



Ministry of Defence



Statistical Series 2 – Personnel Bulletin 2.02 – Civilian Personnel 2015

Statistical release

Published 22 October 2015

Issued by:

Defence Statistics (Civilian)
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Statistical Bulletins Series 2 provides figures on strength, intake and outflow of Armed Forces and MOD civilian personnel. They present detailed information on the composition of personnel, including location, gender, ethnic origin, and rank/grade, plus higher-level summaries of how key trends in strengths and flows have developed over a number of years.

Bulletin 2.02 covers Civilian personnel.

Key Points and Trends

- The Ministry of Defence civilian population has continued to decrease. The population as at 1 April 2015 was 58,160, a fall of 27,690 (32.3 per cent) compared with 1 April 2010. The largest fall in the population occurred when the Voluntary Early Release Scheme (VERS) was in effect between October 2011 and March 2014.
- The intake of civilian personnel in 2014/15 was 3,490 the highest it has been since 2009/10, whilst the outflow was 3,760, the lowest level it has been in the last 10 years.
- The average age of core MOD civilian personnel at 1 April 2015 was 47.8 years, with male personnel at 48.9 years, and female personnel at 46.0 years. Due to a change in legislation in 2010 removing the compulsory retirement age, there are now 1,380 civilians aged 65 or above, accounting for 2.6 per cent of personnel.
- The decrease in MOD civilian personnel since April 2010 was disproportionately focused on lower grade bands. This has led to changes in grade distribution, with Bands C and E having similar proportions of non-industrial personnel.
- There has been little change in the diversity representation of the civilian personnel for gender, ethnicity, sexual orientation, religion or working patterns since April 2010. The biggest percentage increase within these groups has been for Black, Asian and Minority Ethnic (BAME) groups, which increased from 3.1 per cent at 1 April 2010 to 4.0 per cent at 1 April 2015.
- In the 12 months ending 31 March 2015 the main causes of sickness absence in the non-industrial population were:
 - Mental and behavioural disorders
 - Diseases of the musculoskeletal system & connective tissue
 - Diseases of the respiratory system

These conditions continue to account for around half of all working days lost to sickness absence for all periods from 2010 to 2015. The average number of working days lost has fallen from 8.14 days in the 12 months ending 31 March 2010 to 7.93 days in the 12 months ending 31 March 2015.

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Tables marked as NS are National Statistics. Details are provided in the National Statistics section and accompanying notes to tables.

Introduction

This Bulletin provides information on the main trends in strengths, intake and outflow of civilian personnel. These tables are National Statistics that have previously been published in the Quarterly Civilian Personnel Report (QCPR), Biannual Diversity Dashboard or the United Kingdom Defence Statistics (UKDS).

QCPR is a quarterly publication and the latest figures can be found here:

[Quarterly Civilian Personnel Report - July 2015](#)

The Statistical Bulletin is an annual publication, which superseded UKDS. The final version of UKDS was published in 2012. The 2014 Statistical Bulletin can be found here:

[Personnel Bulletin 2.02 - Civilian Personnel 2014](#)

The Diversity Dashboard is a Biannual publication and the latest figures can be found here:

[Biannual Diversity Dashboard - April 2015](#)

Symbols and Conventions

Symbols

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

Italic figures are used for percentages and other rates, except where otherwise indicated.

Rounding

Where rounding has been used, totals and sub-totals have been rounded separately and so may not equal the sums of their rounded parts. This also applies to Civilian personnel data expressed in terms of Full-Time Equivalent (FTE).

When rounding to the nearest 10, numbers ending in “5” have been rounded to the nearest multiple of 20 to prevent systematic bias.

Abbreviations

See Glossary.

Definitions

The following definitions are used within this publication and apply to different data tables:

	Civilian Level 0	Civilian Level 1	Civilian personnel (strength)	Civilian personnel (Intake/Outflow)
Top Level Budgetary area (TLB)	✓	✓	✓	✓
Royal Fleet Auxiliary (RFA)	✓	✓		
Trading funds	✓		✓	
Locally engaged civilians (LEC)	✓			

Top Level Budgetary Area (TLB): are the major organisational groupings of the MOD directly responsible for the planning, management and delivery of departmental capability.

Royal Fleet Auxiliary (RFA): is a civilian-manned fleet, owned by the MOD, which supports Royal Navy ships around the world, supplying warships with fuel, ammunition and supplies. The RFA fleet is fully integrated into the Royal Navy's command and control system and forms a vital part of maritime operations.

Trading Funds: were introduced by the Government under the Trading Funds Act 1973 as a 'means of financing trading operations of a government department which, hitherto, have been carried out on Vote'. They are self-accounting units that have greater freedom than other government departments in managing their own financial and management activities.

Locally engaged civilians: MOD employs a number of civilian personnel overseas, known as Locally engaged civilians (LECs). They have not been recruited through fair and open competition in the UK under the Civil Service Order in Council and they are not therefore members of the Home Civil Service or the Diplomatic Service. LECs are also employed on terms and conditions analogous with local employment law and market forces, and not those of the UK.

Definitions used in each of the data tables:

	Civilian Level 0	Civilian Level 1	Civilian personnel (strength)	Civilian personnel (Intake/Outflow)
Table 2.02.01	✓	✓		
Table 2.02.02			✓	
Table 2.02.03			✓	
Table 2.02.04			✓	
Table 2.02.05			✓	
Table 2.02.06			✓	
Table 2.02.07			✓	
Table 2.02.08			✓	
Table 2.02.09				✓
Table 2.02.10				✓
Table 2.02.11				✓
Table 2.02.12				✓
Table 2.02.13				✓
Table 2.02.14			✓	

Table 2.02.01 Civilian personnel¹, at 1 April 2010 to 2015

The Ministry of Defence civilian population (Level 0) has continued to decrease, falling from 85,850 at 1 April 2010 to 58,160 at 1 April 2015, a reduction of 27,690 (32.3 per cent). The largest fall in the population occurred when the Voluntary Early Release Scheme (VERS) was in effect between October 2011 and March 2014. The majority of reductions in the Level 0 FTE workforce were directed by policy deriving from the Strategic Defence and Security Review (SDSR) which introduced two Voluntary Early Release Schemes (VERS) covering exits in 2011-12 and 2012-14.

During the initial VERS scheme from April 2010 to April 2012 Level 0 civilian population fell by 14,840 personnel (17.3 per cent), while in phase 2 of VERS through to April 2014 saw the Level 0 population fall by 8,510 personnel (12.0 per cent).

Between 1 April 2010 and 1 April 2015 the overall strength in Level 1 MOD personnel fell from 65,920 to 48,650, a reduction of 17,270 personnel (26.2 per cent) over the period. Across the same period the total of Permanent personnel fell by 16,650 (26.3 per cent) and Casual personnel fell by 180 (57.1 per cent). Overall MOD Main Industrial and Non-industrial personnel fell by 16,830 personnel (26.5 per cent) across the VERS period. RFA totals fell by 430 personnel (18.6 per cent) across the same period.

The MOD civilian Non Industrial strength has reduced from 52,570 at 1 April 2010 to 39,540 at 1 April 2015, a reduction of 13,030 (24.8 per cent) over the period. While the MOD civilian Industrial strength reduced from 11,020 at 1 April 2010 to 7,220 at 1 April 2015, a reduction of 3,800 (34.5 per cent).

Trading Fund strength fell from 9,730 at 1 April 2010 to 7,110 at 1 April 2012, a reduction of 2,620 personnel (26.9 per cent), primarily driven by the transfer of the Meteorological Office to the Department for Business Innovation and Skills (1,800 personnel) at October 2011. Trading Fund strengths then remained stable through to April 2014. Trading Fund strength fell to 4,490 at 1 April 2015 due to the transfer of personnel to Babcock PLC.

This table is a National Statistic. These statistics have previously been published in the Quarterly Civilian Personnel Report (QCPR). This is a quarterly publication and the latest figures can be found here:

[Quarterly Civilian Personnel Report - July 2015](#)

	2010	2011	2012	2013	2014	2015
Civilian Level 0¹	85 850	83 060^e	71 010^e	65 400	62 500	58 160
Civilian Level 1¹	65 920	63 130	54 510	49 980	48 400	48 650
Civilian Level 1 - Permanent	63 270	60 660	52 480	47 950	46 470	46 620
Non-industrial	52 350	50 150	43 890	40 300	38 940	39 410
Industrial	10 930	10 510	8 590	7 650	7 530	7 210
Civilian Level 1 - Casual²	320	120	30	120	120	140
Non-industrial	230	50	20	110	100	130
Industrial	90	70	10	10	10	10
Civilian Level 1 - RFA³	2 330	2 360	2 000	1 900	1 820	1 890
Trading Funds^{4,5}	9 730	9 350	7 110	7 170	7 110	4 490
Permanent	9 620	9 290	7 000	7 050	7 000	4 410
Casual ²	110	60	110	120	110	90
Locally engaged civilians	10 200	10 580^e	9 390^e	8 250	6 990	5 020

FTE

Source: Defence Statistics (Civilian)

1. Civilian Level 0 and Level 1 are defined in the Definitions page and the Glossary.
2. Casual staff are usually engaged for less than 12 months.
3. RFA personnel are assumed to be permanent.
4. At 1 October 2011 the Meteorological Office transferred to the Department for Business Innovation and Skills (1,800 personnel - FTE).
5. Trading Fund strength fell to 4,490 at 1 April 2015 due to the transfer of personnel to Babcock PLC.

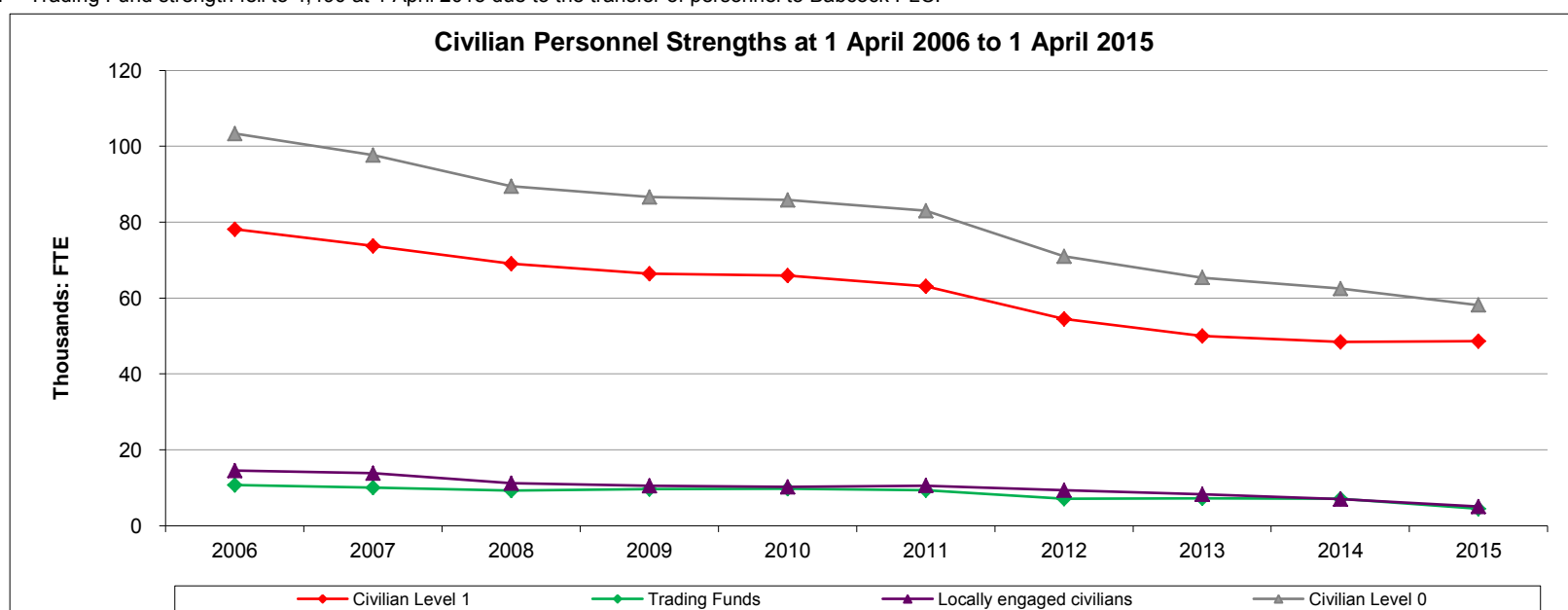


Table 2.02.02

Civilian personnel¹ by Top Level Budget and grade equivalent², at 1 April 2010 to 2015

Civilian personnel numbers have declined by 30.1 per cent since April 2010, falling from 73,320 to 51,250 at 1 April 2015. There has been a larger proportionate reduction in Industrial personnel compared with Non Industrial personnel (34.5 per cent and 24.8 per cent fall at 1 April 2015 compared with 1 April 2010). The reductions in strength are a result of the Strategic Defence and Security Review (SDSR) which introduced two Voluntary Early Release Schemes (VERS) covering exits in 2011-12 and 2012-14. Personnel reductions under the SDSR are set to continue until 2020 from the baseline start point of April 2010. It is not possible to directly compare personnel numbers in Head Office and Corporate Support (formally Centre TLB), and Joint Forces Command (formally Chief of Joint Operations) as these are new and separate organisations.

Non Industrial personnel have declined since April 2010 from 52,570 to 39,540 at 1 April 2015 a reduction of 13,030 personnel (24.8 per cent) over this period. The largest falls have been in Land Command 4,480 personnel (37.8 per cent) and Air Command 2,050 personnel (35.3 per cent) who have had consistent declines in Pay Band D and below since 2010, leading to a 37.6 per cent decrease at these grades from 2010 to 2015.

The largest declines in Non Industrial personnel have occurred since 2011 as a result of VERS exits under SDSR. Defence Infrastructure Organisation (DIO) absorbed some of the functionality of the MOD Guard Service from other TLBs at April 2013, hence the increase from 990 in 2012 to 3,630 in 2013 for Band D and below. This TLB was also consistently growing in its previous remit as Defence Estates from 2010 to 2011 and only had marginal falls (17.5 per cent) from 2011 to 2012, after the merger of Defence Estates and elements of other TLBs to form the current DIO.

Between 1 April 2010 and 1 April 2015 the impact across grade range of C and above and D and below for Non Industrial shows that pay band D and below has reduced by 34.1 per cent while pay band C and above has reduced by 8.2 per cent. There were substantial reduction in the numbers of personnel for whom no grade information are available, leading to Land Command, Air Command, Centre and DE&S all having no one recorded against this category by 2011.

Industrial personnel have declined by a greater proportion than non-industrials since April 2010, a reduction of 3,800 (34.5 per cent) to April 2015. There have been large falls in Air Command 55.0 per cent (1,570) and DE&S 36.3 per cent (830). This decline has been most marked since 2011 as a result of VERS exits under the SDSR policy.

Between 1 April 2010 and 1 April 2015 the Trading Funds are not affected by SDSR imposed reductions and when the effect of the Meteorological Office and Defence Support Group departure is removed Trading Funds numbers have fallen by 3.6 per cent since 2010, inclusion of the Meteorological Office and Defence Support Group departure increases the reduction to 53.8 per cent.

