

# MOD Armed Forces Personnel Statistics

## Statistical Release

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## UK Armed Forces Annual Personnel Report - 1 April 2012

The UK Armed Forces Annual Personnel Report contains figures on strength, intake and outflow of UK Regular Forces. It complements the UK Armed Forces Quarterly and Monthly Personnel Reports by providing greater detail about the sex, ethnicity and rank of the Armed Forces. It uses data from the Ministry of Defence Joint Personnel Administration System (JPA).

The tables present information about the composition of the UK's Armed Forces in the most recent financial year.

### Armed Forces Personnel Key Points and Trends

#### At 1 April 2012:

- There were 179,800 UK Regular Forces personnel, of which 30,700 were officers and 149,100 were other ranks.
- The percentage of women in the UK Regular Forces was 9.7%, up from 9.6% in April 2011.
- Black and Minority Ethnic (BME) personnel comprised 6.9% of the UK Regular Forces, continuing a long term gradual increase in the proportion of BME personnel.
- 56% of Army personnel were aged under 30, compared with 48% of the Naval Service and 41% of the RAF.
- 1.5% of UK Regular Forces were under the age of 18, and 28% were under the age of 25.

#### In the 12 months to 31 March 2012:

- 48% of all other ranks intake occurred under the age of 20; compared with only 5.3% of all officer intake.
- 66% of all officer intake comprised personnel aged between 20 and 24; compared with only 38% of other ranks intake.
- The profile of outflow by age is to some extent determined by the nature of contracts under which personnel serve. In the 12 months to 31 March 2012, common exit ages for officers were 38-40 and 55. Over half of all Other Ranks outflow occurred between the ages of 17 and 29, however there is also a peak at age 40 which broadly corresponds with personnel completing a full 22-year career.

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### Further Information

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## **Annual Personnel Report – New name**

This publication was called the UK Armed Forces Annual Manning Report (AMR) in 2011. Following an assessment and recommendations by the UK Statistics Authority it has now been renamed to the UK Armed Forces Annual Personnel Report (APR).

## **DASA's provisional data publication policy**

As a result of improvements in the quality of data sourced from JPA and the monthly data validation processes, DASA consider all data from 1 November 2011 to be fit for purpose. Consequently strength data published from 1 November 2011 onwards are considered finalised and will no longer be marked as provisional.

Flows data for financial year 2011/12 are still regarded as provisional and subject to change. DASA is continuing its review programme and will publish finalised data for May 2009 - October 2011 for the first time in UK Defence Statistics 2012, which is due to be published on DASA's website from 7<sup>th</sup> November 2012. All subsequent Annual Personnel Reports will contain finalised data only.

## **Introduction**

The UK Armed Forces Annual Personnel Report (APR) contains figures on the strength, intake and outflow of UK Regular Forces at 1 April 2012 with a focus on rank and age. It complements the Monthly and Quarterly Personnel Reports by providing greater detail about these characteristics, along with further analysis of the sex and ethnicity of the UK Regular Forces.

Published in 2011 for the first time, the creation of the APR followed a formal consultation exercise. The proposal was to replace three existing annual National Statistics publications (TSP 8, TSP 9 and TSP 19) with a single annual publication analysing the same aspects of Service manpower (age and rank) but containing more commentary and analysis, and with fewer detailed tables.

To assist anyone who requires historical data, or the detailed information presented historically in TSP's 8, 9 or 19, DASA publishes Armed Forces Personnel data via our Build Your Own Table (BYOT) tool on our website. This allows access to more detailed information than is available in our regular publications. The tool can be accessed on DASA's website at the link below.

<http://www.dasa.mod.uk/applications/newWeb/www/index.php?page=30>

## **Definitions and Notes to tables**

Figures are for UK Regular Forces (including both Trained and Untrained personnel), and therefore exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists.

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

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

## **Data sources, quality and methods**

All figures presented in tables in this publication meet the standards of quality and integrity demanded by the Code of Practice for Official Statistics. Where figures do not meet the standard they are deleted and shown in the table by the symbol “..”. Details of specific data issues are set out below.

Due to ongoing validation of data from the JPA System, all Services’ flow statistics from the financial year 2011/12, are provisional and subject to review. DASA consider all data from 1 November 2011 to be fit for purpose, and therefore April 2012 strength statistics are considered final.

All ages quoted in this publication are based on ‘age at last Birthday’. Ages are derived by the formula ‘situation date (for strengths) or date of flow (for intake / outflow) minus date of birth’. For intake, where ‘date of flow’ data are unknown or not of sufficient quality, age is derived by taking the midpoint of the month preceding the individuals’ entry onto strength. For outflow, where ‘date of flow’ data are unknown or not of sufficient quality, age is derived by taking the midpoint of the month preceding the individuals’ exit from strength.

## **Symbols and Conventions**

- \* not applicable
- .. not available
- zero or rounded to zero

*Italic* figures are used for percentages and other rates, except where otherwise indicated.

Where rounding has been used, totals and sub-totals have been rounded separately and so may not equal the sums of their rounded parts.

When rounding to the nearest 10, numbers ending in “5” have been rounded to the nearest multiple of 20 to prevent systematic bias.

Percentages are calculated from unrounded data.

## **Feedback**

DASA welcome feedback on our statistical products. If you have any comments or questions about this publication or about DASA statistics in general, you can contact us as follows:

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Visit our website at [www.dasa.mod.uk](http://www.dasa.mod.uk) and complete the feedback form.

## The rank structure of the UK Regular Armed Forces

Each of the Armed Forces is structured according to its own operational needs. The Royal Air Force has proportionally more officers (22.6%) than the Naval Service (20.2%), which in turn has more officers than the Army (13.9%).

The structure of officer strength by rank is similar across the 3 Services, however Army has a higher proportion of OF2 (45.7%) compared to the other services. The Other Rank (OR) strength profiles by rank are more varied. OR profiles are more difficult to compare across the Services due to the different uses of the OR hierarchy by each Service (the Army and Royal Marines use all OR ranks; the Royal Navy excludes OR3; and the RAF largely excludes OR3 and OR8).

**Table 1 - UK Regular Forces Rank Structure at 1 April 2012**

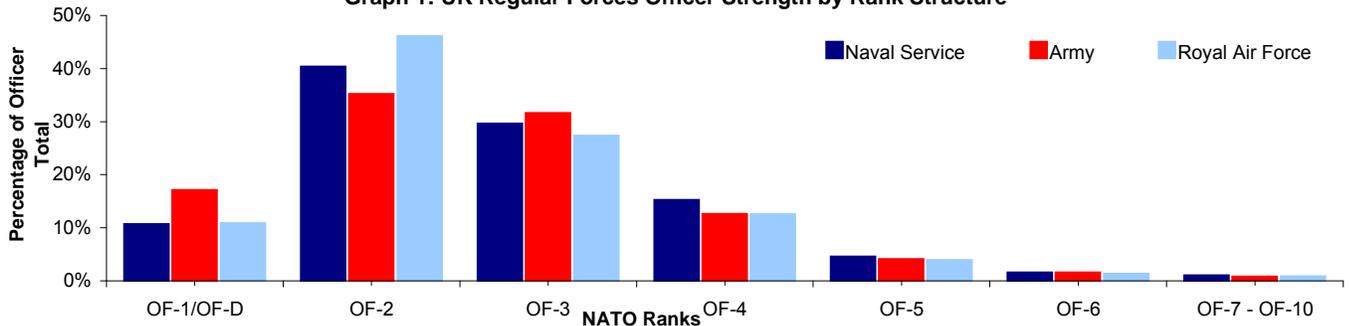
	All Personnel				Number and percentage			
	All Services	Naval Service	Army	Royal Air Force	All Services	Naval Service	Army	Royal Air Force
<b>Total</b>	<b>179 800</b>	<b>35 540</b>	<b>104 250</b>	<b>40 000</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
<b>Officers<sup>1</sup></b>	<b>30 700</b>	<b>7 190</b>	<b>14 480</b>	<b>9 030</b>	<b>17.1%</b>	<b>20.2%</b>	<b>13.9%</b>	<b>22.6%</b>
OF-9	10	2	5	3	-	-	-	-
OF-8	25	8	9	8	0.1%	0.1%	0.1%	0.1%
OF-7	101	31	42	28	0.3%	0.4%	0.3%	0.3%
OF-6	330	80	170	80	1.1%	1.1%	1.2%	0.9%
OF-5	1 140	300	530	310	3.7%	4.1%	3.7%	3.5%
OF-4	3 920	1 060	1 760	1 100	12.8%	14.8%	12.2%	12.1%
OF-3	9 050	2 100	4 520	2 430	29.5%	29.2%	31.2%	26.9%
OF-2	12 030	2 870	5 030	4 130	39.2%	39.9%	34.8%	45.7%
OF-1 / OF (D)	4 090	740	2 410	940	13.3%	10.3%	16.7%	10.4%
<b>Other Ranks</b>	<b>149 100</b>	<b>28 350</b>	<b>89 780</b>	<b>30 970</b>	<b>82.9%</b>	<b>79.8%</b>	<b>86.1%</b>	<b>77.4%</b>
OR-9	3 230	690	1 490	1 060	2.2%	2.4%	1.7%	3.4%
OR-8	5 090	770	4 320	*	3.4%	2.7%	4.8%	*
OR-7	12 230	3 530	5 790	2 910	8.2%	12.4%	6.4%	9.4%
OR-6	19 710	4 200	9 760	5 760	13.2%	14.8%	10.9%	18.6%
OR-4	28 890	6 020	14 990	7 880	19.4%	21.2%	16.7%	25.4%
OR-3	16 870	610	16 050	210	11.3%	2.1%	17.9%	0.7%
OR-1/OR-2	63 080	12 560	37 380	13 150	42.3%	44.3%	41.6%	42.5%

