



Ministry of Defence

Equal Pay Audit 2013

MOD Core Civilian

Non-Industrial Personnel

This audit presents a comparison of male to female and White to Black, Minority Ethnic annualised average salaries in the period 1 October 2012 to 1 October 2013 to meet the Department's obligations under the Public Sector Equality Duty to provide information on its workforce identified by the Equality Act 2010. Further analysis to compare length of service in grade, promotions and length of time to promotion have been conducted to provide possible explanations for any gender or ethnicity differences that may be found.

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Methods:

1. The analyses conducted within this report require exclusions. The population pertaining to these analyses consists of MOD main non-industrial personnel with a current HRMS record, who are identified as being paid on the CHIPS pay extract as at 1 October 2013. The following exclusions were applied throughout:
 - a. Trading Funds personnel
 - b. Royal Fleet Auxiliary personnel
 - c. Locally engaged civilians
 - d. Industrial Grades
 - e. Analogues (MDP, Fire Service, NHS, Teachers, Civilian Medical Practitioners and Civilian Dental Practitioners)
 - f. Senior Civil Servants and equivalent (those paid above the Band B1 Max)
 - g. Personnel for whom no basic salary data is recorded on CHIPS pay extract as at 1 October 2013
 - h. Personnel for whom required data are missing for other explanatory factors required within these analyses
 - i. Personnel on Zero pay – i.e. not being paid by the MOD as at 1 October 2013, are excluded from salary analysis, but are included within the feeder grades of promotion analysis, due to the fact that someone can be promoted from zero pay into a paid position
2. Section A examines the equality of pay of all personnel by analysing the differences in average basic salary of men compared to women. Part 2 conducts the same analysis, but purely focused on part-time personnel. In addition to all the exclusions listed initially, full-time personnel are also excluded. Average basic salary for part-time personnel is presented as annualised in order to be comparable where individuals work widely varying numbers of hours, and is derived from the basic monthly salary as at 1 October 2013 which they would receive if they worked full-time, multiplied by 12 to obtain the current annual basic salary level assuming 1 FTE.
3. New to the analysis for 2013 is the introduction of ethnicity comparisons. These are shown in Section B. Following summary inquiries it has been established that the numbers of personnel making a declaration of their ethnicity and the numbers declared as Black, Minority Ethnic (BME) are sufficiently large to enable valid statistical interpretation of differences in salary for all personnel at all grades and for part-time personnel at grade bands E2, E1 and D.
4. For both gender and ethnicity analysis calculations of averages are withheld when based on less than 10 individuals, and comparisons of averages are withheld when either of the averages are based on less than 20 individuals as such comparisons are invalid. Likewise for spine-point distribution charts where numbers of personnel on an individual spine-point is less than 10 the spine-point is withheld.
5. Use of Analysis of Covariance (ANCOVA) methodology to obtain adjusted average salary figures in sections A and B:

Analysis of Covariance is a standard and robust statistical methodology used to observe differences in means between groups after accounting for and removing the effects of other variables (covariates). After the removal of the effects of covariates, adjusted means for each group being compared are obtained. These adjusted means allow observation of any differences between groups in the variable of interest on an equal and more comparable basis. The adjusted average salary figures presented in sections A and B in this analysis were derived from this approach to enable average basic salary to be compared between males and females in each grade without being confounded by the effects of the differing length of service in grade of males and females in each group. The resulting adjusted average salaries represent what the average salary for each gender within a specific grade would be if the average lengths of service in grade for each gender were equal for both genders. This enables a level comparison of the average salary of each gender without confounding with the effects of different lengths of service.
6. Section C concerns the number of personnel who were promoted in the year from 1 October 2012 to 1 October 2013. Included in these analyses were those who were substantively promoted or advanced within this period (including a small number of personnel who were both recruited and promoted within the time period). Temporary promotions were not included, except where individuals had been on temporary promotion and were made substantive within the period. MOD has advancement from E2 to E1, C2 to C1 and B2 to B1 but for the purposes of the report these are referred to as promotion.
7. DBS provided Defence Statistics with a dataset of all those individuals receiving a promotion in the relevant period, the date of that promotion, the grade they were promoted from and the new grade they have been promoted into, the length of service in grade prior to promotion and basic salary at 1 October 2013. Given the current pay conditions where every grade and spine point received a 1 per cent pay rise, it has been assumed

that basic salary at 1 October 2013 was the basic salary at promotion, uplifted by 1 per cent for those promoted prior to 1 August 2013.

8. Length of service in grade (which automatically resets to 0 on promotion) was recorded as at the period prior to promotion in order to ascertain the length of time in the previous grade prior to being promoted. The LOS in grade field was reset to start counting from 2000, for the majority of MOD personnel in post in April 2004, when the new HRMS data system was introduced. Despite this limitation there is no evidence that this would introduce any gender bias. Although caution should be used when viewing the actual values of length of service in grade, as these will be capped at 13 years for the majority of individuals. Initial investigations have shown this to only affect a few individuals and as such where these values are used for statistical analysis they are still valid for making statistical adjustments for the grade band in question.
9. The pay analysis of those personnel promoted is taken from the perspective of the grade promoted into, and concerns gender pay equality at the promoted grade. As the analysis shows the grades moved into there is no data for E2 personnel. Numbers of BME personnel are not of a sufficient magnitude to enable comparisons of promotion by ethnicity at this point in time, although this will be monitored and added to the analysis if and when numbers can provide statistical validity. Personnel who move from an industrial grade (Skill Zone 1-4) into a non-industrial grade or from an analogue post into a non-analogue post are not regarded by the department as promotions but as sideways transfers, so are excluded from this analysis
10. Further exclusions in addition to those listed above are:
 - Personnel not substantively promoted between 1 Oct 2012 and 1 Oct 2013
 - Personnel promoted into or between Senior Civil Service grades
 - Other personnel whose pay falls outside the pay band scales, such as Apprentices and some Retained grades; although those on broader banded pay scales, such as Fast Streamers are included
 - Personnel who move from a Trading Fund post into a Core post, as it is not reliably accurate to calculate the underlying strength from which personnel have been promoted
11. Section C includes statistical tests on the relative differences of the female proportion within promotion groups for each grade, compared to the female proportion of the underlying average strength of the grade from which they were promoted. The test only needs to be conducted on the female proportion, as we are considering the proportion as females divided by the sum of males and females in each case.
12. This is different to the significance test methodology used prior to 2012 which compared the promotion *rates* of male to females. It has been determined that this method is not the most appropriate and can be distorted by the fact that male and female rates are not independent of each other, whereas the proportion of females in the promotion group is independent of the proportion of females within the underlying strength group. This can be assumed to be true where the factors that influence promotion are equally distributed for men and women. Therefore a statistical test result of "Significant" suggests that either gender or a factor that is gender biased is having an influence on promotion.

SECTION A1: Average Annual Basic Salary by Grade and Gender for all personnel

13. Table EPA-A1 shows, for each Broader Banded Grade, the strength of personnel (headcount) and the average (arithmetic mean) FTE worked, the average (arithmetic mean) length of service in grade on a yearly basis, and average annualised basic salary split by gender. In addition, the gender difference in length of service in grade is presented in years, and the percentage gender difference in average basic salary is given.
14. Since 1 October 2012, overall average basic salary has risen for every grade, which is to be expected given the 1 per cent universal pay rise in effect since 1 August 2013. As this had the effect of lifting the spine point minimums for each grade, even those personnel who joined the department after 1 August 2013 would have benefited from the increased salary scales.
15. Average length of service (LOS) in grade has increased, for another consecutive year, for the majority of groups, other than B1 and C1 and female B2 and D, where it has fallen, most notably for females at C2 who on average now have 0.4 years (about 5 months) less LOS in grade than at October 2012. The difference in LOS between males and females has increased for grades B2, C1, C2, and D (being higher for men in all cases).
16. The most notable change in the gender difference of LOS in grade is at Band D where the difference has increased by 0.6 years, with Band D males now having on average 2.0 years more service than females, the

largest difference of any grade. This could be due to the fact that this is the only grade in which the change in the numbers of personnel has worked in different directions for gender; Band D seeing an increase of 40 females, with a corresponding decrease of 170 males, new recruits bringing the average length of service down. This effect is mirrored by the average basic salary difference also being highest at Band D, at 3.1 per cent. As we know that historically (prior to the 2010 pay freeze) salary was highly correlated with LOS in grade due to incremental spine point increases, we would expect the difference in average basic salary for the whole grade band to be adjusted down once LOS in grade has been accounted for.

17. Although at each grade there is a difference in average basic salary between males and females, in all cases this gender pay difference is considerably less than the 5% threshold, even without accounting for the previously observed differences in length of service in grade and the difference in average basic salary between males and females has fallen at every grade except for Band D where it has remained the same as last year. In 2012 the difference for E grades remained the same as at 1 October 2011, being considerably smaller than other grades, yet has decreased even further in 2013 (below 0.5 per cent for E1).
18. For E1 personnel, where the gender difference in average basic salary is lowest (a difference of 0.4 percentage points), it is notable that the average length of service in grade figures are marginal (a difference of 0.1 years), alongside the fact that the proportion of E1 personnel that are female has been maintained at 68.5 per cent – the only grade to be predominantly female.
19. In order to take the observed differences in length of service in grade into account when making gender comparisons in pay, Table EPA-A1 presents adjusted average basic salary figures by gender, and the resultant percentage gender difference in average basic salary. These adjusted averages were derived using ANCOVA analysis to remove the effect which an individual's length of service in grade has to their basic salary, providing a more representative comparison of the average basic salary of males and females of the same grade.
20. It is notable that adjusting for length of service in grade results in average female salaries being higher (or almost equivalent to) than average male salaries for the majority of grade bands, reflecting the relationship between relatively high differences in salaries to large differences in LOS in grade. The exceptions to this are Band C2 where the unadjusted difference in salaries is relatively high at 2.6 per cent, but the difference in LOS in grade is relatively low, suggesting that other reasons may explain the difference in salaries. It is also worth noting that there is no difference in the proportion of females on London pay scales and the proportion of females on National pay scales.
21. For Band E1 the difference between unadjusted salaries is only 0.4 per cent and with a difference in LOS in grade of only 0.1 per cent the adjustment is as expected only down to 0.2 per cent difference in salaries. For Bands E1 and E2 the difference in proportions of women on London and National pay scales has the effect of bringing female salaries down, as the females proportion on National pay scales is 19 per cent higher for E1 and 15 per cent higher for E2.
22. The largest adjustments to salary for LOS in grade are at C1 and D (3.3 and 3.2 percentage points) where the largest unadjusted differences in salary and relatively high differences in LOS occur. The adjusted male average salaries are now lower than female average salaries, although to a marginal degree at 0.3 and 0.1 per cent respectively.
23. The findings of this analysis show that after accounting for gender differences in length of service in grade, any gender differences in average basic salary are reversed in most cases and adjusted differences at grade bands C1 and below are negligible (below 0.5 per cent). At grade bands B2 and B1 adjusted female salaries are now 1.0 and 1.4 per cent higher than average male salaries, reflecting the differences in LOS in grade of 1.6 and 1.8 years. The most likely explanation for this is known differing proportions of males and females on the London and National pay scales, with the proportion of women 11 per cent higher in London at Band B1 and 8 per cent higher at Band B2.

