



DEFENCE ANALYTICAL SERVICES AGENCY



UK DEFENCE PERSONNEL IN FIGURES



**A statistical commemoration
of the Entente Cordiale**

DASA

Defence Analytical Services Agency

PREFACE

The United Kingdom and France are currently celebrating the centenary of the signing of the Entente Cordiale treaty in April 1904 and I welcome the opportunity to introduce this joint publication on defence in support of these activities.

The longevity of the Entente is testimony to the fact that, despite their differences, the two countries not only had similar aims and objectives in 1904 but have continued to do so to the present day. The past hundred years has seen a development in understanding, rapprochement and co-operation between our countries, not least in the area of defence, so that today they are working alongside each other both within NATO and in the European Security and Defence Policy.

It is clear that our two Ministries share many of the same issues and problems, particularly in the area of military and civilian personnel, which is the main focus of this publication. While it is true to say that we work within distinct legal and administrative frameworks and have our own long-established traditions, it is important that we have a good understanding of how each other works, and I believe there is much that we can learn by working together. As the saying has it, “de la discussion jaillit la lumière.” – from discussion breaks forth illumination.

In compiling this document, both organisations have shown flexibility and understanding that augurs well for future projects and joint working. I look forward over the coming months and years to us not only exchanging facts and statistics, but also analyses and insights that will enable both of us to find new approaches and solutions to the many challenges that we face.

It is a great pleasure for me, therefore, to be able to contribute to this publication, the first joint project undertaken by the Defence Analytical Services Agency and the Observatoire Social de la Défense.

I warmly echo sentiments expressed elsewhere, when I say, «Vive nos similarités (et différences) statistiques, et vive l'Entente Cordiale entre nos deux Ministères! »

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INTRODUCTION : THE BRITISH ARMED FORCES IN 1904

The signing of the Entente Cordiale treaty in April 1904, came in a period of significant change within Britain's Armed Forces.

The Royal Navy was in the midst of a technological and administrative revolution led by the First Sea Lord, Lord Selbourne, supported by Admiral Sir John Fisher. The naval colleges at Osbourne and Dartmouth had just been established, naval manning and officer selection had been reformed, and huge advances in naval invention in the fields of wireless, submarines, steam turbines, boiler technology, gunnery and warship design – including the design for the first 'all big gun' turbine battleship HMS Dreadnought – were setting new standards in all aspects of sea power.

The Royal Navy's only significant campaign in that year was its involvement in the Somaliland expedition mainly supporting the landing of forces there (including inventing mutually acceptable means of getting camels from ship to shore) but with a naval brigade sharply engaged on shore at the capture of a fortified port.

In March 1904, the total number of vessels in commission (including stationary ships, sailing and survey vessels) was 380. Of these, 66 were armour-plated ships and a further 74 were unarmoured cruisers. All Naval vessels together had a complement of 82,000 comprising 6,000 Officers, 63,000 Ratings, 3,000 boys and 10,000 Marines.

La signature du Traité de l'Entente cordiale, en avril 1904, intervient alors que les forces armées britanniques traversent une période de profonde mutation.

La Royal Navy est en pleine révolution technologique et administrative, sous l'impulsion du "First Sea Lord", Lord Selbourne, et de l'Amiral Sir John Fisher. La récente création des écoles navales de Osbourne et Dartmouth, la réforme des équipages et de la sélection des officiers, les innovations considérables dans le domaine naval qui touchent la radiotélégraphie, les sous-marins, les turbines à vapeur, l'artillerie et la conception des navires de guerre - le HMS Dreadnought est doté de la première turbine "all big gun" - vont imposer de nouveaux standards dans toutes les composantes de la force navale.

L'expédition de Somalie fut la seule campagne d'envergure de la Royal Navy cette année là. Elle nécessita, outre un débarquement d'hommes (et de trouver les moyens appropriés pour transférer également à terre les chameaux qui servaient de monture aux unités), un violent engagement terrestre des troupes de marine pour la maîtrise d'un port fortifié.

En mars 1904, le nombre total de navires armés (dont les bâtiments stationnés, les gréements et les navires de reconnaissance) est de 380 et parmi ceux-ci, 66 cuirassés et 74 croiseurs. Cette flotte de guerre représentait un effectif de 82 000 hommes, dont 6 000 officiers, 63 000 matelots et sous-officiers, 3 000 "boys" et 10 000 "Marines".

