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A review of X-Factor 2012: appendix

A report for the Armed Forces Pay Review Body

from

Incomes Data Services

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1 Danger

- This includes:
 - (a) a threat of real or perceived violence
 - (b) an environment or area which is deemed physically unsafe or uncomfortable for either natural, manmade and/or political reasons
 - (c) the potential loss of life or limb
 - (d) injury to oneself or others
- This may be experienced by the individual or may be experienced by others which the individual seeks to defend or accompany
- However Armed Forces personnel are in addition able to:
 - (a) exert within defined (and varying) parameters the threat of violence or active violence upon others, and
 - (b) carry and/or use lethal weaponry.
- For Armed Forces personnel this may arise from a number of circumstances including:
 - (a) armed conflict,
 - (b) training, and/or
 - (c) terrorism.

1a: Number of Accidents at work (more than three days lost)

Country		2006	2007	2008	2009
Great Britain	%	-8.0	1.0	-12.0	4.0
	Number	287,233	289,975	255,464	265,988

Source: Eurostat Survey

1b: Reported non fatal injury rate in the UK

Year	Riddor-reported injury rate to employees' per 100,000 employees
2006/2007	535.1
2007/2008	517.9
2008/2009	502.2
2009/2010	473.0
2010/2011	462.1

Source: Health and Safety Executive, 2010-2011

1c: Number and rate of fatal injuries to workers

Year	Employees		Self-employees		Workers	
	Number	%	Number	%	Number	%
2006/07	191	0.8	56	1.4	247	0.8
2007/08	178	0.7	55	1.4	233	0.8
2008/09	127	0.5	52	1.3	179	0.6
2009/10	104	0.4	43	1.0	147	0.5
2010/11	120	0.5	51	1.2	171	0.6

Source: Health and Safety Executive, 2010-2011, Labour Force Survey

1d: Self reported injuries cases (000s)

Year	Less than 4 days			Between 4 and 7 days			Over 7 days		
	95% Confidence interval			95% Confidence interval			95% Confidence interval		
	Central	Lower	Upper	Central	Lower	Upper	Central	Lower	Upper
2005/06	545	510	580	83	69	97	223	201	246
2006/07	576	540	613	73	60	85	201	180	223
2007/08	517	482	552	81	67	95	217	195	240
2008/09	478	443	513	72	58	86	174	153	194
2009/10	491	453	528	66	53	80	164	143	185
2010/11	403	367	439	50	37	62	150	129	172

Source: Health and Safety Executive, 2010-2011, Labour Force Survey

1e: Estimated new and total cases of self-reported work-related illness by type of illness, for people working in the last 12 months

Type of Illness	Year	New cases of work-related illnesses in the last 12 months (000s)			Total number of cases of work-related illnesses in the last 12 months (000s)		
		Central	95% Confidence Interval		Central	95% Confidence Interval	
			Lower	Upper		Lower	Upper
All illnesses	2006/07	612	575	649	1384	1328	1439
	2007/08	562	526	599	1260	1205	1314
	2008/09	549	511	586	1179	1124	1234
	2009/10	554	515	593	1265	1206	1324
	2010/11	495	455	534	1152	1092	1211
Musculoskeletal disorders	2006/07	230	207	253	642	605	680
	2007/08	178	158	198	539	504	574
	2008/09	191	169	212	536	500	573
	2009/10	190	166	214	572	532	612
	2010/11	158	135	180	508	469	548
Stress, depression or anxiety	2006/07	242	219	265	455	424	487
	2007/08	236	213	260	441	409	474
	2008/09	229	205	254	414	382	446
	2009/10	233	209	258	435	401	468
	2010/11	211	186	237	400	365	435

Source: Health and Safety Executive, 2010-2011, Labour Force Survey

1f: Employer reported non-fatal injuries

Year	Number of major injuries to employees	Rate of major injury (per 100,000 employees)	Number of over-3-day injuries to employees	Rate of over-3-day injury (per 100,000 employees)
2006/07	28,544	113.5	114,653	455.8
2007/08	28,199	111.1	110,054	433.8
2008/09	27,894	109.4	105,261	412.8
2009/10	26,268	104.8	96,427	384.7
2010/11p	24,726	99.0	90,653	363.1

Source: Health and Safety Executive, 2010-2011, Labour Force Survey

2 Turbulence

- This is defined as the dislocation to family and social life caused by regular changes to both the type and geographical location of work whose effect is exacerbated when the employee receives short notice about these changes.
- The impact of turbulence will have both a short and long-term impact.
- Short term impact is as follows:
 - (a) difficulties in finding a spouse employment
 - (b) difficulties for a spouse in continuing their career, training and achieving promotion (ie an employer may be less likely to consider the spouse for promotion as the spouse's personal situation is likely to be taken into account by their employer)
 - (c) spouse likely to have to accept lower level of salary due to (a) and (b) above. This is also likely to affect the benefits package, and in particular the pension
 - (d) home ownership is more difficult as personnel need to move frequently
 - (e) the requirement to move home frequently and sometimes at short notice
 - (f) difficulty in maintaining friendships and family contacts outside work
 - (g) difficulties in developing external interests
 - (h) difficulties accessing schooling
 - (i) difficulties in accessing NHS healthcare (medical and dental), and
 - (j) impact upon credit rating generally
- Examples of longer-term impact are home ownership, spouse's salary level, career progression, and pension accrual
- Armed Forces personnel must be able to move at short notice, and sometimes frequently. However this may vary considerably between different personnel and vary over a career. Such significant and repeated pressure may have a major impact on the quality of life they experience.

Table 2a: Trend in tenure (%)

Year	Owner occupiers	Social renters	Private renters
2006	70	18	12
2007	70	18	13
2008	68	18	14
2008-09	68	18	14
2009-10	67	17	16
2010-11	66	17	17

Source: DCLG Survey of English Housing, 2010-11

Table 2b: Housing tenure by age 2010/11 (000s)

Age	Own outright	Buying with mortgage	All owner occupiers	Local authority	Housing association	All social renters	All private renters	All tenures
16-24	-	92	107	98	112	210	582	898
25-34	85	1,284	1,369	258	261	519	1,289	3,177
35-44	309	2,358	2,667	363	415	779	780	4,225
45-54	793	2,357	3,149	328	346	675	461	4,285
55-64	1,788	1,081	2,869	285	265	550	230	3,650
65 or over	4,020	269	4,289	501	593	1,094	276	5,659
All ages	7,009	7,441	14,450	1,835	1,992	3,826	3,617	21,893

Source: DCLG Survey of English Housing, 2010-11

Table 2c: Housing tenure by age 2010/11 (% of households)

Age	All owner occupiers	All social renters	All private renters
16-24	12	23	65
25-34	43	16	41
35-44	63	18	18
45-54	74	16	11
55-64	79	15	6
(45-64)	76	15	9
65 or over	76	19	5
All ages	66	17	17

Source: DCLG Survey of English Housing, 2010-11

Table 2d: Housing tenure by age 2006 (000s of households)

Age	Own outright	Buying with mortgage	All owner occupiers	Local authority	Housing association	All social renters	All private renters	All tenures
16-24	11	116	127	128	86	214	373	714
25-34	104	1,600	1,704	305	209	514	816	3,035
35-44	288	2,775	3,063	422	283	704	530	4,300
45-64	2,371	3,443	5,814	636	424	1,061	496	7,376
65 or over	3,613	291	3,904	752	443	1,194	272	5,373
All ages	6,387	8,225	14,612	2,243	1,445	3,687	2,487	20,798

Source: DCLG Survey of English Housing, 2010-11

Table 2e: Housing tenure by age 2006 (% of households)

Age	All owner occupiers	All social renters	All private renters
16-24	18	30	52
25-34	56	17	27
35-44	71	16	12
45-64	79	14	7
65 or over	73	22	5
All ages	70	18	12

Source: DCLG Survey of English Housing, 2010-11

Table 2f: Proportion of households moving by type of tenure (resident less than a year)

Current tenure	Year	Owner occupiers	Social renters	Private renters	All moving households
Households (000s)	2006-07	894	398	970	2,261
	2007-08	985	374	1,014	2,374
	2008-09	534	307	1,117	1,958
	2009-10	360	308	1,089	1,757
	2010-11	444	322	1,262	2,028
% of households	2006-07	40	18	43	100.0
	2007-08	42	16	43	100.0
	2008-09	27	16	57	100.0
	2009-10	20	18	62	100.0
	2010-11	22	16	62	100.0

Source: Survey of English Housing, 2010-11

Table 2g: Married women's economic activity rates (age)

Year	Age	In employment	ILO unemployed	Inactive	Total	In (%) employment	ILO (%) unemployed	(%) Inactive
2006	16-19	32,700	10,100	21,500	64,300	50.8	15.7	33.5
	20-24	372,100	18,200	142,200	532,500	69.9	3.4	26.7
	25-29	852,400	33,000	246,100	1,131,500	75.3	2.9	21.7
	30-34	1,050,100	40,400	327,000	1,417,500	74.1	2.8	23.1
	35-39	1,244,300	40,100	381,300	1,665,700	74.7	2.4	22.9
	40-44	1,302,400	43,000	311,000	1,656,400	78.6	2.6	18.8
	45-49	1,245,700	26,000	262,000	1,533,700	81.2	1.7	17.1
	50-54	1,051,700	28,100	281,900	1,361,700	77.2	2.1	20.7
	55-59	923,100	15,300	534,600	1,473,000	62.7	1.0	36.3
	60-64	389,100	5,000	768,600	1,162,700	33.5	0.4	66.1
	Total	8,463,600	259,200	3,276,200	11,999,000	70.5	2.2	27.3
Year	Age	In employment	ILO unemployed	Inactive	Total	In (%) employment	ILO (%) unemployed	(%) Inactive
2011	15-19	1,958	1,191	4,687	7,836	25.0	15.2	59.8
	20-24	77,387	4,905	76,071	158,363	48.9	3.1	48.0
	25-29	462,542	31,926	195,595	690,063	67.0	4.6	28.3
	30-34	755,095	50,688	247,985	1,053,768	71.7	4.8	23.5
	35-39	919,864	35,770	313,501	1,269,135	72.5	2.8	24.7
	40-44	1,127,840	55,631	296,525	1,479,996	76.2	3.8	20.0
	45-49	1,221,914	42,796	277,488	1,542,198	79.2	2.8	18.0
	50-54	1,089,944	31,531	277,194	1,398,669	77.9	2.3	19.8
	55-59	833,493	23,968	407,256	1,264,717	65.9	1.9	32.2
	60-64	442,665	7,227	903,865	1,353,757	32.7	0.5	66.8
	Total	6,932,702	285,633	3,000,167	10,218,502	67.8	2.8	29.4

Source: Labour Force Survey, April-June

Table 2h: Economic activity rates for women

2005 resident at the same address as 12 months ago	In employment	ILO unemployed	Inactive	Total	In employment (%)	ILO unemployed (%)	Inactive (%)	Total (%)
Yes same place	Married/Cohabiting	5,400	41,600	128,600	63.4	4.2	32.3	100.0
	Non married	9,100	35,600	93,900	52.4	9.7	37.9	100.0
	Total	14,500	77,200	222,500	58.8	6.5	34.7	100.0
No	Married/Cohabiting	2,800	9,200	28,100	57.4	9.8	32.8	100.0
	Non married	1,800	9,300	31,200	64.5	5.7	29.8	100.0
	Total	4,500	18,500	59,200	61.1	7.6	31.2	100.0
Total	Married/Cohabiting	8,200	50,800	156,700	62.4	5.2	32.4	100.0
	Non married	10,900	44,900	125,100	55.4	8.7	35.9	100.0
	Total	13,100	95,700	275,800	60.6	4.7	34.7	100.0
2011 resident at the same address as 12 months ago	In employment	ILO unemployed	Inactive	Total	In employment (%)	ILO unemployed (%)	Inactive (%)	Total (%)
Yes same place	Married/Cohabiting	11,356	45,277	161,263	64.9	7.0	28.1	100.0
	Non married	15,621	53,861	128,381	45.9	12.2	42.0	100.0
	Total	26,977	99,138	289,644	56.5	9.3	34.2	100.0
No	Married/Cohabiting	3,294	8,306	24,744	53.1	13.3	33.6	100.0
	Non married	2,492	13,915	38,077	56.9	6.5	36.5	100.0
	Total	5,786	22,221	62,821	55.4	9.2	35.4	100.0
Total	Married/Cohabiting	14,650	53,583	186,007	63.3	7.9	28.8	100.0
	Non married	18,113	67,776	166,458	48.4	10.9	40.7	100.0
	Total	32,763	121,359	352,465	56.3	9.3	34.4	100.0

Source: Labour Force Survey, April-June

Table 2i: Proportion of married women who are managers or supervisors by age band

Year	Number				%		
2006	Manager	Foreman or supervisor	Not manager or supervisor	Total	Manager	Foreman or supervisor	Not manager or supervisor
16-19	600	2,800	28,700	32,100	2.0	8.6	89.4
20-24	33,500	44,300	281,400	359,200	9.3	12.3	78.4
25-29	168,600	108,300	528,200	805,100	20.9	13.4	65.6
30-34	238,300	143,700	582,100	964,100	24.7	14.9	60.4
35-39	281,700	150,500	692,200	1,124,400	25.1	13.4	61.6
40-44	288,500	157,600	729,900	1,176,000	24.5	13.4	62.1
45-49	284,600	151,500	698,100	1,134,300	25.1	13.4	61.5
50-54	244,400	129,700	580,600	954,700	25.6	13.6	60.8
55-59	150,000	103,700	553,500	807,100	18.6	12.8	68.6
60-64	46,200	41,400	243,700	331,300	14.0	12.5	73.6
Total	1,736,400	1,033,500	4,918,400	7,688,300	22.6	13.4	64.0
2011	Manager	Foreman or supervisor	Not manager or supervisor	Total	Manager	Foreman or supervisor	Not manager or supervisor
16-19	0	0	1,958	1,958	0.0	0.0	100.0
20-24	4,245	10,850	55,761	70,856	6.0	15.3	78.7
25-29	75,403	63,729	291,229	430,361	17.5	14.8	67.7
30-34	154,879	74,421	456,103	685,403	22.6	10.9	66.5
35-39	216,187	101,652	506,353	824,192	26.2	12.3	61.4
40-44	269,626	110,732	627,987	1,008,345	26.7	11.0	62.3
45-49	270,776	121,145	689,705	1,081,626	25.0	11.2	63.8
50-54	234,322	125,340	633,379	993,041	23.6	12.6	63.8
55-59	183,078	77,033	490,200	750,311	24.4	10.3	65.3
60-64	63,644	36,831	270,056	370,531	17.2	9.9	72.9
Total	1,472,160	721,733	4,022,731	6,216,624	23.7	11.6	64.7

Source: Labour Force Survey, April-June

3 Separation from home and family

- Separation is defined as being separated from home and/or family for a period of time because of working commitments. The length of time for which separation takes place will vary according to the nature of a job. Normally the length of separation would be standardised, eg a North Sea worker would normally work for a set period of weeks and then return home for a set period of time.
- The acceptability of this will depend upon the personal circumstances of the individual and it is important to draw a distinction between voluntary separation (i.e. where a soldier chooses to serve unaccompanied in order to give family stability) and involuntary separation (for example operations and predeployment training).
- Those with families may experience an impact on the quality of family life due to the absences.
- Armed Forces personnel may experience variable separation depending upon the number of military operations.
- Some separation is an inevitable part of Service life: for short periods (less than 7 days), X-Factor already encompasses a degree of separation. For longer periods of separation a Longer Separation Allowance provides targeted compensation. These allowances are not dependent upon marital status.

Table 3a: Socio-economic breakdown of UK business passengers

Socio-economic group	2006	2010	% change
A/B	13,200	9,649	-26.9
C1	7,069	5,863	-17.1
C2	1,088	745	-31.5
D/E	131	143	9.0

Source: CAA Passenger Survey

Table 3b: Socio-economic breakdown of UK business-travel passengers by major airport (000s)

Socio-economic group	Gatwick		Heathrow		Stansted		Luton		Birmingham		Manchester	
	2006	2010	2006	2010	2006	2010	2006	2010	2006	2010	2006	2010
A/B	1,725	1,472	6,688	5,109	1,359	690	918	749	460	601	2,049	1,028
C1	1,205	1,090	3,065	2,166	986	832	393	342	663	502	757	931
C2	185	147	365	219	152	120	50	60	187	71	149	129
D/E	19	16	20	53	43	22	17	21	17	12	15	19
Terminating passengers (000s)	3,131	2,726	10,149	7,546	2,541	1,663	1,379	1,172	1,325	1,186	2,970	2,107

Source: CAA Passenger Survey

Table 3c: Socio-economic breakdown of UK business-travel passengers by major airport (%)

Socio-economic group	Gatwick		Heathrow		Stansted		Luton		Birmingham		Manchester	
	2006	2010	2006	2010	2006	2010	2006	2010	2006	2010	2006	2010
A/B	55.1	54.0	65.9	67.7	53.5	41.5	66.6	63.9	34.7	50.7	69.0	48.8
C1	38.5	40.0	30.2	28.7	38.8	50.0	28.5	29.2	50.0	42.3	25.5	44.2
C2	5.9	5.4	3.6	2.9	6.0	7.2	3.6	5.1	14.1	6.0	5.0	6.1
D/E	0.6	0.6	0.2	0.7	1.7	1.3	1.2	1.8	1.3	1.0	0.5	0.9

Source: CAA Passenger Survey

Table 3d: Business trips–breakdown of UK passengers by airport (000s)

Airport	2006	2010	% change over period 2006-2010
Gatwick	3,131	2,726	-12.9
Heathrow	10,149	7,546	-25.6
Stansted	2,541	1,663	-34.6
Luton	1,379	1,172	-15.0
Birmingham	1,325	1,186	-10.5
Manchester	2,970	2,107	-29.1
Total	21,495	16,400	-23.7

Source: CAA Passenger Survey

Table 3e: Business trips–breakdown of UK passengers by airport (%)

Airport	2006	2010
Gatwick	13.8	12.5
Heathrow	38.0	31.8
Stansted	17.9	16.1
Luton	20.9	19.5
Birmingham	18.2	17.5
Manchester	16.4	15.0
Total	22.5	19.8

Source: CAA Passenger Survey

4 Hours of work

- Hours of work would normally be defined within the employment contract and need to be in line with European legislation, although UK companies may ask their employees to sign an agreement which exempts the individual from the restrictions imposed by the Working Time Regulations.
- Unsocial hours are hours worked outside the regular office-based environment between Monday and Friday. Such hours may be the requirement of the job, especially where it is necessary to operate 24 hours a day.
- Overtime and shift premiums would normally be paid to an employee if the hours worked are in addition to normal working hours, whether voluntary or not.
- Armed Forces personnel have a contractual requirement to be available for duty 24 hours a day, 365 days a year.
- Overtime and shift premiums are not paid to Armed Forces personnel.

