

CHAPTER 2 - PERSONNEL

INTRODUCTION

Chapter 2 is divided into six main sections:

- **Personnel summary (Tables 2.1 to 2.4)** - overall statistics relating to both civilians and Armed Forces personnel, including numbers by location.
- **UK Armed Forces (Tables 2.5 to 2.25)** – summaries of the main trends in strengths, intakes and outflows of personnel in the UK Armed Forces. A chart setting out the equivalent ranks in the Services and with civilians is included as **Table 2.25**;
- **Civilian personnel (Tables 2.26 to 2.37)** - summaries of the main trends in strengths, intakes and outflows of civilian personnel;
- **Compensation claims made against the MOD (Tables 2.38 and 2.39)** – statistics on the numbers of new and settled claims made against the MOD;
- **International (Table 2.40)** – 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.

Changes to Tables 2009

Due to ongoing validation of data from the Joint Personnel Administration System analyses of outflow by exit reason are not available for financial years 2006/07, 2007/08 and 2008/09. As a result the following table that appeared in UKDS 2008 has been removed: **Table 2.25 - Outflow from trained UK Regular Forces by sex and reason for leaving.**

Table 2.39 - Number of War Pensions in payment by type of pension, at 31 March each year has been moved to **Chapter 3**, to present it with the Armed Forces Compensation Scheme tables.

The following tables that appeared in UKDS 2008 have been moved to the Civilian personnel section of UKDS 2009: **Tables 2.2 - Civilian personnel by budgetary area** and **2.6 - Civilian personnel in UK Defence Agencies and MOD-owned Trading Funds.**

As a result **Tables 2.2** onwards as presented in UKDS 2008 have now been renumbered.

Table 2.12 - Strength of UK Regular Forces by Service and ethnic origin at 1 April each year has been moved to present it immediately after **Table 2.9 - Strength of UK Regular Forces by ethnic origin and rank.** As a result **Tables 2.10** to **2.12** have now been renumbered.

Table 2.2 - Location of Service and civilian personnel in the United Kingdom has been changed from presenting figures at 1 July to showing figures at 1 April, consistent with other location tables. In addition, the regional breakdown now exclude all personnel stationed outside the UK.

Table 2.14 - Strength of the Trained UK Regular Forces by Service and nationality has been reformatted since UKDS 2008 to focus on the following three groups:

1. Irish and Commonwealth personnel, for whom an upper limit of 15% of the total trained UK Regular Forces is in place for three of the Armed Corps of the

CHAPTER 2 - PERSONNEL

INTRODUCTION

Army under arrangements made under Section 41(2)(d) of the Race Relations Act 1976.

2. Nepalese citizens, who have been able to transfer to the UK Regular Armed Forces from the Brigade of Gurkhas since 2008.
3. Other Foreigners, who have not recorded their primary nationality as UK, Irish, Commonwealth or Nepalese.

Table 2.33 - Intake and Outflow of civilian personnel has changed from showing FTE numbers to showing headcount numbers, due to the unavailability of FTE data for a group of civilian staff.

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 prior to 2006 were 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 were 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 Funds¹ that provide DASA with monthly extracts from their own personnel systems. The Royal Fleet Auxiliary (RFA) data are taken from the MOD civilian 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

Most tables presented in Chapter 2 meet the high standards of quality and integrity as set out in the UK Statistics Authority's Code of Practice for Official Statistics. However, all tables are subject to assessment by the UK Statistics Authority before

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

CHAPTER 2 - PERSONNEL

INTRODUCTION

National Statistics status can be confirmed. The following tables require further validation of data and methods before they attain National Statistics status:

- **Table 2.38 – New claims and settled claims by broad category in each year**
- **Table 2.39 – New claims and settled claims by broad cause in each year**

The following table does not have National Statistics status as it comes from sources outside the Government Statistical Service:

- **Table 2.40 – Manpower holdings and ceilings by member country within the scope of the Conventional Armed Forces in Europe Treaty.**

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. When ethnicity percentage figures for a Service are suppressed the figures for All Services are also suppressed to prevent bias.

Due to ongoing validation of data from the Joint Personnel Administration System the following statistics are provisional and may be revised: all Naval Service flow statistics from 2006/07 onwards, and Naval Service strength statistics from 1 April 2008; all Army flow statistics from 2006/07 onwards and strengths statistics from 1 April 2007; and all Royal Air Forces flow statistics from 2007/08 onwards and strength statistics from 1 April 2008. DASA have initiated a major review of all provisional JPA data and aim to revise where required during the course of 2010. Revisions to strength figures are likely to be less than 0.5% of the provisional figure. Revisions of provisional flows could be as high as 50% because some of the individual flow figures can be much smaller.

Civilian data on HRMS are a combination of fields mandated by the People Pay and Pensions Agency (PPPA), such as grade, and voluntary fields such as **disability status**. Civilian personnel complete these fields based on their self perception. 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 \ undeclared group.

A review of unknown grade has been undertaken since UKDS 2008, and the number of Civilian Personnel listed against unknown grade for UKDS 2009 has reduced.

CHAPTER 2 - PERSONNEL

PERSONNEL SUMMARY

Table 2.1 Recent trends in Service and civilian personnel¹ strengths at 1 April each year

	1990 ²		1997		Thousands: FTE					
					2004	2005	2006	2007	2008	2009
Total personnel³	487.3	348.5	322.4	315.3	304.8	293.8^P	282.6^P	281.4^P		
Service	314.8	215.1	213.3	206.9	201.4	196.1^P	193.1^P	194.7^P		
UK Regulars	305.8	210.8	207.0	201.1	195.9	190.4 ^P	187.1 ^P	188.4 ^P		
FTRS	-	-	2.2	1.7	1.5	1.6 ^P	1.8 ^P	2.1 ^P		
Gurkhas ⁴	} 9.0	4.3 {	3.7	3.7	3.7	3.7 ^P	3.9 ^P	3.9 ^P		
Locally entered/engaged ⁴			0.4	0.4	0.4	0.4	0.4	0.4		
Civilian Level 0^{1,3}	172.5	133.3	109.0	108.5	103.4	97.7	89.5	86.6		
Level 1 ¹	141.4	101.9	82.2	82.0	78.1	73.8	69.0	66.4		
Trading Funds ³	-	15.5	11.4	10.8	10.7	10.1	9.2	9.6		
Locally engaged civilians	31.1	15.9	15.4	15.7	14.5	13.8	11.2	10.5		

Excluded from the above table:

Royal Irish (Home Service)⁵	6.2	4.8	3.4	3.2	3.1	2.1	*	*
---	------------	------------	------------	------------	------------	------------	----------	----------

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. 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 Base Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.
4. Gurkhas are included in the locally entered service personnel figures until 1997 after which they are shown separately.
5. 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 onwards are provisional and subject to review.

CHAPTER 2 - PERSONNEL

PERSONNEL SUMMARY

Table 2.2 Location of Service and civilian personnel^{1,2} in the United Kingdom

This table has been changed from UKDS 2008 which presented figures at 1 July to showing figures at 1 April (except for 1990 and 1997 figures), consistent with other location tables. In addition, the regional breakdown now excludes all personnel stationed outside the UK or where location is unknown.

	Thousands: FTE						
	1990 ³	1997 ³	2005 ⁴	2006	2007	2008 ⁵	2009
United Kingdom	..	276.9	255.1	248.7	239.5 ^P	231.6 ^P	233.3 ^P
Service	215.9	171.6	170.4	165.7	161.4 ^P	158.7 ^P	162.7 ^P
Civilian	..	105.3	84.7	83.0	78.1	72.9	70.6
England	..	229.4	217.8	211.9	207.6 ^P	202.9 ^P	204.4 ^P
Service	179.6	142.6	147.0	142.1	141.4 ^P	140.3 ^P	143.6 ^P
Civilian	..	86.8	70.7	69.7	66.2	62.6	60.9
Wales	..	8.4	6.6	6.3	5.0 ^P	4.8 ^P	4.7 ^P
Service	5.3	3.3	3.0	3.3	2.6 ^P	2.6 ^P	2.7 ^P
Civilian	..	5.1	3.6	3.1	2.4	2.2	2.0
Scotland	..	24.2	20.3	20.4	19.2 ^P	18.0 ^P	17.9 ^P
Service	19.3	13.9	13.3	13.5	12.6 ^P	12.0 ^P	12.0 ^P
Civilian	..	10.3	6.9	6.9	6.5	6.0	5.9
Northern Ireland	..	14.6	10.5	10.1	7.7 ^P	5.9 ^P	6.3 ^P
Service	11.5	11.5	7.1	6.8	4.8 ^P	3.7 ^P	4.4 ^P
Civilian	..	3.1	3.5	3.3	2.9	2.1	1.9

Source: DASA (Quad-Service)

Service and Civilian personnel^{1,2} by Government Office Region

	Service			Civilian		
	2008	2009	% change ⁶	2008 ⁷	2009	% change ⁶
United Kingdom	158 660 ^P	162 710 ^P	2.6 ^P	72 890 ^r	70 620	-3.1
England	140 310 ^P	143 580 ^P	2.3 ^P	62 590 ^r	60 860	-2.8
East of England	17 950 ^P	18 160 ^P	1.2 ^P	6 550 ^r	6 370	-2.7
East Midlands	9 230 ^P	9 460 ^P	2.4 ^P	2 470 ^r	2 450	-0.7
London	5 900 ^P	5 640 ^P	-4.4 ^P	5 390 ^r	4 980	-7.5
North East	1 450 ^P	1 400 ^P	-3.3 ^P	510 ^r	490	-3.3
North West	1 710 ^P	2 290 ^P	33.8 ^P	2 540 ^r	2 520	-0.8
South East	45 610 ^P	46 010 ^P	0.9 ^P	14 830 ^r	13 790	-7.0
South West	39 030 ^P	39 280 ^P	0.6 ^P	21 610 ^r	22 010	1.9
West Midlands	5 900 ^P	6 500 ^P	10.2 ^P	4 950 ^r	4 400	-11.1
Yorkshire and The Humber	13 530 ^P	14 730 ^P	8.9 ^P	3 730 ^r	3 830	2.7
Wales	2 640 ^P	2 720 ^P	3.3 ^P	2 170 ^r	2 010	-7.3
Scotland	11 970 ^P	12 020 ^P	0.4 ^P	5 990 ^r	5 860	-2.2
Northern Ireland	3 740 ^P	4 390 ^P	17.4 ^P	2 150 ^r	1 890	-12.0

Source: DASA (Quad-Service)

1. Service personnel figures are for UK Regular Forces based in the UK. They include all trained and untrained Personnel and exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists.
2. Civilian personnel includes Trading Fund staff and exclude RFAs and LECs.
3. 1990 and 1997 figures are as at 1 July.
4. In 2001 the QinetiQ portion of the Defence Evaluation and Research Agency (8,000) was established as a private company.
5. At 1 April 2008 the Defence Aviation Repair Agency and the Army Base Repair Organization merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.
6. Percentage change is calculated from unrounded data.
7. Trading Funds staff were excluded from the UK and Regional breakdown in UKDS 2008. The 1 April 2008 figures have been revised to include Trading Funds.

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

CHAPTER 2 - PERSONNEL

PERSONNEL SUMMARY

Table 2.3 Global locations of Service^{1,2} and civilian personnel^{3,4},
at 1 April each year

		Number: FTE						
		1997	2004	2005	2006	2007	2008 ⁵	2009
Global Total		344 120	..	309 570	299 240^e	288 080^P	276 560^P	274 990^P
	Service	210 820	..	201 100	195 870 ^e	190 400 ^P	187 060 ^P	188 370 ^P
	Civilian Level 0	133 290	109 050	108 470	103 380	97 690	89 500	86 620
United Kingdom Total		273 560	..	256 610	250 330^e	239 490^P	231 550^P	233 330^P
	Service	166 080	..	171 870	167 330 ^e	161 390 ^P	158 660 ^P	162 710 ^P
	Civilian	107 480	86 210	84 740	83 000	78 110	72 890 ^f	70 620
Overseas Total		60 420	..	47 500	45 820	44 520^P	41 340^P	38 280^P
	Service	42 700	..	29 230 ^f	28 540	27 990 ^P	27 630 ^P	25 350 ^P
	Civilian	17 730	17 810	18 270	17 280	16 530	13 710	12 930
Mainland European States		41 160	..	34 040	32 710^e	32 650^P	31 200^P	28 150^P
Germany	Service	21 900	..	22 170	21 960 ^e	21 710 ^P	21 690 ^P	19 100 ^P
	Civilian	12 130	9 780	9 700	8 700	8 790	7 910	7 490
Balkans ⁶	Service	5 100	..	170	30 ^e	50 ^P	20 ^P	20 ^P
	Civilian	20	640	660	680	710	230	200
Remainder	Service	1 920	..	1 200	1 180 ^e	1 160 ^P	1 130 ^P	1 130 ^P
	Civilian	100	130	140	160	230	220	210
Mediterranean		8 690	..	7 430	7 630^e	6 740^P	5 670^P	5 540^P
Cyprus	Service	4 090	..	3 170	3 040 ^e	2 950 ^P	2 780 ^P	2 910 ^P
	Civilian	2 930	2 880	2 790	3 230	2 280	1 850	1 640
Gibraltar	Service	480	..	360	340 ^e	310 ^P	280 ^P	260 ^P
	Civilian	1 200	1 200	1 100	1 010	1 190	750	730
Middle East	Service	670	..	390	390 ^e	270 ^P	320 ^P	330 ^P
	Civilian	40	1 610	1 650	1 380	1 490	1 020	980
Far East/Asia	Service	2 210	..	260	260 ^e	220 ^P	260 ^P	260 ^P
	Civilian	770	730	730	960	750	740	710
Africa		560	..	950	560^e	610^P	660^P	680^P
Sierra Leone	Service	-	..	100	90 ^e	90 ^P	80 ^P	60 ^P
	Civilian	-	-	610	230	220	220	150
Remainder	Service	550	..	70	70 ^e	70 ^P	70 ^P	120 ^P
	Civilian	-	160	170	180	230	280	360

CHAPTER 2 - PERSONNEL

PERSONNEL SUMMARY

Table 2.3 Global locations of Service^{1,2} and civilian personnel^{3,4}, at 1 April each year (continued)

		1997	2004	2005	2006	2007	2008 ⁵	2009
North America		2 260	..	910	870^e	850^p	890^p	920^p
USA	Service	1 310	..	400	410 ^e	390 ^p	420 ^p	470 ^p
	Civilian	100	200	200	180	180	180	160
Canada	Service	840	..	290	260 ^e	270 ^p	270 ^p	270 ^p
	Civilian	10	10	20	20	10	20	20
Central/South America	Service	300	..	100	110 ^e	90 ^p	90 ^p	80 ^p
	Civilian	10	150	150	170	180	190	180
Falkland Islands ⁷	Service	1 790	..	320	310 ^e	290 ^p	130 ^p	250 ^p
	Civilian	40	50	50	60	60	50	50
Elsewhere ⁸	Service	1 550	..	230	90 ^e	100 ^p	110 ^p	100 ^p
	Civilian	390	280	280	340	220	60	60
Unallocated		7 910	..	3 110	750^e	1 720^{r p}	1 390^{r p}	1 090^p
	Service ⁹	2 040	..	-	- ^e	1 020 ^{r p}	770 ^{r p}	320 ^p
	Civilian	5 870	2 710	3 110	750	690	610	770
Royal Fleet Auxiliaries	Civilian	2 210	2 310	2 350	2 340	2 360	2 270	2 300

Source: DASA(Quad-Service)

1. Service personnel figures are for UK Regular Forces. They include all trained and untrained Personnel and exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists.
 2. 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.
 3. Civilian Level 0 and Level 1 are defined in the Glossary.
 4. UK civilian totals include Trading Fund personnel but excludes RFA and LEC personnel and those with an unknown location. Overseas civilian includes LEC personnel.
 5. UK civilian total for 2008 has been revised to include an additional 50 personnel that previously had an unknown location.
 6. Consists of Bosnia-Herzegovina, Croatia, the Former Yugoslav Republic of Macedonia, Kosovo, Montenegro, and Serbia.
 7. The number of personnel located in the Falkland Islands has remained constant. The temporary dip in 2008 was due to the way administrative systems recorded the type of assignment of personnel in the Falklands Islands. Those on temporary assignments are shown against their permanent stationed location.
 8. Includes personnel in transit and those in any other geographic region that is not specifically identified above.
 9. Revision in 2007 and 2008 due to further validation of legacy systems data prior to JPA.
- Due to ongoing validation of data from the Joint Personnel Administration System, Service strength statistics from 1 April 2007 onwards are provisional and subject to review.

CHAPTER 2 - PERSONNEL

PERSONNEL SUMMARY

Table 2.4 Strength of locally entered personnel¹ including Gurkhas by global location, at 1 April each year

	Number: FTE							
	1990	1997	2004	2005	2006	2007 ²	2008	2009
Total	40 160	20 190	19 510	19 740	18 560	17 940	15 480^P	14 820^P
Naval Service	310	190	-	-	-	-	-	-
Army	8 710	4 140	4 080	4 080	4 010	4 100	4 240 ^P	4 270 ^P
<i>of which Gurkhas</i>	..	3 760	3 720	3 690	3 660	3 710	3 860 ^P	3 860 ^P
Royal Air Force	-	-	-	-	-	-	-	-
Civilian	31 140	15 860	15 430	15 660	14 540	13 840	11 240	10 550
<i>by location</i>								
United Kingdom								
Army	1 300	2 000	2 550	2 520	2 550	2 770	3 020 ^P	3 160 ^P
<i>of which Gurkhas</i>	..	2 000	2 550	2 520	2 550	2 770	3 020 ^P	3 160 ^P
Continental Europe								
Civilian	23 290	10 790	8 290	8 050	7 040	7 210	6 350	6 060
Mediterranean								
Gibraltar								
Army ³	70	350	360	390	350	400	380 ^P	410 ^P
Civilian	1 530	1 130	1 140	1 040	940	1 130	700	670
Malta								
Civilian	10	-	-	-	-	-	-	-
Cyprus								
Civilian	2 460	2 660	2 510	2 430	2 870	1 960	1 550	1 350
Far East								
Hong Kong								
Naval Service	310	190	-	-	-	-	-	-
Army	5 310	140	-	-	-	-	-	-
<i>of which Gurkhas</i>	..	120	-	-	-	-	-	-
Civilian	2 630	190	-	-	-	-	-	-
Brunei								
Army	840	780	730	770	800	840	790 ^P	650 ^P
<i>of which Gurkhas</i>	..	780	730	770	800	840	790 ^P	650 ^P
Civilian	200	230	300	300	290	290	290	280
Nepal ⁴								
Army	1 190	860	440	400	300	90	40 ^P	40 ^P
<i>of which Gurkhas</i>	..	860	440	400	300	90	40 ^P	40 ^P
Civilian	..	300	370	370	360	360	360	340
Elsewhere								
Civilian	290	40	20	20	40	40	40	40
Other areas								
Falkland Islands								
Army	-	-	-	-	10	10	- ^P	- ^P
<i>of which Gurkhas</i>	..	-	-	-	10	10	- ^P	- ^P
Elsewhere								
Civilian ⁵	730	530	2 790	3 440	2 990	2 850	1 950	1 820

Source: DASA(Quad-Service)

1. Locally employed civilians are locally employed by the department on overseas sites and are covered by local employment contracts and not by UK legislation.
2. 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.
3. Gibraltar Army figures comprise the Gibraltar Permanent Cadre and Gibraltar Volunteer Reserve.
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 2004 reflects the engagement of local personnel in Iraq.

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

CHAPTER 2 - PERSONNEL

UK ARMED FORCES

Armed Forces personnel key points and trends

Strength and requirement

The total strength of the UK Regular Armed Forces has increased since 2008 (see **Table 2.5**).

- The 1 April 2009 strength of the UK Regular Forces was 188,370, a 0.7% increase on the 187,060 serving at 1 April 2008. This reflects an increase in the untrained strength of the Army and RAF (see **Table 2.5**).
- The surplus between strength and requirement of full-time trained Armed Forces officers has risen from 500 at 1 April 2008 to 620 at 1 April 2009. The deficit between strength and requirement of full-time trained Armed Forces other ranks has fallen from 5,810 at 1 April 2008 to 5,560 at 1 April 2009 (see **Table 2.7**).

Longer term:

- At 1 April 2009 the total strength of the UK Regular Forces was 188,370, a decrease of 38.4% from the 1 April 1990 strength of 305,750 (see **Table 2.5**).
- 80% of the total decrease in strength from 1990 to 2009 took place during the period 1990 to 1997 as the Armed Forces were restructured following the end of the Cold War (see **Chart 2.5**).
- The requirement for the UK's full-time trained Armed Forces officers has decreased 5.8% from 30,730 in 2004 to 28,940 in 2009. The equivalent decrease for the other ranks is 8.9% from 164,620 in 2004 to 149,920 in 2009 (see **Table 2.7**).

