

# CHAPTER 2 - PERSONNEL

## INTRODUCTION

Chapter 2 is divided into six main sections

- **Personnel summary (Tables 2.1 to 2.6)** - overall statistics relating to both civilians and Armed Forces personnel, including numbers overseas.
- **UK Armed Forces (Tables 2.7 to 2.28)** – summaries of the main trends in strengths, intakes and outflows of personnel in the UK Armed Forces. A chart setting out the equivalent ranks between the Services and civilians is included as **Table 2.28**.
- **Civilian personnel (Tables 2.29 to 2.38)** - summaries of the main trends in strengths, intakes and outflows of civilian personnel.
- **War Pensions (Table 2.39)** – statistics on the numbers receiving various types of war pension.
- **Compensation claims made against the MOD (Tables 2.40 and 2.41)** - statistics on the numbers of new and settled claims made against the MOD.
- **International (Table 2.42)** - manpower holdings and ceilings by member countries of the Conventional Armed Forces in Europe (CFE) Treaty.

Key trends and summaries precede the **UK Armed Forces** and **Civilian Personnel** sections. These can be found on pages 58 and 85 respectively.

### New Tables

Chapter 2 includes three tables presented for the first time: **Table 2.14** (Strength of UK Regular Forces by Service and **ethnic origin** at 1 April each year); **Table 2.15** (Strength of UK Regular Forces by Service and **religion** at 1 April each year); and **Table 2.16** (Strength of the Trained UK Regular Forces by **nationality** and Service at 1 April each year). The deaths in the armed forces (formerly tables **2.24** and **2.25** in previous editions of UKDS) and civilian sickness absence tables (formerly table **2.36**) are no longer featured in this chapter - due to the inclusion of the new Health Chapter, these tables have now moved to **Chapter 3**. **Tables 2.14 to 2.36** as presented in UKDS 2007 have been renumbered to allow for the inclusion of new tables and the transfer of health related tables to Chapter 3.

### Data sources

The principal sources of data for personnel information presented in UKDS Chapter 2 are the civilian and Armed Forces administrative databases.

**Armed Forces** statistics to 2005 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 in the RAF from April 2006, in the Naval Service from November 2006 and in the Army from April 2007. All statistics before these points are derived from single Service legacy systems.

**Civilian statistics** are compiled from several sources. Data for MOD staff are taken from personnel systems; CIPMIS prior to April 2003, HRMS from April 2004 onwards and a combination of the two in the year in between.

The MOD has four Trading Funds<sup>1</sup> that provide DASA with monthly extracts from their personnel systems. The Royal Fleet Auxiliary (RFA) data are taken from the MOD pay system and locally engaged civilians (LEC) data are derived from quarterly head counts provided to DASA by administrators in each Top Level Budget (TLB).

### Data quality

**Armed Forces** data on JPA are a combination of mandatory and non-mandatory fields populated by unit administrators and voluntary fields such as **ethnic origin** that Armed Forces personnel can choose to complete based on their self-perceptions. In 2002 the ethnicity categories were aligned with the new classifications in the 2001 Census of Population. Analysis conducted by DASA indicates that the percentage of ethnic minority Service personnel in the unknown or undeclared population is higher than in the declared population. If the percentage of personnel with unknown or undeclared ethnicity exceeds 40% DASA consider the risk of misrepresenting ethnicity percentages is too high to publish.

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Due to ongoing validation of data from JPA some data are provisional. This is indicated by a superscript *p* next to the figure and means that the data are sufficiently accurate to be published but that further validation may lead to small revisions that should not materially affect the information presented.

**Civilian data** on HRMS are a combination of fields mandated by the People Pay and Pensions Agency (PPPA), such as grade, with voluntary fields such as **disability status**. Civilian personnel complete these fields based on their self perceptions. If personnel that consider they have a disability are more or less likely to record their status than those who consider they are not disabled, the percentages of disabled persons presented will be too high or too low depending on the direction of the bias. It is not possible for DASA to measure this bias without surveying a random sample of the unknown or undeclared group.

Most tables presented in Chapter 2 meet the high standards of quality and integrity demanded by the National Statistics code of practice. The following tables require further validation of data and methods before they attain National Statistics status: **Table 2.40**, **Table 2.41** and **Table 2.42**.

<sup>1</sup> Defence Support Group (formerly Army Base Repair Organisation and the Defence Aviation and Repair Agency)  
Defence Science and Technology Laboratory  
Hydrographic Office  
Meteorological Office

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**Table 2.1** Recent trends in Service and civilian personnel<sup>1</sup> strengths at 1 April each year

	Thousands: FTE							
	1990 <sup>2</sup>	1997	2003	2004	2005	2006 <sup>3</sup>	2007 <sup>3</sup>	2008
<b>Total personnel<sup>4</sup></b>	<b>487.3</b>	<b>348.5</b>	<b>321.0</b>	<b>322.4</b>	<b>315.3</b>	<b>304.8<sup>r</sup></b>	<b>293.8<sup>r p</sup></b>	<b>282.6<sup>p</sup></b>
<b>Service</b>	<b>314.8</b>	<b>215.1</b>	<b>213.4</b>	<b>213.3</b>	<b>206.9</b>	<b>201.4</b>	<b>196.1<sup>p</sup></b>	<b>193.1<sup>p</sup></b>
UK Regulars	305.8	210.8	206.9	207.0	201.1	195.9	190.4 <sup>p</sup>	187.1 <sup>p</sup>
FTRS	-	-	2.4	2.2	1.7	1.5	1.6 <sup>p</sup>	1.8 <sup>p</sup>
Gurkhas <sup>5</sup>			3.8	3.7	3.7	3.7	3.7 <sup>p</sup>	3.9 <sup>p</sup>
Locally entered/engaged <sup>5</sup>	9.0	4.3	0.4	0.4	0.4	0.4	0.4	0.4
<b>Civilian Level 0<sup>1,4</sup></b>	<b>172.5</b>	<b>133.3</b>	<b>107.6</b>	<b>109.0</b>	<b>108.5</b>	<b>103.4<sup>r</sup></b>	<b>97.7<sup>r</sup></b>	<b>89.5</b>
Level 1 <sup>1</sup>	141.4	101.9	81.5	82.2	82.0	78.1	73.8	69.0
Trading Funds <sup>4</sup>	-	15.5	12.2	11.4	10.8	10.7	10.1	9.2
Locally engaged civilians	31.1	15.9	13.8	15.4	15.7	14.5 <sup>r</sup>	13.8 <sup>r</sup>	11.2

Excluded from the above table:

<b>Royal Irish (Home Service)</b>	<b>6.2</b>	<b>4.8</b>	<b>3.5</b>	<b>3.4</b>	<b>3.2</b>	<b>3.1</b>	<b>2.1</b>	<b>-<sup>6</sup></b>
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Source: DASA (Quad-Service)

1. Civilian Level 0 and Level 1 are defined in the Glossary.

2. Data using the definition of civilians updated in April 2004 are not available for 1990 - figures are as published in UK Defence Statistics 1990.

The 1990 figure excludes casual staff and those not directly funded by the MOD.

3. LEC figures for April 2006 and 2007 have been revised due to the inclusion of previously unavailable data on personnel based in Brunei and in the CJO

4. The following changes have affected the continuity of the civilian data: removal of GCHQ personnel from April 1994 and the contractorisation of the Atomic Weapons Establishment (6,000) in 1993. In 2001 the QinetiQ portion of the Defence Evaluation and Research Agency (8,000) was established as a private company. At 1 April 2008 the Defence Aviation Repair Agency and the Army Based Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.

5. Gurkhas are included in the locally entered service personnel figures until 1997 after which they are shown separately.

6. The Home Service of the Royal Irish Regiment was officially disbanded on 31 March 2008.

Due to ongoing validation of data from the Joint Personnel Administration System, Service strength statistics for 1 April 2007 and 1 April 2008 are provisional and subject to review.

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**Table 2.2** Civilian personnel<sup>1</sup> by budgetary area, at 1 April 2008

Due to ongoing validation of data from a new personnel administration system, Service personnel figures broken down by budgetary area at 1 April 2008 are currently unavailable.

	Thousands: FTE		
	Total	Non-industrial	Industrial
<b>Civilian Level 0<sup>1, 2</sup></b>	<b>89.5</b>	*	*
<b>Royal Navy Areas</b>			
<b>Commander-in-Chief Fleet<sup>2</sup></b>	<b>4.6</b>	*	*
Fleet	2.3	1.8	0.5
Royal Fleet Auxiliary Service <sup>2</sup>	2.3	*	*
<b>Army Areas</b>			
<b>Commander-in-Chief Land Forces<sup>3</sup></b>	<b>17.2</b>	<b>12.2</b>	<b>5.0</b>
Chief of Staff Land Forces	3.2	3.0	0.2
Regional Forces	11.8	7.5	4.3
Field Army	0.9	0.6	0.3
Joint Helicopter Command	0.4	0.2	0.2
Service Children's Education Agency	1.0	1.0	-
<b>Royal Air Force Areas</b>			
<b>Air Officer Commanding-in-Chief</b>	<b>8.7</b>	<b>5.7</b>	<b>3.0</b>
HQ Air Command	8.7	5.7	3.0
<b>Defence Equipment &amp; Support</b>			
<b>Defence Equipment &amp; Support</b>	<b>18.0</b>	<b>15.2</b>	<b>2.8</b>
Defence Equipment Support Management Group	14.9	14.2	0.6
Future Defence Supply Chain	3.2	1.0	2.2

Source: DASA(Quad-service)  
Continued overleaf

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**Table 2.2** Civilian personnel<sup>1</sup> by budgetary area, at 1 April 2008 (continued)

	Thousands: FTE		
	Total	Non-industrial	Industrial
<b>MoD Head Office, HQ and centrally managed expenditure</b>			
<b>Central Top Level Budget</b>	<b>16.9</b>	<b>16.4</b>	<b>0.5</b>
Chief of Defence Intelligence	1.6	1.5	0.1
Defence Academy	0.4	0.4	-
Defence Export Services Organisation	0.1	0.1	-
Deputy Chief of the Defence Staff (Health)	0.7	0.6	0.1
Finance Director	1.0	1.0	-
Ministry of Defence Police and Guarding Agency	7.8	7.7	-
Personnel Director	2.3	2.3	-
Policy and Commitments	0.8	0.6	0.2
Central Other <sup>4</sup>	2.2	2.1	0.1
<b>Chief of Joint Operations</b>	<b>0.3</b>	<b>0.3</b>	-
Commander of British Forces Cyprus	0.1	0.1	-
Commander of British Forces Falklands	-	-	-
Commander of British Forces Gibraltar	-	-	-
Permanent Joint Headquarters	0.1	0.1	-
<b>Defence Estates</b>	<b>2.7</b>	<b>2.6</b>	<b>0.1</b>
<b>Science Innovation &amp; Technology</b>	<b>0.3</b>	<b>0.3</b>	-
<b>Unallocated</b>	<b>0.3</b>	<b>0.2</b>	<b>0.1</b>
<b>Civilian Level 1<sup>1,2</sup></b>	<b>69.0</b>	*	*
<b>MOD owned Trading Funds<sup>2</sup></b>			
<b>Defence Science &amp; Technology Laboratories</b>	<b>3.3</b>	*	*
<b>Meteorological Office</b>	<b>1.7</b>	*	*
<b>UK Hydrographic Office</b>	<b>1.0</b>	*	*
<b>Defence Support Group<sup>5</sup></b>	<b>3.1</b>	*	*
<b>Locally engaged civilians<sup>2</sup></b>	<b>11.2</b>	*	*
<b>Civilian Level 0<sup>1,2</sup></b>	<b>89.5</b>	*	*

Source: DASA(Quad-Service)

1. Civilian Level 0 and Level 1 are defined in the Glossary.
2. A breakdown of industrial and non-industrial personnel is unavailable for Royal Fleet Auxiliary, Trading Funds and locally engaged civilian personnel.
3. As at 1 April 2008, Land Command and Adjutant General combined to form Land Forces.
4. This budgetary area contains personnel from the following working level management groups: Service Personnel and Veterans Agency, Programme Costs, Strategy Director and any residual from budgetary areas closed in Central TLB.
5. As at 1 April 2008, the Defence Aviation Repair Agency and the Army Base Repair Organisation merged to form the Defence Support Group and around 1 000 personnel transferred to the Vector Aerospace Corporation.

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**Table 2.3** Location of Service and civilian personnel<sup>1,2</sup> in the United Kingdom

At 1 July each year		1990	1997	1999	2000	Thousands: FTE		
						2005	2006	2007
<b>United Kingdom</b>		..	<b>276.9</b>	<b>272.0</b>	<b>267.7</b>	<b>254.5</b>	<b>245.6</b>	<b>236.8</b> <sup>P</sup>
	Service	215.9	171.6	171.8	170.3	169.6	164.4	159.7 <sup>P</sup>
	Civilian	..	105.3	100.2	97.4	84.9	81.2	77.1
<b>England</b>		..	<b>229.4</b>	<b>226.5</b>	<b>222.6</b>	<b>216.2</b>	<b>209.8</b>	<b>205.8</b> <sup>P</sup>
	Service	179.6	142.6	144.4	143.0	145.0	141.6	140.3 <sup>P</sup>
	Civilian	..	86.8	82.2	79.5	71.2	68.2	65.5
<b>Wales</b>		..	<b>8.4</b>	<b>8.4</b>	<b>8.3</b>	<b>6.2</b>	<b>5.4</b>	<b>5.0</b> <sup>P</sup>
	Service	5.3	3.3	3.3	3.2	2.9	2.5	2.6 <sup>P</sup>
	Civilian	..	5.1	5.2	5.0	3.4	2.9	2.4
<b>Scotland</b>		..	<b>24.2</b>	<b>24.6</b>	<b>24.7</b>	<b>20.2</b>	<b>19.7</b>	<b>18.9</b> <sup>P</sup>
	Service	19.3	13.9	14.9	15.1	13.2	12.9	12.4 <sup>P</sup>
	Civilian	..	10.3	9.7	9.6	7.0	6.8	6.5
<b>Northern Ireland</b>		..	<b>14.6</b>	<b>12.2</b>	<b>11.6</b>	<b>10.4</b>	<b>9.1</b>	<b>7.3</b> <sup>P</sup>
	Service	11.5	11.5	9.0	8.4	7.0	5.9	4.5 <sup>P</sup>
	Civilian	..	3.1	3.2	3.2	3.4	3.2	2.8

Source: DASA (Quad-Service)

### Service and Civilian personnel<sup>1,2</sup> by Government Office Region

At 1 April each year	Service			Civilian		
	2007	2008	% change <sup>3</sup>	2007	2008	% change <sup>3</sup>
<b>United Kingdom</b>	<b>161 390</b> <sup>r P</sup>	<b>158 660</b> <sup>P</sup>	<b>-1.7</b>	<b>68 230</b>	<b>63 960</b>	<b>-6.3</b>
<b>England</b>	<b>141 390</b> <sup>r P</sup>	<b>140 310</b> <sup>P</sup>	<b>-0.8</b>	<b>57 880</b>	<b>54 880</b>	<b>-5.2</b>
East of England	18 070 <sup>r P</sup>	17 950 <sup>P</sup>	-0.7	6 430	6 400	-0.5
East Midlands	9 270 <sup>r P</sup>	9 230 <sup>P</sup>	-0.4	2 410	2 390	-0.7
London	6 790 <sup>r P</sup>	5 900 <sup>P</sup>	-13.2	6 040	5 370	-11.1
North East	1 490 <sup>r P</sup>	1 450 <sup>P</sup>	-2.8	510	510	0.6
North West	1 720 <sup>r P</sup>	1 710 <sup>P</sup>	-0.9	2 640	2 530	-4.2
South East	44 880 <sup>r P</sup>	45 610 <sup>P</sup>	1.6	13 630	12 660	-7.1
South West	39 160 <sup>r P</sup>	39 030 <sup>P</sup>	-0.3	18 290	17 630	-3.6
West Midlands	6 190 <sup>r P</sup>	5 900 <sup>P</sup>	-4.7	4 330	3 820	-11.7
Yorkshire and The Humber	13 790 <sup>r P</sup>	13 530 <sup>P</sup>	-1.9	3 590	3 560	-1.0
<b>Wales</b>	<b>2 590</b> <sup>r P</sup>	<b>2 640</b> <sup>P</sup>	<b>1.7</b>	<b>1 420</b>	<b>1 230</b>	<b>-13.1</b>
<b>Scotland</b>	<b>12 640</b> <sup>r P</sup>	<b>11 970</b> <sup>P</sup>	<b>-5.3</b>	<b>6 020</b>	<b>5 730</b>	<b>-4.7</b>
<b>Northern Ireland</b>	<b>4 770</b> <sup>r P</sup>	<b>3 740</b> <sup>P</sup>	<b>-21.6</b>	<b>2 920</b>	<b>2 120</b>	<b>-27.6</b>
Unallocated	580 <sup>r P</sup>	370 <sup>P</sup>	-36.2	540	370	-32.1
Royal Fleet Auxiliaries	*	*	*	2 360	2 270	-3.5
<b>Overseas</b>	<b>27 990</b> <sup>r P</sup>	<b>27 630</b> <sup>P</sup>	<b>-1.3</b>	<b>2 650</b>	<b>2 450</b>	<b>-7.7</b>
<b>Civilian Level 1</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>73 780</b>	<b>69 050</b>	<b>-6.4</b>
<b>Trading Funds</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>10 060</b>	<b>9 210</b>	<b>-8.5</b>
Trading Funds United Kingdom	*	*	*	9 870	8 930	-9.5
Trading Funds Overseas	*	*	*	40	30	-11.4
Trading Fund Unallocated	*	*	*	160	250	57.7
<b>Locally Engaged Civilians</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>13 840</b> <sup>r</sup>	<b>11 240</b>	<b>-20.9</b>
<b>Civilian Level 0</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>97 690</b> <sup>r</sup>	<b>89 500</b>	<b>-8.7</b>

Source: DASA (Quad-Service)

1. Service personnel figures are for UK Regular Forces, and therefore exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists.
2. Civilian Level 0 and Level 1 are defined in the Glossary.
3. Percentage change is calculated from unrounded data.

Due to ongoing validation of data from the Joint Personnel Administration System, Service strength statistics for 1 April 2007, 1 July 2007 and 1 April 2008 are provisional and subject to review.

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**Table 2.4** Global locations of Service<sup>1</sup> and civilian personnel, at 1 April each year

		Number: FTE						
		1997	2003	2004	2005	2006	2007	2008
<b>Global Total</b>		<b>344 120</b>	..	..	<b>309 570</b>	<b>299 240</b> <sup>e,r</sup>	<b>288 080</b> <sup>r,p</sup>	<b>276 560</b> <sup>p</sup>
	Service	210 820	..	..	201 100	195 870 <sup>e</sup>	190 400 <sup>r,p</sup>	187 060 <sup>p</sup>
	Civilian	133 290	107 580	109 050	108 470	103 380 <sup>r</sup>	97 690 <sup>r</sup>	89 500
	Level 0 <sup>2</sup>							
<b>United Kingdom</b>	Service	166 080	..	..	171 870	167 330 <sup>e</sup>	161 390 <sup>r,p</sup>	158 660 <sup>p</sup>
	Civilian	107 480	84 760	86 210	84 740	83 000	78 110	72 840
<b>Overseas Total</b>		<b>60 420</b>	..	..	<b>47 500</b>	<b>45 820</b> <sup>r</sup>	<b>44 520</b> <sup>r,p</sup>	<b>41 340</b> <sup>p</sup>
	Service	42 700	..	..	29 130	28 540	27 990 <sup>r,p</sup>	27 630 <sup>p</sup>
	Civilian	17 730	16 030	17 810	18 270	17 280 <sup>r</sup>	16 530 <sup>r</sup>	13 710
<b>Mainland European States</b>		<b>41 160</b>	..	..	<b>34 040</b>	<b>32 710</b> <sup>e</sup>	<b>32 650</b> <sup>r,p</sup>	<b>31 200</b> <sup>p</sup>
Germany	Service	21 900	..	..	22 170	21 960 <sup>e</sup>	21 710 <sup>r,p</sup>	21 690 <sup>p</sup>
	Civilian	12 130	9 440	9 780	9 700	8 700	8 790	7 910
Balkans <sup>3</sup>	Service	5 100	..	..	170	30 <sup>e</sup>	50 <sup>r,p</sup>	20 <sup>p</sup>
	Civilian	20	980	640	660	680	710	230
Remainder	Service	1 920	..	..	1 200	1 180 <sup>e</sup>	1 160 <sup>r,p</sup>	1 130 <sup>p</sup>
	Civilian	100	130	130	140	160	230	220
<b>Mediterranean</b>		<b>8 690</b>	..	..	<b>7 430</b>	<b>7 630</b> <sup>e</sup>	<b>6 740</b> <sup>r,p</sup>	<b>5 670</b> <sup>p</sup>
Cyprus	Service	4 090	..	..	3 170	3 040 <sup>e</sup>	2 950 <sup>r,p</sup>	2 780 <sup>p</sup>
	Civilian	2 930	2 760	2 880	2 790	3 230	2 280 <sup>r</sup>	1 850
Gibraltar	Service	480	..	..	360	340 <sup>e</sup>	310 <sup>r,p</sup>	280 <sup>p</sup>
	Civilian	1 200	1 090	1 200	1 100	1 010	1 190	750
<b>Middle East<sup>4</sup></b>	Service	670	..	..	390	390 <sup>e</sup>	270 <sup>r,p</sup>	320 <sup>p</sup>
	Civilian	40	120	1 610	1 650	1 380 <sup>r</sup>	1 490	1 020
<b>Far East/Asia</b>	Service	2 210	..	..	260	260 <sup>e</sup>	220 <sup>r,p</sup>	260 <sup>p</sup>
	Civilian	770	710	730	730	960 <sup>r</sup>	750	740
<b>Africa</b>		<b>560</b>	..	..	<b>950</b>	<b>560</b> <sup>e</sup>	<b>610</b> <sup>r,p</sup>	<b>660</b> <sup>p</sup>
Sierra Leone	Service	-	..	..	100	90 <sup>e</sup>	90 <sup>p</sup>	80 <sup>p</sup>
	Civilian	-	-	-	610	230	220	220
Remainder	Service	550	..	..	70	70 <sup>e</sup>	70 <sup>p</sup>	70 <sup>p</sup>
	Civilian	-	160	160	170	180	230	280

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**Table 2.4 Global locations of Service<sup>1</sup> and civilian personnel, at 1 April each year (continued)**

		Number: FTE						
		1997	2003	2004	2005	2006	2007	2008
<b>North America</b>		<b>2 260</b>	..	..	<b>910</b>	<b>870<sup>e</sup></b>	<b>850<sup>r p</sup></b>	<b>890<sup>p</sup></b>
USA	Service	1 310	..	..	400	410 <sup>e</sup>	390 <sup>r p</sup>	420 <sup>p</sup>
	Civilian	100	200	200	200	180	180	180
Canada <sup>5</sup>	Service	840	..	..	290	260 <sup>e</sup>	270 <sup>r p</sup>	270 <sup>p</sup>
	Civilian	10	-	10	20	20	10	20
<b>Central/South America</b>	Service	300	..	..	100	110 <sup>e</sup>	90 <sup>r p</sup>	90 <sup>p</sup>
	Civilian	10	150	150	150	170	180	190
<b>Falkland Islands<sup>6</sup></b>	Service	1 790	..	..	320	310 <sup>e</sup>	290 <sup>r p</sup>	130 <sup>p</sup>
	Civilian	40	50	50	50	60	60	50
<b>Elsewhere<sup>7</sup></b>	Service	1 550	..	..	230	90 <sup>e</sup>	100 <sup>r p</sup>	110 <sup>p</sup>
	Civilian	390	240	280	280	340	220 <sup>r</sup>	60
<b>Unallocated</b>		<b>7 910</b>	..	..	<b>3 110</b>	<b>750<sup>e</sup></b>	<b>1 270<sup>r p</sup></b>	<b>980<sup>p</sup></b>
	Service	2 040	..	..	-	- <sup>e</sup>	580 <sup>r p</sup>	370 <sup>p</sup>
	Civilian	5 870	4 340	2 710	3 110	750	690	610
<b>Royal Fleet Auxiliaries</b>	<b>Civilian</b>	<b>2 210</b>	<b>2 450</b>	<b>2 310</b>	<b>2 350</b>	<b>2 340</b>	<b>2 360</b>	<b>2 270</b>

Source: DASA(Quad-Service)

1. Data for the global locations of Service personnel were suspended between 2003 - 2004 because of concerns over quality of the source data. Figures for 1997 showed where Service personnel were deployed. From 2005 data show where Service personnel are stationed.
2. Civilian Level 0 and Level 1 are defined in the Glossary.
3. Consists of Bosnia-Herzegovina, Croatia, the Former Yugoslav Republic of Macedonia, Kosovo, Montenegro, and Serbia.
4. Including Egypt, Iraq and Libya. Service personnel figures for 1 April 2005 and 1 April 2006 include Naval Parties, but exclude all other personnel deployed on operations from 1 April 2007. Figures exclude all personnel deployed on operations.
5. Excluding British troops training in Canada at the British Army Training Unit, Suffield.
6. Whilst the Falkland Islands figure appears to have fallen between 2007 and 2008, the number of personnel located in the Falkland Islands has remained constant. The apparent fall is due to changes in the way administrative systems record the type of assignment of personnel in the Falklands Islands. Those on temporary assignments are shown against their permanent stationed location.
7. Includes personnel in transit and those in any other geographic region that is not specifically identified above.

Due to ongoing validation of data from the Joint Personnel Administration System, Service strength statistics for 1 April 2007 and 1 April 2008 are provisional and subject to review.

# CHAPTER 2 - PERSONNEL

## PERSONNEL SUMMARY

**Table 2.5** Strength of locally entered personnel including Gurkhas by global location, at 1 April each year

	1990	1997	2003	2004	2005	2006	2007 <sup>1</sup>	2008
<b>Total</b>	<b>40 160</b>	<b>20 190</b>	<b>17 970</b>	<b>19 510</b>	<b>19 740</b>	<b>18 560 <sup>r</sup></b>	<b>17 940 <sup>r</sup></b>	<b>15 480 <sup>p</sup></b>
Naval Service	310	190	-	-	-	-	-	-
Army	8 710	4 140	4 130	4 080	4 080	4 010	4 100	4 240 <sup>p</sup>
<i>of which Gurkhas</i>	..	3 760	3 760	3 720	3 690	3 660	3 710	3 860 <sup>p</sup>
Royal Air Force	-	-	-	-	-	-	-	-
Civilian	31 140	15 860	13 840	15 430	15 660	14 540 <sup>r</sup>	13 840 <sup>r</sup>	11 240
<i>by location</i>								
<b>United Kingdom</b>								
Army	1 300	2 000	2 600	2 550	2 520	2 550	2 770	3 020 <sup>p</sup>
<i>of which Gurkhas</i>	..	2 000	2 600	2 550	2 520	2 550	2 770	3 020 <sup>p</sup>
<b>Continental Europe</b>								
Civilian	23 290	10 790	8 070	8 290	8 050	7 040	7 210	6 350
<b>Mediterranean</b>								
Gibraltar								
Army <sup>2</sup>	70	350	370	360	390	350	400	380 <sup>p</sup>
Civilian	1 530	1 130	1 030	1 140	1 040	940	1 130	700
Malta								
Civilian	10	-	-	-	-	-	-	-
Cyprus								
Civilian <sup>3</sup>	2 460	2 660	2 440	2 510	2 430	2 870	1 960 <sup>r</sup>	1 550
<b>Far East</b>								
Hong Kong								
Naval Service	310	190	-	-	-	-	-	-
Army	5 310	140	-	-	-	-	-	-
<i>of which Gurkhas</i>	..	120	-	-	-	-	-	-
Civilian	2 630	190	-	-	-	-	-	-
Brunei								
Army	840	780	790	730	770	800	840	790 <sup>p</sup>
<i>of which Gurkhas</i>	..	780	790	730	770	800	840	790 <sup>p</sup>
Civilian	200	230	300	300	300	290 <sup>r</sup>	290	290
Nepal <sup>4</sup>								
Army	1 190	860	370	440	400	300	90	40 <sup>p</sup>
<i>of which Gurkhas</i>	..	860	370	440	400	300	90	40 <sup>p</sup>
Civilian		300	360	370	370	360	360	360
Elsewhere	} 290 {							
Civilian		40	20	20	20	40	40	40
<b>Other areas</b>								
Falkland Islands								
Army	-	-	-	-	-	10	10	- <sup>p</sup>
<i>of which Gurkhas</i>	..	-	-	-	-	10	10	- <sup>p</sup>
Elsewhere								
Civilian <sup>5</sup>	730	530	1 620	2 790	3 440	2 990 <sup>r</sup>	2 850	1 950

Source: DASA(Quad-Service)

1. Due to the introduction of the Joint Personnel Administration system, locally entered Service personnel figures by location for 1 April 2007 are not available and therefore shown as at 1 March 2007.
2. Gibraltar Army figures comprise the Gibraltar Permanent Cadre and Gibraltar Volunteer Reserve.
3. From 1996, includes the locally employed dependents of Service personnel.
4. In March 2007 Gurkha terms and conditions of service were changed, and, among other things, this involved replacing Nepal Long Leave (five months' unpaid leave every three years) with the same leave entitlement as UK Regular soldiers (30 days paid leave each year). As a result, the number of Gurkhas recorded as being in Nepal is lower from 1 April 2007 onwards than in previous years.
5. The increase in 2002 reflects the engagement of local personnel in Bosnia-Herzegovina and Kosovo and the increase in 2004 of the engagement of personnel in Iraq.

Due to ongoing validation of data from the Joint Personnel Administration System, Service strength statistics for 1 April 2008 are provisional and subject to review.

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## PERSONNEL SUMMARY

**Table 2.6** Civilian personnel<sup>1</sup> in UK Defence Agencies and MOD-owned Trading Funds, at 1 April 2008

Due to ongoing validation of data from a new personnel administration system, the number of Service personnel in UK Defence Agencies and Trading Funds at 1 April 2008 are currently unavailable.