Table 4a: Weekly basic working hours for full-time employees in the UK

Year	All employees		Male		Female	
	Median	Mean	Median	Mean	Median	Mean
2006	37.5	38.0	37.5	38.7	37.0	36.8
2007	37.5	37.9	37.5	38.7	37.0	36.7
2008	37.5	38.1	37.5	38.8	37.0	36.9
2009	37.5	37.9	37.5	38.6	37.0	36.8
2010	37.5	38.0	37.5	38.7	37.0	36.8
2011	37.5	38.0	37.5	38.7	37.0	36.8

Source: ASHE

Table 4b: Weekly total working hours for full-time employees in the UK

Year	All employees		Male		Female	
	Median	Mean	Median	Mean	Median	Mean
2006	37.5	39.4	39.0	40.7	37.0	37.6
2007	37.5	39.4	39.0	40.7	37.0	37.4
2008	37.5	39.5	39.0	40.8	37.1	37.6
2009	37.5	39.0	38.7	40.1	37.0	37.3
2010	37.5	39.2	39.0	40.4	37.0	37.4
2011	37.5	38.1	38.3	40.2	37.1	37.3

Source: ASHE

Table 4c: Usual weekly hours for employees in the UK

Year	<6		6-15		16-30		31-45		>45	
	%	Number (000s)	%	Number (000s)	%	Number (000s)	%	Number (000s)	%	Number (000s)
2006	1.9	455	6.5	1,607	17.7	4,346	55.1	13,531	18.8	4,603
2007	1.7	426	6.3	1,557	17.7	4,360	55.1	13,558	19.1	4,695
2008	1.8	461	6.0	1,486	18.0	4,488	55.3	13,794	18.9	4,701
2009	2.0	480	6.2	1,509	18.8	4,583	55.5	13,521	17.5	4,250
2010	1.8	432	6.3	1,538	19.5	4,741	55.0	13,366	17.4	4,237
2011	1.9	456	5.9	1,439	19.9	4,873	55.0	13,486	17.5	4,285

Source: Labour Force Survey, April-June

Table 4d: Whether full-time employees ever work paid or unpaid overtime in the UK

Year	Yes		No		Total	
	%	Number (000s)	%	Number (000s)	%	Number (000s)
2006	47.8	8,903	52.2	9,729	100.0	18,632
2007	48.0	8,989	52.0	9,726	100.0	18,715
2008	47.5	8,979	52.5	9,943	100.0	18,923
2009	45.7	8,367	54.3	9,953	100.0	18,320
2010	46.3	8,375	53.7	9,718	100.0	18,094
2011	44.8	8,192	55.2	10,110	100.0	18,302

Source: Labour Force Survey, April-June

Table 4e: Working hours agreed in contract (UK employees 2011)

Year		Weekly working hours according to contract				
		<6	6-15	16-30	31-45	>45
2011	%	0.9	0.9	4.2	90.2	3.9
	Number	20	21	96	2082	90

Source: WageIndicator Survey

Table 4f: Long and unsocial hours

Usually works hours agreed in contract, UK employees	2008		2011	
	%	Number	%	Number
Yes	19.9	1,320	25.0	281
No	80.1	5,304	75.0	75
Total	100.0	6,624	100.0	1,124
Involved in regular evening work, UK employees	2008		2011	
	%	Number	%	Number
Yes	34.8	2,586	36.4	449
No	65.2	4,840	63.6	785
Total	100.0	7,426	100.0	1,234
Involved in regular work on Saturdays, UK employees	2008		2011	
	%	Number	%	Number
Yes	29.7	2,205	36.4	320
No	70.3	5,218	63.6	913
Total	100.0	7,423	100.0	1,233
Involved in regular work on Sundays, UK employees	2008		2011	
	%	Number	%	Number
Yes	19.3	1,415	17.6	212
No	80.7	5,904	82.4	994
Total	100.0	7,319	100.0	1,206

Source: WageIndicator Survey

Table 4g: Shift premium* (%)

Organisation	Early shift (mornings)	Late shift (afternoons)	Night shift	Double-day/ two-shift	Three-shift rotating	Continuous (12-hour shifts)
Rolls-Royce (Derby)	4.0	5.0	17.0	9.0	22.0	-
Ford Motor Company	12.5	20.0	-	-	27.5	-
Robert Horne Group	16.0	37.5	50.0	-	-	-
Celotex	-	18.0	-	18.0	-	-
Wilkinson	-	-	16.5	-	-	-
Bentley Motors	-	-	25.0	16.6	-	-
FG Wilson (Engineering)	-	-	33.0	21.3	-	32.0
United Utilities	-	-	33.0	15.0	20.0	28.0
Jaguar Cars	-	-	33.3	-	-	-
Jaguar Cars – Halewood	-	-	-	16.6	-	-
Jaguar Cars – West Midlands	-	-	-	22.6	-	-
Nissan Motor Manufacturing UK	-	-	-	12.0	22.0	-
Unipres (UK)	-	-	-	12.0	22.0	-
BMW UK Manufacturing (Oxford) – ‘body in white’ & vehicle assembly	-	-	-	ave 16.0	-	-
BMW UK Manufacturing (Oxford) – paint (days/nights)	-	-	-	ave 16.7	-	-
BMW UK Manufacturing (Oxford)	-	-	-	-	-	32.3
Dow Corning (Barry)	-	-	-	-	-	25.0
Plessey Semi-conductors	-	-	-	-	-	38.0

Source: IDS HR Studies 925 Shift Pay 2010

*Note: the table shows organisations that pay a shift premium in the form of a percentage addition to basic pay; others pay fixed or variable cash amounts. Comparisons between companies should be made with caution because there are many factors influencing the level of premium for each type of shift.

Table 4h: Average basic weekly hours by sector

Industry sector	Mean	Median
Finance	35.3	35.0
Not-for-profit	36.3	35.5
Public services	37.0	37.0
Energy & water	37.0	37.0
Transport, storage and distribution	37.3	37.0
Oil, chemicals & pharmaceuticals	37.6	37.5
Engineering (including electronics)	37.5	37.0
Construction	37.7	38.0
Food, drink & tobacco	37.9	37.5
Glass, ceramics & building materials	38.0	38.0
Paper, print & packaging	38.0	37.5
Other manufacturing	38.1	38.3
Retail	38.4	39.0
Textiles, clothing & footwear	38.6	39.0
Hotels & leisure	38.7	39.0
Mining & quarrying	38.8	38.7
Agriculture & forestry	40.0	39.0
Overall average	37.5	37.5

Source: IDS HR Study 950 Hours and Holidays 2011

Table 4i: Distribution of basic weekly working hours (%)

Basic hours	All	Manual	Non-manual	Harmonised*
35	16.5	9.8	26.3	9.2
35.25-35.75	0.4	-	0.6	0.8
36	4.3	0.8	7.4	3.4
36.25-36.75	3.8	4.1	5.1	1.7
37	20.4	6.5	16.6	40.3
37.25-37.75	22.8	20.3	25.7	21.0
38	4.1	8.9	1.7	2.5
38.25-38.75	1.6	0.8	2.9	0.8
39	13.7	27.6	6.3	10.1
39.25-39.75	0.2	0.8	-	-
40	7.9	12.2	5.1	7.6
40 plus	4.1	8.1	2.3	2.4

Source: IDS HR Study 950 Hours and Holidays 2011

* Note: organisations in which all employees have the same basic working hours

5 Job satisfaction

'A pleasurable or positive emotional state resulting from the appraisal of one's job or job experience. Job satisfaction is a result of employee's perception of how well their job provides those things that are viewed as important.'

(Locke and Lathan 1976)

- The term job satisfaction is one that is widely used, easy to understand however difficult to quantify. The available sources of data that measure job satisfaction over a period of time are somewhat sporadic and often scarce.

Table 5a: How satisfied is the respondent with their main job*

Satisfaction levels	2005		2006		2007		2010	
	No.	%	No.	%	No.	%	No.	%
Very satisfied	585	38.0	559	36.3	523	34.0	552	35.9
Satisfied	673	43.0	656	42.6	704	45.8	673	43.8
Neither satisfied/dissatisfied	145	9.0	172	11.2	162	10.5	140	9.1
Dissatisfied	108	7.0	122	7.9	107	7.0	129	8.4
Very dissatisfied	41	3.0	31	2.0	42	2.7	43	2.8
Total	1,552	100.0	1,540	100.0	1,538	100.0	1,538	100.0

Source: British Social Attitude Survey

*Note: no data available for 2008-2009

Table 5b: How likely or unlikely is it that you will leave this employer over the next year for any reason

Satisfaction levels	2006		2007		2008		2009		2010	
	No.	%	No.	%	No.	%	No.	%	No.	%
Very likely	173	11.3	225	14.8	204	12.2	166	10.0	191	12.6
Quite likely	239	15.6	232	15.2	237	14.1	220	13.2	192	12.6
Not very likely	503	32.9	505	33.2	440	26.3	539	32.4	538	35.3
Not at all likely	614	40.2	561	36.8	794	47.4	740	44.4	602	39.5
Total	1,529	100.0	1,523	100.0	1,675	100.0	1,665	100.0	1,523	100.0

Source: British Social Attitude Survey

Table 5c: How difficult or easy would it be for you to get a similar or better job with another employer if you wanted*

Satisfaction levels	2005		2008		2009		2010	
	No.	%	No.	%	No.	%	No.	%
Very difficult	163	10.6	204	12.3	245	14.7	231	15.2
Difficult	399	26.0	522	31.4	646	38.8	533	35.2
Neither difficult nor easy	326	21.3	447	26.9	359	21.6	339	22.4
Easy	501	32.7	366	22.0	343	20.6	336	22.2
Very easy	145	9.4	123	7.4	73	4.3	76	5.0
Total	1,534	100.0	1,662	100.0	1,666	100.0	1,515	100.0

Source: British Social Attitude Survey

*Note: no data available for 2006-2007

Table 5d: Good career opportunities in the organisation

Career Opportunities	2006		2007		2008		2009		2010		2011	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
No	10,445	50.4	4,278	47.5	4,461	49.9	500	52.0	500	57.1	303	62.7
Yes	10,298	49.6	4,728	52.5	4,472	50.1	462	48.0	375	42.9	180	37.3
Total	20,743	100.0	9,006	100.0	8,933	100.0	962	100.0	875	100.0	483	100.0

Source: WageIndicator Survey

Table 5e: Satisfaction with current job

Satisfaction levels	2006		2007		2008		2009		2010		2011	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1-Highly dissatisfied	1,887	10.5	900	12.0	765	12.0	173	9.4	173	9.3	95	8.6
2	2,954	16.4	1,296	17.4	1,008	15.8	290	15.8	291	15.7	167	15.1
3	5,794	32.2	2,295	30.7	1,855	29.2	541	29.5	565	30.4	350	31.7
4	5,117	28.5	2,068	27.7	1,906	29.9	571	31.2	554	29.8	313	28.3
5-Highly satisfied	2,225	12.4	911	12.2	835	13.1	257	14.1	274	14.8	180	16.3
Total	17,977	100.0	7,470	100.0	6,369	100.0	1,832	100.0	1,857	100.0	1,105	100.0

Source: WageIndicator Survey

Table 5f: Job satisfaction-overall

Satisfaction levels	2006/07		2008/09		2009/10		2010/11	
	No.	%	No.	%	No.	%	No.	%
Not satisfied at all	89	1.2	393	3.4	694	3.0	197	2.2
Mostly satisfied	188	2.6	475	4.1	966	4.2	362	4.1
Somewhat dissatisfied	429	6.0	927	8.0	1,914	8.4	795	9.1
Neither satisfied or dissatisfied	478	6.6	841	7.2	1,655	7.2	655	7.5
Somewhat satisfied	1,687	23.4	1,877	16.3	3,844	16.8	1,635	18.6
Mostly satisfied	3,579	49.6	5,038	43.2	9,828	43.0	3,784	43.1
Completely satisfied	760	10.6	2,072	17.8	3,992	17.4	1,353	15.4
Total	7,210	100.0	11,623	100.0	22,894	100.0	8,780	100.0

Sources: British Household Panel Survey Wave 16 and 18, Understanding Society Survey Wave 1 and Wave 2

Table 5g: Net satisfaction with current job

Year	Net score (spring)	Net score (autumn)
2006	+26	+26*
2009	+46	+37
2010	+36	+42
2011	+34	+38
2012	+47	+47**

Source: CIPD Employee Outlook

*Note: 2006 is an annual figure, no quarterly data available, no data available for 2007-2008

**Note: + 47 is the summer score due to Autumn data not yet being available

Table 5h: Employee net satisfaction by age

Age	Spring 2009	Autumn 2009	Spring 2010	Autumn 2010	Spring 2011	Autumn 2011	Spring 2012	Summer 2012
18-24	+35	+28	+7	+62	+14	+3	+25	+14
25-34	+44	+25	+27	+26	+28	+30	+38	+39
35-44	+45	+43	+33	+38	+35	+30	+39	+40
45-54	+40	+39	+33	+41	+24	+37	+40	+43
55+	+60	+55	+59	+55	+51	+52	+61	+59

Source: CIPD Employee Outlook

Table 5i: Satisfaction with current job

Satisfaction levels	2009/10		2010/11		2011*	
	No.	%	No.	%	No.	%
Completely dissatisfied	393	3.4	277	2.6	16	2.3
Mostly dissatisfied	475	4.1	445	4.3	20	2.9
Somewhat dissatisfied	927	8.0	914	8.7	67	9.8
Neither satisfied or dissatisfied	841	7.2	749	7.2	56	8.1
Somewhat satisfied	1,877	16.3	1,831	17.5	130	19.0
Mostly satisfied	5,038	43.2	4,436	42.4	287	41.9
Completely	2,072	17.8	1,807	17.3	109	16.0
Total	11,623	100.0	10,459	100.0	686	100.0

Source: Understanding Society Survey, Wave 1 and Wave 2

* Note: 2011 figures are from Wave 2, an interim survey. This is reflected in the smaller sample size of those interviewed

Table 5j: Job satisfaction-overall

Satisfaction levels	2006/07		2007/08		2009		2010		2011	
	No.	%	No.	%	No.	%	No.	%	No.	%
Not satisfied at all	89	1.2	62	0.8	393	3.4	277	2.6	16	2.3
Mostly dissatisfied	188	2.6	183	2.3	475	4.1	445	4.3	20	2.9
Somewhat dissatisfied	429	6.0	471	5.8	927	8.0	914	8.7	67	9.8
Neither satisfied or dissatisfied	478	6.6	606	7.5	841	7.2	749	7.2	56	8.1
Somewhat satisfied	1,687	23.4	2,065	25.5	1,877	16.3	1,831	17.5	130	19
Mostly satisfied	3,579	49.6	3,871	47.9	5,038	43.2	4,436	42.4	287	41.9
Completely satisfied	760	10.6	828	10.2	2,072	17.8	1,807	17.3	109	16.0
Total	7,210	100.0	8,086	100.0	11,623	100.0	10,459	100.0	686	100.0

Sources: British Household Panel Survey, Understanding Society Survey Wave 1 and Wave 2

6 Job security

- Job security is defined as the knowledge, based on past history, that the individual will be able to work within the same organisation, albeit within different divisions, for a significant number of years and enjoy similar or increasing levels of remuneration.
- Within the Armed Forces job security has long been recognised as a key benefit compared with the more fluid employment market in civilian life. The more stable career pattern may persuade some personnel to accept the disadvantages that come from service life.

Table 6a: Unemployment level and rate (all aged 16+)

Year	Level	Rate %	% Unemployed over 12 months
2006	1,685,788	5.5	21.4
2007	1,655,258	5.4	23.8
2008	1,673,631	5.4	24.7
2009	2,435,425	7.8	22.5
2010	2,462,058	7.8	32.4
2011	2,493,632	7.9	33.6
2012	2,563,543	8.0	34.4

Source: Labour Force Survey, April-June

Table 6b: Unemployment level and rate (aged 18-24)

Year	Level	Rate %	% Unemployed over 12 months
2006	517,547	12.6	15.4
2007	520,366	12.5	17.8
2008	526,054	12.6	20.0
2009	719,419	17.3	19.8
2010	728,529	17.6	25.7
2011	743,869	18.0	27.4
2012	809,070	19.5	29.2

Source: Labour Force Survey, April-June

Table 6c: Redundancies-levels and rates

Year	Level	Rate % of employees
2006	136,131	5.4
2007	115,928	4.6
2008	121,469	4.8
2009	267,236	10.6
2010	150,804	6.1
2011	154,390	6.2
2012	150,261	6.0

Source: Labour Force Survey, April-June

Table 6d: Median rate of labour turnover (%)

	2006	2007	2008	2009	2010	2011
% labour turnover	18.1	17.3	15.7	13.5	12.5	12.7

Source: CIPD Resourcing and Talent Planning Surveys 2012

Table 6e: Median labour turnover rate, by reason for leaving (% of respondents)

	2008	2009	2010	2011
Voluntary redundancies	0.0	0.0	0.0	0.0
Compulsory redundancies	0.5	1.0	0.0	0.0
Dismissed/left involuntary (including death in service)	1.4	0.9	0.7	0.6
Fixed-/short-term contracts	0.7	0.0	0.0	1.7
Retired	0.7	0.4	0.0	0.5
Left voluntarily	9.0	8.4	6.6	7.8

Source: CIPD Resourcing and talent planning surveys (2012)

Table 6f: Whether full or part time in main job (%)

Year	Full time	Part time
2006	74.5	25.5
2007	74.6	25.4
2008	74.6	25.4
2009	73.9	26.1
2010	73.1	26.9
2011	73.3	26.7

Source: Labour Force Survey, April-June

Table 6g: Reason for temporary job (2011)

Temporary job	Reason	%
Seasonal job	Includes training periods	0.0
	Could not find permanent job	2.0
	Did not want permanent job	2.2
	Other reason	1.9
Fixed contract	Includes training period	4.0
	Contract for probationary period	1.9
	Could not find permanent job	16.1
	Did not want permanent job	6.9
	Other reason	15.4
	No reason given	0.1
Agency temp	Includes period of training	0.6
	Contract for probationary period	0.5
	No reason given	11.1
	Did not want permanent job	2.0
	Other reason	2.9
	No reason given	0.04
Casual	Includes period of training	0.1
	Contract for probationary period	0.2
	Could not find a permanent job	5.3
	Did not want permanent job	9.5
	Other reason	3.9
	No reason given	0.03
Other temp	Includes period of training	0.6
	Contract for probationary period	1.1
	Could not find permanent job	2.5
	Did not want permanent job	2.3
	Other reason	6.8
	No reason given	0.04
Type of temporary job not stated		0.2

Source: Labour Force Survey, April-June

Table 6h: Reason for part time job (2011)

Reason	%
Student or at school	15.4
Ill or disabled	2.2
Could not find full-time job	16.5
Did not want full-time job	65.8

