

UK Armed Forces Maternity Report

**Annual Statistics
2009**

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MINISTRY OF DEFENCE

UK Armed Forces Maternity Report – Calendar Year 2009

Contents Summary	Page
Commentary	1
UK Regular Forces Maternity Leave: Naval Service	5
UK Regular Forces Maternity Leave Percentages: Naval Service	6
UK Regular Forces Maternity Leave: Army	7
UK Regular Forces Maternity Leave Percentages: Army	8
UK Regular Forces Maternity Leave: RAF	9
UK Regular Forces Maternity Leave Percentages: RAF	10

The UK Armed Forces Maternity Report contains maternity information for Naval Service, Army and RAF personnel (Officer and Other Ranks) for calendar years 2000 to 2009. Tables includes numbers / percentages:

- i) Taking maternity leave.
- ii) Returning from maternity leave.
- iii) Not returning from maternity leave.
- iv) Returning then leaving the Service.
- v) Still on strength as at 1 January 2011.

It uses data from the Ministry of Defence Joint Personnel Administration System (JPA) and single Service legacy systems (see section 2. Data Sources for more information).

UK Armed Forces Maternity Key Points and Trends

- 1) The percentage of women taking maternity leave has increased for both officers and other ranks in all Services since the year 2000.
- 2) The percentage of women not returning to work after maternity leave has decreased since the year 2001 for Naval Service other ranks and the year 2000 for Army other ranks and RAF other ranks.
- 3) The percentage of female other ranks taking longer than 27 weeks (6 months) maternity leave has increased in all Services since the year 2000.

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COMMENTARY

1. KEY CHANGES

- 1) The percentage of women taking maternity leave has increased for both officers and other ranks in all Services since the year 2000.
- 2) The percentage of women not returning to work after maternity leave has decreased since the year 2001 for Naval Service other ranks and the year 2000 for Army other ranks and RAF other ranks.
- 3) The percentage of female other ranks taking longer than 27 weeks (6 months) maternity leave has increased in all Services since the year 2000.

Detailed commentary by key change:

1) The percentage of women taking maternity leave has increased for both officers and other ranks in all Services since the year 2000.

TO NOTE: An individual who goes on maternity leave in one year but does not return until the next is recorded against the year of their leave start date rather than the year of their return.

Naval Service

The percentage of Naval Service female officers taking maternity leave has increased from 3.6% in 2000 to 4.1% in 2009. The percentage was highest in 2008 at 5.5%.

The percentage of Naval Service female other ranks taking maternity leave increased from 2.7% in 2000 to 5.7% in 2009. This figure has not changed since 2008.

Army

The percentage of Army female officers taking maternity leave has increased from 2.3% in 2000 to 5.3% in 2009. The percentage rose in 2009 from 4.7% in 2008.

The percentage of Army female other ranks taking maternity leave has increased from 4.5% in 2000 to 6.6% in 2009. The percentage rose in 2009 from 6.3% in 2008.

RAF

The percentage of RAF female officers taking maternity leave has increased from 3.3% in 2000 to 5.2% in 2009. The percentage was highest in 2008 at 5.5%.

The percentage of RAF female other ranks taking maternity leave has increased from 5.6% in 2000 to 6.3% in 2009. The percentage was highest in 2008 at 6.4 %.

Comparison between Services as at 2009

The Army officers have the largest percentage of women going on maternity leave at 5.3%, slightly higher than RAF officers at 5.2% compared to 4.1% for Naval Service officers.

The Army other ranks have the largest percentage of women taking maternity leave at 6.6%. The Naval Service other ranks have the lowest percentage at 5.7%. The percentage of RAF other ranks stands at 6.3%.

In all 3 services, the percentage taking maternity leave is higher among other ranks than officers.

2) The percentage of women not returning to work after maternity leave has decreased since the year 2001 for Naval Service other ranks and the year 2000 for Army other ranks and RAF other ranks.

TO NOTE: Numbers returning are counted against the year that they went on leave. An individual who goes on maternity leave in one year but does not return until the next is recorded against the year of their leave start date rather than the year of their return.

Naval Service

The percentage of Naval Service female other ranks not returning to work after their maternity leave increased from 11.8% in 2001 to 19.7% in 2004. Since then it decreased to 7.1% in 2008 and 2009.

Army

The percentage of Army female other ranks not returning to work after their maternity leave has decreased from 35.4% in 2000 to 6.8% in 2009. The percentage decreased in 2009 from 12.7% in 2008.

