



# Ministry of Defence

## Statistical Release

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### EXECUTIVE SUMMARY 2

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## Non Consolidated Performance Award Report

### 2012-13 Reporting Year

This statistical release report looks at the output from the 2012-13 Departmental Performance Award Scheme for MoD Civilian Staff below Senior Civil Service. Trading Funds, Locally Employed Civilians, Royal Fleet Auxiliaries, analogue grades, and Senior Civil Servants are excluded from the scheme.

This is the tenth year of the Non Consolidated Performance Related Award Scheme for civilian staff below SCS in Ministry of Defence (MOD). This is the first time this report has been released externally.

In the 2012-2013 appraisal process, 9,830 (21%) staff received an award, out of which 8,740 were non-industrial staff and 1,090 were Industrial staff.

#### Key Points and Trends

##### Non - Industrial Staff

- In 2012-2013, 22% of the 39,710 non-industrial staff who submitted a performance appraisal form received an award.
- Among the TLBs, Air Command gave the largest proportion of awards, with 29% of civilian staff in Air Command receiving an award. Head Office and Corporate Services (HOCS) gave the smallest proportion of awards, at 14%.
- Band B1s is the pay band with the highest proportion of staff receiving a pay award. This remained unchanged from the previous year.
- Women received a higher proportion of awards (24%) than men by 4%.
- There is a statistically significant difference between the proportion of awards received by TLB, grade, gender, ethnicity, age, FTE status, religion and belief, and by length of service.

##### Industrial Staff

- In 2012-2013, 14% of the 7,580 non-industrial staff who submitted a performance appraisal form received an award.
- Among the TLBs, when comparing the proportion of employees who received an award, Navy Command gave the largest (18%) and the Head Office and Corporate Services (HOCS) gave the smallest (10%).
- Band SZ4 is the pay band with the highest proportion of staff receiving a pay award. This remained unchanged from the previous year.
- Comparing the proportion of employees who received an award by gender, men received a higher proportion of awards (15%) than women by 2%.
- There is a statistically significant difference between the proportion of awards received by TLB, grade, FTE status, and age.

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# EXECUTIVE SUMMARY

This is the tenth year of the Non Consolidated Performance Related Award Scheme for civilian staff below SCS in Ministry of Defence (MOD).

This report looks at the output from the 2012-13 Departmental Performance Award Scheme for MoD Civilian Staff below Senior Civil Service. Trading Funds, Locally Employed Civilians, Royal Fleet Auxiliaries, analogue grades, and Senior Civil Servants are excluded from the scheme.

In the 2012-2013 appraisal process, 9,830 (21%) staff received an award, out of which 8,740 were Non-Industrial staff and 1,090 were Industrial staff.

For confidentiality, figures used in this report have been rounded to the nearest 10.

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# Key results

## Non-Industrial Staff

1. In 2012-2013, 22% of the 39,710 Non-Industrial staff who submitted a performance appraisal form received an award.
2. Among the TLBs, Air Command gave the largest proportion of awards, with 29% of civilian staff in Air Command receiving an award. Head Office and Corporate Services (HOCS) gave the smallest proportion of awards, at 14%.
3. Band B1 is the pay band with the highest proportion of staff receiving a pay award. This remained unchanged from the previous year.
4. Women received a higher proportion of awards (24%) than men by 4%.
5. There is a statistically significant difference between the proportion of awards received by TLB, grade, gender, ethnicity, age, full time/part time Full Time Equivalent (FTE) status, religious belief , and by length of service.

## Industrial Staff

1. In 2012-2013, 14% of the 7,580 industrial staff who submitted a performance appraisal form received an award.
2. Among the TLBs, when comparing the proportion of employees who received an award, Navy Command gave the largest (18%) and the Head Office and Corporate Services (HOCS) gave the smallest (10%).
3. Band SZ4 is the pay band with the highest proportion of staff receiving a pay award. This remained unchanged from the previous year.
4. Comparing the proportion of employees who received an award by gender, men received a higher proportion of awards (15%) than women by 2%.
5. There is a statistically significant difference between the proportion of awards received by TLBs, grade, age and full time/part time FTE status.

# Performance Related Awards 2012-13

## INTRODUCTION

### Data source

Before 2011-12, performance award decisions were taken by award groups which sat to moderate performance markings. However, in 2012-13, except for staff working on USVF bases and Band Bs working in Navy Command, there were no such award groups and therefore no moderation of annual performance ratings.

In the 2012/13 process, staff were assessed and given a Final Performance Rating from 1 to 5. Performance Awards were paid to those individuals who received an eligible Box 5 (Outstanding) marking. The Performance Rating markings for 2012-13 were:

Rating	Performance
1	Restoring Efficiency
2	Improvement Required
3	Meets Standard of the Grade
4	Exceeds the standard of the Grade
5	Outstanding

For those staff whose Performance Appraisal and Development Report (PADR) reports were on Human Resources Management System (HRMS) by the 31<sup>st</sup> May all Performance Ratings were recorded. However, for the reports that missed the deadline, only those who received a box 5 (Outstanding) had their Performance Rating recorded. The Performance marking for those who missed the deadline and did not receive a box 5, or did not send in a report at all, was not recorded. As a result, this report cannot assess Performance Ratings and can only report on whether staff received an award or not.

As fully comprehensive data on performance ratings was not available, awards were identified by payments made on the MoD pay system in September 2013, October 2013, or November 2013 salaries. For the purposes of this report, the personal characteristics for all staff were extracted from HRMS as at 31<sup>st</sup> March 2013.

The values of performance awards for 2012-13 were:

Non-Industrial Grade	Award
B1	£4,550
B2	£3,800
C1	£2,750
C2	£2,250
D	£1,800
E1	£1,600
E2	£1,300

Industrial Grade	Award
SZ4	£1,800
SZ3	£1,600
SZ2	£1,400
SZ1	£1,300

## Rules for disclosive values

For confidentiality, figures used in this report have been rounded to the nearest 10. The following symbol; “~” denotes a figure less than 5, or a percentage based on a value less than 5. Due to the rounding methods used, totals may not always equal the sum of the parts. As this report is primarily looking at what happens at individual level, all tables report in headcount format.