SECTION A2: Average Annualised Salary by Grade & Gender for part-time personnel

24. Table EPA-A2 looks at the gender differences in average annualised basic salary of part-time non-industrial civilian personnel in each grade, considering the average FTE and average length of service in grade of males and females in each grade. Average basic salary is derived from the annualised basic salary individuals would receive if they were employed on a full-time basis as at 1 October 2013. These figures therefore are comparable, and are not biased on account of differences relating to the number of hours actually worked by different individuals. The gender difference in length of service in grade is presented in years, and the gender difference in average annualised basic salary is given as a percentage.

25. Apart from at grade B1, where the numbers of personnel are too small to conduct any salary comparisons, for other grades females make up more than 60 per cent of the part-time workforce, in particular in band E1 where 94.4 per cent of part time personnel are female. There has been an increase in the number of personnel working part-time in at all grades from D to B1, with particular increases in men working part-time at Bands B1 and B2 since 2012, with the numbers at B1 increasing from less than 5 to 10 and the proportion of B2 becoming 23.9 per cent male compared to only 25.5 per cent last year.
26. In 2012 average FTE increased with grade from E2 through to B1 (a range of 0.67 to 0.74), however in 2013 this pattern is only apparent from E2 to C2 (0.67 to 0.73) with varying average FTE between the top 3 grades (although 0.73 is the highest). For all grades, except E1 (where men work on average 26 hours a week compared to women working on average 25 hours a week), the female average FTE is higher than the male. At Band B2 the difference between males and females has increased from 0.05 in 2012 to 0.1 in 2013, with females working on average 28 hours a week compared to men working on average 24 hours a week (making the assumption of National, rather than London working hours).
27. For Band E1 a 0.4 year difference in length of service in grade is now apparent with females having the longer length of service, compared to last year when men had a 0.3 year greater length of service in grade. This change could be a reflection of a grade that has been typically female (over 90 per cent) possibly with those female personnel who have been at this grade for a substantial amount of time either not being eligible for VERS due to their acquired experience or choosing not to leave. The numbers of men and their LOS in grade has not changed since 2012.
28. All other grades continue to show males having a considerably longer length of service in grade than females and this difference has increased compared to last year for all grades except Band C2. This inevitably impacts on average annualised basic salary differences, with the salary gaps between men and women increasing for all grade bands, except Band E2. Gender differences in average annualised basic salary for part-time personnel have increased between 0.2 and 0.5 percentage points since 2012. Only personnel at C1 continue to have differences above the 5.0 per cent threshold with male part time staff having 6.5 per cent higher average annualised salary than females (up from 6.2 per cent in 2012).
29. As discussed previously, when observing gender differences in average basic salary, it is necessary to take into account the significant differences which exist in length of service in grade mentioned above. As in section A, ANCOVA analysis was used to extract the effects of length of service in grade as a covariate in order to level the playing field and provide a fairer basis for comparison, thus obtaining adjusted average annualised basic salary figures for males and females in each grade. These are also presented in Table EPA-A2.
30. Despite the differences between average salaries being considerably higher for part-time personnel than for the whole workforce (above 3 per cent for grade bands D to B2), after removing the differential effects of length of service in grade, the gender differences in the adjusted average annualised basic salary reduce to below 1.0 per cent in all grades. This shows that for part-time personnel LOS in grade provides more of an explanation for salary difference than for all personnel, which is to be expected given that the difference between LOS in grade is longer than 2 years for grade bands D, C2 and C1 and is 1.7 years for B2.

SECTION B1: Average Annual Basic Salary by Grade and Ethnicity for all personnel

31. Table EPA-B1 shows, for each Broader Banded Grade, the strength of personnel (headcount) and the average (arithmetic mean) FTE worked, the average (arithmetic mean) length of service in grade on a yearly basis, and average annualised basic salary split by ethnicity. In addition, the ethnicity difference in length of service in grade is presented in years, and the percentage ethnicity difference in average basic salary is given. Only records with a self-declared response of an ethnicity classification have been included in this study, therefore all response of "choose not to declare" are not within this study. This aligns with diversity reporting of representation levels in the department's published diversity statistics.
32. White personnel have a longer LOS in grade than BME personnel for every grade except B2, where BME have 0.4 years longer LOS than White personnel. The difference for all grades is less than 1 year, meaning that any effect of LOS in grade upon salaries will be small. LOS for BME personnel at B2 is higher than observed by the pattern of LOS decreasing with grade, although the difference in average salaries at this grade is only 0.5 per cent and with only 30 BME personnel at this grade the average is subject to being exaggerated by any outlying values.
33. The average basic salary difference is less than 1 per cent for all grades except B1 and E1 where in both cases BME personnel have on average higher salaries than white personnel, by 1.3 per cent at B1 and by 1.4 per cent at E1. As LOS in grade is higher for white personnel at these grades and the difference is less than 0.5 years we would not expect the average salary difference to be adjusted down substantially, once LOS in

grade has been accounted for. Grade band C2 is the only grade where White personnel have a higher average salary than BME personnel, although this difference is 0.3 per cent.

34. At C1 there is virtually no ethnicity difference for either LOS in grade or average salary. Although at each grade there is a difference in average basic salary between White and BME personnel, in all cases this gender pay difference is considerably less than the 5 per cent threshold, even without accounting for any effect of LOS in grade. Given that in most cases the difference is less than 1 per cent, the likelihood of any discrimination by ethnicity for salary is considerably low, even lower than for gender.
35. Table EPA-B1 does not present adjusted average basic salary figures using Analysis of Covariance methodology, as the potential effects of Length of Service in Grade on salary are likely to either be inconsequential or misleading, where differences in LOS are all below 1.0 per cent and for some grades higher average salaries do not correlate with higher LOS.
36. The findings of this analysis show that ethnicity differences in average basic salary in most cases are negligible (below 1 percentage point) except for B1 and E1 personnel. For grade B1 with a difference of 1.3 per cent the numbers are too small to draw sound conclusions without further investigation. At Band E1 where BME personnel have on average salaries 1.4 per cent higher than White personnel the most likely explanation for this is known differing proportions of White and BME on the London and National pay scales. The proportion of BME personnel on London pay scales is 23 per cent compared to only 3 per cent on National pay scales.

SECTION B2: Average Annual Basic Salary by Grade and Ethnicity for part-time personnel

37. Table EPA-B2 looks at the ethnicity differences in average annualised basic salary of part-time non-industrial civilian personnel in each grade, considering the average FTE and average length of service in grade of White and BME personnel in each grade. Average basic salary is derived from the annualised basic salary individuals would receive if they were employed on a full-time basis as at 1 October 2013. These figures therefore are comparable, and are not biased on account of differences relating to the number of hours actually worked by different individuals. The difference in length of service in grade is presented in years, and the difference in average annualised basic salary is given as a percentage.
38. At grades C1 and above the numbers of part-time BME personnel are too small to reliably calculate averages or to conduct any salary comparisons. The numbers of personnel at each grade, split by ethnicity have been shown for information. For grade band C2 whilst the numbers are of sufficient magnitude to show meaningful averages, further comparisons and analysis would be unreliable. For grades of D and below BME personnel make up more than 5 per cent of the part-time workforce in Band E2 only, where 5.1 per cent of part time personnel are BME. At Band E1 the percentage is 2.8 and at Band D is 3.6 per cent. As these proportions are very small it would be prudent to interpret further analysis with caution, considering many possible reasons for any differences that may be observed.
39. The differences in length of service in grade decreases as grade falls, with White personnel having longer average LOS in grade than BME personnel. Conversely to the whole workforce, average salaries are higher for part-time White personnel at grade bands C2, D and E1, with personnel at band D having a 2.3 per cent higher salary on average. As the difference in LOS in grade is 2.1 years we would expect the adjusted average salary to reduce this difference. The salary difference at Band E1 is smaller at 0.9 per cent and with an LOS difference of 1.4 years we would also expect to see much of the salary difference accounted for by LOS.
40. Average basic salary at E2 is higher for BME personnel despite a higher LOS in grade for white personnel. The difference in salary at 2.1 per cent could therefore be caused by something other than LOS in grade. Although with only 20 BME personnel and 370 White personnel, resulting from this grade having experienced high outflows and low intake in the last twelve months, the salary mix of those personnel remaining could well be distorted by those that have left, rather than the salary determination at initial recruitment.
41. As discussed previously, when observing differences in average basic salary, it is necessary to take into account the differences which exist in length of service in grade mentioned above. As in section A, ANCOVA analysis was used to extract the effects of length of service in grade as a covariate in order to level the playing field and provide a fairer basis for comparison, thus obtaining adjusted average annualised basic salary figures for White and BME personnel in each grade. These are also presented in Table EPA-B2 for grade bands D and E1, as the difference in LOS in grade is above 1.0 years.
42. After removing the differential effects of length of service in grade, the ethnicity differences in the adjusted average annualised basic salary reduce to well below 1.0 per cent in all grades, with Band D switching from White personnel having salaries on average 2.3 per cent higher to BME personnel having on average salaries

0.7 per cent higher. For Band E1 the switch is from White average salaries being 0.9 per cent higher to BME average salaries being 0.8 per cent higher.