INTRODUCTION : THE BRITISH ARMED FORCES IN 1904

At the same time, the British Army was on the threshold of major reforms under Lord Haldane (Secretary for War 1905-12), which, among other things, would lead to the creation of a General Staff, a British Expeditionary Force and a Territorial Force. These developments would become crucially important in the years to come.

In 1904, Great Britain had not been involved in a major conflict since 1901, when the Boer War ended. Minor operations were underway in Somaliland and Tibet, and British troops still occupied part of North China following the Boxer uprising of 1900. The British Army's main concerns were the defence of the British Empire, which then covered much of the globe, as well as the defence of the British Isles.

Army personnel were stationed in Canada and the West Indies; Africa; the Far East; the Mediterranean; Egypt; and, by far the largest commitment, India.

The total of Regular Forces (Regimental), Home and Colonial in 1904 was 196,000. In addition there were a number of Volunteers (241,000), Militia (110,000) and Yeomanry (27,000) as well as Regular Reserves (69,000) and Colonial and Native Indian Corps (19,000). There were a further 77,000 Regular Forces on Indian Establishment (that is, the British Army in India).

No women served in either the Royal Navy or the British Army, but Queen Alexandra's Royal Naval Nursening Service and Queen Alexandra's Imperial Military Nursening Service had both been established in 1902.

It is an illustration of just how long the Entente Cordiale has existed that the RAF had not been formed when the treaty was signed.

Dans le même temps, l'armée de terre s'engage dans des réformes majeures conduites par Lord Haldane ("Secretary of War" de 1905 à 1912) qui aboutiront à la création du "General Staff", de la "British Expeditionary Force" et de la "Territorial Force". Ces avancées seront d'une importance cruciale au cours des années suivantes.

De 1901 (fin de la guerre des Boers) à 1904, la Grande-Bretagne n'est impliquée dans aucun conflit majeur, sinon des opérations mineures en Somalie, au Tibet et en Chine où les troupes anglaises, suite à la révolte des Boxers en 1900, occupent toujours la partie nord du pays. L'enjeu est alors autant de garantir l'intégrité de l'Empire, qui couvre à l'époque la majeure partie du globe, que d'assurer la défense des Îles Britanniques.

Des unités sont stationnées au Canada, aux Antilles, en Afrique, en Extrême-Orient, en Méditerranée, en Egypte ; mais les effectifs les plus importants, et de loin, se trouvent aux Indes.

Les armées régulières (régiments en uniforme), métropolitaines et coloniales, totalisent 196 000 hommes en 1904 auxquels s'ajoutent 241 000 volontaires, 110 000 miliciens, 27 000 "Yeomanry", mais aussi des troupes de réserve (69 000), ainsi que le "Colonial and Native Indian Corps" (19 000). De plus, 77 000 hommes constituaient les troupes régulières basées en Inde (Armée britannique des Indes).

Aucune femme ne servait dans la Royal Navy, ni dans l'armée de terre, mais le "Queen Alexandra's Royal Naval Nursening Service" et le "Queen Alexandra's Imperial Military Nursening Service" (infirmières) furent fondés dès 1902.

Ce bref survol des armées britanniques, alors même que la Royal Air Force n'existait pas encore, reflète le contexte militaire dans lequel le traité de l'Entente cordiale fut adopté.

1 STRENGTHS OF DEFENCE PERSONNEL IN 2004

In 2004, the UK Ministry of Defence employed over 207,000 Regular Service personnel and nearly 90,000 full-time equivalent (FTE) UK-based permanent civilian staff. This compares with 222,000 military and 110,000 FTE civilian staff in 1996. The proportion of the total who were civilians thus fell from around 33 per cent to around 30 per cent, and this is largely as a result of contractorisation.

The proportions of military and civilian personnel in the three main areas of activity – Operational, Military Support and Other – does not vary much from year to year, and was similar in 2004 to what it was in 1996.

The White Paper *Delivering Security in a Changing World*, published in December 2003, set the context for the future evolution of the UK's Armed Forces, with its particular emphasis on flexibility and mobility. This will set new challenges for everyone involved in Defence.

