



# Ministry of Defence

## Civilian Personnel Biannual Diversity Dashboard 1 October 2016

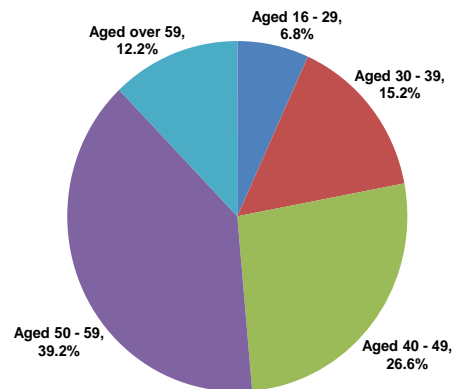
This statistical release presents figures on diversity declaration and representation of minority groups of civilian personnel employed by MOD Main TLBs of the Ministry of Defence.

Published in April 2012 for the first time, the creation of the Diversity Dashboard is to meet the Departments obligations under the Public Sector Equality Duty to provide information on its workforce in relation to the protected characteristics identified by the Equality Act 2010.

### Key Points

**There has been little change in the diversity representation of civilian personnel for ethnicity, sexual orientation, religion or working patterns since April 2012.**

#### Age distribution of personnel at 1 October 2016



**Female representation rate**  
at 1 October 2016

**41.1%**

**Black, Asian and Minority Ethnic (BAME) representation rate**  
at 1 October 2016

**4.3%**

**Lesbian, Gay & Bisexual (LGB) representation rate**  
at 1 October 2016

**2.0%**

**Part-time personnel representation rate**  
at 1 October 2016

**10.7%**

**Religion representation rate**  
at 1 October 2016

<b>Christian</b>	<b>68.9 per cent</b>
<b>Non-Christian</b>	<b>5.1 per cent</b>
<b>Secular</b>	<b>25.9 per cent</b>

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**Background quality report:** <https://www.gov.uk/government/statistics/mod-civilian-personnel-quarterly-report-background-quality-report>

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-CivEnquiries@mod.uk](mailto:DefStrat-Stat-CivEnquiries@mod.uk)

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Other bulletins in this series can be found at:  
<https://www.gov.uk/government/statistics/mod-diversity-dashboard-2015#history>

## Introduction

The Diversity Dashboard contains figures on the proportion of Core MOD Civilian Personnel with specific protected characteristics. It complements the Quarterly Civilian Personnel Report (QCPR) by providing greater detail about these characteristics.

All Protected Characteristics are analysed and reported on against the relevant Minority grouping, defining Minority on a numeric basis as the smaller or smallest of two or more groups forming a whole, rather than any broader cultural or sociological definition relating to characteristics of groups.

For reported Protected Characteristics, the following elements form the numeric minority:

Gender	-	Female
Disability Status	-	Disabled
Ethnicity	-	BAME
Sexual Orientation	-	LGB
Religion & Faith	-	Non Christian
Work Status	-	Part-Time

Further information relating to the Public Sector Equality Duty can be found at:

<http://www.equalityhumanrights.com/advice-and-guidance/public-sector-equality-duty/>

To assist anyone who requires historical or additional data, Defence Statistics publishes Civilian and Armed Forces Personnel data via our website at the link below:

[MOD Statistics Homepage](#)

## Definitions

### **Core MOD Total :**

- Includes: Top Level Budgetary Areas (TLBs)
- Excludes: Trading funds, DE&S Bespoke Trading Entity, Royal Fleet Auxiliary and Locally engaged civilians (LECs)

For a more detailed description of these groups please refer to the glossary.

**Black, Asian and Minority Ethnic (BAME) :** BAME is now the widely used terminology, as a collective descriptor for non-white citizens, across Whitehall, other public sector bodies and the third sector, as well as among civil service race staff networks and their cross-Whitehall umbrella body, the Civil Service Race Forum. See also Ethnic Origin.

**Christian:** includes personnel who self-identify their religion as any Christian denomination or following a religion which follows a Christian tradition.

**Declaration rates :** Ethnic background, disability, religion and sexual orientation are self-declared. Therefore representation rates are calculated from known declarations and exclude unknown and undeclared personnel.

**Ethnic origin :** is the ethnic grouping to which a person has indicated that they belong. The classifications used were revised for the 2001 Census of Population when a classification of nationality was also collected. These revised definitions were also used to re-survey members of the Armed Forces and the Civil Service in 2001-02, see Black, Asian and Minority Ethnic.

**Full-time :** civil servants are those working 37 hours a week (36 hours or over in London), excluding meal breaks.

**Lesbian, Gay & Bisexual (LGB):** Lesbian, Gay & Bisexual (LGB): the term referring to those who self-identify their sexual orientation as being other than Heterosexual, including, Lesbian, Gay, Bisexual and other orientations. Transgender people may or may not identify as one of these orientations.

**Non-Christian :** includes all personnel who self-identify their religion, belief or faith as any which is not Christian. This includes those who have self-identified as Buddhist, Hindu, Jewish, Kirati, Muslim, Sikh or any other religious belief which is not Christian.

**Part-time :** civil servants are those working fewer than 37 hours a week (36 hours in London), excluding meal breaks.

**Secular :** includes personnel who have self-identified as having no religion or any other beliefs (e.g. humanist).

## Section 1.1 - Gender representation of core MOD civilian personnel by grade

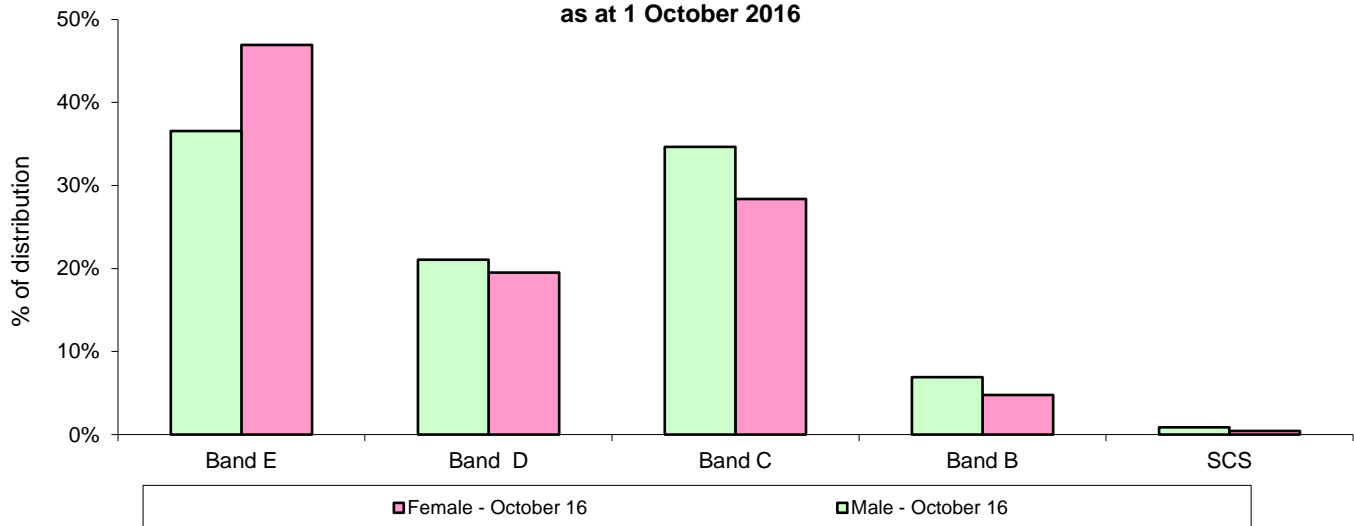
Headcount:

	Female Representation by Broader Banded Grade (Number and Rate)				
	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16
<b>Core MOD Total</b>	<b>19,100</b>	<b>18,250</b>	<b>18,250</b> II	<b>14,970</b>	<b>15,090</b>
	37.2	37.3	37.9 II	40.3	41.1
<b>Non-Industrial</b>	<b>17,840</b>	<b>17,090</b>	<b>17,140</b> II	<b>14,120</b>	<b>14,310</b>
	41.4	41.5	42.1 II	44.9	45.5
SCS	50	50	60 II	50	60
	21.4	22.3	23.3 II	27.1	30.0
Band B	610	660	780 II	610	680
	26.7	28.2	30.0 II	35.3	36.3
Band C	4,930	5,020	5,300 II	3,910	4,030
	32.7	33.4	34.8 II	39.3	40.5
Band D	3,440	3,390	3,440 II	2,700	2,780
	39.5	40.6	41.2 II	41.9	43.5
Band E	8,790	7,950	7,540 II	6,820	6,670
	52.6	52.3	53.1 II	52.3	51.6
<b>Industrial</b>	<b>1,260</b>	<b>1,160</b>	<b>1,110</b> II	<b>860</b>	<b>780</b>
	15.4	15.1	14.9 II	15.0	15.0
Skill Zones 1-4	1,240	1,140	1,100 II	850	780
	17.2	16.9	16.8 II	17.4	17.3
Other Industrials	20	20	10 II	~	~
	2.2	1.6	1.1 II	~	~

Source: Defence Statistics (Civilian)

**To note:** Data comparisons with October 2015 and 2016 data cannot be made with previous annual October data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics as a Top Level Budgetary Area from 1 July 2015.