This table is a National Statistic. These statistics have previously been published in the Quarterly Civilian Personnel Report (QCPR). This is a quarterly publication and the latest figures can be found here:

[Quarterly Civilian Personnel Report - July 2015](#)

Grade	2010	2011	2012	2013	2014	FTE 2015
Civilian Personnel¹	73 320	70 130	59 630	55 240	53 690	51 250
Non-Industrial	52 570	50 200	43 910	40 410	39 040	39 540
<i>of which</i>						
Navy Command	1 860	1 800	1 530	1 590	2 010	2 070
Pay Band C and above	540	530	500	540	760	810
Pay Band D and below	1 320	1 250	1 020	1 030	1 230	1 230
Other non-industrial ³	10	10	10	10	20	20
Land Command	11 860	10 690	9 440	7 960	7 510	7 380
Pay Band C and above	3 450	3 170	2 950	2 590	2 350	2 360
Pay Band D and below	8 270	7 530	6 490	5 360	5 150	5 020
Other non-industrial ³	150	-	-	10	10	-
Air Command	5 810	5 670	4 770	4 050	3 830	3 760
Pay Band C and above	1 150	1 180	1 060	890	850	850
Pay Band D and below	4 660	4 480	3 710	3 160	2 980	2 910
Other non-industrial ³	-	-	-	-	-	-
Centre TLB	16 110	15 360	..	..	..	..
Pay Band C and above	4 120	4 180	..	..	..	..
Pay Band D and below	11 890	11 180	..	..	..	..
Other non-industrial ³	100	-	..	..	..	..
Head Office & Corporate Services	..	..	10 970	7 230	7 230	7 610
Pay Band C and above	..	..	2 680	2 510	2 700	2 860
Pay Band D and below	..	..	8 300	4 720	4 530	4 740
Other non-industrial ³	..	..	-	-	-	10

<i>Grade</i>	FTE					
	2010	2011	2012	2013	2014	2015
Chief of Joint Operations	290	260	..	..	..	..
Pay Band C and above	160	150	..	..	..	..
Pay Band D and below	120	110	..	..	..	..
Other non-industrial ³	-	-	..	..	..	..
Joint Forces Command	..	..	2 680	3 570	5 210	5 510
Pay Band C and above	..	..	1 210	1 660	2 860	3 030
Pay Band D and below	..	..	1 450	1 890	2 340	2 450
Other non-industrial ³	..	..	20	10	10	20
Defence Equipment & Support	13 840	13 570	12 170	11 000	8 940	9 130
Pay Band C and above	8 410	8 610	7 860	7 430	6 110	6 400
Pay Band D and below	5 410	4 950	4 300	3 570	2 800	2 730
Other non-industrial ³	20	-	10	-	20	-
Defence Infrastructure Organisation	2 700	2 850	2 350	5 010	4 240	4 060
Pay Band C and above	1 500	1 560	1 360	1 380	1 470	1 480
Pay Band D and below	1 200	1 290	990	3 630	2 770	2 570
Other non-industrial ³	-	-	-	-	-	10
Unknown⁴	100	10	10	20	60	20
Pay Band C and above	60	-	-	10	40	10
Pay Band D and below	30	10	10	10	20	-
Other non-industrial ³	10	-	-	-	-	-
Industrial	11 020	10 580	8 600	7 660	7 540	7 220
Navy Command	570	540	470	440	480	460
Land Command	4 620	4 230	3 720	3 460	3 440	3 310
Air Command	2 850	2 760	1 770	1 500	1 410	1 280
Centre TLB	540	510	-	-	-	-
Head Office & Corporate Services	-	-	80	70	70	230
Chief of Joint Operations	-	-	-	-	-	-
Joint Forces Command	-	-	380	350	360	360
Defence Equipment & Support	2 310	2 190	1 920	1 550	1 510	1 480
Defence Infrastructure Organisation	130	340	260	280	280	110
Unknown	-	-	..	..	..	..
Trading Funds	9 730	9 350	7 110	7 170	7 110	4 490
Defence Science & Technology Laboratory	3 700	3 640	3 640	3 720	3 690	3 550
Defence Support Group	3 230	2 960	2 490	2 420	2 400	*
Hydrographic Office	970	960	980	1 030	1 020	940
Met Office ⁵	1 840	1 800	*	*	*	*

Source: Defence Statistics (Civilian)

1. Civilian personnel is defined as personnel employed in MOD Main Core TLBs and Trading Funds. Royal Fleet Auxiliary and Locally Engaged Civilian data are excluded from this table.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. Includes industrial personnel on temporary promotion to non-industrial grades and personnel for whom no grade information is available.
4. Personnel for whom no Top Level Budget (TLB) information is available are included in this section of the table.
5. In October 2011 responsibility for management of the Meteorological Office personnel (1,800 FTE personnel) transferred to Department for Business, Innovation and Skills (BIS).

Table 2.02.03 - Full or Part Time by Gender and Grade

The headcount of male civilian personnel fell from 47,860 at 1 April 2010 to 33,030 at 1 April 2015, a fall of 31.0 per cent, and the female civilian personnel fell from 27,800 to 19,830 (28.7 per cent). Female representation of core MOD personnel fell 1.6 percentage points between April 2010 and April 2013, during the most prominent period of VERS exits, and gradually increased when recruitment rates increased (see Table 2.02.09). It was 38.1 per cent at 1 April 2015.

The percentage of Non-Industrial personnel and Industrial personnel who are female have shown a pattern of steady reduction through to April 2014 and April 2013 respectively, increasing again through to 1 April 2015. This can be partly accounted for by the fact that while the number of Female personnel has fallen 28.7 per cent in real terms (7,980 personnel) the number of Male personnel has fallen in real terms at a higher rate of 31.0 per cent (14,830) personnel leading to an increase in the proportion of the current workforce who are female.

Within the most recent period April 2014 to April 2015, Grade Bands B and C continue to show increases in total female personnel at 16.8 per cent and 5.1 per cent respectively, with Band D female population remaining constant. Band E female personnel across the same period fell by 2.1 per cent.

From 1 April 2010 to 1 April 2015 the number of part-time personnel fell at a slightly higher rate than the number of full-time personnel resulting in the proportion of part-time personnel falling from 10.3 per cent to 10.1 per cent.

In April 2010, 24.7 per cent of full time female personnel were in Pay Band C or above. This increased to 35.7 per cent in April 2015. 29.7 per cent of part-time female personnel were in Pay Band C and above in April 2010, increasing to 40.3 per cent in 2015. The percentage of male full-time personnel who are in Pay Band C and above has increased from 44.1 per cent in 2010 to 50.2 per cent in 2015. While the percentage of part-time male personnel who are in Pay Band C and above has increased from 59.5 per cent in 2010 to 67.7 per cent in April 2015.

Table 2.02.04 - Age by Industrial Status and Gender

The proportion of personnel under the age 40 has decreased steadily from 27.7 per cent at April 2010 to 25.1 per cent at April 2015. The proportion of personnel aged 40 – 49 has fallen from 32.1 per cent at April 2010 to 28.3 per cent at April 2015, while the proportion of personnel aged 50 and over has increased from 40.2 per cent to 46.6 per cent across the same period.

The changing age structure is a reflection of the Department having a recruitment freeze in August 2010, which was coupled with greater proportions of exits of the younger, more career-mobile parts of the workforce, under the Voluntary Early Release Scheme. As a result the remaining population has by default become older over time. Due to a change in legislation in 2010 removing the compulsory retirement age, there are now 1,380 civilians aged 65 or above, accounting for 2.6 per cent of personnel with a known age.

The average age of core MOD civilian personnel in 2010 was 46.6 years, for male personnel it was 47.9 years, and for female personnel it was 44.5 years. At 1 April 2015 the average age of core MOD civilian personnel was 47.8 years, with male personnel at 48.9 years, and female personnel at 46.0 years.

Table 2.02.05 - Ethnic Origin and Grade

The percentage of civilian personnel declaring themselves as Black, Asian and Minority Ethnic (BAME) has increased by 0.9 percentage points between 1 April 2010 and 1 April 2015 from 3.1 per cent to 4.0 per cent. Although the number of BAME personnel has fallen by 11.9 per cent (240 personnel) across the same period, the fall in the number of White personnel has been proportionately larger, with a fall of 31.8 per cent (19,920 personnel).

There were increases in the proportion of BAME representation for Bands B to E when comparing 1 April 2015 with 1 April 2010. The highest proportion of Black, Asian and Minority Ethnic civilian personnel (excluding those of unknown grade) was for Grade Band E (4.9 per cent), where the proportion has increased 1.0 percentage points since April 2010. The largest proportionate increase was at Band C where the proportion increased from 3.0 to 4.1 per cent.

Table 2.02.06 - Disability Status and Grade

The disability field on the department's Human Resource Management System (HRMS) was reset on 18 April 2011 to accommodate the new disability reporting requirements. Consequently all disability records were reset and personnel were required to re-declare their disability status. Data prior to this time is unaffected.

Prior to the Census reset the percentage of Core MOD civilian personnel with a declared disability increased overall from 7.0 per cent at 1 April 2010 to 7.7 per cent at 1 April 2011. During this period the disability declaration rate increased from 82.6 per cent at April 2010 to 84.9 per cent at April 2011.

After the Census reset the declaration rate had fallen to 29.2 per cent by April 2011. The number of Core MOD TLB personnel who have declared their disability status at 1 April 2015 is 51.4 per cent of the population, (with a 17.9 percentage point difference between non-industrial and industrial groups). Any reference made to the numbers of people with a disability should only be made in the context of the numbers of people who have not made a declaration of their disability status.

Table 2.02.07 - Religion and Grade

Religious representation figures are based on known declarations, with those declaring no religious belief (rather than those with no religious belief declaration) being classed as Secular. Caution should be used when viewing representation figures from 2010 onwards as more than a third of personnel have not declared their religious beliefs and rates may not be representative of those who have not declared.

The declaration rate for industrial personnel at 1 April 2015 was 56.9 per cent compared to 64.5 per cent for all Core MOD TLB personnel, and 65.8 per cent for non-industrial personnel. Individual declarations are made on the HR system via the intranet, and this difference is likely related to work factors - non-industrials spend the majority of their time working on computers with the HR system easily accessible, while industrials use computers considerably less in their work.

Of those who have actively made a declaration of their beliefs, there has been a decrease in the percentage declaring themselves to be Christian from 72.0 per cent in 2010 to 68.6 per cent in 2015 for Core MOD TLB personnel. The percentage of those declaring religious beliefs other than Christian has remained stable between 2010 and 2015 at 5.0 per cent. Those declaring no religious beliefs (Secular) have increased over the same period from 22.9 per cent to 26.4 per cent.

Table 2.02.08 - Sexual Orientation and Grade

Sexual orientation representation figures are based on known declarations. Caution should be used when viewing representation figures from 2010 onwards as more than a third of personnel have not declared their sexual orientation and rates may not be representative of those who have not declared.

From 2010 to 2012, the total number of industrial and non-industrial personnel declaring themselves as Lesbian, Gay or Bisexual (LGB) increased by 12.0 per cent across the period from 530 to 600 at 1 April 2012, however this has fallen back to 530 at 1 April 2015.

The changes to distribution across grades, has impacted upon heterosexual and LGB personnel equally with the differences in relative distributions remaining at 0.1 percentage points. For Non-Industrial personnel Band E now dominating to a lesser degree at 1 April 2010 accounting for 42.8 per cent of Heterosexual and 48.0 per cent of LGB Personnel, but by 1 April 2015 they only account for 34.6 and 35.7 per cent respectively, with a corresponding increase in the Band C population distribution.

More detailed commentary comparing sexual orientation distribution patterns for April 2014 and April 2015 can be found in the 01 April 2015 - Biannual Diversity Dashboard:

[Biannual Diversity Dashboard - April 2015](#)

Table 2.02.03

Civilian personnel¹ by gender, grade² and whether full or part-time, at 1 April 2010 to 2015

<i>Gender, part-time/full-time and grade</i>	Headcount					
	2010	2011	2012	2013	2014	2015
Civilian Personnel¹	75 660	72 420	61 450	56 870	55 320	52 860
Non-Industrial	54 430	52 010	45 400	41 700	40 320	40 850
Female: full-time	18 060	17 230	14 750	13 630	13 430	13 700
Senior Civil Service and equivalent ³	50	50	50	50	50	60
Pay Band B	480	490	460	470	560	660
Pay Band C	3 930	4 020	3 720	3 770	3 940	4 170
Pay Band D	3 430	3 350	2 960	2 840	2 840	2 880
Pay Band E	10 040	9 320	7 550	6 490	6 040	5 910
Other non-industrial ⁴	120	10	20	10	10	20
Male: full-time	30 260	28 800	25 600	23 620	22 460	22 640
Senior Civil Service and equivalent ³	230	220	180	180	180	180
Pay Band B	1 830	1 770	1 590	1 560	1 600	1 820
Pay Band C	11 290	11 230	10 100	9 530	9 370	9 380
Pay Band D	6 390	5 990	5 410	4 940	4 790	4 740
Pay Band E	10 400	9 590	8 290	7 380	6 480	6 480
Other non-industrial ⁴	120	-	20	20	50	40
Female: part-time	5 050	4 900	4 100	3 560	3 530	3 560
Senior Civil Service and equivalent ³	10	10	10	10	10	10
Pay Band B	140	140	140	140	160	180
Pay Band C	1 360	1 340	1 260	1 180	1 220	1 250
Pay Band D	730	700	610	560	550	560
Pay Band E	2 780	2 700	2 090	1 660	1 580	1 550
Other non-industrial ⁴	40	-	10	10	10	10
Male: part-time	1 060	1 080	950	890	900	960
Senior Civil Service and equivalent ³	10	10	10	-	10	10
Pay Band B	110	110	100	100	100	110
Pay Band C	510	560	520	490	490	530
Pay Band D	160	130	120	120	110	120
Pay Band E	250	270	200	170	180	190
Other non-industrial ⁴	30	-	-	-	-	-
Industrial	11 250	10 790	8 740	7 770	7 660	7 330
Female: full-time	1 830	1 740	1 130	980	940	890
Male: full-time	8 800	8 470	7 230	6 470	6 390	6 110
Female: part-time	460	400	250	200	190	200
Male: part-time	170	170	140	120	140	140
Trading Funds⁵	9 980	9 620	7 320	7 400	7 340	4 670
Female: full-time	1 950	1 900	1 500	1 500	1 490	1 120
Male: full-time	7 280	6 910	5 200	5 220	5 140	3 010
Female: part-time	460	480	390	430	440	360
Male: part-time	290	330	220	250	270	180
Total female	27 800	26 660	22 120	20 300	20 030	19 830
Total male	47 860	45 770	39 330	36 570	35 290	33 030
Total full-time	68 180	65 070	55 410	51 410	49 860	47 470
Total part-time	7 480	7 360	6 040	5 460	5 460	5 390

Source: Defence Statistics (Civilian)

1. Civilian personnel is defined as personnel employed in MOD Main Core TLBs and Trading Funds. Royal Fleet Auxiliary and Locally Engaged Civilian data are excluded from this table.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. Includes personnel outside the Senior Civil Service but of equivalent grade.
4. Includes industrial personnel on temporary promotion to non-industrial grades and personnel for whom no grade information is available.
5. In October 2011 responsibility for management of the Meteorological Office (1,900 personnel - Headcount) transferred to Department for Business, Innovation and Skills (BIS). As of 1 April 2015 DSG were privatised transferring to Babcock affecting approximately 2,400 personnel.