## Statistical test

The Chi-square test has been applied to validate the assumption that there is no difference in the allocation of awards with respect to individual's characteristics. This test involves comparing the observed number of awards with the number that would be expected if they were allocated proportionally across the groups being compared. The differences between the observed and the expected values are used to calculate a statistic. This statistic is compared to a defined threshold value. If the statistic is higher than the threshold, a statistically significant difference exists – a difference that is unlikely to have occurred by chance.

## Results

The following sections give the **count** and **proportion of employees** who received an award in MOD by:

- Top Level Budgets (TLBs)
- Grade – the substantive Pay Band
- Gender
- Gender and substantive Pay Band
- Ethnicity
- Disability
- Sexual orientation
- Religious belief
- Age
- Hours Worked - FTE status.
- Length of Service (LOS) in MOD

A breakdown of figures for Non-Industrial staff and Industrial staff is provided. A breakdown of the above characteristics at TLB level can be found in Annex A.

## DEPARTMENTAL RESULTS

### Non-Industrial and Industrial - Departmental results

In 2012-2013 appraisal process, 9,830 (21%) of the staff obtained an award, out of which 8,740 Non-Industrial staff and 1,090 Industrial staff received a Performance Award.

Table 1 shows that 22% of Non-Industrial staff and 14% of Industrial staff received an award. When tested, there was a **statistically significant difference** between the percentages of awards amongst Non-Industrial and Industrial staff.

**Table 1 – Departmental data for Performance Related Pay, 2012-2013**

	No Award	Award	Total	% Award
Non-Industrial	30,980	8,740	39,710	22%
Industrial	6,470	1,090	7,570	14%
<b>Total</b>	<b>37,450</b>	<b>9,830</b>	<b>47,280</b>	<b>21%</b>

### Top Level Budget (TLB)

Table 2 shows the Departmental results by TLB. The percentage who received awards ranged from 14% for HOCS staff to 25% for both Air and Navy Command. When tested, there was a **statistically significant difference** between the percentages of awards amongst the various TLBs.

**Table 2 - Departmental data for Performance Related Pay by TLB, 2012-2013**

TLB	No Award	Award	Total	% Award
DE&S	10,750	2,850	13,600	21%
Land Forces	8,690	2,550	11,240	23%
HOCS TLB	7,110	1,130	8,240	14%
Air Command	4,860	1,620	6,480	25%
JFC TLB	2,260	640	2,890	22%
Defence Infrastructure Organisation	2,180	500	2,680	19%
Navy Command	1,610	530	2,140	25%
<b>Total</b>	<b>37,450</b>	<b>9,830</b>	<b>47,280</b>	<b>21%</b>

## Results for Non-Industrial staff

Table 3 shows the results by TLB for Non-Industrial staff. The percentage who received an award ranged from 14% for HOCS staff to 29% for Air Command staff. When tested, there was a **statistically significant difference** between the percentages of awards amongst the various TLBs.

**Table 3 – Non-Industrial Performance Related Pay by TLB, 2012-2013**

TLB	No Award	Award	Total	% Award
DE&S	9,240	2,670	11,910	22%
Land Forces	6,200	2,090	8,290	25%
HOCS TLB	7,030	1,130	8,150	14%
Air Command	3,370	1,350	4,730	29%
JFC TLB	1,920	580	2,500	23%
Defence Infrastructure Organisation	2,000	480	2,480	19%
Navy Command	1,210	440	1,650	27%
Total	30,980	8,740	39,710	22%

## Results for Industrial staff

Table 4 shows the results by TLB for Industrial staff. The percentage who received awards ranged from 10% for HOCS staff to 18% for Navy Command staff. When tested, there was a **statistically significant difference** between the percentages of awards amongst the various TLBs.

**Table 4 - Industrial Performance Related Pay by TLB, 2012-2013**

TLB	No Award	Award	Total	% Award
Land Forces	2,490	460	2,950	16%
Air Command	1,480	270	1,750	15%
DE&S	1,510	180	1,690	11%
Navy Command	400	90	490	18%
JFC TLB	330	60	390	15%
Defence Infrastructure Organisation	180	20	200	11%
HOCS TLB	80	10	90	10%
Total	6,470	1,090	7,570	14%



## Grade (Substantive Pay Band)

The grade used is the grade as at 31<sup>st</sup> March 2013. Staff may have been promoted, or may have been on temporary promotion during the reporting year. As a result, the award value received might not relate to the grade of the individual as at March 2013.

Note that the majority of Retained (RET) grades are Non-Industrial staff and cover substantive grades from B1 to E2. For the purposes of this report Retained Grades have been shown as Non-Industrial Staff.

### Results for Non-Industrial staff

The results for the different pay bands are shown below in Table 5. Band B1s received the highest proportion of awards (27%) with E2s receiving the lowest proportion (11%). The differences between the allocation among grades were found to be **statistically significant**.

**Table 5 – Non-Industrial Performance Related Pay by Pay Band, 2012-2013**

Grade	No Award	Award	Total	% Award
B1	450	170	620	27%
B2	830	290	1,120	26%
C1	4,150	1,480	5,630	26%
C2	6,150	1,910	8,060	24%
D	6,440	1,750	8,180	21%
E1	7,550	2,330	9,870	24%
E2	4,780	610	5,390	11%
RET	630	210	840	25%
Total	30,980	8,740	39,710	22%

### Results for Industrial staff

The results for the different pay bands are shown below in Table 6. SZ4s received the highest proportion of awards (19%) with SZ1s receiving the lowest proportion (11%). The differences between the allocation among grades were found to be **statistically significant**.

