

### Civilian Staff: Progress against targets<sup>1</sup> by gender and grade<sup>2</sup> as at 1 April each year

							Headcount		Cabinet Office Target for 2013 (stretch 2011) <sup>3</sup>
	2006	2007	2008	2009	2010	2011	MOD 2011 Targets	MOD Proposed 2012 Targets	
<b>Gender (% Females)</b>									
<b>Total MOD<sup>4</sup></b>	36.3%	36.1%	36.4%	36.6%	36.4%	36.8%	40.0%		
SCS <sup>5</sup> Target	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	19.0%	39.0%
Achievement	10.1%	11.0%	12.2%	16.1%	18.4%	19.2%			
<b>SCS difference<sup>6</sup> (target)</b>	-4.9%	-4.0%	-2.8%	1.1%	3.4%	4.2%			
Band B Target	18.0%	19.0%	21.0%	21.0%	23.5%	23.5%	23.5%	28.0%	*
Achievement	19.1%	20.6%	21.1%	22.2%	24.1%	25.1%			
<b>Band B difference<sup>6</sup> (target)</b>	1.1%	1.6%	0.1%	1.2%	0.6%	1.6%			
Band D Target	40.0%	45.0%	47.0%	50.0%	40.0%	40.0%	40.0%	41.0%	*
Achievement	38.5%	37.2%	37.2%	38.9%	38.9%	39.8%			
<b>Band D difference<sup>6</sup> (target)</b>	-1.5%	-7.8%	-9.8%	-11.1%	-1.1%	-0.2%			
<b>Total Trading Funds</b>	20.1%	20.9%	23.0%	23.8%	24.1%	24.7%			*

Source: DASA(Quad-Service)

**Notes:**

- MOD Targets sourced from DCP Corporate Capability.
- Grades are based on Grade Equivalents (Paid Grade). This uses pay to determine grade equivalents for non-broader banded grades. Grade breakdown for Trading Funds is not available.
- Cabinet Office Target is the target for the Civil Service as a whole and not just MOD. This target is therefore intended to be an average of all departments representation figures. Targets for Grades below the SCS are set by each individual Department.
- Total MOD figures include all Industrial, Non-industrial and Trading Fund personnel, but exclude all Royal Fleet Auxiliary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).
- SCS figures only include personnel in designated SCS posts and are based on staff numbers provided by DCP-CC SCS AD.
- Percentage differences are the difference between the achieved and target figures.

Percentage calculations are based on known declared status as recorded on HRMS, and exclude data for unknown or undeclared entries.

- denotes no percentage calculated due to insufficient numbers.
- denotes zero or rounded to zero.

### Civilian Staff: Progress against targets<sup>1</sup> by ethnicity and grade<sup>2</sup> as at 1 April each year

							Headcount		Cabinet Office Target for 2013 (stretch 2011) <sup>3</sup>
	2006	2007	2008	2009	2010	2011	MOD 2011 Targets	MOD Proposed 2012 Targets	
<b>Ethnicity (% Black &amp; Minority Ethnic)</b>									
<b>Total MOD<sup>4</sup></b>	2.9%	3.0%	3.1%	3.2%	3.1%	3.2%	5.0%		
SCS <sup>5</sup> Target	3.2%	3.2%	3.2%	3.2%	1.0%	1.0%	1.0%	2.0%	5.0%
Achievement (Known Ethnicity)	2.5%	-	-	-	-	2.8%			
<b>SCS difference<sup>6</sup> (target)</b>	-0.7%	-	-	-	-	1.8%			
Band B Target	3.5%	4.0%	4.5%	4.5%	3.0%	3.0%	3.0%	3.6%	*
Achievement (Known Ethnicity)	2.3%	2.5%	2.6%	2.8%	2.9%	3.2%			
<b>Band B difference<sup>6</sup> (target)</b>	-1.2%	-1.5%	-1.9%	-1.7%	-0.1%	0.2%			
Band D Target	4.0%	4.5%	4.5%	4.5%	3.5%	3.5%	3.5%	4.5%	*
Achievement (Known Ethnicity)	3.2%	3.2%	3.2%	3.0%	3.0%	3.0%			
<b>Band D difference<sup>6</sup> (target)</b>	-0.8%	-1.3%	-1.3%	-1.5%	-0.5%	-0.5%			
<b>Total Trading Funds (Known Ethnicity)</b>	2.0%	2.1%	2.3%	2.5%	2.4%	2.4%			

Source: DASA(Quad-Service)

**Notes:**

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- Cabinet Office Target is the target for the Civil Service as a whole and not just MOD. This target is therefore intended to be an average of all departments representation figures. Targets for Grades below the SCS are set by each individual Department.
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- SCS figures only include personnel in designated SCS posts and are based on staff numbers provided by DCP-CC SCS AD.
- Percentage differences are the difference between the achieved and target figures.

Percentage calculations are based on known declared ethnicity status as recorded on HRMS, and exclude data for unknown or undeclared ethnicity.

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### Civilian Staff: Progress against targets<sup>1</sup> by disability and grade<sup>2</sup> as at 1 April each year

							Headcount		Cabinet Office Target for 2013 (stretch 2011) <sup>3</sup>
	2006	2007	2008	2009	2010	2011	MOD 2011 Targets	MOD Proposed 2012 Targets	
<b>Disability (% Disabled)</b>									
<b>Total MOD<sup>4</sup></b>	5.5%	5.5%	5.5%	6.3%	6.6%	7.2%	9.5%		
SCS <sup>5</sup> Target	2.0%	2.0%	2.0%	2.0%	4.5%	4.5%	4.5%	5.5%	5.0%
Achievement (Known Disability)	3.3%	-	4.2%	5.6%	5.8%	6.1%			
<b>SCS difference<sup>6</sup> (target)</b>	1.3%	-	2.2%	3.6%	1.3%	1.6%			
Band B Target	4.0%	4.5%	4.5%	5.0%	5.0%	5.0%	5.5%	6.0%	*
Achievement (Known Disability)	3.8%	3.3%	3.7%	4.5%	4.9%	5.0%			
<b>Band B difference<sup>6</sup> (target)</b>	-0.2%	-1.2%	-0.8%	-0.5%	-0.1%	0.0%			
Band D Target	6.0%	6.5%	6.5%	6.5%	8.0%	8.0%	8.5%	9.0%	*
Achievement (Known Disability)	6.1%	6.4%	6.4%	7.5%	7.5%	8.2%			
<b>Band D difference<sup>6</sup> (target)</b>	0.1%	-0.1%	-0.1%	1.0%	-0.5%	0.2%			
<b>Total Trading Funds (Known Disability)</b>	4.0%	3.8%	3.2%	3.2%	2.2%	2.1%			

Source: DASA(Quad-Service)

**Notes:**

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- Grades are based on Grade Equivalents (Paid Grade). This uses pay to determine grade equivalents for non-broader banded grades. Grade breakdown for Trading Funds is not available.
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- SCS figures only include personnel in designated SCS posts and are based on staff numbers provided by DCP-CC SCS AD.
- Percentage differences are the difference between the achieved and target figures.

