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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 Regular 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) set out in the **Strategic Defence and Security Review (SDSR)** and the **3 Month Exercise (3ME)**. The SDSR and 3ME set out specific changes to and decisions made on the Armed Forces.

Armed Forces Personnel Key Points

- The full time trained strength of the UK Armed Forces was **145,690** at 1 January 2015. This was a decrease against 1 December 2014 (see **Table 1**, **Table 2** and **Graphs 1.1 - 1.3**).
- Requirements are based on Defence Programme requirements set for each of the three Services. The overall requirement for the Armed Forces as at 1 January 2015 is **151,790**.
- In the 12 months to December 2014, **12,340** people have joined the UK Regular Forces in the past year (see **Table 3**). This is a reduction compared to FY 12//13.
- Outflow from the UK Regular Forces was **18,820** in the 12 months to 31 December 2014 (see **Table 3**). This includes 1,390 who have left on redundancy.

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 Regular 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 these statistics as National Statistics, in accordance with the Statistics and Registration Service Act 2007 and signifying compliance with the Code of Practice for Official Statistics.

Designation can be broadly interpreted to mean that the statistics:

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

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

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

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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 Programme liabilities set for each of the three Services. See Graphs 1.1 -1.3 (page 6) for time series broken down by individual Service and Table 2 (pages 7 and 8) 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 Programme process and endorsed by the Defence Board.

The **trained strength of the UK Armed Forces** comprises all 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 **145,690** at 1 January 2015, down from **146,640** at 1 December 2014 and down from **150,890** at 1 April 2014. 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/RM 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 **151,790** at 1 January 2015, **down from 151,990** at 1 December 2014 and **down from 159,640** at 1 April 2014. This is likely to continue to decrease as the Services move towards the targets identified in the SDSR and 3ME exercises (RN/RM 29,000 Army, 82,000 and RAF, 31,500) in 2020.
- The deficit for the UK Armed Forces trained strength was **6,100** (4.0 per cent of the requirement) at 1 January 2015, compared to a deficit of **8,750** (5.5 per cent of the requirement for trained UK Armed Forces) at 1 April 2014 and a deficit of **2,230** (1.4 per cent of the requirement for trained UK Armed Forces) at 1 April 2013.
- At 1 January 2015, all three services the RN/RM, Army and RAF were in deficit (**100, 3 950** and **2 050** respectively).
- For more information on the redundancies see the Armed Forces Redundancy Programme Tranche 1 to 4 statistics which can be found at:
<https://www.gov.uk/government/collections/uk-armed-forces-redundancy-program-statistics-index>
- **Graphs 1.1-1.3** show surplus and deficit against requirement since April 2008.

Table 1 - Full time trained strengths and requirements of UK Armed Forces¹

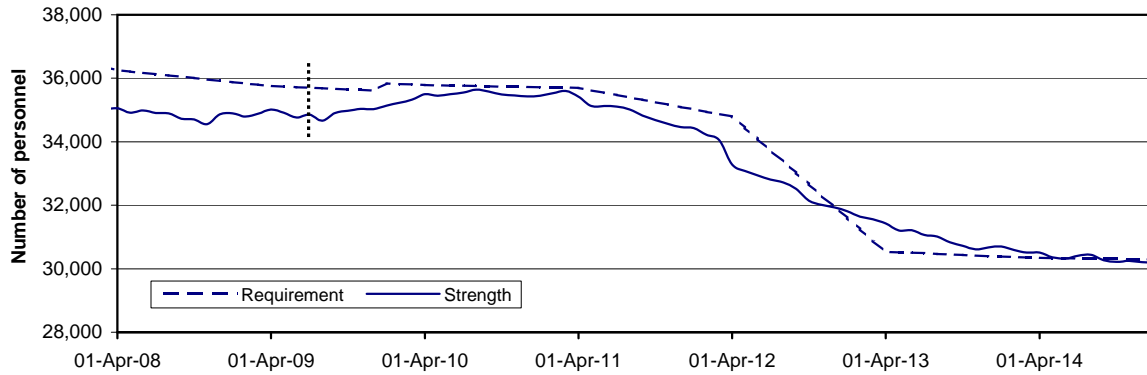
	2012 1 Apr	2013 1 Apr	2014 1 Apr	2014 1 Oct	2014 1 Nov	2014 1 Dec	2015 1 Jan
All Services							
Requirement ²	174 840	162 940	159 640	152 980	152 180	151 990	151 790
Trained Strength	170 010	160 710	150 890	146 980	146 710	146 640	145 690
Surplus/Deficit	-4 830	-2 230	-8 750	-6 000	-5 480	-5 350	-6 100
RN/RM							
Requirement ²	34 800	30 530	30 340	30 320	30 310	30 300	30 300
Trained Strength	33 290	31 420	30 510	30 220	30 250	30 200	30 200
Surplus/Deficit	-1 510	890	160	- 90	- 60	- 100	- 100
Army							
Requirement ²	101 210	96 790	94 100	88 130	87 450	87 370	87 290
Trained Strength	98 600	93 940	87 180	84 240	84 060	84 190	83 340
Surplus/Deficit	-2 610	-2 850	-6 930	-3 890	-3 390	-3 180	-3 950
Royal Air Force							
Requirement ²	38 830	35 620	35 200	34 540	34 430	34 320	34 210
Trained Strength	38 120	35 350	33 210	32 520	32 400	32 250	32 160
Surplus/Deficit	- 700	- 270	-1 990	-2 020	-2 020	-2 070	-2 050

