



# Ministry of Defence

## Civilian Personnel Biannual Diversity Dashboard 1 April 2016

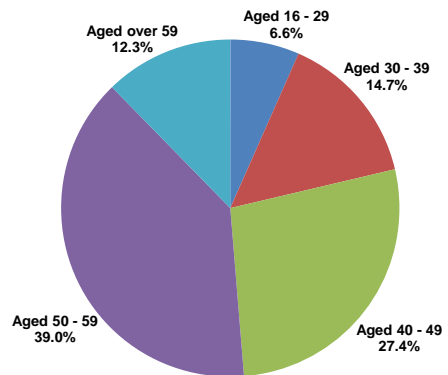
This statistical release presents figures on diversity declaration and representation of minority groups of civilian personnel employed by MOD Main TLBs of the Ministry of Defence.

Published in April 2012 for the first time, the creation of the Diversity Dashboard is to meet the Departments obligations under the Public Sector Equality Duty to provide information on its workforce in relation to the protected characteristics identified by the Equality Act 2010.

### Key Points

**There has been little change in the diversity representation of civilian personnel for gender, ethnicity, sexual orientation, religion or working patterns since April 2012.**

#### Age distribution of personnel at 1 April 2016



#### Female representation rate at 1 April 2016

**40.6%**

#### Black, Asian and Minority Ethnic (BAME) representation rate at 1 April 2016

**4.2%**

#### Lesbian, Gay & Bisexual (LGB) representation rate at 1 April 2016

**1.9%**

#### Part-time personnel representation rate at 1 April 2016

**10.6%**

#### Religion representation rate at 1 April 2016

Christian	69.6 per cent
Non-Christian	5.2 per cent
Secular	25.2 per cent

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**Background quality report:** <https://www.gov.uk/government/statistics/mod-civilian-personnel-quarterly-report-background-quality-report>

Would you like to be added to our **contact list**, so that we can inform you about updates to these statistics and consult you if we are thinking of making changes? You can subscribe to updates by emailing [DefStrat-Stat-CivEnquiries@mod.uk](mailto:DefStrat-Stat-CivEnquiries@mod.uk)

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Other bulletins in this series can be found at:  
<https://www.gov.uk/government/statistics/mod-diversity-dashboard-2015#history>

## Introduction

The Diversity Dashboard contains figures on the proportion of Core MOD Civilian Personnel with specific protected characteristics. It complements the Quarterly Civilian Personnel Report (QCPR) by providing greater detail about these characteristics.

All Protected Characteristics are analysed and reported on against the relevant Minority grouping, defining Minority on a numeric basis as the smaller or smallest of two or more groups forming a whole, rather than any broader cultural or sociological definition relating to characteristics of groups.

For reported Protected Characteristics, the following elements form the numeric minority:

Gender	-	Female
Disability Status	-	Disabled
Ethnicity	-	BAME
Sexual Orientation	-	LGB
Religion & Faith	-	Non Christian
Work Status	-	Part-Time

Further information relating to the Public Sector Equality Duty can be found at:

<http://www.equalityhumanrights.com/advice-and-guidance/public-sector-equality-duty/>

To assist anyone who requires historical or additional data, Defence Statistics publishes Civilian and Armed Forces Personnel data via our website at the link below:

[MOD Statistics Homepage](#)

## Definitions

### **Core MOD Total :**

- Includes: Top Level Budgetary Areas (TLBs)
- Excludes: Trading funds, DE&S Bespoke Trading Entity, Royal Fleet Auxiliary and Locally engaged civilians (LECs)

For a more detailed description of these groups please refer to the glossary.

**Black, Asian and Minority Ethnic (BAME) :** BAME is now the widely used terminology, as a collective descriptor for non-white citizens, across Whitehall, other public sector bodies and the third sector, as well as among civil service race staff networks and their cross-Whitehall umbrella body, the Civil Service Race Forum. See also Ethnic Origin.

**Christian :** includes personnel who self identify their religion as any Christian denomination or following a religion which follows a Christian tradition.

**Declaration rates :** Ethnic background, disability, religion and sexual orientation are self-declared. Therefore representation rates are calculated from known declarations and exclude unknown and undeclared personnel.

**Ethnic origin :** is the ethnic grouping to which a person has indicated that they belong. The classifications used were revised for the 2001 Census of Population when a classification of nationality was also collected. These revised definitions were also used to re-survey members of the Armed Forces and the Civil Service in 2001-02, see Black, Asian and Minority Ethnic.

**Full-time :** civil servants are those working 37 hours a week (36 hours or over in London), excluding meal breaks.

**Lesbian, Gay & Bisexual (LGB) :** the term referring to those who self-identify their sexual orientation as being other than Heterosexual, including, Lesbian, Gay, Bisexual and other orientations including Transgender.

**Non-Christian :** includes all personnel who self identify their religion, belief or faith as any which is not Christian. This includes those who have self-identified as Buddhist, Hindu, Jewish, Kirati, Muslim, Sikh or any other religious belief which is not Christian.

**Part-time :** civil servants are those working fewer than 37 hours a week (36 hours in London), excluding meal breaks.

**Secular :** includes personnel who have self-identified as having no religion or any other beliefs (e.g. humanist).

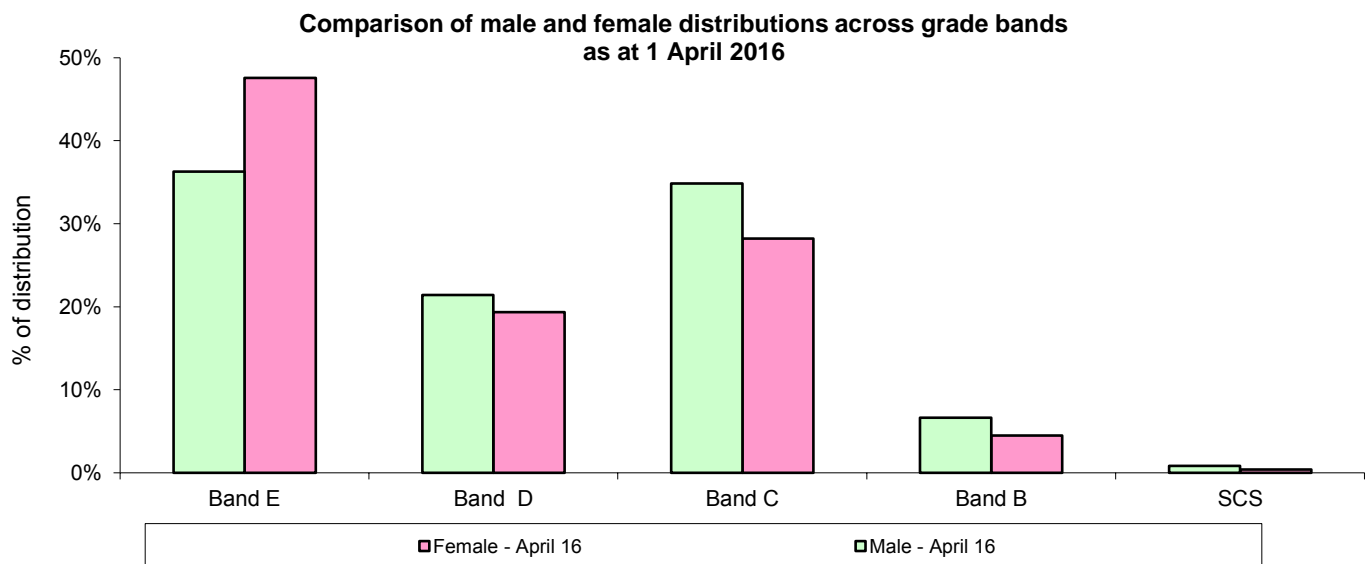
## Section 1.1 - Gender representation of core MOD civilian personnel by grade

Headcount:

	Female Representation by Broader Banded Grade (Number and Rate)				
	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD Total</b>	<b>20,230</b>	<b>18,370</b>	<b>18,100</b>	<b>18,340</b> II	<b>14,960</b>
	37.4	37.1	37.7	38.1 II	40.6
<b>Non-Industrial</b>	<b>18,850</b>	<b>17,190</b>	<b>16,960</b>	<b>17,260</b> II	<b>14,140</b>
	41.5	41.2	42.1	42.2 II	45.0
SCS	50	60	60	60 II	60
	21.9	23.9	23.4	25.5 II	28.2
Band B	590	620	720	840 II	630
	26.0	27.0	29.8	30.3 II	35.6
Band C	4,980	4,940	5,160	5,420 II	3,980
	31.9	33.0	34.3	35.4 II	39.9
Band D	3,570	3,400	3,400	3,450 II	2,730
	39.2	40.2	40.9	41.5 II	42.6
Band E	9,640	8,150	7,620	7,460 II	6,710
	53.1	51.9	53.4	52.8 II	51.8
<b>Industrial</b>	<b>1,380</b>	<b>1,180</b>	<b>1,130</b>	<b>1,090</b> II	<b>820</b>
	15.8	15.2	14.8	14.8 II	15.1
Skill Zones 1-4	1,350	1,160	1,120	1,070 II	820
	17.6	17.0	16.8	16.9 II	17.4
Other Industrials	30	20	10	20 II	~
	2.5	2.2	1.4	1.6 II	~

Source: Defence Statistics (Civilian)

**To note:** Data comparisons cannot be made between April 2016 data and previous annual April data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics as a Top Level Budgetary Area from 1 July 2015. For a more detailed description, please see page 20 of the publication.