Source: Labour Force Survey, April-June

Table 6i: Type of contract (% of employees)

Year	Permanent	Not permanent in some way	Seasonal work	Contract for fixed period	Agency temping	Casual work	Not permanent in some other way
2006	94.3	5.7	4.7	45.1	17.9	21.2	11.1
2007	94.1	5.9	5.5	43.5	19.5	20.2	11.3
2008	94.6	5.4	5.5	45.3	16.3	20.6	12.2
2009	94.3	5.7	5.1	45.5	16.7	20.9	11.9
2010	93.7	6.3	5.9	45.9	16.3	19.8	12.1
2011	93.5	6.4	6.2	44.3	17.1	19.1	13.3

Source: Labour Force Survey, April-June

Table 6j: Employee reason for leaving last job (%)

Year	Dismissed	Made redundant/ voluntary redundancy	Temporary job ended	Resigned	Gave up work for health reasons	Took early retirement	Retired (at or after state pension age)	Gave up work for family/personal reason	Left for some other reason	Education or training
2006	1.6	9.3	11.9	47.2	0.6	0.3	0.1	5.6	23.4	-
2007	1.6	10.4	29.2	31.2	1.3	-	0.5	5.2	20.6	-
2008	3.9	9.1	31.3	34.1	2.1	0.7	-	4.8	14.0	-
2009	-	23.2	31.5	26.5	0.9	1.4	1.5	0.7	14.3	-
2010	2.9	18.6	24.8	25.9	0.8	-	0.9	0.7	25.3	-
2011	-	15.7	34.7	21.1	1.0	0.9	0.6	4.5	20.5	1.0

Source: Labour Force Survey, April-June

Table 6k: How often worries about job security

	Number	%
Never	108	13.4
2	203	25.2
3	219	27.2
4	146	18.1
Daily	129	16.0

Source: British Social Attitudes Survey

Table 6l: How secure do you feel your employment is with your current employer (%)

	2005	2009	2010
Very secure	37.2	28.8	26.1
Secure	40.6	46.1	46.5
Neither secure nor insecure	12.8	15.6	17.5
Insecure	7.1	6.1	7.7
Very insecure	2.3	2.5	2.2

Source: British Social Attitudes Survey

Table 6m: I feel there will be a job for me where I work now for as long as I want it (%)

	2007	2008	2009	2010
Agree strongly	17.0	16.6	14.3	16.9
Agree	43.0	48.3	46.8	38.9
Neither agree nor disagree	20.2	16.0	17.8	23.1
Disagree	15.4	15.3	16.5	15.4
Disagree strongly	4.5	3.8	4.6	5.7

Source: British Social Attitudes Survey

Table 6n: How difficult or easy would it be for you to get a similar or better job with another employer if you wanted (%)

	2008	2009	2010
Very difficult	12.3	14.7	15.3
Difficult	31.4	38.8	35.2
Neither difficult nor easy	26.9	21.6	22.4
Easy	22.0	20.6	22.2
Very easy	7.4	4.4	5.0

Source: British Social Attitudes Survey

7 Degree of autonomy/ management control/ workplace flexibility

- This factor is defined as the degree of management control exercised over the individual. It assesses the scope allowed to the jobholder to exercise initiative and take independent actions and considers the degree of latitude and discretion allowed in making decisions. This factor also takes into account the amount of control that individuals have over their immediate working environment.
- Due to the unique nature of their work, Armed Forces personnel operate within a tightly controlled structure (ie the Command Structure). In general, civilians have significantly more freedom and flexibility in making decisions which impact upon their immediate working environment.

Table 7a: Is informed about what's going on in workplace

Year		No	Yes	Total
2009	%	46.7	53.3	100.0
	Number	194	221	415
2010	%	50.0	50.0	100.0
	Number	293	293	586
2011	%	52.5	47.5	100.0
	Number	116	105	221

Source: WageIndicator Survey

Table 7b: Is informed about what's going on in workplace

Year		Never	2	3	4	Daily	Total
2009	%	2.4	4.4	12.4	20.9	60.0	100.0
	Number	22	34	95	147	423	721
2010	%	2.4	4.4	12.4	20.9	60.0	100.0
	Number	18	33	94	158	454	757

Source: WageIndicator Survey

Table 7c: Is closely supervised (age)

Year		under 20	20 - 29	30 - 39	40 - 49	50 or older	Total
2007	No	51	1,346	1,259	833	481	3,970
	Yes	48	666	354	225	121	1,414
2008	No	40	1,119	1,059	772	497	3,487
	Yes	66	626	339	196	116	1,343
2009	No	11	142	155	106	58	472
	Yes	8	72	62	34	6	182
2010	No	2	105	103	99	70	379
	Yes	0	46	34	25	10	115
2011	No	0	58	57	35	30	180
	Yes	1	15	16	6	2	40

Source: WageIndicator Survey

Table 7d: Overall, how good would you say that managers at your workplace are at allowing employees to influence final decisions

Year		Very good	Good	Neither	Poor	Very poor	Can't choose	Not answered	Total
2005	%	6.0	26.6	31.8	20.0	9.0	2.2	4.3	100.0
	Number	79	346	413	260	117	29	56	1,300
2008	%	5.9	28.5	28.5	23.1	9.9	2.3	1.8	100.0
	Number	86	415	415	336	144	33	27	1,456
2009	%	4.36	28.8	30.4	23.7	9.2	2.4	1.2	100.0
	Number	63	415	438	342	133	34	17	1,442

Source: British Social Attitude Survey

Table 7e: Overall, how good would you say that managers at your workplace are at responding to suggestions from employees/representatives

Year		Very good	Good	Neither	Poor	Very poor	Can't choose	Not answered	Total
2005	%	9.8	36.9	25.7	15.9	5.5	1.9	4.4	100.0
	Number	127	480	334	206	71	25	57	1,300
2008	%	10.1	39.9	23.0	17.6	6.2	1.3	1.7	100.0
	Number	147	582	335	257	91	20	25	1,456
2009	%	8.4	42.9	22.6	17.9	5.5	1.5	1.3	100.0
	Number	121	618	326	258	79	21	19	1,442

Source: British Social Attitude Survey

Table 7f: Overall, how good would you say that managers at your workplace are at seeking the views of employees/representatives

Year		Very good	Good	Neither	Poor	Very poor	Can't choose	Not answered	Total
2005	%	11.2	39.8	23.2	15.2	5.2	1.2	4.2	100.0
	Number	145	518	302	198	68	15	54	1,300
2008	%	12.3	43.1	19.7	16.4	6.1	1.1	1.3	100.0
	Number	179	627	287	239	89	16	20	1,456
2009	%	8.9	45.0	22.0	16.3	5.0	1.5	1.0	100.0
	Number	129	650	318	235	73	22	15	1,442

Source: British Social Attitude Survey

Table 7g: Do you think that you personally would have any say in the decision about the change, or not

Year		Yes	No	Don't know	Total
2006	%	52.6	43.8	3.5	100.0
	Number	811	675	54	1,541
2007	%	51.6	45.5	3.0	100.0
	Number	794	699	46	1,538
2008	%	53.0	44.5	2.3	100.0
	Number	896	749	39	1,684
2009	%	53.9	44.0	2.1	100.0
	Number	906	740	34	1,680
2010	%	48.6	48.6	2.8	100.0
	Number	747	746	43	1,536

Source: British Social Attitude Survey

8 Training

- Training is the facilitation of learning new skills, or improving existing skills, which enhance the abilities of individuals to do their job or further their career. This in turn will facilitate career progression and increased responsibility where appropriate. Training may include:
 - (a) technical skills and/or
 - (b) trade skills and/or
 - (c) academic skills and/or
 - (d) management skills, and/or
 - (e) people skills and/or
 - (f) transferable skills.
- For the Armed Forces this may include skills training at the end of their career prior to retirement and employment outside the Armed Forces.
- All Service personnel are issued Personal Development Records to record individual skills, experience and qualifications to enable them to plan, track and demonstrate their personal development.

Table 8a: Would like work related training

Year		Don't know	Yes	No	Total
2005/2006	%	0.7	50.5	48.8	100.0
	Number	56	3,782	3,653	7,491
2006/2007	%	0.9	49.7	49.4	100.0
	Number	62	3,587	3,563	7,212
2007/2008	%	0.9	48.3	50.8	100.0
	Number	70	3,781	3,975	7,826

Source: British Household Panel Survey

Table 8b: How much training self-paid last year

Year		None	1 - 2 days	3 - 6 days	1 - 2 weeks	3 - 4 weeks	1 - 2 months	2 months or more	Total
2007	%	81.3	4.1	3.9	3.2	0.9	1.3	5.4	100.0
	Number	438	22	21	17	5	7	29	539
2008	%	74.5	6.3	4.9	3.3	2.2	1.6	7.2	100.0
	Number	7,136	604	469	315	209	158	692	9,583
2009	%	76.9	5.1	3.1	3.5	2.3	1.9	7.2	100.0
	Number	3,183	213	128	143	94	78	298	4,137
2010	%	74.3	5.8	3.4	4.3	2.9	1.7	7.6	100.0
	Number	2,057	161	94	119	80	48	211	2,770
2011	%	73.3	4.8	4.7	3.1	3.5	2.5	8.0	100.0
	Number	1,178	77	76	50	57	41	129	1,608

Source: WageIndicator Survey

Table 8c: How much training received from employer last year

Year		None	1 - 2 days	3 - 6 days	1 - 2 weeks	3 - 4 weeks	1 - 2 months	2 months or more	Total
2007	%	16.1	20.7	31.8	15.2	6.2	2.6	7.4	100.0
	Number	93	120	184	88	36	15	43	579
2008	%	32.4	16.4	18.5	12.4	6.5	3.6	10.2	100.0
	Number	3,326	1,681	1,897	1,272	667	374	1,044	10,261
2009	%	31.7	13.9	16.4	12.7	8.3	4.7	12.3	100.0
	Number	1,354	596	700	543	354	200	527	4,274
2010	%	30.2	15.0	17.1	13.4	6.6	4.2	13.4	100.0
	Number	862	428	489	383	189	120	381	2,852
2011	%	31.2	14.8	17.2	12.8	8.3	4.6	11.1	100.0
	Number	508	241	280	209	136	75	181	1,630

Source: WageIndicator Survey

Table 8d: Finds training would be worthwhile

Year		Never	2	3	4	Daily	Total
2009	%	6.2	15.2	38.6	27.8	12.2	100.0
	Number	39	96	243	175	77	630
2010	%	5.9	18.0	33.2	32.3	10.6	100.0
	Number	46	139	257	250	82	774
2011	%	7.0	10.9	35.4	37.1	9.6	100.0
	Number	16	25	81	85	22	229

Source: WageIndicator Survey

Table 8e: Time spent in job related education-training in last week (hours)

Year		<= 20.00	20.01 - 39.75	39.76 - 59.50	59.51 - 79.25	79.26+	Total
2006	%	80.1	13.0	4.7	1.3	0.9	100.0
	Number	2,438	396	142	41	26	3,043
2007	%	82.8	11.2	4.7	0.6	0.7	100.0
	Number	1,525,737	206,492	85,822	11,455	13,145	1,842,651
2008	%	80.7	13.0	5.4	0.3	0.6	100.0
	Number	1,523,771	244,884	102,701	5,622	11,820	1,888,798
2009	%	86.1	10.3	2.8	0.5	0.3	100.0
	Number	1,744,939	209,317	55,774	10,978	5,533	2,026,541
2010	%	83.1	10.8	4.6	0.3	1.1	100.0
	Number	1,526,722	199,085	85,284	6,114	19,856	1,837,061

Source: Labour Force Survey, April-June

Table 8f: Time spent training on the job (hours)

Year		<= 20.00	20.01 - 39.25	39.26 - 58.50	58.51 - 77.75	77.76+	Total
2006	%	86.6	9.4	2.5	0.2	1.2	100.0
	Number	1,369	149	40	3	19	1,580
2007	%	88.8	8.4	1.8	0.6	0.4	100.0
	Number	887,764	83,889	17,991	6,071	4,402	1,000,117
2008	%	87.5	8.5	3.5	-	0.6	100.0
	Number	886,635	85,973	35,347	-	5,750	1,013,705
2009	%	92.1	4.8	2.9	-	0.2	100.0
	Number	1,050,407	55,117	32,728	-	1,765	1,140,017
2010	%	89.7	6.1	2.1	0.6	1.5	100.0
	Number	942,746	64,339	21,566	6,114	15,992	1,050,757
2011	%	86.8	6.8	3.2	1.0	2.1	100.0
	Number	1,790,881	141,226	66,923	20,076	43,591	2,062,697

Source: Labour Force Survey, April-June

Table 8g: Length of training course

Year		Less than 1 week	1 week, less than 2 weeks	2 weeks, less than 3 weeks	3 weeks, less than 1 month	1 month, less than 2 months	2 months, less than 3 months	3 months, less than 6 months	6 months, less than 1 year	1 year, less than 2 years	2 years, less than 3 years	3 years or more	On-going/ no definite limit	Total
2006	%	41.4	1.7	0.9	0.9	1.3	1.5	2.1	5.3	7.6	8.4	10.2	18.6	100.0
	Number	1,622,241	67,525	35,254	37,195	50,935	56,899	83,098	205,642	299,331	329,310	399,414	728,672	3,915,516
2007	%	40.8	2.3	0.6	1.2	1.2	1.5	2.5	6.8	7.2	7.1	9.9	18.9	100.0
	Number	1,511,705	86,343	22,022	43,224	43,531	56,790	93,770	251,203	266,195	263,340	367,488	700,447	3,706,058
2008	%	41.0	2.2	1.0	0.9	1.4	1.3	3.3	6.3	7.1	7.6	8.6	19.4	100.0
	Number	1,606,365	85,951	39,978	34,689	52,907	49,060	128,150	246,503	278,995	296,820	336,122	760,522	3,916,062
2009	%	42.0	1.9	0.8	0.8	1.3	1.4	2.9	6.3	6.8	7.1	9.6	18.9	100.0
	Number	1,612,834	71,205	29,151	31,875	49,183	55,265	111,987	243,550	262,506	273,204	370,168	725,715	3,836,643
2010	%	42.6	1.8	0.6	1.1	1.0	1.3	3.7	6.1	7.7	6.9	8.8	18.4	100.0
	Number	1,595,899	67,784	21,717	42,391	35,986	47,284	139,555	229,977	288,756	258,304	327,714	689,885	3,745,252
2011	%	50.2	2.0	0.7	0.7	0.8	0.8	2.3	4.2	6.2	5.5	7.4	19.3	100.0
	Number	1,733,228	69,864	25,012	25,017	25,986	26,843	77,828	145,324	214,925	190,696	255,147	665,458	3,455,328

Source: Labour Force Survey, April-June

Table 8h: Number of employees per year

Year	Employees	Total
Mar-May 2006	25,078	28,959
Mar-May 2007	25,171	29,174
Mar-May 2008	25,501	29,587
Mar-May 2009	24,940	28,970
Mar-May 2010	24,818	28,969
Mar-May 2011	25,092	29,587

Source: ONS, Labour Market Statistics

Table 8i: Training fees paid by employer/future employer

Year		Not applicable	Not mentioned	Yes	Total
2005/2006	%	94.6	5.2	0.2	100.0
	Number	7,065	386	15	7,466
2006/2007	%	94.1	5.6	0.3	100.0
	Number	6,774	401	22	7,197
2007/2008	%	94.2	5.5	0.3	100.0
	Number	7,368	427	24	7,819

Source: British Household Panel Survey

Table 8j: Number of men receiving training by age group (% and 000s)

Year		All aged 16-64	16-17	18-24	25-34	35-49	50-64
Jan-Mar 2006	%	14.0	26.0	23.0	14.0	12.0	9.0
	Number	1,728	59.0	393	428	574	273
Jan-Mar 2007	%	13.0	25.0	20.0	14.0	13.0	9.0
	Number	1,673	58	348	418	601	248
Jan-Mar 2008	%	13.0	27.0	20.0	14.0	12.0	9.0
	Number	1,675	63	354	422	560	276
Jan-Mar 2009	%	12.0	21.0	20.0	13.0	11.0	8.0
	Number	1,535	44	322	393	529	248
Jan-Mar 2010	%	12.0	25.0	19.0	14.0	12.0	8.0
	Number	1,514	35	296	402	543	238
Jan-Mar 2011	%	12.0	20.0	18.0	13.0	12.0	9.0
	Number	1,550	28	288	419	548	267
Jan-Mar 2012	%	13.0	26.0	21.0	15.0	12.0	9.0
	Number	1,642	39	316	465	547	275
	% Change	-4.9	-34.0	-20.0	8.7	-4.8	0.54

Source: ONS, Labour Force Survey

Table 8k: Number of women receiving training by age group (% and 000s)

Year (January-March)		All aged 16-64	16-17	18-24	25-34	35-49	50-64
Jan-Mar 2006	%	17.0	21.0	24.0	18.0	17.0	13.0
	Number	2,099	62	390	488	781	377
Jan-Mar 2007	%	16.0	21.0	23.0	17.0	16.0	12.0
	Number	1,949	55	369	442	745	338
Jan-Mar 2008	%	16.0	22.0	22.0	16.0	16.0	12.0
	Number	1,952	56	362	430	753	352
Jan-Mar 2009	%	16.0	22.0	20.0	17.0	16.0	13.0
	Number	1,937	50	325	446	737	379
Jan-Mar 2010	%	15.0	16.0	19.0	16.0	16.0	12.0
	Number	1,841	32	297	430	730	351
Jan-Mar 2011	%	17.0	18.0	21.0	17.0	17.0	13.0
	Number	2,001	32	320	478	773	398
Jan-Mar 2012	%	16.0	13.0	22.0	16.0	16.0	13.0
	Number	1,886	21	328	442	708	388
	% Change	-10.1	-66.4	-16.0	-9.5	-9.4	37.1

Source: ONS, Labour Force Survey

9 Stress at work

- Work-related stress continues to be a major issue for employers. It is defined as a harmful reaction people have to undue pressures and demands placed on them at work
- Many employers now focus on preventative measures aimed at reducing the risks of stress in the workplace.
- Depending upon the level of deployment, Armed Forces personnel may experience significantly greater levels of stress than would normally be acceptable in civilian occupations. The Armed Forces may also experience additional stress due to operational reasons. The Armed Forces definition of stress accounts for “operational stress” which is defined as follows: ‘an individual or group reaction to stressors relating to the operational context which, if not managed, may result in impaired performance and possible effects on health.