SECTION C1: Length of Time to Promotion by Gender

43. Table EPA-C1 shows the number of males and females in each grade who were substantively promoted/advanced in the year from 1 October 2012 to 1 October 2013 (temporary promotions were not included here, except where those temporary promotions were made substantive, and in these cases the point of promotion was taken at the point where the promotion was made substantive). The grade referenced in this table is the grade which personnel were promoted into i.e. where a B2 was promoted to B1 they are listed here under their new grade of B1. No sideways transfers from industrial to non-industrial grades or vice versa are included, and no external new recruits to MOD are included, therefore no E2 grade is presented in the table as it is not possible to be promoted into this grade. Personnel who were promoted from a Trading Fund post into a Main MOD TLB post have also been excluded from this analysis.
44. Table EPA-C1 considers the average length of service in grade prior to promotion (i.e. in the previous grade) in order to observe the length of time it took to be promoted for those individuals who were promoted within the period 1 October 2012 to 1 October 2013. It is essential to note that these figures do not represent the average length of time spent within a grade that it takes to achieve promotion, as there are inevitably many other individuals remaining in the previous grade who will achieve promotion in the future. These figures are simply representative of the average length of time spent in the previous grade prior to promotion by those who were promoted within the stated period. The analysis also observes the average basic salary upon promotion, which will be also be affected to some degree by the differing proportions of males and females on the London or National pay scales. For example the female proportion on London pay scale promotions is 58 per cent compared to 31 per cent on National pay scales.
45. The number of substantive promotions, compared to 2011-2012, has more than doubled for all grade bands, except Band C2. This reflects the restructuring within the department following the substantial numbers of personnel leaving on Voluntary Early Release and the recruitment freeze which has begun to be relaxed in some areas during 2012-13. This forms part of the latter stages of rationalisation brought about under the Strategic Defence and Security Review (SDSR), looking towards a more streamlined workforce by 2015. It should be noted that because recruitment and consequently opportunities for promotion have not been evenly made available across business areas that differences observed between men and women may be attributed to differences (both historic and as a result of the proportions of those that have left) in the gender proportions of different business areas.
46. The average length of service in grade prior to promotion is broadly comparable between men and women for all grades, with the largest difference being 0.7 years for those promoted to D, where of those who were promoted, males were promoted slightly faster than females in a pool of 760 promotions. At grade band C2, which saw the largest number of promotions for another year, women were promoted on average 6 months slower than men in 2012-13, compared to 2011-12 when the difference was only 0.1 years faster for females. Length of time to promotion was slightly quicker for women for all other grade bands, although it should be noted that the differences are only 0.6 years or below and decrease as grade decreases. Band E1 with the highest proportion of females in promotes has the greatest similarities in average LOS to promotion.
47. The average basic salary on promotion of males and females in each grade remains highly comparable for grade bands C2 and above, with the difference at B1 falling from 1.1 to 0.1 per cent (higher for men). The greatest difference however is now at Band E1 where men have on average salaries 3.1 per cent higher than women. All other differences are less than 1.0 per cent and may be explained by different proportions of males and females on London and National pay scales. The balance of who typically has the higher salary has changed since 2011-12 when men had the higher salary on promotion to all grade bands. In 2012-13 women have, on average, the higher salary on promotion to grade bands C1, C2 and D.

SECTION C2: Promotion proportions by gender

48. Of all promotions 1,360 were male (51.6 per cent) and 1,270 were female (48.4 per cent). This is broadly comparable to the male:female proportions of non-industrial personnel on strength at B2 and below (58.3 per cent male, 41.7 per cent female). It should be noted that the number of substantive promotions/advancements within non-industrial grades in this period was over three times higher than the number of substantive promotions/advancements in the previous year, resulting in promotion rates moving back to the levels seen in 2008-09, prior to the recruitment freeze, when 1,580 men and 1,480 women were promoted. Promotion rates to Band C2 remain considerably higher than at other grade at 9.4 per cent, with promotion rates for Bands C1 and D increasing to near the 7 per cent mark.

49. A higher number of males were promoted into grades of C2 and above, and higher numbers of females were promoted into D and E1. However it is important to consider these in the light of the individual male/female representation at the feeder grades. For example at grade D (the feeder grade for promotions to C2) there is a larger percentage of males (59.8 per cent) which corresponds with the higher proportion of males promoted to C2 (55.7 per cent). Similarly at E1, the feeder grade for promotions to D, females represent 57.9 per cent of personnel and promotions into band D were 58.4 per cent female. Further analysis examines the difference between such proportions.
50. Significance tests were undertaken at each grade to determine whether the proportion of females in the promotion group at each grade is significantly different to the proportion of females at the feeder grade. Between 1 October 2012 and 1 October 2013 there was a difference of 0.07 between the female proportion in all non-industrial promotions from E2 to B1 and the female proportion at all feeder grades from E2 to B2. **This difference for 2011-12 was not significant; however the difference of 0.07 for 2012-13 is significant.**
51. When looking at individual grade bands, the following significant differences were found. **77.5 per cent of promotions to E1 were female**, compared to a proportion of 38.6 per cent at E2 strength, representing a **significant difference**. This means that there were more female promotions than would be expected given the proportion of females at Band E2. In this case the promotion rate of females also reflects this, being 6.5 percentage points greater than that of men. This effect could have been caused by a disproportionately high number of women (45.6 per cent of all exits in the 12-months to 30 September) leaving grade band E2 during the year. In addition to this an imbalance would also be reinforced by more females than males promoted to E1 during the first half of the year).
52. **A significant difference was also found at Band B2 where females formed a 0.09 higher proportion in the pool of promotes than at Band C1 strength.** The difference is slightly less significant than in 2011-12, when it was 0.11 and is now a more reliable statistic with the promotion numbers increasing by almost three times. Interestingly **for promotions to Band D**, the difference has reduced to 0.01 (from 0.06 in 2011-12) and **is now not significant**, with females accounting for 58.4 per cent of promotions and 57.9 per cent on E1 strength. However, for **Band C2** the greater proportion of females on promotion (44.3 per cent) compared to 40.2 per cent at Band D strength **has become significantly different**. The only grade band to have a larger proportion of females in the feeder grade than in the promotion grade is at B1, but the difference is only 0.03 and as expected is not significant.
53. Gender differences in the promotion rate into each grade have increased for all grades except for promotions into B1, which had the highest difference in 2011-12 and is now one of the few grades where the difference is below 1.0 percentage points. Band E1 where the difference was 1.8 percentage points, is now at 6.5, with females having a promotion rate of 7.9 per cent. At Band C2 the female promotion rate is 10.4 per cent, 1.6 percentage points higher than the male rate.

Conclusions:

54. The analysis shows minimal evidence of any gender inequality relating to average salaries of non-industrial personnel. Even before taking into account differences in length of service in grade, gender differences in average basic salary continue to be less than 3.5 per cent in all grades and where the proportions of females are higher the difference is less than 0.5 per cent. After accounting for gender differences in length of service in grade the subsequently adjusted average basic salaries show gender differences of no more than 0.2 per cent for grades where male salaries remain higher. For grades where the length of service effect results in adjusted average salaries being higher for women the largest difference is 1.4 per cent at Band B1 where differing gender proportions on London and National pay scales has the greatest effect.
55. For part time personnel gender differences have increased at all grades except E2, yet remain below 5.0 per cent for all grades except C1 where the difference is 6.5 per cent. Adjusting average basic salary by length of service in grade accounts for a substantial proportion of salary differences between gender for all grades. The remaining differences are negligible at no more than 0.9 per cent for grades where male salaries remain higher and no more than 1.0 per cent where the adjustment results in higher salaries for women. As for all personnel the largest difference remains where different proportions of males and females on the London and National pay scales are more strongly skewed towards women in London.
56. Average salary differences between White and BME personnel show even less evidence of inequality than for gender. Even before taking into account differences in length of service in grade, ethnicity differences in average basic salary are less than 1.5 per cent in all grades and BME salaries are on average higher than White salaries for all grades other than C2 where the difference is only 0.3 per cent. Where the largest

difference occurs of 1.4 per cent at Band E1 the differing ethnicity proportions on London and National pay scales is 20 per cent greater for BME personnel on London pay scales.

57. Conversely to the whole workforce, average salaries are higher for part-time White personnel at grade bands C2, D and E1, with personnel at band D having a 2.3 per cent higher salary on average. After removing the differential effects of length of service in grade, the ethnicity differences in the adjusted average annualised basic salary reduce to well below 1.0 per cent in all grades. Average basic salary at E2 is higher for BME personnel despite a higher LOS in grade for white personnel. This could be the effect of high outflows and low intake in the last twelve months, resulting in the salary mix of those personnel remaining being distorted by those that have left.
58. There is no real evidence of gender differences in the length of time taken for promotion, with differences decreasing in most cases and all less than 1 year. This is consistent with the analogous levels of average basic salary upon promotion seen across gender, the only difference above 1 per cent being at E1 where average length of service to promotion differs by less than 3 months.
59. Of all female non-industrial promotions the difference between the female proportion of all promotions and the female proportion at all feeder grades there is a significantly higher proportion of females in the promotions pool than in the underlying strength. When looking at individual grade bands, significant differences were found at E1, C2 and B2 where the proportion of females in the promotion group were significantly higher than would be expected in all cases. The promotion rate of females was also greater than that of men at these grades. The only grade where the proportion of women promoted was less than expected given the proportion in the feeder grade is at B1, although the difference is 0.03 percentage points and as such is not significant.

Recommendations:

60. Owing to the strict policy on setting salaries and viewing the evidence presented in the last four Equal Pay Audit reports, we can be assured that there is no gender discrimination in salary. Further analysis conducted this year on ethnicity differences in salary show no evidence of discrimination and further more provide evidence that the minority BME group have higher average salaries. In order to meet the Department's obligations under the Public Sector Equality Duty it is recommended that monitoring of both gender and ethnicity differences in salary continues on an annual basis using the current methods. However, it would be nugatory to investigate any further analysis of salary, given current policies regarding the setting of pay levels.
61. As significant differences have been found in the gender proportions of those promoted compared to the proportions evident on strength further analysis is being conducted on promotions via regression analysis to consider which variables have the greatest impact upon recruitment, promotion and retention. A study into the length of service in grade of those personnel who haven't been promoted is also underway to investigate any gender or ethnicity differences. These reports will be available by March 2014.
62. BME promotions will continue to be monitored and when numbers are of sufficient magnitude to allow statistically valid conclusions to be drawn the equivalent analysis, as for gender, will be conducted.