Table 2.02.04 Age profile of civilian personnel¹ by industrial status and gender, at 1 April 2015

	Non-industrial			Industrial			MOD Core	Trading Funds			Known Age
	Male	Female	Total	Male	Female	Total		Male	Female	Total	
16-19	20	20	40	-	-	-	50	20	10	30	170
20-24	260	280	540	40	30	60	600	170	70	250	1 360
25-29	730	810	1 540	120	40	160	1 700	330	200	530	3 180
30-34	1 090	1 300	2 380	200	50	250	2 630	390	230	620	4 270
35-39	1 110	1 370	2 480	230	60	290	2 780	370	220	590	4 300
40-44	1 710	1 920	3 630	460	100	560	4 190	370	200	580	5 890
45-49	3 020	2 760	5 770	840	170	1 010	6 780	470	200	670	9 060
50-54	3 750	2 820	6 580	1 060	190	1 260	7 830	410	180	590	10 440
55-59	3 300	1 860	5 160	1 000	150	1 150	6 310	370	100	470	8 440
60-64	1 780	800	2 580	700	70	770	3 350	220	60	270	4 370
65+	610	190	800	310	30	340	1 130	70	10	80	1 380
Unknown	-	-	-	-	-	-	-	-	-	-	-
Total	17 370	14 130	31 500	4 960	880	5 840	37 340	3 190	1 480	4 670	52 860

Source: Defence Statistics (Civilian)

1. Table excludes data for Royal Fleet Auxiliaries and Locally engaged civilians for whom age data is not available.

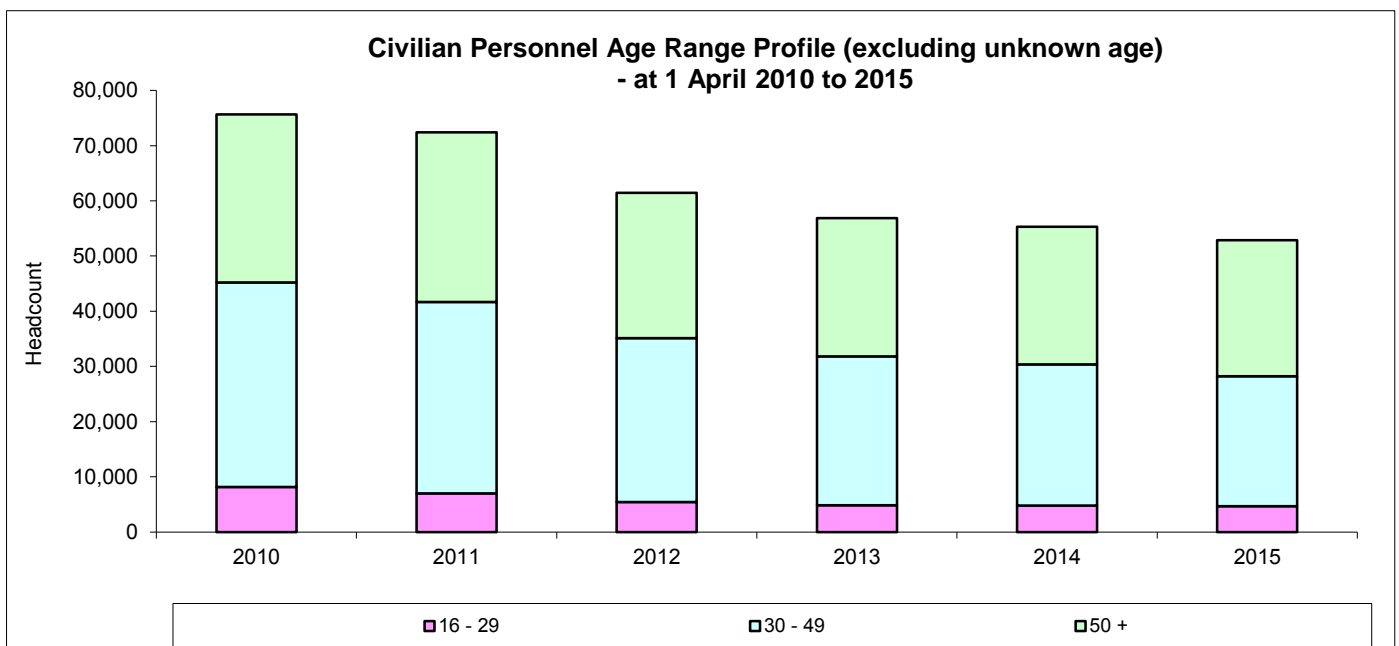
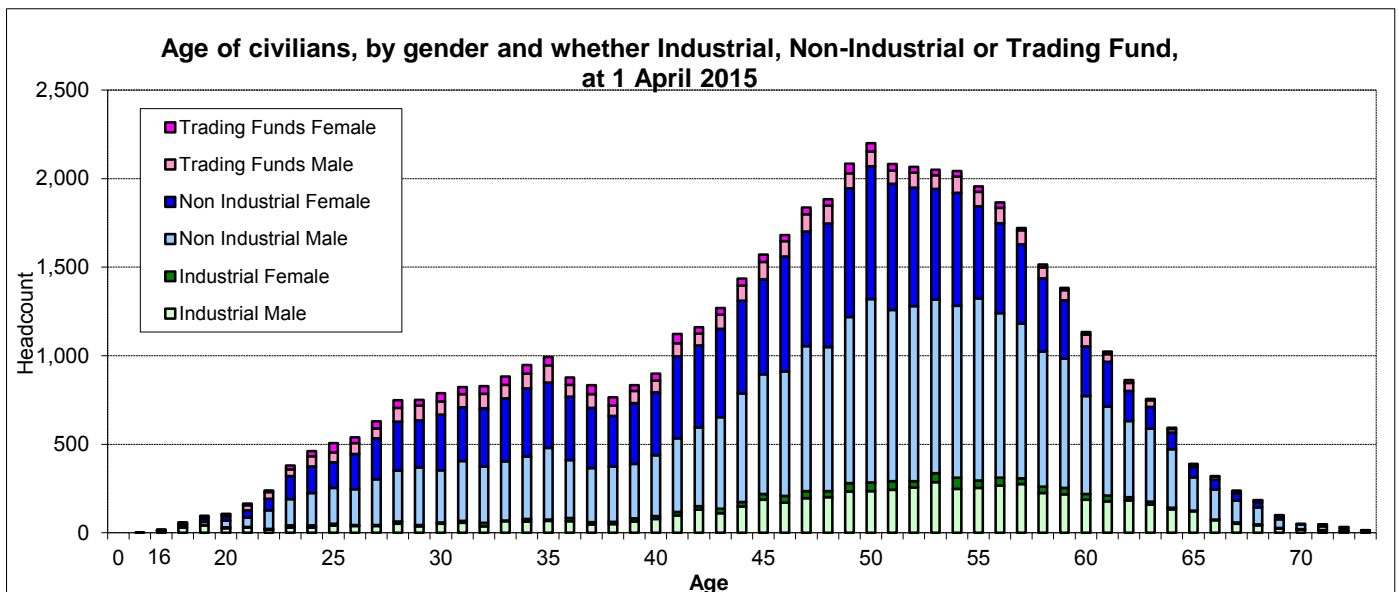


Table 2.02.05

Civilian personnel¹ by ethnic origin and grade², at 1 April 2010 to 2015

Headcount

	2010	2011	2012	2013	2014	2015
Civilian Personnel¹	75 660	72 420	61 450	56 870	55 320	52 860
Non-Industrial	54 430	52 010	45 400	41 700	40 320	40 850
White	46 400	44 570	39 130	35 510	33 660	33 300
Senior Civil Service and equivalent ³	260	240	220	210	200	210
Pay Band B	2 110	2 070	1 900	1 850	1 940	2 220
Pay Band C	14 090	14 200	13 040	12 430	12 310	12 320
Pay Band D	9 320	8 930	8 010	7 370	7 020	6 820
Pay Band E	20 460	19 130	15 950	13 630	12 150	11 700
Other non-industrial ⁴	170	10	20	30	30	30
Black & Minority Ethnic	1 640	1 630	1 580	1 490	1 470	1 510
Senior Civil Service and equivalent ³	10	10	10	-	-	-
Pay Band B	60	70	60	70	80	80
Pay Band C	440	460	490	480	500	530
Pay Band D	280	280	260	260	270	290
Pay Band E	840	820	760	680	620	610
Other non-industrial ⁴	10	-	-	-	-	-
Undeclared⁵	6 380	5 810	4 690	4 690	5 190	6 040
Senior Civil Service and equivalent ³	40	30	20	30	30	40
Pay Band B	390	380	320	360	390	460
Pay Band C	2 560	2 500	2 070	2 060	2 210	2 480
Pay Band D	1 100	970	830	840	1 000	1 200
Pay Band E	2 180	1 930	1 430	1 390	1 510	1 820
Other non-industrial ⁴	130	-	20	10	40	40
Industrial	11 250	10 790	8 740	7 770	7 660	7 330
White	9 000	8 840	7 220	6 360	6 120	5 790
Black & Minority Ethnic	190	190	180	160	160	150
Undeclared	2 070	1 760	1 340	1 250	1 380	1 390
Trading Funds⁶	9 980	9 620	7 320	7 400	7 340	4 670
White	7 160	6 810	5 410	5 300	5 260	3 540
Black & Minority Ethnic	170	170	140	130	140	100
Undeclared	2 650	2 640	1 760	1 960	1 940	1 030

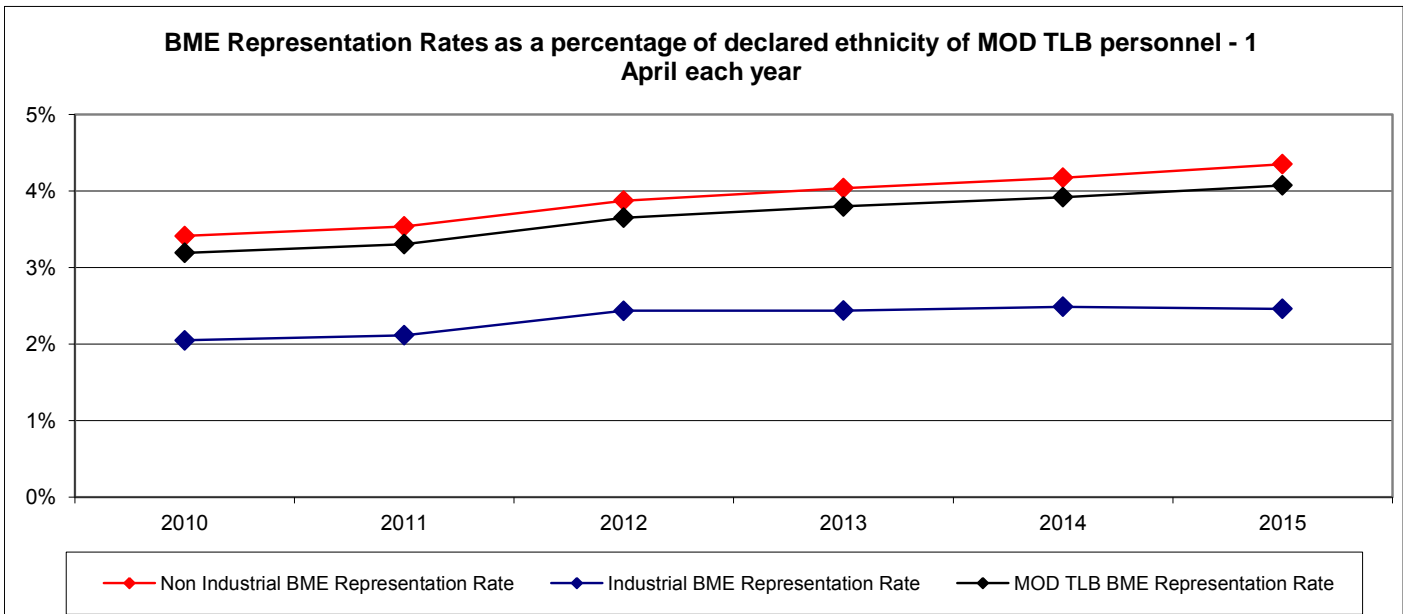
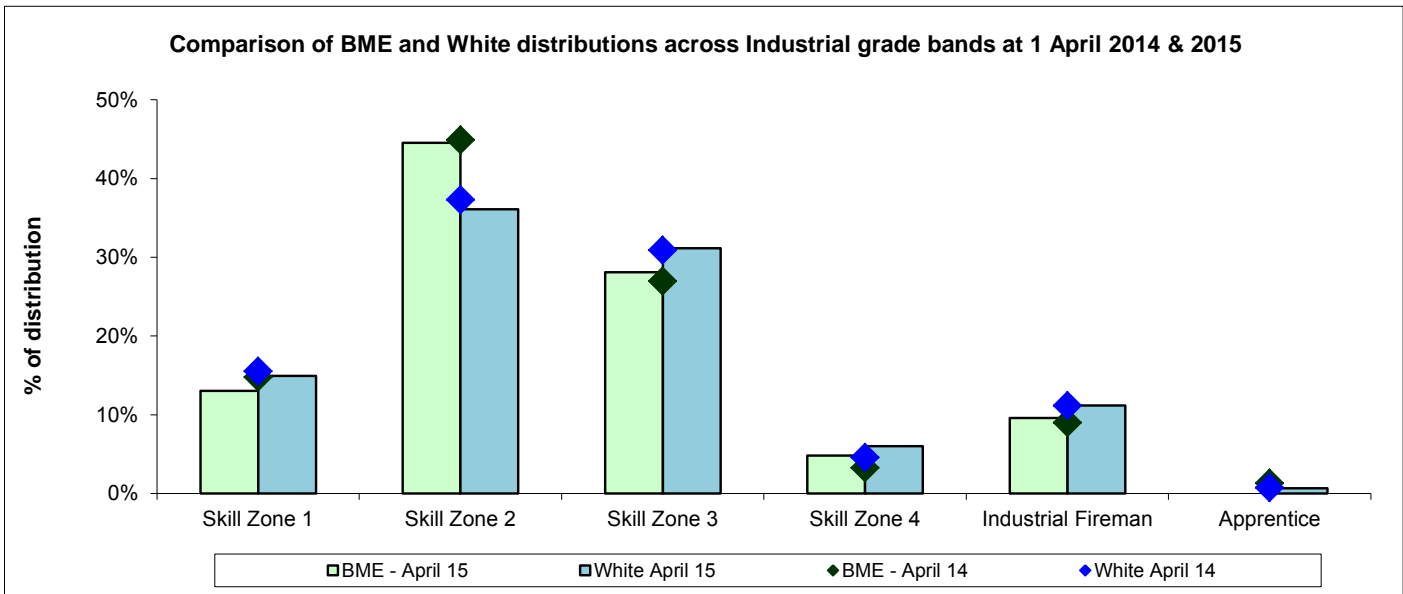
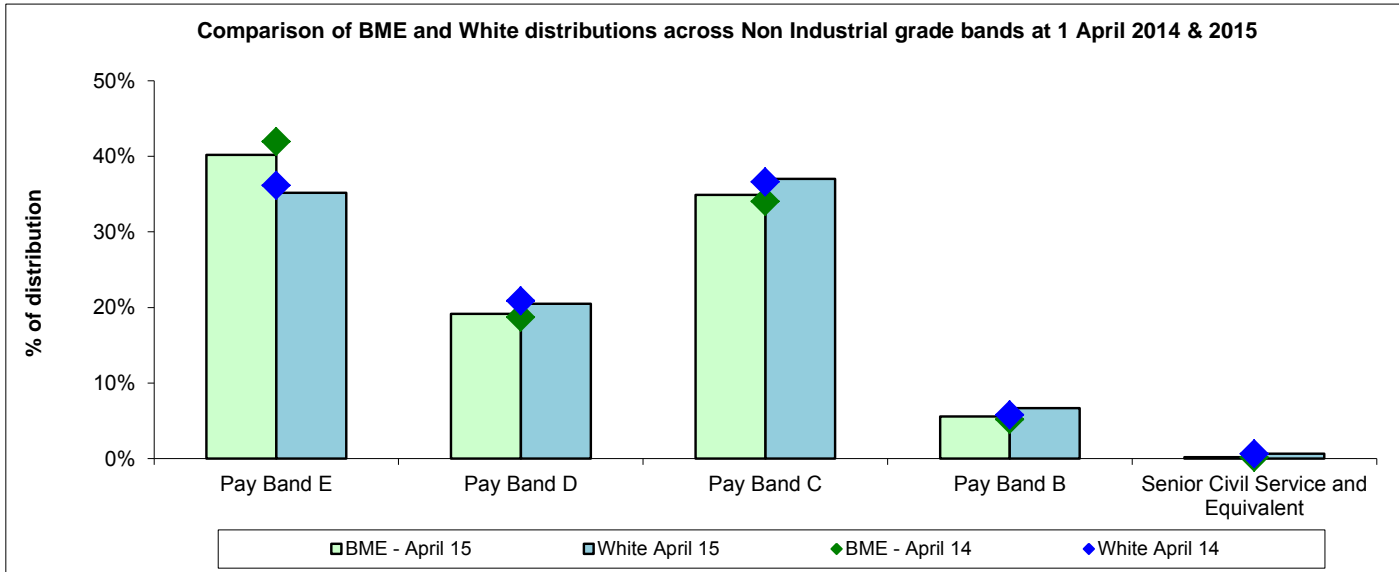
Representation of Black and Minority Ethnic civilian personnel as a percentage of MOD total excluding unknown and undeclared.