		Number: FTE					
		Grand Total	England	Scotland	Wales	N.Ireland	Elsewhere
<b>Total Agencies and Trading Funds</b>		<b>23 510</b>	<b>18 590</b>	<b>2 200</b>	<b>1 230</b>	<b>50</b>	<b>1 440</b>
<i>As a percentage of total MOD personnel in category</i>		26	30	37	57	3	8
<b>Agencies<sup>2,3</sup></b>							
<b>Service Personnel and Veterans Agency</b>	<b>Total</b>	<b>940</b>	<b>880</b>	<b>50</b>	<b>10</b>	-	-
	Non-industrial	900	840	50	10	-	-
	Industrial	50	50	-	-	-	-
<b>Defence Storage and Distribution Agency</b>	<b>Total</b>	<b>3 160</b>	<b>2 520</b>	<b>530</b>	<b>80</b>	<b>10</b>	<b>10</b>
	Non-industrial	1 000	770	180	50	-	10
	Industrial	2 150	1 760	360	30	10	-
<b>Defence Vetting Agency</b>	<b>Total</b>	<b>380</b>	<b>240</b>	-	-	-	<b>140</b>
	Non-industrial	380	240	-	-	-	140
	Industrial	-	-	-	-	-	-
<b>Ministry of Defence Police and Guarding Agency</b>	<b>Total</b>	<b>7 760</b>	<b>6 150</b>	<b>1 350</b>	<b>200</b>	-	<b>50</b>
	Non-industrial	7 710	6 120	1 340	200	-	50
	Industrial	50	30	10	-	-	-
<b>People Pay and Pensions Agency</b>	<b>Total</b>	<b>1 110</b>	<b>1 080</b>	<b>10</b>	-	<b>10</b>	<b>10</b>
	Non-industrial	1 110	1 080	10	-	10	10
	Industrial	-	-	-	-	-	-
<b>Service Childrens Education</b>	<b>Total</b>	<b>960</b>	-	-	-	-	<b>960</b>
	Non-industrial	960	-	-	-	-	960
	Industrial	-	-	-	-	-	-
<b>Trading Funds<sup>5,6</sup></b>							
Defence Support Group <sup>4</sup>		3 120	2 000	160	920	20	20
Defence Scientific and Technology Laboratories		3 350	3 110	-	-	-	230
Meteorological Office		1 740	1 590	100	20	10	30
UK Hydrographic Office		1 010	1 010	-	-	-	-
<b>MOD Total excluding Agencies and Trading Funds</b>		<b>52 470</b>	<b>44 000</b>	<b>3 790</b>	<b>940</b>	<b>2 090</b>	<b>1 650</b>
Locally engaged civilian staff <sup>5</sup>		<b>11 240</b>	-	-	-	-	<b>11 240</b>
Royal Fleet Auxiliary (RFA) staff <sup>5</sup>		<b>2 270</b>	-	-	-	-	<b>2 270</b>
<b>Civilian Level 0</b>		<b>89 500</b>	<b>62 590</b>	<b>5 990</b>	<b>2 170</b>	<b>2 150</b>	<b>16 600</b>

Source: DASA(Quad-Service)

1. Civilian Level 0 and Level 1 are defined in the Glossary.
2. Data are drawn from the Resource Accounting and Budgeting system.
3. The following Agencies formally ceased to be Defence Agencies as at 1st April 2008: Defence Analytical Services Agency and the Defence Medical And Education Training Agency.
4. Defence Support Group was formed in April 2008 from the merger of the Army Base Repair Organisation and Defence Aviation Repair Agency Trading Funds.
5. A breakdown of industrial and non-industrial personnel is unavailable for Royal Fleet Auxiliary, Trading Funds and locally engaged civilian personnel.
6. Data are drawn from personnel records.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

### Armed Forces personnel key points and trends

#### Strength and requirement

Both the required size and actual strength of the UK's Armed Forces have decreased.

- At 1 April 2008 the total strength of the UK Regular Forces was 187,060 (see **Table 2.7**), a decrease of 38.8% from the 1 April 1990 strength of 305,750.
- The 2008 strength is 1.8% lower than the 190,400 serving in 2007.
- Four fifths of the total decrease in strength from 1990 to 2008 took place during the period 1990 to 1997 as the Armed Forces were restructured following the end of the Cold War (see **Chart 2.7**).
- The requirement for the UK's full time trained Armed Forces officers has decreased 4.0% from 30,280 in 2003 to 29,070 in 2008. The equivalent decrease for the other ranks is 8.9% from 164,850 in 2003 to 150,190 in 2008 (see **Table 2.9**).
- At 1 April 2008 the strength of the full-time trained Armed Forces was 173,960, 5,310 below the requirement of 179,270.

#### Intake and outflow

More people are leaving the Armed Forces than joining.

- Intake and outflow figures over the time series presented are affected by the drawdown in strength from 1990 to 1997 after the Cold War.
- Intake of civilians into the UK Regular Armed Forces has decreased 31.7% from 31,210 in the financial year 1990/91 to 21,330 in 2007/08 (see **Table 2.19**). The largest decrease took place between 1990/91 and 1997/98. From 1997/98 to 2007/08 intake figures have ranged between 17,590 and 23,610.
- Total intake during the financial year 2007/08 intake was 7.8% higher than 2006/07; 21,330 compared with 19,790.
- Outflow from the trained strength of the UK Regular Forces (see **Table 2.24**) has exceeded the number of new entries to the trained strength (Gains to Trained Strength) (see **Table 2.22**) for each of the last four financial years - 2004/05 to 2007/08.
- Outflow from the UK Regular Forces to civil life has decreased by 36.8% from 39,080 in 1990/91 to 24,690 in 2007/08 (see **Table 2.23**). From 1997/98 to 2007/08 the number of personnel leaving has been relatively stable.

#### Ethnic Minorities

The percentage of ethnic minorities serving in the Armed Forces is increasing

- The percentage of ethnic minorities in the UK Regular Forces has increased every year from 4.3% in 2003 to 6.1% in 2008, mostly due to an increase in the percentage of ethnic minorities in ranks Corporal and below (see **Table 2.11**).
- The percentage of ethnic minorities joining the Army other ranks (the largest component of the UK Armed Forces) was 11.0% in 2007/08 – the highest of the five financial years shown.

#### Females

The percentage of females serving in the Armed Forces is increasing

- The percentage of females in the UK Regular Forces has increased from 5.7% in 1990 to 9.4% in 2008 (see **Table 2.13**). The RAF has the highest percentage of female personnel (13.2% in 2008) followed by the Naval Service (9.5% in 2008) then the Army (7.8% in 2008) (see **Table 2.13**).
- The percentage of people joining the untrained strength of the UK Regular Forces that are female has been steadily decreasing from 14.3% in 1997/98 to 9.9% in 2007/08 (see **Table 2.21**). The rate of the decline has been faster for other ranks (13.9% down to 9.2%) compared with officers (18.8% down to 17.1%).
- The percentage of officers leaving in the UK Regular Forces that are female has increased from 9.9% from 1997/98 to 12.3% in 2007/08. In contrast the percentage of other ranks leaving the UK Regular Forces that are female has decreased from 10.3% to 8.4% over the same period (see **Table 2.26**). As the percentage of females in the Armed Forces increases the percentage of females leaving will also increase.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

### Location

The percentage of MOD personnel based outside the UK is stable.

- The percentage of civilian and Service personnel<sup>1</sup> stationed outside the UK has changed from 18.6% (60,420) in 1997 to 16.0% (41,340) in 2008 (see **Table 2.4**).

### Reserve Forces

The strength of the Reserve Forces has remained more stable than the Regular Forces.

- The strength of the cadet forces has decreased from 136.0 thousand in 1990 to 127.6 thousand in 2008. There was an increase in the strength of Army cadets but this was offset by larger net decreases in the number of Naval Service and RAF cadets (see **Table 2.18**).

<sup>1</sup> Excluding personnel of unallocated location

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.7** Strength of UK Regular Forces by Service and whether trained or untrained, at 1 April each year

	1990	1997	2003	2004	2005	2006	2007	2008
	Thousands							
<b>All Services</b>	<b>305.8</b>	<b>210.8</b>	<b>206.9</b>	<b>207.0</b>	<b>201.1</b>	<b>195.9</b>	<b>190.4<sup>P</sup></b>	<b>187.1<sup>P</sup></b>
Officers	42.9	32.7	33.2	33.4	33.0	32.7	32.1 <sup>P</sup>	31.7 <sup>P</sup>
Other Ranks	262.9	178.1	173.8	173.6	168.1	163.2	158.3 <sup>P</sup>	155.3 <sup>P</sup>
<b>Trained</b>	<b>277.6</b>	<b>193.6</b>	<b>182.8</b>	<b>184.6</b>	<b>182.8</b>	<b>178.3</b>	<b>172.9<sup>P</sup></b>	<b>168.6<sup>P</sup></b>
Officers	37.9	29.8	29.4	29.9	29.9	29.7	29.3 <sup>P</sup>	28.8 <sup>P</sup>
Other Ranks	239.6	163.9	153.3	154.7	152.9	148.6	143.6 <sup>P</sup>	139.9 <sup>P</sup>
<b>Untrained</b>	<b>28.2</b>	<b>17.2</b>	<b>24.1</b>	<b>22.4</b>	<b>18.3</b>	<b>17.6</b>	<b>17.5<sup>P</sup></b>	<b>18.4<sup>P</sup></b>
Officers	4.9	2.9	3.7	3.6	3.1	3.0	2.8 <sup>P</sup>	3.0 <sup>P</sup>
Other Ranks	23.2	14.3	20.4	18.9	15.2	14.5	14.7 <sup>P</sup>	15.5 <sup>P</sup>
<b>Naval Service</b>	<b>63.3</b>	<b>45.1</b>	<b>41.5</b>	<b>40.9</b>	<b>39.9</b>	<b>39.4</b>	<b>38.9</b>	<b>38.6<sup>P</sup></b>
<i>of which: Royal Marines</i>	7.5	6.7	7.3	7.2	7.3 <sup>r</sup>	7.4	7.5	7.7 <sup>P</sup>
Officers	10.1	7.9	7.8	7.8	7.7	7.7	7.6	7.5 <sup>P</sup>
<i>of which: Royal Marines</i>	0.7	0.7	0.7	0.7	0.7	0.8	0.8	0.8 <sup>P</sup>
Other Ranks	53.1	37.2	33.8	33.1	32.2	31.7	31.3	31.1 <sup>P</sup>
<i>of which: Royal Marines</i>	6.9	6.0	6.5	6.5	6.6	6.7	6.7	6.9 <sup>P</sup>
<b>Trained</b>	<b>56.7</b>	<b>41.7</b>	<b>36.6</b>	<b>36.4</b>	<b>35.5</b>	<b>34.9</b>	<b>34.3</b>	<b>34.5<sup>P</sup></b>
Officers	8.3	7.0	6.6	6.7	6.7	6.6	6.7	6.5 <sup>P</sup>
Other Ranks	48.4	34.7	30.0	29.7	28.8	28.3	27.7	28.1 <sup>P</sup>
<b>Untrained</b>	<b>6.6</b>	<b>3.5</b>	<b>4.9</b>	<b>4.5</b>	<b>4.4</b>	<b>4.5</b>	<b>4.5</b>	<b>4.0<sup>P</sup></b>
Officers	1.9	1.0	1.2	1.1	1.0	1.0	0.9	1.0 <sup>P</sup>
Other Ranks	4.7	2.5	3.7	3.4	3.4	3.5	3.6	3.1 <sup>P</sup>
<b>Army</b>	<b>152.8</b>	<b>108.8</b>	<b>112.1</b>	<b>112.7</b>	<b>109.3</b>	<b>107.7</b>	<b>106.2<sup>P</sup></b>	<b>105.1<sup>P</sup></b>
Officers	17.4	13.7	14.4	14.7	14.7	14.7	14.6 <sup>P</sup>	14.6 <sup>P</sup>
Other Ranks	135.4	95.1	97.7	98.0	94.6	93.0	91.5 <sup>P</sup>	90.5 <sup>P</sup>
<b>Trained</b>	<b>137.4</b>	<b>97.8</b>	<b>97.6</b>	<b>99.4</b>	<b>98.5</b>	<b>96.8</b>	<b>95.4<sup>P</sup></b>	<b>93.8<sup>P</sup></b>
Officers	16.2	12.7	13.2	13.5	13.6	13.8	13.8 <sup>P</sup>	13.7 <sup>P</sup>
Other Ranks	121.2	85.0	84.4	85.9	84.9	83.1	81.6 <sup>P</sup>	80.2 <sup>P</sup>
<b>Untrained</b>	<b>15.4</b>	<b>11.1</b>	<b>14.5</b>	<b>13.3</b>	<b>10.8</b>	<b>10.9</b>	<b>10.8<sup>P</sup></b>	<b>11.3<sup>P</sup></b>
Officers	1.2	1.0	1.2	1.2	1.0	1.0	0.8 <sup>P</sup>	0.9 <sup>P</sup>
Other Ranks	14.2	10.1	13.3	12.1	9.8	10.0	10.0 <sup>P</sup>	10.4 <sup>P</sup>
<b>Royal Air Force</b>	<b>89.7</b>	<b>56.9</b>	<b>53.2</b>	<b>53.4</b>	<b>51.9</b>	<b>48.7</b>	<b>45.4</b>	<b>43.4<sup>P</sup></b>
Officers	15.3	11.0	11.0	11.0	10.6	10.3	9.9	9.7 <sup>P</sup>
Other Ranks	74.4	45.8	42.3	42.4	41.2	38.4	35.5	33.7 <sup>P</sup>
<b>Trained</b>	<b>83.5</b>	<b>54.2</b>	<b>48.5</b>	<b>48.7</b>	<b>48.8</b>	<b>46.6</b>	<b>43.2</b>	<b>40.3<sup>P</sup></b>
Officers	13.4	10.1	9.7	9.7	9.6	9.3	8.9	8.6 <sup>P</sup>
Other Ranks	70.1	44.1	38.9	39.1	39.3	37.3	34.3	31.7 <sup>P</sup>
<b>Untrained</b>	<b>6.2</b>	<b>2.7</b>	<b>4.7</b>	<b>4.7</b>	<b>3.0</b>	<b>2.1</b>	<b>2.2</b>	<b>3.1<sup>P</sup></b>
Officers	1.9	1.0	1.3	1.3	1.0	1.0	1.0	1.1 <sup>P</sup>
Other Ranks	4.3	1.7	3.4	3.4	2.0	1.1	1.1	2.1 <sup>P</sup>

Source: DASA (Quad-Service)

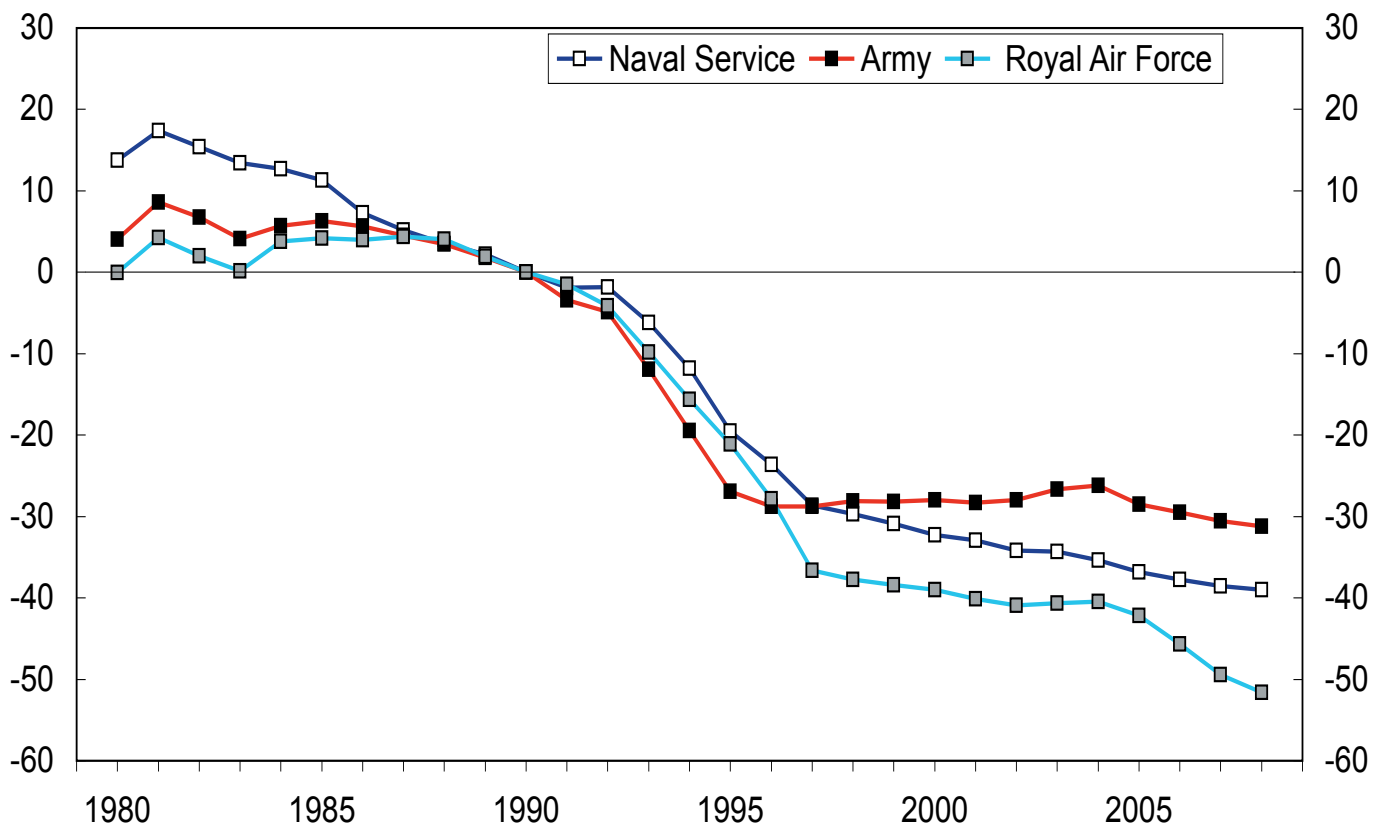
UK Regular Forces includes all trained and untrained personnel. Gurkhas, Full Time Reserve personnel, and mobilised reservists are excluded.

Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics for 1 April 2007 and 1 April 2008, and Naval Service and RAF strength statistics for 1 April 2008 are provisional and subject to review.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

Chart to Table **2.7** Percentage change in UK Regular strength compared with 1990



# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.8** Strength of UK Regular Forces by age and rank, at 1 April each year

	1990	1997	2003	2004	2005	2006	2007	2008
<b>Officers</b>	<b>42 860</b>	<b>32 680</b>	<b>33 150</b>	<b>33 450</b>	<b>33 000</b>	<b>32 700</b>	<b>32 100<sup>P</sup></b>	<b>31 710<sup>P</sup></b>
<i>by age:</i>								
Under 18	-	-	-	-	-	-	- <sup>P</sup>	- <sup>P</sup>
18-19	680	150	290	280	110	80	120 <sup>P</sup>	110 <sup>P</sup>
20-24	6 020	2 970	3 240	3 200	3 020	2 550	2 570 <sup>P</sup>	2 490 <sup>P</sup>
25-29	8 240	6 490	5 820	5 970	6 060	6 210	6 280 <sup>P</sup>	6 240 <sup>P</sup>
30-34	6 340	6 040	5 630	5 610	5 490	5 180	5 030 <sup>P</sup>	4 920 <sup>P</sup>
35-39	5 420	5 490	6 060	6 000	5 790	5 700	5 580 <sup>P</sup>	5 440 <sup>P</sup>
40-44	7 160	4 540	5 360	5 470	5 540	5 730	5 520 <sup>P</sup>	5 470 <sup>P</sup>
45-49	5 320	4 030	3 820	4 000	4 140	4 300	4 300 <sup>P</sup>	4 320 <sup>P</sup>
50 and over	3 680	2 950	2 940	2 920	2 850	2 940	2 690 <sup>P</sup>	2 730 <sup>P</sup>
<b>Average age (years)</b>	<b>36</b>	<b>36</b>	<b>37</b>	<b>37</b>	<b>37</b>	<b>37</b>	<b>37<sup>r,P</sup></b>	<b>37<sup>P</sup></b>
<b>Other Ranks</b>	<b>262 890</b>	<b>178 140</b>	<b>173 760</b>	<b>173 570</b>	<b>168 090</b>	<b>163 150</b>	<b>158 290<sup>P</sup></b>	<b>155 340<sup>P</sup></b>
<i>by age:</i>								
Under 18	11 330	4 600	7 510	6 690	5 140	4 920	4 650 <sup>P</sup>	4 450 <sup>P</sup>
18-19	30 060	10 520	16 030	16 030	14 110	12 490	11 650 <sup>P</sup>	11 250 <sup>P</sup>
20-24	81 610	41 490	46 410	47 100	45 320	43 670	41 760 <sup>P</sup>	40 580 <sup>P</sup>
25-29	60 110	51 890	30 220	30 550	31 430	32 460	33 530 <sup>P</sup>	34 230 <sup>P</sup>
30-34	37 910	33 760	32 590	30 780	28 500	25 800	23 380 <sup>P</sup>	22 010 <sup>P</sup>
35-39	25 150	25 100	27 150	27 230	27 480	27 840	27 350 <sup>P</sup>	26 500 <sup>P</sup>
40-44	11 210	6 600	9 970	11 040	11 540	11 200	11 050 <sup>P</sup>	11 200 <sup>P</sup>
45-49	3 630	2 810	2 820	3 130	3 490	3 660	3 800 <sup>P</sup>	3 940 <sup>P</sup>
50 and over	1 880	1 370	1 060	1 030	1 070	1 110	1 120 <sup>P</sup>	1 190 <sup>P</sup>
<b>Average age (years)</b>	<b>27</b>	<b>29</b>	<b>29</b>	<b>29</b>	<b>29</b>	<b>29</b>	<b>29<sup>P</sup></b>	<b>29<sup>P</sup></b>
	1990	1997	2003	2004	2005	2006	2007	2008
<b>Officers</b>	<b>42 860<sup>1</sup></b>	<b>32 680</b>	<b>33 150</b>	<b>33 450</b>	<b>33 000</b>	<b>32 700</b>	<b>32 100<sup>P</sup></b>	<b>31 710<sup>P</sup></b>
<i>by rank<sup>2</sup>:</i>								
Major General and above	200	150	140	140	150	140	140 <sup>P</sup>	140 <sup>P</sup>
Brigadier	390	350	360	370	350	350	350 <sup>P</sup>	350 <sup>P</sup>
Colonel	1 510	1 120	1 190	1 210	1 210	1 200	1 190 <sup>P</sup>	1 180 <sup>P</sup>
Lieutenant Colonel	4 610	3 870	4 050	4 110	4 130	4 060	4 070 <sup>P</sup>	4 070 <sup>P</sup>
Major	11 800	9 960	10 130	10 120	10 010	9 950	9 760 <sup>P</sup>	9 600 <sup>P</sup>
Captain	14 780	12 370	11 820	12 020	12 310	12 290	12 120 <sup>P</sup>	11 900 <sup>P</sup>
Lieutenant and below	9 310	4 860	5 450	5 470	4 840	4 700	4 480 <sup>P</sup>	4 460 <sup>P</sup>
<b>Other Ranks</b>	<b>262 890</b>	<b>178 140</b>	<b>173 760</b>	<b>173 570</b>	<b>168 090</b>	<b>163 150</b>	<b>158 290<sup>P</sup></b>	<b>155 340<sup>P</sup></b>
<i>by rank<sup>2</sup>:</i>								
Warrant Officer	11 560	8 790	8 860	9 010	9 540	9 410	9 150 <sup>P</sup>	9 080 <sup>P</sup>
Staff Sergeant	22 750	17 010	15 450	15 310	14 470	14 110	13 810 <sup>P</sup>	13 570 <sup>P</sup>
Sergeant	35 440	25 300	22 820	23 090	22 920	22 590	21 950 <sup>P</sup>	21 310 <sup>P</sup>
Corporal <sup>3</sup>	55 980	37 020	32 320	32 470	32 510	31 710	30 650 <sup>P</sup>	30 300 <sup>P</sup>
Lance Corporal <sup>3</sup>	23 840	16 370	16 740	16 770	16 410	16 350	16 560 <sup>P</sup>	16 700 <sup>P</sup>
Private (including juniors)	113 330	73 660	77 580	76 920	72 250	68 980	66 160 <sup>P</sup>	64 390 <sup>P</sup>

Source: DASA (Quad-Service)

UK Regular Forces includes all trained and untrained personnel. Gurkhas, Full Time Reserve personnel, and mobilised reservists are excluded.

1. Includes 260 Naval Service personnel of unknown rank.

2. Figures are for paid rank. Includes the equivalent ranks for the Naval Service and RAF. See Table 2.28.

3. Royal Marines with a substantive rank of Marine but acting as Corporal are presented as Lance Corporal from 1 April 2003 onwards. Before this point they are presented as Corporal.

Due to ongoing validation of data from the Joint Personnel Administration System, Service strength statistics for 1 April 2007 and 1 April 2008 are provisional and subject to review.

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## UK ARMED FORCES

**Table 2.9 Full-time trained strength<sup>1</sup> and requirement, at 1 April each year**

	2003	2004	2005	2006	2007	2008
<b>All Services</b>						
<b>Officers</b>						
Requirement	30 280	30 730	30 970	30 070	29 840	29 070
Strength <sup>2</sup>	30 380	30 740	30 670	30 380	30 070 <sup>P</sup>	29 580 <sup>P</sup>
Surplus/Deficit	90	10	- 300	310	230 <sup>P</sup>	500 <sup>P</sup>
Surplus/Deficit as percentage of requirement <sup>3</sup>	0.3	-	-1.0	1.0	0.8 <sup>P</sup>	1.7 <sup>P</sup>
<b>Other Ranks</b>						
Requirement	164 850	164 620	160 120	155 850	153 770	150 190
Strength <sup>2</sup>	158 140	159 450	157 380	152 800	147 750 <sup>P</sup>	144 380 <sup>P</sup>
Surplus/Deficit	-6 710	-5 160	-2 740	-3 050	-6 020 <sup>P</sup>	-5 810 <sup>P</sup>
Surplus/Deficit as percentage of requirement <sup>3</sup>	-4.1	-3.1	-1.7	-2.0	-3.9 <sup>P</sup>	-3.9 <sup>P</sup>
<b>Naval Service</b>						
<b>Officers</b>						
Requirement	6 860	6 940	6 980	6 830	6 840	6 670
Strength <sup>2</sup>	6 790	6 900	6 880	6 800	6 800	6 630 <sup>P</sup>
Surplus/Deficit	- 80	- 40	- 100	- 30	- 50	- 40 <sup>P</sup>
Surplus/Deficit as percentage of requirement <sup>3</sup>	-1.1	-0.6	-1.5	-0.4	-0.7	-0.7 <sup>P</sup>
<b>Other Ranks</b>						
Requirement	31 640	31 780	31 210	30 000	29 960	29 590
Strength <sup>2</sup>	30 820	30 610	29 520	28 820	28 120	28 440 <sup>P</sup>
Surplus/Deficit	- 820	-1 170	-1 690	-1 190	-1 830	-1 150 <sup>P</sup>
Surplus/Deficit as percentage of requirement <sup>3</sup>	-2.6	-3.7	-5.4	-4.0	-6.1	-3.9 <sup>P</sup>
<b>Army</b>						
<b>Officers</b>						
Requirement	13 760	13 710	13 860	13 350	13 350	13 480
Strength <sup>2</sup>	13 730	13 940	14 020	14 150	14 260 <sup>P</sup>	14 210 <sup>P</sup>
Surplus/Deficit	- 30	230	170	800	900 <sup>P</sup>	730 <sup>P</sup>
Surplus/Deficit as percentage of requirement <sup>3</sup>	-0.2	1.7	1.2	6.0	6.8 <sup>P</sup>	5.4 <sup>P</sup>
<b>Other Ranks</b>						
Requirement	93 220	93 020	90 320	88 450	88 450	88 320
Strength <sup>2</sup>	88 270	89 610	88 420	86 470	85 090 <sup>P</sup>	84 060 <sup>P</sup>
Surplus/Deficit	-4 940	-3 410	-1 900	-1 980	-3 350 <sup>P</sup>	-4 260 <sup>P</sup>
Surplus/Deficit as percentage of requirement <sup>3</sup>	-5.3	-3.7	-2.1	-2.2	-3.8 <sup>P</sup>	-4.8 <sup>P</sup>
<b>Royal Air Force</b>						
<b>Officers</b>						
Requirement	9 650	10 070	10 140	9 890	9 640	8 920
Strength <sup>2</sup>	9 850	9 890	9 770	9 430	9 020	8 740 <sup>P</sup>
Surplus/Deficit	200	- 180	- 370	- 460	- 620	- 180 <sup>P</sup>
Surplus/Deficit as percentage of requirement <sup>3</sup>	2.1	-1.8	-3.6	-4.7	-6.5	-2.0 <sup>P</sup>
<b>Other Ranks</b>						
Requirement	39 990	39 820	38 590	37 400	35 370	32 290
Strength <sup>2</sup>	39 040	39 230	39 440	37 510	34 530	31 880 <sup>P</sup>
Surplus/Deficit	- 950	- 590	850	120	- 840	- 410 <sup>P</sup>
Surplus/Deficit as percentage of requirement <sup>3</sup>	-2.4	-1.5	2.2	0.3	-2.4	-1.3 <sup>P</sup>

Source: DASA (Quad-Service)

1. The Full Time Trained Strength comprises Trained UK Regular Forces, Trained Gurkhas and FTRS (Full Time Reserve Service) personnel. It does not include mobilised reservists.
2. FTRS Strength figures include Full Commitment (FC), Home Commitment (HC) and Limited Commitment (LC) individuals. For the RAF, FC individuals serve against the regular requirement whilst HC and LC individuals fill posts specifically for FTRS personnel. All Naval Service and Army FTRS personnel serve against the regular requirement. See **Glossary** for further information.
3. Percentages are calculated from unrounded data.

Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics for 1 April 2007 and 1 April 2008, and Naval Service and RAF strength statistics for 1 April 2008 are provisional and subject to review.

