



# Ministry of Defence

## Equal Pay Audit 2012

### MOD Core Civilian

### Non-Industrial Personnel

This audit presents a comparison of male and female annualised average salaries in the period 1 October 2011 to 1 October 2012 to meet the Department's obligations under the Public Sector Equality Duty to provide information on its workforce identified by the Equality Act 2010. Further analysis to compare length of service in grade, promotions and length of time to promotion have been conducted to provide possible explanations for any gender differences that may be found.

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## **Key Findings**

1. Because of substantial structural differences in MOD non-industrial civilian personnel, gender comparisons of pay are only meaningful when made separately for each grade/pay band.
2. In general, females have shorter average length of service in grade than males (see table EPA-1), with the exception of grade E1, in which males and females have a similar average length of service in grade. Average length of service in grade has increased for grades below B2 and the difference between men and women has increased notably at B1 and E1.
3. Gender differences in average basic salary in each grade have fallen and are now less than 3.5 per cent in each grade (see table EPA-1). When accounting for the differences in length of service in grade of males and females, the gender differences in the subsequently adjusted average basic salary decrease further, with gender differences of no more than 1.0 per cent occurring in all grades (see table EPA-1a). Any remaining differences are likely to be the result of different proportions of males and females on the London and National pay scales.
4. Promotion numbers in the period 1 October 2011 to 1 October 2012 for both males and females have begun to return to a similar level to that of 2009-10 (see table EPA-2). The length of time taken to promotion for those who were promoted within the period is largely comparable across gender (see table EPA-3).

## **Methods:**

5. The analyses conducted within this report require exclusions. The population pertaining to these analyses consists of MOD main non-industrial personnel with a current HRMS record, who are identified as being paid on the CHIPS pay extract as at 1 October 2012. The following exclusions were applied throughout:
  - a. Trading Funds personnel
  - b. Royal Fleet Auxiliary personnel
  - c. Locally engaged civilians
  - d. Industrial Grades
  - e. Analogues (MDP, Fire Service, NHS linked Agenda for Change staff, Teachers, Civilian Medical Practitioners and Civilian Dental Practitioners)
  - f. Senior Civil Servants and equivalent (those paid above the Band B1 Max)
  - g. Personnel for whom no basic salary data is recorded on CHIPS pay extract as at 1 October 2012
  - h. Personnel for whom required data are missing for other explanatory factors required within these analyses
  - i. Personnel on Zero pay – i.e. not being paid by the MOD as at 1 October 2012, are excluded from salary analysis, but are included within promotion analysis, due to the fact that someone can be promoted from zero pay into a paid position
6. Use of Analysis of Covariance (ANCOVA) methodology to obtain adjusted average salary figures in sections A and D:

Analysis of Covariance is a standard and robust statistical methodology used to observe differences in means between groups after accounting for and removing the effects of other variables (covariates). After the removal of the effects of covariates, adjusted means for each group being compared are obtained. These adjusted means allow observation of any differences between groups in the variable of interest on an equal and more comparable basis. The adjusted average salary figures presented in sections A and D in this analysis were derived from this approach to enable average basic salary to be compared between males and females in each grade without being confounded by the effects of the differing length of service in grade of males and females in each group. The resulting adjusted average salaries represent what the average salary for each gender within a specific grade would be if the average lengths of service in grade for each gender were equal for both genders. This enables a level comparison of the average salary of each gender without confounding with the effects of different lengths of service.

7. Sections B and C concern the number of personnel who were promoted in the year from 1 October 2011 to 1 October 2012. Included in these analyses were those who were substantively promoted or advanced within this period (including a small number of personnel who were both recruited and promoted within the time period). Temporary promotions were not included, except where individuals had been on temporary promotion and were made substantive within the period. MOD has advancement from E2 to E1, C2 to C1 and B2 to B1 but for the purposes of the report these are referred to as promotion.

8. DBS provided DASA with a dataset of all those individuals receiving a promotion in the relevant period, the date of that promotion, the grade they were promoted from and the new grade they have been promoted into, the length of service in grade prior to promotion and basic salary at 1 October 2012. Given the current pay freeze, for the majority of records it has been assumed that basic salary at 1 October was the basic salary at promotion. However, for any individuals identified as having a basic salary at 1 October 2012 above the minimum spine point for the grade DASA additionally validated this cohort by tracking substantive grade changes between monthly strength extracts and recording the salary at the date of promotion from HRMS data.
9. Length of service in grade (which automatically resets to 0 on promotion) was recorded as at the period prior to promotion in order to ascertain the length of time in the previous grade prior to being promoted. The LOS in grade field was reset to 0 for the majority of MOD staff in 2004 when the new HRMS data system was introduced. Despite this limitation there is no evidence that this would introduce any gender bias. Although caution should be used when viewing the actual values of length of service in grade, where they are used for statistical analysis they are still valid for making statistical adjustments.
10. The pay analysis of those personnel promoted is taken from the perspective of the grade promoted into, and concerns gender pay equality at the promoted grade. As the analysis shows the grades moved into there is no data for E2 personnel. Personnel who move from an industrial grade (Skill Zone 1-4) into a non-industrial grade, from an analogue post into a non-analogue post are not regarded by the department as promotions but as sideways transfers, so are excluded from this analysis
11. Further exclusions in addition to those listed above are:
  - a. Personnel not substantively promoted between 1 Oct 2011 and 1 Oct 2012
  - b. Personnel promoted into or between Senior Civil Service grades
  - c. Other personnel whose pay falls outside the pay band scales, such as Apprentices
  - d. Personnel who move from a Trading Fund post into a Core post, as it is not reliably accurate to calculate the underlying strength from which personnel have been promoted
12. Section B includes **statistical tests** on the relative differences in **female proportion** within promotion groups for each grade, compared to the **female** proportion of the underlying average strength of the grade from which they were promoted. The test only needs to be conducted on the female proportion, as we are considering the proportion as females divided by the sum of males and females in each case.
13. **This is different to the significance test methodology used last year which compared the promotion rates of male to females. It has been determined that this method is not the most appropriate and can be distorted by the fact that male and female rates are not independent of each other, whereas the proportion of females in the promotion group is independent of the proportion of females at the strength group.** This can be assumed to be true where the factors that influence promotion are equally distributed for men and women. Therefore a statistical test result of "Significant" indicates that either gender or a factor that is gender biased is having an influence on promotion.
14. Section D concerns equality of pay of part-time personnel. In addition to all the exclusions listed initially, full-time personnel were also excluded. Average basic salary is presented as annualised in order to be comparable where individuals work widely varying numbers of hours, and is derived from the basic monthly salary as at 1 October 2012 which they would receive if they worked full-time, multiplied by 12 to obtain the current annual basic salary level assuming 1 FTE.

#### **SECTION A: Average Annual Basic Salary by Grade**

15. Table EPA-1 shows, for each Broader Banded Grade, the strength of personnel (headcount) and the average (arithmetic mean) FTE worked, the average (arithmetic mean) length of service in grade on a yearly basis, and average annualised basic salary split by gender. In addition, the gender difference in length of service in grade is presented in years, and the percentage gender difference in average basic salary is given.
16. Since 1 October 2011, overall average basic salary has fallen for every grade above E1. Salaries for E grades have risen following the August 2011 Non-Industrial Pay Award, where the pay scale minima of the E2 and E1 pay bands, both London and National were raised by one scale point and all personnel earning £21,000 or below received a £250 consolidated pay rise.
17. Average length of service (LOS) in grade has increased for all categories other than B1 and male B2, where it has fallen, most notably for females at B1 who on average now have 0.6 years (about 7 months) less LOS in grade than at October 2011. The difference in LOS between males and females has increased

for grades B1, D, E1 and E2, the most notable being B1 and E1 where the difference has increased by 0.4 years, with B1 males now having on average 1.8 years more service than females.

18. Although at each grade there is a difference in average basic salary between males and females, in all cases this gender pay difference is considerably less than the 5% threshold, even without accounting for the previously observed differences in length of service in grade and the difference in average basic salary between males and females has fallen at every grade from B1 to D. For E grades the difference has remained the same as 1 October 2011 and is considerably smaller than other grades.
19. For E1 personnel, where the gender difference in average basic salary is lowest (a difference of 0.6 percentage points), it is notable that the average length of service in grade figures are marginal (a difference of 0.2 years), alongside the fact that 68.5 per cent of E1 personnel are female – the only grade to be predominantly female.
20. In order to take the observed differences in length of service in grade into account when making gender comparisons in pay, Table EPA-1a presents adjusted average basic salary figures by gender, and the percentage gender difference in average basic salary. These adjusted averages were derived using ANCOVA analysis to remove the effect which an individual's length of service in grade has to their basic salary, providing a more representative comparison of the average basic salary of males and females of the same grade.
21. It is notable that adjusting for length of service in grade results in average female salaries being higher than average male salaries for all grades above E1. The largest adjusted difference is at B1 where adjusted male average salaries are 2.6 percentage points lower than female average salaries, once the difference of 1.8 years LOS is accounted for.
22. The findings of this analysis show that after accounting for gender differences in length of service in grade, any gender differences are reversed for average basic salary in most cases and are negligible (below 1 percentage point). The most likely explanation for this is known differing proportions of males and females on the London and National pay scales.