**Comparison of male and female distributions across grade bands as at 1 October 2016**



## Section 1.2 - Gender representation of core MOD civilian personnel by age range

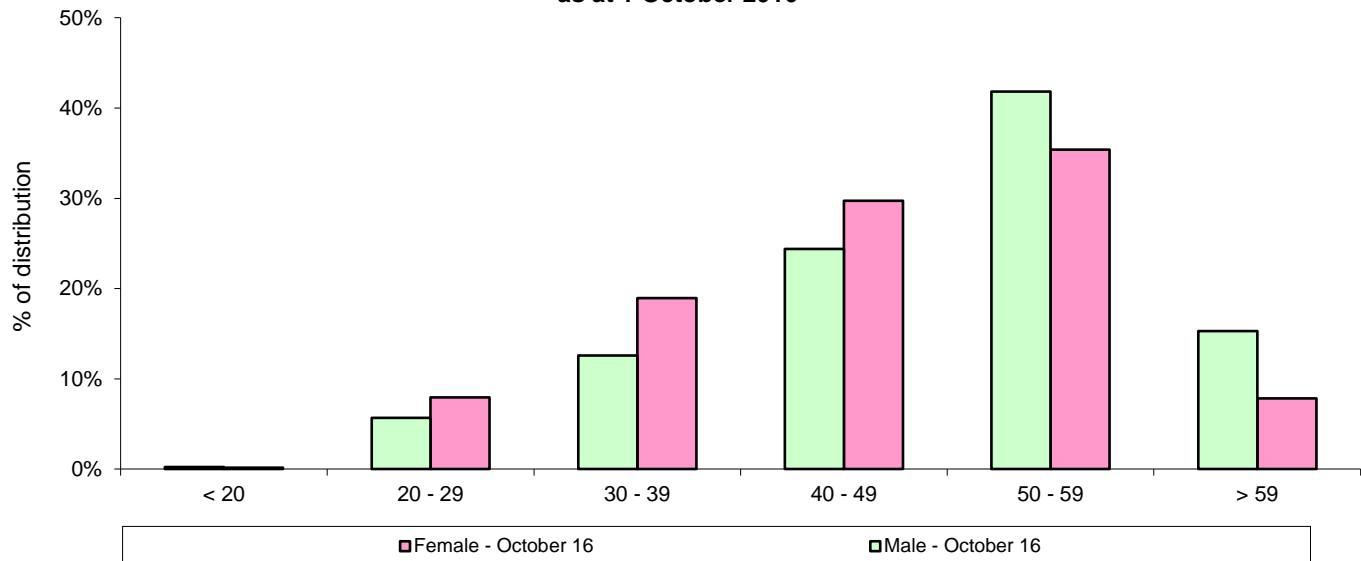
Headcount:

	Female Representation by Age Range (Number and Rate)					
	Oct-12	Oct-13	Oct-14		Oct-15	Oct-16
<b>Core MOD Total</b>	<b>19,100</b>	<b>18,250</b>	<b>18,250</b>	<b>  </b>	<b>14,970</b>	<b>15,090</b>
	<b>37.2</b>	<b>37.3</b>	<b>37.9</b>	<b>  </b>	<b>40.3</b>	<b>41.1</b>
< 20	20 22.1	30 25.4	30 29.1	 	20 47.9	20 30.6
20 - 29	1,670 44.0	1,560 43.9	1,580 43.4	 	1,160 49.6	1,200 49.3
30 - 39	3,820 48.5	3,480 47.5	3,490 47.5	 	2,750 50.8	2,860 51.2
40 - 49	6,860 41.3	6,340 41.6	6,040 42.5	 	4,780 45.4	4,490 46.0
50 - 59	5,620 32.2	5,680 32.9	5,890 33.6	 	5,140 35.9	5,340 37.1
> 59	1,110 20.2	1,170 21.7	1,220 22.8	 	1,120 25.1	1,180 26.4

Source: Defence Statistics (Civilian)

**To note:** Data comparisons with October 2015 and 2016 data cannot be made with previous annual October data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics as a Top Level Budgetary Area from 1 July 2015.

**Comparison of male and female distributions across age ranges as at 1 October 2016**



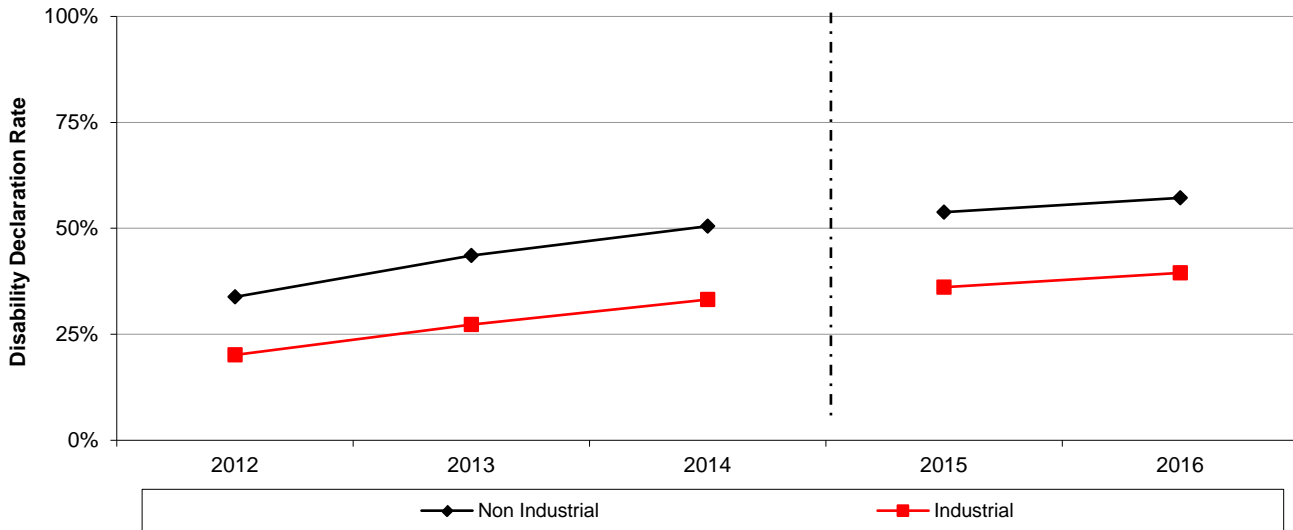
## Section 2.1 - Disability declaration and representation of core MOD civilian personnel

Disability Declaration as a percentage of Core MOD TLB total civilian personnel

	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16
<b>Core MOD TLB</b>	<b>31.6%</b>	<b>41.1%</b>	<b>47.8% II</b>	<b>51.1%</b>	<b>54.7%</b>
Non Industrial	33.8%	43.6%	50.5% II	53.8%	57.2%
Industrial	20.1%	27.3%	33.2% II	36.1%	39.5%

Source: Defence Statistics (Civilian)

Disability Declaration Rates as a percentage of MOD TLB personnel  
- 1 October each year



**To note:** Data comparisons with October 2015 and 2016 data cannot be made with previous annual October data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics as a Top Level Budgetary Area from 1 July 2015.

Headcount:

	Disability Status Numbers & Representation Rates				
	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16
<b>Core MOD Total</b>	<b>51,310</b>	<b>48,890</b>	<b>48,200 II</b>	<b>37,120</b>	<b>36,710</b>
	..	..	.. II	..	..
<b>Non-Industrial</b>	<b>43,080</b>	<b>41,190</b>	<b>40,720 II</b>	<b>31,430</b>	<b>31,480</b>
	..	..	.. II	..	..
Disability	1,760	2,000	2,190 II	1,880	2,040
No Disability	12,810	15,970	18,380 II	15,040	15,960
Undeclared	28,520	23,220	20,160 II	14,520	13,470
<b>Industrial</b>	<b>8,220</b>	<b>7,700</b>	<b>7,480 II</b>	<b>5,690</b>	<b>5,240</b>
	..	..	.. II	..	..
Disability	170	210	230 II	200	200
No Disability	1,480	1,890	2,250 II	1,850	1,870
Undeclared	6,570	5,600	5,000 II	3,640	3,170

Source: Defence Statistics (Civilian)

