



Ministry of Defence

UK Armed Forces Maternity Report

Annual Statistics
2011

Published 03 October 2013

UK Armed Forces Maternity Report – Calendar Year 2011

The UK Armed Forces Maternity Report contains maternity information for Naval Service, Army and RAF personnel (Officer and Other Ranks) for calendar years 2001 to 2011. 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 2013.

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).

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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 2001.
- 2) The percentage of women not returning to work after maternity leave has decreased in all services other ranks since the year 2001.
- 3) The percentage of female other ranks taking less than 27 weeks (6 months) maternity leave has decreased in all Services since the year 2001.

Further Information: Defence Statistics (Tri Service)
Tel: 0207 218 7821 Email: DefStrat-Stat-Tri-Enquiries@mod.uk

General Public Enquiries: www.dasa.mod.uk

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 2001.
- 2) The percentage of women not returning to work after maternity leave has decreased in all services other ranks since the year 2001.
- 3) The percentage of female other ranks taking less than 27 weeks (6 months) maternity leave has decreased in all Services since the year 2001.

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 2001.

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 2.8% in 2001 to 7.7% in 2011. The percentage rose in 2011 from 5.9% in 2010.

The percentage of Naval Service female other ranks taking maternity leave increased from 3.5% in 2001 to 6.1% in 2011. The percentage remained the same in 2011 as 2010 at 6.1%.

Army

The percentage of Army female officers taking maternity leave has increased from 2.6% in 2001 to 5.2% in 2011. The percentage decreased in 2011 from 6.3% in 2010.

The percentage of Army female other ranks taking maternity leave has increased from 4.6% in 2001 to 6.9% in 2011. The percentage rose in 2011 from 6.0% in 2010.

RAF

The percentage of RAF female officers taking maternity leave has increased from 2.9% in 2001 to 6.7% in 2011. The percentage rose in 2011 from 6.4% in 2010.

The percentage of RAF female other ranks taking maternity leave has increased from 4.7% in 2001 to 7.3% in 2011. The percentage rose in 2011 from 6.1% in 2010.

Comparison between Services as at 2011

The Naval Service officers have the largest percentage of women going on maternity leave at 7.7%, which is higher than RAF officers at 6.7% compared to 5.2% for Army officers.

The RAF other ranks have the largest percentage of women going on maternity leave at 7.3%, slightly higher than Army other ranks at 6.9% compared to 6.1% for the Naval Service other ranks.

The percentage taking maternity leave is lower among the other ranks in the Naval Service. The percentage taking maternity leave is higher among the other ranks in RAF and Army than officers.

2) The percentage of women not returning to work after maternity leave has decreased in all services other ranks since the year 2001.

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 3.5% in 2011. The percentage decreased in 2011 from 6.1% in 2010.

Army

The percentage of Army female other ranks not returning to work after their maternity leave has decreased from 33.8% in 2001 to 8.7% in 2011. The percentage increased in 2011 from 4.6% in 2010.

RAF

The percentage of RAF female other ranks not returning to work after their maternity leave has decreased from 13.7% in 2001 to 6.0% in 2011. The percentage increased in 2011 from 2.9% in 2010.

Comparison between Services as at 2011

The percentage of female other ranks not returning to work is highest for the Army at 8.7%. The percentage of other ranks not returning to work is 6.0% for the RAF and 3.5% for the Naval Service.

3) The percentage of female other ranks taking less than 27 weeks (6 months) maternity leave has decreased in all Services since the year 2001.

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 less than 27 weeks maternity leave has decreased from 78.4% in 2001 to 24.7% in 2011. The percentage decreased in 2011 from 25.0% in 2010.

Army

The percentage of Army female other ranks taking less than 27 weeks maternity leave decreased from 53.4% in 2001 to 25.3% in 2011. The percentage decreased in 2011 from 34.5% in 2010.

RAF

The percentage of RAF female other ranks taking less than 27 weeks maternity leave has decreased from 78.4% in 2001 to 36.2% in 2011. The proportion decreased in 2011 from 38.8% in 2010.

Comparison between Services as at 2011

The RAF has the largest percentage of female other ranks taking less than 27 weeks leave in 2011 at 36.2%, followed by the Army at 25.3%, and the Naval Service has the lowest at 24.7%.