## Section 1.2 - Gender representation of core MOD civilian personnel by age range

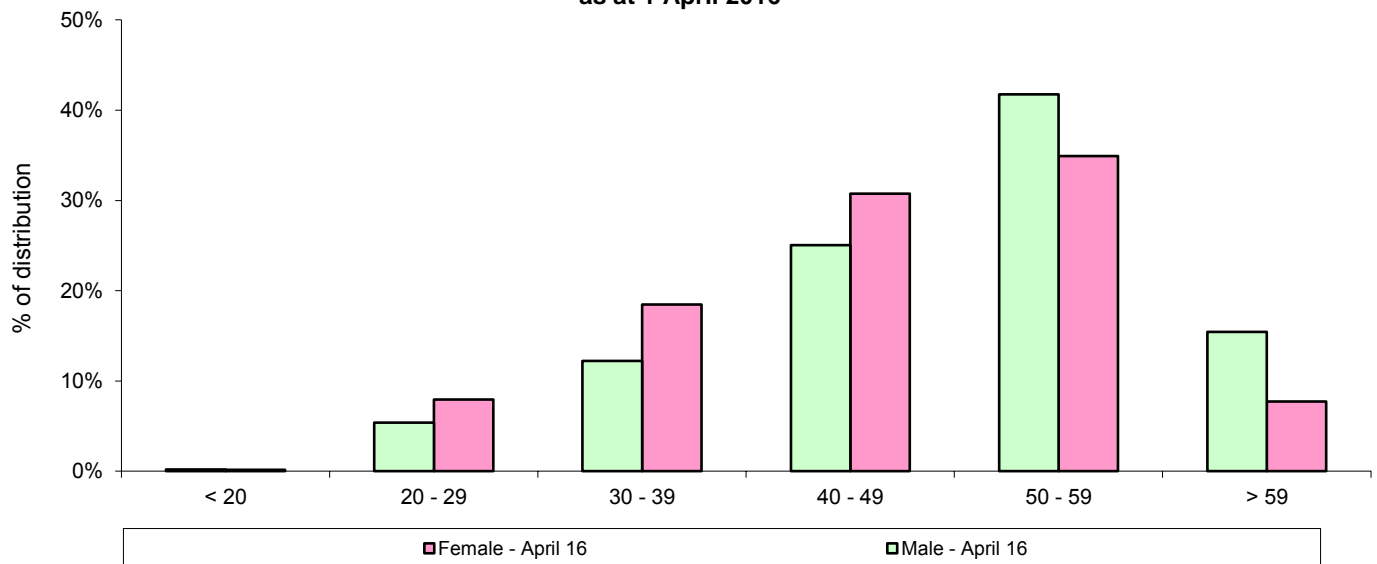
Headcount:

	Female Representation by Age Range (Number and Rate)				
	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD Total</b>	<b>20,230</b>	<b>18,370</b>	<b>18,100</b>	<b>18,340</b>	<b>14,960</b>
	<b>37.4</b>	<b>37.1</b>	<b>37.7</b>	<b>38.1</b>	<b>40.6</b>
< 20	10 13.7	20 25.3	20 27.2	30    22.4	20 37.1
20 - 29	1,870 44.6	1,560 43.8	1,570 43.9	1,610    43.0	1,190 50.2
30 - 39	4,040 48.7	3,580 48.0	3,480 47.8	3,510    47.6	2,760 50.8
40 - 49	7,310 41.3	6,540 41.4	6,160 42.0	5,860    42.8	4,600 45.6
50 - 59	5,790 32.1	5,580 32.4	5,700 33.4	6,050    34.0	5,230 36.4
> 59	1,210 20.8	1,090 20.4	1,150 22.0	1,280    23.7	1,160 25.5

Source: Defence Statistics (Civilian)

**To note:** Data comparisons cannot be made between April 2016 data and previous annual April data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics a Top Level Budgetary Area from 1 July 2015. For a more detailed description, please see page 20 of the publication.

**Comparison of male and female distributions across age ranges as at 1 April 2016**



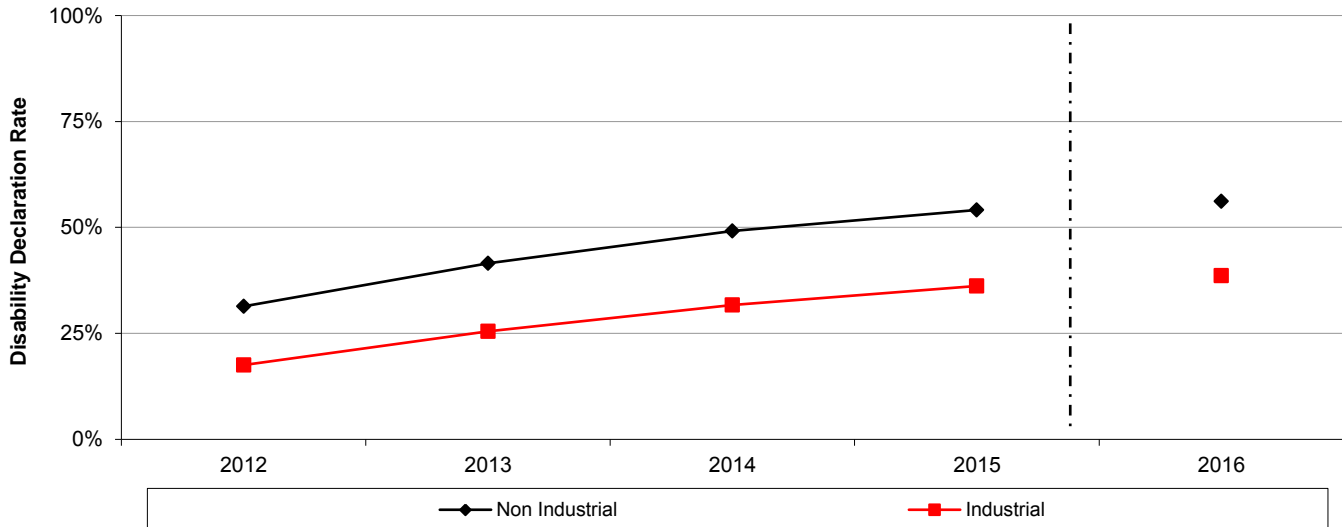
## Section 2.1 - Disability declaration and representation of core MOD civilian personnel

Disability Declaration as a percentage of Core MOD TLB total civilian personnel

	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD TLB</b>	<b>29.2%</b>	<b>39.0%</b>	<b>46.4%</b>	<b>51.4% II</b>	<b>53.6%</b>
Non Industrial	31.4%	41.5%	49.2%	54.1% II	56.2%
Industrial	17.6%	25.5%	31.7%	36.2% II	38.6%

Source: Defence Statistics (Civilian)

Disability Declaration Rates as a percentage of MOD TLB personnel  
- 1 April each year



**To note:** Data comparisons cannot be made between April 2016 data and previous annual April data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics as a Top Level Budgetary Area from 1 July 2015. For a more detailed description, please see page 20 of the publication.

Headcount:

	Disability Status Numbers & Representation Rates				
	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD Total</b>	<b>54,140</b>	<b>49,470</b>	<b>47,970</b>	<b>48,180 II</b>	<b>36,860</b>
	..	..	..	.. II	..
<b>Non-Industrial</b>	<b>45,400</b>	<b>41,700</b>	<b>40,320</b>	<b>40,850 II</b>	<b>31,380</b>
	..	..	..	.. II	..
Disability	1,710	1,950	2,130	2,370 II	1,990
No Disability	12,540	15,370	17,690	19,730 II	15,640
Undeclared	31,150	24,380	20,500	18,750 II	13,750
<b>Industrial</b>	<b>8,740</b>	<b>7,770</b>	<b>7,660</b>	<b>7,330 II</b>	<b>5,470</b>
	..	..	..	.. II	..
Disability	150	200	230	260 II	210
No Disability	1,380	1,780	2,200	2,400 II	1,900
Undeclared	7,200	5,790	5,230	4,680 II	3,360

Source: Defence Statistics (Civilian)

