mobilised, HRR, Non-Regular Permanent Staff, Expeditionary Forces Institute and Volunteer Reserve personnel serving on ADC or FTRS contracts.

Black, Asian and Minority Ethnic (BAME) Now the widely used terminology, as a collective descriptor for non-white citizens (including those of mixed ethnic origin), across Whitehall, other public sector bodies and the third sector, as well as among Civil Service race staff networks and their cross-Whitehall umbrella body, the Civil Service Race Forum. See also **Ethnic Origin**

BAME See **Black, Asian and Minority Ethnic (BAME)**

Christian includes personnel who self-identify their religion as any Christian denomination or following a religion which follows a Christian tradition.

Civilian Level 0 This contains all those at Level 1 plus DE&S Trading Entity, Trading Funds and Locally Engaged Civilians. This is used for external reporting, including National Statistics publications, Strategic Defence and Security Review Baseline, UKDS and Parliamentary Business.

Civilian Level 1 Includes permanent and casual civilian personnel, Royal Fleet Auxiliary, but excludes DE&S Trading Entity, Trading Funds and Locally engaged civilians. This is generally used for MOD internal reporting and planning.

Defence Equipment and Support (DE&S): is responsible for equipping and supporting the UK’s Armed Forces. They manage a vast range of complex projects to buy and support all the equipment and services that the Royal Navy, British Army and Royal Air Force need to operate effectively. They work closely with industry, including through partnering agreements and private finance initiatives. Their main responsibilities are:

- the procurement and support of ships, submarines, aircraft, vehicles, weapons and supporting services

- general requirements including food, clothing, medical supplies and temporary accommodation
- inventory management
- British Forces Post Office
- Submarine dismantling project

DE&S was reported as a bespoke trading entity on 1 July 2015 (prior to this it was reported as an extant TLB). This means it is an arm's length body of the Ministry of Defence with a separate governance and oversight structure with a board under an independent Chairman, and a Chief Executive who will be an Accounting Officer, accountable to Parliament for the performance of the organisation. It achieved full status for reporting purposes as at 1 April 2015.

EFI See Expeditionary Forces Institute (EFI)

Ethnic Origin The ethnic grouping to which a person has indicated that they belong. The classifications used were revised for the 2001 Census of Population when a classification of nationality was also collected. These revised definitions were also used to re-survey members of the Armed Forces and the Civil Service in 2001-02.

Exit Rate All exit rates quoted in Defence Statistics publications, for trained (RN/RM & RAF) and trade trained (Army) personnel (including: Outflow Rate, VO Rate, Time Expiry Rate, Redundancy Rate and Other Rate (Other includes, but is not limited to, the following exit reasons; unspecified, disciplinary, medically discharged and unsuitable)) are calculated as follows:

To calculate a rate for trained (RN/RM & RAF) and trade trained (Army) personnel, 12 months total exits are divided by the mean average strength.

To calculate the mean average strength, strength data at the 1st of the reporting month and at the 1st of the same month a year prior are averaged by summing and dividing by 2. This figure is then combined with the remaining 11 months of 1st of the month data, for the months between. The total is divided by 12 to obtain the mean average strength.

This '12 month centred rolling average' uses 13 months of 1st of the month strengths data to cover any movements in month at the end of the 12 months reported.

Expeditionary Forces Institute (EFI) Members of the NAAFI who have joined the Army Reserve in order to be eligible to provide NAAFI services to British Forces in operational areas.

FR20 See Future Reserves 2020 (FR20)

FTE See Full-Time Equivalent (FTE)

FTRS See Full Time Reserve Service (FTRS)

FTRS (of unknown origin) The Army has approximately 40 Full Time Reserve Service (FTRS) personnel for whom they are unable to identify whether they are from the Volunteer or the Regular Reserve populations. These personnel are reported as a separated category to the FTRS personnel from these populations.

FTTS See Full-Time Trained Strength (FTTS)

Full Time Reserve Service (FTRS) Personnel who fill Service posts for a set period on a full-time basis (this is different from mobilisation) while being a member of one of the Reserve Forces, 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 (FC) personnel who are part of the Operational Commitment Establishment (Reserve) (OCE(R)) or those who are part of the Lead First scheme are not counted (since 1 June 2015) against RAL.