## Section 2.2 - Civilian personnel by disability status and grade

	Headcount				
	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16
<b>Core MOD TLB Personnel</b>	<b>51,310</b>	<b>48,890</b>	<b>48,200</b>	<b>37,120</b>	<b>36,710</b>
<b>Non-Industrial</b>	<b>43,080</b>	<b>41,190</b>	<b>40,720</b>	<b>31,430</b>	<b>31,480</b>
<b>No Disability</b>	<b>12,810</b>	<b>15,970</b>	<b>18,380</b>	<b>15,040</b>	<b>15,960</b>
Senior Civil Service and equivalent	80	100	110	90	110
Pay Band B	720	920	1,200	830	940
Pay Band C	4,720	6,080	7,180	4,960	5,270
Pay Band D	2,750	3,370	3,910	3,210	3,360
Pay Band E	4,530	5,480	5,960	5,920	6,220
Other non-industrial	10	20	20	20	70
<b>Disability</b>	<b>1,760</b>	<b>2,000</b>	<b>2,190</b>	<b>1,880</b>	<b>2,040</b>
Senior Civil Service and equivalent	10	10	10	10	10
Pay Band B	60	80	100	80	80
Pay Band C	580	680	780	580	670
Pay Band D	420	480	510	430	460
Pay Band E	700	750	790	780	820
Other non-industrial	-	~	~	~	~
<b>Undeclared</b>	<b>28,520</b>	<b>23,220</b>	<b>20,160</b>	<b>14,520</b>	<b>13,470</b>
Senior Civil Service and equivalent	140	130	120	90	90
Pay Band B	1,510	1,330	1,320	820	830
Pay Band C	9,790	8,250	7,270	4,420	4,020
Pay Band D	5,540	4,510	3,940	2,800	2,560
Pay Band E	11,500	8,960	7,440	6,350	5,890
Other non-industrial	40	40	70	40	80
<b>Industrial</b>	<b>8,220</b>	<b>7,700</b>	<b>7,480</b>	<b>5,690</b>	<b>5,240</b>
No Disability	1,480	1,890	2,250	1,850	1,870
Disability	170	210	230	200	200
Undeclared	6,570	5,600	5,000	3,640	3,170

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

	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16
<b>Core MOD TLB Total</b>	..	..	..	..	..
<b>Core Non-Industrial TLB total</b>	..	..	..	..	..
Senior Civil Service and equivalent	..	..	..	..	..
Pay Band B	..	..	..	..	..
Pay Band C	..	..	..	..	..
Pay Band D	..	..	..	..	..
Pay Band E	..	..	..	..	..
Other non-industrial	..	..	..	..	..
<b>Core Industrial TLB Grades</b>	..	..	..	..	..

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

	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16
<b>Core MOD TLB Total</b>	<b>31.6</b>	<b>41.1</b>	<b>47.8</b>	<b>51.1</b>	<b>54.7</b>
<b>Core Non-Industrial TLB total</b>	<b>33.8</b>	<b>43.6</b>	<b>50.5</b>	<b>53.8</b>	<b>57.2</b>
Senior Civil Service and equivalent	39.3	46.7	50.0	52.1	58.0
Pay Band B	33.9	43.0	49.6	52.4	55.3
Pay Band C	35.1	45.0	52.3	55.7	59.6
Pay Band D	36.3	46.0	52.8	56.5	59.8
Pay Band E	31.3	41.0	47.6	51.4	54.4
Other non-industrial	23.9	35.7	23.7	38.5	46.4
<b>Core Industrial TLB Grades</b>	<b>20.1</b>	<b>27.3</b>	<b>33.2</b>	<b>36.1</b>	<b>39.5</b>

Source: Defence Statistics (Civilian)

Figures in red are where declaration rates are below 60 per cent. See Background Notes for further detail.

### Section 3.1 - BAME representation for core MOD civilian personnel by grade

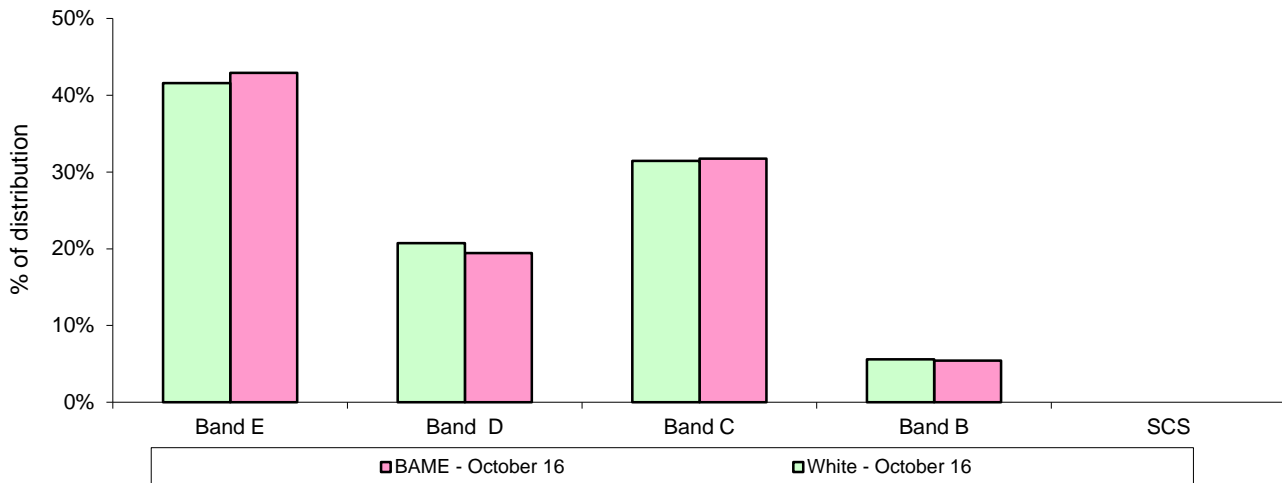
Headcount:

	BAME Representation by Broader Banded Grade (Number and Rate)				
	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16
<b>Core MOD Total</b>	<b>1,680</b>	<b>1,630</b>	<b>1,640</b> II	<b>1,280</b>	<b>1,290</b>
	<b>3.7</b>	<b>3.8</b>	<b>4.0</b> II	<b>4.1</b>	<b>4.3</b>
<b>Non-Industrial</b>	<b>1,510</b>	<b>1,470</b>	<b>1,490</b> II	<b>1,170</b>	<b>1,180</b>
	<b>3.9</b>	<b>4.1</b>	<b>4.3</b> II	<b>4.4</b>	<b>4.6</b>
SCS	10	~	~ II	~	10
	2.8	~	~ II	~	3.8
Band B	70	70	80 II	60	60
	3.6	3.7	3.7 II	4.3	4.4
Band C	460	480	510 II	360	370
	3.6	3.7	4.0 II	4.4	4.6
Band D	260	260	280 II	230	230
	3.3	3.5	3.9 II	4.2	4.3
Band E	710	650	610 II	510	510
	4.6	4.8	4.9 II	4.6	4.7
<b>Industrial</b>	<b>170</b>	<b>150</b>	<b>150</b> II	<b>110</b>	<b>100</b>
	<b>2.5</b>	<b>2.4</b>	<b>2.5</b> II	<b>2.4</b>	<b>2.4</b>
Skill Zones 1-4	150	140	140 II	100	90
	2.5	2.5	2.6 II	2.5	2.5
Other Industrials	20	20	20 II	10	10
	2.3	2.2	2.1 II	2.0	2.0

Source: Defence Statistics (Civilian)

**To note:** Data comparisons with October 2015 and 2016 data cannot be made with previous annual October data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics as a Top Level Budgetary Area from 1 July 2015.

**Comparison of White & BAME distributions across grade bands as at 1 October 2016**





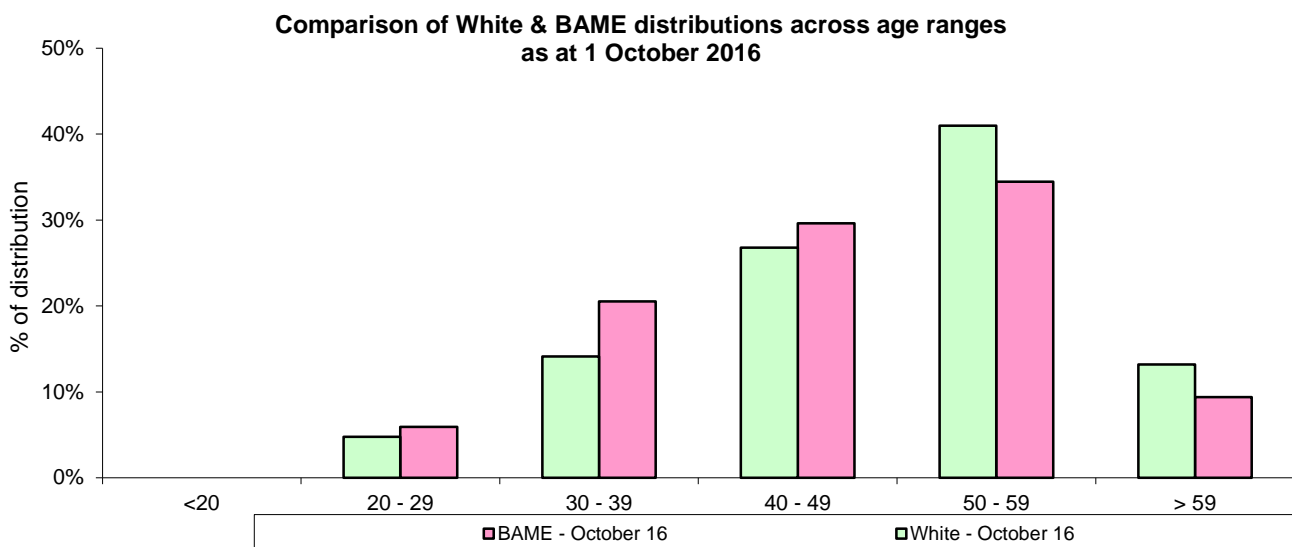
## Section 3.2 - BAME representation for core MOD civilian personnel by age range

Headcount:

	BAME Representation by Age Range (Number and Rate)				
	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16
<b>Core MOD Total</b>	<b>1,680</b>	<b>1,630</b>	<b>1,640</b> II	<b>1,280</b>	<b>1,290</b>
	<b>3.7</b>	<b>3.8</b>	<b>4.0</b> II	<b>4.1</b>	<b>4.3</b>
< 20	~	~	- II	~	~
	~	~	- II	~	~
20 - 29	150	130	140 II	80	80
	4.5	4.5	5.0 II	5.1	5.2
30 - 39	330	330	360 II	250	260
	4.8	5.2	5.8 II	5.7	6.1
40 - 49	600	540	490 II	400	380
	4.0	4.1	4.0 II	4.5	4.7
50 - 59	490	500	520 II	420	440
	3.2	3.3	3.4 II	3.4	3.6
> 59	120	120	140 II	120	120
	2.4	2.6	2.9 II	3.2	3.1

Source: Defence Statistics (Civilian)

**To note:** Data comparisons with October 2015 and 2016 data cannot be made with previous annual October data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics as a Top Level Budgetary Area from 1 July 2015.