Source: Defence Statistics (Tri-Service)

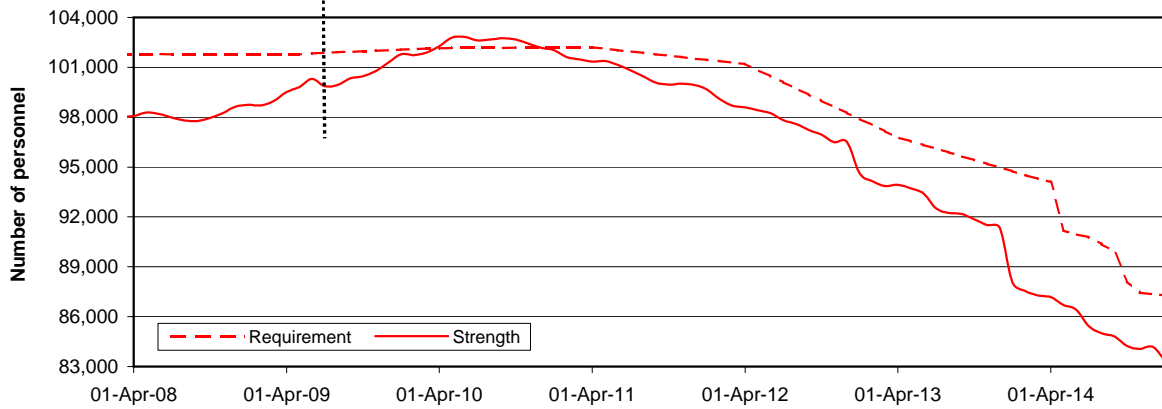
1. Full time trained strength and trained requirement comprises trained UK Regular Forces, trained Gurkhas and elements of the Full Time Reserve Service (FTRS) that may be deployed overseas, including Full Commitment (FC), Limited Commitment (LC), Home Commitment (HC) personnel. See Glossary for more details.
2. Requirements are based on Defence Programme requirements set for each of the three Services. The Armed Forces continually refine their transition plans as they progress towards their new structures. The latest transition plans have been captured in the Department's 2014 Programme (DP14) and have been used as the basis for the 1 May 14 requirement and onwards. Adopting this refined baseline is the result of the Department updating its plans to reflect the reality of the transition to Future Force 2020 and provides a more accurate depiction of the Armed Forces' manpower position.