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## UK ARMED FORCES

**Table 2.10** Strength of UK Regular Forces by Service, ethnic origin and rank<sup>1</sup>, at 1 April 2008

	All Personnel		White	Ethnic Minorities		Unknown <sup>2</sup>		Ethnic minorities as a percentage <sup>3</sup> of total (exc.unknown)
	Number	Percent <sup>3</sup>	Number	Percent <sup>3</sup>	Number	Percent <sup>3</sup>		
<b>All Services</b>	<b>187 055<sup>P</sup></b>	<b>164 250<sup>P</sup></b>	<b>87.8<sup>P</sup></b>	<b>10 600<sup>P</sup></b>	<b>5.7<sup>P</sup></b>	<b>12 210<sup>P</sup></b>	<b>6.5<sup>P</sup></b>	<b>6.1<sup>P</sup></b>
<b>Officers</b>	<b>31 715<sup>P</sup></b>	<b>28 610<sup>P</sup></b>	<b>90.2<sup>P</sup></b>	<b>730<sup>P</sup></b>	<b>2.3<sup>P</sup></b>	<b>2 380<sup>P</sup></b>	<b>7.5<sup>P</sup></b>	<b>2.5<sup>P</sup></b>
Lieutenant Colonel and above	5 750 <sup>P</sup>	5 405 <sup>P</sup>	94.0 <sup>P</sup>	100 <sup>P</sup>	1.8 <sup>P</sup>	245 <sup>P</sup>	4.2 <sup>P</sup>	1.8 <sup>P</sup>
Major and below	25 965 <sup>P</sup>	23 205 <sup>P</sup>	89.4 <sup>P</sup>	625 <sup>P</sup>	2.4 <sup>P</sup>	2 135 <sup>P</sup>	8.2 <sup>P</sup>	2.6 <sup>P</sup>
<b>Other Ranks</b>	<b>155 340<sup>P</sup></b>	<b>135 640<sup>P</sup></b>	<b>87.3<sup>P</sup></b>	<b>9 870<sup>P</sup></b>	<b>6.4<sup>P</sup></b>	<b>9 830<sup>P</sup></b>	<b>6.3<sup>P</sup></b>	<b>6.8<sup>P</sup></b>
Sergeant and above	43 960 <sup>P</sup>	40 235 <sup>P</sup>	91.5 <sup>P</sup>	895 <sup>P</sup>	2.0 <sup>P</sup>	2 830 <sup>P</sup>	6.4 <sup>P</sup>	2.2 <sup>P</sup>
Corporal and below	111 385 <sup>P</sup>	95 410 <sup>P</sup>	85.7 <sup>P</sup>	8 975 <sup>P</sup>	8.1 <sup>P</sup>	7 000 <sup>P</sup>	6.3 <sup>P</sup>	8.6 <sup>P</sup>
<b>Naval Service</b>	<b>38 575<sup>P</sup></b>	<b>35 690<sup>P</sup></b>	<b>92.5<sup>P</sup></b>	<b>1 125<sup>P</sup></b>	<b>2.9<sup>P</sup></b>	<b>1 760<sup>P</sup></b>	<b>4.6<sup>P</sup></b>	<b>3.1<sup>P</sup></b>
<b>Officers</b>	<b>7 480<sup>P</sup></b>	<b>7 060<sup>P</sup></b>	<b>94.4<sup>P</sup></b>	<b>110<sup>P</sup></b>	<b>1.5<sup>P</sup></b>	<b>310<sup>P</sup></b>	<b>4.2<sup>P</sup></b>	<b>1.5<sup>P</sup></b>
Commander and above	1 490 <sup>P</sup>	1 440 <sup>P</sup>	96.6 <sup>P</sup>	20 <sup>P</sup>	1.3 <sup>P</sup>	30 <sup>P</sup>	2.1 <sup>P</sup>	1.3 <sup>P</sup>
Lieutenant Commander and below	5 990 <sup>P</sup>	5 620 <sup>P</sup>	93.8 <sup>P</sup>	90 <sup>P</sup>	1.5 <sup>P</sup>	280 <sup>P</sup>	4.7 <sup>P</sup>	1.6 <sup>P</sup>
<b>Other Ranks</b>	<b>31 090<sup>P</sup></b>	<b>28 630<sup>P</sup></b>	<b>92.1<sup>P</sup></b>	<b>1 015<sup>P</sup></b>	<b>3.3<sup>P</sup></b>	<b>1 450<sup>P</sup></b>	<b>4.7<sup>P</sup></b>	<b>3.4<sup>P</sup></b>
Petty Officer and above	10 495 <sup>P</sup>	10 115 <sup>P</sup>	96.4 <sup>P</sup>	145 <sup>P</sup>	1.4 <sup>P</sup>	235 <sup>P</sup>	2.3 <sup>P</sup>	1.4 <sup>P</sup>
Leading Rate and below	20 595 <sup>P</sup>	18 510 <sup>P</sup>	89.9 <sup>P</sup>	870 <sup>P</sup>	4.2 <sup>P</sup>	1 215 <sup>P</sup>	5.9 <sup>P</sup>	4.5 <sup>P</sup>
<b>Army</b>	<b>105 090<sup>P</sup></b>	<b>89 625<sup>P</sup></b>	<b>85.3<sup>P</sup></b>	<b>8 610<sup>P</sup></b>	<b>8.2<sup>P</sup></b>	<b>6 860<sup>P</sup></b>	<b>6.5<sup>P</sup></b>	<b>8.8<sup>P</sup></b>
<b>Officers</b>	<b>14 560<sup>P</sup></b>	<b>13 220<sup>P</sup></b>	<b>90.8<sup>P</sup></b>	<b>410<sup>P</sup></b>	<b>2.8<sup>P</sup></b>	<b>930<sup>P</sup></b>	<b>6.4<sup>P</sup></b>	<b>3.0<sup>P</sup></b>
Lieutenant Colonel and above	2 605 <sup>P</sup>	2 440 <sup>P</sup>	93.7 <sup>P</sup>	45 <sup>P</sup>	1.7 <sup>P</sup>	120 <sup>P</sup>	4.6 <sup>P</sup>	1.8 <sup>P</sup>
Major and below	11 955 <sup>P</sup>	10 775 <sup>P</sup>	90.1 <sup>P</sup>	370 <sup>P</sup>	3.1 <sup>P</sup>	810 <sup>P</sup>	6.8 <sup>P</sup>	3.3 <sup>P</sup>
<b>Other Ranks</b>	<b>90 530<sup>P</sup></b>	<b>76 405<sup>P</sup></b>	<b>84.4<sup>P</sup></b>	<b>8 195<sup>P</sup></b>	<b>9.1<sup>P</sup></b>	<b>5 930<sup>P</sup></b>	<b>6.5<sup>P</sup></b>	<b>9.7<sup>P</sup></b>
Sergeant and above	22 475 <sup>P</sup>	20 185 <sup>P</sup>	89.8 <sup>P</sup>	530 <sup>P</sup>	2.4 <sup>P</sup>	1 760 <sup>P</sup>	7.8 <sup>P</sup>	2.6 <sup>P</sup>
Corporal and below	68 055 <sup>P</sup>	56 220 <sup>P</sup>	82.6 <sup>P</sup>	7 665 <sup>P</sup>	11.3 <sup>P</sup>	4 165 <sup>P</sup>	6.1 <sup>P</sup>	12.0 <sup>P</sup>
<b>Royal Air Force</b>	<b>43 390<sup>P</sup></b>	<b>38 935<sup>P</sup></b>	<b>89.7<sup>P</sup></b>	<b>865<sup>P</sup></b>	<b>2.0<sup>P</sup></b>	<b>3 590<sup>P</sup></b>	<b>8.3<sup>P</sup></b>	<b>2.2<sup>P</sup></b>
<b>Officers</b>	<b>9 670<sup>P</sup></b>	<b>8 330<sup>P</sup></b>	<b>86.1<sup>P</sup></b>	<b>205<sup>P</sup></b>	<b>2.1<sup>P</sup></b>	<b>1 135<sup>P</sup></b>	<b>11.7<sup>P</sup></b>	<b>2.4<sup>P</sup></b>
Wing Commander and above	1 655 <sup>P</sup>	1 525 <sup>P</sup>	92.1 <sup>P</sup>	40 <sup>P</sup>	2.3 <sup>P</sup>	95 <sup>P</sup>	5.6 <sup>P</sup>	2.4 <sup>P</sup>
Squadron Leader and below	8 015 <sup>P</sup>	6 805 <sup>P</sup>	84.9 <sup>P</sup>	170 <sup>P</sup>	2.1 <sup>P</sup>	1 040 <sup>P</sup>	13.0 <sup>P</sup>	2.4 <sup>P</sup>
<b>Other Ranks</b>	<b>33 720<sup>P</sup></b>	<b>30 605<sup>P</sup></b>	<b>90.8<sup>P</sup></b>	<b>660<sup>P</sup></b>	<b>2.0<sup>P</sup></b>	<b>2 455<sup>P</sup></b>	<b>7.3<sup>P</sup></b>	<b>2.1<sup>P</sup></b>
Sergeant and above	10 985 <sup>P</sup>	9 930 <sup>P</sup>	90.4 <sup>P</sup>	220 <sup>P</sup>	2.0 <sup>P</sup>	835 <sup>P</sup>	7.6 <sup>P</sup>	2.2 <sup>P</sup>
Corporal and below	22 735 <sup>P</sup>	20 675 <sup>P</sup>	90.9 <sup>P</sup>	440 <sup>P</sup>	1.9 <sup>P</sup>	1 620 <sup>P</sup>	7.1 <sup>P</sup>	2.1 <sup>P</sup>

Source: DASA(Quad-Service)

UK Regular Forces includes all trained and untrained personnel. Gurkhas, Full Time Reserve personnel, and mobilised reservists are excluded.

1. Figures are for paid rank. All Services totals include equivalent ranks in the Naval Service and RAF. See **Table 2.28**.

2. Includes those with an unrecorded ethnic origin and those who chose not to declare.

3. Percentages are calculated from unrounded data.

Due to ongoing validation of data from the Joint Personnel Administration System, Service strength statistics for 1 April 2008 are provisional and subject to review.

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## UK ARMED FORCES

**Table 2.11** Strength of UK Regular Forces by ethnic origin and rank<sup>1</sup> at 1 April each year

	2003	2004	2005	2006	2007	2008
<b>White</b>	<b>181 655</b>	<b>182 060</b>	<b>177 665</b>	<b>173 710</b>	<b>167 315 P</b>	<b>164 250 P</b>
<i>Full coverage estimates<sup>2</sup></i>	198 010	196 965	190 520	185 035	179 380 P	175 720 P
<b>Officers</b>	<b>29 725</b>	<b>29 890</b>	<b>29 720</b>	<b>29 615</b>	<b>28 700 P</b>	<b>28 610 P</b>
Lieutenant Colonel and above	5 370	5 455	5 460	5 400	5 395 P	5 405 P
Major and below	24 355	24 435	24 260	24 215	23 305 P	23 205 P
<b>Other Ranks</b>	<b>151 930</b>	<b>152 170</b>	<b>147 945</b>	<b>144 095</b>	<b>138 610 P</b>	<b>135 640 P</b>
Sergeant and above	43 260	43 435	43 035	42 310	41 055 P	40 235 P
Corporal and below	108 670	108 740	104 915	101 785	97 555 P	95 410 P
<b>Ethnic minorities</b>	<b>8 175</b>	<b>9 320</b>	<b>9 885</b>	<b>10 180</b>	<b>10 360 P</b>	<b>10 600 P</b>
<i>Full coverage estimates<sup>2</sup></i>	8 905	10 055	10 580	10 815	11 015 P	11 335 P
<b>Officers</b>	<b>750</b>	<b>745</b>	<b>740</b>	<b>735</b>	<b>730 P</b>	<b>730 P</b>
Lieutenant Colonel and above	120	120	120	110	115 P	100 P
Major and below	630	625	620	620	615 P	625 P
<b>Other Ranks</b>	<b>7 425</b>	<b>8 575</b>	<b>9 145</b>	<b>9 450</b>	<b>9 630 P</b>	<b>9 870 P</b>
Sergeant and above	1 095	1 080	1 070	1 005	955 P	895 P
Corporal and below	6 330	7 495	8 075	8 445	8 675 P	8 975 P
<b>Unknown<sup>3</sup></b>	<b>17 085</b>	<b>15 640</b>	<b>13 545</b>	<b>11 955</b>	<b>12 725 P</b>	<b>12 210 P</b>
<b>Officers</b>	<b>2 680</b>	<b>2 810</b>	<b>2 545</b>	<b>2 350</b>	<b>2 670 P</b>	<b>2 380 P</b>
Lieutenant Colonel and above	255	255	265	235	240 P	245 P
Major and below	2 425	2 555	2 280	2 115	2 430 P	2 135 P
<b>Other Ranks</b>	<b>14 405</b>	<b>12 830</b>	<b>11 000</b>	<b>9 605</b>	<b>10 055 P</b>	<b>9 830 P</b>
Sergeant and above	2 770	2 900	2 825	2 795	2 905 P	2 830 P
Corporal and below	11 635	9 930	8 175	6 810	7 150 P	7 000 P
<b>Ethnic minorities as a percentage of total (excluding unknowns)<sup>4</sup></b>						
<b>All</b>	<b>4.3</b>	<b>4.9</b>	<b>5.3</b>	<b>5.5</b>	<b>5.8 P</b>	<b>6.1 P</b>
<b>Officers</b>	<b>2.5</b>	<b>2.4</b>	<b>2.4</b>	<b>2.4</b>	<b>2.5 P</b>	<b>2.5 P</b>
Lieutenant Colonel and above	2.2	2.2	2.2	2.0	2.1 P	1.8 P
Major and below	2.5	2.5	2.5	2.5	2.6 P	2.6 P
<b>Other Ranks</b>	<b>4.7</b>	<b>5.3</b>	<b>5.8</b>	<b>6.2</b>	<b>6.5 P</b>	<b>6.8 P</b>
Sergeant and above	2.5	2.4	2.4	2.3	2.3 P	2.2 P
Corporal and below	5.5	6.4	7.1	7.7	8.2 P	8.6 P

Source: DASA (Quad-Service)

UK Regular Forces includes all trained and untrained personnel. Gurkhas, Full Time Reserve personnel, and mobilised reservists are excluded.

1. Figures are for paid rank and include equivalent ranks in the Naval Service and RAF. See **Table 2.28**.
2. Full coverage estimates show the expected number of personnel in each ethnicity category if ethnicity were known for all personnel.
3. Includes those with an unrecorded ethnic origin and those who chose not to declare.
4. Percentages are calculated from unrounded data.

Due to ongoing validation of data from the Joint Personnel Administration System, Service strength statistics for 1 April 2007 and 1 April 2008 are provisional and subject to review.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.12** Strength of UK Regular Forces by sex and rank<sup>1</sup>, at 1 April each year

	1990	1997	2003	2004	2005	2006	2007	2008
<b>Female Officers</b>	<b>2 780</b> <sup>2</sup>	<b>2 380</b>	<b>3 350</b>	<b>3 520</b>	<b>3 600</b>	<b>3 680</b>	<b>3 720</b> <sup>P</sup>	<b>3 760</b> <sup>P</sup>
<i>by rank:</i>								
Major General and above	-	-	-	-	-	-	- <sup>P</sup>	- <sup>P</sup>
Brigadier	7	2	3	3	4	3	2 <sup>P</sup>	2 <sup>P</sup>
Colonel	24	16	31	34	39	41	39 <sup>P</sup>	39 <sup>P</sup>
Lieutenant Colonel	66	80	140	150	170	180	200 <sup>P</sup>	210 <sup>P</sup>
Major	370	420	670	730	760	820	890 <sup>P</sup>	920 <sup>P</sup>
Captain	1 140	1 180	1 540	1 630	1 720	1 770	1 800 <sup>P</sup>	1 810 <sup>P</sup>
Lieutenant and below	920	680	970	980	900	860	790 <sup>P</sup>	780 <sup>P</sup>
<b>Male Officers</b>	<b>40 080</b>	<b>30 300</b>	<b>29 800</b>	<b>29 920</b>	<b>29 410</b>	<b>29 020</b>	<b>28 380</b> <sup>P</sup>	<b>27 950</b> <sup>P</sup>
<i>by rank:</i>								
Major General and above	200	150	140	140	150	140	140 <sup>P</sup>	140 <sup>P</sup>
Brigadier	380	350	360	370	350	350	340 <sup>P</sup>	350 <sup>P</sup>
Colonel	1 490	1 110	1 160	1 180	1 170	1 160	1 150 <sup>P</sup>	1 140 <sup>P</sup>
Lieutenant Colonel	4 550	3 790	3 910	3 960	3 960	3 880	3 870 <sup>P</sup>	3 860 <sup>P</sup>
Major	11 420	9 540	9 460	9 400	9 250	9 130	8 860 <sup>P</sup>	8 680 <sup>P</sup>
Captain	13 640	11 190	10 280	10 400	10 580	10 520	10 320 <sup>P</sup>	10 090 <sup>P</sup>
Lieutenant and below	8 390	4 180	4 490	4 490	3 940	3 840	3 680 <sup>P</sup>	3 680 <sup>P</sup>
<b>Female Other Ranks</b>	<b>14 690</b>	<b>12 450</b>	<b>14 560</b>	<b>14 870</b>	<b>14 560</b>	<b>14 190</b>	<b>13 920</b> <sup>P</sup>	<b>13 860</b> <sup>P</sup>
<i>by rank:</i>								
Warrant Officer	140	170	280	300	320	320	350 <sup>P</sup>	350 <sup>P</sup>
Staff Sergeant	360	370	520	550	560	590	570 <sup>P</sup>	610 <sup>P</sup>
Sergeant	1 390	1 170	1 340	1 420	1 500	1 640	1 700 <sup>P</sup>	1 740 <sup>P</sup>
Corporal <sup>3</sup>	2 980	2 360	2 960	3 210	3 350	3 370	3 400 <sup>P</sup>	3 450 <sup>P</sup>
Lance Corporal <sup>3</sup>	1 290	1 080	1 570	1 510	1 520	1 550	1 500 <sup>P</sup>	1 500 <sup>P</sup>
Private (including juniors)	8 530	7 300	7 900	7 880	7 310	6 730	6 400 <sup>P</sup>	6 210 <sup>P</sup>
<b>Male Other Ranks</b>	<b>248 210</b>	<b>165 690</b>	<b>159 200</b>	<b>158 700</b>	<b>153 530</b>	<b>148 960</b>	<b>144 380</b> <sup>P</sup>	<b>141 480</b> <sup>P</sup>
<i>by rank:</i>								
Warrant Officer	11 420	8 610	8 580	8 710	9 230	9 090	8 800 <sup>P</sup>	8 730 <sup>P</sup>
Staff Sergeant	22 390	16 640	14 930	14 770	13 910	13 520	13 240 <sup>P</sup>	12 970 <sup>P</sup>
Sergeant	34 050	24 130	21 480	21 670	21 410	20 950	20 260 <sup>P</sup>	19 570 <sup>P</sup>
Corporal <sup>3</sup>	53 000	34 660	29 360	29 260	29 150	28 340	27 250 <sup>P</sup>	26 850 <sup>P</sup>
Lance Corporal <sup>3</sup>	22 550	15 290	15 170	15 260	14 890	14 790	15 060 <sup>P</sup>	15 200 <sup>P</sup>
Private (including juniors)	104 800	66 360	69 680	69 040	64 940	62 260	59 770 <sup>P</sup>	58 180 <sup>P</sup>
<b>Females as a percentage of total<sup>4</sup></b>								
<b>Officers</b>	<b>6.5</b> <sup>2</sup>	<b>7.3</b>	<b>10.1</b>	<b>10.5</b>	<b>10.9</b>	<b>11.3</b>	<b>11.6</b> <sup>P</sup>	<b>11.9</b> <sup>P</sup>
<i>by rank:</i>								
Major General and above	-	-	-	-	-	-	- <sup>P</sup>	- <sup>P</sup>
Brigadier	1.8	0.6	0.8	0.8	1.1	0.9	0.6 <sup>P</sup>	0.6 <sup>P</sup>
Colonel	1.6	1.4	2.6	2.8	3.2	3.4	3.3 <sup>P</sup>	3.3 <sup>P</sup>
Lieutenant Colonel	1.4	2.1	3.5	3.7	4.1	4.5	4.8 <sup>P</sup>	5.2 <sup>P</sup>
Major	3.2	4.3	6.6	7.2	7.6	8.3	9.2 <sup>P</sup>	9.6 <sup>P</sup>
Captain	7.7	9.5	13.0	13.5	14.0	14.4	14.8 <sup>P</sup>	15.2 <sup>P</sup>
Lieutenant and below	9.9	13.9	17.7	17.9	18.6	18.4	17.7 <sup>P</sup>	17.5 <sup>P</sup>
<b>Other Ranks</b>	<b>5.6</b>	<b>7.0</b>	<b>8.4</b>	<b>8.6</b>	<b>8.7</b>	<b>8.7</b>	<b>8.8</b> <sup>P</sup>	<b>8.9</b> <sup>P</sup>
<i>by rank:</i>								
Warrant Officer	1.2	2.0	3.1	3.4	3.3	3.4	3.8 <sup>P</sup>	3.9 <sup>P</sup>
Staff Sergeant	1.6	2.2	3.4	3.6	3.9	4.2	4.1 <sup>P</sup>	4.5 <sup>P</sup>
Sergeant	3.9	4.6	5.9	6.2	6.6	7.3	7.7 <sup>P</sup>	8.1 <sup>P</sup>
Corporal <sup>3</sup>	5.3	6.4	9.2	9.9	10.3	10.6	11.1 <sup>P</sup>	11.4 <sup>P</sup>
Lance Corporal <sup>3</sup>	5.4	6.6	9.4	9.0	9.3	9.5	9.1 <sup>P</sup>	9.0 <sup>P</sup>
Private (including juniors)	7.5	9.9	10.2	10.2	10.1	9.8	9.7 <sup>P</sup>	9.6 <sup>P</sup>

Source: DASA (Quad-Service)

UK Regular Forces includes all trained and untrained personnel. Gurkhas, Full Time Reserve personnel, and mobilised reservists are excluded.

1. Figures are for paid rank and include equivalent ranks in the Naval Service and RAF. See **Table 2.28**.

2. Includes 260 female Naval Officers of unknown rank.

3. Royal Marines with a substantive rank of Marine but acting as Corporal are presented as Lance Corporal from 1 April 2003 onwards. Before this point they are presented as Corporal.

4. Percentages are calculated from unrounded data.

Figures fewer than 100 have been left unrounded so as not to obscure the data.

Due to ongoing validation of data from the Joint Personnel Administration System, Service strength statistics for 1 April 2007 and 1 April 2008 are provisional and subject to review.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.13** Strength of UK Regular Forces by sex and Service, at 1 April each year

	1990	1997	2003	2004	2005	2006	2007	2008
<b>Females: total</b>	<b>17 470</b>	<b>14 830</b>	<b>17 910</b>	<b>18 390</b>	<b>18 160</b>	<b>17 870</b>	<b>17 640<sup>P</sup></b>	<b>17 620<sup>P</sup></b>
Naval Service	3 660	3 250	3 690	3 730	3 690	3 670	3 650	3 680 <sup>P</sup>
Army	7 050	6 680	8 290	8 420	8 210	8 180	8 180 <sup>P</sup>	8 240 <sup>P</sup>
RAF	6 760	4 900	5 930	6 240	6 260	6 020	5 810	5 710 <sup>P</sup>
<b>Officers</b>	<b>2 780</b>	<b>2 380</b>	<b>3 350</b>	<b>3 520</b>	<b>3 600</b>	<b>3 680</b>	<b>3 720<sup>P</sup></b>	<b>3 760<sup>P</sup></b>
Naval Service	420	440	610	640	660	680	680	700 <sup>P</sup>
Army	1 230	1 060	1 470	1 520	1 550	1 590	1 630 <sup>P</sup>	1 640 <sup>P</sup>
RAF	1 140	880	1 270	1 360	1 390	1 410	1 410	1 420 <sup>P</sup>
<b>Other Ranks</b>	<b>14 690</b>	<b>12 450</b>	<b>14 560</b>	<b>14 870</b>	<b>14 560</b>	<b>14 190</b>	<b>13 920<sup>P</sup></b>	<b>13 860<sup>P</sup></b>
Naval Service	3 250	2 810	3 080	3 090	3 030	3 000	2 970	2 980 <sup>P</sup>
Army	5 820	5 620	6 820	6 890	6 660	6 590	6 550 <sup>P</sup>	6 600 <sup>P</sup>
RAF	5 620	4 020	4 660	4 880	4 870	4 600	4 400	4 290 <sup>P</sup>
<b>Males: total</b>	<b>288 280</b>	<b>195 990</b>	<b>189 000</b>	<b>188 630</b>	<b>182 940</b>	<b>177 980</b>	<b>172 760<sup>P</sup></b>	<b>169 430<sup>P</sup></b>
Naval Service	59 590	41 900	37 860	37 150	36 250	35 720	35 210	34 900 <sup>P</sup>
Army	145 760	102 120	103 840	104 330	101 080	99 550	97 990 <sup>P</sup>	96 860 <sup>P</sup>
RAF	82 920	51 970	47 310	47 150	45 610	42 710	39 560	37 680 <sup>P</sup>
<b>Officers</b>	<b>40 080</b>	<b>30 300</b>	<b>29 800</b>	<b>29 920</b>	<b>29 410</b>	<b>29 020</b>	<b>28 380<sup>P</sup></b>	<b>27 950<sup>P</sup></b>
Naval Service	9 730	7 480	7 180	7 130	7 070	6 980	6 900	6 780 <sup>P</sup>
Army	16 210	12 660	12 940	13 190	13 110	13 140	13 000 <sup>P</sup>	12 920 <sup>P</sup>
RAF	14 140	10 160	9 680	9 600	9 230	8 900	8 480	8 250 <sup>P</sup>
<b>Other Ranks</b>	<b>248 210</b>	<b>165 690</b>	<b>159 200</b>	<b>158 700</b>	<b>153 530</b>	<b>148 960</b>	<b>144 380<sup>P</sup></b>	<b>141 480<sup>P</sup></b>
Naval Service	49 860	34 420	30 670	30 020	29 180	28 740	28 310	28 110 <sup>P</sup>
Army	129 560	89 460	90 900	91 140	87 970	86 410	84 980 <sup>P</sup>	83 940 <sup>P</sup>
RAF	68 790	41 810	37 630	37 540	36 380	33 810	31 080	29 430 <sup>P</sup>
<b>Females as a percentage of total<sup>1</sup></b>	<b>5.7</b>	<b>7.0</b>	<b>8.7</b>	<b>8.9</b>	<b>9.0</b>	<b>9.1</b>	<b>9.3<sup>P</sup></b>	<b>9.4<sup>P</sup></b>
Naval Service	5.8	7.2	8.9	9.1	9.2	9.3	9.4	9.5 <sup>P</sup>
Army	4.6	6.1	7.4	7.5	7.5	7.6	7.7 <sup>P</sup>	7.8 <sup>P</sup>
RAF	7.5	8.6	11.1	11.7	12.1	12.3	12.8	13.2 <sup>P</sup>
<b>Officers</b>	<b>6.5</b>	<b>7.3</b>	<b>10.1</b>	<b>10.5</b>	<b>10.9</b>	<b>11.3</b>	<b>11.6<sup>P</sup></b>	<b>11.9<sup>P</sup></b>
Naval Service	4.1	5.5	7.9	8.2	8.6	8.8	9.0	9.4 <sup>P</sup>
Army	7.1	7.7	10.2	10.4	10.6	10.8	11.1 <sup>P</sup>	11.3 <sup>P</sup>
RAF	7.4	8.0	11.6	12.4	13.1	13.7	14.3	14.7 <sup>P</sup>
<b>Other Ranks</b>	<b>5.6</b>	<b>7.0</b>	<b>8.4</b>	<b>8.6</b>	<b>8.7</b>	<b>8.7</b>	<b>8.8<sup>P</sup></b>	<b>8.9<sup>P</sup></b>
Naval Service	6.1	7.6	9.1	9.3	9.4	9.4	9.5	9.6 <sup>P</sup>
Army	4.3	5.9	7.0	7.0	7.0	7.1	7.2 <sup>P</sup>	7.3 <sup>P</sup>
RAF	7.6	8.8	11.0	11.5	11.8	12.0	12.4	12.7 <sup>P</sup>

Source: DASA (Quad-Service)

UK Regular Forces includes all trained and untrained personnel. Gurkhas, Full Time Reserve personnel, and mobilised reservists are excluded.

1. Percentages are calculated from unrounded data.

Due to ongoing validation of data from the Joint Personnel Administration System, Service strength statistics for 1 April 2007 and 1 April 2008 are provisional and subject to review.

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## UK ARMED FORCES

**Table 2.14** Strength of the UK Regular Forces by Service and ethnic origin, at 1 April each year<sup>1,2</sup>

	2003		2004		2005		2006		2007		2008	
	Number	Percentage <sup>1</sup> of total (exc. unknown)	Number	Percentage <sup>1</sup> of total (exc. unknown)	Number	Percentage <sup>1</sup> of total (exc. unknown)	Number	Percentage <sup>1</sup> of total (exc. unknown)	Number	Percentage <sup>1</sup> of total (exc. unknown)	Number	Percentage <sup>1</sup> of total (exc. unknown)
<b>All Services</b>	<b>206 915</b>		<b>207 020</b>		<b>201 100</b>		<b>195 850</b>		<b>190 395<sup>P</sup></b>		<b>187 055<sup>P</sup></b>	
<b>Ethnic Minorities<sup>2</sup></b>	<b>8 175</b>	<b>4.3</b>	<b>9 320</b>	<b>4.9</b>	<b>9 885</b>	<b>5.3</b>	<b>10 180</b>	<b>5.5</b>	<b>10 360<sup>P</sup></b>	<b>5.8<sup>P</sup></b>	<b>10 600<sup>P</sup></b>	<b>6.1<sup>P</sup></b>
Asian	740	0.4	790	0.4	905	0.5	970	0.5	1 025 <sup>P</sup>	0.6 <sup>P</sup>	1 090 <sup>P</sup>	0.6 <sup>P</sup>
Black	4 020	2.1	5 065	2.6	5 535	3.0	5 790	3.1	5 990 <sup>P</sup>	3.4 <sup>P</sup>	6 270 <sup>P</sup>	3.6 <sup>P</sup>
Chinese	150	0.1	155	0.1	160	0.1	150	0.1	140 <sup>P</sup>	0.1 <sup>P</sup>	145 <sup>P</sup>	0.1 <sup>P</sup>
Mixed	2 295	1.2	2 320	1.2	2 275	1.2	2 275	1.2	2 250 <sup>P</sup>	1.3 <sup>P</sup>	2 155 <sup>P</sup>	1.2 <sup>P</sup>
Other	970	0.5	995	0.5	1 010	0.5	995	0.5	955 <sup>P</sup>	0.5 <sup>P</sup>	940 <sup>P</sup>	0.5 <sup>P</sup>
<b>White</b>	<b>181 655</b>	<b>95.7</b>	<b>182 060</b>	<b>95.1</b>	<b>177 665</b>	<b>94.7</b>	<b>173 710</b>	<b>94.5</b>	<b>167 315<sup>P</sup></b>	<b>94.2<sup>P</sup></b>	<b>164 250<sup>P</sup></b>	<b>93.9<sup>P</sup></b>
<b>Unknown<sup>3</sup></b>	<b>17 085</b>	*	<b>15 640</b>	*	<b>13 545</b>	*	<b>11 955</b>	*	<b>12 725<sup>P</sup></b>	*	<b>12 210<sup>P</sup></b>	*
<b>Naval Service</b>	<b>41 550</b>		<b>40 880</b>		<b>39 945</b>		<b>39 390</b>		<b>38 860</b>		<b>38 575<sup>P</sup></b>	
<b>Ethnic Minorities<sup>2</sup></b>	<b>880</b>	<b>2.3</b>	<b>920</b>	<b>2.4</b>	<b>960</b>	<b>2.5</b>	<b>995</b>	<b>2.6</b>	<b>985</b>	<b>2.7</b>	<b>1 125<sup>P</sup></b>	<b>3.1<sup>P</sup></b>
Asian	75	0.2	75	0.2	85	0.2	85	0.2	70	0.2	80 <sup>P</sup>	0.2 <sup>P</sup>
Black	290	0.7	310	0.8	335	0.9	385	1.0	405	1.1	540 <sup>P</sup>	1.5 <sup>P</sup>
Chinese	25	0.1	25	0.1	25	0.1	25	0.1	25	0.1	25 <sup>P</sup>	0.1 <sup>P</sup>
Mixed	350	0.9	360	0.9	365	0.9	360	0.9	345	0.9	340 <sup>P</sup>	0.9 <sup>P</sup>
Other	145	0.4	145	0.4	145	0.4	145	0.4	140	0.4	135 <sup>P</sup>	0.4 <sup>P</sup>
<b>White</b>	<b>38 005</b>	<b>97.7</b>	<b>37 630</b>	<b>97.6</b>	<b>37 465</b>	<b>97.5</b>	<b>37 260</b>	<b>97.4</b>	<b>35 485</b>	<b>97.3</b>	<b>35 690<sup>P</sup></b>	<b>96.9<sup>P</sup></b>
<b>Unknown<sup>3</sup></b>	<b>2 660</b>	*	<b>2 330</b>	*	<b>1 520</b>	*	<b>1 135</b>	*	<b>2 385</b>	*	<b>1 760<sup>P</sup></b>	*
<b>Army</b>	<b>112 125</b>		<b>112 745</b>		<b>109 285</b>		<b>107 730</b>		<b>106 170<sup>P</sup></b>		<b>105 090<sup>P</sup></b>	
<b>Ethnic Minorities<sup>2</sup></b>	<b>6 070</b>	<b>5.9</b>	<b>7 200</b>	<b>6.9</b>	<b>7 780</b>	<b>7.6</b>	<b>8 150</b>	<b>8.0</b>	<b>8 435<sup>P</sup></b>	<b>8.4<sup>P</sup></b>	<b>8 610<sup>P</sup></b>	<b>8.8<sup>P</sup></b>
Asian	495	0.5	540	0.5	655	0.6	735	0.7	820 <sup>P</sup>	0.8 <sup>P</sup>	885 <sup>P</sup>	0.9 <sup>P</sup>
Black	3 405	3.3	4 435	4.2	4 890	4.8	5 140	5.1	5 345 <sup>P</sup>	5.3 <sup>P</sup>	5 515 <sup>P</sup>	5.6 <sup>P</sup>
Chinese	90	0.1	95	0.1	95	0.1	90	0.1	85 <sup>P</sup>	0.1 <sup>P</sup>	90 <sup>P</sup>	0.1 <sup>P</sup>
Mixed	1 460	1.4	1 475	1.4	1 460	1.4	1 495	1.5	1 510 <sup>P</sup>	1.5 <sup>P</sup>	1 445 <sup>P</sup>	1.5 <sup>P</sup>
Other	625	0.6	655	0.6	675	0.7	690	0.7	670 <sup>P</sup>	0.7 <sup>P</sup>	670 <sup>P</sup>	0.7 <sup>P</sup>
<b>White</b>	<b>97 280</b>	<b>94.1</b>	<b>97 745</b>	<b>93.1</b>	<b>94 595</b>	<b>92.4</b>	<b>93 490</b>	<b>92.0</b>	<b>92 000<sup>P</sup></b>	<b>91.6<sup>P</sup></b>	<b>89 625<sup>P</sup></b>	<b>91.2<sup>P</sup></b>
<b>Unknown<sup>3</sup></b>	<b>8 775</b>	*	<b>7 805</b>	*	<b>6 910</b>	*	<b>6 090</b>	*	<b>5 730<sup>P</sup></b>	*	<b>6 860<sup>P</sup></b>	*

Continued overleaf

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## UK ARMED FORCES

**Table 2.14** Strength of the UK Regular Forces by Service and ethnic origin, at 1 April each year<sup>1,2</sup> (continued)

	2003		2004		2005		2006		2007		2008	
	Number	Percentage <sup>1</sup> of total (exc. unknown)	Number	Percentage <sup>1</sup> of total (exc. unknown)	Number	Percentage <sup>1</sup> of total (exc. unknown)	Number	Percentage <sup>1</sup> of total (exc. unknown)	Number	Percentage <sup>1</sup> of total (exc. unknown)	Number	Percentage <sup>1</sup> of total (exc. unknown)
<b>Royal Air Force</b>	<b>53 240</b>		<b>53 390</b>		<b>51 870</b>		<b>48 730</b>		<b>45 370</b>		<b>43 390</b>	<sup>P</sup>
<b>Ethnic Minorities<sup>2</sup></b>	<b>1 225</b>	<b>2.6</b>	<b>1 200</b>	<b>2.5</b>	<b>1 150</b>	<b>2.5</b>	<b>1 040</b>	<b>2.4</b>	<b>935</b>	<b>2.3</b>	<b>865</b>	<b>2.2</b> <sup>P</sup>
Asian	175	0.4	170	0.4	165	0.4	155	0.3	135	0.3	120	0.3 <sup>P</sup>
Black	325	0.7	320	0.7	310	0.7	265	0.6	235	0.6	215	0.5 <sup>P</sup>
Chinese	35	0.1	35	0.1	35	0.1	35	0.1	30	0.1	30	0.1 <sup>P</sup>
Mixed	485	1.0	485	1.0	455	1.0	420	1.0	395	1.0	370	0.9 <sup>P</sup>
Other	200	0.4	195	0.4	185	0.4	165	0.4	145	0.4	130	0.3 <sup>P</sup>
<b>White</b>	<b>46 370</b>	<b>97.4</b>	<b>46 685</b>	<b>97.5</b>	<b>45 605</b>	<b>97.5</b>	<b>42 960</b>	<b>97.6</b>	<b>39 825</b>	<b>97.7</b>	<b>38 935</b>	<b>97.8</b> <sup>P</sup>
<b>Unknown<sup>3</sup></b>	<b>5 645</b>	<b>*</b>	<b>5 505</b>	<b>*</b>	<b>5 115</b>	<b>*</b>	<b>4 730</b>	<b>*</b>	<b>4 605</b>	<b>*</b>	<b>3 590</b>	<b>*</b>

Source: DASA (Quad-Service)

UK Regular Forces includes all trained and untrained personnel. Gurkhas, Full Time Reserve personnel, and mobilised reservists are excluded.

