

# EQUAL PAY AUDIT 2011

## MOD Core Civilian Non-Industrial Personnel



MINISTRY OF DEFENCE

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## **EXECUTIVE SUMMARY: Key Findings**

1. Because of substantial structural differences in MOD non-industrial civilian personnel, gender comparisons of pay are only meaningful when made separately for each grade/pay band.
2. In general, females have considerably shorter average length of service in grade than males (*see table EPA-1*), with the exception of grade E1, in which males and females have a similar average length of service in grade.
3. Gender differences in average basic salary in each grade are well below 5% threshold (*see table EPA-1*). When accounting for the differences in length of service in grade of males and females, the gender differences in the subsequently adjusted average basic salary decrease further, with gender differences of no more than 0.5% occurring in all grades (*see table EPA-1a*). Length of service in grade therefore accounts for virtually all of the gender difference in average basic salary at each grade, the remaining differences seeming likely to be the result of different proportions of males and females on the London and National pay scales.
4. Promotion rates in the period 1 October 2010 to 1 October 2011 for both males and females are low overall (*see table EPA-2*), and the length of time taken to promotion for those who were promoted within the period is largely comparable across gender (*see table EPA-3*).
5. No significant differences in promotion rates were seen between males and females at any grade (*see table EPA-2*). The salary upon promotion of all of those promoted within the period was the bottom of the respective pay scale in the new grade (*see table EPA-3*).
6. Once accounting for gender differences in length of service in grade, all gender differences in the adjusted average annualised basic salary for part-time personnel at each grade were below 1%, except for grade B1, which was 2.1% (*see table EPA-4a*). However as there are only 40 part-time personnel in total at grade B1, this particular comparison should be considered with caution.

## **Methods:**

7. 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 2011. The following exclusions were applied throughout:
  - Trading Funds personnel
  - Royal Fleet Auxiliary personnel
  - Locally engaged civilians
  - Industrial Grades
  - Analogues (MDP, Fire Service, NHS linked Agenda for Change staff, Teachers, Civilian Medical Practitioners and Civilian Dental Practitioners).
  - Senior Civil Servants and equivalent (those paid above the Band B1 Max).
  - Staff on Zero pay – i.e. not being paid by the MOD as at 1 October 2011.
  - Personnel for whom no basic salary data is recorded on the CHIPS pay extract as at 1 October 2011.
  - Personnel for whom required data are missing for other explanatory factors required within these analyses.
8. Use of Analysis of Covariance (ANCOVA) methodology to obtain adjusted average salary figures in sections A and D:

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 D 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.
9. Sections B and C concern the number of personnel who were promoted in the year from 1 October 2010 to 1 October 2011. 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. DBS provided DASA 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 upon promotion. DASA additionally validated this dataset by tracking substantive grade changes between monthly strength extracts. 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 0 for the majority of MOD staff in 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, where they are used for statistical analysis they are still valid for making statistical adjustments.

10. 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. The analysis looks at the average basic salary at the time of promotion. As the analysis shows the grades moved into there is no data for E2 personnel. Personnel who move from an industrial grade (Skill Zone 1-4) into a non industrial grade are not regarded by the department as promotions but as sideways transfers.
11. Further exclusions in addition to those listed above were:
  - Personnel not substantively promoted between 1 Oct 2010 and 1 Oct 2011.
  - Personnel promoted into the Senior Civil Service or promoted between grades in the Senior Civil Service.
12. Section B includes statistical tests on the relative differences between genders in promotion rates within each grade.
13. Section D concerns equality of pay of part-time personnel. In addition to all the exclusions listed initially, full-time personnel were also excluded. Average basic salary 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 2011 which they would receive if they worked full-time, multiplied by 12 to obtain the current annual basic salary level assuming 1 FTE.

#### **SECTION A: Average Annual basic salary by Grade**

14. Table EPA-1 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.
15. 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. For E1 personnel, where the gender difference in average basic salary is lowest (a difference of 0.6 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 69% of E1 personnel are female – the only grade to be predominantly female.
16. In order to take the differences in length of service in grade into account when making gender comparisons in pay, Table EPA-1a presents adjusted average basic salary figures by gender, and the 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.

