



Ministry of Defence

UK Armed Forces Maternity Report

Annual Statistics
2010

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UK Armed Forces Maternity Report – Calendar Year 2010

The UK Armed Forces Maternity Report contains maternity information for Naval Service, Army and RAF personnel (Officer and Other Ranks) for calendar years 2000 to 2010. Tables includes numbers / percentages:

- i) Taking maternity leave.
- ii) Returning from maternity leave.
- iii) Not returning from maternity leave.
- iv) Returning then leaving the Service.
- v) Still on strength as at 1 January 2012.

It uses data from the Ministry of Defence Joint Personnel Administration System (JPA) and single Service legacy systems (see section 2. Data Sources for more information).

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UK Armed Forces Maternity Key Points and Trends

- 1) The percentage of women taking maternity leave has increased for both officers and other ranks in all Services since the year 2000.
- 2) The percentage of women not returning to work after maternity leave has decreased since the year 2001 for Naval Service other ranks and the year 2000 for Army other ranks and RAF other ranks.
- 3) The percentage of female other ranks taking longer than 27 weeks (6 months) maternity leave has increased in all Services since the year 2000.

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COMMENTARY

1. KEY CHANGES

- 1) The percentage of women taking maternity leave has increased for both officers and other ranks in all Services since the year 2000.
- 2) The percentage of women not returning to work after maternity leave has decreased since the year 2001 for Naval Service other ranks and the year 2000 for Army other ranks and RAF other ranks.
- 3) The percentage of female other ranks taking longer than 27 weeks (6 months) maternity leave has increased in all Services since the year 2000.

Detailed commentary by key change:

1) The percentage of women taking maternity leave has increased for both officers and other ranks in all Services since the year 2000.

TO NOTE: An individual who goes on maternity leave in one year but does not return until the next is recorded against the year of their leave start date rather than the year of their return.

Naval Service

The percentage of Naval Service female officers taking maternity leave has increased from 3.6% in 2000 to 5.9% in 2010. The percentage rose in 2010 from 4.1% in 2009.

The percentage of Naval Service female other ranks taking maternity leave increased from 2.7% in 2000 to 6.1% in 2010. The percentage rose in 2010 from 5.7% in 2009.

Army

The percentage of Army female officers taking maternity leave has increased from 2.3% in 2000 to 6.6% in 2010. The percentage rose in 2010 from 5.3% in 2009

The percentage of Army female other ranks taking maternity leave has increased from 4.5% in 2000 to 6.1% in 2010. The percentage decreased in 2010 from 6.6% in 2009.

RAF

The percentage of RAF female officers taking maternity leave has increased from 3.3% in 2000 to 6.4% in 2010. The percentage rose in 2010 from 5.2% in 2009.

The percentage of RAF female other ranks taking maternity leave has increased from 5.6% in 2000 to 6.1% in 2010. The percentage decreased in 2010 from 6.3% in 2009.

Comparison between Services as at 2010

The Army officers have the largest percentage of women going on maternity leave at 6.6%, slightly higher than RAF officers at 6.4% compared to 5.9% for Naval Service officers.

The Army, Naval Service and RAF other ranks have the same percentage of women taking maternity leave at 6.1%.

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

2) The percentage of women not returning to work after maternity leave has decreased since the year 2001 for Naval Service other ranks and the year 2000 for Army other ranks and RAF other ranks.

TO NOTE: Numbers returning are counted against the year that they went on leave. An individual who goes on maternity leave in one year but does not return until the next is recorded against the year of their leave start date rather than the year of their return.

Naval Service

The percentage of Naval Service female other ranks not returning to work after their maternity leave increased from 11.8% in 2001 to 19.7% in 2004. Since then it decreased to 6.1% in 2010.

Army

The percentage of Army female other ranks not returning to work after their maternity leave has decreased from 35.4% in 2000 to 4.6% in 2010. The percentage decreased in 2010 from 6.8% in 2009.