Source : DASA (Quad-Service)

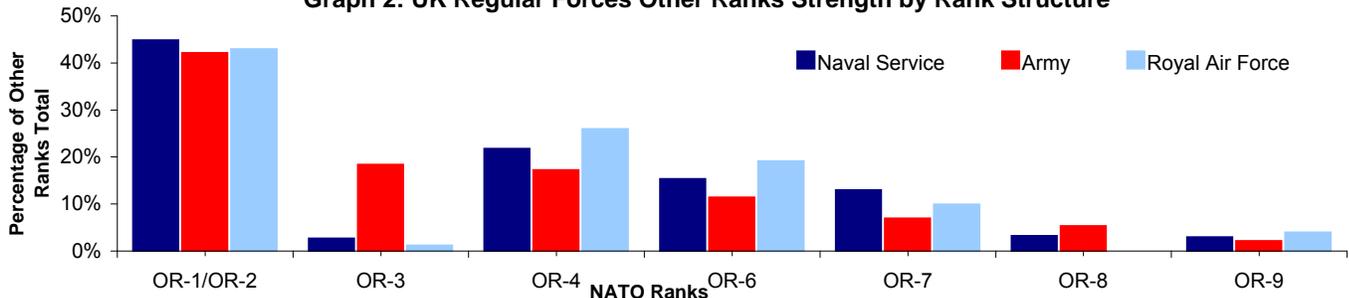
- Strengths for senior officers (OF-7 - OF-9) have been left unrounded so as not to obscure the data.
- Percentages for individual officer ranks are based on the totals for officers. Percentages for individual other ranks are based on the totals for other ranks.

**Caution is advised when interpreting the officer percentages due to small numbers used in the percentage calculations.**

**Graph 1: UK Regular Forces Officer Strength by Rank Structure**



**Graph 2: UK Regular Forces Other Ranks Strength by Rank Structure**



## The rank structure of the UK Regular Armed Forces: comparisons by sex and ethnicity

The rank structure for males and females differs by Service with the RAF having the largest percentage of females in total; at each individual Officer rank; and Other Ranks total. The Army have the fewest female Other Ranks and fewest females overall. The Naval Service have the fewest female Officers. This may be partly explained by restrictions on roles available to women and the nature of the roles in each of the Services.

The Armed Forces have an exemption from the Sex Discrimination Act and there are restrictions on females serving in close-combat roles. Figures compiled in 2006 show that 71% of posts in the Navy, 67% of posts in the Army and 96% of posts in the RAF are open to women. However, all cap-badged posts in the Regular Infantry (and Household Cavalry/Royal Armoured Corps) and the Royal Marines are presently closed to women on the grounds of combat effectiveness.

Black and Minority Ethnic (BME) personnel make up 6.9% of the UK Regular Forces. This differs considerably by officer (2.4%) and other rank (7.9%) populations. It also differs by Service with the Army employing the most BME personnel (9.9%) and the RAF the least (2.0%). Since 2009, Gurkha personnel have been able to transfer into the UK Regular Army, and this can partially explain the larger proportion of BME personnel in the Army.

Generally both female and BME personnel are in the lower ranks for both officers and other ranks. Possible explanations for this involve the length of time taken to reach senior ranks. For example, historical data shows that the proportion of females in the Armed Forces in 1975 was less than half of the current level, and although this has steadily increased, females will tend to have shorter lengths of service, and therefore will be at lower ranks. In addition, until 1990, women were required to leave the Armed Forces if they became pregnant, which also impacts average lengths of service and hence rank. More recently, targeted recruitment activity has sought to increase the number of females and BME personnel in the Armed Forces which should see more female and BME personnel coming through to senior positions in the future.

**Table 1a - UK Regular Forces Rank Structure by sex and ethnicity at 1 April 2012**

	Percentage							
	Females as % of each rank				BME Personnel as % of each rank			
	All Services	Naval Service	Army	Royal Air Force	All Services	Naval Service	Army	Royal Air Force
<b>Total</b>	<b>9.7%</b>	<b>9.2%</b>	<b>8.2%</b>	<b>13.8%</b>	<b>6.9%</b>	<b>3.5%</b>	<b>9.9%</b>	<b>2.0%</b>
<b>Officers</b>	<b>12.4%</b>	<b>9.7%</b>	<b>11.6%</b>	<b>15.9%</b>	<b>2.4%</b>	<b>1.8%</b>	<b>2.8%</b>	<b>2.3%</b>
OF-9	-	-	-	-	-	-	-	-
OF-8	-	-	-	-	-	-	-	-
OF-7	-	-	-	-	-	-	-	-
OF-6	<b>1.8%</b>	-	-	-	-	-	-	-
OF-5	<b>3.9%</b>	-	4.5%	5.8%	<b>1.7%</b>	-	2.1%	-
OF-4	<b>6.2%</b>	3.2%	6.9%	7.9%	<b>2.3%</b>	1.5%	2.4%	2.7%
OF-3	<b>12.5%</b>	9.1%	11.9%	16.6%	<b>2.5%</b>	1.6%	2.8%	2.9%
OF-2	<b>15.0%</b>	13.4%	13.4%	18.0%	<b>2.5%</b>	1.9%	3.3%	2.0%
OF-1 / OF (D)	<b>14.4%</b>	11.4%	13.6%	19.1%	<b>2.4%</b>	2.3%	2.4%	2.4%
<b>Other Ranks</b>	<b>9.1%</b>	<b>9.1%</b>	<b>7.7%</b>	<b>13.2%</b>	<b>7.9%</b>	<b>4.0%</b>	<b>11.1%</b>	<b>1.9%</b>
OR-9	<b>5.1%</b>	4.2%	6.9%	3.0%	<b>1.8%</b>	1.0%	2.2%	1.6%
OR-8	<b>4.8%</b>	-	5.6%	*	<b>1.9%</b>	1.1%	2.0%	*
OR-7	<b>6.7%</b>	5.2%	8.0%	6.1%	<b>2.1%</b>	1.5%	2.7%	1.6%
OR-6	<b>9.9%</b>	7.5%	9.2%	12.9%	<b>3.5%</b>	2.1%	5.0%	1.8%
OR-4	<b>11.9%</b>	12.0%	9.6%	16.4%	<b>7.5%</b>	4.6%	11.3%	1.9%
OR-3	<b>7.5%</b>	-	7.8%	-	<b>14.9%</b>	2.8%	15.5%	2.9%
OR-1/OR-2	<b>9.0%</b>	10.5%	6.7%	14.0%	<b>9.4%</b>	5.4%	13.3%	2.1%

Source : DASA (Quad-Service)

- percentages based on fewer than 5 instances have been suppressed.

**Caution is advised when interpreting the officer percentages due to small numbers used in the percentage calculations.**

**The age structure of the Armed Forces: Service comparison**

Almost 57% of Army personnel are aged under 30; compared with the Naval Service 48% and 40% of the RAF. The Army has the highest proportion of personnel aged under 25 (33%) and the lowest proportion of personnel aged 40 or over (13%). Conversely, the RAF has the lowest proportion of personnel aged under 25 (18%) and the highest proportion of personnel aged 40 or over (27%).