Average Annual Basic Salary - All Personnel^{1,2}

Table EPA - A1 - Average Basic Salary by Gender and Grade^{1,2}

B1	Gender	Headcount	Average FTE	Average LOS in Grade	Diff in LOS in Grade (Yrs)	Average Basic Salary	Av Basic Salary Diff %	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	450	0.99	5.0		£60,266		£61,000	
	Female	120	0.97	3.2		£59,287		£61,853	
	Total	570	0.99	4.7	1.8	£60,058	1.6%		-1.4%
B2	Gender	Gender	Average FTE	Average LOS in Grade	Diff in LOS in Grade (Yrs)	Average Basic Salary	Av Basic Salary Diff %	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	790	0.99	5.2		£50,944		£50,665	
	Female	300	0.96	3.6		£49,923		£51,168	
	Total	1100	0.98	4.8	1.6	£50,662	2.0%		-1.0%
C1	Gender	Gender	Average FTE	Average LOS in Grade	Diff in LOS in Grade (Yrs)	Average Basic Salary	Av Basic Salary Diff %	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	3980	0.99	5.3		£38,367		£38,165	
	Female	1410	0.97	3.8		£37,235		£38,274	
	Total	5390	0.99	4.9	1.4	£38,071	3.0%		-0.3%
C2	Gender	Gender	Average FTE	Average LOS in Grade	Diff in LOS in Grade (Yrs)	Average Basic Salary	Av Basic Salary Diff %	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	5080	0.99	5.6		£31,328		£31,126	
	Female	2550	0.96	4.4		£30,517		£31,081	
	Total	7620	0.98	5.2	1.2	£31,057	2.6%		0.1%
D	Gender	Gender	Average FTE	Average LOS in Grade	Diff in LOS in Grade (Yrs)	Average Basic Salary	Av Basic Salary Diff %	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	4360	0.99	7.0		£25,409		£25,149	
	Female	3050	0.95	5.0		£24,620		£25,174	
	Total	7410	0.98	6.2	2.0	£25,084	3.1%		-0.1%
E1	Gender	Gender	Average FTE	Average LOS in Grade	Diff in LOS in Grade (Yrs)	Average Basic Salary	Av Basic Salary Diff %	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	2650	0.99	7.4		£19,995		£20,126	
	Female	5770	0.93	7.5		£19,917		£20,083	
	Total	8420	0.95	7.5	0.1	£19,942	0.4%		0.2%

Average Annual Basic Salary - All Personnel^{1,2}

Table EPA - A1 - Average Basic Salary by Gender and Grade^{1,2}

E2	Gender	Gender	Average FTE	Average LOS in Grade	Diff in LOS in Grade (Yrs)	Average Basic Salary	Av Basic Salary Diff %	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	2720	0.99	8.9		£17,201		£17,264	
	Female	1640	0.93	7.4		£16,958		£17,241	
	Total	4360	0.97	8.3	1.4	£17,109	1.4%		0.1%

Source: Defence Statistics (Civilian)

Notes accompanying tables EPA - A1

Methods

Personnel HC numbers are rounded to the nearest 10. Numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias.

Average Length of Service in Grade is presented in years to one decimal place. Gender differences in average Length of Service in grade are calculated from the difference between the exact averages and are also presented in years to one decimal place.

Average basic salary figures for each individual are derived from the basic monthly salary rate they were on as at 1 October 2013, annualised to assume a whole year at the same salary rate. These salary rates are not adjusted to take account of the actual number of hours worked by part time personnel in order to assure comparability independent of full-time/part-time status, and so for each individual represent what they would earn in a full year at the same salary rate with an FTE of 1.

Average basic salary differential percentages represent the ratio of the difference between the gender averages to the higher of the gender averages.

Adjusted average basic salary figures have been calculated using Analysis of Covariance methodology, with adjusted averages obtained after the differential effects of Length of Service in Grade in males and females have been partialled out.

Because of rounding, totals may not always equal the sum of the parts.

~ denotes number withheld. Headcount and FTE strength of personnel figures below 5 are withheld, averages are withheld when based on less than 10 individuals, and comparisons of averages are withheld when either are based on less than 20 individuals, as such comparisons are invalid.

Exclusions

- Figures exclude SCS, retained grades, personnel on zero pay, those whose pay falls outside the payscales, and those where no valid grade or pay data are recorded as at 1 October 2013.
- Figures exclude Trading Funds, Royal Fleet Auxiliaries and Locally engaged civilians.

Average Annual Basic Salary - Part-Time Personnel

Table EPA - A2 Average annual basic salary of part-time personnel by Gender and Grade.

B1	Gender	Headcount	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	10	0.69	6.6		£64,290		~	
	Female	10	0.71	4.3		£58,495		~	
	Total	20	0.70	5.5	~	£60,813	~		~
B2	Gender	Headcount	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	20	0.66	6.1		£52,016		£50,736	
	Female	50	0.76	4.4		£50,428		£51,222	
	Total	70	0.73	4.8	1.7	£50,808	3.1%		-1.0%
C1	Gender	Headcount	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	110	0.70	7.8		£40,178		£38,587	
	Female	170	0.74	5.4		£37,550		£38,735	
	Total	280	0.72	6.0	2.3	£38,578	6.5%		-0.4%
C2	Gender	Headcount	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	130	0.69	7.6		£32,245		£31,238	
	Female	350	0.74	5.4		£30,907		£31,359	
	Total	480	0.73	6.0	2.2	£31,271	4.2%		-0.4%
D	Gender	Headcount	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	100	0.70	8.5		£26,159		£25,180	
	Female	510	0.72	6.1		£24,929		£25,193	
	Total	610	0.72	6.5	2.4	£25,121	4.7%		-0.1%
E1	Gender	Headcount	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	80	0.71	7.3		£19,865		£19,961	
	Female	1,180	0.67	7.7		£19,980		£20,047	
	Total	1,270	0.68	7.7	0.4	£19,972	-0.6%		-0.4%

Average Annual Basic Salary - Part-Time Personnel

Table EPA - A2 Average annual basic salary of part-time personnel by Gender and Grade.

E2	Gender	Headcount	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	50	0.63	8.4		£17,192		£17,365	
	Female	360	0.67	7.7		£17,017		£17,209	
	Total	420	0.67	7.7	0.7	£17,039	1.0%		0.9%

Source: Defence Statistics (Civilian)

Notes accompanying tables EPA - A2

This table includes only those personnel classed as working on a part-time basis, defined by their working hours averaged across the year being less than 36 hours per week for those on the London pay scale, and less than 37 hours per week for those on the National pay scale.

Average annualised basic salary figures represent the pro-rata basic salary personnel would receive if they worked for full-time hours.

Length of service in grade figures are in years and are rounded to one decimal place.

Average basic salary differential percentages represent the ratio of the difference between the gender averages to the higher of the gender averages.

Payrise differential percentages represent the ratio of the gender payrise difference to the overall average basic salary (of both genders together).

Adjusted average basic salary figures have been calculated using Analysis of Covariance methodology, with adjusted averages obtained after the differential effects of Length of Service in Grade in males and females have been partialled out.

Personnel numbers are based on headcount and are rounded to the nearest 10. Numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias.

Personnel figures below 5 are denoted by "~" and further calculations based on these numbers are withheld and denoted by "~".

Calculations of averages are also withheld when based on less than 10 individuals, and comparisons of averages are withheld when either of the averages are based on less than 20 individuals as such comparisons are invalid. Because of rounding, totals may not always equal the sum of the parts.

Figures exclude Trading Funds, Royal Fleet Auxiliaries and Locally engaged civilians.

Figures exclude SCS, retained grades, personnel on zero pay, those whose pay falls outside the payscales, and those where no valid grade or pay data are recorded as at 1 October 2013.

Average Annual Basic Salary - All Personnel^{1,2}

Table EPA - B1 - Average Basic Salary by Ethnicity and Grade^{1,2}

B1	Ethnicity	Headcount	Average FTE	Average LOS	Diff in LOS	Average	Av Basic	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
			in Grade	in Grade	Grade (Yrs)	Basic Salary	Salary Diff %		
	White	480	0.99	4.6		£59,946			
	BME	20	0.95	4.3		£60,711			
	Total	500	0.99	4.6	0.4	£59,965	-1.3%		~
B2	Ethnicity	Headcount	Average FTE	Average LOS	Diff in LOS	Average	Av Basic	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
			in Grade	in Grade	Grade (Yrs)	Basic Salary	Salary Diff %		
	White	910	0.98	4.8		£50,587			
	BME	30	0.99	5.2		£50,846			
	Total	940	0.99	4.8	0.4	£50,595	-0.5%		~
C1	Ethnicity	Headcount	Average FTE	Average LOS	Diff in LOS	Average	Av Basic	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
			in Grade	in Grade	Grade (Yrs)	Basic Salary	Salary Diff %		
	White	4,620	0.99	4.8		£38,031			
	BME	160	0.99	4.7		£38,038			
	Total	4,780	0.99	4.8	0.1	£38,032	0.0%		~
C2	Ethnicity	Headcount	Average FTE	Average LOS	Diff in LOS	Average	Av Basic	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
			in Grade	in Grade	Grade (Yrs)	Basic Salary	Salary Diff %		
	White	6,560	0.98	5.2		£31,024			
	BME	250	0.99	4.7		£30,916			
	Total	6,800	0.98	5.2	0.5	£31,020	0.3%		~
D	Ethnicity	Headcount	Average FTE	Average LOS	Diff in LOS	Average	Av Basic	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
			in Grade	in Grade	Grade (Yrs)	Basic Salary	Salary Diff %		
	White	6,460	0.98	6.2		£25,051			
	BME	230	0.97	5.7		£25,205			
	Total	6,690	0.98	6.2	0.5	£25,056	-0.6%		~
E1	Ethnicity	Headcount	Average FTE	Average LOS	Diff in LOS	Average	Av Basic	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
			in Grade	in Grade	Grade (Yrs)	Basic Salary	Salary Diff %		
	White	7,240	0.95	7.7		£19,953			
	BME	330	0.97	7.4		£20,240			
	Total	7,580	0.95	7.7	0.3	£19,965	-1.4%		~

Average Annual Basic Salary - All Personnel^{1,2}

Table EPA - B1 - Average Basic Salary by Ethnicity and Grade^{1,2}

E2	Ethnicity	Headcount	Average FTE	Average LOS in Grade	Diff in LOS in Grade (Yrs)	Average Basic Salary	Av Basic Salary Diff %	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	White	3,740	0.97	8.5		£17,116		~	
	BME	270	0.98	7.9		£17,212		~	
	Total	4,010	0.97	8.5	0.6	£17,122	-0.6%		~

Source: Defence Statistics (Civilian)

Notes accompanying tables EPA - B1

Methods

Personnel HC numbers are rounded to the nearest 10. Numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias.

Average Length of Service in Grade is presented in years to one decimal place. Ethnicity differences in average Length of Service in grade are calculated from the difference between the exact averages and are also presented in years to one decimal place.

Average basic salary figures for each individual are derived from the basic monthly salary rate they were on as at 1 October 2013, annualised to assume a whole year at the same salary rate. These salary rates are not adjusted to take account of the actual number of hours worked by part time personnel in order to assure comparability independent of full-time/part-time status, and so for each individual represent what they would earn in a full year at the same salary rate with an FTE of 1.

Average basic salary differential percentages represent the ratio of the difference between the ethnicity averages to the higher of the ethnicity averages.