## Section 3.3 - Civilian personnel by ethnic origin and grade

	Headcount					
	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16	
<b>Core MOD TLB Personnel</b>	<b>51,310</b>	<b>48,890</b>	<b>48,200</b>	<b>II</b>	<b>37,120</b>	<b>36,710</b>
<b>Non-Industrial</b>	<b>43,080</b>	<b>41,190</b>	<b>40,720</b>	<b>II</b>	<b>31,430</b>	<b>31,480</b>
<b>White</b>	<b>36,890</b>	<b>34,830</b>	<b>33,520</b>	<b>II</b>	<b>25,330</b>	<b>24,770</b>
Senior Civil Service and equivalent	210	210	200	II	140	150
Pay Band B	1,870	1,880	2,110	II	1,300	1,380
Pay Band C	12,580	12,440	12,350	II	7,850	7,760
Pay Band D	7,600	7,210	6,930	II	5,280	5,120
Pay Band E	14,610	13,060	11,900	II	10,730	10,260
Other non-industrial	30	40	30	II	20	90
<b>Black, Asian &amp; Minority Ethnic</b>	<b>1,510</b>	<b>1,470</b>	<b>1,490</b>	<b>II</b>	<b>1,170</b>	<b>1,180</b>
Senior Civil Service and equivalent	10	~	~	II	~	10
Pay Band B	70	70	80	II	60	60
Pay Band C	460	480	510	II	360	370
Pay Band D	260	260	280	II	230	230
Pay Band E	710	650	610	II	510	510
Other non-industrial	~	-	-	II	~	10
<b>Undeclared</b>	<b>4,690</b>	<b>4,880</b>	<b>5,710</b>	<b>II</b>	<b>4,930</b>	<b>5,520</b>
Senior Civil Service and equivalent	20	30	40	II	40	50
Pay Band B	340	370	420	II	370	410
Pay Band C	2,050	2,100	2,370	II	1,750	1,820
Pay Band D	840	890	1,150	II	930	1,030
Pay Band E	1,410	1,470	1,680	II	1,810	2,160
Other non-industrial	20	20	60	II	40	50
<b>Industrial</b>	<b>8,220</b>	<b>7,700</b>	<b>7,480</b>	<b>II</b>	<b>5,690</b>	<b>5,240</b>
White	6,740	6,200	5,970	II	4,460	4,070
Black, Asian & Minority Ethnic	170	150	150	II	110	100
Undeclared	1,310	1,340	1,350	II	1,110	1,060

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

	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16	
<b>Core MOD TLB Total</b>	<b>3.7</b>	<b>3.8</b>	<b>4.0</b>	<b>II</b>	<b>4.1</b>	<b>4.3</b>
<b>Core Non-Industrial TLB total</b>	<b>3.9</b>	<b>4.1</b>	<b>4.3</b>	<b>II</b>	<b>4.4</b>	<b>4.6</b>
Senior Civil Service and equivalent	2.8	~	~	II	~	3.8
Pay Band B	3.6	3.7	3.7	II	4.3	4.4
Pay Band C	3.6	3.7	4.0	II	4.4	4.6
Pay Band D	3.3	3.5	3.9	II	4.2	4.3
Pay Band E	4.6	4.8	4.9	II	4.6	4.7
Other non-industrial	~	-	-	II	~	6.0
<b>Core Industrial TLB Grades</b>	<b>2.5</b>	<b>2.4</b>	<b>2.5</b>	<b>II</b>	<b>2.4</b>	<b>2.4</b>

*Ethnicity declaration rate as a percentage of MOD total civilian personnel.*

	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16	
<b>Core MOD TLB Total</b>	<b>88.3</b>	<b>87.3</b>	<b>85.3</b>	<b>II</b>	<b>83.7</b>	<b>82.1</b>
<b>Core Non-Industrial TLB total</b>	<b>89.1</b>	<b>88.1</b>	<b>86.0</b>	<b>II</b>	<b>84.3</b>	<b>82.5</b>
Senior Civil Service and equivalent	90.6	87.6	83.8	II	78.2	77.3
Pay Band B	85.0	84.0	83.8	II	78.8	78.0
Pay Band C	86.4	86.0	84.5	II	82.4	81.7
Pay Band D	90.3	89.4	86.3	II	85.6	83.9
Pay Band E	91.6	90.3	88.2	II	86.2	83.3
Other non-industrial	63.0	64.3	36.6	II	40.0	66.2
<b>Core Industrial TLB Grades</b>	<b>84.0</b>	<b>82.5</b>	<b>81.9</b>	<b>II</b>	<b>80.4</b>	<b>79.7</b>

Source: Defence Statistics (Civilian)

See Background Notes for further detail.

## Section 4.1 - Sexual Orientation representation of core MOD civilian personnel by grade

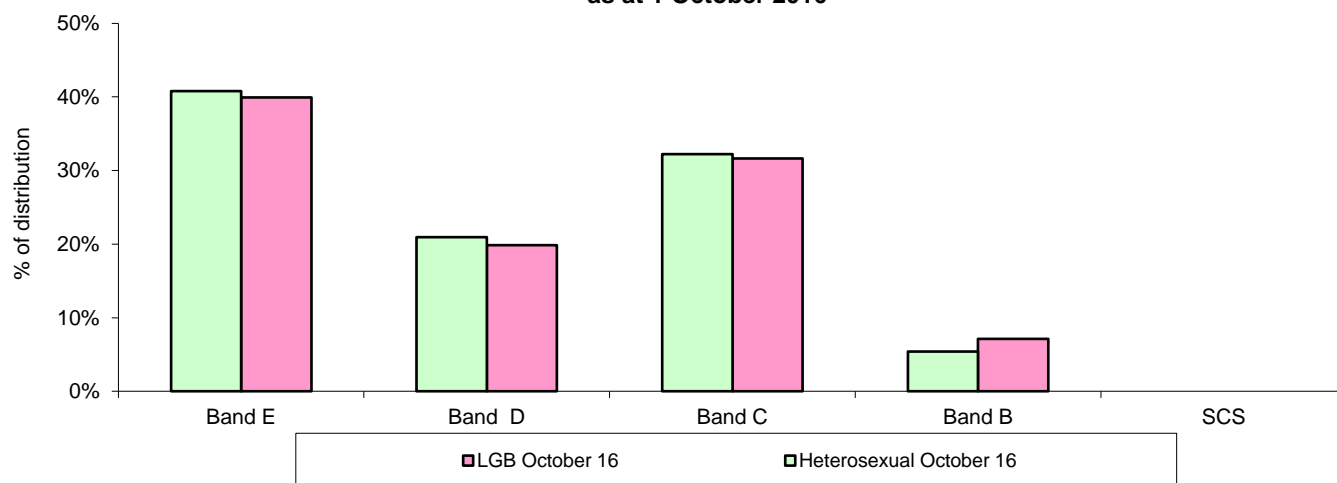
Headcount:

	LGB Representation by Broader Banded Grade (Number and Rate)				
	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16
<b>Core MOD Total</b>	<b>560</b>	<b>540</b>	<b>530 II</b>	<b>420</b>	<b>460</b>
	1.6	1.7	1.7 II	1.8	2.0
<b>Non-Industrial</b>	<b>490</b>	<b>480</b>	<b>470 II</b>	<b>370</b>	<b>410</b>
	1.7	1.7	1.7 II	1.8	2.0
SCS	~	~	~ II	~	10
	~	~	~ II	~	4.6
Band B	20	20	30 II	30	30
	1.5	1.6	1.6 II	2.5	2.6
Band C	170	170	160 II	110	130
	1.7	1.7	1.6 II	1.7	2.0
Band D	100	100	110 II	80	80
	1.6	1.7	2.0 II	1.8	1.9
Band E	200	180	170 II	150	160
	1.8	1.7	1.7 II	1.8	2.0
<b>Industrial</b>	<b>70</b>	<b>60</b>	<b>60 II</b>	<b>50</b>	<b>50</b>
	..	..	.. II	..	..
Skill Zones 1-4	60	60	50 II	40	40
	1.3	1.4	1.2 II	..	..
Other Industrials	10	10	10 II	10	10
	..	..	.. II	..	..