En 2004, le ministère de la Défense britannique compte plus de 207 000 militaires et près de 90 000 civils (contre, respectivement, 222 000 et 110 000 en 1996). La proportion de civils a diminué de 33 à 30 % environ, et ce principalement en raison de l'externalisation.

La proportion de militaires et de civils dans les trois principaux domaines d'activité – opérationnel, soutien et autres – varie assez peu d'une année sur l'autre. En 2004, elle était similaire à celle de 1996.

Le Livre blanc *Delivering Security in a Changing World*, publié en décembre 2003, a défini le cadre d'évolution des forces armées, axé sur la flexibilité et la mobilité, nouveaux défis de la Défense britannique.

1 – 1 Analysis of Service and Civilian personnel numbers (2004)

Répartition générale du personnel civil et militaire de la Défense (2004)

	Operational	Military Support	HQ, Defence Procurement Agency, research & support	Total
Military ⁽¹⁾	142 700	52 380	11 940	207 020
Civilians (FTE) ⁽²⁾	24 180	34 210	31 050	89 440
Total	166 880	86 590	42 990	296 460
1996 Total ⁽³⁾	178 100	103 900	50 300	332 300

(1) At 1 April

(2) At 1 January

(3) 1996 was the last year before the major reform of the French armed forces and has been used as a comparator year in both parts of this publication.

1 – 2 Analysis of Service personnel

At 1 April 2004, the total number of Regulars in the UK Armed Forces stood at 207,020, comprising 40,880 in the Naval Service (including Royal Marines), 112,750 in the Army and 53,390 in the Royal Air Force.

This was the highest April total since 2000, reflecting the recent increase in the strength of the Army. Compared with 1996, the strengths of the Naval Service and the Royal Air Force have fallen by 15 per cent and 17 per cent respectively, whereas the strength of the Army increased by nearly 4 per cent, following recent increases in recruitment.

While the proportion of officers at ranks OF-2 and below is roughly similar in all three Services the proportion of Other Ranks at OR-4 and below varies between 66 per cent for the Naval Service to 76 per cent in the Army.

Au 1er avril 2004, les armées totalisent 207 020 militaires, dont 40 880 dans la marine (y compris les "Royal Marines"), 112 750 au sein de l'armée de terre et 53 390 dans la Royal Air Force. Cette situation, due à la récente augmentation des effectifs de l'armée de terre, représente les chiffres les plus élevés depuis l'année 2 000. Par rapport à 1996, les effectifs de la marine et de la Royal Air Force ont diminué, respectivement, de 15 et 17 %, alors que ceux de l'armée de terre augmentaient de 4 % grâce aux nouvelles recrues.

Alors que la proportion d'officiers de rang OF-2, et inférieurs, est à peu près similaire dans les trois armées, celle des niveaux OR-4, et inférieurs, varie entre 66 % dans la marine et 76 % dans l'armée de terre.

Analysis of UK Regular Service personnel by Service and Broad NATO Rank at 1 April 2004

Répartition du personnel militaire par armée et par rang OTAN au 1^{er} avril 2004

Broad NATO rank		Naval Service	Army	Royal Air Force	Total
Officers	OF-3 and above	3 950	7 200	4 810	15 950
	OF-2 and below	3 820	7 520	6 160	17 490
Other Ranks	OR-6 and above	11 380	23 260	12 780	47 410
	OR-4 and below	21 740	74 770	29 650	126 160
Total		40 880	112 750	53 390	207 020
1996 Total		48 300	108 800	64 700	221 900

1 – 3 Analysis of civilian personnel

The strength of UK based permanent civilians has fallen by about 20,000 since 1996.

This has largely come about as a result of contractisation activity such as the transfer of 8,000 or so staff from the Defence Evaluation and Research Agency (DERA) to QinetiQ plc in 2001 and the Warship Support Modernisation Initiative that transferred about 2,800 FTE posts to the private sector in 2002.

In terms of the budgetary areas shown in the table, the largest reduction in staff numbers has been in the Military Support area, which contains the Principal Personnel Officers of the three Services, who are responsible for, among other things, the training of new recruits, and the Chief of Defence Logistics.

Depuis 1996, les effectifs civils ont diminué d'environ 20 000 personnes.

