



Ministry of Defence

UK Armed Forces Maternity Report

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The UK Armed Forces Maternity Report contains maternity information for Royal Navy/Royal Marines (RN/RM), Army and Royal Air Force (RAF) personnel (Officers and Other Ranks) with this edition covering calendar years 2002 to 2012. The tables include numbers and percentages for personnel:

- i) Taking maternity leave
- ii) Returning from maternity leave
- iii) Not returning from maternity leave
- iv) Returning then leaving the Services
- v) Still in the Services as at 1 January 2014

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

The statistics in this publication are for trained UK Regular Forces and therefore exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists.

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 2002.
2. The proportion of the female Other Ranks taking maternity leave for 27 weeks (6 months) or less has decreased in all Services since 2002, with the majority of female Other Ranks taking maternity leave, choosing 27 to 40 weeks in 2012.
3. Amongst Officers, RAF Officers have the greatest proportion of women taking maternity leave (6.4 per cent), followed closely by RN/RM Officers (6.2 per cent) and Army Officers (5.9 per cent).
4. In Other Ranks, RN/RM and RAF have a slightly higher proportion of female service personnel taking maternity leave (both 6.6 per cent) than the Army (6.0 per cent).
5. For personnel taking maternity leave in 2012, the Army and RAF have the greatest proportion of Other Ranks service personnel returning to work after maternity leave (94.7 per cent and 94.4 percent respectively) whilst the RN/RM has a rate of 89.3 per cent.

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¹ Royal Navy / Royal Marines

Further Information

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

- Phone Defence Statistics (Tri Service) 020 7807 8896, or mil: 9621 78896.
- Email DefStrat-Stat-Tri-Enquiries@mod.uk
- Visit our website at:
gov.uk/government/publications/mod-national-and-official-statistics-by-topic

Symbols and Conventions

Symbols

- } categories merged for some years
- || discontinuity in time series
- ~ fewer than five
- * not applicable
- .. not available
- p provisional
- r revised
- rp revised but still provisional
- e estimate
- zero or rounded to zero

Rounding

Where rounding has been used, totals and sub-totals have been rounded separately and so may not equal the sums of their rounded parts.

Due to the small numbers involved in this report the figures have been rounded to the nearest 5 with numbers less than five suppressed in line with Defence Statistics' rounding policy. Percentages relating to figures less than 5 have also been suppressed to prevent disclosure.

For more information on Defence Statistics' rounding policy please see our [Statistical Release Policies](#)

Revisions

Figures relating to personnel returning from maternity leave and those not returning to work have been updated to include information missing from previous reports. This affects some figures from 2007 onwards. Figures affected by this have been marked as revised in this report. In terms of magnitude, these revised figures have not changed more than + or – 1.3 percentage points.

Figures relating to personnel returning to work and then leaving service, since 2007, have been revised too so outflow is based on consistent definitions. The methodology for calculating the number of female personnel who do not return to work has been aligned with **outflow** definitions in other Defence Statistics publications.

Personnel leaving the Armed Forces include all personnel who outflow from Regular service and do not include promotion from Ranks to Officers or any flows between different Services. Previous figures have been revised in this publication to reflect this.

Introduction

This publication provides maternity information for **UK Regular Forces** Service personnel, split by Officers and Other Ranks. This includes Royal Navy/Royal Marines (RN/RM), Army and RAF personnel, with this edition covering calendar years 2002 to 2012.

All statistics are for **Trained UK Regular Forces** and therefore exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists (see the Glossary for definitions).

The tables present the percentage and number of female **personnel taking maternity leave** within each calendar year, for each Service.

Of this cohort the percentage and number of female personnel either **returning to work** (with detail on how many weeks they took to return in) or **not returning to work** are outlined.

Because the statistics require at least 1 year passing after the end of the calendar year, to include all those returning and allow monitoring of the exits of those who returned, statistics for calendar year 2012 are published in 2014.

Statistics are provided tracking the population that returned after maternity leave for each calendar year with detail of those **returning then leaving service** (and within what timescale) and those **still on strength**. Exit information in this report is based on outflow figures up to 31 December 2013.

Due to the fact these categories are dependant on the passing of several years since they took maternity leave, these categories **change and update year on year** between reports.

Context

Female personnel in the Armed Forces

The Armed Forces have an exemption from the Equality Act 2010 for reasons of combat effectiveness and there are restrictions on females serving in close-combat roles. The principal roles closed to women are: the Royal Marines General Service, the Household Cavalry and Royal Armoured Corps, the Infantry and Royal Air Force Regiment. Figures compiled in 2014 show the proportion of posts in the Regular Armed Forces open to women was 78.1 per cent in the RN/RM, 70.6 per cent in the Army and 93.7 per cent in the RAF.