RAF

The percentage of RAF female other ranks not returning to work after their maternity leave has decreased from 23.1% in 2000 to 6.8% in 2009. The percentage decreased in 2009 from 8.0% in 2008.

Comparison between Services as at 2009

The percentage of female other ranks not returning to work is highest for the Naval Service at 7.1%. The Army and RAF other ranks both have 6.8% female other ranks not returning to work.

3) The percentage of female other ranks taking longer than 27 weeks leave has increased in all Services since the year 2000

TO NOTE: Numbers returning are counted against the year that they went on leave. An individual who goes on maternity leave in one year but does not return until the next is recorded against the year of their leave start date rather than the year of their return.

Naval Service

The percentage of Naval Service female other ranks taking more than 27 weeks maternity leave has increased from 7.6% in 2000 to 55.0% in 2009. The percentage increased in 2009 from 51.2% in 2008.

Army

The percentage of Army female other ranks taking more than 27 weeks maternity leave decreased from 13.4% in 2000 to its lowest point of 5.0% in 2004. It has increased to 58.0% in 2009. In 2008 the proportion was 57.4%.

RAF

The percentage of RAF female other ranks taking more than 27 weeks maternity leave has increased from 4.2% in 2000 to 49.5% in 2009. The proportion increased slightly in 2009 from 49.3% in 2008.

Comparison between Services as at 2009

The Army has the largest percentage of female other ranks taking over 27 weeks leave in 2009 at 58.0%, followed by the Naval Service at 55.0%, and the RAF has the lowest at 49.5%.

2. DATA SOURCES

Armed Forces statistics prior to March 2006 are compiled from pay records (Naval Service) or personnel records (Army and RAF) held by the Service Personnel and Veterans Agency (SPVA, formerly the Armed Forces Personnel Administration Agency). In March 2006 the transfer of all Service personnel records to the Joint Personnel Administration (JPA) system began. Statistics are compiled from JPA for the RAF from April 2006, for the Naval Service from November 2006 and for the Army from April 2007. All statistics before these points are derived from single Service legacy systems.

3. DATA QUALITY

1. Due to ongoing validation of data from the JPA System, all Naval Service flow and strength statistics from 2006 are provisional and subject to review. All Army and RAF flow and strength statistics from 2007 are provisional and subject to review.
2. Naval Service leave durations for 2005-06 are unavailable due to a high number of records without return to work and exit dates.
3. Army data for 2005-06 is unavailable due to the poor quality of maternity data held on the legacy systems.
4. Due to the relatively low number of Naval Service, Army and RAF Officers taking maternity leave, information has not been shown for:
 - i) Percentage returning from maternity leave.
 - ii) Percentage not returning to work.
 - iii) Percentage returning then leaving Service.
 - iv) Percentage still on strength as at 1 January 2011.

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 and complete the feedback form.

UK Regular Forces¹ Maternity Leave: Naval Service

Number

	Calendar Year									
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Female Officers										
Average Strength ²	530	565	595	620	640	660	675 ^P	685 ^P	710 ^P	725 ^P
Number taking maternity leave	20	15	20	15	15	30	30^P	35^P	40^P	30^P
Number returning from maternity leave³	20	15	15	15	10	..	..	30^P	35^P	30^P
<i>within:</i>										
27 weeks or less	15	10	10	10	5	..	..	15 ^P	10 ^P	5 ^P
27 to 40 weeks	~	~	~	~	~	..	..	15 ^P	20 ^P	15 ^P
More than 40 weeks	~	-	-	~	-	..	..	~^P	5 ^P	5 ^P
Number not returning to work	~	~	~	~	~	..	..	~^P	~ ^P	~ ^P
Number returning then leaving Service	15	15	10	10	5	..	..	10^P	5^P	5^P
<i>within:</i>										
1 year or less	5	5	~	~	-	..	..	~^P	~ ^P	5 ^P
1 to 2 years	~	~	~	~	~	..	..	5 ^P	~ ^P	~ ^P
2 to 5 years	~	5	~	~	~	..	..	~^P	~ ^P	*
More than 5 years	~	~	5	~	~	..	*	*	*	*
Number still on strength as at 1 January 2011	~	~	5	~	~	10	10 ^P	20 ^P	30 ^P	25 ^P
Female Other Ranks										
Average Strength ²	2,895	2,900	2,975	3,085	3,085	3,025	2,985 ^P	2,980 ^P	2,965 ^P	2,955 ^P
Number taking maternity leave	80	100	80	85	120	175	185^P	160^P	170^P	170^P
Number returning from maternity leave³	75	90	70	75	100	..	..	140^P	155^P	155^P
<i>within:</i>										
27 weeks or less	70	80	65	70	90	..	..	60 ^P	70 ^P	65 ^P
27 to 40 weeks	5	10	5	~	~	..	..	80 ^P	70 ^P	80 ^P
More than 40 weeks	-	~	~	~	~	..	..	~^P	20 ^P	15 ^P
Number not returning to work	~	10	10	5	25	..	..	15^P	10^P	10^P
Number returning then leaving Service	65	70	55	50	60	..	..	60^P	45^P	35^P
<i>within:</i>										
1 year or less	30	20	15	15	25	..	..	35 ^P	25 ^P	30 ^P
1 to 2 years	10	20	20	20	25	..	..	15 ^P	20 ^P	5 ^P
2 to 5 years	20	25	15	10	10	..	..	10 ^P	~ ^P	*
More than 5 years	10	5	5	5	~	..	*	*	*	*
Number still on strength as at 1 January 2011	15	20	15	25	35	55	65^P	80^P	110^P	120^P