Table 9a: Estimated prevalence and rates of self-reported stress, depression or anxiety caused or made worse by work, by age and gender, for people working in the last 12 months (2010-2011)

Age group and gender	Estimated prevalence (000s)			Rate per 100,000 employed in last 12 months		
	central	95% C.I.		central	95% C.I.	
		lower	upper		lower	upper
Males	172	149	195	1,070	930	1,220
16 - 34	45	32	59	810	570	1,040
35 - 44	45	33	56	1,190	880	1,500
45 - 54	55	43	67	1,530	1,190	1,870
55+	27	18	35	890	610	1,160
Females	228	203	254	1,620	1,440	1,800
16 - 34	59	45	73	1,190	900	1,480
35 - 44	56	43	68	1,680	1,300	2,050
45 - 54	76	62	90	2,230	1,820	2,650
55+	38	28	48	1,550	1,150	1,940
All Persons	400	365	435	1,330	1,210	1,440
16 - 34	104	84	124	980	800	1,170
35 - 44	100	83	117	1,420	1,180	1,660
45 - 54	131	112	150	1,870	1,600	2,140
55+	65	52	78	1,180	950	1,420

Source: Health and Safety Executive

Table 9b: Estimated incidence and rates of self-reported stress, depression or anxiety caused or made worse by work, by age and gender, for people working in the last 12 months (2010-2011)

Age group and gender	Estimated incidence (thousands)			Rate per 100,000 employed in last 12 months		
	central	95% C.I.		central	95% C.I.	
		lower	upper		lower	upper
Males	86	69	103	540	430	640
16 - 34	29	18	40	510	320	710
35 - 44	19	11	27	510	300	710
45 - 54	25	16	33	690	460	920
55+	14	7	20	450	240	650
Females	125	106	144	890	750	1,020
16 - 34	32	21	42	640	430	860
35 - 44	30	21	40	910	630	1,190
45 - 54	44	33	55	1,290	970	1,610
55+	19	12	26	770	490	1,050
All Persons	211	186	237	700	620	790
16 - 34	61	46	76	570	430	720
35 - 44	49	37	61	700	530	870
45 - 54	69	55	83	980	790	1,180
55+	32	23	42	590	420	760

Source: Health and Safety Executive

Table 9c: Estimated days (full-day equivalent) off work and average days lost per (full-time equivalent) worker due to self-reported stress, depression or anxiety caused or made worse by work, by age and gender, for people working in the last 12 months (2010-2011)

Age group & gender	Estimated days lost (thousands)			Average days lost per worker		
	central	95% C.I.		central	95% C.I.	
		lower	upper		lower	upper
Males	4,866	3,519	6,214	0.35	0.25	0.44
16 - 34	986	479	1,493	0.21	0.10	0.32
35 - 44	1,312	586	2,039	0.36	0.16	0.56
45 - 54	1,778	865	2,691	0.52	0.25	0.78
55+	790	344	1,235	0.33	0.15	0.52
Females	5,922	4,633	7,211	0.63	0.50	0.77
16 - 34	1,482	797	2,166	0.45	0.24	0.66
35 - 44	1,312	794	1,830	0.58	0.35	0.81
45 - 54	1,974	1,208	2,740	0.82	0.50	1.14
55+	1,154	570	1,738	0.84	0.41	1.26
All Persons	10,788	8,924	12,652	0.46	0.38	0.54
16 - 34	2,468	1,617	3,320	0.31	0.20	0.42
35 - 44	2,624	1,732	3,517	0.45	0.29	0.60
45 - 54	3,753	2,559	4,946	0.64	0.44	0.85
55+	1,943	1,209	2,678	0.52	0.32	0.71

Source: Health and Safety Executive

Table 9d: Estimated annual prevalence and rates of self-reported stress caused or made worse by work, by type of complaint, for people working in the last 12 months in England and Wales

Year	Illness ascribed to their current/most recent job					
	Averaged estimated prevalence (000s)			Averaged rate per 100 000 employed in last 12 months		
	central	95% C.I.		central	95% C.I.	
		lower	upper		lower	upper
2005/06 +	350	322	378	1,290	1,190	1,390
2006/07 +	429	398	460	1,620	1,500	1,730
2007/08 +	418	386	450	1,520	1,410	1,640
2008/09 +	387	355	418	1,400	1,290	1,520
2009/10 +	414	381	447	1,520	1,400	1,640
2010/11 +	379	345	414	1,390	1,650	1,510

Source: Health and Safety Executive

10 Individual rights

- The UK has one of the most lightly-regulated labour markets among developed countries. Only the US and Canada have lighter overall regulation.
- The Department for Business Innovation and Skills (BIS) is currently coordinating a wide-ranging examination of laws and regulations that affect the functioning of the labour market.
- For Armed Forces personnel, the Service Justice System reflects the unique environment in which the Armed Forces operate and reflects UK civilian law as closely as possible. However, the Service Justice System goes further in requiring high standards of behaviour from Armed Forces personnel at all times and wherever they serve.

Table 10a: Recent developments in legislation

Likely/actual date	Legislation/consultations
7 August 2012	Two GEO consultations close: 'Equality Act 2010: consultation on repeal of two enforcement provisions' seeks views on repealing tribunals' power to make wider recommendations in discrimination cases and S.138 EqA, which contains the statutory questionnaire procedure. 'Equality Act 2010: consultation on employer liability for harassment of employees by third parties' would repeal employers' liability for third party harassment under S.40 EqA.
19 September 2012	Consultation on changes to the collective redundancy rules closes.
30 September 2012	Consultation on the introduction of a UK Bill of Rights closes.
1 October 2012	Changes to national minimum wage (NMW) rates. The Government has accepted the recommendations of the Low Pay Commission that, from 1 October 2012, the latest annual adult national minimum wage (NMW) rate will increase from GBP 6.08 to GBP 6.19 an hour, and the apprentice rate will increase from GBP 2.60 to GBP 2.65. The rates for 18-20 year olds and 16-17 year olds will not increase, remaining at GBP 4.98 and GBP 3.68 respectively. The accommodation offset will increase by 9 pence to GBP 4.82 per day.
1 October 2012	Automatic enrolment into pensions for employers with 250 or more members in their PAYE scheme. Eligible employees will be automatically enrolled into pensions with mandatory employer contributions. The Pensions Act 2008 creates new offences and a new head of automatic unfair dismissal, where employees are dismissed for exercising their rights under the Act, or due to the employer being prosecuted under the Act. Workers also have the right not to suffer a detriment as a result of enforcing their rights under the Act.
5 October 2012	Latest possible date for retirement under the statutory retirement procedure. If an employer allowed an employee to work beyond his or her intended day of retirement, the maximum extension possible allowed by the Default Retirement Age (DRA) provisions is six months. These transitional arrangements were put in place following the abolition of the DRA in April 2011 (see chapter 15 in part 1: Employment Equality (Age) Regulations 2006 S12006/1031).
November 2012	The Government is expected to respond to independent review of sickness absence procedures. The review recommends, among other things, the creation of an Independent Assessment Service (IAS) to provide an in-depth assessment of individuals' physical and/or mental function when they have been signed off work for four weeks.

Likely/actual date	Recent and forthcoming developments
In 2012	<p>The Government intends to consult on:</p> <p>Mr Justice Underhill’s review of the employment tribunal rules</p> <p>A revised remission system for court and tribunal fees</p> <p>Mandatory pay audits for employers who lose equal pay claims</p> <p>Reviewing the operation of the S.149 EqA public sector equality duty that requires public bodies to consider, among other things, the impact of their decisions on those who share a relevant protected characteristic such as sex or race</p> <p>Repealing the socio-economic duty contained in S.1 EqA, which would (if it had been brought into force) have obliged public bodies to have regard to the desirability of exercising their functions so as to reduce the inequalities of outcome which result from socio-economic disadvantage.</p>
In 2012	<p>The Government is expected to respond to the remaining elements of its May 2011 Modern Workplaces consultation on:</p> <p>A shared system of flexible parental leave</p> <p>Extending the right to request flexible working to all employees employed for 26 consecutive weeks.</p>
In 2012	<p>Government intends to implement secondary legislation to amend the Working Time Regulations. The Government has consulted on proposed changes to the Working Time Regulations to take account of European Court of Justice case law that has established that workers unable to take their annual leave due to sickness absence or maternity or parental leave in the current leave year must be able to carry it forward into the following leave year. The Government response is expected in 2012.</p>
In 2012	<p>The Government may consult on other areas of employment law, such as:</p> <p>Improving the operation of the TUPE regulations</p> <p>Compulsory no-fault dismissal for micro businesses</p> <p>Streamlining the regulatory regime for the recruitment sector.</p>

11 Support to personnel and families

- Support to personnel and families in the civilian sector would usually be in the form of ‘employee benefits’, which are typically non-cash provisions within the pay and benefits package and which carry a financial value or cost to the employer – for example: paid holidays; pensions; company cars; life assurance; private medical insurance; long-term sickness insurance; subsistence allowances etc.
- Benefits may be offered for business and/or moral reasons based on a desire to care for employees’ well-being and potentially enhance employee engagement.
- The Armed Forces Covenant, set out by the Government in 2011, addresses a range of issues around the provision of benefits for Armed Forces personnel and their families.

Table 11a: Company practice in EAP offerings (2011)

Company	EAP details
Company 1	<p>Employee assistance and well-being programme (EWP) running for three years.</p> <p>Employees can contact the service 24 hours a day, 365 days a year, via a telephone helpline.</p> <p>Line managers can refer employees to the EWP as part of the company’s absence management procedures. The manager is notified that the individual is receiving support but is not given any feedback on the counselling offered.</p> <p>Following the initial telephone assessment, employees receive up to five additional counselling sessions, either by telephone or face-to-face.</p> <p>Current take-up rate is 5%.</p> <p>Available to all 7,000 employees and their families.</p>
Company 2	<p>Employee Assistance Programme, running for one year.</p> <p>Offers a confidential counselling telephone service to employees and their immediate families. Face-to-face and on-line counselling is also available.</p> <p>Employees can contact EAP either on a self-referral basis or at the suggestion of a line manager. Managers can also use the service if they need advice on how to deal with an employee’s personal difficulties.</p> <p>Employees receive six counselling sessions in total, including an initial assessment over the telephone.</p> <p>Current take-up rate is 8%.</p> <p>Available to all 11,500 employees and their families.</p>

Company 3	<p>Offers an in-house occupational health and counselling service. Had also used an outsourced EAP for two years until 2011, but usage had been low.</p> <p>Occupational Health Service employs 3.3 full-time equivalent staff, including an occupational health physician and specialist nurse adviser.</p> <p>Also outsourced physiotherapy for work-related conditions and staff counselling two days a week, run by two part-time counselling psychologists.</p> <p>Also mental health and stress policy, well-being campaign, fitness classes.</p> <p>Employees can contact a counsellor by telephone or e-mail, and managers can also refer staff to the service.</p> <p>Current average take-up is 6%</p>
Company 4	<p>Runs an EAP within a wider mental health initiative. Also offers specialist/ legal financial advice.</p> <p>Programme forms part of a larger Safety, health and Environment function, which reports directly to the UK Executive Board.</p> <p>EAP is available to all employees and their immediate families for self-referral. Line managers and the Occupational Health Service can also refer employees.</p> <p>Employees can call the EAP via a 24-hour telephone helpline and face-to-face counselling is offered to those that need it. A service is also provided to line managers offering coaching, role play and support for the management of difficult conversations and situations.</p> <p>The EAP also has a 'red flag' system where counsellors can alert the company, external health agencies or the emergency services if callers are judged to be a risk to themselves.</p> <p>Full service usage rate is 22%, and the clinical usage rate is 6%.</p> <p>Open to all 15,000 staff across more than 50 sites.</p>
Company 5	<p>In-house employee counselling service ('Support Line') has been running since 1990 and deals with more than 1,100 referrals a year from clients who receive face-to-face counselling from local professionals.</p> <p>Support Line provides employee counselling to other organisations within the county, helping to provide cost-efficient services.</p> <p>Workplace mediation and returning-to-work coaching are also available.</p> <p>The service employs two part-time counsellor advisers and also retains the services of 70 affiliate self-employed counsellors and therapists throughout the county.</p> <p>Referrals can be received, via a telephone helpline between 8.30 am and 5.00 pm Monday to Friday. For staff that do not work standard hours there is also a 'First Call' service, which operates 24 hours a day.</p> <p>Available to all 44,500 staff.</p>

Company 6	<p>Organisation has access to an EAP through a third-party provider.</p> <p>Service offers telephone and face-to-face counselling for employees. Organisation also had a system of in-house welfare support to ensure the well-being of staff. The two are kept separate as they both perform different roles.</p> <p>Telephone helpline is open 24 hours a day 365 days a year for employees, but is not available to their families.</p> <p>Referrals can be made by employees or their managers.</p> <p>Between June and September 2010, 74 employees accessed the service, up from 53 staff over a similar period in 2008 (most recent figures available).</p> <p>Available to over 3,000 staff.</p>
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Source: Employee assistance programme, IDS HR Studies 933 (2011) and 870 (2008)

Table 11b: Company practice in EAP offerings (2008)

Company	EAP details
Company 1	<p>In-house counselling and trauma support service available to all staff since 1998. Family members may be invited to attend an employee's session if deemed useful</p> <p>Service is provided by an in-house team, including an occupational nurse counsellor and an occupational health adviser. ON is available at any time, but most frequently contacted during normal office hours.</p> <p>Most counselling and trauma support is conducted face-to-face, although the ON counsellor is available by telephone.</p> <p>Number of sessions required is arranged between the counsellor and the employee and there is no set limit for the number of counselling sessions offered.</p> <p>Available to all 1,203 staff.</p>
Company 2	<p>EAP (outsourced to third-party provider) rolled out in 2006 to replace existing in-house service.</p> <p>Telephone and face-to-face counselling and advice on a range of issues. Information is also available via a dedicated website. Telephone helpline is available 24 hours a day, seven days a week.</p> <p>Telephone counsellors may refer employees for up to six face-to-face counselling sessions.</p> <p>Also dedicated webpage for the EAP, with information sheet downloads and discussion forums.</p> <p>No precise figures on take-up, but the most recent external audit found that 79 per cent of staff referred to counselling 'clinically and reliably' improved in terms of their psychological function and well-being.</p> <p>Available to all 180,000 employees and their immediate families.</p>
Company 3	<p>Employer has operated an in-house counselling service since 2001 and introduced a new EAP in 2007. Staff have access to both.</p> <p>Telephone and on-line counselling on personal/work-related matters.</p> <p>EAP telephone helpline is available 24 hours a day, seven days a week. The in-house counselling service is available during normal office hours.</p> <p>The EAP does not include face-to-face counselling, although this can be arranged on a case-by-case basis. The in-house counselling service offers an introductory consultation of an hour and a half and following assessment, the employer may consider further counselling for work-related issues.</p> <p>Usually self-referral, though may be prompted by an informal suggestion from the employee's line manager.</p> <p>Available to all 1,000 staff and their immediate families.</p>

Company 4	<p>Employer has a long-established EAP, which is operated by a third-party provider.</p> <p>Service offers telephone and face-to-face counselling, information and support on personal or work-related matters.</p> <p>The EAP is available 24 hours a day, seven days a week.</p> <p>Information and support can be accessed on-line and employees also have the option to e-mail a counsellor via the third-party website.</p> <p>Up to five face-to-face counselling sessions are available. Telephone counsellors make referrals for face-to-face counselling.</p> <p>Usage rate of 10%.</p> <p>Available to all 8,500 UK-based staff and their immediate families.</p>
Company 5	<p>Employer provides an integrated health risk management service, which includes an EAP, occupational health, a health risk management team, private medical insurance, permanent health insurance and absence management.</p> <p>Service offers telephone counselling and advice on personal or work-related matters.</p> <p>EAP is available 24 hours a day, seven days a week.</p> <p>Usually self-referral, although referrals can also be made by line managers or members of the employer's health risk management team, run by BUPA.</p> <p>Available to all salaried staff and their families.</p>
Company 6	<p>EAP through third-party provider introduced in 2007 to help employees with work or home-related problems.</p> <p>Independent helpline offers information and advice on a range of issues including stress, personal finance and legal concerns, family care and relationships.</p> <p>The telephone helpline is available 24 hours a day, seven days a week.</p> <p>If a serious risk to an employee's welfare is identified by a counsellor, the third-party provider refers the case back to the employer to consider offering face-to-face counselling for that individual.</p> <p>EAP works on a self-referral basis, although managers are encouraged to remind staff that the service is available.</p> <p>Available to all 2,500 employees (including temporary staff) across four main offices and their families.</p>

Source: Employee assistance programme, IDS HR Studies 933 (2011) and 870 (2008)

Table 11c: Number of organisations providing care leave days (by job level)

Job Level	2006/07	2008/09	2010/11	2011/12
Management	6	20	21	23
Clerical	6	20	21	22
Operatives	5	14	19	18
Total	17	54	61	63
As a proportion of total sample (%)	38.0	36.0	30.0	71.0

Sources: Employee Benefits Reports, Croner Reward

Table 11d: No. of days' care leave provided by organisations (by job level)*

No. of days	Management (no. of organisations providing leave)			Clerical (no. of organisations providing leave)			Operatives (no. of organisations providing leave)		
	2008/09**	2010/11***	2011/12****	2008/09	2010/11	2011/12	2008/09	2010/11	2011/12
1-3 days	4	9	4	4	9	4	-	9	4
5 days	9	10	5	8	10	5	8	10	5
10 days	3	4	-	3	4	-	2	2	-
Total (n)	16	23	9	15	23	9	10	21	9

Sources: Employee Benefits Reports, Croner Reward

*Note: the 2006/07 survey did not specify the total number of organisations providing specific amounts of care leave. However, the survey reported that organisations were most likely to provide up to 5 days' care leave across all three staff groups.

**Note: 24 organisations provided information

***Note: 32 organisations provided information

****Note: 68 organisations provided information

Table 11e: Number of days' bereavement leave permitted by relation

2006/07 (no sample size details provided)		Spouse	Child	Sibling	Other	
Management	Average no. of days**	5	5	4	4	
	Discretionary: No. of compa-nies	5	5	6	5	
Clerical	Average no. of days	5	5	4	3	
	Discretionary: No. of compa-nies	5	5	6	5	
Operatives	Average no. of days	4	4	4	3	
	Discretionary: No. of compa-nies	4	4	5	4	
2008/09 (n = 91 organisations)		Spouse	Child	Sibling	Other	
Management	Most popular observation	5	5	5	1	
	Discretionary: No. of compa-nies	27	27	30	33	
Clerical	Most popular observation	5	5	5	1	
	Discretionary: No. of compa-nies	25	25	28	31	
Operatives	Most popular observation	5	5	5	1	
	Discretionary: No. of compa-nies	17	17	18	25	
2010/11 (n = 118 organisations)		Parent	Spouse	Child	Sibling	Other
Management	Most popular observation	5	5	5	5	1
	Discretionary: No. of compa-nies	34	36	36	34	41
Clerical	Most popular observation	5	5	5	5	1
	Discretionary: No. of compa-nies	34	36	36	34	41
Operatives	Most popular observation	5	5	5	5	1
	Discretionary: No. of compa-nies	27	29	29	27	34

2011/12 (n = 86 organisations)		Parent	Spouse	Child	Sibling	Other
Management	Most popular observation	5	5	5	5	1
	Discretionary: No. of companies	41	45	44	45	49
Clerical	Most popular observation	5	5	5	5	1
	Discretionary: No. of companies	41	45	44	45	49
Operatives	Most popular observation	5	5	5	5	1
	Discretionary: No. of companies	33	37	36	363	40

Sources: Employee Benefits Reports, Croner Reword

*Note: the 2006/07 and 2008/09 surveys did not provide details of bereavement leave for parents.