Information on the numbers and proportion of female personnel in the UK Regular Forces can be found in our Quarterly Personnel Report (Table 7a and 7b in the most recent edition) and Tri-Service Personnel Bulletin (Table 2.01.04 in the most recent edition).

These can be found on GOV.UK here:

gov.uk/government/collections/uk-armed-forces-quarterly-manning-report-statistics-index
gov.uk/government/collections/tri-service-personnel-bulletin-statistics-index

Maternity Leave

In August 1990, the Ministry of Defence (MOD) underwent a change in policy so that female service personnel who became pregnant did not have to leave the Services. They were given the right to return to work after a period of unpaid leave in line with the statutory provisions for civilian women.

At present, female service personnel are entitled to 26 weeks of Ordinary Maternity Leave and 26 weeks of Additional Maternity Leave. All 26 weeks of Ordinary Maternity Leave are paid but only the first 13 weeks of Additional Maternity Leave are paid. These statistics cover both Ordinary and Additional Maternity Leave.

Tables outlining the number and percentage returning from maternity leave are presented by the number of weeks that female service personnel return within. The category **27 weeks or less** includes all those taking up to and including the limit for fully paid Ordinary Maternity Leave, the category **27 to 40 weeks** encompasses personnel also taking up to and including the limit of paid Additional Maternity Leave and **More than 40 weeks** includes all personnel taking fully paid Ordinary and Additional Maternity leave and some or all of the further 13 weeks unpaid Additional Maternity leave.

Data Sources

Armed Forces statistics prior to March 2006 are compiled from pay records (RN/RM) or personnel records (Army and RAF) held at the time by the Armed Forces Personnel Administration Agency, now Defence Business Services. 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 RN/RM from November 2006 and for the Army from April 2007. All statistics before these points are derived from single Service legacy systems.

Data Quality

1. RN/RM 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 RN/RM, 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 the Services.
 - iv. Percentage still in the Services as at 1 January 2014.

These percentages are sensitive to small changes in the underlying numbers and excluded.

Official Statistics

These data are Official Statistics and have been produced in compliance with the Code of Practice for Official Statistics.

For more information about Official Statistics please see the UK Statistics Authority website: statisticsauthority.gov.uk/national-statistician/types-of-official-statistics/

UK Trained Regular¹ RN/RM Maternity Leave

The percentage of Royal Navy / Royal Marine (RN/RM) female Officers taking maternity leave has increased overall from **3.0 per cent** in 2002 to **6.2 per cent** in 2012. This was a decrease of 1.5 percentage points compared with **7.7 per cent** in 2011.

The proportion of RN/RM female Other Ranks taking maternity leave has increased from **2.7 per cent** in 2002 to **6.6 per cent** in 2012; an increase of 0.5 percentage points compared with **6.1 per cent** in 2011.

Rates of return from maternity leave for RN/RM Other Ranks vary year on year, remaining around 90 per cent but 2012 was the lowest return to work rate in the past 6 years (**89.3 per cent**). The proportion of Other Ranks taking 27 weeks or less has been decreasing since 2002; in 2012 most female Other Ranks taking maternity leave had taken 27 to 40 weeks leave.

Table 1a - UK Regular¹ RN/RM Maternity Leave: Percentages

Percentage

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Female Officers											
Percentage ² taking maternity leave	3.0	2.4	2.3 ^r	4.7	4.3	5.1	5.5	4.2	5.9	7.7	6.2
Female Other Ranks											
Percentage ² taking maternity leave	2.7	2.7	4.0	5.9	6.2	5.3	5.7	5.7	6.1	6.1	6.6
Percentage ³ returning from maternity leave ⁴	88.8	91.6	80.3	..	..	90.6 ^r	92.9	92.9	93.9	96.5	89.3
percentage returning within:											
27 weeks or less ⁵	80.0	83.1	74.6	..	..	37.1	41.7	37.9	25.0	24.7	23.2
27 to 40 weeks	6.3	~	~	..	..	52.8 ^r	40.5	47.3	53.3	58.8	53.6
More than 40 weeks	~	~	~	..	..	~	10.7	7.7	15.6	12.9	12.5
Percentage ³ not returning to work	11.3	8.4	19.7	..	..	9.4 ^r	7.1	7.1	6.1	3.5	10.7
Maternity Tracking ⁶											
Percentage ³ returning then leaving ⁷ Service	80.0	72.3	63.9	..	..	66.7	64.3	55.6	50.0	42.4	13.1
percentage ⁸ returning to work left within:											
1 year or less	22.5	19.7	26.5	..	..	24.3 ^r	17.3	21.7	20.1 ^r	29.9 ^r	14.7
1 to 2 years	28.2	27.6	23.5	..	..	12.5 ^r	14.1	13.4 ^r	24.3 ^r	14.0	~
2 to 5 years	19.7	14.5	11.2	..	..	34.0 ^r	37.8	24.8	8.9	-	*
More than 5 years	19.7	17.1	18.4	..	..	~	*	*	*	*	*
Percentage ³ still on strength	8.8	19.3	16.4	19.2	17.3	23.9	28.6	37.3	43.9	54.1	76.2