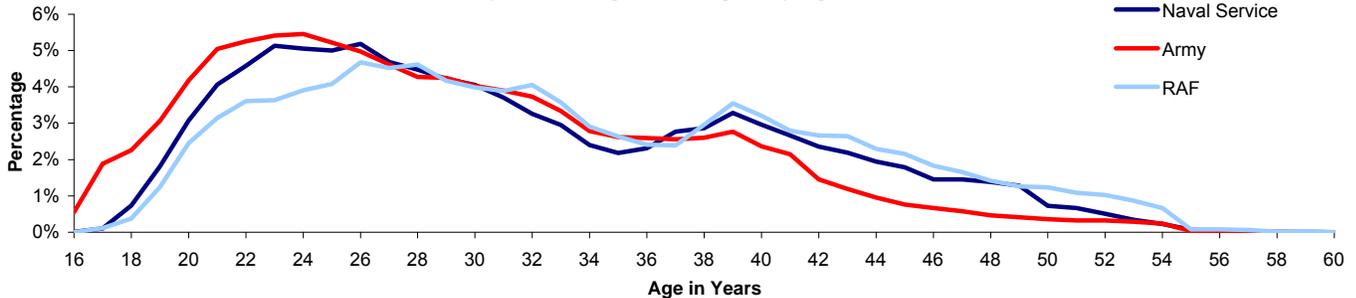
The different age profiles reflect the different intake patterns of the Services (see table 7); people tend to join the Army at a younger age than either the Naval Service or the RAF. The RAF also has a mixture of contract lengths unlike the other Services, with personnel at some of the more senior ranks required to serve for more years before reaching a 'pension point'. This may help to explain why RAF personnel are older.

**Table 2. UK Regular Forces by Service and Age at 1 April 2012**

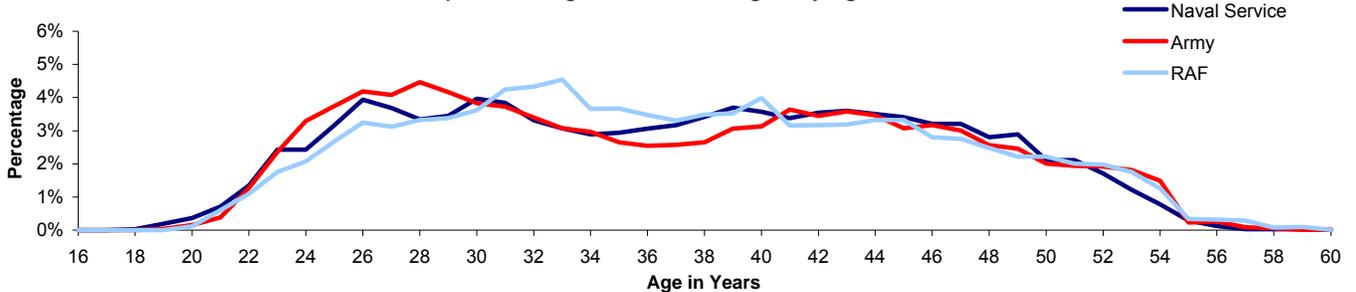
	Number				Percentage in category				Cumulative percent				
	All Services	Naval Service	Army	Royal Air Force	All Services	Naval Service	Army	Royal Air Force	All Services	Naval Service	Army	Royal Air Force	
	Number and percentage				Percentage				Percentage				
<b>Total</b>	<b>179 800</b>	<b>35 540</b>	<b>104 250</b>	<b>40 000</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>					
<b>Under 18</b>	<b>2 620</b>	<b>40</b>	<b>2 540</b>	<b>40</b>	<b>1.5%</b>	<b>0.1%</b>	<b>2.4%</b>	<b>0.1%</b>	<i>Under 18</i>	<b>1.5%</b>	<b>0.1%</b>	<b>2.4%</b>	<b>0.1%</b>
<b>18-19</b>	<b>7 100</b>	<b>900</b>	<b>5 550</b>	<b>650</b>	<b>3.9%</b>	<b>2.5%</b>	<b>5.3%</b>	<b>1.6%</b>	<i>19 or under</i>	<b>5.4%</b>	<b>2.6%</b>	<b>7.8%</b>	<b>1.7%</b>
<b>20-24</b>	<b>40 910</b>	<b>7 790</b>	<b>26 430</b>	<b>6 700</b>	<b>22.8%</b>	<b>21.9%</b>	<b>25.3%</b>	<b>16.7%</b>	<i>24 or under</i>	<b>28.2%</b>	<b>24.6%</b>	<b>33.1%</b>	<b>18.5%</b>
<b>25-29</b>	<b>41 540</b>	<b>8 380</b>	<b>24 330</b>	<b>8 820</b>	<b>23.1%</b>	<b>23.6%</b>	<b>23.3%</b>	<b>22.1%</b>	<i>29 or under</i>	<b>51.3%</b>	<b>48.1%</b>	<b>56.4%</b>	<b>40.5%</b>
<b>30-34</b>	<b>31 720</b>	<b>5 820</b>	<b>18 530</b>	<b>7 370</b>	<b>17.6%</b>	<b>16.4%</b>	<b>17.8%</b>	<b>18.4%</b>	<i>34 or under</i>	<b>68.9%</b>	<b>64.5%</b>	<b>74.2%</b>	<b>59.0%</b>
<b>35-39</b>	<b>24 060</b>	<b>4 770</b>	<b>13 710</b>	<b>5 580</b>	<b>13.4%</b>	<b>13.4%</b>	<b>13.1%</b>	<b>13.9%</b>	<i>39 or under</i>	<b>82.3%</b>	<b>77.9%</b>	<b>87.4%</b>	<b>72.9%</b>
<b>40-44</b>	<b>18 200</b>	<b>4 310</b>	<b>8 450</b>	<b>5 440</b>	<b>10.1%</b>	<b>12.1%</b>	<b>8.1%</b>	<b>13.6%</b>	<i>44 or under</i>	<b>92.4%</b>	<b>90.0%</b>	<b>95.5%</b>	<b>86.5%</b>
<b>45-49</b>	<b>8 960</b>	<b>2 620</b>	<b>3 010</b>	<b>3 330</b>	<b>5.0%</b>	<b>7.4%</b>	<b>2.9%</b>	<b>8.3%</b>	<i>49 or under</i>	<b>97.4%</b>	<b>97.4%</b>	<b>98.4%</b>	<b>94.8%</b>
<b>50-54</b>	<b>4 430</b>	<b>880</b>	<b>1 600</b>	<b>1 950</b>	<b>2.5%</b>	<b>2.5%</b>	<b>1.5%</b>	<b>4.9%</b>	<i>54 or under</i>	<b>99.8%</b>	<b>99.9%</b>	<b>99.9%</b>	<b>99.7%</b>
<b>55 and over</b>	<b>270</b>	<b>50</b>	<b>110</b>	<b>110</b>	<b>0.2%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.3%</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: DASA (Quad Service)

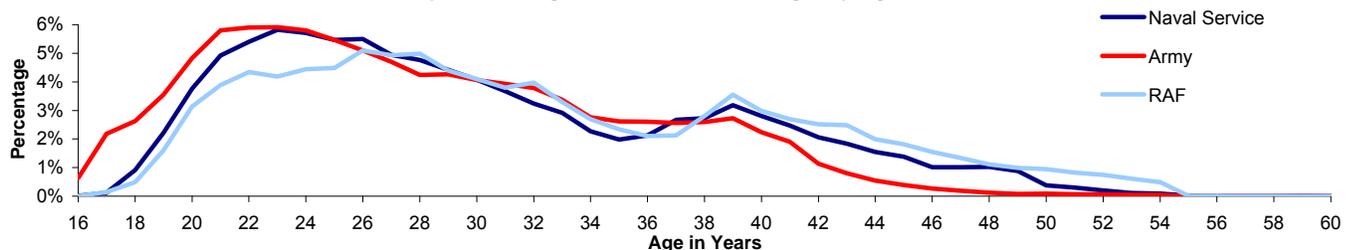
**Graph 3: UK Regular Strengths by Age and Service**



**Graph 4: UK Regular Officer Strengths by Age and Service**



**Graph 5: UK Regular Other Ranks Strength by Age and Service**



### The age structure of the Armed Forces: comparisons by Officer / Other Rank and sex

The average age of all UK Regular officers is 37 years and for other ranks is 29 years.

Tables 3 and 4 and graphs 7 and 8 show that the officer age distribution differs considerably when comparing males and females whereas sex has less effect on the other ranks' age distribution. For example: 24% of male officers are aged under 30 compared to 33% of female officers. Comparing the same age group for other ranks shows that 56% of male other ranks are aged under 30 compared to 60% of female other ranks.

The officer gender gap widens with age, for example 56% of male officers are aged under 40 compared to 81% of female officers. This may be due to there being fewer women in the Armed Forces historically than there are today (see commentary to table 1a).