**Table 6 – Industrial Performance Related Pay by Pay Band, 2012-2013**

Grade	No Award	Award	Total	% Award
SZ4	230	50	290	19%
SZ3	2,120	420	2,530	16%
SZ2	2,730	450	3,170	14%
SZ1	1,400	170	1,570	11%
Total	6,470	1,090	7,570	14%

## Gender

### Results for Non-Industrial staff

Table 7 shows the allocation of awards to males and females. Females (24%) received a higher percentage of awards than their male (20%) colleagues. When tested, the differences were found to be **statistically significant**.

**Table 7 - Non-Industrial Performance Related Pay by Gender, 2012-2013**

Gender	No Award	Award	Total	% Award
Female	12,790	4,140	16,930	24%
Male	18,180	4,600	22,780	20%
Total	30,980	8,740	39,710	22%

### Results for Industrial staff

Table 8 shows the allocation of awards to males and females. Males received a higher percentage of awards (15%) than their female colleagues (13%). When tested, the differences were found to be **not statistically significant**.

**Table 8 - Industrial Performance Related Pay by Gender, 2012-2013**

Gender	No Award	Award	Total	% Award
Female	1,170	170	1,330	13%
Male	5,310	920	6,230	15%
Total	6,470	1,090	7,570	14%

## Gender and Substantive Pay Band

### Results for Non-Industrial staff

Table 9 shows the numbers and percentages of males and females receiving awards by grade. With the exception of retained grades and Band B2s, females received a higher percentage of awards than males at all grades.

**Table 9 - Non-Industrial Performance Related Pay by gender and Pay Band, 2012-2013**

Grade	Male		female	
	Award	% Award	Award	% Award
B1	120	25%	50	36%
B2	210	26%	70	26%
C1	1,070	25%	410	29%
C2	1,260	23%	640	24%
D	950	20%	790	24%
E1	590	19%	1,740	26%
E2	210	7%	400	18%
RET	170	25%	40	24%
Total	4,600	20%	4,140	24%

### Results for Industrial staff

Table 10 shows the numbers and percentages of males and females receiving an award by grade. Females in SZ2 and SZ3 received a higher proportion of awards than their male colleagues. However, due to low numbers of females at these grades conclusions cannot be drawn.

**Table 10 - Industrial Performance Related Pay by gender and Pay Band, 2012-2013**

Grade	Male		Female	
	Award	% Award	Award	% Award
SZ4	50	19%	~	~
SZ3	390	16%	20	22%
SZ2	360	14%	90	15%
SZ1	120	12%	50	9%
Total	920	15%	170	13%

## Ethnicity

### Results for Non-Industrial staff

Table 11 shows the numbers and percentages of awards allocated by ethnicity. Staff who declared themselves as Minority Ethnic (BME) received a lower proportion of awards than their colleagues. When tested, the differences across all the groups that declared their ethnicity were found to be **statistically significant**.

**Table 11 - Non-Industrial Performance Related Pay by Ethnicity, 2012-2013**

Ethnicity	No Award	Award	Total	% Award
White	26,750	7,800	34,550	23%
No Response	1,810	380	2,190	17%
Choose Not to Declare	1,200	350	1,550	22%
BME	1,210	210	1,420	15%
Total	30,980	8,740	39,710	22%

### Results for Industrial staff

Table 12 shows the numbers and percentages of awards allocated by ethnicity. Proportionally fewer self declared Black and Minority Ethnic (BME) personnel received awards than their colleagues. When tested, the differences across all the groups that declared their ethnicity were found to be **not statistically significant**.

**Table 12 - Industrial Performance Related Pay by Ethnicity, 2012-2013**

Ethnicity	No Award	Award	Total	% Award
White	5,330	930	6,270	15%
No Response	930	120	1,060	12%
BME	130	20	150	10%
Choose Not to Declare	80	20	100	21%
Total	6,470	1,090	7,570	14%

## Disability

Table 13 and 14 show the numbers and percentages of awards allocated by disability.

Due to the HRMS reset of the disability field on 18 April 2011 to accommodate the new disability reporting requirements, insufficient numbers of personnel have made disability declarations to be able to report disability representation with any validity from July 2011. As a result, we have not tested disability for statistical significance as the declaration rate is too low.

### Results for Non-Industrial staff

Table 13 shows that a lower percentage of staff in non-industrial work with a self declared disability received awards than their non-disabled colleagues.

**Table 13 - Non-Industrial Performance Related Pay by Disability, 2012-2013**

Disability	No Award	Award	Total	% Award
No response	16,050	4,110	20,160	20%
Not Disabled	11,630	3,930	15,550	25%
Disabled	1,900	310	2,210	14%
Choose Not to Declare	1,390	390	1,790	22%
<b>Total</b>	<b>30,980</b>	<b>8,740</b>	<b>39,710</b>	<b>22%</b>

### Results for Industrial staff

Table 14 shows that a lower percentage of staff with a self declared disability received awards than their non-disabled colleagues.

**Table 14 - Industrial Performance Related Pay by Disability, 2012-2013**

Disability	No Award	Award	Total	% Award
No response	4,630	690	5,320	13%
Not Disabled	1,490	330	1,820	18%
Disabled	200	30	230	13%
Choose Not to Declare	160	40	190	19%
<b>Total</b>	<b>6,470</b>	<b>1,090</b>	<b>7,570</b>	<b>14%</b>

## Sexual Orientation

### Results for Non-Industrial staff

Table 15 shows the numbers and percentages of awards allocated by sexual orientation. Of those who received an award, Lesbian, Gay and Bisexual staff received a lower percentage of awards than staff who declared themselves as heterosexual. When tested, the differences across all those groups who declared their sexual orientation were found to be **not statistically significant**.