Adjusted average basic salary figures have not been calculated using Analysis of Covariance methodology, as the potential effects of Length of Service in Grade on salary are likely to either be inconsequential or misinformative, where differences in LOS are all below 1.0 per cent and for some grades higher average salaries do not correlate with higher LOS.

Because of rounding, totals may not always equal the sum of the parts.

~ denotes number withheld. Headcount and FTE strength of personnel figures below 5 are withheld, averages are withheld when based on less than 10 individuals, and comparisons of averages are withheld when either are based on less than 20 individuals, as such comparisons are invalid.

Exclusions

1. Figures exclude SCS, retained grades, personnel on zero pay, those whose pay falls outside the payscales, and those where no valid grade or pay data are recorded as at 1 October 2013.

2. Figures exclude Trading Funds, Royal Fleet Auxiliaries and Locally engaged civilians.

Average Annual Basic Salary - Part-Time Personnel

Table EPA - B2 - Average annual basic salary of part-time personnel by Ethnicity and Grade.

Grade	Part-Time Personnel							Adjusted Average Basic Salary accounting for LOS in Grade	
	Ethnicity	Headcount	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %		
B1									
	White	20	0.72	5.8		£61,085			
	BME	~	~	~		~			
	Total	20	0.71	6.0	~	£61,085	~		~
B2									
	White	60	0.76	4.8		£50,754			
	BME	~	~	~		~			
	Total	60	0.76	4.8	~	£50,827	~		~
C1									
	White	240	0.73	5.9		£38,498			
	BME	10	~	~		£38,753			
	Total	250	0.73	5.9	~	£38,504	~		~
C2									
	White	420	0.73	6.0		£31,279			
	BME	10	0.75	4.0		£30,510			
	Total	430	0.73	6.0	~	£31,256	~		~
D									
	White	530	0.72	6.5		£25,089			
	BME	20	0.71	4.4		£24,522			
	Total	550	0.72	6.4	2.1	£25,069	2.3%		-0.7%
E1									
	White	1,130	0.67	7.9		£19,996			
	BME	30	0.69	6.4		£19,822			
	Total	1,160	0.67	7.8	1.4	£19,991	0.9%		-0.8%

Average Annual Basic Salary - Part-Time Personnel

Table EPA - B2 - Average annual basic salary of part-time personnel by Ethnicity and Grade.

E2	Ethnicity	Headcount	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	White	370	0.66	7.9		£17,039		~	
	BME	20	0.74	7.6		£17,407		~	
	Total	390	0.67	7.9	0.3	£17,058	-2.2%		~

Source: Defence Statistics (Civilian)

Notes accompanying tables EPA - B2

This table includes only those personnel classed as working on a part-time basis, defined by their working hours averaged across the year being less than 36 hours per week for those on the London pay scale, and less than 37 hours per week for those on the National pay scale.

Average annualised basic salary figures represent the pro-rata basic salary personnel would receive if they worked for full-time hours.

Length of service in grade figures are in years and are rounded to one decimal place.

Average basic salary differential percentages represent the ratio of the difference between the ethnicity averages to the higher of the ethnicity averages.

Payrise differential percentages represent the ratio of the ethnicity payrise difference to the overall average basic salary (of all ethnicities together).

Adjusted average basic salary figures have been calculated using Analysis of Covariance methodology, with adjusted averages obtained after the differential effects of Length of Service in Grade in males and females have been partialled out.

Personnel numbers are based on headcount and are rounded to the nearest 10. Numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Personnel figures below 5 are denoted by "~" and further calculations based on these numbers are withheld and denoted by "~".

Calculations of averages are also withheld when based on less than 10 individuals, and comparisons of averages are withheld when either of the averages are based on less than 20 individuals as such comparisons are invalid. Because of rounding, totals may not always equal the sum of the parts.

Figures exclude Trading Funds, Royal Fleet Auxiliaries and Locally engaged civilians.

Figures exclude SCS, retained grades, staff on zero pay, those whose pay falls outside the pay scales, and those where no valid grade or pay data are recorded as at 1 October 2013.

Length of time for Promotion

Table EPA - C1 - Average basic salary¹ by Gender and Grade², and length of time until Promotion / Advancement³ for those Promoted / Advanced during the year 1 Oct 12 to 1 Oct 13

B1	Gender	Number of Promotions into Grade	Average Basic Salary on Promotion	Av Basic Salary Diff %	Average LOS to promotion (yrs)	Av LOS to promotion Diff (yrs)
	Male	60	£57,657		2.6	
	Female	20	£57,595		2.1	
	Total	90	£57,641	0.1%	2.5	0.6
B2	Gender	Number of Promotions into Grade	Average Basic Salary on Promotion	Av Basic Salary Diff %	Average LOS to promotion (yrs)	Av LOS to promotion Diff (yrs)
	Male	110	£48,784		3.5	
	Female	60	£48,684		3.0	
	Total	170	£48,749	0.2%	3.3	0.5
C1	Gender	Number of Promotions into Grade	Average Basic Salary on Promotion	Av Basic Salary Diff %	Average LOS to promotion (yrs)	Av LOS to promotion Diff (yrs)
	Male	380	£35,794		3.3	
	Female	250	£35,997		2.9	
	Total	630	£35,874	-0.6%	3.2	0.4
C2	Gender	Number of Promotions into Grade	Average Basic Salary on Promotion	Av Basic Salary Diff %	Average LOS to promotion (yrs)	Av LOS to promotion Diff (yrs)
	Male	450	£29,346		2.8	
	Female	360	£29,478		3.3	
	Total	800	£29,404	-0.5%	3.0	0.5
D	Gender	Number of Promotions into Grade	Average Basic Salary on Promotion	Av Basic Salary Diff %	Average LOS to promotion (yrs)	Av LOS to promotion Diff (yrs)
	Male	310	£23,486		3.1	
	Female	440	£23,672		3.8	
	Total	760	£23,595	-0.8%	3.6	0.7
E1	Gender	Number of Promotions into Grade	Average Basic Salary on Promotion	Av Basic Salary Diff %	Average LOS to promotion (yrs)	Av LOS to promotion Diff (yrs)
	Male	40	£18,999		4.6	
	Female	140	£18,427		4.5	
	Total	190	£18,555	3.0%	4.5	0.2

Source: Defence Statistics (Civilian)

Length of time for Promotion

Table EPA - C1 - Average basic salary¹ by Gender and Grade², and length of time until Promotion / Advancement³ for those Promoted / Advanced during the year 1 Oct 12 to 1 Oct 13

Numbers are rounded to the nearest 10. Numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias.

Because of rounding, totals may not always equal the sum of the parts.

~ denotes number withheld. Headcount and FTE strength of personnel figures below 5 are withheld due to their potentially disclosive nature, averages are withheld when based on less than 10 individuals due to the highly volatile nature of percentages based on small numbers, and comparisons of averages are withheld when either of the averages are based on less than 20 individuals as such comparisons are unreliable.

1. Promotion figures are based on headcount and are rounded to the nearest 10.

2. Figures exclude SCS, retained grades, staff on zero pay, those whose pay falls outside the payscales, those who are promoted from Industrial to non-Industrial and vice-versa and those where no valid grade or pay data are recorded as at 1 October 2013.

3. Average Length of Service to promotion figures represent the time spent in the previous grade prior to promotion, and are measured in years, to one decimal place.

Figures exclude Trading Funds, Royal Fleet Auxiliaries and Locally engaged civilians.

Promotions/Advancements Rates

Table EPA - C2 - Number of Promotions/Advancements¹ during the year 1 Oct 12 to 1 Oct 13

All Grades	Gender	Number of Promotions ² into grade	Percentage female - promotees	Average Strength at lower grade ³	Percentage female - lower grade	Difference between female proportion in promotions and in feeder grade ⁴	Promotion rate into grade	Promotion rate % point difference
	Male	1,360		23,910				
	Female	1,270	57,657	17,110		0.07		
	Total	2,630	48.4%	41,020	41.7%	Significant	*	*
B1	Gender	Number of Promotions ² into grade	Percentage female - promotees	Average Strength at lower grade ³	Percentage female - lower grade	Difference between female proportion in promotions and in feeder grade ⁴	Promotion rate into grade	Promotion rate % point difference
	Male	60		1,160			5.4%	
	Female	20		490		-0.03	4.7%	
	Total	90	26.7%	1,650	29.5%	Not Significant	5.2%	0.7%
B2	Gender	Number of Promotions ² into grade		Average Strength at lower grade ³		Difference between female proportion in promotions and in feeder grade ⁴	Promotion rate into grade	Promotion rate % point difference
	Male	110		4,140			2.7%	
	Female	60		1,470		0.09	4.1%	
	Total	170	35.1%	5,610	26.2%	Significant	3.1%	1.4%
C1	Gender	Number of Promotions ² into grade		Average Strength at lower grade ³		Difference between female proportion in promotions and in feeder grade ⁴	Promotion rate into grade	Promotion rate % point difference
	Male	380		5,930			6.4%	
	Female	250		3,480		0.03	7.1%	
	Total	630	39.5%	9,420	37.0%	Not Significant	6.7%	0.7%
C2	Gender	Number of Promotions ² into grade		Average Strength at lower grade ³		Difference between female proportion in promotions and in feeder grade ⁴	Promotion rate into grade	Promotion rate % point difference
	Male	450		5,080			8.8%	
	Female	360		3,410		0.04	10.4%	
	Total	800	44.3%	8,500	40.2%	Significant	9.4%	1.6%
D	Gender	Number of Promotions ² into grade		Average Strength at lower grade ³		Difference between female proportion in promotions and in feeder grade ⁴	Promotion rate into grade	Promotion rate % point difference
	Male	310		4,670			6.7%	
	Female	440		6,420		0.01	6.9%	
	Total	760	58.4%	11,090	57.9%	Not Significant	6.8%	0.1%

Promotions/Advancements Rates

Table EPA - C2 - Number of Promotions/Advancements¹ during the year 1 Oct 12 to 1 Oct 13