Intake and outflow

Compared with 2007/08, more people joined the UK Regular Forces in 2008/09 and fewer people left.

- Total intake during the financial year 2008/09 was 6.8% higher than 2007/08; 22,770 compared with 21,330 (see **Table 2.17**).
- Outflow from UK Regular Forces during the financial year 2008/09 was 11.4% lower than in 2007/08; 21,880 compared with 24,690 (see **Table 2.21**).
- Intake into the UK Regular Forces is greater than Outflow from UK Regular Forces for financial year 2008/09. This is the first time this has happened since 2003/04.

Longer term:

- Intake and outflow figures over the time series presented reflect the drawdown in strength from 1990 to 1997 after the Cold War.
- Intake from the civilian population into the UK Regular Armed Forces decreased 24.4% from 31,210 in the financial year 1990/91 to 23,610 in 1997/98. It then decreased 3.6% from 23,610 in 1997/98 to 22,770 in 2008/09. (see **Table 2.17**).
- Outflow from the UK Regular Forces to **civil life** decreased by 37.7% from 39,080 in 1990/91 to 24,350 in 1997/98. It then decreased from 24,350 in 1997/98 to 21,880 in 2008/09. (see **Table 2.21**).

CHAPTER 2 - PERSONNEL

UK ARMED FORCES

Ethnic Minorities

The percentage of the UK Regular Forces from an ethnic minority background has continued to increase.

- The percentage of the UK Regular Forces from an ethnic minority background has increased every year from 4.9% in 2004 to 6.5% in 2009, mostly due to an increase in the percentage of ethnic minorities in ranks Corporal and below (**Table 2.9**).
- The percentage of personnel joining the Army other ranks (the largest component of the UK Armed Forces) with an ethnic minority background was 11.7% in 2008/09 – the highest of the five financial years shown. (**Table 2.18**).
- The percentage of personnel leaving the trained UK Regular Forces with an ethnic minority background has decreased from 6.3 % in 2007/08 to 5.9% in 2008/09 (see **Table 2.22**).

Females

The percentage of the UK Regular Forces that are female has continued to increase.

- The percentage of the UK Regular Forces that are female has increased from 5.7% in 1990 to 9.5% in 2009 (see **Table 2.12**). The RAF has the highest percentage of female personnel (13.5% in 2009) followed by the Naval Service (9.6% in 2009) then the Army (7.8% in 2009) (see **Table 2.12**).
- The percentage of people who joined the untrained strength of the UK Regular Forces who are female decreased from 14.3% in 1997/98 to 10.5% in 2004/05. It then decreased more gradually from 10.5% in 2004/05 to 9.4% in 2008/09 (see **Table 2.19**).
- The percentage of personnel leaving the UK Regular Forces who are female has remained stable at 8.8% since 2007/08 (see **Table 2.23**).

Location

Compared with 2007/08, fewer Service personnel are based overseas and more personnel are based within the UK.

- For the first time since 2005, the proportion of Service personnel¹ stationed outside the UK has decreased; from 14.8% (27,630) in 2008 to 13.5% (25,350) in 2009 (see **Table 2.3**).

Reserve Forces

The strength of the Reserve Forces has declined markedly since 1990, but over the past 5 years has remained more stable than the Regular Forces (see **Table 2.15**).

- The total strength of the Volunteer Reserve forces increased from 39,230 in 2008 to 39,760 in 2009.
- The strength of the cadet forces has decreased from 136,000 in 1990 to 130,200 in 2009. 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 2.16**).

¹ excluding personnel of unallocated location

CHAPTER 2 - PERSONNEL

UK ARMED FORCES

Table 2.5 Strength of UK Regular Forces by Service, and whether trained or untrained, at 1 April each year

	Thousands							
	1990	1997	2004	2005	2006	2007	2008	2009
All Services	305.8	210.8	207.0	201.1	195.9	190.4^P	187.1^P	188.4^P
Officers	42.9	32.7	33.4	33.0	32.7	32.1 ^P	31.7 ^P	31.7 ^P
Other Ranks	262.9	178.1	173.6	168.1	163.2	158.3 ^P	155.3 ^P	156.7 ^P
Trained	277.6	193.6	184.6	182.8	178.3	172.9^P	168.6^P	168.2^P
Officers	37.9	29.8	29.9	29.9	29.7	29.3 ^P	28.8 ^P	28.6 ^P
Other Ranks	239.6	163.9	154.7	152.9	148.6	143.6 ^P	139.9 ^P	139.6 ^P
Untrained	28.2	17.2	22.4	18.3	17.5	17.5^P	18.4^P	20.1^P
Officers	4.9	2.9	3.6	3.1	3.0	2.8 ^P	3.0 ^P	3.1 ^P
Other Ranks	23.2	14.3	18.8	15.2	14.5	14.7 ^P	15.5 ^P	17.1 ^P
Naval Service	63.3	45.1	40.9	39.9	39.4	38.9	38.6^P	38.3^P
<i>of which: Royal Marines</i>	7.5	6.7	7.2	7.3	7.4	7.5	7.7 ^P	7.8 ^P
Officers	10.1	7.9	7.8	7.7	7.7	7.6	7.5 ^P	7.4 ^P
<i>of which: Royal Marines</i>	0.7	0.7	0.7	0.7	0.8	0.8	0.8 ^P	0.8 ^P
Other Ranks	53.1	37.2	33.1	32.2	31.7	31.3	31.1 ^P	30.9 ^P
<i>of which: Royal Marines</i>	6.9	6.0	6.5	6.6	6.7	6.7	6.9 ^P	7.0 ^P
Trained	56.7	41.7	36.4	35.5	34.9	34.3	34.5^P	34.4^P
Officers	8.3	7.0	6.7	6.7	6.6	6.7	6.5 ^P	6.5 ^P
Other Ranks	48.4	34.7	29.7	28.8	28.3	27.7	28.0 ^P	27.9 ^P
Untrained	6.6	3.5	4.5	4.4	4.5	4.5	4.0^P	3.9^P
Officers	1.9	1.0	1.1	1.0	1.0	0.9	1.0 ^P	0.9 ^P
Other Ranks	4.7	2.5	3.4	3.4	3.5	3.6	3.0 ^P	3.0 ^P
Army	152.8	108.8	112.7	109.3	107.7	106.2^P	105.1^P	106.5^P
Officers	17.4	13.7	14.7	14.7	14.7	14.6 ^P	14.6 ^P	14.5 ^P
Other Ranks	135.4	95.1	98.0	94.6	93.0	91.5 ^P	90.5 ^P	92.0 ^P
Trained	137.4	97.8	99.4	98.5	96.8	95.4^P	93.8^P	94.6^P
Officers	16.2	12.7	13.5	13.6	13.8	13.8 ^P	13.7 ^P	13.6 ^P
Other Ranks	121.2	85.0	85.9	84.9	83.0	81.6 ^P	80.2 ^P	81.0 ^P
Untrained	15.4	11.1	13.3	10.8	10.9	10.8^P	11.3^P	11.9^P
Officers	1.2	1.0	1.2	1.0	1.0	0.8 ^P	0.9 ^P	0.9 ^P
Other Ranks	14.2	10.1	12.1	9.8	10.0	10.0 ^P	10.4 ^P	11.0 ^P
Royal Air Force	89.7	56.9	53.4	51.9	48.7	45.4	43.4^P	43.6^P
Officers	15.3	11.0	11.0	10.6	10.3	9.9	9.7 ^P	9.8 ^P
Other Ranks	74.4	45.8	42.4	41.2	38.4	35.5	33.7 ^P	33.8 ^P
Trained	83.5	54.2	48.7	48.8	46.6	43.2	40.3^P	39.3^P
Officers	13.4	10.1	9.7	9.6	9.3	8.9	8.6 ^P	8.5 ^P
Other Ranks	70.1	44.1	39.1	39.3	37.3	34.3	31.7 ^P	30.8 ^P
Untrained	6.2	2.7	4.7	3.0	2.1	2.2	3.1^P	4.3^P
Officers	1.9	1.0	1.3	1.0	1.0	1.0	1.1 ^P	1.3 ^P
Other Ranks	4.3	1.7	3.4	2.0	1.1	1.1	2.1 ^P	3.0 ^P

Source: DASA (Quad-Service)

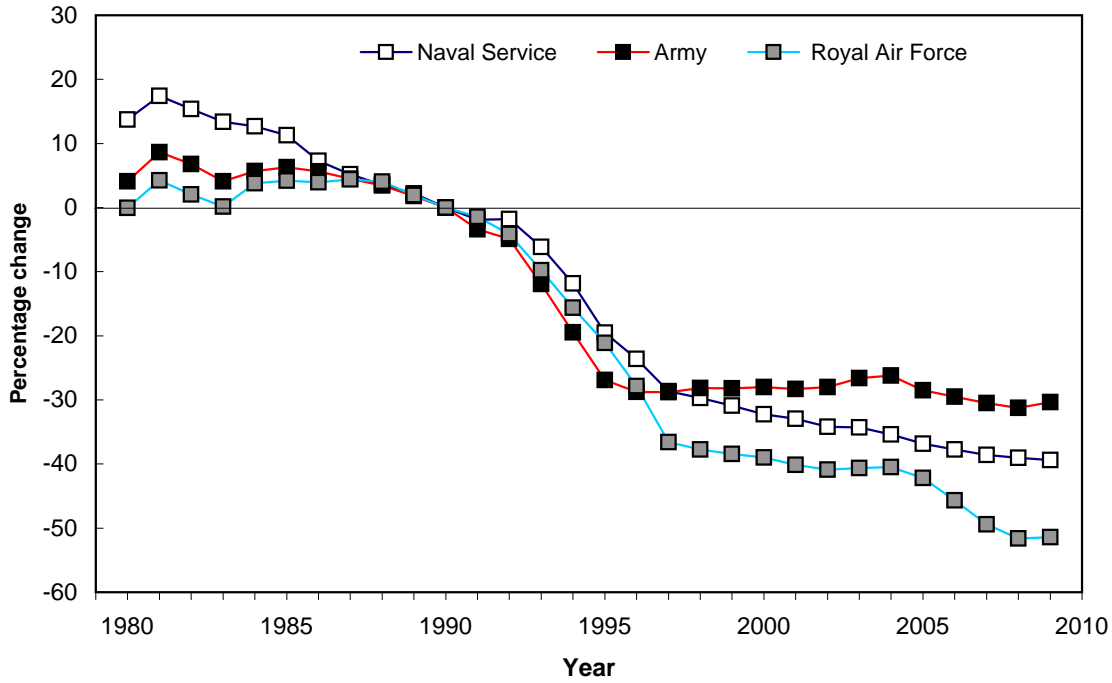
UK Regular Forces comprises all trained and untrained personnel. It excludes Gurkhas, Full Time Reserve personnel, and mobilised reservists.

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

CHAPTER 2 - PERSONNEL

UK ARMED FORCES

Chart to Table **2.5** Percentage change in UK Regular Forces compared with 1 April 1990



CHAPTER 2 - PERSONNEL

UK ARMED FORCES

Table 2.6 Strength of UK Regular Forces by age and rank at 1 April each year

	1990	1997	2004	2005	2006	2007	2008	2009
Officers	42 860	32 680	33 450	33 000	32 700	32 100^P	31 710^P	31 690^P
<i>by age:</i>								
Under 18	-	-	-	-	-	- ^P	- ^P	- ^P
18-19	680	150	280	110	80	120 ^P	110 ^P	100 ^P
20-24	6 020	2 970	3 200	3 020	2 550	2 570 ^P	2 490 ^P	2 480 ^P
25-29	8 240	6 490	5 970	6 060	6 210	6 280 ^P	6 240 ^P	6 140 ^P
30-34	6 340	6 040	5 610	5 490	5 180	5 030 ^P	4 920 ^P	5 050 ^P
35-39	5 420	5 490	6 000	5 790	5 700	5 580 ^P	5 440 ^P	5 300 ^P
40-44	7 160	4 540	5 470	5 540	5 730	5 520 ^P	5 470 ^P	5 470 ^P
45-49	5 320	4 030	4 000	4 140	4 300	4 300 ^P	4 320 ^P	4 270 ^P
50 and over	3 680	2 950	2 920	2 850	2 940	2 690 ^P	2 730 ^P	2 880 ^P
Average age (years)	36	36	37	37	37	37^P	37^P	37^P
Other Ranks	262 890	178 140	173 570	168 090	163 150	158 290^P	155 340^P	156 680^P
<i>by age:</i>								
Under 18	11 330	4 600	6 690	5 140	4 920	4 650 ^P	4 450 ^P	4 670 ^P
18-19	30 060	10 520	16 030	14 110	12 490	11 650 ^P	11 250 ^P	11 930 ^P
20-24	81 610	41 490	47 100	45 320	43 670	41 760 ^P	40 580 ^P	40 950 ^P
25-29	60 110	51 890	30 550	31 430	32 460	33 530 ^P	34 230 ^P	34 670 ^P
30-34	37 910	33 760	30 780	28 500	25 800	23 380 ^P	22 010 ^P	22 240 ^P
35-39	25 150	25 100	27 230	27 480	27 840	27 350 ^P	26 500 ^P	25 010 ^P
40-44	11 210	6 600	11 040	11 540	11 200	11 050 ^P	11 200 ^P	11 710 ^P
45-49	3 630	2 810	3 130	3 490	3 660	3 800 ^P	3 940 ^P	4 170 ^P
50 and over	1 880	1 370	1 030	1 070	1 110	1 120 ^P	1 190 ^P	1 320 ^P
Average age (years)	27	29	29	29	29	29^P	29^P	29^P
Officers	42 860¹	32 680	33 450	33 000	32 700	32 100^P	31 710^P	31 690^P
<i>by rank²:</i>								
Major General and above	200	150	140	150	140	140 ^P	140 ^P	140 ^P
Brigadier	390	350	370	350	350	350 ^P	350 ^P	360 ^P
Colonel	1 510	1 120	1 210	1 210	1 200	1 190 ^P	1 180 ^P	1 220 ^P
Lieutenant Colonel	4 610	3 870	4 110	4 130	4 060	4 070 ^P	4 070 ^P	4 060 ^P
Major	11 800	9 960	10 120	10 010	9 950	9 760 ^P	9 600 ^P	9 540 ^P
Captain	14 780	12 370	12 020	12 310	12 290	12 120 ^P	11 900 ^P	11 770 ^P
Lieutenant and below	9 310	4 860	5 470	4 840	4 700	4 480 ^P	4 460 ^P	4 600 ^P
Other Ranks	262 890	178 140	173 570	168 090	163 150	158 290^P	155 340^P	156 680^P
<i>by rank²:</i>								
Warrant Officer	11 560	8 790	9 010	9 540	9 410	9 150 ^P	9 080 ^P	9 140 ^P
Staff Sergeant	22 750	17 010	15 310	14 470	14 110	13 810 ^P	13 570 ^P	13 290 ^P
Sergeant	35 440	25 300	23 090	22 920	22 590	21 950 ^P	21 310 ^P	20 980 ^P
Corporal ³	55 980	37 020	32 470	32 510	31 710	30 650 ^P	30 300 ^P	29 600 ^P
Lance Corporal ³	23 840	16 370	16 770	16 410	16 350	16 560 ^P	16 700 ^P	16 410 ^P
Private (including juniors)	113 330	73 660	76 920	72 250	68 980	66 160 ^P	64 390 ^P	67 250 ^P

Source: DASA (Quad-Service)

UK Regular Forces comprises all trained and untrained personnel. It excludes Gurkhas, Full Time Reserve personnel, and mobilised reservists.

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 2.25**.
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 from 1 April 2007 onwards are provisional and subject to review.

CHAPTER 2 - PERSONNEL

UK ARMED FORCES

Table 2.7 Full-time trained strength¹ and requirement at 1 April each year

	2004	2005	2006	2007	2008	2009
All Services						
Officers						
Requirement	30 730	30 970	30 070	29 840	29 070	28 940
Strength ²	30 740	30 670	30 380	30 070 ^P	29 580 ^P	29 570 ^P
Surplus/Deficit	10	- 300	310	230 ^P	500 ^P	620 ^P
Surplus/Deficit as percentage of requirement ³	-	-1.0	1.0	0.8 ^P	1.7 ^P	2.1 ^P
Other Ranks						
Requirement	164 620	160 120	155 850	153 770	150 190	149 920
Strength ²	159 450	157 380	152 800	147 750 ^P	144 380 ^P	144 360 ^P
Surplus/Deficit	-5 160	-2 740	-3 050	-6 020 ^P	-5 810 ^P	-5 560 ^P
Surplus/Deficit as percentage of requirement ³	-3.1	-1.7	-2.0	-3.9 ^P	-3.9 ^P	-3.7 ^P
Naval Service						
Officers						
Requirement	6 940	6 980	6 830	6 840	6 670	6 580
Strength ²	6 900	6 880	6 800	6 800	6 630 ^P	6 680 ^P
Surplus/Deficit	- 40	- 100	- 30	- 50	- 40 ^P	100 ^P
Surplus/Deficit as percentage of requirement ³	-0.6	-1.5	-0.4	-0.7	-0.7 ^P	1.6 ^P
Other Ranks						
Requirement	31 780	31 210	30 000	29 960	29 590	29 180
Strength ²	30 610	29 520	28 820	28 120	28 440 ^P	28 330 ^P
Surplus/Deficit	-1 170	-1 690	-1 190	-1 830	-1 150 ^P	- 850 ^P
Surplus/Deficit as percentage of requirement ³	-3.7	-5.4	-4.0	-6.1	-3.9 ^P	-2.9 ^P
Army						
Officers						
Requirement	13 710	13 860	13 350	13 350	13 480	13 460
Strength ²	13 940	14 020	14 150	14 260 ^P	14 210 ^P	14 260 ^P
Surplus/Deficit	230	170	800	900 ^P	730 ^P	800 ^P
Surplus/Deficit as percentage of requirement ³	1.7	1.2	6.0	6.8 ^P	5.4 ^P	5.9 ^P
Other Ranks						
Requirement	93 020	90 320	88 450	88 450	88 320	88 320
Strength ²	89 610	88 420	86 470	85 090 ^P	84 060 ^P	84 990 ^P
Surplus/Deficit	-3 410	-1 900	-1 980	-3 350 ^P	-4 260 ^P	-3 340 ^P
Surplus/Deficit as percentage of requirement ³	-3.7	-2.1	-2.2	-3.8 ^P	-4.8 ^P	-3.8 ^P
Royal Air Force						
Officers						
Requirement	10 070	10 140	9 890	9 640	8 920	8 900
Strength ²	9 890	9 770	9 430	9 020	8 740 ^P	8 620 ^P
Surplus/Deficit	- 180	- 370	- 460	- 620	- 180 ^P	- 280 ^P
Surplus/Deficit as percentage of requirement ³	-1.8	-3.6	-4.7	-6.5	-2.0 ^P	-3.1 ^P
Other Ranks						
Requirement	39 820	38 590	37 400	35 370	32 290	32 420
Strength ²	39 230	39 440	37 510	34 530	31 880 ^P	31 040 ^P
Surplus/Deficit	- 590	850	120	- 840	- 410 ^P	-1 380 ^P
Surplus/Deficit as percentage of requirement ³	-1.5	2.2	0.3	-2.4	-1.3 ^P	-4.3 ^P

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** of Terms and Abbreviations 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 from 1 April 2007 onwards, and Naval Service and RAF strength statistics from 1 April 2008 onwards are provisional and subject to review.