Ceci résulte des effets de la politique d'externalisation : par exemple le transfert, en 2001, de 8 000 agents du Defence Evaluation and Research Agency (DERA) vers le QinetiQ plc, et, en 2002, de 2 800 postes d'agents civils transférés vers le secteur privé suite au Warship Support Modernisation Initiative.

La plus forte réduction d'effectifs a concerné le budget "Military Support", lequel comprend les "Principal Personnel Officers" des trois armées (responsables, entre autres, de l'entraînement des nouvelles recrues) et le "Chief of Defence Logistics".

Analysis of Civilians by employing budgetary area, grade and broad grouping (FTE) at 1 January 2004

Répartition du personnel civil par catégorie budgétaire et par niveau

Category	Grade	Operational areas	Military support	HQ, Defence Procurement Agency, research and support	Total
Non-industrials	Band D and above	4 230	16 500	11 150	31 880
	Band E and Other	10 770	11 360	7 290	28 350
Industrials	All grades	9 180	6 350	1 310	15 590
Not classified ⁽¹⁾		-	-	11 290	11 290
Total		24 180	34 210	31 050	89 440
Total 1996		24 360	51 390	34 100	109 860

(1) The Industrial/Non-industrial analysis of personnel employed in Trading Funds is not available

1 – 4 Trends in Female strengths

The proportion of both UK Regular Forces and of UK-based civilians who are female has been rising steadily over the past ten years (see chart overleaf).

Since 1994, the proportion of Service personnel who are female has risen from 7 per cent to nearly 9 per cent. In the year to 1 April 2004 over 11 per cent of the intake was female, and women made up nearly 27 per cent of RAF officer intake in the same period.

The proportion of Service personnel in Operational areas who are female (7 per cent) is lower than in Military Support areas (11 per cent) and HQ, Defence Procurement Agency and other areas (17 per cent), but this largely reflects the fact that some areas of military service, such as the Infantry, the Royal Marines General Service, and submarines, are closed to women for combat effectiveness and health reasons.

La proportion de femmes militaires et civiles dans les armées augmente de façon régulière depuis 10 ans (cf. graphique au verso).

Depuis 1994, le taux de féminisation des armées est passé de 7 à près de 9 %.

Au cours de l'exercice 2003/2004, la part des femmes dans le recrutement représente plus de 11 %. Sur la même période, cette proportion s'élève à près de 27 % pour les recrutements du personnel officier de la Royal Air Force.

La proportion de femmes militaires travaillant dans les services opérationnels est moins importante (7%) que celle des femmes employées dans les organismes de soutien (11%) et dans les état-majors, le Defence Procurement Agency et autres services (17%). Ceci s'explique largement par le fait que les femmes, pour des raisons médicales ainsi que pour des raisons liées à l'aptitude au combat, n'ont pas accès à certains corps ou activités des forces, tels l'infanterie, les Royal Marines, les sous-marins...