Source: DASA(Quad-Service)

Naval Service leave durations for 2005-06 are unavailable due to a high number of records without return to work and exit dates.

p denotes data are provisional due to ongoing validation of data from the Joint Personnel Administration System.

* denotes not applicable.

- denotes zero.

~ denotes fewer than five.

.. denotes data not available.

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

2. Average Strength is a 13 month average.

3. Numbers returning are counted against the year that they went on leave. An individual who goes on maternity leave in one year but does not return until the next is recorded against the year of their leave start date rather than the year of their return.

All numbers are rounded to nearest five. Due to the rounding methods used totals may not equal the sum of the parts.

UK Regular Forces¹ Maternity Leave Percentages: Naval Service

Percentage

	Calendar Year									
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Female Officers										
Percentage ² taking maternity leave	3.6	2.8	3.0	2.4	2.2	4.7	4.3 ^p	5.1 ^p	5.5 ^p	4.1 ^p
Female Other Ranks										
Percentage ² taking maternity leave	2.7	3.5	2.7	2.7	4.0	5.9	6.2 ^p	5.3 ^p	5.7 ^p	5.7 ^p
Percentage ³ returning from maternity leave ⁴	96.2	88.2	88.8	91.6	80.3	..	..	89.3 ^p	92.9 ^p	92.9 ^p
<i>percentage returning within:</i>										
27 weeks or less	88.6	78.4	80.0	83.1	74.6	..	..	37.1 ^p	41.7 ^p	37.9 ^p
27 to 40 weeks	7.6	8.8	6.3	~	~	..	..	51.6 ^p	40.5 ^p	47.3 ^p
More than 40 weeks	-	~	~	~	~	..	..	~^p	10.7 ^p	7.7 ^p
Percentage ³ not returning to work	~	11.8	11.3	8.4	19.7	..	..	10.7 ^p	7.1 ^p	7.1 ^p
Percentage ³ returning then leaving Service	79.7	67.6	68.8	62.7	50.8	..	..	38.4 ^p	28.0 ^p	21.3 ^p
<i>percentage⁵ returning to work left within:</i>										
1 year or less	36.8	22.2	22.5	19.7	26.5	..	..	25.4 ^p	17.3 ^p	19.7 ^p
1 to 2 years	11.8	22.2	28.2	27.6	23.5	..	..	12.0 ^p	11.5 ^p	3.2 ^p
2 to 5 years	23.7	25.6	19.7	14.5	11.2	..	..	5.6 ^p	~ ^p	*
More than 5 years	10.5	6.7	7.0	6.6	~	..	*	*	*	*
Percentage ³ still on strength as at 1 January 2011	16.5	20.6	20.0	28.9	29.5	31.6	36.4 ^p	50.9 ^p	64.9 ^p	71.6 ^p

Source: DASA(Quad-Service)

Naval Service leave durations for 2005-06 are unavailable due to a high number of records without return to work and exit dates.

Due to the relatively low number of Naval Service Officers taking maternity leave, information has not been shown for:

- i) Percentage returning from maternity leave.
- ii) Percentage not returning to work.
- iii) Percentage returning then leaving Service.
- iv) Percentage still on strength as at 1 January 2011.

Percentages are shown to 1 decimal place.

p denotes data are provisional due to ongoing validation of data from the Joint Personnel Administration System.