**Table 3. UK Regular Officer strength by age and sex at 1 April 2012**

	Number and percentage						Percentage			
	Number			Percentage in category				Cumulative percent		
	Total	Male	Female	Total	Male	Female		Total	Male	Female
<b>Total</b>	<b>30 700</b>	<b>26 890</b>	<b>3 820</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>				
<b>Under 18</b>	-	-	-	-	-	-	<i>Under 18</i>	-	-	-
<b>18-19</b>	<b>20</b>	<b>20</b>	<b>-</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.1%</b>	<i>19 or under</i>	<b>0.1%</b>	<b>0.1%</b>	<b>0.1%</b>
<b>20-24</b>	<b>2 110</b>	<b>1 800</b>	<b>320</b>	<b>6.9%</b>	<b>6.7%</b>	<b>8.3%</b>	<i>24 or under</i>	<b>7.0%</b>	<b>6.8%</b>	<b>8.3%</b>
<b>25-29</b>	<b>5 670</b>	<b>4 730</b>	<b>940</b>	<b>18.5%</b>	<b>17.6%</b>	<b>24.7%</b>	<i>29 or under</i>	<b>25.4%</b>	<b>24.3%</b>	<b>33.0%</b>
<b>30-34</b>	<b>5 530</b>	<b>4 480</b>	<b>1 050</b>	<b>18.0%</b>	<b>16.6%</b>	<b>27.6%</b>	<i>34 or under</i>	<b>43.4%</b>	<b>41.0%</b>	<b>60.6%</b>
<b>35-39</b>	<b>4 700</b>	<b>3 930</b>	<b>770</b>	<b>15.3%</b>	<b>14.6%</b>	<b>20.2%</b>	<i>39 or under</i>	<b>58.7%</b>	<b>55.6%</b>	<b>80.8%</b>
<b>40-44</b>	<b>5 280</b>	<b>4 820</b>	<b>460</b>	<b>17.2%</b>	<b>17.9%</b>	<b>12.0%</b>	<i>44 or under</i>	<b>75.9%</b>	<b>73.6%</b>	<b>92.8%</b>
<b>45-49</b>	<b>4 410</b>	<b>4 220</b>	<b>180</b>	<b>14.4%</b>	<b>15.7%</b>	<b>4.8%</b>	<i>49 or under</i>	<b>90.3%</b>	<b>89.3%</b>	<b>97.6%</b>
<b>50 and over</b>	<b>2 980</b>	<b>2 890</b>	<b>90</b>	<b>9.7%</b>	<b>10.7%</b>	<b>2.4%</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>

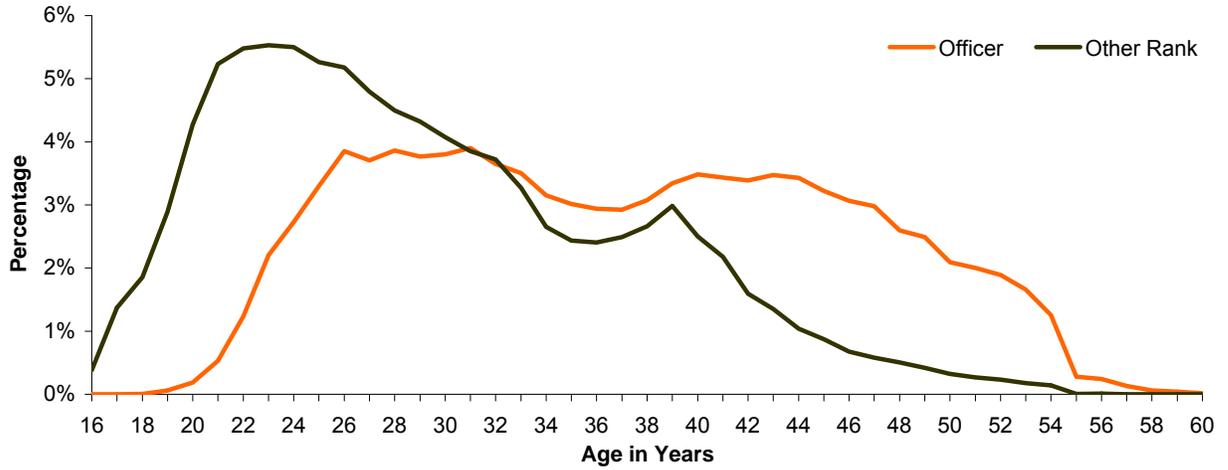
Source: DASA (Quad Service)

**Table 4. UK Regular Other Ranks strength by age and sex at 1 April 2012**

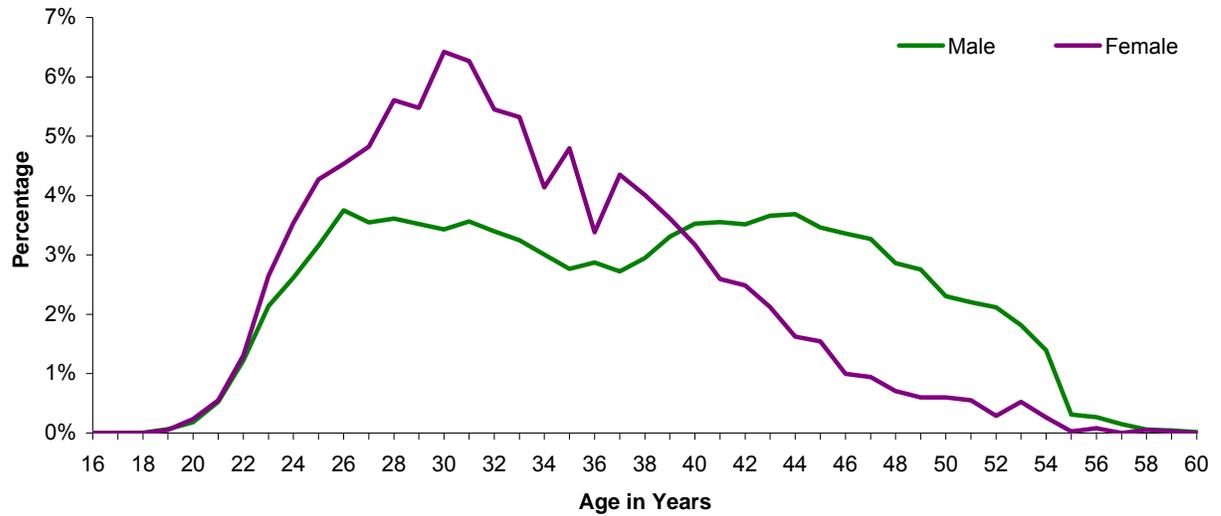
	Number			Percentage in category				Cumulative percent		
	Total	Male	Female	Total	Male	Female		Total	Male	Female
	<b>Total</b>	<b>149 100</b>	<b>135 540</b>	<b>13 560</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>			
<b>Under 18</b>	<b>2 620</b>	<b>2 420</b>	<b>200</b>	<b>1.8%</b>	<b>1.8%</b>	<b>1.4%</b>	<i>Under 18</i>	<b>1.8%</b>	<b>1.8%</b>	<b>1.4%</b>
<b>18-19</b>	<b>7 080</b>	<b>6 430</b>	<b>650</b>	<b>4.7%</b>	<b>4.7%</b>	<b>4.8%</b>	<i>19 or under</i>	<b>6.5%</b>	<b>6.5%</b>	<b>6.2%</b>
<b>20-24</b>	<b>38 800</b>	<b>35 280</b>	<b>3 520</b>	<b>26.0%</b>	<b>26.0%</b>	<b>26.0%</b>	<i>24 or under</i>	<b>32.5%</b>	<b>32.6%</b>	<b>32.2%</b>
<b>25-29</b>	<b>35 860</b>	<b>32 070</b>	<b>3 790</b>	<b>24.1%</b>	<b>23.7%</b>	<b>28.0%</b>	<i>29 or under</i>	<b>56.6%</b>	<b>56.2%</b>	<b>60.2%</b>
<b>30-34</b>	<b>26 190</b>	<b>23 470</b>	<b>2 720</b>	<b>17.6%</b>	<b>17.3%</b>	<b>20.1%</b>	<i>34 or under</i>	<b>74.1%</b>	<b>73.5%</b>	<b>80.3%</b>
<b>35-39</b>	<b>19 360</b>	<b>17 880</b>	<b>1 480</b>	<b>13.0%</b>	<b>13.2%</b>	<b>10.9%</b>	<i>39 or under</i>	<b>87.1%</b>	<b>86.7%</b>	<b>91.2%</b>
<b>40-44</b>	<b>12 920</b>	<b>11 960</b>	<b>960</b>	<b>8.7%</b>	<b>8.8%</b>	<b>7.1%</b>	<i>44 or under</i>	<b>95.8%</b>	<b>95.5%</b>	<b>98.2%</b>
<b>45-49</b>	<b>4 550</b>	<b>4 350</b>	<b>200</b>	<b>3.1%</b>	<b>3.2%</b>	<b>1.5%</b>	<i>49 or under</i>	<b>98.8%</b>	<b>98.8%</b>	<b>99.7%</b>
<b>50 and over</b>	<b>1 730</b>	<b>1 690</b>	<b>40</b>	<b>1.2%</b>	<b>1.2%</b>	<b>0.3%</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: DASA (Quad Service)