FTRS(HC) personnel cannot be deployed to operations and are not counted against RAL.

- The **RAF** considers that FTRS(FC) can fill Regular RAF Liability posts but have identified separate liabilities for FTRS(LC) and FTRS(HC).

Full-Time Equivalent (FTE) is a measure of the size of the workforce that takes account of the fact that some people work part-time. Prior to 1 April 1995 part-time employees were assumed to work 50 per cent of normal hours, but since then actual hours worked has been used in statistics produced by Defence Statistics. The average hours worked by part-timers is about 60 per cent of full-time hours. See also **Headcount**.

Full-Time Trade Trained Strength (FTTTS) This relates to Army only and includes Full-time personnel who have passed Phase 2 training, including: UK Regular Forces, Gurkhas and a number of Reserve Forces personnel filling Regular posts whilst serving on FTRS. It does not include mobilised reservists.

Full-Time Trained Strength (FTTS) The element of the UK Armed Forces comprised of trained UK Regular Forces, trained Gurkhas and a number of Reserve Forces personnel filling Regular posts whilst serving on FTRS. It does not include mobilised reservists. Following the change in definition of trained strength for Army, from 1 October 2016 this includes UK Regular Forces and Gurkhas who have passed Phase 1 training for the Army; these figures should not be compared to previous years. For Royal Navy/Royal Marines and Royal Air Force, this includes personnel who have passed Phase 2 training. See **Trained Strength**.

Future Reserves 2020 (FR20) A programme set out in the White Paper “Reserves in the Future Force 2020: Valuable and Valued” published in July 2013. The programme aims to increase the size of the Reserve Forces by 2020 in line with the Whole Force concept, which aims to provide a more integrated balance of regular and reservist military personnel, by increasing the proportion of reserve personnel relative to the Regular Force. The programme has set Volunteer Reserve personnel targets to be met by April 2019.

Future Reserves 2020 includes Volunteer Reserves who are mobilised, HRR and Volunteer Reserve personnel serving on ADC or FTRS contracts. Sponsored Reserves who provide a more cost effective solution than volunteer reserve are also included in the Army Reserve FR20. Non Regular Permanent Staff (NRPS), Expeditionary Forces Institute (EFI) and University Officer Cadets and Regular Reservists are excluded.

Gains to Trained Strength (GTS) Gains to Trained Strength figures comprise personnel who complete Phase 2 training for Royal Navy/Royal Marines, the Royal Air Force and the Army prior to 1 October 2016. Following the change in definition of trained strength for Army, from 1 October 2016 GTS for the Army comprises of personnel who have completed Phase 1 training. These figures exclude personnel that are returning to the trained strength from Long Term Absence. See also **Long Term Absentees (LTAs)**. Figures for Army are unavailable until 12 months of data according to the new definition has been collected (October 2017).

GTS See **Gains to Trained Strength (GTS)**

Gurkhas are recruited and employed in the British and Indian Armies under the terms of the 1947 Tri-Partite Agreement (TPA). Prior to April 2007 this was on a broadly comparable basis but since then British Gurkhas have served on the same terms and conditions as the wider Army. They remain Nepalese citizens but in all other respects are full members of HM Forces. Since 2007, Gurkhas are entitled transfer to the wider Army after completion of 5 years service in the Brigade of Gurkhas and apply for British citizenship.

Headcount The headcount is a measure of the size of the workforce that counts all people equally regardless of their hours of work. See also **Full-Time Equivalent**.

High Readiness Reserves (HRR) can be drawn from the Regular Reserves or the Volunteer Reserves. These are individuals who may be trained to a higher standard and are available for military service at an agreed minimum notice, for which they receive an annual payment. This agreement is

designed to meet the requirement for skills that may be needed early in a crisis and provides greater assurance of availability within a set period of time. The agreement of the employer is required before an individual can be accepted as an HRR.

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

Intake to UK Regular Forces 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.

Intake to Future Reserves 2020 Comprises new entrants, Regular to Reserve transfers, Reserve re-joiners, and Reserve personnel joining from another part of the Reserves that are not included in the FR20 target population.

Joint Personnel Administration (JPA) The system used by the Armed Forces to deal with matters of pay, leave and other personnel 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.