Source: Defence Statistics (Tri-Service)

Percentages are shown to 1 decimal place and calculated from unrounded data

Information on whether personnel returned from maternity leave and when have been updated to include information missing from previous reports for 2007 onwards. Figures affected by this have been marked as revised in this report.

Figures relating to personnel returning to work and then leaving since 2007 have been revised so outflow is based on consistent definitions.

- Figures are for trained UK Regular Forces. See Glossary
- Percentage of mean average strength of female personnel for the year.
Mean average strength is defined as the 13 month rolling average of the strength at 1st of the month each month from 1 January to 1 January the following year.
- Percentage of those taking maternity leave during the year.
- 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.
- The 27 weeks or less category includes personnel on maternity leave for up to and including 189 days.
- Maternity tracking relates to those returning from maternity leave, the sum of the percentage leaving service and still on strength should equal the percentage returning from maternity leave. Due to the nature of these percentages, these change with each report as the data for when they leave the Armed Forces becomes available.
- Figures for leaving are based on outflow from the UK Regular Forces including personnel leaving the Services, deaths, recalled reservists on release and to the Volunteer Reserves. They do not include promotion from Ranks to Officers or flows between Services.
- Percentage of those returning to work during the year.

Table 1b - UK Regular¹ RN/RM Maternity Leave: Personnel Numbers

Number

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Female Officers											
Average Strength ^{h2}	595	620	640	660	675	685	710	720	725	720	700
Number taking maternity leave	20	15	15	30	30	35	40	30	45	55	45
Number returning from maternity leave³	15	15	10	..	..	30	35	30	40	55	40
<i>within:</i>											
27 weeks or less ⁴	10	10	5	..	..	15	10	5	10	20	15
27 to 40 weeks	~	~	~	..	..	15	20	15	25	20	15
More than 40 weeks	-	~	-	..	..	~	5	5	~	15	5
Number not returning to work	~	~	5^r	..	..	~	~	~	~	~	5
Maternity Tracking ⁵											
Number returning then leaving⁶ Service	10	10	10	..	..	25	15	15	15	5	5
<i>within:</i>											
1 year or less	~	~	-	..	..	~	~	5	5	~	5
1 to 2 years	~	~	-	..	..	5	5	~	~	-	-
2 to 5 years	~	~	~	..	..	10	10	5	5	-	*
More than 5 years	5	~	~	..	..	~	*	*	*	*	*
Number still on strength	~	~	~	5	5	10	20	15	25	45	30
Female Other Ranks											
Average Strength ^{h2}	2 975	3 085	3 085	3 025	2 985	2 980	2 965	2 955	2 955	2 765	2 550
Number taking maternity leave	80	85	120	175	185	160	170	170	180	170	170
Number returning from maternity leave³	70	75	100	..	..	145^r	155	155	170	165	150
<i>within:</i>											
27 weeks or less ⁴	65	70	90	..	..	60	70	65	45	40	40
27 to 40 weeks	5	~	~	..	..	85^r	70	80	95	100	90
More than 40 weeks	~	~	~	..	..	~	20	15	30	20	20
Number not returning to work	10	5	25	..	..	15	10	10	10	5^r	20
Maternity Tracking ⁵											
Number returning then leaving⁶ Service	65	60	80	..	..	105	110	95	90	70	20
<i>within:</i>											
1 year or less	15	15	25	..	..	35	25	35	35 ^r	50 ^r	20
1 to 2 years	20	20	25	..	..	20	20	20	40	25	-
2 to 5 years	15	10	10	..	..	50	60	40	15	-	*
More than 5 years	15	15	20	..	..	~	*	*	*	*	*
Number still on strength	5	15	20	35	30	40	50	65	80	90	130

Source: Defence Statistics (Tri-Service)

All numbers are rounded to nearest five. Due to the rounding methods used totals may not equal the sum of the parts. Numbers less than 5 have been represented with a ~

Information on whether personnel returned from maternity leave and when have been updated to include information missing from previous reports for 2007 onwards. Figures affected by this have been marked as revised in this report.