Percentage calculations are based on known declared disability status as recorded on HRMS, and exclude data for unknown or undeclared disability.

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- denotes zero or rounded to zero.

## Civilian Staff: Workforce<sup>1</sup> profile by gender at 1 April 2011

Headcount		
Gender	Number	% of workforce
Male	45,770	63.2%
Female	26,660	36.8%
<b>MOD Total</b>	<b>72,420</b>	

Source: DASA (Quad-Service)

### Notes:

1. Includes all Industrial, Non-industrial and Trading Fund personnel but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).

All figures are rounded to the nearest 10, totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts. Percentages are calculated from unrounded figures.

## Civilian Staff: Workforce<sup>1</sup> profile by ethnicity at 1 April 2011

Headcount		
Racial Group	Number	% of workforce
White	60,230	96.8%
Asian	860	1.4%
Black	470	0.7%
Mixed	400	0.6%
Chinese	110	0.2%
Other Ethnic Background	150	0.2%
<b>Total declared ethnicity</b>	<b>62,220</b>	<b>85.9%</b>
Total undeclared ethnicity <sup>2</sup>	10,210	14.1%
<b>MOD Total</b>	<b>72,420</b>	

Source: DASA (Quad-Service)

### Notes:

1. Includes all Industrial, Non-industrial and Trading Fund personnel but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).

2. Figures include all personnel with an unknown or undeclared ethnicity, including those selecting 'choose not to declare', within HRMS.

All figures are rounded to the nearest 10, totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts. Percentages are calculated from unrounded figures.

## Civilian Staff: Workforce<sup>1</sup> profile by disability at 1 April 2011

Headcount		
Disability	Number	% of workforce
No Disability	54,390	92.8%
Hearing Impairment	920	1.6%
Reduced Physical Capacity	860	1.5%
Mobility Impairment	830	1.4%
Visual Impairment	300	0.5%
Learning Difficulties	280	0.5%
Mental Illness	210	0.4%
Physical Coordination Difficulty	80	0.1%
Speech Impairment	60	0.1%
Severe Disfigurement	20	0.0%
Unknown Disability	680	1.2%
<b>Total declared disability</b>	<b>58,630</b>	<b>81.0%</b>
Total undeclared disability <sup>2</sup>	13,790	19.0%
<b>MOD Total</b>	<b>72,420</b>	

Source: DASA (Quad-Service)

### Notes:

1. Includes all Industrial, Non-industrial and Trading Fund personnel but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).

2. Figures include all personnel with an unknown or undeclared disability, including those selecting 'choose not to declare', within HRMS.

All figures are rounded to the nearest 10, totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts. Percentages are calculated from unrounded figures.

## Civilian Staff: Workforce<sup>1</sup> profile by sexual orientation at 1 April

Headcount

Sexual Orientation	Number	% of workforce
Heterosexual	39,400	98.6%
LGB	550	1.4%
<b>Total declared sexual orientation</b>	<b>39,960</b>	<b>55.2%</b>
Total undeclared sexual orientation <sup>2</sup>	32,470	44.8%
<b>MOD Total</b>	<b>72,420</b>	

Source: DASA (Quad-Service)

### Notes:

1. Includes all Industrial, Non-industrial and Trading Fund personnel but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).

2. Figures include all personnel with an unknown or undeclared sexual orientation, including those selecting 'choose not to declare', within HRMS. Sexual orientation information is not available for Trading Funds.

All figures are rounded to the nearest 10, totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts. Percentages are calculated from unrounded figures.

## Civilian Staff: Workforce<sup>1</sup> profile by religion/belief at 1 April 2011

Headcount

Religion/Belief	Number	% of workforce
Christian	29,580	71.7%
Non-Christian religion	2,080	5.1%
Secular	9,580	23.2%
<b>Total declared religion/belief</b>	<b>41,240</b>	<b>56.9%</b>
Total undeclared religion/belief <sup>2</sup>	31,180	43.1%
<b>MOD Total</b>	<b>72,420</b>	

Source: DASA (Quad-Service)

### Notes:

1. Includes all Industrial, Non-industrial and Trading Fund personnel but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).

2. Figures include all personnel with an unknown or undeclared religion/belief, including those selecting 'choose not to declare', within HRMS.

All figures are rounded to the nearest 10, totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts. Percentages are calculated from unrounded figures.

## Civilian Staff: Workforce<sup>1</sup> profile by age at 1 April 2011

Headcount

Age	Number	% of workforce
16-19	210	0.3%
20-24	2,150	3.0%
25-29	4,640	6.4%
30-34	5,310	7.3%
35-39	6,460	8.9%
40-44	10,130	14.0%
45-49	12,760	17.6%
50-54	12,470	17.2%
55-59	10,400	14.4%
60-64	6,680	9.2%
65+	1,180	1.6%
<b>Total declared age</b>	<b>72,400</b>	<b>100.0%</b>
Total undeclared age	30	~
<b>MOD Total</b>	<b>72420</b>	

Source: DASA (Quad-Service)

### Notes:

1. Including all Industrial, Non-industrial and Trading Fund personnel but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).

All figures are rounded to the nearest 10, totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts. Percentages are calculated from unrounded figures.

~ denotes no percentage calculated due to insufficient numbers.