## Section 2.2 - Civilian personnel by disability status and grade

	Headcount				
	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD TLB Personnel</b>	<b>54,140</b>	<b>49,470</b>	<b>47,970</b>	<b>48,180</b> II	<b>36,860</b>
<b>Non-Industrial</b>	<b>45,400</b>	<b>41,700</b>	<b>40,320</b>	<b>40,850</b> II	<b>31,380</b>
<b>No Disability</b>	<b>12,540</b>	<b>15,370</b>	<b>17,690</b>	<b>19,730</b> II	<b>15,640</b>
Senior Civil Service and equivalent	80	100	110	120 II	100
Pay Band B	670	860	1,080	1,350 II	880
Pay Band C	4,580	5,790	6,840	7,720 II	5,150
Pay Band D	2,700	3,290	3,810	4,180 II	3,320
Pay Band E	4,500	5,320	5,830	6,340 II	6,170
Other non-industrial	10	10	20	20 II	20
<b>Disability</b>	<b>1,710</b>	<b>1,950</b>	<b>2,130</b>	<b>2,370</b> II	<b>1,990</b>
Senior Civil Service and equivalent	10	10	10	10 II	10
Pay Band B	50	60	90	110 II	80
Pay Band C	560	670	770	840 II	640
Pay Band D	410	460	490	550 II	460
Pay Band E	690	750	780	860 II	810
Other non-industrial	-	~	~	~ II	~
<b>Undeclared</b>	<b>31,150</b>	<b>24,380</b>	<b>20,500</b>	<b>18,750</b> II	<b>13,750</b>
Senior Civil Service and equivalent	160	140	120	120 II	90
Pay Band B	1,560	1,360	1,240	1,310 II	810
Pay Band C	10,460	8,510	7,410	6,770 II	4,190
Pay Band D	6,000	4,720	4,010	3,570 II	2,640
Pay Band E	12,940	9,630	7,670	6,930 II	5,980
Other non-industrial	30	30	50	40 II	40
<b>Industrial</b>	<b>8,740</b>	<b>7,770</b>	<b>7,660</b>	<b>7,330</b> II	<b>5,470</b>
No Disability	1,380	1,780	2,200	2,400 II	1,900
Disability	150	200	230	260 II	210
Undeclared	7,200	5,790	5,230	4,680 II	3,360

### Representation of civilian personnel with disabilities as a percentage of total excluding unknown and undeclared

	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD TLB Total</b>	..	..	..	.. II	..
<b>Core Non-Industrial TLB total</b>	..	..	..	.. II	..
Senior Civil Service and equivalent	..	..	..	.. II	..
Pay Band B	..	..	..	.. II	..
Pay Band C	..	..	..	.. II	..
Pay Band D	..	..	..	.. II	..
Pay Band E	..	..	..	.. II	..
Other non-industrial	..	..	..	.. II	..
<b>Core Industrial TLB Grades</b>	..	..	..	.. II	..

### Disability declaration rate as a percentage of Core MOD TLB total civilian personnel

	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD TLB Total</b>	<b>29.2</b>	<b>39.0</b>	<b>46.4</b>	<b>51.4</b> II	<b>53.6</b>
<b>Core Non-Industrial TLB total</b>	<b>31.4</b>	<b>41.5</b>	<b>49.2</b>	<b>54.1</b> II	<b>56.2</b>
Senior Civil Service and equivalent	34.7	44.4	51.0	51.8 II	55.0
Pay Band B	31.5	40.6	48.6	52.7 II	54.4
Pay Band C	32.9	43.1	50.6	55.8 II	58.0
Pay Band D	34.1	44.3	51.7	57.0 II	58.9
Pay Band E	28.6	38.7	46.2	50.9 II	53.8
Other non-industrial	30.2	31.6	29.7	34.8 II	37.7
<b>Core Industrial TLB Grades</b>	<b>17.6</b>	<b>25.5</b>	<b>31.7</b>	<b>36.2</b> II	<b>38.6</b>

Source: Defence Statistics (Civilian)

Figures in red are where declaration rates are below 60 per cent. See Background Notes for further detail.

### Section 3.1 - BAME representation of core MOD civilian personnel by grade

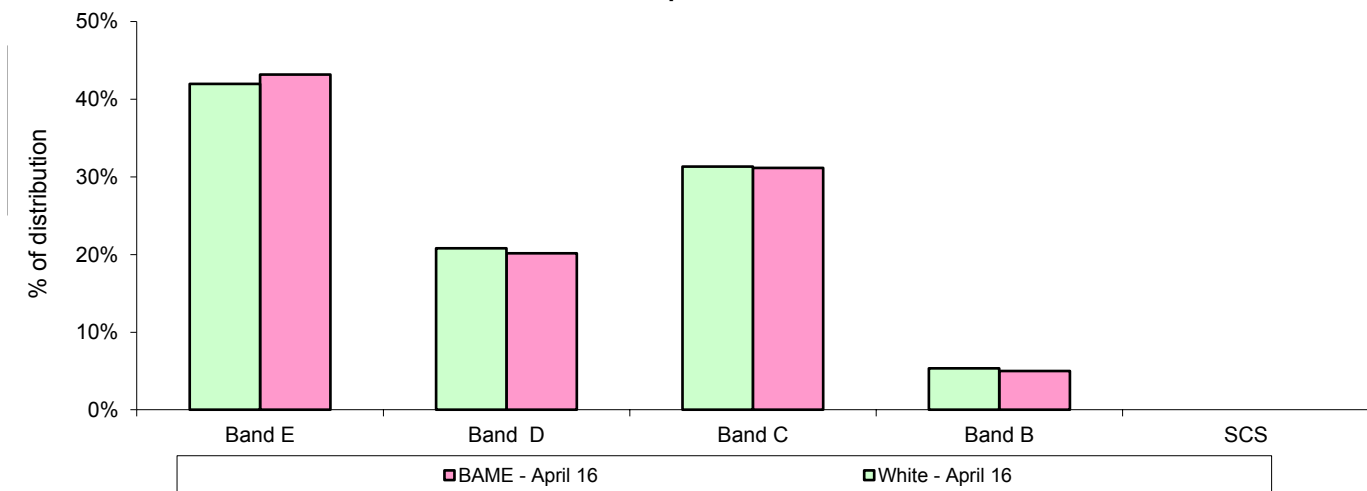
Headcount:

	BAME Representation by Broader Banded Grade (Number and Rate)				
	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD Total</b>	<b>1,760</b>	<b>1,650</b>	<b>1,620</b>	<b>1,660</b>	<b>1,290</b>
	3.7	3.8	3.9	4.1	4.2
<b>Non-Industrial</b>	<b>1,580</b>	<b>1,490</b>	<b>1,470</b>	<b>1,510</b>	<b>1,180</b>
	3.9	4.0	4.2	4.3	4.5
SCS	10	~	~	~	10
	2.7	~	~	~	3.8
Band B	60	70	80	80	60
	3.2	3.9	3.8	3.6	4.3
Band C	490	480	500	530	370
	3.6	3.7	3.9	4.1	4.5
Band D	260	260	270	290	240
	3.2	3.4	3.8	4.1	4.4
Band E	760	680	620	610	510
	4.5	4.7	4.8	4.9	4.6
<b>Industrial</b>	<b>180</b>	<b>160</b>	<b>160</b>	<b>150</b>	<b>110</b>
	2.4	2.4	2.5	2.5	2.4
Skill Zones 1-4	160	140	140	130	90
	2.4	2.5	2.5	2.5	2.5
Other Industrials	20	20	20	10	10
	2.7	2.3	2.2	2.0	2.1

Source: Defence Statistics (Civilian)

**To note:** Data comparisons cannot be made between April 2016 data and previous annual April data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics as a Top Level Budgetary Area from 1 July 2015. For a more detailed description, please see page 20 of the publication.

**Comparison of White & BAME distributions across grade bands as at 1 April 2016**





## Section 3.2 - BAME representation for core MOD civilian personnel by age range

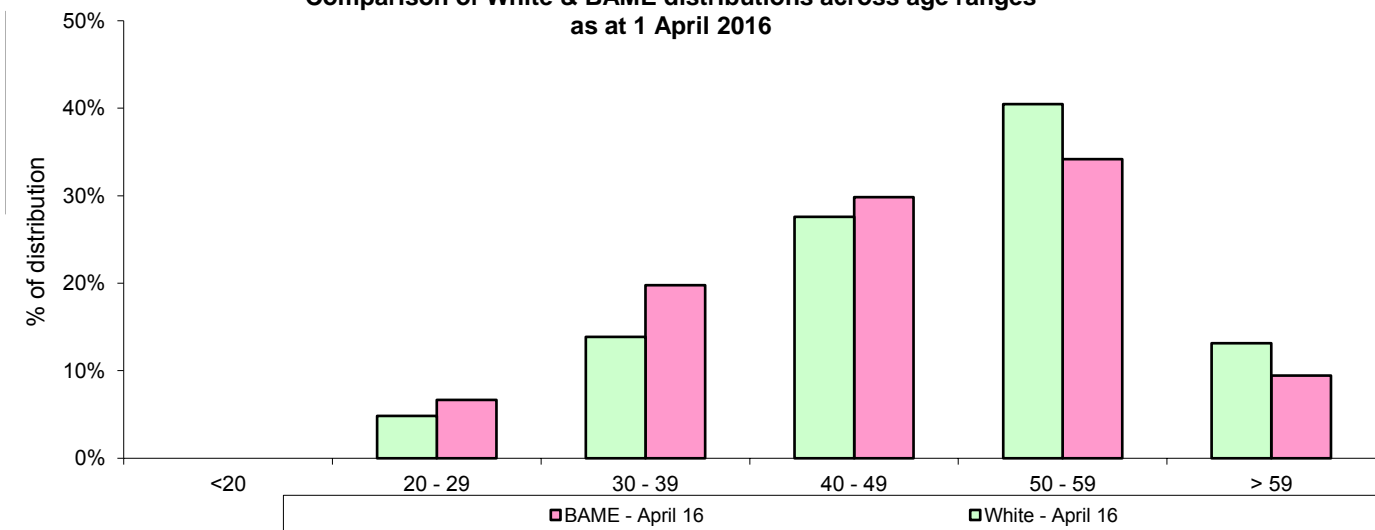
Headcount:

	BAME Representation by Age Range (Number and Rate)				
	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD Total</b>	<b>1,760</b>	<b>1,650</b>	<b>1,620</b>	<b>1,660</b>	<b>1,290</b>
	<b>3.7</b>	<b>3.8</b>	<b>3.9</b>	<b>4.1</b>	<b>4.2</b>
< 20	~	~	-	-	~
	~	~	-	-	~
20 - 29	170	150	140	130	90
	4.5	4.7	5.0	4.8	5.7
30 - 39	340	330	340	360	260
	4.7	5.0	5.5	5.9	5.9
40 - 49	630	560	500	490	380
	4.0	4.0	4.0	4.2	4.6
50 - 59	490	500	510	530	440
	3.0	3.3	3.4	3.4	3.6
> 59	120	120	130	150	120
	2.4	2.6	2.8	3.1	3.1

Source: Defence Statistics (Civilian)

**To note:** Data comparisons cannot be made between April 2016 data and previous annual April data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics as a Top Level Budgetary Area from 1 July 2015. For a more detailed description, please see page 20 of the publication.