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. Naval Service leave durations for 2005-06 are unavailable due to a high number of records without return to work and exit dates.
2. Army data for 2005-06 is unavailable due to the poor quality of maternity data held on the legacy systems.
3. 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 2013.

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

Contact: Defence Statistics (Tri Service)

Tel. 0207 218 7821

Email: DefStrat-Stat-Tri-Enquiries@mod.uk

Visit our website at www.dasa.mod.uk and complete the feedback form.

UK Regular Forces¹ Maternity Leave: Naval Service

Number

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Female Officers											
Average Strength ²	565	595	620	640	660	675	685	710	720	725	720
Number taking maternity leave	15	20	15	15	30	30	35	40	30	45	55
Number returning from maternity leave³	15	15	15	10	..	..	30	35	30	40	55
<i>within:</i>											
27 weeks or less	10	10	10	5	..	..	15	10	5	10	20
27 to 40 weeks	~	~	~	~	..	..	15	20	15	25	20
More than 40 weeks	-	-	~	-	..	..	~	5	5	~	15
Number not returning to work	~	~	~	~	..	..	~	~	~	~	~
Number returning then leaving Service	15	10	10	10	..	..	20	15	10	10	~
<i>within:</i>											
1 year or less	5	~	~	-	..	..	~	~	5	5	~
1 to 2 years	~	~	~	~	..	..	5	5	~	~	-
2 to 5 years	5	~	~	~	..	..	10	5	-	~	*
More than 5 years	~	5	~	~	..	..	~	*	*	*	*
Number still on strength	-	5	~	~	10	5	10	25	20	25	50
Female Other Ranks											
Average Strength ²	2 900	2 975	3 085	3 085	3 025	2 985	2 980	2 965	2 955	2 955	2 765
Number taking maternity leave	100	80	85	120	175	185	160	170	170	180	170
Number returning from maternity leave³	90	70	75	100	..	..	140	155	155	170	165
<i>within:</i>											
27 weeks or less	80	65	70	90	..	..	60	70	65	45	40
27 to 40 weeks	10	5	~	~	..	..	80	70	80	95	100
More than 40 weeks	~	~	~	~	..	..	~	20	15	30	20
Number not returning to work	10	10	5	25	..	..	15	10	10	10	10
Number returning then leaving Service	70	60	60	75	..	..	100	100	55	60	45
<i>within:</i>											
1 year or less	20	15	15	25	..	..	35	25	35	30	40
1 to 2 years	20	20	20	25	..	..	15	20	15	25	~
2 to 5 years	25	15	10	10	..	..	50	50	~	-	*
More than 5 years	10	10	15	15	..	..	-	*	*	*	*
Number still on strength	20	10	15	25	35	40	40	55	105	110	120

Source: Defence Statistics (Tri-Service)

- r denotes revised data
- * 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

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Female Officers											
Percentage² taking maternity leave	2.8	3.0	2.4	2.2	4.7	4.3	5.1	5.5	4.2	5.9	7.7
Female Other Ranks											
Percentage² taking maternity leave	3.5	2.7	2.7	4.0	5.9	6.2	5.3	5.7	5.7	6.1	6.1
Percentage³ returning from maternity leave⁴	88.2	88.8	91.6	80.3	..	..	89.3	92.9	92.9	93.9	96.5
<i>percentage returning within:</i>											
27 weeks or less	78.4	80.0	83.1	74.6	..	..	37.1	41.7	37.9	25.0	24.7
27 to 40 weeks	8.8	6.3	~	~	..	..	51.6	40.5	47.3	53.3	58.8
More than 40 weeks	~	~	~	~	..	..	~	10.7	7.7	15.6	12.9
Percentage³ not returning to work	11.8	11.3	8.4	19.7	..	..	10.7	7.1	7.1	6.1	3.5
Percentage³ returning then leaving Service	70.6	75.0	72.3	59.8	..	..	63.5	58.9	31.4	32.2	27.1
<i>percentage⁵ returning to work left within:</i>											
1 year or less	22.2	22.5	19.7	26.5	..	..	25.4	17.3	21.7	18.3	25.6
1 to 2 years	22.2	28.2	27.6	23.5	..	..	12.0	14.1	10.8	16.0	~
2 to 5 years	25.6	19.7	14.5	11.2	..	..	33.8	32.1	~	-	*
More than 5 years	10.0	14.1	17.1	13.3	..	..	-	*	*	*	*
Percentage³ still on strength	17.6	13.8	19.3	20.5	19.8	22.2	25.8	33.9	61.5	61.7	69.4

Source: Defence Statistics (Tri-Service)

Percentages are shown to 1 decimal place

r denotes revised data

* denotes not applicable.