1. Percentages are calculated from unrounded data.

2. Asian includes Asian Bangladeshi, Asian Pakistani, Asian Indian and other Asian Backgrounds. Black includes Black Caribbean, Black African and other Black Backgrounds. Mixed includes Mixed Black African and White, Mixed Asian and White, Mixed Black Caribbean and White and other Mixed Ethnic Backgrounds.

3. Includes those with an unrecorded ethnic origin and those who chose not to declare.

Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics for 1 April 2007 and 1 April 2008, and Naval Service and RAF strength statistics for 1 April 2008 are provisional and subject to review.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.15** Strength of UK Regular Forces by Service and religion at 1 April each year

	2007		2008	
	Number	Percentage <sup>1</sup> of total (exc. unknown)	Number	Percentage <sup>1</sup> of total (exc. unknown)
<b>All Services</b>	<b>190 400<sup>p</sup></b>		<b>187 060<sup>p</sup></b>	
Buddhist	320 <sup>p</sup>	0.2 <sup>p</sup>	350 <sup>p</sup>	0.2 <sup>p</sup>
Christian	168 930 <sup>p</sup>	89.7 <sup>p</sup>	161 070 <sup>p</sup>	88.5 <sup>p</sup>
Christian Tradition <sup>2</sup>	190 <sup>p</sup>	0.1 <sup>p</sup>	210 <sup>p</sup>	0.1 <sup>p</sup>
Hindu	300 <sup>p</sup>	0.2 <sup>p</sup>	350 <sup>p</sup>	0.2 <sup>p</sup>
Jewish	70 <sup>p</sup>	- <sup>p</sup>	70 <sup>p</sup>	- <sup>p</sup>
Muslim	360 <sup>p</sup>	0.2 <sup>p</sup>	390 <sup>p</sup>	0.2 <sup>p</sup>
Sikh	90 <sup>p</sup>	- <sup>p</sup>	90 <sup>p</sup>	0.1 <sup>p</sup>
Other Religions <sup>3</sup>	190 <sup>p</sup>	0.1 <sup>p</sup>	460 <sup>p</sup>	0.3 <sup>p</sup>
No Religion	17 980 <sup>p</sup>	9.5 <sup>p</sup>	19 110 <sup>p</sup>	10.5 <sup>p</sup>
Unknown <sup>4</sup>	1 970 <sup>p</sup>	*	4 960 <sup>p</sup>	*
<b>Naval Service</b>	<b>38 860</b>		<b>38 570<sup>p</sup></b>	
Buddhist	30	0.1	40 <sup>p</sup>	0.1 <sup>p</sup>
Christian	33 120	86.4	32 430 <sup>p</sup>	85.1 <sup>p</sup>
Christian Tradition <sup>2</sup>	40	0.1	40 <sup>p</sup>	0.1 <sup>p</sup>
Hindu	20	-	20 <sup>p</sup>	0.1 <sup>p</sup>
Jewish	10	-	10 <sup>p</sup>	- <sup>p</sup>
Muslim	30	0.1	40 <sup>p</sup>	0.1 <sup>p</sup>
Sikh	10	-	10 <sup>p</sup>	- <sup>p</sup>
Other Religions <sup>3</sup>	70	0.2	90 <sup>p</sup>	0.2 <sup>p</sup>
No Religion	5 010	13.1	5 420 <sup>p</sup>	14.2 <sup>p</sup>
Unknown <sup>4</sup>	510	*	470 <sup>p</sup>	*
<b>Army</b>	<b>106 170<sup>p</sup></b>		<b>105 090<sup>p</sup></b>	
Buddhist	260 <sup>p</sup>	0.2 <sup>p</sup>	280 <sup>p</sup>	0.3 <sup>p</sup>
Christian	96 410 <sup>p</sup>	91.3 <sup>p</sup>	92 040 <sup>p</sup>	90.1 <sup>p</sup>
Christian Tradition <sup>2</sup>	100 <sup>p</sup>	0.1 <sup>p</sup>	120 <sup>p</sup>	0.1 <sup>p</sup>
Hindu	250 <sup>p</sup>	0.2 <sup>p</sup>	300 <sup>p</sup>	0.3 <sup>p</sup>
Jewish	40 <sup>p</sup>	- <sup>p</sup>	40 <sup>p</sup>	- <sup>p</sup>
Muslim	270 <sup>p</sup>	0.3 <sup>p</sup>	300 <sup>p</sup>	0.3 <sup>p</sup>
Sikh	50 <sup>p</sup>	- <sup>p</sup>	60 <sup>p</sup>	0.1 <sup>p</sup>
Other Religions <sup>3</sup>	40 <sup>p</sup>	- <sup>p</sup>	270 <sup>p</sup>	0.3 <sup>p</sup>
No Religion	8 160 <sup>p</sup>	7.7 <sup>p</sup>	8 690 <sup>p</sup>	8.5 <sup>p</sup>
Unknown <sup>4</sup>	580 <sup>p</sup>	*	2 990 <sup>p</sup>	*

Continued overleaf

## CHAPTER 2 - PERSONNEL

### UK ARMED FORCES

**Table 2.15** Strength of UK Regular Forces by Service and religion at 1 April each year (continued)

	2007		2008	
	Number	Percentage <sup>1</sup> of total (exc. unknown)	Number	Percentage <sup>1</sup> of total (exc. unknown)
<b>Royal Air Force</b>	<b>45 370</b>		<b>43 390<sup>P</sup></b>	
Buddhist	30	0.1	30 <sup>P</sup>	0.1 <sup>P</sup>
Christian	39 390	88.5	36 600 <sup>P</sup>	87.4 <sup>P</sup>
Christian Tradition <sup>2</sup>	50	0.1	50 <sup>P</sup>	0.1 <sup>P</sup>
Hindu	40	0.1	30 <sup>P</sup>	0.1 <sup>P</sup>
Jewish	20	-	20 <sup>P</sup>	- <sup>P</sup>
Muslim	50	0.1	50 <sup>P</sup>	0.1 <sup>P</sup>
Sikh	20	0.1	20 <sup>P</sup>	0.1 <sup>P</sup>
Other Religions <sup>3</sup>	80	0.2	100 <sup>P</sup>	0.2 <sup>P</sup>
No Religion	4 810	10.8	4 990 <sup>P</sup>	11.9 <sup>P</sup>
Unknown <sup>4</sup>	880	*	1 490 <sup>P</sup>	*

Source: DASA (Quad-Service)

Religion data for all three Services are only available since April 2007 following the introduction of the Joint Personnel Administration System.

UK Regular Forces includes all trained and untrained personnel. Gurkhas, Full Time Reserve personnel, and mobilised reservists are excluded.

1. Percentages are calculated from unrounded data.
2. Christian Tradition includes Christian Scientist, Church of Jesus Christ Of Latter-Day Saints (Mormon), Jehovah's Witness and Unitarian religions amongst others.
3. Other Religions includes Druid, Pagan, Rastafarian, Spiritualist, Zoroastrian (Parsee), Wicca and Baha'I amongst others.
4. Includes those with an unrecorded religion and those who chose not to declare.

Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics for 1 April 2007 and 1 April 2008 and Naval Service and RAF strength statistics for 1 April 2008 are provisional and subject to review.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.16** Strength of the Trained UK Regular Forces by Service and nationality, at 1 April each year

	2007		2008	
	Number	Percentage <sup>1</sup> of total (exc. unknown)	Number	Percentage <sup>1</sup> of total (exc. unknown)
<b>All Services</b>	<b>172 590<sup>P</sup></b>		<b>168 620<sup>P</sup></b>	
<b>UK</b>	<b>165 790<sup>P</sup></b>	<b>96.1<sup>P</sup></b>	<b>161 040<sup>P</sup></b>	<b>95.9<sup>P</sup></b>
<b>Foreign and Commonwealth</b>	<b>6 810<sup>P</sup></b>	<b>3.9<sup>P</sup></b>	<b>6 940<sup>P</sup></b>	<b>4.1<sup>P</sup></b>
Commonwealth (non-UK) <sup>2</sup>	6 500 <sup>P</sup>	3.8 <sup>P</sup>	6 570 <sup>P</sup>	3.9 <sup>P</sup>
Other Foreign	310 <sup>P</sup>	0.2 <sup>P</sup>	360 <sup>P</sup>	0.2 <sup>P</sup>
<i>of which are Irish<sup>3</sup></i>	260 <sup>P</sup>	0.2 <sup>P</sup>	280 <sup>P</sup>	0.2 <sup>P</sup>
<b>Unknown<sup>4</sup></b>	<b>310<sup>P</sup></b>	<b>*</b>	<b>640<sup>P</sup></b>	<b>*</b>
<b>Naval Service</b>	<b>34 340</b>		<b>34 530<sup>P</sup></b>	
<b>UK</b>	<b>33 620</b>	<b>98.6</b>	<b>33 750<sup>P</sup></b>	<b>98.3<sup>P</sup></b>
<b>Foreign and Commonwealth</b>	<b>490</b>	<b>1.4</b>	<b>580<sup>P</sup></b>	<b>1.7<sup>P</sup></b>
Commonwealth (non-UK) <sup>2</sup>	430	1.3	520 <sup>P</sup>	1.5 <sup>P</sup>
Other Foreign	60	0.2	60 <sup>P</sup>	0.2 <sup>P</sup>
<i>of which are Irish<sup>3</sup></i>	50	0.2	50 <sup>P</sup>	0.1 <sup>P</sup>
<b>Unknown<sup>4</sup></b>	<b>230</b>	<b>*</b>	<b>200<sup>P</sup></b>	<b>*</b>
<b>Army</b>	<b>95 360<sup>P</sup></b>		<b>93 830<sup>P</sup></b>	
<b>UK</b>	<b>89 110<sup>P</sup></b>	<b>93.4<sup>P</sup></b>	<b>87 270<sup>P</sup></b>	<b>93.3<sup>P</sup></b>
<b>Foreign and Commonwealth</b>	<b>6 250<sup>P</sup></b>	<b>6.6<sup>P</sup></b>	<b>6 280<sup>P</sup></b>	<b>6.7<sup>P</sup></b>
Commonwealth (non-UK) <sup>2</sup>	6 020 <sup>P</sup>	6.3 <sup>P</sup>	6 000 <sup>P</sup>	6.4 <sup>P</sup>
Other Foreign	230 <sup>P</sup>	0.2 <sup>P</sup>	280 <sup>P</sup>	0.3 <sup>P</sup>
<i>of which are Irish<sup>3</sup></i>	190 <sup>P</sup>	0.2 <sup>P</sup>	200 <sup>P</sup>	0.2 <sup>P</sup>
<b>Unknown<sup>4</sup></b>	<b>-<sup>P</sup></b>	<b>*</b>	<b>270<sup>P</sup></b>	<b>*</b>
<b>Royal Air Force</b>	<b>43 210</b>		<b>40 260<sup>P</sup></b>	
<b>UK</b>	<b>43 060</b>	<b>99.9</b>	<b>40 020<sup>P</sup></b>	<b>99.8<sup>P</sup></b>
<b>Foreign and Commonwealth</b>	<b>60</b>	<b>0.1</b>	<b>70<sup>P</sup></b>	<b>0.2<sup>P</sup></b>
Commonwealth (non-UK) <sup>2</sup>	40	0.1	40 <sup>P</sup>	0.1 <sup>P</sup>
Other Foreign	20	0.1	20 <sup>P</sup>	0.1 <sup>P</sup>
<i>of which are Irish<sup>3</sup></i>	20	0.1	20 <sup>P</sup>	0.1 <sup>P</sup>
<b>Unknown<sup>4</sup></b>	<b>80</b>	<b>*</b>	<b>170<sup>P</sup></b>	<b>*</b>

Source: DASA (Quad-Service)

Nationality data for all three Services are only available since April 2007 due to the introduction of the Joint Personnel Administration System.

Figures are for trained UK Regular Forces, and therefore exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists.

1. Percentages are calculated from unrounded data.

2. Includes Zimbabwean and Fijian citizens, who continue to retain Commonwealth status under the British Nationality Act 1981.

3. Citizens of the Republic of Ireland.

4. Includes those with an unrecorded nationality.

Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics for 1 April 2007 and 1 April 2008 and Naval Service and RAF strength statistics for 1 April 2008 are provisional and subject to review.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.17** Strength of the Reserve Forces<sup>1</sup> at 1 April each year

	Thousands							
	1990	1997	2003	2004	2005	2006	2007	2008
<b>Total Reserve</b>	<b>341.4</b>	<b>322.1</b>	<b>257.2</b>	<b>244.4</b>	<b>233.6</b>	..	..	..
<b>Regular reserve</b>	<b>250.8</b>	<b>259.4</b>	<b>212.3</b>	<b>201.0</b>	<b>191.3</b>	..	..	..
<b>Naval Service<sup>2</sup></b>	<b>27.2</b>	<b>24.1</b>	<b>23.2</b>	<b>22.8</b>	<b>22.2</b>	..	..	<b>19.6</b>
Royal Fleet Reserve <sup>3</sup>	13.6	10.0	10.3	10.7	10.5	..	..	8.0
of which mobilised	-	-	-	-	-	..	..	-
Individuals liable to recall	13.6	14.1	12.8	12.0	11.7	..	..	11.6
<b>Army<sup>4</sup></b>	<b>183.5</b>	<b>190.1</b>	<b>151.4</b>	<b>141.8</b>	<b>134.2</b>	<b>127.6</b>	<b>121.8</b>	..
Army Reserve	65.8	41.2	32.3	31.1	31.4	32.1	33.8	..
of which mobilised	..	..	0.4	0.1	0.2	0.3	0.1	..
Individuals liable to recall	117.7	148.9	119.1	110.7	102.8	95.5	88.1	..
<b>Royal Air Force</b>	<b>40.1</b>	<b>45.3</b>	<b>37.7</b>	<b>36.4</b>	<b>35.0</b>	<b>34.4</b>	<b>33.4</b> <sup>P</sup>	..
Royal Air Force Reserve	10.1	16.2	10.2	9.3	8.2	7.8	7.3 <sup>P</sup>	6.1 <sup>P</sup>
of which mobilised	..	..	-	-	-	-	- <sup>P</sup>	0.1 <sup>P</sup>
Individuals liable to recall	30.1	29.0	27.5	27.1	26.7	26.6	26.0 <sup>P</sup>	..
<b>Volunteer reserve</b>	<b>90.6</b>	<b>62.6</b>	<b>44.9</b>	<b>43.4</b>	<b>42.3</b>	..	<b>41.0</b> <sup>P</sup>	<b>39.2</b> <sup>P</sup>
Naval Service <sup>5</sup>	7.0	3.6	4.1	3.8	3.6	..	3.0	2.9
of which mobilised	-	-	0.4	0.1	-	..	0.1	0.2
Army <sup>6,7,8,9</sup>	81.9	57.7	39.3	38.1	37.3	38.5	36.8	35.0 <sup>P</sup>
of which mobilised	-	0.1	4.1	2.9	1.5	1.1	1.0	1.4 <sup>P</sup>
Royal Air Force <sup>10</sup>	1.7	1.4	1.5	1.4	1.4	1.4	1.3 <sup>P</sup>	1.3 <sup>P</sup>
of which mobilised	-	-	0.8	-	-	0.1	0.2 <sup>P</sup>	0.1 <sup>P</sup>

Sources: DASA (Quad-Service), Single Services

- Figures exclude FTRS personnel.
- Naval Service Regular reserve data for 2006 and 2007 were not compiled as a result of Naval Service restructuring and so are not available.
- Comprises Royal Fleet Reserve, Naval and Royal Fleet Reserve and Marine.
- Army Regular reserve data for 2008 have not been compiled and so are not available.
- Excludes University Royal Navy Unit personnel.
- Army Volunteer reserve data are as at 1 June 2008 since 1 April 2008 have not been compiled and so are not available.
- Includes the Ulster Defence Regiment prior to 1 July 1992, when it merged with the Royal Irish Rangers and became the Home Service element of the Royal Irish Regiment. Full details can be found in **Table 7.1**.
- Between 1983 and 1993 includes the Home Service Force.
- Includes Officer Training Corps and Non-Regular Permanent Staff.
- Excludes University Air Squadron personnel.

**Table 2.18** Strength of the cadet forces at 1 April each year

	Thousands							
	1990	1997	2003	2004	2005	2006	2007	2008
<b>Total cadet forces<sup>1</sup></b>	<b>136.0</b>	<b>127.5</b>	<b>132.8</b>	<b>132.2</b>	<b>130.3</b>	..	<b>127.4</b>	<b>127.6</b>
Naval Service <sup>2</sup>	26.2	20.7	18.7	18.2	17.5	..	14.9	15.2
Army	65.7	65.1	69.8	71.3	71.6	71.9	72.2	73.0
Royal Air Force	44.2	41.8	44.3	42.7	41.1	39.5	40.3	39.4

Sources: DRFC, Single Services

- The figures for each service include both single service cadet forces and an element of the Combined Cadet Force. Figures exclude officers, training and administrative staff except for Naval Service figures before 1993 where separate figures are not available.
- Prior to 1993 includes officers and training staff.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.19** Intake<sup>1</sup> to UK Regular Forces from civil life<sup>2</sup> by sex and Service

	1990/91	1997/98	2003/04	2004/05	2005/06	2006/07	2007/08
<b>All Services</b>	<b>31 210</b>	<b>23 610</b>	<b>23 540</b>	<b>17 590</b>	<b>18 150</b>	<b>19 790<sup>P</sup></b>	<b>21 330<sup>P</sup></b>
<b>Officers</b>	<b>2 780</b>	<b>1 760</b>	<b>1 800</b>	<b>1 450</b>	<b>1 520</b>	<b>1 580<sup>P</sup></b>	<b>1 740<sup>P</sup></b>
Male	..	1 380	1 450	1 150	1 230	1 280 <sup>P</sup>	1 440 <sup>P</sup>
Female	..	380	350	300	290	310 <sup>P</sup>	300 <sup>P</sup>
<b>Other Ranks</b>	<b>28 420</b>	<b>21 850</b>	<b>21 730</b>	<b>16 140</b>	<b>16 630</b>	<b>18 210<sup>P</sup></b>	<b>19 590<sup>P</sup></b>
Male	..	18 870	19 360	14 540	15 180	16 560 <sup>P</sup>	17 790 <sup>P</sup>
Female	..	2 980	2 370	1 600	1 450	1 650 <sup>P</sup>	1 800 <sup>P</sup>
<b>Naval Service</b>	<b>6 910</b>	<b>4 600</b>	<b>4 120</b>	<b>3 690</b>	<b>3 940</b>	<b>3 770<sup>P</sup></b>	<b>3 860<sup>P</sup></b>
<b>Officers</b>	<b>550</b>	<b>370</b>	<b>340</b>	<b>370</b>	<b>370</b>	<b>320<sup>P</sup></b>	<b>290<sup>P</sup></b>
<i>of which: Royal Marines</i>	..	40	40	50	50	50 <sup>P</sup>	30 <sup>P</sup>
Male	..	300	290	300	320	280 <sup>P</sup>	240 <sup>P</sup>
<i>of which: Royal Marines</i>	..	40	40	50	50	50 <sup>P</sup>	30 <sup>P</sup>
Female	..	70	50	60	50	50 <sup>P</sup>	50 <sup>P</sup>
<i>of which: Royal Marines</i>	..	-	-	-	-	- <sup>P</sup>	- <sup>P</sup>
<b>Other Ranks</b>	<b>6 360</b>	<b>4 230</b>	<b>3 780</b>	<b>3 320</b>	<b>3 570</b>	<b>3 450<sup>P</sup></b>	<b>3 580<sup>P</sup></b>
<i>of which: Royal Marines</i>	..	980	1 050	1 030	1 190	1 080 <sup>P</sup>	1 080 <sup>P</sup>
Male	..	3 660	3 240	2 930	3 160	3 030 <sup>P</sup>	3 160 <sup>P</sup>
<i>of which: Royal Marines</i>	..	960	1 040	1 010	1 180	1 070 <sup>P</sup>	1 070 <sup>P</sup>
Female	..	560	530	390	410	420 <sup>P</sup>	420 <sup>P</sup>
<i>of which: Royal Marines</i>	..	10	10	20	10	10 <sup>P</sup>	10 <sup>P</sup>
<b>Army</b>	<b>17 500</b>	<b>15 480</b>	<b>15 260</b>	<b>11 720</b>	<b>12 730</b>	<b>14 300<sup>P</sup></b>	<b>14 540<sup>P</sup></b>
<b>Officers</b>	<b>1 450</b>	<b>990</b>	<b>940</b>	<b>790</b>	<b>820</b>	<b>900<sup>P</sup></b>	<b>1 060<sup>P</sup></b>
Male	..	780	780	640	680	720 <sup>P</sup>	890 <sup>P</sup>
Female	..	200	160	140	140	170 <sup>P</sup>	170 <sup>P</sup>
<b>Other Ranks</b>	<b>16 050</b>	<b>14 500</b>	<b>14 310</b>	<b>10 940</b>	<b>11 910</b>	<b>13 400<sup>P</sup></b>	<b>13 480<sup>P</sup></b>
Male	..	12 660	13 210	10 160	11 060	12 440 <sup>P</sup>	12 500 <sup>P</sup>
Female	..	1 830	1 110	770	850	970 <sup>P</sup>	980 <sup>P</sup>
<b>Royal Air Force</b>	<b>6 800</b>	<b>3 530</b>	<b>4 160</b>	<b>2 180</b>	<b>1 480</b>	<b>1 720</b>	<b>2 930<sup>P</sup></b>
<b>Officers</b>	<b>780</b>	<b>400</b>	<b>520</b>	<b>290</b>	<b>330</b>	<b>370</b>	<b>390<sup>P</sup></b>
Male	..	290	380	200	230	280	300 <sup>P</sup>
Female	..	110	140	100	100	90	80 <sup>P</sup>
<b>Other Ranks</b>	<b>6 010</b>	<b>3 130</b>	<b>3 640</b>	<b>1 880</b>	<b>1 150</b>	<b>1 360</b>	<b>2 540<sup>P</sup></b>
Male	..	2 540	2 910	1 440	960	1 090	2 140 <sup>P</sup>
Female	..	590	730	440	190	270	400 <sup>P</sup>

Source: DASA (Quad-Service)

UK Regular Forces includes all trained and untrained personnel. Gurkhas, Full Time Reserve personnel, and mobilised reservists are excluded.

1. Figures show intake to UK Regular Forces including re-enlistments and rejoined reservists but excludes movements between services.
2. Includes trained entrants. Trained entrants are excluded from **Tables 2.20** and **2.21**.

Due to ongoing validation of data from the Joint Personnel Administration System, all Naval Service and Army flow statistics for financial year 06/07 and 07/08 and all RAF flow statistics for financial year 07/08 are provisional and subject to review.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.20** Intake to untrained strength of UK Regular Forces by Service and ethnic origin

	2003/04	2004/05	2005/06	2006/07	2007/08
<b>All Services</b>	<b>23 040</b>	<b>17 200</b>	<b>17 810</b>	<b>19 260<sup>p</sup></b>	<b>20 910<sup>p</sup></b>
<b>Officers</b>	<b>1 950</b>	<b>1 510</b>	<b>1 600</b>	<b>1 640<sup>p</sup></b>	<b>1 910<sup>p</sup></b>
White	1 580	1 375	1 490	..	..
Ethnic minorities	35	35	35	..	..
Unknown <sup>1</sup>	335	95	75	..	..
<b>Other ranks</b>	<b>21 090</b>	<b>15 700</b>	<b>16 210</b>	<b>17 630<sup>p</sup></b>	<b>19 000<sup>p</sup></b>
White	18 675	13 940	14 650	.. <sup>r</sup>	..
Ethnic minorities	1 870	1 290	1 015	.. <sup>r</sup>	..
of which: Commonwealth 'Block recruits' <sup>2</sup>	315	225	110	.. <sup>r</sup>	..
Unknown <sup>1</sup>	545	465	545	.. <sup>r</sup>	..
<b>Naval Service</b>	<b>4 050</b>	<b>3 660</b>	<b>3 870</b>	<b>3 780<sup>p</sup></b>	<b>4 000<sup>p</sup></b>
<b>Officers</b>	<b>420</b>	<b>470</b>	<b>440</b>	<b>400<sup>p</sup></b>	<b>420<sup>p</sup></b>
White	360	380	385	..	330
Ethnic minorities	~	5	10	..	10
Unknown <sup>1</sup>	60	80	50	..	80
<b>Other ranks</b>	<b>3 630</b>	<b>3 190</b>	<b>3 430</b>	<b>3 380<sup>p</sup></b>	<b>3 580<sup>p</sup></b>
White	3 000	2 670	2 810	.. <sup>r</sup>	..
Ethnic minorities	115	100	115	.. <sup>r</sup>	..
of which: Commonwealth 'Block recruits' <sup>2</sup>	-	-	-	.. <sup>r</sup>	..
Unknown <sup>1</sup>	515	420	505	.. <sup>r</sup>	..
<b>Army</b>	<b>14 700</b>	<b>11 300</b>	<b>12 360</b>	<b>13 700<sup>p</sup></b>	<b>13 840<sup>p</sup></b>
<b>Officers</b>	<b>880</b>	<b>680</b>	<b>730</b>	<b>810<sup>p</sup></b>	<b>990<sup>p</sup></b>
White	850	650	710	770 <sup>p</sup>	..
Ethnic minorities	30	20	20	30 <sup>p</sup>	..
Unknown <sup>1</sup>	~	5	~	10 <sup>p</sup>	..
<b>Other ranks</b>	<b>13 820</b>	<b>10 620</b>	<b>11 620</b>	<b>12 890<sup>p</sup></b>	<b>12 840<sup>p</sup></b>
White	12 115	9 470	10 740	11 590 <sup>p</sup>	9 415 <sup>p</sup>
Ethnic minorities	1 695	1 150	880	1 040 <sup>p</sup>	1 160 <sup>p</sup>
of which: Commonwealth 'Block recruits' <sup>2</sup>	315	225	110	- <sup>p</sup>	..
Unknown <sup>1</sup>	10	~	10	260 <sup>p</sup>	2 265 <sup>p</sup>
<b>Royal Air Force</b>	<b>4 290</b>	<b>2 240</b>	<b>1 580</b>	<b>1 790</b>	<b>3 070<sup>p</sup></b>
<b>Officers</b>	<b>650</b>	<b>360</b>	<b>430</b>	<b>430</b>	<b>500<sup>p</sup></b>
White	370	345	395	..	445
Ethnic minorities	10	10	5	..	5
Unknown <sup>1</sup>	270	10	25	..	40
<b>Other ranks</b>	<b>3 640</b>	<b>1 880</b>	<b>1 150</b>	<b>1 360</b>	<b>2 580<sup>p</sup></b>
White	3 560	1 800	1 100	1 155	2 195 <sup>p</sup>
Ethnic minorities	55	45	20	20	45 <sup>p</sup>
Unknown <sup>1</sup>	25	40	30	185	340 <sup>p</sup>
<b>Ethnic minorities as a percentage<sup>4</sup> of total (exc. unknown)</b>					
<b>All personnel<sup>4</sup></b>	<b>7.3</b>	<b>6.7</b>	<b>5.5</b>	<b>..</b>	<b>..</b>
<b>Officers</b>	<b>2.3</b>	<b>2.6</b>	<b>2.4</b>	<b>..</b>	<b>..</b>
Naval Service	0.3	1.6	2.0	..	2.4 <sup>p</sup>
Army	3.2	3.1	2.9	3.6 <sup>p</sup>	..
Royal Air Force	2.1	2.8	1.7	..	1.5 <sup>p</sup>
<b>Other ranks<sup>4</sup></b>	<b>7.7</b>	<b>7.1</b>	<b>5.8</b>	<b>..<sup>r</sup></b>	<b>..</b>
Naval Service	3.8	3.5	3.9	.. <sup>r</sup>	..
Army <sup>4</sup>	10.2	8.9	6.7	8.2 <sup>p</sup>	11.0 <sup>p</sup>
Royal Air Force	1.6	2.3	1.8	1.5	1.9 <sup>p</sup>

Source: DASA(Quad-Service)

UK Regular Forces excludes Gurkhas, Full Time Reserve personnel, and mobilised reservists. Officer figures include intake from the ranks and re-entrants.

Fluctuations in intake reflect changes in recruiting targets as well as the degree of success in meeting them.

Ethnicity figures are based on those with a known ethnic origin. Where more than 40% of ethnicity data are unknown, figures are suppressed to reduce the possibility of presenting misleading information. All service totals are also suppressed when comprised of single service figures of varying coverage to prevent bias towards services with higher coverage.

1. Includes those with an unrecorded ethnic origin and those who choose not to declare.

2. Ethnic minorities recruited *en bloc* include Fijians, Vincencians and St Lucians for 2003/04. From April 2004, only Fijians are included. From April 2006 there are no block recruits.

3. Percentages are calculated from unrounded data.

4. Excludes Fijians, Vincencians and St Lucians recruited *en bloc*.

Due to ongoing validation of data from the Joint Personnel Administration System, all Naval Service and Army flow statistics for financial year 06/07 and 07/08 and all RAF flow statistics for financial year 07/08 are provisional and subject to review.