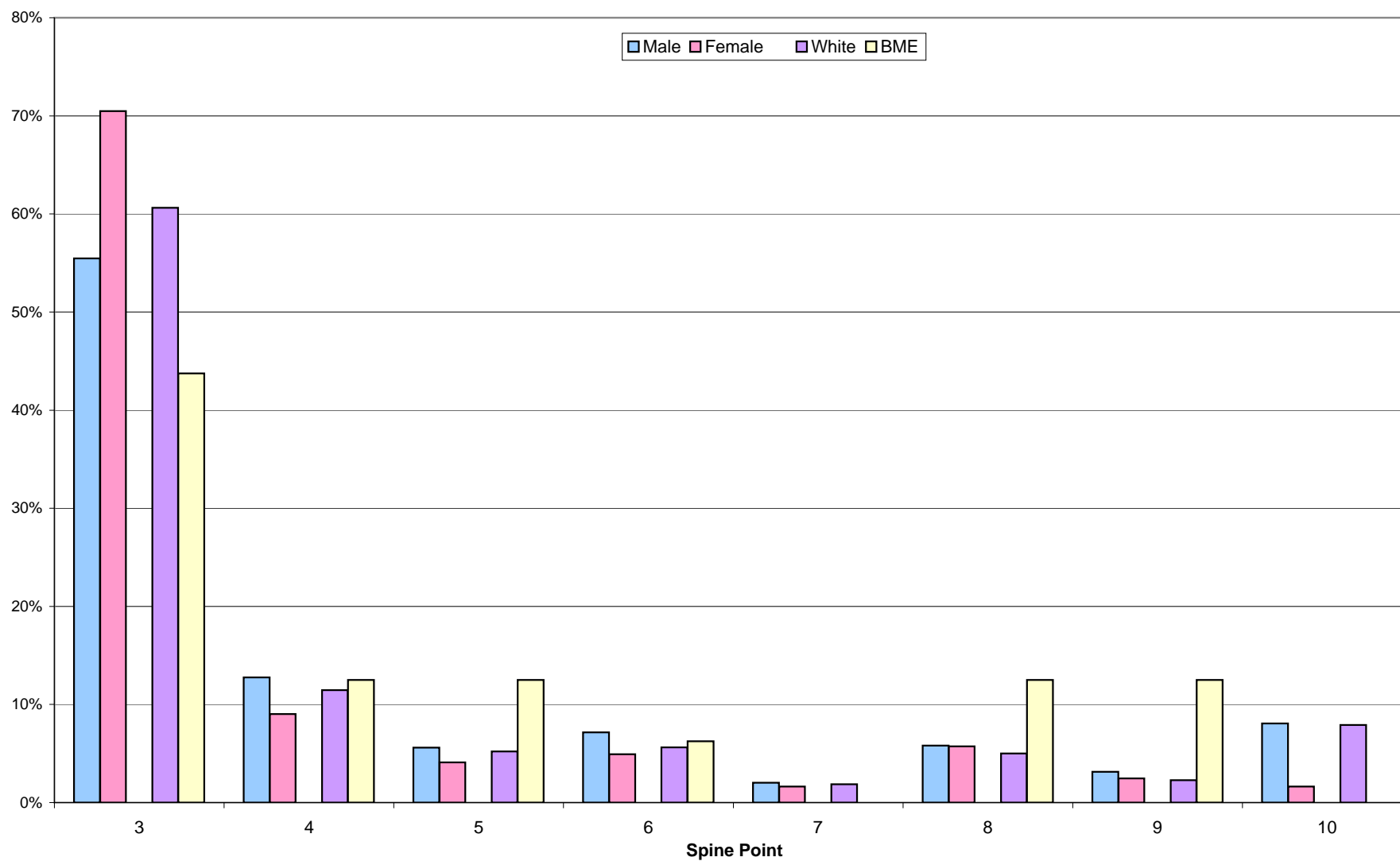
E1	Gender	Number of Promotions ² into grade	Average Strength at lower grade ³	Difference between female proportion in promotions and in feeder grade ⁴	Promotion rate into grade	Promotion rate % point difference
	Male	40	2,930		1.4%	
	Female	140	1,840	0.39	7.9%	
	Total	190	4,760	38.6%	3.9%	6.5%

Source: Defence Statistics (Civilian)

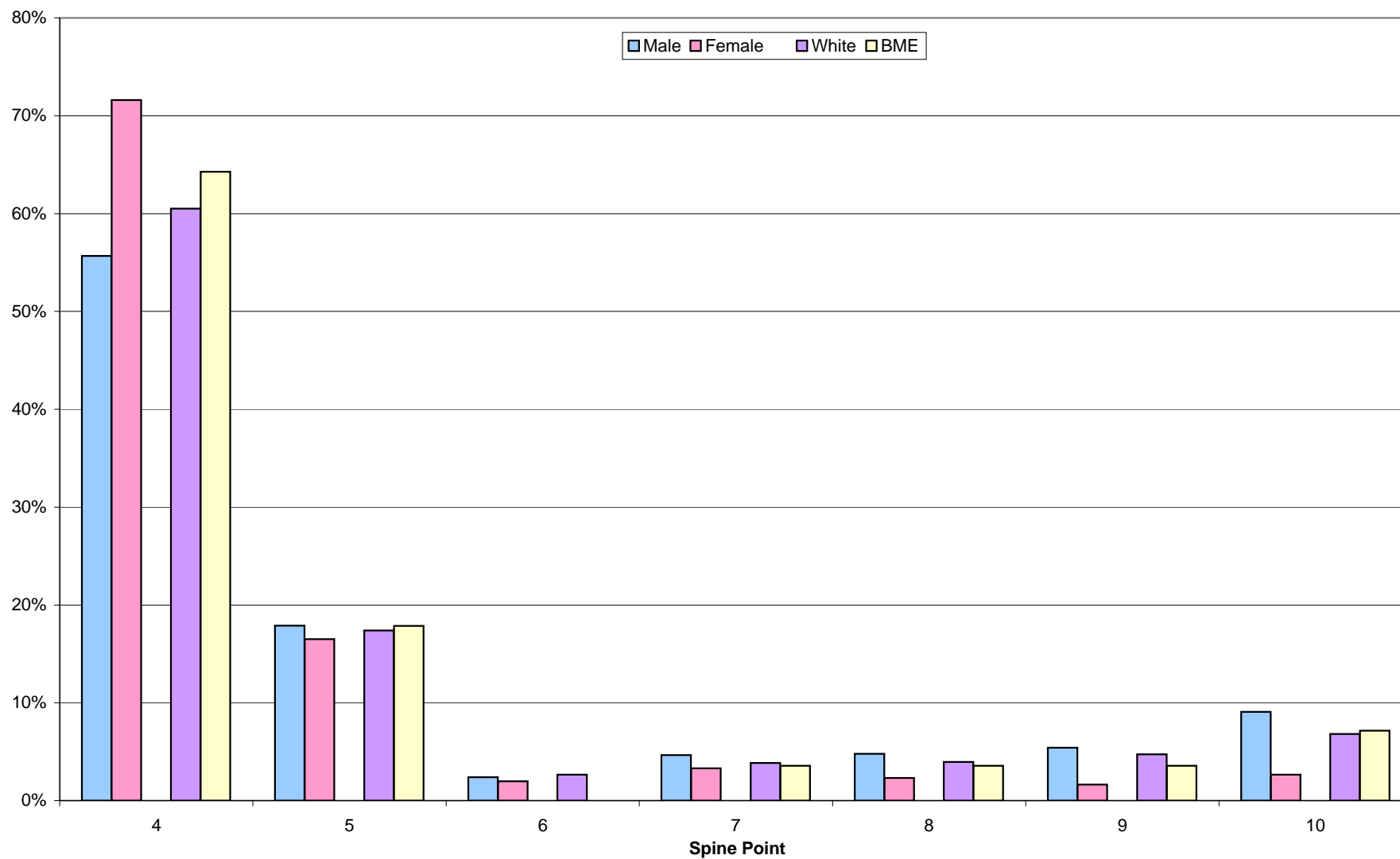
Notes:

1. Personnel numbers are based on headcount and are rounded to the nearest 10. Numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Because of rounding, totals may not always equal the sum of the parts.
2. Substantive promotions only. Promotion figures exclude Trading Funds, Royal Fleet Auxiliaries, Locally engaged civilians, SCS, retained grades, personnel on zero pay, those whose pay falls outside the payscales, and those where no valid grade or pay data are recorded as at 1 October 2013.
3. Average strength is calculated as a 13-month weighted average and represents the pool of people at one grade beneath the promotion grade. It is assumed for simplicity that there are no promotions from two grades below or more. Average strength figures exclude all of the categories above, except personnel on zero pay who are included as potential promotees to paid positions
4. The significance test examines whether the difference between the female proportion in the promotion group is significantly different to the female proportion in the average strength group, from which promotions are generated. Where the difference is positive the proportion in promotions is higher than the proportion in the feeder grade. The test is conducted at the 95% level.

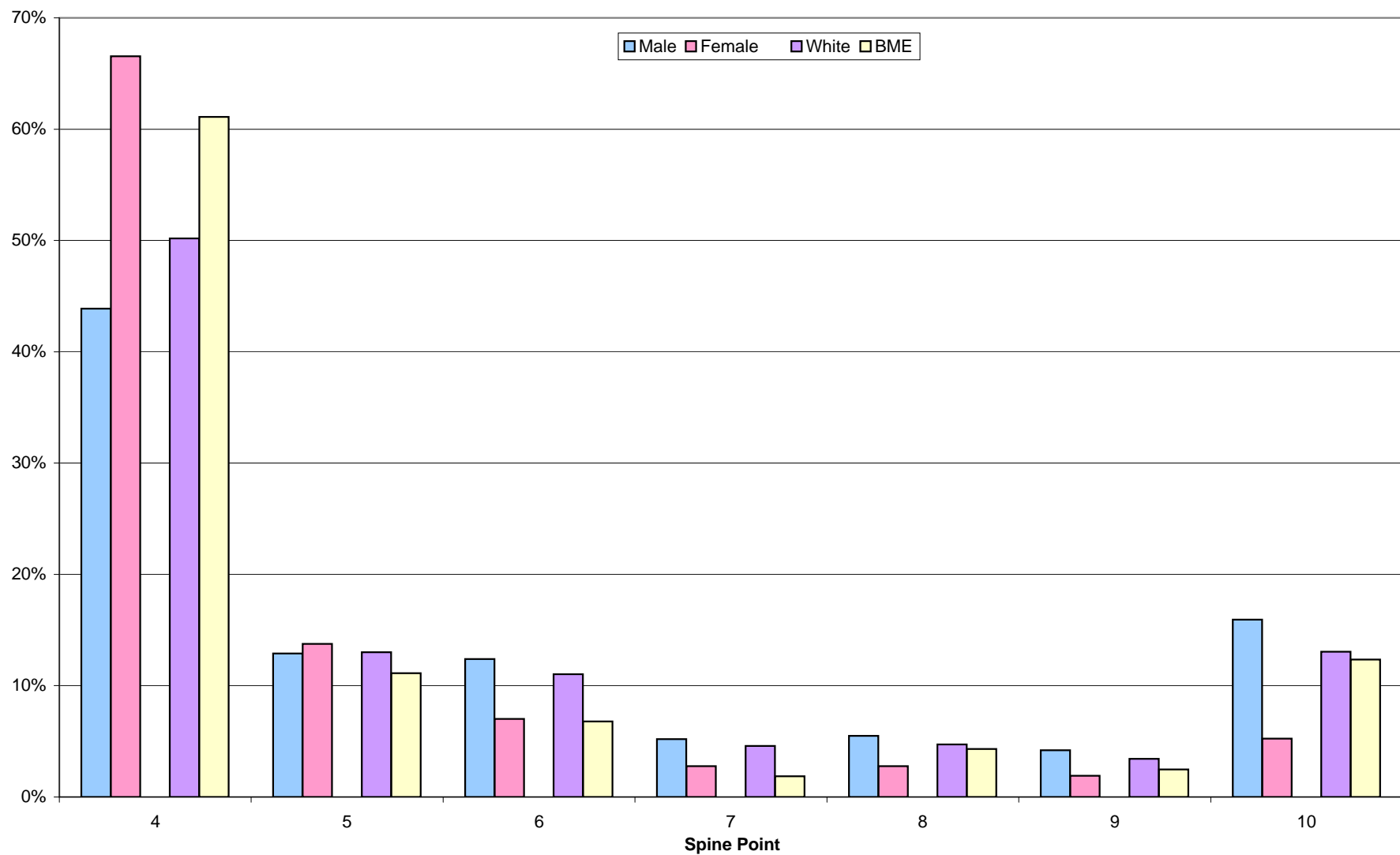
B1 Pay Scale distributions by gender and ethnicity at 1 October 2013