- denotes zero.

.. 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

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Female Officers											
Average Strength ²	1 325	1 400	1 480	1 530	..	..	1 630	1 630	1 630	1 655	1 665
Number taking maternity leave	35	25	45	50	..	..	70	75	85	105	85
Number returning from maternity leave³	30	25	45	50	..	..	70	75	85	105	85
<i>within:</i>											
27 weeks or less	25	20	30	40	..	..	25	20	35	35	20
27 to 40 weeks	5	~	5	5	..	..	40	35	30	40	45
More than 40 weeks	~	-	10	~	..	..	~	15	20	30	20
Number not returning to work	~	~	~	~	..	..	~	~	~	~	~
Number returning then leaving Service	25	15	35	30	..	..	40	35	10	25	10
<i>within:</i>											
1 year or less	~	~	5	5	..	..	10	10	10 ^r	10	10
1 to 2 years	5	~	5	~	..	..	15	10	~	15	~
2 to 5 years	5	~	15	15	..	..	15	15	-	~	*
More than 5 years	10	5	10	10	..	*	*	*	*	*	*
Number still on strength	5	10	10	15	..	..	30	55	75	75	75
Female Other Ranks											
Average Strength ²	6 460	6 595	6 835	6 825	..	..	6 595	6 545	6 770	6 860	6 860
Number taking maternity leave	295	310	345	400	..	..	435	410	455	410	470
Number returning from maternity leave³	195	205	235	290	..	..	395	360	425	395	430
<i>within:</i>											
27 weeks or less	160	170	215	270	..	..	175	125	160	140	120
27 to 40 weeks	15	15	10	10	..	..	210	175	195	185	215
More than 40 weeks	20	20	15	10	..	..	10	60	70	65	95
Number not returning to work	100	105	110	110	..	..	40	50	30	20	40
Number returning then leaving Service	155	155	160	185	..	..	215	160	125	130	70
<i>within:</i>											
1 year or less	45	35	45	40	..	..	85	45	75	65	65
1 to 2 years	40	40	35	40	..	..	50	40	50	60	5
2 to 5 years	30	35	40	70	..	..	85	75	~	5	*
More than 5 years	40	45	40	35	..	*	~	*	*	*	*
Number still on strength	40	50	80	105	175	200	300	265	360

Source: Defence Statistics (Tri-Service)

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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

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Female Officers											
Percentage² taking maternity leave	2.6	1.9	3.2	3.2	..	..	4.4	4.7	5.3	6.3	5.2
Female Other Ranks											
Percentage² taking maternity leave	4.6	4.7	5.1	5.9	..	..	6.6	6.3	6.7	6.0	6.9
Percentage³ returning from maternity leave⁴	66.2	65.7	68.0	73.0	..	..	91.0	87.3	93.2	95.4	91.3
<i>percentage returning within:</i>											
27 weeks or less	53.4	54.5	61.4	68.0	..	..	40.0	29.9	35.2	34.5	25.3
27 to 40 weeks	5.4	4.2	2.9	2.0	..	..	48.5	42.6	42.4	44.7	45.6
More than 40 weeks	7.4	7.1	3.7	3.0	..	..	2.5	14.8	15.6	16.3	20.4
Percentage³ not returning to work	33.8	34.3	32.0	27.0	..	..	9.0	12.7	6.8	4.6	8.7
Percentage³ returning then leaving Service	52.4	49.0	45.5	46.8	..	..	50.1	39.2	27.5	31.1	15.3
<i>percentage⁵ returning to work left within:</i>											
1 year or less	23.5	17.6	19.1	13.7	..	..	21.1	12.3	17.7	16.3	15.3
1 to 2 years	19.9	19.5	14.0	14.4	..	..	12.2	11.4	11.3	15.0	1.4
2 to 5 years	15.3	16.1	17.4	24.0	..	..	21.1	21.2	~	1.3	*
More than 5 years	20.4	21.5	16.5	12.0	..	*	~	*	*	*	*
Percentage³ still on strength	13.9	16.7	22.5	26.3	..	..	40.9	48.2	65.7	64.3	76.0

Source: Defence Statistics (Tri-Service)

Percentages are shown to 1 decimal place

r denotes revised data

* denotes not applicable.