Trained strength and requirement of UK Armed Forces

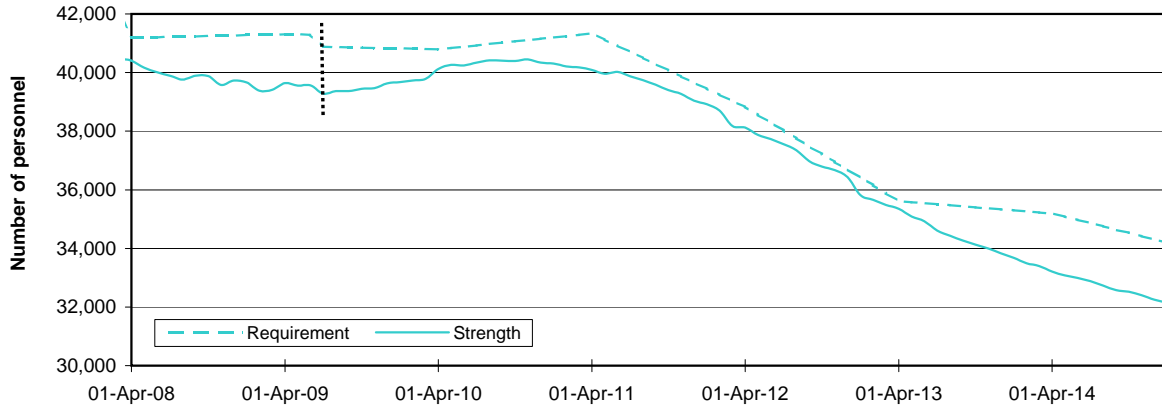
Graph 1.1 - RN/RM Officers and Other Ranks



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, and therefore would not count towards the requirement. This is shown in the graphs as a dotted line representing a break in series. See Glossary for more details.

For graphs showing the three Services full time trained strength and requirement split by Officer/Rank, see Graphs 5.2-5.10 in the UK Armed Forces Quarterly Personnel Report which can be found at:

<https://www.gov.uk/government/collections/uk-armed-forces-quarterly-manning-report-statistics-index>

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 the table). **Table 1** (pages 4 and 5) provides more detail on requirements.

- The total trained and untrained strength of the UK Armed Forces was 160,480 at 1 January 2015, down from 165,860 at 1 April 2014 and down from 176,660 at 1 April 2013. This is likely to continue to decrease whilst the Services strive to reach their targets as set out in the SDSR and 3ME (see page 4 for more information).
- As at 1 January 2015 the UK Regular Forces comprised 154,220 personnel of which 142,690 were trained. The Army has the largest number of trained UK Regular Forces personnel (80,590) followed by the Royal Air Force (32,140) and the Royal Navy / Royal Marines (29,960). There are 11,530 untrained personnel in the UK Regular Forces with 6,550 of them being in the Army.
- The Gurkha trained strength has reduced from the last reporting period.

Table 2 - Strength of UK Armed Forces¹ - full time trained and untrained personnel

	2012 1 Apr	2013 1 Apr	2014 1 Apr	2014 1 Oct	2014 1 Nov	2014 1 Dec	2015 1 Jan
UK Armed Forces¹	185 690	176 660	165 860	162 870	162 510	162 170	160 480
Trained and serving against requirement	170 010	160 710	150 890	146 980	146 710	146 640	145 690
FTRS serving against additional requirement	1 810	2 180	2 880	3 130	3 150	3 180	3 200
Untrained	13 870	13 760	12 080	12 760	12 650	12 350	11 600
UK Regular Forces²	179 800	170 710	159 630	156 630	156 250	155 900	154 220
Trained	166 110	157 150	147 760	144 050	143 680	143 620	142 690
Untrained	13 700	13 560	11 870	12 580	12 570	12 280	11 530
RN/RM	35 540	33 960	33 330	32 900	32 890	33 000	32 880
Trained	33 190	31 280	30 310	29 990	30 020	29 960	29 960
Untrained	2 360	2 680	3 030	2 910	2 870	3 030	2 920
Army	104 250	99 730	91 070	89 200	88 900	88 530	87 140
Trained ³	94 800	90 530	84 250	81 550	81 270	81 420	80 590
Untrained ³	9 450	9 200	6 810	7 660	7 630	7 110	6 550
Royal Air Force	40 000	37 030	35 230	34 520	34 460	34 370	34 200
Trained	38 120	35 340	33 200	32 510	32 390	32 240	32 140
Untrained	1 880	1 680	2 030	2 010	2 070	2 140	2 050
Full Time UK Non-Regular Forces⁴	5 890	5 950	6 230	6 240	6 260	6 270	6 270
Trained	5 710	5 750	6 020	6 060	6 180	6 200	6 200
Gurkhas	3 650	3 310	2 840	2 600	2 690	2 660	2 650
FTRS serving against the requirement	260	250	300	330	340	350	360
FTRS serving against additional requirement	1 810	2 180	2 880	3 130	3 150	3 180	3 200
Untrained	180	200	210	180	80	70	70
Gurkhas	180	200	210	180	80	70	70
FTRS	*	*	*	*	*	*	*

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. 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.
4. 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 5a, 5b and 5c of the UK Armed Forces Quarterly Personnel Report which can be found at:

<https://www.gov.uk/government/collections/uk-armed-forces-redundancy-program-statistics-index>

Intake to and Outflow from UK Regular Forces

Table 3 shows the intake to and outflow from UK Regular Forces by Service, including trained and untrained personnel.