17. The findings of this analysis show that after accounting for gender differences in length of service in grade, any remaining gender differences in average basic salary are negligible, and are explained by there being differing proportions of males and females on the London and National pay scales.

## **SECTION B: Number of Promotions/Advancements**

18. Table EPA-2 shows the number of males and females in each grade who were substantively promoted/advanced in the year from 1 October 2010 to 1 October 2011 (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.
19. Overall 860 people were substantively promoted/advanced into non-industrial grades (not including any promotions within those exclusions listed in the Methods section) from E1 to B1 in the year 1 October 2010 to 1 October 2011, and of these, 490 were male (57%) and 370 were female (43%). This equates to the male/female ratio of non-industrial personnel below SCS included within the overall analysis (also 57% male 43% female). A higher number of males were promoted into grade C2, C1 and B2, 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. At grade D (the feeder grade for promotions to C2) there is a larger percentage of males (59.7%) which corresponds with the higher numbers of males promoted to C2. Similarly at E1 and E2 (the feeder grades for promotions to D and E1) there are higher proportions of females than that seen overall. Therefore the patterns seen in gender ratios of promotions at each grade are what would be expected based on the gender ratios of feeder grades.
20. It should be noted that the number of substantive promotions/advancements within non-industrial grades in this period was less than half the number of substantive promotions/advancements in the previous year within non-industrial grades. Promotion rates across all grades were very low, with the highest promotion rates being seen in promotion from Band D to Band C2. While there are gender differences in the promotion rate into each grade, these differences are less than one percentage point in all grades except for promotions into C2, where the difference is 1.3 percentage points.
21. Significance tests were undertaken at each grade to determine whether the difference in promotion rates of males and females were significant (using a 'z' test). At each grade the significance test showed there to be no significant difference between the promotion rate of males and females, with the small differences shown being well within the realms of chance. Thus it should be

considered that between 1 October 2010 and 1 October 2011 there was an equal rate of promotion of males and females at all non-industrial grades below SCS.

### **SECTION C: length of time for Promotion**

22. Table EPA-3 looks at the same individuals discussed in Section B above, this time considering 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 2010 to 1 October 2011. 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. As this will vary based on the differing proportions of males and females on the London or National pay scales, to remove this effect the number on a basic salary above the minimum for the grade was calculated.
23. The average length of service in grade prior to promotion for males and females is broadly comparable for those promoted to grades B2 and below, with the largest difference being 0.9 years for those promoted to D, where of those who were promoted, males were promoted slightly faster than females. Although of those who were promoted into B1, females were promoted 1.7 years faster than males, caution should be used as the numbers promoted to B1 are very small, and averages can be volatile when derived from very few individuals.
24. There are no individuals who were promoted in the period who received pay above the minimum of the pay scale after promotion. The average basic salary on promotion of males and females in each grade are highly comparable, and with no one starting above the minimum, any remaining differences can only be explained by different proportions of males and females on London and National pay scales.
25. There is no real evidence of gender differences in the length of time taken for promotion in most grades, with only males being promoted into B1 taking more than a year longer than females to achieve promotion, and females taking just under a year longer than males to achieve promotion to Band D.

### **SECTION D: Pay levels of Part-Time Personnel**

26. Table EPA-4 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 2011. 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.