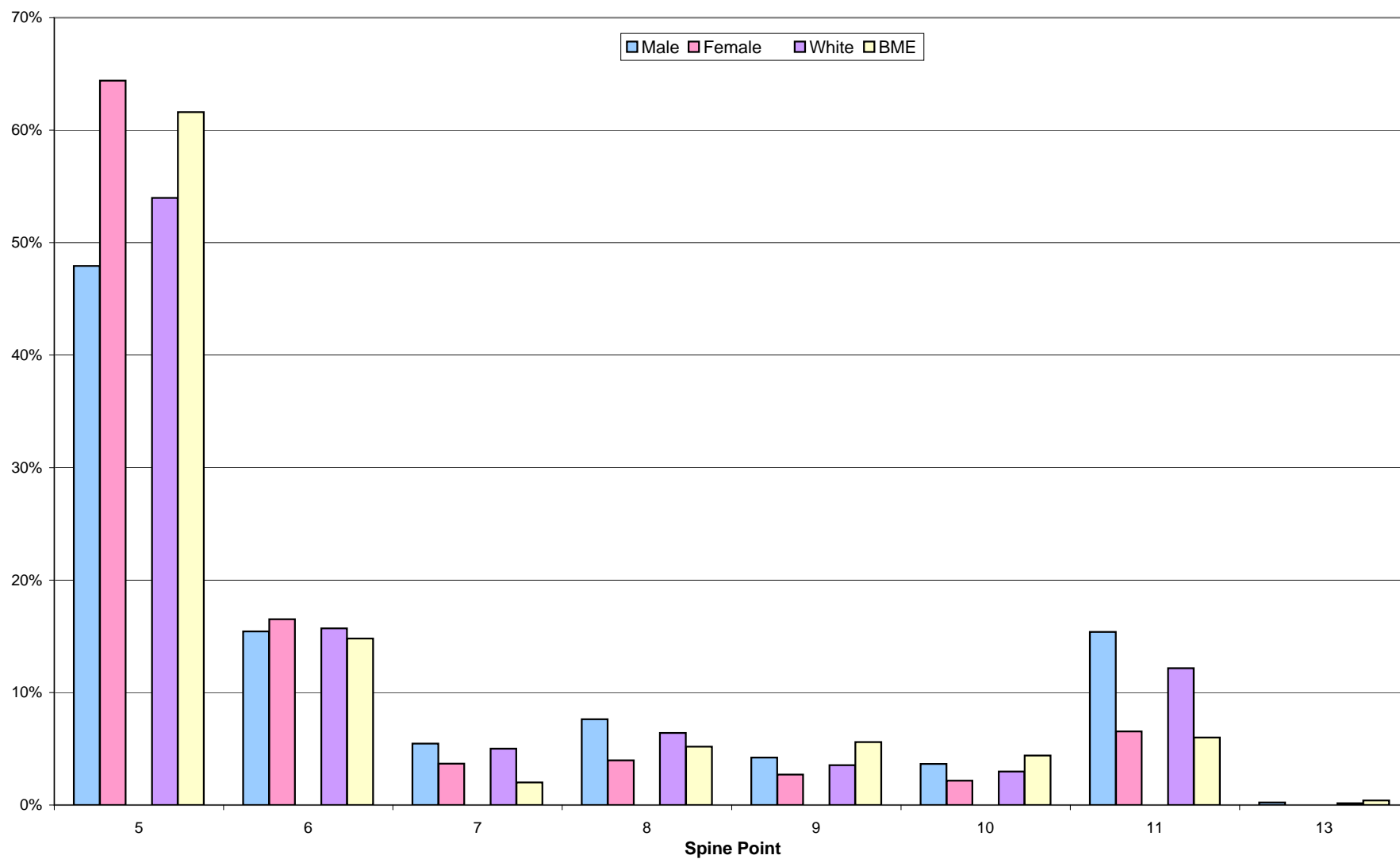
B2 Pay Scale distributions by gender and ethnicity at 1 October 2013



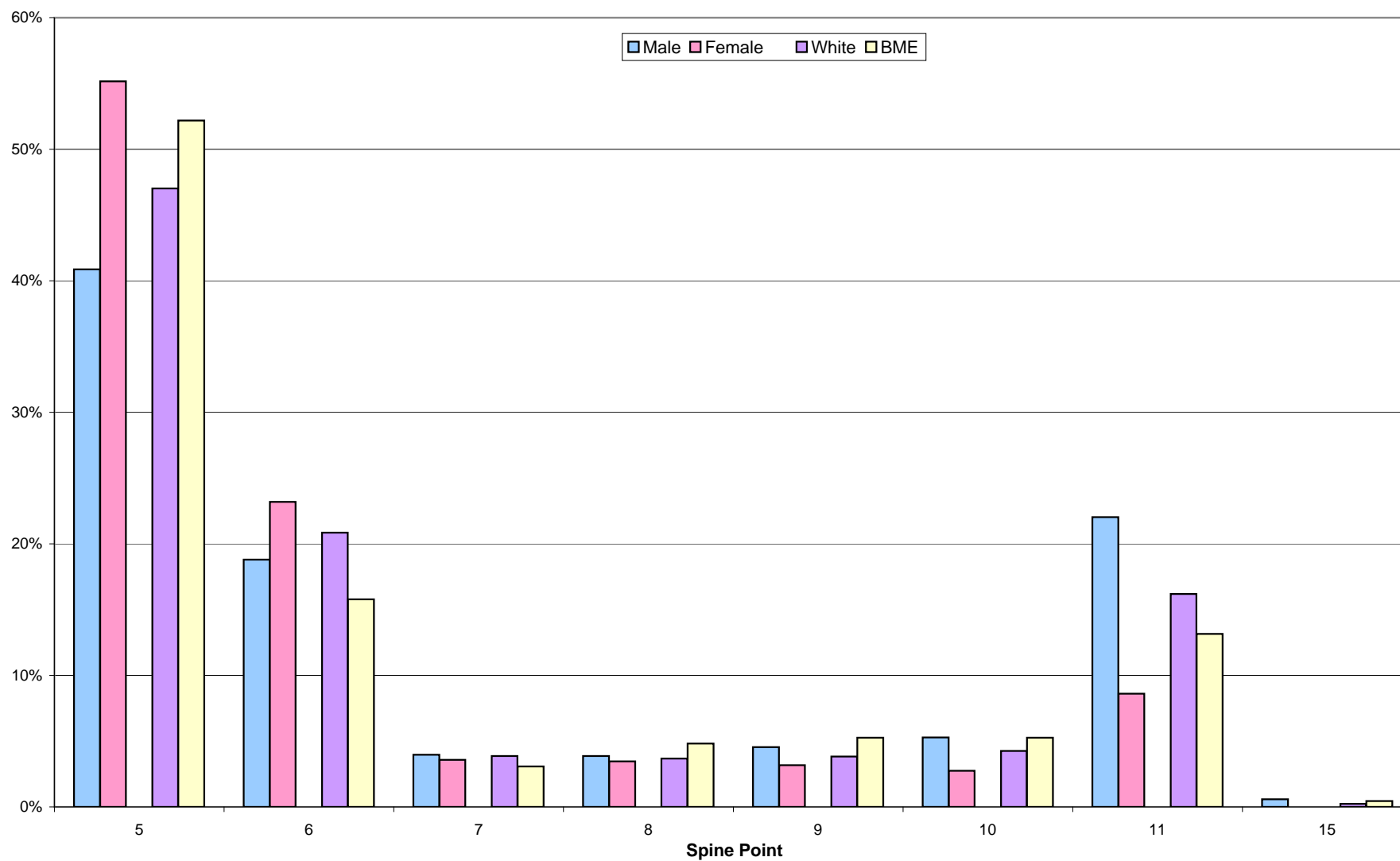
C1 Pay Scale distributions by gender and ethnicity at 1 October 2013