**Comparison of White & BAME distributions across age ranges as at 1 April 2016**



## Section 3.3 - Civilian personnel by ethnic origin and grade

	Headcount				
	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD TLB Personnel</b>	<b>54,140</b>	<b>49,470</b>	<b>47,970</b>	<b>48,180</b> II	<b>36,860</b>
<b>Non-Industrial</b>	<b>45,400</b>	<b>41,700</b>	<b>40,320</b>	<b>40,850</b> II	<b>31,380</b>
<b>White</b>	<b>39,130</b>	<b>35,510</b>	<b>33,660</b>	<b>33,300</b> II	<b>24,960</b>
Senior Civil Service and equivalent	220	210	200	210 II	150
Pay Band B	1,900	1,850	1,940	2,220 II	1,330
Pay Band C	13,040	12,430	12,310	12,320 II	7,810
Pay Band D	8,010	7,370	7,020	6,820 II	5,180
Pay Band E	15,950	13,630	12,150	11,700 II	10,460
Other non-industrial	20	30	30	30 II	30
<b>Black, Asian &amp; Minority Ethnic</b>	<b>1,580</b>	<b>1,490</b>	<b>1,470</b>	<b>1,510</b> II	<b>1,180</b>
Senior Civil Service and equivalent	10	~	~	~ II	10
Pay Band B	60	70	80	80 II	60
Pay Band C	490	480	500	530 II	370
Pay Band D	260	260	270	290 II	240
Pay Band E	760	680	620	610 II	510
Other non-industrial	~	-	-	~ II	~
<b>Undeclared</b>	<b>4,690</b>	<b>4,690</b>	<b>5,190</b>	<b>6,040</b> II	<b>5,240</b>
Senior Civil Service and equivalent	20	30	30	40 II	40
Pay Band B	320	360	390	460 II	380
Pay Band C	2,070	2,060	2,210	2,480 II	1,800
Pay Band D	830	840	1,000	1,200 II	1,000
Pay Band E	1,430	1,390	1,510	1,820 II	1,980
Other non-industrial	20	10	40	40 II	40
<b>Industrial</b>	<b>8,740</b>	<b>7,770</b>	<b>7,660</b>	<b>7,330</b> II	<b>5,470</b>
White	7,220	6,360	6,120	5,790 II	4,280
Black, Asian & Minority Ethnic	180	160	160	150 II	110
Undeclared	1,340	1,250	1,380	1,390 II	1,080

**Representation of Black, Asian and Minority Ethnic civilian personnel as a percentage of MOD total excluding unknown and undeclared.**

	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD TLB Total</b>	<b>3.7</b>	<b>3.8</b>	<b>3.9</b>	<b>4.1</b> II	<b>4.2</b>
<b>Core Non-Industrial TLB total</b>	<b>3.9</b>	<b>4.0</b>	<b>4.2</b>	<b>4.3</b> II	<b>4.5</b>
Senior Civil Service and equivalent	2.7	~	~	~ II	3.8
Pay Band B	3.2	3.9	3.8	3.6 II	4.3
Pay Band C	3.6	3.7	3.9	4.1 II	4.5
Pay Band D	3.2	3.4	3.8	4.1 II	4.4
Pay Band E	4.5	4.7	4.8	4.9 II	4.6
Other non-industrial	~	-	-	~ II	~
<b>Core Industrial TLB Grades</b>	<b>2.4</b>	<b>2.4</b>	<b>2.5</b>	<b>2.5</b> II	<b>2.4</b>

**Ethnicity declaration rate as a percentage of MOD total civilian personnel.**

	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD TLB Total</b>	<b>88.9</b>	<b>88.0</b>	<b>86.3</b>	<b>84.6</b> II	<b>82.8</b>
<b>Core Non-Industrial TLB total</b>	<b>89.7</b>	<b>88.8</b>	<b>87.1</b>	<b>85.2</b> II	<b>83.3</b>
Senior Civil Service and equivalent	91.3	~	~	~ II	77.7
Pay Band B	85.9	84.2	83.7	83.4 II	78.5
Pay Band C	86.7	86.3	85.3	83.8 II	82.0
Pay Band D	90.9	90.1	87.9	85.6 II	84.5
Pay Band E	92.1	91.1	89.4	87.1 II	84.7
Other non-industrial	~	-	-	~ II	~
<b>Core Industrial TLB Grades</b>	<b>84.6</b>	<b>83.9</b>	<b>81.9</b>	<b>81.0</b> II	<b>80.2</b>

Source: Defence Statistics (Civilian)

See Background Notes for further detail.

## Section 4.1 - Sexual Orientation representation of core MOD civilian personnel by grade

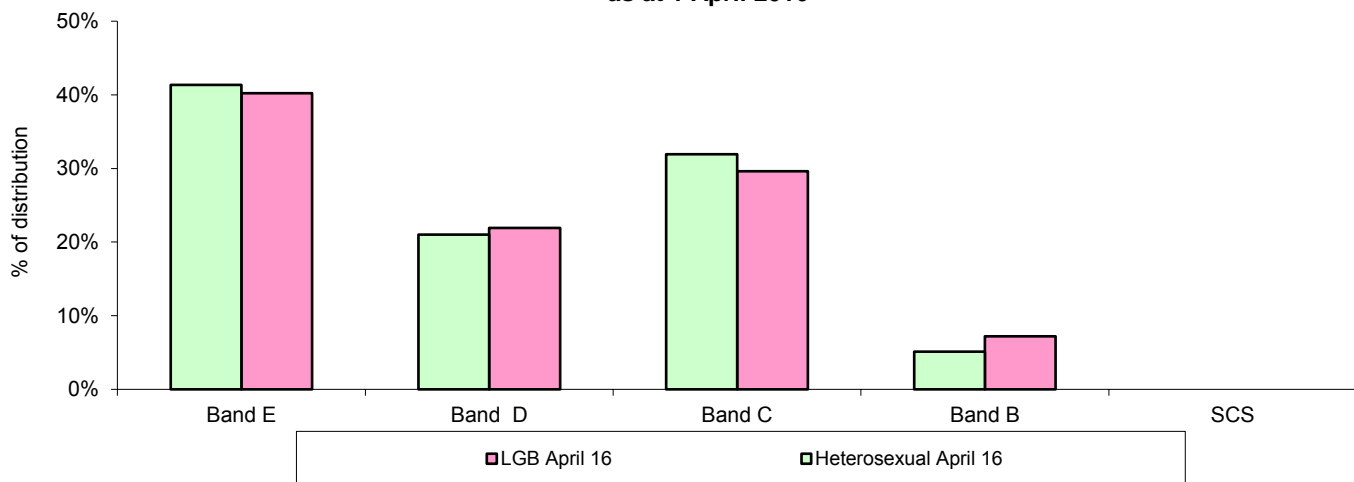
Headcount:

	LGB Representation by Broader Banded Grade (Number and Rate)				
	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD Total</b>	<b>600</b>	<b>550</b>	<b>540</b>	<b>530</b> II	<b>440</b>
	1.7	1.7	1.7	1.7 II	1.9
<b>Non-Industrial</b>	<b>530</b>	<b>480</b>	<b>470</b>	<b>470</b> II	<b>390</b>
	1.7	1.7	1.7	1.8 II	1.9
SCS	10	~	~	~ II	~
	3.6	~	~	~ II	~
Band B	20	20	30	30 II	30
	1.6	1.6	1.8	1.9 II	2.7
Band C	180	170	160	170 II	120
	1.7	1.7	1.6	1.6 II	1.8
Band D	100	100	110	100 II	80
	1.6	1.7	1.9	1.8 II	2.0
Band E	210	180	170	170 II	160
	1.7	1.7	1.7	1.8 II	1.9
<b>Industrial</b>	<b>70</b>	<b>70</b>	<b>60</b>	<b>60</b> II	<b>50</b>
	..	..	..	.. II	..
Skill Zones 1-4	60	60	60	50 II	40
	1.2	1.4	1.4	.. II	..
Other Industrials	10	10	10	10 II	10
	..	..	..	.. II	..

Source: Defence Statistics (Civilian)

**To note:** Data comparisons cannot be made between April 2016 data and previous annual April data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics as a Top Level Budgetary Area from 1 July 2015. For a more detailed description, please see page 20 of the publication.