**Note: the 2006/07 survey provided the average number of bereavement days, rather than the most popular observation

12 Leave

- Annual leave is defined as the entitlement to a fixed number of working days off from one's job as stated in the employment contract.
- It would generally be expected that the employer would not be able to dictate the manner in which this time would be utilised and that such leisure time can be booked with prior agreement from the employer and/or colleagues in accordance with personal or family requirements. Employees working shifts would normally expect that at main holiday times, eg Christmas, New Year and August, summer holiday time, that they would be able to take time off, subject to the needs of the business and that where necessary the business would hire additional staff to cover such times.
- In the event that the holiday time is lost the employer would expect to be compensated in some way.
- For some employees, leave would be included within a flexible benefits system and can therefore be traded (ie increased or decreased) for other benefits or money.
- All ranks across the Armed Forces have an allocation of 30 'working days' leave each year. However, leave can be lost for military reasons.
- In practice it may be difficult for Service personnel to take leave when they wish, or plan ahead as a result of the unpredictability of Service commitments. The addition of Post Operational Tour Leave can also make it more difficult for individuals to take their full leave entitlement. It remains MOD policy that commanders enable their personnel to take the full 30 working days leave allowance unless operational imperatives dictate otherwise. Those required to work at weekends or during 'stand-downs' do not necessarily achieve time-off-in-lieu.

Table 12a: Basic annual leave entitlement by major occupational group

Occupational group	2007		2011	
	Mean	Median	Mean	Median
Higher managerial and professional	26.7	25.0	27.1	25.0
Lower managerial and professional	29.5	25.0	29.8	26.0
Intermediate occupations	25.5	25.0	27.1	25.0
Lower supervisory and technical	24.3	24.0	24.2	25.0
Semi-routine occupations	24.9	22.0	24.7	24.0
Routine occupations	23.1	21.0	23.2	23.0

Source: Labour Force Survey, October-December

Table 12b: Basic annual leave entitlement by industry sector

Industry SIC92 code (used in LFS 2007)	Industry SIC2007 code (used in LFS 2011)	2007		2011	
		Mean	Median	Mean	Median
A:Agriculture, hunting & forestry	A: Agriculture, forestry and fishing	24.6	22.0	23.8	23.0
B:Fishing		24.9	25.0	-	-
C:Mining, quarrying	B: Mining and quarrying	27.2	25.0	28.9	25.0
D:Manufacturing	C: Manufacturing	24.3	25.0	24.2	25.0
E:Electricity gas & water supply	D: Electricity, gas, air cond supply	26.5	25.0	26.2	25.0
	E: Water supply, sewerage, waste	-	-	24.5	25.0
F:Construction	F: Construction	23.5	22.0	23.6	25.0
G:Wholesale, retail & motor trade	G: Wholesale, retail, repair of vehicles	23.6	23.0	23.6	24.0
H:Hotels & restaurants	I: Accommodation and food services	23.4	21.0	23.9	24.0
I:Transport, storage & communication	H: Transport and storage	25.1	25.0	25.5	25.0
	J: Information and communication	-	-	25.1	25.0
J:Financial intermediation	K: Financial and insurance activities	25.8	25.0	25.8	25.0
K:Real estate, renting & business activ.	L: Real estate activities	24.4	25.0	25.1	25.0
	M: Prof, scientific, technical activ.	-	-	24.9	25.0
	N: Admin and support services	-	-	23.6	24.0
L:Public administration & defence	O: Public admin and defence	28.2	28.0	28.6	29.0
M:educ	P: Education	45.2	40.0	44.5	37.0
N:Health & social work	Q: Health and social work	27.2	27.0	27.4	27.0
O:Other community, social & personal	R: Arts, entertainment and recreation	24.5	25.0	25.3	25.0
	S: Other service activities	-	-	24.8	25.0

Source: Labour Force Survey, October- December

Table 12c: Average basic annual leave entitlement by sector (days) *

Industry sector	2007	2011
Energy & water	26.6	26.5
Public services	25.9	26.6
Finance	25.5	23.6
Glass, ceramics & building materials	25.4	25.1
Mining & quarrying	25.3	25.8
Oil, chemicals & pharmaceuticals	25.1	25.1
Paper, print & packaging	25.1	25.0
Food, drink & tobacco	25.0	24.9
Not-for-profit	24.8	25.0
Engineering (including electronics)	24.7	25.3
IT, telecommunications & media	24.6	24.7
Textiles, clothing & footwear	24.5	24.4
Transport, storage & distribution	24.4	24.6
Agriculture & forestry	23.8	25.3
Other manufacturing	23.5	24.1
Retail	23.2	22.0
Construction	22.7	23.6
Hotels & Leisure	21.5	22.2
Overall average	24.6	24.7

Source: IDS HR Studies Hours and Holidays 2007 and 2011

*Note: basic holiday includes concessionary and company holiday, but excludes 8 bank holidays

Table 12d: Required to work bank/public holidays, full-time employees in the UK by major occupational group

Occupational group		2007	2011
Higher managerial and professional	%	21.9	22.7
	Number	610,081	528,632
Lower managerial and professional	%	27.1	28.4
	Number	1,375,473	1,126,653
Intermediate occupations	%	20.4	26.2
	Number	361,446	573,358
Lower supervisory and technical	%	38.5	39.4
	Number	752,393	342,561
Semi-routine occupations	%	38.7	46.2
	Number	657,089	761,890
Routine occupations	%	29.5	37.8
	Number	430,812	526,218

Source: Labour Force Survey, October-December

Table 12e: Paid for working bank/public holidays, full-time employees in the UK by major occupational group (%) *

Occupational group	2007	2011
Higher managerial and professional	79.2	80.9
Lower managerial and professional	89.3	90.3
Intermediate occupations	96.4	95.2
Lower supervisory and technical	97.2	97.5
Semi-routine occupations	97.2	97.8
Routine occupations	96.9	97.7

Source: Labour Force Survey, October-December

*Note: covers full-time employees in the UK who worked bank/public holidays

Table 12f: Paid for time off on bank/public holidays, full-time employees in the UK by major occupational group (%) *

Occupational group	2007			2011		
	All of them	Some of them	None of them	All of them	Some of them	None of them
Higher managerial and professional	95.2	0.8	4.0	95.1	0.9	4.1
Lower managerial and professional	93.5	1.1	5.4	92.9	1.4	5.7
Intermediate occupations	90.5	2.0	7.4	91.2	1.3	7.5
Lower supervisory and technical	90.1	2.1	7.8	90.3	2.3	7.4
Semi-routine occupations	82.6	2.7	14.8	81.3	3.0	15.7
Routine occupations	84.5	3.0	12.5	84.1	3.5	12.4

Source: Labour Force Survey, October-December

*Note: covers full-time employees in the UK who *did not* work bank/public holidays

Table 12g: Reason for not receiving paid time off on bank/public holidays, full-time employees in the UK by major occupational group (%) *

Occupational group	Only receive pay for actual days worked		Do not usually work on those days		Had not started current job		Other reason	
	2007	2011	2007	2011	2007	2011	2007	2011
Higher managerial and professional	31.2	40.0	14.5	19.3	29.9	25.7	24.4	15.0
Lower managerial and professional	39.8	47.8	13.4	16.9	27.3	16.4	19.5	19.0
Intermediate occupations	40.9	50.7	13.3	15.7	34.1	18.1	11.8	15.5
Lower supervisory and technical	55.3	55.6	16.0	13.9	13.3	16.1	15.5	14.5
Semi-routine occupations	52.8	66.4	14.0	11.2	24.1	13.0	9.1	9.4
Routine occupations	53.6	58.4	9.4	15.9	25.6	13.9	11.4	11.7

Source: Labour Force Survey, October-December

*Note: covers full-time employees in the UK who *did not* work bank/public holidays

Table 12h: Required to work bank/public holidays, full-time employees in the UK by industry sector

Industry SIC92 code (used in LFS 2007)	Industry SIC2007 code (used in LFS 2011)		2007	2011
A: Agriculture, hunting & forestry	A: Agriculture, forestry and fishing	%	51.6	60.7
		Number	56,423	49,233
B: Fishing	-	%	100.0	-
		Number	2,842	-
C: Mining, quarrying	B: Mining and quarrying	%	42.3	54.5
		Number	33,384	30,802
D: Manufacturing	C: Manufacturing	%	22.2	24.3
		Number	561,253	426,948
E: Electricity gas & water supply	D: Electricity, gas, air condition supply	%	29.7	30.8
		Number	45,672	38,576
-	E: Water supply, sewerage, waste	%	-	43.6
		Number	-	62,663
F: Construction	F: Construction	%	16.0	19.0
		Number	164,552	146,211
G: Wholesale, retail & motor trade	G: Wholesale, retail, repair of vehicles	%	38.5	44.3
		Number	682,529	654,884
H: Hotels & restaurants	I: Accommodation and food services	%	62.3	64.9
		Number	247,025	259,886
I: Transport, storage & communication	H: Transport and storage	%	37.5	45.2
		Number	435,192	311,089
-	J: Information and communication	%	-	18.6
		Number	-	102,784
J: Financial intermediation	K: Financial and insurance activities	%	13.9	14.8
		Number	121,965	105,665
K: Real estate, renting & business activ.	L: Real estate activities	%	18.5	16.3
		Number	340,614	21,105
-	M: Prof, scientific, technical activ.	%	-	17.7
		Number	-	148,444
-	N: Admin and support services	%	-	33.6
		Number	-	167,482
L: Public administration & defence	O: Public admin and defence	%	27.5	28.4
		Number	375,305	317,213
M: Education	P: Education	%	12.6	11.4
		Number	145,897	126,371
N: Health & social work	Q: Health and social work	%	45.3	46.2
		Number	755,263	722,577
O: Other community, social & personal	R: Arts, entertainment and recreation	%	35.4	51.6
		Number	237,450	122,706
-	S: Other service activities	%	-	32.7
		Number	-	68,256

Source: Labour Force Survey, October-December

Table 12i: Paid for working bank/public holidays, full-time employees in the UK by industry sector (%) *

Industry SIC92 code (used in LFS 2007)	Industry SIC2007 code (used in LFS 2011)	2007	2011
A: Agriculture, hunting & forestry	A Agriculture, forestry and fishing	88.7	93.7
B: Fishing		100.0	-
C: Mining, quarrying	B Mining and quarrying	89.2	98.0
D: Manufacturing	C Manufacturing	90.6	92.3
E: Electricity gas & water supply	D Electricity, gas, air cond supply	95.7	89.7
-	E Water supply, sewerage, waste	-	95.0
F: Construction	F Construction	89.9	90.7
G: Wholesale, retail & motor trade	G Wholesale, retail, repair of vehicles	93.0	95.2
H: Hotels & restaurants	I Accommodation and food services	95.1	95.9
I: Transport, storage & communication	H Transport and storage	94.8	95.8
	J Information and communication	-	86.0
J: Financial intermediation	K Financial and insurance activities	85.8	82.1
K: Real estate, renting & business activ.	L Real estate activities	84.3	84.1
-	M Prof, scientific, technical activ.	-	75.3
-	N Admin and support services	-	94.0
L: Public administration & defence	O Public admin and defence	93.8	95.3
M: Education	P Education	79.5	79.7
N: Health & social work	Q Health and social work	95.8	96.6
O: Other community, social & personal	R Arts, entertainment and recreation	91.3	90.4
-	S Other service activities	-	88.1
Q: Extra-territorial organisations,bodies	U Extraterritorial organisations	87.6	100.0

Source: Labour Force Survey, October-December

*Note: covers full-time employees in the UK who worked bank/public holidays

Table 12j: Paid for time off on bank/public holidays, full-time employees in the UK by major occupational group (%) *

Industry SIC92 code (used in LFS 2007)	Industry SIC2007 code (used in LFS 2011)	2007		2011	
		All of them	Some of them	All of them	Some of them
A: Agriculture, hunting & forestry	A: Agriculture, forestry and fishing	86.4	4.4	82.3	2.9
B: Fishing	-	100.0	0.0	-	-
C: Mining, quarrying	B: Mining and quarrying	92.5	0.5	91.1	1.9
D: Manufacturing	C: Manufacturing	92.4	1.8	92.5	1.7
E: Electricity gas & water supply	D: Electricity, gas, air cond supply	92.7	2.4	95.2	0.0
-	E: Water supply, sewerage, waste	-	-	90.1	1.9
F: Construction	F: Construction	91.2	2.2	91.2	1.6
G: Wholesale, retail & motor trade	G: Wholesale, retail, repair of vehicles	89.2	1.8	87.8	2.4
H: Hotels & restaurants	I: Accommodation and food services	74.1	2.7	72.2	5.8
I: Transport, storage & communication	H: Transport and storage	91.1	2.0	88.1	2.3
-	J: Information and communication	-	-	94.1	0.8
J: Financial intermediation	K: Financial and insurance activities	93.9	0.6	95.5	0.7
K: Real estate, renting & business activ.	L: Real estate activities	90.7	1.4	94.6	0.5
-	M: Prof, scientific, technical activ.	-	-	93.9	0.9
-	N: Admin and support services	-	-	85.0	1.9
L: Public administration & defence	O: Public admin and defence	95.3	1.1	94.4	1.1
M: Education	P: Education	95.4	1.0	93.8	1.1
N: Health & social work	Q: Health and social work	86.7	1.8	85.3	2.4
O: Other community, social & personal	R: Arts, entertainment and recreation	86.1	2.1	86.8	3.4
-	S: Other service activities	-	-	86.2	1.8

Source: Labour Force Survey, October-December

*Note: covers full-time employees in the UK who *did not* work bank/public holidays

Table 12k: Reason for not receiving time off on bank/public holidays, full-time employees in the UK by industry sector (%) *

Industry SIC92 code (used in LFS 2007)	Industry SIC2007 code (used in LFS 2011)	Only receive pay for actual days worked		Do not usually work on those days	
		2007	2011	2007	2011
A: Agriculture, hunting & forestry	A: Agriculture, forestry and fishing	44.5	72.6	11.6	4.5
B: Fishing	-	0.0	-	0.0	-
C: Mining, quarrying	B: Mining and quarrying	26.7	47.3	8.9	0.0
D: Manufacturing	C: Manufacturing	42.1	52.2	13.9	14.8
E: Electricity gas & water supply	D: Electricity, gas, air cond supply	29.8	43.1	12.3	18.8
-	E: Water supply, sewerage, waste	-	44.0	-	14.3
F: Construction	F: Construction	38.0	47.8	10.5	21.4
G: Wholesale, retail & motor trade	G: Wholesale, retail, repair of vehicles	40.8	54.3	17.9	17.9
H: Hotels & restaurants	I: Accommodation and food services	63.6	66.4	5.7	11.8
I: Transport, storage & communication	H: Transport and storage	54.9	55.1	10.5	14.8
-	J: Information and communication	-	41.3	-	12.0
J: Financial intermediation	K: Financial and insurance activities	38.3	33.5	13.0	20.2
K: Real estate, renting & business activ.	L: Real estate activities	41.7	24.4	12.2	7.7
-	M: Prof, scientific, technical activ.	-	48.7	-	20.9
-	N: Admin and support services	-	64.2	-	11.6
L: Public administration & defence	O: Public admin and defence	48.0	51.2	18.1	17.6
M: Education	P: Education	40.1	32.8	18.9	24.7
N: Health & social work	Q: Health and social work	58.0	65.4	13.8	12.1
O: Other community, social & personal	R: Arts, entertainment and recreation	41.5	60.5	12.6	6.2
-	S: Other service activities	-	39.0	-	10.5

Source: Labour Force Survey, October-December

*Note: covers full-time employees in the UK who *did not* work bank/public holidays

13 Promotion and early responsibility

- Career development is a clear goal of Armed Forces personnel. Promotion is the endorsement of an individual's ability in the form of an elevation in both status and responsibility. This could be demonstrated in a variety of forms, including:
 - (a) responsibility for teams/manpower
 - (b) responsibility for assets
 - (c) responsibility for strategy and planning
- Service careers provide earlier opportunities for promotion and thus increased responsibilities than are experienced by those of similar ages in civilian occupations.