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## UK ARMED FORCES

**Table 2.21** Intake to untrained strength of UK Regular Forces by Service and sex

	1997/98	2003/04	2004/05	2005/06	2006/07	2007/08
<b>Females: total</b>	<b>3 280</b>	<b>2 660</b>	<b>1 810</b>	<b>1 660</b>	<b>1 880<sup>P</sup></b>	<b>2 070<sup>P</sup></b>
<b>Officers: total</b>	<b>360</b>	<b>360</b>	<b>280</b>	<b>270</b>	<b>280<sup>P</sup></b>	<b>330<sup>P</sup></b>
Naval Service	80	60	80	60	50 <sup>P</sup>	50 <sup>P</sup>
Army	160	140	100	100	140 <sup>P</sup>	170 <sup>P</sup>
Royal Air Force	120	160	100	110	100	100 <sup>P</sup>
<b>Other ranks: total</b>	<b>2 920</b>	<b>2 300</b>	<b>1 530</b>	<b>1 390</b>	<b>1 590<sup>P</sup></b>	<b>1 750<sup>P</sup></b>
Naval Service	560	510	380	390	410 <sup>P</sup>	420 <sup>P</sup>
Army	1 780	1 060	710	800	920 <sup>P</sup>	930 <sup>P</sup>
Royal Air Force	590	730	440	190	270	400 <sup>P</sup>
<b>Males: total</b>	<b>19 650</b>	<b>20 390</b>	<b>15 390</b>	<b>16 150</b>	<b>17 380<sup>P</sup></b>	<b>18 840<sup>P</sup></b>
<b>Officers: total</b>	<b>1 540</b>	<b>1 590</b>	<b>1 230</b>	<b>1 330</b>	<b>1 350<sup>P</sup></b>	<b>1 580<sup>P</sup></b>
Naval Service	380	370	390	380	350 <sup>P</sup>	370 <sup>P</sup>
Army	720	740	580	630	670 <sup>P</sup>	820 <sup>P</sup>
Royal Air Force	440	490	260	310	330	390 <sup>P</sup>
<b>Other ranks: total</b>	<b>18 110</b>	<b>18 800</b>	<b>14 160</b>	<b>14 820</b>	<b>16 040<sup>P</sup></b>	<b>17 260<sup>P</sup></b>
Naval Service	3 650	3 120	2 810	3 040	2 970 <sup>P</sup>	3 160 <sup>P</sup>
Army	11 930	12 760	9 910	10 820	11 970 <sup>P</sup>	11 910 <sup>P</sup>
Royal Air Force	2 540	2 910	1 440	960	1 090	2 180 <sup>P</sup>
<b>Females as a percentage of total<sup>1</sup></b>	<b>14.3</b>	<b>11.5</b>	<b>10.5</b>	<b>9.3</b>	<b>9.7<sup>P</sup></b>	<b>9.9<sup>P</sup></b>
<b>Officers: total</b>	<b>18.8</b>	<b>18.3</b>	<b>18.5</b>	<b>17.1</b>	<b>17.4<sup>P</sup></b>	<b>17.1<sup>P</sup></b>
Naval Service	17.2	13.2	16.1	12.9	12.5 <sup>P</sup>	12.9 <sup>P</sup>
Army	17.8	16.1	14.6	14.0	17.1 <sup>P</sup>	17.2 <sup>P</sup>
Royal Air Force	21.6	24.7	28.8	26.8	22.6	20.4 <sup>P</sup>
<b>Other ranks: total</b>	<b>13.9</b>	<b>10.9</b>	<b>9.8</b>	<b>8.6</b>	<b>9.0<sup>P</sup></b>	<b>9.2<sup>P</sup></b>
Naval Service	13.2	13.9	11.9	11.5	12.1 <sup>P</sup>	11.7 <sup>P</sup>
Army	13.0	7.7	6.7	6.9	7.1 <sup>P</sup>	7.2 <sup>P</sup>
Royal Air Force	18.9	20.1	23.3	16.8	19.7	15.4 <sup>P</sup>

Source: DASA (Quad-Service)

UK Regular Forces excludes Gurkhas, Full Time Reserve personnel, and mobilised reservists.

1. Percentages are calculated from unrounded data.

Due to ongoing validation of data from the Joint Personnel Administration System, all Naval Service and Army flow statistics for financial year 06/07 and 07/08 and all RAF flow statistics for financial year 07/08 are provisional and subject to review.

**Table 2.22** Gains to trained strength<sup>1</sup> of UK Regular Forces by Service

	2003/04	2004/05	2005/06	2006/07	2007/08
<b>All Services</b>	<b>19 070</b>	<b>16 780</b>	<b>14 780</b>	<b>14 670<sup>SP</sup></b>	<b>15 500<sup>P</sup></b>
<b>Officers: total</b>	<b>2 150</b>	<b>2 020</b>	<b>1 840</b>	<b>1 990<sup>P</sup></b>	<b>1 790<sup>P</sup></b>
Naval Service	480	410	370	430 <sup>P</sup>	300 <sup>P</sup>
Army	1 070	1 050	1 090	1 160 <sup>P</sup>	1 040 <sup>P</sup>
Royal Air Force	600	550	380	400	440 <sup>P</sup>
<b>Other ranks: total</b>	<b>16 920</b>	<b>14 760</b>	<b>12 940</b>	<b>12 670<sup>SP</sup></b>	<b>13 700<sup>P</sup></b>
Naval Service	2 840	2 310	2 470	2 320 <sup>P</sup>	3 270 <sup>P</sup>
Army	10 920	9 580	8 610	9 350 <sup>SP</sup>	9 260 <sup>P</sup>
Royal Air Force	3 160	2 870	1 860	1 010	1 170 <sup>P</sup>

Source: DASA (Quad-Service)

UK Regular Forces excludes Gurkhas, Full Time Reserve personnel, and mobilised reservists.

1. Gains to Trained Strength (GTS) represent those who are added to the trained strength, usually having just completed their training and thus transferring from the untrained strength. Because of the nature of the data, this has been inferred by adding trained outflow to the net change in trained strength. Personnel who have transferred from the untrained to trained strength and back again (or vice versa) within the period shown are thus excluded. Direct entries to the trained strength are included in GTS, such as trained re-entrants, Professionally Qualified Officers (PQO) and FTRS. Fluctuations in GTS reflect changes in GTS targets as well as the degree of success in meeting them.

Due to ongoing validation of data from the Joint Personnel Administration System, all Naval Service and Army flow statistics for financial year 06/07 and 07/08 and all RAF flow statistics for financial year 07/08 are provisional and subject to review.

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## UK ARMED FORCES

**Table 2.23** Outflow<sup>1</sup> from UK Regular Forces by Service and whether trained or untrained

	1990/91	1997/98	2003/04	2004/05	2005/06	2006/07 <sup>r,p</sup>	2007/08 <sup>p</sup>
<b>All Services</b>	<b>39 080</b>	<b>24 350</b>	<b>23 400</b>	<b>23 430</b>	<b>23 260</b>	<b>25 160<sup>r,p</sup></b>	<b>24 690<sup>p</sup></b>
<b>Officers<sup>2</sup></b>	<b>3 710</b>	<b>2 280</b>	<b>2 040</b>	<b>2 310</b>	<b>2 290</b>	<b>2 680<sup>p</sup></b>	<b>2 820<sup>p</sup></b>
Trained	..	2 040	1 740	1 970	2 080	2 310 <sup>p</sup>	2 340 <sup>p</sup>
as a percentage of trained strength <sup>3</sup>	..	6.9	5.8	6.6	7.0	7.9 <sup>p</sup>	8.1 <sup>p</sup>
Untrained	..	240	310	340	220	370 <sup>p</sup>	480 <sup>p</sup>
<b>Other ranks</b>	<b>35 370</b>	<b>22 070</b>	<b>21 360</b>	<b>21 120</b>	<b>20 980</b>	<b>22 480<sup>r,p</sup></b>	<b>21 860<sup>p</sup></b>
Trained	..	16 350	14 730	15 640	16 070	16 560 <sup>p</sup>	15 670 <sup>p</sup>
as a percentage of trained strength <sup>3</sup>	..	10.1	9.6	10.1	10.6	11.4 <sup>p</sup>	11.1 <sup>p</sup>
Untrained	..	5 720	6 640	5 490	4 910	5 920 <sup>p</sup>	6 190 <sup>p</sup>
<b>Naval Service</b>	<b>8 110</b>	<b>5 270</b>	<b>4 770</b>	<b>4 630</b>	<b>4 490</b>	<b>4 320<sup>p</sup></b>	<b>4 340<sup>p</sup></b>
<b>Officers</b>	<b>800</b>	<b>620</b>	<b>470</b>	<b>510</b>	<b>520</b>	<b>500<sup>p</sup></b>	<b>580<sup>p</sup></b>
Trained	..	500	380	420	430	400 <sup>p</sup>	460 <sup>p</sup>
as a percentage of trained strength <sup>3</sup>	..	7.3	5.7	6.3	6.5	6.0 <sup>p</sup>	7.0 <sup>p</sup>
Untrained	..	120	90	90	90	100 <sup>p</sup>	120 <sup>p</sup>
<b>Other ranks</b>	<b>7 310</b>	<b>4 650</b>	<b>4 300</b>	<b>4 130</b>	<b>3 960</b>	<b>3 820<sup>p</sup></b>	<b>3 760<sup>p</sup></b>
Trained	..	3 560	3 060	3 170	2 870	2 800 <sup>p</sup>	2 660 <sup>p</sup>
as a percentage of trained strength <sup>3</sup>	..	10.4	10.3	10.8	10.1	10.0 <sup>p</sup>	9.5 <sup>p</sup>
Untrained	..	1 080	1 250	960	1 100	1 020 <sup>r,p</sup>	1 110 <sup>p</sup>
<b>Army</b>	<b>22 820</b>	<b>14 470</b>	<b>14 600</b>	<b>15 070</b>	<b>14 190</b>	<b>15 770<sup>p</sup></b>	<b>15 330<sup>p</sup></b>
<b>Officers<sup>2</sup></b>	<b>1 860</b>	<b>1 040</b>	<b>950</b>	<b>1 100</b>	<b>1 070</b>	<b>1 330<sup>p</sup></b>	<b>1 490<sup>p</sup></b>
Trained	..	960	780	900	980	1 110 <sup>p</sup>	1 160 <sup>p</sup>
as a percentage of trained strength <sup>3</sup>	..	7.5	5.8	6.6	7.1	8.1 <sup>p</sup>	8.4 <sup>p</sup>
Untrained	..	80	170	200	90	220 <sup>p</sup>	330 <sup>p</sup>
<b>Other ranks</b>	<b>20 960</b>	<b>13 430</b>	<b>13 640</b>	<b>13 970</b>	<b>13 120</b>	<b>14 440<sup>p</sup></b>	<b>13 830<sup>p</sup></b>
Trained	..	9 250	8 790	9 840	9 520	9 820 <sup>p</sup>	9 310 <sup>p</sup>
as a percentage of trained strength <sup>3</sup>	..	10.9	10.3	11.4	11.3	12.0 <sup>p</sup>	11.6 <sup>p</sup>
Untrained	..	4 180	4 850	4 130	3 600	4 620 <sup>p</sup>	4 530 <sup>p</sup>
<b>Royal Air Force</b>	<b>8 150</b>	<b>4 610</b>	<b>4 040</b>	<b>3 730</b>	<b>4 590</b>	<b>5 070</b>	<b>5 020<sup>p</sup></b>
<b>Officers</b>	<b>1 050</b>	<b>620</b>	<b>620</b>	<b>700</b>	<b>700</b>	<b>850</b>	<b>760<sup>p</sup></b>
Trained	..	580	580	640	670	800	720 <sup>p</sup>
as a percentage of trained strength <sup>3</sup>	..	5.9	6.0	6.7	7.1	8.9	8.3 <sup>p</sup>
Untrained	..	40	40	60	30	50	30 <sup>p</sup>
<b>Other ranks</b>	<b>7 090</b>	<b>3 990</b>	<b>3 410</b>	<b>3 020</b>	<b>3 890</b>	<b>4 220</b>	<b>4 270<sup>p</sup></b>
Trained	..	3 540	2 880	2 630	3 670	3 930	3 710 <sup>p</sup>
as a percentage of trained strength <sup>3</sup>	..	8.2	7.4	6.7	9.6	11.1	11.3 <sup>p</sup>
Untrained	..	450	530	400	220	280	560 <sup>p</sup>

Source: DASA (Quad-Service)

UK Regular Forces includes all trained and untrained personnel. Gurkhas, Full Time Reserve personnel, and mobilised reservists are excluded.

Outflow from UK Regular Forces includes death and outflow to civil life including recalled reservists on release and outflow to the Home Service battalions of the Royal Irish Regiment, which was disbanded on 31 March 2008.

1. Does not include promotion to officer from other ranks.
2. From 1997/98 onwards, Army officer outflow figures include miscellaneous outflow.
3. Calculated as a percentage of the average trained strength over the year.

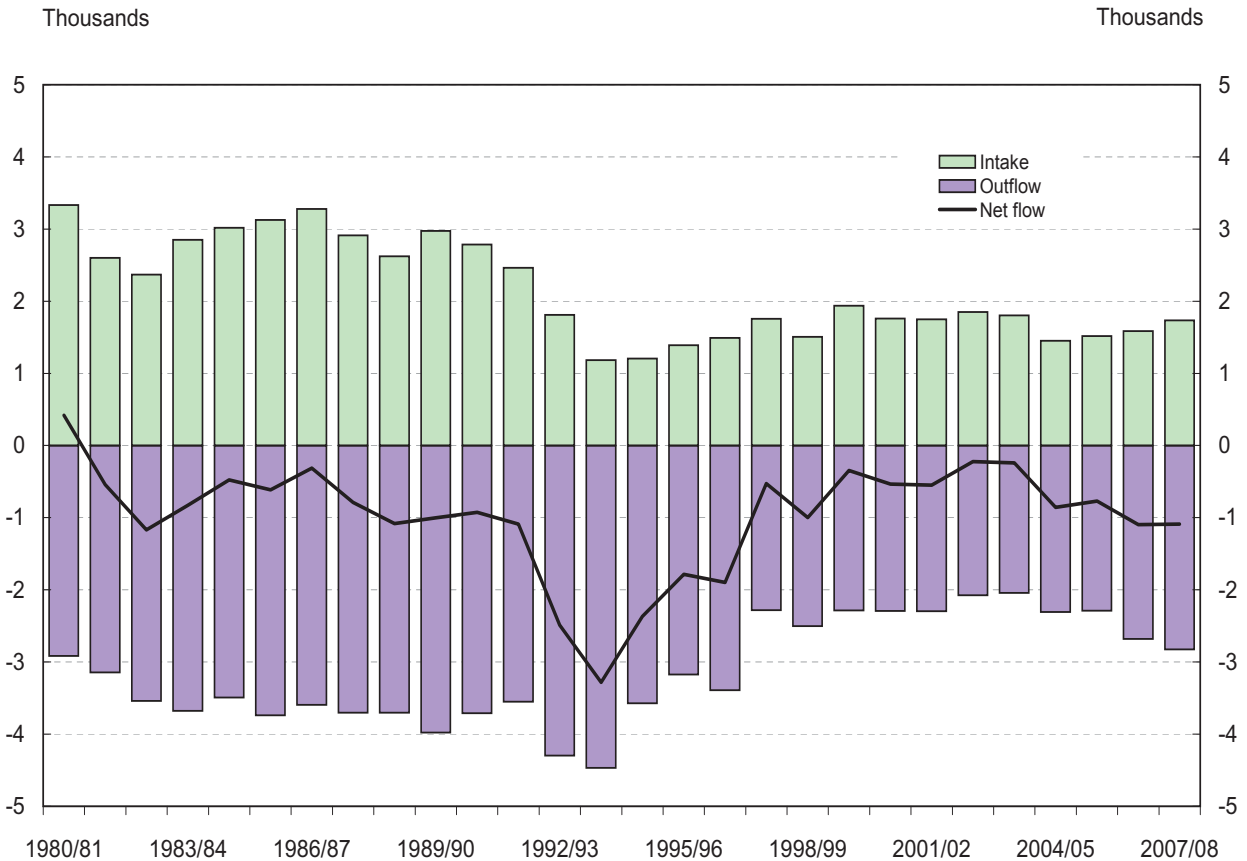
Due to ongoing validation of data from the Joint Personnel Administration System, all Naval Service and Army flow statistics for financial year 06/07 and 07/08 and all RAF flow statistics for financial year 07/08 are provisional and subject to review.

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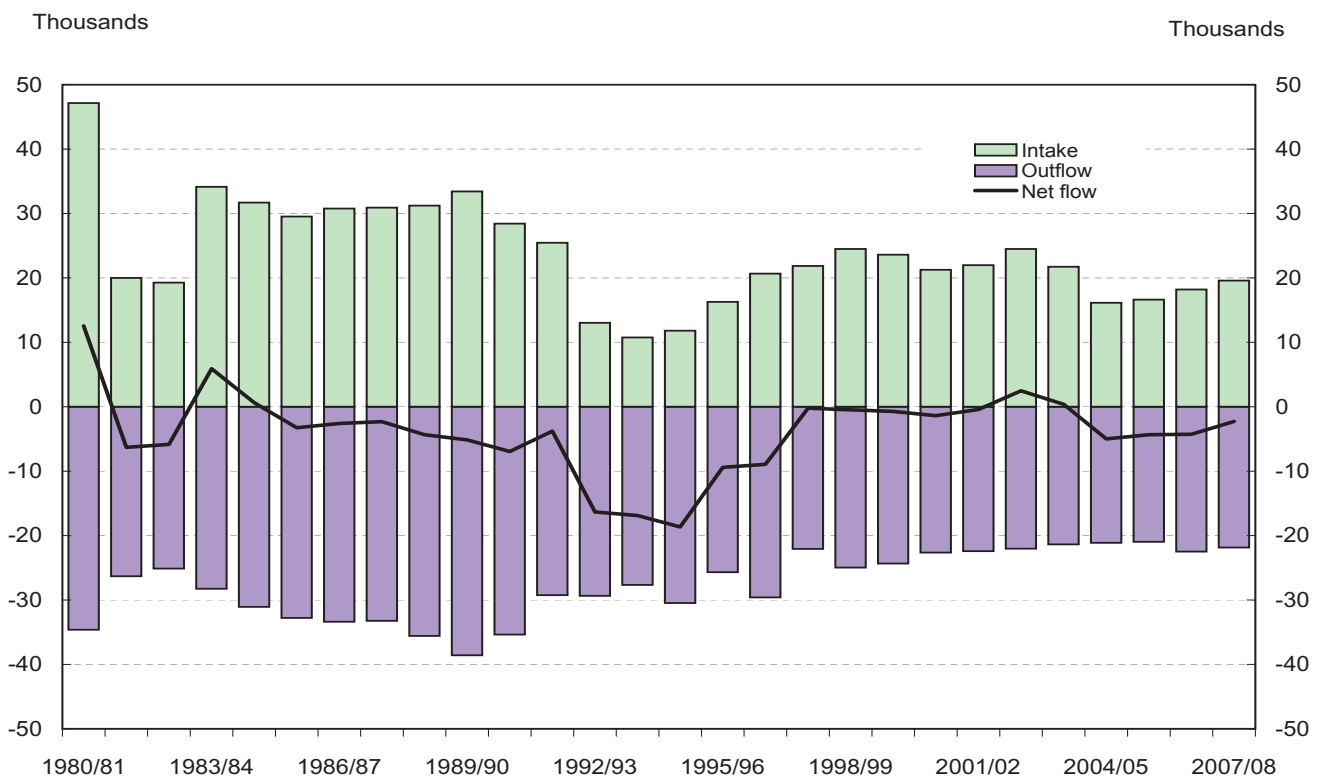
## UK ARMED FORCES

### Charts to Tables 2.19 & 2.23 Intake and Outflow of UK Regular Forces

#### Intake and Outflow of UK Regular Officers



#### Intake and Outflow of UK Regular Other Ranks



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**Table 2.24** Outflow<sup>1</sup> from trained UK Regular forces by Service and ethnic origin<sup>2</sup>

	1997/98	2003/04	2004/05	2005/06	2006/07	2007/08
<b>All Services</b>	<b>18 390</b>	<b>16 460</b>	<b>17 600</b>	<b>18 140</b>	<b>18 870<sup>P</sup></b>	<b>18 010<sup>P</sup></b>
<b>Officers<sup>3</sup></b>	<b>2 040</b>	<b>1 740</b>	<b>1 970</b>	<b>2 080</b>	<b>2 310<sup>P</sup></b>	<b>2 340<sup>P</sup></b>
White	2 015	1 565	1 770	1 880	2 095 <sup>P</sup>	2 125 <sup>P</sup>
Ethnic minorities	20	40	45	55	45 <sup>P</sup>	70 <sup>P</sup>
Unknown <sup>4</sup>	5	135	150	140	170 <sup>P</sup>	145 <sup>P</sup>
<b>Other ranks</b>	<b>16 350</b>	<b>14 730</b>	<b>15 640</b>	<b>16 070</b>	<b>16 560<sup>P</sup></b>	<b>15 670<sup>P</sup></b>
White	16 060	12 640	13 695	14 250	14 720 <sup>P</sup>	13 840 <sup>P</sup>
Ethnic minorities	190	425	475	560	740 <sup>P</sup>	1 000 <sup>P</sup>
Unknown <sup>4</sup>	100	1 660	1 465	1 260	1 095 <sup>P</sup>	835 <sup>P</sup>
<b>Naval Service</b>	<b>4 060</b>	<b>3 440</b>	<b>3 590</b>	<b>3 300</b>	<b>3 200<sup>P</sup></b>	<b>3 110<sup>P</sup></b>
<b>Officers</b>	<b>500</b>	<b>380</b>	<b>420</b>	<b>430</b>	<b>400<sup>P</sup></b>	<b>460<sup>P</sup></b>
White	495	350	390	410	375 <sup>P</sup>	435 <sup>P</sup>
Ethnic minorities	5	5	~	5	10 <sup>P</sup>	10 <sup>P</sup>
Unknown <sup>4</sup>	-	25	25	15	15 <sup>P</sup>	15 <sup>P</sup>
<b>Other ranks</b>	<b>3 560</b>	<b>3 060</b>	<b>3 170</b>	<b>2 870</b>	<b>2 800<sup>P</sup></b>	<b>2 660<sup>P</sup></b>
White	3 540	2 725	2 770	2 670	2 620 <sup>P</sup>	2 510 <sup>P</sup>
Ethnic minorities	25	50	60	75	65 <sup>P</sup>	65 <sup>P</sup>
Unknown <sup>4</sup>	-	285	345	125	120 <sup>P</sup>	80 <sup>P</sup>
<b>Army</b>	<b>10 210</b>	<b>9 570</b>	<b>10 740</b>	<b>10 500</b>	<b>10 930<sup>P</sup></b>	<b>10 470<sup>P</sup></b>
<b>Officers<sup>3</sup></b>	<b>960</b>	<b>780</b>	<b>900</b>	<b>980</b>	<b>1 110<sup>P</sup></b>	<b>1 160<sup>P</sup></b>
White	950	705	805	875	1 005 <sup>P</sup>	1 060 <sup>P</sup>
Ethnic minorities	5	15	25	25	20 <sup>P</sup>	35 <sup>P</sup>
Unknown <sup>4</sup>	~	60	75	80	85 <sup>P</sup>	65 <sup>P</sup>
<b>Other ranks</b>	<b>9 250</b>	<b>8 790</b>	<b>9 840</b>	<b>9 520</b>	<b>9 820<sup>P</sup></b>	<b>9 310<sup>P</sup></b>
White	9 065	7 410	8 640	8 355	8 590 <sup>P</sup>	8 020 <sup>P</sup>
Ethnic minorities	105	320	350	385	580 <sup>P</sup>	845 <sup>P</sup>
Unknown <sup>4</sup>	80	1 060	850	785	645 <sup>P</sup>	445 <sup>P</sup>
<b>Royal Air Force</b>	<b>4 120</b>	<b>3 460</b>	<b>3 270</b>	<b>4 340</b>	<b>4 740</b>	<b>4 430<sup>P</sup></b>
<b>Officers</b>	<b>580</b>	<b>580</b>	<b>640</b>	<b>670</b>	<b>800</b>	<b>720<sup>P</sup></b>
White	575	510	575	595	710	630 <sup>P</sup>
Ethnic minorities	5	15	20	25	15	25 <sup>P</sup>
Unknown <sup>4</sup>	~	50	50	45	75	65 <sup>P</sup>
<b>Other ranks</b>	<b>3 540</b>	<b>2 880</b>	<b>2 630</b>	<b>3 670</b>	<b>3 930</b>	<b>3 710<sup>P</sup></b>
White	3 455	2 505	2 285	3 220	3 505	3 305 <sup>P</sup>
Ethnic minorities	60	55	65	100	95	90 <sup>P</sup>
Unknown <sup>4</sup>	20	320	270	350	335	310 <sup>P</sup>
<b>Ethnic minorities as a percentage<sup>5</sup> of total (excluding Unknown)</b>						
<b>All personnel</b>	<b>1.1</b>	<b>3.2</b>	<b>3.3</b>	<b>3.7</b>	<b>4.5<sup>P</sup></b>	<b>6.3<sup>P</sup></b>
<b>Officers</b>	<b>0.9</b>	<b>2.4</b>	<b>2.6</b>	<b>2.8</b>	<b>2.1<sup>P</sup></b>	<b>3.3<sup>P</sup></b>
Naval Service	1.2	2.0	~	1.7	2.3 <sup>P</sup>	2.2 <sup>P</sup>
Army <sup>3</sup>	0.6	2.1	3.0	2.7	2.0 <sup>P</sup>	3.3 <sup>P</sup>
Royal Air Force	1.0	3.2	3.0	3.7	2.1	4.0 <sup>P</sup>
<b>Other ranks</b>	<b>1.2</b>	<b>3.3</b>	<b>3.3</b>	<b>3.8</b>	<b>4.8<sup>P</sup></b>	<b>6.7<sup>P</sup></b>
Naval Service	0.7	1.8	2.1	2.7	2.4 <sup>P</sup>	2.5 <sup>P</sup>
Army	1.1	4.2	3.9	4.4	6.3 <sup>P</sup>	9.5 <sup>P</sup>
Royal Air Force	1.8	2.1	2.8	3.0	2.6	2.7 <sup>P</sup>

Source: DASA (Quad-Service)

UK Regular Forces excludes Gurkhas, Full Time Reserve personnel, and mobilised reservists.

Outflow from UK Regular Forces includes death and outflow to civil life including recalled reservists on release and outflow to the Home Service battalions of the Royal Irish Regiment, which was disbanded on 31 March 2008.

1. Does not include promotions to officer from other ranks or flows between Services.

2. From 2002 onwards ethnicity classifications were changed in line with the 2001 census of population so that the new ethnicity classifications used in the 2001 Census of Population could be used. These classifications are the basis of the figures from 2002 onwards.

3. Army officer outflow figures include miscellaneous outflow.

4. Includes those with an unrecorded ethnic origin and those who chose not to declare.

5. Percentages are calculated from unrounded data.

~ denotes fewer than 5 or a percentage based on fewer than 5.

Due to ongoing validation of data from the Joint Personnel Administration System, all Naval Service and Army flow statistics for financial year 06/07 and 07/08 and all RAF flow statistics for financial year 07/08 are provisional and subject to review.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.25** Outflow<sup>1</sup> from trained UK Regular Forces by sex and reason for leaving

	1990/91	1997/98	2003/04	2004/05	2005/06	2006/07 <sup>2</sup>	2007/08 <sup>2</sup>
<b>All trained personnel</b>	<b>28 820</b>	<b>18 390</b>	<b>16 460</b>	<b>17 600</b>	<b>18 140</b>	<b>18 870<sup>P</sup></b>	<b>18 010<sup>P</sup></b>
<b>Trained officers</b>	<b>2 760</b>	<b>2 040</b>	<b>1 740</b>	<b>1 970</b>	<b>2 080</b>	<b>2 310<sup>P</sup></b>	<b>2 340<sup>P</sup></b>
<b>Male</b>	<b>2 450</b>	<b>1 860</b>	<b>1 580</b>	<b>1 760</b>	<b>1 880</b>	<b>2 090<sup>P</sup></b>	<b>2 080<sup>P</sup></b>
Age, option point and time <sup>3</sup>	1 130	980	710	800	810	..	..
Full career: age <sup>4</sup>	440	420	430	470	..	..	..
Full career: option point <sup>5</sup>	190	160	180	190	..	..	..
Short career: time <sup>6</sup>	460	380	90	130	..	..	..
Short career: option <sup>7</sup>	40	20	-	-	..	..	..
Redundancies	-	-	-	-	40	..	..
Voluntary Outflow	1 180	790	760	820	900	..	..
Medical reasons and death	100	70	60	100	70	..	..
Other reasons <sup>8,9</sup>	40	20	40	40	70	..	..
<b>Female</b>	<b>310</b>	<b>180</b>	<b>160</b>	<b>200</b>	<b>200</b>	<b>220<sup>P</sup></b>	<b>260<sup>P</sup></b>
Age, option point and time <sup>3</sup>	180	100	50	80	70	..	..
Full career: age <sup>4</sup>	10	-	-	10	..	..	..
Full career: option point <sup>5</sup>	10	20	20	20	..	..	..
Short career: time <sup>6</sup>	150	80	30	40	..	..	..
Short career: option <sup>7</sup>	-	-	-	-	..	..	..
Redundancies	-	-	-	-	-	..	..
Voluntary Outflow	120	60	100	110	110	..	..
Medical reasons and death	-	10	10	10	10	..	..
Other reasons <sup>8,9</sup>	10	-	-	-	-	..	..
<b>Trained other ranks</b>	<b>26 060</b>	<b>16 350</b>	<b>14 730</b>	<b>15 640</b>	<b>16 070</b>	<b>16 560<sup>P</sup></b>	<b>15 670<sup>P</sup></b>
<b>Male</b>	<b>24 070</b>	<b>14 880</b>	<b>13 390</b>	<b>14 260</b>	<b>14 700</b>	<b>15 190<sup>P</sup></b>	<b>14 360<sup>P</sup></b>
End of engagement	5 330	4 240	3 030	2 960	3 440	..	..
Redundancies	-	-	-	-	490	..	..
Voluntary Outflow	15 640	7 970	6 720	7 310	7 260	..	..
Service no longer required, disciplinary and other reasons <sup>8</sup>	1 850	1 500	2 760	2 940	2 430	..	..
Medical reasons and death	1 120	1 110	830	1 020	1 020	..	..
Compassionate release	130	60	50	40	50	..	..
<b>Female</b>	<b>1 990</b>	<b>1 470</b>	<b>1 330</b>	<b>1 380</b>	<b>1 360</b>	<b>1 360<sup>P</sup></b>	<b>1 320<sup>P</sup></b>
End of engagement	160	150	110	110	140	..	..
Redundancies	-	-	-	-	10	..	..
Voluntary Outflow <sup>3</sup>	1 650	1 090	910	920	900	..	..
of which:							
Marriage	540	-	-	-	..	..	..
Pregnancy	350	180	170	190	..	..	..
Service no longer required, disciplinary and other reasons <sup>8</sup>	150	110	200	210	200	..	..
Medical reasons and death	30	110	100	120	120	..	..
Compassionate release	10	20	20	10	10	..	..

Source: DASA (Quad-Service)

UK Regular Forces excludes Gurkhas, Full Time Reserve personnel, and mobilised reservists.

Outflow from UK Regular Forces includes death and outflow to civil life including recalled reservists on release and outflow to the Home Service battalions of the Royal Irish Regiment, which was disbanded on 31 March 2008.