## **SECTION B: Number of Promotions/Advancements**

23. Table EPA-2 shows the number of males and females in each grade who were substantively promoted/advanced in the year from 1 October 2011 to 1 October 2012 (temporary promotions were not included here, except where those temporary promotions were made substantive, and in these cases the point of promotion was taken at the point where the promotion was made substantive). The grade referenced in this table is the grade which personnel were promoted into i.e. where a B2 was promoted to B1 they are listed here under their new grade of B1. No sideways transfers from industrial to non-industrial grades or vice versa are included, and no external new recruits to MOD are included, therefore no E2 grade is presented in the table as it is not possible to be promoted into this grade. Personnel who were promoted from a Trading Fund post into a Main MOD TLB post have also been excluded from this analysis.
24. Overall 1,300 people were substantively promoted/advanced into non-industrial grades (not including any promotions within those exclusions listed in the Methods section) from E1 to B1 in the year 1 October 2011 to 1 October 2012, and of these, 720 were male (55.5 per cent) and 580 were female (44.5 per cent). This is broadly comparable to the male:female proportions of non-industrial personnel on strength at B2 and below (57.8 per cent male, 42.2 per cent female). It should be noted that the number of substantive promotions/advancements within non-industrial grades in this period was over 50 per cent higher than the number of substantive promotions/advancements in the previous year, resulting in promotion rates moving towards those of 2009-10. Promotion rates to Band C2 are considerably higher than at other grade at 5.0 per cent, with promotion rates for Bands C1 and D increasing to near the 3 per cent mark.
25. A higher number of males were promoted into grades of C2 and above, and higher numbers of females were promoted into D and E1. However it is important to consider these in the light of the individual male/female representation at the feeder grades. At grade D (the feeder grade for promotions to C2) there is a larger percentage of males (60.4 per cent) which corresponds with the higher proportion of males promoted to C2 (58.6 per cent). Similarly at E1, the feeder grade for promotions to D, females represent 58.8 percent of personnel and promotions into band D were 52.9 per cent female. As this is an important point to consider, this year, it was decided to examine the difference between these proportions.
26. Significance tests were undertaken at each grade to determine whether the proportion of females in the promotion group at each grade is significantly different to the proportion of females at the feeder grade. Between 1 October 2011 and 1 October 2012 there was a difference of 0.02 between the female proportion **in all non-industrial promotions** from E2 to B1 and the female proportion at all feeder grades from E2 to

B2. **This difference is not significant.** However, when looking at individual grade bands, some significant differences were found. **67 per cent of promotions to E1 were female**, compared to a proportion of 41.4 per cent at E2 strength, representing a **significant difference**. In this case the promotion rate of females also reflects this, being 1.8 percentage points greater than that of men. **Significant differences were also found at Band B2 where females formed a 0.11 higher proportion than at Band C1 strength.** The promotion rate difference was also 0.7 per cent higher for women. Interestingly **for promotions to Band D**, where the feeder grade of E1 is predominantly female, the promotion rate was 0.7 per cent higher for men and the **proportion of females at promotion was 0.06 lower than the proportion of females on Band E1 strength. This difference is significant.**

27. Gender differences in the promotion rate into each grade are less than one percentage point in all grades except for promotions into B1, where the difference is 1.3 percentage points and into Band E1 where the difference is 1.8 percentage points. The difference at Band B1 should not be viewed with any concern, as the differences in proportions at promotion and feeder grade are **not significant**. Numbers are small with only 40 promotions in total for the year.

### **SECTION C: Length of Time for Promotion**

28. Table EPA-3 looks at the same individuals discussed in Section B above, this time considering the average length of service in grade prior to promotion (i.e. in the previous grade) in order to observe the length of time it took to be promoted for those individuals who were promoted within the period 1 October 2011 to 1 October 2012. It is essential to note that these figures do not represent the average length of time spent within a grade that it takes to achieve promotion, as there are inevitably many other individuals remaining in the previous grade who will achieve promotion in the future. These figures are simply representative of the average length of time spent in the previous grade prior to promotion by those who were promoted within the stated period. The analysis also observes the average basic salary upon promotion. As this will vary based on the differing proportions of males and females on the London or National pay scales, to remove this effect the number on a basic salary above the minimum for the grade was calculated.
29. The average length of service in grade prior to promotion for males and females is broadly comparable for those promoted to all grades, with the largest difference being 1.0 years for those promoted to D, where of those who were promoted, males were promoted slightly faster than females in a pool of 370 promotions. At C1 and C2 where the number of promotions were 270 and 460 respectively women were promoted slightly faster than men, although it should be noted that for C2, the largest promotion pool, the difference was only 0.1 years. Length of time to promotion was slightly quicker for men at E1 and B2, but the differences are 0.5 years or below. Although of those who were promoted into B1, females were promoted 0.8 years faster than males, caution should be used as the numbers promoted to B1 are less than 50, and averages can be volatile when derived from few individuals.
30. The average basic salary on promotion of males and females in each grade are highly comparable, with the greatest difference being 1.1 per cent higher for men at Bands B1 and E1. All other differences are less than 1.0 per cent. These differences are probably explained by different proportions of males and females on London and National pay scales.
31. There is no real evidence of gender differences in the length of time taken for promotion in most grades, with only males being promoted into B1 taking just under a year longer than females to achieve promotion, and females taking just over a year longer than males to achieve promotion to Band D. This is the same pattern as was shown for 2010-11, with the difference considerably reduced at B1 in 2011-12.

### **SECTION D: Pay levels of Part-Time Personnel**

32. Table EPA-4 looks at the gender differences in average annualised basic salary of part-time non-industrial civilian personnel in each grade, considering the average FTE and average length of service in grade of males and females in each grade. Average basic salary is derived from the annualised basic salary individuals would receive if they were employed on a full-time basis as at 1 October 2012. These figures therefore are comparable, and are not biased on account of differences relating to the number of hours actually worked by different individuals. The gender difference in length of service in grade is presented in years, and the gender difference in average annualised basic salary is given as a percentage.
33. Apart from at grade B1, where the numbers of personnel are too small to make comparisons, for other grades females make up more than 60 per cent of the part-time workforce, in particular in grade E1 where 94.4 per cent of part time personnel are female. The difference in average FTE between male and female part-time personnel shows far less variation by grade than in 2010-11. For all grades except E1 female average FTE is higher than males. At grades B2 and C1 the difference is 0.5.

34. Apart from E1, where only a 0.3 year difference in length of service in grade was seen for males and females, other grades show males to have a considerably longer length of service in grade than females and this has increased compared to last year. This inevitably impacts on average annualised basic salary differences, but it should also be noted that average LOS in Grade has increased for all grades except B1, compared to last year.
35. Gender differences in average annualised basic salary are considerably lower than for 2010-11. Only personnel at C1 have differences above the 5.0 per cent threshold with male part time staff having 6.2 per cent higher average annualised salary than females (reduced from 7.4 per cent in 2010-11).
36. As discussed previously, when observing gender differences in average basic salary, it is necessary to take into account the significant differences which exist in length of service in grade mentioned above. As in section A, ANCOVA analysis was used to extract the effects of length of service in grade as a covariate in order to level the playing field and provide a fairer basis for comparison, thus obtaining adjusted average annualised basic salary figures for males and females in each grade. These are presented in Table EPA-4a.
37. After removing the differential effects of length of service in grade, the gender differences in the adjusted average annualised basic salary reduce to well below 2.0 per cent in all grades.

### **Conclusions:**

38. The analysis shows minimal evidence of any gender inequality relating to average salaries of non-industrial personnel. Even before taking into account differences in length of service in grade, gender differences in average basic salary are less than 3.5 per cent in all grades and where the proportions of females are higher, in grade E1, the difference is less than 1.0 per cent. After accounting for gender differences in length of service in grade the subsequently adjusted average basic salaries show gender differences of no more than 0.7 per cent in all grades.
39. Of all female non-industrial promotions there was no significant difference between the female proportion of all promotions and the female proportion at all feeder grades. However, when looking at individual grade bands, some significant differences were found; at E1 and B2 where the proportion of females in the promotion group were significantly higher than would be expected. The promotion rate of females was also greater than that of men at these grades. For promotions to Band D, where the feeder grade of E1 is predominantly female, the promotion rate was higher for men and the proportion of females in the promotion group was significantly lower than expected, given the proportion on strength at E1.
40. There is no real evidence of gender differences in the length of time taken for promotion, which is consistent with the analogous levels of average basic salary upon promotion seen across gender.
41. For part time personnel there are gender differences at grades C1 in average basic salary in excess of 5.0 per cent, although this is accounted for by longer length of service in grade for males in C1, which when adjusted for reduces to 0.2 per cent. Adjusting average basic salary by length of service in grade accounts for a substantial proportion of salary differences between gender for all grades. The remaining differences are negligible at no more than 0.8 per cent, with these differences likely to be explained by different proportions of males and females on the London and National pay scales.

### **Recommendations:**

42. Owing to the strict policy on setting salaries and viewing the evidence presented in the last three Equal Pay Audit reports, we can be assured that there is no gender discrimination in salary. In order to meet the Department's obligations under the Public Sector Equality Duty it is recommended that monitoring of gender differences in salary continues on an annual basis using the current methods. However, it would be nugatory to investigate any further analysis of salary, given current policies regarding the setting of pay levels.
43. It would be meaningful to further consider promotions, length of service (in MOD and in grade) and exits to investigate reasons for gender differences revealed for promotion at certain grades. Discussions on how to monitor promotion and the effects of a changing personnel structure should focus on promotion proportions, compared to gender proportions in feeder grades and possibly an in-depth regression-based analysis to consider what variables have the greatest impact upon recruitment, promotion and retention.