Table 13a: Managerial status (age)

Year	Managerial status (reported)	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Total
2006	Manager	15,605	201,901	557,198	830,592	1,024,812	1,050,054	930,964	778,286	573,151	234,569	44,612	14,905	6,256,649
	Foreman or supervisor	57,648	272,290	404,262	429,278	433,917	440,351	410,525	351,257	284,635	127,165	23,357	5,970	3,240,655
	Not manager or supervisor	1,266,681	2,031,673	1,832,482	1,602,188	1,721,907	1,776,631	1,590,254	1,354,136	1,362,281	701,644	203,039	90,336	15,533,252
2007	Manager	15,412	209,669	542,254	773,869	1,028,480	1,085,703	936,154	770,089	567,713	246,429	40,114	11,716	6,227,602
	Foreman or supervisor	48,417	283,006	406,729	416,707	410,079	422,330	398,595	324,144	250,297	134,388	21,774	3,084	3,119,550
	Not manager or supervisor	1,197,286	2,083,128	1,910,851	1,557,443	1,704,648	1,816,181	1,644,834	1,401,693	1,324,439	804,018	198,497	98,962	15,741,980
2008	Manager	18,923	220,991	598,325	800,175	1,009,174	1,131,788	1,012,590	801,120	592,409	289,523	55,402	18,467	6,548,887
	Foreman or supervisor	52,886	273,183	412,119	384,001	387,225	420,465	400,547	325,529	252,648	132,032	27,000	9,536	3,077,171
	Not manager or supervisor	1,214,835	2,098,477	1,930,659	1,535,392	1,686,395	1,752,757	1,648,777	1,425,774	1,279,139	855,339	225,936	106,070	15,759,550
2009	Manager	12,337	199,746	534,274	722,450	952,867	1,058,029	998,321	813,276	588,403	283,737	64,370	16,272	6,244,082
	Foreman or supervisor	40,584	253,796	406,455	367,216	411,482	410,402	391,034	324,039	256,639	149,283	31,945	10,891	3,053,766
	Not manager or supervisor	1,062,273	2,029,387	1,964,240	1,524,435	1,614,058	1,748,426	1,691,282	1,427,640	1,250,695	855,895	242,336	99,331	15,509,998
2010	Manager	13,353	195,593	524,762	727,635	932,273	1,044,765	1,042,269	807,921	584,238	298,143	69,710	14,935	6,255,597
	Foreman or supervisor	35,765	262,327	400,950	378,946	368,810	386,616	371,494	319,289	243,966	139,679	31,067	6,530	2,945,439
	Not manager or supervisor	973,375	2,012,344	2,092,762	1,614,485	1,546,554	1,730,614	1,713,310	1,462,072	1,237,799	815,027	269,006	109,757	15,577,105
2011	Manager	9,762	163,147	512,874	738,148	889,358	1,047,544	1,031,198	840,066	589,928	287,772	75,664	17,331	6,202,792
	Foreman or supervisor	38,733	290,898	418,457	371,497	356,329	355,875	354,668	330,932	223,311	131,845	38,310	5,701	2,916,556
	Not manager or supervisor	904,957	2,028,111	2,114,595	1,678,578	1,550,109	1,774,187	1,779,132	1,579,837	1,233,607	831,647	269,604	119,097	15,863,461

Source: Labour Force Survey, April-June

Table 13b: Turned down for promotion

Year		Number	%
2009-2010	Yes, I was turned down for a promotion	4.31	2.4
	No	177.63	97.6
	Total	181.94	100.0

Source: Understanding Society Survey, Wave 1

Table 13c: Turned down for promotion (number)

2009-2010	Gender	Turned down for promotion	Not turned down for promotion	Total
Gender	Male	4	91	95
	Female	1	87	88
	Total	5	178	183

Source: Understanding Society Survey, Wave 1

Table 13d: Has worked in different departments in organisation

Year		No	Yes	Total
2006	%	62.9	37.1	100.0
	Number	13,275	7,828	21,103
2007	%	63.2	36.8	100.0
	Number	5,788	3,373	9,161
2008	%	64.6	35.4	100.0
	Number	5,851	3,206	9,057
2009	%	66.8	33.2	100.0
	Number	1,825	907	2,732
2010	%	66.7	33.3	100.0
	Number	1,271	634	1,905
2011	%	63.2	36.8	100.0
	Number	742	432	1,174

Source: WageIndicator Survey

Table 13e: In organisation promotions are handled fairly (number)

Year		under 20	20 - 29	30 - 39	40 - 49	50 or older	Total	Total %
2006	No	1	13	33	28	36	111	65.3
	Yes	0	21	14	16	8	59	34.7
2007	No	39	691	580	453	285	2,048	44.7
	Yes	47	942	787	504	249	2,529	55.3
2008	No	40	588	484	353	216	1,681	43.0
	Yes	43	823	664	429	272	2,231	57.6
2009	No	6	94	74	47	22	243	50.4
	Yes	8	84	68	55	24	239	49.6
2010	No	2	92	59	67	32	252	59.0
	Yes	1	62	55	39	18	175	41.0
2011	No	1	37	39	20	18	115	61.5
	Yes	0	23	27	14	8	72	38.5

Source: WageIndicator Survey

Table 13f: Promoted with current employer

Year		No	Yes	Total
2009	%	55.1	44.9	100.0
	Number	1,480	1,204	2,684
2010	%	51.8	48.2	100.0
	Number	797	742	1,539
2011	%	62.2	37.8	100.0
	Number	727	441	1,168

Source: WageIndicator Survey

Table 13g: Promoted with current employer (age)

Year		under 20	20 - 29	30 - 39	40 - 49	50 or older	Total
2009	Yes	48	600	428	256	148	1,480
	No	16	443	405	237	103	1,204
	Total	64	1,043	833	493	251	2,684
2010	Yes	9	281	240	154	113	797
	Total	4	229	246	168	95	742
	Total	13	510	486	322	208	1,539
2011	Yes	9	170	111	77	45	412
	No	3	229	288	159	107	786
	Total	12	399	399	236	152	1,198

Source: WageIndicator Survey

Table 13h: Is eager to get promoted

Year		No	Yes	Total
2006	%	41.1	58.9	100.0
	Number	6,760	9,672	16,432
2007	%	38.0	62.0	100.0
	Number	2,893	4,720	7,613
2008	%	40.0	60.0	100.0
	Number	2,982	4,474	7,456
2009	%	39.6	60.4	100.0
	Number	339	517	856
2010	%	37.4	62.6	100.0
	Number	295	494	789
2011	%	36.8	63.2	100.0
	Number	157	270	427

Source: WageIndicator Survey**Table 13i: Is eager to get promoted (age)**

Year		under 20	20 - 29	30 - 39	40 - 49	50 or older	Total
2006	No	116	1,583	1,844	1,407	920	5,870
	Yes	229	3,717	2,636	1,306	518	8,406
2007	No	40	640	682	618	406	2,386
	Yes	80	1,802	1,253	595	222	3,952
2008	No	31	615	664	591	475	2,376
	Yes	104	1,591	1,092	575	247	3,609
2009	No	9	93	89	87	48	326
	Yes	15	213	168	85	28	509
2010	No	2	60	49	69	50	230
	Yes	3	151	113	86	32	385
2011	No	2	60	49	69	50	230
	Yes	3	151	113	86	32	385

Source: WageIndicator Survey

Table 13j: Has been promoted in current firm (age)

Year		under 20	20 - 29	30 - 39	40 - 49	50 or older	Total	Total %
2006	No	315	3,870	3,000	2,063	1,340	10,588	58.6
	Yes	91	2,328	2,550	1,617	886	7,472	41.4
	Total	406	6,198	5,550	3,680	2,226	18,060	100.0
2007	No	117	1,575	1,133	732	467	4,024	57.6
	Yes	21	1,027	981	635	300	2,964	42.4
	Total	138	2,602	2,114	1,367	767	6,988	100.0
2008	No	118	1,520	1,023	739	568	3,968	59.6
	Yes	19	848	911	590	322	2,690	40.4
	Total	137	2,368	1,934	1,329	890	6,658	100.0
2009	No	58	688	467	297	177	1,687	63.2
	Yes	10	333	358	200	82	983	36.8
	Total	68	1,021	825	497	259	2,670	100.0
2010	No	11	311	255	182	138	897	59.8
	Yes	2	190	213	133	66	604	40.2
	Total	13	501	468	315	204	1,501	100.0
2011	No	13	252	214	142	106	727	62.2
	Yes	2	140	172	85	42	441	37.8
	Total	15	392	386	227	148	1,168	100.0

Source: WageIndicator Survey

Table 13k: Number of persons supervised

Year		<= 5	6-20	20+	Total
2006	%	81.6	18.4	0.004	100.0
	Number	19,244	4,328	1	23,573
2007	%	82.8	17.2	0.03	100.0
	Number	10,467	2,176	4	12,647
2008	%	83.0	16.9	0.02	100.0
	Number	14,294	2,914	4	17,212
2009	%	81.5	18.5	-	100.0
	Number	5,007	1,136	-	6,143
2010	%	82.4	17.5	0.03	100.0
	Number	3,208	683	1	3,892
2011	%	64.6	35.4	-	100.0
	Number	42	23	-	65

Source: WageIndicator Survey

Table 13l: Has supervisory position

Year		No	Yes	Total
2006	%	52.8	47.2	100.0
	Number	12,453	11,123	23,576
2007	%	60.3	39.7	100.0
	Number	7,632	5,015	12,647
2008	%	61.5	38.5	100.0
	Number	10,588	6,624	17,212
2009	%	55.7	44.3	100.0
	Number	3,421	2,723	6,144
2010	%	55.0	45.0	100.0
	Number	2,141	1,751	3,892
2011	%	72.2	27.8	100.0
	Number	169	65	234

Source: WageIndicator Survey**Table 13m: Has supervisory position by (number)**

Year		under 20	20 - 29	30 - 39	40 - 49	50 or older	Total
2006	No	328	4,080	2,659	1,718	1,125	9,910
	Yes	104	2,387	3,126	2,154	1,284	9,055
2007	No	135	2,070	1,294	881	522	4,902
	Yes	19	838	1,136	810	493	3,296
2008	No	209	2,793	1,715	1,083	794	6,594
	Yes	17	996	1,463	1,110	611	4,197
2009	No	89	1,142	744	412	258	2,645
	Yes	18	523	654	421	193	1,809
2010	No	21	540	375	223	385	1,544
	Yes	5	229	379	246	373	1,232
2011	No	5	69	30	10	41	155
	Yes	0	14	17	4	13	48

Source: WageIndicator Survey

Table 13n: Has reached top of grade by (number)

Year		under 20	20 - 29	30 - 39	40 - 49	50 or older	Total
2006	No	316	4,674	3,584	1,963	913	11,450
	Yes	34	766	1,223	1,155	865	4,043
2007	No	94	2,082	1,517	924	393	5,010
	Yes	20	368	501	515	443	1,847
2008	No	108	1,790	1,305	791	408	4,402
	Yes	12	265	405	371	338	1,391
2009	No	53	790	595	301	119	1,858
	Yes	11	182	210	174	118	695
2010	No	9	371	296	175	90	941
	Yes	4	92	107	95	81	379
2011	No	11	246	242	117	57	673
	Yes	2	63	86	88	74	313

Source: WageIndicator Survey**Table 13o: Has reached top of grade**

Year		No	Yes	Total
2006	%	73.9	26.1	100.0
	Number	11,458	4,048	15,506
2007	%	73.1	26.9	100.0
	Number	5,024	1,849	6,873
2008	%	76.0	24.0	100.0
	Number	4,407	1,394	5,801
2009	%	72.8	27.2	100.0
	Number	1,858	695	2,553
2010	%	71.4	28.6	100.0
	Number	1,201	480	1,681
2011	%	68.3	31.7	100.0
	Number	673	313	986

Source: WageIndicator Survey

14 Health and education

- Residents of the UK have the right to access:
 - (a) NHS health care
 - (b) NHS dental care (subject to local availability), and
 - (c) State education for all children
- As a result of turbulence rights may be disrupted and/or not be available
- This is particularly important to families.

Table 14a: Was/were your hospital stay(s) free under the National Health Service or paid for privately

Year		All free under NHS	All paid privately	Some NHS/private	Total
2005/2006	%	87.4	9.8	2.6	100.0
	Number	404	45	12.0	462
2006/2007	%	92.5	6.2	1.4	100.0
	Number	438	29	7.0	474
2007/2008	%	91.0	7.1	2.0	100.0
	Number	500	39	11	551

Source: British Household Panel Survey

Table 14b: How is this insurance paid for

Year		Paid directly	Deducted from wages	Paid for by employer	Total
2005/2006	%	29.4	15.9	54.8	100.0
	Number	373	202	695	1,270
2006/2007	%	28.4	14.4	57.1	100
	Number	334	169	670	1,173
2007/2008	%	26.5	16.2	57.4	100.0
	Number	328	201	711	1,240

Source: British Household Panel Survey

Table 14c: Cost to respondents of medical insurance

Year		Don't know	1-20	21-40	41-70	71-130	131-500	Total
2005/2006	%	8.0	41.0	22.0	14.0	12.0	3.0	100.0
	Number	29	154	81	53	43	12	372
2006/2007	%	8.0	41.0	21.0	13.0	12.0	5.0	100.0
	Number	27	136	70	44	39	18	334
2007/2008	%	7.7	43.0	17.6	13.7	15.0	3.0	100.0
	Number	25	141	58	45	50	10	329

Source: British Household Panel Survey

Table 14d: Health service–used any since 1.9.2005

Year		Yes	No	Total
2005/2006	%	39.3	60.7	100.0
	Number	2,941	4,551	7,491
2006/2007	%	39.4	60.6	100.0
	Number	2,840	4,372	7,212
2007/2008	%	40.0	60.0	100.0
	Number	3,129	4,698	7,827

Source: British Household Panel Survey

Table 14e: Health service–used health visitor

Year		Not mentioned	Used health visitor	Total
2005/2006	%	96.7	3.3	100.0
	Number	7,244	247	7,491
2006/2007	%	96.5	3.5	100.0
	Number	6,960	253	7,212
2007/2008	%	96.0	4.0	100.0
	Number	7,524	303	7,827

Source: British Household Panel Survey

Table 14f: Since September 1st last year, approximately how many times have you attended a hospital or clinic as an out-patient or day patient

Year		Don't know	None	One or two	Three to five	Six to ten	More than ten	Total
2005/2006	%	0.004	66.2	22.0	7.5	2.6	1.7	100.0
	Number	0.35	4,956	1,650	564	193	128	7,491
2006/2007	%	0.1	65.9	22.4	7.3	2.8	1.6	100.0
	Number	4	4,751	1,618	525	199	114	7,212
2007/2008	%	0	65.0	23.0	7.6	2.7	2.0	100.0
	Number	0.2	5,099	1,771	599	218	139	7,827

Source: British Household Panel Survey

Table 14g: Covered by private medical insurance

Year		Don't know	Yes, in own name	Yes, via other family members	No, not insured	Total
2006-2007	%	1.4	17.0	6.1	75.6	100.0
	Number	104	1,270	454	5,663	7,491
2007-2008	%	0.8	16.3	5.7	77.2	100.0
	Number	61	1,173	412	5,567	7,212
2007-2008	%	1.0	16.0	5.0	77.8	100.0
	Number	70	1,287	436	6,299	8,093

Source: British Household Panel Survey

Table 14h: Standard of local services – schools 2007-2008

Year		Don't know	Excellent	Very good	Fair	Poor	Total
2002-2003	%	19.0	10.0	44.0	24.0	4.0	100.0
	Number	1,534	851	3,601	1,962	317	8,264
2007-2008	%	17.0	14.0	45.0	21.0	2.0	100.0
	Number	1,335	1,131	3,546	1,643	172	7,827

Source: British Household Panel Survey

Table 14i: GPs' appointment systems are satisfactory

Year		Need a lot improvement	Need some improvement	Satisfactory	Very good	Total
2006	%	16.0	34.0	40.0	11.0	100.0
	Number	244	529	624	175	1,571
2010	%	13.0	30.0	42.0	16.0	100.0
	Number	292	697	971	376	2,337

Source: British Social Attitude Survey

Table 14j: Amount of time GP gives to each patient is satisfactory

Year		Need a lot improvement	Need some improvement	Satisfactory	Very good	Not answered	Total
2006	%	11.0	24.0	51.0	12.0	2.0	100.0
	Number	170	387	820	190	37	1,604
2010	%	7.0	23.8	52.8	14.6	1.8	100.0
	Number	166	563	1,250	345	42	2,366

Source: British Social Attitude Survey

Table 14k: How satisfied are you with the way NHS local doctors or GPs services are nowadays

Year		Very satisfied	Quite satisfied	Neither satisfied nor dissatisfied	Quite dissatisfied	Very dissatisfied	Don't know	Total
2006	%	29.6	46.2	10.2	10.6	3.1	0.3	100.0
	Number	534	835	184	192	56	6	1,806
2007	%	27.7	49.2	9.1	9.6	3.9	0.5	100.0
	Number	721	1,281	237	250	102	14	2,604
2008	%	31.2	46.3	9.6	9.9	2.4	0.6	100.0
	Number	894	1,325	273	284	68	16	2,860
2009	%	31.1	48.9	8.5	8.5	2.9	0.1	100.0
	Number	901	1416	246	246	83	4	2,897
2010	%	30.0	46.0	9.0	10.0	4.0	0.3	100.0
	Number	834	1,273	249	275	109	10	2,750

Source: British Social Attitude Survey

Table 14l: Better\worse last 5yr – the general standard of health care on the NHS

Year		Much better	Better	About the same	Worse	Much worse	Don't know	Total
2008	%	4.2	27.7	38.1	23.0	4.0	3.0	100.0
	Number	121	791	1,091	656	114	87	2,860
2009	%	5.9	34.1	40.1	16.3	2.2	1.4	100.0
	Number	171	987	1,162	472	64	41	2,897
2010	%	7.0	33.0	41.0	14.0	2.0	3.0	100.0
	Number	202	915	1,120	397	44	73	2,751

Source: British Social Attitude Survey

Table 14m: How satisfied are you with how the National Health Service is run nowadays

Year		Very satisfied	Quite satisfied	Neither satisfied nor dissatisfied	Quite dissatisfied	Very dissatisfied	Don't know	Total
2006	%	9.9	39.6	16.1	22.0	11.6	0.8	100.0
	Number	180	716	291	397	209	15	1,806
2007	%	9.6	40.7	18.9	20.6	9.6	0.6	100.0
	Number	251	1,059	493	536	250	15	2,604
2008	%	13.8	44.4	15.9	17.3	8.0	0.6	100.0
	Number	394	1,270	456	496	229	16	2,860
2009	%	15.5	49.0	16.5	13.2	5.6	0.2	100.0
	Number	449	1,420	478	383	161	6	2,897
2010	%	17.4	52.4	11.7	14.1	3.9	0.4	100.0
	Number	480	1,443	323	387	109	11	2,752

Source: British Social Attitude Survey

Table 14n: How satisfied are you with National Health Service dentists

Year		Very satisfied	Quite satisfied	Neither satisfied nor dissatisfied	Quite dissatisfied	Very dissatisfied	Don't know	Total
2006	%	14.0	28.0	16.0	17.0	20.0	5.0	100.0
	Number	252	507	292	302	368	82	1,805
2007	%	12.6	29.6	18.3	16.1	16.8	6.6	100.0
	Number	329	770	476	420	437	171	2,604
2008	%	11.9	29.9	17.4	16.8	18.2	5.9	100.0
	Number	341	854	497	479	521	168	2,860
2009	%	15.0	33.0	16.0	17.0	14.0	4.0	100.0
	Number	426	968	474	498	405	125	2,896
2010	%	13.7	36.9	17.4	15.4	11.5	5.0	100.0
	Number	378	1015	478	424	317	139	2,752

Source: British Social Attitude Survey

Table 14o: How satisfied or dissatisfied are you with the NHS as regards accident and emergency departments

Year		Very satisfied	Quite satisfied	Neither satisfied nor dissatisfied	Quite dissatisfied	Very dissatisfied	Don't know	Total
2006	%	15.1	31.4	21.6	14.6	8.8	8.5	100.0
	Number	273	566	390	264	159	154	1,806
2007	%	15.6	35.3	20.6	14.8	6.1	7.6	100.0
	Number	406	920	536	386	158	198	2,604
2008	%	16.6	36.2	18.5	14.6	6.6	7.5	100.0
	Number	474	1,035	530	418	190	214	2,860
2009	%	19.7	39.7	16.5	14.1	6.3	3.8	100.0
	Number	570	1,149	477	408	183	109	2,897
2010	%	18.8	42.2	15.8	12.3	6.4	4.5	100.0
	Number	516	1,160	435	340	177	123	2,752