## Civilian Staff: Strength of civilian personnel<sup>1</sup> by gender and grade<sup>2</sup> at 1 April each year

	Headcount						
	2005	2006	2007	2008	2009	2010	2011
<b>MOD Total</b>	<b>92,470</b>	<b>88,660</b>	<b>83,930</b>	<b>78,320</b>	<b>76,060</b>	<b>75,660</b>	<b>72,420</b>
Senior Civil Service and equivalent	300	320	290	300	300	300	280
Pay Band B	2,690	2,790	2,520	2,520	2,520	2,560	2,510
Pay Band C	17,740	17,610	17,230	16,940	17,240	17,080	17,160
Pay Band D	14,700	13,760	12,430	11,220	10,840	10,710	10,180
Pay Band E	30,120	28,340	26,760	24,570	23,830	23,470	21,880
Other non-industrial <sup>3</sup>	710	170	860	1,020	120	310	10
Industrial	15,260	14,810	13,600	12,320	11,340	11,250	10,790
Trading Funds	10,940	10,870	10,250	9,420	9,860	9,980	9,620
<b>Female</b>	<b>33,790</b>	<b>32,170</b>	<b>30,320</b>	<b>28,480</b>	<b>27,850</b>	<b>27,800</b>	<b>26,660</b>
Senior Civil Service and equivalent	30	30	40	40	50	60	50
Pay Band B	500	530	520	530	560	620	630
Pay Band C	4,760	4,950	4,730	4,850	5,210	5,290	5,370
Pay Band D	5,520	5,300	4,630	4,180	4,220	4,160	4,050
Pay Band E	17,630	16,130	14,880	13,500	13,120	12,820	12,020
Other non-industrial <sup>3</sup>	210	80	630	750	60	160	10
Industrial	3,120	2,960	2,740	2,460	2,280	2,280	2,150
Trading Funds	2,030	2,180	2,150	2,170	2,340	2,410	2,380
<b>Male</b>	<b>58,680</b>	<b>56,500</b>	<b>53,610</b>	<b>49,840</b>	<b>48,200</b>	<b>47,860</b>	<b>45,770</b>
Senior Civil Service and equivalent	280	280	250	260	250	240	220
Pay Band B	2,200	2,260	2,000	1,990	1,960	1,940	1,880
Pay Band C	12,990	12,660	12,500	12,100	12,030	11,800	11,790
Pay Band D	9,180	8,460	7,800	7,040	6,620	6,540	6,130
Pay Band E	12,500	12,210	11,870	11,070	10,710	10,650	9,860
Other non-industrial <sup>3</sup>	500	90	230	270	60	150	-
Industrial	12,140	11,850	10,850	9,860	9,050	8,960	8,650
Trading Funds	8,910	8,680	8,100	7,250	7,520	7,570	7,240

### Females as a percentage of total workforce

All grades	36.5%	36.3%	36.1%	36.4%	36.6%	36.7%	36.8%
Senior Civil Service and equivalent	9.2%	10.1%	12.2%	14.5%	17.7%	18.8%	19.2%
Pay Band B	18.5%	19.1%	20.6%	21.1%	22.2%	24.1%	25.1%
Pay Band C	26.8%	28.1%	27.5%	28.6%	30.2%	31.0%	31.3%
Pay Band D	37.6%	38.5%	37.2%	37.2%	38.9%	38.9%	39.8%
Pay Band E	58.5%	56.9%	55.6%	55.0%	55.1%	54.6%	54.9%
Other non-industrial <sup>3</sup>	29.7%	48.5%	73.3%	73.7%	48.8%	51.1%	66.7%
Industrial	20.4%	20.0%	20.2%	19.9%	20.2%	20.3%	19.9%
Trading Funds	18.5%	20.1%	20.9%	23.0%	23.8%	24.1%	24.7%

Source: DASA(Quad-Service)

### Notes:

1. Includes all Industrial, Non-industrial and Trading Fund personnel but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).
2. Grade equivalence is shown in terms of the broader banding structure and is based on paid grade. Totals include all personnel with an unknown paid grade.
3. Figures include industrial staff on temporary promotion to non-industrial grades, and non-industrial with an unrecorded grade.

All figures are rounded to the nearest 10, totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.

Grade and gender breakdown are not available for Royal Fleet Auxiliaries and Locally Engaged Civilian personnel.

- denotes no percentage calculated due to insufficient numbers.

**Civilian Staff: Strength of civilian personnel<sup>1</sup> by ethnicity and grade<sup>2</sup> at 1 April each year**

	Headcount						
	2005	2006	2007	2008	2009	2010	2011
<b>MOD Total</b>	<b>92,470</b>	<b>88,660</b>	<b>83,930</b>	<b>78,320</b>	<b>76,060</b>	<b>75,660</b>	<b>72,420</b>
<b>Black &amp; Minority Ethnic</b>	<b>2,010</b>	<b>2,080</b>	<b>2,060</b>	<b>2,020</b>	<b>2,030</b>	<b>2,000</b>	<b>1,990</b>
Senior Civil Service and equivalent	~	~	~	~	~	~	10
Pay Band B	50	50	50	60	60	60	70
Pay Band C	350	380	400	410	440	440	460
Pay Band D	350	380	340	320	290	280	280
Pay Band E	840	890	880	850	870	840	820
Other non-industrial <sup>3</sup>	20	~	30	30	~	~	-
Industrial	200	200	180	190	180	190	190
Trading Funds	170	170	170	170	190	170	170

<b>White</b>	<b>69,150</b>	<b>70,210</b>	<b>67,450</b>	<b>63,250</b>	<b>62,360</b>	<b>62,560</b>	<b>60,230</b>
Senior Civil Service and equivalent	260	270	240	250	260	260	240
Pay Band B	2,140	2,300	2,080	2,080	2,080	2,110	2,070
Pay Band C	13,750	14,180	14,020	13,790	14,130	14,090	14,200
Pay Band D	11,600	11,490	10,520	9,530	9,290	9,320	8,930
Pay Band E	23,020	23,360	22,430	20,690	20,440	20,460	19,130
Other non-industrial <sup>3</sup>	450	110	660	770	80	180	10
Industrial	9,390	10,010	9,620	8,940	8,740	8,990	8,840
Trading Funds	8,530	8,500	7,900	7,200	7,340	7,160	6,810

<b>Undeclared</b>	<b>21,310</b>	<b>16,370</b>	<b>14,430</b>	<b>13,040</b>	<b>11,660</b>	<b>11,100</b>	<b>10,210</b>
Senior Civil Service and equivalent	30	40	50	50	40	40	30
Pay Band B	500	440	400	390	380	390	380
Pay Band C	3,640	3,050	2,820	2,740	2,670	2,560	2,500
Pay Band D	2,750	1,900	1,570	1,380	1,260	1,100	970
Pay Band E	6,260	4,100	3,450	3,040	2,520	2,180	1,930
Other non-industrial <sup>3</sup>	240	40	170	220	40	130	~
Industrial	5,660	4,600	3,790	3,190	2,420	2,070	1,760
Trading Funds	2,230	2,200	2,180	2,040	2,330	2,650	2,640

**Black & Minority Ethnic as a percentage<sup>4</sup> of total workforce excluding data for unknown or undeclared entries**