## Average Annual Basic Salary by Grade

Table EPA-1 - Average Basic Salary by Gender and Grade<sup>1,2</sup>

Grade	Gender	Headcount	Average FTE	Average LOS in Grade	Diff in LOS in Grade (Yrs)	Average Basic Salary	Av Basic Salary Diff %
	<b>B1</b>						
	Male	400	1.00	5.1		£60,181	
	Female	100	0.97	3.2		£58,594	
	<b>Total</b>	<b>500</b>	<b>0.99</b>	<b>4.7</b>	<b>1.8</b>	<b>£59,852</b>	<b>2.6%</b>
<b>B2</b>							
	Male	790	1.00	5.0		£50,786	
	Female	260	0.96	3.8		£49,620	
	<b>Total</b>	<b>1,050</b>	<b>0.99</b>	<b>4.7</b>	<b>1.2</b>	<b>£50,494</b>	<b>2.3%</b>
<b>C1</b>							
	Male	3,700	0.99	5.4		£38,263	
	Female	1,200	0.97	4.2		£37,093	
	<b>Total</b>	<b>4,900</b>	<b>0.99</b>	<b>5.1</b>	<b>1.2</b>	<b>£37,977</b>	<b>3.1%</b>
<b>C2</b>							
	Male	4,950	0.99	5.4		£31,232	
	Female	2,430	0.97	4.4		£30,388	
	<b>Total</b>	<b>7,380</b>	<b>0.98</b>	<b>5.1</b>	<b>0.9</b>	<b>£30,954</b>	<b>2.7%</b>
<b>D</b>							
	Male	4,530	0.99	6.5		£25,293	
	Female	3,010	0.95	5.1		£24,496	
	<b>Total</b>	<b>7,540</b>	<b>0.98</b>	<b>5.9</b>	<b>1.4</b>	<b>£24,975</b>	<b>3.1%</b>
<b>E1</b>							
	Male	2,820	0.99	7.2		£19,903	
	Female	6,130	0.93	7.1		£19,792	
	<b>Total</b>	<b>8,950</b>	<b>0.95</b>	<b>7.1</b>	<b>0.2</b>	<b>£19,827</b>	<b>0.6%</b>
<b>E2</b>							
	Male	3,030	0.99	8.1		£17,056	
	Female	1,880	0.93	6.7		£16,794	
	<b>Total</b>	<b>4,920</b>	<b>0.97</b>	<b>7.5</b>	<b>1.4</b>	<b>£16,955</b>	<b>1.5%</b>

Source: DASA(Civilian)

Table EPA-1a ADJUSTED - Average Basic Salary by Gender and Grade<sup>1,2</sup> adjusted for LOS in Grade

B1	Gender	Average FTE	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	1.00	£59,779	
Female	0.97	£60,130		
<b>Total</b>	<b>0.99</b>	<b>£59,852</b>		<b>0.6%</b>

B2	Gender	Average FTE	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	1.00	£50,462	
Female	0.96	£50,591		
<b>Total</b>	<b>0.99</b>	<b>£50,494</b>		<b>0.3%</b>

C1	Gender	Average FTE	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	0.99	£37,954	
Female	0.97	£38,047		
<b>Total</b>	<b>0.99</b>	<b>£37,977</b>		<b>0.2%</b>

C2	Gender	Average FTE	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	0.99	£30,951	
Female	0.97	£30,959		
<b>Total</b>	<b>0.98</b>	<b>£30,954</b>		<b>0.0%</b>

D	Gender	Average FTE	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	0.99	£24,971	
Female	0.95	£24,980		
<b>Total</b>	<b>0.98</b>	<b>£24,975</b>		<b>0.0%</b>

E1	Gender	Average FTE	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	0.99	£19,892	
Female	0.93	£19,797		
<b>Total</b>	<b>0.95</b>	<b>£19,827</b>		<b>0.5%</b>

E2	Gender	Average FTE	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	0.99	£16,981	
Female	0.93	£16,914		
<b>Total</b>	<b>0.97</b>	<b>£16,955</b>		<b>0.4%</b>

Source: DASA(Civilian)



**Notes accompanying tables EPA-1 and EPA-1a**  
**Methods**

Personnel FTE numbers are rounded to the nearest 10. Numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias.

Average Length of Service in Grade is presented in years to one decimal place. Gender differences in average Length of Service in grade are calculated from the difference between the exact averages and are also presented in years to one decimal place.

Average basic salary figures for each individual are derived from the basic monthly salary rate they were on as at 1 October 2012, annualised to assume a whole year at the same salary rate. These salary rates are not adjusted to take account of the actual number of hours worked by part time staff in order to assure comparability independent of full-time/part-time status, and so for each individual represent what they would earn in a full year at the same salary rate with an FTE of 1.

Average basic salary differential percentages represent the ratio of the difference between the gender averages to the higher of the gender averages.

Adjusted average basic salary figures have been calculated using Analysis of Covariance methodology, with adjusted averages obtained after the differential effects of Length of Service in Grade in males and females have been partialled out.

Because of rounding, totals may not always equal the sum of the parts.

- denotes number withheld. Headcount and FTE strength of personnel figures below 5 are withheld, averages are withheld when based on less than 10 individuals, and comparisons of averages are withheld when based on less than 20 individuals, as such comparisons are invalid.

**Exclusions**

1. Figures exclude SCS, retained grades, staff on zero pay, those whose pay falls outside the payscales, and those where no valid grade or pay data are recorded as at 1 October 2012.
2. Figures exclude Trading Funds, Royal Fleet Auxiliaries and locally engaged civilians.

## Number of Promotions/Advancements

Table EPA-2 - Number of Promotions/Advancements<sup>1</sup> during the year 1 Oct 11 to 1 Oct 12

B1	Gender	Number of Promotions <sup>2</sup> into grade	Average Strength at lower grade <sup>3</sup>	Difference between female proportion in promotions and in feeder grade <sup>4</sup>	Promotion rate into grade	Promotion rate % point difference
	Male	30	1,200			2.3%
Female	20	470		0.10	3.6%	
<b>Total</b>	<b>40</b>	<b>1,680</b>		<b>Not Significant</b>	<b>2.7%</b>	<b>1.3%</b>

B2	Gender	Number of Promotions <sup>2</sup> into grade	Average Strength at lower grade <sup>3</sup>	Difference between female proportion in promotions and in feeder grade <sup>4</sup>	Promotion rate into grade	Promotion rate % point difference
	Male	40	4,410			0.9%
Female	20	1,440		0.11	1.6%	
<b>Total</b>	<b>60</b>	<b>5,860</b>		<b>Significant</b>	<b>1.1%</b>	<b>0.7%</b>

C1	Gender	Number of Promotions <sup>2</sup> into grade	Average Strength at lower grade <sup>3</sup>	Difference between female proportion in promotions and in feeder grade <sup>4</sup>	Promotion rate into grade	Promotion rate % point difference
	Male	180	6,380			2.8%
Female	90	3,610		-0.03	2.5%	
<b>Total</b>	<b>270</b>	<b>10,000</b>		<b>Not Significant</b>	<b>2.7%</b>	<b>0.3%</b>

C2	Gender	Number of Promotions <sup>2</sup> into grade	Average Strength at lower grade <sup>3</sup>	Difference between female proportion in promotions and in feeder grade <sup>4</sup>	Promotion rate into grade	Promotion rate % point difference
	Male	270	5,570			4.8%
Female	190	3,650		0.02	5.2%	
<b>Total</b>	<b>460</b>	<b>9,220</b>		<b>Not Significant</b>	<b>5.0%</b>	<b>0.4%</b>

D	Gender	Number of Promotions <sup>2</sup> into grade	Average Strength at lower grade <sup>3</sup>	Difference between female proportion in promotions and in feeder grade <sup>4</sup>	Promotion rate into grade	Promotion rate % point difference
	Male	180	5,310			3.3%
Female	200	7,580		-0.06	2.6%	
<b>Total</b>	<b>370</b>	<b>12,890</b>		<b>Significant</b>	<b>2.9%</b>	<b>0.7%</b>

E1	Gender	Number of Promotions <sup>2</sup> into grade	Average Strength at lower grade <sup>3</sup>	Difference between female proportion in promotions and in feeder grade <sup>4</sup>	Promotion rate into grade	Promotion rate % point difference
	Male	30	3,310			0.9%
Female	60	2,340		0.26	2.7%	
<b>Total</b>	<b>90</b>	<b>5,640</b>		<b>Significant</b>	<b>1.7%</b>	<b>1.8%</b>

Source: DASA(Civilian)

Notes:

- Personnel numbers are based on headcount and are rounded to the nearest 10. Numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Because of rounding, totals may not always equal the sum of the parts.
- Substantive promotions only. Promotion figures exclude Trading Funds, Royal Fleet Auxiliaries, locally engaged civilians, SCS, retained grades, personnel on zero pay, those whose pay falls outside the pay scales, and those where no valid grade or pay data are recorded as at 1 October 2012.
- Average strength is calculated as a 13-month weighted average and represents the pool of people at one grade beneath the promotion grade. It is assumed for simplicity that there are no promotions from two grades below or more. Average strength figures exclude all of the categories above, except personnel on zero pay who are included as potential promotees to paid positions
- The significance test examines whether the difference between the female proportion in the promotion group is significantly different to the female proportion in the average strength group, from which promotions are generated. Where the difference is positive the proportion in promotions is higher than the proportion in the feeder grade. The test is conducted at the 95% level.