Source: Defence Statistics (Civilian)

**To note:** Data comparisons with October 2015 and 2016 data cannot be made with previous annual October data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics as a Top Level Budgetary Area from 1 July 2015.

**Comparison of Heterosexual & LGB distributions across grade bands as at 1 October 2016**



## Section 4.2 - Sexual Orientation representation of core MOD civilian personnel by age range

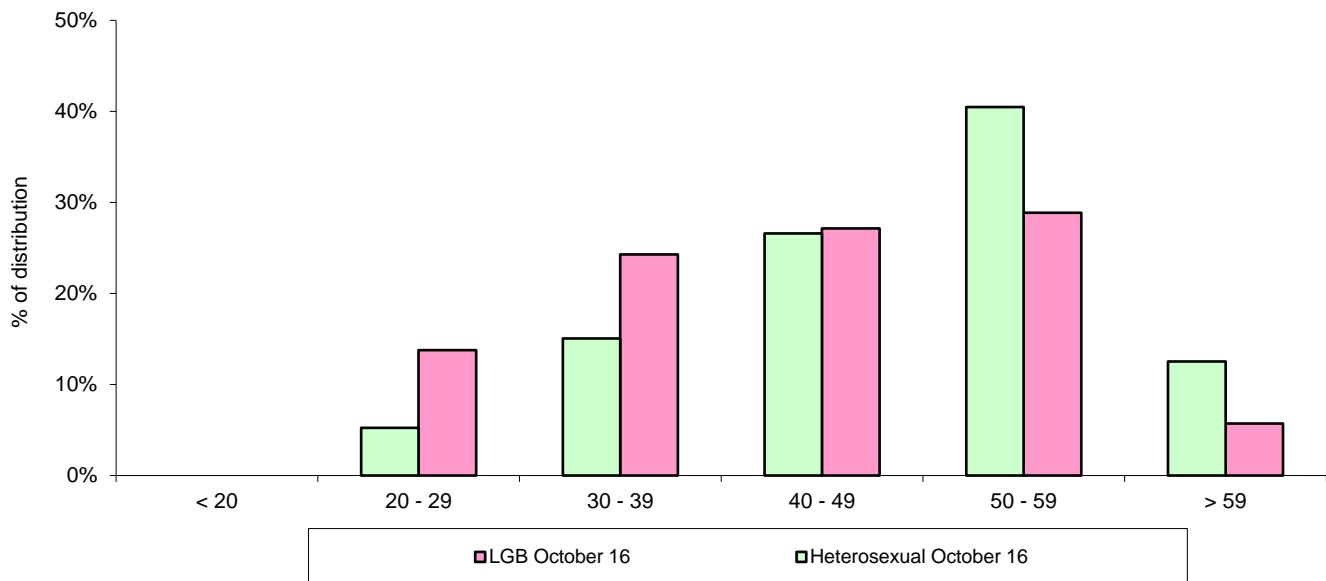
Headcount:

	LGB Representation by Age Range (Number and Rate)				
	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16
<b>Core MOD Total</b>	<b>560</b>	<b>540</b>	<b>530 II</b>	<b>420</b>	<b>460</b>
	<b>1.6</b>	<b>1.7</b>	<b>1.7 II</b>	<b>1.8</b>	<b>2.0</b>
< 20	-	~	~ II	~	~
	-	~	~ II	~	~
20 - 29	80	70	70 II	50	60
	2.6	2.8	2.9 II	~	~
30 - 39	110	110	120 II	90	110
	2.1	2.2	2.3 II	2.7	3.1
40 - 49	210	190	170 II	130	120
	1.9	1.9	1.8 II	2.0	2.0
50 - 59	130	130	140 II	120	130
	1.2	1.2	1.2 II	1.3	1.4
> 59	40	40	30 II	30	30
	1.1	1.0	1.0 II	1.0	0.9

Source: Defence Statistics (Civilian)

**To note:** Data comparisons with October 2015 and 2016 data cannot be made with previous annual October data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics as a Top Level Budgetary Area from 1 July 2015.

**Comparison of Heterosexual & LGB distributions across age ranges as at 1 October 2016**



## Section 4.3 - Civilian personnel by sexual orientation and grade

	Headcount				
	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16
<b>Core MOD TLB Personnel</b>	<b>51,310</b>	<b>48,890</b>	<b>48,200</b>	<b>37,120</b>	<b>36,710</b>
<b>Non-Industrial</b>	<b>43,080</b>	<b>41,190</b>	<b>40,720</b>	<b>31,430</b>	<b>31,480</b>
<b>Heterosexual</b>	<b>28,730</b>	<b>27,510</b>	<b>26,770</b>	<b>20,060</b>	<b>19,850</b>
Senior Civil Service and equivalent	160	160	150	120	120
Pay Band B	1,420	1,440	1,650	1,000	1,070
Pay Band C	9,800	9,920	9,980	6,340	6,380
Pay Band D	6,070	5,790	5,590	4,210	4,140
Pay Band E	11,260	10,180	9,390	8,380	8,070
Other non-industrial	20	20	20	20	70
<b>Lesbian/Gay/Bisexual</b>	<b>490</b>	<b>480</b>	<b>470</b>	<b>370</b>	<b>410</b>
Senior Civil Service and equivalent	~	~	~	~	10
Pay Band B	20	20	30	30	30
Pay Band C	170	170	160	110	130
Pay Band D	100	100	110	80	80
Pay Band E	200	180	170	150	160
Other non-industrial	-	-	~	-	~
<b>Undeclared</b>	<b>13,860</b>	<b>13,200</b>	<b>13,470</b>	<b>11,000</b>	<b>11,220</b>
Senior Civil Service and equivalent	70	80	90	70	80
Pay Band B	840	860	940	700	760
Pay Band C	5,130	4,940	5,080	3,500	3,450
Pay Band D	2,530	2,460	2,660	2,160	2,160
Pay Band E	5,260	4,830	4,630	4,520	4,690
Other non-industrial	20	30	70	50	80
<b>Industrial</b>	<b>8,220</b>	<b>7,700</b>	<b>7,480</b>	<b>5,690</b>	<b>5,240</b>
Heterosexual	4,790	4,430	4,340	3,140	2,870
Lesbian/Gay/Bisexual	70	60	60	50	50
Undeclared	3,370	3,200	3,080	2,500	2,320

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

	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16
<b>Core MOD TLB Total</b>	<b>1.6</b>	<b>1.7</b>	<b>1.7</b>	<b>1.8</b>	<b>2.0</b>
<b>Core Non-Industrial TLB total</b>	<b>1.7</b>	<b>1.7</b>	<b>1.7</b>	<b>1.8</b>	<b>2.0</b>
Senior Civil Service and equivalent	~	~	~	~	4.6
Pay Band B	1.5	1.6	1.6	2.5	~
Pay Band C	1.7	1.7	1.6	1.7	2.0
Pay Band D	1.6	1.7	2.0	1.8	1.9
Pay Band E	1.8	1.7	1.7	1.8	2.0
Other non-industrial	-	-	~	-	~
<b>Core Industrial TLB Grades</b>	<b>~</b>	<b>~</b>	<b>~</b>	<b>~</b>	<b>~</b>

### Sexual Orientation declaration rate as a percentage of Core MOD TLB total civilian personnel

	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16
<b>Core MOD TLB Total</b>	<b>66.4</b>	<b>66.4</b>	<b>65.7</b>	<b>63.6</b>	<b>63.1</b>
<b>Core Non-Industrial TLB total</b>	<b>67.8</b>	<b>68.0</b>	<b>66.9</b>	<b>65.0</b>	<b>64.4</b>
Senior Civil Service and equivalent	68.8	~	~	~	~
Pay Band B	63.2	62.9	64.1	59.2	~
Pay Band C	66.0	67.1	66.6	64.8	65.4
Pay Band D	70.9	70.5	68.2	66.6	66.2
Pay Band E	68.6	68.2	67.4	65.4	63.7
Other non-industrial	-	-	~	-	-
<b>Core Industrial TLB Grades</b>	<b>~</b>	<b>~</b>	<b>~</b>	<b>~</b>	<b>~</b>

Source: Defence Statistics (Civilian)

See Background Notes for further detail.