	2010	2011	2012	2013	2014	2015
Civilian Personnel¹	3.1	3.2	3.5	3.6	3.8	4.0
Core MOD TLB Total	3.2	3.3	3.7	3.8	3.9	4.1
Core Non-Industrial TLB total	3.4	3.5	3.9	4.0	4.2	4.3
Senior Civil Service and equivalent ³	2.7	2.8	2.7	~	~	~
Pay Band B	2.9	3.2	3.2	3.9	3.8	3.6
Pay Band C	3.0	3.2	3.6	3.7	3.9	4.1
Pay Band D	3.0	3.0	3.2	3.4	3.8	4.1
Pay Band E	3.9	4.1	4.5	4.7	4.8	4.9
Other non-industrial ⁴	5.0	~	~	~	~	~
Core Industrial TLB Grades	2.0	2.1	2.4	2.4	2.5	2.5
Trading Funds⁶	2.4	2.4	2.5	2.4	2.6	2.8

Ethnicity declaration rate⁵ as a percentage of MOD total civilian personnel.

	2010	2011	2012	2013	2014	2015
Civilian Personnel¹	85.3	85.9	87.3	86.1	84.6	84.0
Core MOD TLB Total	87.1	88.0	88.9	88.0	86.3	84.6
Core Non-Industrial TLB total	88.3	88.8	89.7	88.8	87.1	85.2
Senior Civil Service and equivalent ³	87.9	89.1	91.3	88.1	85.8	82.4
Pay Band B	84.9	85.0	85.9	84.2	83.7	83.4
Pay Band C	85.0	85.5	86.7	86.3	85.3	83.8
Pay Band D	89.7	90.4	90.9	90.1	87.9	85.6
Pay Band E	90.7	91.2	92.1	91.1	89.4	87.1
Other non-industrial ⁴	58.4	66.7	58.1	73.7	44.6	39.1
Core Industrial TLB Grades	81.6	83.7	84.6	83.9	81.9	81.0
Trading Funds⁶	73.5	72.6	75.9	73.4	73.6	78.0

Source: Defence Statistics (Civilian)



1. Civilian personnel is defined as personnel employed in MOD Main Core TLBs and Trading Funds. Royal Fleet Auxiliary and Locally Engaged Civilian data are excluded from this table.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. Includes personnel outside the Senior Civil Service but of equivalent grade.
4. Includes industrial personnel on temporary promotion to non-industrial grades and personnel for whom no grade information is available.
5. Declaration rates are based on all known positive declarations, but exclude those who have selected "choose not to declare", or have not responded.
6. In October 2011 responsibility for management of the Meteorological Office personnel (1,900) transferred to Department for Business, Innovation and Skills (BIS). As of 1 April 2015 DSG were privatised transferring to Babcock affecting approximately 2,400 personnel.

Table 2.02.06

Civilian personnel¹ by disability status and grade², at 1 April 2010 to 2015

	Headcount					
	2010	2011	2012 ³	2013	2014	2015
Civilian Personnel¹	75 660	72 420 II	61 450	56 870	55 320	52 860
Non-Industrial	54 430	52 010 II	45 400	41 700	40 320	40 850
No Disability	42 040	40 880 II	12 540	15 370	17 690	19 730
Senior Civil Service and equivalent ⁴	250	230 II	80	100	110	120
Pay Band B	2 040	2 030 II	670	860	1 080	1 350
Pay Band C	13 260	13 530 II	4 580	5 790	6 840	7 720
Pay Band D	8 290	8 010 II	2 700	3 290	3 810	4 180
Pay Band E	17 930	17 060 II	4 500	5 320	5 830	6 340
Other non-industrial ⁵	260	10 II	10	10	20	20
Disability	3 260	3 520 II	1 710	1 950	2 130	2 370
Senior Civil Service and equivalent ⁴	20	20 II	10	10	10	10
Pay Band B	100	110 II	50	60	90	110
Pay Band C	980	1 110 II	560	670	770	840
Pay Band D	670	720 II	410	460	490	550
Pay Band E	1 480	1 560 II	690	750	780	860
Other non-industrial ⁵	10	- II	-	-	-	-
Undeclared⁶	9 130	7 620 II	31 150	24 380	20 500	18 750
Senior Civil Service and equivalent ⁴	30	30 II	160	140	120	120
Pay Band B	420	380 II	1 560	1 360	1 240	1 310
Pay Band C	2 840	2 510 II	10 460	8 510	7 410	6 770
Pay Band D	1 740	1 450 II	6 000	4 720	4 010	3 570
Pay Band E	4 060	3 250 II	12 940	9 630	7 670	6 930
Other non-industrial ⁵	30	- II	30	30	50	40
Industrial	11 250	10 790 II	8 740	7 770	7 660	7 330
No Disability	8 430	8 300 II	1 380	1 780	2 200	2 400
Disability	560	610 II	150	200	230	260
Undeclared	2 270	1 880 II	7 200	5 790	5 230	4 680
Trading Funds⁷	9 980	9 620 II	7 320	7 400	7 340	4 670
No Disability	5 410	5 210 II	3 900	2 850	3 150	2 920
Disability	120	110 II	60	60	100	80
Undeclared	4 450	4 300 II	3 350	4 500	4 090	1 670

Representation of civilian personnel with disabilities as a percentage of total excluding unknown and undeclared

	2010	2011	2012 ³	2013	2014	2015
Civilian Personnel¹	6.6	7.2 II	..	..	..	..
Core MOD TLB Total	7.0	7.7 II	..	..	..	..
Core Non-Industrial TLB total	7.2	7.9 II	..	..	..	..
Senior Civil Service and equivalent ⁴	6.1	6.1 II	..	..	..	..
Pay Band B	4.9	5.0 II	..	..	..	..
Pay Band C	6.9	7.6 II	..	..	..	..
Pay Band D	7.5	8.2 II	..	..	..	..
Pay Band E	7.6	8.4 II	..	..	..	..
Other non-industrial ⁵	4.0	~ II	..	..	..	..
Core Industrial TLB Grades	6.2	6.8 II	..	..	..	..
Trading Funds⁶	2.2	2.1 II	..	..	..	..

Disability declaration rate⁶ as a percentage of Core MOD TLB total civilian personnel

	2010	2011	2012 ³	2013	2014	2015
Civilian Personnel¹	79.1	81.0 II	32.1	39.0	46.1	52.5
Core MOD TLB Total	82.6	84.9 II	29.2	39.0	46.4	51.4
Core Non-Industrial TLB total	83.2	85.4 II	31.4	41.5	49.2	54.1
Senior Civil Service and equivalent ⁴	88.6	88.8 II	34.7	44.4	51.0	51.8
Pay Band B	83.7	85.1 II	31.5	40.6	48.6	52.7
Pay Band C	83.4	85.4 II	32.9	43.1	50.6	55.8
Pay Band D	83.7	85.8 II	34.1	44.3	51.7	57.0
Pay Band E	82.7	85.1 II	28.6	38.7	46.2	50.9
Other non-industrial ⁵	89.6	83.3 II	30.2	31.6	29.7	34.8
Core Industrial TLB Grades	79.8	82.6 II	17.6	25.5	31.7	36.2
Trading Funds⁷	55.4	55.3 II	54.2	39.2	44.3	64.2

Source: Defence Statistics (Civilian)

1. Civilian personnel is defined as personnel employed in MOD Main Core TLBs and Trading Funds. Royal Fleet Auxiliary and Locally Engaged Civilian data are excluded from this table.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. The disability field on the department's Human Resource Management System (HRMS) was reset on 18 April 2011 to accommodate the new disability reporting requirements resulting from the 2011 census exercise. Consequently all disability records were reset and personnel were required to re-declare their disability status. The number of personnel who have declared their disability status representation at 1 April 2013 is 39.0% of the population and therefore any reference made to the numbers of people with a disability should only be made in the context of the numbers of people who have not made a declaration of their disability status.
4. Includes personnel outside the Senior Civil Service but of equivalent grade.
5. Includes industrial personnel on temporary promotion to non-industrial grades and personnel for whom no grade information is available.
6. Declaration rates are based on all known positive declarations, but exclude those who have selected "choose not to declare", or have not responded.
7. In October 2011 responsibility for management of the Meteorological Office personnel (1,900) transferred to Department for Business, Innovation and Skills (BIS). As of 1 April 2015 DSG were privatised transferring to Babcock affecting approximately 2,400 personnel.

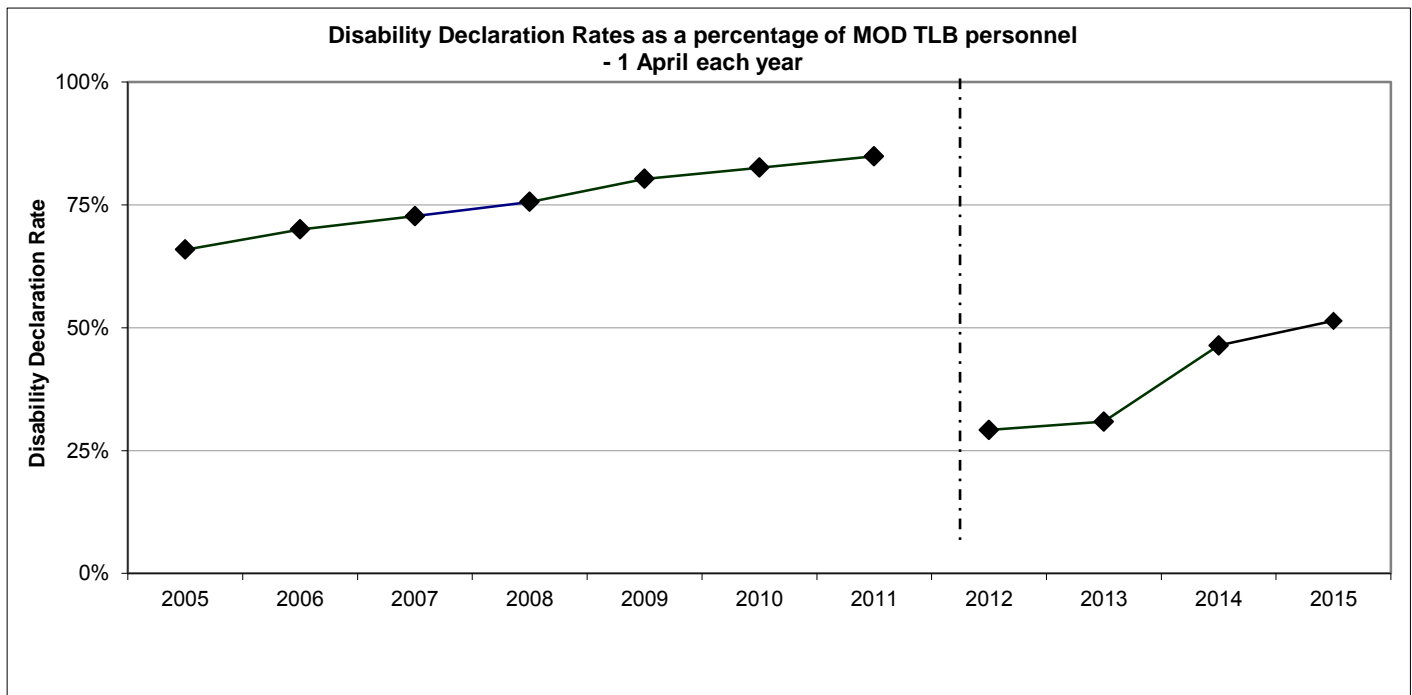


Table 2.02.07

Civilian personnel¹ by religion and grade², at 1 April 2010 to 2015

	Headcount					
	2010	2011	2012	2013	2014	2015
Civilian Personnel¹	75 660	72 420	61 450	56 870	55 320	52 860
Non-Industrial	54 430	52 010	45 400	41 700	40 320	40 850
Christian	25 280	25 160	22 200	20 070	18 880	18 350
Senior Civil Service and equivalent ³	130	120	110	100	100	100
Pay Band B	1 140	1 140	1 040	1 020	1 070	1 190
Pay Band C	7 810	8 080	7 320	6 860	6 740	6 700
Pay Band D	5 070	4 980	4 450	4 090	3 860	3 660
Pay Band E	11 060	10 840	9 280	7 990	7 100	6 690
Other non-industrial ⁴	80	-	10	10	10	10
Non-Christian Religion	1 780	1 770	1 600	1 460	1 380	1 340
Senior Civil Service and equivalent ³	10	10	-	-	-	-
Pay Band B	50	60	60	60	60	70
Pay Band C	430	460	440	420	420	420
Pay Band D	330	330	300	280	280	250
Pay Band E	950	920	800	700	620	600
Other non-industrial ⁴	-	-	-	-	-	-
Secular	8 120	8 180	7 570	7 130	7 040	7 210
Senior Civil Service and equivalent ³	50	50	50	50	50	60
Pay Band B	350	380	360	360	380	480
Pay Band C	2 460	2 620	2 590	2 660	2 800	2 910
Pay Band D	1 800	1 840	1 780	1 660	1 610	1 570
Pay Band E	3 420	3 290	2 790	2 400	2 200	2 190
Other non-industrial ⁴	40	-	-	-	-	-
Undeclared⁵	19 240	16 900	14 020	13 030	13 000	13 960
Senior Civil Service and equivalent ³	120	100	80	90	80	100
Pay Band B	1 020	940	830	850	900	1 030
Pay Band C	6 380	6 000	5 250	5 020	5 050	5 290
Pay Band D	3 500	3 030	2 580	2 430	2 550	2 830
Pay Band E	8 040	6 820	5 260	4 620	4 350	4 650
Other non-industrial ⁴	190	10	20	20	60	60
Industrial	11 250	10 790	8 740	7 770	7 660	7 330
Christian	4 230	4 420	3 720	3 280	3 160	2 960
Non-Christian Religion	310	310	260	240	230	220
Secular	1 280	1 410	1 230	1 080	1 070	1 000
Undeclared	5 440	4 660	3 530	3 170	3 200	3 160
Trading Funds⁶	9 980	9 620	7 320	7 400	7 340	4 670
Christian	-	-	-	-	-	-
Non-Christian Religion	-	-	-	-	-	-
Secular	-	-	-	-	-	-
Undeclared	9 980	9 620	7 320	7 400	7 340	4 670

1. Civilian personnel is defined as personnel employed in MOD Main Core TLBs and Trading Funds. Royal Fleet Auxiliary and Locally Engaged Civilian data are excluded from this table.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. Includes personnel outside the Senior Civil Service but of equivalent grade, primarily Senior Medical Specialists.
4. Includes industrial personnel on temporary promotion to non-industrial grades and personnel for whom no grade information is available.
5. Declaration rates are based on all known positive declarations, excluding those who select "choose not to declare" or have not responded.
6. In October 2011 responsibility for management of the Meteorological Office personnel (1,900 personnel - headcount) transferred to Department for Business, Innovation and Skills (BIS). As of 1 April 2015 DSG were privatised transferring to Babcock affecting approximately 2,400 personnel.