## Length of time for Promotion

Table EPA-3 - Average basic salary upon Promotion / Advancement<sup>1</sup> by Gender and Grade<sup>2</sup>, and length of time until Promotion / Advancement<sup>3</sup> for those Promoted / Advanced during the year 1 Oct 11 to 1 Oct 12

Grade	Gender	Number of Promotions	Average Basic Salary on Promotion	Av Basic Salary Diff %	Average LOS to promotion (yrs)	Av LOS to promotion (yrs)	Diff
	<b>B1</b>						
	Male	30	£57,064		3.3		
	Female	20	£56,436		2.4		
	<b>Total</b>	<b>40</b>	<b>£56,860</b>	<b>1.1%</b>	<b>2.9</b>	<b>0.8</b>	
<b>B2</b>							
	Male	40	£47,942		3.6		
	Female	20	£47,942		4.1		
	<b>Total</b>	<b>60</b>	<b>£47,942</b>	<b>0.0%</b>	<b>3.8</b>	<b>0.5</b>	
<b>C1</b>							
	Male	180	£36,151		3.6		
	Female	90	£35,922		2.9		
	<b>Total</b>	<b>270</b>	<b>£36,078</b>	<b>0.6%</b>	<b>3.3</b>	<b>0.6</b>	
<b>C2</b>							
	Male	270	£29,383		3.2		
	Female	190	£29,270		3.1		
	<b>Total</b>	<b>460</b>	<b>£29,336</b>	<b>0.4%</b>	<b>3.2</b>	<b>0.1</b>	
<b>D</b>							
	Male	180	£23,654		2.5		
	Female	200	£23,607		3.6		
	<b>Total</b>	<b>370</b>	<b>£23,629</b>	<b>0.2%</b>	<b>3.1</b>	<b>1.0</b>	
<b>E1</b>							
	Male	30	£19,056		3.5		
	Female	60	£18,841		3.8		
	<b>Total</b>	<b>90</b>	<b>£18,907</b>	<b>1.1%</b>	<b>3.7</b>	<b>0.3</b>	

Source: DASA(Civilian)

Numbers are rounded to the nearest 10. Numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias.

Because of rounding, totals may not always equal the sum of the parts.

- denotes number withheld. Headcount and FTE strength of personnel figures below 5 are withheld due to their potentially disclosive nature, averages are withheld when based on less than 10 individuals due to the highly volatile nature of percentages based on small numbers, and comparisons of averages are withheld when either of the averages are based on less than 20 individuals as such comparisons are unreliable.

1. Promotion figures are based on headcount and are rounded to the nearest 5.

2. Figures exclude SCS, retained grades, staff on zero pay, those whose pay falls outside the paycales, those who are promoted from Industrial to non-Industrial and vice-versa and those where no valid grade or pay data are recorded as at 1 October 2012.

3. Average Length of Service to promotion figures represent the time spent in the previous grade prior to promotion, and are measured in years, to two decimal places.

Figures exclude Trading Funds, Royal Fleet Auxiliaries and locally engaged civilians.

### Average Annual Basic Salary - Part-Time Personnel

Table EPA-4 - Average annual basic salary of part-time personnel

B1	Gender	Headcount of p/t staff	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %
	Male	~	-	-	-	-	-
Female	10	0.74	3.2			£59,170	
<b>Total</b>	<b>20</b>	<b>0.74</b>	<b>4.0</b>	<b>-</b>	<b>-</b>	<b>£59,738</b>	<b>-</b>

B2	Gender	Headcount of p/t staff	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %
	Male	10	0.70	6.5			£51,323
Female	40	0.75	5.0			£50,350	
<b>Total</b>	<b>50</b>	<b>0.74</b>	<b>5.4</b>	<b>-</b>	<b>-</b>	<b>£50,598</b>	<b>-</b>

C1	Gender	Headcount of p/t staff	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %
	Male	100	0.70	7.1			£39,825
Female	160	0.75	5.0			£37,376	
<b>Total</b>	<b>260</b>	<b>0.73</b>	<b>5.8</b>	<b>2.2</b>	<b>2.2</b>	<b>£38,332</b>	<b>6.2%</b>

C2	Gender	Headcount of p/t staff	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %
	Male	110	0.70	7.7			£32,100
Female	320	0.74	5.3			£30,826	
<b>Total</b>	<b>430</b>	<b>0.73</b>	<b>5.9</b>	<b>2.4</b>	<b>2.4</b>	<b>£31,149</b>	<b>4.0%</b>

D	Gender	Headcount of p/t staff	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %
	Male	100	0.70	8.1			£26,039
Female	500	0.72	6.0			£24,906	
<b>Total</b>	<b>600</b>	<b>0.71</b>	<b>6.4</b>	<b>2.1</b>	<b>2.1</b>	<b>£25,091</b>	<b>4.4%</b>

E1	Gender	Headcount of p/t staff	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %
	Male	80	0.69	7.3			£19,853
Female	1,280	0.67	7.0			£19,834	
<b>Total</b>	<b>1,360</b>	<b>0.67</b>	<b>7.0</b>	<b>0.3</b>	<b>0.3</b>	<b>£19,835</b>	<b>0.1%</b>

E2	Gender	Headcount of p/t staff	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %
	Male	50	0.64	7.8			£17,104
Female	400	0.67	7.3			£16,892	
<b>Total</b>	<b>450</b>	<b>0.67</b>	<b>7.3</b>	<b>0.6</b>	<b>0.6</b>	<b>£16,916</b>	<b>1.2%</b>

Source: DASA(Civilian)

EPA-4a Adjusted Average Basic Salary of Part-Time personnel adjusted for LOS in Grade

B1	Gender	Headcount of p/t staff	Average FTE	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	~	-	-	-
Female	10	0.74	£60,026		
<b>Total</b>	<b>20</b>	<b>0.74</b>	<b>£59,738</b>	<b>-</b>	

B2	Gender	Headcount of p/t staff	Average FTE	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	10	0.70	£50,654	
Female	40	0.75	£50,579		
<b>Total</b>	<b>50</b>	<b>0.74</b>	<b>£50,598</b>	<b>-</b>	

C1	Gender	Headcount of p/t staff	Average FTE	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	100	0.70	£38,280	
Female	160	0.75	£38,366		
<b>Total</b>	<b>260</b>	<b>0.73</b>	<b>£38,332</b>	<b>0.2%</b>	

C2	Gender	Headcount of p/t staff	Average FTE	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	110	0.70	£31,082	
Female	320	0.74	£31,172		
<b>Total</b>	<b>430</b>	<b>0.73</b>	<b>£31,149</b>	<b>0.3%</b>	

D	Gender	Headcount of p/t staff	Average FTE	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	100	0.70	£25,056	
Female	500	0.72	£25,098		
<b>Total</b>	<b>600</b>	<b>0.71</b>	<b>£25,091</b>	<b>0.2%</b>	

E1	Gender	Headcount of p/t staff	Average FTE	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	80	0.69	£19,888	
Female	1,280	0.67	£19,832		
<b>Total</b>	<b>1,360</b>	<b>0.67</b>	<b>£19,835</b>	<b>0.3%</b>	

E2	Gender	Headcount of p/t staff	Average FTE	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	50	0.64	£17,044	
Female	400	0.67	£16,900		
<b>Total</b>	<b>450</b>	<b>0.67</b>	<b>£16,916</b>	<b>0.8%</b>	

Source: DASA(Civilian)

#### Notes accompanying tables EPA-4 and EPA-4a

This table includes only those personnel classed as working on a part-time basis, defined by their working hours averaged across the year being less than 36 hours per week for those on the London pay scale, and less than 37 hours per week for those on the National pay scale.

Average annualised basic salary figures represent the pro-rata basic salary personnel would receive if they worked for full-time Length of service in grade figures are in years and are rounded to one decimal place.

Average basic salary differential percentages represent the ratio of the difference between the gender averages to the higher of the gender averages.

Payrise differential percentages represent the ratio of the gender payrise difference to the overall average basic salary (of both genders together).

Adjusted average basic salary figures have been calculated using Analysis of Covariance methodology, with adjusted averages obtained after the differential effects of Length of Service in Grade in males and females have been partialled out.

Personnel numbers are based on headcount and are rounded to the nearest 10. Numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Personnel figures below 5 are denoted by "~" and further calculations based on these numbers are withheld and denoted by "-".

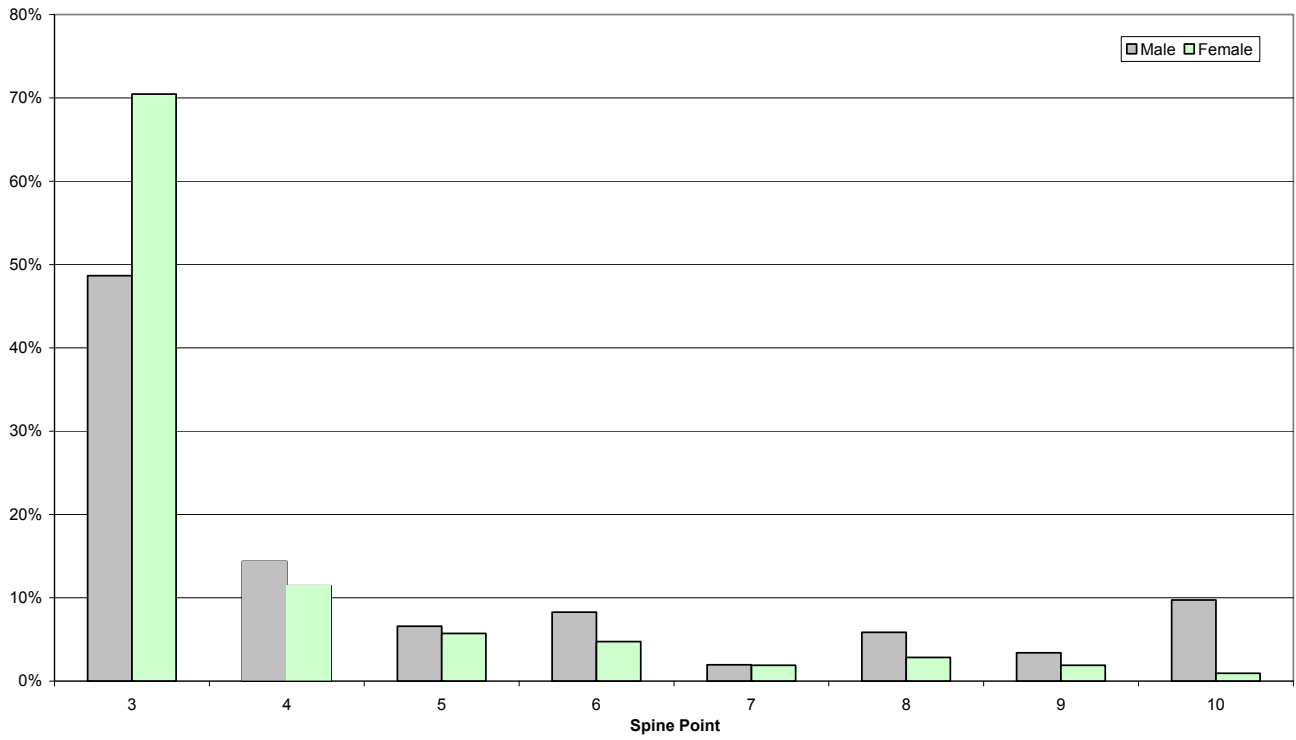
Calculations of averages are also withheld when based on less than 10 individuals, and comparisons of averages are withheld when either of the averages are based on less than 20 individuals as such comparisons are invalid. Because of rounding, totals may not always equal the sum of the parts.