RAF

The percentage of RAF female other ranks not returning to work after their maternity leave has decreased from 23.1% in 2000 to 2.9% in 2010. The percentage decreased in 2010 from 6.8% in 2009.

Comparison between Services as at 2010

The percentage of female other ranks not returning to work is highest for the Naval Service at 6.1%. The percentage of other ranks not returning to work is 4.6% for the Army and 2.9% for the RAF.

3) The percentage of female other ranks taking longer than 27 weeks leave has increased in all Services since the year 2000

TO NOTE: Numbers returning are counted against the year that they went on leave. An individual who goes on maternity leave in one year but does not return until the next is recorded against the year of their leave start date rather than the year of their return.

Naval Service

The percentage of Naval Service female other ranks taking more than 27 weeks maternity leave has increased from 7.6% in 2000 to 68.9% in 2010. The percentage increased in 2010 from 55.0% in 2009.

Army

The percentage of Army female other ranks taking more than 27 weeks maternity leave decreased from 13.4% in 2000 to its lowest point of 5.0% in 2004. It has increased to 60.9% in 2010. In 2009 the proportion was 58.0%.

RAF

The percentage of RAF female other ranks taking more than 27 weeks maternity leave has increased from 3.4% in 2000 to 58.2% in 2010. The proportion increased in 2010 from 49.5% in 2009.

Comparison between Services as at 2010

The Naval service has the largest percentage of female other ranks taking over 27 weeks leave in 2010 at 68.9%, followed by the Army at 60.9%, and the RAF has the lowest at 58.2%.

2. DATA SOURCES

Armed Forces statistics prior to March 2006 are compiled from pay records (Naval Service) or personnel records (Army and RAF) held by the Service Personnel and Veterans Agency (SPVA, formerly the Armed Forces

Personnel Administration Agency). In March 2006 the transfer of all Service personnel records to the Joint Personnel Administration (JPA) system began. Statistics are compiled from JPA for the RAF from April 2006, for the Naval Service from November 2006 and for the Army from April 2007. All statistics before these points are derived from single Service legacy systems.

3. DATA QUALITY

Revisions to historic data from the Joint Personnel Administration System

DASA has recently undertaken a major review of all personnel data from the Joint Personnel Administration system. This has resulted in changes to the strengths, intake and outflow data reported in the Quarterly and Monthly Personnel Reports, affecting the following periods:

- Naval Service - flow statistics from the period ending 31 March 2009 to the period ending 30 September 2011 and strength statistics from 1 May 2009 to 1 October 2011 (inclusive)
- Army - flow statistics from the period ending 31 March 2009 to the period ending 30 September 2011 and strength statistics from 1 May 2009 to 1 October 2011 (inclusive)
- Royal Air Force - flow statistics from the period ending 31 March 2009 to the period ending 30 September 2011 and strength statistics from 1 May 2009 to 1 October 2011 (inclusive)

The revised data are considered finalised and are therefore no longer marked provisional. Data for 1 November 2011 and subsequent dates are considered final.

1. Naval Service leave durations for 2005-06 are unavailable due to a high number of records without return to work and exit dates.
2. Army data for 2005-06 is unavailable due to the poor quality of maternity data held on the legacy systems.
3. Due to the relatively low number of Naval Service, Army and RAF Officers taking maternity leave, information has not been shown for:
 - i) Percentage returning from maternity leave.
 - ii) Percentage not returning to work.
 - iii) Percentage returning then leaving Service.
 - iv) Percentage still on strength as at 1 January 2012.