<b>All grades</b>	<b>2.8%</b>	<b>2.9%</b>	<b>3.0%</b>	<b>3.1%</b>	<b>3.2%</b>	<b>3.1%</b>	<b>3.2%</b>
Senior Civil Service and equivalent	~	~	~	~	~	~	0
Pay Band B	2.4%	2.3%	2.5%	2.6%	2.8%	2.9%	3.2%
Pay Band C	2.5%	2.6%	2.7%	2.9%	3.0%	3.0%	3.2%
Pay Band D	2.9%	3.2%	3.2%	3.2%	3.0%	3.0%	3.0%
Pay Band E	3.5%	3.7%	3.8%	3.9%	4.1%	3.9%	4.1%
Other non-industrial <sup>3</sup>	4.4%	~	3.8%	3.5%	~	~	~
Industrial	2.1%	2.0%	1.9%	2.0%	2.0%	2.0%	2.1%
Trading Funds	2.0%	2.0%	2.1%	2.3%	2.5%	2.4%	2.4%

Source: DASA(Quad-Service)

**Notes:**

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	Headcount						
	2005	2006	2007	2008	2009	2010	2011
<b>MOD Total</b>	<b>92,470</b>	<b>88,660</b>	<b>83,930</b>	<b>78,320</b>	<b>76,060</b>	<b>75,660</b>	<b>72,420</b>
<b>Disabled</b>	<b>3,560</b>	<b>3,390</b>	<b>3,320</b>	<b>3,250</b>	<b>3,740</b>	<b>3,930</b>	<b>4,240</b>
Senior Civil Service and equivalent	10	10	10	10	20	20	20
Pay Band B	60	70	60	70	90	100	110
Pay Band C	670	650	680	720	920	980	1,110
Pay Band D	620	600	580	550	660	670	720
Pay Band E	1,110	1,090	1,120	1,140	1,360	1,480	1,560
Other non-industrial <sup>3</sup>	10	~	10	10	~	10	-
Industrial	710	670	590	520	500	560	610
Trading Funds	350	310	280	220	200	120	110
<b>Not Disabled</b>	<b>59,160</b>	<b>58,780</b>	<b>57,460</b>	<b>55,460</b>	<b>55,770</b>	<b>55,880</b>	<b>54,390</b>
Senior Civil Service and equivalent	250	270	250	260	260	250	230
Pay Band B	1,720	1,880	1,800	1,880	1,970	2,040	2,030
Pay Band C	11,310	12,000	12,270	12,420	13,140	13,260	13,530
Pay Band D	9,220	9,190	8,580	8,070	8,160	8,290	8,010
Pay Band E	18,480	18,580	18,190	17,200	17,790	17,930	17,060
Other non-industrial <sup>3</sup>	530	120	610	790	100	270	10
Industrial	8,980	9,360	8,850	8,430	8,220	8,420	8,300
Trading Funds	8,670	7,380	6,930	6,400	6,140	5,410	5,210
<b>Undeclared</b>	<b>29,750</b>	<b>26,490</b>	<b>23,150</b>	<b>19,610</b>	<b>16,540</b>	<b>15,850</b>	<b>13,790</b>
Senior Civil Service and equivalent	50	40	30	30	30	30	30
Pay Band B	900	840	670	570	460	420	380
Pay Band C	5,760	4,960	4,280	3,790	3,180	2,840	2,510
Pay Band D	4,860	3,980	3,270	2,600	2,020	1,740	1,450
Pay Band E	10,540	8,670	7,450	6,230	4,680	4,060	3,250
Other non-industrial <sup>3</sup>	170	50	240	220	20	30	~
Industrial	5,570	4,770	4,160	3,370	2,620	2,270	1,880
Trading Funds	1,910	3,180	3,050	2,800	3,520	4,450	4,300

**Disabled staff as a percentage<sup>4</sup> of total workforce excluding data for unknown or undeclared entries**

<b>All grades</b>	<b>5.7%</b>	<b>5.5%</b>	<b>5.5%</b>	<b>5.5%</b>	<b>6.3%</b>	<b>6.6%</b>	<b>7.2%</b>
Senior Civil Service and equivalent	3.9%	3.3%	2.4%	5.2%	6.2%	6.1%	6.1%
Pay Band B	3.6%	3.8%	3.3%	3.7%	4.5%	4.9%	5.0%
Pay Band C	5.6%	5.1%	5.2%	5.5%	6.5%	6.9%	7.6%
Pay Band D	6.3%	6.1%	6.4%	6.4%	7.5%	7.5%	8.2%
Pay Band E	5.7%	5.5%	5.8%	6.2%	7.1%	7.6%	8.4%
Other non-industrial <sup>3</sup>	2.6%	~	1.8%	1.5%	~	3.9%	0.0%
Industrial	7.4%	6.7%	6.2%	5.8%	5.7%	6.2%	6.8%
Trading Funds	3.9%	4.0%	3.8%	3.2%	3.2%	2.2%	2.1%

Source: DASA(Quad-Service)

**Notes:**

1. Includes all Industrial, Non-industrial and Trading Fund personnel but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).
2. Grade equivalence is shown in terms of the broader banding structure and is based on paid grade. Totals include all personnel with an unknown paid grade.
3. Figures include industrial staff on temporary promotion to non-industrial grades, and non-industrial with an unrecorded grade.
4. Percentage calculations are based on known declared disability status as recorded on HRMS, and exclude data for unknown or undeclared entries. Percentages are calculated from unrounded figures.

All figures are rounded to the nearest 10, totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts. Grade and gender breakdown are not available for Royal Fleet Auxiliaries and Locally Engaged Civilian personnel. ~ denotes no percentage calculated due to insufficient numbers.

## Civilian Staff: Strength of civilian personnel<sup>1</sup> by sexual orientation and grade<sup>2</sup> at 1 April each year