Figures exclude Trading Funds, Royal Fleet Auxiliaries and locally engaged civilians.

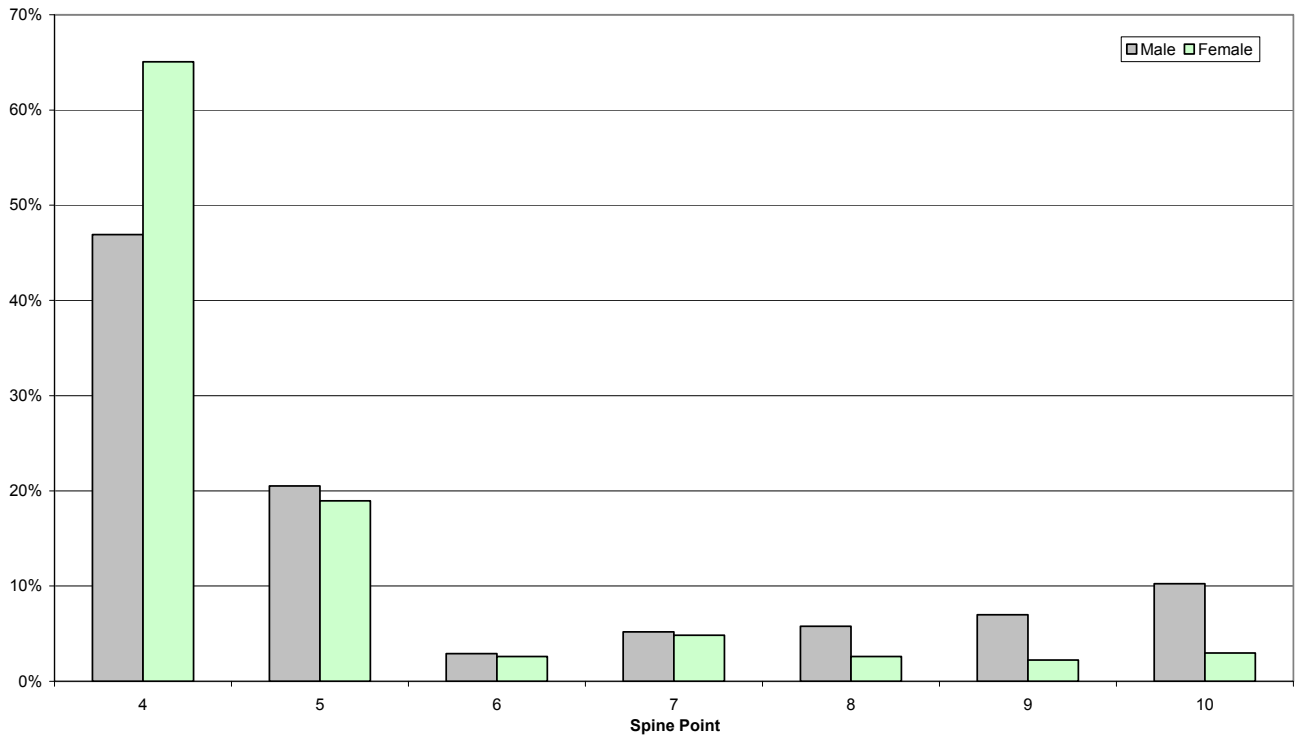
Figures exclude SCS, retained grades, staff on zero pay, those whose pay falls outside the payscales, and those where no valid grade or pay data are recorded as at 1 October 2012.

# EPA Graphs – All Personnel

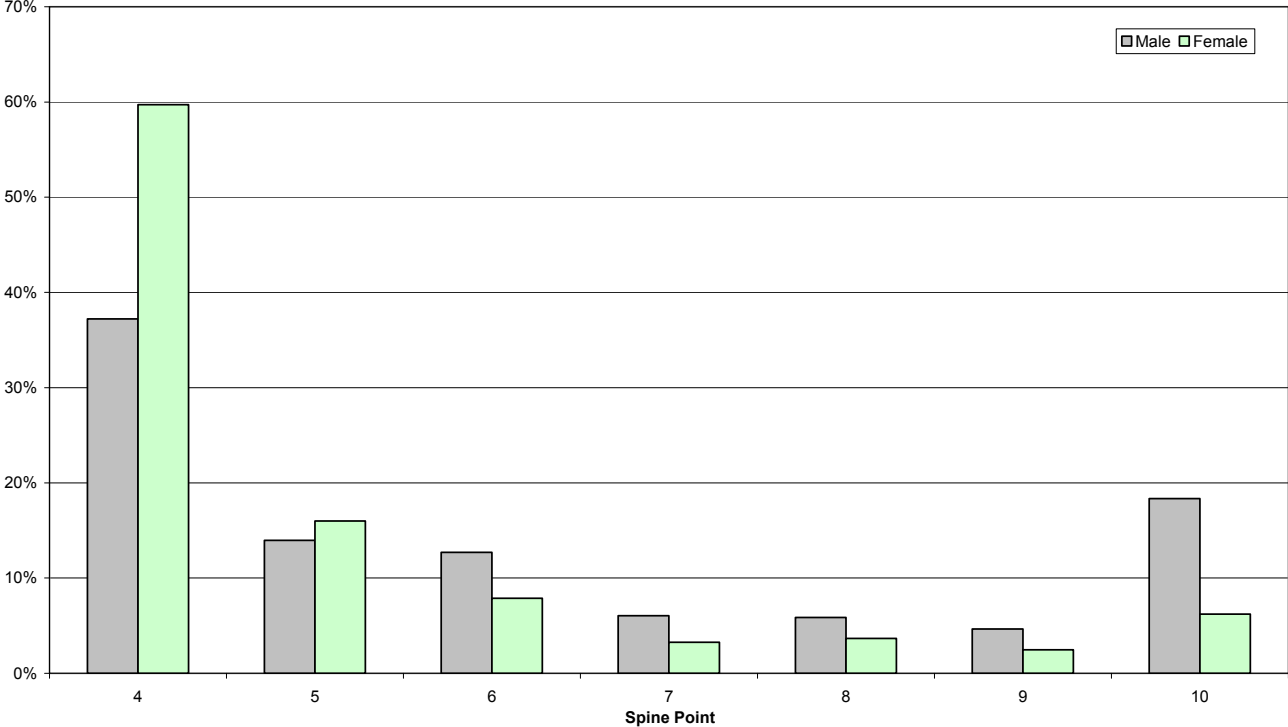
## B1 Pay Scale distributions by gender at 1 October 2012



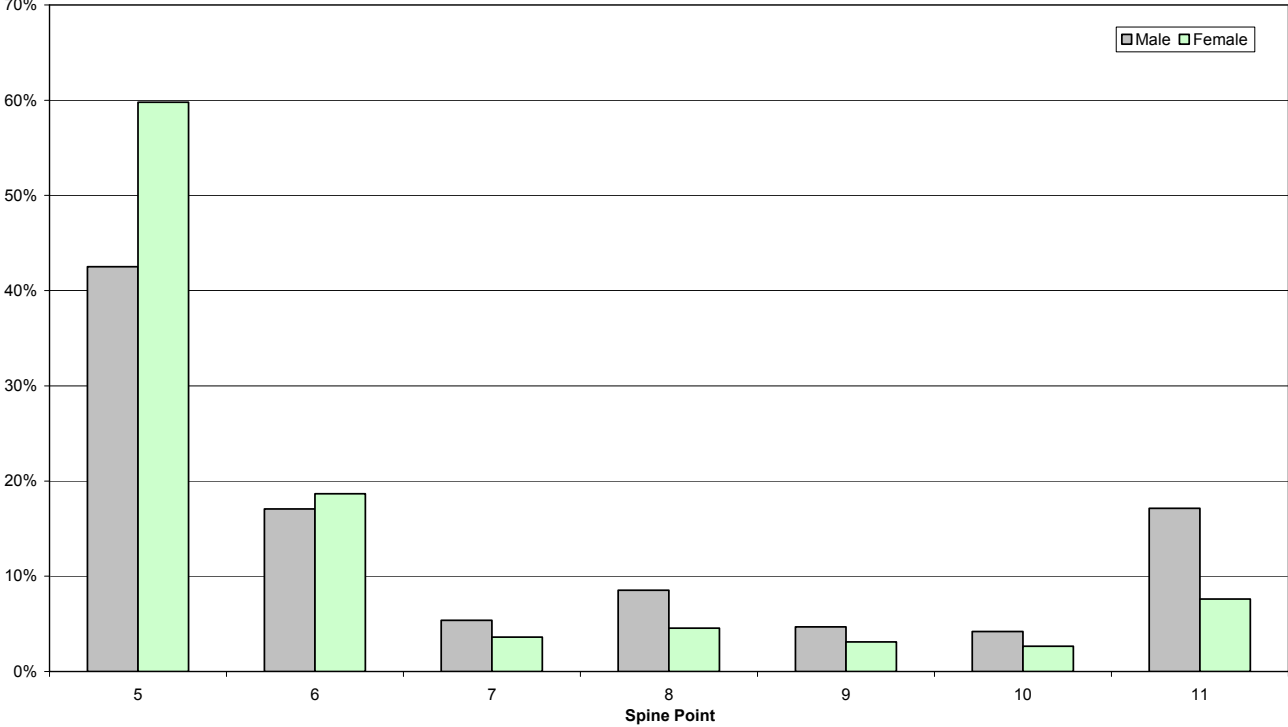
## B2 Pay Scale distributions by gender at 1 October 2012