- Does not include promotions to officer from other ranks or flows between Services.
- Due to ongoing validation of data from the Joint Personnel Administration System, breakdowns of outflow by exit reason are not currently available from 1 April 2006.
- Due to the introduction of the Joint Personnel Administration System, there are no further breakdowns of this category available from 2005/06.
- Naval Service: completion of Full Term Commission; Army: completion of Regular Career Commission; RAF: exit at Normal Retirement Date.
- Naval Service: completion of Career Commission; Army: completion of Intermediate Regular Commission; RAF: exit at Initial or Optional Retirement Date (typically aged 38-44 years).
- Naval Service: completion of an Initial Commission (Short Career Commission before 1999); Army/RAF: Short Service Commission.
- RAF only: 8 year break-point in Short Service Commission or 8 or 12 year breakpoint in other commissions.
- Includes dismissal.
- From 1997/98, Army Officer outflow figures include miscellaneous outflow.

Due to ongoing validation of data from the Joint Personnel Administration System, all Service flow statistics for financial year 06/07 and 07/08 are provisional and subject to review.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.26** Outflow<sup>1</sup> from UK Regular Forces by sex and Service

	1990/91	1997/98	2003/04	2004/05	2005/06	2006/07	2007/08
<b>Females: total</b>	<b>3 060</b>	<b>2 490</b>	<b>2 200</b>	<b>2 100</b>	<b>1 980</b>	<b>2 160<sup>P</sup></b>	<b>2 170<sup>P</sup></b>
<b>Officers: total</b>	<b>360</b>	<b>230</b>	<b>220</b>	<b>250</b>	<b>240</b>	<b>300<sup>P</sup></b>	<b>350<sup>P</sup></b>
Naval Service	40	60	30	50	40	50 <sup>P</sup>	50 <sup>P</sup>
Army <sup>2</sup>	180	100	110	130	110	140 <sup>P</sup>	190 <sup>P</sup>
Royal Air Force	140	60	70	80	90	100	100 <sup>P</sup>
<b>Other ranks: total</b>	<b>2 700</b>	<b>2 260</b>	<b>1 990</b>	<b>1 840</b>	<b>1 730</b>	<b>1 870<sup>P</sup></b>	<b>1 830<sup>P</sup></b>
Naval Service	640	560	510	440	440	440 <sup>P</sup>	420 <sup>P</sup>
Army	1 060	1 180	980	960	840	960 <sup>P</sup>	900 <sup>P</sup>
Royal Air Force	1 000	530	500	450	450	460	500 <sup>P</sup>
<b>Males: total</b>	<b>36 020</b>	<b>21 860</b>	<b>21 200</b>	<b>21 330</b>	<b>21 290</b>	<b>23 000<sup>F,P</sup></b>	<b>22 510<sup>P</sup></b>
<b>Officers: total</b>	<b>3 350</b>	<b>2 060</b>	<b>1 830</b>	<b>2 050</b>	<b>2 050</b>	<b>2 380<sup>P</sup></b>	<b>2 480<sup>P</sup></b>
Naval Service	760	560	440	460	480	450 <sup>P</sup>	530 <sup>P</sup>
Army <sup>2</sup>	1 680	930	840	970	960	1 180 <sup>P</sup>	1 300 <sup>P</sup>
Royal Air Force	920	560	550	620	610	750	650 <sup>P</sup>
<b>Other ranks: total</b>	<b>32 670</b>	<b>19 800</b>	<b>19 370</b>	<b>19 280</b>	<b>19 240</b>	<b>20 610<sup>P</sup></b>	<b>20 040<sup>P</sup></b>
Naval Service	6 670	4 090	3 800	3 690	3 520	3 380 <sup>P</sup>	3 340 <sup>P</sup>
Army	19 910	12 260	12 660	13 020	12 280	13 480 <sup>P</sup>	12 930 <sup>P</sup>
Royal Air Force	6 090	3 460	2 920	2 570	3 440	3 760	3 760 <sup>P</sup>
<b>Females as a percentage of total</b>	<b>7.8</b>	<b>10.2</b>	<b>9.4</b>	<b>8.9</b>	<b>8.5</b>	<b>8.6<sup>P</sup></b>	<b>8.8<sup>P</sup></b>
<b>Officers: total</b>	<b>9.7</b>	<b>9.9</b>	<b>10.6</b>	<b>11.0</b>	<b>10.7</b>	<b>11.0<sup>P</sup></b>	<b>12.3<sup>P</sup></b>
Naval Service	5.1	10.3	7.3	9.9	8.1	9.8 <sup>P</sup>	8.3 <sup>P</sup>
Army <sup>2</sup>	9.9	10.1	11.6	11.6	10.7	10.8 <sup>P</sup>	13.0 <sup>P</sup>
Royal Air Force	12.8	9.3	11.4	11.0	12.6	12.0	13.8 <sup>P</sup>
<b>Other ranks: total</b>	<b>7.6</b>	<b>10.3</b>	<b>9.3</b>	<b>8.7</b>	<b>8.3</b>	<b>8.3<sup>P</sup></b>	<b>8.4<sup>P</sup></b>
Naval Service	8.7	12.0	11.8	10.6	11.2	11.6 <sup>P</sup>	11.2 <sup>P</sup>
Army	5.0	8.8	7.2	6.8	6.4	6.7 <sup>P</sup>	6.5 <sup>P</sup>
Royal Air Force	14.2	13.3	14.5	14.9	11.6	10.9	11.8 <sup>P</sup>

Source: DASA (Quad-Service)

UK Regular Forces includes all trained and untrained personnel. Gurkhas, Full Time Reserve personnel, and mobilised reservists are excluded.

Outflow from UK Regular Forces includes death and outflow to civil life including recalled reservists on release and outflow to the Home Service battalions of the Royal Irish Regiment, which was disbanded on 31 March 2008.

1. Does not include promotions to officer from other ranks or flows between Services.
2. From 1997/98, Army officer outflow figures include miscellaneous outflow.

Due to ongoing validation of data from the Joint Personnel Administration System, all Naval Service and Army flow statistics for financial year 06/07 and 07/08 and all RAF flow statistics for financial year 07/08 are provisional and subject to review.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

**Table 2.27 Military salaries<sup>1</sup>: illustrative rates and indices (1990/91=100)**

Indices are based on average daily rates of pay during the year. All indices are calculated using standard rank weights taken at 1 March 2008. These have been updated since the previous UKDS (2007), which used rank weights taken at 1 May 2005. Since the underlying rank weights are constant, the changes in the indices purely reflect changes in pay. The discontinuity indicated between 1990/1991 and 2003/04 actually refers specifically to a discontinuity between 2000/01 and 2001/02, and is due to the introduction of a new pay system, Pay 2000. The resulting changes to the structure of military salaries meant that individual pay rates could not be tracked over this period. Therefore, pay level weights within rank groups differ prior to 2001/02.

	1990/91	2003/04	2004/05	2005/06	2006/07	2007/08	2008/09
<b>Military salaries Index: all ranks<sup>2</sup></b>	<b>100</b>	<b>188</b>	<b>193</b>	<b>199</b>	<b>205</b>	<b>213</b>	<b>221</b>
Senior officers (Major General and above)	100	188	194	201	208	214	221
Officers (up to Brigadier)	100	184	190	195	201	208	217
Other ranks (Sergeant and above)	100	194	200	206	212	219	227
Other ranks (up to corporal)	100	186	192	198	204	212	219

### Illustrative rates<sup>3</sup> of annual military salary (in terms of Army ranks)

	Pay 2000 Pay System <sup>4</sup>	Pounds Sterling						
General	Level 4	..	131,980	135,675	143,673	152,728	160,625	164,159
Brigadier	Level 5	..	79,557	81,563	84,008	86,527	89,444	96,288
Colonel	Level 1	..	63,614	65,218	67,175	69,189	71,522	77,545
Lieutenant Colonel	Level 9	..	60,723	62,254	64,123	66,047	68,273	74,023
Major	Level 9	..	46,874	48,056	49,498	50,983	52,702	54,551
Captain	Level 3	..	32,746	33,573	34,580	35,617	36,817	38,109
Lieutenant	Level 8	..	25,525	26,167	26,952	27,762	28,698	29,704
2nd Lieutenant	Level 5	..	20,174	20,681	21,301	21,940	22,680	23,475
Warrant Officer I	Level 7 H	..	38,313	39,278	40,457	41,672	43,077	44,588
Warrant Officer II	Level 9 H	..	35,443	36,336	37,427	38,551	39,851	41,249
Staff Sergeant	Level 7 L	..	31,352	32,142	33,106	34,098	35,248	36,484
Sergeant	Level 7 H	..	30,261	31,025	31,956	32,916	34,025	35,219
Corporal	Level 7 H	..	27,194	27,879	28,715	29,576	30,573	31,646
Lance Corporal	Level 9 H	..	23,717	24,313	25,043	25,794	26,664	27,599
Private	Level 1 L	..	13,081	13,461	13,866	14,323	15,677	16,227

Source: DASA (Quad-Sevice)

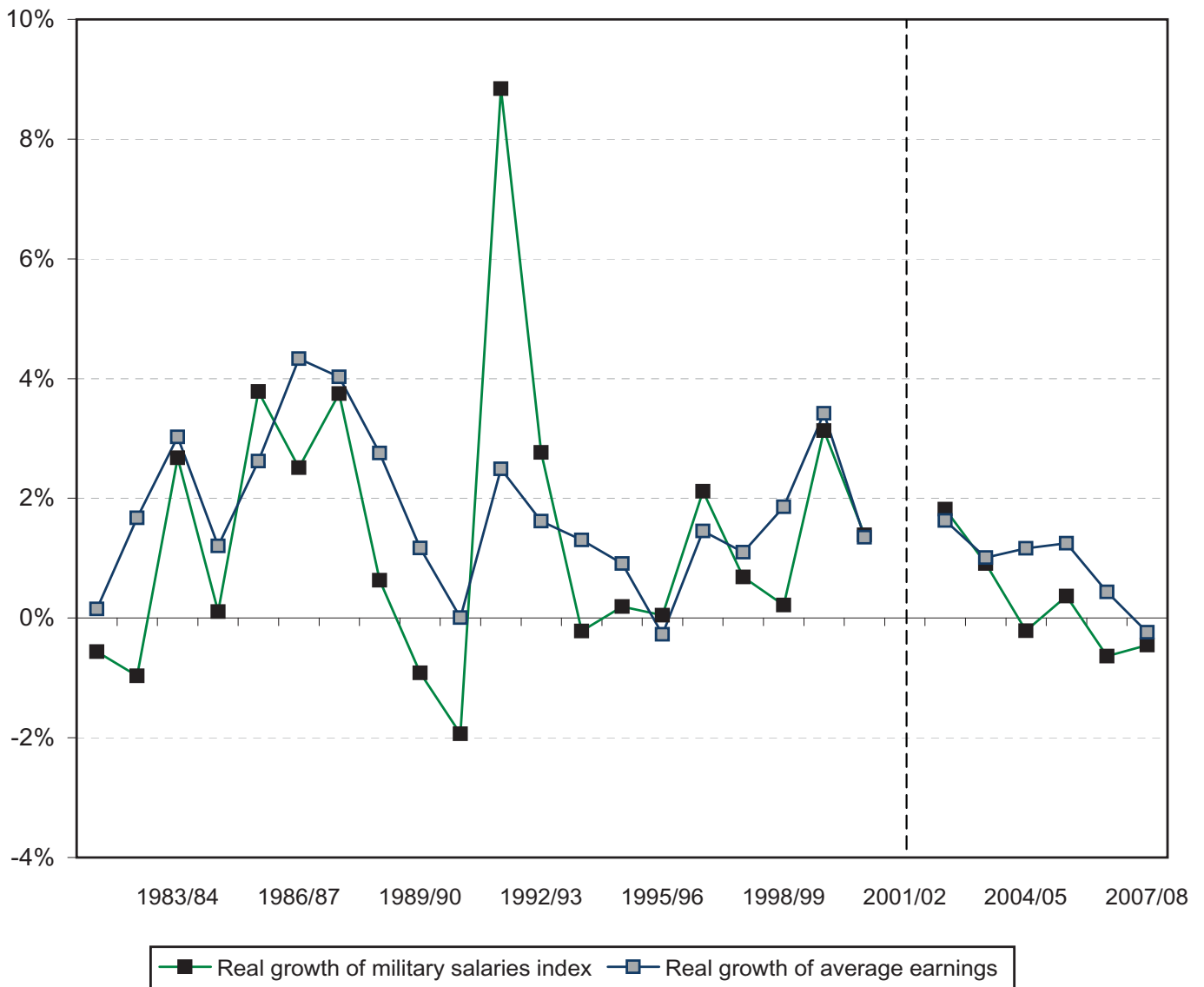
1. Data are for UK Regular Forces which includes all trained and untrained personnel. Gurkhas, Full Time Reserve personnel, and mobilised reservists are excluded.
2. Equivalent ranks in the Naval Service and Royal Air Force are shown in **Table 2.28**.
3. The illustrative rates of annual military salary are calculated using the Pay Review Bodies' figures for the appropriate year. The rate shown for each rank is the pay level with the largest number of people at 1 March 2008.
4. In the course of 2001/02, Pay 2000 was introduced for officers and other ranks. For other ranks this involved the introduction of Higher (H) and Lower (L) incremental pay ranges to which personnel are assigned in accordance with their trade. This replaced the old spot rate system with length of service increments, where other ranks would remain on the same pay point unless, or until, they were promoted. Under the new system personnel progress annually subject to satisfactory performance.

# CHAPTER 2 - PERSONNEL

## UK ARMED FORCES

Chart to Table **2.27** Military salaries: illustrative rates and indices

Real Growth<sup>1</sup> of military salaries and average earnings<sup>2,3</sup>



1. Real growth in salaries is growth over and above inflation. It represents the increase in purchasing power between one year and the next. For example, if salaries grew by 2%, but prices rose by 1%, real salary growth would be about 1%, because someone earning that salary could purchase around 1% more goods and services. Real pay growth can be negative if inflation is outstripping salary growth, values at 0% indicate an increase in line with inflation. The measure of inflation used here is growth in Retail Price Index (RPI).
2. When calculating the real growth of average earnings the Office for National Statistics (ONS) Average Earnings Index (LNMM: whole economy, not seasonally adjusted, including bonuses) has been employed.
3. Overall, real growth in military salaries follows a similar path to that of average earnings. However, there is a noticeable peak in 1991/92. This increase is partly a consequence of the previous year's pay award being staged but also includes increases to X Factor and a change in the pension abatement. Due to the discontinuity in the military salaries index between 2000/01 and 2001/02 it is not possible to calculate a pay increase over this period. Any increase over this period would include the effects of the introduction of Pay 2000.

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## UK ARMED FORCES

Table 2.28 NATO Rank Codes and UK Service Ranks

NATO Code	Royal Navy <sup>1</sup>	Royal Marines <sup>2</sup>	Army	Royal Air Force
<b>Officers</b>				
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 Cadet	Officer Designate
<b>Other Ranks</b>				
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	Lance Corporal	Lance Corporal	-
OR-2	Able Rating <sup>3</sup>	Marine <sup>3</sup>	Private (Classes 1 to 3)	Junior Technician/ Leading Aircraftman/ Senior Aircraftman
OR-1	-	-	Private (Class 4)/Junior	Aircraftman

Source: DGMO

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.

### Civilian equivalents to military ranks

NATO Code	Ministry of Defence civilian grade equivalent
OF-10	} Permanent Under Secretary/ 2nd Permanent Under Secretary
OF-9	
OF-8	SCS <sup>1</sup> 3-star <sup>2</sup>
OF-7	SCS <sup>1</sup> 2-star <sup>3</sup>
OF-6	SCS <sup>1</sup> 1-star <sup>4</sup>
-	Band B1 <sup>5</sup>
OF-5	Band B2 <sup>6</sup>
OF-4	Band C1 <sup>7</sup>
OF-3	Band C2 <sup>8</sup>
OF-2	Band D <sup>9</sup>

Source: DGMO/MDP

1. Senior Civil Service.
2. Formerly Grade 2, Deputy Under Secretary.
3. Formerly Grade 3, Assistant Under Secretary.
4. Formerly Grades 4 and 5, Executive Director and Assistant Secretary.
5. Formerly Grade 6, Senior Principal Officer and equivalents.
6. Formerly Grade 7, Principal Officer and equivalents.
7. Formerly Senior Executive Officer and equivalents.
8. Formerly Higher Executive Officer and equivalents.
9. Formerly Executive Officer and equivalents.

# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

### Civilian Personnel Key Points and Trends

#### General

- The number of Level 0 civilian personnel fell by 8,190 FTE between 1 April 2007 and 1 April 2008 from 97,690 to 89,500. This reduction comprised falls of 4,730 in the Level 1 civilian total, 850 in Trading Funds and 2,600 in locally engaged civilians.

#### Location

- At 1 April 2008, 63,960 FTE Level 1 civilian personnel were employed in the United Kingdom, a reduction of 4,270 personnel since 1 April 2007.

#### Diversity

Between 1 April 2007 and 1 April 2008 the percentage of:

- ethnic minorities (with known ethnic status) increased from 3.0 per cent to 3.1 per cent.
- disabled personnel (with known inability status) remained at 5.5 per cent.
- female personnel remained at 36 per cent (excluding Royal Fleet Auxiliary and locally engaged civilian personnel).
- personnel working part-time hours increased from 9.3 per cent to 9.5 per cent (excluding Royal Fleet Auxiliary and locally engaged civilian personnel).

At 1 April 2008 the number and percentage of:

- personnel aged 50 or above was 29,820 (38 per cent) (excluding Royal Fleet Auxiliary and locally engaged civilian personnel).

#### Intake / Outflow

- Inflow for 2007/08 was 5,150 FTE compared with an outflow of 10,580 FTE (excluding Royal Fleet Auxiliary and locally engaged civilian personnel) reflecting the MOD's civilian rundown.

**Please note that the sickness absence table can now be found in Chapter 3.**

#### Top Level Budgetary Structure (TLB)

At 1 April 2008 i) Land Command and Adjutant General merged to form Land Forces. ii) CinCFleet was renamed Fleet.

#### Trading Funds

At 1 April 2008 the Defence Aviation Repair Agency and the Army Based Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation. A small number of civilians may not have been correctly allocated to the DSG when the new Trading Fund was formed and the personnel systems were integrated. This should not affect the Civilian Level 0 total but some small revisions may occur in due course.

#### Defence Agencies

At 1 April 2008 the Defence Analytical Services Agency and Defence Medical and Education Training Agency lost their agency status. At 1 April 2008, 26 per cent of civilian personnel were employed in Defence Agencies and Trading Funds.

# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

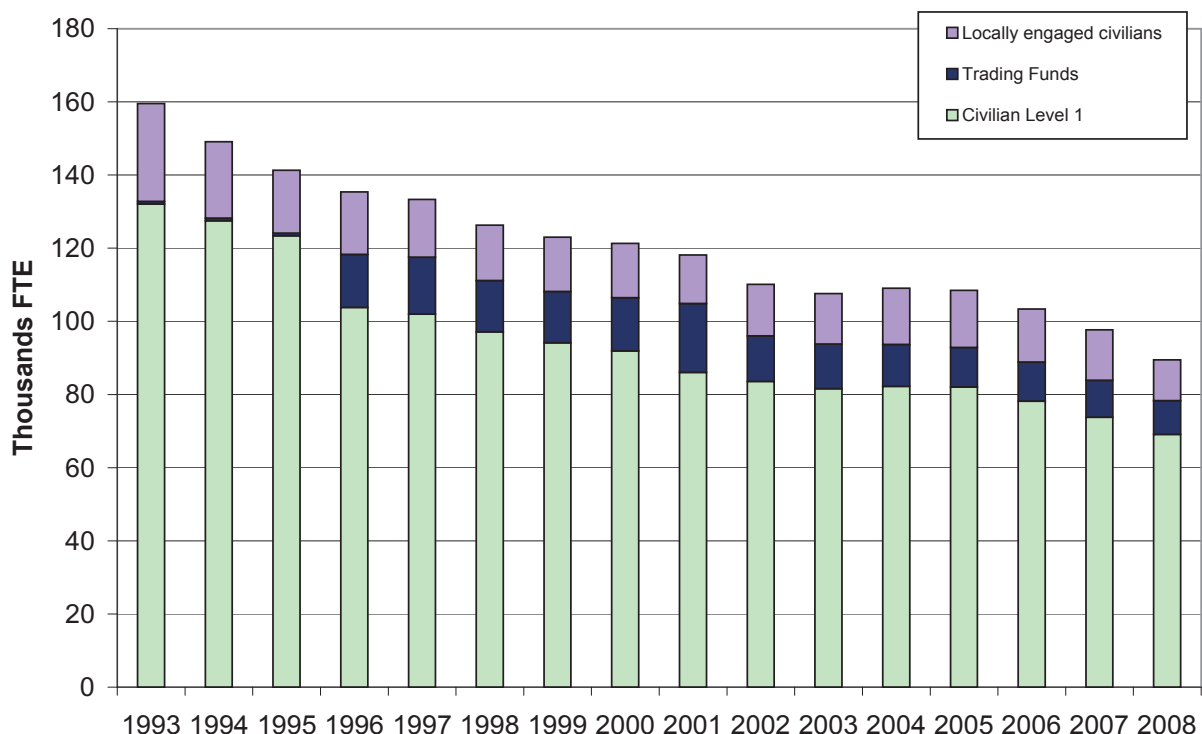
Table 2.29 Civilian personnel<sup>1</sup>, at 1 April each year

	Thousands: FTE								
	1993	1997 <sup>2</sup>	2003	2004 <sup>3</sup>	2005	2006 <sup>4</sup>	2007 <sup>4</sup>	2008	
<b>Civilian Level 0<sup>5</sup></b>	<b>159.6</b>	<b>133.3</b>	<b>107.6</b>	<b>109.0</b>	<b>108.5</b>	<b>103.4<sup>r</sup></b>	<b>97.7<sup>r</sup></b>	<b>89.5</b>	
Civilian Level 1	132.7	101.9	81.5	82.2	82.0	78.1	73.8	69.0	
Trading Funds <sup>5</sup>	-	15.5	12.2	11.4	10.8	10.7	10.1	9.2	
Locally engaged civilians	26.8	15.9	13.8	15.4	15.7	14.5 <sup>r</sup>	13.8 <sup>r</sup>	11.2	
<b>Civilian Level 1 - Permanent</b>	<b>128.1</b>	<b>96.6</b>	<b>77.9</b>	<b>78.8</b>	<b>78.6</b>	<b>74.7</b>	<b>70.5</b>	<b>66.0</b>	
Non-industrial	86.3	67.4	62.5	63.4	63.8	60.5	57.5	54.3	
Industrial	41.8	29.2	15.4	15.5	14.7	14.2	13.0	11.7	
<b>Civilian Level 1 - Casual<sup>6</sup></b>	<b>2.4</b>	<b>3.1</b>	<b>1.2</b>	<b>1.0</b>	<b>1.1</b>	<b>1.1</b>	<b>0.9</b>	<b>0.8</b>	
Non-industrial	1.4	2.0	0.8	0.8	0.8	0.8	0.6	0.4	
Industrial	1.0	1.1	0.4	0.3	0.3	0.3	0.3	0.4	
<b>Civilian Level 1 - RFA</b>	<b>2.2</b>	<b>2.2</b>	<b>2.5</b>	<b>2.3</b>	<b>2.3</b>	<b>2.3</b>	<b>2.4</b>	<b>2.3</b>	
<b>Trading Funds<sup>5</sup></b>	<b>-</b>	<b>15.5</b>	<b>12.2</b>	<b>11.4</b>	<b>10.8</b>	<b>10.7</b>	<b>10.1</b>	<b>9.2</b>	
Permanent <sup>5</sup>	-	15.2	12.0	11.3	10.7	10.6	9.9	9.1	
Casual <sup>5</sup>	-	0.3	0.2	0.1	0.1	0.1	0.1	0.1	
<b>Locally engaged civilians</b>	<b>26.8</b>	<b>15.9</b>	<b>13.8</b>	<b>15.4</b>	<b>15.7</b>	<b>14.5<sup>r</sup></b>	<b>13.8<sup>r</sup></b>	<b>11.2</b>	

Source: DASA(Quad-Service)

1. Civilian Level 0 and Level 1 are defined in the Glossary.
2. From 1 April 1995 the method of counting part-time staff changed to reflect the actual hours worked (about 60 per cent of full-time hours, on average) rather than the notional 50 per cent used previously. Figures from 1996 onwards include locally employed dependents of Service personnel.
3. During 2004/05, 1,040 firefighters who were shown as non-industrial at April 2004 were reclassified to industrial.
4. LEC figures for April 2006 and 2007 have been revised due to the availability of more accurate data for those personnel based in Brunei and in the CJO TLB.
5. The following changes have affected the continuity of the civilian data: removal of GCHQ personnel from April 1994 and the contractorisation of the Atomic Weapons Establishment (6,000) in 1993. In 2001 the QinetiQ portion of the Defence Evaluation and Research Agency (8,000) was established as a private company. At 1 April 2008 the Defence Aviation Repair Agency and the Army Based Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.
6. Casual staff are usually engaged for less than 12 months.

Civilian Personnel 1993 to 2008



# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.30** Civilian personnel<sup>1</sup> by budgetary area and grade equivalent<sup>2</sup>, at 1 April each year

Grade <sup>2</sup>	Number: FTE						
	1997	2003 <sup>3</sup>	2004	2005	2006 <sup>4</sup>	2007 <sup>4</sup>	2008 <sup>5</sup>
<b>Civilian Level 0</b>	<b>133 330</b>	<b>107 580</b>	<b>109 050</b>	<b>108 470</b>	<b>103 380</b> †	<b>97 690</b> †	<b>89 500</b>
Senior Civil Service and Equivalent <sup>6</sup>	350	300	300	300	310	280	300
Pay Band B	2 260	2 470	2 520	2 640	2 740	2 450	2 450
Pay Band C	14 880	15 840	16 900	17 490	17 310	16 840	16 540
Pay Band D	16 280	14 140	14 480	14 470	13 500	12 170	10 990
Pay Band E	35 550	29 580	29 890	29 070	27 220	25 590	23 490
Other non-industrial <sup>7</sup>	70	1 010	70	700	170	790	940
Industrial	30 340	15 750	15 720	15 000	14 540	13 300	12 060
Trading Fund staff	15 530	12 200	11 440	10 780	10 700	10 060	9 210
Royal Fleet Auxiliaries	2 210	2 450	2 310	2 350	2 340	2 360	2 270
Locally engaged civilians <sup>8</sup>	15 860	13 840	15 430	15 660	14 540	13 840	11 240
<b>Royal Navy Areas</b>	<b>22 310</b>	<b>5 990</b>	<b>5 990</b>	<b>5 710</b>	<b>5 290</b>	<b>5 230</b>	<b>4 600</b>
Pay Band C and above	3 180	620	750	690	640	580	500
Pay Band D and below	9 310	2 100	2 160	1 890	1 700	1 640	1 260
Other non-industrial <sup>7</sup>	20	20	-	60	-	30	30
Industrial	7 580	790	760	730	610	620	540
Royal Fleet Auxiliaries	2 210	2 450	2 310	2 350	2 340	2 360	2 270
<b>Army Areas</b>	<b>36 240</b>	<b>21 470</b>	<b>20 280</b>	<b>19 920</b>	<b>18 650</b>	<b>17 960</b>	<b>17 180</b>
Pay Band C and above	4 260	3 290	3 560	3 690	3 590	3 340	3 290
Pay Band D and below	18 110	12 360	11 090	10 730	9 830	8 930	8 390
Other non-industrial <sup>7</sup>	20	370	10	40	30	400	520
Industrial	13 850	5 440	5 620	5 450	5 200	5 300	4 970
<b>Royal Air Force Areas</b>	<b>19 290</b>	<b>11 390</b>	<b>11 710</b>	<b>11 080</b>	<b>10 770</b>	<b>8 980</b>	<b>8 710</b>
Pay Band C and above	2 130	1 130	1 200	1 190	1 190	1 060	1 070
Pay Band D and below	9 380	5 720	6 140	5 820	5 550	4 870	4 580
Other non-industrial <sup>7</sup>	30	170	-	20	10	70	80
Industrial	7 760	4 370	4 370	4 050	4 020	2 980	2 980
<b>Defence Equipment &amp; Support<sup>9</sup></b>	<b>*</b>	<b>24 580</b>	<b>24 730</b>	<b>24 470</b>	<b>22 490</b>	<b>20 880</b>	<b>18 010</b>
Pay Band C and above	*	8 240	8 760	9 150	8 970	8 710	8 430
Pay Band D and below	*	11 710	11 590	10 860	9 560	8 490	6 710
Other non-industrial <sup>7</sup>	*	200	50	350	40	60	70
Industrial	*	4 430	4 340	4 110	3 920	3 620	2 790
<b>Centre</b>	<b>24 100</b>	<b>18 020</b>	<b>19 400</b>	<b>20 790</b>	<b>20 720</b>	<b>20 530</b>	<b>20 260</b>
Pay Band C and above	7 910	5 280	5 410	5 680	5 860	5 760	5 930
Pay Band D and below	15 030	11 830	13 370	14 230	13 990	13 760	13 440
Other non-industrial <sup>7</sup>	-	210	10	220	80	240	230
Industrial	1 160	710	620	670	790	780	660
<b>Other<sup>10</sup></b>	<b>-</b>	<b>90</b>	<b>60</b>	<b>60</b>	<b>210</b>	<b>190</b>	<b>290</b>
Pay Band C and above	-	40	40	30	130	110	60
Pay Band D and below	-	10	10	20	80	80	100
Other non-industrial <sup>7</sup>	-	40	-	-	10	-	10
Industrial	-	-	10	-	-	-	120

Source: DASA(Quad-Service)

- Civilian Level 0 and Level 1 are defined in the Glossary.
- Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
- In 2001 the QinetiQ portion of the Defence Evaluation and Research Agency (8,000) was established as a private company.
- LEC figures for April 2006 and 2007 have been revised due to the inclusion of previously unavailable data on personnel based in Brunei and in the CJO TLB.
- At 1 April 2008 the Defence Aviation Repair Agency and the Army Based Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.
- Includes about 50 personnel outside the Senior Civil Service but of equivalent grade.
- Includes industrial staff on temporary promotion to non-industrial grades and staff for whom no grade information is available.
- Locally engaged civilians and manuals cannot be split by budgetary area, so are only included in the Ministry of Defence total.
- Defence Equipment & Support formed in 2007 by merging the Defence Logistics Organisation and Defence Procurement Agency. For consistency information in this table has been merged across the series between 2002 and 2006.
- Staff for whom no Top Level Budget (TLB) information is available are included in this section of the table.

# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.31** Strength of civilian personnel<sup>1</sup> by ethnic origin<sup>2</sup> and grade<sup>3</sup>, at 1 April each year

	1997	2003 <sup>4</sup>	2004	2005	2006 <sup>5</sup>	2007 <sup>5</sup>	2008 <sup>6</sup>
<b>Civilian Level 0<sup>1</sup></b>	<b>135 450</b>	<b>109 850</b>	<b>111 080</b>	<b>110 480</b>	<b>107 300</b> †	<b>101 570</b> †	<b>93 670</b>
<b>White</b>	<b>65 930</b>	<b>64 160</b>	<b>66 000</b>	<b>69 150</b>	<b>70 210</b>	<b>67 450</b>	<b>63 250</b>
Senior Civil Service and equivalent <sup>7</sup>	300	250	270	260	270	240	250
Pay Band B	1 970	1 970	2 010	2 140	2 300	2 080	2 080
Pay Band C	12 740	12 390	13 090	13 750	14 180	14 020	13 790
Pay Band D	13 320	11 010	11 220	11 600	11 490	10 520	9 530
Pay Band E	29 600	22 840	22 870	23 020	23 360	22 430	20 690
Other non-industrial <sup>8,9</sup>	-	590	40	450	110	660	770
Industrial <sup>10</sup>	-	8 880	8 420	9 390	10 010	9 620	8 940
Trading Fund staff	8 000	6 230	8 080	8 530	8 500	7 900	7 200
<b>Ethnic Minorities</b>	<b>1 340</b>	<b>1 960</b>	<b>1 980</b>	<b>2 010</b>	<b>2 080</b>	<b>2 060</b>	<b>2 020</b>
Senior Civil Service and equivalent <sup>7</sup>	10	10	10	10	10	-	-
Pay Band B	40	50	50	50	50	50	60
Pay Band C	160	300	310	350	380	400	410
Pay Band D	220	330	340	350	380	340	320
Pay Band E	760	880	880	840	890	880	850
Other non-industrial <sup>8,9</sup>	-	20	-	20	10	30	30
Industrial <sup>10</sup>	-	240	220	200	200	180	190
Trading Fund staff	150	140	180	170	170	170	170
<b>Unknown<sup>11</sup></b>	<b>68 190</b>	<b>43 730</b>	<b>43 100</b>	<b>39 320</b>	<b>35 000</b> †	<b>32 070</b> †	<b>28 390</b>
Senior Civil Service and equivalent <sup>7</sup>	40	40	20	30	40	50	50
Pay Band B	260	480	490	500	440	400	390
Pay Band C	2 050	3 300	3 700	3 640	3 050	2 820	2 740
Pay Band D	2 910	3 040	3 140	2 750	1 900	1 570	1 380
Pay Band E	6 320	7 120	7 240	6 260	4 100	3 450	3 040
Other non-industrial <sup>8,9</sup>	70	470	30	240	40	170	220
Industrial <sup>10</sup>	30 880	6 990	7 400	5 660	4 600	3 790	3 190
Royal Fleet Auxiliary (RFA)	2 210	2 450	2 310	2 350	2 340	2 360	2 270
Locally engaged civilians	15 860	13 840	15 430	15 660	16 290 †	15 280 †	13 080
Trading Fund staff	7 590	5 980	3 320	2 230	2 200	2 180	2 040

### Ethnic minorities as a percentage of total excluding unknown

All grades	2.0	3.0	2.9	2.8	2.9	3.0	3.1
Senior Civil Service and equivalent <sup>7</sup>	3.5	3.1	2.2	2.2	2.5	- †	-
Pay Band B	1.9	2.3	2.5	2.4	2.3	2.5	2.6
Pay Band C	1.2	2.4	2.3	2.5	2.6	2.7	2.9
Pay Band D	1.6	2.9	2.9	2.9	3.2	3.2	3.2
Pay Band E	2.5	3.7	3.7	3.5	3.7	3.8	3.9
Other non-industrial <sup>8,9</sup>	-	2.7	- †	4.4	6.6	3.8	3.5
Industrial <sup>10</sup>	-	2.6	2.5	2.1	2.0	1.9	2.0
Trading Fund staff	1.8	2.2	2.2	2.0	2.0	2.1	2.3

Source: DASA(Quad-Service)

- Civilian Level 0 and Level 1 are defined in the Glossary.
- Ethnic origin data are collected by self declaration and are thus based on self-perception.
- Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
- In 2001/02 a re-survey of civilian personnel was undertaken so that the new classifications used in the 2001 Census of Population could be used. In 2001 the QinetiQ portion of the Defence Evaluation and Research Agency (8,000) was established as a private company.
- LEC figures for April 2006 and 2007 have been revised due to the inclusion of previously unavailable data on personnel based in Brunei and in the CJO TLB.
- At 1 April 2008 the Defence Aviation Repair Agency and the Army Based Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.
- The Senior Civil Service was formed in 1996. The totals include about 50 personnel outside the Senior Civil Service but of equivalent grade.
- 1,040 firefighters who were shown as non-industrial in April 2004 have been reclassified to industrial grades.
- Includes industrial staff on temporary promotion to non-industrial grades.
- No ethnicity data are available for the industrial personnel before 2000.
- Those for whom there is no computerised record of their ethnic origin.

# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.32** Strength of civilian personnel<sup>1</sup> by sex, grade<sup>2</sup> and whether full or part-time<sup>3</sup>, at 1 April each year

<i>Sex, part time/full time and grade</i>	1997	2003 <sup>3</sup>	2004	2005	2006 <sup>4</sup>	2007 <sup>4</sup>	2008 <sup>5</sup>
<b>Female: full-time</b>	<b>33 260</b>	<b>27 780</b>	<b>28 760</b>	<b>28 730</b>	<b>26 560</b>	<b>23 840</b>	<b>22 290</b>
Senior Civil Service and equivalent <sup>6</sup>	20	20	20	30	30	30	40
Pay Band B	190	330	370	430	440	380	400
Pay Band C	2 160	3 120	3 710	4 010	4 030	3 440	3 520
Pay Band D	3 840	4 370	4 780	4 880	4 550	3 880	3 510
Pay Band E	19 480	14 910	15 420	14 910	13 230	11 760	10 590
Other non-industrials <sup>7, 8</sup>	10	530	20	200	80	470	560
Industrial	4 430	2 630	2 640	2 560	2 390	2 120	1 940
Trading Funds	3 130	1 860	1 790	1 730	1 820	1 740	1 740
<b>Male: full-time</b>	<b>78 720</b>	<b>59 440</b>	<b>58 880</b>	<b>58 000</b>	<b>55 660</b>	<b>52 300</b>	<b>48 560</b>
Senior Civil Service and equivalent <sup>6</sup>	320	270	270	270	280	240	250
Pay Band B	2 050	2 090	2 090	2 150	2 210	1 910	1 900
Pay Band C	12 600	12 400	12 730	12 830	12 470	12 060	11 690
Pay Band D	12 170	9 270	9 250	9 110	8 380	7 680	6 900
Pay Band E	14 320	12 430	12 540	12 340	11 990	11 640	10 850
Other non-industrials <sup>7, 8</sup>	70	360	50	490	80	180	200
Industrial	25 130	12 550	12 560	12 020	11 720	10 650	9 700
Trading Funds	12 070	10 060	9 400	8 790	8 530	7 940	7 060
<b>Female: part-time</b>	<b>4 900</b>	<b>5 760</b>	<b>5 110</b>	<b>5 060</b>	<b>5 600</b>	<b>6 480</b>	<b>6 190</b>
Senior Civil Service and equivalent <sup>6</sup>	-	-	-	-	-	-	10
Pay Band B	10	50	50	70	90	140	140
Pay Band C	160	400	560	750	920	1 290	1 330
Pay Band D	370	680	620	650	750	740	670
Pay Band E	2 780	3 330	2 870	2 720	2 900	3 120	2 920
Other non-industrials <sup>7, 8</sup>	-	170	-	20	-	160	190
Industrial	1 160	800	720	560	570	620	520
Trading Funds	420	320	280	300	360	400	430
<b>Male: part-time</b>	<b>500</b>	<b>570</b>	<b>590</b>	<b>680</b>	<b>830</b>	<b>1 320</b>	<b>1 280</b>
Senior Civil Service and equivalent <sup>6</sup>	-	-	-	-	-	10	10
Pay Band B	20	30	40	50	50	100	90
Pay Band C	20	70	110	160	190	440	400
Pay Band D	60	60	60	60	90	120	140
Pay Band E	100	170	140	160	220	240	220
Other non-industrials <sup>7, 8</sup>	-	-	-	10	-	50	60
Industrial	170	130	130	120	130	200	160
Trading Funds	120	100	110	120	150	160	190
<b>Total male</b>	<b>79 220</b>	<b>60 010</b>	<b>59 470</b>	<b>58 680</b>	<b>56 500</b>	<b>53 610</b>	<b>49 840</b>
<b>Total female</b>	<b>38 160</b>	<b>33 540</b>	<b>33 860</b>	<b>33 790</b>	<b>32 170</b>	<b>30 320</b>	<b>28 480</b>
<b>Civilian Level 0</b>	<b>135 450</b>	<b>109 850</b>	<b>111 080</b>	<b>110 480</b>	<b>107 300</b> †	<b>101 570</b> †	<b>93 670</b>
Full time	111 990	87 220	87 640	86 720	82 230	76 140	70 840
Part time	5 390	6 330	5 700	5 740	6 430	7 790	7 470
Royal Fleet Auxiliaries <sup>9</sup>	2 210	2 450	2 310	2 350	2 340	2 360	2 270
Locally engaged civilians <sup>9</sup>	15 860	13 840	15 430	15 660	16 290	15 280	13 080

Source: DASA(Quad-Service)

1. Civilian Level 0 and Level 1 are defined in the Glossary.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. In 2001 the QinetiQ portion of the Defence Evaluation and Research Agency (8,000) was established as a private company.
4. LEC figures for April 2006 and 2007 have been revised due to the inclusion of previously unavailable data on personnel based in Brunei and in the CJO TLB.
5. At 1 April 2008 the Defence Aviation Repair Agency and the Army Based Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.
6. Includes about 50 personnel outside the Senior Civil Service but of equivalent grade.
7. Includes industrial staff on temporary promotion to non-industrial grades.
8. 1,040 firefighters who were shown as non-industrial in April 2004 have been reclassified to industrial grades.
9. Data by sex, grade and part time/full time hours worked are not available for Royal Fleet Auxiliaries and locally engaged civilians.

# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

Table 2.33 Intake and outflow of civilian personnel<sup>1</sup>

	Number: FTE					
	2002/03	2003/04	2004/05	2005/06 <sup>2</sup>	2006/07 <sup>2</sup>	2007/08 <sup>3</sup>
<b>Total intake</b>	<b>11 270</b>	<b>11 120</b>	<b>9 060</b>	<b>5 950</b>	<b>5 360</b>	<b>5 150</b>
MoD less Trading Funds	9 880	9 780	8 120	5 320	4 520	4 040
Trading Funds	1 320	1 230	850	630	830	1 110
Unidentified intake	70	110	90	-	10	-
<b>Total outflow</b>	<b>13 570</b>	<b>11 910</b>	<b>9 950</b>	<b>9 660</b>	<b>9 930</b>	<b>10 580</b>
<b>MoD less Trading Funds</b>	<b>9 340</b>	<b>9 080</b>	<b>7 870</b>	<b>8 090</b>	<b>8 410</b>	<b>8 600</b>
Retirement (normal) <sup>4</sup>	1 680	1 570	1 780	1 570	1 570	920
Retirement on grounds of ill health	330	260	220	180	140	130
Resignation	3 800	3 470	3 190	3 370	3 170	2 700
Other including contracturisation	3 530	3 780	2 680	2 970	3 540	4 850
<b>Trading Funds</b>	<b>1 320</b>	<b>1 910</b>	<b>1 350</b>	<b>1 370</b>	<b>1 370</b>	<b>1 890</b>
<b>Unidentified Exit</b>	<b>2 900</b>	<b>910</b>	<b>730</b>	<b>200</b>	<b>150</b>	<b>90</b>
<b>Net Change of RFA<sup>5</sup></b>	<b>80</b>	<b>-140</b>	<b>30</b>	<b>-</b>	<b>- 10</b>	<b>- 80</b>
<b>Net Change of LECs<sup>5</sup></b>	<b>- 270</b>	<b>1 590</b>	<b>230</b>	<b>-1 120<sup>r</sup></b>	<b>- 700<sup>r</sup></b>	<b>-2 600</b>
<i>MoD less Trading Funds by type of personnel:</i>						
<b>Non-industrial</b>						
<b>Intake</b>	<b>7 150</b>	<b>7 460</b>	<b>6 390</b>	<b>4 090</b>	<b>3 460</b>	<b>2 980</b>
<b>Outflow</b>	<b>6 310</b>	<b>6 220</b>	<b>5 780</b>	<b>6 440</b>	<b>6 280</b>	<b>6 440</b>
Retirement (normal) <sup>6</sup>	1 210	1 220	1 330	1 200	1 180	650
Retirement on grounds of ill health	190	160	160	120	80	90
Resignation	2 200	2 110	2 500	2 740	2 620	2 230
Other including contracturisation	2 720	2 730	1 790	2 380	2 400	3 460
<b>Industrial</b>						
<b>Intake</b>	<b>2 730</b>	<b>2 320</b>	<b>1 730</b>	<b>1 230</b>	<b>1 060</b>	<b>1 060</b>
<b>Outflow</b>	<b>3 030</b>	<b>2 860</b>	<b>2 090</b>	<b>1 650</b>	<b>2 130</b>	<b>2 160</b>
Retirement (normal) <sup>6</sup>	480	350	450	370	390	270
Retirement on grounds of ill health	150	100	70	60	50	30
Resignation	1 600	1 360	690	630	550	470
Other including contracturisation	810	1 050	880	590	1 140	1 390
<i>As a percentage of staff in post<sup>6</sup></i>						
<b>Total intake</b>	<b>12.2</b>	<b>12.3</b>	<b>9.9</b>	<b>6.7</b>	<b>6.4</b>	<b>6.5</b>
MoD less Trading Funds	12.3	12.4	10.2	6.8	6.1	5.8
Trading Funds	10.9	10.5	7.6	5.9	7.9	11.0
<b>Total outflow</b>	<b>14.7</b>	<b>13.2</b>	<b>10.9</b>	<b>10.9</b>	<b>11.8</b>	<b>13.3</b>
MoD less Trading Funds	11.6	11.5	9.8	10.4	11.4	12.4
Resignation	4.7	4.4	4.0	4.3	4.3	3.9
Trading Funds	10.8	16.2	12.0	12.9	13.1	18.8
<i>MoD less Trading Funds by type of personnel:</i>						
<b>Non-industrial</b>						
<b>Intake</b>	<b>11.3</b>	<b>11.8</b>	<b>9.9</b>	<b>6.4</b>	<b>5.8</b>	<b>5.3</b>
<b>Outflow</b>	<b>9.9</b>	<b>9.8</b>	<b>8.9</b>	<b>10.2</b>	<b>10.5</b>	<b>11.4</b>
Resignation	3.5	3.3	3.9	4.3	4.4	3.9
<b>Industrial</b>						
<b>Intake</b>	<b>16.3</b>	<b>15.1</b>	<b>11.3</b>	<b>8.3</b>	<b>7.6</b>	<b>8.3</b>
<b>Outflow</b>	<b>18.1</b>	<b>18.6</b>	<b>13.6</b>	<b>11.2</b>	<b>15.3</b>	<b>16.9</b>
Resignation	9.6	8.9	4.5	4.3	4.0	3.7

Source: DASA(Quad-Service)

1. Civilian Level 0 and Level 1 are defined in the Glossary.

2. LEC figures for April 2006 and 2007 have been revised due to the inclusion of previously unavailable data on personnel based in Brunei and in the CJO TLB.

3. At 1 April 2008 the Defence Aviation Repair Agency and the Army Based Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.

4. Retirement at or above normal retirement age.

5. Intake and Outflow for locally engaged civilians and Royal Fleet Auxiliaries are not available, therefore only net changes in strengths of RFAs and locally engaged civilians are listed in this table.

6. Rates are expressed as a percentage of the average strength throughout the year.

# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.34** Intake and outflow of UK based civilian personnel<sup>1</sup> by ethnic origin and broad grade

This table has been amended to include Other non-industrial<sup>2</sup> personnel who were previously excluded. Consequently, some figures may not match previously published figures in corresponding tables.

	Headcount			
INTAKE	2004/05	2005/06 <sup>3</sup>	2006/07 <sup>3</sup>	2007/08 <sup>4</sup>
<b>White</b>	<b>4 900</b>	<b>3 750</b>	<b>3 340</b>	<b>2 940</b>
Pay Band C2 and above	640	360	370	350
Pay Band D and below	2 620	2 180	1 810	1 480
Other non-industrial <sup>2</sup>	150	40	30	70
Industrial	1 080	830	730	610
Trading Fund Personnel	420	350	400	430
<b>Ethnic Minorities</b>	<b>180</b>	<b>230</b>	<b>200</b>	<b>170</b>
Pay Band C2 and above	20	20	20	10
Pay Band D and below	120	160	140	110
Other non-industrial <sup>2</sup>	-	-	-	-
Industrial	20	30	20	30
Trading Fund Personnel	20	10	20	20
<b>Unknown</b>	<b>4 340</b>	<b>2 220</b>	<b>2 060</b>	<b>2 270</b>
Pay Band C2 and above	730	410	340	280
Pay Band D and below	2 130	1 020	900	760
Other non-industrial <sup>2</sup>	250	80	30	80
Industrial	720	440	370	470
Trading Fund Staff	420	280	420	680
Unidentified Entrant	90	-	10	-
<b>OUTFLOW</b>				
<b>White</b>	<b>6 070</b>	<b>6 890</b>	<b>7 610</b>	<b>8 140</b>
Pay Band C2 and above	1 070	1 330	1 350	1 460
Pay Band D and below	2 990	3 580	3 800	3 900
Other non-industrial <sup>2</sup>	30	30	40	100
Industrial	1 130	1 030	1 470	1 570
Trading Fund Personnel	860	930	960	1 100
<b>Ethnic Minorities</b>	<b>200</b>	<b>220</b>	<b>260</b>	<b>240</b>
Pay Band C2 and above	20	20	30	40
Pay Band D and below	120	140	180	150
Other non-industrial <sup>2</sup>	-	-	-	-
Industrial	30	20	30	30
Trading Fund Personnel	30	20	20	20
<b>Unknown</b>	<b>4 020</b>	<b>2 900</b>	<b>2 460</b>	<b>2 610</b>
Pay Band C2 and above	340	390	330	340
Pay Band D and below	1 340	1 130	870	720
Other non-industrial <sup>2</sup>	110	90	20	40
Industrial	1 020	660	690	630
Trading Fund Staff	480	440	420	800
Unidentified Exit	730	200	150	90
<b>Net Change of Royal Fleet Auxiliary<sup>5</sup></b>	<b>30</b>	<b>-</b>	<b>10</b>	<b>-80</b>
<b>Net Change of locally engaged civilians<sup>5</sup></b>	<b>230</b>	<b>630<sup>r</sup></b>	<b>-1 000<sup>r</sup></b>	<b>-2 200</b>
<b>Intake of ethnic minorities as a percentage<sup>6</sup> of known ethnicity total</b>				
	2004/05	2005/06	2006/07	2007/08
<b>Ethnic Minorities</b>	<b>3.6</b>	<b>5.7</b>	<b>5.6</b>	<b>5.4</b>
Pay Band C2 and above	2.8	6.0	3.9	3.6
Pay Band D and below	4.4	6.8	7.0	6.9
Other non-industrial <sup>2</sup>	-	-	-	-
Industrial	2.2	3.3	3.3	4.1
Trading Fund Personnel	4.1	3.6	4.8	3.8
<b>Outflow of ethnic minorities as a percentage<sup>6</sup> of known ethnicity total</b>				
	2004/05	2005/06	2006/07	2007/08
<b>Ethnic Minorities</b>	<b>3.2</b>	<b>3.1</b>	<b>3.2</b>	<b>2.8</b>
Pay Band C2 and above	2.3	1.8	2.0	2.5
Pay Band D and below	3.8	3.9	4.4	3.8
Other non-industrial <sup>2</sup>	-	-	-	-
Industrial	2.5	2.4	2.1	1.6
Trading Fund Personnel	3.0	2.4	2.1	1.4

Source: DASA(Quad-Service)

1. Civilian Level 0 and Level 1 are defined in the Glossary.

2. Includes industrial personnel on temporary promotion to non-industrial grades and those of unknown grade.

3. LEC figures for April 2006 and 2007 have been revised due to the inclusion of previously unavailable data on personnel based in Brunei and in the CJO TLB.

4. At 1 April 2008 the Defence Aviation Repair Agency and the Army Based Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.

5. Intake and outflow for locally engaged civilians and Royal Fleet Auxiliaries are not available, therefore, only net changes in strengths of RFAs and locally engaged civilians are listed in this table.

6. Percentages not shown if based on numbers below 5.

# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.35** Intake of civilian personnel<sup>1</sup> by sex, grade<sup>2</sup> and whether full or part-time

Hours, sex and grade <sup>2</sup>	Headcount					
	2002/03 <sup>3</sup>	2003/04 <sup>3</sup>	2004/05 <sup>3</sup>	2005/06 <sup>3,4</sup>	2006/07 <sup>4</sup>	2007/08 <sup>5</sup>
<b>Female: full time</b>	<b>3 640</b>	<b>3 800</b>	<b>3 100</b>	<b>2 030</b>	<b>1 750</b>	<b>1 660</b>
Senior Civil Service	-	-	-	-	-	-
Pay Band B	20	30	40	20	20	20
Pay Band C	230	280	220	160	120	90
Pay Band D	290	340	230	180	170	110
Pay Band E	2 130	2 320	1 930	1 200	960	860
Other non-industrial <sup>6</sup>	70	50	30	10	40	70
Industrial	590	450	420	270	230	210
Trading Funds	310	330	220	190	200	290
<b>Male: full time</b>	<b>7 020</b>	<b>6 520</b>	<b>5 270</b>	<b>3 490</b>	<b>3 170</b>	<b>3 060</b>
Senior Civil Service	20	20	20	20	20	10
Pay Band B	80	80	70	40	40	40
Pay Band C	570	700	770	380	330	280
Pay Band D	850	1 010	770	500	410	370
Pay Band E	1 900	2 020	1 480	1 150	1 000	730
Other non-industrial <sup>6</sup>	650	80	360	100	20	40
Industrial	1 950	1 720	1 200	880	740	780
Trading Funds	1 000	890	620	420	610	800
<b>Female: part time</b>	<b>750</b>	<b>870</b>	<b>740</b>	<b>520</b>	<b>520</b>	<b>470</b>
Senior Civil Service	-	-	-	-	-	-
Pay Band B	-	10	20	-	10	-
Pay Band C	20	200 <sup>7</sup>	180 <sup>7</sup>	140	140	140
Pay Band D	40	60	30	30	20	10
Pay Band E	420	390	370	240	220	200
Other non-industrial <sup>6</sup>	10	20	-	-	-	30
Industrial	230	180	140	100	100	70
Trading Funds	20	20	10	20	20	20
<b>Male: part time</b>	<b>180</b>	<b>210</b>	<b>220</b>	<b>160</b>	<b>160</b>	<b>180</b>
Senior Civil Service	-	-	-	-	-	-
Pay Band B	10	10	20	-	10	10
Pay Band C	10	50 <sup>7</sup>	60 <sup>7</sup>	20	30	40
Pay Band D	-	10	10	10	10	10
Pay Band E	50	40	60	60	40	40
Other non-industrial <sup>6</sup>	-	10	10	-	-	10
Industrial	100	80	60	50	50	40
Trading Funds	10	20	10	10	10	10
<b>Female intake with unknown full time/ part time status</b>	<b>10</b>	<b>40</b>	<b>30</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Male intake with unknown full time/ part time status</b>	<b>60</b>	<b>70</b>	<b>60</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total Female</b>	<b>4 400</b>	<b>4 700</b>	<b>3 870</b>	<b>2 550</b>	<b>2 270</b>	<b>2 130</b>
<b>Total Male</b>	<b>7 260</b>	<b>6 810</b>	<b>5 550</b>	<b>3 650</b>	<b>3 330</b>	<b>3 240</b>
<b>Net Change of Royal Fleet Auxiliary<sup>8</sup></b>	<b>80</b>	<b>- 140</b>	<b>30</b>	<b>-</b>	<b>10</b>	<b>- 80</b>
<b>Net Change of locally engaged civilians<sup>8</sup></b>	<b>- 270</b>	<b>1 590</b>	<b>230</b>	<b>630<sup>r</sup></b>	<b>-1 000<sup>r</sup></b>	<b>-2 200</b>

Source: DASA(Quad-Service)

1. Civilian Level 0 and Level 1 are defined in the Glossary.

2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.

3. Up to 20 people whose sex is unrecorded are excluded from this table for the financial years 2002/03 to 2005/06.

4. LEC figures for April 2006 and 2007 have been revised due to the inclusion of previously unavailable data on personnel based in Brunei and in the CJO TLB.

5. At 1 April 2008 the Defence Aviation Repair Agency and the Army Based Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.

6. Includes industrial personnel on temporary promotion to non-industrial grades and those of unknown grade.

7. Reflects recruitment drive in Service Childrens Education (SCE) in 2003/04 & 2004/05.

8. Intake and Outflow for locally engaged civilians and Royal Fleet Auxiliaries are not available, therefore, only net changes in strengths of RFAs and locally engaged civilians are listed in this table.

# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

**Table 2.36** Outflow of civilian personnel<sup>1</sup> by sex, grade<sup>2</sup> and whether full or part-time

Hours, sex and grade <sup>2</sup>	Headcount					
	2002/03	2003/04	2004/05	2005/06 <sup>3</sup>	2006/07 <sup>3</sup>	2007/08 <sup>4</sup>
<b>Female: full time</b>	<b>3 470</b>	<b>3 350</b>	<b>3 040</b>	<b>3 320</b>	<b>3 170</b>	<b>3 000</b>
Senior Civil Service	10	-	-	-	-	-
Pay Band B	20	30	30	30	40	30
Pay Band C	250	240	200	310	300	300
Pay Band D	320	340	280	400	390	350
Pay Band E	1 880	1 720	1 770	1 970	1 780	1 600
Other non-industrial <sup>5</sup>	60	40	20	20	20	70
Industrial	630	580	510	360	420	390
Trading Funds	300	380	230	230	210	250
<b>Male: full time</b>	<b>6 610</b>	<b>7 060</b>	<b>5 640</b>	<b>5 550</b>	<b>5 900</b>	<b>6 710</b>
Senior Civil Service	40	30	30	40	30	30
Pay Band B	150	270	120	180	180	160
Pay Band C	850	960	930	1 040	940	1 070
Pay Band D	850	790	630	750	710	860
Pay Band E	1 440	1 390	1 280	1 150	1 310	1 300
Other non-industrial <sup>5</sup>	90	40	110	90	10	20
Industrial	2 210	2 120	1 460	1 200	1 600	1 650
Trading Funds	980	1 470	1 090	1 100	1 120	1 600
<b>Female: part time</b>	<b>820</b>	<b>760</b>	<b>700</b>	<b>750</b>	<b>890</b>	<b>920</b>
Senior Civil Service	-	-	-	-	-	-
Pay Band B	-	-	-	-	10	20
Pay Band C	40	40	80	100	140	150
Pay Band D	50	70	50	70	80	80
Pay Band E	420	360	370	430	500	480
Other non-industrial <sup>5</sup>	20	20	-	-	10	40
Industrial	240	210	160	110	120	140
Trading Funds	40	60	30	40	40	30
<b>Male: part time</b>	<b>180</b>	<b>210</b>	<b>170</b>	<b>190</b>	<b>230</b>	<b>260</b>
Senior Civil Service	-	-	-	-	-	-
Pay Band B	10	10	10	-	20	10
Pay Band C	20	30	40	40	50	60
Pay Band D	10	10	10	20	10	30
Pay Band E	40	40	50	60	70	70
Other non-industrial <sup>5</sup>	-	-	-	-	-	10
Industrial	90	80	50	40	50	40
Trading Funds	20	30	20	30	30	30
<b>Female outflow with unknown full time/ part time status</b>	<b>530</b>	<b>370</b>	<b>210</b>	<b>100</b>	<b>60</b>	<b>40</b>
<b>Male outflow with unknown full time/ part time status</b>	<b>2 380</b>	<b>540</b>	<b>520</b>	<b>90</b>	<b>80</b>	<b>50</b>
<b>Total Female</b>	<b>4 810</b>	<b>4 480</b>	<b>3 950</b>	<b>4 170</b>	<b>4 120</b>	<b>3 970</b>
<b>Total Male</b>	<b>9 170</b>	<b>7 810</b>	<b>6 330</b>	<b>5 830</b>	<b>6 210</b>	<b>7 020</b>
<b>Net Change of Royal Fleet Auxiliary<sup>6</sup></b>	<b>80</b>	<b>- 140</b>	<b>30</b>	<b>-</b>	<b>10</b>	<b>- 80</b>
<b>Net Change of locally engaged civilians<sup>6</sup></b>	<b>- 270</b>	<b>1 590</b>	<b>230</b>	<b>630</b> <sup>r</sup>	<b>-1 000</b> <sup>r</sup>	<b>-2 200</b>

Source: DASA(Quad-Service)

1. Civilian Level 0 and Level 1 are defined in the Glossary.
2. Grade equivalence is shown in terms of the broader banding structure and is based on paid grade.
3. LEC figures for April 2006 have been revised due to the inclusion of previously unavailable data on personnel based in Brunei and in the CJO TLB.
4. At 1 April 2008 the Defence Aviation Repair Agency and the Army Based Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.
5. Includes industrial staff on temporary promotion to non-industrial grades and those of unknown grade.
6. Intake and Outflow for locally engaged civilians and Royal Fleet Auxiliaries are not available, therefore, only net changes in strengths of RFAs and locally engaged civilians are listed in this table.

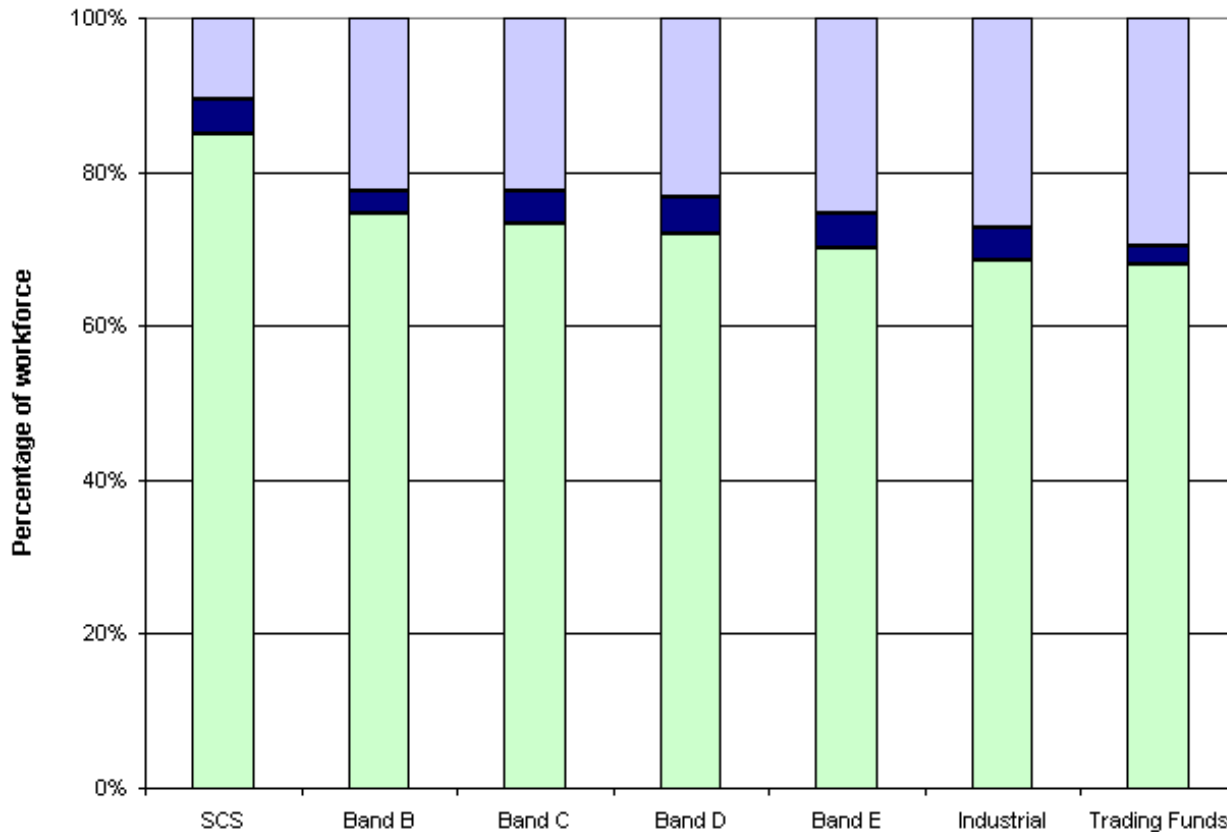
Table 2.37 Number of civilian personnel<sup>1</sup> by disability status<sup>2</sup>, and grade, at 1 April 2008

	Not disabled	Disabled	Disability status unknown	Grand Total	Headcount Disabled personnel as a percentage of total (exc unknown)
<b>Civilian Level 0</b>	<b>55 610<sup>f</sup></b>	<b>3 250</b>	<b>34 810<sup>f</sup></b>	<b>93 670</b>	<b>5.5</b>
<b>Civilian Level 1</b>	<b>49 060</b>	<b>3 030</b>	<b>19 080</b>	<b>71 170</b>	<b>5.8</b>
Senior Civil Service and equivalent <sup>3</sup>	260	10	30	300	5.2
Band B	1 880	70	570	2 520	3.7
Band C	12 420	720	3 790	16 940	5.5
Band D	8 070	550	2 600	11 220	6.4
Band E	17 200	1 140	6 230	24 570	6.2
Unknown	790	10	220	1 020	1.5
Industrial	8 430	520	3 370	12 320	5.8
Royal Fleet Auxiliaries <sup>4</sup>	-	-	2 270	2 270	..
Trading Funds	6 560 <sup>f</sup>	220	2 640 <sup>f</sup>	9 420	3.2
Locally engaged civilians <sup>4</sup>	-	-	13 080	13 080	..