**Table 15 - Non-Industrial Performance Related Pay by Sexual Orientation, 2012-2013**

Sexual Orientation	No Award	Award	Total	% Award
Heterosexual/Straight	21,190	6,210	27,390	23%
Choose Not to Declare	5,840	1,690	7,520	22%
No response	3,580	750	4,330	17%
LGB	370	100	470	21%
Total	30,980	8,740	39,710	22%

### Results for Non-Industrial staff

Table 16 shows the numbers and percentages of awards allocated by sexual orientation. Lesbian, Gay and Bisexual staff received a slightly lower percentage of awards than staff who declared themselves as heterosexual. When tested, the differences across all those groups who declared their sexual orientation were found to be **not statistically significant**.

**Table 16 - Industrial Performance Related Pay by Sexual Orientation, 2012-2013**

Sexual Orientation	No Award	Award	Total	% Award
Heterosexual/Straight	3,800	700	4,500	15%
No response	1,800	250	2,040	12%
Choose Not to Declare	820	140	960	15%
LGB	60	10	60	14%
Total	6,470	1,090	7,570	14%

## Religious Belief

Caution should be taken when considering the results on Religious Belief as there may be some correlation between religion and ethnicity.

### Results for Non-Industrial staff

Table 17 shows the numbers and percentages of awards allocated by religious belief. Non Christian religions received the lowest percentage of awards. When tested, the differences across those who declared a religious belief were found to be **statistically significant**.

**Table 17 - Non-Industrial Performance Related Pay by Religious Belief, 2012-2013**

Religious Belief	No Award	Award	Total	% Award
Christian	15,370	4,550	19,910	23%
Choose Not to Declare	5,680	1,650	7,330	23%
Secular	5,340	1,570	6,910	23%
No Response	3,410	720	4,130	17%
Non Christian Religion	1,180	250	1,430	17%
<b>Total</b>	<b>30,980</b>	<b>8,740</b>	<b>39,710</b>	<b>22%</b>

### Results for Industrial staff

Table 18 shows the numbers and percentages of awards allocated by religious belief. Those who declared themselves as being Christian and those who declared themselves as having a Non Christian religion both received 16% award success rate. When tested, the differences across all those groups who declared their religious belief were found to be **not statistically significant**.

**Table 18- Industrial Performance Related Pay by Religious Belief, 2012-2013**

Religious Belief	No Award	Award	Total	% Award
Christian	2,800	530	3,320	16%
No Response	1,780	260	2,040	13%
Secular	900	150	1,050	14%
Choose Not to Declare	810	120	930	13%
Non Christian Religion	190	40	230	16%
<b>Total</b>	<b>6,470</b>	<b>1,090</b>	<b>7,570</b>	<b>14%</b>

## Age

### Results for Non-Industrial staff

Table 19 shows the numbers and percentages of staff receiving awards by five year age band. Staff aged 40-44 had the highest proportion of awards with staff aged over 65 having the lowest percentages. When tested, the differences between age groups for awards were **statistically significant**.

**Table 19 - Non-Industrial Performance Related Pay by Age, 2012-2013**

Age band	No Award	Award	Total	% Award
16-19	20	~	20	~
20-24	490	90	570	15%
25-29	1,780	480	2,260	21%
30-34	2,370	690	3,060	23%
35-39	2,350	690	3,040	23%
40-44	3,850	1,270	5,120	25%
45-49	5,570	1,770	7,340	24%
50-54	5,830	1,750	7,580	23%
55-59	4,750	1,200	5,940	20%
60-64	2,930	640	3,560	18%
65+	1,050	170	1,220	14%
Total	30,980	8,740	39,710	22%

### Results for Industrial staff

Table 20 shows the numbers and percentages of staff receiving awards by five year age band. Staff aged 45-49 had the highest proportion of awards with staff in the 20-24 age band having the lowest percentages. When tested, the differences between age groups for awards were **statistically significant**.

**Table 20 - Industrial Performance Related Pay by Age, 2012-2013**

Age band	No Award	Award	Total	% Award
16-19	10	~	10	~
20-24	120	10	120	4%
25-29	220	40	260	15%
30-34	300	60	360	16%
35-39	310	60	370	16%
40-44	620	110	740	15%
45-49	970	200	1,170	17%
50-54	1,260	240	1,500	16%
55-59	1,200	170	1,370	13%
60-64	1,040	170	1,200	14%
65+	430	50	470	10%
Total	6,470	1,090	7,570	14%



## Hours Worked - FTE Status

### Results for Non-Industrial staff

Table 21 shows that the number and percentage of part time staff who received an award were lower than for full time staff. When tested, the differences were found to be **statistically significant**.

**Table 21 - Non-Industrial Performance Related Pay by Full time/Part time status, 2012-2013**

Full/Part Time	No Award	Award	Total	% Award
Full Time	27,900	8,090	35,990	22%
Part Time	3,070	650	3,720	17%
Total	30,980	8,740	39,710	22%

### Results for Industrial staff

Table 22 shows that the number and percentage of part time staff who received an award were lower than for full time staff. When tested, the differences were found to be **statistically significant**.

**Table 22 - Industrial Performance Related Pay by Full time/Part time status, 2012-2013**

Full/Part Time	No Award	Award	Total	% Award
Full Time	6,130	1,050	7,180	15%
Part Time	350	40	390	10%
Total	6,470	1,090	7,570	14%

## Length of Service (LOS)

Caution should be taken when considering the Length of Service results as there will be some correlation between LOS and age.

### Results for Non-Industrial staff

Table 23 shows the numbers and percentages of staff receiving awards by length of service (LOS) in five year bands. Staff with 25-29 years service had higher proportions of awards. Staff with greater than 40 years service had the lowest proportion (17%). When tested, the differences between LOS groups were found to be **statistically significant**.