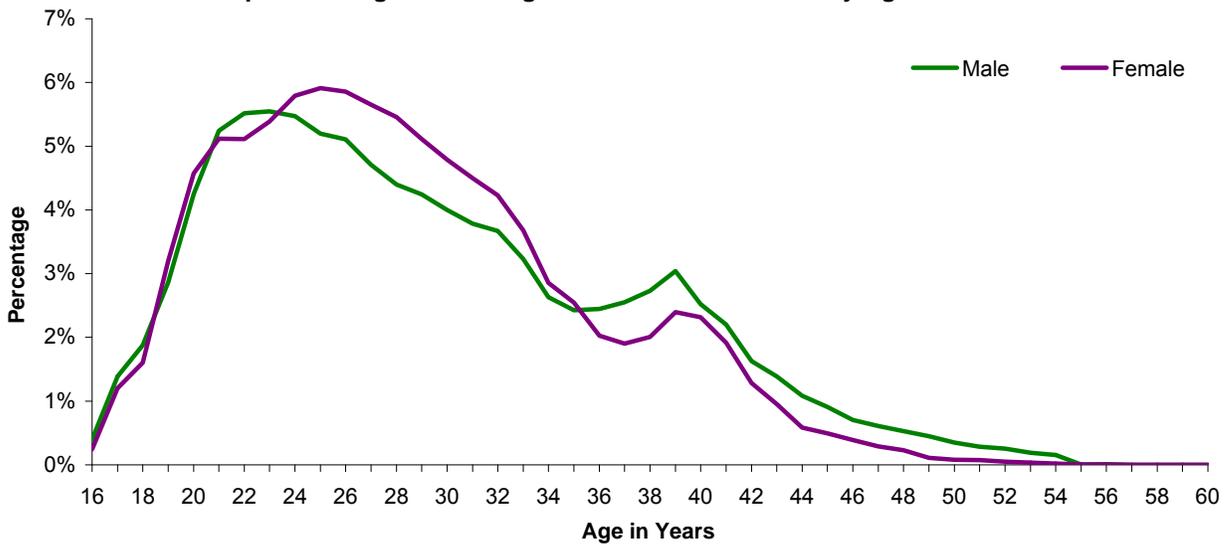
**Graph 6: Strength of UK Regular Forces by Age and Rank**



**Graph 7: Strength of UK Regular Forces Officers by Age and Sex**



**Graph 8: Strength of UK Regular Forces Other Ranks by Age and Sex**



## Age distribution of intake and outflow for Officers and Other Ranks

Almost half of personnel joining the UK Regular Forces (intake) are aged under 20. Only 28% of officer intake and 15% of other ranks intake occurs aged 25 and over. Officer intake age profiles are heavily influenced by personnel joining having left higher education, with 66% of all officer intake occurring between ages 20 and 24. A peak in intake is visible at ages 22/23 (Graph 9). The age distribution of other ranks intake is more consistent across the age range 16-20 before tailing off from age 21 onwards (Graph 10).

Clear peaks and troughs in personnel leaving the Services (outflow) can be observed at certain ages (Graphs 9 and 10). The profile of outflow by age is, to some extent, determined by the nature of contracts under which personnel serve. A number of 'exit points' are available, linked to pension benefits, which differ depending on Service, rank and trade.

For officers, a common exit point for all three Services is at age 38 or after 16 years in Service, whichever is later. This causes both a high level of outflow at around ages 38-40, and low levels of outflow for personnel in their early/mid 30s, as they wait for their exit point. Another peak for officers is at age 55 (normal retirement age), except in the Navy where normal retirement age for certain ranks is age 50.

Within the other ranks, the majority of outflow occurs between the ages of 17 and 29. There is, however, variation in exit points, both within and between the Services. Personnel under 18 can exercise their statutory right to leave, and apart from that, the first point at which personnel can leave voluntarily comes 3 or 4 years into service (each Service has slightly different rules). This, coupled with failure to complete training for any reason, explains why the majority of personnel leaving the Services are aged under 30. Outflow then drops as personnel serve out their careers, with the majority on 22 year contracts, although again there are a number of variations. The spike in outflow at around age 40 comprises those personnel who, having joined at around age 18, have completed their careers.

Since April 2007 the average age on intake to the UK Regular Forces has been stable at 21 years old. There is a slight variation in the average age upon entry between Officers (average age of 23 years) and other ranks (average age of 20 years), however this trend is consistent across all Services since April 2007.

**Table 5. UK Regular Forces intake and outflow by age category, Financial Year 2011/12**

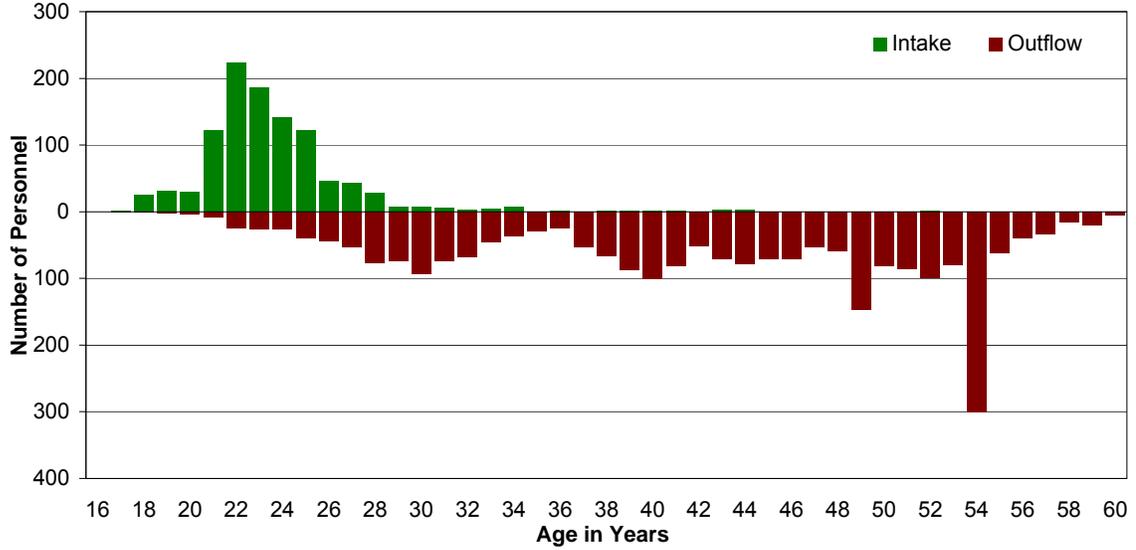
	Number and percentage											
	Total		Intake				Total		Outflow			
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
<b>Total</b>	<b>14 800</b>	<b>100%</b>	<b>1 070</b>	<b>100%</b>	<b>13 740</b>	<b>100%</b>	<b>21 370</b>	<b>100%</b>	<b>2 560</b>	<b>100%</b>	<b>18 820</b>	<b>100%</b>
<b>Under 18</b>	<b>3 140</b>	<b>21.2%</b>	-	-	<b>3 130</b>	<b>22.8%</b>	<b>760</b>	<b>3.6%</b>	-	-	<b>760</b>	<b>4.0%</b>
<b>18-19</b>	<b>3 490</b>	<b>23.6%</b>	<b>60</b>	<b>5.3%</b>	<b>3 440</b>	<b>25.0%</b>	<b>1 330</b>	<b>6.2%</b>	-	-	<b>1 330</b>	<b>7.0%</b>
<b>20-24</b>	<b>5 850</b>	<b>39.5%</b>	<b>700</b>	<b>65.9%</b>	<b>5 150</b>	<b>37.5%</b>	<b>5 020</b>	<b>23.5%</b>	<b>90</b>	<b>3.5%</b>	<b>4 930</b>	<b>26.2%</b>
<b>25-29</b>	<b>1 820</b>	<b>12.3%</b>	<b>250</b>	<b>23.5%</b>	<b>1 570</b>	<b>11.4%</b>	<b>3 800</b>	<b>17.8%</b>	<b>290</b>	<b>11.2%</b>	<b>3 510</b>	<b>18.7%</b>
<b>30-34</b>	<b>410</b>	<b>2.8%</b>	<b>30</b>	<b>2.6%</b>	<b>380</b>	<b>2.8%</b>	<b>2 360</b>	<b>11.1%</b>	<b>310</b>	<b>12.3%</b>	<b>2 050</b>	<b>10.9%</b>
<b>35-39</b>	<b>50</b>	<b>0.3%</b>	<b>10</b>	<b>0.7%</b>	<b>40</b>	<b>0.3%</b>	<b>1 420</b>	<b>6.6%</b>	<b>260</b>	<b>10.1%</b>	<b>1 160</b>	<b>6.2%</b>
<b>40-44</b>	<b>30</b>	<b>0.2%</b>	<b>10</b>	<b>0.9%</b>	<b>20</b>	<b>0.2%</b>	<b>4 040</b>	<b>18.9%</b>	<b>380</b>	<b>14.9%</b>	<b>3 660</b>	<b>19.4%</b>
<b>45-49</b>	-	-	-	-	-	-	<b>1 360</b>	<b>6.4%</b>	<b>400</b>	<b>15.6%</b>	<b>960</b>	<b>5.1%</b>
<b>50-54</b>	<b>10</b>	-	-	-	-	-	<b>1 050</b>	<b>4.9%</b>	<b>650</b>	<b>25.3%</b>	<b>400</b>	<b>2.1%</b>
<b>55 and over</b>	-	-	-	-	-	-	<b>240</b>	<b>1.1%</b>	<b>180</b>	<b>7.1%</b>	<b>60</b>	<b>0.3%</b>