## Section 5.1 - Religion/Belief representation of core MOD civilian personnel by grade group

Headcount:

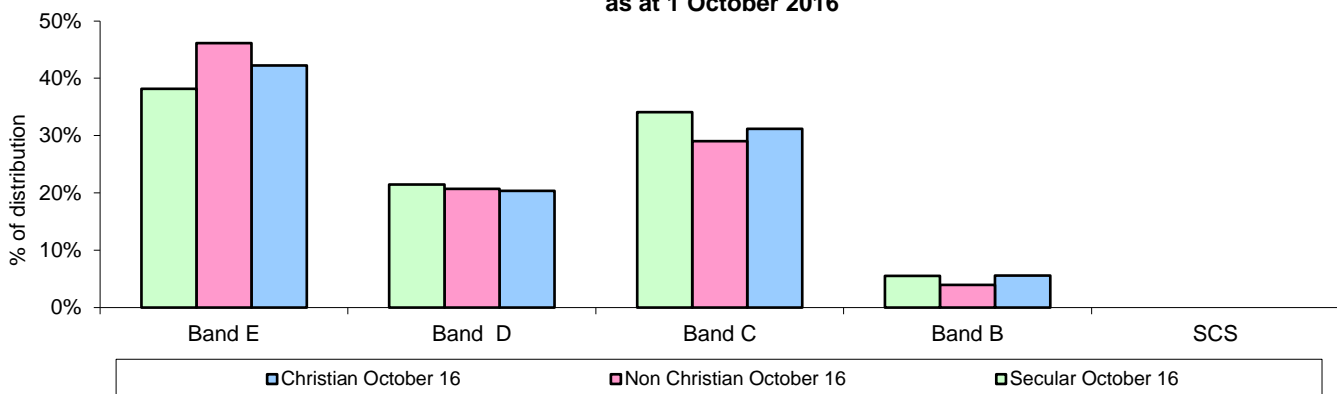
	Religion/Belief Representation by Non-Industrial and Industrial (Number and Rate)				
	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16
<b>Core MOD Total</b>	<b>34,490</b>	<b>32,670</b>	<b>31,620</b> II	<b>23,620</b>	<b>23,030</b>
Christian	24,340 70.6	22,850 69.9	21,820 II 69.0 II	16,540 70.0	15,880 68.9
Non-Christian	1,760 5.1	1,670 5.1	1,600 II 5.1 II	1,220 5.2	1,180 5.1
Secular	8,390 24.3	8,150 25.0	8,200 II 25.9 II	5,860 24.8	5,970 25.9
<b>Non Industrial</b>	<b>29,610</b>	<b>28,170</b>	<b>27,240</b> II	<b>20,440</b>	<b>20,120</b>
Christian	20,860 70.4	19,650 69.7	18,720 II 68.7 II	14,270 69.8	13,800 68.6
Non-Christian	1,510 5.1	1,430 5.1	1,370 II 5.0 II	1,040 5.1	1,020 5.1
Secular	7,250 24.5	7,090 25.2	7,150 II 26.3 II	5,130 25.1	5,300 26.3
<b>Industrial</b>	<b>4,880</b>	<b>4,500</b>	<b>4,380</b> II	<b>3,170</b>	<b>2,910</b>
Christian	3,480 ..	3,200 ..	3,100 II .. II	2,270 ..	2,080 ..
Non-Christian	250 ..	230 ..	230 II .. II	180 ..	160 ..
Secular	1,150 ..	1,060 ..	1,050 II .. II	720 ..	670 ..

Source: Defence Statistics (Civilian)

**To note:** Data comparisons with October 2015 and 2016 data cannot be made with previous annual October data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics as a Top Level Budgetary Area from 1 July 2015.

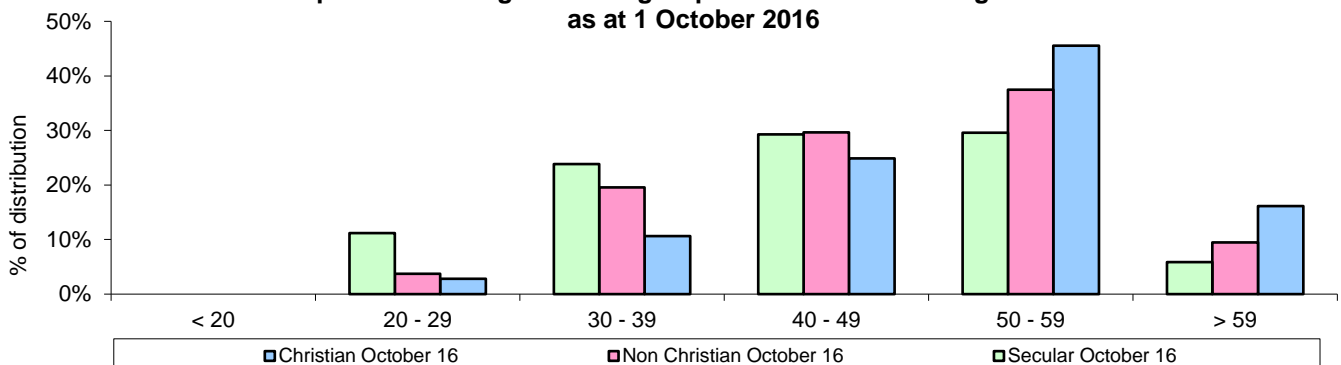
### Section 5.1 - Religion/Belief representation of core MOD civilian personnel by grade.

Comparison of Religion/Belief group distributions across grade bands as at 1 October 2016



### Section 5.2 - Religion/Belief representation of core MOD civilian personnel by age range.

Comparison of Religion/Belief group distributions across grade bands as at 1 October 2016



## Section 5.2 - Civilian personnel by religion and grade

	Headcount				
	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16
<b>Core MOD TLB Personnel</b>	<b>51,310</b>	<b>48,890</b>	<b>48,200 II</b>	<b>37,120</b>	<b>36,710</b>
<b>Non-Industrial</b>	<b>43,080</b>	<b>41,190</b>	<b>40,720 II</b>	<b>31,430</b>	<b>31,480</b>
<b>Christian</b>	<b>20,860</b>	<b>19,650</b>	<b>18,720 II</b>	<b>14,270</b>	<b>13,800</b>
Senior Civil Service and equivalent	100	100	90 II	70	80
Pay Band B	1,030	1,030	1,150 II	710	770
Pay Band C	7,010	6,880	6,750 II	4,440	4,290
Pay Band D	4,210	3,990	3,800 II	2,890	2,800
Pay Band E	8,500	7,640	6,910 II	6,140	5,810
Other non-industrial	10	20	10 II	10	50
<b>Non-Christian Religion</b>	<b>1,510</b>	<b>1,430</b>	<b>1,370 II</b>	<b>1,040</b>	<b>1,020</b>
Senior Civil Service and equivalent	~	~	~ II	~	~
Pay Band B	60	60	60 II	40	40
Pay Band C	420	420	420 II	280	300
Pay Band D	280	280	280 II	210	210
Pay Band E	740	670	610 II	510	470
Other non-industrial	~	-	- II	-	~
<b>Secular</b>	<b>7,250</b>	<b>7,090</b>	<b>7,150 II</b>	<b>5,130</b>	<b>5,300</b>
Senior Civil Service and equivalent	50	60	50 II	40	40
Pay Band B	350	350	440 II	260	290
Pay Band C	2,560	2,740	2,900 II	1,690	1,800
Pay Band D	1,720	1,630	1,570 II	1,150	1,140
Pay Band E	2,560	2,310	2,190 II	1,990	2,020
Other non-industrial	~	~	~ II	~	20
<b>Undeclared</b>	<b>13,470</b>	<b>13,020</b>	<b>13,480 II</b>	<b>10,990</b>	<b>11,350</b>
Senior Civil Service and equivalent	80	80	90 II	70	80
Pay Band B	850	880	960 II	710	760
Pay Band C	5,100	4,990	5,170 II	3,550	3,570
Pay Band D	2,490	2,460	2,710 II	2,200	2,230
Pay Band E	4,920	4,570	4,480 II	4,410	4,620
Other non-industrial	30	40	80 II	50	80
<b>Industrial</b>	<b>8,220</b>	<b>7,700</b>	<b>7,480 II</b>	<b>5,690</b>	<b>5,240</b>
Christian	3,480	3,200	3,100 II	2,270	2,080
Non-Christian Religion	250	230	230 II	180	160
Secular	1,150	1,060	1,050 II	720	670
Undeclared	3,350	3,200	3,100 II	2,510	2,330

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

	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16
<b>Core MOD TLB Total</b>	<b>70.6</b>	<b>69.9</b>	<b>69.0 II</b>	<b>70.0</b>	<b>68.9</b>
<b>Core Non-Industrial TLB total</b>	<b>70.4</b>	<b>69.7</b>	<b>68.7 II</b>	<b>69.8</b>	<b>68.6</b>
Senior Civil Service and equivalent	64.1	62.3	62.3 II	61.9	66.4
Pay Band B	71.7	71.3	69.5 II	~	69.8
Pay Band C	70.2	68.6	67.1 II	69.2	67.2
Pay Band D	67.8	67.6	67.3 II	68.1	67.5
Pay Band E	72.0	71.9	71.2 II	71.1	70.0
Other non-industrial	~	~	~ II	~	~
<b>Core Industrial TLB Grades</b>	<b>~</b>	<b>~</b>	<b>~ II</b>	<b>~</b>	<b>~</b>

### Religious declaration rate as a percentage of Core MOD TLB total civilian personnel

	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16
<b>Core MOD TLB Total</b>	<b>67.2</b>	<b>66.8</b>	<b>65.6 II</b>	<b>63.6</b>	<b>62.7</b>
<b>Core Non-Industrial TLB total</b>	<b>68.7</b>	<b>68.4</b>	<b>66.9 II</b>	<b>65.0</b>	<b>63.9</b>
Senior Civil Service and equivalent	65.4	65.7	62.9 II	62.8	61.8
Pay Band B	62.8	62.1	63.2 II	~	<b>69.8</b>
Pay Band C	66.2	66.8	66.1 II	64.4	64.1
Pay Band D	71.4	70.5	67.6 II	65.9	65.0
Pay Band E	70.6	69.9	68.5 II	66.2	64.2
Other non-industrial	~	~	~ II	~	~
<b>Core Industrial TLB Grades</b>	<b>~</b>	<b>~</b>	<b>~ II</b>	<b>~</b>	<b>~</b>

Source: Defence Statistics (Civilian)

See Background Notes for further detail.