27. Apart from at grade B1, where the number of males and females working part-time is more or less equal, for other grades there are far higher proportions of females working part-time hours, in particular in grade E1 where more than 90% of part time personnel are female. Significant differences in the FTE worked by male and female part time personnel were seen at grades B1 and C1. At B1, male part time personnel worked an average of 0.64 FTE while female part time personnel worked an average of 0.72 FTE. Similarly at C1 male part time personnel worked an average of 0.67 FTE and female part time personnel worked an average of 0.74 FTE. At other grades the average FTE is far more comparable between male and female part-time staff.
28. Apart from E1, where only a 0.1 year difference in length of service in grade was seen for males and females, other grades show males to have a considerably longer length of service in grade than females, in excess of one year, which inevitably impacts on average annualised basic salary differences.
29. Apart from grades B1 and C1, gender differences in average annualised basic salary are below the 5% threshold. For grades B1 and C1 the gender difference is more than 7%, with male part time staff having higher average annualised salary than females.
30. 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 presented in Table EPA-4a.
31. After removing the differential effects of length of service in grade, the gender differences in the adjusted average annualised basic salary reduce to well below 1% in all grades, with the exception of B1 where the difference is 2.1%. It is important to bear in mind that at B1 these figures are based on very small numbers (40 individuals). Averages can be strongly influenced by one or two individuals, and thus caution should be used when considering what is essentially a small difference.

### **Conclusions:**

32. The analysis shows little 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 are less than 5% in all grades and where the proportions of females are higher, in grades E1 and E2, the difference is less than 2%. After accounting for gender differences in length of service in grade the subsequently adjusted average basic salaries show gender differences of no more than 0.5% in all grades.
33. The patterns shown in gender ratios of promotions at each grade are what would be expected based on the gender ratios of feeder grades. Whilst promotions into



C2 show a 1.3 percentage point difference between males and females this is not statistically significant. There is no real evidence of gender differences in the length of time taken for promotion, which is consistent with the analogous levels of average basic salary upon promotion seen across gender.

34. For part time personnel there are gender differences at grades C1 and B1 in average basic salary in excess of 7%, although this is accounted for by longer length of service in grade for males in C1, and partially accounted for at B1. Adjusting average basic salary by length of service in grade accounts for a substantial proportion of salary differences between gender for all grades. With the exception of grade B1 which still has a gender difference of 2.1% (although caution should be used in interpreting this with low numbers of both males and females in this grade), the remaining differences are negligible at no more than 0.3%, with these differences likely to be explained by different proportions of males and females on the London and National pay scales.

#### **Recommendations and Action Plan:**

35. As no gender related issues in average basic salary or promotion were uncovered in this report, no recommendations are required, other than to continue monitoring on an annual basis.
36. The action plan is to continue with annual monitoring of average basic salary, average salary for part time personnel, and promotion. As higher starting salary after promotion no longer occurs, monitoring of promotion should focus only on promotion rates and length of time to promotion.

## Average Annual Basic Salary by Grade

Table EPA-1 - Average Basic Salary by Gender and Grade<sup>1,2</sup>

B1	Diff in LOS					
	Gender	Headcount	Average FTE in Grade	Average LOS in Grade (Yrs)	Average Basic Salary	Av Basic Salary Diff %
	Male	520	0.99	5.2	£61,801	
	Female	110	0.95	3.8	£60,009	
	<b>Total</b>	<b>630</b>	<b>0.98</b>	<b>4.9</b>	<b>£61,486</b>	<b>2.9%</b>

  

B2	Diff in LOS					
	Gender	Headcount	Average FTE in Grade	Average LOS in Grade (Yrs)	Average Basic Salary	Av Basic Salary Diff %
	Male	940	0.99	5.3	£51,366	
	Female	290	0.96	3.6	£49,806	
	<b>Total</b>	<b>1230</b>	<b>0.99</b>	<b>4.9</b>	<b>£50,997</b>	<b>3.0%</b>

  

C1	Diff in LOS					
	Gender	Headcount	Average FTE in Grade	Average LOS in Grade (Yrs)	Average Basic Salary	Av Basic Salary Diff %
	Male	4490	0.99	5.3	£38,759	
	Female	1400	0.97	4.0	£37,336	
	<b>Total</b>	<b>5890</b>	<b>0.98</b>	<b>5.0</b>	<b>£38,421</b>	<b>3.7%</b>

  

C2	Diff in LOS					
	Gender	Headcount	Average FTE in Grade	Average LOS in Grade (Yrs)	Average Basic Salary	Av Basic Salary Diff %
	Male	5750	0.99	5.2	£31,495	
	Female	2680	0.96	4.2	£30,545	
	<b>Total</b>	<b>8430</b>	<b>0.98</b>	<b>4.9</b>	<b>£31,193</b>	<b>3.0%</b>