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

Contact Rachael Clayton, DASA (Quad Service)

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Email quadservice@dasamod.uk

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

UK Regular Forces¹ Maternity Leave: Naval Service

Number

	Year										
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Female Officers											
Average Strength ²	530	565	595	620	640	660	675	685	710 ^r	720 ^r	725
Number taking maternity leave	20	15	20	15	15	30	30	35	40	30	45
Number returning from maternity leave ³	20	15	15	15	10	..	..	30	35	30	40
within:											
27 weeks or less	15	10	10	10	5	..	..	15	10	5	10
27 to 40 weeks	~	~	~	~	~	..	..	15	20	15	25
More than 40 weeks	~	-	-	~	-	..	..	~	5	5	~
Number not returning to work	~	~	~	~	~	..	..	~	~	~	~
Number returning then leaving Service	15	15	10	10	5	..	..	10	10	10	5
within:											
1 year or less	5	5	~	~	-	..	..	~	~	5	5
1 to 2 years	~	~	~	~	~	..	..	5	5	~	-
2 to 5 years	~	5	~	~	~	..	..	~	~	-	-
More than 5 years	~	~	5	~	~	..	*	*	*	*	*
Number still on strength	~	-	5	~	~	10	10	20	30	20	35
Female Other Ranks											
Average Strength ²	2,895	2,900	2,975	3,085	3,085	3,025	2,985	2,980	2,965 ^r	2,955 ^r	2,955
Number taking maternity leave	80	100	80	85	120	175	185	160	170	170	180
Number returning from maternity leave ³	75	90	70	75	100	..	..	140	155	155	170
within:											
27 weeks or less	70	80	65	70	90	..	..	60	70	65	45
27 to 40 weeks	5	10	5	~	~	..	..	80	70	80	95
More than 40 weeks	-	~	~	~	~	..	..	~	20	15	30
Number not returning to work	~	10	10	5	25	..	..	15	10	10	10
Number returning then leaving Service	65	70	60	55	60	..	..	65	55	50	25
within:											
1 year or less	30	20	15	15	25	..	..	35	25	35	20
1 to 2 years	10	20	20	20	25	..	..	15	20	15	~
2 to 5 years	20	25	15	10	10	..	..	10	5	-	-
More than 5 years	10	10	10	5	~	..	*	*	*	*	*
Number still on strength	15	20	15	20	35	45	60	80	100	105	145

Source: DASA(Tri-Service)

^r denotes revised data

* denotes not applicable.

- denotes zero.

~ denotes fewer than five

.. denotes data not available

1. Figures are for UK Regular Forces, and therefore exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists.

2. Average Strength is a 13 month average.

3. Numbers returning are counted against the year that they went on leave. An individual who goes on maternity leave in one year but does not return until the next is recorded against the year of their leave start date rather than the year of their return.

All numbers are rounded to nearest five. Due to the rounding methods used totals may not equal the sum of the parts.

UK Regular Forces¹ Maternity Leave Percentages: Naval Service

Percentage

	Year										
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Female Officers											
Percentage² taking maternity leave	3.6	2.8	3.0	2.4	2.2	4.7	4.3	5.1	5.5^r	4.2^r	5.9
Female Other Ranks											
Percentage² taking maternity leave	2.7	3.5	2.7	2.7	4.0	5.9	6.2	5.3	5.7^r	5.7^r	6.1
Percentage³ returning from maternity leave⁴	96.2	88.2	88.8	91.6	80.3	..	..	89.3	92.9	92.9	93.9
<i>percentage returning within:</i>											
27 weeks or less	88.6	78.4	80.0	83.1	74.6	..	..	37.1	41.7	37.9	25.0
27 to 40 weeks	7.6	8.8	6.3	~	~	..	..	51.6	40.5	47.3	53.3
More than 40 weeks	-	~	~	~	~	..	..	~	10.7	7.7	15.6
Percentage³ not returning to work	-	11.8	11.3	8.4	19.7	..	..	10.7	7.1	7.1	6.1
Percentage³ returning then leaving Service	79.7	70.6	72.5	65.1	50.8	..	..	40.3	32.7	30.2	12.8
<i>percentage⁵ returning to work left within:</i>											
1 year or less	36.8	22.2	22.5	19.7	26.5	..	..	25.4	17.3	22.3	14.0
1 to 2 years	11.8	22.2	28.2	27.6	23.5	..	..	12.0	14.1	10.2	~
2 to 5 years	23.7	25.6	19.7	14.5	11.2	..	..	7.7	~	-	-
More than 5 years	10.5	10.0	11.3	9.2	~	..	*	*	*	*	*
Percentage³ still on strength	16.5	17.6	16.3	26.5	29.5	24.9	32.6	49.1	60.1	62.7	81.1