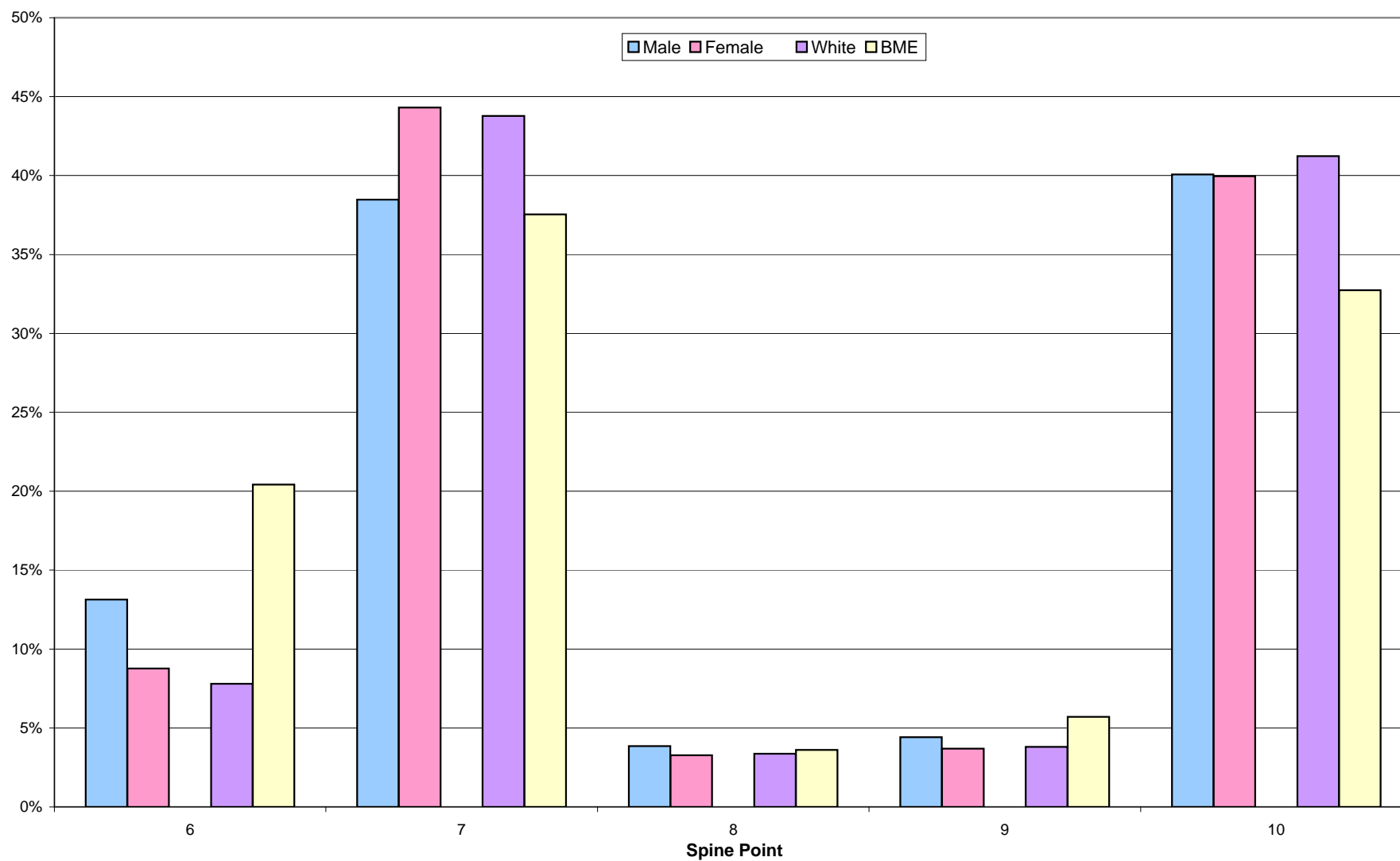
C2 Pay Scale distributions by gender and ethnicity at 1 October 2013



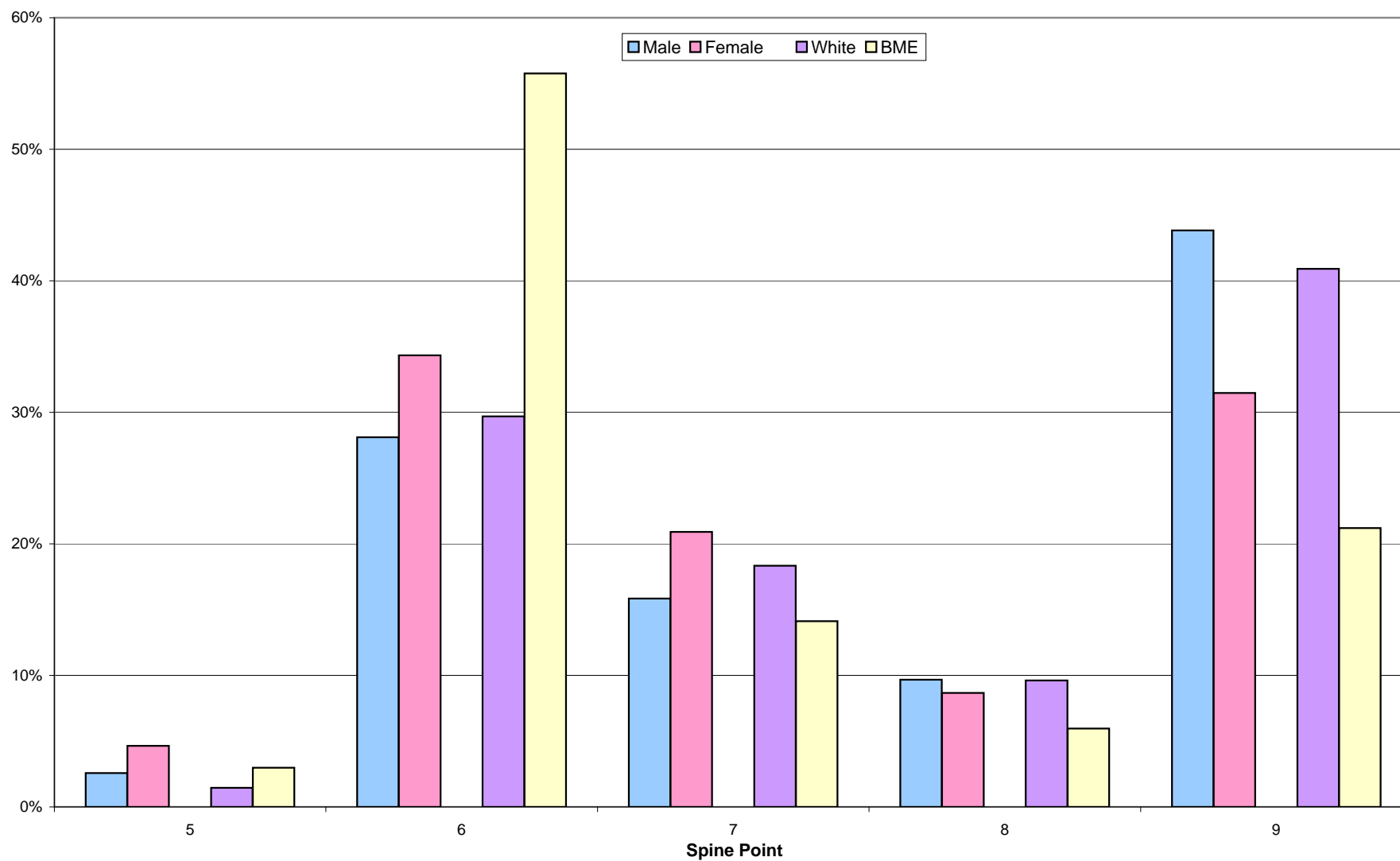
D Pay Scale distributions by gender and ethnicity at 1 October 2013



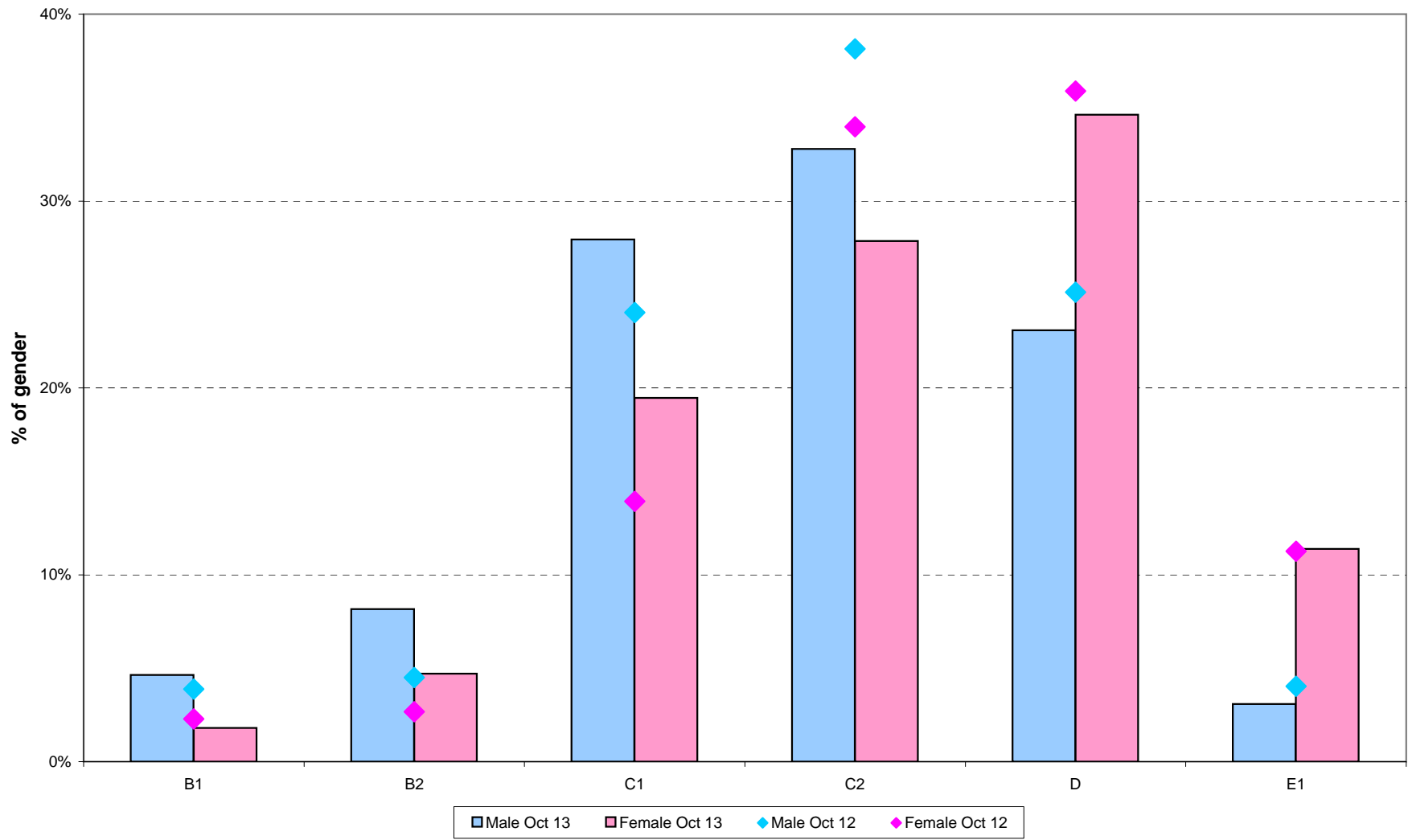
E1 Pay Scale distributions by gender and ethnicity at 1 October 2013



E2 Pay Scale distributions by gender and ethnicity at 1 October 2013



Distribution of promotions by grade



Average Length of Service in Grade, Prior to Promotion