Figures relating to personnel returning to work and then leaving since 2007 have been revised so outflow is based on consistent definitions.

1. Figures are for trained UK Regular Forces. See Glossary
2. Mean average strength is defined as the 13 month rolling average of the strength at 1st of the month each month from 1 January to 1 January the following year.
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.
4. The 27 weeks or less category includes personnel on maternity leave for up to and including 189 days.
5. Maternity tracking relates to those returning from maternity leave, the sum of those leaving service and still on strength should equal the number returning from maternity leave, subject to rounding. Due to the nature of these figures, these change with each report as the data for when they leave the Armed Forces becomes available.
6. Figures for leaving are based on outflow from the UK Regular Forces including personnel leaving the Services, deaths, recalled reservists on release and to the Volunteer Reserves. They do not include promotion from Ranks to Officers or flows between Services.

UK Trained Regular¹ Army Maternity Leave

Since 2002, both Officers and Other Ranks have seen an increase in the number of service personnel taking maternity leave; from **1.9 per cent** in 2002 to **5.9 per cent** in 2012 for Officers and from **4.7 per cent** in 2002 to **6.0 per cent** for Other Ranks.

Compared with 2011, there was an increase in the number of female Officers taking maternity leave (**5.2 per cent** taking leave in 2011) and decrease in the number of Other Ranks personnel taking maternity leave (**6.9 per cent** taking leave in 2011).

The proportion of Other Ranks returning to work after maternity leave saw an increase compared with 2011; increasing from **91.5 per cent** to **94.7 per cent** in 2012. This rate is at least 20 percentage points higher than the rates experienced in the Army pre-2004. Proportions of Other Ranks taking 27 weeks or less has decreased between 2002 and 2012; the majority of female Other Ranks had taken 27 to 40 weeks maternity leave in 2012.

Table 2a - UK Regular¹ Army Maternity Leave: Percentages

Percentage

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Female Officers											
Percentage ² taking maternity leave	1.9	3.2	3.2	..	..	4.4	4.7	5.3	6.3	5.2	5.9
Female Other Ranks											
Percentage ² taking maternity leave	4.7	5.1	5.9	..	..	6.6	6.3	6.7	6.0	6.9	6.0
Percentage ³ returning from maternity leave ⁴	65.7	68.0	73.0	..	..	91.7 ^r	87.6 ^r	92.7 ^r	95.6 ^r	91.5 ^r	94.7
percentage returning within:											
27 weeks or less ⁵	54.5	61.4	68.0	..	..	40.2 ^r	29.9	34.9 ^r	34.5	25.3	28.6
27 to 40 weeks	4.2	2.9	2.0	..	..	49.0 ^r	42.8 ^r	42.2 ^r	44.7	45.9 ^r	49.9
More than 40 weeks	7.1	3.7	3.0	..	..	2.5	14.8	15.6	16.5 ^r	20.4	16.2
Percentage ³ not returning to work	34.3	32.0	27.0	..	..	8.3 ^r	12.4 ^r	7.3 ^r	4.4 ^r	8.5 ^r	5.3
Maternity Tracking ⁶											
Percentage ³ returning then leaving ⁷ Service	52.6	47.6	50.5	..	..	56.8	48.7	49.2	44.4	32.9	12.6
percentage ⁸ returning to work left within:											
1 year or less	17.6	19.1	13.7	..	..	20.2 ^r	12.2 ^r	17.8 ^r	16.0 ^r	18.3 ^r	11.8
1 to 2 years	19.5	14.0	14.4	..	..	11.8 ^r	11.4	13.5 ^r	18.3 ^r	15.8	1.5
2 to 5 years	16.1	17.4	24.0	..	..	22.4 ^r	31.7	21.8	12.2	1.9	*
More than 5 years	26.8	19.5	17.1	..	..	7.6	*	*	*	*	*
Percentage ³ still on strength	13.1	20.5	22.5	..	..	34.9	38.9	43.5	51.2	58.6	82.1

Source: Defence Statistics (Tri-Service)

Percentages are shown to 1 decimal place and calculated from unrounded data

Information on whether personnel returned from maternity leave and when have been updated to include information missing from previous reports for 2007 onwards. Figures affected by this have been marked as revised in this report.

Figures relating to personnel returning to work and then leaving since 2007 have been revised so outflow is based on consistent definitions.