Intake comprises 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 the Table and the Glossary.

Outflow includes both trained and untrained personnel who leave the Services (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 the Table 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 (pages 12 and 13) and Graphs 4.1-4.3 (page 14).

- The intake into the UK Regular Forces was 12,340 in the 12 months to 31 December 2014, up from 11,880 in the 12 months to 31 March 2014 and down from 14,370 in the 12 months to 31 March 2013. 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. 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 to replace those who are promoted or who leave with individual military experience.
- The **outflow** from the UK Regular Forces was **18,820** in the 12 months to 31 December 2014; down from **23,000** in the 12 months to 31 March 2014 and down from **23,520** in the 12 months to 31 March 2013.
- In the 12 months to 31 December 2014, **1,390** personnel left the UK Regular Forces under the Armed Forces Redundancy Programme. The redundancy programme was needed to ensure that the Armed Forces continue to have the right balance of skills for the future, maintained across rank structures. Tranche 4 of the redundancy program has now been announced.
- The outflow from the Army was **12,090** in the 12 months to 31 December 2014, of which **1,360** were due to personnel leaving on redundancy. For more information on the redundancies see the Armed Forces Redundancy Programme Tranche 1-4 statistics which can be found at:
<https://www.gov.uk/government/collections/uk-armed-forces-redundancy-program-statistics-index>
- Excluding all flows to and from Long Term Absentee (LTA) – in the 12 months to 31 December 2014, **6,480** more personnel left the UK Regular Forces than joined. This compared with the 12 months to 31 March 2014 where **11,110** more personnel left the UK Regular Forces than joined and the 12 months to 31 March 2013 where **9,150** more personnel left the UK Regular Forces than joined. This is in line with a reduction in recruitment to meet the targets set out in SDSR and 3ME (See page 4 for more information).
- Graphs 3.1 to 3.3 show intake and outflow for each of the Services since 1 April 2009.

Table 3 - Intake¹ to and Outflow² from UK Regular Forces³ trained and untrained, by Service