Source: British Social Attitude Survey

Table 14p: How satisfied are you with attending hospital as an out-patient

Year		Very satisfied	Quite satisfied	Neither satisfied nor dissatisfied	Quite dissatisfied	Very dissatisfied	Don't know	Total
2006	%	13.8	44.5	20.4	11.6	4.9	4.8	100.0
	Number	249	804	368	210	88	87	1,806
2007	%	14.9	45.4	19.3	11.1	4.1	5.2	100.0
	Number	388	1,182	502	289	107	136	2,604
2008	%	15.6	45.8	18.5	10.8	3.9	5.4	100.0
	Number	445	1,311	530	309	111	154	2,860
2009	%	18.1	49.9	15.4	10.2	3.7	2.8	100.0
	Number	523	1,444	445	297	107	81	2,897
2010	%	17.8	50.1	16.1	9.7	2.6	3.7	100.0
	Number	489	1,379	443	266	72	102	2,752

Source: British Social Attitude Survey**Table 14q: How satisfied are you with being in hospital as an in-patient**

Year		Very satisfied	Quite satisfied	Neither satisfied nor dissatisfied	Quite dissatisfied	Very dissatisfied	Don't know	Total
2006	%	14.2	32.6	23.7	13.5	5.7	10.3	100.0
	Number	257	589	428	245	102	186	1,806
2007	%	15.4	34.5	20.9	13.2	7.0	9.0	100.0
	Number	402	898	544	343	182	235	2,604
2008	%	16.9	34.9	21.0	11.7	6.2	9.3	100.0
	Number	482	998	602	336	177	265	2,860
2009	%	19.7	39.6	18.7	12.1	4.6	5.3	100.0
	Number	572	1,146	543	349	133	153	2,897
2010	%	18.2	42.0	18.0	11.0	4.6	6.2	100.0
	Number	501	1,155	495	303	126	171	2,752

Source: British Social Attitude Survey

Table 14r: Number of registered pupils

Year	State	%	Private	%	All schools
2006	7,650,543	93.0	580,510	7.1	8,231,050
2007	7,590,049	92.9	577,665	7.1	8,167,715
2008	7,539,625	92.8	582,330	7.2	8,121,955
2009	7,509,879	92.8	582,400	7.2	8,092,280
2010	7,521,510	92.9	576,845	7.1	8,098,360
2011	7,547,633	92.9	576,230	7.1	8,123,865
2012	7,600,755	92.9	577,445	7.1	8,178,200

Source: Department for Education

Note: state school figures cover state-funded nurseries, primary and secondary schools, special schools and pupil referral units

15 Adventure & travel

- Adventure is defined as an exciting activity which is beyond normal everyday life. It may or may not involve travel by a variety of means of transportation. It will be an activity that will not be generally available; either because of location or restrictions, and one which some may choose not to take part in because this may be too stressful or too expensive.
- Travel is defined as an ability to be able to travel on a worldwide basis, including destinations which are not available to the general UK public, as part of the job.
- Service life, in itself, suggests an element of adventure. Travel, job variety and operational deployments can all be described as “adventurous”, particularly when experienced for the first time.
- Adventurous training is also an attraction for Service personnel. Adventure training is undertaken by Officers and Other Ranks as part of their initial training, and subsequently to encourage personal fitness and to develop individual skills.
- The Armed Forces also provide the opportunity to participate in sport on an individual and team basis at no cost to personnel. In particular individuals may spend significant amounts of time on training for competitions as this is regarded as part of the job.

Table 15a: Visits abroad by UK residents

Year	All countries (000s)	Annual change %	N.America (000s)	Annual change %	Europe (000s)	Annual change %	Other (000s)	Annual change %
2007	69,450	-	4,587	-	55,188	-	9,675	-
2008	69,011	-0.6	4,629	0.9	54,424	-1.4	9,958	2.9
2009	58,614	-15.1	3,652	-21.1	45,944	-15.6	9,018	-9.4
2010	55,562	-5.2	3,653	0.0	42,565	-7.4	9,344	3.6
2011	56,005	0.8	3,554	-2.7	43,629	2.5	8,821	-5.6
Quarter								
1Q 2011	13,830	-	674	-	7,290	-	2,234	-
1Q 2012	13,620	-1.5	640	-5.0	7,150	-1.9	2,380	6.5

Source: ONS, Overseas Travel & Tourism

Table 15b: Visits abroad by UK residents (by type)

Year	Holiday (000s)	Annual change %	Business (000s)	Annual change %	Friends & family (000s)	Annual change %	Misc. (000s)	Annual change %
2007	45,436	-	9,018	-	12,214	-	2,781	-
2008	45,531	0.2	8,920	-1.1	12,392	1.5	2,168	-22.0
2009	38,492	-15.5	6,887	-22.8	11,592	-6.5	1,643	-24.2
2010	36,422	-5.4	6,639	-3.6	10,850	-6.4	1,652	0.5
2011	36,336	-0.2	6,766	1.9	11,414	5.2	1,489	-9.9
Quarter								
1Q 2011	5,724	-	1,662	-	2,549	-	264	-
1Q 2012	5,570	-2.7	1,740	4.7	2,560	0.4	290	10.0

Source: ONS, Overseas Travel & Tourism

Table 15c: Spending abroad by UK residents

Year	Quarter	All countries (000s) seasonally adjusted	Change on previous years quarter %	Expenditure (£m, constant price)	Change on previous years quarter %
2007	1	17,780	-	8,160	-
	2	16,920	-	8,220	-
	3	17,210	-	8,100	-
	4	17,760	-	8,000	-
	Total	69,670	-	32,480	-
2008	1	18,640	4.8	8,240	1.0
	2	17,640	4.3	7,170	-12.8
	3	16,730	-2.8	6,870	-15.2
	4	16,320	-8.1	6,390	-20.1
	Total	69,330	-0.5	28,670	-11.7
2009	1	15,050	-19.3	5,980	-27.4
	2	14,980	-15.1	5,730	-20.1
	3	14,720	-12.0	5,570	-18.9
	4	13,920	-14.7	5,400	-15.5
	Total	58,670	-15.4	22,680	-20.9
2010	1	13,460	-10.6	5,510	-7.9
	2	13,730	-8.3	5,550	-3.1
	3	14,480	-1.6	5,670	1.8
	4	13,260	-4.7	5,290	-2.0
	Total	54,930	-6.4	22,020	-2.9
2011	1	13,800	2.5	5,130	-6.9
	2	14,510	5.7	5,170	-6.8
	3	13,910	-3.9	5,040	-11.1
	4	13,680	3.2	5,260	-0.6
	Total	55,900	1.8	20,600	-6.4

Source: ONS, Overseas Travel & Tourism

Table 15d: Socio-economic breakdown of UK leisure passengers

Socio-economic group	2006	2010	% change
A/B	26,802	21,910	-18.3
C1	27,402	25,959	-5.3
C2	12,701	11,626	-8.5
D/E	7,228	6,818	-5.7

Source: CAA Passenger Survey

Table 15e: Socio-economic breakdown of UK leisure-travel passengers by major airport (000s)

Socio-economic group	Gatwick		Heathrow		Stansted		Luton		Birmingham		Manchester	
	2006	2010	2006	2010	2006	2010	2006	2010	2006	2010	2006	2010
A/B	7,135	6,589	7,060	6,759	4,138	2,482	1,989	1,705	1,383	1,566	5,098	2,810
C1	7,566	7,580	6,082	6,516	4,557	3,871	1,947	1,676	2,196	2,156	5,053	4,161
C2	3,352	3,257	2,221	1,945	1,597	1,458	621	797	1,567	1,109	3,343	3,061
D/E	1,568	1,638	1,210	1,005	1,364	868	663	647	789	736	1,634	1,925
Terminating passengers (000s)	19,602	19,044	16,572	16,208	11,655	8,679	5,220	4,829	5,936	5,572	15,128	11,957

Source: CAA Passenger Survey

Table 15f: Socio-economic breakdown of UK leisure-travel passengers by major airport (%)

Socio-economic group	Gatwick		Heathrow		Stansted		Luton		Birmingham		Manchester	
	2006	2010	2006	2010	2006	2010	2006	2010	2006	2010	2006	2010
A/B	36.4	34.6	42.6	41.7	35.5	28.6	38.1	35.3	23.3	28.1	33.7	23.5
C1	38.6	39.8	36.7	40.2	39.1	44.6	37.3	34.7	37.0	38.7	33.4	34.8
C2	17.1	17.1	13.4	12.0	13.7	16.8	11.9	16.5	26.4	19.9	22.1	25.6
D/E	8.0	8.6	7.3	6.2	11.7	10.0	12.7	13.4	13.3	13.2	10.8	16.1

Source: CAA Passenger Survey

Table 15g: Breakdown of UK leisure passengers by airport (000s)

Airport	2006	2010
Gatwick	19,602	19,044
Heathrow	16,572	16,208
Stansted	11,655	8,679
Luton	5,220	4,829
Birmingham	5,936	5,572
Manchester	15,128	11,957
Total	74,113	66,289

Source: CAA Passenger Survey

Table 15h: Breakdown of UK leisure passengers by airport (%)

Airport	2006	2010
Gatwick	86.2	87.5
Heathrow	62.0	68.2
Stansted	82.1	83.9
Luton	79.1	80.5
Birmingham	81.8	82.5
Manchester	83.6	85.0
Total	77.5	80.2

Source: CAA Passenger Survey

Table 15i: Breakdown of domestic travel by journey-type

All	2006	2007	2008	2009	2010	2011	% change '06-'11
Trips (millions)	122.6	119.9	114.4	122.5	115.7	126.6	3.3
Nights (millions)	386.9	382.1	367.6	387.4	361.4	387.3	0.1
Holidays							
Trips (millions)	51.8	52.2	50.4	59.0	54.7	58.4	12.7
Nights (millions)	192.3	109.7	188.4	217.5	197.2	208.5	8.4
Friends & family							
Trips (millions)	48.1	46.4	43.0	43.3	41.6	45.7	-5.0
Nights (millions)	137.1	129.3	123.6	121.3	117.4	125.7	-8.3

Source: Great Britain Tourism Survey

Table 15j: Satisfaction with leisure time

Satisfaction levels	2006/07		2007/08		2008/09		2009/10		2010/11	
	No.	%	No.	%	No.	%	No.	%	No.	%
Not satisfied at all	165	2.3	133	1.9	175	2.2	663	3.3	228	2.9
Mostly dissatisfied	511	6.9	489	6.9	486	6.1	1,636	8.1	669	8.6
Somewhat dissatisfied	1,115	15.0	1,019	14.2	1,140	14.3	4,015	19.9	1,607	20.6
Neither satisfied/dissatisfied	1,685	22.8	1,608	22.6	1,810	22.7	2,535	12.6	1,017	13.0
Mostly Satisfied	2,077	28.1	2,105	29.5	2,173	27.1	4,788	23.8	1,776	22.7
Somewhat satisfied	1,281	17.3	1,264	17.7	1,532	19.2	5,118	25.4	1,989	25.5
Completely satisfied	566	7.6	509	7.2	671	8.4	1,389	6.9	524	6.7
Total	7,400	100.0	7,126	100.0	7,988	100.0	20,145	100.0	7,810	100.0

Sources: British Household Panel Survey, Wave 16, 17 and 18; Understanding Society Survey, Wave 1 and Wave 2

Table 15k: People participating in at least 3 sessions of moderate intensity sport each week, England (%)

	2007/08	2008/09	2009/10	2010/11
Overall	16.4	16.6	16.5	16.3
Gender				
Men	20.0	20.6	20.3	20.5
Women	13.1	12.7	12.8	12.4
Age				
16-34	26.7	27.0	26.2	26.1
35-54	15.9	16.2	16.6	16.2
55+	7.8	7.6	7.7	7.7
Group				
NS-SEC 1&2	18.4	18.5	18.7	19.1
NS-SEC 3	14.4	14.0	13.7	14.5
NS-SEC 4	14.3	14.9	15.2	14.8
NS-SEC 5-8	12.6	12.7	12.7	12.4

Source: Active People Survey, Sport England

Table 15l: Adult participation in sport and active recreation (30 minutes, moderate intensity), (%)

	Men	Women	16-34	35-54	55 plus	Overall
2005/06	24.0	18.7	30.1	22.6	12.1	21.3
2007/08	24.5	18.9	29.7	23.0	13.0	21.6
2008/09	25.1	18.9	30.5	23.4	12.9	22.0
2009/10	25.1	19.2	29.7	24.3	13.1	22.1
2010/11	25.3	18.5	29.8	23.7	12.9	21.8

Source: Active People Survey, Sport England

16 Divorce and family

- As a consequence of the 'Impact of a Job' this may have a varied and detrimental impact upon family life and, where relevant, result in a higher than average rate of divorce amongst married/civil partnership couples.
- This may also have an impact upon other types of personal relationships, in that where individuals are not married relationships may be curtailed.

Table 16a: Divorces by age and sex in England and Wales

	Decrees made absolute				Age at divorce (000s)					% aged under 35 years	Mean age at divorce	Median age at divorce
	Year	All divorces	1st marriage	2nd or later marriage	16-24	25-29	30-34	35-44	45 and over			
Males	2006	132.1	104.0	28.1	1.3	7.9	18.0	52.5	52.4	20.6	43.4	42.4
	2007	128.1	101.4	26.8	1.3	7.8	16.5	50.2	52.3	20.0	43.7	42.7
	2008	121.7	96.3	25.4	1.0	7.5	15.2	46.4	51.6	19.5	43.9	43.0
	2009	113.9	90.5	23.5	0.9	7.0	14.5	42.6	48.9	19.7	44.0	43.2
	2010	119.6	95.2	24.4	0.9	7.0	14.9	44.5	52.2	19.1	44.2	43.4
Females	2006	132.1	104.5	27.7	3.5	13.1	21.3	53.4	40.7	28.8	40.9	40.1
	2007	128.1	101.7	26.4	3.3	12.6	19.8	51.1	41.4	27.9	41.2	40.5
	2008	121.7	96.8	24.9	3.0	12.4	18.2	47.2	41.0	27.6	41.4	40.8
	2009	113.9	90.7	23.3	2.6	11.7	17.2	43.3	39.0	27.7	41.5	40.9
	2010	119.6	95.4	24.1	2.6	11.8	18.2	44.8	42.1	27.3	41.7	41.1

Source: ONS

Table 16b: Marriage rate in England and Wales

Year of marriage	All marriages			First marriages		Remarriages	
	Persons marrying per 1,000 population of all ages	Men marrying per 1,000 unmarried men aged 16 and over	Women marrying per 1,000 unmarried women aged 16 and over	Number marrying per 1,000 single population aged 16 and over		Number marrying per 1,000 widowed or divorced population	
				Men	Women	Men	Women
2006	8.9	23.4	20.9	21.6	25.8	29.1	13.9
2007	8.7	22.4	20.2	20.9	24.9	27.4	13.3
2008	8.7	22.0	19.9	20.7	24.7	26.4	12.8
2009	8.5	21.4	19.3	20.5	24.2	24.4	12.0
2010P	8.7	21.8	19.8	21.0	24.8	24.3	12.0

Source: ONS

*Note: P= provisional

Table 16c: Number of dependent children in family under 16 (% of employees)

Year	Number of children					
	0	1	2	3	4	5 or more
2006	63.1	18.1	14.5	3.5	0.6	0.1
2007	62.7	18.6	14.4	3.5	0.7	0.1
2008	64.2	18.0	13.6	3.3	0.7	0.1
2009	63.4	18.7	13.9	3.4	0.5	0.1
2010	63.3	18.7	13.9	3.3	0.7	0.1
2011	64.0	18.0	14.0	3.3	0.6	0.2

Source: Labour Force Survey, April-June

Table 16d: Domestic violence in England and Wales

	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
Rates per 1,000 household	9	8	7	6	9	7
Number of incidents (000s)	818	845	776	691	678	682

Source: ONS, British Crime Survey

Table 16e: Marital status, living together as a couple?

Marital status																			
Year	Living together as couple?	Single, never married		Married, living with spouse		Married, separated from spouse		Divorced		Widowed		Currently or previously in civil partnership		Separated civil partner		Former civil partner, legally dissolved		Surviving civil partner, partner died	
		Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
2006	Yes	2,652,107	34.7	0	0.0	99,377	20.7	651,988	49.7	30,183	19.1	0	0.0	485	100.0	0	0.0	0	0.0
	No	4,899,827	64.2	0	0.0	377,267	78.8	655,161	49.9	127,678	80.9	0	0.0	0	0.0	0	0.0	0	0.0
	Same sex couple (not civil partners)	80,524	1.1	0	0.0	2,305	0.5	5090	0.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	Total	7,632,458	100.0	0	0.0	478,949	100.0	1,312,239	100.0	157,861	100.0	0	0.0	485	100.0	0	0.0	0	0.0
2008	Yes	2,797,289	35.7	0	0.0	105,567	22.4	670,157	49.1	28,456	20.0	0	0.0	0	0.0	0	0.0	0	0.0
	No	4,967,330	63.3	0	0.0	362,824	77.0	685,463	50.2	113,799	80.0	0	0.0	0	0.0	0	0.0	0	0.0
	Same sex couple (not civil partners)	81,178	1.0	0	0.0	2,565	0.5	8,834	0.6	0	0.0	0	0.0	2,273	100.0	0	0.0	0	0.0
	Total	7,845,797	100.0	0	0.0	470,956	100.0	1,364,454	100.0	142,255	100.0	0	0.0	2,273	100.0	0	0.0	0	0.0
2011	Yes	3,165,208	40.1	0	0	101,357	20.9	660,006	48.8	27,644	17.2	5,984	83.4	0	0.0	0	0.0	0	0.0
	No	4,719,139	59.9	0	0	383,411	79.1	692,225	51.2	133,334	82.8	1,192	16.6	0	0.0	0	0.0	0	0.0
	Same sex couple (not civil partners)	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	Total	7,884,347	100.0	0	0.0	484,768	100.0	1,352,231	100.0	160,978	100.0	7,176	100.0	0	0.0	0	0.0	0	0.0

Source: Labour Force Survey, April-June

17 Trade union membership and industrial action

- Residents of the United Kingdom may belong to a Trade Union and may actively participate in Union activity, including the right to strike.
- Armed Forces personnel are not permitted to join any Trade Union and are not permitted to participate in collective bargaining.