CHAPTER 2 - PERSONNEL

UK ARMED FORCES

Table 2.8 Strength of UK Regular Forces by Service, ethnic origin and rank¹ at 1 April 2009

	Number				Percentage ²	
	All Personnel	White	Ethnic minorities	Unknown ³	White	Ethnic minorities
All Services	188 365^p	164 615^p	11 380^p	12 370^p	93.5^p	6.5^p
Officers	31 690^p	28 265^p	740^p	2 685^p	97.5^p	2.5^p
Lieutenant Colonel and above	5 785 ^p	5 365 ^p	105 ^p	310 ^p	98.0 ^p	2.0 ^p
Major and below	25 905 ^p	22 900 ^p	630 ^p	2 370 ^p	97.3 ^p	2.7 ^p
Other Ranks	156 680^p	136 350^p	10 640^p	9 690^p	92.8^p	7.2^p
Sergeant and above	43 415 ^p	39 450 ^p	900 ^p	3 065 ^p	97.8 ^p	2.2 ^p
Corporal and below	113 265 ^p	96 900 ^p	9 740 ^p	6 625 ^p	90.9 ^p	9.1 ^p
Naval Service	38 340^p	35 280^p	1 200^p	1 865^p	96.7^p	3.3^p
Officers	7 410^p	6 975^p	115^p	320^p	98.4^p	1.6^p
Lieutenant Colonel and above	1 515 ^p	1 455 ^p	20 ^p	40 ^p	98.5 ^p	1.5 ^p
Major and below	5 895 ^p	5 520 ^p	95 ^p	280 ^p	98.3 ^p	1.7 ^p
Other Ranks	30 930^p	28 305^p	1 080^p	1 545^p	96.3^p	3.7^p
Sergeant and above	10 215 ^p	9 780 ^p	145 ^p	290 ^p	98.5 ^p	1.5 ^p
Corporal and below	20 715 ^p	18 525 ^p	935 ^p	1 255 ^p	95.2 ^p	4.8 ^p
Army	106 460^p	89 845^p	9 315^p	7 300^p	90.6^p	9.4^p
Officers	14 505^p	12 825^p	395^p	1 285^p	97.0^p	3.0^p
Lieutenant Colonel and above	2 615 ^p	2 410 ^p	45 ^p	155 ^p	98.1 ^p	1.9 ^p
Major and below	11 890 ^p	10 415 ^p	350 ^p	1 130 ^p	96.7 ^p	3.3 ^p
Other Ranks	91 955^p	77 020^p	8 920^p	6 015^p	89.6^p	10.4^p
Sergeant and above	22 550 ^p	19 995 ^p	565 ^p	1 990 ^p	97.3 ^p	2.7 ^p
Corporal and below	69 405 ^p	57 025 ^p	8 355 ^p	4 025 ^p	87.2 ^p	12.8 ^p
Royal Air Force	43 565^p	39 490^p	870^p	3 210^p	97.8^p	2.2^p
Officers	9 770^p	8 465^p	225^p	1 080^p	97.4^p	2.6^p
Lieutenant Colonel and above	1 655 ^p	1 500 ^p	40 ^p	115 ^p	97.5 ^p	2.5 ^p
Major and below	8 115 ^p	6 965 ^p	185 ^p	965 ^p	97.4 ^p	2.6 ^p
Other Ranks	33 795^p	31 025^p	645^p	2 130^p	98.0^p	2.0^p
Sergeant and above	10 650 ^p	9 675 ^p	190 ^p	785 ^p	98.1 ^p	1.9 ^p
Corporal and below	23 145 ^p	21 350 ^p	450 ^p	1 345 ^p	97.9 ^p	2.1 ^p

Source: DASA (Quad-Service)

The structure of this table has been changed slightly from UKDS 2008, to only show percentages from those with known ethnic origin.

UK Regular Forces comprises all trained and untrained personnel. It excludes Gurkhas, Full Time Reserve personnel, and mobilised reservists.

1. Figures are for paid rank. All Services totals include equivalent ranks in the Naval Service and RAF. See **Table 2.25**.
2. Percentages are calculated from unrounded data and only include personnel with known ethnic origin.
3. Includes those with an unrecorded ethnic origin and those who chose not to declare.

Ethnicity figures are rounded to 5 and may not sum to the totals shown.

Due to ongoing validation of data from the Joint Personnel Administration System, Service strength statistics for 1 April 2009 are provisional and subject to review.

CHAPTER 2 - PERSONNEL

UK ARMED FORCES

Table 2.9 Strength of UK Regular Forces by ethnic origin and rank¹ at 1 April each year

	2004	2005	2006	2007	2008	2009
White	182 060	177 665	173 710	167 315^P	164 250^P	164 615^P
<i>Full coverage estimates²</i>	196 965	190 520	185 035	179 380 ^P	175 720 ^P	176 190 ^P
Officers	29 890	29 720	29 615	28 700^P	28 610^P	28 265^P
Lieutenant Colonel and above	5 455	5 460	5 400	5 395 ^P	5 405 ^P	5 365 ^P
Major and below	24 435	24 260	24 215	23 305 ^P	23 205 ^P	22 900 ^P
Other Ranks	152 170	147 945	144 095	138 610^P	135 640^P	136 350^P
Sergeant and above	43 435	43 035	42 310	41 055 ^P	40 235 ^P	39 450 ^P
Corporal and below	108 740	104 915	101 785	97 555 ^P	95 410 ^P	96 900 ^P
Ethnic Minorities	9 320	9 885	10 180	10 360^P	10 600^P	11 380^P
<i>Full coverage estimates²</i>	10 055	10 580	10 815	11 015 ^P	11 335 ^P	12 175 ^P
Officers	745	740	735	730^P	730^P	740^P
Lieutenant Colonel and above	120	120	110	115 ^P	100 ^P	105 ^P
Major and below	625	620	620	615 ^P	625 ^P	630 ^P
Other Ranks	8 575	9 145	9 450	9 630^P	9 870^P	10 640^P
Sergeant and above	1 080	1 070	1 005	955 ^P	895 ^P	900 ^P
Corporal and below	7 495	8 075	8 445	8 675 ^P	8 975 ^P	9 740 ^P
Unknown³	15 640	13 545	11 955	12 725^P	12 210^P	12 370^P
Officers	2 810	2 545	2 350	2 670^P	2 380^P	2 685^P
Lieutenant Colonel and above	255	265	235	240 ^P	245 ^P	310 ^P
Major and below	2 555	2 280	2 115	2 430 ^P	2 135 ^P	2 370 ^P
Other Ranks	12 830	11 000	9 605	10 055^P	9 830^P	9 690^P
Sergeant and above	2 900	2 825	2 795	2 905 ^P	2 830 ^P	3 065 ^P
Corporal and below	9 930	8 175	6 810	7 150 ^P	7 000 ^P	6 625 ^P
Ethnic minorities as a percentage of total (excluding unknowns)⁴						
All	4.9	5.3	5.5	5.8^P	6.1^P	6.5^P
Officers	2.4	2.4	2.4	2.5^P	2.5^P	2.5^P
Lieutenant Colonel and above	2.2	2.2	2.0	2.1 ^P	1.8 ^P	2.0 ^P
Major and below	2.5	2.5	2.5	2.6 ^P	2.6 ^P	2.7 ^P
Other Ranks	5.3	5.8	6.2	6.5^P	6.8^P	7.2^P
Sergeant and above	2.4	2.4	2.3	2.3 ^P	2.2 ^P	2.2 ^P
Corporal and below	6.4	7.1	7.7	8.2 ^P	8.6 ^P	9.1 ^P

Source: DASA (Quad-Service)

UK Regular Forces comprises all trained and untrained personnel. It excludes Gurkhas, Full Time Reserve personnel, and mobilised reservists.

1. Figures are for paid rank and include equivalent ranks in the Naval Service and RAF. See **Table 2.25**.
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 and only include personnel with known ethnic origin.

Ethnicity figures are rounded to 5 and may not sum to the totals shown.

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

CHAPTER 2 - PERSONNEL

UK ARMED FORCES

Table 2.10 Strength of UK Regular Forces by Service and ethnic origin
at 1 April each year^{1,2}

	2004		2005		2006		2007		2008		2009	
	Number	Percentage ¹	Number	Percentage ¹	Number	Percentage ¹	Number	Percentage ¹	Number	Percentage ¹	Number	Percentage ¹
All Services	207 020		201 100		195 850		190 395^P		187 055^P		188 365^P	
Ethnic												
Minorities²	9 320	4.9	9 885	5.3	10 180	5.5	10 360^P	5.8^P	10 600^P	6.1^P	11 380^P	6.5^P
Asian	790	0.4	905	0.5	970	0.5	1 025 ^P	0.6 ^P	1 090 ^P	0.6 ^P	1 320 ^P	0.8 ^P
Black	5 065	2.6	5 535	3.0	5 790	3.1	5 990 ^P	3.4 ^P	6 270 ^P	3.6 ^P	6 780 ^P	3.9 ^P
Chinese	155	0.1	160	0.1	150	0.1	140 ^P	0.1 ^P	145 ^P	0.1 ^P	140 ^P	0.1 ^P
Mixed	2 320	1.2	2 275	1.2	2 275	1.2	2 250 ^P	1.3 ^P	2 155 ^P	1.2 ^P	2 225 ^P	1.3 ^P
Other	995	0.5	1 010	0.5	995	0.5	955 ^P	0.5 ^P	940 ^P	0.5 ^P	910 ^P	0.5 ^P
White	182 060	95.1	177 665	94.7	173 710	94.5	167 315^P	94.2^P	164 250^P	93.9^P	164 615^P	93.5^P
Unknown³	15 640	*	13 545	*	11 955	*	12 725^P	*	12 210^P	*	12 370^P	*
Naval Service	40 880		39 945		39 390		38 860		38 575^P		38 340^P	
Ethnic												
Minorities²	920	2.4	960	2.5	995	2.6	985	2.7	1 125^P	3.1^P	1 200^P	3.3^P
Asian	75	0.2	85	0.2	85	0.2	70	0.2	80 ^P	0.2 ^P	85 ^P	0.2 ^P
Black	310	0.8	335	0.9	385	1.0	405	1.1	540 ^P	1.5 ^P	605 ^P	1.7 ^P
Chinese	25	0.1	25	0.1	25	0.1	25	0.1	25 ^P	0.1 ^P	20 ^P	0.1 ^P
Mixed	360	0.9	365	0.9	360	0.9	345	0.9	340 ^P	0.9 ^P	355 ^P	1.0 ^P
Other	145	0.4	145	0.4	145	0.4	140	0.4	135 ^P	0.4 ^P	135 ^P	0.4 ^P
White	37 630	97.6	37 465	97.5	37 260	97.4	35 485	97.3	35 690^P	96.9^P	35 280^P	96.7^P
Unknown³	2 330	*	1 520	*	1 135	*	2 385	*	1 760^P	*	1 865^P	*
Army	112 745		109 285		107 730		106 170^P		105 090^P		106 460^P	
Ethnic												
Minorities²	7 200	6.9	7 780	7.6	8 150	8.0	8 435^P	8.4^P	8 610^P	8.8^P	9 315^P	9.4^P
Asian	540	0.5	655	0.6	735	0.7	820 ^P	0.8 ^P	885 ^P	0.9 ^P	1 100 ^P	1.1 ^P
Black	4 435	4.2	4 890	4.8	5 140	5.1	5 345 ^P	5.3 ^P	5 515 ^P	5.6 ^P	5 970 ^P	6.0 ^P
Chinese	95	0.1	95	0.1	90	0.1	85 ^P	0.1 ^P	90 ^P	0.1 ^P	90 ^P	0.1 ^P
Mixed	1 475	1.4	1 460	1.4	1 495	1.5	1 510 ^P	1.5 ^P	1 445 ^P	1.5 ^P	1 490 ^P	1.5 ^P
Other	655	0.6	675	0.7	690	0.7	670 ^P	0.7 ^P	670 ^P	0.7 ^P	660 ^P	0.7 ^P
White	97 745	93.1	94 595	92.4	93 490	92.0	92 000^P	91.6^P	89 625^P	91.2^P	89 845^P	90.6^P
Unknown³	7 805	*	6 910	*	6 090	*	5 730^P	*	6 860^P	*	7 300^P	*
Royal Air Force	53 390		51 870		48 730		45 370		43 390^P		43 565^P	
Ethnic												
Minorities²	1 200	2.5	1 150	2.5	1 040	2.4	935	2.3	865^P	2.2^P	870^P	2.2^P
Asian	170	0.4	165	0.4	155	0.3	135	0.3	120 ^P	0.3 ^P	135 ^P	0.3 ^P
Black	320	0.7	310	0.7	265	0.6	235	0.6	215 ^P	0.5 ^P	210 ^P	0.5 ^P
Chinese	35	0.1	35	0.1	35	0.1	30	0.1	30 ^P	0.1 ^P	35 ^P	0.1 ^P
Mixed	485	1.0	455	1.0	420	1.0	395	1.0	370 ^P	0.9 ^P	380 ^P	0.9 ^P
Other	195	0.4	185	0.4	165	0.4	145	0.4	130 ^P	0.3 ^P	115 ^P	0.3 ^P
White	46 685	97.5	45 605	97.5	42 960	97.6	39 825	97.7	38 935^P	97.8^P	39 490^P	97.8^P
Unknown³	5 505	*	5 115	*	4 730	*	4 605	*	3 590^P	*	3 210^P	*

Source: DASA (Quad-Service)

UK Regular Forces comprises all trained and untrained personnel. It excludes Gurkhas, Full Time Reserve personnel, and mobilised reservists.

1. Percentages are calculated from unrounded data and are based on those with known ethnicity only.

2. Asian comprises Asian Bangladeshi, Asian Pakistani, Asian Indian and other Asian Backgrounds.

Black comprises Black Caribbean, Black African and other Black Backgrounds.

Chinese is defined as "any Chinese background".

Mixed comprises Mixed Black African and White, Mixed Asian and White, Mixed Black Caribbean and white and other Mixed Ethnic Backgrounds.

Other is defined as "other ethnic background".

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 from 1 April 2007 onwards, and Naval Service and RAF strength statistics from 1 April 2008 onwards are provisional and subject to review.

CHAPTER 2 - PERSONNEL

UK ARMED FORCES

Table 2.11 Strength of UK Regular Forces by sex and rank¹ at 1 April
each year

	1990	1997	2004	2005	2006	2007	2008	2009
Female Officers	2 780²	2 380	3 520	3 600	3 680	3 720^P	3 760^P	3 830^P
<i>by rank:</i>								
Major General and above	-	-	-	-	-	- ^P	- ^P	- ^P
Brigadier	7	2	3	4	3	2 ^P	2 ^P	4 ^P
Colonel	24	16	34	39	41	39 ^P	39 ^P	41 ^P
Lieutenant Colonel	66	80	150	170	180	200 ^P	210 ^P	220 ^P
Major	370	420	730	760	820	890 ^P	920 ^P	980 ^P
Captain	1 140	1 180	1 630	1 720	1 770	1 800 ^P	1 810 ^P	1 790 ^P
Lieutenant and below	920	680	980	900	860	790 ^P	780 ^P	790 ^P
Male Officers	40 080	30 300	29 920	29 410	29 020	28 380^P	27 950^P	27 860^P
<i>by rank:</i>								
Major General and above	200	150	140	150	140	140 ^P	140 ^P	140 ^P
Brigadier	380	350	370	350	350	340 ^P	350 ^P	360 ^P
Colonel	1 490	1 110	1 180	1 170	1 160	1 150 ^P	1 140 ^P	1 180 ^P
Lieutenant Colonel	4 550	3 790	3 960	3 960	3 880	3 870 ^P	3 860 ^P	3 840 ^P
Major	11 420	9 540	9 400	9 250	9 130	8 860 ^P	8 680 ^P	8 560 ^P
Captain	13 640	11 190	10 400	10 580	10 520	10 320 ^P	10 090 ^P	9 980 ^P
Lieutenant and below	8 390	4 180	4 490	3 940	3 840	3 680 ^P	3 680 ^P	3 800 ^P
Female Other Ranks	14 690	12 450	14 870	14 560	14 190	13 920^P	13 860^P	14 020^P
<i>by rank:</i>								
Warrant Officer	140	170	300	320	320	350 ^P	350 ^P	370 ^P
Staff Sergeant	360	370	550	560	590	570 ^P	610 ^P	650 ^P
Sergeant	1 390	1 170	1 420	1 500	1 640	1 700 ^P	1 740 ^P	1 820 ^P
Corporal ³	2 980	2 360	3 210	3 350	3 370	3 400 ^P	3 450 ^P	3 470 ^P
Lance Corporal ³	1 290	1 080	1 510	1 520	1 550	1 500 ^P	1 500 ^P	1 410 ^P
Private (including juniors)	8 530	7 300	7 880	7 310	6 730	6 400 ^P	6 210 ^P	6 300 ^P
Male Other Ranks	248 210	165 690	158 700	153 530	148 960	144 380^P	141 480^P	142 660^P
<i>by rank:</i>								
Warrant Officer	11 420	8 610	8 710	9 230	9 090	8 800 ^P	8 730 ^P	8 780 ^P
Staff Sergeant	22 390	16 640	14 770	13 910	13 520	13 240 ^P	12 970 ^P	12 640 ^P
Sergeant	34 050	24 130	21 670	21 410	20 950	20 260 ^P	19 570 ^P	19 160 ^P
Corporal ³	53 000	34 660	29 260	29 150	28 340	27 250 ^P	26 850 ^P	26 140 ^P
Lance Corporal ³	22 550	15 290	15 260	14 890	14 790	15 060 ^P	15 200 ^P	15 000 ^P
Private (including juniors)	104 800	66 360	69 040	64 940	62 260	59 770 ^P	58 180 ^P	60 950 ^P
Females as a percentage of total⁴	6.5²	7.3	10.5	10.9	11.3	11.6^P	11.9^P	12.1^P
<i>by rank:</i>								
Major General and above	-	-	-	-	-	- ^P	- ^P	- ^P
Brigadier	1.8	0.6	0.8	1.1	0.9	0.6 ^P	0.6 ^P	1.1 ^P
Colonel	1.6	1.4	2.8	3.2	3.4	3.3 ^P	3.3 ^P	3.4 ^P
Lieutenant Colonel	1.4	2.1	3.7	4.1	4.5	4.8 ^P	5.2 ^P	5.3 ^P
Major	3.2	4.3	7.2	7.6	8.3	9.2 ^P	9.6 ^P	10.3 ^P
Captain	7.7	9.5	13.5	14.0	14.4	14.8 ^P	15.2 ^P	15.2 ^P
Lieutenant and below	9.9	13.9	17.9	18.6	18.4	17.7 ^P	17.5 ^P	17.3 ^P
Other Ranks	5.6	7.0	8.6	8.7	8.7	8.8^P	8.9^P	8.9^P
<i>by rank:</i>								
Warrant Officer	1.2	2.0	3.4	3.3	3.4	3.8 ^P	3.9 ^P	4.0 ^P
Staff Sergeant	1.6	2.2	3.6	3.9	4.2	4.1 ^P	4.5 ^P	4.9 ^P
Sergeant	3.9	4.6	6.1	6.6	7.3	7.7 ^P	8.1 ^P	8.7 ^P
Corporal ³	5.3	6.4	9.9	10.3	10.6	11.1 ^P	11.4 ^P	11.7 ^P
Lance Corporal ³	5.4	6.6	9.0	9.3	9.5	9.1 ^P	9.0 ^P	8.6 ^P
Private (including juniors)	7.5	9.9	10.2	10.1	9.8	9.7 ^P	9.6 ^P	9.4 ^P

Source: DASA (Quad-Service)

UK Regular Forces comprises all trained and untrained personnel. It excludes Gurkhas, Full Time Reserve personnel, and mobilised reservists.

1. Figures are for paid rank and include equivalent ranks in the Naval Service and RAF. See **Table 2.25**.

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 from 1 April 2007 onwards are provisional and subject to review.

