



Ministry of Defence



Quarterly Civilian Personnel Report (QCPR) 1 July 2016

This statistical release presents figures on the strengths, intake and outflow of all civilian personnel employed by the Ministry of Defence, represented by Level 0. For MOD internal reporting and planning Civilian Level 1 is used which includes permanent and casual civilian personnel and Royal Fleet Auxiliary, but excludes Trading Funds and Locally engaged civilians.

Key Points and Trends

MOD civilian personnel strength (FTE)

at 1 July 2016

a decrease of 2,060 (3.5%) compared with 1 July 2015

▼ 56,150

MOD civilian personnel inflow

12 months to 30 June 2016

an increase of 20 (0.6%) compared with previous 12 months

▲ 4,170

MOD civilian personnel outflow

12 months to 30 June 2016

a decrease of 1,030 (15.5%) compared with previous 12 months

▼ 5,640

MOD civilian personnel non-industrial grade breakdown

at 1 July 2016

SCS	0.7 per cent
Band B	5.7 per cent
Band C	32.0 per cent
Band D	20.6 per cent
Band E	40.9 per cent

MOD civilian personnel (diversity)

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

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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

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Other bulletins in this series can be found at:
<https://www.gov.uk/government/collections/mod-civilian-personnel-quarterly-statistics-index>

Definitions

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

	Civilian Level 0	Civilian Level 1	Core Civilian personnel (strength)	Civilian personnel (Intake/Outflow)
Top Level Budgetary area (TLB)	✓	✓	✓	✓
Royal Fleet Auxiliary (RFA)	✓	✓		
DE&S Trading Entity	✓			✓
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.

DE&S Trading Entity: Defence Equipment and Support (DE&S) is reported as a bespoke trading entity from 1 July 2015. Prior to this it was reported as an extant TLB.

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.

A National Statistics publication

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 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.

Civilian Personnel (FTE)

Full Time Equivalent (Table 1)

The Ministry of Defence total civilian population (Level 0) as at 1 July 2016 was 56,150 a reduction of 2,060 (3.5 per cent) compared with 1 July 2015. The net change comprised of:

Group	FTE as at 1 July 2016	Change compared with 1 April 2010	FTE Change compared with 1 July 2015
Top Level Budgetary areas	35,600	-27,990	-520
Royal Fleet Auxiliary	1,960	-370	40
DE&S Trading Entity	9,820	9,820 *	-720
Trading Funds	4,380	-5,350	-180
Locally engaged civilians	4,390	-5,810	-690
Civilian Level 0 Total	56,150	-29,700	-2,060

* DE&S Trading Entity was a TLB until 01 July 2015.

The Level 1 (TLBs and RFA) personnel as at 1 July 2016 was 37,560. The most notable change to this population occurred when the Defence Equipment and Support (DE&S) changed status and was reclassified as a Bespoke Trading Entity. It is reported in the same format as current Trading Funds, outside Level 1 definition, but within Level 0 definition with effect from 1 July 2015. The DE&S Trading Entity personnel as at 1 July 2016 was 9,820.

The Trading Funds personnel total as at 1 July 2016 was 4,380, a decrease of 3.9 per cent (180 personnel) compared with 1 July 2016. In April 2015 there was a fall of 36.0 per cent (2,530 personnel) compared with the previous quarter. This was mainly due to the sale of the MODs Defence Support Group land business, where 2,000 personnel transferred to Babcock Ltd.

The number of Locally engaged civilians as at 1 July 2016 was 4,390, a decrease of 13.5 per cent (690 personnel) compared with 1 July 2015.

Breakdown of Civilian personnel (FTE) by main groups, as at 1 July 2016

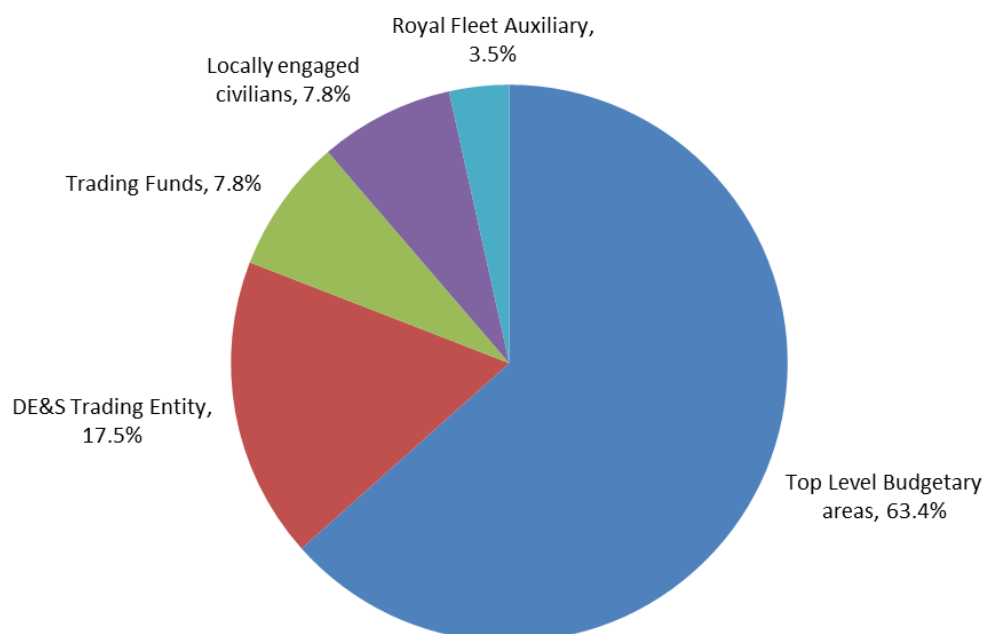


Table 1 - Civilian personnel by Top Level Budgetary Area (Full Time Equivalent)

	FTE							
	2014 1 Apr	2015 1 Apr	2015 1 Jul	2015 1 Oct	2016 1 Jan	2016 1 Apr	2016 1 Jul	12 Month change
Navy Command	2,490	2,520	2,510	2,530	2,560	2,560	2,560	50
Army TLB	10,950	10,690	10,650	10,470	10,390	10,360	10,210	-440
HQ Air Command	5,240	5,040	4,980	4,930	4,830	4,810	4,730	-250
Head Office & Corporate Services ¹	7,300	7,840	7,800	7,910	7,870	7,830	7,830	20
Joint Forces Command ¹	5,570	5,870	6,030	5,970	6,000	5,940	6,040	10
Defence Equipment & Support ^{1,2}	10,450	10,610	*	*	*	*	*	*
Defence Infrastructure Organisation ¹	4,520	4,170	4,150	4,140	4,160	4,200	4,240	80
Unallocated	60	20	-	-	-	-	10	10
Royal Fleet Auxiliary (RFA)	1,820	1,890	1,910	1,920	1,930	1,950	1,960	40
<i>of which:</i>								
Apprentices	..	..	10	40	50	80	100	80
Cadets	70	80	90	80	90	80	80	-10
Civilians	200	180	180	180	170	170	170	-10
Sponsored Reserves	1,550	1,640	1,630	1,620	1,620	1,620	1,610	-20
Civilian Level 1 Total	48,400	48,650	38,040	37,880	37,760	37,660	37,560	-480
DE&S Trading Entity²	*	*	10,530	9,530	9,650	9,840	9,820	-720
Trading Funds Total	7,110	4,490	4,560	4,510	4,470	4,400	4,380	-180
Defence Science & Technology Laboratory	3,690	3,550	3,650	3,620	3,580	3,500	3,540	-120
Defence Support Group	2,400	*	*	*	*	*	*	*
Hydrographic Office	1,020	940	910	890	890	900	850	-60
Locally engaged civilians (LEC)	6,990	5,020	5,070	4,950	4,420	4,350	4,390	-690
Civilian Level 0 Total	62,500	58,160	58,200	56,860	56,310	56,240	56,150	-2,060

Source: Defence Statistics (Civilian)

Notes:

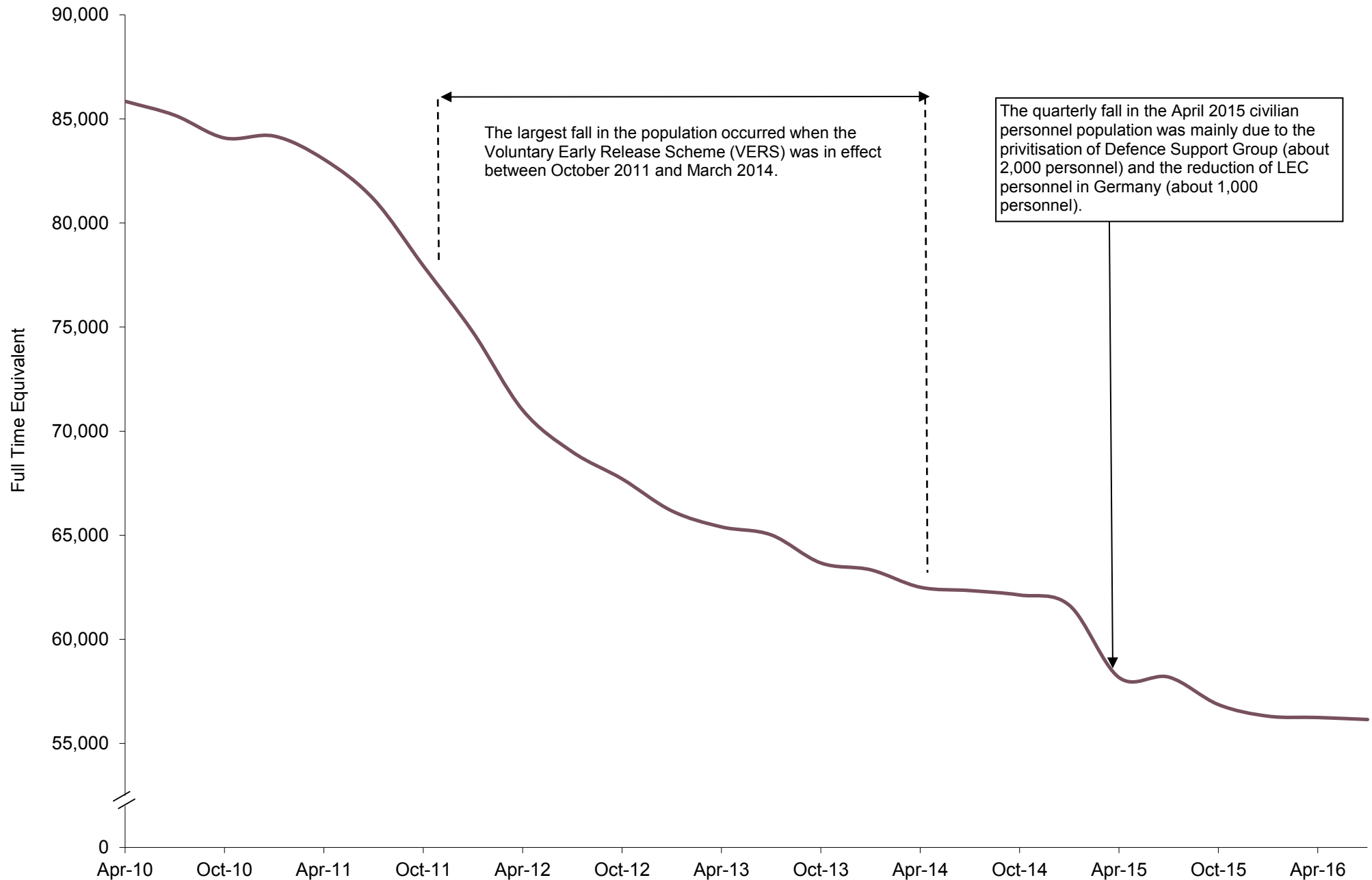
1. There have been a number of changes to the structure of Core TLBs and Trading Funds which affect the direct comparability of data across the time-period. Changes prior to the most recent quarter are detailed in paragraph 2.7 of the Background Notes.
2. Defence Equipment and Support was reported as a bespoke trading entity from 1 July 2015. Prior to this it was reported as an extant TLB. These data are not directly comparable before and after 1 July 2015.