Lead First A one year full-time leadership development program for Army Reservists. Participants have an FTRS contract and receive commissions, but are not necessarily fully trained Officers.

LEP See **Locally Engaged Personnel**.

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

Locally Engaged Personnel (LEP) Personnel recruited overseas exclusively for employment in support of the UK Armed Forces deployed in a particular overseas location and on terms and conditions of service applicable only to that overseas location or Administration. In this publication, LEP equates to those members of the Royal Gibraltar Permanent Cadre only and therefore exclude UK Regular Army Officers and Royal Gibraltar Volunteer Reserve.

Locally engaged civilians (LEC) LEC employees are recruited overseas exclusively for employment in support of the UK Armed Forces deployed in a particular overseas theatre and on terms and conditions of service applicable only to that overseas theatre or Administration. Previously this has included the dependents of UK military personnel or UK-based civilian staff employed in overseas theatre (who are sometimes separately identified as UK Dependents). However, to reflect the different terms and conditions of these personnel, UK Dependents will not be included in LEC figures from October 2013. LECs are not civil servants.

Locally Entered Civilians A civilian employee recruited overseas exclusively for employment in support of the UK Armed Forces deployed in a particular overseas location and on terms and conditions of service applicable only to that overseas location or Administration, including the dependents of UK military personnel or UK-based civilian staff employed in that overseas theatre (who are sometimes separately identified as UK Dependents). Locally Entered Civilians are not civil servants.

Location Some statistics may be compiled based on stationed location or deployed location. Stationed location is where an individual is permanently based. Deployed location is where an individual is physically located at a particular point in time and is typically used for short tours of duty.

Long Term Absentees (LTAs) Service personnel who have been absent without leave (AWOL) for more than 21 days.

LTAs See **Long Term Absentees**

Maritime Reserve The Volunteer Reserve element of the Naval Service. They comprise the RNR and the RMR and include mobilised and High Readiness Maritime Reserve personnel, plus Maritime Reserve personnel serving on FTRS and ADC. The FR20 Trained Strength target for the Maritime Reserve is 3,100. They are commanded by Commander Maritime Reserves based in Naval Command Headquarters, Portsmouth.

Ministry of Defence (MOD) The United Kingdom government department and headquarters of the UK Armed Forces, responsible for the development and implementation of government defence policy. The principal objective of the MOD is to protect the security, independence and interests of the United

Kingdom at home and abroad. The MOD also manages day to day running of the Armed Forces, contingency planning and defence procurement.

Mobilised Reservists Volunteer or Regular Reserves who have been called into permanent service with the Regular Forces on military operations under the powers outlined in the Reserve Forces Act 1996. Call-out orders will be for a specific amount of time and subject to limits (e.g. under a call-out for warlike operations (Section 54), call-out periods should not exceed 12 months, unless extended.)

MOD See **Ministry of Defence**

Military Provost Guard Service (MPGS) Provides professional soldiers to meet armed security requirements at Royal Navy, Army, RAF and other MOD bases in Great Britain. MPGS personnel must have served a minimum of three years with any of the Regular or Reserve Forces. They have no liability for mobilisation and any movement is limited to within a 30 mile radius of their stationed unit.

NAAFI See **Navy, Army and Air Force Institutes (NAAFI)**

Navy, Army and Air Force Institutes (NAAFI) An organisation created by the British government in 1921 to run recreational establishments needed by the British Armed Forces, and to sell goods to servicemen and their families.

Naval Service A term previously used in Defence Statistics publications to describe the population of the **Royal Navy** (including the Queen Alexandra's Royal Naval Nursing Service) and the **Royal Marines** combined which is now referred to as **RN/RM** or **Royal Navy/Royal Marines**. Naval Service describes the total Naval population which includes the RN/RM as well as the **Maritime Reserve**, Serving **Royal Fleet Reserve** and Naval **Sponsored Reservists**

NCO See **Non-Commissioned Officers (NCOs)**

New Entrants to Future Reserves 2020 Strength comprises all intake into the untrained strength. It includes new recruits, untrained ex-Regulars (either direct transfer or following a break in service), and untrained Reserve re-joiners (following a break in service or transferring from another Reserve Force) for the Maritime Reserve and RAF Reserves. For the Army Reserve FR20 it comprises intake to Phase 1 training only and includes new recruits, plus ex-Regulars and Reserve re-joiners that require training.