**C1 Pay Scale distributions by gender at 1 October 2012**

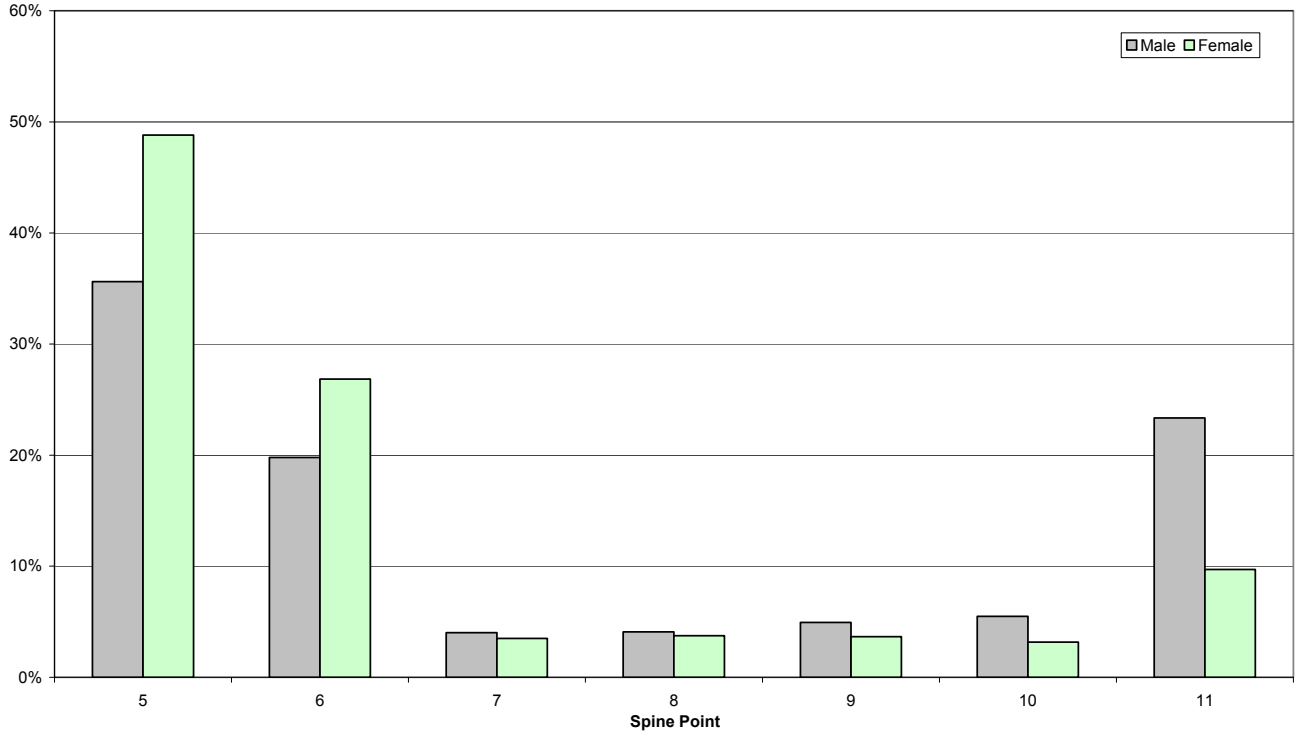


**C2 Pay Scale distributions by gender at 1 October 2012**

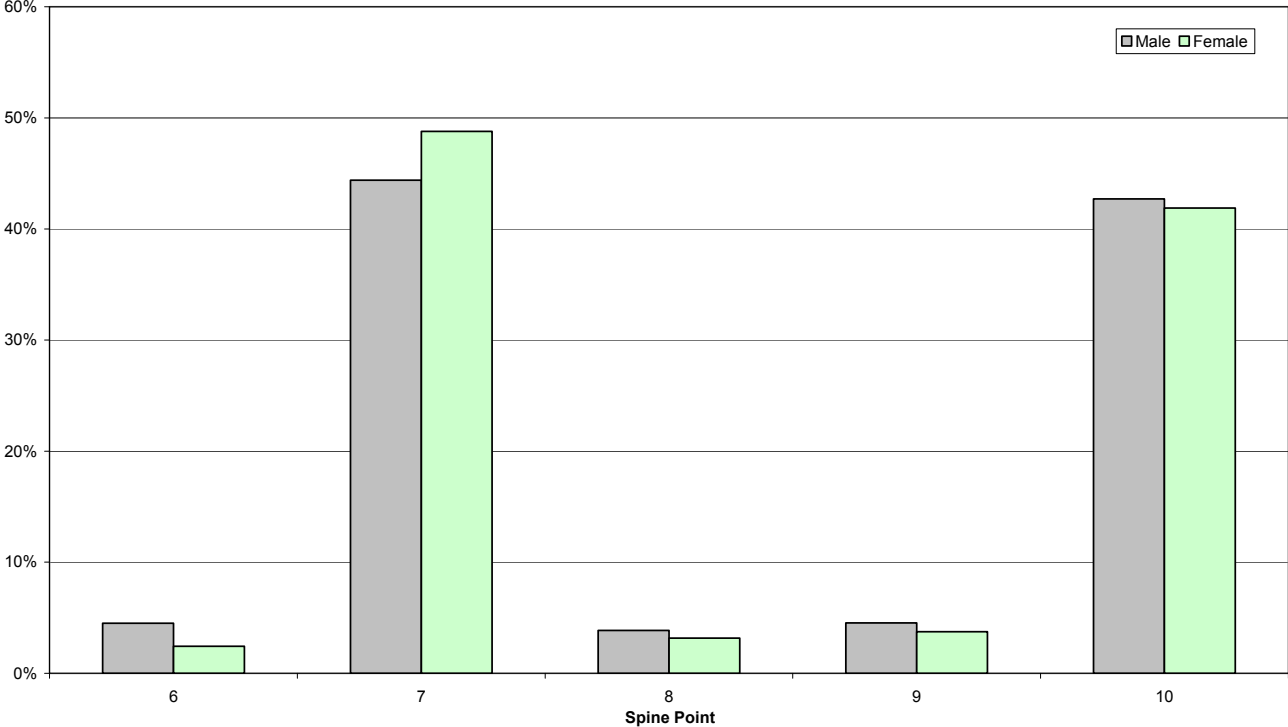




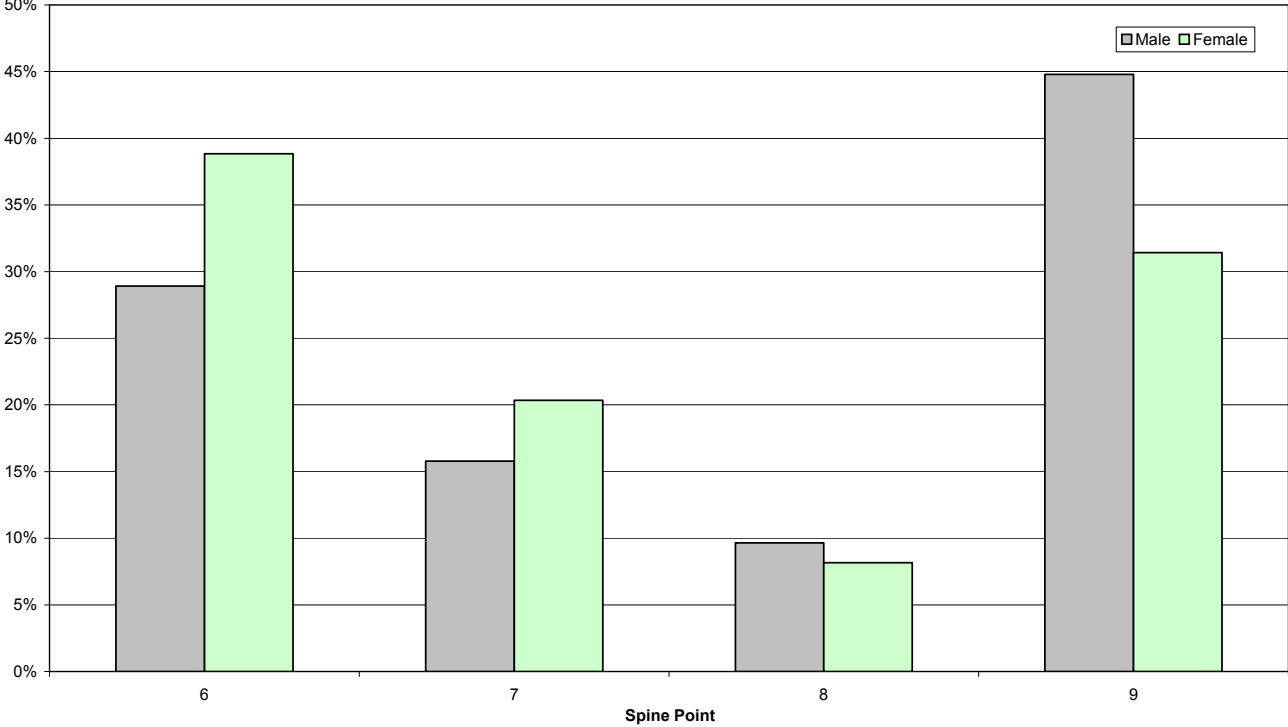
D Pay Scale distributions by gender at 1 October 2012