**Table 23 - Non-Industrial Performance Related Pay by LOS, 2012-2013**

LOS Band	No Award	Award	Total	% Award
0-4	4,320	1,150	5,470	21%
5-9	6,610	1,860	8,470	22%
10-14	6,420	1,810	8,240	22%
15-19	3,960	1,160	5,130	23%
20-24	3,880	1,070	4,950	22%
25-29	2,660	850	3,510	24%
30-34	1,690	500	2,190	23%
35-39	1,020	250	1,270	20%
40+	390	80	470	17%
Unknown	20	~	20	16%
<b>Total</b>	<b>30,980</b>	<b>8,740</b>	<b>39,710</b>	<b>22%</b>

### Results for Industrial staff

Table 24 shows the numbers and percentages of staff receiving awards by length of service (LOS) in five year bands. Those with a length of service between 5 and 19 years had the highest proportion of awards (15%). Those with lengths of service of over 40 years had the lowest proportion of awards (9%). When tested, the differences between LOS groups were found to be **not statistically significant**.

**Table 24 - Industrial Performance Related Pay by LOS, 2012-2013**

LOS Band	No Award	Award	Total	% Award
0-4	960	150	1,110	13%
5-9	1,510	280	1,780	15%
10-14	1,500	260	1,760	15%
15-19	980	180	1,160	15%
20-24	610	100	710	14%
25-29	350	50	400	13%
30-34	300	40	340	13%
35-39	200	30	230	13%
40+	70	10	80	9%
Unknown	~	~	~	~
<b>Total</b>	<b>6,470</b>	<b>1,090</b>	<b>7,570</b>	<b>14%</b>

## Annex A - Breakdown by Top Level Budget

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### Table 25: Results by Top level Budget (TLB)

TLB	Award	No Award	Total	% Award
DE&S	2,850	10,750	13,600	21%
Land Forces	2,550	8,690	11,240	23%
HOCS TLB	1,130	7,110	8,240	14%
Air Command	1,620	4,860	6,480	25%
JFC TLB	640	2,260	2,890	22%
Defence Infrastructure Organisation	500	2,180	2,680	19%
Navy Command	530	1,610	2,140	25%
<b>Total</b>	<b>9,830</b>	<b>37,450</b>	<b>47,280</b>	<b>21%</b>

**Table 26: Results by TLB and Grade**

TLB	Grade	Award	No Award	Total	% Award
Air Command	B1	~	~	10	~
	B2	10	20	20	29%
	C1	50	90	140	37%
	C2	200	380	590	35%
	D	380	950	1,330	28%
	E1	470	1,180	1,640	28%
	E2	180	630	810	22%
	SZ4	20	120	140	15%
	SZ3	130	680	810	16%
	SZ2	90	420	510	17%
	SZ1	30	250	290	11%
RET	60	140	200	32%	
<b>Air Command Total</b>		<b>1,620</b>	<b>4,860</b>	<b>6,480</b>	<b>25%</b>
DE&S	B1	90	240	320	27%
	B2	140	380	520	27%
	C1	880	2,500	3,380	26%
	C2	790	2,740	3,540	22%
	D	470	1,880	2,340	20%
	E1	260	1,220	1,480	18%
	E2	20	190	200	9%
	SZ4	10	10	20	37%
	SZ3	80	580	670	12%
	SZ2	90	870	960	9%
	SZ1	~	40	40	~
RET	20	100	130	19%	
<b>DE&amp;S Total</b>		<b>2,850</b>	<b>10,750</b>	<b>13,600</b>	<b>21%</b>
Defence Infrastructure Organisation	B1	20	30	50	37%
	B2	30	60	90	34%
	C1	150	440	590	25%
	C2	110	550	660	16%
	D	90	500	590	15%
	E1	70	310	390	19%
	E2	~	20	30	~
	SZ4	~	~	~	~
	SZ3	10	30	40	14%
	SZ2	10	120	130	9%
	SZ1	~	30	30	~
RET	10	90	100	10%	
<b>Defence Infrastructure Organisation Total</b>		<b>500</b>	<b>2,180</b>	<b>2,680</b>	<b>19%</b>
HOCS TLB	B1	50	140	180	26%
	B2	70	250	320	21%
	C1	170	570	750	23%
	C2	200	860	1,060	19%
	D	170	930	1,100	15%
	E1	270	1,480	1,750	15%
	E2	160	2,700	2,860	6%
	SZ4	~	~	~	~
	SZ3	~	~	~	~
	SZ2	10	80	80	10%
	SZ1	~	~	~	~
RET	40	100	140	30%	
<b>HOCS TLB Total</b>		<b>1,130</b>	<b>7,110</b>	<b>8,240</b>	<b>14%</b>

JFC TLB	B1	10	30	40	27%
	B2	20	80	100	20%
	C1	90	290	380	24%
	C2	120	430	550	22%
	D	120	430	550	21%
	E1	180	510	680	26%
	E2	20	90	110	16%
	SZ4	~	20	20	~
	SZ3	20	60	80	28%
	SZ2	20	120	150	16%
	SZ1	10	140	150	9%
	RET	30	70	100	26%
	<b>JFC TLB Total</b>		<b>640</b>	<b>2,260</b>	<b>2,890</b>
Land Forces	B1	10	20	20	27%
	B2	20	20	40	43%
	C1	100	180	280	36%
	C2	380	940	1,310	29%
	D	440	1,460	1,910	23%
	E1	920	2,420	3,340	27%
	E2	200	1,040	1,230	16%
	SZ4	20	70	90	19%
	SZ3	140	610	750	18%
	SZ2	200	970	1,170	17%
	SZ1	100	840	950	11%
RET	40	120	160	24%	
<b>Land Forces Total</b>		<b>2,550</b>	<b>8,690</b>	<b>11,240</b>	<b>23%</b>
Navy Command	B1	~	10	10	~
	B2	10	20	30	21%
	C1	40	80	120	31%
	C2	100	250	350	29%
	D	90	280	370	24%
	E1	170	440	610	27%
	E2	40	120	150	23%
	SZ4	~	10	10	~
	SZ3	40	150	190	21%
	SZ2	30	150	180	17%
	SZ1	20	100	120	17%
	RET	10	20	20	25%
<b>Navy Command Total</b>		<b>530</b>	<b>1,610</b>	<b>2,140</b>	<b>25%</b>
<b>Total</b>		<b>9,830</b>	<b>37,450</b>	<b>47,280</b>	<b>21%</b>