New Entrant Others to the Future Reserves 2020 Strength comprises intake to Phase 2 training in the Army Reserve FR20 from either ex-Regulars, Reserve re-joiners, OTC or CFAV. These personnel do not count against the intake targets; however, on completion of Phase 2 training they will count against the Army Reserve FR20 Trained Strength target.

No Religion includes personnel who have self-identified as having no religion on JPA. This category has been previously published as "Secular". As in previous publications, this field encompasses personnel declaring themselves as Agnostic, Atheist, Humanist and Secularist. This does not include those with an unrecorded religion.

Non-Commissioned Officers (NCOs) Service personnel with a NATO rank of OR-3 or above (Lance Corporal and equivalent), up to and including OR-9.

Non Regular Permanent Staff (NRPS) Members of the Army Reserve who are employed on a full time basis. The NRPS comprises Commissioned Officers, Warrant Officers, NCOs and soldiers posted to units to assist with the training, administrative and special duties within the Army Reserve. Typical jobs are Permanent Staff Administration Officer and Regimental Administration Officer. NRPS are not included in the Future Reserves 2020 population as they have no liability for call out.

NRPS See **Non Regular Permanent Staff (NRPS)**

Officer A member of the Armed Forces holding the Queen's Commission to lead and command elements of the forces. Officers form the middle and senior management of the Armed Forces. This includes ranks from Sub-Lt/2nd Lt/Pilot Officer up to Admiral of the Fleet/Field Marshal/Marshal of the Royal Air Force, but excludes NCOs.

Operational Commitments 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 Army Liability.

Ordinary Maternity Leave is the initial 26 weeks of Statutory Maternity Leave; female personnel are entitled to 26 weeks of Ordinary Maternity Leave and 26 weeks of Additional Maternity Leave (see

Additional Maternity Leave). Further broader definitions can be found on GOV.UK <https://www.gov.uk/maternity-pay-leave/overview>

Other Ranks Members of the Royal Marines, Army and Royal Air Force who are not Officers but Other Ranks include NCOs. The equivalent group in the Royal Navy are known as “Ratings”.

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

Outflow from UK Regular Forces include 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 LTA. After year ending 31 March 2009 outflow does not include this flow to LTA.

Outflow from Future Reserves 2020 comprises personnel leaving the Services, transfers to the Regular Armed Forces or one of the other Reserve Forces, and transfers to another part of the Reserves not counted as part of the Future Reserves 2020 target population.

Phase 1 Training See **Trained Strength**

Phase 2 Training See **Trained Strength**

PQO See **Professionally Qualified Officer (PQO)**

Professionally Qualified Officer (PQO) British Army Officers who hold professional qualifications, such as doctors, vets, lawyers, dentists, nurses, physiotherapists and chaplains.

RAF Reserves The Volunteer Reserve element of the Royal Air Force. They include mobilised and HRR personnel, plus Volunteer Reserve personnel serving on ADC or FTRS. The FR20 Trained Strength target for the RAF Reserves is 1,800.

Regular Reserve the Regular Reserve Force comprises the Royal Fleet Reserve, Army Regular Reserve and Royal Air Force Regular Reserve. Regular Reserve personnel are former members of a Regular force who retain a liability (obligation) to be called up for Service in times of need. Duration of liability is determined by their previous contract type, length of Regular service and reason for leaving. If ex-Regular service personnel go on to join the Volunteer Reserve forces, they will be counted as members of the Volunteer Reserves. See also **Serving Regular Reserve**

Regulars See **UK Regulars**

Reserve Air Forces The total amount of all Reserve Forces personnel in the Royal Air Force. It comprises RAF Regular Reserves, Volunteer Reserves, Sponsored Reserves, and the University Air Squadrons.

Reserve Land Forces are the total amount of all reserve forces personnel in the Army. It comprises the Army Regular Reserve, Volunteer Reserve, Sponsored Reserve and University Officer Training Corps.

Reserve Naval and Marine Forces The total amount of all reserve forces personnel in the Naval Service. It comprises the Royal Fleet Reserve, the Maritime Reserve, the Sponsored Reserve, and the University Royal Naval Units. It includes trained and untrained personnel.