- Figures are for trained UK Regular Forces. See Glossary
- Percentage of mean average strength of female personnel for the year.
Mean average strength is defined as the 13 month rolling average of the strength at 1st of the month each month from 1 January to 1 January the following year.
- Percentage of those taking maternity leave during the year.
- 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.
- The 27 weeks or less category includes personnel on maternity leave for up to and including 189 days.
- Maternity tracking relates to those returning from maternity leave, the sum of the percentage leaving service and still on strength should equal the percentage returning from maternity leave. Due to the nature of these percentages, these change with each report as the data for when they leave the Armed Forces becomes available.
- Figures for leaving are based on outflow from the UK Regular Forces including personnel leaving the Services, deaths, recalled reservists on release and to the Volunteer Reserves. They do not include promotion from Ranks to Officers or flows between Services.
- Percentage of those returning to work during the year.

Table 2b - UK Regular¹ Army Maternity Leave: Personnel Numbers

Number

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Female Officers											
Average Strength ^{h2}	1 400	1 480	1 530	..	..	1 630	1 630	1 630	1 655	1 665	1 670
Number taking maternity leave	25	45	50	..	..	70	75	85	105	85	100
Number returning from maternity leave³	25	45	50	..	..	70	75	85	105	85	95
<i>within:</i>											
27 weeks or less ⁴	20	30	40	..	..	25	20	35	35	20	20
27 to 40 weeks	~	5	5	..	..	40	35	30	40	45	60
More than 40 weeks	-	10	~	..	..	~	15	15	30	20	20
Number not returning to work	~	~	~	..	..	~	~	~	~	~	~
Maternity Tracking ⁵											
Number returning then leaving⁶ Service	15	35	35	..	..	40	40	35	35	20	5
<i>within:</i>											
1 year or less	~	5	5	..	..	10	10	10 ^r	10	10	5
1 to 2 years	~	5	~	..	..	15	10	5	15	10	~
2 to 5 years	~	15	15	..	..	15	25	20	10	~	*
More than 5 years	10	10	15	..	..	~	*	*	*	*	*
Number still on strength	5	10	10	..	..	25	30	75	65	65	90
Female Other Ranks											
Average Strength ^{h2}	6 595	6 835	6 825	..	..	6 595	6 545	6 770	6 860	6 860	6 895
Number taking maternity leave	310	345	400	..	..	435	410	455	410	470	415
Number returning from maternity leave³	205	235	290	..	..	395	360	420^r	395	430	390
<i>within:</i>											
27 weeks or less ⁴	170	215	270	..	..	175	125	160	140	120	120
27 to 40 weeks	15	10	10	..	..	210	175	190 ^r	185	215	205
More than 40 weeks	20	15	10	..	..	10	60	70	70 ^r	95	65
Number not returning to work	105	110	110	..	..	35^r	50	35^r	20	40	20
Maternity Tracking ⁵											
Number returning then leaving⁶ Service	165	165	200	..	..	245	200	225	185	155	50
<i>within:</i>											
1 year or less	35	45	40	..	..	80 ^r	45	75	65	80 ^r	45
1 to 2 years	40	35	40	..	..	45 ^r	40	55 ^r	70	70	5
2 to 5 years	35	40	70	..	..	90	115	90	50	10	*
More than 5 years	55	45	50	..	*	30	*	*	*	*	*
Number still on strength	40	70	90	..	..	150	160	200	210	275	340

Source: Defence Statistics (Tri-Service)

All numbers are rounded to nearest five. Due to the rounding methods used totals may not equal the sum of the parts. Numbers less than 5 have been represented with a ~

Information on whether personnel returned from maternity leave and when have been updated to include information missing from previous reports for 2007 onwards. Figures affected by this have been marked as revised in this report.

Figures relating to personnel returning to work and then leaving since 2007 have been revised so outflow is based on consistent definitions.

- Figures are for trained UK Regular Forces. See Glossary
- Mean average strength is defined as the 13 month rolling average of the strength at 1st of the month each month from 1 January to 1 January the following year.
- 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.
- The 27 weeks or less category includes personnel on maternity leave for up to and including 189 days.
- Maternity tracking relates to those returning from maternity leave, the sum of those leaving service and still on strength should equal the number returning from maternity leave, subject to rounding. Due to the nature of these figures, these change with each report as the data for when they leave the Armed Forces becomes available.
- Figures for leaving are based on outflow from the UK Regular Forces including personnel leaving the Services, deaths, recalled reservists on release and to the Volunteer Reserves. They do not include promotion from Ranks to Officers or flows between Services.