- denotes zero.

.. 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

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Female Officers											
Average Strength ²	1 165	1 220	1 300	1 360	1 395	1 405	1 410	1 435	1 490	1 510	1 500
Number taking maternity leave	35	40	60	70	75	75	70	80	80	95	100
Number returning from maternity leave³	35	40	60	65	75	70	65	75	75	95	100
<i>within:</i>											
27 weeks or less	25	35	50	65	65	70	40	30	30	40	35
27 to 40 weeks	10	5	~	~	5	~	20	25	30	40	40
More than 40 weeks	~	-	~	~	5	~	~	15	20	20	25
Number not returning to work	-	-	-	~	-	~	~	~	~	-	~
Number returning then leaving Service	20	20	35	30	45	45	30	40	15	30	10
<i>within:</i>											
1 year or less	-	~	5	5	10	10	10	10	5	15	10
1 to 2 years	-	~	~	~	~	10	~	5	5	15	~
2 to 5 years	15	10	15	10	15	20	15	20	-	~	*
More than 5 years	5	5	10	10	15	~	~	*	*	*	*
Number still on strength	15	20	25	35	35	25	35	35	65	65	90
Female Other Ranks											
Average Strength ²	4 355	4 465	4 700	4 890	4 800	4 560	4 365	4 280	4 410	4 480	4 285
Number taking maternity leave	205	190	220	255	255	275	240	275	280	275	315
Number returning from maternity leave³	175	165	185	220	235	245	220	250	260	265	295
<i>within:</i>											
27 weeks or less	160	155	170	205	210	240	115	115	125	105	115
27 to 40 weeks	15	10	10	10	15	~	100	115	115	135	140
More than 40 weeks	~	~	~	~	10	~	5	20	25	25	40
Number not returning to work	30	25	35	35	20	25	15	20	20	10	20
Number returning then leaving Service	140	125	130	150	125	155	125	135	85	90	55
<i>within:</i>											
1 year or less	45	45	30	45	35	55	45	40	50	35	45
1 to 2 years	25	30	20	30	20	35	25	50	30	50	10
2 to 5 years	25	25	45	40	45	45	55	45	10	~	*
More than 5 years	40	25	35	35	25	20	~	*	*	*	*
Number still on strength	35	40	55	70	110	90	95	120	175	175	240

Source: Defence Statistics (Tri-Service)

- r denotes revised data
- * 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

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Female Officers											
Percentage² taking maternity leave	2.9	3.3	4.5	5.0	5.5	5.3	4.8	5.5	5.3	6.4	6.7
Female Other Ranks											
Percentage² taking maternity leave	4.7	4.3	4.6	5.2	5.3	6.0	5.5	6.4	6.4	6.1	7.3
Percentage³ returning from maternity leave⁴	86.3	86.8	83.9	86.6	92.5	90.1	92.9	92.0	93.2	97.1	94.0
<i>percentage returning within:</i>											
27 weeks or less	78.4	80.5	78.9	80.7	83.1	88.0	48.7	42.7	43.8	38.8	36.2
27 to 40 weeks	7.4	5.3	3.7	4.3	5.1	~	41.6	41.2	41.3	49.1	44.8
More than 40 weeks	~	~	~	~	4.3	~	2.5	8.0	8.2	9.2	13.0
Percentage³ not returning to work	13.7	13.2	16.1	13.4	7.5	9.9	7.1	8.0	6.8	2.9	6.0
Percentage³ returning then leaving Service	69.1	66.3	59.6	59.4	50.0	56.9	53.4	48.9	30.6	32.2	17.5
<i>percentage⁵ returning to work left within:</i>											
1 year or less	26.7	27.9	16.9	20.5	15.7	21.9	19.9	15.9	18.7	13.6	15.2
1 to 2 years	14.8	17.0	10.9	12.7	8.5	14.6	10.4	19.4	11.1	18.1	3.4
2 to 5 years	14.8	15.8	24.0	19.1	19.6	19.0	25.8	17.9	3.1	~	*
More than 5 years	23.9	15.8	19.1	16.4	10.2	7.7	~	*	*	*	*
Percentage³ still on strength	17.2	20.5	24.3	27.2	42.5	33.2	39.5	43.1	62.6	64.8	76.5

Source: Defence Statistics (Tri-Service)

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.

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.