Source: DASA (Quad-Service)

1. Civilian Level 0 and Level 1 are defined in the Glossary.
2. Disability self certification was introduced in 2001.
3. Includes about 50 personnel outside the Senior Civil Service but of equivalent grade.
4. Disability data are not currently available for Royal Fleet Auxiliaries and locally engaged civilians.

### Percentage breakdown of disability status, and grade, April 2008



Not disabled

Disabled

Disability status unknown

# CHAPTER 2 - PERSONNEL

## CIVILIAN PERSONNEL

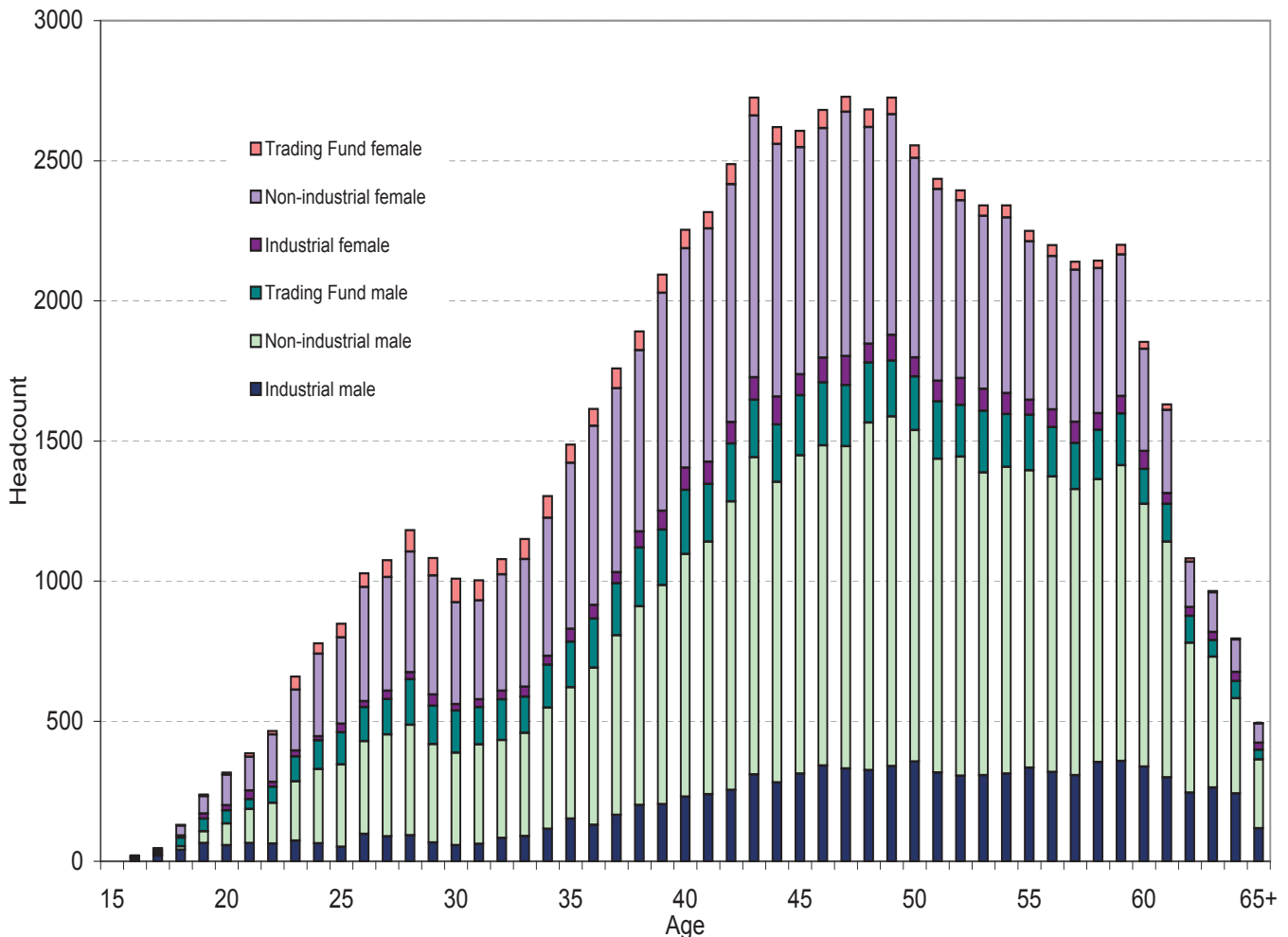
**Table 2.38** Age profile of civilian personnel<sup>1</sup> by Industrial status and sex, at 1 April 2008

	Non-industrial		Industrial		Royal Fleet Auxiliaries <sup>2</sup>	Civilian Level 1 <sup>1</sup>	Trading Funds		Locally engaged civilians <sup>2</sup>	Civilian Level 0 <sup>1</sup>
	Male	Female	Male	Female			Male	Female		
16-19	60	110	140	30	-	340	90	10	-	440
20-24	820	910	320	100	-	2 160	330	120	-	2 600
25-29	1 730	1 980	400	150	-	4 260	660	300	-	5 220
30-34	1 840	2 080	410	150	-	4 470	710	360	-	5 540
35-39	3 160	3 310	850	260	-	7 590	930	330	-	8 840
40-44	5 000	4 300	1 320	420	-	11 030	1 050	320	-	12 400
45-49	5 920	4 060	1 650	420	-	12 050	1 070	300	-	13 420
50-54	5 620	3 280	1 600	390	-	10 880	990	200	-	12 070
55-59	5 200	2 680	1 670	310	-	9 870	900	170	-	10 930
60-64	3 120	1 080	1 390	200	-	5 780	480	70	-	6 330
65+	250	70	120	20	-	460	30	-	-	490
Unknowns	10	-	-	-	2 270	2 290	-	-	13 080	15 380
<b>Total</b>	<b>32 730</b>	<b>23 860</b>	<b>9 860</b>	<b>2 460</b>	<b>2 270</b>	<b>71 170</b>	<b>7 250</b>	<b>2 170</b>	<b>13 080</b>	<b>93 670</b>

Source: DASA(Quad-Service)

1. Civilian Level 0 and Level 1 are defined in the Glossary.
2. Age data are not available for Royal Fleet Auxiliaries, and locally engaged civilians.

### Age of civilians, by sex and industrial status



# CHAPTER 2 - PERSONNEL

## WAR PENSIONS

**Table 2.39** Number of War Pensions in payment by type of pension, at 31 March each year<sup>1</sup>

	1995 <sup>2</sup>	1997	2003	2004	2005	2006 <sup>3</sup>	2007	2008
<b>TOTAL IN PAYMENT</b>	<b>309 840</b>	<b>324 640</b>	<b>260 730</b>	<b>247 525   </b>	<b>235 300   </b>	<b>223 850</b>	<b>212 535</b>	<b>201 265</b>
<b>Disablement pensioners</b>	<b>260 295</b>	<b>264 595</b>	<b>212 595</b>	<b>201 970   </b>	<b>191 750 <sup>4</sup>   </b>	<b>182 800</b>	<b>173 850</b>	<b>165 165</b>
1914 war <sup>5</sup>	475	140	~	~	~	~	-	-
Inter-war <sup>6</sup>	..	505	170	125	95	75	60	50
1939 war onwards <sup>7</sup>	259 825	263 945	207 395	197 285	187 465 <sup>4</sup>	178 890	170 320	161 970
Civilian	..	..	2 415	2 235	2 090	1 945	1 805	1 680
Polish	..	..	1 195	1 080	980	865	755	675
Mercantile marine	..	..	1 405	1 230	1 115	1 005	895	785
Not known	..	..	5	15	5	15	10	~
<b>Other pensioners</b>	<b>49 545</b>	<b>60 045</b>	<b>48 135</b>	<b>45 555   </b>	<b>43 550 <sup>4</sup>   </b>	<b>41 035</b>	<b>38 685</b>	<b>36 100</b>
War widows pension <sup>8</sup>	48 405	59 025	47 540	44 995	42 525	40 065	37 730	35 165
War widower pension <sup>8</sup>	..	..	30 <sup>9</sup>	40	55	60	65	70
War orphans pension <sup>10</sup>	835	695	45	40	35	35	30	25
War parents pension <sup>11</sup>	305	295	80	60	50	40	35	30
Adult dependant pension	..	25	20	20	15	15	10	10
Unmarried dependant pension <sup>12</sup>	..	~	~	~	~	~	~	~
Allowance for lowered standard of occupation only <sup>4</sup>	..	..	..	..	460 <sup>4</sup>	435	410	420
Child allowance only <sup>13</sup>	..	..	410	400	405	400	400	380

Source: DASA(Health Information)

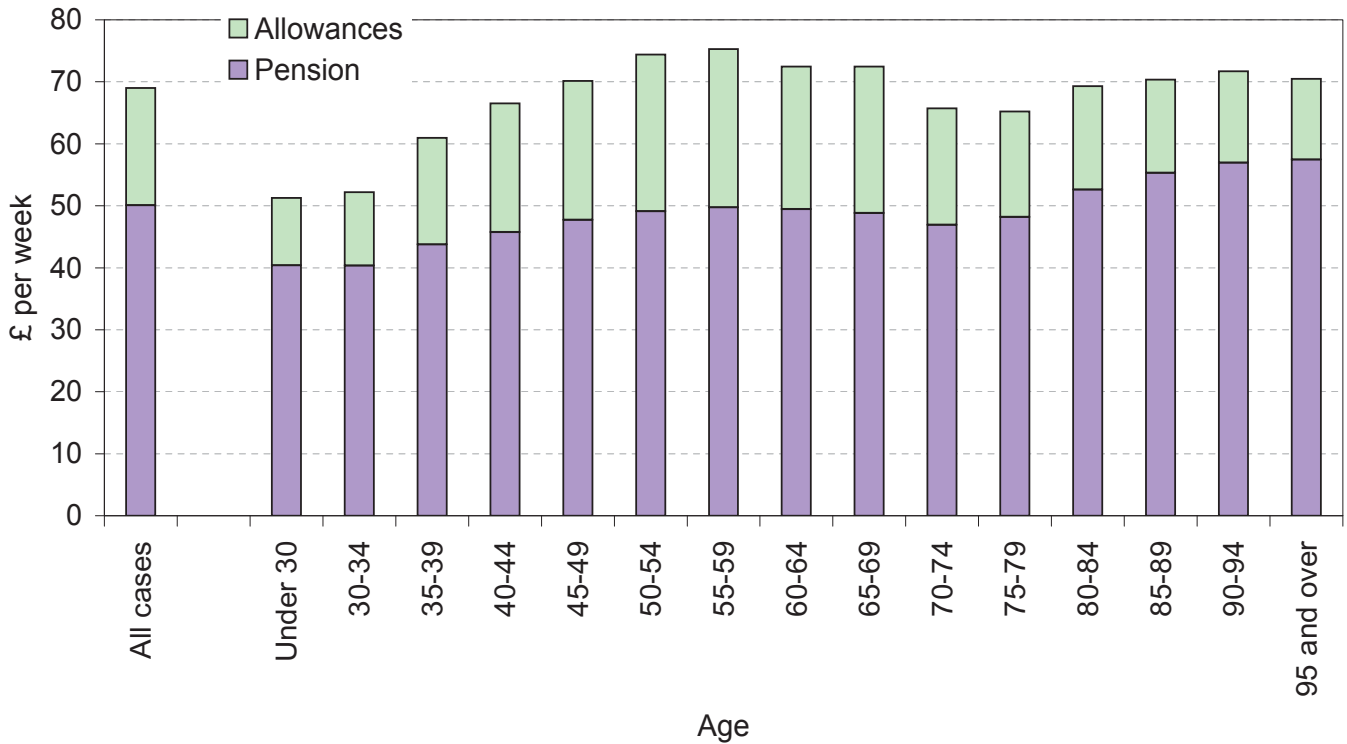
- Pensions, allowances or other payments may be awarded where disablement or death is a result of service in HM Forces, or of an injury sustained as a result of war-time service in the Naval Auxiliary Service, or the Mercantile Marine. Awards may also be made in respect of service in the Polish Forces under British command during World War Two. While most payments are made to people living in the United Kingdom, some recipients are from overseas. Pensions, allowances or other payments may also be awarded where the disablement or death of a civilian of a member of the Civil Defence Organisation is the direct result of an injury sustained as a result of enemy action in World War Two.
- Data are not available for 1990.
- Following the implementations of the recommendations made as part of the National Statistics Quality Review, improvements were made to the processing of current data. This resulted in some small adjustments (less than 100 total) to the figures.
- A number of pensioners receive an Allowance for Lower Standard of Occupation, but do not receive an ongoing war pension. Some, but not all, of these were formerly classified as disablement pensioners.
- Disabled because of service between 4 August 1914 and 30 September 1921.
- Disabled because of service between 1 October 1921 and 2 September 1939.
- Disabled because of service from 3 September 1939 to date.
- Paid to the spouse of an ex-service person whose death was in service or related to disablement because of service from 4 August 1914 to date.
- A change in the law, from 8 April 2002, governing the War Pensions Scheme means that the provisions for war widowers have been equalised to align with those available to war widows; in effect this means that claims from war widowers are no longer means tested.
- Paid to: (i) the child of a deceased service person who has no surviving parent; (ii) a child whose mother was divorced from a serviceman at the time of death; or (iii) a child who is not in the care of the surviving parent.
- Paid to a parent of a deceased service person.
- Paid to a partner who lived with the ex-serviceman for at least six months before his enlistment, was maintained by him, and who has borne his child.
- A case where a Child Allowance is in payment for a child, where one parent has died, and either the surviving parent does not qualify for a War Widows/Widowers Pension, because of remarriage or cohabitation, or the child does not live with the surviving parent.

# CHAPTER 2 - PERSONNEL

## WAR PENSIONS

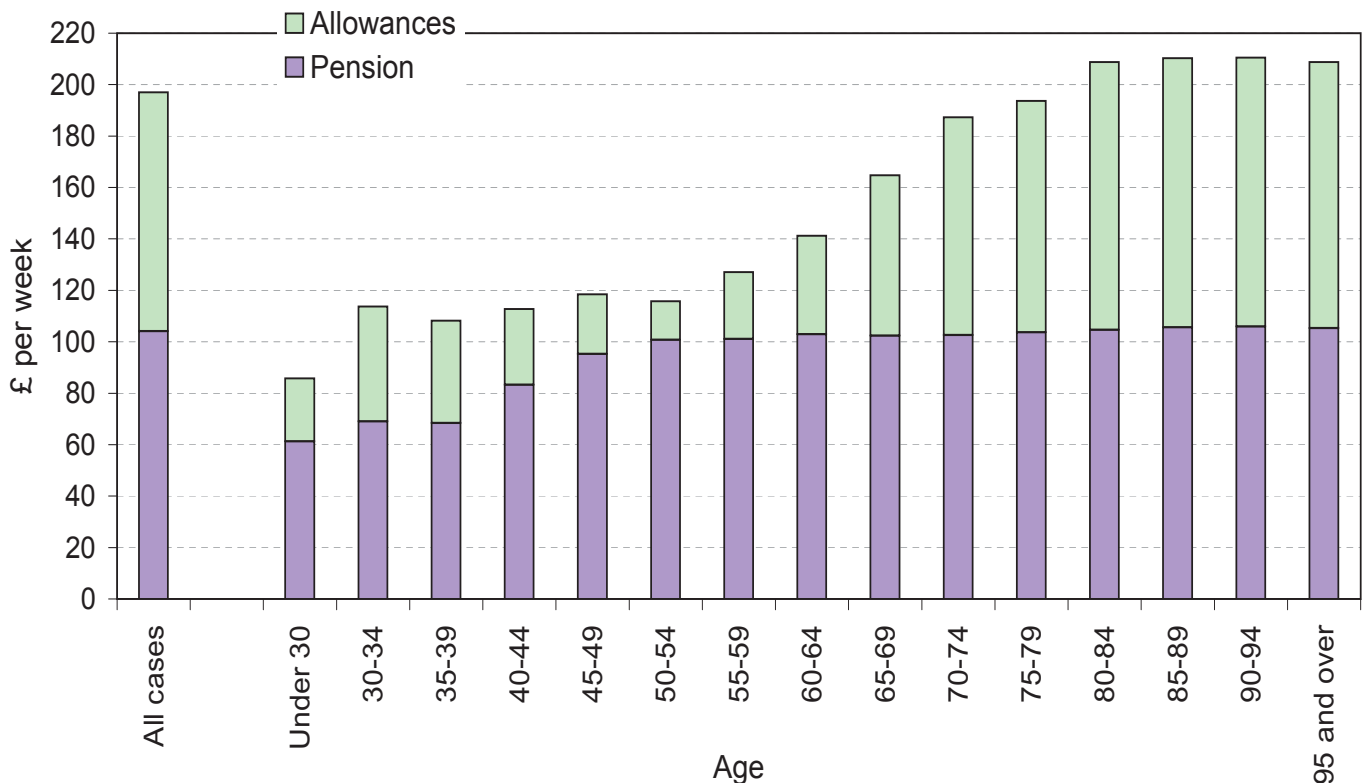
### Charts to Table 2.39

**Average Weekly amount of Disablement Pension (entitlement) - as at 31 March 2008**



The overall average weekly amount of war disablement pension and associated supplementary allowances is £69.01.

**Average amount of Widow(er)'s Pension (entitlement) - as at 31 March 2008**



The average weekly amount received by widow(er)s is £197.01. The actual War Widow(er)s portion of the pension makes up just over half the total, with the remainder being made up of Supplementary Allowances.

# CHAPTER 2 - PERSONNEL

## COMPENSATION CLAIMS MADE AGAINST THE MOD

### Compensation Claims made against the Ministry of Defence

This section describes common law non-contractual compensation claims made against the Ministry of Defence. These claims are of three broad types: employer's liability for Armed Forces personnel, employer's liability for its civilian employees, and public liability claims. **Tables 2.40 and 2.41** show numbers of new claims made and numbers of claims settled, analysed by category of claim and by cause.

The Department self insures against loss. However, it employs commercial companies as claim handlers. All settlements are paid by the Department, the companies in question receiving a fee for each claim handled. Gallagher Bassett recently won the contracts in respect of third party motor claims and Service and civilian employer's liability claims for all claims received after 1 May 2007. Claims received before this date are handled by:

1982 to 2007 AXA Corporate Solutions - third party motor claims

1996 to 2007 Royal & Sun Alliance (RSA) - employer's liability claims from Armed Forces personnel

1982 to 2002 AXA Corporate Solutions - employer's liability claims from civilian personnel 2002 to 2007 Royal & Sun Alliance - Employer's liability claims from civilian personnel.

The MOD's Claims branch handles all other claims, including:

- Public liability worldwide - property damage and personal injury (except where there is an Area Claims Officer (ACO) in country)
- damage or injury caused by low flying military aircraft
- maritime claims and salvage claims
- clinical negligence
- claims made against a NATO visiting force
- high value, novel or contentious cases.

ACOs are part of the Command Secretariat and are located in Cyprus, the South Atlantic Islands, Germany (for NW Europe), Kosovo, Afghanistan and Iraq. They deal with public liability claims made against the MOD within their geographic area.

#### New claims

The number of new claims is the number of new cases opened by the MOD's Claims branch, ACOs and commercial claims handlers during that year; re-opened cases are not included. A new claim may be in the form of a letter from a claimant or their legal representative, or in the form of proceedings issued by a court of law. The largest number of new claims is in respect of on-duty Road Traffic Accidents involving Armed Forces personnel or MOD civilians driving a MOD-owned or MOD-hired vehicle.

#### Settled claims

These 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.

Further details may be found in the *Claims Annual Report* available from DS&C Claims.

# CHAPTER 2 - PERSONNEL

## COMPENSATION CLAIMS MADE AGAINST THE MOD

**Table 2.40** New claims and settled claims by broad category in each year

The data in this table are outside the scope of National Statistics because they do not meet all of the high professional quality assurance standards set out in the National Statistics Code of Practice.

New Claims Notified	Number				
	2003/04	2004/05	2005/06	2006/07	2007/08
<b>Total</b>	<b>7 749</b>	<b>8 447</b>	<b>7 686</b>	<b>6 820</b>	<b>7 389</b>
<b>Public Liability Claims</b>	<b>787</b>	<b>892</b>	<b>715</b>	<b>639</b>	<b>974</b>
Low Flying	200	202	171	175	244
Maritime	37	18	20	24	25
Other Public Liability (inc Northern Ireland)	532	643	507	435	690
Radiation	18	29	17	5	15
<b>Employers' Liability Claims</b>	<b>1 941</b>	<b>1 983</b>	<b>1 846</b>	<b>1 404</b>	<b>1 863</b>
Service Employment Tribunal <sup>1</sup>	-	-	27	-	-
Other Service Employer's Liability	604	664	623	459	776
Asbestos Related	595	887	742	209	189
Noise Induced Hearing Loss	101	129	145	413	577
Vibration White Finger	65	37	18	58	45
Other Civilian Employer's Liability	576	266	291	265	276
<b>Other</b>	<b>5 021</b>	<b>5 572</b>	<b>5 125</b>	<b>4 777</b>	<b>4 552</b>
Clinical Negligence	92	86	69	67	86
Road Traffic Accidents	2 262	3 216	2 982	2 620	2 284
Area Claims Offices' Claims	2 565	2 192	2 015	2 003	2 124
Visiting Forces <sup>2</sup>	102	78	59	87	58

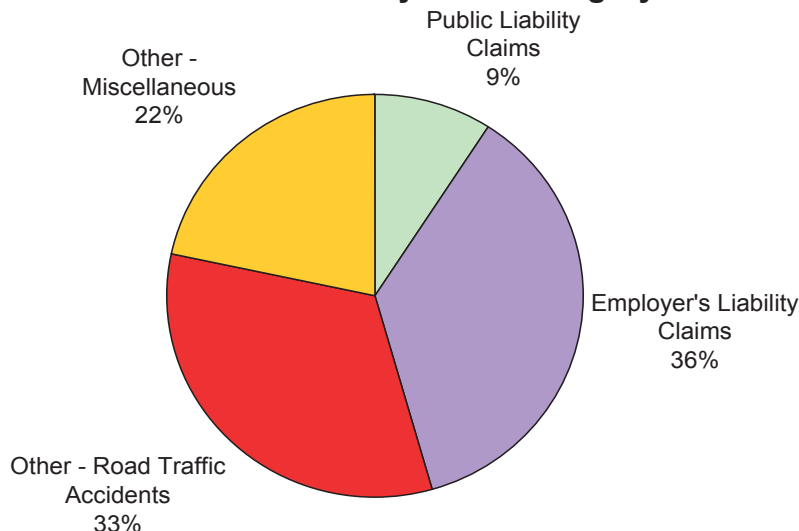
Settled Claims Notified	Number				
	2003/04	2004/05	2005/06	2006/07	2007/08
<b>Total</b>	<b>6 857</b>	<b>7 757</b>	<b>8 012</b>	<b>6 980</b>	<b>6 419</b>
<b>Public Liability Claims</b>	<b>508</b>	<b>496</b>	<b>413</b>	<b>402</b>	<b>592</b>
Low Flying	130	120	124	126	141
Maritime	34	10	11	13	12
Other Public Liability (inc Northern Ireland)	343	365	278	262	438
Radiation	1	1	-	1	1
<b>Employers' Liability Claims</b>	<b>2 200</b>	<b>1 901</b>	<b>1 878</b>	<b>2 242</b>	<b>2 337</b>
Service Employment Tribunal <sup>1</sup>	12	-	4	5	57
Other Service Employer's Liability	790	706	601	800	1 063
Asbestos Related	534	613	773	607	314
Noise Induced Hearing Loss	174	116	63	355	500
Vibration White Finger	85	92	52	70	62
Other Civilian Employer's Liability	605	374	385	405	341
<b>Other</b>	<b>4 149</b>	<b>5 360</b>	<b>5 721</b>	<b>4 336</b>	<b>3 490</b>
Clinical Negligence	42	25	28	23	16
Road Traffic Accidents	2 334	3 706	3 717	2 986	2 103
Area Claims Offices' Claims	1 682	1 581	1 917	1 269	1 330
Visiting Forces <sup>2</sup>	91	48	59	58	41

Source: MOD Claims Annual Reports

1. Although generally Employment Tribunal cases are now dealt with by TLBs, the new claims in 2005/06 were Homosexual dismissal cases for which DS&C Claims agreed to retain central responsibility.

2. Claims against NATO forces visiting the UK and claims by NATO countries against UK personnel visiting those countries.

**Number of settled claims by broad category in 2007/08**



# CHAPTER 2 - PERSONNEL

## COMPENSATION CLAIMS MADE AGAINST THE MOD

**Table 2.41 New Claims and settled claims by broad cause in each year**

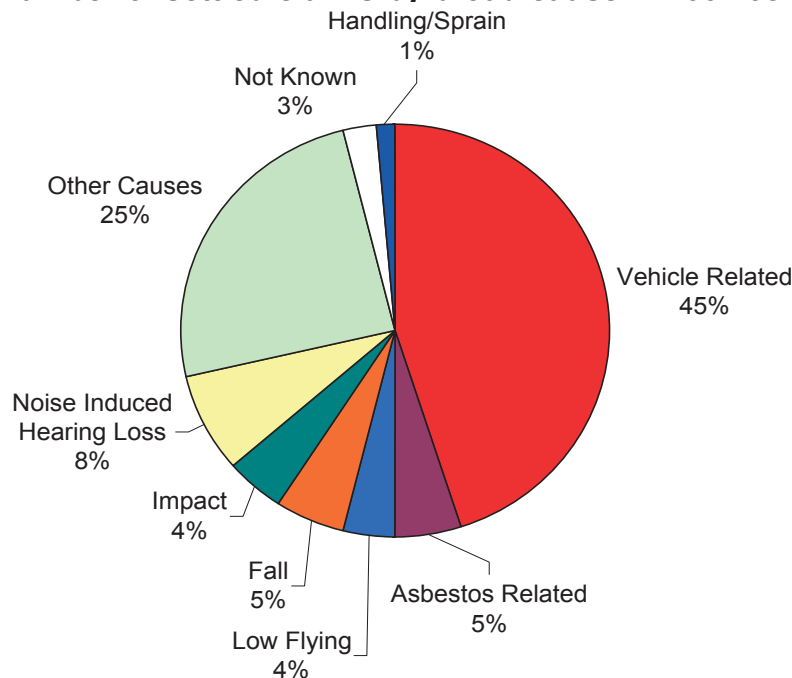
The data in this table are outside the scope of National Statistics because they do not meet all of the high professional quality assurance standards set out in the National Statistics Code of Practice.

New Claims Notified	Number				
	2003/04	2004/05	2005/06	2006/07	2007/08
<b>Total</b>	<b>7 749</b>	<b>8 447</b>	<b>7 686</b>	<b>6 820</b>	<b>7 389</b>
Asbestos Related	614	904	809	223	190
Clinical Negligence	92	87	69	67	86
Fall	322	352	319	306	305
Handling/Sprain	87	82	51	59	53
Impact	230	254	246	178	97
Low Flying	727	614	616	506	336
Machinery/Vibration White Finger	65	37	29	58	45
Maritime	38	18	29	24	25
Noise Induced Hearing Loss	105	129	208	418	579
Other Causes	1 012	1 554	1 122	1 081	2 342
Not Known <sup>1</sup>	1 060	186	216	63	91
Vehicle Related	3 397	4 230	3 972	3 837	3 240

Settled Claims Notified	Number				
	2003/04	2004/05	2005/06	2006/07	2007/08
<b>Total</b>	<b>6 857</b>	<b>7 757</b>	<b>8 012</b>	<b>6 980</b>	<b>6 419</b>
Asbestos Related	542	620	846	611	314
Clinical Negligence	42	25	28	23	16
Fall	513	318	291	395	339
Handling/Sprain	172	95	56	108	93
Impact	265	211	187	328	272
Low Flying	598	506	552	437	255
Machinery/Vibration White Finger	85	92	70	71	62
Maritime	34	10	14	13	13
Noise Induced Hearing Loss	174	116	104	357	500
Other Causes	907	840	1 021	662	1 499
Not Known <sup>1</sup>	122	232	242	127	162
Vehicle Related	3 403	4 692	4 601	3 848	2 894

Source: MOD Claims Annual Reports

**Number of settled claims by broad cause in 2007/08<sup>2</sup>**



1. The cause of a claim may not be known at the New Claims stage if for example, the claimant simply states that they have a claim but does not state exactly what it is. At settlement stage, although the cause of the claim will be recorded on the claim file, it may not always be recorded on the databases from which these data are drawn.
2. Clinical negligence, Machinery/ Vibration White Finger and Maritime are included in "other causes" as these are the causes with the smallest number of claims.

# CHAPTER 2 - PERSONNEL

## INTERNATIONAL

**Table 2.42** Manpower holdings and ceilings by member country within the scope of the Conventional Armed Forces in Europe Treaty at 1 January 2008

The data in this table are outside the scope of National Statistics because they are provided by an organisation outside the UK Government Statistical Service.

	Holding	Ceiling
<b>Countries not in NATO</b>		
Armenia	43 860	60 000
Azerbaijan	64 967	70 000
Belarus	49 416	100 000
Georgia	32 307	40 000
Moldova	6 500	20 000
Russia <sup>1</sup>	-	1 450 000
Ukraine <sup>2</sup>	152 000	250 000 <sup>3</sup>
<b>NATO Countries</b>		
Belgium	40 210	70 000
Bulgaria	35 516	104 000
Canada	-	10 660
Czech Republic	38 805	93 333
Denmark	13 088	39 000
France	179 961	325 000
Germany	198 952	345 000
Greece	124 564	158 621
Hungary	20 934	100 000
Italy	144 085	315 000
Luxembourg	541	900
Netherlands	28 630	80 000
Norway	20 000	32 000
Poland	131 536	234 000
Portugal	29 811	75 000
Romania	77 697 <sup>4</sup>	230 000
Slovakia	17 688	46 667
Spain	106 359	300 000
Turkey	301 397	530 000
<b>United Kingdom</b>	<b>212 416</b>	<b>260 000</b>
United States of America	81 540	250 000

Source: Directorate for Counter-Proliferation and Arms Control

1. The Russian Federation suspended the implementation of the CFE Treaty on 12 December 2007. Consequently, Russia did not submit the annual exchange of information required by the Treaty. The given numbers of holdings are taken from the "Consolidated Information" provided by the Russian Federation on 18 December 2007 as a sign of goodwill. The information does not include the subholdings of AIFVs and HACVs, nor the holdings of Naval Infantry and Coastal Defence Forces, nor the Personnel Strength.
2. Since 1 Jan 2004 these figures have included the TLE and the Personnel belonging to the Naval Infantry and Coastal Defence Forces (NI/CD).
3. As of 09.04.2008, according to CFE Annual Data Exchange as amended by subsequent notified corrections.
4. Numbers of ACV and Artillery holdings according to the CFE Treaty - "Correction of the Romanian Annual Data Exchange".