* denotes not applicable.

- denotes zero.

~ denotes percentage based on number fewer than five.

.. denotes data not available.

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

2. Percentage of average strength.

3. Percentage of those taking maternity leave during the year.

4. Numbers returning are counted against the year that they went on leave. An individual who goes on maternity leave in one year but does not return until the next is recorded against the year of their leave start date rather than the year of their return.

5. Percentage of those returning to work during the year.

UK Regular Forces¹ Maternity Leave: Army

Number

	Calendar Year									
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Female Officers										
Average Strength ²	1,275	1,325	1,400	1,480	1,530	..	..	1,630 ^p	1,635 ^p	1,655 ^p
Number taking maternity leave	30	35	25	45	50	..	..	70^p	75^p	85^p
Number returning from maternity leave³	25	30	25	45	50	..	..	70^p	75^p	85^p
<i>within:</i>										
27 weeks or less	15	25	20	30	40	..	..	25 ^p	20 ^p	35 ^p
27 to 40 weeks	10	5	~	5	5	..	..	40 ^p	35 ^p	30 ^p
More than 40 weeks	~	~	-	10	~	..	..	~^p	15 ^p	20 ^p
Number not returning to work	~	~	~	~	~	..	..	~^p	~ ^p	~ ^p
Number returning then leaving Service	15	25	15	35	25	..	..	30^p	15^p	10^p
<i>within:</i>										
1 year or less	~	~	~	5	5	..	..	10 ^p	10 ^p	10 ^p
1 to 2 years	~	5	~	5	~	..	..	15 ^p	5 ^p	~ ^p
2 to 5 years	~	5	~	15	15	..	..	~^p	~ ^p	*
More than 5 years	10	5	5	10	~	..	*	*	*	*
Number still on strength as at 1 January 2011	10	10	10	10	20	..	..	40^p	55^p	75^p
Female Other Ranks										
Average Strength ²	6,485	6,460	6,595	6,835	6,825	..	..	6,595 ^p	6,555 ^p	6,855 ^p
Number taking maternity leave	290	295	310	345	400	..	..	435^p	410^p	455^p
Number returning from maternity leave³	190	195	205	235	290	..	..	395^p	360^p	425^p
<i>within:</i>										
27 weeks or less	150	160	170	215	270	..	..	175 ^p	125 ^p	160 ^p
27 to 40 weeks	20	15	15	10	10	..	..	210 ^p	175 ^p	195 ^p
More than 40 weeks	20	20	20	15	10	..	..	10 ^p	60 ^p	70 ^p
Number not returning to work	105	100	105	110	110	..	..	40^p	50^p	30^p
Number returning then leaving Service	150	145	135	135	155	..	..	145^p	80^p	85^p
<i>within:</i>										
1 year or less	50	45	35	45	40	..	..	85 ^p	45 ^p	70 ^p
1 to 2 years	25	40	40	35	40	..	..	50 ^p	35 ^p	15 ^p
2 to 5 years	45	30	35	40	70	..	..	15 ^p	~ ^p	*
More than 5 years	25	30	30	15	5	..	*	*	*	*
Number still on strength as at 1 January 2011	40	50	70	105	135	..	..	250^p	275^p	340^p

Source : DASA(Quad-Service)

Army data for 2005-06 is unavailable due to the poor data quality of maternity data held on the legacy systems.

p denotes data are provisional due to ongoing validation of data from the Joint Personnel Administration System.

* denotes not applicable.

- denotes zero.

~ denotes fewer than five.

.. denotes data not available.

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

2. Average Strength is a 13 month average.

3. Numbers returning are counted against the year that they went on leave. An individual who goes on maternity leave in one year but does not return until the next is recorded against the year of their leave start date rather than the year of their return.

All numbers are rounded to nearest five. Due to the rounding methods used totals may not equal the sum of the parts.