**Comparison of Heterosexual & LGB distributions across grade bands as at 1 April 2016**



## Section 4.2 - Sexual Orientation representation of core MOD civilian personnel by age range

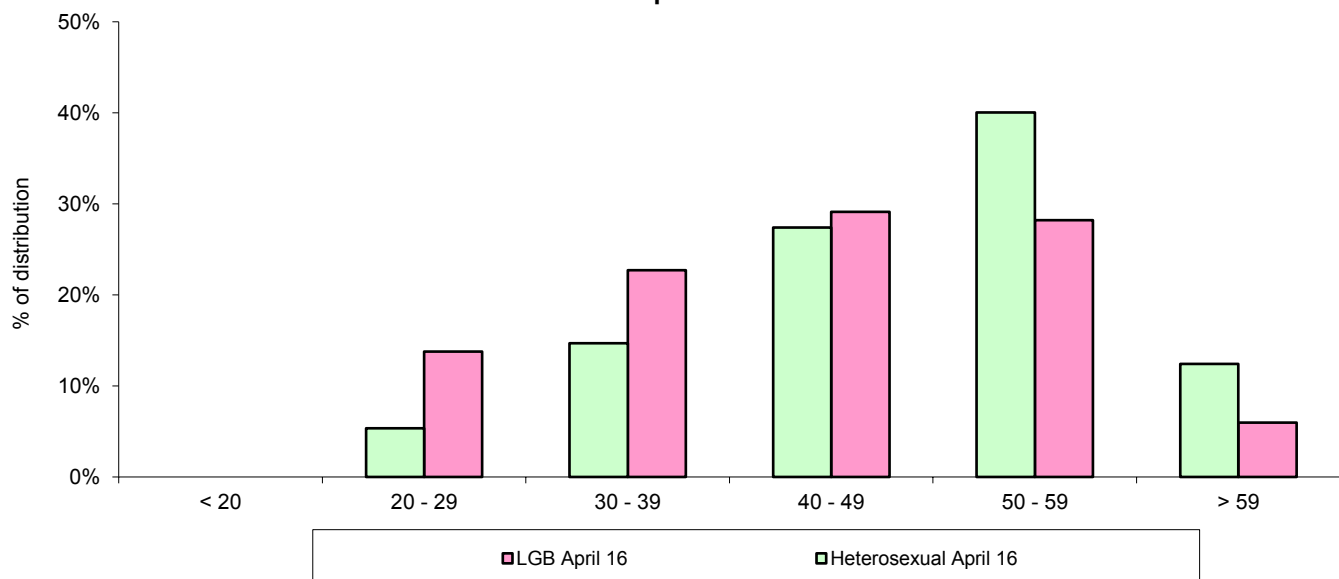
Headcount:

	LGB Representation by Age Range (Number and Rate)				
	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD Total</b>	<b>600</b>	<b>550</b>	<b>540</b>	<b>530</b> II	<b>440</b>
	1.7	1.7	1.7	1.7 II	1.9
< 20	-	-	~	~ II	~
	-	-	~	~ II	~
20 - 29	80	70	70	60 II	60
	2.4	2.7	2.7	2.8 II	~
30 - 39	110	110	110	120 II	100
	2.0	2.1	2.3	2.4 II	2.9
40 - 49	230	200	190	170 II	130
	2.0	1.9	1.9	1.9 II	2.0
50 - 59	140	130	130	150 II	120
	1.2	1.2	1.2	1.3 II	1.3
> 59	30	40	40	30 II	30
	0.9	1.1	1.0	0.9 II	0.9

Source: Defence Statistics (Civilian)

**To note:** Data comparisons cannot be made between April 2016 data and previous annual April data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics as a Top Level Budgetary Area from 1 July 2015. For a more detailed description, please see page 20 of the publication.

**Comparison of Heterosexual & LGB distributions across age ranges at 1 April 2016**



## Section 4.3 - Civilian personnel by sexual orientation and grade

	Headcount				
	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD TLB Personnel</b>	<b>54,140</b>	<b>49,470</b>	<b>47,970</b>	<b>48,180</b> II	<b>36,860</b>
<b>Non-Industrial</b>	<b>45,400</b>	<b>41,700</b>	<b>40,320</b>	<b>40,850</b> II	<b>31,380</b>
<b>Heterosexual</b>	<b>30,360</b>	<b>27,920</b>	<b>26,750</b>	<b>26,520</b> II	<b>19,830</b>
Senior Civil Service and equivalent	160	160	160	160	120
Pay Band B	1,440	1,420	1,500	1,730	1,010
Pay Band C	10,090	9,800	9,870	9,990	6,330
Pay Band D	6,380	5,910	5,660	5,450	4,160
Pay Band E	12,270	10,610	9,540	9,170	8,190
Other non-industrial	20	20	20	20	20
<b>Lesbian/Gay/Bisexual</b>	<b>530</b>	<b>480</b>	<b>470</b>	<b>470</b> II	<b>390</b>
Senior Civil Service and equivalent	10	~	~	~	~
Pay Band B	20	20	30	30	30
Pay Band C	180	170	160	170	120
Pay Band D	100	100	110	100	80
Pay Band E	210	180	170	170	160
Other non-industrial	-	-	~	-	-
<b>Undeclared</b>	<b>14,510</b>	<b>13,300</b>	<b>13,090</b>	<b>13,860</b> II	<b>11,160</b>
Senior Civil Service and equivalent	80	80	80	90	80
Pay Band B	820	840	880	1,000	730
Pay Band C	5,330	5,000	4,980	5,160	3,530
Pay Band D	2,620	2,450	2,530	2,760	2,170
Pay Band E	5,650	4,910	4,560	4,790	4,610
Other non-industrial	20	20	50	50	50
<b>Industrial</b>	<b>8,740</b>	<b>7,770</b>	<b>7,660</b>	<b>7,330</b> II	<b>5,470</b>
Heterosexual	5,100	4,540	4,420	4,140	3,010
Lesbian/Gay/Bisexual	70	70	60	60	50
Undeclared	3,570	3,170	3,180	3,140	2,410

### Representation of Lesbian/Gay/Bisexual civilian personnel as a percentage of total excluding unknown and undeclared

	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD TLB Total</b>	<b>1.7</b>	<b>1.7</b>	<b>1.7</b>	<b>1.7</b> II	<b>1.9</b>
<b>Core Non-Industrial TLB total</b>	<b>1.7</b>	<b>1.7</b>	<b>1.7</b>	<b>1.8</b> II	<b>1.9</b>
Senior Civil Service and equivalent	3.6	~	~	~	~
Pay Band B	1.6	1.6	1.8	1.9	~
Pay Band C	1.7	1.7	1.6	1.6	1.8
Pay Band D	1.6	1.7	1.9	1.8	2.0
Pay Band E	1.7	1.7	1.7	1.8	1.9
Other non-industrial	-	-	~	-	-
<b>Core Industrial TLB Grades</b>	<b>~</b>	<b>~</b>	<b>~</b>	<b>~</b> II	<b>~</b>

### Sexual Orientation declaration rate as a percentage of Core MOD TLB total civilian personnel

	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD TLB Total</b>	<b>66.6</b>	<b>66.7</b>	<b>66.1</b>	<b>64.7</b> II	<b>63.2</b>
<b>Core Non-Industrial TLB total</b>	<b>68.0</b>	<b>68.1</b>	<b>67.5</b>	<b>66.1</b> II	<b>64.4</b>
Senior Civil Service and equivalent	68.6	~	~	~	~
Pay Band B	64.0	63.1	63.4	63.7	~
Pay Band C	65.9	66.6	66.8	66.3	64.6
Pay Band D	71.2	71.1	69.5	66.8	66.2
Pay Band E	68.8	68.7	68.0	66.1	64.4
Other non-industrial	-	-	~	-	-
<b>Core Industrial TLB Grades</b>	<b>~</b>	<b>~</b>	<b>~</b>	<b>~</b> II	<b>~</b>

Source: Defence Statistics (Civilian)

See Background Notes for further detail.