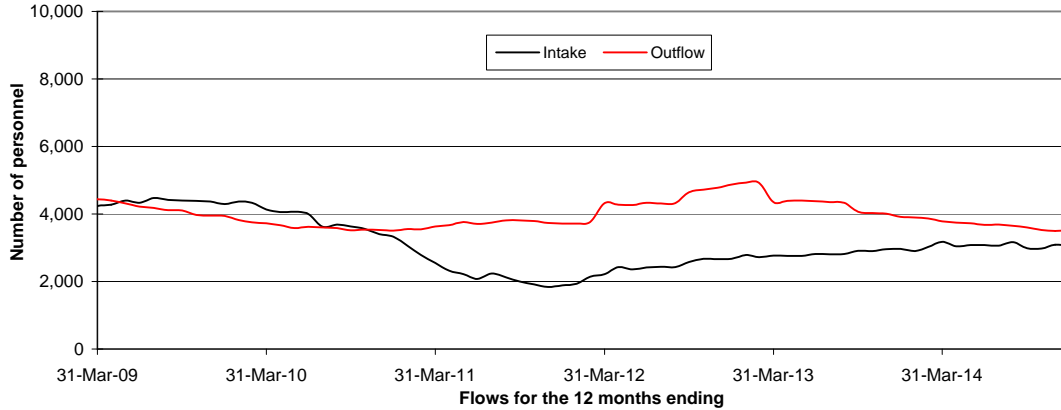
	Financial Year			12 months ending:				Financial Year to 2014 31 Dec
	2011/12	2012/13	2013/14	2014 30 Sep	2014 31 Oct	2014 30 Nov	2014 31 Dec	
All Services								
Strength at start of period	186 360	179 800	170 710	166 460	165 580	164 860	160 650	159 630
Intake (+)	14 800	14 370	11 880	12 040	12 240	12 450	12 340	8 880
LTA Intake (+)⁴	630	470	370	330	330	330	320	220
Outflow (-)	21 370	23 520	23 000	21 920	21 630	21 470	18 820	14 290
<i>of which Voluntary Outflow⁵</i>	<i>7 750</i>	<i>8 800</i>	<i>8 050</i>	<i>7 650</i>	<i>7 540</i>	<i>7 490</i>	<i>7 450</i>	<i>5 600</i>
<i>of which Redundancy⁶</i>	<i>1 700</i>	<i>3 470</i>	<i>4 280</i>	<i>4 060</i>	<i>4 010</i>	<i>3 980</i>	<i>1 390</i>	<i>1 310</i>
LTA Outflow (-)⁴	640	400	320	280	270	280	270	220
Strength at end of period ⁷	179 800	170 710	159 630	156 630	156 250	155 900	154 220	154 220
RN/RM								
Strength at start of period	37 660	35 540	33 960	33 520	33 450	33 410	33 340	33 330
Intake (+)	2 220	2 770	3 170	2 990	2 980	3 090	3 060	2 130
LTA Intake (+)⁴	10	10	10	-	-	-	-	-
Outflow (-)	4 320	4 350	3 790	3 600	3 530	3 500	3 510	2 580
<i>of which Voluntary Outflow⁵</i>	<i>1 450</i>	<i>1 850</i>	<i>1 690</i>	<i>1 720</i>	<i>1 700</i>	<i>1 680</i>	<i>1 680</i>	<i>1 270</i>
<i>of which Redundancy⁶</i>	<i>660</i>	<i>430</i>	<i>40</i>	-	-	-	-	-
LTA Outflow (-)⁴	10	10	10	-	10	10	10	10
Strength at end of period ⁷	35 540	33 960	33 330	32 900	32 890	33 000	32 880	32 880
Army								
Strength at start of period	106 240	104 250	99 730	97 030	96 290	95 800	91 800	91 070
Intake (+)⁸	11 190	10 300	7 020	7 230	7 410	7 440	7 380	5 340
LTA Intake (+)⁴	620	460	360	320	320	330	320	220
Outflow (-)	13 200	14 890	15 740	15 100	14 860	14 770	12 090	9 270
<i>of which Voluntary Outflow⁵</i>	<i>4 980</i>	<i>5 530</i>	<i>4 710</i>	<i>4 320</i>	<i>4 220</i>	<i>4 170</i>	<i>4 120</i>	<i>3 050</i>
<i>of which Redundancy⁶</i>	<i>600</i>	<i>2 060</i>	<i>4 060</i>	<i>4 060</i>	<i>4 010</i>	<i>3 980</i>	<i>1 360</i>	<i>1 280</i>
LTA Outflow (-)⁴	630	390	310	280	260	270	260	210
Strength at end of period ⁷	104 250	99 730	91 070	89 200	88 900	88 530	87 140	87 140
Royal Air Force								
Strength at start of period	42 460	40 000	37 030	35 920	35 850	35 660	35 520	35 230
Intake (+)	1 390	1 310	1 690	1 830	1 850	1 920	1 900	1 410
LTA Intake (+)⁴	-	-	-	-	-	-	-	-
Outflow (-)	3 850	4 280	3 480	3 220	3 240	3 200	3 210	2 440
<i>of which Voluntary Outflow⁵</i>	<i>1 320</i>	<i>1 430</i>	<i>1 650</i>	<i>1 620</i>	<i>1 620</i>	<i>1 630</i>	<i>1 650</i>	<i>1 280</i>
<i>of which Redundancy⁶</i>	<i>440</i>	<i>980</i>	<i>180</i>	-	-	-	<i>30</i>	<i>30</i>
LTA Outflow (-)⁴	-	-	-	-	-	-	-	-
Strength at end of period ⁷	40 000	37 030	35 230	34 520	34 460	34 370	34 200	34 200

Source: Defence Statistics (Tri-Service)