UK Regular Forces¹ Maternity Leave Percentages: Army

Percentage

	Calendar Year									
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Female Officers										
Percentage ² taking maternity leave	2.3	2.6	1.9	3.2	3.2	..	..	4.4 ^P	4.7 ^P	5.3 ^P
Female Other Ranks										
Percentage ² taking maternity leave	4.5	4.6	4.7	5.1	5.9	..	..	6.6 ^P	6.3 ^P	6.6 ^P
Percentage ³ returning from maternity leave ⁴	64.6	66.2	65.7	68.0	73.0	..	..	91.0 ^P	87.3 ^P	93.2 ^P
percentage returning within:										
27 weeks or less	51.2	53.4	54.5	61.4	68.0	..	..	40.0 ^P	29.9 ^P	35.2 ^P
27 to 40 weeks	6.2	5.4	4.2	2.9	2.0	..	..	48.5 ^P	42.6 ^P	42.4 ^P
More than 40 weeks	7.2	7.4	7.1	3.7	3.0	..	..	2.5 ^P	14.8 ^P	15.6 ^P
Percentage ³ not returning to work	35.4	33.8	34.3	32.0	27.0	..	..	9.0 ^P	12.7 ^P	6.8 ^P
Percentage ³ returning then leaving Service	50.9	49.7	43.9	38.3	39.3	..	..	33.5 ^P	20.0 ^P	18.7 ^P
percentage ⁵ returning to work left within:										
1 year or less	27.7	23.5	17.6	19.1	13.7	..	..	21.1 ^P	12.3 ^P	17.0 ^P
1 to 2 years	12.2	19.9	19.5	14.0	14.4	..	..	12.2 ^P	10.0 ^P	3.1 ^P
2 to 5 years	24.5	15.3	16.1	17.4	24.0	..	..	3.6 ^P	~ ^P	*
More than 5 years	14.4	16.3	13.7	5.9	1.7	..	*	*	*	*
Percentage ³ still on strength as at 1 January 2011	13.7	16.6	21.8	29.7	33.8	..	..	57.5 ^P	67.4 ^P	74.5 ^P

Source: DASA(Quad-Service)

Army data for 2005-06 is unavailable due to the poor data quality of maternity data held on the legacy systems.

Due to the relatively low number of Army Officers taking maternity leave, information has not been shown for:

- i) Percentage returning from maternity leave.
- ii) Percentage not returning to work.
- iii) Percentage returning then leaving Service.
- iv) Percentage still on strength as at 1 January 2011.

Percentages are shown to 1 decimal place.

p denotes data are provisional due to ongoing validation of data from the Joint Personnel Administration System.

* denotes not applicable.

- denotes zero.

~ denotes percentage based on number fewer than five.

.. denotes data not available.

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

2. Percentage of average strength.

3. Percentage of those taking maternity leave during the year.

4. Numbers returning are counted against the year that they went on leave. An individual who goes on maternity leave in one year but does not return until the next is recorded against the year of their leave start date rather than the year of their return.

5. Percentage of those returning to work during the year.

UK Regular Forces¹ Maternity Leave: RAF

Number

	Calendar Year									
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Female Officers										
Average Strength ²	1,110	1,165	1,220	1,300	1,360	1,395	1,405	1,410 ^p	1,430 ^p	1,510 ^p
Number taking maternity leave	35	35	40	60	70	75	75	70^p	80^p	80^p
Number returning from maternity leave³	35	35	40	60	65	75	70	65^p	75^p	75^p
<i>within:</i>										
27 weeks or less	30	25	35	50	65	65	70	40 ^p	30 ^p	30 ^p
27 to 40 weeks	5	10	5	~	~	5	~	20 ^p	25 ^p	30 ^p
More than 40 weeks	-	~	-	~	~	5	~	~ ^p	15 ^p	20 ^p
Number not returning to work	-	-	-	-	~	-	~	~^p	~^p	~^p
Number returning then leaving Service	25	15	20	25	25	30	35	20^p	15^p	10^p
<i>within:</i>										
1 year or less	~	-	~	5	5	10	10	10 ^p	10 ^p	5 ^p
1 to 2 years	-	-	~	~	~	~	10	~ ^p	5 ^p	~ ^p
2 to 5 years	10	15	10	15	10	15	15	~ ^p	- ^p	*
More than 5 years	20	~	~	~	~	-	*	*	*	*
Number still on strength as at 1 January 2011	10	15	20	30	45	50	35	45^p	60^p	65^p
Female Other Ranks										
Average Strength ²	4,270	4,355	4,465	4,700	4,890	4,800	4,560	4,365 ^p	4,285 ^p	4,475 ^p
Number taking maternity leave	240	205	190	220	255	255	275	240^p	275^p	280^p
Number returning from maternity leave³	185	175	165	185	220	235	245	220^p	250^p	260^p
<i>within:</i>										
27 weeks or less	175	160	155	170	205	210	240	115 ^p	115 ^p	125 ^p
27 to 40 weeks	10	15	10	10	10	15	~	100 ^p	115 ^p	115 ^p
More than 40 weeks	~	~	~	~	~	10	~	5 ^p	20 ^p	25 ^p
Number not returning to work	55	30	25	35	35	20	25	15^p	20^p	20^p
Number returning then leaving Service	135	125	115	110	125	100	125	90^p	80^p	60^p
<i>within:</i>										
1 year or less	30	45	45	30	45	35	55	45 ^p	40 ^p	50 ^p
1 to 2 years	30	25	30	20	30	20	35	25 ^p	40 ^p	10 ^p
2 to 5 years	40	25	25	45	40	45	35	20 ^p	~ ^p	*
More than 5 years	40	25	15	15	10	-	*	*	*	*
Number still on strength as at 1 January 2011	45	50	50	75	95	135	120	135^p	170^p	200^p