Representation of Christian civilian personnel as a percentage of total excluding unknown and undeclared

	2010	2011	2012	2013	2014	2015
Civilian Personnel¹	..	..	70.8	..	..	..
Core MOD TLB Total	72.0	71.7	70.8	70.2	69.4	68.6
Core Non-Industrial TLB total	71.9	71.7	70.8	70.0	69.1	68.2
Senior Civil Service and equivalent ³	69.2	66.5	67.3	63.8	63.5	63.1
Pay Band B	73.6	72.3	71.5	71.0	70.7	68.8
Pay Band C	73.0	72.4	70.7	69.0	67.6	66.7
Pay Band D	70.4	69.7	68.1	67.8	67.2	66.7
Pay Band E	71.7	72.0	72.1	72.0	71.6	70.6
Other non-industrial ⁴	65.3	..	72.2	92.9	87.5	85.7
Core Industrial TLB Grades	..	..	71.4	..	..	..
Trading Funds⁵	..	..	..	..	..	..

Religious declaration rate⁷ as a percentage of Core MOD TLB total civilian personnel¹

	2010	2011	2012	2013	2014	2015
Civilian Personnel¹	54.2	56.9	59.5	58.5	57.4	58.8
Core MOD TLB Total	62.4	65.7	67.6	67.2	66.2	64.5
Core Non-Industrial TLB total	64.6	67.5	69.1	68.7	67.7	65.8
Senior Civil Service and equivalent ³	61.1	63.8	65.7	62.6	65.3	62.7
Pay Band B	60.3	62.5	63.6	62.7	62.6	62.7
Pay Band C	62.6	65.0	66.4	66.4	66.3	65.5
Pay Band D	67.3	70.2	71.7	71.3	69.2	66.0
Pay Band E	65.8	68.8	71.0	70.6	69.5	67.1
Other non-industrial ⁴	39.3	41.7	41.9	36.8	21.6	20.3
Core Industrial TLB Grades	51.7	56.8	59.6	59.2	58.3	56.9
Trading Funds⁵	-	-	-	-	-	-

Source: Defence Statistics (Civilian)

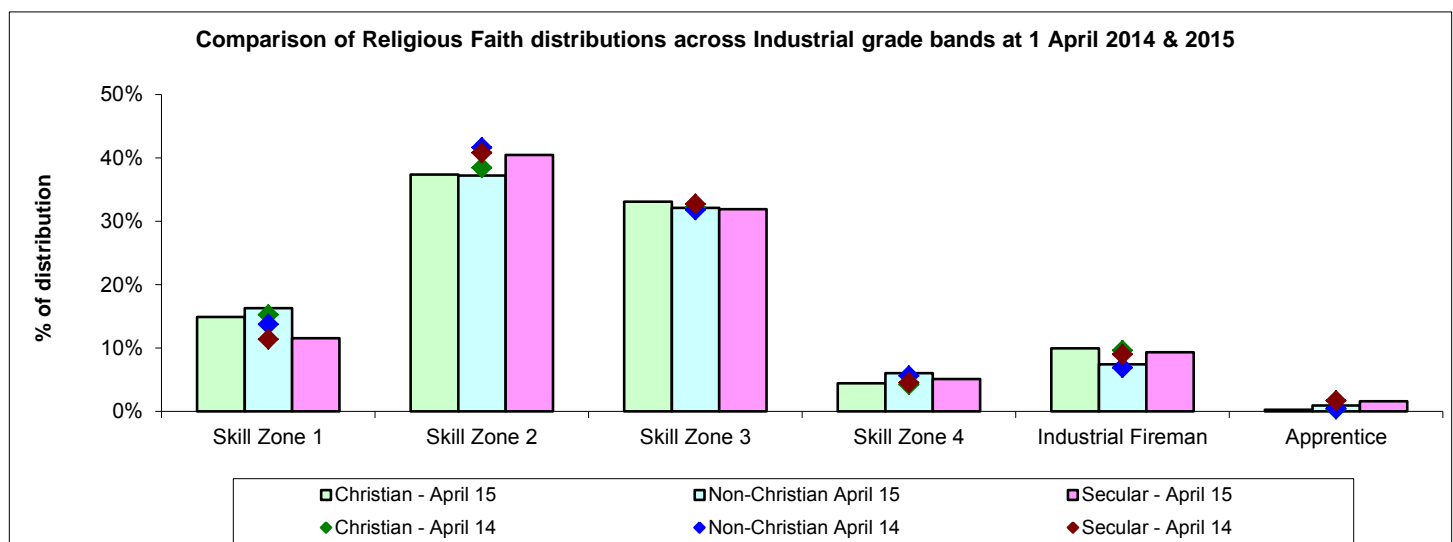
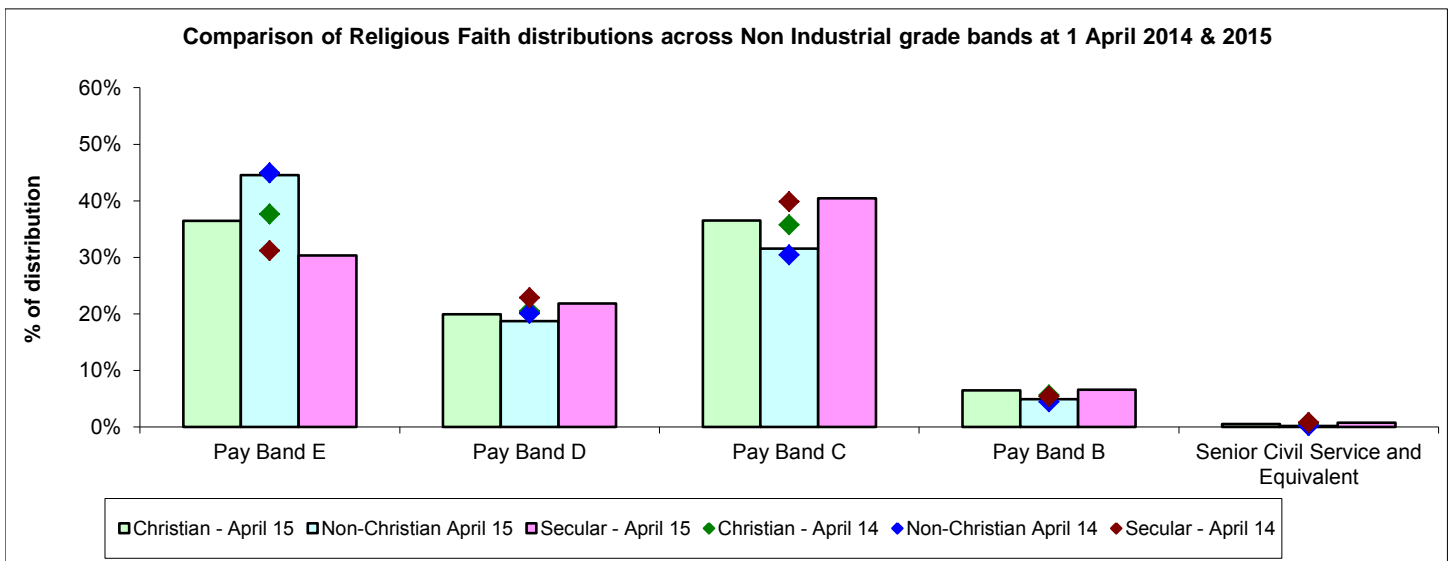


Table 2.02.08

**Civilian personnel¹ by sexual orientation and grade²,
at 1 April 2010 to 2015**

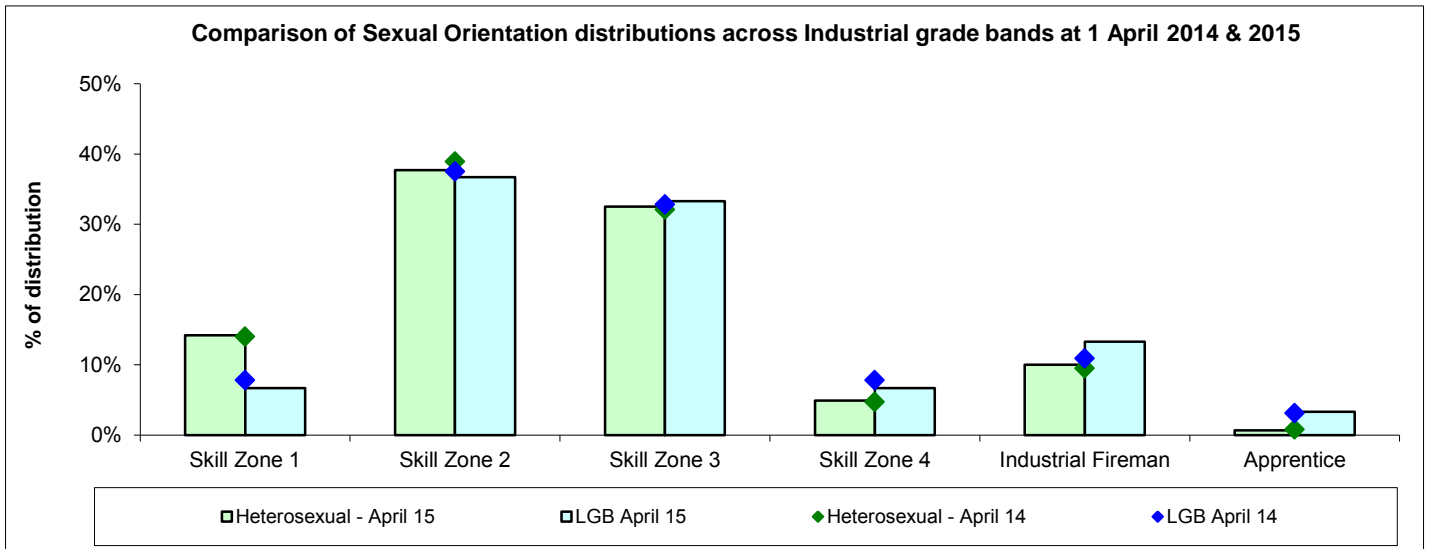
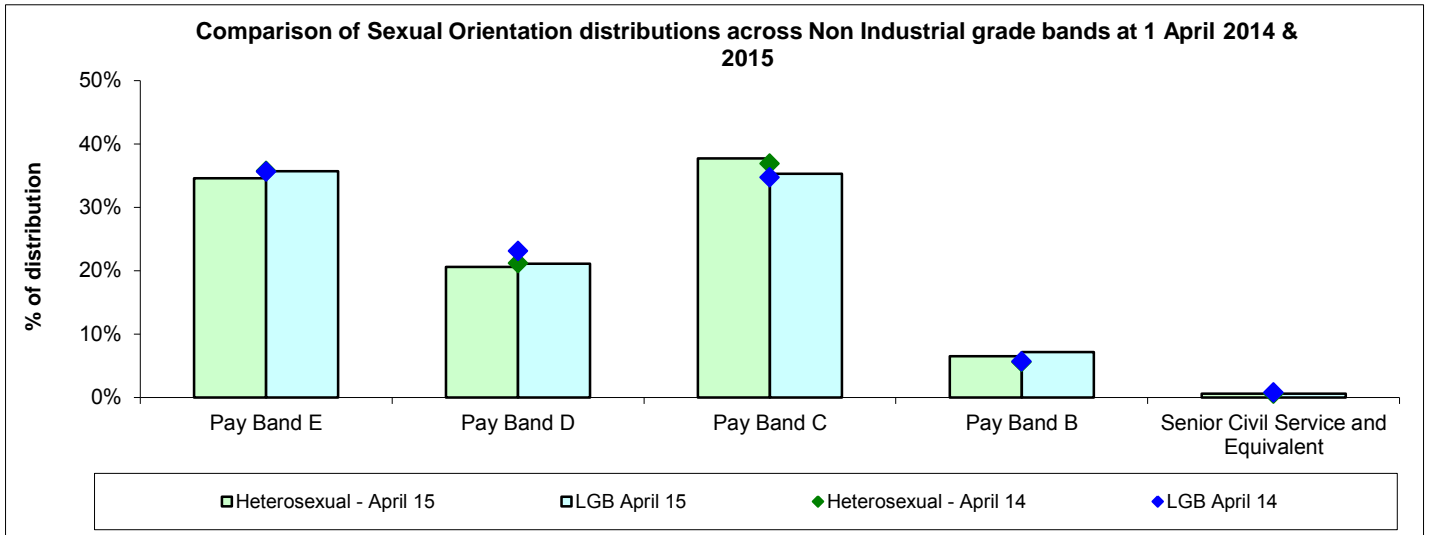
	Headcount					
	2010	2011	2012	2013	2014	2015
Civilian Personnel¹	75 660	72 420	61 450	56 870	55 320	52 860
Non-Industrial	54 430	52 010	45 400	41 700	40 320	40 850
Heterosexual	33 460	33 490	30 360	27 920	26 750	26 520
Senior Civil Service and equivalent ³	180	180	160	160	160	160
Pay Band B	1 520	1 560	1 440	1 420	1 500	1 730
Pay Band C	10 320	10 700	10 090	9 800	9 870	9 990
Pay Band D	6 990	6 930	6 380	5 910	5 660	5 450
Pay Band E	14 330	14 110	12 270	10 610	9 540	9 170
Other non-industrial ⁴	110	10	20	20	20	20
Lesbian/Gay/Bisexual	460	470	530	480	470	470
Senior Civil Service and equivalent ³	10	10	10	-	-	-
Pay Band B	20	20	20	20	30	30
Pay Band C	120	140	180	170	160	170
Pay Band D	90	100	100	100	110	100
Pay Band E	220	210	210	180	170	170
Other non-industrial ⁴	-	-	-	-	-	-
Undeclared	20 520	18 050	14 510	13 300	13 090	13 860
Senior Civil Service and equivalent ³	110	90	80	80	80	90
Pay Band B	1 020	940	820	840	880	1 000
Pay Band C	6 650	6 310	5 330	5 000	4 980	5 160
Pay Band D	3 630	3 150	2 620	2 450	2 530	2 760
Pay Band E	8 920	7 560	5 650	4 910	4 560	4 790
Other non-industrial ⁴	190	-	20	20	50	50
Industrial	11 250	10 790	8 740	7 770	7 660	7 330
Heterosexual	5 560	5 880	5 100	4 540	4 420	4 140
Lesbian/Gay/Bisexual	70	80	70	70	60	60
Undeclared	5 630	4 830	3 570	3 170	3 180	3 140
Trading Funds⁵	9 980	9 620	7 320	7 400	7 340	4 670
Heterosexual	220	30	-	-	-	-
Lesbian/Gay/Bisexual	-	-	-	-	-	-
Undeclared	9 760	9 590	7 320	7 400	7 340	4 670

Representation of Lesbian/Gay/Bisexual civilian personnel as a percentage of total excluding unknown and undeclared

	2010	2011	2012	2013	2014	2015
Civilian Personnel¹	..	..	..	..	..	..
Core MOD TLB Total	1.3	1.4	1.7	1.7	1.7	1.7
Core Non-Industrial TLB total	1.3	1.4	1.7	1.7	1.7	1.8
Senior Civil Service and equivalent ³	3.7	3.3	3.6	..	..	..
Pay Band B	1.3	1.3	1.6	1.6	1.8	1.9
Pay Band C	1.1	1.3	1.7	1.7	1.6	1.6
Pay Band D	1.2	1.4	1.6	1.7	1.9	1.8
Pay Band E	1.5	1.4	1.7	1.7	1.7	1.8
Other non-industrial ⁴	..	-	-	..	..	..
Core Industrial TLB Grades	..	..	..	..	..	..
Trading Funds⁵	..	..	..	..	..	..