	Headcount						
	2005	2006	2007	2008	2009	2010	2011
<b>MOD Total</b>	<b>92,470</b>	<b>88,660</b>	<b>83,930</b>	<b>78,320</b>	<b>76,060</b>	<b>75,660</b>	<b>72,420</b>
<b>LGB</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>430</b>	<b>460</b>	<b>530</b>	<b>550</b>
Senior Civil Service and equivalent	*	*	*	10	10	10	10
Pay Band B	*	*	*	20	20	20	20
Pay Band C	*	*	*	100	100	120	140
Pay Band D	*	*	*	80	80	90	100
Pay Band E	*	*	*	150	180	220	210
Other non-industrial <sup>3</sup>	*	*	*	-	-	-	-
Industrial	*	*	*	70	60	70	80
Trading Funds	*	*	*	-	-	-	-
<b>Heterosexual</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>31,810</b>	<b>35,810</b>	<b>39,360</b>	<b>39,620</b>
Senior Civil Service and equivalent	*	*	*	140	170	180	180
Pay Band B	*	*	*	1,280	1,410	1,520	1,560
Pay Band C	*	*	*	8,770	9,800	10,320	10,700
Pay Band D	*	*	*	5,930	6,430	6,990	6,930
Pay Band E	*	*	*	11,190	12,920	14,330	14,110
Other non-industrial <sup>3</sup>	*	*	*	380	20	110	10
Industrial	*	*	*	3,950	4,740	5,560	5,880
Trading Funds	*	*	*	160	330	340	240
<b>Undeclared</b>	<b>92,470</b>	<b>88,660</b>	<b>83,930</b>	<b>46,080</b>	<b>39,780</b>	<b>35,780</b>	<b>32,260</b>
Senior Civil Service and equivalent	300	320	290	150	130	110	90
Pay Band B	2,690	2,790	2,520	1,220	1,090	1,020	940
Pay Band C	17,740	17,610	17,230	8,070	7,340	6,650	6,310
Pay Band D	14,700	13,760	12,430	5,210	4,330	3,630	3,150
Pay Band E	30,120	28,340	26,760	13,240	10,730	8,920	7,560
Other non-industrial <sup>3</sup>	710	170	860	630	100	200	-
Industrial	15,260	14,810	13,600	8,300	6,540	5,620	4,830
Trading Funds	10,940	10,870	10,250	9,250	9,530	9,630	9,380

### Lesbian, Gay and Bisexual as a percentage<sup>4</sup> of total workforce excluding data for unknown or undeclared entries

<b>All grades</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>1.3%</b>	<b>1.3%</b>	<b>1.3%</b>	<b>1.4%</b>
Senior Civil Service and equivalent	*	*	*	-	-	-	-
Pay Band B	*	*	*	1.6%	1.4%	1.3%	1.3%
Pay Band C	*	*	*	1.2%	1.0%	1.1%	1.3%
Pay Band D	*	*	*	1.3%	1.3%	1.2%	1.4%
Pay Band E	*	*	*	1.3%	1.4%	1.5%	1.4%
Other non-industrial <sup>3</sup>	*	*	*	-	-	-	-
Industrial	*	*	*	1.7%	1.3%	1.2%	1.3%
Trading Funds	*	*	*	-	-	-	-

Source: DASA(Quad-Service)

#### Notes:

1. Includes all Industrial, Non-industrial and Trading Fund personnel but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).
2. Grade equivalence is shown in terms of the broader banding structure and is based on paid grade. Totals include all personnel with an unknown paid grade.
3. Figures include industrial staff on temporary promotion to non-industrial grades, and non-industrial with an unrecorded grade.
4. Percentage calculations are based on known declared sexual orientation status as recorded on HRMS, and exclude data for unknown or undeclared entries. Percentages are calculated from unrounded figures.

All figures are rounded to the nearest 10, totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.

Grade and gender breakdown are not available for Royal Fleet Auxiliaries and Locally Engaged Civillian personnel.

- denotes no percentage calculated due to insufficient numbers.

\* denotes data not available.

## Civilian Staff: Strength of civilian personnel<sup>1</sup> by religion/belief and grade<sup>2</sup> at 1 April each year

Headcount

	2005	2006	2007	2008	2009	2010	2011
<b>MOD Total</b>	<b>92,470</b>	<b>88,660</b>	<b>83,930</b>	<b>78,320</b>	<b>76,060</b>	<b>75,660</b>	<b>72,420</b>
<b>Christian</b>	<b>*</b>	<b>*</b>	<b>900</b>	<b>24,670</b>	<b>27,360</b>	<b>29,510</b>	<b>29,580</b>
Senior Civil Service and equivalent	*	*	~	100	120	130	120
Pay Band B	*	*	40	1,010	1,080	1,140	1,140
Pay Band C	*	*	300	6,750	7,480	7,810	8,080
Pay Band D	*	*	220	4,450	4,750	5,070	4,980
Pay Band E	*	*	280	8,910	10,110	11,060	10,840
Other non-industrial <sup>3</sup>	*	*	~	290	10	80	~
Industrial	*	*	40	3,040	3,650	4,230	4,420
Trading Funds	*	*	-	120	160	*	*
<b>Non-Christian Religion</b>	<b>*</b>	<b>*</b>	<b>70</b>	<b>1,780</b>	<b>1,970</b>	<b>2,090</b>	<b>2,080</b>
Senior Civil Service and equivalent	*	*	-	~	10	10	10
Pay Band B	*	*	-	40	50	50	60
Pay Band C	*	*	20	340	390	430	460
Pay Band D	*	*	20	310	320	330	330
Pay Band E	*	*	30	780	920	950	920
Other non-industrial <sup>3</sup>	*	*	-	40	-	~	-
Industrial	*	*	~	260	280	310	310
Trading Funds	*	*	-	~	~	*	*
<b>Secular</b>	<b>*</b>	<b>*</b>	<b>280</b>	<b>7,190</b>	<b>8,360</b>	<b>9,400</b>	<b>9,580</b>
Senior Civil Service and equivalent	*	*	~	40	50	50	50
Pay Band B	*	*	10	280	320	350	380
Pay Band C	*	*	90	2,040	2,290	2,460	2,620
Pay Band D	*	*	70	1,460	1,640	1,800	1,840
Pay Band E	*	*	90	2,460	2,980	3,420	3,290
Other non-industrial <sup>3</sup>	*	*	-	70	~	40	-
Industrial	*	*	20	810	1,040	1,280	1,410
Trading Funds	*	*	-	40	40	*	*
<b>Undeclared</b>	<b>92,470</b>	<b>88,660</b>	<b>82,680</b>	<b>44,670</b>	<b>38,360</b>	<b>34,660</b>	<b>31,180</b>
Senior Civil Service and equivalent	300	320	280	150	130	120	100
Pay Band B	2,690	2,790	2,470	1,180	1,060	1,020	940
Pay Band C	17,740	17,610	16,810	7,810	7,080	6,380	6,000
Pay Band D	14,700	13,760	12,120	5,010	4,140	3,500	3,030
Pay Band E	30,120	28,340	26,360	12,420	9,830	8,040	6,820
Other non-industrial <sup>3</sup>	710	170	850	630	100	190	10
Industrial	15,260	14,810	13,530	8,210	6,370	5,430	4,660
Trading Funds	10,940	10,870	10,250	9,260	9,650	9,980	9,620