Summary table showing change in Civilian personnel (FTE) by main groups

Group	FTE		
	Headcount as at 1 July 2016	Change compared with 1 April 2010	Change compared with 1 July 2015
Top Level Budgetary areas	35,600	-27,990	-520
Royal Fleet Auxiliary	1,960	-370	40
DE&S Trading Entity	9,820	9,820 *	-720
Trading Funds	4,380	-5,350	-180
Locally engaged civilians	4,390	-5,810	-690
Civilian Level 0 Total	56,150	-29,700	-2,060

* DE&S Trading Entity was a TLB until 01 July 2015.

Graph 1 - Civilian Level 0 personnel strengths (Full Time Equivalent)

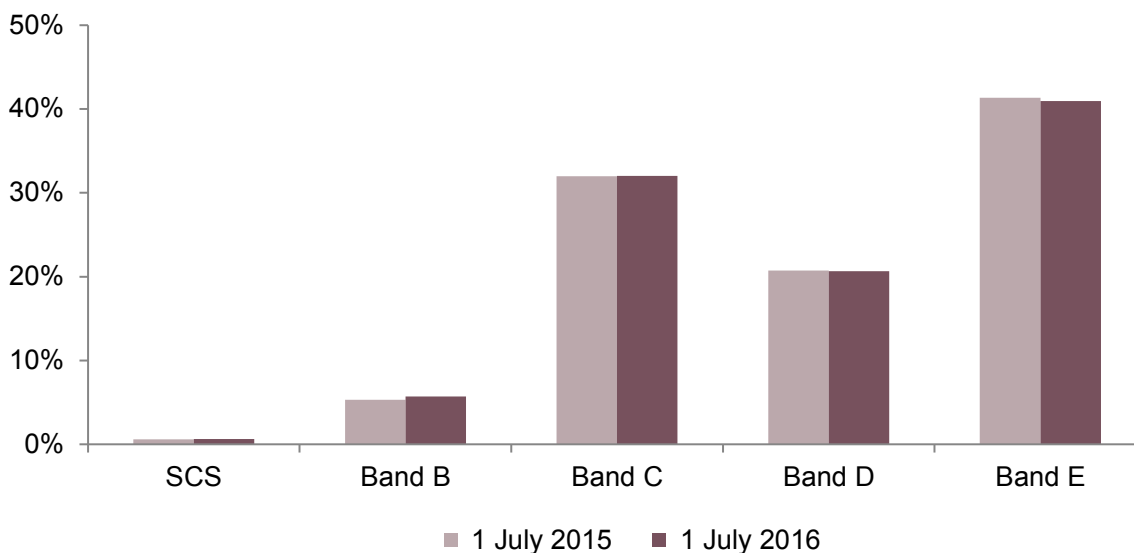


Civilian Personnel by Grade Equivalence

Full Time Equivalent (Table 2)

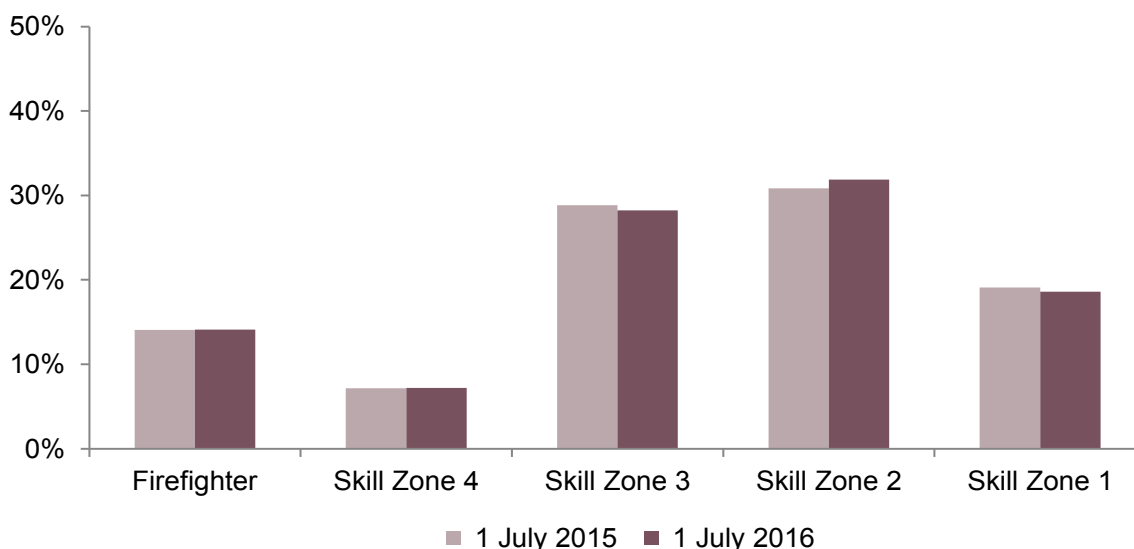
The proportion of civilian personnel in a Top level Budgetary Area (TLB) who were non-industrial has remained relatively constant since April 2010. The proportion has ranged from 82.6 to 85.3 per cent, and as at 1 July 2016 it was 85.3 per cent.

Proportion of non-industrial civilian personnel, by grade*



* Excludes unknown grades.

Proportion of industrial civilian personnel, by grade*



* Excludes apprentices.

There has been some variation since April 2010 at grade level, most notably at Band C (which ranged from 31.8 per cent to 37.8 per cent) and Band E (34.3 per cent to 43.0 per cent). For industrial grades, the greatest variation was for Skill Zone 1 (15.4 per cent to 25.4 per cent).

Table 2 - Civilian personnel by grade equivalence¹ (Full Time Equivalent)

	FTE						
	2014 1 Apr	2015 1 Apr	2015 1 Jul	2015 1 Oct	2016 1 Jan	2016 1 Apr	2016 1 Jul
Civilian Level 0 Total	62,500	58,160	58,200	56,860	56,310	56,240	56,150
Non Industrial Total	39,040	39,540	30,450	30,360	30,360	30,320	30,360
SCS & Equivalent ²	230	250	190	180	190	200	200
Band B1 & Equivalent	660	700	410	410	410	410	440
Band B2 & Equivalent	1,670	1,970	1,210	1,230	1,250	1,270	1,300
Band C1 & Equivalent	5,660	5,750	3,280	3,290	3,330	3,320	3,360
Band C2 & Equivalent	8,930	9,130	6,440	6,350	6,350	6,340	6,340
Band D & Equivalent	8,110	8,110	6,300	6,300	6,290	6,270	6,250
Band E1 & Equivalent	9,970	9,900	9,140	9,210	9,170	9,170	9,180
Band E2 & Equivalent	3,730	3,660	3,430	3,330	3,300	3,280	3,220
Other ³	70	60	60	60	60	70	70
Industrial⁴ Total	7,540	7,220	5,670	5,590	5,480	5,380	5,240
Firefighter	840	810	800	780	760	760	740
Skill Zone 4	350	420	410	400	390	380	380
Skill Zone 3	2,240	2,150	1,630	1,610	1,550	1,530	1,480
Skill Zone 2	2,760	2,530	1,750	1,740	1,730	1,700	1,670
Skill Zone 1	1,210	1,110	1,080	1,060	1,040	1,020	970
Apprentice	140	190	~	~	~	~	~
Royal Fleet Auxiliary⁵	1,820	1,890	1,910	1,920	1,930	1,950	1,960
DE&S Trading Entity⁶	*	*	10,530	9,530	9,650	9,840	9,820
Trading Funds⁵	7,110	4,490	4,560	4,510	4,470	4,400	4,380
Locally engaged civilians⁵	6,990	5,020	5,070	4,950	4,420	4,350	4,390

Source: Defence Statistics (Civilian)

Notes:

1. Grade equivalence is shown in terms of the broader banding structure and is based on paid grade.
2. Includes personnel outside the Senior Civil Service but of equivalent grade, primarily Senior Medical Specialists.
3. 'Other' represents core civilian personnel for whom no grade information is available.
4. 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.
5. Data by grade are not available for Royal Fleet Auxiliary, Trading Funds and Locally engaged civilians.
6. Defence Equipment and Support was reported as a bespoke trading entity from 1 July 2015. Prior to this it was reported as an extant TLB. These data are not directly comparable before and after 1 July 2015.