Sexual Orientation declaration rate⁶ as a percentage of Core MOD TLB total civilian personnel¹

	2010	2011	2012	2013	2014	2015
Civilian Personnel¹	52.5	55.2	58.7	58.0	57.3	59.0
Core MOD TLB Total	60.2	63.6	66.6	66.7	66.1	64.7
Core Non-Industrial TLB total	62.3	65.3	68.0	68.1	67.5	66.1
Senior Civil Service and equivalent ³	63.8	66.7	68.6	66.3	66.9	65.1
Pay Band B	60.3	62.7	64.0	63.1	63.4	63.7
Pay Band C	61.1	63.2	65.9	66.6	66.8	66.3
Pay Band D	66.1	69.1	71.2	71.1	69.5	66.8
Pay Band E	62.0	65.4	68.8	68.7	68.0	66.1
Other non-industrial ⁴	37.3	66.7	-	52.6	29.7	24.6
Core Industrial TLB Grades	50.0	55.2	59.1	59.2	58.5	57.2
Trading Funds⁵	2.2	0.3	-	-	-	-



1. Civilian personnel is defined as personnel employed in MOD Main Core TLBs and Trading Funds. Royal Fleet Auxiliary and Locally Engaged Civilian data are excluded from this table.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. Includes personnel outside the Senior Civil Service but of equivalent grade.
4. Includes industrial personnel on temporary promotion to non-industrial grades and personnel for whom no grade information is available.
5. In October 2011 responsibility for management of the Meteorological Office personnel (1,900) transferred to Department for Business, Innovation and Skills (BIS). As of 1 April 2015 DSG were privatised transferring to Babcock affecting approximately 2,400 personnel.
6. Declaration rates are based on all known positive declarations, excluding those who select "choose not to declare" or have not responded.

Intake and outflow of civilian personnel

The civilian personnel intake in 2014/15 was 3,490, the highest it has been since 2009/10. Following a relatively stable level of intake from 2005/06 to 2009/10, intake fell in 2010/11 by 61.7 per cent from 4,200 to 1,610. This fall was mainly due to a recruitment freeze being implemented. The following year there was a further fall from 1,610 to 870. Since 2012/13 there have been year on year increases in intake, with 2014/15 returning to the levels seen in 2009/10.

The civilian personnel outflow in 2014/15 was 3,760, the lowest level it has been at for the last ten years. Following year on year decreases from 2007/08 to 2010/11, the outflow more than doubled in 2011/12 from 4,470 to 9,420, a rise of 110.9 per cent. This increase was mainly driven by the introduction of the Voluntary Early Release Scheme (VERS). There then followed year on year decreases.

The peak of civilian personnel retirements occurred in 2010/11. This reflects the decision of people to take retirement options once the VERS announced, considering that VERS payment terms were less favourable for those at or over the normal pension age.

Prior to 2014/15, VERS outflow was the highest outflow reason for the three years from 2011/12 with 10,880 civilian staff having exited under VERS since April 2011. With the VERS scheme now completed, Resignation and Retirement are the main reasons for leaving in 2014/15, reverting to pre-VERS patterns. For non-industrial personnel, resignation and retirement accounts for 60 per cent of outflow in 2014/15 and for industrial personnel the figure was 50 per cent of outflow.

The non-industrial outflow rates have fallen each year since the spike of 2011/12, when VERS exits peaked. Since 2009/10, the intake rate for 2014/15 is greater than the outflow rate. In comparison, the outflow rate for industrial personnel has exceeded intake rate in each year since 2010/11.

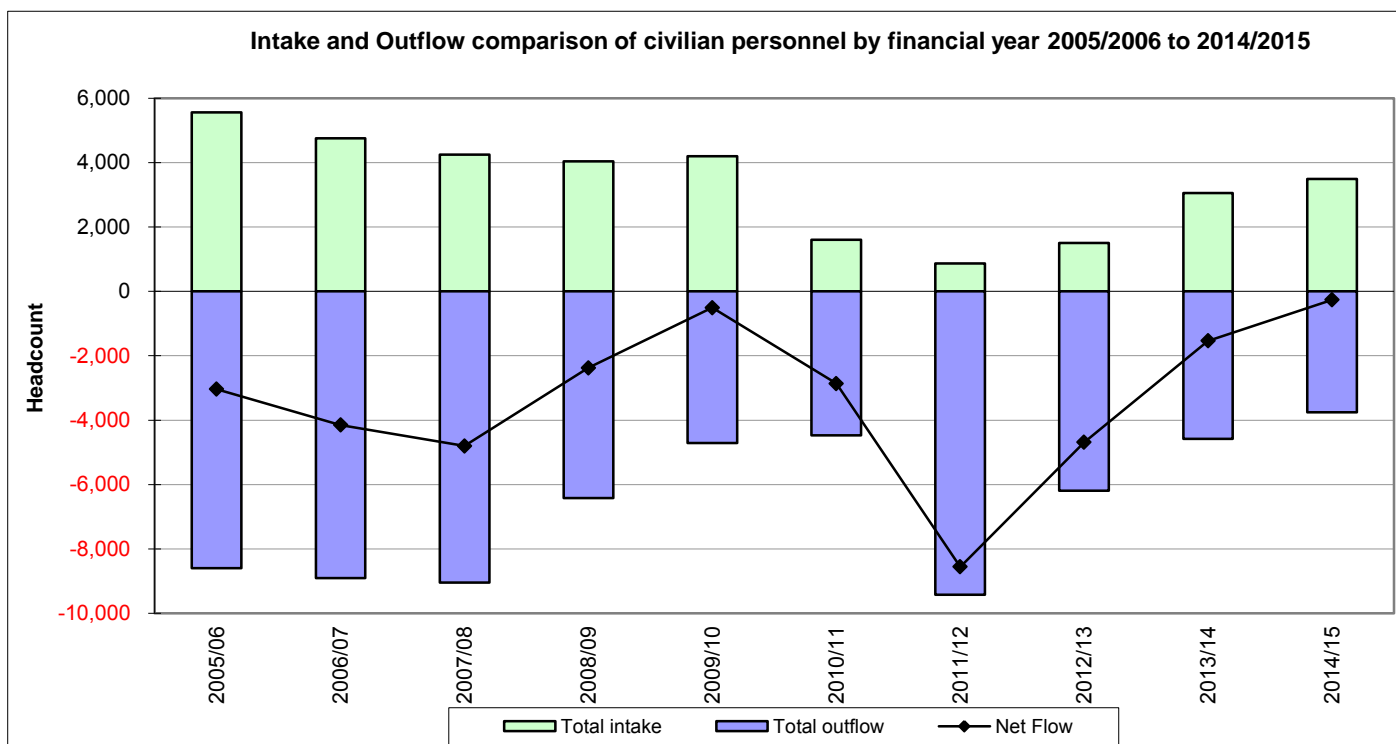


Table 2.02.09

Intake and outflow of civilian personnel¹, 2009/10 to 2014/15

Headcount

<i>MOD main TLBs</i>	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Total intake	4 200	1 610	870	1 500	3 050	3 490
Total outflow	4 710	4 470	9 420	6 190	4 590	3 760
As a percentage of personnel in post²						
Non-industrial						
Intake	6.1	2.4	1.4	3.0	6.3	7.7
Outflow	7.1	6.8	14.8	11.9	9.7	7.4
Resignation	1.8	1.9	1.6	2.1	2.2	2.4
Voluntary Early Release Scheme ³	..	..	10.5	6.6	3.8	..
Industrial						
Intake	7.6	3.0	1.8	2.6	6.0	5.0
Outflow	7.3	7.7	21.3	12.6	7.8	10.0
Resignation	1.7	1.9	1.7	1.7	1.8	2.0
Voluntary Early Release Scheme ³	..	..	7.6	4.9	1.2	..

MOD excl. Trading Funds by type of personnel:

Non-industrial						
Intake	3 340	1 280	690	1 290	2 590	3 120
Outflow	3 880	3 620	7 370	5 150	3 990	3 020
Resignation	1 000	1 020	800	900	930	990
Retirement ⁴	560	1 060	640	490	680	890
End of Appointments	470	300	120	170	170	150
Voluntary Release or Redundancy	390	180	40	20	120	200
Voluntary Early Release Scheme ³	..	..	5 220	2 840	1 590	..
Compulsory Severance or Retirement	180	110	10	20	10	30
Health / Death in Service	230	210	200	150	170	210
Dismissed	80	70	80	70	70	80
Transfer out of MOD	130	200	130	200	180	220
Privatisation of Function	110	440	100	250	-	210
Other ⁵	730	50	30	30	60	20
Industrial						
Intake	860	330	180	210	460	370
Outflow	830	840	2 050	1 040	600	740
Resignation	190	200	160	140	140	150
Retirement ⁴	170	280	220	170	220	220
End of Appointments	120	150	80	50	20	10
Voluntary Release or Redundancy	20	10	-	-	-	80
Voluntary Early Release Scheme ³	..	..	730	400	100	..
Compulsory Severance or Retirement	30	40	10	10	-	-
Health / Death in Service	60	80	70	80	70	60
Dismissed	30	30	20	20	20	40
Transfer out of MOD	-	-	-	-	10	-
Privatisation of Function	60	20	750	130	-	160
Other ⁵	150	30	10	20	20	-

Source: Defence Statistics (Civilian)

1 Total intake and outflow includes: All permanent and casual civilian personnel Excludes Trading Funds, all Royal Fleet Auxiliary and Locally engaged civilians. Intake is purely a record of recruitment into the Department and does not reflect movements.

2 Rates are the number of people who join or leave the Department per 100 of the average headcount strength in each category, but exclude the effect of net transfers between MOD Main TLB and Trading Funds.

3 Personnel exiting under the Voluntary Early Release Schemes (VERS) during 2011 to 2014 onwards are listed separately from exits under alternative release or redundancy schemes.

4 MOD civil servants can take normal retirement at either age 60 or age 65. As restrictions on working above normal retirement age were removed in 2010, allowing personnel to work beyond retirement age, and normal retirement age is due to increase in the coming years. This category has been redefined from previous publications to incorporate normal retirement at any age, including early retirement, in line with definitions used in other National Statistics publications. As a result figures shown here have been calculated according to current definitions for the time series, and may not match those published in previous years.

5 Includes those whose reason for leaving is unknown. Since April 2010 improvements in data recording have led to a substantial fall in these numbers. Personnel who were dismissed, transferred out of MOD, privatised or at the end of casual or fixed term appointments are now shown as individual outflow categories.

Table 2.02.10 - Intake of civilian personnel by sex, grade and whether full time or part time

The intake of full-time female personnel by grade has changed from 69.0 per cent at Band E and 8.6 per cent at Band C in 2009/10 to 51.6 per cent at Band E and 23.7 per cent at Band C in 2014/15. The same change in grade mix occurred for males, although the level of decrease for Band E was less, falling from 45.3 per cent to 35.2 per cent. For Band D personnel there was a similar percentage point rise for females, with a rise from 17.5 per cent to 33.5 per cent.

At a part-time level, the grade mix for intake for females has seen a shift at Band C and Band E when comparing 2014/15 with 2009/10. The proportion of staff at Band E fell from 48.9 per cent to 34.5 per cent, a fall of 14.4 percentage points, whilst Band C rose from 36.4 per cent to 45.3 per cent, a rise of 9 percentage points. Over the same time period, the grade mix of male part-time personnel remained relatively stable, with only Band C showing a fall from 63.2 per cent to 56.1 per cent, a fall of 7 percentage points.

The intake of industrial personnel has seen a shift in grade mix when comparing 2014/15 with 2009/10. The proportion of personnel who were full-time males has risen from 70.2 per cent to 81.0 per cent, a rise of 10.8 percentage point rise. In comparison, full-time females fell from 20.0 per cent to 15.8 per cent, a fall of 4.2 percentage points. There were falls in both male and female part time personnel of 2.1 and 4.5 percentage points respectively. In Trading funds, the proportion of male to female and full-time to part-time intake has remained broadly consistent with 65.4 per cent male full-time, 32.2 per cent female full-time and 2.1 per cent part-time personnel.

Table 2.02.11 - Outflow of civilian personnel by sex, grade and whether full time or part time

With the exception of 2011/12, the civilian personnel outflow remained fairly steady between 2009/11 and 2014/15, ranging between 5,160 to 6,740. The 2011/12 figure of 12,360 was mainly due to the VERS scheme being in effect. The outflow in the following year fell to 6,740 and fell again in the following year to 5,160. There was a rise in 2014/15 to 6,560, which was mainly due to the privatisation of the Defence Support Group, which involved the outflow of about 2,000 personnel to Babcock Land Ltd.

In comparison with 2009/10, female personnel outflow decreased by 18.7 per cent in 2014/15, whilst male outflow increased by just over 40 per cent. A similar pattern occurred with full-time and part-time personnel, with an increase of just over a quarter of full-time personnel leaving compared to a decrease of nearly 20 per cent of part-time personnel leaving.

Table 2.02.12 - Intake of civilian personnel by ethnic origin and grade

It is important to note that before any comparisons are made with data between 2011/12 to 2014/15, particularly with regards to grade distribution, are treated with caution as the proportion of personnel declaring their ethnicity upon entry was under 60 per cent in each of these years.

Table 2.02.13 - Outflow of civilian personnel by ethnic origin and grade

It is not possible to conduct a reliable analysis on the changing differences between White and BAME outflow in Industrial and Trading Fund posts as the numbers of BAME personnel are too small and could lead to spurious results.

Table 2.02.10

Intake of civilian¹ personnel by sex, grade² and whether full or part-time

	Headcount					
<i>Hours, sex and grade²</i>	2009/10	2010/11	2011/12	2012/13	2013/14 ^r	2014/15
Civilian Personnel¹	5 140	2 040	1 380	2 160	3 610	4 100
Non-Industrial	3 340	1 280	690	1 290	2 590	3 120
Female: full-time	1 280	380	210	540	940	1 130
Senior Civil Service and Equivalent ³	-	-	-	-	-	-
Pay Band B	30	10	10	30	30	30
Pay Band C	110	100	60	150	200	270
Pay Band D	200	60	50	90	200	230
Pay Band E	880	200	70	260	500	580
Other non-industrial ⁴	50	10	20	-	10	10
Male: full-time	1 660	610	320	570	1 380	1 730
Senior Civil Service and Equivalent ³	10	10	-	10	20	20
Pay Band B	40	20	10	30	40	60
Pay Band C	290	200	90	160	440	580
Pay Band D	540	200	140	150	440	450
Pay Band E	750	150	60	190	410	610
Other non-industrial ⁴	30	30	10	20	40	20
Female: part-time	320	260	120	140	230	200
Senior Civil Service and Equivalent ³	-	-	-	-	-	-
Pay Band B	-	10	10	10	10	10
Pay Band C	120	130	90	80	120	90
Pay Band D	30	10	10	10	20	30
Pay Band E	160	110	10	30	90	70
Other non-industrial ⁴	10	-	-	-	-	-
Male: part-time	80	30	40	50	40	60
Senior Civil Service and Equivalent ³	-	-	-	-	-	-
Pay Band B	10	-	-	10	-	10
Pay Band C	50	20	30	30	20	30
Pay Band D	-	-	-	-	10	-
Pay Band E	10	-	-	10	10	10
Other non-industrial ⁴	-	-	-	-	-	-
Industrial	860	330	180	210	460	370
Female: full-time	170	70	30	40	60	60
Male: full-time	600	240	130	160	380	300
Female: part-time	60	10	20	10	10	10
Male: part-time	20	10	-	-	10	-
Trading Funds⁵	940	430	520	660	550	600
Female: full-time	300	140	190	180	160	180
Male: full-time	620	280	310	460	380	420
Female: part-time	20	-	10	10	10	10
Male: part-time	10	-	10	-	-	-
Total Female	2 150	860	580	910	1 420	1 590
Total Male	2 990	1 180	810	1 250	2 180	2 510
Total Full-time	4 640	1 720	1 190	1 950	3 300	3 810
Total Part-time	500	320	200	210	310	280

Source: Defence Statistics (Civilian)

1. Civilian personnel is defined as personnel employed in MOD Main Core TLBs and Trading Funds. Royal Fleet Auxiliary and Locally engaged civilians are excluded from all data, percentage calculations and charts in this table.
 2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
 3. Includes personnel outside the Senior Civil Service but of equivalent grade.
 4. Includes industrial personnel on temporary promotion to non-industrial grades and those of unknown grade.
 5. In October 2011 responsibility for management of the Meteorological Office personnel (1,900) transferred to Department for Business, Innovation and Skills (BIS). As of 1 April 2015 DSG were privatised transferring to Babcock affecting approximately 2,400 personnel.
- r revised due to last year's version erroneously including April 14 flows in the 2013-14 figures.