**E1 Pay Scale distributions by gender at 1 October 2012**

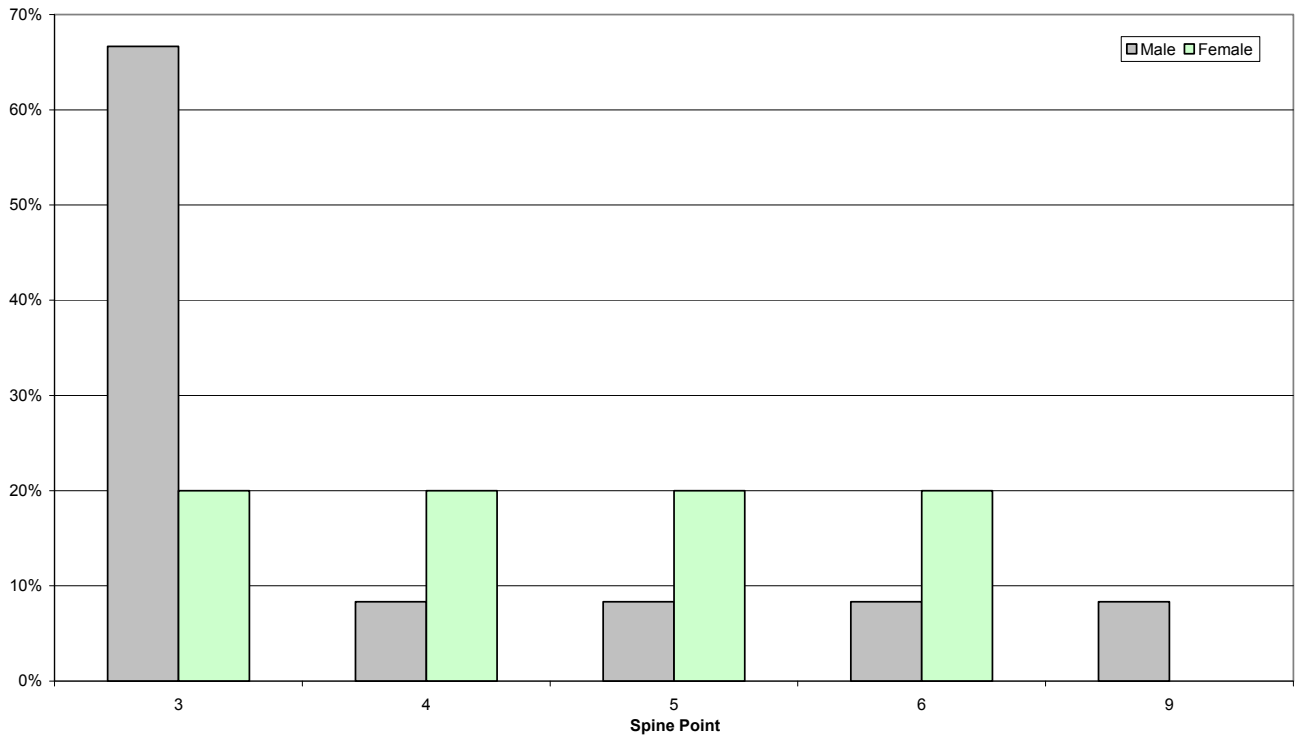


**E2 Pay Scale distributions by gender at 1 October 2012**

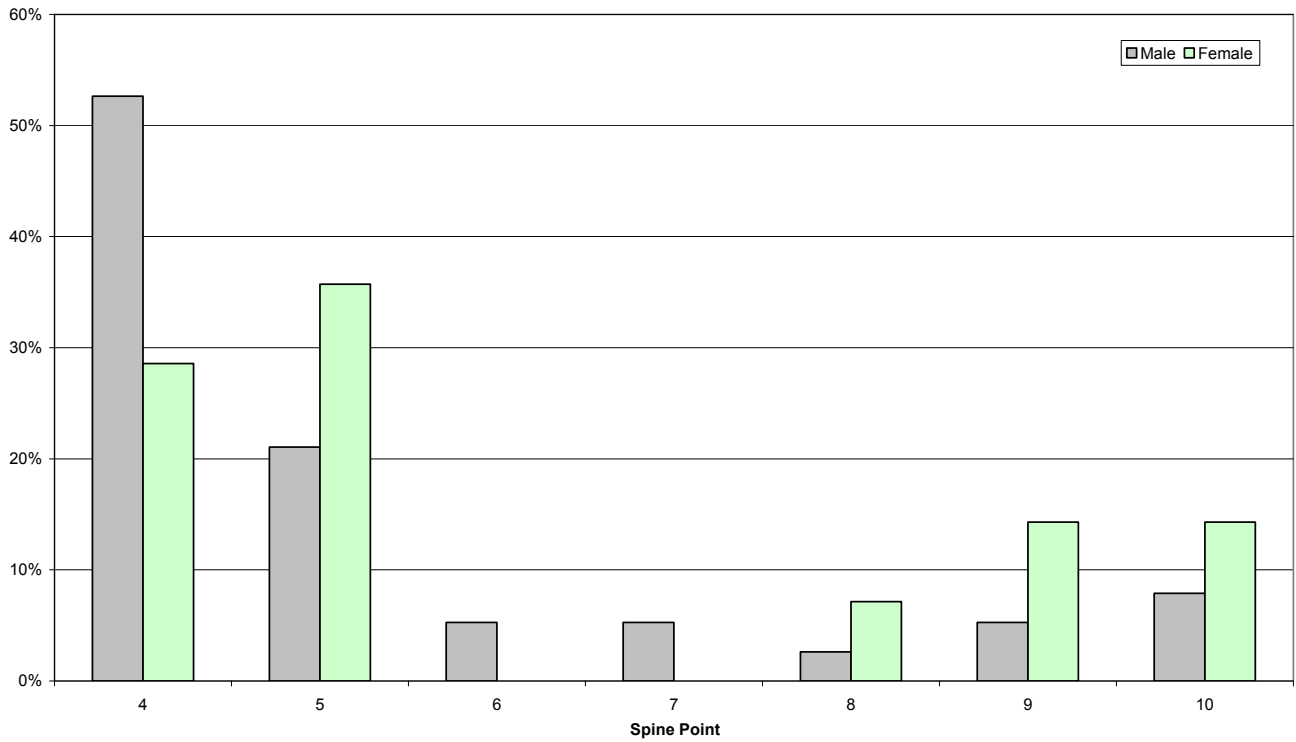


# EPA Graphs – Part-time Personnel

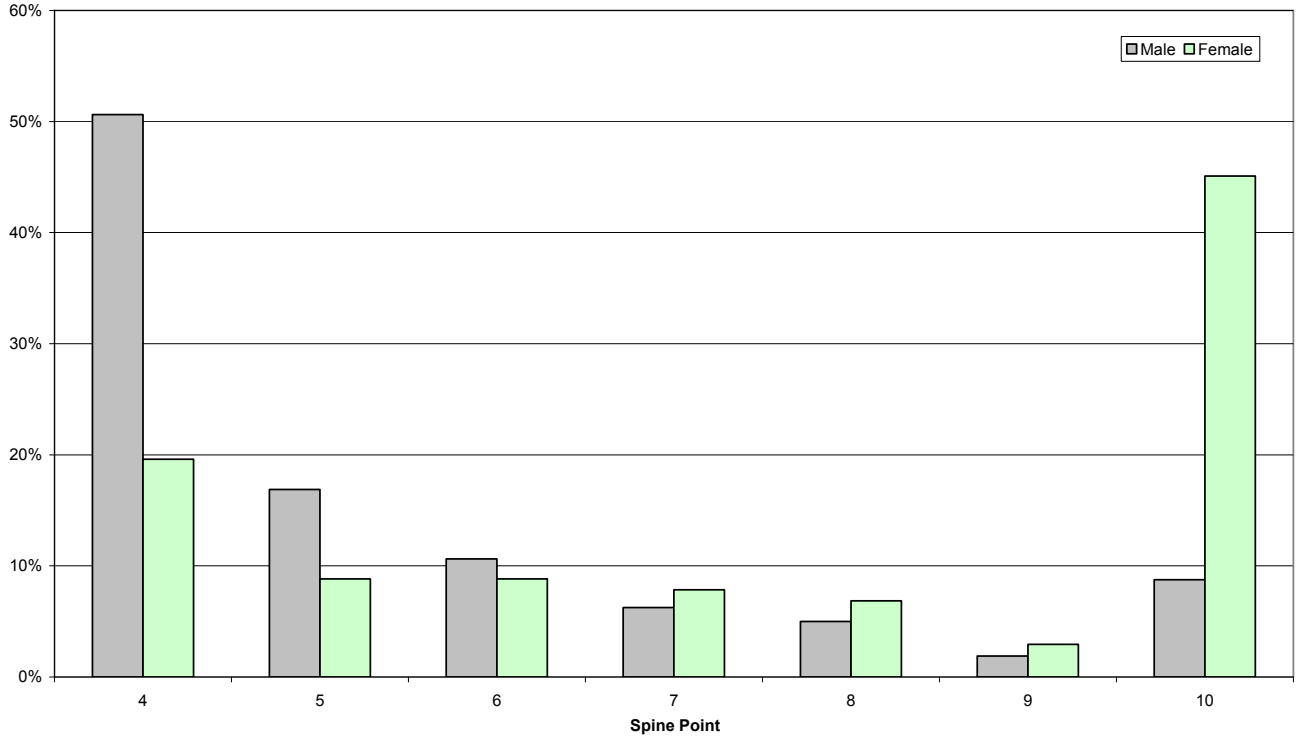
## B1 Pay Scale distributions by gender and part-time at 1 October 2012