UK Regular Forces and Civilians by employing budgetary area and sex 2004

Répartition du personnel civil et militaire par catégorie budgétaire et par sexe

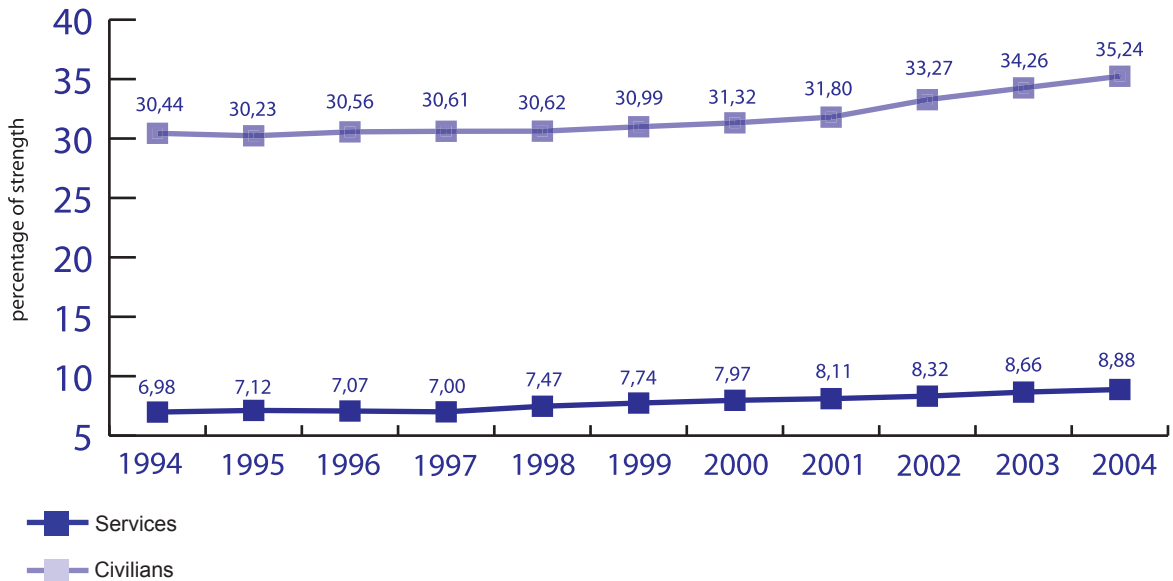
	Sex	Operational areas	Military support	HQ, Defence Procurement Agency, research and support	Total
Military ⁽¹⁾	Males	132 060	46 660	9 910	188 630
	Females	10 640	5 720	2 030	18 390
Civilian (FTE) ⁽²⁾	Males	13 280	20 950	22 180	56 410
	Females	8 560	13 260	8 870	30 690
Total	Males	145 340	67 610	32 090	245 040
	Females	19 200	18 980	10 900	49 080

(1) At 1 April

(2) At 1 January, there are a further 2,340 staff for whom information by sex is not available

Females as a proportion of strength 1994-2004

Taux de féminisation des effectifs militaires et civils



Among civilian staff there has also been a rising trend in the proportion of female staff from around 30 per cent in 1994 to around 35 per cent in 2004.

S'agissant du personnel civil, la proportion de femmes est passée de 30% en 1994 à plus de 35% en 2004.

The pattern of work is also different between men and women, with (in 2003) around 17 per cent of women working part-time compared with about 1 per cent of men.

En 2003, 17% des femmes travaillaient à temps partiel, contre seulement 1% des hommes. En revanche, il n'y a pas de différence significative entre les hommes et les femmes selon le secteur d'emploi ("industrial" et "non-industrial"; cf. glossaire).

There is no significant difference in the proportion, of Industrials who are women as compared with Non-industrial grades.



2 PERSONNEL FLOWS

2 – 1 Inflow

Intake into the Armed Forces during 2003/04, at 23,500, was slightly lower than in 2002/03 (a particularly good year for recruitment), but at about the same level as in each of the previous two years. Civilian intake in 2002/03, at 7,870 “FTE”, was higher than in the previous two years.

As well as short-term fluctuations in the supply of and demand for recruits, longer term demographic and sociological trends are also taken into account when designing recruitment and training strategies. For example, the increasing proportion of young people staying on in full-time education past the ages of 16 and 18, as well as broader changes in social attitudes have become increasingly important.

Les recrutements militaires en 2003/04, soit 23 500 entrants, sont légèrement moins élevés que ceux de 2002/03 (période où les recrutements ont été particulièrement importants), retrouvant ainsi le niveau des deux années précédentes. S'agissant du personnel civil, les recrutements 2002/03, au nombre de 7 870, sont en augmentation par rapport aux deux années précédentes.

La politique de recrutement et de formation tient compte à la fois des fluctuations à court terme du marché du travail, ainsi que des évolutions sociologiques et démographiques mesurées sur le plus long terme. Il en est ainsi de la proportion grandissante de jeunes qui poursuivent leurs études à plein temps après l'âge de 16 ans (pour obtenir l'équivalent du baccalauréat) ainsi qu'après l'âge de 18 ans (pour faire des études supérieures), comme de l'évolution des comportements sociaux.

Analysis of intake of Service and Civilian personnel

Répartition des recrutements par catégorie et par armée

Category	Naval Service	Army	Royal Air Force	Total
Officers	340	880	520	1 740
Other Ranks	3 780	14 310	3 640	21 730
Total Service personnel 2003/04	4 120	15 190	4 160	23 470
Civilians (FTE) 2002/03⁽¹⁾				7 870

(1) Data for 2003/04 are not available

2 – 2 Outflow

A total of 23,000 personnel left the Armed Forces during 2003/04, a very similar number to that in each of the past few years.