UK Trained Regular¹ RAF Maternity Leave

The proportion of all female service personnel taking maternity leave has **increased** in both Officers and Other Ranks in the Royal Air Force when compared with 2002. The percentage of female Officers taking maternity leave has increased from **3.3 per cent** in 2002 to **6.4 per cent** in 2012, although this a decrease comparing 2012 with **6.7 per cent** in 2011. For female Other Ranks this percentage increased from **4.3 per cent** in 2002 to **6.6 per cent** in 2012 but this is a decrease compared with **7.3 per cent** in 2011.

The proportion of female personnel in the Other Ranks not returning to work (**5.6 per cent** in 2012) has been decreasing over the past 10 years. The proportion of Other Ranks taking 27 weeks or less has decreased considerably between 2002 and 2012 with most Other Ranks taking 27 to 40 weeks maternity leave in 2012.

Table 3a - UK Regular¹ RAF Maternity Leave: Percentages

Percentage

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Female Officers											
Percentage ² taking maternity leave	3.3	4.5	5.0	5.5	5.3	4.8	5.5	5.3	6.4	6.7	6.4
Female Other Ranks											
Percentage ² taking maternity leave	4.3	4.6	5.2	5.3	6.0	5.5	6.4	6.4	6.1	7.3	6.6
Percentage ³ returning from maternity leave ⁴	86.8	83.9	86.6	92.5	90.1	92.4 ^r	92.7 ^r	93.2	97.1	94.0	94.4
percentage returning within:											
27 weeks or less ⁵	80.5	78.9	80.7	83.1	88.0	48.7	42.7	43.8	38.8	36.2	30.1
27 to 40 weeks	5.3	3.7	4.3	5.1	~	41.2 ^r	42.0 ^r	41.3	48.7 ^r	44.8	49.6
More than 40 weeks	~	~	~	4.3	~	2.5	8.0	8.2	9.5 ^r	13.0	14.7
Percentage ³ not returning to work	13.2	16.1	13.4	7.5	9.9	7.6 ^r	7.3 ^r	6.8	2.9	6.0	5.6
Maternity Tracking ⁶											
Percentage ³ returning then leaving ⁷ Service	70.0	63.8	64.6	53.9	62.0	58.0	57.3	50.5	43.6	34.0	11.3
percentage ⁸ returning to work left within:											
1 year or less	27.9	16.9	20.5	15.7	21.9	19.5 ^r	16.1 ^r	18.7	13.6	18.2 ^r	9.6
1 to 2 years	17.0	10.9	12.7	8.5	14.6	10.5 ^r	19.3 ^r	12.6 ^r	20.8 ^r	16.9	2.4
2 to 5 years	15.8	24.0	19.1	19.6	19.0	26.4	26.4	22.9	10.6	~	*
More than 5 years	20.0	24.0	22.3	14.5	13.4	6.4	*	*	*	*	*
Percentage ³ still on strength	16.8	20.2	22.0	38.6	28.1	34.5	35.4	42.7	53.5	60.0	83.1

Source: Defence Statistics (Tri-Service)

Percentages are shown to 1 decimal place and calculated from unrounded data

Information on whether personnel returned from maternity leave and when have been updated to include information missing from previous reports for 2007 onwards. Figures affected by this have been marked as revised in this report.

Figures relating to personnel returning to work and then leaving since 2007 have been revised so outflow is based on consistent definitions.

1. Figures are for trained UK Regular Forces. See Glossary
2. Percentage of mean average strength of female personnel for the year.
Mean average strength is defined as the 13 month rolling average of the strength at 1st of the month each month from 1 January to 1 January the following year.
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. The 27 weeks or less category includes personnel on maternity leave for up to and including 189 days.
6. Maternity tracking relates to those returning from maternity leave, the sum of the percentage leaving service and still on strength should equal the percentage returning from maternity leave. Due to the nature of these percentages, these change with each report as the data for when they leave the Armed Forces becomes available.
7. Figures for leaving are based on outflow from the UK Regular Forces including personnel leaving the Services, deaths, recalled reservists on release and to the Volunteer Reserves. They do not include promotion from Ranks to Officers or flows between Services.
8. Percentage of those returning to work during the year.