## Section 5.1 - Religion/Belief representation of Core MOD civilian personnel

Headcount:

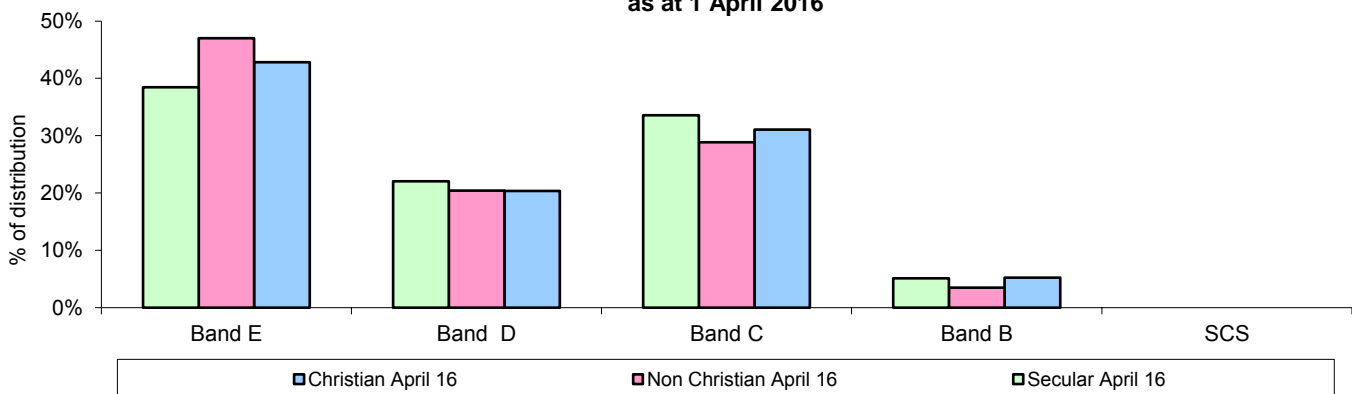
	Religion/Belief Representation by Non-Industrial and Industrial (Number and Rate)					Apr-16
	Apr-12	Apr-13	Apr-14	Apr-15	II	
<b>Core MOD Total</b>	<b>36,590</b>	<b>33,270</b>	<b>31,770</b>	<b>31,070</b>	<b>II</b>	<b>23,240</b>
Christian	25,920 70.8	23,350 70.2	22,050 69.4	21,310 68.6	II	16,190 69.6
Non-Christian	1,860 5.1	1,710 5.1	1,620 5.1	1,560 5.0	II	1,200 5.2
Secular	8,810 24.1	8,210 24.7	8,110 25.5	8,200 26.4	II	5,850 25.2
<b>Non Industrial</b>	<b>31,380</b>	<b>28,660</b>	<b>27,310</b>	<b>26,900</b>	<b>II</b>	<b>20,200</b>
Christian	22,200 70.8	20,070 70.0	18,880 69.1	18,350 68.2	II	14,010 69.3
Non-Christian	1,600 5.1	1,460 5.1	1,380 5.1	1,340 5.0	II	1,030 5.1
Secular	7,570 24.1	7,130 24.9	7,040 25.8	7,210 26.8	II	5,160 25.6
<b>Industrial</b>	<b>5,210</b>	<b>4,600</b>	<b>4,460</b>	<b>4,170</b>	<b>II</b>	<b>3,040</b>
Christian	3,720 ..	3,280 ..	3,160 ..	2,960 ..	II	2,180 ..
Non-Christian	260 ..	240 ..	230 ..	220 ..	II	170 ..
Secular	1,230 ..	1,080 ..	1,070 ..	1,000 ..	II	690 ..

Source: Defence Statistics (Civilian)

**To note:** Data comparisons cannot be made between April 2016 data and previous annual April data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics as a Top Level Budgetary Area from 1 July 2015. For a more detailed description, please see page 20 of the publication.

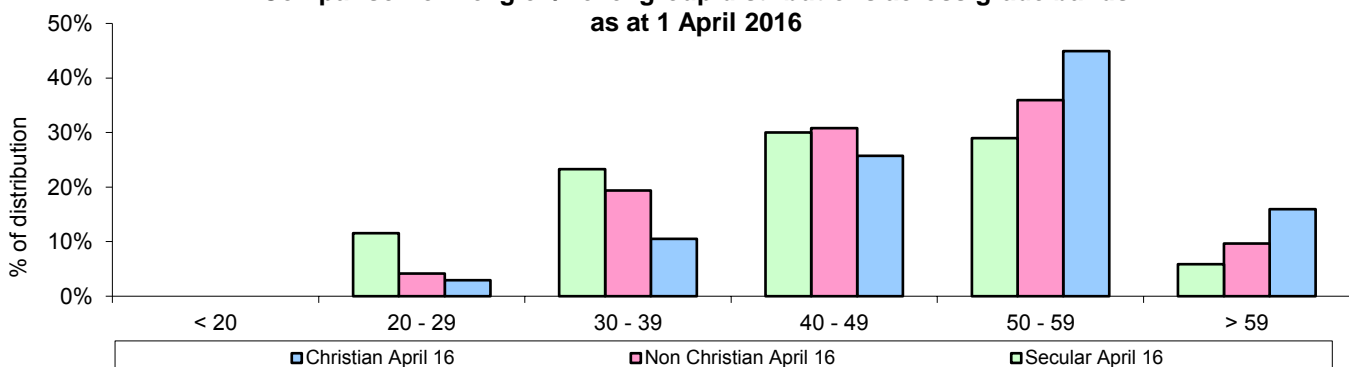
### Section 5.1 - Religion/Belief representation of core MOD civilian personnel by grade.

Comparison of Religion/Belief group distributions across grade bands as at 1 April 2016



### Section 5.2 - Religion/Belief representation of core MOD civilian personnel by age range.

Comparison of Religion/Belief group distributions across grade bands as at 1 April 2016



## Section 5.2 - Civilian personnel by religion and grade

	Headcount				
	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD TLB Personnel</b>	<b>54,140</b>	<b>49,470</b>	<b>47,970</b>	<b>48,180 II</b>	<b>36,860</b>
<b>Non-Industrial</b>	<b>45,400</b>	<b>41,700</b>	<b>40,320</b>	<b>40,850 II</b>	<b>31,380</b>
<b>Christian</b>	<b>22,200</b>	<b>20,070</b>	<b>18,880</b>	<b>18,350 II</b>	<b>14,010</b>
Senior Civil Service and equivalent	110	100	100	100 II	80
Pay Band B	1,040	1,020	1,070	1,190 II	730
Pay Band C	7,320	6,860	6,740	6,700 II	4,350
Pay Band D	4,450	4,090	3,860	3,660 II	2,850
Pay Band E	9,280	7,990	7,100	6,690 II	5,990
Other non-industrial	10	10	10	10 II	10
<b>Non-Christian Religion</b>	<b>1,600</b>	<b>1,460</b>	<b>1,380</b>	<b>1,340 II</b>	<b>1,030</b>
Senior Civil Service and equivalent	~	~	~	~ II	~
Pay Band B	60	60	60	70 II	40
Pay Band C	440	420	420	420 II	300
Pay Band D	300	280	280	250 II	210
Pay Band E	800	700	620	600 II	480
Other non-industrial	~	-	-	- II	-
<b>Secular</b>	<b>7,570</b>	<b>7,130</b>	<b>7,040</b>	<b>7,210 II</b>	<b>5,160</b>
Senior Civil Service and equivalent	50	50	50	60 II	40
Pay Band B	360	360	380	480 II	260
Pay Band C	2,590	2,660	2,800	2,910 II	1,730
Pay Band D	1,780	1,660	1,610	1,570 II	1,140
Pay Band E	2,790	2,400	2,200	2,190 II	1,980
Other non-industrial	~	~	~	~ II	~
<b>Undeclared</b>	<b>14,020</b>	<b>13,030</b>	<b>13,000</b>	<b>13,960 II</b>	<b>11,180</b>
Senior Civil Service and equivalent	80	90	80	100 II	80
Pay Band B	830	850	900	1,030 II	740
Pay Band C	5,250	5,020	5,050	5,290 II	3,600
Pay Band D	2,580	2,430	2,550	2,830 II	2,230
Pay Band E	5,260	4,620	4,350	4,650 II	4,500
Other non-industrial	20	20	60	60 II	50
<b>Industrial</b>	<b>8,740</b>	<b>7,770</b>	<b>7,660</b>	<b>7,330 II</b>	<b>5,470</b>
Christian	3,720	3,280	3,160	2,960 II	2,180
Non-Christian Religion	260	240	230	220 II	170
Secular	1,230	1,080	1,070	1,000 II	690
Undeclared	3,530	3,170	3,200	3,160 II	2,430

### Representation of Christian civilian personnel as a percentage of total excluding unknown and undeclared

	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD TLB Total</b>	<b>70.8</b>	<b>70.2</b>	<b>69.4</b>	<b>68.6 II</b>	<b>69.6</b>
<b>Core Non-Industrial TLB total</b>	<b>70.8</b>	<b>70.0</b>	<b>69.1</b>	<b>68.2 II</b>	<b>69.3</b>
Senior Civil Service and equivalent	67.3	63.8	63.5	63.1 II	63.0
Pay Band B	71.5	71.0	70.7	68.8 II	..
Pay Band C	70.7	69.0	67.6	66.7 II	68.2
Pay Band D	68.1	67.8	67.2	66.7 II	67.9
Pay Band E	72.1	72.0	71.6	70.6 II	70.8
Other non-industrial	..	..	..	.. II	..
<b>Core Industrial TLB Grades</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>.. II</b>	<b>..</b>

### Religious declaration rate as a percentage of Core MOD TLB total civilian personnel

	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD TLB Total</b>	<b>67.6</b>	<b>67.2</b>	<b>66.2</b>	<b>64.5 II</b>	<b>63.1</b>
<b>Core Non-Industrial TLB total</b>	<b>69.1</b>	<b>68.7</b>	<b>67.7</b>	<b>65.8 II</b>	<b>64.4</b>
Senior Civil Service and equivalent	65.7	62.6	65.3	62.7 II	62.9
Pay Band B	63.6	62.7	62.6	62.7 II	..
Pay Band C	66.4	66.4	66.3	65.5 II	63.9
Pay Band D	71.7	71.3	69.2	66.0 II	65.3
Pay Band E	71.0	70.6	69.5	67.1 II	65.3
Other non-industrial	..	..	..	.. II	..
<b>Core Industrial TLB Grades</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>.. II</b>	<b>..</b>

Source: Defence Statistics (Civilian)

See Background Notes for further detail.