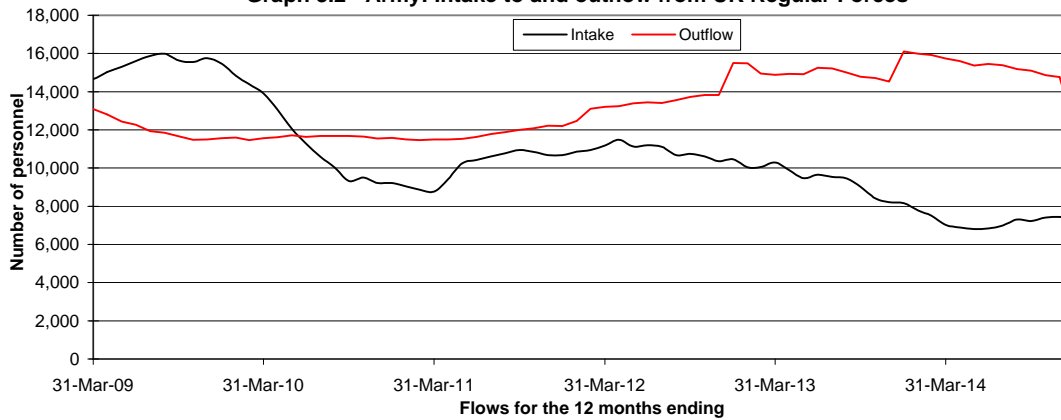
1. Figures show intake to UK Regular Forces, both trained and untrained, which comprises new entrants, re-entrants, direct trained entrants (including professionally qualified Officers) and intake from the reserves. They exclude all movements within the Regular Forces; including flows from untrained to trained strength, transfer: between Services and flows from Ranks to Officer due to promotion.
2. Figures show outflow from UK Regular Forces, both trained and untrained, including personnel leaving the Services, deaths, recalled reservists on release.
3. UK Regular Forces comprises trained and untrained personnel. It does not include Gurkhas, Full Time Reserve Service personnel and mobilised reservists.
4. Long Term Absentees (LTAs) are Service personnel who have been absent without leave (AWOL) for more than 21 days.
5. 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.
6. Redundancy figures presented will not match those published in the Quarterly Personnel Report (QPR) due to the inclusion of both Trained and Untrained Personnel.
7. 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.
8. Army intake figures include transfers from the Gurkhas to the UK Regular Forces.

Intake to and Outflow from UK Regular Forces

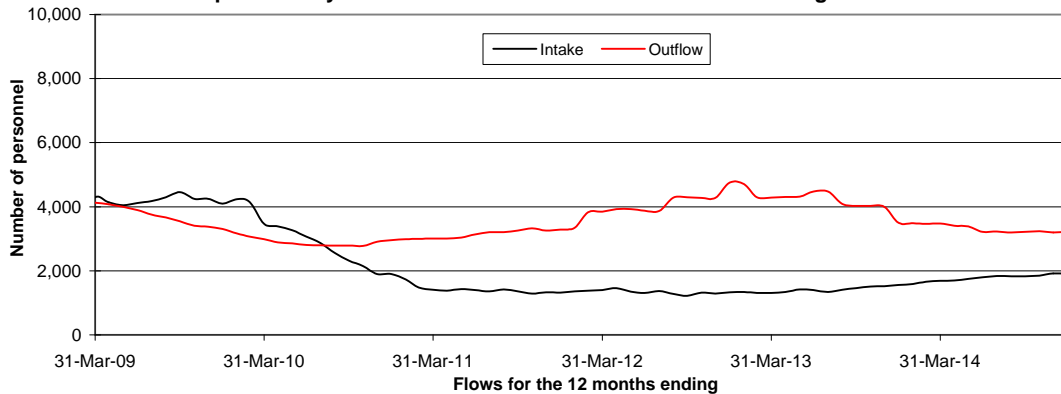
Graph 3.1 - RN/RM: Intake to and outflow from UK Regular Forces



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



More information on intake and outflow for the UK Regular Forces can be seen in the Quarterly Personnel Report which can be found at: <https://www.gov.uk/government/collections/uk-armed-forces-quarterly-manning-report-statistics-index>

For graphs showing intake to the UK Regular Forces by Service and percentage of female representation and ethnicity see graphs 8.1, 8.2, 8.3 of the Quarterly Personnel Report.

For graphs showing outflow from the UK Regular Forces by Service and total trained and untrained personnel see graphs 11.1, 11.2 and 11.3 of the Quarterly Personnel Report

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 (pages 9 and 10).

- The VO rate for Officers was **4.2 per cent of the trained strength** in the 12 months to 31 December 2014. In the same period the VO rate from Other Ranks was **5.3 per cent of the trained strength**.