Civilian Personnel (Headcount)

Headcount (Table 3)

The Ministry of Defence total civilian headcount (Level 0) as at 1 July 2016 was 57,810, a fall of 2,160 personnel (3.6 per cent) compared with 1 July 2015. In the quarter ending April 2015 there was a reduction of 6.4 per cent, which was largely due to the privatisation and transfer of about 2,000 personnel from DSG to Babcock.

HQ Air Command had the largest percentage reduction in TLB headcount, with a fall of 5.1 per cent (260 personnel) compared with 1 July 2015, while Land Forces numbers decreased the most (480 personnel), equating to a 4.4 per cent decrease.

As at 1 July 2016, the Bespoke Trading Entity (Defence Equipment and Support) reduced personnel by 39.2 per cent compared with 1 April 2010, from 16,540 to 10,050. The main decrease occurred in the quarterly period to April 2014, when there was a fall of 19.1 per cent (2,530 personnel). This was due to the transfer of responsibility and personnel for some support functions in DE&S to Navy Command, Head Office & Corporate Services and Joint Forces Command, as part of the Materiel Strategy Programme.

The number of Locally engaged civilians fell by 13.9 per cent from July 2015 (5,220 personnel) to July 2016 (4,490 personnel).

Headcount (Table 4)

There has been little change in the diversity representation of civilian personnel for gender, ethnicity, sexual orientation, religion or working patterns since April 2010.

Female representation as at 1 July 2016 was 40.9 per cent, a 0.7 percentage point increase compared with July 2015. In July 2015 there was a rise of 2.2 percentage points compared to the previous quarter. This increase was mainly due to the transfer of the Defence Equipment and Support from a TLB to a Bespoke Trading Entity, whose headcount breakdown as at 1 July 2015 was 69 per cent male and 31 per cent female.

'Black, Asian and Minority Ethnic' (BAME) representation rates increased from April 2010 to April 2013 from 3.2 to 3.8 per cent and then increased at a slower rate to 4.1 per cent by April 2015, and increased slightly to 4.2 per cent at January 2016, remaining at this level to July 2016. The proportion of 'Lesbian, Gay and Bisexual' (LGB) personnel increased 0.4 percentage points from April 2010 to April 2013 (from 1.3 per cent to 1.7 per cent), increasing slightly to 1.9 per cent at January 2016, remaining at this level to July 2016. Non-Christian representation has remained relatively stable throughout at 5.2 per cent.

From 1 April 2010 to 1 April 2016 the proportion of part-time personnel has ranged between 9.5 per cent (1 January 2013) and 10.9 per cent (1 July 2015). As at 1 July 2016 it was 10.7 per cent.

Proportion of MOD main personnel who chose to declare their diversity status as at 1 July 2016

Diversity variable	Declaration %	Percentage point change with 1 July 2015
Ethnicity	82.5%	-1.5 ppts
Sexual orientation	63.1%	-0.7 ppts
Religion or belief	62.8%	-0.9 ppts
Disability	54.1%	+3.7 ppts

Table 3 - Civilian personnel by Top Level Budgetary Area (Headcount)

	Headcount							
	2014 1 Apr	2015 1 Apr	2015 1 Jul	2015 1 Oct	2016 1 Jan	2016 1 Apr	2016 1 Jul	12 Month change
Navy Command	2,600	2,630	2,610	2,640	2,660	2,670	2,670	50
Army TLB	11,350	11,090	11,040	10,830	10,740	10,710	10,560	-480
HQ Air Command	5,380	5,190	5,130	5,080	4,980	4,960	4,870	-260
Head Office & Corporate Services ¹	7,510	8,060	8,020	8,130	8,100	8,050	8,060	40
Joint Forces Command ¹	5,800	6,110	6,280	6,220	6,250	6,180	6,290	10
Defence Equipment & Support ^{1,2}	10,670	10,850	*	*	*	*	*	*
Defence Infrastructure	4,590	4,240	4,230	4,220	4,240	4,280	4,320	90
Unallocated	60	20	-	-	-	-	10	10
Royal Fleet Auxiliary (RFA)	1,820	1,890	1,910	1,920	1,930	1,950	1,960	40
<i>of which:</i>								
<i>Apprentices</i>	..	..	10	40	50	80	100	80
<i>Cadets</i>	80	80	90	80	90	80	80	-10
<i>Civilians</i>	180	180	180	180	170	170	170	-10
<i>Sponsored Reserves</i>	1,640	1640	1630	1,620	1,620	1,620	1,610	-20
Civilian Level 1 Total	49,790	50,080	39,230	39,040	38,910	38,810	38,720	-510
DE&S Trading Entity²	*	*	10,780	9,750	9,880	10,070	10,050	-730
Trading Funds Total	7,340	4,670	4,740	4,700	4,650	4,570	4,550	-190
Defence Science & Technology Laboratory	3,840	3,690	3,800	3,770	3,720	3,640	3,670	-120
Defence Support Group	2,430	*	*	*	*	*	*	*
Hydrographic Office	1,080	980	940	930	930	930	870	-70
Locally engaged civilians Total	8,080	5,150	5,220	5,050	4,530	4,450	4,490	-730
Civilian Level 0 Total	65,220	59,900	59,970	58,540	57,970	57,910	57,810	-2,160

Source: Defence Statistics (Civilian)

Notes:

1. There have been a number of changes to the structure of Core TLBs and Trading Funds which affect the direct comparability of data across the time-period.
2. Defence Equipment and Support was reported as a bespoke trading entity from 1 July 2015. Prior to this it was reported as an extant TLB. These data are not directly comparable before and after 1 July 2015.

Summary table showing change in Civilian personnel (Headcount) by main groups

	Headcount		
Group	Headcount as at 1 July 2016	Change compared with 1 April 2010	Change compared with 1 July 2015
Top Level Budgetary areas	36,770	-28,920	-550
Royal Fleet Auxiliary	1,960	-370	40
DE&S Trading Entity	10,050	10,050 *	-730
Trading Funds	4,550	-5,430	-190
Locally engaged civilians	4,490	-7,490	-730
Civilian Level 0 Total	57,810	-32,160	-2,160

* DE&S Trading Entity was a TLB until 01 July 2015.

Table 4 - Core¹ civilian personnel by sex, ethnicity, disability, sexual orientation, religion or belief and working patterns (Headcount)

	Headcount						
	2014 1 Apr	2015 1 Apr	2015 1 Jul	2015 1 Oct	2016 1 Jan	2016 1 Apr	2016 1 Jul
Sex							
Total	47,970	48,180	37,320	37,120	36,990	36,860	36,770
Female	18,100	18,340	15,010	14,970	14,950	14,960	15,040
<i>Percentage Female</i>	37.7	38.1	40.2	40.3	40.4	40.6	40.9
Male	29,880	29,840	22,310	22,140	22,040	21,900	21,720
Ethnicity							
Total	47,970	48,180	37,320	37,120	36,990	36,860	36,770
Black, Asian and Minority Ethnic	1,620	1,660	1,290	1,280	1,290	1,290	1,290
<i>Percentage² (BAME)</i>	3.9	4.1	4.1	4.1	4.2	4.2	4.2
White	39,780	39,090	30,060	29,790	29,560	29,240	29,060
Choose Not to Declare	1,600	1,580	1,170	1,160	1,150	1,170	1,170
No Response	4,970	5,850	4,800	4,880	4,990	5,150	5,250
Disability³							
Total	..	..	..	..	..	..	..
Disabled	..	..	..	..	..	..	..
<i>Percentage² Disabled</i>	..	..	..	..	..	..	..
Not Disabled	..	..	..	..	..	..	..
Choose Not to Declare	..	..	..	..	..	..	..
No Response	..	..	..	..	..	..	..
Sexual Orientation							
Total	47,970	48,180	37,320	37,120	36,990	36,860	36,770
Lesbian, Gay, Bisexual	540	530	420	420	440	440	440
<i>Percentage² Lesbian, Gay, Bisexual</i>	1.7	1.7	1.7	1.8	1.9	1.9	1.9
Heterosexual	31,170	30,660	23,370	23,200	23,030	22,850	22,750
Choose Not to Declare	7,930	7,440	5,460	5,370	5,300	5,200	5,110
No Response	8,340	9,560	8,080	8,120	8,220	8,380	8,460
Religion or Belief							
Total	47,970	48,180	37,320	37,120	36,990	36,860	36,770
Christian	22,050	21,310	16,740	16,540	16,350	16,190	16,020
Non Christian Religion ⁴	1,620	1,560	1,230	1,220	1,210	1,200	1,190
<i>Percentage² Non Christian</i>	5.1	5.0	5.2	5.2	5.2	5.2	5.2
Secular ⁵	8,110	8,200	5,840	5,860	5,880	5,850	5,900
Choose Not to Declare	7,860	7,460	5,410	5,330	5,280	5,190	5,140
No Response	8,340	9,650	8,110	8,170	8,270	8,420	8,510
Working Patterns							
Total	47,970	48,180	37,320	37,120	36,990	36,860	36,770
Part Time	4,750	4,850	4,060	3,930	3,900	3,890	3,930
<i>Percentage² Part Time</i>	9.9	10.1	10.9	10.6	10.5	10.6	10.7
Full Time	43,220	43,340	33,250	33,190	33,090	32,970	32,830
DE&S Trading Entity⁶	*	*	10,780	9,750	9,880	10,070	10,050
Trading Funds	7,340	4,670	4,740	4,700	4,650	4,570	4,550
Royal Fleet Auxiliary	1,820	1,890	1,910	1,920	1,930	1,950	1,960
Locally engaged civilians	8,080	5,150	5,220	5,050	4,530	4,450	4,490
Civilian Level 0 Total	65,220	59,900	59,970	58,540	57,970	57,910	57,810

Source: Defence Statistics (Civilian)

Notes:

1. Core includes all industrial and non-industrial personnel, but excludes all Trading Funds, Royal Fleet Auxiliary and Locally engaged civilians for whom declaration data are not available.