  

D	Diff in LOS					
	Gender	Headcount	Average FTE in Grade	Average LOS in Grade (Yrs)	Average Basic Salary	Av Basic Salary Diff %
	Male	5250	0.99	6.1	£25,445	
	Female	3540	0.95	4.8	£24,632	
	<b>Total</b>	<b>8790</b>	<b>0.98</b>	<b>5.6</b>	<b>£25,118</b>	<b>3.2%</b>

  

E1	Diff in LOS					
	Gender	Headcount	FTE	Average LOS in Grade (Yrs)	Average Basic Salary	Av Basic Salary Diff %
	Male	3540	0.99	6.6	£19,604	
	Female	7960	0.92	6.5	£19,492	
	<b>Total</b>	<b>11500</b>	<b>0.94</b>	<b>6.5</b>	<b>£19,526</b>	<b>0.6%</b>

  

E2	Diff in LOS					
	Gender	Headcount	Average FTE in Grade	Average LOS in Grade (Yrs)	Average Basic Salary	Av Basic Salary Diff %
	Male	3570	0.99	7.3	£16,602	
	Female	2570	0.92	6.3	£16,354	
	<b>Total</b>	<b>6150</b>	<b>0.96</b>	<b>6.9</b>	<b>£16,498</b>	<b>1.5%</b>

Source: DASA(Quad-Service)

Table EPA-1a ADJUSTED - Average Basic Salary by Gender and Grade<sup>1,2</sup> adjusted for LOS in Grade

B1	Adjusted Average Basic Salary accounting for LOS in		Grade	Adj Av Basic Salary Diff %
	Gender	Average FTE		
	Male	0.99	£61,434	
	Female	0.95	£61,715	
	<b>Total</b>	<b>0.98</b>	<b>£61,483</b>	<b>0.5%</b>

  

B2	Adjusted Average Basic Salary accounting for LOS in		Grade	Adj Av Basic Salary Diff %
	Gender	Average FTE		
	Male	0.99	£51,032	
	Female	0.96	£51,163	
	<b>Total</b>	<b>0.99</b>	<b>£51,063</b>	<b>0.3%</b>

  

C1	Adjusted Average Basic Salary accounting for LOS in		Grade	Adj Av Basic Salary Diff %
	Gender	Average FTE		
	Male	0.99	£38,427	
	Female	0.97	£38,408	
	<b>Total</b>	<b>0.98</b>	<b>£38,422</b>	<b>0.0%</b>

  

C2	Adjusted Average Basic Salary accounting for LOS in		Grade	Adj Av Basic Salary Diff %
	Gender	Average FTE		
	Male	0.99	£31,205	
	Female	0.96	£31,175	
	<b>Total</b>	<b>0.98</b>	<b>£31,196</b>	<b>0.1%</b>

  

D	Adjusted Average Basic Salary accounting for LOS in		Grade	Adj Av Basic Salary Diff %
	Gender	Average FTE		
	Male	0.99	£25,167	
	Female	0.95	£25,056	
	<b>Total</b>	<b>0.98</b>	<b>£25,123</b>	<b>0.4%</b>

  

E1	Adjusted Average Basic Salary accounting for LOS in		Grade	Adj Av Basic Salary Diff %
	Gender	Average FTE		
	Male	0.99	£19,586	
	Female	0.92	£19,500	
	<b>Total</b>	<b>0.94</b>	<b>£19,526</b>	<b>0.4%</b>

  

E2	Adjusted Average Basic Salary accounting for LOS in		Grade	Adj Av Basic Salary Diff %
	Gender	Average FTE		
	Male	0.99	£16,523	
	Female	0.92	£16,463	
	<b>Total</b>	<b>0.96</b>	<b>£16,498</b>	<b>0.4%</b>

Source: DASA(Quad-Service)

**Notes accompanying tables EPA-1 and EPA-1a**

Personnel FTE 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 2011, 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 staff 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.