Source: DASA(Tri-Service)

Percentages are shown to 1 decimal place

r denotes revised data

* denotes not applicable.

- denotes zero.

.. denotes data not available

1. Figures are for trained UK Regular Forces, and therefore exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists.

2. Percentage of average strength.

3. Percentage of those taking maternity leave during the year.

4. Numbers returning are counted against the year that they went on leave. An individual who goes on maternity leave in one year but does not return until the next is recorded against the year of their leave start date rather than the year of their return.

5. Percentage of those returning to work during the year.

UK Regular Forces¹ Maternity Leave: Army

Number

	Year										
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Female Officers											
Average Strength ²	1,275	1,325	1,400	1,480	1,530	..	..	1,630	1,630 ^r	1,630 ^r	1,655
Number taking maternity leave	30	35	25	45	50	..	..	70	75	85	105
Number returning from maternity leave ³	25	30	25	45	50	..	..	70	75	85	105
within:											
27 weeks or less	15	25	20	30	40	..	..	25	20	35	35
27 to 40 weeks	10	5	~	5	5	..	..	40	35	30	40
More than 40 weeks	~	~	-	10	~	..	..	~	15	20	30
Number not returning to work	~	~	~	~	~	..	..	~	~	~	~
Number returning then leaving Service	20	25	15	35	30	..	..	30	20	10	15
within:											
1 year or less	~	~	~	5	5	..	..	10	10	10 ^r	10
1 to 2 years	~	5	~	5	~	..	..	15	5	~	~
2 to 5 years	~	5	~	15	15	..	..	~	*	*	-
More than 5 years	10	5	5	10	5	..	*	*	*	*	*
Number still on strength	5	10	10	10	20	..	..	40	55	75	90
Female Other Ranks											
Average Strength ²	6,485	6,460	6,595	6,835	6,825	..	..	6,595	6,545 ^r	6,770 ^r	6,860
Number taking maternity leave	290	295	310	345	400	..	..	435	410	455	410
Number returning from maternity leave ³	190	195	205	235	290	..	..	395	360	425	395
within:											
27 weeks or less	150	160	170	215	270	..	..	175	125	160	140
27 to 40 weeks	20	15	15	10	10	..	..	210	175	195	185
More than 40 weeks	20	20	20	15	10	..	..	10	60	70	65
Number not returning to work	105	100	105	110	110	..	..	40	50	30	20
Number returning then leaving Service	150	150	145	140	170	..	..	150	85	120	60
within:											
1 year or less	50	45	35	45	40	..	..	85	45 ^r	75	55
1 to 2 years	25	40	40	35	40	..	..	50	40	45	5
2 to 5 years	45	30	35	40	70	..	..	20	~	~	-
More than 5 years	30	35	35	25	20	..	*	*	*	*	*
Number still on strength	40	45	60	95	120	..	..	240	270	300	335

Source : DASA(Tri-Service)

^r denotes revised data

* denotes not applicable.

- denotes zero.

.. denotes data not available

~ denotes fewer than five

1. Figures are for trained UK Regular Forces, and therefore exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists.

2. Average Strength is a 13 month average.

3. Numbers returning are counted against the year that they went on leave. An individual who goes on maternity leave in one year but does not return until the next is recorded against the year of their leave start date rather than the year of their return.

All numbers are rounded to nearest five. Due to the rounding methods used totals may not equal the sum of the parts.