- For Officers, the Army has the highest VO rate (4.8 per cent) followed by the RN/RM (3.8 per cent) and the Royal Air Force (3.6 per cent). For personnel in Other Ranks, the RN/RM has the highest VO rate (6.0 per cent), followed by the Royal Air Force (5.4 per cent) and the Army (5.0 per cent).

- Graphs 4.1 to 4.3 (page 14) show the trend of VO rates since Financial Year 2008/09 across all three Services.

- There is no single reason why VO has changed 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.

See Armed Forces Continuous Attitude Survey 2014 [here](#)

Table 4 - Voluntary Outflow¹ (VO) from trained UK Regular Forces

	Financial Year			12 month period ending			
	2011/12	2012/13	2013/14	2014 30 Sep	2014 31 Oct	2014 30 Nov	2014 31 Dec
All Services							
Officers							
VO number	1 000	1 080	1 180	1 100	1 090	1 090	1 070
VO rate ²	3.5	3.9	4.5	4.3	4.3	4.3	4.2
Other Ranks							
VO number	6 750	7 720	6 880	6 550	6 450	6 400	6 380
VO rate ²	4.8	5.7	5.4	5.3	5.3	5.3	5.3
RN/RM							
Officers							
VO number	200	240	260	250	240	230	230
VO rate ²	3.1	3.7	4.3	4.1	4.1	3.9	3.8
Other Ranks							
VO number	1 250	1 610	1 420	1 470	1 460	1 450	1 450
VO rate ²	4.4	6.2	5.8	6.1	6.0	6.0	6.0
Army							
Officers							
VO number	560	640	650	610	600	590	580
VO rate ²	4.1	4.8	5.1	4.9	4.9	4.8	4.8
Other Ranks							
VO number	4 420	4 890	4 060	3 710	3 620	3 580	3 540
VO rate ²	5.4	6.1	5.4	5.1	5.1	5.0	5.0
Royal Air Force							
Officers							
VO number	230	210	260	250	250	260	260
VO rate ²	2.8	2.6	3.6	3.4	3.5	3.7	3.6
Other Ranks							
VO number	1 090	1 220	1 390	1 370	1 380	1 370	1 390
VO rate ²	3.5	4.2	5.2	5.2	5.3	5.3	5.4

Source: Defence Statistics (Tri-Service)

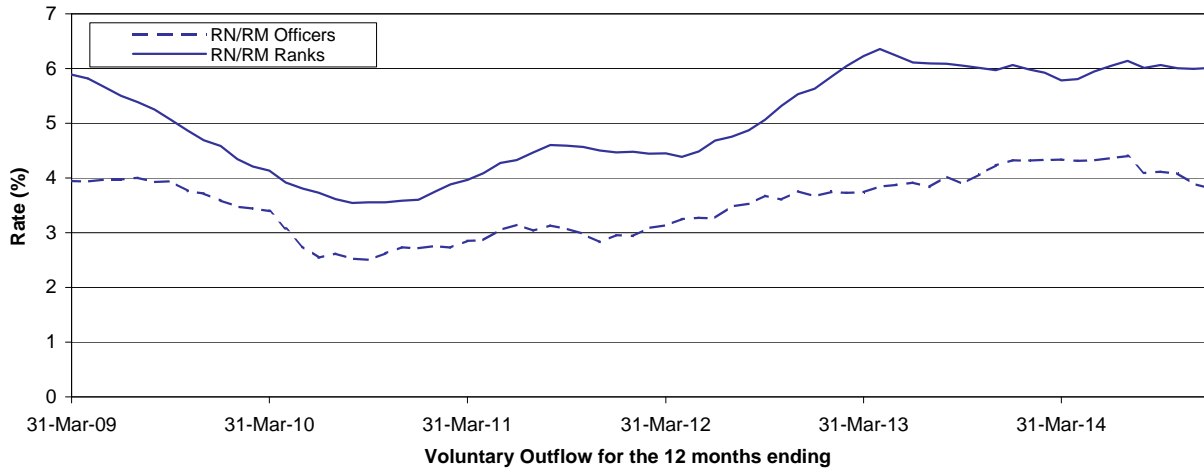
1. Voluntary outflow is defined as all exits from Trained UK Regular Forces which are voluntarily generated by the individual before the end of their agreed engagement or commission period.
2. Voluntary outflow rate is the percentage of the trained average strength of the UK Regular Forces that left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