There are remaining differences beyond the adjustments made to the averages inherent in the locational gender balance for non industrial personnel, as the basic salary of the London pay scale is higher than that of the National pay scale (as the former locational RRA has been consolidated into basic pay). Remaining differences are likely to be the result of differing proportions of males and females on the London and National pay scales.

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 of the averages are based on less than 30 individuals as such comparisons are invalid.

1. Figures exclude SCS, retained grades, staff 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 2011.
2. Figures exclude Trading Funds, Royal Fleet Auxiliaries and locally engaged civilians.

### Number of Promotions/Advancements

Table EPA-2 - Number of Promotions/Advancements<sup>1</sup> during the year 1 Oct 10 to 1 Oct 11

B1	Gender	Number of Promotions into grade	Promotion rate into grade	Promotion rate % point difference	Significance test of promotion rate by gender
	Male	10	1.1%		
	Female	10	1.0%		
	<b>Total</b>	<b>20</b>	<b>1.1%</b>	<b>0.1%</b>	<b>Not Significant</b>

  

B2	Gender	Number of Promotions into grade	Promotion rate into grade	Promotion rate % point difference	Significance test of promotion rate by gender
	Male	50	1.0%		
	Female	30	1.8%		
	<b>Total</b>	<b>80</b>	<b>1.2%</b>	<b>0.8%</b>	<b>Not Significant</b>

  

C1	Gender	Number of Promotions into grade	Promotion rate into grade	Promotion rate % point difference	Significance test of promotion rate by gender
	Male	80	1.2%		
	Female	50	1.2%		
	<b>Total</b>	<b>130</b>	<b>1.2%</b>	<b>0.0%</b>	<b>Not Significant</b>

  

C2	Gender	Number of Promotions into grade	Promotion rate into grade	Promotion rate % point difference	Significance test of promotion rate by gender
	Male	210	3.6%		
	Female	90	2.3%		
	<b>Total</b>	<b>310</b>	<b>3.1%</b>	<b>1.3%</b>	<b>Not Significant</b>

  

D	Gender	Number of Promotions into grade	Promotion rate into grade	Promotion rate % point difference	Significance test of promotion rate by gender
	Male	120	2.0%		
	Female	150	1.7%		
	<b>Total</b>	<b>270</b>	<b>1.8%</b>	<b>0.3%</b>	<b>Not Significant</b>

  

E1	Gender	Number of Promotions into grade	Promotion rate into grade	Promotion rate % point difference	Significance test of promotion rate by gender
	Male	20	0.4%		
	Female	40	1.3%		
	<b>Total</b>	<b>50</b>	<b>0.8%</b>	<b>0.8%</b>	<b>Not Significant</b>

Source: DASA(Quad-Service)

Numbers are rounded to the nearest 10. Numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic. Because of rounding, totals may not always equal the sum of the parts.

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 30 individuals as such comparisons are unreliable.

1. Promotion figures are based on headcount and are rounded to the nearest 5.

Figures exclude SCS, retained grades, staff 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 2011.

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

## Length of time for Promotion

Table EPA-3 - Average basic salary upon Promotion/Advancement<sup>1</sup> by Gender and Grade<sup>2</sup>, and length of time until Promotion/Advancement<sup>3</sup> for those Promoted/Advanced during the year 1 Oct 10 to 1 Oct 11

B1	Gender	Number of Promotions	Average Basic Salary on Promotion	Av Basic Salary Diff %	Number with starting pay above min	% with starting pay above min	Average LOS to promotion (yrs)	Av LOS to promotion Diff (yrs)
	Male	10	£56,436		-	-	3.8	
	Female	10	£56,436		-	-	2.1	
	<b>Total</b>	<b>20</b>	<b>£56,436</b>	<b>0.0%</b>	<b>-</b>	<b>-</b>	<b>3.4</b>	<b>1.7</b>

  