CHAPTER 2 - PERSONNEL

UK ARMED FORCES

Table 2.12 Strength of UK Regular Forces by Service and sex, at 1 April each year

	1990	1997	2004	2005	2006	2007	2008	2009
Females: total	17 470	14 830	18 390	18 160	17 870	17 640^P	17 620^P	17 850^P
Naval Service	3 660	3 250	3 730	3 690	3 670	3 650	3 680 ^P	3 660 ^P
Army	7 050	6 680	8 420	8 210	8 180	8 180 ^P	8 240 ^P	8 320 ^P
RAF	6 760	4 900	6 240	6 260	6 020	5 810	5 710 ^P	5 870 ^P
Officers	2 780	2 380	3 520	3 600	3 680	3 720^P	3 760^P	3 830^P
Naval Service	420	440	640	660	680	680	700 ^P	720 ^P
Army	1 230	1 060	1 520	1 550	1 590	1 630 ^P	1 640 ^P	1 620 ^P
RAF	1 140	880	1 360	1 390	1 410	1 410	1 420 ^P	1 490 ^P
Other Ranks	14 690	12 450	14 870	14 560	14 190	13 920^P	13 860^P	14 020^P
Naval Service	3 250	2 810	3 090	3 030	3 000	2 970	2 980 ^P	2 950 ^P
Army	5 820	5 620	6 890	6 660	6 590	6 550 ^P	6 600 ^P	6 700 ^P
RAF	5 620	4 020	4 880	4 870	4 600	4 400	4 290 ^P	4 380 ^P
Males: total	288 280	195 990	188 630	182 940	177 980	172 760^P	169 430^P	170 520^P
Naval Service	59 590	41 900	37 150	36 250	35 720	35 210	34 900 ^P	34 680 ^P
Army	145 760	102 120	104 330	101 080	99 550	97 990 ^P	96 860 ^P	98 140 ^P
RAF	82 920	51 970	47 150	45 610	42 710	39 560	37 680 ^P	37 700 ^P
Officers	40 080	30 300	29 920	29 410	29 020	28 380^P	27 950^P	27 860^P
Naval Service	9 730	7 480	7 130	7 070	6 980	6 900	6 780 ^P	6 700 ^P
Army	16 210	12 660	13 190	13 110	13 140	13 000 ^P	12 920 ^P	12 880 ^P
RAF	14 140	10 160	9 600	9 230	8 900	8 480	8 250 ^P	8 280 ^P
Other Ranks	248 210	165 690	158 700	153 530	148 960	144 380^P	141 480^P	142 660^P
Naval Service	49 860	34 420	30 020	29 180	28 740	28 310	28 110 ^P	27 980 ^P
Army	129 560	89 460	91 140	87 970	86 410	84 980 ^P	83 940 ^P	85 260 ^P
RAF	68 790	41 810	37 540	36 380	33 810	31 080	29 430 ^P	29 420 ^P
Females as a percentage of total¹	5.7	7.0	8.9	9.0	9.1	9.3^P	9.4^P	9.5^P
Naval Service	5.8	7.2	9.1	9.2	9.3	9.4	9.5 ^P	9.6 ^P
Army	4.6	6.1	7.5	7.5	7.6	7.7 ^P	7.8 ^P	7.8 ^P
RAF	7.5	8.6	11.7	12.1	12.3	12.8	13.2 ^P	13.5 ^P
Officers	6.5	7.3	10.5	10.9	11.3	11.6^P	11.9^P	12.1^P
Naval Service	4.1	5.5	8.2	8.6	8.8	9.0	9.4 ^P	9.7 ^P
Army	7.1	7.7	10.4	10.6	10.8	11.1 ^P	11.3 ^P	11.2 ^P
RAF	7.4	8.0	12.4	13.1	13.7	14.3	14.7 ^P	15.2 ^P
Other Ranks	5.6	7.0	8.6	8.7	8.7	8.8^P	8.9^P	8.9^P
Naval Service	6.1	7.6	9.3	9.4	9.4	9.5	9.6 ^P	9.5 ^P
Army	4.3	5.9	7.0	7.0	7.1	7.2 ^P	7.3 ^P	7.3 ^P
RAF	7.6	8.8	11.5	11.8	12.0	12.4	12.7 ^P	13.0 ^P

Source: DASA (Quad-Service)

UK Regular Forces comprises all trained and untrained personnel. It 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, Army strength statistics from 1 April 2007 onwards, and Naval Service and RAF strength statistics from 1 April 2008 onwards are provisional and subject to review.

CHAPTER 2 - PERSONNEL

UK ARMED FORCES

Table 2.13 Strength of UK Regular Forces by Service and religion at 1 April each year

	2007		2008		2009	
	Number	Percentage ¹	Number	Percentage ¹	Number	Percentage ¹
All Services	190 400^P		187 060^P		188 370^P	
Buddhist	320 ^P	0.2 ^P	350 ^P	0.2 ^P	380 ^P	0.2 ^P
Christian	168 930 ^P	89.7 ^P	161 070 ^P	88.5 ^P	161 030 ^P	87.1 ^P
Christian Tradition ²	190 ^P	0.1 ^P	210 ^P	0.1 ^P	220 ^P	0.1 ^P
Hindu	300 ^P	0.2 ^P	350 ^P	0.2 ^P	540 ^P	0.3 ^P
Jewish	70 ^P	- ^P	70 ^P	- ^P	70 ^P	- ^P
Muslim	360 ^P	0.2 ^P	390 ^P	0.2 ^P	500 ^P	0.3 ^P
Sikh	90 ^P	- ^P	90 ^P	0.1 ^P	110 ^P	0.1 ^P
Other Religions ³	190 ^P	0.1 ^P	460 ^P	0.3 ^P	630 ^P	0.3 ^P
No Religion	17 980 ^P	9.5 ^P	19 110 ^P	10.5 ^P	21 470 ^P	11.6 ^P
Unknown ⁴	1 970 ^P	*	4 960 ^P	*	3 400 ^P	*
Naval Service	38 860		38 570^P		38 340^P	
Buddhist	30	0.1	40 ^P	0.1 ^P	40 ^P	0.1 ^P
Christian	33 120	86.4	32 430 ^P	85.1 ^P	31 270 ^P	83.5 ^P
Christian Tradition ²	40	0.1	40 ^P	0.1 ^P	50 ^P	0.1 ^P
Hindu	20	-	20 ^P	0.1 ^P	20 ^P	0.1 ^P
Jewish	10	-	10 ^P	- ^P	10 ^P	- ^P
Muslim	30	0.1	40 ^P	0.1 ^P	40 ^P	0.1 ^P
Sikh	10	-	10 ^P	- ^P	10 ^P	- ^P
Other Religions ³	70	0.2	90 ^P	0.2 ^P	120 ^P	0.3 ^P
No Religion	5 010	13.1	5 420 ^P	14.2 ^P	5 900 ^P	15.7 ^P
Unknown ⁴	510	*	470 ^P	*	880 ^P	*
Army	106 170^P		105 090^P		106 460^P	
Buddhist	260 ^P	0.2 ^P	280 ^P	0.3 ^P	310 ^P	0.3 ^P
Christian	96 410 ^P	91.3 ^P	92 040 ^P	90.1 ^P	93 880 ^P	88.8 ^P
Christian Tradition ²	100 ^P	0.1 ^P	120 ^P	0.1 ^P	130 ^P	0.1 ^P
Hindu	250 ^P	0.2 ^P	300 ^P	0.3 ^P	480 ^P	0.5 ^P
Jewish	40 ^P	- ^P	40 ^P	- ^P	50 ^P	- ^P
Muslim	270 ^P	0.3 ^P	300 ^P	0.3 ^P	410 ^P	0.4 ^P
Sikh	50 ^P	- ^P	60 ^P	0.1 ^P	80 ^P	0.1 ^P
Other Religions ³	40 ^P	- ^P	270 ^P	0.3 ^P	400 ^P	0.4 ^P
No Religion	8 160 ^P	7.7 ^P	8 690 ^P	8.5 ^P	9 940 ^P	9.4 ^P
Unknown ⁴	580 ^P	*	2 990 ^P	*	800 ^P	*
Royal Air Force	45 370		43 390^P		43 570^P	
Buddhist	30	0.1	30 ^P	0.1 ^P	30 ^P	0.1 ^P
Christian	39 390	88.5	36 600 ^P	87.4 ^P	35 890 ^P	85.8 ^P
Christian Tradition ²	50	0.1	50 ^P	0.1 ^P	50 ^P	0.1 ^P
Hindu	40	0.1	30 ^P	0.1 ^P	30 ^P	0.1 ^P
Jewish	20	-	20 ^P	- ^P	20 ^P	- ^P
Muslim	50	0.1	50 ^P	0.1 ^P	50 ^P	0.1 ^P
Sikh	20	0.1	20 ^P	0.1 ^P	30 ^P	0.1 ^P
Other Religions ³	80	0.2	100 ^P	0.2 ^P	120 ^P	0.3 ^P
No Religion	4 810	10.8	4 990 ^P	11.9 ^P	5 640 ^P	13.5 ^P
Unknown ⁴	880	*	1 490 ^P	*	1 720 ^P	*

Source: DASA (Quad-Service)

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

UK Regular Forces comprises all trained and untrained personnel. It excludes Gurkhas, Full Time Reserve personnel, and mobilised reservists.

1. Percentages are calculated from unrounded data and are based on those with known religion only.
2. Christian Tradition includes Christian Scientist, Church of Jesus Christ Of Latter-Day Saints (Mormon), Jehovah's Witness and Unitarian religions among others.
3. Other Religions includes Druid, Pagan, Rastafarian, Spiritualist, Zoroastrian (Parsee), Wicca and Baha'I among 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 from 1 April 2007 onwards, and Naval Service and RAF strength statistics from 1 April 2008 onwards are provisional and subject to review.

CHAPTER 2 - PERSONNEL

UK ARMED FORCES

Table 2.14 Strength of the Trained UK Regular Forces by Service and nationality at 1 April each year

	2007		2008		2009	
	Number	Percentage ¹	Number	Percentage ¹	Number	Percentage ¹
All Services	172 910 ^P		168 620 ^P		168 240 ^P	
UK	165 790 ^P	96.1 ^P	161 040 ^P	95.9 ^P	159 380 ^P	95.4 ^P
Non-UK²	6 810 ^P	3.9 ^P	6 940 ^P	4.1 ^P	7 670 ^P	4.6 ^P
Irish ³ and Commonwealth ⁴	6 760 ^P	3.9 ^P	6 850 ^P	4.1 ^P	7 350 ^P	4.4 ^P
Nepalese	30 ^P	- ^P	60 ^P	- ^P	290 ^P	0.2 ^P
Other Foreign	20 ^P	- ^P	30 ^P	- ^P	30 ^P	- ^P
Unknown⁵	310 ^P	*	640 ^P	*	1 190 ^P	*
Naval Service	34 340		34 530 ^P		34 400 ^P	
UK	33 620	98.6	33 750 ^P	98.3 ^P	33 580 ^P	98.1 ^P
Non-UK²	490	1.4	580 ^P	1.7 ^P	660 ^P	1.9 ^P
Irish ³ and Commonwealth ⁴	480	1.4	570 ^P	1.7 ^P	650 ^P	1.9 ^P
Nepalese	-	-	- ^P	- ^P	- ^P	- ^P
Other Foreign	10	-	10 ^P	- ^P	- ^P	- ^P
Unknown⁵	230	*	200 ^P	*	160 ^P	*
Army	95 360 ^P		93 830 ^P		94 590 ^P	
UK	89 110 ^P	93.4 ^P	87 270 ^P	93.3 ^P	86 770 ^P	92.6 ^P
Non-UK²	6 250 ^P	6.6 ^P	6 280 ^P	6.7 ^P	6 910 ^P	7.4 ^P
Irish ³ and Commonwealth ⁴	6 210 ^P	6.5 ^P	6 210 ^P	6.6 ^P	6 600 ^P	7.0 ^P
Nepalese	30 ^P	- ^P	60 ^P	0.1 ^P	290 ^P	0.3 ^P
Other Foreign	10 ^P	- ^P	20 ^P	- ^P	20 ^P	- ^P
Unknown⁵	- ^P	*	270 ^P	*	900 ^P	*
Royal Air Force	43 210		40 260 ^P		39 250 ^P	
UK	43 060	99.9	40 020 ^P	99.8 ^P	39 030 ^P	99.7 ^P
Non-UK²	60	0.1	70 ^P	0.2 ^P	100 ^P	0.3 ^P
Irish ³ and Commonwealth ⁴	60	0.1	70 ^P	0.2 ^P	100 ^P	0.3 ^P
Nepalese	-	-	- ^P	- ^P	- ^P	- ^P
Other Foreign	-	-	- ^P	- ^P	- ^P	- ^P
Unknown⁵	80	*	170 ^P	*	120 ^P	*

Source: DASA (Quad-Service)

Nationality data for all three Services is only available from 1 April 2007 due to the introduction of the Joint Personnel Administration System.

UK Regular Forces comprises all trained and untrained personnel. It excludes Gurkhas, Full Time Reserve personnel, and mobilised reservists.

1. Percentages are calculated from unrounded data and are based on those with known nationality only.
2. Non-UK groupings have been chosen to reflect the different recruitment policies. See the 'Changes to Tables 2009' section of the Chapter 2 Introduction for more details.
3. Citizens of the Republic of Ireland.
4. Includes Zimbabwean and Fijian citizens, who continue to retain Commonwealth status under the British Nationality Act 1981.
5. Includes those with an unrecorded nationality.

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

CHAPTER 2 - PERSONNEL

UK ARMED FORCES

Table 2.15 Strength of the Reserve Forces¹ at 1 April each year

Data Quality Notes

Regular Reserve

Data on Naval Service Regular Reservists at 1 April 2006, 2007 and 2009, and Army Regular Reservists and Royal Air Force Individuals Liable to Recall at 1 April 2008 and 2009 are not presented in Table 2.15 (Strength of the Reserve Forces at 1 April each year). Tri-Service Regular Reserve data were not migrated across from legacy systems onto the Joint Personnel Administration (JPA) system, and any data subsequent to its introduction have been sourced from the single Services where available. The absence of Naval Service Regular Reserve data in 2006 and 2007 was caused by the disestablishment of the secretariat responsible for the compilation of Naval Service Reserve data. In 2008, data were compiled by a reorganised secretariat, however concerns over the quality of the source data has prohibited publication of the 2009 Naval Service Regular Reserve data while further validation is carried out.

Volunteer Reserve

Volunteer Reserve data appear on the JPA system, however there are known issues with the quality of the data. Naval Service Volunteer Reserve data at 1 April 2008 and 1 April 2009 were therefore sourced from the Naval Service. Army and Royal Air Force Volunteer Reserve data for 2008 and 2009 were sourced from JPA, however validation is ongoing and as such the figures presented here are provisional.

	1990	1997	2004	2005	2006	2007 ²	2008 ³	2009
Total Reserve	341.4	322.1	244.4	233.6	..	..	..	..
Regular reserve	250.8	259.4	201.0	191.3	..	..	..	..
Naval Service	27.2	24.1	22.8	22.2	..	..	19.6	..
Royal Fleet Reserve ⁴	13.6	10.0	10.7	10.5	..	..	8.0	..
of which mobilised	-	-	-	-	..	..	-	-^P
Individuals liable to recall	13.6	14.1	12.0	11.7	..	..	11.6	..
Army⁵	183.5	190.1	141.8	134.2	127.6	121.8	..	..
Army Reserve	65.8	41.2	31.1	31.4	32.1	33.8	..	..
of which mobilised	..	..	0.1	0.2	0.3	0.1	- ^P	- ^P
Individuals liable to recall	117.7	148.9	110.7	102.8	95.5	88.1	..	..
Royal Air Force	40.1	45.3	36.4	35.0	34.4	33.4^P	..	..
Royal Air Force Reserve	10.1	16.2	9.3	8.2	7.8	7.3 ^P	6.1 ^P	5.6 ^P
of which mobilised	..	..	-	-	-	-^P	0.1 ^P	- ^P
Individuals liable to recall	30.1	29.0	27.1	26.7	26.6	26.0 ^P	..	..
Volunteer reserve	90.6	62.6	43.4	42.3	..	41.0^P	39.2^P	39.7^P
Naval Service ⁵	7.0	3.6	3.8	3.6	..	3.0	2.9	3.0
of which mobilised	-	-	0.1	-	..	0.1	0.2	0.2
Army ^{6,7,8}	81.9	57.7	38.1	37.3	38.5	36.8	35.0 ^P	35.3 ^P
of which mobilised	-	0.1	2.9	1.5	1.1	1.0	1.4 ^P	1.4 ^P
Royal Air Force ⁹	1.7	1.4	1.4	1.4	1.4	1.3 ^P	1.3 ^P	1.4 ^P
of which mobilised	-	-	-	-	0.1	0.2 ^P	0.1 ^P	0.2 ^P

Sources: DASA (Quad-Service), single Services

- Figures exclude Full Time Reserve Service personnel.
- Army Volunteer Reserve data at 1 April 2007 are not available. Data are as at 1 March 2007.
- Army Volunteer Reserve data at 1 April 2008 are not available. Data are as at 1 June 2008.
- Comprises Royal Fleet Reserve - Naval and Royal Fleet Reserve - Marine.
- Army Regular reserve data for 2008 and 2009 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.
- Between 1983 and 1993 includes the Home Service Force.
- Includes Officer Training Corps and Non-Regular Permanent Staff.
- Excludes University Air Squadron personnel.

Table 2.16 Strength of the cadet forces at 1 April each year

	1990	1997	2004	2005	2006	2007	2008	2009
Total cadet forces¹	136.0	127.5	132.2	130.3	..	127.4	127.6	130.0
Naval Service ²	26.2	20.7	18.2	17.5	..	14.9	15.2	15.1
Army	65.7	65.1	71.3	71.6	71.9	72.2	73.0	75.1
Royal Air Force	44.2	41.8	42.7	41.1	39.5	40.3	39.4	39.8

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 2.17 Intake¹ to UK Regular Forces from civil life² by Service and sex

	1990/91	1997/98	2004/05	2005/06	2006/07	2007/08	2008/09
All Services	31 210	23 610	17 590	18 150	19 790^P	21 330^P	22 770^P
Officers	2 780	1 760	1 450	1 520	1 580^P	1 740^P	1 500^P
Male	..	1 380	1 150	1 230	1 280 ^P	1 440 ^P	1 250 ^P
Female	..	380	300	290	310 ^P	300 ^P	250 ^P
Other Ranks	28 420	21 850	16 140	16 630	18 210^P	19 590^P	21 260^P
Male	..	18 870	14 540	15 180	16 560 ^P	17 790 ^P	19 440 ^P
Female	..	2 980	1 600	1 450	1 650 ^P	1 800 ^P	1 830 ^P
Naval Service	6 910	4 600	3 690	3 940	3 770^P	3 860^P	4 000^P
Officers	550	370	370	370	320^P	290^P	210^P
<i>of which: Royal Marines</i>	..	40	50	50	50 ^P	30 ^P	30 ^P
Male	..	300	300	320	280 ^P	240 ^P	180 ^P
<i>of which: Royal Marines</i>	..	40	50	50	50 ^P	30 ^P	30 ^P
Female	..	70	60	50	50 ^P	50 ^P	30 ^P
<i>of which: Royal Marines</i>	..	-	-	-	- ^P	- ^P	- ^P
Other Ranks	6 360	4 230	3 320	3 570	3 450^P	3 580^P	3 800^P
<i>of which: Royal Marines</i>	..	980	1 030	1 190	1 080 ^P	1 080 ^P	1 210 ^P
Male	..	3 660	2 930	3 160	3 030 ^P	3 160 ^P	3 420 ^P
<i>of which: Royal Marines</i>	..	960	1 010	1 180	1 070 ^P	1 070 ^P	1 200 ^P
Female	..	560	390	410	420 ^P	420 ^P	380 ^P
<i>of which: Royal Marines</i>	..	10	20	10	10 ^P	10 ^P	- ^P
Army	17 500	15 480	11 720	12 730	14 300^P	14 540^P	14 510^P
Officers	1 450	990	790	820	900^P	1 060^P	890^P
Male	..	780	640	680	720 ^P	890 ^P	760 ^P
Female	..	200	140	140	170 ^P	170 ^P	130 ^P
Other Ranks	16 050	14 500	10 940	11 910	13 400^P	13 480^P	13 620^P
Male	..	12 660	10 160	11 060	12 440 ^P	12 500 ^P	12 740 ^P
Female	..	1 830	770	850	970 ^P	980 ^P	880 ^P
Royal Air Force	6 800	3 530	2 180	1 480	1 720	2 930^P	4 260^P
Officers	780	400	290	330	370	390^P	410^P
Male	..	290	200	230	280	300 ^P	320 ^P
Female	..	110	100	100	90	80 ^P	90 ^P
Other Ranks	6 010	3 130	1 880	1 150	1 360	2 540^P	3 840^P
Male	..	2 540	1 440	960	1 090	2 140 ^P	3 280 ^P
Female	..	590	440	190	270	400 ^P	560 ^P

Source: DASA (Quad-Service)

UK Regular Forces comprises all trained and untrained personnel. It excludes Gurkhas, Full Time Reserve personnel, and mobilised

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 2.18** and **2.19**.