2. Percentages are based on known declarations as recorded on HRMS, and exclude data for unknown or undeclared entries.

3. Due to the HRMS reset of the disability field on 18 April 2011 to accommodate the new disability reporting requirements, insufficient numbers of personnel have made disability declarations to be able to report disability representation with any statistical validity from July 2011. Further information can be found in :

[Diversity Dashboard](#)

4. Non Christian Religion refers to all those declaring religious beliefs other than Christian denominations.

5. Secular refers to all those declaring that they have no religious beliefs.

6. Defence Equipment and Support was reported as a bespoke trading entity from 1 July 2015. Prior to this it was reported as an extant TLB. These data are not directly comparable before and after 1 July 2015.

Intake and Outflow of Civilian Personnel (Headcount)

The annual intake of civilian personnel in the 12 months to 30 June 2016 was 4,170, a 0.6 per cent increase (20 personnel) compared with the previous 12 months. Of this total:

- 63.9 per cent (2,660 personnel) were recruited into MOD Main TLBs
- 25.9 per cent (1,080 personnel) were recruited by a Bespoke Trading Entity
- 10.2 per cent (430 personnel) were recruited into a Trading Fund

The annual outflow of civilian personnel in the 12 months to 30 June 2016 was 5,640, a 15.5 per cent decrease (1,030 personnel) compared with the previous 12 months. Of this total:

- 57.3 per cent (3,230 personnel) were from MOD Main TLBs
- 32.0 per cent (1,800 personnel) were from a Bespoke Trading Entity
- 10.8 per cent (610 personnel) were from Trading Funds

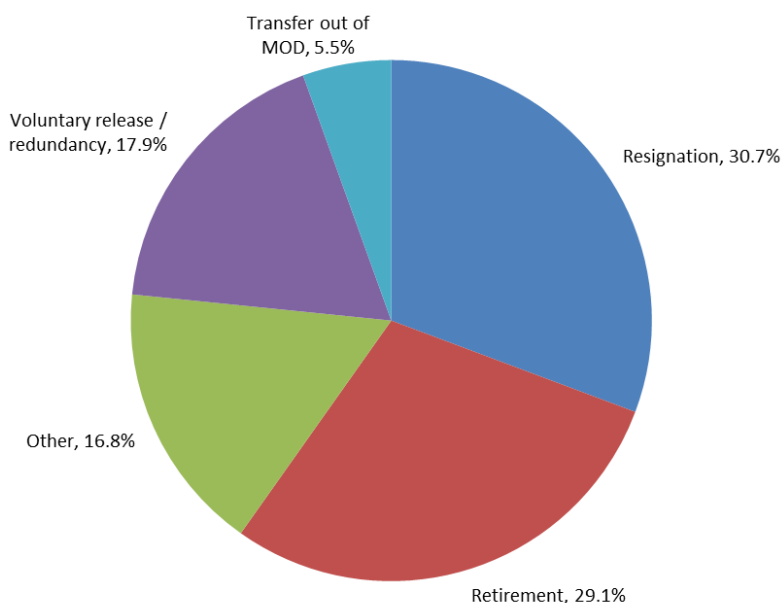
The overall MOD net change in the 12 months to 30 June 2016 was -2,160, a 57.3 per cent decrease (2,890 personnel) compared to the previous 12 months.

Intake and outflow rates of civilian personnel by method of entry and reasons for leaving (Headcount) (Table 6)

The MOD civilian intake rate in the 12 months ending 30 June 2016 was 8.1, an increase compared with the previous 12 month period (7.6). The MOD civilian outflow rate in the 12 months ending 30 June 2016 was 10.9, showing a fall against the previous 12 month period (12.3). This decrease is mainly due to the privatisation of Defence Support Group (DSG) (approximately 2,000 personnel) and DE&S (1,120 personnel), no longer being recorded in exit data for the current time period.

In the 12 months to 30 June 2016, 'resignation', 'retirement', and 'voluntary release / redundancy' accounted for 77.7 per cent of outflow from MOD main TLBs.

MOD Main TLB outflow by reason, 12 months ending 30 June 2016



The outflow proportions for 'retirement' and 'other' outflow methods remained relatively stable compared with the previous 12 month period. The main changes were; 'Voluntary release or redundancy' which rose 10.2 percentage points (7.7 per cent to 17.9 per cent), and 'Transfer out of MOD' which fell 2.7 percentage points (8.2 per cent to 5.5 per cent).

Table 5 - Intake and outflow of civilian personnel by Top Level Budgetary Area¹ (Headcount)

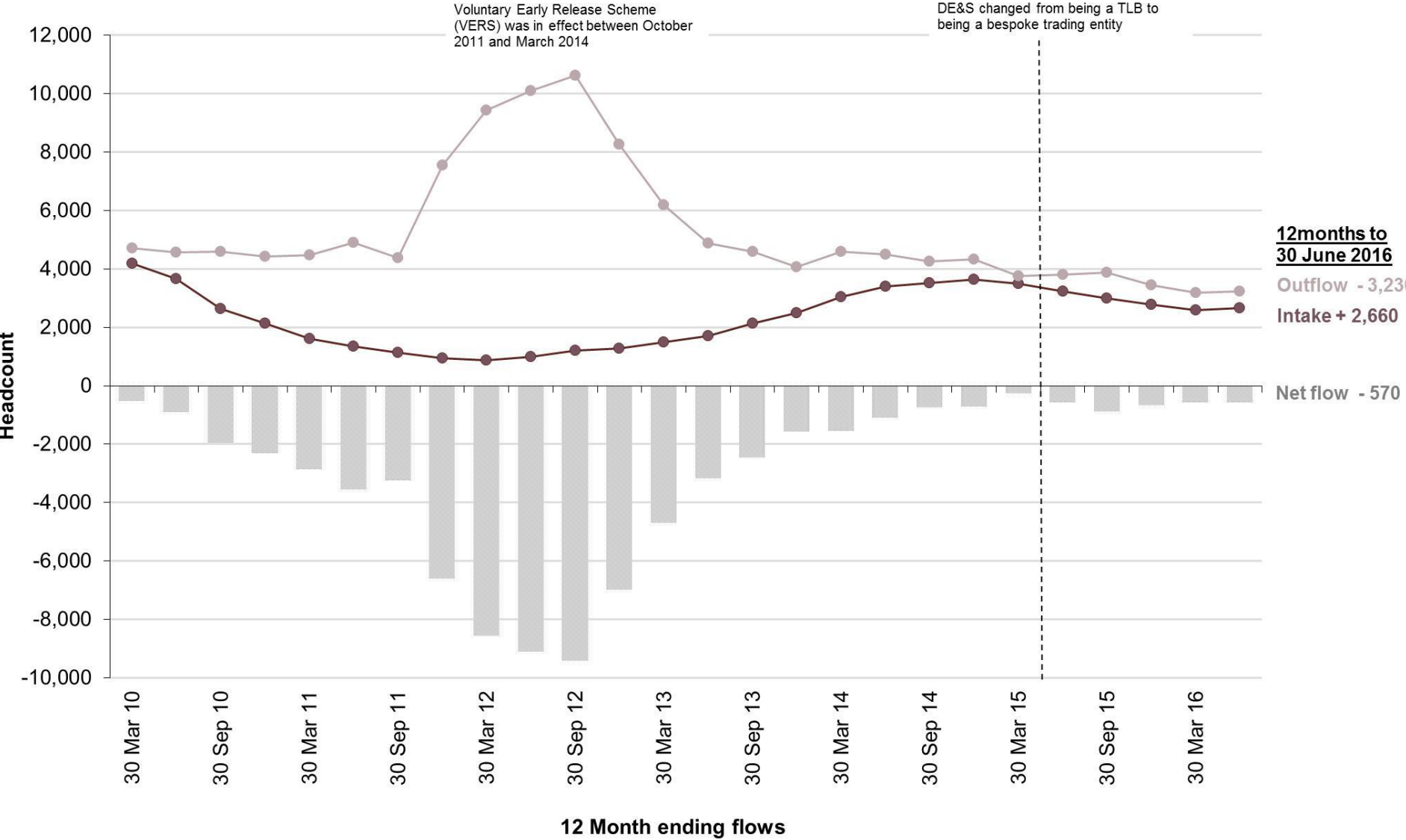
	Headcount						
	Financial Year 2013/14	Financial Year 2014/15	12 Months Ending ² :				
			2015 30 Jun	2015 30 Sep	2015 31 Dec	2016 31 Mar	2016 30 Jun
MOD Total Intake²	3,610	4,100	4,150	4,160	4,140	4,210	4,170
MOD Main TLB Total Intake²	3,050	3,490	3,240	3,000	2,780	2,600	2,660
Navy Command	130	180	170	180	180	180	170
Army TLB	430	420	450	470	460	510	520
HQ Air Command	190	310	310	320	320	310	280
Head Office & Corporate Services ¹	400	680	720	810	780	670	670
Joint Forces Command ¹	400	530	510	500	500	530	580
Defence Equipment & Support	1,330	1,000	780	460	200	*	*
Defence Infrastructure Organisation ¹	180	360	300	260	320	380	430
Unallocated	-	-	-	-	10	10	20
DE&S Trading Entity	*	*	270	610	870	1,120	1,080
Trading Funds Total Intake²	550	600	640	550	490	500	430
Defence Science & Technology Laboratory	410	380	450	420	410	410	340
Defence Support Group	110	160	120	60	10	*	*
Hydrographic Office	40	70	70	70	70	80	90
MOD Total Outflow²	5,160	6,560	6,670	8,060	7,730	5,570	5,640
MOD Main TLB Total Outflow²	4,590	3,760	3,800	3,880	3,450	3,180	3,230
Navy Command	210	190	200	190	160	160	160
Army TLB	1,070	760	810	940	950	960	1,070
HQ Air Command	460	520	540	560	570	480	480
Head Office & Corporate Services ¹	840	540	610	660	670	650	600
Joint Forces Command ¹	450	400	430	500	540	620	630
Defence Equipment & Support	670	750	600	400	210	*	*
Defence Infrastructure Organisation ¹	880	600	610	630	330	300	290
Unallocated	10	-	-	-	-	-	-
DE&S Trading Entity^{1,3}	*	*	170	1,520	1,660	1,800	1,800
Trading Funds Total Outflow²	570	2,800	2,700	2,660	2,620	590	610
Defence Science & Technology Laboratory	410	510	500	470	480	460	450
Defence Support Group	100	2,120	2,090	2,050	2,010	*	*
Hydrographic Office	60	170	110	130	130	130	160
Net Change of Royal Fleet Auxiliary⁴	-90	80	90	70	80	60	40
Net Change of Locally engaged civilians⁴	-1,150	-2,940	-2,610	-2,160	-2,520	-700	-730
MOD Total Net Change⁵	-2,790	-5,320	-5,050	-5,990	-6,030	-1,990	-2,160