Source: DASA (Quad Service)

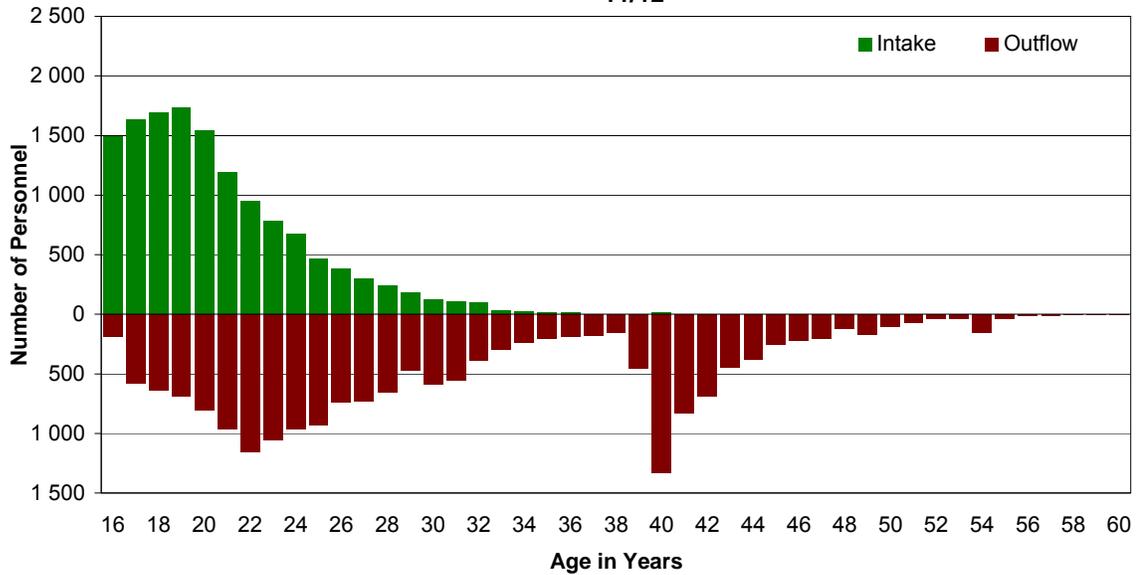
Due to the ongoing validation of data from the Joint Personnel Administration System, all intake and outflow data presented in this publication are provisional and subject to review.

Age distribution of intake and outflow for Officers and Other Ranks

Graph 9: Intake and Outflow of UK Regular Forces Officers by Age, FY 11/12



Graph 10: Intake and Outflow of UK Regular Forces Other Ranks by Age, FY 11/12



Due to the ongoing validation of data from the Joint Personnel Administration System, all intake and outflow data presented in this publication are provisional and subject to review.

## Age distribution of intake and outflow for males and females

The age distribution of personnel joining the Armed Forces (intake) is similar for male and female personnel. The age distribution of personnel leaving the Armed Forces (outflow) is also similar for male and female personnel up to and including the age group 20-24. However, outflow profiles from age 25 to 39 differ, with a higher proportion of females leaving at these ages. A higher proportion of males (32.3% male compared with 20.5% female) outflow aged over 40, which implies that more males than females are completing full careers.

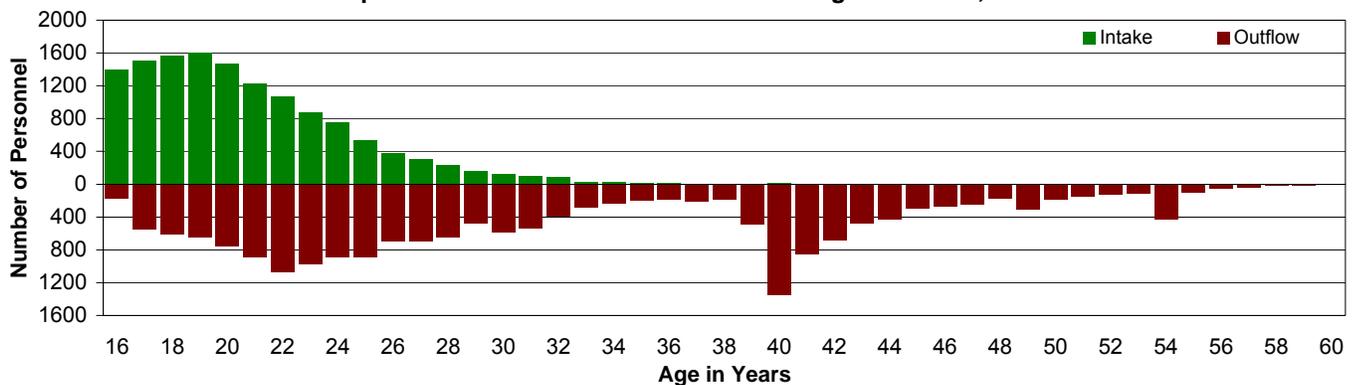
DASA's analysis of maternity leave suggests that approximately 4% of women in the Armed Forces take maternity leave in each year, of which more than 90% return to work afterwards (latest analysis dates from 2009). Therefore a small proportion of outflow occurs following maternity, and this could be a contributing factor towards the different patterns of male and female outflow.

**Table 6. UK Regular Forces intake and outflow by age category and sex, Financial Year 2011/12**

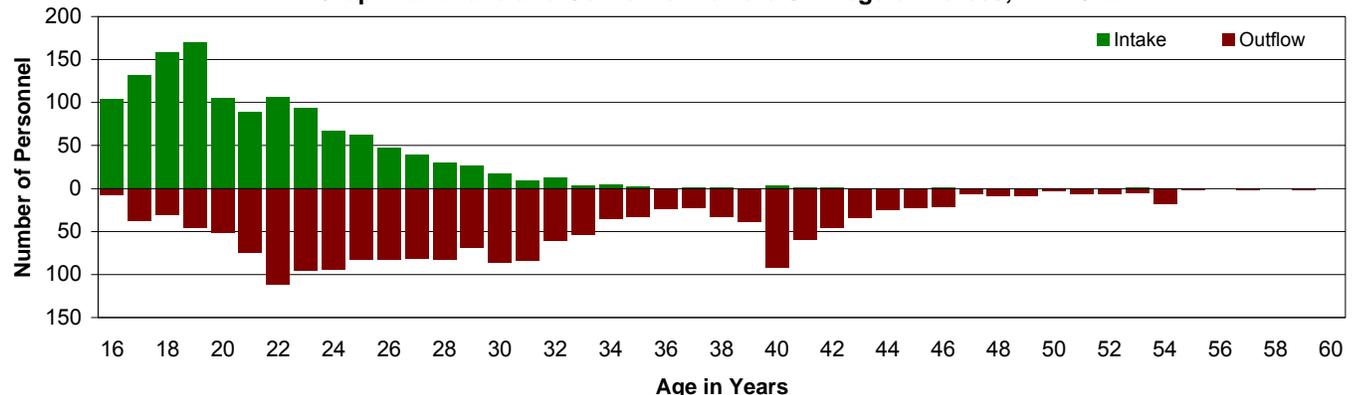
	Number and percentage											
	Intake						Outflow					
	Total		Males		Females		Total		Males		Females	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
<b>Total</b>	<b>14 800</b>	<b>100%</b>	<b>13 510</b>	<b>100%</b>	<b>1 290</b>	<b>100%</b>	<b>21 370</b>	<b>100%</b>	<b>19 600</b>	<b>100%</b>	<b>1 770</b>	<b>100%</b>
<b>Under 18</b>	<b>3 140</b>	<b>21.2%</b>	<b>2 900</b>	<b>21.5%</b>	<b>240</b>	<b>18.3%</b>	<b>760</b>	<b>3.6%</b>	<b>720</b>	<b>3.7%</b>	<b>40</b>	<b>2.5%</b>
<b>18-19</b>	<b>3 490</b>	<b>23.6%</b>	<b>3 160</b>	<b>23.4%</b>	<b>330</b>	<b>25.5%</b>	<b>1 330</b>	<b>6.2%</b>	<b>1 250</b>	<b>6.4%</b>	<b>80</b>	<b>4.2%</b>
<b>20-24</b>	<b>5 850</b>	<b>39.5%</b>	<b>5 390</b>	<b>39.9%</b>	<b>460</b>	<b>35.7%</b>	<b>5 020</b>	<b>23.5%</b>	<b>4 590</b>	<b>23.4%</b>	<b>430</b>	<b>24.0%</b>
<b>25-29</b>	<b>1 820</b>	<b>12.3%</b>	<b>1 610</b>	<b>11.9%</b>	<b>200</b>	<b>15.9%</b>	<b>3 800</b>	<b>17.8%</b>	<b>3 400</b>	<b>17.4%</b>	<b>400</b>	<b>22.4%</b>
<b>30-34</b>	<b>410</b>	<b>2.8%</b>	<b>360</b>	<b>2.7%</b>	<b>50</b>	<b>3.8%</b>	<b>2 360</b>	<b>11.1%</b>	<b>2 040</b>	<b>10.4%</b>	<b>320</b>	<b>18.0%</b>
<b>35-39</b>	<b>50</b>	<b>0.3%</b>	<b>40</b>	<b>0.3%</b>	-	-	<b>1 420</b>	<b>6.6%</b>	<b>1 270</b>	<b>6.5%</b>	<b>150</b>	<b>8.5%</b>
<b>40-44</b>	<b>30</b>	<b>0.2%</b>	<b>30</b>	<b>0.2%</b>	-	-	<b>4 040</b>	<b>18.9%</b>	<b>3 780</b>	<b>19.3%</b>	<b>250</b>	<b>14.3%</b>
<b>45-49</b>	-	-	-	-	-	-	<b>1 360</b>	<b>6.4%</b>	<b>1 290</b>	<b>6.6%</b>	<b>60</b>	<b>3.7%</b>
<b>50-54</b>	<b>10</b>	-	<b>10</b>	-	-	-	<b>1 050</b>	<b>4.9%</b>	<b>1 010</b>	<b>5.1%</b>	<b>40</b>	<b>2.1%</b>
<b>55 and over</b>	-	-	-	-	-	-	<b>240</b>	<b>1.1%</b>	<b>240</b>	<b>1.2%</b>	<b>10</b>	<b>0.3%</b>