**Table 27: Results by TLB and Gender**

TLB	Gender	Award	No Award	Total	% Award
Air Command	Female	780	1,920	2,690	29%
	Male	850	2,940	3,780	22%
Air Command Total		1,620	4,860	6,480	25%
DE&S	Female	960	3,420	4,380	22%
	Male	1,900	7,330	9,220	21%
DE&S Total		2,850	10,750	13,600	21%
Defence Infrastructure Organisation	Female	200	750	940	21%
	Male	310	1,430	1,740	18%
Defence Infrastructure Organisation Total		500	2,180	2,680	19%
HOCS TLB	Female	480	2,480	2,950	16%
	Male	660	4,630	5,290	12%
HOCS TLB Total		1,130	7,110	8,240	14%
JFC TLB	Female	290	940	1,240	24%
	Male	340	1,310	1,660	21%
JFC TLB Total		640	2,260	2,890	22%
Land Forces	Female	1,360	3,740	5,100	27%
	Male	1,200	4,950	6,140	19%
Land Forces Total		2,550	8,690	11,240	23%
Navy Command	Female	250	710	950	26%
	Male	280	910	1,190	24%
Navy Command Total		530	1,610	2,140	25%
Total		9,830	37,450	47,280	21%

**Table 28: Results by TLB and Ethnicity**

TLB	Ethnicity	Award	No Award	Total	% Award
Air Command	BME	30	110	140	22%
	Choose Not to Declare	50	120	170	29%
	No Response	130	630	760	17%
	White	1,410	3,990	5,410	26%
Air Command Total		1,620	4,860	6,480	25%
DE&S	BME	60	340	390	14%
	Choose Not to Declare	130	480	610	21%
	No Response	110	500	610	18%
	White	2,560	9,430	11,980	21%
DE&S Total		2,850	10,750	13,600	21%
Defence infrastructure Organisation	BME	10	80	100	14%
	Choose Not to Declare	10	70	80	16%
	No Response	20	140	160	14%
	White	450	1,890	2,350	19%
Defence infrastructure Organisation Total		500	2,180	2,680	19%
HOCS TLB	BME	40	390	430	10%
	Choose Not to Declare	70	250	320	21%
	No Response	60	460	520	11%
	White	970	6,010	6,980	14%
HOCS TLB Total		1,130	7,110	8,240	14%
JFC TLB	BME	20	140	160	14%
	Choose Not to Declare	20	90	110	17%
	No Response	40	180	220	19%
	White	560	1,850	2,400	23%
JFC TLB Total		640	2,260	2,890	22%
Land Forces	BME	50	260	310	16%
	Choose Not to Declare	70	200	260	25%
	No Response	120	730	850	14%
	White	2,310	7,510	9,820	24%
Land Forces Total		2,550	8,690	11,240	23%
Navy Command	BME	10	30	40	18%
	Choose Not to Declare	20	60	80	24%
	No Response	30	110	140	19%
	White	480	1,410	1,890	25%
Navy Command Total		530	1,610	2,140	25%
Total		9,830	37,450	47,280	21%

**Table 29: Results by TLB and Disability**

TLB	Disability	Award	No Award	Total	% Award
Air Command	Choose Not to Declare	60	150	220	30%
	Disabled	50	250	310	17%
	No Record	890	3,060	3,950	22%
	Not Disabled	620	1,390	2,010	31%
Air Command Total		1,620	4,860	6,480	25%
DE&S	Choose Not to Declare	140	560	700	20%
	Disabled	90	650	740	12%
	No Record	1,300	5,350	6,650	20%
	Not Disabled	1,320	4,190	5,510	24%
DE&S Total		2,850	10,750	13,600	21%
Defence infrastructure Organisation	Choose Not to Declare	20	80	110	20%
	Disabled	20	100	110	16%
	No Record	240	1,060	1,300	19%
	Not Disabled	220	940	1,160	19%
Defence infrastructure Organisation Total		500	2,180	2,680	19%
HOCS TLB	Choose Not to Declare	70	320	380	17%
	Disabled	50	410	460	11%
	No Record	510	3,910	4,420	11%
	Not Disabled	510	2,470	2,980	17%
HOCS TLB Total		1,130	7,110	8,240	14%
JFC TLB	Choose Not to Declare	20	100	120	13%
	Disabled	20	100	120	16%
	No Record	300	1,180	1,480	20%
	Not Disabled	310	870	1,170	26%
JFC TLB Total		640	2,260	2,890	22%
Land Forces	Choose Not to Declare	90	270	360	26%
	Disabled	100	500	600	16%
	No Record	1,300	5,240	6,540	20%
	Not Disabled	1,060	2,690	3,750	28%
Land Forces Total		2,550	8,690	11,240	23%
Navy Command	Choose Not to Declare	30	60	90	32%
	Disabled	10	100	110	11%
	No Record	260	880	1,140	23%
	Not Disabled	220	570	790	28%
Navy Command Total		530	1,610	2,140	25%
Total		9,830	37,450	47,280	21%