Source: DASA(Quad-Service)

p denotes data are provisional due to ongoing validation of data from the Joint Personnel Administration System.

* denotes not applicable.

- denotes zero.

~ denotes fewer than five.

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

2. Average Strength is defined as a 13 month rolling average of the strength in the individual months.

3. Numbers returning are counted against the year that they went on leave. An individual who goes on maternity leave in one year but does not return until the next is recorded against the year of their leave start date rather than the year of their return.

All numbers are rounded to nearest five. Due to the rounding methods used totals may not equal the sum of the parts.

UK Regular Forces¹ Maternity Leave Percentages: RAF

Percentage

	Calendar Year									
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Female Officers										
Percentage ² taking maternity leave	3.3	2.9	3.3	4.5	5.0	5.5	5.3	4.8 ^p	5.5 ^p	5.2 ^p
Female Other Ranks										
Percentage ² taking maternity leave	5.6	4.7	4.3	4.6	5.2	5.3	6.0	5.5 ^p	6.4 ^p	6.3 ^p
Percentage ³ returning from maternity leave ⁴	76.9	86.3	86.8	83.9	86.6	92.5	90.1	92.9 ^p	92.0 ^p	93.2 ^p
<i>percentage returning within:</i>										
27 weeks or less	72.7	78.4	80.5	78.9	80.7	83.1	88.0	48.7 ^p	42.7 ^p	43.8 ^p
27 to 40 weeks	3.4	7.4	5.3	3.7	4.3	5.1	~	41.6 ^p	41.2 ^p	41.3 ^p
More than 40 weeks	~	~	~	~	~	4.3	~	2.5 ^p	8.0 ^p	8.2 ^p
Percentage ³ not returning to work	23.1	13.7	13.2	16.1	13.4	7.5	9.9	7.1 ^p	8.0 ^p	6.8 ^p
Percentage ³ returning then leaving Service	57.6	61.3	60.5	50.0	50.0	40.2	45.6	37.0 ^p	29.9 ^p	21.4 ^p
<i>percentage⁵ returning to work left within:</i>										
1 year or less	16.9	26.7	27.9	16.9	20.5	15.7	21.9	19.9 ^p	15.5 ^p	18.3 ^p
1 to 2 years	15.3	14.8	17.0	10.9	12.7	8.5	14.6	10.4 ^p	15.9 ^p	4.6 ^p
2 to 5 years	21.9	14.8	15.8	24.0	19.1	19.1	14.2	9.5 ^p	- ^p	*
More than 5 years	20.8	14.8	9.1	7.7	5.5	-	*	*	*	*
Percentage ³ still on strength as at 1 January 2011	19.3	25.0	26.3	33.9	36.6	52.4	44.5	55.9 ^p	62.0 ^p	71.9 ^p

Source: DASA(Quad-Service)

Due to the relatively low number of RAF Officers taking maternity leave, information has not been shown for:

- i) Percentage returning from maternity leave.
- ii) Percentage not returning to work.
- iii) Percentage returning then leaving Service.
- iv) Percentage still on strength as at 1 January 2011.

Percentages are shown to 1 decimal place.

p denotes data are provisional due to ongoing validation of data from the Joint Personnel Administration System.

* denotes not applicable.

- denotes zero.

~ denotes percentage based on number fewer than five.

1. Figures are for UK Regular Forces, and therefore exclude Full Time Reserve Service personnel, mobilised reservists and Naval Activated Reservists. They include both trained and untrained personnel.
2. Percentage of average strength.
3. Percentage of those taking maternity leave during the year.
4. Numbers returning are counted against the year that they went on leave. An individual who goes on maternity leave in one year but does not return until the next is recorded against the year of their leave start date rather than the year of their return.
5. Percentage of those returning to work during the year.