Table 2.02.11

Outflow of civilian personnel¹, by sex, grade² and whether full or part-time

<i>Hours, sex and grade²</i>	Headcount					
	2009/10	2010/11	2011/12	2012/13	2013/14 ^r	2014/15
Civilian Personnel¹	5 540	5 270	12 360	6 740	5 160	6 560
Non-Industrial	3 890	3 620	7 370	5 150	3 990	3 020
Female: full-time³	1 230	1 040	2 530	1 720	1 090	810
Senior Civil Service and Equivalent ⁴	-	10	10	10	10	-
Pay Band B	20	20	50	50	30	30
Pay Band C	180	150	430	340	270	190
Pay Band D	190	160	460	260	200	170
Pay Band E	830	700	1 570	1 060	580	410
Other non-industrial ⁵	-	20	10	-	-	10
Male: full-time³	1 930	1 840	3 460	2 560	2 380	1 720
Senior Civil Service and Equivalent ⁴	30	20	40	30	30	30
Pay Band B	140	90	200	160	120	80
Pay Band C	680	590	1 370	950	740	640
Pay Band D	390	380	650	500	440	430
Pay Band E	690	740	1 180	900	1 040	510
Other non-industrial ⁵	-	30	10	10	10	30
Female: part-time³	550	570	1 080	660	360	320
Senior Civil Service and Equivalent ⁴	-	-	-	-	-	-
Pay Band B	10	10	30	10	10	20
Pay Band C	190	200	210	200	160	150
Pay Band D	50	60	160	70	40	40
Pay Band E	260	280	680	370	160	120
Other non-industrial ⁵	30	30	-	-	-	-
Male: part-time³	180	160	300	220	170	170
Senior Civil Service and Equivalent ⁴	-	-	-	-	-	-
Pay Band B	20	10	20	20	20	20
Pay Band C	80	70	140	120	90	80
Pay Band D	20	20	40	20	20	30
Pay Band E	40	40	90	60	30	40
Other non-industrial ⁵	30	20	-	-	-	-
Industrial	820	840	2 050	1 040	600	740
Female: full-time	130	150	620	150	70	80
Male: full-time	610	590	1 180	800	480	620
Female: part-time	60	60	180	50	30	10
Male: part-time	30	40	70	30	20	30
Trading Funds⁶	830	800	2 930	550	570	2 800
Female: full-time	180	150	560	130	120	450
Male: full-time	520	580	2 050	370	380	2 120
Female: part-time	70	30	140	20	30	120
Male: part-time	70	40	180	40	40	110
Total Female	2 200	2 010	5 110	2 730	1 700	1 790
Total Male	3 330	3 260	7 240	4 010	3 460	4 760
Total Full time	4 590	4 360	10 400	5 720	4 520	5 800
Total Part time	950	910	1 950	1 020	640	760

Source: Defence Statistics (Civilian)

1. Civilian personnel is defined as personnel employed in MOD Main Core TLBs and Trading Funds. Royal Fleet Auxiliary and Locally engaged civilians are excluded from this table.
2. Grade equivalence is shown in terms of the broader banding structure and is based on paid grade.
3. Previous versions of this table published in UKDS included Trading Funds within this total. As Trading Funds are now shown separately their figures have been removed from these gender totals which now only include MOD Main Core TLBs.
4. Includes personnel outside the Senior Civil Service but of equivalent grade.
5. Includes industrial staff on temporary promotion to non-industrial grades and those of unknown grade.
6. In October 2011 responsibility for management of the Meteorological Office personnel (1,900) transferred to Department for Business, Innovation and Skills (BIS). As of 1 April 2015 DSG were privatised transferring to Babcock affecting approximately 2,400 personnel.

r revised due to last year's version erroneously including April 2014 flows in the 2013-14 figures.

Table 2.02.12

Intake of UK based civilian personnel¹ by ethnic origin and grade²

	Headcount					
	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Civilian Personnel¹	5 140	2 040	1 380	2 160	3 610	4 100
Non-Industrial	3 340	1 280	690	1 290	2 590	3 120
White	2 630	870	310	450	1 020	1 090
Senior Civil Service and Equivalent ³	10	10	-	-	10	-
Pay Band B	60	30	10	20	20	30
Pay Band C	380	270	120	150	320	360
Pay Band D	640	240	90	90	280	260
Pay Band E	1 530	300	70	170	400	440
Other non-industrial ⁴	20	20	10	10	10	-
Black, Asian and Minority Ethnic	120	50	20	30	60	80
Senior Civil Service and Equivalent ³	-	-	-	-	-	-
Pay Band B	10	-	-	10	-	-
Pay Band C	10	10	10	10	20	40
Pay Band D	30	10	10	-	20	20
Pay Band E	80	30	10	20	20	30
Other non-industrial ⁴	-	-	-	-	-	-
Unknown⁵	580	350	360	810	1 510	1 940
Senior Civil Service and Equivalent ³	10	-	-	10	10	20
Pay Band B	20	10	20	60	60	80
Pay Band C	170	170	140	260	450	580
Pay Band D	100	20	100	160	370	440
Pay Band E	200	140	70	300	580	800
Other non-industrial ⁴	80	10	20	10	40	30
Industrial	860	330	180	210	460	370
White	730	260	60	50	130	70
Black, Asian & Minority Ethnic	20	10	-	-	-	-
Unknown ⁵	110	60	110	160	330	300
Trading Funds⁶	940	430	520	660	550	600
White	440	220	240	200	170	170
Black, Asian & Minority Ethnic	60	10	20	10	10	10
Unknown ⁵	450	200	260	450	370	420

Source: Defence Statistics (Civilian)

Intake of Black, Asian and Minority Ethnic personnel as a percentage of known ethnicity total

In the years 2011-12 to 2014-15 inclusive, ethnicity declaration rates for intake of civilian personnel fell to below 60 per cent. Declaration on inflow tends to be low as ethnicity is a self-declared field and people typically make their declarations in successive months after starting work. We do not report representation for declaration of lower than 60 per cent, as it is an unreliable picture of the total workforce. This lack of statistical validity was exacerbated by the recruitment freeze as rates were based on unusually small numbers and skewed by the specialist groups where recruitment was still permissible.

1. Civilian personnel is defined as personnel employed in MOD Main Core TLBs and Trading Funds. Royal Fleet Auxiliary and Locally engaged civilians are excluded from all data, percentage calculations and charts in this table.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. Includes personnel outside the Senior Civil Service but of equivalent grade.
4. Includes industrial personnel on temporary promotion to non-industrial grades and those of unknown grade.
5. Unknown ethnicity includes both those who have made no declaration and those who have actively chosen not to declare.
6. In October 2011 responsibility for management of the Meteorological Office personnel (1,900) transferred to Department for Business, Innovation and Skills (BIS). As of 1 April 2015 DSG were privatised transferring to Babcock affecting approximately 2,400 personnel.

Table 2.02.13

Outflow of UK based civilian personnel¹ by ethnic origin and grade²

	Headcount					
	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Civilian Personnel¹	5 540	5 270	12 360	6 740	5 160	6 560
Non-Industrial	3 890	3 620	7 370	5 150	3 990	3 020
White	3 090	2 960	6 400	4 330	3 180	2 240
Senior Civil Service and Equivalent ³	30	20	50	40	30	20
Pay Band B	150	100	250	190	140	110
Pay Band C	850	730	1 820	1 290	990	750
Pay Band D	510	510	1 130	730	550	520
Pay Band E	1 510	1 540	3 150	2 070	1 470	820
Other non-industrial ⁴	40	60	-	-	-	10
Black, Asian and Minority Ethnic	150	90	200	150	120	100
Senior Civil Service and Equivalent ³	-	-	-	-	-	-
Pay Band B	-	-	10	-	-	-
Pay Band C	30	20	50	50	30	40
Pay Band D	20	10	40	20	20	20
Pay Band E	100	60	100	80	60	40
Other non-industrial ⁴	-	-	-	-	-	-
Unknown⁵	650	580	770	680	690	680
Senior Civil Service and Equivalent ³	10	10	10	-	-	10
Pay Band B	40	30	40	40	30	30
Pay Band C	250	260	290	270	260	260
Pay Band D	110	80	140	100	120	120
Pay Band E	220	160	280	250	270	220
Other non-industrial ⁴	30	40	10	10	10	30
Industrial	820	840	2 050	1 040	600	740
White	640	640	1 700	840	470	560
Black, Asian & Minority Ethnic	10	10	40	20	10	10
Unknown ⁵	170	200	320	180	120	160
Trading Funds^{6,8}	830	800	2 930	550	570	2 800
White	580	550	1 760	310	310	1 520
Black, Asian & Minority Ethnic	20	20	50	20	20	40
Unknown ⁵	230	240	1 130	230	250	1 230

Outflow of Black, Asian and Minority Ethnic personnel as a percentage of known ethnicity total

	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Civilian Personnel¹	4.1	2.8	2.8	3.1	3.5	3.4
Non Industrial	4.7	3.0	3.0	3.3	3.6	4.2
Senior Civil Service and Equivalent ³	-	-	-	-	-	-
Pay Band B	-	-	4.2	-	-	-
Pay Band C	3.0	2.4	2.7	3.4	2.7	4.4
Pay Band D	4.7	2.7	3.1	2.1	3.7	3.7
Pay Band E	5.9	3.5	3.0	3.6	4.2	4.3
Other non-industrial ⁴	-	-	-	-	-	-
Industrial	1.4	1.9	2.0	2.0	2.1	2.4
Trading Funds^{6,8}	3.8	2.8	2.7	-	-	-

Source: Defence Statistics(Civilian)

1. Civilian personnel is defined as personnel employed in MOD Main Core TLBs and Trading Funds. Royal Fleet Auxiliary and Locally engaged civilians are excluded from all data, percentage calculations and charts in this table.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. Includes personnel outside the Senior Civil Service but of equivalent grade.
4. Includes industrial personnel on temporary promotion to non-industrial grades and those of unknown grade.
5. Unknown ethnicity includes both those who have made no declaration and those who have actively chosen not to declare.
6. In October 2011 responsibility for management of the Meteorological Office personnel (1,900) transferred to Department for Business, Innovation and Skills (BIS). As of 1 April 2015 DSG were privatised transferring to Babcock affecting approximately 2,400 personnel.
7. Rates are the number of people who leave the department per 100 of the average BAME headcount strength, but exclude the effect of net transfers between MOD Main TLB and Trading Funds and do not reflect movements of personnel within the Department, such as promotions and transfers.
8. Ethnicity rates have been revised to reflect the unreliability of calculating representation when declaration rates are below 60 per cent of the workforce. For this reason whenever declaration is below 60 per cent for any category the representation will not be shown.

Table 2.02.14 Number of working days lost per year due to sickness of civilian personnel¹, by ICD Code and industrial/non-industrial marker

In the 12 months ending 31 March 2015 the main causes of sickness absence in the non-industrial population were:

- Mental and behavioural disorders (this includes stress related conditions)
- Diseases of the musculoskeletal system & connective tissue
- Diseases of the respiratory system

These conditions continue to account for around half of all working days lost to sickness absence for all periods from 2010 to 2015. The number of working days lost declined for both non-industrial and industrial staff between 2010 and 2014 but increased in 2015.

The average number of working days lost has fallen from 8.14 days in the 12 months endings 31 March 2010 to 7.93 days in the 12 months ending 31 March 2015. For the most recent year, the Non-industrial sickness rate was 7.76 days, the industrial sickness rate was 10.20 days and the Trading Funds rate was 5.80 days.

		Working days (thousands)					
		Year ending 31 March					
		2010	2011	2012	2013	2014	2015
Civilian Personnel		524.9	491.8	462.2	391.9	359.8	376.8
Non-Industrial total²		408.6	379.9	359.7	307.8	285.9	302.2
<i>ICD category³</i>							
ACI	Injury, poisoning and certain other consequences of external causes	32.5	28.2	26.4	20.9	20.5	22.3
BFO	Diseases of the blood forming organs and certain disorders	3.7	3.0	2.3	2.0	1.8	2.1
CIR	Diseases of the circulatory system	17.1	14.8	16.1	11.3	11.7	13.1
DDS	Diseases of the digestive system	31.5	28.6	28.5	25.1	22.1	21.2
DEM	Diseases of the ear and mastoid process	3.4	4.4	4.2	3.1	2.8	3.0
DEY	Diseases of the eye and adnexa	3.5	4.4	3.7	2.6	2.9	2.6
DGY	Diseases of the genito-urinary system	14.9	13.7	12.3	11.2	10.0	12.8
DRS	Diseases of the respiratory system	59.6	50.6	41.8	41.3	31.8	34.8
EMN	Endocrine, nutritional and metabolic diseases	2.4	2.8	3.4	2.1	2.2	2.5
IPO	Certain infectious and parasitic diseases	36.0	33.4	30.0	26.9	23.0	25.2
MSD	Diseases of the musculoskeletal system and connective tissue	62.9	60.3	58.7	51.4	47.2	51.5
NGB	Neoplasms	15.8	13.5	12.3	10.3	11.1	13.2
NSS	Diseases of the nervous system	14.2	15.6	14.3	12.2	10.9	11.2
OPP	Factors influencing health status and contact with health service	25.3	23.2	22.3	18.5	15.8	9.5
PCP	Pregnancy, childbirth and the puerperium	4.9	4.6	4.3	3.6	3.1	3.0
PSD	Mental and behavioural disorders	75.7	72.8	73.6	60.4	82.9	68.3
SCO	Diseases of the skin and subcutaneous tissue	2.4	2.5	2.3	1.9	1.9	2.2
SID	Cause of Absence Not Yet Known	2.8	3.7	3.3	3.0	4.3	3.8
Industrial total		116.3	111.9	102.5	84.1	73.9	74.6
		Year ending 31 March					
		2010	2011	2012	2013	2014	2015
Sickness rates⁴ by Average Working Days Lost⁵		8.14	7.83	7.99	7.74	7.48	7.93
Non-industrial total		7.87	7.51	7.59	7.42	7.21	7.76
Industrial total		10.55	10.54	10.88	10.40	9.80	10.20
Trading Funds ⁶		6.88	6.53 //	6.81	6.61	6.56 //	5.80

Source: Defence Statistics (Civilian)

- 1 The source data used in this table are from the MOD's HRMS civilian administration database.
- 2 The numbers of days lost have been rounded and therefore may not add up to the totals provided.
- 3 World Health Organisation's International Statistical Classification of Diseases and Related Health Problems, 10th revision (ICD-10), 1992.
- 4 Rates are based on absence days and are Full Time Equivalent (FTE) working days lost. For example, if a part-time employee working 50% of full-time hours is sick for 7 calendar days, this is 5 x 50% = 2.5 FTE working days lost.
- 5 Average working days lost per FTE are calculated by dividing the total working days lost by a weighted average of the 1st of the month strengths for the period (the strengths at the start and end month receiving a weighting of 0.5 and the strengths of the interim months a weighting of 1).
- 6 We have combined data from each of the Trading Funds separate administration systems to calculate these rates. The Meteorological Office ceased to be part of the Ministry of Defence on 30th September 2011 and therefore a break in series has occurred. The Defence Support Group ceased to be part of the Ministry of Defence in January 2015 and therefore a further break in series has occurred.