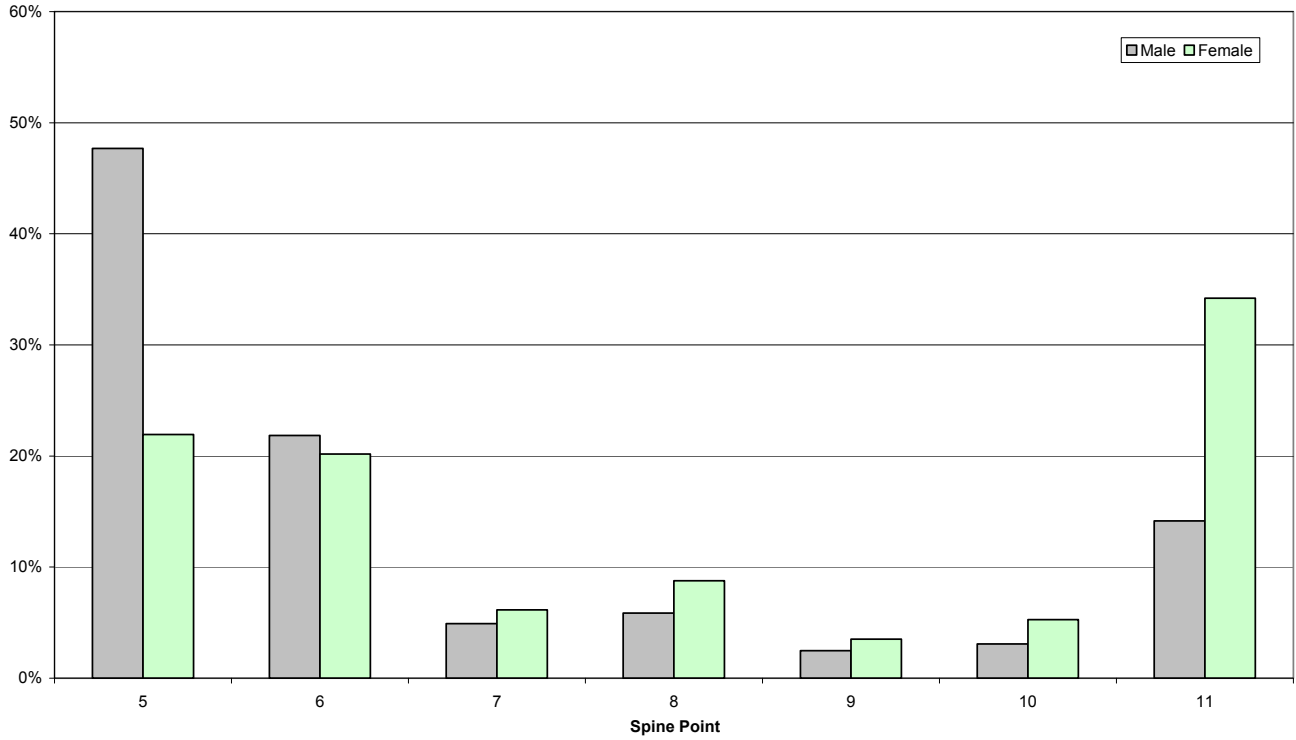
## B2 Pay Scale distributions by gender and part-time at 1 October 2012



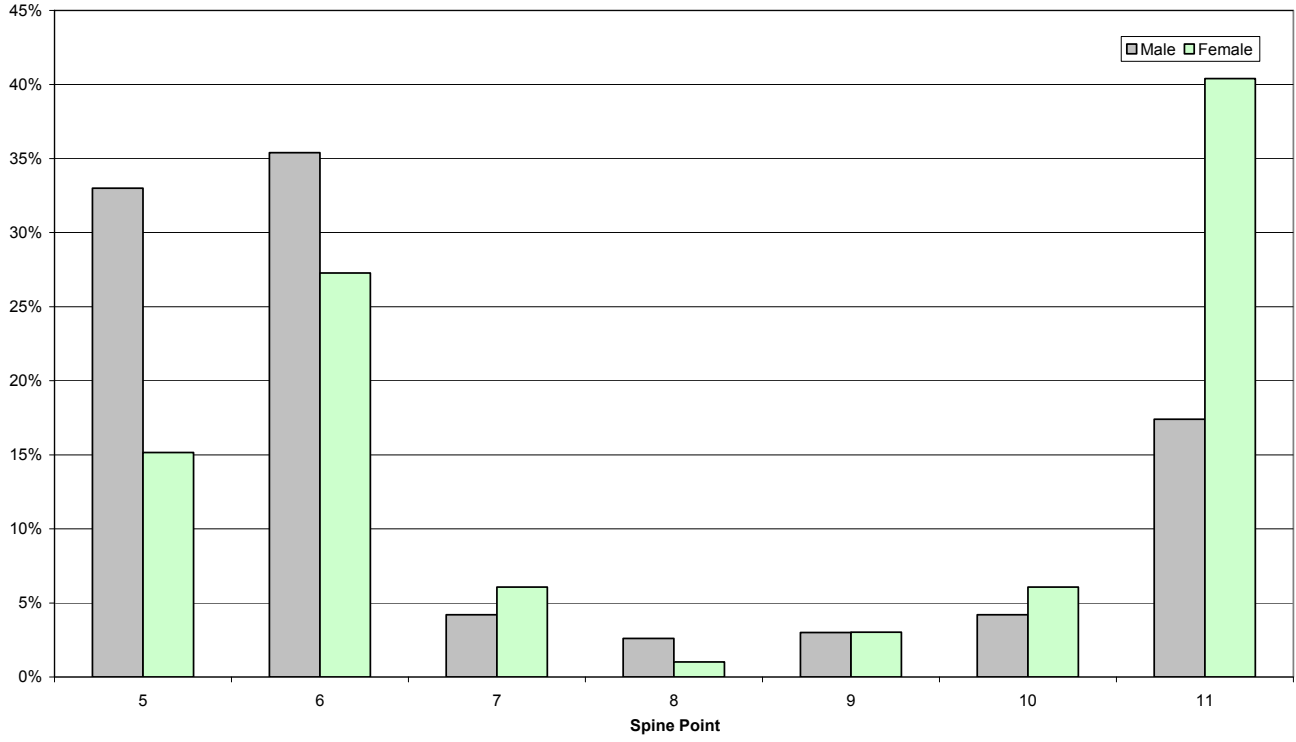
**C1 Pay Scale distributions by gender and part-time at 1 October 2012**



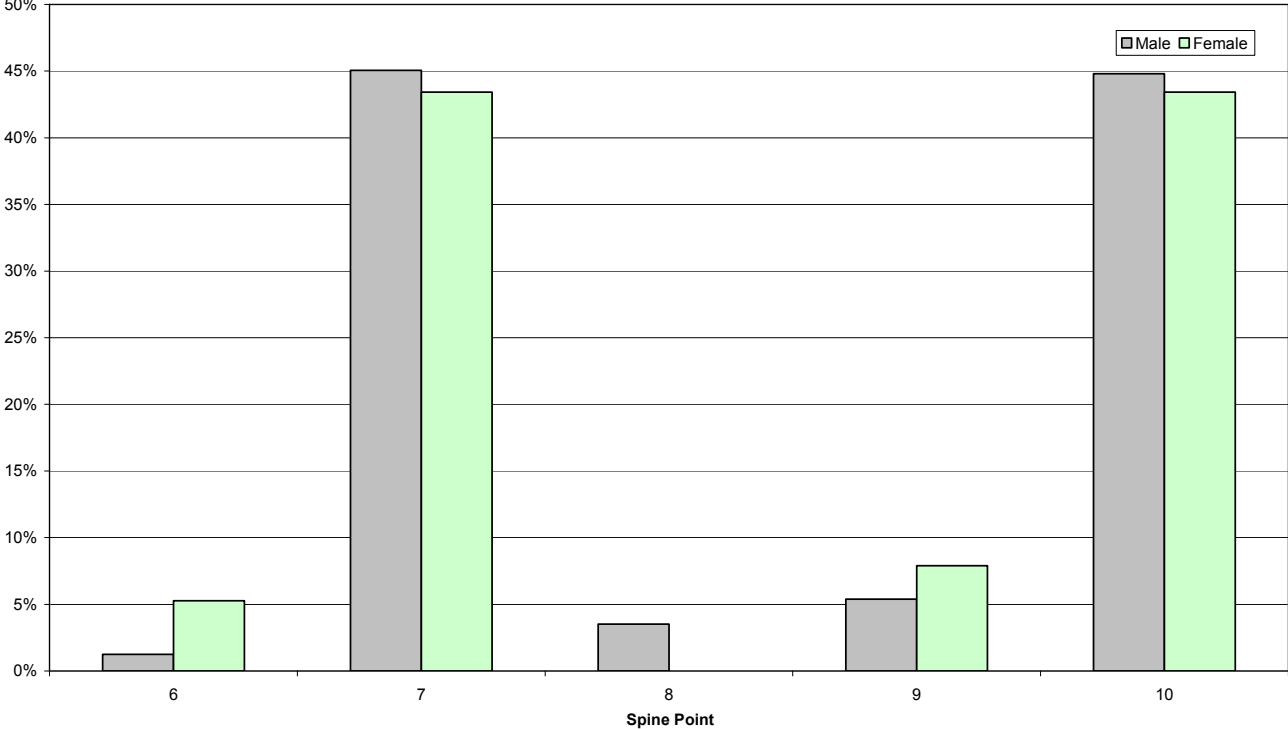
**C2 Pay Scale distributions by gender and part-time at 1 October 2012**



D Pay Scale distributions by gender and part-time at 1 October 2012



**E1 Pay Scale distributions by gender and part-time at 1 October 2012**



**E2 Pay Scale distributions by gender and part-time at 1 October 2012**