RFA See **Royal Fleet Auxiliary (RFA)**

RFR See **Royal Fleet Reserve (RFR)**

RM See **Royal Marines**.

RMR See **Royal Marines Reserve**.

RN See **Royal Navy**.

RNR See **Royal Naval Reserve (RNR)**

RN/RM See **Royal Navy/ Royal Marines (RN/RM)**

Royal Air Force (RAF) is the aerial defence force of the UK.

Royal Fleet Auxiliary (RFA) A civilian manned fleet owned by the MOD, which supports Royal Navy ships around the world, supplying warships with fuel, ammunition and supplies.

Although all of the Royal Fleet Auxiliary (RFA) are employed as MOD civilians, approximately 80 per cent of them are also on RNR sponsored reserve contracts and are shown as a subset of the sponsored reserve. In a combat situation, this sponsored reserve status is activated to ensure that personnel are protected by the Geneva Convention.

RFA personnel on sponsored reserve contracts are reported in Defence Statistics publications as a subset of the RNR sponsored reserve. These RFA sponsored reserve personnel are also reported in the Quarterly Civilian Personnel Report, which publishes statistics on the whole of the RFA population, including those on sponsored reserve contracts.

Royal Fleet Reserve (RFR) The Regular Reserve element of the Naval Service. It comprises ex-Regular Royal Navy and Royal Marines personnel who retain a liability to be called up for military service in times of need. They include mobilised RFR personnel as well as RFR personnel serving on FTRS and ADC. For more information see **Regular Reserves**.

Royal Marines (RM) Royal Marines are sea-going soldiers who are part of the Naval Service. RM officer ranks were aligned with those of the Army on 1 July 1999.

Royal Marines Reserve (RMR) is the Volunteer Reserve element of the Royal Marines. Together with the Royal Naval Reserve they make up the **Maritime Reserve**.

Royal Naval Reserve (RNR) is the Volunteer Reserve element of the Royal Navy. Together with the Royal Marines Reserve they make up the **Maritime Reserve**.

Royal Navy (RN) The sea-going defence forces of the UK but excludes the Royal Marines and the Royal Fleet Auxiliary Service (RFA). From 1 April 2000 the Royal Navy incorporated Queen Alexandra's Royal Naval Nursing Service (QARNNS).

Royal Navy/ Royal Marines (RN/RM) A term used in Defence Statistics publications to describe full-time Naval Armed Forces personnel which comprises of the Royal Navy (including the Queen Alexandra's Royal Naval Nursing Service) and the Royal Marines.

Secular See No Religion

Separated Service concerns personnel who are serving away from their usual place of duty or are unable to enjoy leisure at their normal place of duty or residence at place of duty. Separated service measures absence from normal place of duty. The time an individual experiences separated service is compared against each Service's "Individual Harmony" guidelines to ensure a balance between duty and leisure for all Service Personnel. Individual harmony is measured over a 36 month period, and a breach occurs when Service personnel experience separated service for longer than the period outlined in individual harmony guidelines which are based on the structures and organisation of each Service; 660 days away for the RN/RM, 498 days away for the Army and 468 days away for the RAF.

Serving Regular Reserve are Regular Reserve personnel who have applied to return to military Service on a fixed term reserve commitment. Serving Regular Reserve comprises mobilised Regular Reserve, and Regular Reserve personnel serving on Additional Duties Commitment (ADC) and FTRS contracts. Although it is possible for Regular Reserve to be on a High Readiness Reserve (HRR) contract, in practice this rarely happens. Serving Regular Reserve personnel do not count towards the Future Reserve 2020 targets.

Settled Claims are claims for which a full and final settlement has been made, either by agreement between the parties, or which a court has determined. Claims are not recorded as settled until the final payment is made, which is normally the claimant's solicitor's costs and disbursements. This bill is sometimes presented some months after the compensation payment has been made, so compensation and legal costs can be paid in different financial years.

Sponsored Reserves were created by the Reserve Forces Act 1996, and are members of a civilian workforce who deliver support to UK Forces under a contract or agreement with the MOD. They deliver this support in peacetime as civilians and continue to deliver it as a member of the reserve forces when there is a requirement to do so during military operations. They provide a range of capabilities including transportation and engineering that are not cost effective to maintain within either the regular or volunteer reserve force.