Source: Defence Statistics (Civilian)

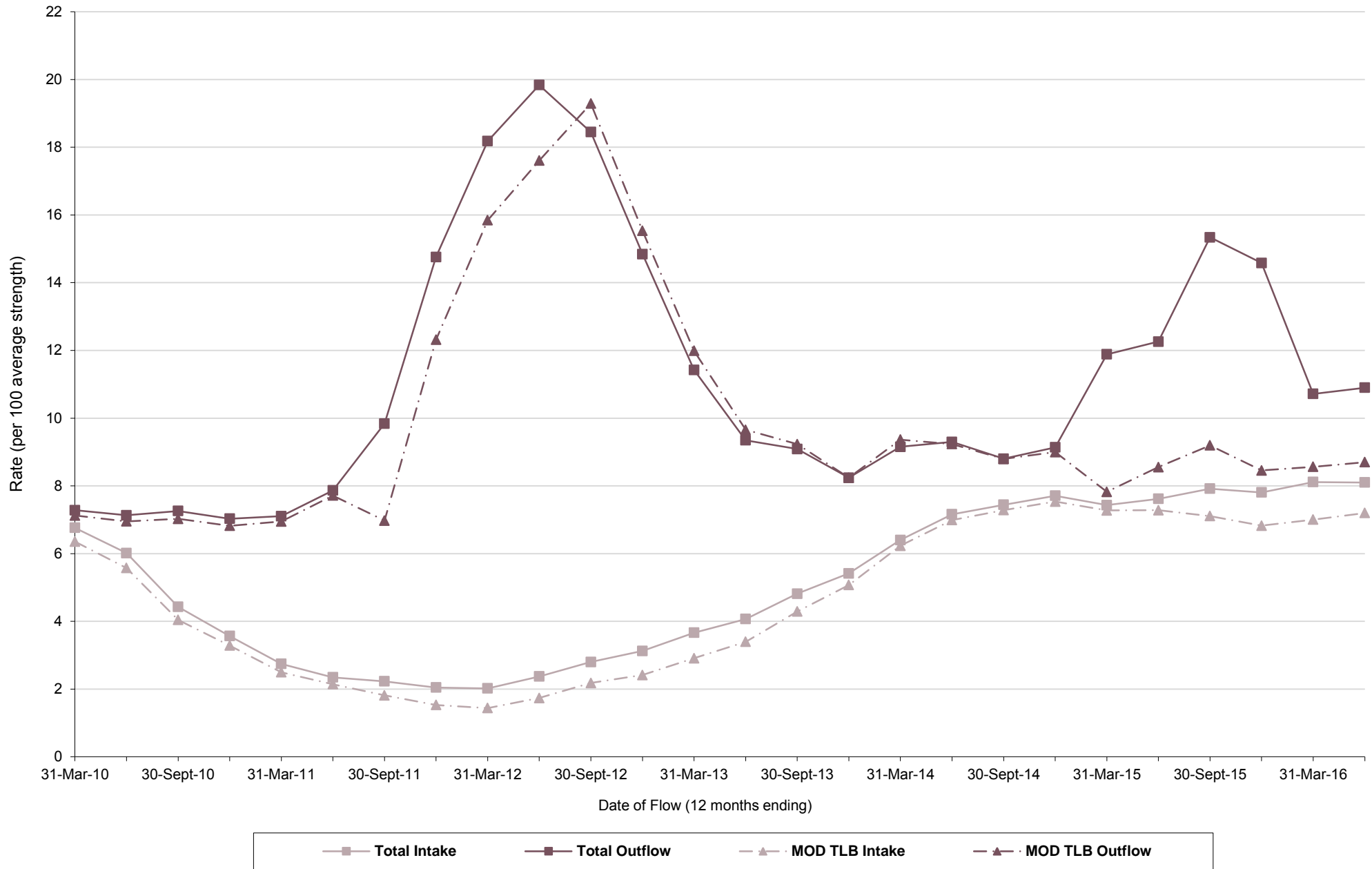
Notes:

1. There have been a number of changes to the structure of Core TLBs and Trading Funds which affect the direct comparability of data across the time-period. Changes prior to the most recent quarter are detailed in paragraph 2.7 of the Background Notes which accompany this publication.
2. Intake and outflow are presented as rolling 12-month quarters, such that each quarter shows the number of flows that have occurred in the preceding 12 months.
3. Defence Equipment and Support was reported as a bespoke trading entity from 1 July 2015. Prior to this it was reported as an extant TLB. These data are not directly comparable before and after 1 July 2015.
4. Intake is the number of personnel joining the Department, outflow is the count of personnel leaving the Department, but neither includes internal transfers between posts or TLBs or change of status. Total intake and outflow includes all permanent, casual and Trading Funds civilian personnel but excludes all Royal Fleet Auxiliary and Locally engaged civilians as data are not available. Therefore net changes in strengths of RFAs and Locally engaged civilians are listed at the bottom of this table.
5. Total net change refers to the total net Level 0 headcount change of all permanent and casual civilian personnel, Royal Fleet Auxiliary, Trading Funds, Trading Entities and Locally engaged civilians.

Graph 2 - Intake and outflow rates¹ of MOD main civilian personnel (Headcount)



Graph 3 - Intake and outflow rates¹ of MOD main civilian personnel (Headcount)



1. Rates are the number of people who join or leave the department per 100 of the average headcount strength.

Table 6 - Intake and outflow rates¹ of civilian personnel by method of entry and reasons for leaving (Headcount)

	Headcount						
	Financial Year 2013/14	Financial Year 2014/15	12-Months Ending ² :				
			2015 30 Jun	2015 30 Sep	2015 31 Dec	2016 31 Mar	2016 30 Jun
MOD Total Intake³	3,610	4,100	4,150	4,160	4,140	4,210	4,170
Total Intake Rate	6.4	7.4	7.6	7.9	7.8	8.1	8.1
MOD Main TLB Total Intake³	3,050	3,490	3,240	3,000	2,780	2,600	2,660
Total Intake Rate	6.2	7.3	7.3	7.1	6.8	7.0	7.2
Recruitment / Re-instatement	2,480	2,990	2,740	2,520	2,310	2,090	2,070
Transfer from other Public Office	570	500	490	480	470	510	590
DE&S Trading Entity Total Intake⁴	*	*	270	610	870	1,120	1,080
Total Intake Rate	*	*	7.4	14.4	12.9	11.0	10.9
Recruitment / Re-instatement	*	*	260	590	830	1,060	1,010
Transfer from other Public Office	*	*	10	20	40	60	70
Trading Funds Total Intake³	550	600	640	550	490	500	430
Total Intake Rate	7.5	8.5	10.1	9.0	8.9	10.6	9.2
Recruitment / Re-instatement	140	230	190	130	90	80	90
Transfer from other Public Office	410	380	450	410	410	410	340
MOD Total Outflow³	5,160	6,560	6,670	8,060	7,730	5,570	5,640
Total Outflow Rate	9.2	11.9	12.3	15.3	14.6	10.7	10.9
MOD Main TLB Total Outflow³	4,590	3,760	3,800	3,880	3,450	3,180	3,230
Total Outflow Rate	9.4	7.8	8.6	9.2	8.5	8.6	8.7
Resignation ⁵	1,070	1,140	1,100	1,060	1,040	970	990
Resignation outflow rate	2.2	2.4	2.5	2.5	2.5	2.6	2.7
Retirement	900	1,120	1,090	1,040	970	910	940
Retirement outflow rate	1.8	2.3	2.5	2.5	2.4	2.5	2.5
End of Appointments	180	170	170	140	140	140	130
Voluntary Release or Redundancy	130	280	290	510	500	490	580
Voluntary Early Release Scheme ⁶	1,680	-	-	-	-	-	-
Voluntary Early Release Scheme outflow rate	3.4	0.0	0.0	0.0	0.0	0.0	0.0
Compulsory Severance or Retirement	10	40	40	40	20	-	-
Health / Death in Service	240	270	260	260	260	240	270
Dismissed	90	120	140	140	130	130	120
Transfer out of MOD	200	230	310	290	290	260	180
Privatisation of Function	-	380	380	370	80	-	-
Other	80	20	20	20	20	20	20

Source: Defence Statistics (Civilian)

Table 6 - Intake and outflow rates¹ of civilian personnel by method of entry and reasons for leaving (Headcount)

	Headcount						
	Financial Year 2013/14	Financial Year 2014/15	12-Months Ending ² :				
			2015 30 Jun	2015 30 Sep	2015 31 Dec	2016 31 Mar	2016 30 Jun
DES Trading Entity Total Outflow⁴	*	*	170	1,520	1,660	1,800	1,800
Total Outflow Rate	*	*	4.8	35.7	24.7	17.8	18.2
Resignation ⁵	*	*	70.0	150	210	280	280
Retirement	*	*	70.0	120	170	210	220
End of Appointments	*	*	-	40	40	50	50
Voluntary Release or Redundancy	*	*	-	20	20	20	30
Voluntary Early Release Scheme ⁶	*	*	-	-	-	-	-
Compulsory Severance or Retirement	*	*	-	-	-	-	-
Health / Death in Service	*	*	-	20	30	40	40
Dismissed	*	*	20.0	20	30	40	20
Transfer out of MOD	*	*	10.0	20	20	30	30
Privatisation of Function	*	*	-	1,130	1,130	1,130	1,130
Other	*	*	-	-	-	-	-
Trading Funds Total Outflow³	570	2,800	2,700	2,660	2,620	590	610
Total Outflow Rate	7.7	39.2	42.2	43.6	47.4	12.5	13.1
Resignation	230	270	270	270	250	230	220
Retirement	60	60	40	20	10	10	-
End of Appointments	180	150	140	120	120	120	120
Voluntary Release or Redundancy	20	120	10	10	-	-	-
Compulsory Severance or Retirement	-	-	-	-	-	-	-
Health / Death in Service	10	20	20	20	10	10	10
Dismissed	10	10	10	10	10	10	10
Transfer out of MOD	50	60	60	50	50	40	50
Privatisation of Function	-	1,980	1,980	1,980	1,980	-	-
Other	10	120	170	170	200	180	200
Net Change of Royal Fleet Auxiliary³	-90	80	90	70	80	60	40
Net Change of Locally engaged civilians³	-1,150	-2,940	-2,610	-2,160	-2,520	-700	-730
MOD Total Net Change⁷	-2,790	-5,320	-5,050	-5,990	-6,030	-1,990	-2,160