UK Regular Forces¹ Maternity Leave Percentages: Army

Percentage

	Year										
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Female Officers											
Percentage² taking maternity leave	2.3	2.6	1.9	3.2	3.2	..	..	4.4	4.7 ^r	5.3 ^r	6.3
Female Other Ranks											
Percentage² taking maternity leave	4.5	4.6	4.7	5.1	5.9	..	..	6.6	6.3 ^r	6.7 ^r	6.0
Percentage³ returning from maternity leave⁴	64.6	66.2	65.7	68.0	73.0	..	..	91.0	87.3	93.2	95.4
<i>percentage returning within:</i>											
27 weeks or less	51.2	53.4	54.5	61.4	68.0	..	..	40.0	29.9	35.2	34.5
27 to 40 weeks	6.2	5.4	4.2	2.9	2.0	..	..	48.5	42.6	42.4	44.7
More than 40 weeks	7.2	7.4	7.1	3.7	3.0	..	..	2.5	14.8	15.6	16.3
Percentage³ not returning to work	35.4	33.8	34.3	32.0	27.0	..	..	9.0	12.7	6.8	4.6
Percentage³ returning then leaving Service	51.5	51.0	46.2	40.9	42.5	..	..	35.1	21.2	26.8	14.6
<i>percentage⁵ returning to work left within:</i>											
1 year or less	27.7	23.5	17.6	19.1	13.7	..	..	21.1	12.0 ^r	17.7	13.7
1 to 2 years	12.2	19.9	19.5	14.0	14.4	..	..	12.2	11.1	10.8	1.5
2 to 5 years	24.5	15.3	16.1	17.4	24.0	..	..	5.3	~	~	-
More than 5 years	15.4	18.4	17.1	9.7	6.2	..	*	*	*	*	*
Percentage³ still on strength	13.1	15.2	19.6	27.1	30.5	..	..	55.9	66.2	66.4	80.8

Source: DASA(Tri-Service)

Percentages are shown to 1 decimal place

r denotes revised data

* denotes not applicable.

- denotes zero.

.. denotes data not available

1. Figures are for trained UK Regular Forces, and therefore exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists.

2. Percentage of average strength.

3. Percentage of those taking maternity leave during the year.

4. Numbers returning are counted against the year that they went on leave. An individual who goes on maternity leave in one year but does not return until the next is recorded against the year of their leave start date rather than the year of their return.

5. Percentage of those returning to work during the year.

UK Regular Forces¹ Maternity Leave: RAF

Number

	Year										
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Female Officers											
Average Strength ²	1,110	1,165	1,220	1,300	1,360	1,395	1,405	1,410	1,435 ^r	1,490 ^r	1,510
Number taking maternity leave	35	35	40	60	70	75	75	70	80	80	95
Number returning from maternity leave ³	35	35	40	60	65	75	70	65	75	75	95
within:											
27 weeks or less	30	25	35	50	65	65	70	40	30	30	40
27 to 40 weeks	5	10	5	~	~	5	~	20	25	30	40
More than 40 weeks	-	~	-	~	~	5	~	~	15	20	20
Number not returning to work	-	-	-	-	~	-	~	~	~	~	-
Number returning then leaving Service	30	20	20	30	25	35	45	20	20	10	15
within:											
1 year or less	~	-	~	5	5	10	10	10	10	5	15
1 to 2 years	-	-	~	~	~	~	10	~	~	5	~
2 to 5 years	10	15	10	15	10	15	20	~	-	*	-
More than 5 years	20	5	~	10	5	*	*	*	*	*	*
Number still on strength	10	15	20	30	40	40	25	45	55	65	80
Female Other Ranks											
Average Strength ²	4,270	4,355	4,465	4,700	4,890	4,800	4,560	4,365	4,280 ^r	4,410 ^r	4,480
Number taking maternity leave	240	205	190	220	255	255	275	240	275	280	275
Number returning from maternity leave ³	185	175	165	185	220	235	245	220	250	260	265
within:											
27 weeks or less	175	160	155	170	205	210	240	115	115	125	105
27 to 40 weeks	10	15	10	10	10	15	~	100	115	115	135
More than 40 weeks	~	~	~	~	~	10	~	5	20	25	25
Number not returning to work	55	30	25	35	35	20	25	15	20	20	10
Number returning then leaving Service	140	135	120	120	140	110	140	90	90	85	40
within:											
1 year or less	30	45	45	30	45	35	55	45	40	50	30
1 to 2 years	30	25	30	20	30	20	35	25	45	30	10
2 to 5 years	40	25	25	45	40	45	45	25	~	*	-
More than 5 years	45	35	20	25	25	*	*	*	*	*	*
Number still on strength	40	45	45	60	80	125	105	130	165	180	225