### Christian as a percentage<sup>4</sup> of total workforce excluding data for unknown or undeclared entries

All grades	*	*	71.5%	73.3%	72.6%	72.0%	71.7%
Senior Civil Service and equivalent	*	*	66.7%	70.0%	69.2%	69.2%	66.5%
Pay Band B	*	*	82.7%	75.4%	74.5%	73.6%	72.3%
Pay Band C	*	*	72.4%	73.9%	73.6%	73.0%	72.4%
Pay Band D	*	*	72.6%	71.6%	70.8%	70.4%	69.7%
Pay Band E	*	*	69.3%	73.3%	72.2%	71.7%	72.0%
Other non-industrial <sup>3</sup>	*	*	100.0%	73.9%	72.2%	65.0%	~
Industrial	*	*	63.2%	74.0%	73.4%	72.7%	72.0%
Trading Funds	*	*	~	75.8%	77.6%	*	*

Source: DASA(Quad-Service)

### Notes:

- Includes all Industrial, Non-industrial and Trading Fund personnel but exclude all Royal Fleet Auxiliary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).
- Grade equivalence is shown in terms of the broader banding structure and is based on paid grade. Totals include all personnel with an unknown paid grade.
- Figures include industrial staff on temporary promotion to non-industrial grades, and non-industrial with an unrecorded grade.
- Percentage calculations are based on known declared sexual orientation status as recorded on HRMS, and exclude data for unknown or undeclared entries. Percentages are calculated from unrounded figures.

All figures are rounded to the nearest 10, totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.

Grade and gender breakdown are not available for Royal Fleet Auxiliaries and Locally Engaged Civilian personnel.

~ denotes no percentage calculated due to insufficient numbers.

\* denotes data not available.



## Civilian Staff: Progress through the external recruitment process by gender 2010/11

Headcount

Gender	Applied	Interviewed	Offered	Appointed
<b>Total<sup>1</sup></b>	<b>6,910</b>	<b>3,160</b>	<b>1,520</b>	<b>1,200</b>
Male	4,220	1,980	930	750
Female	2,220	1,000	500	380
Total undeclared gender	470	190	100	80

Source - DBS

Gender	Total applied	Interviewed as % of applied	Offered as % of applied	Appointed as % of applied
<b>Total<sup>1</sup></b>	<b>100.0%</b>	<b>45.8%</b>	<b>22.0%</b>	<b>17.4%</b>
Male	61.1%	46.9%	22.0%	17.7%
Female	32.1%	44.8%	22.4%	17.1%
Total undeclared gender	6.8%	40.0%	20.8%	16.3%

Source - DBS

### Notes:

1. Includes all Industrial and Non-industrial personnel but excludes all Trading Fund, Royal Fleet Auxillary and Locally Engaged Civilians.

All figures are rounded to the nearest 10. Percentages are calculated from unrounded figures.

Totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.

## Civilian Staff: Progress through the external recruitment process by ethnicity 2010/11

Headcount

Ethnicity	Applied	Interviewed	Offered	Appointed
<b>Total<sup>1</sup></b>	<b>6,910</b>	<b>3,160</b>	<b>1,520</b>	<b>1,200</b>
Black & Minority Ethnic	640	200	90	50
White	5,500	2,640	1,280	1,030
Total undeclared ethnicity	760	320	150	120

Source - DBS

Ethnicity	Total applied	Interviewed as % of applied	Offered as % of applied	Appointed as % of applied
<b>Total<sup>1</sup></b>	<b>100.0%</b>	<b>45.8%</b>	<b>22.0%</b>	<b>17.4%</b>
Black & Minority Ethnic	9.3%	31.7%	13.8%	8.4%
White	79.6%	48.0%	23.3%	18.7%
Total undeclared ethnicity	11.1%	41.4%	19.9%	15.4%

Source - DBS

### Notes:

1. Includes all Industrial and Non-industrial personnel but excludes all Trading Fund, Royal Fleet Auxillary and Locally Engaged Civilians.

All figures are rounded to the nearest 10. Percentages are calculated from unrounded figures.

Totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.

## Civilian Staff: Progress through the external recruitment process by disability 2010/11

Headcount

Disability	Applied	Interviewed	Offered	Appointed
<b>Total<sup>1</sup></b>	<b>6,910</b>	<b>3,160</b>	<b>1,520</b>	<b>1,200</b>
Disabled	-	-	-	-
No Disability	160	130	90	80
Total undeclared disability	6,750	3,040	1,430	1,120

Source - DBS

Disability	Total applied	Interviewed as % of applied	Offered as % of applied	Appointed as % of applied
<b>Total<sup>1</sup></b>	<b>100.0%</b>	<b>45.8%</b>	<b>22.0%</b>	<b>17.4%</b>
Disabled	0.0%	-	-	-
No Disability	2.2%	82.6%	59.4%	51.0%
Total undeclared disability	97.8%	45.0%	21.1%	16.6%

Source - DBS

### Notes:

1. Includes all Industrial and Non-industrial personnel but excludes all Trading Fund, Royal Fleet Auxillary and Locally Engaged Civilians.

All figures are rounded to the nearest 10. Percentages are calculated from unrounded figures.

Totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.

- denotes no percentage calculated due to insufficient numbers.

- denotes zero or rounded to zero.

## Civilian Staff: Progress through the external recruitment process by age 2010/11

Headcount

Age Range	Applied	Interviewed	Offered	Appointed
<b>Total<sup>1</sup></b>	<b>6,910</b>	<b>3,160</b>	<b>1,520</b>	<b>1,200</b>
16-19	140	120	60	60
20-24	1,050	340	180	160
25-29	1,280	510	250	190
30-34	890	380	170	120
35-39	620	320	140	110
40-44	820	390	170	130
45-49	750	360	180	130
50-54	620	330	160	120
55+	590	350	170	140
Total undeclared age	140	80	50	40

Source - DBS

Age Range	Total applied	Interviewed as % of applied	Offered as % of applied	Appointed as % of applied
<b>Total<sup>1</sup></b>	<b>100.0%</b>	<b>45.8%</b>	<b>22.0%</b>	<b>17.4%</b>
16-19	2.1%	85.4%	42.4%	38.2%
20-24	15.2%	32.1%	17.4%	15.6%
25-29	18.5%	39.7%	19.3%	14.7%
30-34	12.8%	42.6%	19.6%	14.0%
35-39	9.0%	50.9%	22.1%	17.4%
40-44	11.9%	47.4%	20.8%	15.9%
45-49	10.9%	48.1%	23.3%	17.0%
50-54	9.0%	52.2%	25.0%	19.4%
55+	8.5%	59.0%	28.8%	24.2%
Total undeclared age	2.1%	54.5%	33.1%	27.6%