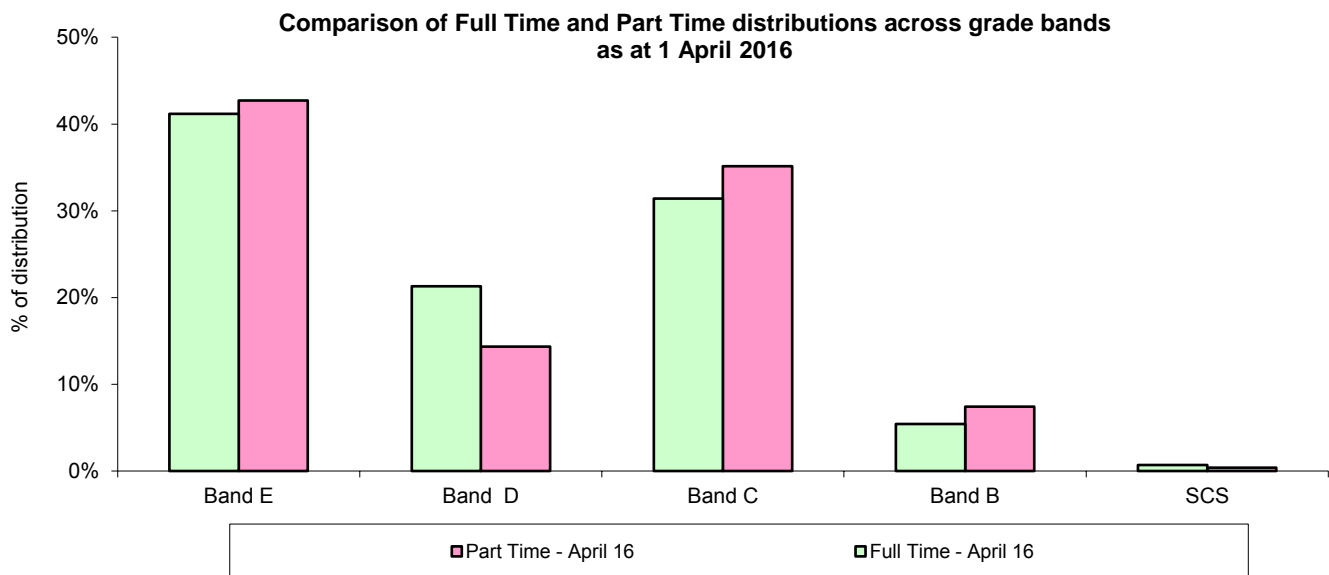
## Section 6.1 - Full-Time/Part-Time representation of core MOD civilian personnel by grade

Headcount:

	Part-Time Representation by Broader Banded Grade (Number and Rate)				
	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD Total</b>	<b>5,430</b>	<b>4,770</b>	<b>4,750</b>	<b>4,850</b> II	<b>3,890</b>
	10.0	9.6	9.9	10.1 II	10.6
<b>Non-Industrial</b>	<b>5,050</b>	<b>4,440</b>	<b>4,420</b>	<b>4,520</b> II	<b>3,640</b>
	11.1	10.7	11.0	11.1 II	11.6
SCS	10	10	20	20 II	10
	5.8	4.5	7.1	7.5 II	6.9
Band B	240	240	260	290 II	270
	10.3	10.7	10.9	10.4 II	15.2
Band C	1,770	1,670	1,710	1,780 II	1,280
	11.4	11.1	11.4	11.6 II	12.8
Band D	730	680	660	680 II	520
	8.0	8.0	8.0	8.2 II	8.1
Band E	2,290	1,830	1,760	1,740 II	1,550
	12.6	11.7	12.3	12.3 II	12.0
<b>Industrial</b>	<b>380</b>	<b>320</b>	<b>330</b>	<b>330</b> II	<b>250</b>
	4.4	4.2	4.3	4.5 II	4.6
Skill Zones 1-4	380	320	330	330 II	250
	5.0	4.7	4.9	5.2 II	5.4
Other Industrials	-	-	-	- II	-
	-	-	-	- II	-

Source: Defence Statistics (Civilian)

**To note:** Data comparisons cannot be made between April 2016 data and previous annual April data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics as a Top Level Budgetary Area from 1 July 2015. For a more detailed description, please see page 20 of the publication.





## Section 6.2 - Full-Time/Part-Time representation of core MOD civilian personnel by age range

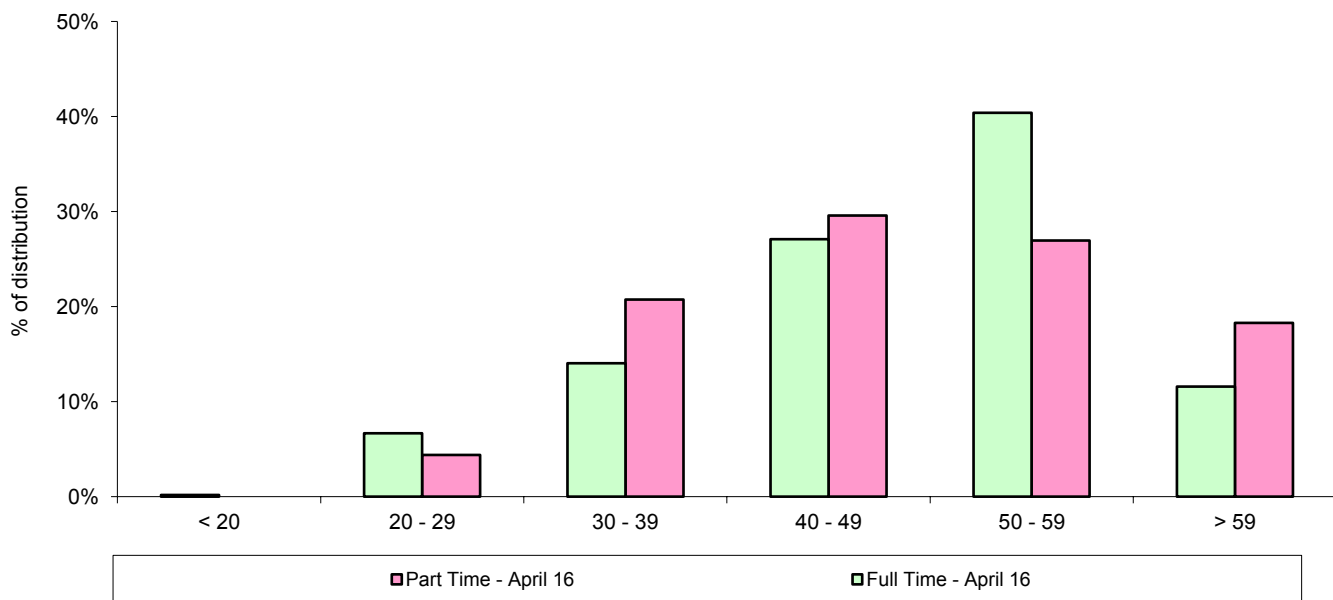
Headcount:

	Part-Time Representation by Age Range (Number and Rate)				
	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD Total</b>	<b>5,430</b>	<b>4,770</b>	<b>4,750</b>	<b>4,850</b>	<b>3,890</b>
	<b>10.0</b>	<b>9.6</b>	<b>9.9</b>	<b>10.1</b>	<b>10.6</b>
< 20	~	10	10	~	-
	~	7.6	7.6	~	-
20 - 29	310	270	240	230	170
	7.4	7.5	6.8	6.1	7.2
30 - 39	1,180	1,030	1,020	1,050	810
	14.2	13.8	14.0	14.2	14.9
40 - 49	1,960	1,680	1,600	1,500	1,150
	11.1	10.6	10.9	11.0	11.4
50 - 59	1,210	1,100	1,120	1,210	1,050
	6.7	6.4	6.6	6.8	7.3
> 59	780	690	760	860	710
	13.3	12.8	14.5	15.9	15.7

Source: Defence Statistics (Civilian)

**To note:** Data comparisons cannot be made between April 2016 data and previous annual April data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics as a Top Level Budgetary Area from 1 July 2015. For a more detailed description, please see page 20 of the publication.