Source: Defence Statistics (Civilian)

Notes:

1. Rates are the number of people who join or leave the Department per 100 of the average headcount strength, but all flows exclude the effect of net transfers between MOD Main TLBs, Trading Funds and Trading Entities. Therefore flows can only be reconciled to strength at Civilian Level 0.
2. Intake and outflow are presented as rolling 12-month quarters, such that each quarter shows the number of flows that have occurred in the preceding 12 months.
3. Total intake and outflow includes all permanent, casual, Trading Funds and Trading Entities civilian personnel but excludes all Royal Fleet Auxiliary and Locally engaged civilians as data are not available. Therefore net changes in strengths of RFAs and Locally engaged civilians are listed at the bottom of this table.
4. Defence Equipment and Support was reported as a bespoke trading entity from 1 July 2015. Prior to this it was reported as an extant TLB. These data are not directly comparable before and after 1 July 2015.
5. From the 12 month period ending 31 Dec 2012, Resignation includes a new Reason for Leaving code covering personnel exiting the Department following an extended period of special unpaid leave (Ex-SUL).
6. Personnel exiting under the Voluntary Early Release Scheme (VERS) from period covering 30 Sep 2011 onwards are listed separately from exits due to alternate voluntary release or redundancy schemes. For periods prior to this * denotes not applicable.
7. Total net change refers to the total net Level 0 headcount change of all permanent and casual civilian personnel, Royal Fleet Auxiliary, Trading Funds, Trading Entities and Locally engaged civilians.

Annex Table 1a - Civilian personnel numbers by Top Level Budgetary Area¹ (FTE)

	FTE:						
	2010 1 April	2011 1 April	2012 1 April	2013 1 April	2014 1 April	2015 1 April	2016 1 April
Navy Command	2,430	2,340	2,000	2,030	2,490	2,520	2,560
Army TLB	16,480	14,920	13,160	11,410	10,950	10,690	10,360
HQ Air Command	8,660	8,430	6,540	5,550	5,240	5,040	4,810
Central TLB ¹	16,650	15,870	*	*	*	*	*
Head Office & Corporate Services ¹	*	*	11,060	7,300	7,300	7,840	7,830
Chief of Joint Operations ¹	290	270	*	*	*	*	*
Joint Forces Command ¹	*	*	3,050	3,920	5,570	5,870	5,940
Defence Equipment & Support	16,150	15,750	14,090	12,550	10,450	10,610	*
Defence Infrastructure Organisation ¹	2,830	3,190	2,610	5,290	4,520	4,170	4,200
Unallocated	100	10	10	20	60	20	-
Royal Fleet Auxiliary (RFA)	2,330	2,360	2,000	1,900	1,820	1,890	1,950
Civilian Level 1 Total²	65,920	63,130	54,510	49,980	48,400	48,650	37,660
DE&S Trading Entity²	*	*	*	*	*	*	9,840
Trading Funds Total	9,730	9,350	7,110	7,170	7,110	4,490	4,400
Defence Science & Technology Laboratory	3,700	3,640	3,640	3,720	3,690	3,550	3,500
Defence Support Group	3,230	2,960	2,490	2,420	2,400	*	*
Hydrographic Office	970	960	980	1,030	1,020	940	900
Met Office ¹	1,840	1,800	*	*	*	*	*
Locally engaged civilians (LEC)³	10,200	10,580^e	9,390^e	8,250	6,990	5,020	4,350
Civilian Level 0 Total	85,850	83,060^e	71,010^e	65,400	62,500	58,160	56,240

Source: Defence Statistics (Civilian)

Notes:

1. There have been a number of changes to the structure of Core TLBs and Trading Funds which affect the direct comparability of data across the time-period. Details are given in paragraph 2.7 of the Background Notes which accompany this publication. For periods where a TLB does not exist * denotes that data are not applicable.

2. Defence Equipment and Support was reported as a bespoke trading entity from 1 July 2015. Prior to this it was reported as an extant TLB. Data are not directly comparable before and after 1 July 2015.

3. Since April 2012 actual FTE Locally engaged civilian figures have been available and used subsequently from this date.

Annex Table 1b - Civilian personnel numbers by Top Level Budgetary Area¹ (HC)

	Headcount:						
	2010 1 April	2011 1 April	2012 1 April	2013 1 April	2014 1 April	2015 1 April	2016 1 April
Navy Command	2,550	2,450	2,090	2,120	2,600	2,630	2,670
Army TLB	17,200	15,590	13,740	11,850	11,350	11,090	10,710
HQ Air Command	8,960	8,740	6,760	5,710	5,380	5,190	4,960
Central TLB ¹	17,130	16,350	*	*	*	*	*
Head Office & Corporate Services ¹	*	*	11,330	7,510	7,510	8,060	8,050
Chief of Joint Operations ¹	290	270	*	*	*	*	*
Joint Forces Command ¹	*	*	3,140	4,070	5,800	6,110	6,180
Defence Equipment & Support	16,540	16,130	14,400	12,830	10,670	10,850	*
Defence Infrastructure Organisation ¹	2,910	3,270	2,660	5,360	4,590	4,240	4,280
Unallocated	100	10	10	20	60	20	-
Royal Fleet Auxiliary (RFA)	2,330	2,360	2,000	1,900	1,820	1,890	1,950
Civilian Level 1 Total²	68,010	65,160	56,130	51,370	49,790	50,080	38,810
DE&S Trading Entity²	*	*	*	*	*	*	10,070
Trading Funds Total	9,980	9,620	7,320	7,400	7,340	4,670	4,570
Defence Science & Technology Laboratory	3,800	3,750	3,750	3,850	3,840	3,690	3,640
Defence Support Group	3,270	3,000	2,530	2,450	2,430	*	*
Hydrographic Office	1,000	1,000	1,040	1,100	1,080	980	930
Met Office ¹	1,900	1,860	*	*	*	*	*
Locally engaged civilians (LEC)	11,980	12,270^e	10,520^e	9,240	8,080	5,150	4,450
Civilian Level 0 Total	89,970	87,060^e	73,960^e	68,010	65,220	59,900	57,910

Source: Defence Statistics (Civilian)

Notes:

1. There have been a number of changes to the structure of Core TLBs and Trading Funds which affect the direct comparability of data across the time-period. Details are given in paragraph 2.7 of the Background Notes which accompany this publication. For periods where a TLB does not exist * denotes that data are not applicable.

2. Defence Equipment and Support was reported as a bespoke trading entity from 1 July 2015. Prior to this it was reported as an extant TLB. These data are not directly comparable before and after 1 July 2015.

Annex Table 2a - Intake of civilian¹ personnel by sex, grade² and whether full or part-time

Headcount						
Hours, sex and grade ²	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
Civilian Personnel ¹	2,040	1,380	2,160	3,610	4,100	4,210
Non-Industrial	1,280	690	1,290	2,590	3,120	2,400
Female: full-time	380	210	540	940	1,130	970
Senior Civil Service and Equivalent ³	~	~	~	~	~	10
Pay Band B	10	10	30	30	30	30
Pay Band C	100	60	150	200	270	180
Pay Band D	60	50	90	200	230	190
Pay Band E	200	70	260	500	580	570
Other non-industrial ⁴	10	20	~	10	10	~
Male: full-time	610	320	570	1,380	1,730	1,190
Senior Civil Service and Equivalent ³	10	~	10	20	20	20
Pay Band B	20	10	30	40	60	60
Pay Band C	200	90	160	440	580	270
Pay Band D	200	140	150	440	450	260
Pay Band E	150	60	190	410	610	570
Other non-industrial ⁴	30	10	20	40	20	10
Female: part-time	260	120	140	230	200	190
Senior Civil Service and Equivalent ³	-	-	-	-	~	-
Pay Band B	10	10	10	10	10	20
Pay Band C	130	90	80	120	90	70
Pay Band D	10	10	10	20	30	20
Pay Band E	110	10	30	90	70	80
Other non-industrial ⁴	~	~	-	-	~	~
Male: part-time	30	40	50	40	60	50
Senior Civil Service and Equivalent ³	-	~	-	-	~	-
Pay Band B	~	~	10	~	10	10
Pay Band C	20	30	30	20	30	30
Pay Band D	~	~	~	10	~	~
Pay Band E	~	~	10	10	10	10
Other non-industrial ⁴	-	~	~	-	~	-
Industrial	330	180	210	460	370	200
Female: full-time	70	30	40	60	60	50
Male: full-time	240	130	160	380	300	140
Female: part-time	10	20	10	10	10	10
Male: part-time	10	~	~	10	~	~
Trading Funds ⁵	430	520	660	550	600	500
Female: full-time	140	190	180	160	180	150
Male: full-time	280	310	460	380	420	320
Female: part-time	~	10	10	10	10	20
Male: part-time	~	10	~	~	~	~
DES Bespoke Trading Entity ⁶	..	..	..	..	..	1,120
Female: full-time	..	..	..	..	..	350
Male: full-time	..	..	..	..	..	720
Female: part-time	..	..	..	..	..	40
Male: part-time	..	..	..	..	..	~
Total Female	860	580	910	1,420	1,590	1,780
Total Male	1,180	810	1,250	2,180	2,510	2,430
Total Full-time	1,720	1,190	1,950	3,300	3,810	3,880
Total Part-time	320	200	210	310	280	330

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.