Source: DASA (Quad Service)

**Graph 11: Intake and Outflow of Male UK Regular Forces, FY 11/12**



**Graph 12: Intake and Outflow of Female UK Regular Forces, FY 11/12**



Due to the ongoing validation of data from the Joint Personnel Administration System, all intake and outflow data presented in this publication are provisional and subject to review.

## Age distribution of intake for Officers and Other Ranks, by Service

Each service has a broadly similar pattern of intake, in that for officers, the majority of intake is aged 23 or under, and for other ranks, around two-thirds of intake is of personnel aged 21 or under.

However, below this threshold, there are proportionally more Army personnel joining the other ranks at a younger age than there are in the Naval Service and RAF. For example, 28% of Army other ranks join aged 17 or under (compared with 5% and 8% for the Naval Service and RAF respectively). The opposite is true for officers, where the Army intake is older than that of the other two Services. The Naval Service has the youngest officer intake, with 25% of personnel joining between the ages of 18 and 21.

**Table 7. UK Regular Forces intake by Service and age, Financial Year 2011/12**

	Officers				Other Ranks				Number
	All Services	Naval Service	Army	Royal Air Force	All Services	Naval Service	Army	Royal Air Force	
<b>Total</b>	<b>1 070</b>	280	710	80	<b>13 740</b>	1 940	10 480	1 320	
<b>16</b>	-	-	-	-	<b>1 500</b>	10	1 470	10	
<b>17</b>	-	-	-	-	<b>1 640</b>	80	1 460	100	
<b>18</b>	<b>20</b>	10	20	-	<b>1 700</b>	260	1 250	190	
<b>19</b>	<b>30</b>	20	20	-	<b>1 740</b>	290	1 220	220	
<b>20</b>	<b>30</b>	10	20	-	<b>1 550</b>	280	1 080	180	
<b>21</b>	<b>120</b>	40	80	10	<b>1 190</b>	200	850	140	
<b>22</b>	<b>220</b>	50	160	20	<b>950</b>	170	680	100	
<b>23</b>	<b>190</b>	50	130	10	<b>780</b>	150	550	80	
<b>24</b>	<b>140</b>	40	100	10	<b>670</b>	130	460	80	
<b>25 and over</b>	<b>300</b>	70	200	40	<b>2 020</b>	350	1 450	220	

### Percentage of intake in each age category

16	-	-	-	-	<b>10.9%</b>	0.6%	14.1%	0.8%
17 or under	-	-	-	-	<b>22.8%</b>	4.7%	28.0%	8.2%
18 or under	<b>2.5%</b>	2.8%	2.4%	-	<b>35.2%</b>	18.0%	39.9%	22.5%
19 or under	<b>5.5%</b>	8.2%	4.8%	2.5%	<b>47.8%</b>	33.2%	51.6%	39.3%
20 or under	<b>8.3%</b>	11.4%	7.8%	2.5%	<b>59.1%</b>	47.9%	61.9%	53.0%
21 or under	<b>19.8%</b>	24.6%	18.9%	11.3%	<b>67.7%</b>	58.3%	70.0%	63.2%
22 or under	<b>40.8%</b>	43.1%	41.1%	30.0%	<b>74.7%</b>	67.3%	76.5%	70.7%
23 or under	<b>58.3%</b>	61.2%	59.0%	41.3%	<b>80.4%</b>	75.3%	81.7%	77.1%
24 or under	<b>71.5%</b>	75.4%	72.5%	48.8%	<b>85.3%</b>	81.8%	86.1%	83.6%
	<b>100%</b>	100%	100%	100%	<b>100%</b>	100%	100%	100%

Source: DASA (Quad Service)

Due to the ongoing validation of data from the Joint Personnel Administration System, all intake and outflow data presented in this publication are provisional and subject to review.

## Age distribution of outflow for Officers and Other Ranks, by Service

Within officer outflow, Naval Service and Army personnel leave at a younger age than RAF officers. For example 15% of Naval Service officer outflow and 18% of Army officer outflow occurred aged under 30 years compared with just 9% of RAF officer outflow.

Other ranks outflow by age differs across the three Services. Army personnel leave at a younger age than Naval Service personnel, who in turn leave at a younger age than the RAF. For example almost three quarters of Army other ranks outflow occurs aged under 35 years compared with two thirds of Naval Service other ranks outflow and half of RAF other ranks outflow.

The differences in outflow by Service can be partly explained by differences in contract lengths. For example Naval Service officers, depending on their specialism and commission type, can leave 6, 8, 12 or 16 years into their careers, or else serve to the retirement age of 50 or over, dependent on rank, and this could explain why their distribution of outflow is fairly even. The majority of Army and RAF officers, by contrast, serve on longer contracts. The RAF has clear outflow peaks at 38, 44 and 55 reflecting their different retirement options, whereas the Army's main peak in outflow is at 55 - normal retirement age. Each peak in outflow is preceded by a dip, especially in the mid-30s range, as officers serve until reaching their pension point. Further differences between the Services can be explained by the different ages at which personnel join (table 7).

**Table 8. UK Regular Forces outflow by Service and age, Financial Year 2011/12**

	Officers				Other Ranks				Number
	All Services	Naval Service	Army	Royal Air Force	All Services	Naval Service	Army	Royal Air Force	
<b>Total</b>	<b>2 560</b>	570	1 240	740	<b>18 820</b>	3 750	11 960	3 110	
<b>Under 18</b>	-	-	-	-	<b>760</b>	20	720	20	
<b>18-19</b>	-	-	-	-	<b>1 330</b>	180	1 080	70	
<b>20-24</b>	<b>90</b>	30	40	20	<b>4 930</b>	960	3 610	360	
<b>25-29</b>	<b>290</b>	50	180	50	<b>3 510</b>	860	2 160	490	
<b>30-34</b>	<b>310</b>	70	180	60	<b>2 050</b>	430	1 240	380	
<b>35-39</b>	<b>260</b>	60	100	100	<b>1 160</b>	330	500	340	
<b>40-44</b>	<b>380</b>	90	160	140	<b>3 660</b>	600	2 290	770	
<b>45-49</b>	<b>400</b>	90	210	100	<b>960</b>	260	290	410	
<b>50-54</b>	<b>650</b>	150	300	190	<b>400</b>	110	60	230	
<b>55 and over</b>	<b>180</b>	20	70	90	<b>60</b>	10	10	40	