**Comparison of Full Time and Part Time distributions across age ranges as at 1 April 2016**



## Section 7.1 - Age range of core MOD civilian personnel

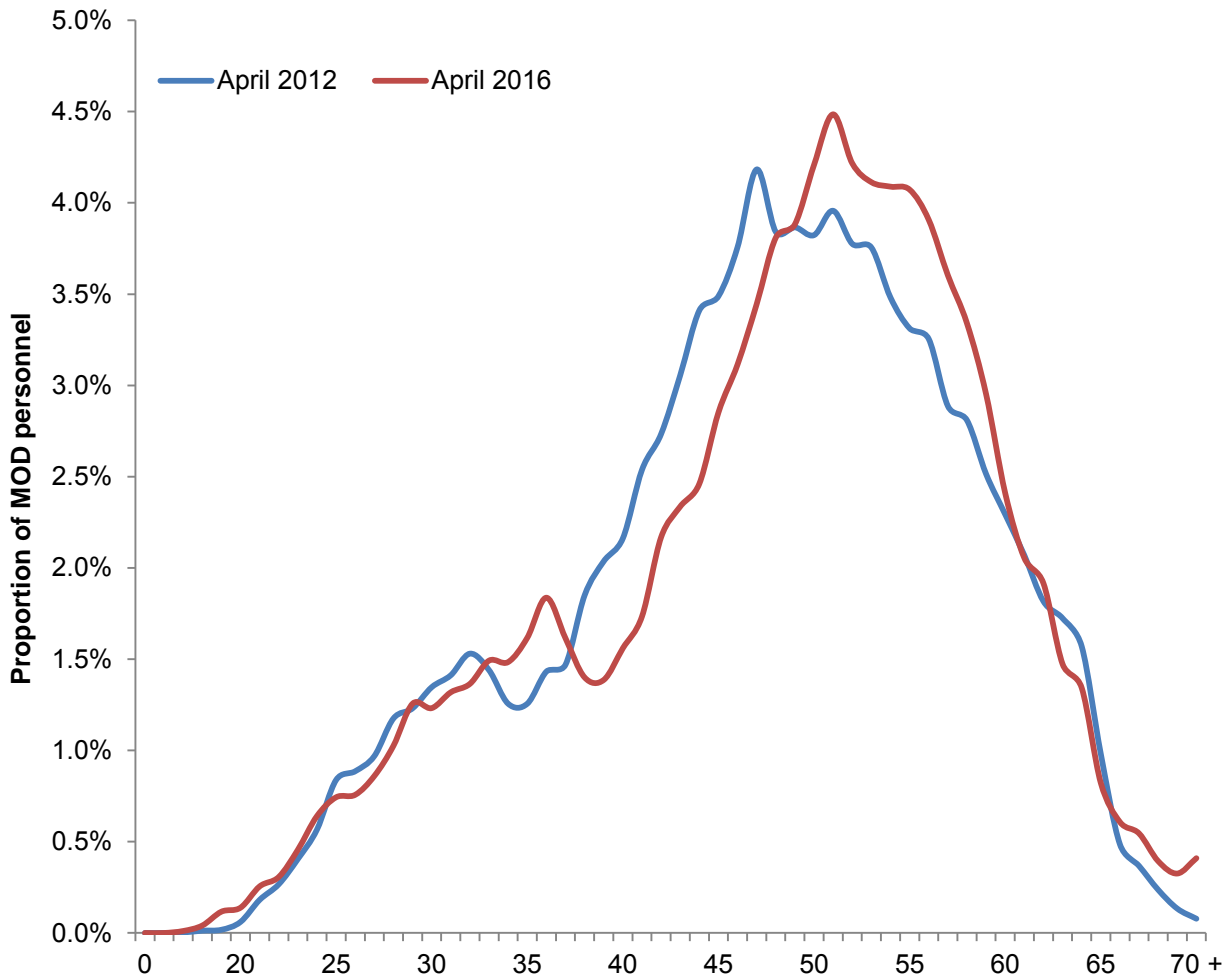
Headcount:

	Age Range (Number and Proportion)				
	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16
<b>Core MOD Total</b>	<b>54,140</b>	<b>49,470</b>	<b>47,970</b>	<b>48,180</b>	<b>36,860</b>
< 20	70 0.1	80 0.2	90 0.2	150 0.3	60 0.2
20 - 29	4,200 7.8	3,570 7.2	3,580 7.5	3,750 7.8	2,370 6.4
30 - 39	8,300 15.3	7,470 15.1	7,270 15.2	7,370 15.3	5,440 14.7
40 - 49	17,670 32.6	15,810 32.0	14,670 30.6	13,700 28.4	10,080 27.4
50 - 59	18,060 33.4	17,190 34.8	17,100 35.7	17,820 37.0	14,370 39.0
> 59	5,840 10.8	5,350 10.8	5,250 10.9	5,400 11.2	4,530 12.3

Source: Defence Statistics (Civilian)

**To note:** Data comparisons cannot be made between April 2016 data and previous annual April data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics as a Top Level Budgetary Area from 1 July 2015. For a more detailed description, please see page 20 of the publication.

**Age Profile of core MOD civilian personnel, as at 1 April 2012 and 1 April 2016**



## Symbols and Conventions

### Symbols

	discontinuity in time series
~	fewer than five
..	not available
–	zero or rounded to zero
<	less than
>	more than

*Italic* figures are used for percentages and other rates, except where otherwise indicated.

All percentages are calculated from headcount totals (part time equivalent to one person), from unrounded figures and are shown to 1 decimal place.

### Rounding

Where rounding has been used, totals and sub-totals have been rounded separately and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in “5” have been rounded to the nearest multiple of 20 to prevent systematic bias.

## Data sources, quality and methods

All figures presented in tables in this publication meet the standards of quality and integrity demanded by the Code of Practice for Official Statistics. Where figures do not meet the standard they are deleted and shown in the table by the symbol “..”.

Data for core MOD civilian personnel are taken from the personnel system - Human Resources Management System (HRMS) and are shown on a Headcount basis.

**Civilian** data on HRMS are a combination of fields mandated by Defence Business Services (DBS) organisation formerly the People Pay and Pensions Agency (PPPA) such as grade, with voluntary fields such as **disability status** or **ethnicity**. Civilian personnel complete these fields based on their self-perceptions, but are under no obligation to complete these fields. It is not possible for DASA to assess the accuracy or consistency of the declarations made by individuals within these fields.

The disability field on the department’s Human Resource Management System (HRMS) was reset on 18 April 2011 to accommodate the new disability reporting requirements resulting from the 2011 census exercise. Consequently all disability records were reset and personnel have been requested to re-declare their disability status. With disability declaration being optional, progress has been slow in personnel making new declarations. Following the HRMS reset declaration rates fell to 4.6 per cent and had only increased to 46.4 per cent by April 2014. To observe representation rates with declaration rates as low as this would not have any statistical validity. From the current rate of progress, we do not anticipate being able to report disability representation figures for the foreseeable future. In view of this, disability representation rates remain withheld for May 2011 onwards, until further notice. Data prior to this time are unaffected.

A breakdown by grade band and age is not presented for religion as the comparison shown is not between a minority and majority group. The 3-way comparison between Christian, non-Christian and Secular beliefs would fragment the data too much to be meaningful or statistically viable in a tabular format. All ages quoted in this publication are based on ‘age at last Birthday’. Ages are derived by the formula ‘situation date (for strengths) minus date of birth’.

## Background notes

1. Structural changes to the Top Level Budget areas have occurred during the time-series covered by this publication. In some cases this means that figures are not directly comparable across the whole period. To aid understanding of these changes and how they have impacted upon the figures the detail of these changes is provided here:

Defence Equipment and Support (DE&S) changed status as at 1 April 2015 and was reclassified as a Bespoke Trading Entity. It is reported outside Civilian level 1, but within level 0. Prior to this it was categorised as a Top Level Budgetary Area, which was part of the Civilian Level 1 total. For reporting purposes, DE&S will be reported as an extant TLB as at 1 April 2015 to allow comparable analysis of DE&S across the SDSR period covering 1 April 2010 to 1 April 2015. Civilian personnel strength for DE&S from 01 July 2015 onwards will be reported as a Bespoke Trading Entity.

2. This publication includes four diversity data tables that were previously in 'Statistical Series 2 – Personnel Bulletin 2.02 – Civilian Personnel'. This publication ceased after 2015 following Secretary of State approval and public consultation. These tables provide information on grade by different diversity variables.

For tables 2.2, 3.3, 4.3 and 5.2 the following notes apply:

i. Core MOD TLB total is defined as personnel employed in MOD Main Core TLBs and excludes personnel employed in Trading Funds, DE&S Bespoke Trading Entity, Royal Fleet Auxiliary and Locally engaged civilians.

ii. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade. Senior Civil Service totals include personnel outside the Senior Civil Service but of equivalent grade, primarily Senior Medical Specialist and Fee Paid consultants.

iii. Declaration rates are based on all known positive declarations, excluding those who select "choose not to declare" or have not responded.

## Grade Structures

Since 1 April 1996 all departments and agencies have had delegated responsibility for the pay and grading of their employees, except for those in the Senior Civil Service (SCS). The MOD grades are shown here against levels broadly equivalent (in terms of pay and job weight) to the former service-wide grades.

MOD grades	Former service-wide grades
<b>Senior Management</b>	<b>Senior Management</b>
SCS – Senior Civil Service	SCS – Senior Civil Service
<b>Other Management Grades</b>	<b>Other Management Grades</b>
B1 & equivalents	Grade 6
B2 & equivalents	Grade 7
C1 & equivalents	SEO - Senior Executive Officer
C2 & equivalents	HEO - Higher Executive Officer
D & equivalents	EO - Executive Officer
<b>Administrative Grades</b>	<b>Administrative Grades</b>
E1 & equivalents	AO - Administrative Officer
E2 & equivalents	AA - Administrative Assistant

## Further Information

### Contact Us

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

#### Defence Statistics (Civilian Personnel)

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If you require information which is not available within this or other available publications, you may wish to submit a Request for Information under the Freedom of Information Act 2000 to the Ministry of Defence. For more information, see:

<https://www.gov.uk/make-a-freedom-of-information-request/the-freedom-of-information-act>

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