The majority of the outflow from Other Ranks was in the OR-4 and below group, reflecting both outflow from training and the fact that most voluntary outflow from the trained strength occurs in the first 4 to 8 years of service. For Officers, the outflow rate was around 6 per cent for all three Services. For Other Ranks, outflow rates were highest from the Army (14 per cent) and lowest from the Royal Air Force (8 per cent).

The main determinants of the rate of outflow at any one time are the lengths of service of the Service population (some lengths of service have much higher outflow rates than others), and the general state of the UK civilian labour market.

Au total, 23 000 personnes ont quitté les forces armées en 2003/04, chiffre très proche de celui des dernières années.

La majorité des départs concerne les grades subalternes (OR-4 et inférieurs), reflétant à la fois les départs pour cause de formation et le fait que la plupart des départs volontaires interviennent au cours des 4 à 8 premières années. Les départs d'officiers représentent 6% de l'ensemble des départs des armées. Pour les autres catégories hiérarchiques, les taux de départ les plus élevés sont observés au sein de l'armée de terre (14%) et les moins élevés au sein de la Royal Air Force (8%).

Ces taux de départ, quelle que soit la période considérée, sont fonction de l'ancienneté de service et de l'état général du marché civil de l'emploi au Royaume-Uni.

Analysis of outflow of Service and Civilian personnel

Répartition des départs par catégorie et par armée

Category		Naval Service	Army	Royal Air Force	Total
Officers	OF-3 and above	270	500	360	1 130
	OF-2 and below	200	450	260	920
Other Ranks	OR-6 and above	980	1 780	990	3 750
	OR-4 and below	3 320	11 860	2 430	17 610
Total Service personnel 2003/04		4 770	14 600	4 040	23 400
Civilians (FTE) 2002/03 ⁽¹⁾					8 220

(1) Data for 2003/04 are not available

NATO RANK CODES AND UK SERVICE RANKS

NATO Code	Royal Navy	Royal Marines	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	Lieutenant	Flying Officer
OF(D)	Midshipman	2nd Lieutenant	2nd Lieutenant	Pilot Officer
		-	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	-
OR-2	Able Rating	Marine	Private (Classes 1 to 3)	Junior Technician/ Leading Aircraftman/ Senior Aircraftman
OR-1	-	-	Private (Class 4)/Junior	Aircraftman



GLOSSARY

Band D and above :

Agents civils du ministère de la Défense, équivalents à des militaires de rang OF-2 et supérieurs.

HQ, Defence Procurement Agency, research and support :

Comprend les périmètres budgétaires suivants : Central Top Level Budget ; Defence Procurement Agency ; Chief Scientific Adviser. Les comptes de commerce sont également compris dans cet intitulé.

Industrial – Non-industrial :

Le terme de personnel "industrial" désigne l'ensemble des effectifs qui exécutent des travaux d'ordre manuel, y compris le personnel non officier de la Royal Fleet Auxiliary.

Par opposition, le terme de personnel "non-industrial" regroupe toutes les autres catégories (sur des postes principalement non manuels), y compris les officiers du Royal Fleet Auxiliary.

Military support :

Comprend les périmètres budgétaires suivants : les "Principal Personnel Officers" des trois armées et le Chief of Defence Logistics.

Operational areas :

Comprend les périmètres budgétaires suivants : Chief of Joint Operations ; Commander-in-Chief Fleet ; Commander-in-Chief Land ; General Officer Commanding Northern Ireland ; Air Officer Commanding in Chief Strike Command.

Royal Marines :

Troupes de marine, placées sous l'autorité du Commander - in - Chief Fleet, dont certaines unités peuvent être placées temporairement sous commandement de l'armée de terre lors d'opérations spéciales.

Trading Funds :

Il y a cinq comptes de commerce au ministère de la Défense britannique : Army Base Repair Organisation, Defence Aviation and Repair Agency, Defence Science and Technology Laboratories, Meteorological Office, UK Hydrographic Office.

UK Regular Forces :

En sont exclus les Gurkhas, le personnel du Home Service du Royal Irish Regiment, le personnel de la réserve (Full-time Reserve Service Personnel, mobilised reservists, Naval Activated Reservists). A l'inverse est inclus le personnel des services de santé.

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