Table 17a: Trade union membership density (% of employees)

Year	All	Private sector	Public sector
2006	28.3	16.6	58.7
2007	28.0	16.1	59.0
2008	27.4	15.5	57.1
2009	27.4	15.1	56.6
2010	26.6	14.2	56.3
2011	26.0	14.1	56.5

Source: Department of Business Innovation and Skills trade union membership statistics

Table 17b: Trade union membership levels by sector (000s)

Year	Private	Public
2006	2,971	4,051
2007	2,914	4,092
2008	2,786	4,089
2009	2,611	4,105
2010	2,464	4,068
2011	2,507	3,882

Source: Department of Business Innovation and Skills trade union membership statistics

Table 17c: Trade union presence and collective agreement coverage (% of employees)

Year	Trade unions present in the workplace			Employee's pay affected by collective agreement		
	Private sector	Public sector	All	Private sector	Public sector	All
2006	31.7	86.7	47.0	19.6	69.0	33.3
2007	31.5	86.2	46.6	20.0	72.0	34.6
2008	30.6	86.9	46.7	18.7	70.5	33.7
2009	30.2	85.8	46.7	17.7	68.1	32.7
2010	29.6	85.8	46.1	16.9	64.5	30.8
2011	28.5	87.1	44.8	16.9	67.8	31.2

Source: Department of Business Innovation and Skills trade union membership statistics

Table 17d: Trade union wage premium (%)

Year	All	Private sector	Public sector
2006	16.4	8.9	22.3
2007	15.6	7.5	22.2
2008	12.4	2.3	17.3
2009	14.8	5.0	19.6
2010	16.7	5.7	20.1
2011	18.1	8.0	18.0

Source: Department of Business Skills and Innovation Trade Union membership statistics

Table 17e: Number of trade unions and trade union membership in the UK

Year	Number of unions	Membership
2006-2007	193	7,627,693
2007-2008	185	7,656,156
2008-2009	179	7,387,898
2009-2010	176	7,329,905
2010-2011	172	7,261,210

Source: Annual Report of the Certification Officer Certification Office for Trade Unions and Employers' Associations

Table 17f: Trade union presence by workplace size (% of employees with trade union present at workplace)

Workplace size	2005/06	2006/07	2007/08
1 - 2	12	12	17
3 - 9	21	22	21
10 - 24	30	29	30
25 - 49	44	44	46
50 - 99	51	50	50
100 - 199	58	59	60
200 - 499	61	60	62
500 - 999	72	68	68
1000 or more	78	77	79

Source: British Household Panel Survey

Table 17g: Trade union presence by workplace size (% of employees with trade union present at workplace)

Workplace size	2010/11
1 – 2	10.0
3 – 9	21.0
10 – 24	28.0
25 – 49	32.0
50 – 99	38.0
100 – 199	46.0
200 – 499	65.0
500 – 999	62.0
1000 or more	71.0

Source: Understanding Society Survey, Wave 2

Table 17h: Trade union presence by workplace size (% of employees with trade union present at workplace)

Workplace size	2006	2007	2008	2009	2010	2011
10-20	14.2	22.2	15.8	32.4	36.1	27.0
20-50	17.7	24.1	21.4	34.8	41.7	32.8
50-100	20.6	25.5	23.3	40.6	37.0	36.4
100-200	25.9	28.3	28.2	40.5	40.5	35.9
200-500	34.3	35.7	36.2	51.3	53.3	47.2
500-1,000	42.3	40.9	41.2	53.4	55.0	57.7
1,000-2,000	45.9	42.1	46.3	62.1	63.2	62.7
2,000-5,000	52.7	43.3	52.7	68.0	59.3	66.0
5,000 or more	50.1	42.7	46.4	58.6	62.7	50.0

Source: WageIndicator Survey

Table 17i: Percentage of employees with pay and conditions affected by union agreements, by industrial classification

Sector	2007	2008	2009	2010	2011
Agriculture & fishing	21.5	12.6	9.5	4.4	9.7
Energy & water	44.5	44.5	45.2	43.7	40.4
Manufacturing	28.9	29.6	25.2	22.7	23.7
Construction	23.6	22.4	20.9	21.7	18.5
Distribution, hotels & restaurants	14.9	16.1	14.8	14.1	13.5
Transport & communication	41.2	39.7	48.8	46.3	33.3
Banking, finance & insurance etc	20.5	16.9	19.2	17.1	16.8
Public admin, educ & health	63.0	60.7	58.2	53.8	55.2
Other services	23.5	26.1	20.1	23.3	17.5

Source: Labour Force Survey, October-December

Table 17j: Union/ staff association does its job well (% of employees who agree)

Year	2005	2006	2007	2008	2009	2010
%	70.0	67.0	70.0	69.0	70.0	68.0

Source: British Social Attitudes Survey

18 Travel to work

Travel to work is divided into:

- The time taken to travel to work
- The method of travelling to work, and
- The cost of travelling to work incurred by the employee

This varies for the Armed Forces depending upon the nature of their current job and deployment, if any.

Table 18a: Commuting time in minutes one way (employees 2011)

Time	%	Number
0 / NA	3.8	47
0 - 15 min	23.2	285
15 - 30 min	27.2	334
30 - 45 min	19.8	243
45 - 60 min	14.7	181
1 hour - 1 hour 15	5.0	62
1 hour 15 - 1 hour 30	3.3	41
1 hour 30 - 2 hours	1.5	18
2 hours or more	1.4	17
Total	100.0	1,228

Source: WageIndicator Survey

Table 18b: Satisfaction with commuting time (%)

Satisfaction levels	2005	2011
Highly dissatisfied	9.0	6.4
Slightly dissatisfied	14.1	12.1
Neither dissatisfied or satisfied	21.9	23.4
Slightly satisfied	23.0	27.2
Highly satisfied	31.9	30.3
Total	100.0	100.0

Source: WageIndicator Survey

Table 18c: Usual method of travel to work for full-time employees in the United Kingdom

Travel method		2007	2008	2009	2010	2011
Car, van, minibus, works van	%	68.2	68.5	69.2	68.7	66.9
	Number	15,193,323	14,996,332	14,615,418	14,180,554	13,878,142
Motorbike, moped, scooter	%	1.0	0.8	0.9	0.8	0.9
	Number	214,594	183,327	183,290	160,929	177,376
Bicycle	%	3.0	3.1	3.2	3.1	3.3
	Number	671,632	674,913	670,035	62,9821	689,307
Bus, coach, private bus	%	8.0	8.0	7.4	7.4	8.0
	Number	1,791,690	1,760,510	1,558,664	1,523,525	1,660,669
Taxi	%	0.3	0.3	0.3	0.3	0.3
	Number	66,219	56,507	56,940	55,687	57,533
Railway train	%	4.9	5.0	5.0	5.0	5.1
	Number	1,083,424	1,090,873	1,054,692	1,041,571	1,066,633
Underground train, light railway, tram	%	2.7	2.7	2.6	3.0	3.1
	Number	601,591	583,684	552,460	615,582	646,446
Walk	%	11.4	11.2	11.0	11.4	11.9
	Number	2,544,505	2,464,239	2,324,988	2,350,886	2,478,903
Other method	%	0.4	0.4	0.4	0.4	0.5
	Number	97,499	96,505	92,349	82,812	95,205
Total	%	100.0	100.0	100.0	100.0	100.0
	Number	22,264,477	21,906,890	21,108,836	20,641,367	20,750,214

Source: Labour Force Survey, October-December

Table 18d: Usual travel time to work for full-time employees in the UK

Travel time in minutes		2007	2008	2009	2010	2011
0-15	%	42.4	42.9	42.6	41.7	41.5
	Number	9,065,383	9,021,989	8,593,116	8,241,013	8,255,090
16-30	%	32.8	32.6	32.8	32.8	33.2
	Number	7,017,009	6,865,413	6,620,284	6,498,935	6,615,579
31-45	%	12.1	12.0	11.9	12.4	12.7
	Number	2,585,747	2,522,049	2,409,085	2,446,748	2,522,741
46-60	%	7.8	7.6	7.8	7.9	7.7
	Number	1,662,682	1,598,002	1,571,526	1,572,310	1,536,690
61-75	%	1.3	1.3	1.3	1.2	1.4
	Number	276,114	268,983	259,503	245,498	282,002
76-90	%	2.1	2.1	2.1	2.4	2.1
	Number	445,225	434,304	414,655	466,979	422,709
91-120	%	0.9	0.8	0.8	0.9	0.8
	Number	190,111	162,690	157,037	184,605	151,091
>120	%	0.7	0.7	0.8	0.6	0.6
	Number	147,593	157,690	157,037	127,854	127,408
Total	%	100.0	100.0	100.0	100.0	100.0
	Number	21,389,864	21,031,120	20,184,110	19,783,942	19,913,310

Source: Labour Force Survey, October-December

Table 18e: Average trip length in miles

	2006	2007	2008	2009
Commuting	8.7	8.9	8.6	8.6
Business	19.4	21.0	20.8	18.3

Source: UK National Travel Survey

Table 18f: Average trip time in minutes

	2006	2007	2008	2009
Commuting	27.2	27.5	27.6	27.9
Business	38.3	41.6	40.8	38.0

Source: UK National Travel Survey

Table 18g: Number of trips per person per year

	2006	2007	2008	2009
Commuting	160	162	156	147
Business	35	33	30	30

Source: UK National Travel Survey

Table 18h: Miles per person per year

	2006	2007	2008	2009
Commuting	1,391	1,435	1,340	1,266
Business	682	700	630	551

Source: UK National Travel Survey

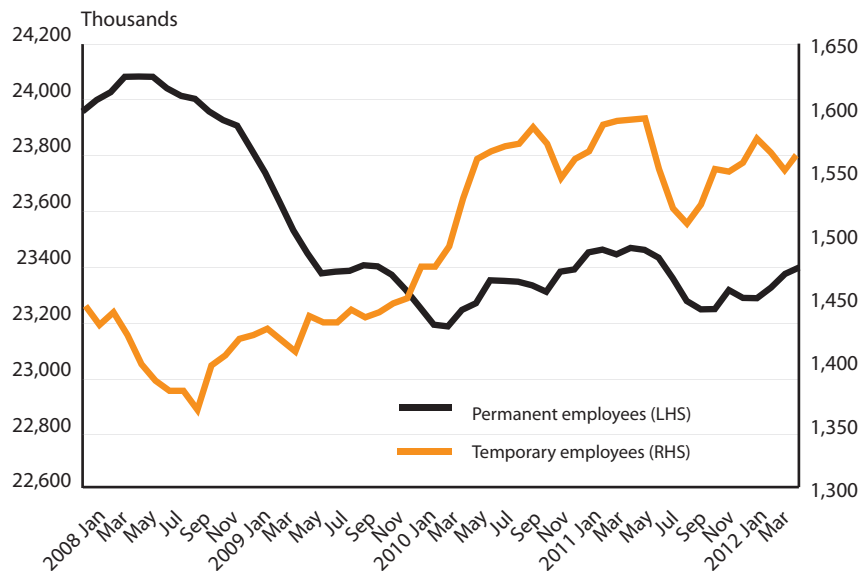
Part B: Growth of under-employment and the multi-speed economy

B.1 Employment levels

Employment continues to grow despite the overall weakness of the UK economy. There are parts of the economy that have seen employment growth in the past year, notably in car manufacturing with large new investment taking place, and there are parts that remain weak, with continued job losses, notably in construction.

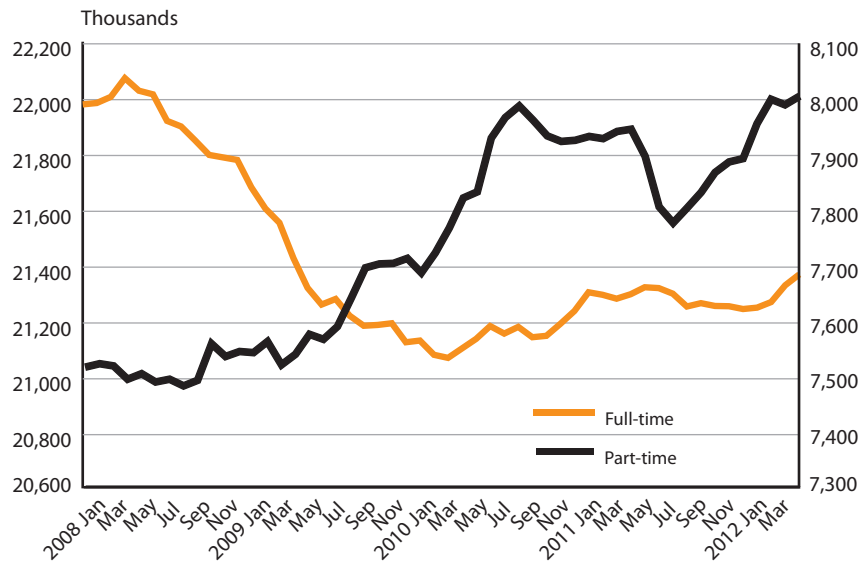
But while employment continues to grow there is a simultaneous rise in under-employment, defined as employees or self-employed people who are working part-time because they cannot find a full-time job. The number of employees and self-employed people in this category increased by 24,000 in the three months to July to reach 1.42 million, the highest since records began in 1992.

Chart 1: Full-time and part-time employment (people aged 16 and over)



Source: ONS

Focusing on employment overall, in the three months to July 2012, the number of people in employment aged 16 and over increased by 236,000 on the quarter to reach 29.56 million. The number of full-time workers increased by 102,000 on the previous quarter to reach 21.44 million and the number of part-time workers increased by 134,000 to reach 8.12 million, again the highest figure since comparable records began in 1992.

Chart 2: Permanent and temporary employees**Source:ONS**

The ONS explained that the Olympic Games was likely to have been a factor behind the increase in employment, particularly as London accounted for 91,000 of the increase of 236,000.

A gender breakdown of the employment rise shows that women gained more jobs than men in the three months to July. Of the growth of 236,000, the number of women in employment rose by 128,000 while the number of men in employment rose by 109,000. However, looked at over the 12 months to July the picture is reversed. The annual increase of 431,000 includes an increase in male employment of 243,000 and a smaller increase for women of 187,000.

The total number of men in employment in the three months to July was 15,847,000 compared to the total number of women in employment of 13,713,000.

B2: Unemployment

The total number of unemployed people fell by 7,000 over the quarter to July, but increased by 61,000 on the year, to stand at 2.59 million. The number of people unemployed for over one year was 904,000. This is the highest figure since the three months to May 1996 and it is up 22,000 on the previous quarter.

The number of people eligible to claim the Jobseeker's Allowance fell by 15,000 between July and August 2012 to reach 1.57 million. The number of male claimants is 1,042,000 and the number of female claimants is 528.1, with most of the fall in August among men.

B3: Sector differences

Among the latest labour market statistics released on 12 September are new figures for workforce jobs by industry. These figures are published quarterly by the ONS. This is a measure of jobs rather than people and therefore is a larger measure than employees

in employment, as it includes the minority of people who have more than one job (often doing several part-time jobs).

The latest workforce jobs by industry figures are for the three months to June. They confirm our description of a multi-speed economy. The figures show that manufacturing employment continued to grow in the three months to June – by 29,000 jobs, after strong growth in the previous quarter to March of 38,000 jobs. They also show that jobs grew by 20,000 in the information and communication sector in the three months to June.

Meanwhile the figures show 35,000 job losses in construction in the three months to June and 27,000 job losses in wholesaling and retailing in the same period. They also show that the largest number of job losses, some 60,000, was in the sector defined as human health and social work activities, which is a proxy for parts of the public sector in local government and the NHS.

Table 1: Workforce jobs by industry figures (June 2012)

Industry	Job increases and losses in selected industries
Manufacturing	+29,000
Hotels and food services	+16,000
Finance and insurance	+12,000
Professional/scientific & technical services	+ 87,000
Information/communication	+20,000
Admin and support services	+68,000
Construction	-35,000
Wholesale/retail	-27,000
Education	-23,000
Human health & social work	-60,000
Arts and entertainment	-5,000

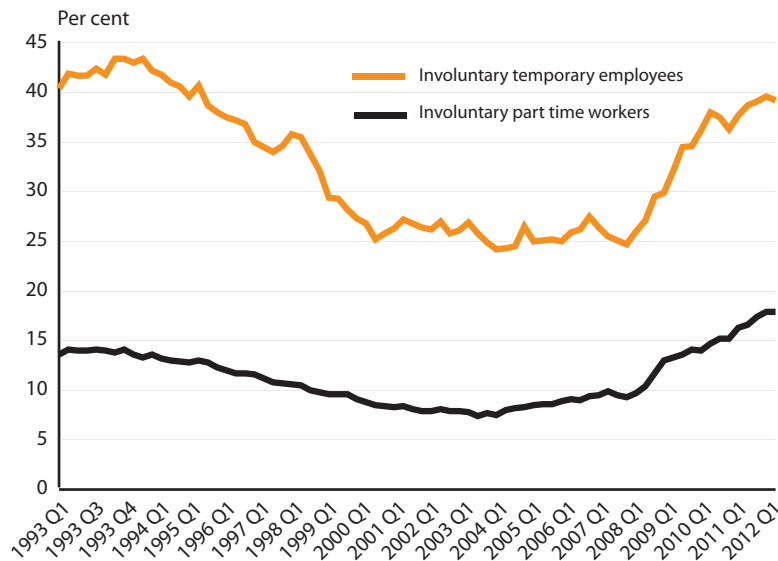
Source: ONS

B4: The longer-term picture

The fact that employment has grown at a time of recession has left a lot of economists looking for answers to an apparent conundrum. A more detailed analysis of the figures allows us to see that part of the answer lies in the longer-term trend since the recession started for those seeking work to take part-time employment, even if they would prefer a full-time job.

In the earlier phase of the recession the ONS noted that a large number of those made redundant from full-time jobs quickly took jobs at lower levels of skill and pay than their normal activity. Many did so for stronger than usual financial reasons. This phenomenon was a key reason for unemployment not rising as fast as many expected.

Chart 3: Involuntary part-time and temporary workers as a proportion of total part-time and temporary workers



Source: ONS

The combination of people taking jobs at lower pay or moving from full-time to part-time working, also at lower pay, has acted as a steady downward pressure on the Average Weekly Earnings (AWE) figures from the ONS. As we have noted on a number of occasions, the AWE earnings series has been showing weak pay growth trends because of changes in the pattern of bonus payments and the changing composition of the workforce. Some have even argued that the AWE measure of earnings is over-sensitive to changes in the composition of the workforce.

B5: ONS encourages debate

In an attempt to get to grips with some of the issues around employment, the recession and productivity, Joe Grice, Chief Economist at the ONS, published an article in late August 2012. It is entitled 'The Productivity Conundrum, Interpreting the recent behaviour of the economy'. He identifies four main contributory factors to the sluggish productivity performance of the economy since the recession started in 2008.

The four factors he examines are the fall in the number of people working full-time, the rise in the number of people working part-time, the restraint in average earnings, and the healthy cash flows for firms.

He shows that while GDP growth fell sharply in the early stages of recession, employment fell by less than 1 per cent and has subsequently risen from its low point at the end of 2009.

The movement from full-time to part-time working has reduced actual hours worked by more than the number of recorded jobs. He shows that the movement towards greater part-time working was matched by a sharp reduction in permanent employment.

He argues that cash flow for many private non-financial companies has remained strong over the last few years and that, unlike in previous recessions, these companies have therefore not been under the same pressure to reduce their workforces by dint of financial necessity.

A further factor, he argues, contributing to the sluggish productivity, is the large growth of self-employment among those who have lost their jobs and who set up in self-employment in similar lines of business.

Work on this theme is still exploratory and further detailed work needs to be done to identify those parts of the economy which have expanded employment compared with those that have contracted, thus getting to grips with the key facets of our multi-speed economy.