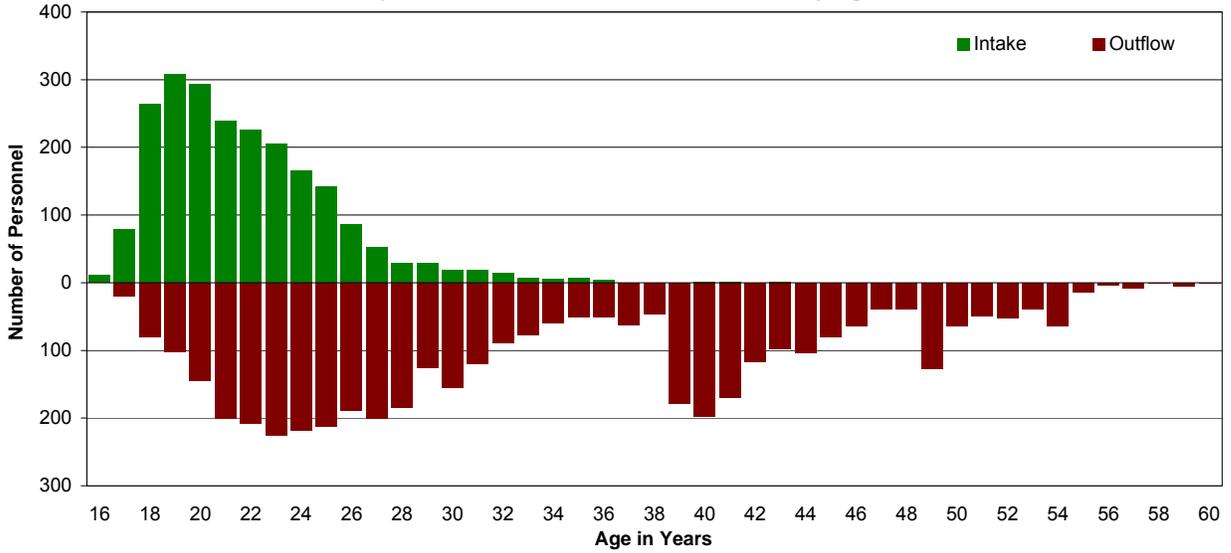
### Percentage of outflow in each age category

<i>Under 18</i>	-	-	-	-	<b>4.0%</b>	0.5%	6.0%	0.6%
<i>19 or under</i>	-	-	-	-	<b>11.1%</b>	5.3%	15.1%	2.8%
<i>24 or under</i>	<b>3.6%</b>	6.2%	3.0%	2.7%	<b>37.3%</b>	30.9%	45.2%	14.4%
<i>29 or under</i>	<b>14.8%</b>	15.3%	17.8%	9.4%	<b>56.0%</b>	53.8%	63.3%	30.2%
<i>34 or under</i>	<b>27.1%</b>	27.8%	32.5%	17.4%	<b>66.8%</b>	65.3%	73.7%	42.6%
<i>39 or under</i>	<b>37.2%</b>	38.0%	40.7%	30.6%	<b>73.0%</b>	74.0%	77.8%	53.4%
<i>44 or under</i>	<b>52.1%</b>	53.1%	53.4%	49.0%	<b>92.4%</b>	89.9%	97.0%	78.2%
<i>49 or under</i>	<b>67.7%</b>	69.2%	70.1%	62.3%	<b>97.5%</b>	96.7%	99.4%	91.4%
<i>54 or under</i>	<b>92.9%</b>	96.3%	94.3%	88.0%	<b>99.7%</b>	99.7%	100%	98.7%
	<b>100%</b>	100%	100%	100%	<b>100%</b>	100%	100%	100%

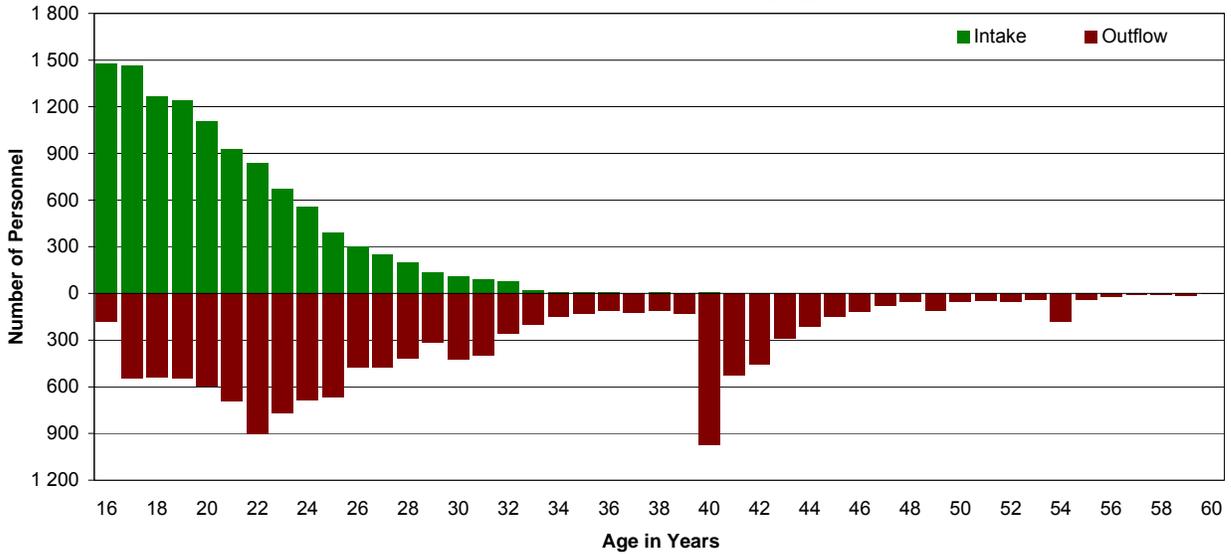
Source: DASA (Quad Service)

Due to the ongoing validation of data from the Joint Personnel Administration System, all intake and outflow data presented in this publication are provisional and subject to review.

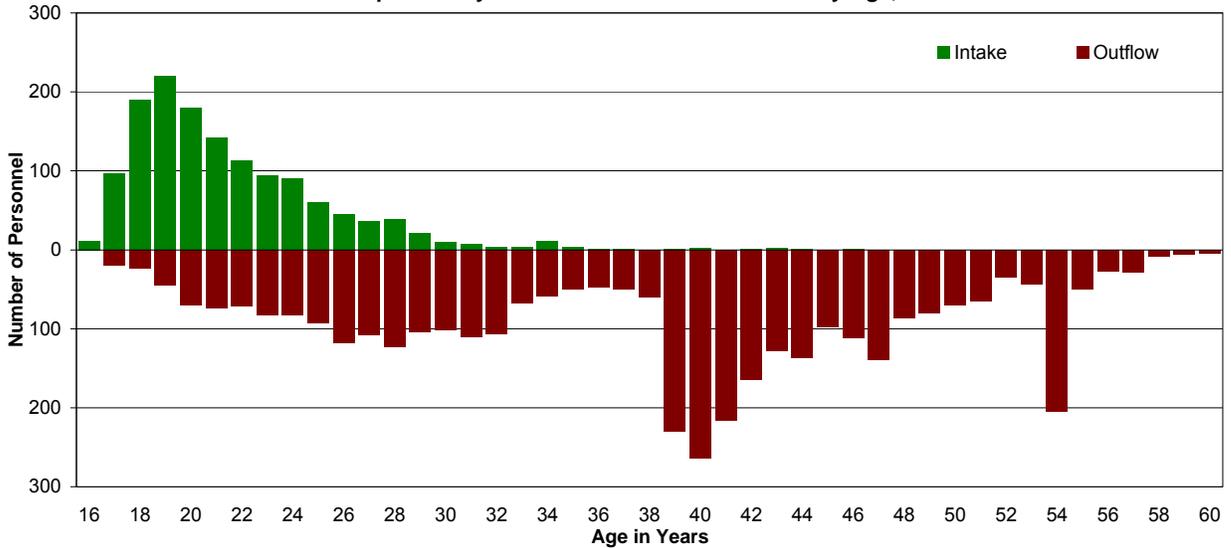
Graph 13: Naval Service Intake and Outflow by Age, FY 11/12



Graph 14: Army Intake and Outflow by Age, FY 11/12



Graph 15: Royal Air Force Intake and Outflow by Age, FY 11/12



Due to the ongoing validation of data from the Joint Personnel Administration System, all intake and outflow data presented in this publication are provisional and subject to review.

Table 9. NATO Rank Codes and UK Service Ranks

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

## Glossary

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

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

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

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

**Officer** An officer is a member of the Armed Forces holding the Queen's Commission. This includes ranks from Sub-Lt/2<sup>nd</sup> Lt/Pilot Officer up to Admiral of the Fleet/Field Marshal/Marshal of the Royal Air Force, but excludes Non-Commissioned Officers.

**Other Ranks** Other ranks are members of the Royal Marines, Army and Royal Air Force who are not officers. The equivalent group in the Royal Navy is known as "Ratings".

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

**Trained Strength** comprises military personnel who have completed Phase 1 and 2 training.

- **Phase 1** Training includes all new entry training to provide basic military skills.
- **Phase 2** Training includes initial individual specialisation, sub-specialisation and technical training following Phase 1 training prior to joining the trained strength.

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