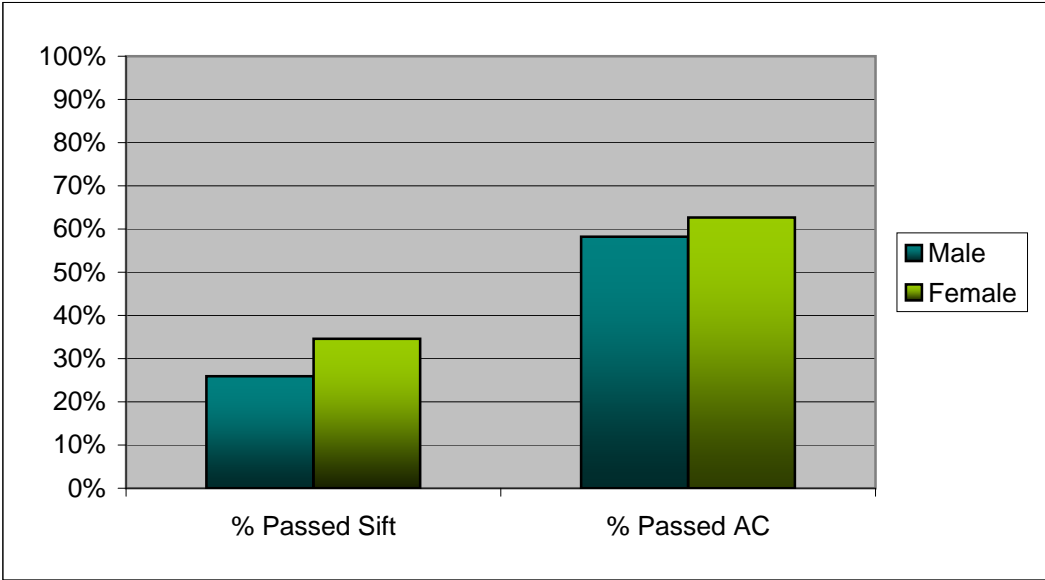
Source - DBS

### Notes:

1. Includes all Industrial and Non-industrial personnel but excludes all Trading Fund, Royal Fleet Auxillary and Locally Engaged Civilians.

All figures are rounded to the nearest 10. Percentages are calculated from unrounded figures.

**Success rates through the 2010 Band B Assessment Centre - Gender**



Source: DASA (Quad-Service)

No significant differences between males and females at either stage.  
Success rates cannot be presented for BME or personnel with disabilities due to insufficient numbers.  
Data not available for sexual orientation or religion.

## Civilian Staff: Development Schemes by gender

Gender	Fast Stream	MIDIT	CATS	PDMP	DBS	TADS	Convertees	Aspire
<b>Total<sup>1</sup></b>	<b>120</b>	<b>200</b>	<b>70</b>	<b>170</b>	<b>10</b>	<b>40</b>	<b>20</b>	<b>50</b>
Male	70	110	30	110	~	20	10	30
Female	60	100	40	60	10	20	10	20

Gender	Fast Stream	MIDIT	CATS	PDMP	DBS	TADS	Convertees	Aspire
Female representation	47.2%	46.6%	56.2%	36.8%	~	39.5%	~	41.7%

## Civilian Staff: Development Schemes by ethnicity

Ethnicity	Fast Stream	MIDIT	CATS	PDMP	DBS	TADS	Convertees	Aspire
<b>Total<sup>1</sup></b>	<b>120</b>	<b>200</b>	<b>70</b>	<b>170</b>	<b>10</b>	<b>40</b>	<b>20</b>	<b>50</b>
White	100	180	70	140	10	40	10	40
BME	~	10	~	10	-	~	-	~
Undeclared	20	20	~	20	~	~	~	~

Ethnicity	Fast Stream	MIDIT	CATS	PDMP	DBS	TADS	Convertees	Aspire
<b>Declaration Rate</b>	<b>84.8%</b>	<b>92.2%</b>	<b>93.2%</b>	<b>85.6%</b>	<b>~</b>	<b>97.4%</b>	<b>~</b>	<b>91.7%</b>
BME representation	~	4.3%	~	5.4%	~	~	~	~

~ denotes no percentage calculated due to insufficient numbers.

- denotes zero or rounded to zero.

## Civilian Staff: Development Schemes by disability

Disability	Fast Stream	MIDIT	CATS	PDMP	DBS	TADS	Convertees	Aspire
<b>Total<sup>1</sup></b>	<b>120</b>	<b>200</b>	<b>70</b>	<b>170</b>	<b>10</b>	<b>40</b>	<b>20</b>	<b>50</b>
No disability	100	170	60	140	10	30	10	40
Disability	10	10	~	10	-	~	~	~
Undeclared	10	30	10	20	~	~	-	~

Disability	Fast Stream	MIDIT	CATS	PDMP	DBS	TADS	Convertees	Aspire
<b>Declaration Rate</b>	<b>90.4%</b>	<b>86.8%</b>	<b>86.3%</b>	<b>87.4%</b>	<b>~</b>	<b>92.1%</b>	<b>~</b>	<b>95.8%</b>
Disability representation	8.8%	5.6%	~	9.2%	~	~	~	~

~ denotes no percentage calculated due to insufficient numbers.

- denotes zero or rounded to zero.

## Civilian Staff: Development Schemes by sexual orientation

Sexual Orientation	Fast Stream	MIDIT	CATS	PDMP	DBS	TADS	Convertees	Aspire
<b>Total<sup>1</sup></b>	<b>120</b>	<b>200</b>	<b>70</b>	<b>170</b>	<b>10</b>	<b>40</b>	<b>20</b>	<b>50</b>
Heterosexual	80	150	50	120	~	40	10	30
LGB	~	~	~	~	-	-	-	~
Undeclared	40	50	20	50	~	~	~	10

Sexual Orientation	Fast Stream	MIDIT	CATS	PDMP	DBS	TADS	Convertees	Aspire
<b>Declaration Rate</b>	<b>70.4%</b>	<b>75.5%</b>	<b>72.6%</b>	<b>69.0%</b>	<b>~</b>	<b>97.4%</b>	<b>~</b>	<b>70.8%</b>
LGB representation	~	~	~	~	~	~	~	~

~ denotes no percentage calculated due to insufficient numbers.

- denotes zero or rounded to zero.