Annex Table 2b - Intake of civilian¹ personnel by sex, grade² and whether full or part-time

Hours, sex and grade ²	Headcount					
	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
Civilian Personnel¹	5,270	12,360	6,740	5,160	6,560	5,570
Non-Industrial	3,620	7,370	5,150	3,990	3,020	2,700
Female: full-time	1,040	2,530	1,720	1,090	810	820
Senior Civil Service and Equivalent ³	10	10	10	10	~	10
Pay Band B	20	50	50	30	30	50
Pay Band C	150	430	340	270	190	190
Pay Band D	160	460	260	200	170	130
Pay Band E	700	1,570	1,060	580	410	440
Other non-industrial ⁴	20	10	~	~	10	~
Male: full-time	1,840	3,460	2,560	2,380	1,720	1,330
Senior Civil Service and Equivalent ³	20	40	30	30	30	20
Pay Band B	90	200	160	120	80	100
Pay Band C	590	1,370	950	740	640	460
Pay Band D	380	650	500	440	430	280
Pay Band E	740	1,180	900	1,040	510	450
Other non-industrial ⁴	30	10	10	10	30	10
Female: part-time	570	1,080	660	360	320	380
Senior Civil Service and Equivalent ³	-	~	~	-	~	~
Pay Band B	10	30	10	10	20	30
Pay Band C	200	210	200	160	150	210
Pay Band D	60	160	70	40	40	30
Pay Band E	280	680	370	160	120	120
Other non-industrial ⁴	30	~	~	-	-	-
Male: part-time	160	300	220	170	170	170
Senior Civil Service and Equivalent ³	~	~	~	~	~	~
Pay Band B	10	20	20	20	20	10
Pay Band C	70	140	120	90	80	110
Pay Band D	20	40	20	20	30	10
Pay Band E	40	90	60	30	40	30
Other non-industrial ⁴	20	-	-	-	-	-
Industrial	840	2,050	1,040	600	740	480
Female: full-time	150	620	150	70	80	40
Male: full-time	590	1,180	800	480	620	390
Female: part-time	60	180	50	30	10	30
Male: part-time	40	70	30	20	30	20
Trading Funds⁵	800	2,930	550	570	2,800	590
Female: full-time	150	560	130	120	450	140
Male: full-time	580	2,050	370	380	2,120	360
Female: part-time	30	140	20	30	120	40
Male: part-time	40	180	40	40	110	50
DES Bespoke Trading Entity⁶	..	..	..	..	..	1,800
Female: full-time	..	..	..	..	..	440
Male: full-time	..	..	..	..	..	1,170
Female: part-time	..	..	..	..	..	120
Male: part-time	..	..	..	..	..	60
Total Female	2,010	5,110	2,730	1,700	1,790	2,020
Total Male	3,260	7,240	4,010	3,460	4,760	3,550
Total Full-time	4,360	10,400	5,720	4,520	5,800	4,690
Total Part-time	910	1,950	1,020	640	760	870

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.

Annex 2c - Intake of civilian personnel¹ by ethnic origin and grade²

						Headcount
Hours, sex and grade ²	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
Civilian Personnel¹	2,040	1,380	2,160	3,610	4,100	4,210
Non-Industrial	1,280	690	1,290	2,590	3,120	2,400
White	870	310	450	1,020	1,090	870
Senior Civil Service and Equivalent ³	10	~	~	10	~	10
Pay Band B	30	10	20	20	30	30
Pay Band C	270	120	150	320	360	210
Pay Band D	240	90	90	280	260	160
Pay Band E	300	70	170	400	440	460
Other non-industrial ⁴	20	10	10	10	~	~
Black, Asian and Minority Ethnic	50	30	30	60	80	80
Senior Civil Service and Equivalent ³	-	-	-	-	~	-
Pay Band B	~	~	10	~	~	~
Pay Band C	10	10	10	20	40	20
Pay Band D	10	10	~	20	20	20
Pay Band E	30	10	20	20	30	30
Other non-industrial ⁴	~	~	-	-	-	~
Unknown⁵	350	350	810	1,510	1,940	1,460
Senior Civil Service and Equivalent ³	~	~	10	10	20	20
Pay Band B	10	20	60	60	80	80
Pay Band C	170	140	260	450	580	320
Pay Band D	20	100	160	370	440	290
Pay Band E	140	70	300	580	800	740
Other non-industrial ⁴	10	20	10	40	30	10
Industrial	330	180	210	460	370	200
White	260	60	50	130	70	60
Black, Asian & Minority Ethnic	10	~	~	~	~	~
Unknown ⁵	60	110	160	330	300	140
Trading Funds⁵	430	520	660	550	600	500
White	220	240	200	170	170	180
Black, Asian & Minority Ethnic	10	20	10	10	10	10
Unknown ⁵	200	260	450	370	420	300
DES Bespoke Trading Entity⁶	..	..	..	..	..	1,120
White	..	..	..	..	..	400
Black, Asian & Minority Ethnic	..	..	..	..	..	30
Unknown ⁵	..	..	..	..	..	690
Total White	1,340	610	700	1,320	1,340	1,500
Total Black, Asian & Minority Ethnic	70	50	40	80	100	120
Total Unknown	620	730	1,420	2,200	2,660	2,590

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
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.

Annex 2d - Outflow of civilian personnel¹ by ethnic origin and grade²

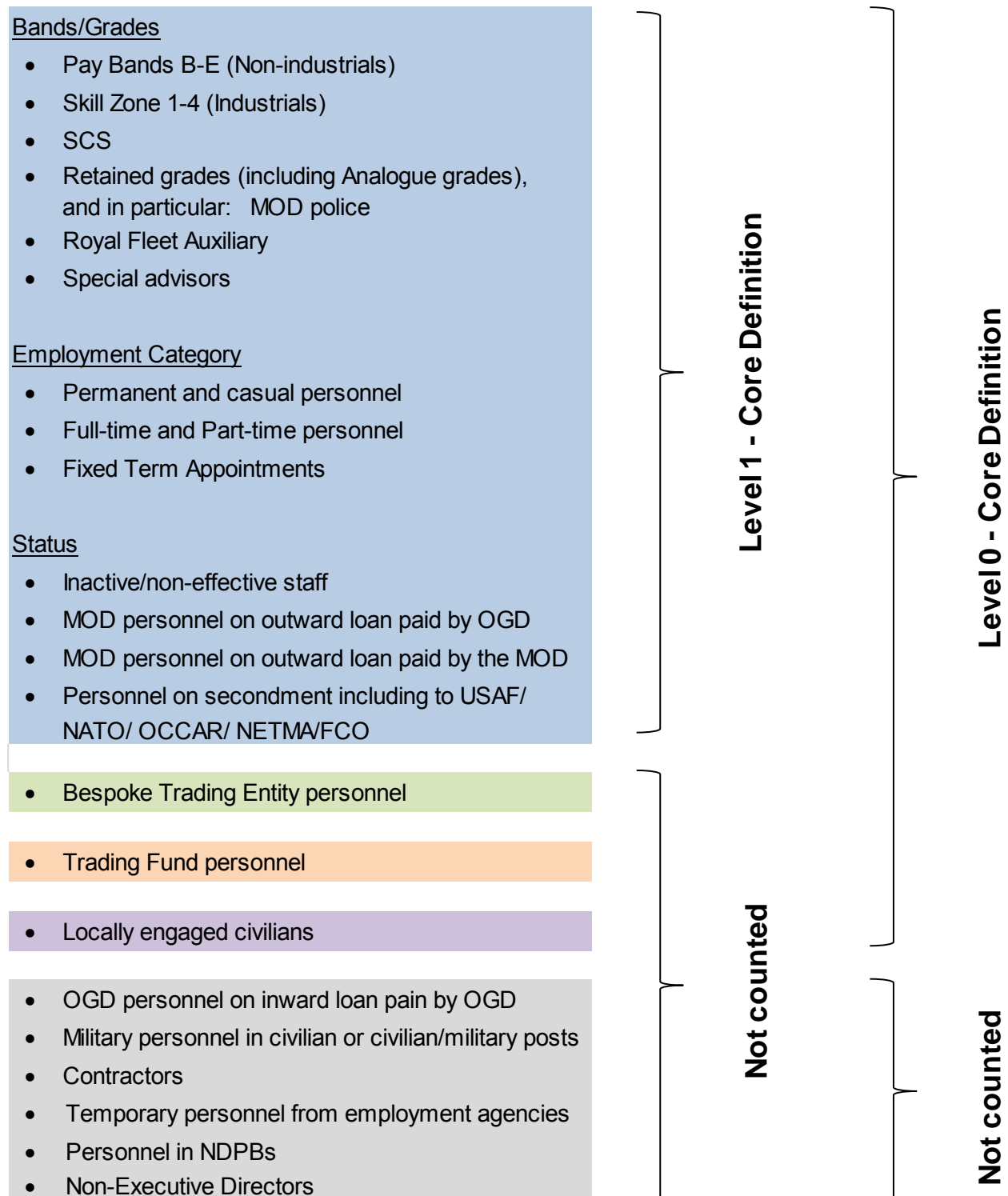
						Headcount
Hours, sex and grade ²	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
Civilian Personnel¹	5,270	12,360	6,740	5,160	6,560	5,570
Non-Industrial	3,620	7,370	5,150	3,990	3,020	2,700
White	2,960	6,400	4,330	3,180	2,240	1,960
Senior Civil Service and Equivalent ³	20	50	40	30	20	30
Pay Band B	100	250	190	140	110	140
Pay Band C	730	1,820	1,290	990	750	640
Pay Band D	510	1,130	730	550	520	360
Pay Band E	1,540	3,150	2,070	1,470	820	780
Other non-industrial ⁴	60	~	~	~	10	~
Black, Asian and Minority Ethnic	90	200	150	120	100	100
Senior Civil Service and Equivalent ³	~	~	~	~	-	-
Pay Band B	~	10	~	~	~	10
Pay Band C	20	50	50	30	40	30
Pay Band D	10	40	20	20	20	10
Pay Band E	60	100	80	60	40	40
Other non-industrial ⁴	~	~	~	-	-	-
Unknown⁵	580	760	680	690	680	650
Senior Civil Service and Equivalent ³	10	10	~	~	10	~
Pay Band B	30	40	40	30	30	50
Pay Band C	260	290	270	260	260	290
Pay Band D	80	140	100	120	120	90
Pay Band E	160	280	250	270	220	210
Other non-industrial ⁴	40	10	10	10	30	10
Industrial	840	2,050	1,040	600	740	480
White	640	1,700	840	470	560	360
Black, Asian & Minority Ethnic	10	40	20	10	10	10
Unknown ⁵	200	320	180	120	160	110
Trading Funds⁵	800	2,930	550	570	2,800	590
White	550	1,760	310	310	1,520	390
Black, Asian & Minority Ethnic	20	50	20	20	40	20
Unknown ⁵	240	1,130	230	250	1,230	170
DES Bespoke Trading Entity⁶	..	..	..	..	..	1,800
White	..	..	..	..	..	1,440
Black, Asian & Minority Ethnic	..	..	..	..	..	50
Unknown ⁵	..	..	..	..	..	300
Total White	4,140	9,860	5,470	3,960	4,320	4,150
Total Black, Asian & Minority Ethnic	120	280	180	140	150	180
Total Unknown	1,010	2,210	1,090	1,060	2,080	1,240

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 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.