B2	Gender	Number of Promotions	Average Basic Salary on Promotion	Av Basic Salary Diff %	Number with starting pay above min	% with starting pay above min	Average LOS to promotion (yrs)	Av LOS to promotion Diff (yrs)
	Male	50	£48,142		-	-	3.0	
	Female	30	£48,285		-	-	3.1	
	<b>Total</b>	<b>80</b>	<b>£48,194</b>	<b>0.3%</b>	<b>-</b>	<b>-</b>	<b>3.0</b>	<b>0.2</b>

  

C1	Gender	Number of Promotions	Average Basic Salary on Promotion	Av Basic Salary Diff %	Number with starting pay above min	% with starting pay above min	Average LOS to promotion (yrs)	Av LOS to promotion Diff (yrs)
	Male	80	£35,803		-	-	3.1	
	Female	50	£35,772		-	-	3.0	
	<b>Total</b>	<b>130</b>	<b>£35,792</b>	<b>0.1%</b>	<b>-</b>	<b>-</b>	<b>3.0</b>	<b>0.0</b>

  

C2	Gender	Number of Promotions	Average Basic Salary on Promotion	Av Basic Salary Diff %	Number with starting pay above min	% with starting pay above min	Average LOS to promotion (yrs)	Av LOS to promotion Diff (yrs)
	Male	210	£29,324		-	-	2.2	
	Female	90	£29,296		-	-	2.3	
	<b>Total</b>	<b>310</b>	<b>£29,315</b>	<b>0.1%</b>	<b>-</b>	<b>-</b>	<b>2.2</b>	<b>0.1</b>

  

D	Gender	Number of Promotions	Average Basic Salary on Promotion	Av Basic Salary Diff %	Number with starting pay above min	% with starting pay above min	Average LOS to promotion (yrs)	Av LOS to promotion Diff (yrs)
	Male	120	£23,435		-	-	2.0	
	Female	150	£23,471		-	-	2.9	
	<b>Total</b>	<b>270</b>	<b>£23,455</b>	<b>0.2%</b>	<b>-</b>	<b>-</b>	<b>2.5</b>	<b>0.9</b>

  

E1	Gender	Number of Promotions	Average Basic Salary on Promotion	Av Basic Salary Diff %	Number with starting pay above min	% with starting pay above min	Average LOS to promotion (yrs)	Av LOS to promotion Diff (yrs)
	Male	20	£17,913		-	-	2.5	
	Female	40	£17,870		-	-	2.4	
	<b>Total</b>	<b>50</b>	<b>£17,883</b>	<b>0.2%</b>	<b>-</b>	<b>-</b>	<b>2.4</b>	<b>0.1</b>

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 30 individuals as such comparisons are unreliable.

1. Promotion figures are based on headcount and are rounded to the nearest 5.

2. Figures exclude SCS, retained grades, staff 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 2011.

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 two decimal places.

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

## Pay levels of Part-Time Personnel

Table EPA-4 - Pay levels of part-time personnel

B1							
	Gender	Headcount of p/t staff	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %
	Male	20	0.64	5.2		£68,292	
	Female	20	0.72	3.8		£63,031	
	Total	40	0.68	4.9	1.4	£65,662	7.7%

  

B2							
	Gender	Headcount of p/t staff	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %
	Male	20	0.69	5.3		£52,962	
	Female	40	0.70	3.6		£50,439	
	Total	60	0.70	4.9	1.6	£51,322	4.8%

  

C1							
	Gender	Headcount of p/t staff	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %
	Male	140	0.67	5.3		£40,514	
	Female	190	0.74	4.0		£37,631	
	Total	330	0.71	5.0	1.3	£38,864	7.1%

  

C2							
	Gender	Headcount of p/t staff	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %
	Male	150	0.69	5.2		£32,338	
	Female	420	0.73	4.2		£31,009	
	Total	570	0.72	4.9	1.0	£31,361	4.1%

  

D							
	Gender	Headcount of p/t staff	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %
	Male	110	0.70	6.1		£26,347	
	Female	620	0.71	4.8		£25,037	
	Total	720	0.71	5.6	1.3	£25,231	5.0%