Further Information

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

- Phone Defence Statistics (Civilian) 020 7218 1359
- Email DefStrat-Stat-CivEnquiries@mod.uk
- Visit our website at [Defence Statistics at gov.uk](http://DefenceStatistics.gov.uk)

If you require information which is not available within this or other available publications, you may wish to submit a Request for Information under the Freedom of Information Act 2000 to the Ministry of Defence via the following link:

<http://www.mod.uk/DefenceInternet/ContactUs/FreedomOfInformationInformationRequest.htm>

Other contact points within Defence Statistics are:

Defence Expenditure Analysis	030 679 34529	DefStrat-Econ-ESES-DEA-Hd@mod.uk
Price Indices	030 679 32100	DefStrat-Econ-ESES-PI-Hd@mod.uk
Naval Service Manpower	02392 547426	DefStrat-Stat-Navy-Hd@mod.uk
Army Manpower	01264 886175	DefStrat-Stat-Army-Hd@mod.uk
RAF Manpower	01494 496822	DefStrat-Stat-Air-Hd@mod.uk
Tri-Service Manpower	020 7807 8896	DefStrat-Stat-Tri-Hd@mod.uk
Civilian Manpower	020 7218 1359	DefStrat-Stat-Civ-Hd@mod.uk
Health Information	030 679 84423	DefStrat-Stat-Health-Hd@mod.uk

Please note that these email addresses may change later in the year.

Would you like to be added to our contact list, so that we can inform you about updates to these statistics and consult you if we are thinking of making changes? You can subscribe to updates by emailing DefStrat-Stat-Civ-Hd@mod.uk

National Statistics

The United Kingdom Statistics Authority has designated these statistics as National Statistics, in accordance with the Statistics and Registration Service Act 2007 and signifying compliance with the Code of Practice for Official Statistics.

Designation can be broadly interpreted to mean that the statistics:

- meet identified user needs;
- are well explained and readily accessible;
- are produced according to sound methods; and
- are managed impartially and objectively in the public interest.

Once statistics have been designated as National Statistics it is a statutory requirement that the Code of Practice shall continue to be observed.

Most tables presented in Bulletin 2 are badged as National Statistics pending assessment by the UK Statistical Authority. These tables are produced in line with the standards set out in the Code of Practice for Official Statistics. The following tables require further validation of data and methods before they are put forward for assessment as National Statistics by the UK Statistics Authority:

The data in tables **2.02.09** and **2.02.13** are outside the scope of National Statistics because flows can only be reconciled to strength at Civilian Level 0. Intake and outflow are purely a record of recruitment into and departures from the Department, and do not reflect movements of personnel within the Department, such as promotions and transfers. Therefore rates by grade are purely the number of people who leave the department or join each grade from outside the Department per 100 of the average headcount strength for that grade and / or protected characteristic.

All Bulletin Tables badged as National Statistics are labelled as such and where relevant a link to where the latest information can be found.

Revisions

There are no regular planned revisions of the Statistical Bulletin 2.02. Amendments to figures for earlier years may be identified during the annual compilation of Stats Bulletin 2.02. This will be addressed in one of two ways

- i. where the number of figures updated in a table is small, figures will be updated and those which have been revised will be identified with the symbol "r". An explanation for the revision will be given in the footnotes to the table.
- ii. where the number of figures updated in a table is substantial the revisions to the table, together with the reason for the revisions will be identified in the commentary at the beginning of the relevant chapter / section, and in the commentary above affected tables. Revisions will not be identified by the symbol "r" since where there are a large number of revisions in a table this could make them more difficult to read.

Occasionally updated figures will be provided to the editor during the course of the year. Since UKDS is now published electronically it is possible to revise figures during the course of the year. However to ensure continuity and consistency, figures will only be adjusted during the year where it is likely to substantially affect interpretation and use of the figures.

Data sources

The principal sources of data for personnel information presented in this Bulletin are the civilian and Armed Forces administrative databases.

Civilian statistics are compiled from several sources. Data for MOD staff are taken from personnel systems; Civilian Personnel Management Information System (CIPMIS) prior to April 2003, Human Resources Management System (HRMS) from April 2004 onwards and a combination of the two in the year in between.

The MOD has three Trading Funds that provide Defence Statistics (DS) with monthly extracts from their own personnel systems. The Royal Fleet Auxiliary (RFA) data are taken from the MOD civilian pay system and Locally Engaged Civilians (LEC) data are taken from quarterly head counts provided to DS by administrators in each Top Level Budget (TLB).

Data quality

Civilian data from HRMS derive from a combination of fields, some mandated by the Defence Business Services organisation (DBS) such as grade, gender, TLB, while others are self-populated voluntary fields including ethnicity, disability, sexual orientation and religion. Civilian personnel complete these fields based on their self-perceptions, but are under no obligation to provide a response.

Those personnel who have not actively made a declaration may not have the same proportions as those who do make declarations, therefore the representation figures for self-declared equality and diversity fields may be biased, with no means of ascertaining the extent or direction of that bias. Consequently the actual rates of declaration are also provided to give an indication of the proportion of personnel from which representation percentages have been obtained. It is important to use caution when considering equality and diversity representation percentages, and to consider the declaration rate simultaneously, as the accuracy of equality and diversity representation percentages cannot be fully assessed.

The disability field on the department's Human Resource Management System (HRMS) was reset on 18 April 2011 to accommodate the new disability reporting requirements resulting from the 2011 census exercise. Consequently all disability records were reset and personnel have been requested to re-declare their disability status. With disability declaration being optional, progress has been slow in personnel making new declarations. Following the HRMS reset declaration rates fell to 4.6 per cent and had only increased to 39.0 per cent by April 2013. To observe representation rates with declaration rates as low as this would not have any statistical validity. From the current rate of progress, we do not anticipate being able to report disability representation figures for the foreseeable future. In view of this, disability representation rates remain withheld for May 2011 onwards, until further notice. Data prior to this time are unaffected.

Improvements in the way in which LEC information is recorded have meant the actual FTE of part-time LECs are now available for the majority of LECs. LEC figures use these actual values where possible, with the average known FTE of part-time LECs used where this information remains unavailable.

LEC totals, and subsequently any total including Civilian Level 0 total for April 2012 are estimates due to non-availability of LEC data for Defence Equipment & Support TLB (DE&S). The figure for DE&S was estimated on the basis of the strength at the previous quarter. It should be noted the number being estimated is less than 300 individuals, and therefore the scope of any inaccuracy in the estimate is likely to be minimal.

Further information can be found in our background report :

[Background Quality Report - Civilian Personnel Statistics](#)

Glossary of Terms and Abbreviations

Average Working Days Lost : Average working days lost are the number of FTE days lost to sickness absence by civilian personnel within a 12 month rolling period.

Broader Banded grade definition: Defence Statistics report personnel against their equivalence within the broader banded structure; SCS to E2 for non industrials and Skill Zones 1 to 4, Industrial Firemen and Apprentices for industrial personnel. Broader banded grading applies equivalence for all non harmonised grade codes. This includes personnel in retained grade structures, (such as MOD Guards) and personnel employed in analogue grade bands (such as civilian nurses employed against NHS grade codes), who have their own delegated pay schemes outside of the MOD National and London pay scales.

Central Top Level Budget (TLB): was disestablished at 1 April 2012. Head Office & Corporate Services (HO&CS) was established at 1 April 2012. Whilst incorporating many of the functions and personnel of Central TLB, it did not form a direct replacement. Some functions and associated personnel were transferred from Central TLB to other TLBs.

Chief of Joint Operations (CJO): was disestablished at 1 April 2012. Joint Forces Command was established at 1 April 2012. Whilst incorporating many of the functions and personnel of CJO, did not form a direct replacement. Some functions and associated personnel were transferred to other TLBs.

Civilian Level 1: includes permanent and casual civilian personnel, Royal Fleet Auxiliary, but excludes Trading Funds and Locally engaged civilians. This is generally used for MOD internal reporting and planning.

Civilian Level 0: contains all those at Level 1 plus Trading Funds and Locally Engaged Civilians. This is used for external reporting, including National Statistics publications, Strategic Defence and Security Review Baseline, UKDS and Parliamentary Business.

Declaration Rate: Used in description of Protected Diversity Characteristics, Age, Disability, Ethnicity, Gender, Religious Belief and Sexual Orientation. Declaration Rate is based on the proportion of personnel with a known declaration status. For Disability for example this would **include** 'Disabled' and 'Not Disabled', but would **exclude** any records listed against 'Choose Not to Declare' and 'No Declaration'. Declaration Rate is based on population for a declared groups divided by the total including all unknown records.

Defence Analytical Services and Advice: DASA established in July 1992 split into 'Defence Economics' and 'Defence Statistics' on 1 April 2013 (see Defence Statistics).

Defence Equipment and Support (DE&S): is responsible for equipping and supporting the UK's Armed Forces. They manage a vast range of complex projects to buy and support all the equipment and services that the Royal Navy, British Army and Royal Air Force need to operate effectively. They work closely with industry, including through partnering agreements and private finance initiatives. Their main responsibilities are:

- the procurement and support of ships, submarines, aircraft, vehicles, weapons and supporting services
- general requirements including food, clothing, medical supplies and temporary accommodation
- inventory management
- British Forces Post Office
- Submarine dismantling project

DE&S will be reported as a bespoke trading entity on 1 July 2015 (prior to this it was reported as an extant TLB). This means it is an arm's length body of the Ministry of Defence with a separate governance and oversight structure with a board under an independent Chairman, and a Chief Executive who will be an Accounting Officer, accountable to Parliament for the

performance of the organisation. It achieved full status for reporting purposes as at 1 April 2015.

Defence Estates: Defence Estates formally ceased to be a TLB on 01 April 2011 when it became the Defence Infrastructure Organisation.

Defence Infrastructure Organisation (DIO): established on 01 April 2011 replaced Defence Estates and includes TLB property and facilities management functions previously situated within other TLBs.

Defence Science and Technology Laboratory (Dstl): is a MOD Trading Fund created on 1 July 2001. It supplies impartial scientific and technical research and advice to the MOD and other government departments.

Defence Statistics: On 1 April 2013 the Directorate formerly known as DASA split into two one-star analytical business areas within the Head Office Strategy Directorate - Defence Economics and Defence Statistics. These two business areas continue to provide National Statistics on Defence and other corporate information, forecasting, planning, consultancy, analytical research and advice to the MOD.

Defence Support Group: Defence Support Group (DSG) is a Trading Fund established to support the Armed Forces and deliver wider defence objectives in support of the key Defence Industrial Strategy requirements. DSG's key aim is to provide expert in-house maintenance, repair, overhaul and upgrade services for the through life support of the air, land and maritime systems of the UK Armed Forces. Its mission is to be the preferred supplier of Fleet Management Services to its Customers. It provides engineering support and fleet management services for land based equipment used by the MOD, ranging from radios to main battle tanks. It covers the whole of the UK from a number of strategically located sites and uses large numbers of mobile support teams to cover customers in the UK and worldwide.

Full Time Equivalence (FTE): is a measure of the size of the workforce that takes account of the fact that some people work part-time. Prior to 1 April 1995 part-time employees were assumed to work 50 per cent of normal hours, but since then actual hours worked has been the preferred methodology. The average hours worked by part-time personnel is about 68 per cent of full-time hours.

Head Office & Corporate Services (HO&CS): was established as at 1 April 2012. Lead areas of activity include Senior Finance Office (SFO) responsibility for ensuring that decisions are taken with due regard to affordability and value for money, acting as Head of Establishment for London HO Buildings and associated support requirements, Production of the Department's Resource Accounts and Governance support for MOD Trading Funds.

HQ Air Command: incorporates the RAF's Personnel and Training Command and Strike Command with a single fully integrated Headquarters, which equips the RAF to provide a coherent and coordinated single Air focus to the other Services, MOD Head Office, the Permanent Joint Headquarters and the rest of MOD.

Hydrographic Office: is responsible for surveying the seas around the UK and other areas to aid navigation.

ICD-10 International Statistical Classification of Diseases and Health-related Problems, 10th revision. ICD is a coding system for diseases and signs, symptoms, abnormal findings, complaints, social circumstances and external causes of injury or diseases, as classified by the World Health Organisation

Industrial personnel: are civilian personnel employed primarily in a trade, craft or other manual labour occupation. This covers a wide range of work such as industrial technicians, air freight handlers, storekeepers, vergers and drivers.

Intake: The number of personnel joining the Department within a monthly, quarterly or financial year period, identified by specific Method of Entry codes within the Human Resources Management System (HRMS).

Joint Forces Command (JFC): was established at 1 April 2012 to ensure that a range of military support functions covering medical services, training and education, intelligence and cyber are organised in an efficient and effective manner to support success on operations, supporting investment in joint capabilities, strengthening the links between operational theatres and top level decision making. Joint Forces Command achieved Full Operational Capacity as at 1 April 2013, absorbing additional support roles from lead service TLBs.

Land Forces: performs a similar role to Navy Command within the context of trained Army formations and equipment.

Locally engaged civilians: MOD employs a number of civilian personnel overseas, known as Locally engaged civilians (LECs). The definition of a Locally engaged civilian is an employee who has been recruited locally as a "servant of the Crown". In other words, they have not been recruited through fair and open competition in the UK under the Civil Service Order in Council and they are not therefore members of the Home Civil Service or the Diplomatic Service. LECs are also employed on terms and conditions analogous with local employment law and market forces, and not those of the UK. The majority of civilian personnel employed overseas by MOD are LECs and not civil servants.

Met Office: is the UK's National Weather Service, has a long history of weather forecasting and has been working in the area of climate change for more than two decades. Formerly a Trading Fund within the Ministry of Defence, in Autumn 2011 it ceased to be part of MOD and is now a Trading Fund within the Department for Business Innovation and Skills (BIS).

Ministry of Defence (MOD): This United Kingdom Government department is responsible for implementation of government defence policy and is the headquarters of the British Armed Forces. The principal objective of the MOD is to protect the United Kingdom and its values and interests abroad. The MOD manages day to day running of the Armed Forces, contingency planning and defence procurement.

Navy Command: is the TLB for the Naval Service. As at 1 April 2010 Fleet TLB was renamed to Navy Command. Fleet TLB was formed on 1 April 2006 by the merger of the Commander-in-Chief Fleet and the Chief of Naval Personnel/ Commander-in-Chief Naval Home Command.

Non-industrial personnel: are not primarily employed in a trade, craft or other manual labour occupation. This covers a wide range of personnel undertaking work such as administration, analysis, policy, procurement, finance, medical, dental, teaching, policing, science and engineering.

Outflow: The number of personnel leaving the Department with a monthly or financial year period, identified by specific Reason for Leaving codes within the Human Resources Management System (HRMS).

Representation Rate: Used in description of Protected Diversity Characteristics, Age, Disability, Ethnicity, Gender, Religious Belief and Sexual Orientation. Representation Rate is based solely on the proportion of personnel with a known declaration status. For Disability for example this would **include** 'Disabled' and 'Not Disabled', but would **exclude** any records listed against 'Choose Not to Declare' and 'No Declaration'. Representation Rate for Disability would be based on the number of personnel declared as 'Disabled' divided by the total of 'Disability' and 'No Disability'

Royal Fleet Auxiliary (RFA): is a civilian-manned fleet, owned by the MOD, which supports Royal Navy ships around the world, supplying warships with fuel, ammunition and supplies. The RFA fleet is fully integrated into the RN's command and control system and forms a vital part of maritime operations.

Strength: The total number of personnel employed by the Department at or within a specific time period,

Top Level Budgetary Area (TLB): are the major organisational groupings of the MOD directly responsible for the planning, management and delivery of departmental capability.

Trading Funds: were introduced by the Government under the Trading Funds Act 1973 as a 'means of financing trading operations of a government department which, hitherto, have been carried out on Vote'. They are self-accounting units that have greater freedom than other government departments in managing their own financial and management activities. They are also free to negotiate their own terms and conditions with their personnel and for this reason their grading structures do not always match that of the rest of the Ministry, and this is reflected in some of the tables.

Until October 2011 the MOD had four Trading Funds - the Defence Support Group, Dstl, the UK Hydrographic Office and the Met Office. As of 1 October 2011, the Met Office transferred their responsibility from MOD to the Department for Business, Information and Skills (BIS). As at 1 April 2015 the Defence Support Group was privatised, with approximately 2,000 posts transferring to Babcock.

Working Days: This follows Cabinet Office definition, setting a maximum number of sickness absence days at 225 days per person and excludes data for weekends, annual leave and bank holidays.