**Table 30: Results by TLB and Sexual Orientation**

TLB	Sexual Orientation	Award	No Award	Total	% Award
Air Command	Choose Not to Declare	260	680	940	28%
	Heterosexual/Straight	1,040	2,750	3,790	27%
	LGB	10	40	50	27%
	No response	310	1,390	1,700	18%
Air Command Total		1,620	4,860	6,480	25%
DE&S	Choose Not to Declare	620	2,320	2,950	21%
	Heterosexual/Straight	2,030	7,450	9,480	21%
	LGB	30	130	160	20%
	No response	170	850	1,020	17%
DE&S Total		2,850	10,750	13,600	21%
Defence infrastructure Organisation	Choose Not to Declare	80	340	420	19%
	Heterosexual/Straight	380	1,560	1,930	19%
	LGB	10	20	30	20%
	No response	40	270	310	13%
Defence infrastructure Organisation Total		500	2,180	2,680	19%
HOCS TLB	Choose Not to Declare	210	1,250	1,460	15%
	Heterosexual/Straight	820	4,890	5,700	14%
	LGB	20	120	140	15%
	No response	80	860	940	9%
HOCS TLB Total		1,130	7,110	8,240	14%
JFC TLB	Choose Not to Declare	100	430	530	19%
	Heterosexual/Straight	460	1,470	1,930	24%
	LGB	~	30	40	~
	No response	80	320	400	19%
JFC TLB Total		640	2,260	2,890	22%
Land Forces	Choose Not to Declare	440	1,360	1,800	24%
	Heterosexual/Straight	1,810	5,810	7,630	24%
	LGB	30	80	110	27%
	No response	270	1,440	1,710	16%
Land Forces Total		2,550	8,690	11,240	23%
Navy Command	Choose Not to Declare	110	280	380	28%
	Heterosexual/Straight	380	1,070	1,440	26%
	LGB	~	20	20	~
	No response	50	250	300	15%
Navy Command Total		530	1,610	2,140	25%
Total		9,830	37,450	47,280	21%

**Table 31: Results by TLB and Religious Belief**

TLB	Religious Belief	Award	No Award	Total	% Award
Air Command	Choose Not to Declare	250	600	850	29%
	Christian	820	2,120	2,940	28%
	No Response	310	1,380	1,690	18%
	Non Christian Religion	40	120	170	26%
	Secular	200	630	830	24%
Air Command Total		1,620	4,860	6,480	25%
DE&S	Choose Not to Declare	650	2,350	3,000	22%
	Christian	1,330	5,040	6,370	21%
	No Response	160	840	1,000	16%
	Non Christian Religion	70	350	420	17%
	Secular	640	2,160	2,800	23%
DE&S Total		2,850	10,750	13,600	21%
Defence infrastructure Organisation	Choose Not to Declare	80	340	430	20%
	Christian	280	1,140	1,420	20%
	No Response	40	270	310	13%
	Non Christian Religion	20	80	90	16%
	Secular	80	360	440	19%
Defence infrastructure Organisation Total		500	2,180	2,680	19%
HOCS TLB	Choose Not to Declare	220	1,290	1,520	15%
	Christian	580	3,440	4,020	14%
	No Response	80	830	900	8%
	Non Christian Religion	30	350	380	9%
	Secular	220	1,210	1,430	15%
HOCS TLB Total		1,130	7,110	8,240	14%
JFC TLB	Choose Not to Declare	100	400	490	20%
	Christian	310	1,030	1,340	23%
	No Response	70	300	370	19%
	Non Christian Religion	30	110	130	20%
	Secular	130	430	560	23%
JFC TLB Total		640	2,260	2,890	22%
Land Forces	Choose Not to Declare	370	1,250	1,620	23%
	Christian	1,460	4,590	6,040	24%
	No Response	280	1,330	1,610	17%
	Non Christian Religion	80	330	410	20%
	Secular	360	1,190	1,550	23%
Land Forces Total		2,550	8,690	11,240	23%
Navy Command	Choose Not to Declare	100	250	350	28%
	Christian	290	810	1,100	26%
	No Response	50	240	290	17%
	Non Christian Religion	20	40	60	26%
	Secular	80	270	350	22%
Navy Command Total		530	1,610	2,140	25%
Total		9,830	37,450	47,280	21%

**Table 32: Results by TLB and Age band**

TLB	Age band	Award	No Award	Total	% Award
Air Command	16-19	~	~	~	~
	20-24	10	70	80	10%
	25-29	70	210	270	24%
	30-34	70	270	340	20%
	35-39	100	270	370	28%
	40-44	200	510	710	29%
	45-49	330	770	1,100	30%
	50-54	340	930	1,270	27%
	55-59	260	810	1,070	24%
	60-64	190	710	890	21%
65+	60	320	380	15%	
<b>Air Command Total</b>		<b>1,620</b>	<b>4,860</b>	<b>6,480</b>	<b>25%</b>
DE&S	16-19	~	~	10	~
	20-24	30	240	270	12%
	25-29	210	720	930	22%
	30-34	280	870	1,150	24%
	35-39	250	810	1,060	23%
	40-44	440	1,250	1,690	26%
	45-49	540	1,900	2,440	22%
	50-54	590	2,100	2,690	22%
	55-59	340	1,670	2,010	17%
	60-64	160	910	1,070	15%
65+	30	270	290	9%	
<b>DE&amp;S Total</b>		<b>2,850</b>	<b>10,750</b>	<b>13,600</b>	<b>21%</b>
Defence infrastructure Organisation	20-24	~	20	20	~
	25-29	20	70	100	23%
	30-34	40	140	180	23%
	35-39	40	160	200	22%
	40-44	70	300	380	20%
	45-49	130	400	530	24%
	50-54	90	400	500	19%
	55-59	60	380	440	14%
	60-64	30	240	270	12%
	65+	~	80	80	~
<b>Defence infrastructure Organisation Total</b>		<b>500</b>	<b>2,180</b>	<b>2,680</b>	<b>19%</b>
HOCS TLB	16-19	~	10	10	~
	20-24	10	120	130	9%
	25-29	80	410	490	16%
	30-34	130	580	710	18%
	35-39	100	490	590	17%
	40-44	170	910	1,090	16%
	45-49	210	1,330	1,550	14%
	50-54	210	1,400	1,600	13%
	55-59	150	1,040	1,190	13%
	60-64	60	630	690	9%
65+	10	190	200	6%	
<b>HOCS TLB Total</b>		<b>1,130</b>	<b>7,110</b>	<b>8,240</b>	<b>14%</b>
JFC TLB	16-19	~	~	~	~
	20-24	10	50	50	12%
	25-29	40	190	230	17%
	30-34	60	220	280	22%
	35-39	60	190	250	24%
	40-44	90	260	350	26%