Table 3b - UK Regular¹ RAF Maternity Leave: Personnel Numbers

Number

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Female Officers											
Average Strength ^{h2}	1 220	1 300	1 360	1 395	1 405	1 410	1 435	1 490	1 510	1 500	1 425
Number taking maternity leave	40	60	70	75	75	70	80	80	95	100	90
Number returning from maternity leave³	40	60	65	75	70	65	75	75	95	100	85
<i>within:</i>											
27 weeks or less ⁴	35	55 ^r	65	65	70	40	30	30	40	35	30
27 to 40 weeks	5	~	~	5	~	20	25	30	40	40	35
More than 40 weeks	-	~	~	5	~	~	15	20	20	25	20
Number not returning to work	-	-	~	-	~	~	~	~	-	~	10
Maternity Tracking ⁵											
Number returning then leaving⁶ Service	20	35	30	50	50	35	45	35	40	20	10
<i>within:</i>											
1 year or less	~	5	5	10	10	10	10	5	15	10	10
1 to 2 years	~	~	~	~	10	~	5	10 ^r	15	10	~
2 to 5 years	10	15	10	15	20	15	30	20	10	-	*
More than 5 years	5	10	10	20	5	5	*	*	*	*	*
Number still on strength	20	25	35	25	20	30	30	40	60	80	70
Female Other Ranks											
Average Strength ^{h2}	4 465	4 700	4 890	4 800	4 560	4 365	4 280	4 410	4 480	4 285	4 020
Number taking maternity leave	190	220	255	255	275	240	275	280	275	315	265
Number returning from maternity leave³	165	185	220	235	245	220	255^r	260	265	295	250
<i>within:</i>											
27 weeks or less ⁴	155	170	205	210	240	115	115	125	105	115	80
27 to 40 weeks	10	10	10	15	~	100	115	115	135	140	130
More than 40 weeks	~	~	~	10	~	5	20	25	25	40	40
Number not returning to work	25	35	35	20	25	20^r	20	20	10	20	15
Maternity Tracking ⁵											
Number returning then leaving⁶ Service	135	140	165	135	170	140	155	140	120	105	30
<i>within:</i>											
1 year or less	45	30	45	35	55	45	40	50	35	55 ^r	25
1 to 2 years	30	20	30	20	35	25	50	35 ^r	55	50	5
2 to 5 years	25	45	40	45	45	60	65	60	30	~	*
More than 5 years	35	45	50	35	35	*	*	*	*	*	*
Number still on strength	30	45	55	100	75	80	95	120	145	190	220

Source: Defence Statistics (Tri-Service)

All numbers are rounded to nearest five. Due to the rounding methods used totals may not equal the sum of the parts. Numbers less than 5 have been represented with a ~

Information on whether personnel returned from maternity leave and when have been updated to include information missing from previous reports for 2007 onwards. Figures affected by this have been marked as revised in this report.

Figures relating to personnel returning to work and then leaving since 2007 have been revised so outflow is based on consistent definitions.

1. Figures are for trained UK Regular Forces. See Glossary
2. Mean average strength is defined as the 13 month rolling average of the strength at 1st of the month each month from 1 January to 1 January the following year.
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.
4. The 27 weeks or less category includes personnel on maternity leave for up to and including 189 days.
5. Maternity tracking relates to those returning from maternity leave, the sum of those leaving service and still on strength should equal the number returning from maternity leave, subject to rounding. Due to the nature of these figures, these change with each report as the data for when they leave the Armed Forces becomes available.
6. Figures for leaving are based on outflow from the UK Regular Forces including personnel leaving the Services, deaths, recalled reservists on release and to the Volunteer Reserves. They do not include promotion from Ranks to Officers or flows between Services.

Glossary of Terms and Abbreviations

Additional Maternity Leave is the further 26 weeks of Statutory Maternity Leave, female personnel are entitled to 26 weeks of Ordinary Maternity Leave and 26 weeks of Additional Maternity Leave but only the first 13 weeks of Additional Maternity Leave are paid. Further broader definitions can be found on GOV.UK <https://www.gov.uk/maternity-pay-leave/overview>

Army The British Army consists of the General Staff and the deployable Field Army and the Regional Forces that support them, as well as Joint elements that work with the Royal Navy and Royal Air Force. Its primary task is to help defend the interests of the UK.

Full-Time Reserve Service (FTRS) are personnel who fill Service posts for a set period on a full-time basis while being a member of one of the Reserve Services, either as an ex-regular or as a volunteer.

Gurkhas are recruited and employed in the British and Indian Armies under the terms of the 1947 Tri-Partite Agreement (TPA) on a broadly comparable basis. They remain Nepalese citizens but in all other respects are full members of HM Forces. Since 2008, Gurkhas are entitled to join the UK Regular Forces after 5 years of service and apply for British citizenship.

Joint Personnel Administration (JPA) is the system used by the Armed Forces to deal with matters of pay, leave and other personnel administrative tasks. JPA replaced a number of single-Service IT systems and was implemented in April 2006 for RAF, November 2006 for RN/RM and April 2007 for Army.