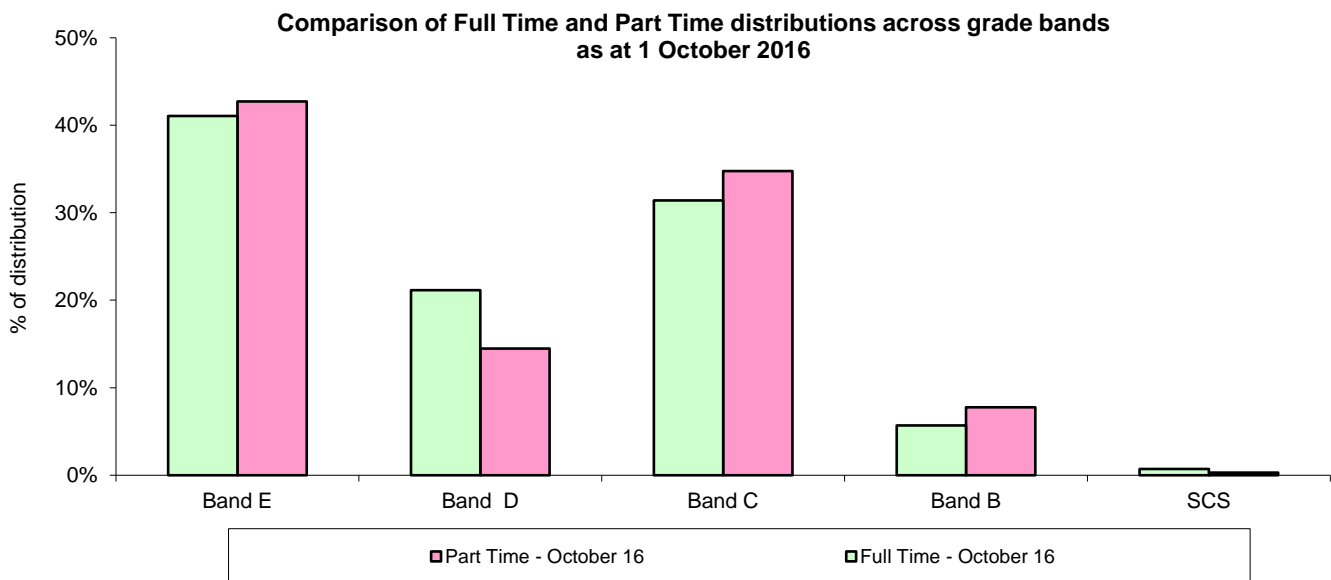
## Section 6.1 - Full-Time/Part-Time representation of core MOD civilian personnel by grade

Headcount:

	Part-Time Representation by Broader Banded Grade (Number and Rate)				
	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16
<b>Core MOD Total</b>	<b>5,010</b>	<b>4,750</b>	<b>4,780</b> II	<b>3,930</b>	<b>3,930</b>
	<b>9.8</b>	<b>9.7</b>	<b>9.9</b> II	<b>10.6</b>	<b>10.7</b>
<b>Non-Industrial</b>	<b>4,660</b>	<b>4,420</b>	<b>4,460</b> II	<b>3,660</b>	<b>3,700</b>
	<b>10.8</b>	<b>10.7</b>	<b>11.0</b> II	<b>11.6</b>	<b>11.7</b>
SCS	10	20	20 II	10	10
	5.1	7.0	7.1 II	6.9	5.3
Band B	240	260	270 II	260	290
	10.5	11.0	10.4 II	15.1	15.4
Band C	1,700	1,650	1,730 II	1,290	1,280
	11.3	11.0	11.3 II	13.0	12.8
Band D	690	680	680 II	520	530
	8.0	8.2	8.1 II	8.0	8.3
Band E	2,010	1,800	1,750 II	1,560	1,570
	12.0	11.9	12.4 II	12.0	12.2
<b>Industrial</b>	<b>350</b>	<b>330</b>	<b>310</b> II	<b>270</b>	<b>230</b>
	<b>4.3</b>	<b>4.3</b>	<b>4.2</b> II	<b>4.7</b>	<b>4.4</b>
Skill Zones 1-4	350	330	310 II	270	230
	4.9	4.9	4.8 II	5.5	5.2
Other Industrials	-	-	- II	-	-
	-	-	- II	-	-

Source: Defence Statistics (Civilian)

**To note:** Data comparisons with October 2015 and 2016 data cannot be made with previous annual October data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics as a Top Level Budgetary Area from 1 July 2015.





## Section 6.2 - Full-Time/Part-Time representation of core MOD civilian personnel by age range

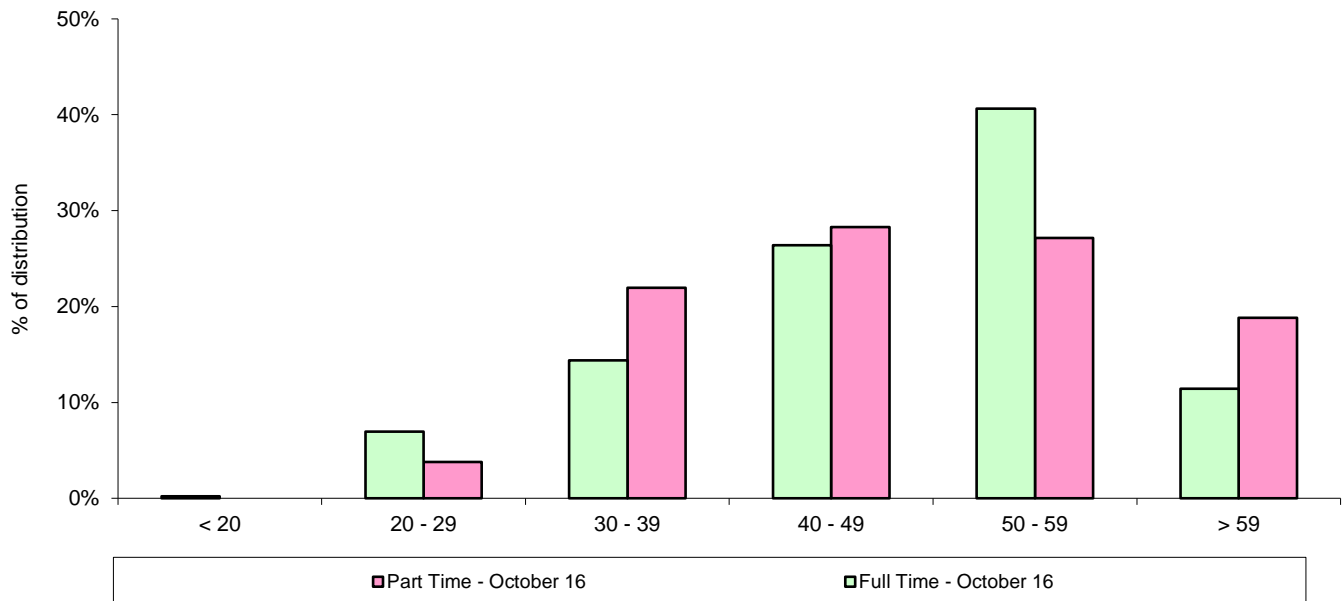
Headcount:

	Part-Time Representation by Age Range (Number and Rate)				
	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16
<b>Core MOD Total</b>	<b>5,010</b>	<b>4,750</b>	<b>4,780 II</b>	<b>3,930</b>	<b>3,930</b>
	<b>9.8</b>	<b>9.7</b>	<b>9.9 II</b>	<b>10.6</b>	<b>10.7</b>
< 20	~	10	~ II	~	-
	~	8.2	~ II	~	-
20 - 29	280	250	240 II	180	150
	7.5	7.0	6.5 II	7.6	6.1
30 - 39	1,100	1,020	1,040 II	820	860
	14.0	13.9	14.2 II	15.2	15.5
40 - 49	1,760	1,620	1,540 II	1,210	1,110
	10.6	10.6	10.8 II	11.5	11.4
50 - 59	1,140	1,110	1,160 II	1,030	1,070
	6.6	6.4	6.6 II	7.2	7.4
> 59	720	740	800 II	680	740
	13.0	13.8	14.9 II	15.3	16.5

Source: Defence Statistics (Civilian)

**To note:** Data comparisons with October 2015 and 2016 data cannot be made with previous annual October data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics as a Top Level Budgetary Area from 1 July 2015.