Source: DASA(Tri-Service)

- ^r denotes revised data
- * denotes not applicable.
- denotes zero.
- ~ denotes fewer than five

- Figures are for trained UK Regular Forces, and therefore exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists.
 - Average Strength is defined as a 13 month rolling average of the strength in the individual months.
 - Numbers returning are counted against the year that they went on leave. An individual who goes on maternity leave in one year but does not return until the next is recorded against the year of their leave start date rather than the year of their return.
- All numbers are rounded to nearest five. Due to the rounding methods used totals may not equal the sum of the parts.

UK Regular Forces¹ Maternity Leave Percentages: RAF

Percentage

	Year										
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Female Officers											
Percentage² taking maternity leave	3.3	2.9	3.3	4.5	5.0	5.5	5.3	4.8	5.5^r	5.3^r	6.4
Female Other Ranks											
Percentage² taking maternity leave	5.6	4.7	4.3	4.6	5.2	5.3	6.0	5.5	6.4^r	6.4^r	6.1
Percentage³ returning from maternity leave⁴	76.9	86.3	86.8	83.9	86.6	92.5	90.1	92.9	92.0	93.2	97.1
<i>percentage returning within:</i>											
27 weeks or less	72.7	78.4	80.5	78.9	80.7	83.1	88.0	48.7	42.7	43.8	38.8
27 to 40 weeks	3.4	7.4	5.3	3.7	4.3	5.1	~	41.6	41.2	41.3	49.1
More than 40 weeks	~	~	~	~	~	4.3	~	2.5	8.0	8.2	9.2
Percentage³ not returning to work	23.1	13.7	13.2	16.1	13.4	7.5	9.9	7.1	8.0	6.8	2.9
Percentage³ returning then leaving Service	59.7	65.2	62.6	56.0	55.5	43.7	51.1	38.7	32.1	29.5	13.9
<i>percentage⁵ returning to work left within:</i>											
1 year or less	16.9	26.7	27.9	16.9	20.5	15.7	21.9	19.9	15.9	18.7	11.3
1 to 2 years	15.3	14.8	17.0	10.9	12.7	8.5	14.6	10.4	17.9	11.1	3.0
2 to 5 years	21.9	14.8	15.8	24.0	19.1	19.6	19.0	11.3	~	*	-
More than 5 years	23.5	19.3	11.5	14.8	11.8	*	*	*	*	*	*
Percentage³ still on strength	17.2	21.1	24.2	28.0	31.1	48.8	39.1	54.2	59.9	63.7	83.2

Source: DASA(Tri-Service)

Percentages are shown to 1 decimal place

r denotes revised data

* denotes revised data

- denotes zero.

1. Figures are for UK Regular Forces, and therefore exclude Full Time Reserve Service personnel, mobilised reservists and Naval Activated Reservists. They include both trained and untrained personnel.

2. Percentage of average strength.

3. Percentage of those taking maternity leave during the year.

4. Numbers returning are counted against the year that they went on leave. An individual who goes on maternity leave in one year but does not return until the next is recorded against the year of their leave start date rather than the year of their return.

5. Percentage of those returning to work during the year.