Long Term Absentees (LTAs) are Service personnel who have been absent without leave (AWOL) for more than 21 days.

Ministry of Defence The Ministry of Defence (MOD) is the United Kingdom government department responsible for protecting the security, independence and interests of the UK at home and abroad. The principal aim of the MOD is to ensure that the armed forces have the training, equipment and support necessary for their work, within the MOD budget.

Mobilised Reservists are Volunteer or Regular Reserves who have been called into permanent service with the Regular Forces on military operations under the powers outlined in the Reserve Forces Act 1996. Call-out orders will be for a specific amount of time and subject to limits (e.g. under a call-out for warlike operations (Section 54), call-out periods should not exceed 12 months, unless extended.)

MOD see **Ministry of Defence**.

MPGS (Military Provost Guard Service) provides professional soldiers to meet armed security requirements at Royal Navy, Army, RAF and other MOD bases in Great Britain. MPGS personnel must have served a minimum of three years with any of the Regular or Reserve Forces. They have no liability for mobilisation and any movement is limited to within a 30 mile radius of their stationed unit.

Naval Service was previously used in this publication to describe the population which comprises the **Royal Navy** (including the Queen Alexandra's Royal Naval Nursing Service) and the **Royal Marines** combined which is now referred to as **RN/RM** or **Royal Navy/Royal Marines**. Naval Service describes the total Naval population which includes **RN/RM** as well as the Maritime Reserve, Serving Royal Fleet Reserve and Naval Sponsored Reservists.

Officer An Officer is a member of the Armed Forces holding the Queen's Commission to lead and command elements of the forces. Officers form the middle and senior management of the Armed Forces. This includes ranks from Sub-Lt/2nd Lt/Pilot Officer up to Admiral of the Fleet/Field Marshal/Marshal of the Royal Air Force, but excludes Non-Commissioned Officers.

Ordinary Maternity Leave is the initial 26 weeks of Statutory Maternity Leave; female personnel are entitled to 26 weeks of Ordinary Maternity Leave and 26 weeks of Additional Maternity Leave. Further broader definitions can be found on GOV.UK <https://www.gov.uk/maternity-pay-leave/overview>

Other Ranks Other ranks are members of the Royal Marines, Army and Royal Air Force who are not Officers but Other Ranks include Non-Commissioned Officers. The equivalent group in the Royal Navy are known as "Ratings".

Outflow from UK Regular Forces Outflow from UK Regular Forces include personnel leaving the Services, deaths, recalled reservists on release and outflow to the Home Service battalions of the Royal Irish Regiment (which disbanded on 31 March 2008). They do not include promotion from Ranks to Officers or flows between Services. Prior to year ending 31 March 2009, Army outflow included the net flow of personnel from the Regular Armed Forces to Long Term Absentee (LTA). Post year ending 31 March 2009 outflow does not include this flow to LTA.

RN/RM or Royal Navy/Royal Marines is a term used in this publication to describe full-time Naval Armed Forces personnel which comprises of the **Royal Navy** (including the Queen Alexandra's Royal Naval Nursing Service) and the **Royal Marines** combined.

Royal Air Force (RAF) is the aerial defence force of the UK.

Royal Fleet Auxiliary (RFA) is a civilian manned fleet owned by the MOD, which supports Royal Navy ships around the world, supplying warships with fuel, ammunition and supplies. Although all RFA personnel are MOD civilians, in addition to their civilian status, since 2007, a large proportion of RFA personnel have also become Royal Naval Reserve sponsored reserves. In a combat situation, this sponsored reserve status is activated to ensure that personnel are protected by the Geneva Convention.

Royal Marines (RM) Royal Marines are sea-going soldiers who are part of the Royal Navy/Royal Marines. RM officer ranks were aligned with those of the Army on 1 July 1999.

Royal Navy (RN) The sea-going defence forces of the UK but excludes the Royal Marines and the Royal Fleet Auxiliary Service (RFA).

Strength is defined as the number of personnel

Trained Strength comprises military personnel who have completed Phase 1 and 2 training.

- **Phase 1** training includes all new entry training to provide basic military skills.
- **Phase 2** training includes initial individual specialisation, sub-specialisation and technical training following Phase 1 training prior to joining the trained strength.

UK Regular Forces are full time Service personnel, including Nursing Services, but excluding FTRS personnel, Gurkhas, mobilised Reservists, Military Provost Guarding Service (MPGS), Locally Engaged Personnel (LEP), and Non Regular Permanent Service (NRPS). Unless otherwise stated, includes trained and untrained personnel.