**Comparison of Full Time and Part Time distributions across age ranges as at 1 October 2016**



## Section 7.1 - Age Range of core MOD civilian personnel

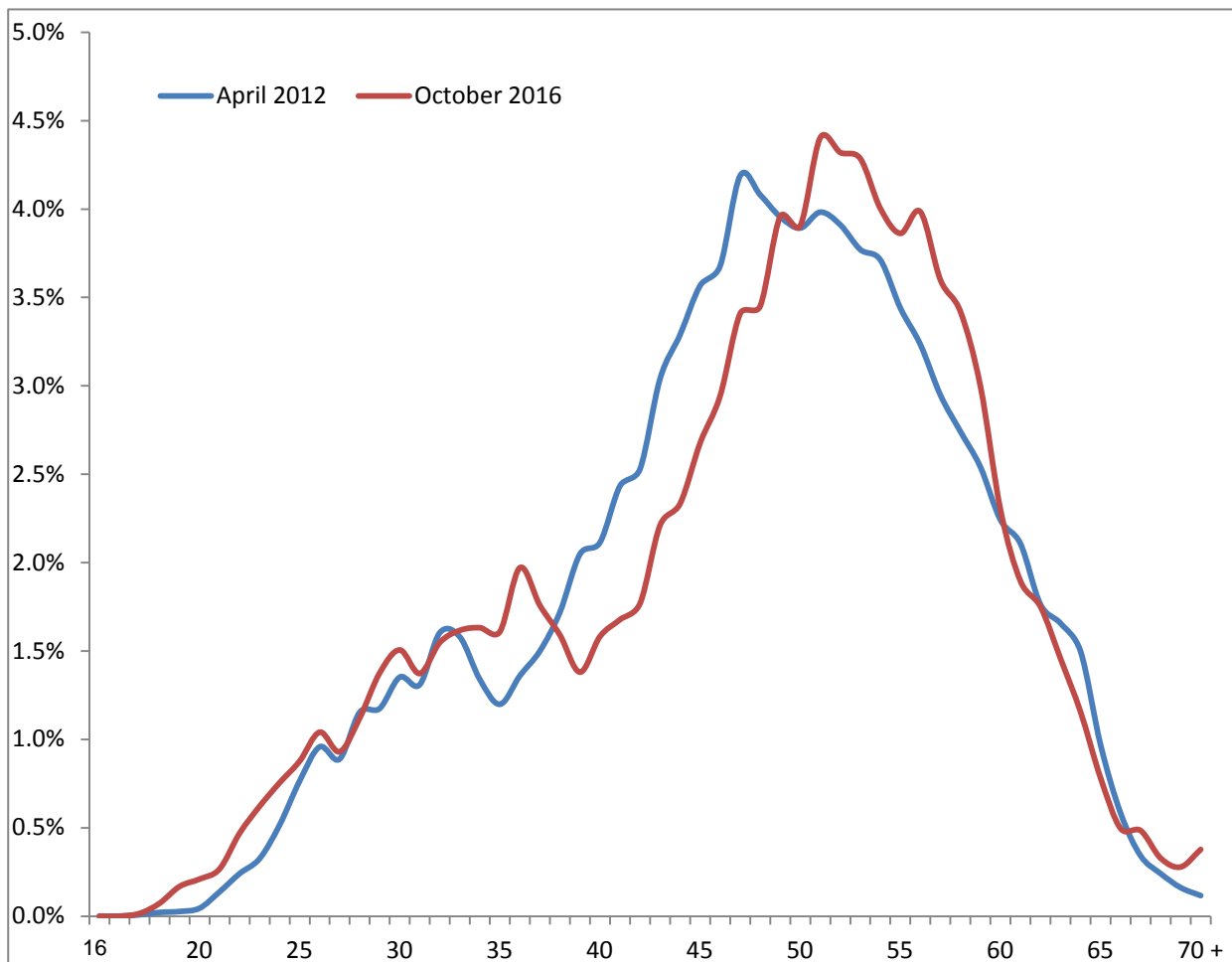
Headcount:

	Age Range (Number and Proportion)				
	Oct-12	Oct-13	Oct-14	Oct-15	Oct-16
<b>Core MOD Total</b>	<b>51,310</b>	<b>48,890</b>	<b>48,200 II</b>	<b>37,120</b>	<b>36,710</b>
< 20	90 0.2	120 0.2	110 II 0.2 II	50 0.1	70 0.2
20 - 29	3,800 7.4	3,540 7.2	3,640 II 7.5 II	2,340 6.3	2,430 6.6
30 - 39	7,870 15.3	7,330 15.0	7,340 II 15.2 II	5,410 14.6	5,580 15.2
40 - 49	16,630 32.4	15,230 31.2	14,230 II 29.5 II	10,540 28.4	9,760 26.6
50 - 59	17,420 34.0	17,280 35.3	17,540 II 36.4 II	14,340 38.6	14,380 39.2
> 59	5,500 10.7	5,380 11.0	5,340 II 11.1 II	4,450 12.0	4,490 12.2

Source: Defence Statistics (Civilian)

**To note:** Data comparisons with October 2015 and 2016 data cannot be made with previous annual October data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics as a Top Level Budgetary Area from 1 July 2015.

### Age Profile of core MOD civilian personnel, as at 1 April 2012 and 1 October 2016



## Symbols and Conventions

### Symbols

	discontinuity in time series
~	fewer than five
..	not available
–	zero or rounded to zero
<	less than
>	more than

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

All percentages are calculated from headcount totals (part time equivalent to one person), from unrounded figures and are shown to 1 decimal place.

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

## Data sources, quality and methods

All figures presented in tables in this publication meet the standards of quality and integrity demanded by the Code of Practice for Official Statistics. Where figures do not meet the standard they are deleted and shown in the table by the symbol “..”.

Data for core MOD civilian personnel are taken from the personnel system - Human Resources Management System (HRMS) and are shown on a Headcount basis.

**Civilian** data on HRMS are a combination of fields mandated by Defence Business Services (DBS) organisation formerly the People Pay and Pensions Agency (PPPA) such as grade, with voluntary fields such as **disability status** or **ethnicity**. Civilian personnel complete these fields based on their self-perceptions, but are under no obligation to complete these fields. It is not possible for DASA to assess the accuracy or consistency of the declarations made by individuals within these fields.

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 46.4 per cent by April 2014. 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.

A breakdown by grade band and age is not presented for religion as the comparison shown is not between a minority and majority group. The 3-way comparison between Christian, non-Christian and Secular beliefs would fragment the data too much to be meaningful or statistically viable in a tabular format. All ages quoted in this publication are based on ‘age at last Birthday’. Ages are derived by the formula ‘situation date (for strengths) minus date of birth’.

## Background notes

1. Structural changes to the Top Level Budget areas have occurred during the time-series covered by this publication. In some cases this means that figures are not directly comparable across the whole period. To aid understanding of these changes and how they have impacted upon the figures the detail of these changes is provided here:

Defence Equipment and Support (DE&S) changed status as at 1 April 2015 and was reclassified as a Bespoke Trading Entity. It is reported outside Civilian level 1, but within level 0. Prior to this it was categorised as a Top Level Budgetary Area, which was part of the Civilian Level 1 total. For reporting purposes, DE&S will be reported as an extant TLB as at 1 April 2015 to allow comparable analysis of DE&S across the SDSR period covering 1 April 2010 to 1 April 2015. Civilian personnel strength for DE&S from 01 July 2015 onwards will be reported as a Bespoke Trading Entity.

2. This publication includes four diversity data tables that were previously in 'Statistical Series 2 – Personnel Bulletin 2.02 – Civilian Personnel'. This publication ceased after 2015 following Secretary of State approval and public consultation. These tables provide information on grade by different diversity variables.

For tables 2.2, 3.3, 4.3 and 5.2 the following notes apply:

i. Core MOD TLB total is defined as personnel employed in MOD Main Core TLBs and excludes personnel employed in Trading Funds, DE&S Bespoke Trading Entity, Royal Fleet Auxiliary and Locally engaged civilians.

ii. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade. Senior Civil Service totals include personnel outside the Senior Civil Service but of equivalent grade, primarily Senior Medical Specialist and Fee Paid consultants.

iii. Declaration rates are based on all known positive declarations, excluding those who select "choose not to declare" or have not responded.

## Grade Structures

Since 1 April 1996 all departments and agencies have had delegated responsibility for the pay and grading of their employees, except for those in the Senior Civil Service (SCS). The MOD grades are shown here against levels broadly equivalent (in terms of pay and job weight) to the former service-wide grades.

MOD grades	Former service-wide grades
<b>Senior Management</b>	<b>Senior Management</b>
SCS – Senior Civil Service	SCS – Senior Civil Service
<b>Other Management Grades</b>	<b>Other Management Grades</b>
B1 & equivalents	Grade 6
B2 & equivalents	Grade 7
C1 & equivalents	SEO - Senior Executive Officer
C2 & equivalents	HEO - Higher Executive Officer
D & equivalents	EO - Executive Officer
<b>Administrative Grades</b>	<b>Administrative Grades</b>
E1 & equivalents	AO - Administrative Officer
E2 & equivalents	AA - Administrative Assistant

## Further Information

### Contact Us

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

#### Defence Statistics (Civilian Personnel)

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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. For more information, see:

<https://www.gov.uk/make-a-freedom-of-information-request/the-freedom-of-information-act>

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