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

CHAPTER 2 - PERSONNEL

UK ARMED FORCES

Table 2.18 Intake to untrained strength of UK Regular Forces
by Service and ethnic origin

	2004/05	2005/06	2006/07	2007/08	2008/09
All Services	17 200	17 810	19 260^P	20 910^P	22 620^P
Officers	1 510	1 600	1 640^P	1 910^P	1 950^P
White	1 375	1 490	..	..	..
Ethnic minorities	35	35	..	..	..
Unknown ¹	95	75	..	..	..
Other ranks	15 700	16 210	17 630^P	19 000^P	20 670^P
White	13 940	14 650	..	..	17 360 ^P
Ethnic minorities	1 290	1 015	..	..	1 700 ^P
<i>of which: Commonwealth 'Block recruits'²</i>	225	110	..	..	..
Unknown ¹	465	545	..	..	1 620 ^P
Naval Service	3 660	3 870	3 780^P	4 000^P	4 210^P
Officers	470	440	400^P	420^P	380^P
White	380	385	..	330 ^P	315 ^P
Ethnic minorities	5	10	..	10 ^P	10 ^P
Unknown ¹	80	50	..	80 ^P	50 ^P
Other ranks	3 190	3 430	3 380^P	3 580^P	3 830^P
White	2 670	2 810	..	..	2 920 ^P
Ethnic minorities	100	115	..	..	180 ^P
<i>of which: Commonwealth 'Block recruits'²</i>	-	-	..	..	..
Unknown ¹	420	505	..	..	730 ^P
Army	11 300	12 360	13 700^P	13 840^P	13 840^P
Officers	680	730	810^P	990^P	890^P
White	650	710	770 ^P	..	..
Ethnic minorities	20	20	30 ^P	..	..
Unknown ¹	5	~	10 ^P	..	..
Other ranks	10 620	11 620	12 890^P	12 840^P	12 950^P
White	9 470	10 740	11 590 ^P	9 415 ^P	10 940 ^P
Ethnic minorities	1 150	880	1 040 ^P	1 160 ^P	1 445 ^P
<i>of which: Commonwealth 'Block recruits'²</i>	225	110	- ^P	..	..
Unknown ¹	~	10	260 ^P	2 265 ^P	565 ^P
Royal Air Force	2 240	1 580	1 790	3 070^P	4 570^P
Officers	360	430	430	500^P	680^P
White	345	395	..	445 ^P	635 ^P
Ethnic minorities	10	5	..	5 ^P	25 ^P
Unknown ¹	10	25	..	40 ^P	15 ^P
Other ranks	1 880	1 150	1 360	2 580^P	3 890^P
White	1 800	1 100	1 155	2 195 ^P	3 500 ^P
Ethnic minorities	45	20	15 ^r	45 ^P	80 ^P
Unknown ¹	40	30	185	340 ^P	315 ^P
Ethnic minorities as a percentage³ of total (exc. unknown)					
All personnel⁴	6.7	5.5	..	..	..
Officers	2.6	2.4	..	..	..
Naval Service	1.6	2.0	..	2.4 ^P	2.8 ^P
Army	3.1	2.9	3.6 ^P	..	..
Royal Air Force	2.8	1.7	..	1.5 ^P	3.6 ^P
Other ranks⁴	7.1	5.8	..	..	8.9^P
Naval Service	3.5	3.9	..	..	5.7 ^P
Army ⁴	8.9	6.7	8.2 ^P	11.0 ^P	11.7 ^P
Royal Air Force	2.3	1.8	1.7 ^r	1.9 ^P	2.2 ^P

Source: DASA(Quad-Service)

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

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 single Service figures have varying degrees of 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 for 2004//05 and 2005/06. From April 2006 there were no '*en bloc*' recruits.

3. Percentages are calculated from unrounded data.

4. Excludes Fijians, Vincencians and St Lucians recruited '*en bloc*'. From April 2006 there were no '*en bloc*' recruits.

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

CHAPTER 2 - PERSONNEL

UK ARMED FORCES

Table 2.19 Intake to untrained strength of UK Regular Forces
by Service and sex

	1997/98	2004/05	2005/06	2006/07	2007/08	2008/09
Females: total	3 280	1 810	1 660	1 880^P	2 070^P	2 130^P
Officers: total	360	280	270	280^P	330^P	330^P
Naval Service	80	80	60	50 ^P	50 ^P	50 ^P
Army	160	100	100	140 ^P	170 ^P	140 ^P
Royal Air Force	120	100	110	100	100 ^P	140 ^P
Other ranks: total	2 920	1 530	1 390	1 590^P	1 750^P	1 800^P
Naval Service	560	380	390	410 ^P	420 ^P	380 ^P
Army	1 780	710	800	920 ^P	930 ^P	850 ^P
Royal Air Force	590	440	190	270	400 ^P	570 ^P
Males: total	19 650	15 390	16 150	17 380^P	18 840^P	20 490^P
Officers: total	1 540	1 230	1 330	1 350^P	1 580^P	1 620^P
Naval Service	380	390	380	350 ^P	370 ^P	330 ^P
Army	720	580	630	670 ^P	820 ^P	750 ^P
Royal Air Force	440	260	310	330	390 ^P	540 ^P
Other ranks: total	18 110	14 160	14 820	16 040^P	17 260^P	18 870^P
Naval Service	3 650	2 810	3 040	2 970 ^P	3 160 ^P	3 450 ^P
Army	11 930	9 910	10 820	11 970 ^P	11 910 ^P	12 100 ^P
Royal Air Force	2 540	1 440	960	1 090	2 180 ^P	3 320 ^P
Females as a percentage of total¹	14.3	10.5	9.3	9.7^P	9.9^P	9.4^P
Officers: total	18.8	18.5	17.1	17.4^P	17.1^P	16.7^P
Naval Service	17.2	16.1	12.9	12.5 ^P	12.9 ^P	12.2 ^P
Army	17.8	14.6	14.0	17.1 ^P	17.2 ^P	15.7 ^P
Royal Air Force	21.6	28.8	26.8	22.6	20.4 ^P	20.6 ^P
Other ranks: total	13.9	9.8	8.6	9.0^P	9.2^P	8.7^P
Naval Service	13.2	11.9	11.5	12.1 ^P	11.7 ^P	9.9 ^P
Army	13.0	6.7	6.9	7.1 ^P	7.2 ^P	6.6 ^P
Royal Air Force	18.9	23.3	16.8	19.7	15.4 ^P	14.7 ^P

Source: DASA (Quad-Service)

UK Regular Forces comprises all trained and untrained personnel. It 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 onwards and all RAF flow statistics for financial year 07/08 onwards are provisional and subject to review.

Table 2.20 Gains to trained strength¹ of UK Regular Forces by
Service

	2004/05	2005/06	2006/07	2007/08	2008/09
All Services	16 780	14 780	14 670^P	15 500^P	17 590^P
Officers: total	2 020	1 840	1 990^P	1 790^P	2 010^P
Naval Service	410	370	430 ^P	300 ^P	460 ^P
Army	1 050	1 090	1 160 ^P	1 040 ^P	1 070 ^P
Royal Air Force	550	380	400	440 ^P	480 ^P
Other ranks: total	14 760	12 940	12 670^P	13 700^P	15 580^P
Naval Service	2 310	2 470	2 320 ^P	3 270 ^P	2 980 ^P
Army	9 580	8 610	9 350 ^P	9 260 ^P	10 310 ^P
Royal Air Force	2 870	1 860	1 010	1 170 ^P	2 280 ^P

Source: DASA (Quad-Service)

UK Regular Forces comprises all trained and untrained personnel. It 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. However, because of the nature of the data we draw from, this has had to be 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 each quarter are excluded. Direct entries to the trained strength are included in GTS, such as trained re-entrants, professionally qualified officers (PQO) and certain FTRS in regular posts.

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

CHAPTER 2 - PERSONNEL

UK ARMED FORCES

Table 2.21 Outflow¹ from UK Regular Forces by Service and whether trained or untrained

	1990/91	1997/98	2004/05	2005/06	2006/07	2007/08	2008/09
All Services	39 080	24 350	23 430	23 260	25 160^P	24 690^P	21 880^P
Officers²	3 710	2 280	2 310	2 290	2 680^P	2 820^P	2 440^P
Trained	..	2 040	1 970	2 080	2 310 ^P	2 340 ^P	2 120 ^P
as a percentage of trained strength ³	..	6.9	6.6	7.0	7.9 ^P	8.1 ^P	7.4 ^P
Untrained	..	240	340	220	370 ^P	480 ^P	320 ^P
Other ranks	35 370	22 070	21 120	20 980	22 480^P	21 860^P	19 450^P
Trained	..	16 350	15 640	16 070	16 560 ^P	15 670 ^P	13 950 ^P
as a percentage of trained strength ³	..	10.1	10.1	10.6	11.4 ^P	11.1 ^P	10.0 ^P
Untrained	..	5 720	5 490	4 910	5 920 ^P	6 190 ^P	5 490 ^P
Naval Service	8 110	5 270	4 630	4 490	4 320^P	4 340^P	4 430^P
Officers	800	620	510	520	500^P	580^P	520^P
Trained	..	500	420	430	400 ^P	460 ^P	410 ^P
as a percentage of trained strength ³	..	7.3	6.3	6.5	6.0 ^P	7.0 ^P	6.4 ^P
Untrained	..	120	90	90	100 ^P	120 ^P	110 ^P
Other ranks	7 310	4 650	4 130	3 960	3 820^P	3 760^P	3 910^P
Trained	..	3 560	3 170	2 870	2 800 ^P	2 660 ^P	2 840 ^P
as a percentage of trained strength ³	..	10.4	10.8	10.1	10.0 ^P	9.5 ^P	10.2 ^P
Untrained	..	1 080	960	1 100	1 020 ^P	1 110 ^P	1 070 ^P
Army	22 820	14 470	15 070	14 190	15 770^P	15 330^P	13 140^P
Officers²	1 860	1 040	1 100	1 070	1 330^P	1 490^P	1 270^P
Trained	..	960	900	980	1 110 ^P	1 160 ^P	1 110 ^P
as a percentage of trained strength ³	..	7.5	6.6	7.1	8.1 ^P	8.4 ^P	8.1 ^P
Untrained	..	80	200	90	220 ^P	330 ^P	160 ^P
Other ranks	20 960	13 430	13 970	13 120	14 440^P	13 830^P	11 870^P
Trained	..	9 250	9 840	9 520	9 820 ^P	9 310 ^P	8 240 ^P
as a percentage of trained strength ³	..	10.9	11.4	11.3	12.0 ^P	11.6 ^P	10.2 ^P
Untrained	..	4 180	4 130	3 600	4 620 ^P	4 530 ^P	3 620 ^P
Royal Air Force	8 150	4 610	3 730	4 590	5 070	5 020^P	4 320^P
Officers	1 050	620	700	700	850	760^P	640^P
Trained	..	580	640	670	800	720 ^P	590 ^P
as a percentage of trained strength ³	..	5.9	6.7	7.1	8.9	8.3 ^P	7.0 ^P
Untrained	..	40	60	30	50	30 ^P	50 ^P
Other ranks	7 090	3 990	3 020	3 890	4 220	4 270^P	3 670^P
Trained	..	3 540	2 630	3 670	3 930	3 710 ^P	2 880 ^P
as a percentage of trained strength ³	..	8.2	6.7	9.6	11.1	11.3 ^P	9.3 ^P
Untrained	..	450	400	220	280	560 ^P	800 ^P

Source: DASA (Quad-Service)

UK Regular Forces comprises all trained and untrained personnel. It 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. Outflow does not include promotion to officer from other ranks or flows between services.
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.

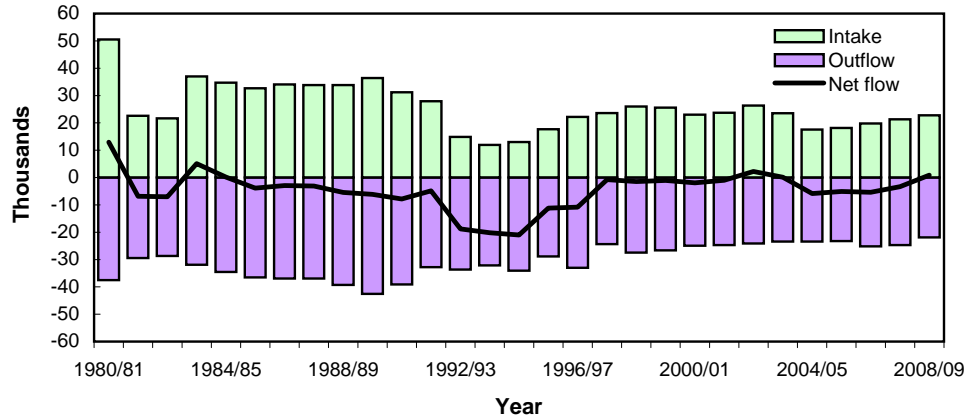
Due to ongoing validation of data from the Joint Personnel Administration System, all Naval Service and Army flow statistics for financial year 06/07 onwards and all RAF flow statistics for financial year 07/08 onwards are provisional and subject to review.

CHAPTER 2 - PERSONNEL

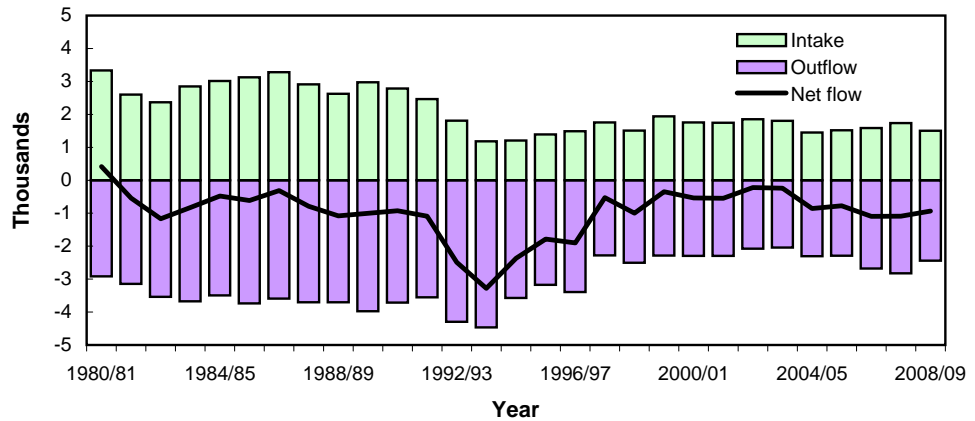
UK ARMED FORCES

Charts to Tables **2.17** & **2.21** Intake and Outflow of UK Regular Forces

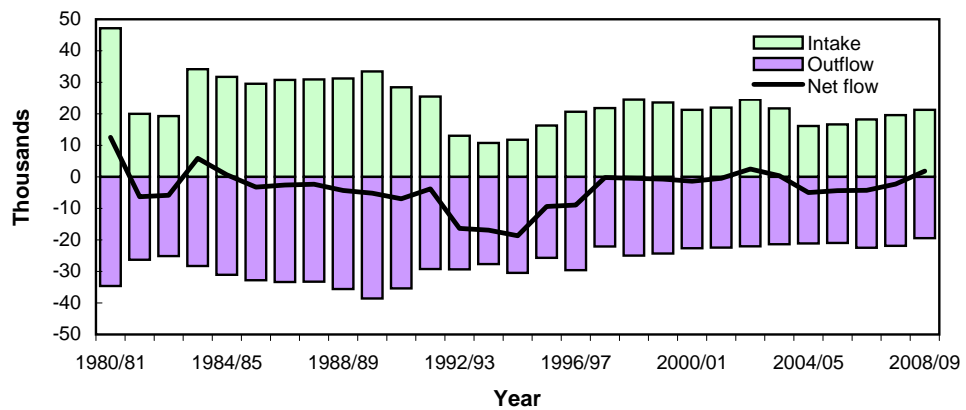
Intake and Outflow of UK Regular Forces



Intake and Outflow of UK Regular Officers



Intake and Outflow of UK Regular Other Ranks



CHAPTER 2 - PERSONNEL

UK ARMED FORCES

Table 2.22 Outflow¹ from trained UK Regular Forces by Service and ethnic origin²

	1997/98	2004/05	2005/06	2006/07	2007/08	2008/09
All Services	18 390	17 600	18 140	18 870^P	18 010^P	16 070^P
Officers³	2 040	1 970	2 080	2 310^P	2 340^P	2 120^P
White	2 015	1 770	1 880	2 095 ^P	2 125 ^P	1 905 ^P
Ethnic minorities	20	45	55	45 ^P	70 ^P	65 ^P
Unknown ⁴	5	150	140	170 ^P	145 ^P	150 ^P
Other ranks	16 350	15 640	16 070	16 560^P	15 670^P	13 950^P
White	16 060	13 695	14 250	14 720 ^P	13 840 ^P	12 470 ^P
Ethnic minorities	190	475	560	740 ^P	1 000 ^P	840 ^P
Unknown ⁴	100	1 465	1 260	1 095 ^P	835 ^P	640 ^P
Naval Service	4 060	3 590	3 300	3 200^P	3 110^P	3 250^P
Officers	500	420	430	400^P	460^P	410^P
White	495	390	410	375 ^P	435 ^P	390 ^P
Ethnic minorities	5	~	5	10 ^P	10 ^P	~ ^P
Unknown ⁴	-	25	15	15 ^P	15 ^P	20 ^P
Other ranks	3 560	3 170	2 870	2 800^P	2 660^P	2 840^P
White	3 540	2 770	2 670	2 620 ^P	2 510 ^P	2 710 ^P
Ethnic minorities	25	60	75	65 ^P	65 ^P	65 ^P
Unknown ⁴	-	345	125	120 ^P	80 ^P	60 ^P
Army	10 210	10 740	10 500	10 930^P	10 470^P	9 350^P
Officers³	960	900	980	1 110^P	1 160^P	1 110^P
White	950	805	875	1 005 ^P	1 060 ^P	995 ^P
Ethnic minorities	5	25	25	20 ^P	35 ^P	55 ^P
Unknown ⁴	~	75	80	85 ^P	65 ^P	65 ^P
Other ranks	9 250	9 840	9 520	9 820^P	9 310^P	8 240^P
White	9 065	8 640	8 355	8 590 ^P	8 020 ^P	7 150 ^P
Ethnic minorities	105	350	385	580 ^P	845 ^P	710 ^P
Unknown ⁴	80	850	785	645 ^P	445 ^P	385 ^P
Royal Air Force	4 120	3 270	4 340	4 740	4 430^P	3 470^P
Officers	580	640	670	800	720^P	590^P
White	575	575	595	710	630 ^P	515 ^P
Ethnic minorities	5	20	25	15	25 ^P	10 ^P
Unknown ⁴	~	50	45	75	65 ^P	65 ^P
Other ranks	3 540	2 630	3 670	3 930	3 710^P	2 880^P
White	3 455	2 285	3 220	3 505	3 305 ^P	2 610 ^P
Ethnic minorities	60	65	100	95	90 ^P	70 ^P
Unknown ⁴	20	270	350	335	310 ^P	195 ^P
Ethnic minorities as a percentage⁵ of total (excluding Unknown)						
All personnel	1.1	3.3	3.7	4.5^P	6.3^P	5.9^P
Officers	0.9	2.6	2.8	2.1^P	3.3^P	3.3^P
Naval Service	1.2	~	1.7	2.3 ^P	2.2 ^P	~ ^P
Army ³	0.6	3.0	2.7	2.0 ^P	3.3 ^P	5.0 ^P
Royal Air Force	1.0	3.0	3.7	2.1	4.0 ^P	1.7 ^P
Other ranks	1.2	3.3	3.8	4.8^P	6.7^P	6.3^P
Naval Service	0.7	2.1	2.7	2.4 ^P	2.5 ^P	2.3 ^P
Army	1.1	3.9	4.4	6.3 ^P	9.5 ^P	9.0 ^P
Royal Air Force	1.8	2.8	3.0	2.6	2.7 ^P	2.6 ^P

Source: DASA (Quad-Service)

UK Regular Forces includes all trained and untrained personnel. Gurkhas, Full Time Reserve personnel, and mobilised reservists are excluded. 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. Outflow 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 onwards and all RAF flow statistics for financial year 07/08 onwards are provisional and subject to review.

CHAPTER 2 - PERSONNEL

UK ARMED FORCES

Table 2.23 Outflow¹ from UK Regular Forces by Service and sex

	1990/91	1997/98	2004/05	2005/06	2006/07	2007/08	2008/09
Females: total	3 060	2 490	2 100	1 980	2 160^P	2 170^P	1 940^P
Officers: total	360	230	250	240	300^P	350^P	300^P
Naval Service	40	60	50	40	50 ^P	50 ^P	50 ^P
Army ²	180	100	130	110	140 ^P	190 ^P	160 ^P
Royal Air Force	140	60	80	90	100	100 ^P	90 ^P
Other ranks: total	2 700	2 260	1 840	1 730	1 870^P	1 830^P	1 640^P
Naval Service	640	560	440	440	440 ^P	420 ^P	410 ^P
Army	1 060	1 180	960	840	960 ^P	900 ^P	770 ^P
Royal Air Force	1 000	530	450	450	460	500 ^P	460 ^P
Males: total	36 020	21 860	21 330	21 290	23 000^P	22 510^P	19 940^P
Officers: total	3 350	2 060	2 050	2 050	2 380^P	2 480^P	2 140^P
Naval Service	760	560	460	480	450 ^P	530 ^P	470 ^P
Army ²	1 680	930	970	960	1 180 ^P	1 300 ^P	1 120 ^P
Royal Air Force	920	560	620	610	750	650 ^P	550 ^P
Other ranks: total	32 670	19 800	19 280	19 240	20 610^P	20 040^P	17 810^P
Naval Service	6 670	4 090	3 690	3 520	3 380 ^P	3 340 ^P	3 500 ^P
Army	19 910	12 260	13 020	12 280	13 480 ^P	12 930 ^P	11 090 ^P
Royal Air Force	6 090	3 460	2 570	3 440	3 760	3 760 ^P	3 220 ^P
Females as a percentage of total	7.8	10.2	8.9	8.5	8.6^P	8.8^P	8.8^P
Officers: total	9.7	9.9	11.0	10.7	11.0^P	12.3^P	12.2^P
Naval Service	5.1	10.3	9.9	8.1	9.8 ^P	8.3 ^P	9.8 ^P
Army ²	9.9	10.1	11.6	10.7	10.8 ^P	13.0 ^P	12.2 ^P
Royal Air Force	12.8	9.3	11.0	12.6	12.0	13.8 ^P	14.3 ^P
Other ranks: total	7.6	10.3	8.7	8.3	8.3^P	8.4^P	8.4^P
Naval Service	8.7	12.0	10.6	11.2	11.6 ^P	11.2 ^P	10.4 ^P
Army	5.0	8.8	6.8	6.4	6.7 ^P	6.5 ^P	6.5 ^P
Royal Air Force	14.2	13.3	14.9	11.6	10.9	11.8 ^P	12.5 ^P

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 onwards and all RAF flow statistics for financial year 07/08 onwards are provisional and subject to review.