For more information on Outflow from UK Regular Forces by exit reason, see Tables 12a and 12b in the UK Armed Forces Quarterly Personnel Report which can be found at:

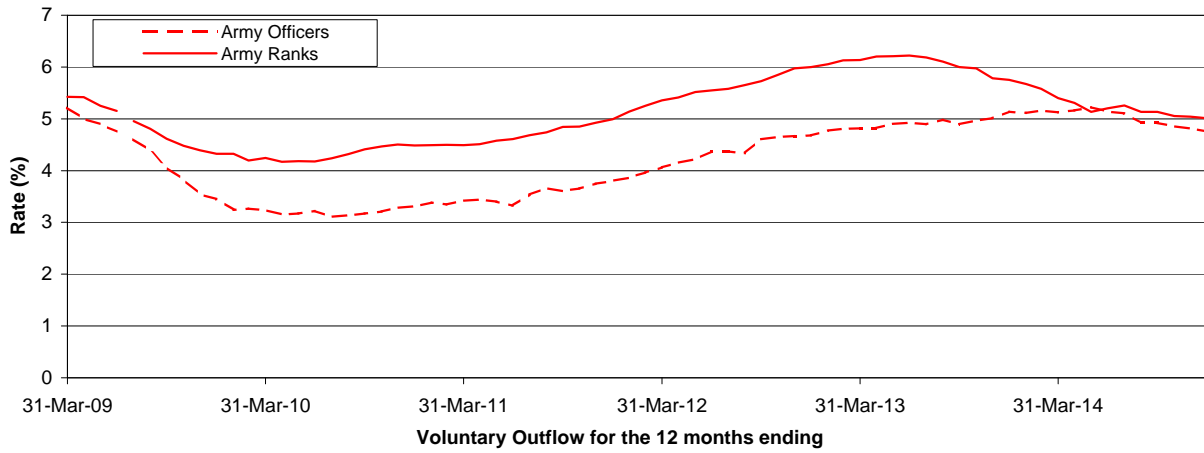
<https://www.gov.uk/government/collections/uk-armed-forces-quarterly-manning-report-statistics-index>

Voluntary Outflow (VO) from UK Regular Forces

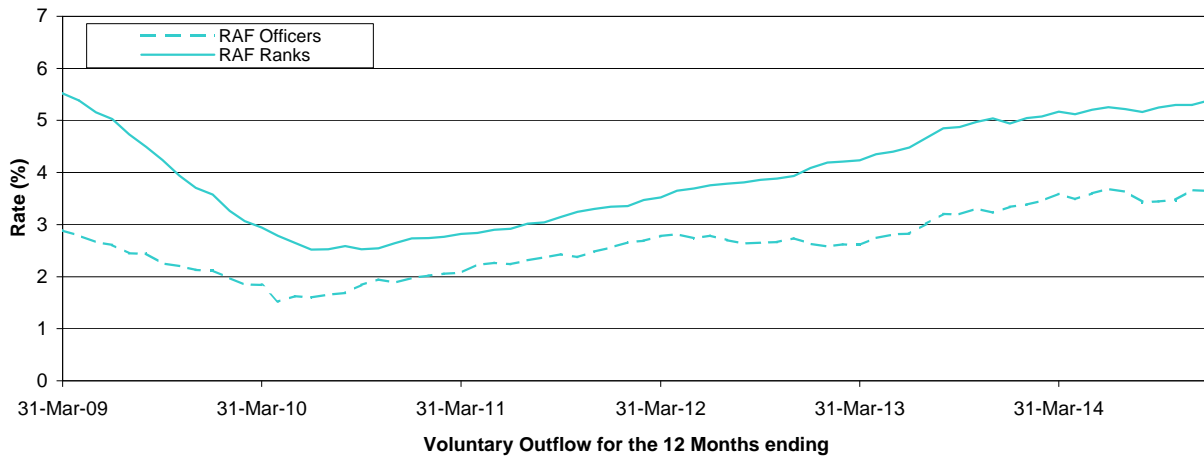
Graph 4.1: RN/RM VO rate as a percentage of average trained strength



Graph 4.2: Army VO rate as a percentage of average trained strength



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



Glossary of Terms and Abbreviations

Exit Rate All exit rates used in this publication, for trained personnel are calculated as follows:

To calculate a rate for trained 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.

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.