Stationed location is where an individual is permanently based and not their location of residence - where personnel work is not necessarily where they live.

Strategic Defence and Security Review (SDSR) The [National Security Strategy and Strategic Defence and Security Review 2015](#) was published on 23rd November 2015. This sets out the government's National Security Strategy for the coming 5 years and how it will be implemented. Prior to SDSR 2015, publications reported against the planned Future Force 2020, as set out in the SDSR 2010 which planned to reduce the size of the Armed Forces.

Strength The number of personnel (for each Service it is partially determined by its liability).

Surplus / Deficit The surplus / deficit in the trained (RN/RM & RAF) and trade trained (Army) strength is defined and calculated as the difference between the number of trained (RN/RM & RAF) and trade trained (Army) UK Armed Forces personnel and their liability. The surplus / deficit can be considered to be an indicator of each of the Service's ability to execute military tasks.

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

Trade Trained Strength comprises Army personnel who have completed phase 1 and phase 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.

Trading Fund Trading Funds were introduced by the Government under the Trading Funds Act 1973 as a 'means of financing trading operations of a government department which, hitherto, have been carried out on Vote'. They are self-accounting units that have greater freedom, than other government departments, in managing their own financial and management activities. They are also free to negotiate their own terms and conditions with their staff and for this reason their grading structures do not always match that of the rest of the Ministry.

Trained Direct Entrants to UK Regular Forces strength comprises trained re-entrants, PQOs, personnel commissioned from Other Ranks to Officers and FTRS filling regular posts.

Trained Direct Entrants to Future Reserves 2020 strength comprises trained ex-Regulars (either direct transfers or following a break in service), Reserve re-joiners, and personnel joining from another part of the Reserves that are not counted as part of the FR20 target population for the Maritime Reserve and RAF Reserves. For the Army Reserve FR20 it comprises ex-Regulars who directly enter the trained strength and have been discharged from the Regular Army strength within 6 years of enlistment to the Army Reserve FR20.

Trained Direct Entrants Others to the Future Reserves 2020 strength comprises trained intake that the Army Reserve FR20 does not count towards their Trained Direct Entrant target. This includes all intake to the trained strength from either Reserve re-joiners, OTC or CFAV.

Trained Strength comprises military personnel who have completed Phase 1 and 2 training for Royal Navy/Royal Marines, the Royal Air Force and the Army prior to 1 October 2016. Following the change in definition of trained strength for Army from 1 October 2016, for the Army, trained strength comprise of personnel who have completed Phase 1 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.

UAS See **University Air Squadrons (UAS)**

UK Forces Is a term used in publications to describe Service personnel who are UK Regular Forces, Gurkhas, Military Provost Guard Service (MPGS), Locally Engaged Personnel (LEP), Volunteer Reserve, Serving Regular Reserve, Sponsored Reserve, and FTRS of unknown origin. University Officer Cadets are excluded. Unless otherwise stated, includes trained and untrained personnel.

UK Regulars Full time Service personnel, including Nursing Services, but excluding Full Time Reserve Service (FTRS) personnel, Gurkhas, mobilised Reservists, Military Provost Guard Service (MPGS), Locally Engaged Personnel (LEP), Non Regular Permanent Staff (NRPS), High Readiness Reserve (HRR) and Expeditionary Forces Institute (EFI) personnel. Unless otherwise stated, includes trained and untrained personnel.

University Air Squadrons (UAS) offer flying training to undergraduates and a chance to experience life in the Royal Air Force. Undergraduates are paid for any training activities they take part in, however there is no obligation to sign up to the Royal Air Force upon graduation.

University Officer Cadet An entrant from civil life to the officer corps of the Armed Forces, who is accepted into one of the Reserve Forces University Service Units prior to starting a university course. University Service Units comprise the UOTC, URNU and UAS. University Officer Cadets partake in military exercises, adventurous training, community projects, and expeditions. They receive payment for any activities they take part in, however they have no call out liability and are under no obligation to join the full time Armed Forces upon completion of their cadetship.