CHAPTER 2 - PERSONNEL

UK ARMED FORCES

Table 2.24 UK Regular Forces salaries¹: 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. Since the underlying rank weights are constant the changes in the indices purely reflect changes in pay. The discontinuity indicated between 1990/1991 and 2004/05 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 UK Regular Forces 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		2004/05	2005/06	2006/07	2007/08	2008/09	2009/10
UK Regular Forces salaries Index: all ranks²	100	||	193	199	205	213	221	227
Senior officers (Major General and above)	100	||	194	201	208	214	221	234
Officers (up to Brigadier)	100	||	190	195	201	208	217	223
Other ranks (Sergeant and above)	100	||	200	206	212	219	227	233
Other ranks (up to Corporal)	100	||	192	198	204	212	219	226

Illustrative rates³ of annual UK Regular Forces salary (in terms of Army ranks) Pay 2000 Pay System⁴

			Pounds Sterling					
General	Level 4	..	135,675	143,673	152,728	160,625	164,159	172,130
Brigadier	Level 5	..	81,563	84,008	86,527	89,444	96,288	98,984
Colonel	Level 1	..	65,218	67,175	69,189	71,522	77,545	79,716
Lieutenant Colonel	Level 9	..	62,254	64,123	66,047	68,273	74,023	76,095
Major	Level 9	..	48,056	49,498	50,983	52,702	54,551	56,078
Captain	Level 3	..	33,573	34,580	35,617	36,817	38,109	39,176
Lieutenant	Level 8	..	26,167	26,952	27,762	28,698	29,704	30,536
2nd Lieutenant	Level 5	..	20,681	21,301	21,940	22,680	23,475	24,113
Warrant Officer I	Level 7 H	..	39,278	40,457	41,672	43,077	44,588	45,836
Warrant Officer II	Level 9 H	..	36,336	37,427	38,551	39,851	41,249	42,404
Staff Sergeant	Level 7 L	..	32,142	33,106	34,098	35,248	36,484	37,506
Sergeant	Level 7 H	..	31,025	31,956	32,916	34,025	35,219	36,205
Corporal	Level 7 H	..	27,879	28,715	29,576	30,573	31,646	32,532
Lance Corporal	Level 9 H	..	24,313	25,043	25,794	26,664	27,599	28,372
Private	Level 1 L	..	13,461	13,866	14,323	15,677	16,227	16,681

Source: DASA (Quad-Service)

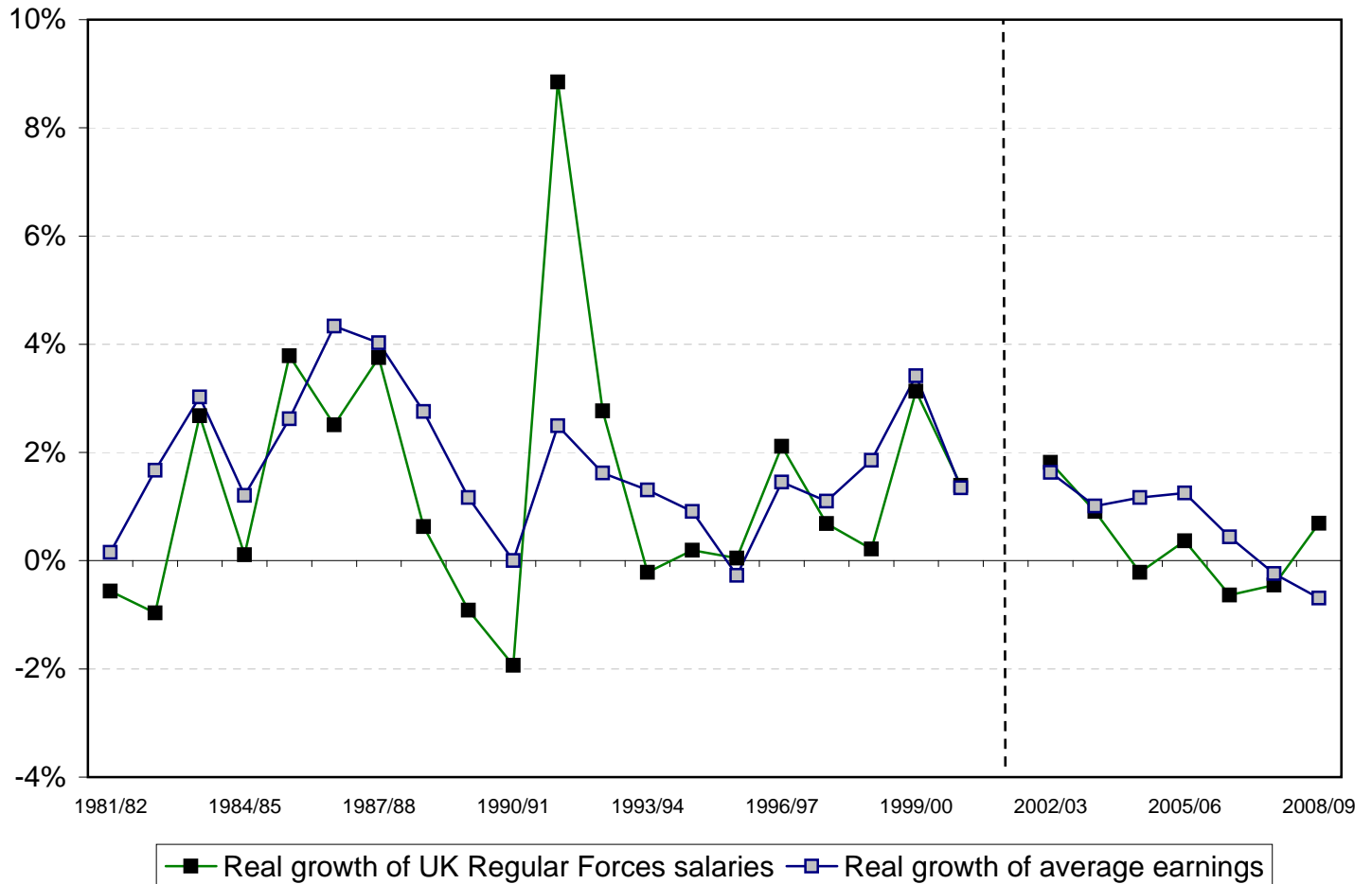
1. Data are for UK Regular Forces which includes all trained and untrained personnel. It excludes all Gurkhas, Full Time Reserve personnel, and mobilised reservists.
2. Equivalent ranks in the Naval Service and Royal Air Force are shown in **Table 2.25**.
3. The illustrative rates of annual UK Regular Forces 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 2.24 UK Regular Forces salaries: illustrative rates and indices

Real Growth¹ of UK Regular Forces salaries and average earnings^{2,3}



Source: DASA (Quad-Service)

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 UK Regular Forces 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 UK Regular Forces 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.

CHAPTER 2 - PERSONNEL

UK ARMED FORCES

Table 2.25 NATO Rank Codes and UK Service Ranks

NATO Code	Royal Navy ¹	Royal Marines ²	Army	Royal Air Force
Officers				
OF-10	Admiral of the Fleet	-	Field Marshal	Marshal of the RAF
OF-9	Admiral	General	General	Air Chief Marshal
OF-8	Vice Admiral	Lieutenant General	Lieutenant General	Air Marshal
OF-7	Rear Admiral	Major General	Major General	Air Vice-Marshal
OF-6	Commodore	Brigadier	Brigadier	Air Commodore
OF-5	Captain	Colonel	Colonel	Group Captain
OF-4	Commander	Lieutenant Colonel	Lieutenant Colonel	Wing Commander
OF-3	Lieutenant Commander	Major	Major	Squadron Leader
OF-2	Lieutenant	Captain	Captain	Flight Lieutenant
OF-1	Sub-Lieutenant	Lieutenant/2nd Lieutenant	Lieutenant/2nd Lieutenant	Flying Officer/Pilot Officer
OF(D)	Midshipman	-	Officer Designate	Officer Designate

Other Ranks				
OR-9	Warrant Officer Class 1	Warrant Officer Class 1	Warrant Officer Class 1	Warrant Officer
OR-8	Warrant Officer Class 2	Warrant Officer Class 2	Warrant Officer Class 2	-
OR-7	Chief Petty Officer	Colour Sergeant	Staff Sergeant	Flight Sergeant/ Chief Technician
OR-6	Petty Officer	Sergeant	Sergeant	Sergeant
OR-4	Leading Rate	Corporal	Corporal	Corporal
OR-3	-	Lance Corporal ⁴	Lance Corporal	-
OR-2	Able Rating ³	Marine ³	Private (Classes 1 to 3)	Junior Technician/ Leading Aircraftman/ Senior Aircraftman
OR-1	-	-	Private (Class 4)/Junior	Aircraftman

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

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 ¹ 3-star ²
OF-7	SCS ¹ 2-star ³
OF-6	SCS ¹ 1-star ⁴
-	Band B1 ⁵
OF-5	Band B2 ⁶
OF-4	Band C1 ⁷
OF-3	Band C2 ⁸
OF-2	Band D ⁹

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 2,880 (3.2 per cent) FTE between 1 April 2008 and 1 April 2009 from 89,500 to 86,620 (see **Table 2.29**). This net change comprised falls of 2,610 in the Level 1 civilian total and 690 in locally engaged civilians and an increase of 420 in the Trading Funds.

Location

- The number of civilian personnel employed in the United Kingdom fell by 2,270 (3.2 per cent) FTE between 1 April 2008 and 1 April 2009 from 72,840 to 70,620 (see **Table 2.3**).

Diversity

Between 1 April 2008 and 1 April 2009 the percentage (headcount) of:

- ethnic minorities (with known ethnic status) increased from 3.1 per cent to 3.2 per cent (see **Table 2.30**).
- disabled personnel (with known disability status) increased from 5.5 per cent to 6.3 per cent
- female personnel increased from 36.4 per cent to 36.6 per cent (excluding Royal Fleet Auxiliary and locally engaged civilian personnel).
- personnel working part-time hours increased from 9.5 per cent to 9.7 per cent (excluding Royal Fleet Auxiliary and locally engaged civilian personnel).

At 1 April 2009 the number and percentage (headcount) of:

- personnel aged 50 or above was 29,900 (39.3 per cent) (excluding Royal Fleet Auxiliary and locally engaged civilian personnel), compared with 38.1 per cent at 1 April 2008.

Intake / Outflow

Between 1 April 2008 and 31 March 2009 the headcount:

- Inflow was 5,080 compared with an outflow of 7,340, excluding Royal Fleet Auxiliary and locally engaged civilian personnel, (see **Table 2.32**).

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

CHAPTER 2 - PERSONNEL

CIVILIAN PERSONNEL

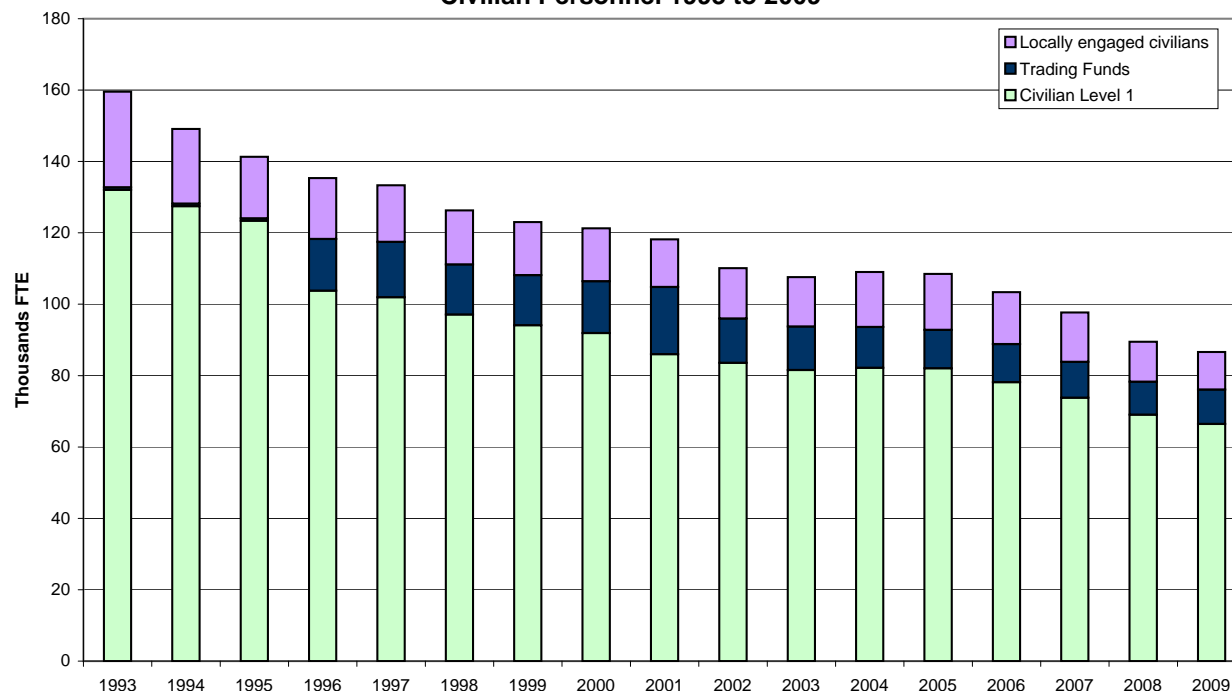
Table 2.26 Civilian personnel¹, at 1 April each year

	1993		1997 ²		2004 ³		2005	2006	2007	2008	2009
Civilian Level 0⁴	159.6		133.3		109.0	108.5	103.4	97.7		89.5	86.6
Civilian Level 1	132.7		101.9		82.2	82.0	78.1	73.8		69.0	66.4
Trading Funds ⁴	-		15.5		11.4	10.8	10.7	10.1		9.2	9.6
Locally engaged civilians	26.8		15.9		15.4	15.7	14.5	13.8		11.2	10.5
Civilian Level 1 - Permanent	128.1		96.6		78.8	78.6	74.7	70.5		66.0	63.6
Non-industrial	86.3		67.4		63.4	63.8	60.5	57.5		54.3	52.7
Industrial	41.8		29.2		15.5	14.7	14.2	13.0		11.7	11.0
Civilian Level 1 - Casual⁵	2.4		3.1		1.0	1.1	1.1	0.9		0.8	0.5
Non-industrial	1.4		2.0		0.8	0.8	0.8	0.6		0.4	0.4
Industrial	1.0		1.1		0.3	0.3	0.3	0.3		0.4	0.1
Civilian Level 1 - RFA	2.2		2.2		2.3	2.3	2.3	2.4		2.3	2.3
Trading Funds⁴	-		15.5		11.4	10.8	10.7	10.1		9.2	9.6
Permanent ⁴	-		15.2		11.3	10.7	10.6	9.9		9.1	9.5
Casual ⁴	-		0.3		0.1	0.1	0.1	0.1		0.1	0.1
Locally engaged civilians	26.8		15.9		15.4	15.7	14.5	13.8		11.2	10.5

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. 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 Base Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation.
5. Casual staff are usually engaged for less than 12 months.

Civilian Personnel 1993 to 2009



CHAPTER 2 - PERSONNEL

CIVILIAN PERSONNEL

Table 2.27 Civilian personnel¹ by budgetary area, at 1 April 2009

	Thousands: FTE		
	Total	Non-industrial	Industrial
Civilian Level 0^{1,2}	86.6	*	*
Commander-in-Chief Fleet²	4.6	*	*
Fleet	2.3	1.8	0.5
Royal Fleet Auxiliary Service ²	2.3	*	*
Commander-in-Chief Land Forces	16.5	11.9	4.6
Chief of Staff Land Forces	3.0	2.9	0.1
Field Army	1.5	0.9	0.6
Joint Helicopter Command	0.4	0.3	0.2
Regional Forces	10.5	6.7	3.8
Service Children's Education Agency	1.1	1.1	-
Air Officer Commanding-in-Chief	8.6	5.7	2.8
HQ Air Command	8.6	5.7	2.8
Defence Equipment & Support	16.7	14.3	2.4
Defence Equipment Support Management Group	14.0	13.4	0.6
Future Defence Supply Chain	2.7	0.9	1.8
MOD Head Office, HQ and centrally managed expenditure	19.9	19.2	0.7
Central Top Level Budget	16.6	16.0	0.6
Defence Academy	0.4	0.3	-
Defence Export Services Organisation	0.1	0.1	-
Deputy Chief of the Defence Staff (Health)	0.7	0.6	0.1
London Delegated Budgets ³	3.1	3.0	0.2
London Head Office ³	1.8	1.8	-
Ministry of Defence Police and Guarding Agency	7.7	7.6	-
Personnel Director ³	1.5	1.5	-
Policy and Commitments ³	0.4	0.2	0.2
Central Other ⁴	0.9	0.9	-
Chief of Joint Operations	0.3	0.3	-
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	-
Defence Estates	2.7	2.6	0.1
Science Innovation & Technology	0.4	0.4	-
Unallocated	0.1	0.1	-
Civilian Level 1^{1,2}	66.4	*	*

CHAPTER 2 - PERSONNEL

CIVILIAN PERSONNEL

Table 2.27 Civilian personnel¹ by budgetary area, at 1 April 2009
(continued)

	Total	Non-industrial	Industrial
MOD owned Trading Funds²	9.6	*	*
Defence Science & Technology Laboratories	3.5	*	*
Meteorological Office	1.9	*	*
UK Hydrographic Office	1.0	*	*
Defence Support Group	3.4	*	*
Locally engaged civilians²	10.5	*	*
Civilian Level 0^{1,2}	86.6	*	*

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. Chief of Defence Intelligence and Finance Director, previously reported within the Central TLB budgetary area structure, have been restructured to form the budgetary areas of London Delegated Budgets and London Head Office. Also included in these areas are elements within Personnel Director and Policy & Commitments. Comparison of Central TLB data against previous years' tables is not advisable.
4. This budgetary area contains personnel from the following working level management groups (WLMG): Service Personnel and Veterans Agency, Programme Costs, Strategy Director and any residual personnel from Central closed budgetary areas.

CHAPTER 2 - PERSONNEL

CIVILIAN PERSONNEL

Table 2.28 Civilian Personnel¹ in UK Defence Agencies and MOD-owned Trading Funds, at 1 April 2009

		Number: FTE					
		Grand Total	England	Scotland	Wales	N.Ireland	Elsewhere
Total Agencies and Trading Funds		23 560	18 630	2 220	1 100	30	1 590
<i>As a percentage of total MOD personnel in category</i>		<i>27</i>	<i>31</i>	<i>38</i>	<i>55</i>	<i>2</i>	<i>10</i>
Agencies²							
Service Personnel and Veterans Agency	Total	930	860	60	-	-	10
	Non Industrial	880	810	60	-	-	10
	Industrial	50	50	-	-	-	-
Defence Storage and Distribution Agency	Total	2 740	2 250	450	-	10	20
	Non Industrial	910	740	160	-	-	-
	Industrial	1 830	1 510	280	-	10	20
Defence Vetting Agency	Total	410	260	-	-	-	150
	Non Industrial	410	260	-	-	-	150
	Industrial	-	-	-	-	-	-
Ministry of Defence Police and Guarding Agency	Total	7 660	6 050	1 370	180	-	50
	Non Industrial	7 610	6 020	1 360	180	-	50
	Industrial	50	40	10	-	-	-
People Pay and Pensions Agency	Total	1 110	1 090	10	-	-	10
	Non Industrial	1 110	1 090	10	-	-	10
	Industrial	-	-	-	-	-	-
Service Childrens Education	Total	1 090	100	80	-	-	910
	Non Industrial	1 060	90	60	-	-	910
	Industrial	30	20	10	-	-	-
Trading Funds^{3,4}							
Defence Support Group		3 350	2 100	150	880	-	230
Defence Scientific and Technical Laboratories		3 470	3 280	-	-	-	190
Meteorological Office		1 850	1 690	110	20	10	30
UK Hydrographic Office		960	950	-	-	-	-
MOD Total Excluding Agencies and Trading Funds		50 210	42 230	3 640	910	1 860	1 560
Locally engaged civilian staff ³		10 550	-	-	-	-	10 550
Royal Fleet Auxiliary (RFA) staff ³		2 300	-	-	-	-	2 300
Civilian Level 0 Total		86 620	60 860	5 860	2 010	1 890	16 000

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. A breakdown of industrial and non-industrial personnel is unavailable for Royal Fleet Auxiliary, Trading Funds and locally engaged civilian personnel.