## Civilian Staff: Development Schemes by religion

Religion	Fast Stream	MIDIT	CATS	PDMP	DBS	TADS	Convertees	Aspire
<b>Total<sup>1</sup></b>	<b>120</b>	<b>200</b>	<b>70</b>	<b>170</b>	<b>10</b>	<b>40</b>	<b>20</b>	<b>50</b>
Christian	50	70	30	70	~	10	10	20
Non-Christian	~	10	~	10	-	~	-	~
Secular	40	70	20	40	-	20	~	10
Undeclared	40	60	20	60	~	10	~	10

Religion	Fast Stream	MIDIT	CATS	PDMP	DBS	TADS	Convertees	Aspire
<b>Declaration Rate</b>	<b>68.0%</b>	<b>72.5%</b>	<b>68.5%</b>	<b>66.1%</b>	<b>~</b>	<b>81.6%</b>	<b>~</b>	<b>79.2%</b>
Non-Christian representation	~	5.4%	~	7.8%	~	~	~	~
Secular representation	43.5%	45.3%	38.0%	31.3%	~	54.8%	~	34.2%

~ denotes no percentage calculated due to insufficient numbers.

- denotes zero or rounded to zero.

## Civilian Staff: Development Schemes by age

Age	Fast Stream	MIDIT	CATS	PDMP	DBS	TADS	Convertees	Aspire
<b>Total<sup>1</sup></b>	<b>120</b>	<b>200</b>	<b>70</b>	<b>170</b>	<b>10</b>	<b>40</b>	<b>20</b>	<b>50</b>
16-19	-	-	-	-	~	~	~	~
20-24	10	~	~	~	~	20	-	-
25-29	70	60	20	20	~	20	~	10
30-34	30	80	20	30	~	-	~	10
35-39	~	40	20	40	-	~	~	10
40-44	-	10	~	20	-	-	~	10
45-49	-	~	10	20	~	-	~	10
50-54	~	-	~	30	-	-	~	~
55-59	-	-	~	10	-	-	-	~
60+	-	-	-	-	~	~	~	~
Undeclared	~	~	-	-	-	-	-	~

Age	Fast Stream	MIDIT	CATS	PDMP	DBS	TADS	Convertees	Aspire
<b>Average age</b>	<b>28.9</b>	<b>32.8</b>	<b>35.1</b>	<b>41.2</b>	<b>~</b>	<b>25.7</b>	<b>~</b>	<b>39.1</b>

~ denotes no percentage calculated due to insufficient numbers.

- denotes zero or rounded to zero.

## Civilian Staff: Total grievance & harassment cases<sup>1</sup> by gender, ethnicity and disability status during 2010/11

Headcount

	Total grievance & harassment cases	Percentage of cases	Average MOD Strength <sup>2</sup>	Percentage of Average Strength
<b>MOD Total<sup>3</sup></b>	<b>130</b>	<b>100.0%</b>	<b>74,180</b>	<b>0.2%</b>
<b>Gender</b>				
Male	80	59.7%	46,900	0.2%
Female	50	40.3%	27,280	0.2%
<b>Ethnicity</b>				
White	100	91.7%	61,470	0.2%
Black & Minority Ethnic	10	8.3%	2,000	0.4%
<b>Total declared ethnicity</b>	<b>110</b>	<b>84.5%</b>	<b>63,470</b>	<b>0.2%</b>
Total undeclared ethnicity <sup>4</sup>	20	15.5%	10,700	0.2%
<b>Disability</b>				
No Disability	80	83.2%	55,200	0.2%
Disability	20	16.8%	4,100	0.4%
<b>Total declared disability</b>	<b>100</b>	<b>78.3%</b>	<b>59,300</b>	<b>0.2%</b>
Total undeclared disability <sup>4</sup>	30	21.7%	14,870	0.2%

Source: DBS / DASA(Quad-Service)

### Notes:

1. Grievance and harassment cases include Mod Grievance - Age, Mod Grievance - Other, Grievance - Age, Grievance - Disability, Grievance - Other, Grievance - Race, Harassment - Other and Harassment - SexualOrientation. Splits by Protected Characteristic do not take into account whether the actual Grievance was based on that protected characteristic, or was related to another issue.
2. MOD strength is based on 13 month average strength for financial year 2009/2010. All figures are rounded to the nearest 10, totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.
3. Includes all Industrial, Non-industrial and Trading Fund personnel but excludes all Royal Fleet Auxillary and Locally Engaged Civilians. Measured as headcount (part time equivalent to one person).
4. Figures include all personnel with an unknown or undeclared ethnicity and disability status within HRMS.

Percentages are calculated from unrounded figures and are shown to 1 decimal place.

## Civilian Staff: Total discipline cases<sup>1</sup> by gender, ethnicity and disability status during 2010/11

Headcount

	Total Discipline cases	Percentage of cases	Average MOD Strength <sup>2</sup>	Percentage of Average Strength
<b>MOD Total<sup>3</sup></b>	<b>950</b>		<b>74,180</b>	
<b>Gender</b>				
Male	660	69.5%	46,900	1.4%
Female	290	34.4%	27,280	1.1%
<b>Ethnicity</b>				
White	810	95.5%	61,470	1.3%
Black & Minority Ethnic	40	4.5%	2,000	1.9%
<b>Total declared ethnicity</b>	<b>850</b>	<b>88.0%</b>	<b>63,470</b>	<b>1.3%</b>
Total undeclared ethnicity <sup>4</sup>	100	12.0%	10,700	1.0%
<b>Disability</b>				
No Disability	570	82.9%	55,200	1.0%
Disability	120	17.1%	4,100	2.9%
<b>Total declared disability</b>	<b>690</b>	<b>82.2%</b>	<b>59,300</b>	<b>1.2%</b>
Total undeclared disability <sup>4</sup>	260	17.8%	14,870	1.8%

Source: DBS / DASA(Quad-Service)

### Notes:

1. Discipline cases include Criminal Conviction & Cautions, Employment Tribunal, Long Term Sickness, Major Discipline - Gross Misconduct, Major Discipline - Other, Minor Discipline, Sick Absence, Sick Absence 1st Year, Unsatisfactory Performance 1st Year, Unsatisfactory Performance and Unauthorised Absence.
2. MOD strength is based on 13 month average strength for financial year. All figures are rounded to the nearest 10, totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.
3. Includes all Industrial, Non-industrial and Trading Fund personnel but excludes all Royal Fleet Auxillary and Locally Engaged Civilians. Measured as headcount (part time equivalent to one person).
4. Figures include all personnel with an unknown or undeclared ethnicity or disability status within HRMS.

Percentages are calculated from unrounded figures and are shown to 1 decimal place.