Background notes

1. Defence Statistics civilian manpower definitions (as from 1 July 2015)



To note: Defence, Equipment and Support (DE&S) was reported a Bespoke Trading Entity from 1 July 2015. Prior to this it was reported as an extant TLB and was included in the level 1 civilian personnel total.

Background notes (cont)

2. Data quality & continuity

1. 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.

2. All figures presented 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 “..”. Details of specific data issues are set out in the following paragraphs.
3. **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 Defence Statistics (DS) to assess the accuracy or consistency of the declarations made by individuals within these fields. The impact of this to any analysis and interpretation is minimal, as any user of diversity information, whether in the MOD, another government department or general population is reporting on the self-declared perception of individuals. As such it is accepted that not only will diversity information change over time for a group of people, it may also legitimately change for an individual and hence variability within these data fields is expected.
4. Due to the HRMS reset of the disability field on 18 April 2011 to accommodate the new disability reporting requirements, insufficient numbers of personnel have made disability declarations to be able to report disability representation with any validity from July 2011. DS (Civilian) are monitoring declaration rates and working with diversity policy colleagues to encourage new declarations. When the 60 per cent threshold is met we will be confident to report representation rates for disability. Until this time to enable reporting of disability figures to meet the MOD's obligations under the public sector equality duty (PSED) and to provide some indication of the *numbers* of disabled people within the MOD, we have agreed to report numbers of people declared as disabled only when the numbers of people who have not declared their status is also reported.
5. Locally engaged civilians (LEC) data are provided by the main budgetary area of the MOD responsible for them. Improvements in the way in which LEC information is recorded have meant the actual FTE of part-time LECs are now available. As such, from January 2012 onwards LEC figures use these actual values where possible. Previously published LEC FTE figures from April 2010 to October 2011 were not revised as the impact was minimal compared to the resource required, so previous LEC FTE figures therefore assume a 0.5 FTE for all part-time personnel. The data are validated along the same lines as for core MOD civilian personnel. In the event of data being unavailable, the appropriate figures from the previous quarter point are carried forward as estimates. These estimates are not revised once actual figures become available, as late deliveries of data are typically from small TLBs and the impact is minimal. However, if at a later date validation errors of a substantial impact are revealed then figures are revised.

Background notes (cont)

6. FTE is the primary measure of strength, as the focus is on resource capacity and cost to the department (both determined by FTE). Headcount is used as the measure of intake and outflow to demonstrate the actual number of personnel being recruited into and leaving the department. Furthermore, it is not possible to reconcile FTE strength with FTE flows, as the actual FTE of individual personnel fluctuates. Diversity is also considered on a headcount basis, as it is people, not hours, which are of concern.
7. 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:
 - i. Science Innovation & Technology (SIT) formally ceased to be a TLB on 1 April 2010, approximately 90% of personnel transferred to the Central TLB with the remainder transferring evenly to DE&S and DSTL.
 - ii. Defence Infrastructure Organisation (DIO) was established on 01 April 2011 and replaced the Defence Estates organisation. DIO includes TLB property and facilities management functions previously situated within other TLBs, DIO title structure has been applied retrospectively across data period for consistency. Responsibility for management of the Meteorological Office personnel (1,800) transferred to Department for Business, Innovation and Skills (BIS) at 1 October 2011.
 - iii. Head Office & Corporate Services (HO&CS) and Joint Forces Command (JFC) were established as at 01 April 2012, the Central TLB (CTLB) and Chief of Joint Operations (CJO) were disestablished as at 1 April 2012. HO&CS and JFC were not the CTLB and CJO renamed.
 - iv. Joint Forces Command achieved Full Operational Capacity as at 1 April 2013, absorbing additional support roles from lead service TLBs. As of 1 April 2013 responsibility for management of the MOD Guard Service (MGS) transferred from HO&CS to DIO.
 - v. As part of Defence Equipment and Support's (DE&S) implementation of the Materiel Strategy Programme, the transfer of responsibility and resources for key outputs to Navy Command, Head Office & Corporate Services and Joint Forces Command resulted in a transfer of 2,640 personnel from DE&S as at 1 April 2014.
 - vi. As at 1 April 2015 approximately 2,000 posts within the Defence Support Group (DSG) Trading Fund have been privatised and transferred to the private sector via Babcock, approximately 450 posts covering the Defence Electronic Components Agency (DECA) transferred to HO&CS and are reported within the MOD Main TLB total within Level 1 as at 1 April 2015.
 - vii. 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.
 - viii. Rates are the number of people who join or leave the Department per 100 of the average headcount strength, but all flows exclude the effect of net transfers between MOD Main TLBs, DE&S and Trading Funds. Due to the re-categorisation of Defence Equipment & Support to a Bespoke Trading Entity, the intake and outtake flows will contain only a proportion of these data (dependent in the time period being considered). To effectively compensate for this, these data have been weighted accordingly via average strength.
8. Following a consultation period it was agreed that this publication would no longer report on the Strategic Defence and Security Review (SDSR) baseline, which ran from April 2010 to 2015.

Background notes (cont)

9. The July 2016 publication onwards includes intake and outflow data tables that were previously in the 'Statistical Series 2- Personnel Bulletin 2.02 – Civilian Personnel', on the MOD area of the GOV.UK website [Personnel Bulletin 2.02 - Civilian Personnel](#). This publication ceased after 2015 following Secretary of State approval and public consultation. These tables provide information on intake and outflow by: Top level budgetary area, gender, grade and ethnicity.

3. 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
Senior Management	Senior Management
SCS – Senior Civil Service	SCS – Senior Civil Service
Other Management Grades	Other Management Grades
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
Administrative Grades	Administrative Grades
E1 & equivalents	AO - Administrative Officer
E2 & equivalents	AA - Administrative Assistant

4. Data sources

Defence Statistics (DS) Civilian manpower statistics are compiled from several sources:

- i) **Core MOD Personnel** - Data for core MOD personnel have been taken from the personnel system - Human Resources Management System (HRMS) on a monthly basis since April 2004. DS use budgetary UINs and attribute people according to the budgetary area that pays them, using the Standing Data System hierarchy from Financial Management Information Systems.
- ii) **The Royal Fleet Auxiliary (RFA)** - RFA data are taken from the Magellan personnel system. Previously these data were taken from the CHIPS payroll system, but moving to the Magellan system allows total personnel numbers to be reported, rather than purely those being paid.
- iii) **Trading Funds** - **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 staff and for this reason their grading structures do not always match that of the rest of the Ministry.

Background notes (cont)

- iv) **Locally engaged civilians (LEC)** - LEC employees are recruited overseas exclusively for employment in support of the UK Armed Forces deployed in a particular overseas theatre and on terms and conditions of service applicable only to that overseas theatre or Administration. Previously this has included the dependents of UK military personnel or UK-based civilian staff employed in overseas theatre (who are sometimes separately identified as UK Dependents). However, to reflect the different terms and conditions of these personnel, UK Dependents will not be included in LEC figures from October 2013. LECs are not civil servants. LEC data are provided by Top Level Budgetary areas quarterly to DS requirements.

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 Equivalents (FTE).

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

Glossary

Army TLB: (previously reported as Land Forces) Performs a similar role to Navy Command within the context of trained Army formations and equipment.

Broader Banded grade: 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 DE&S Trading Entity, 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 DE&S Trading Entity, 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.

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 was 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: 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, it 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 (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. 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.

DSG was privatised as at 1 April 2015, with approximately 2,000 posts transferring to Babcock, and approximately 450 personnel remaining with the Department as the Defence Electronic Components Agency (DECA) within HO&CS.

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) are responsible 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.

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: (see Army TLB)

Locally engaged civilians: are employees who have 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.

Materiel Strategy Programme: is designed to enable Defence, Equipment & Support (DE&S) to be more effective and efficient in pursuit of three key outcomes: value for money in defence materiel, a balanced equipment and support programme and staff who are engaged and motivated with behaviours, accountabilities, skills and processes required to do the job.

Met Office: 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: Civilian personnel who 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 within a monthly, quarterly or financial year period, identified by specific Reason for Leaving codes within the Human Resources Management System (HRMS).

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.

Strategic Defence & Security Review (SDSR) Baseline: comprised of all Civilian Level 0 personnel but excludes all NACMO Funded Locally engaged civilians in Afghanistan, Conflict Pool Funded Locally engaged civilians in Sierra Leone and personnel on US Visiting Forces stations. The MOD has no financial liability over NACMO or Conflict Pool LECs and USVF civilians and therefore they are not included in the monitoring of the personnel reduction announced during the Strategic Defence & Security Review and reflected in the SDSR baseline numbers from April 2010.

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.

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:

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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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