4. Data are drawn from personnel records.

CHAPTER 2 - PERSONNEL

CIVILIAN PERSONNEL

Table 2.29 Civilian personnel¹ by budgetary area and grade equivalent², at 1 April each year

Grade ²	1997	Number: FTE					
		2004 ³	2005	2006	2007	2008 ⁴	2009
Civilian Level 0	133 330	109 050	108 470	103 380	97 690	89 500	86 620
Senior Civil Service and Equivalent ⁵	350	300	300	310	280	300	300
Pay Band B	2 260	2 520	2 640	2 740	2 450	2 450	2 440
Pay Band C	14 880	16 900	17 490	17 310	16 840	16 540	16 800
Pay Band D	16 280	14 480	14 470	13 500	12 170	10 990	10 580
Pay Band E	35 550	29 890	29 070	27 220	25 590	23 490	22 800
Other non-industrial ⁶	70	70	700	170	790	940	110
Industrial	30 340	15 720	15 000	14 540	13 300	12 060	11 100
Trading Fund Staff	15 530	11 440	10 780	10 700	10 060	9 210	9 630
Royal Fleet Auxiliaries	2 210	2 310	2 350	2 340	2 360	2 270	2 300
Locally engaged civilians ⁷	15 860	15 430	15 660	14 540	13 840	11 240	10 550
Royal Navy Areas	22 310	5 990	5 710	5 290	5 230	4 600	4 640
Pay Band C and above	3 180	750	690	640	580	500	510
Pay Band D and below	9 310	2 160	1 890	1 700	1 640	1 260	1 280
Other non-industrial ⁶	20	-	60	-	30	30	-
Industrial	7 580	760	730	610	620	540	550
Royal Fleet Auxiliaries	2 210	2 310	2 350	2 340	2 360	2 270	2 300
Army Areas	36 240	20 280	19 920	18 650	17 960	17 180	16 490
Pay Band C and above	4 260	3 560	3 690	3 590	3 340	3 290	3 420
Pay Band D and below	18 110	11 090	10 730	9 830	8 930	8 390	8 370
Other non-industrial ⁶	20	10	40	30	400	520	80
Industrial	13 850	5 620	5 450	5 200	5 300	4 970	4 630
Royal Air Force Areas	19 290	11 710	11 080	10 770	8 980	8 710	8 560
Pay Band C and above	2 130	1 200	1 190	1 190	1 060	1 070	1 120
Pay Band D and below	9 380	6 140	5 820	5 550	4 870	4 580	4 600
Other non-industrial ⁶	30	-	20	10	70	80	10
Industrial	7 760	4 370	4 050	4 020	2 980	2 980	2 830
Defence Equipment & Support⁸	*	24 730	24 470	22 490	20 880	18 010	16 740
Pay Band C and above	*	8 760	9 150	8 970	8 710	8 430	8 520
Pay Band D and below	*	11 590	10 860	9 560	8 490	6 710	5 800
Other non-industrial ⁶	*	50	350	40	60	70	10
Industrial	*	4 340	4 110	3 920	3 620	2 790	2 400
Centre	24 100	19 400	20 790	20 720	20 530	20 260	19 890
Pay Band C and above	7 910	5 410	5 680	5 860	5 760	5 930	5 900
Pay Band D and below	15 030	13 370	14 230	13 990	13 760	13 440	13 290
Other non-industrial ⁶	-	10	220	80	240	230	10
Industrial	1 160	620	670	790	780	660	680
Other⁹	-	60	60	210	190	290	130
Pay Band C and above	-	40	30	130	110	60	80
Pay Band D and below	-	10	20	80	80	100	40
Other non-industrial ⁶	-	-	-	10	-	10	10
Industrial	-	10	-	-	-	120	10

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. 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.
5. Includes about 50 personnel outside the Senior Civil Service but of equivalent grade.
6. Includes industrial staff on temporary promotion to non-industrial grades and staff for whom no grade information is available.
7. Locally engaged civilians and manuals cannot be split by budgetary area, so are only included in the Ministry of Defence total.
8. 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.
9. 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 2.30 Strength of civilian personnel¹ by ethnic origin² and grade³, at 1 April each year

		Headcount					
	1997	2004 ⁴	2005	2006	2007	2008 ⁵	2009
Civilian Level 0¹	135 450	111 080	110 480	107 300	101 570	93 670	90 630
White	65 930	66 000	69 150	70 210	67 450	63 250	62 360
Senior Civil Service and equivalent ⁶	300	270	260	270	240	250	260
Pay Band B	1 970	2 010	2 140	2 300	2 080	2 080	2 080
Pay Band C	12 740	13 090	13 750	14 180	14 020	13 790	14 130
Pay Band D	13 320	11 220	11 600	11 490	10 520	9 530	9 290
Pay Band E	29 600	22 870	23 020	23 360	22 430	20 690	20 440
Other non-industrial ^{7,8}	-	40	450	110	660	770	80
Industrial ⁹	..	8 420	9 390	10 010	9 620	8 940	8 740
Trading Fund staff	8 000	8 080	8 530	8 500	7 900	7 200	7 340
Ethnic Minorities	1 340	1 980	2 010	2 080	2 060	2 020	2 030
Senior Civil Service and equivalent ⁶	10	10	10	10	-	-	-
Pay Band B	40	50	50	50	50	60	60
Pay Band C	160	310	350	380	400	410	440
Pay Band D	220	340	350	380	340	320	290
Pay Band E	760	880	840	890	880	850	870
Other non-industrial ^{7,8}	-	-	20	10	30	30	-
Industrial ⁹	..	220	200	200	180	190	180
Trading Fund staff	150	180	170	170	170	170	190
Unknown¹⁰	68 190	43 100	39 320	35 000	32 070	28 390	26 230
Senior Civil Service and equivalent ⁶	40	20	30	40	50	50	40
Pay Band B	260	490	500	440	400	390	380
Pay Band C	2 050	3 700	3 640	3 050	2 820	2 740	2 670
Pay Band D	2 910	3 140	2 750	1 900	1 570	1 380	1 260
Pay Band E	6 320	7 240	6 260	4 100	3 450	3 040	2 520
Other non-industrial ^{7,8}	70	30	240	40	170	220	40
Industrial ⁹	30 880	7 400	5 660	4 600	3 790	3 190	2 420
Royal Fleet Auxiliary (RFA)	2 210	2 310	2 350	2 340	2 360	2 270	2 300
Locally engaged civilians	15 860	15 430	15 660	16 290	15 280	13 080	12 270
Trading Fund staff	7 590	3 320	2 230	2 200	2 180	2 040	2 330

Ethnic minorities as a percentage of total excluding unknown

All Grades	2.0	2.9	2.8	2.9	3.0	3.1	3.2
Senior Civil Service and equivalent ⁶	3.5	2.2	2.2	2.5	-	-	-
Pay Band B	1.9	2.5	2.4	2.3	2.5	2.6	2.8
Pay Band C	1.2	2.3	2.5	2.6	2.7	2.9	3.0
Pay Band D	1.6	2.9	2.9	3.2	3.2	3.2	3.0
Pay Band E	2.5	3.7	3.5	3.7	3.8	3.9	4.1
Other non-industrial ^{7,8}	-	-	4.4	6.6	3.8	3.5	-
Industrial ⁹	..	2.5	2.1	2.0	1.9	2.0	2.0
Trading Fund staff	1.8	2.2	2.0	2.0	2.1	2.3	2.5

Source: DASA(Quad-Service)

1. Civilian Level 0 and Level 1 are defined in the Glossary.
2. Ethnic origin data are collected by self declaration and are thus based on self-perception.
3. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
4. 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.
5. 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.
6. The Senior Civil Service was formed in 1996. The totals include about 50 personnel outside the Senior Civil Service but of equivalent grade.
7. 1,040 firefighters who were shown as non-industrial in April 2004 have been reclassified to industrial grades.
8. Includes industrial staff on temporary promotion to non-industrial grades.
9. No ethnicity data are available for the industrial personnel before 2000.
10. Those for whom there is no computerised record of their ethnic origin.

CHAPTER 2 - PERSONNEL

CIVILIAN PERSONNEL

Table 2.31 Strength of civilian personnel¹ by sex, grade² and whether full or part-time, at 1 April each year

Sex, part time/full time and grade	1997	2004 ³	2005	2006	2007	2008 ⁴	2009
Female: full-time	33 260	28 760	28 730	26 560	23 840	22 290	21 860
Senior Civil Service and equivalent ⁵	20	20	30	30	30	40	50
Pay Band B	190	370	430	440	380	400	430
Pay Band C	2 160	3 710	4 010	4 030	3 440	3 520	3 850
Pay Band D	3 840	4 780	4 880	4 550	3 880	3 510	3 490
Pay Band E	19 480	15 420	14 910	13 230	11 760	10 590	10 330
Other non-industrials ^{6,7}	10	20	200	80	470	560	30
Industrial	4 430	2 640	2 560	2 390	2 120	1 940	1 820
Trading Funds	3 130	1 790	1 730	1 820	1 740	1 740	1 870
Male: full-time	78 720	58 880	58 000	55 660	52 300	48 560	46 850
Senior Civil Service and equivalent ⁵	320	270	270	280	240	250	240
Pay Band B	2 050	2 090	2 150	2 210	1 910	1 900	1 850
Pay Band C	12 600	12 730	12 830	12 470	12 060	11 690	11 570
Pay Band D	12 170	9 250	9 110	8 380	7 680	6 900	6 480
Pay Band E	14 320	12 540	12 340	11 990	11 640	10 850	10 490
Other non-industrials ^{6,7}	70	50	490	80	180	200	30
Industrial	25 130	12 560	12 020	11 720	10 650	9 700	8 900
Trading Funds	12 070	9 400	8 790	8 530	7 940	7 060	7 280
Female: part-time	4 900	5 110	5 060	5 600	6 480	6 190	5 990
Senior Civil Service and equivalent ⁵	-	-	-	-	-	10	10
Pay Band B	10	50	70	90	140	140	130
Pay Band C	160	560	750	920	1 290	1 330	1 360
Pay Band D	370	620	650	750	740	670	730
Pay Band E	2 780	2 870	2 720	2 900	3 120	2 920	2 790
Other non-industrials ^{6,7}	-	-	20	-	160	190	30
Industrial	1 160	720	560	570	620	520	470
Trading Funds	420	280	300	360	400	430	470
Male: part-time	500	590	680	830	1 320	1 280	1 360
Senior Civil Service and equivalent ⁵	-	-	-	-	10	10	10
Pay Band B	20	40	50	50	100	90	110
Pay Band C	20	110	160	190	440	400	460
Pay Band D	60	60	60	90	120	140	140
Pay Band E	100	140	160	220	240	220	220
Other non-industrials ^{6,7}	-	-	10	-	50	60	30
Industrial	170	130	120	130	200	160	160
Trading Funds	120	110	120	150	160	190	230
Total male	79 220	59 470	58 680	56 500	53 610	49 840	48 200
Total female	38 160	33 860	33 790	32 170	30 320	28 480	27 850
Civilian Level 0	135 450	111 080	110 480	107 300	101 570	93 670	90 630
Full time	111 990	87 640	86 720	82 230	76 140	70 840	68 710
Part time	5 390	5 700	5 740	6 430	7 790	7 470	7 350
Royal Fleet Auxiliaries ⁸	2 210	2 310	2 350	2 340	2 360	2 270	2 300
Locally engaged civilians ⁸	15 860	15 430	15 660	16 290	15 280	13 080	12 270

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. 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.

5. Includes about 50 personnel outside the Senior Civil Service but of equivalent grade.

6. Includes industrial staff on temporary promotion to non-industrial grades.

7. 1,040 firefighters who were shown as non-industrial in April 2004 have been reclassified to industrial grades.

8. 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 2.32 Intake and outflow of Civilian personnel¹

This table has been amended to use Headcount figures, rather than FTE as in previous editions of UKDS, for comparability to other tables within this chapter.

	Headcount					
	2003/04	2004/05	2005/06	2006/07	2007/08	2008/09
Total intake	11 530	9 420	6 200	5 600	5 370	5 080
MOD less Trading Funds	10 280	8 560	5 560	4 750	4 250	4 040
Trading Funds	1 240	860	640	850	1 120	1 040
Total outflow	12 290	10 290	10 000	10 330	10 990	7 340
MOD less Trading Funds	10 300	8 830	8 600	8 910	9 050	6 420
Retirement (normal) ²	1 610	1 820	1 610	1 610	960	590
Retirement on grounds of ill health	260	230	190	140	130	150
Resignation	3 680	3 350	3 540	3 350	2 860	2 000
Other including contractisation	4 740	3 440	3 250	3 800	5 100	3 680
Trading Funds	1 980	1 460	1 410	1 430	1 940	920
Net Change of RFA³	- 140	30	-	10	- 80	30
Net Change of LECs³	1 590	230	630	-1 000	-2 200	- 810
<i>MOD less Trading Funds by type of personnel:</i>						
Non-industrial						
Intake	7 830	6 750	4 270	3 630	3 140	3 260
Outflow	7 240	6 580	6 870	6 680	6 810	4 910
Retirement (normal) ²	1 260	1 360	1 240	1 220	680	400
Retirement on grounds of ill health	160	160	130	80	100	110
Resignation	2 230	2 630	2 880	2 780	2 360	1 600
Other including contractisation	3 590	2 430	2 630	2 600	3 660	2 800
Industrial						
Intake	2 450	1 820	1 290	1 120	1 110	780
Outflow	3 070	2 250	1 730	2 220	2 240	1 510
Retirement (normal) ²	350	460	380	400	280	190
Retirement on grounds of ill health	100	70	60	50	40	40
Resignation	1 450	720	660	580	490	400
Other including contractisation	1 160	1 010	620	1 200	1 440	880
<i>As a percentage of staff in post⁴</i>						
Total intake	12.5	10.1	6.8	6.5	6.6	6.6
MOD less Trading Funds	12.7	10.5	6.9	6.3	5.9	6.0
Trading Funds	10.5	7.6	6.0	8.0	10.9	10.8
Total outflow	13.3	11.0	11.0	11.9	13.4	9.5
MOD less Trading Funds	12.8	10.8	10.7	11.7	12.7	9.5
Resignation	4.6	4.1	4.4	4.4	4.0	3.0
Trading Funds	16.7	12.8	13.1	13.4	18.8	9.6
<i>MOD less Trading Funds by type of personnel:</i>						
Non-industrial						
Intake	12.1	10.2	6.6	5.9	5.4	5.9
Outflow	11.1	9.9	10.6	10.8	11.6	8.8
Resignation	3.4	4.0	4.4	4.5	4.0	2.9
Industrial						
Intake	15.6	11.6	8.6	7.9	8.5	6.6
Outflow	19.5	14.4	11.5	15.6	17.2	12.8
Resignation	9.3	4.6	4.4	4.0	3.8	3.4

Source: DASA (Equipment & Personnel Analysis)

1. Previously unidentified entrants and exits have been allocated to Other non-industrial, Industrial and Trading Fund Personnel.
2. Retirement at or above normal retirement age. MOD civil servants can take normal retirement at either age 60 or age 65.
3. 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.
4. Rates are expressed as a percentage of the average strength throughout the year.

CHAPTER 2 - PERSONNEL

CIVILIAN PERSONNEL

Table 2.33 Intake and outflow of UK based civilian personnel by ethnic origin and broad grade

	Headcount			
INTAKE	2005/06	2006/07	2007/08 ¹	2008/09
White	3 750	3 340	2 940	3 460
Pay Band C2 and above	360	370	350	380
Pay Band D and below	2 180	1 810	1 480	2 050
Other non-industrial ²	40	30	70	20
Industrial	830	730	610	570
Trading Fund Personnel	350	400	430	440
Ethnic Minorities	230	200	170	180
Pay Band C2 and above	20	20	10	20
Pay Band D and below	160	140	110	100
Other non-industrial ²	-	-	-	-
Industrial	30	20	30	20
Trading Fund Personnel	10	20	20	40
Unknown³	2 220	2 060	2 270	1 440
Pay Band C2 and above	410	340	280	170
Pay Band D and below	1 020	900	760	510
Other non-industrial ²	80	30	80	10
Industrial	440	370	470	190
Trading Fund Personnel	280	430 ^r	680	550
OUTFLOW				
White	6 890	7 610	8 150 ^r	5 560
Pay Band C2 and above	1 330	1 350	1 470 ^r	1 090
Pay Band D and below	3 580	3 800	3 900	2 710
Other non-industrial ²	30	40	100	40
Industrial	1 030	1 470	1 570	1 090
Trading Fund Personnel	930	960	1 100	640
Ethnic Minorities	220	260	240	220
Pay Band C2 and above	20	30	40	40
Pay Band D and below	140	180	150	130
Other non-industrial ²	-	-	-	-
Industrial	20	30	30	20
Trading Fund Personnel	20	20	20	20
Unknown³	2 900	2 460	2 610	1 550
Pay Band C2 and above	390	330	340	340
Pay Band D and below	1 130	870	720	490
Other non-industrial ²	250 ^r	100 ^r	80 ^r	70
Industrial	670 ^r	720 ^r	640 ^r	400
Trading Fund Personnel	460 ^r	440 ^r	820 ^r	260
Net Change of Royal Fleet Auxiliary⁴	-	10	-80	30
Net Change of locally engaged civilians⁴	630	-1 000	-2 200	-810
Intake of ethnic minorities as a percentage of known ethnicity total				
	2005/06	2006/07	2007/08	2008/09
Ethnic Minorities	5.7	5.6	5.4	4.9
Pay Band C2 and above	6.0	3.9	3.6	4.6
Pay Band D and below	6.8	7.0	6.9	4.9
Other non-industrial ²	-	-	-	-
Industrial	3.3	3.3	4.1	2.6
Trading Fund Personnel	3.6	4.8	3.8	8.6
Outflow of ethnic minorities as a percentage of known ethnicity total				
	2005/06	2006/07	2007/08	2008/09
Ethnic Minorities	3.1	3.2	2.8	4.0
Pay Band C2 and above	1.8	2.0	2.5	3.9
Pay Band D and below	3.9	4.4	3.8	4.7
Other non-industrial ²	-	-	-	-
Industrial	2.4	2.1	1.6	2.2
Trading Fund Personnel	2.4	2.1	1.4	3.0

Source: DASA (Equipment & Personnel Analysis)

- 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.
- Includes industrial personnel on temporary promotion to non-industrial grades and those of unknown grade.
- Previously unidentified entrants and exits have been allocated to Other non-industrial, Industrial and Trading Fund Personnel.
- 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 2.34 Intake of civilian personnel by sex, grade¹ and whether full or part-time