	45-49	110	360	470	23%
	50-54	120	360	480	25%
	55-59	80	340	420	19%
	60-64	50	210	250	19%
	65+	20	90	110	19%
<b>JFC TLB Total</b>		<b>640</b>	<b>2,260</b>	<b>2,890</b>	<b>22%</b>
Land Forces	16-19	~	10	10	~
	20-24	20	100	130	19%
	25-29	90	320	410	21%
	30-34	160	510	660	24%
	35-39	170	630	800	21%
	40-44	330	1,060	1,390	24%
	45-49	550	1,520	2,060	27%
	50-54	520	1,570	2,100	25%
	55-59	370	1,420	1,780	21%
	60-64	270	1,090	1,350	20%
	65+	80	460	540	15%
<b>Land Forces Total</b>		<b>2,550</b>	<b>8,690</b>	<b>11,240</b>	<b>23%</b>
Navy Command	20-24	~	20	20	~
	25-29	10	80	90	16%
	30-34	20	80	100	15%
	35-39	30	120	150	21%
	40-44	70	180	260	28%
	45-49	100	260	360	28%
	50-54	120	320	450	27%
	55-59	110	300	410	27%
	60-64	50	190	240	21%
		65+	10	60	80
<b>Navy Command Total</b>		<b>530</b>	<b>1,610</b>	<b>2,140</b>	<b>25%</b>
<b>Total</b>		<b>9,830</b>	<b>37,450</b>	<b>47,280</b>	<b>21%</b>

**Table 33: Results by TLB and Full/Part-time status**

TLB	Full/Part-Time	Award	No Award	Total	% Award
Air Command	Full-Time	1,480	4,380	5,860	25%
	Part-Time	140	480	620	22%
DE&S	Full-Time	2,680	9,820	12,500	21%
	Part-Time	170	920	1,100	16%
Defence Infrastructure Organisation	Full-Time	470	2,030	2,500	19%
	Part-Time	30	150	180	17%
HOCS TLB	Full-Time	1,050	6,400	7,450	14%
	Part-Time	90	710	800	11%
JFC TLB	Full-Time	600	2,060	2,660	22%
	Part-Time	40	200	240	17%
Land Forces	Full-Time	2,390	7,920	10,310	23%
	Part-Time	170	770	930	18%
Navy Command	Full-Time	480	1,410	1,890	25%
	Part-Time	50	200	250	20%
Total		9,830	37,450	47,280	21%

**Table 34: Results by TLB and Length of Service (LOS)**

TLB	LOS Band	Award	No Award	Total	% Award
Air Command	0-4	270	860	1,130	24%
	5-9	400	1,120	1,520	26%
	10-14	370	1,120	1,490	25%
	15-19	260	810	1,070	24%
	20-24	170	440	610	27%
	25-29	90	270	360	24%
	30-34	40	140	180	24%
	35-39	20	70	90	19%
	40+	~	20	30	~
	Unknown	~	~	~	~
Air Command Total		1,620	4,860	6,480	25%
DE&S	0-4	330	1,270	1,600	21%
	5-9	530	1,850	2,370	22%
	10-14	540	2,000	2,540	21%
	15-19	340	1,310	1,650	20%
	20-24	340	1,350	1,690	20%
	25-29	330	1,150	1,470	22%
	30-34	270	930	1,190	22%
	35-39	140	620	760	19%
	40+	50	270	320	15%
	Unknown	~	10	10	~
DE&S Total		2,850	10,750	13,600	21%
Defence infrastructure Organisation	0-4	60	280	330	17%
	5-9	120	500	620	19%
	10-14	110	510	630	18%
	15-19	60	240	300	19%
	20-24	90	360	440	19%
	25-29	40	150	190	22%
	30-34	20	90	110	18%
	35-39	10	40	50	13%
	40+	~	10	10	~
	Unknown	~	~	~	~
Defence infrastructure Organisation Total		500	2,180	2,680	19%
HOCS TLB	0-4	120	840	960	13%
	5-9	260	1,740	1,990	13%
	10-14	230	1,520	1,760	13%
	15-19	140	830	970	15%
	20-24	170	1,060	1,220	14%
	25-29	100	520	620	16%
	30-34	70	360	430	16%
	35-39	30	200	240	14%
	40+	10	50	60	16%
	Unknown	~	~	10	~
HOCS TLB Total		1,130	7,110	8,240	14%
JFC TLB	0-4	110	440	560	20%
	5-9	140	530	670	21%
	10-14	150	490	640	24%
	15-19	60	220	280	22%
	20-24	70	250	310	22%
	25-29	60	150	210	27%
	30-34	20	90	110	18%
	35-39	20	70	90	24%

	40+	10	30	40	26%
	Unknown	~	~	~	~
JFC TLB Total		640	2,260	2,890	22%
Land Forces	0-4	350	1,350	1,700	21%
	5-9	600	2,090	2,690	22%
	10-14	540	1,930	2,470	22%
	15-19	410	1,280	1,680	24%
	20-24	260	870	1,130	23%
	25-29	240	640	880	27%
	30-34	100	300	400	25%
	35-39	40	170	210	20%
	40+	10	60	70	13%
	Unknown	~	~	~	~
Land Forces Total		2,550	8,690	11,240	23%
Navy Command	0-4	50	250	300	18%
	5-9	100	290	390	25%
	10-14	130	350	480	26%
	15-19	80	260	340	23%
	20-24	80	170	250	31%
	25-29	50	130	180	28%
	30-34	30	90	110	23%
	35-39	20	60	70	22%
	40+	10	20	30	23%
	Unknown	~	~	~	~
Navy Command Total		530	1,610	2,140	25%
Total		9,830	37,450	47,280	21%