University Officer Training Corps (UOTC) The mission of the UOTC is to develop the leadership potential of selected university students and raise awareness of the Army ethos. Each UOTC is an independent with its own cap badge, customs and traditions. Members of the UOTC are paid to participate in training activities, but have no obligation to join the Armed Forces when they leave university.

University Royal Naval Units (URNU) A Royal Navy training establishment connected to a university. The aim of the URNU is to provide an insight into Naval life for undergraduates. Each URNU has land based facilities close to the university plus a dedicated training vessel. Members get paid for any training activities they participate in, however there is no obligation to join the Naval Service upon graduation.

Untrained strength comprises military personnel who have yet to complete Phase 2 training for Royal Navy/Royal Marines, the Royal Air Force and the Army prior to 1 October 2016. Following the change in definition of Army trained strength from 1 October 2016, untrained strength for the Army comprises of personnel who have yet to complete Phase 1 training.

UOTC See **University Officer Training Corps (UOTC)**

URNU See **University Royal Naval Units (URNU)**

VO See **Voluntary Outflow (VO)**

Voluntary Outflow (VO) is defined as all exits from trained (RN/RM & RAF) and trade trained (Army) personnel which are voluntarily generated by the individual before the end of their agreed engagement or commission period.

Volunteer Reserves voluntarily accept a liability to attend military training with the Armed Forces (usually conducted during evenings and weekends) and to be mobilised to deploy on operations. The Volunteer Reserve can be utilised on a part-time or full-time basis to provide support to the Regular Forces at home and overseas. The Volunteer Reserve also includes personnel with capabilities or skills that cannot be held economically within the Regular Force or are better drawn from the civil sector, for example personnel with specialist IT or medical skills.

For Service personnel statistical reporting, Volunteer Reserves includes mobilised and High Readiness Reserves, plus Volunteer Reserve personnel serving on FTRS, ADC, NRPS or EFI.

NATO Rank Codes and UK Service Ranks

NATO Code	Royal Navy ¹	Royal Marines ²	Army	Royal Air Force
Officers				
OF-10	Admiral of the Fleet	-	Field Marshal	Marshal of the RAF
OF-9	Admiral	General	General	Air Chief Marshal
OF-8	Vice Admiral	Lieutenant General	Lieutenant General	Air Marshal
OF-7	Rear Admiral	Major General	Major General	Air Vice-Marshal
OF-6	Commodore	Brigadier	Brigadier	Air Commodore
OF-5	Captain	Colonel	Colonel	Group Captain
OF-4	Commander	Lieutenant Colonel	Lieutenant Colonel	Wing Commander
OF-3	Lieutenant Commander	Major	Major	Squadron Leader
OF-2	Lieutenant	Captain	Captain	Flight Lieutenant
OF-1	Sub-Lieutenant	Lieutenant/ 2nd Lieutenant	Lieutenant/ 2nd Lieutenant	Flying Officer/Pilot Officer
OF(D)	Midshipman	-	Officer Designate	Officer Designate
Other Ranks				
OR-9	Warrant Officer Class 1	Warrant Officer Class 1	Warrant Officer Class 1	Warrant Officer
OR-8	Warrant Officer Class 2	Warrant Officer Class 2	Warrant Officer Class 2	-
OR-7	Chief Petty Officer	Colour Sergeant	Staff Sergeant	Flight Sergeant/ Chief Technician
OR-6	Petty Officer	Sergeant	Sergeant	Sergeant
OR-4	Leading Rate	Corporal	Corporal	Corporal
OR-3	-	Lance Corporal ⁴	Lance Corporal	Lance Corporal ⁵
OR-2	Able Rating ³	Marine ³	Private (Classes 1 to 3)	Junior Technician/ Leading Aircraftman/ Senior Aircraftman
OR-1	-	-	Private (Class 4)/ Junior	Aircraftman

Notes

1. The Royal Navy introduced a Warrant Officer Class 2 on 1 April 2004.
2. Royal Marine officer ranks were aligned with those of the Army on 1 July 1999.
3. The rates of Able Rating and Ordinary Seaman were merged on 1 April 1999, as were the corresponding ranks of Marine 1st class and Marine 2nd class. The ranks of Junior Rating and Junior Marine were also abolished.
4. Rank introduced in 2008 in the Royal Marines.
5. Rank introduced in 2010 in the RAF