<i>Hours, sex and grade</i> ¹	Headcount					
	2003/04 ^{2,3}	2004/05 ²	2005/06 ²	2006/07	2007/08 ⁴	2008/09
Female: full time	3 800	3 100	2 030	1 750	1 660	1 800
Senior Civil Service	-	-	-	-	-	10
Pay Band B	30	40	20	20	20	30
Pay Band C	280	220	160	120	90	110
Pay Band D	340	230	180	170	110	180
Pay Band E	2 320	1 930	1 200	960	860	980
Other non-industrial ⁵	50	30	10	40	70	20
Industrial	450	420	270	230	210	170
Trading Funds	330	220	190	200	290	300
Male: full time	6 540^r	5 280^r	3 490	3 170	3 060	2 720
Senior Civil Service	20	20	20	20	10	10
Pay Band B	80	70	40	40	40	40
Pay Band C	710 ^r	770	380	330	280	220
Pay Band D	1 010	770	500	410	370	410
Pay Band E	2 030 ^r	1 480	1 150	1 000	730	830
Other non-industrial ⁵	80	360	100	20	40	10
Industrial	1 720	1 200	880	740	780	530
Trading Funds	890	620	420	610	800	680
Female: part time	870	740	520	520	470	420
Senior Civil Service	-	-	-	-	-	-
Pay Band B	10	20	-	10	-	10
Pay Band C	200 ⁶	180 ⁶	140	140	140	100
Pay Band D	60	30	30	20	10	30
Pay Band E	390	370	240	220	200	200
Other non-industrial ⁵	20	-	-	-	30	-
Industrial	180	140	100	100	70	60
Trading Funds	20	10	20	20	20	10
Male: part time	220^r	220	160	160	180	120
Senior Civil Service	-	-	-	-	-	-
Pay Band B	10	20	-	10	10	-
Pay Band C	50 ⁶	60 ⁶	20	30	40	30
Pay Band D	10	10	10	10	10	10
Pay Band E	50 ^r	60	60	40	40	30
Other non-industrial ⁵	10	10	-	-	10	-
Industrial	80	60	50	50	40	30
Trading Funds	20	10	10	10	10	10
Female intake with unknown full time/ part time status	40	30	-	-	-	20
Male intake with unknown full time/ part time status	70	60	-	-	-	20
Total Female	4 700	3 870	2 550	2 270	2 130	2 230
Total Male	6 830^r	5 550	3 650	3 330	3 240	2 850
Net Change of Royal Fleet Auxiliary⁷	- 140	30	-	10	- 80	30
Net Change of locally engaged civilians⁷	1 590	230	630	-1 000	-2 200	- 810

Source: DASA(Equipment & Personnel Analysis)

- Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
- Up to 20 people whose sex is unrecorded are excluded from this table for the financial years 2003/04 to 2005/06.
- Some figures have been revised for this year, due to personnel with previously unknown gender being allocated to male.
- 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 industrial personnel on temporary promotion to non-industrial grades and those of unknown grade.
- Reflects recruitment drive in Service Childrens Education (SCE) in 2003/04 & 2004/05.
- 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 2.35 Outflow of civilian personnel, by sex, grade¹ and whether full or part-time

<i>Hours, sex and grade</i> ¹	Headcount					
	2003/04	2004/05	2005/06 ²	2006/07 ²	2007/08	2008/09
Female: full time	3 350	3 040	3 320	3 170	3 000	1 990
Senior Civil Service	-	-	-	-	-	-
Pay Band B	30	30	30	40	30	30
Pay Band C	240	200	310	300	300	190
Pay Band D	340	280	400	390	350	220
Pay Band E	1 720	1 770	1 970	1 780	1 600	1 080
Other non-industrial ³	40	20	20	20	70	20
Industrial	580	510	360	420	390	240
Trading Funds	380	230	230	210	250	200
Male: full time	7 060	5 640	5 550	5 900	6 710	4 160
Senior Civil Service	30	30	40	30	30	20
Pay Band B	270	120	180	180	160	140
Pay Band C	960	930	1 040	940	1 070	780
Pay Band D	790	630	750	710	860	530
Pay Band E	1 390	1 280	1 150	1 310	1 300	980
Other non-industrial ³	40	110	90	10	20	20
Industrial	2 120	1 460	1 200	1 600	1 650	1 130
Trading Funds	1 470	1 090	1 100	1 120	1 600	550
Female: part time	760	700	750	890	920	790
Senior Civil Service	-	-	-	-	-	-
Pay Band B	-	-	-	10	20	20
Pay Band C	40	80	100	140	150	200
Pay Band D	70	50	70	80	80	70
Pay Band E	360	370	430	500	480	360
Other non-industrial ³	20	-	-	10	40	10
Industrial	210	160	110	120	140	70
Trading Funds	60	30	40	40	30	50
Male: part time	210	170	190	230	260	240
Senior Civil Service	-	-	-	-	-	-
Pay Band B	10	10	-	20	10	10
Pay Band C	30	40	40	50	60	60
Pay Band D	10	10	20	10	30	10
Pay Band E	40	50	60	70	70	70
Other non-industrial ³	-	-	-	-	10	10
Industrial	80	50	40	50	40	40
Trading Funds	30	20	30	30	30	40
Female outflow with unknown full time/ part time status	370	210	100	60	40	80
Male outflow with unknown full time/ part time status	540	520	90	80	50	80
Total Female	4 480	3 950	4 170	4 120	3 970	2 850
Total Male	7 820^{r,4}	6 340^{r,4}	5 830	6 210	7 020	4 490
Net Change of Royal Fleet Auxiliary⁵	- 140	30	-	10	- 80	30
Net Change of locally engaged civilians⁵	1 590	230	630	-1 000	-2 200	- 810

Source: DASA(Equipment & Personnel Analysis)

- Grade equivalence is shown in terms of the broader banding structure and is based on paid grade.
- 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.
- Includes industrial staff on temporary promotion to non-industrial grades and those of unknown grade.
- These figures have been revised due to rounding errors in previous publications.
- 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

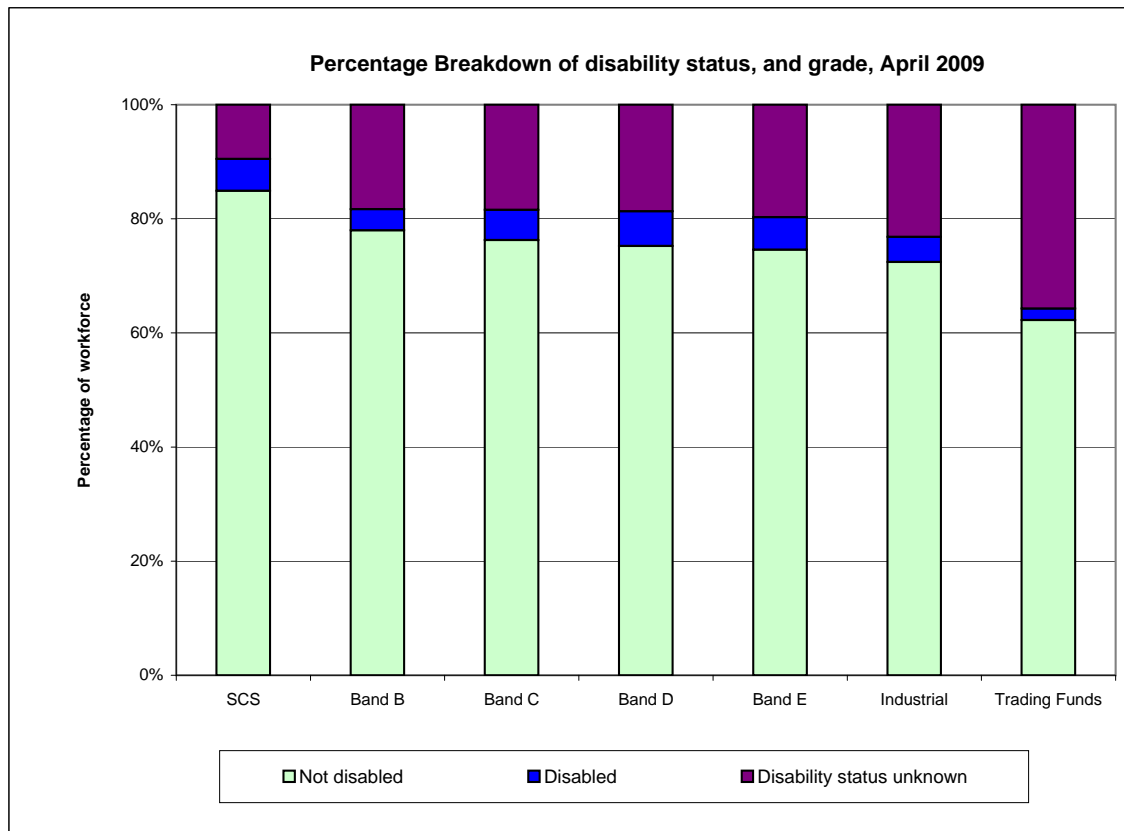
CIVILIAN PERSONNEL

Table 2.36 Number of civilian personnel¹ by disability status², and grade, at 1 April 2009

	Disability Status			Grand Total	Headcount
	Not Disabled	Disabled	unknown		Disabled Personnel as a percentage of total (excl. unknown)
Civilian Level 0	55 770	3 740	31 120	90 630	6.3
Civilian Level 1	49 640	3 540	15 320	68 500	6.7
Senior Civil Service and equivalent ³	260	20	30	300	6.2
Band B	1 970	90	460	2 520	4.5
Band C	13 140	920	3 180	17 240	6.5
Band D	8 160	660	2 020	10 840	7.5
Band E	17 790	1 360	4 680	23 830	7.1
Unknown	100	-	20	120	1.0
Industrial	8 220	500	2 620	11 340	5.7
Royal Fleet Auxiliaries ⁴	..	..	2 300	2 300	..
Trading Funds	6 140	200	3 520	9 860	3.2
Locally engaged civilians ⁴	..	..	12 270	12 270	..

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.



CHAPTER 2 - PERSONNEL

CIVILIAN PERSONNEL

Table 2.37 Age profile of civilian personnel¹ by industrial status and sex, at 1 April 2009

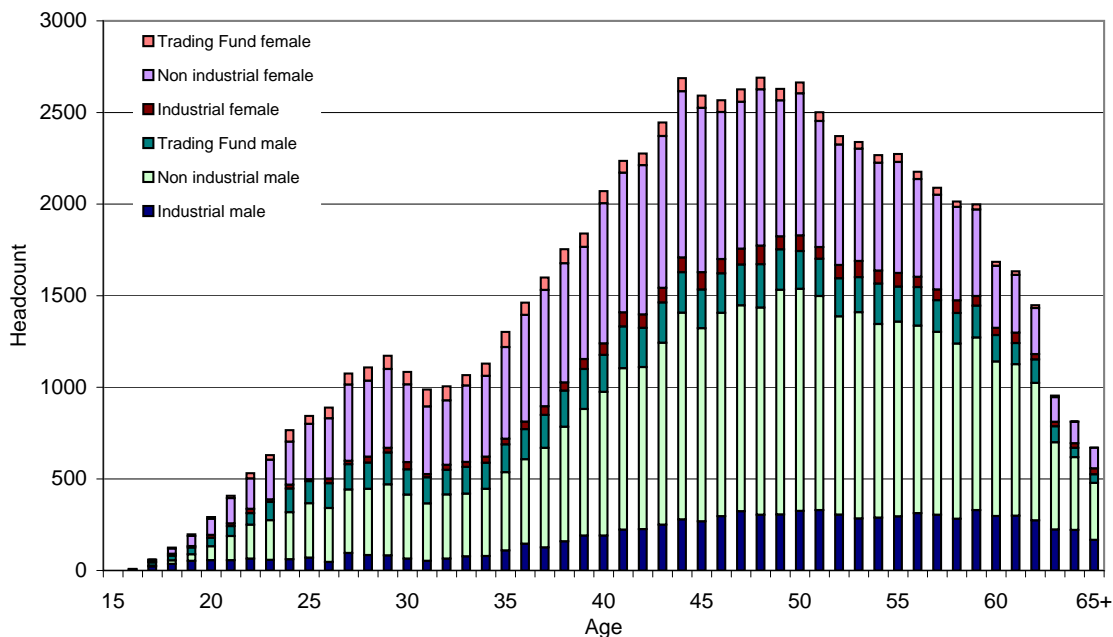
	Non Industrial					Industrial		Royal Fleet	Civilian Level 1 ¹	Trading Funds		Locally Engaged	Civilian Level 0 ¹
	Male		Female		Male	Female	Auxiliaries ²	Male		Female	Civilians ²		
16-19	60	100	110	20	..	..	..	290	80	10	..	390
20-24	870	840	300	90	..	..	..	2 090	390	140	..	2 630
25-29	1 690	1 900	380	110	..	..	..	4 070	710	310	..	5 090
30-34	1 720	2 000	340	140	..	..	..	4 210	700	360	..	5 270
35-39	2 750	2 980	730	220	..	..	..	6 680	910	370	..	7 960
40-44	4 670	4 080	1 170	370	..	..	..	10 290	1 080	340	..	11 720
45-49	5 640	4 100	1 500	430	..	..	..	11 670	1 110	330	..	13 100
50-54	5 650	3 320	1 530	380	..	..	..	10 880	1 030	230	..	12 140
55-59	4 980	2 640	1 520	310	..	..	..	9 460	920	180	..	10 550
60-64	3 300	1 160	1 310	170	..	..	..	5 940	520	70	..	6 530
65+	310	110	170	30	..	..	..	620	50	-	..	670
Unknowns	-	-	-	-	..	..	2 300	2 300	-	-	12 270	14 580
Total	31 630	23 230	9 050	2 280	2 300			68 500	7 520	2 340	12 270	90 630	

Source: DASA(Quad-Service)

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

2. Sex and Age data are not available for Royal Fleet Auxiliaries and locally engaged civilians.

Age of civilians, by sex and industrial status



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 2.38 and 2.39** 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 Common Law Claims & Policy.

CHAPTER 2 - PERSONNEL

COMPENSATION CLAIMS MADE AGAINST THE MOD

Table 2.38 New claims and settled claims by broad category in each year

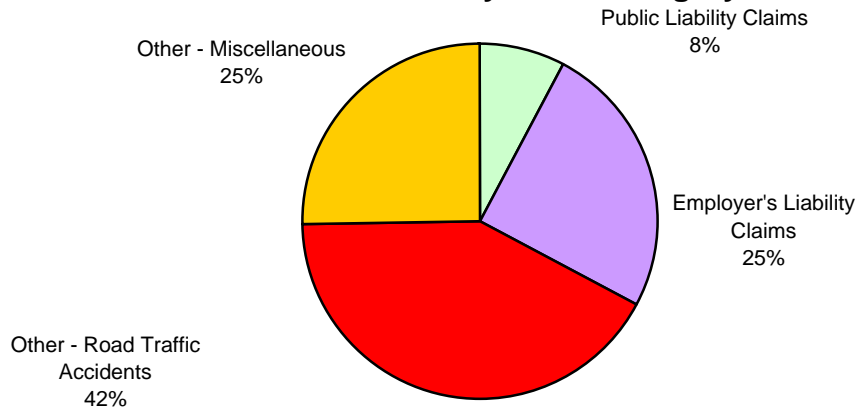
The data in this table are not National Statistics because they have not been assessed as such by the UK Statistics Authority.

	2004/05	2005/06	2006/07	2007/08	Number 2008/09
New Claims Notified					
Total	8 447	7 686	6 820	7 389	7 605
Public Liability Claims	892	715	639	974	705
Low Flying	202	171	175	244	161
Maritime	18	20	24	25	16
Other Public Liability (inc Northern Ireland)	643	507	435	690	512
Radiation	29	17	5	15	16
Employers' Liability Claims	1 983	1 846	1 404	1 863	1 684
Service Employment Tribunal ¹	-	27	-	-	-
Other Service Employer's Liability	664	623	459	776	584
Asbestos Related	887	742	209	189	139
Noise Induced Hearing Loss	129	145	413	577	725
Vibration White Finger	37	18	58	45	33
Other Civilian Employer's Liability	266	291	265	276	203
Other	5 572	5 125	4 777	4 552	5 216
Clinical Negligence	86	69	67	86	55
Road Traffic Accidents	3 216	2 982	2 620	2 284	2 254
Area Claims Offices' Claims	2 192	2 015	2 003	2 124	2 849
Visiting Forces ²	78	59	87	58	58
Settled Claims Notified					
Total	7 757	8 012	6 980	6 419	6 347
Public Liability Claims	496	413	402	592	486
Low Flying	120	124	126	141	126
Maritime	10	11	13	12	6
Other Public Liability (inc Northern Ireland)	365	278	262	438	353
Radiation	1	-	1	1	1
Employers' Liability Claims	1 901	1 878	2 242	2 337	1 597
Service Employment Tribunal ¹	-	4	5	57	1
Other Service Employer's Liability	706	601	800	1 063	637
Asbestos Related	613	773	607	314	205
Noise Induced Hearing Loss	116	63	355	500	380
Vibration White Finger	92	52	70	62	53
Other Civilian Employer's Liability	374	385	405	341	321
Other	5 360	5 721	4 336	3 490	4 264
Clinical Negligence	25	28	23	16	22
Road Traffic Accidents	3 706	3 717	2 986	2 103	2 657
Area Claims Offices' Claims	1 581	1 917	1 269	1 330	1 536
Visiting Forces ²	48	59	58	41	49

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 2008/09



CHAPTER 2 - PERSONNEL

COMPENSATION CLAIMS MADE AGAINST THE MOD

Table 2.39 New claims and settled claims by broad cause in each year

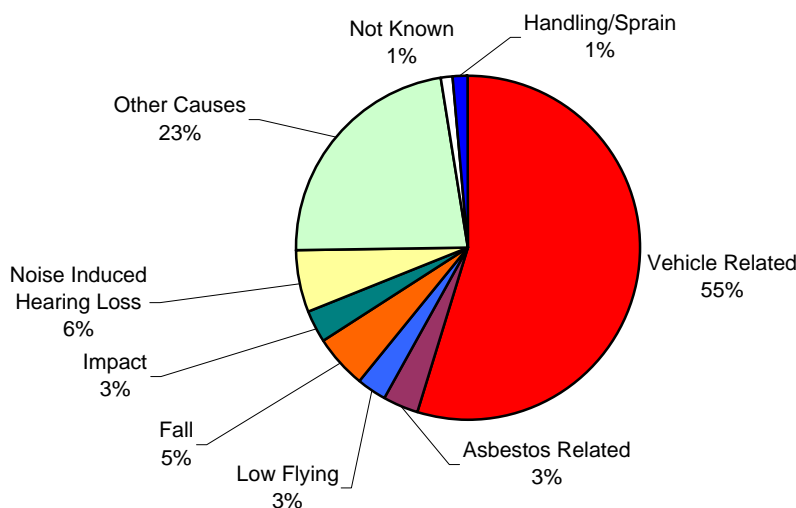
The data in this table are not National Statistics because they have not been assessed as such by the UK Statistics Authority.

New Claims Notified	Number				
	2004/05	2005/06	2006/07	2007/08	2008/09
Total	8 447	7 686	6 820	7 389	7 605
Asbestos Related	904	809	223	190	156
Clinical Negligence	87	69	67	86	55
Fall	352	319	306	305	313
Handling/Sprain	82	51	59	53	77
Impact	254	246	178	97	93
Low Flying	614	616	506	336	202
Machinery/Vibration White Finger	37	29	58	45	33
Maritime	18	29	24	25	17
Noise Induced Hearing Loss	129	208	418	579	728
Other Causes	1 554	1 122	1 081	2 342	2 959
Not Known ¹	186	216	63	91	24
Vehicle Related	4 230	3 972	3 837	3 240	2 948

Settled Claims Notified	Number				
	2004/05	2005/06	2006/07	2007/08	2008/09
Total	7 757	8 012	6 980	6 419	6 347
Asbestos Related	620	846	611	314	210
Clinical Negligence	25	28	23	16	23
Fall	318	291	395	339	329
Handling/Sprain	95	56	108	93	80
Impact	211	187	328	272	181
Low Flying	506	552	437	255	166
Machinery/Vibration White Finger	92	70	71	62	53
Maritime	10	14	13	13	7
Noise Induced Hearing Loss	116	104	357	500	380
Other Causes	840	1 021	662	1 499	1 366
Not Known ¹	232	242	127	162	74
Vehicle Related	4 692	4 601	3 848	2 894	3 478

Source: MOD Claims Annual Reports

Number of settled claims by broad cause in 2008/09²



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 2.40 Manpower holdings and ceilings by member country within the scope of the Conventional Armed Forces in Europe Treaty at 1 January 2009

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
Countries not in NATO		
Armenia	46 684	60 000
Azerbaijan	64 962	70 000
Belarus	50 589	100 000
Georgia	35 238	40 000
Moldova	6 500	20 000
Russia ¹	..	*
Ukraine ²	148 000	250 000
NATO Countries		
Belgium	40 384	70 000
Bulgaria	31 250	104 000
Canada	-	10 660
Czech Republic	37 739	93 333
Denmark	12 973	39 000
France	170 100	325 000
Germany	202 703	345 000
Greece	124 564	158 621
Hungary	20 925	100 000
Italy	145 446	315 000
Luxembourg	550	900
Netherlands	32 150	80 000
Norway	18 098	32 000
Poland	131 898	234 000
Portugal	27 641	75 000
Romania	67 576	230 000
Slovakia	17 965	46 667
Spain	95 566	300 000
Turkey	297 090	530 000
United Kingdom	208 630	260 000
United States of America	78 917	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 15 December 2008 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 Treaty Limited Equipment and the Personnel belonging to the Naval Infantry and Coastal Defence Forces of Ukraine.