  

E1							
	Gender	Headcount of p/t staff	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %
	Male	130	0.68	6.6		£19,423	
	Female	1,830	0.66	6.5		£19,570	
	Total	1,960	0.66	6.5	0.1	£19,560	0.7%

  

E2							
	Gender	Headcount of p/t staff	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %
	Male	80	0.63	7.3		£16,511	
	Female	620	0.66	6.3		£16,498	
	Total	690	0.65	6.9	1.0	£16,499	0.1%

## EPA-4a Adjusted Average Basic Salary of Part-Time personnel adjusted for LOS in Grade

B1	Adjusted Average Basic Salary accounting for LOS in Grade				
	Gender	Headcount of p/t staff	Average FTE	Adjusted Average Basic Salary	Adj Av Basic Salary Diff %
	Male	20	0.64	£66,371	
	Female	20	0.72	£64,952	
	<b>Total</b>	<b>40</b>	<b>0.68</b>	<b>£65,662</b>	<b>2.1%</b>

B2	Adjusted Average Basic Salary accounting for LOS in Grade				
	Gender	Headcount of p/t staff	Average FTE	Adjusted Average Basic Salary	Adj Av Basic Salary Diff %
	Male	20	0.69	£51,411	
	Female	40	0.70	£51,274	
	<b>Total</b>	<b>60</b>	<b>0.70</b>	<b>£51,322</b>	<b>0.3%</b>

C1	Adjusted Average Basic Salary accounting for LOS in Grade				
	Gender	Headcount of p/t staff	Average FTE	Adjusted Average Basic Salary	Adj Av Basic Salary Diff %
	Male	140	0.67	£38,844	
	Female	190	0.74	£38,879	
	<b>Total</b>	<b>330</b>	<b>0.71</b>	<b>£38,864</b>	<b>0.1%</b>

C2	Adjusted Average Basic Salary accounting for LOS in Grade				
	Gender	Headcount of p/t staff	Average FTE	Adjusted Average Basic Salary	Adj Av Basic Salary Diff %
	Male	150	0.69	£31,318	
	Female	420	0.73	£31,377	
	<b>Total</b>	<b>570</b>	<b>0.72</b>	<b>£31,361</b>	<b>0.2%</b>

D	Adjusted Average Basic Salary accounting for LOS in Grade				
	Gender	Headcount of p/t staff	Average FTE	Adjusted Average Basic Salary	Adj Av Basic Salary Diff %
	Male	110	0.70	£25,337	
	Female	620	0.71	£25,212	
	<b>Total</b>	<b>720</b>	<b>0.71</b>	<b>£25,231</b>	<b>0.5%</b>

E1	Adjusted Average Basic Salary accounting for LOS in Grade				
	Gender	Headcount of p/t staff	Average FTE	Adjusted Average Basic Salary	Adj Av Basic Salary Diff %
	Male	130	0.68	£19,591	
	Female	1,830	0.66	£19,558	
	<b>Total</b>	<b>1,960</b>	<b>0.66</b>	<b>£19,560</b>	<b>0.2%</b>

E2	Adjusted Average Basic Salary accounting for LOS in Grade				
	Gender	Headcount of p/t staff	Average FTE	Adjusted Average Basic Salary	Adj Av Basic Salary Diff %
	Male	80	0.63	£16,549	
	Female	620	0.66	£16,493	
	<b>Total</b>	<b>690</b>	<b>0.65</b>	<b>£16,499</b>	<b>0.3%</b>



**Notes accompanying tables EPA-4 and EPA-4a**

This table includes only those staff 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. 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.

There are remaining differences beyond the adjustments made to the averages inherent in the locational gender balance for non industrial personnel, as the basic salary of the London pay scale is higher than that of the National pay scale (as the former locational RRA has been consolidated into basic pay). Remaining differences are likely to be the result of differing proportions of males and females on the London and National pay scales.

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 30 individuals as such comparisons are unreliable.

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 payscales, and those where no valid grade or pay data are recorded as at 1 October 2011.