



Ministry
of Defence

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Reference: **FOI 2018/16197**

Date: 23rd January 2019

Dear [REDACTED],

Thank you for your email received by the Ministry of Defence on 19th December 2018 requesting the following information:

1. *"The number of serving personnel who are Black and Minority Ethnic (BME) broken down into each of the three services*
2. Number of Warrant Officers broken down into each service who are BME
3. The number of BME Officers who are the equivalent of a One Star General and above across each service from the 1950s to present day
4. Is there a limit to the amount of personnel who are BME in the Armed Forces?
5. Number of Incidents from the 1950s onwards which were related to race and ethnicity which have led to serious disciplinary action
6. The pay scale of soldiers who are in The Brigade of Gurkhas broken down by rank
7. The pay scale of soldiers who are in The Rifles broken down by rank
8. The number of Gurkhas who have chosen to remain in the United Kingdom since 2000 to present day

Although I have asked for information from the 1950s onwards in some of the requests, if there is no data *from that period then as up to date as possible will be appreciated.*"

Following further communications on 19th January 2019, part three and eight of the request was respectively clarified to be:

- "In reference to the 'One Star General', the information you hold from 1997 to 2007 and 2007 onwards would both be useful
- by remaining in the UK, I mean chose to live in the UK after leaving our armed forces."

We are treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA).

We have now completed a search for the information you requested, and I can confirm that some information in scope of your request is held. The information is provided on the following pages. The information is labelled respectively to the question numbers.

If you have any queries regarding the content of this letter, please contact this office in the first instance

If you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD

Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Would you like to be added to our contact list, so that we can inform you about updates to our statistical publications covering **Military Personnel** and consult you if we are thinking of making changes? You can subscribe to updates by emailing DefStrat-Stat-Tri-Enquiries@mod.uk

Yours sincerely,

Defence Statistics (Tri-Service)

1. Number of BAME Regulars in the Armed Forces as at 1 Oct 18

Royal Navy/Royal Marines	1290
Army	8890
Royal Air Force	770

Note: UK Regulars comprises of Full-time Service personnel, including Nursing Services, but excluding FTRS personnel, Gurkhas, mobilised Reservists, MPGS, LEP and NRPS.

2. Number of Regular BAME Warrant Officers in the Armed Forces as at 1 Oct 18

Royal Navy/Royal Marines	10
Army	240
Royal Air Force	10

Note: UK Regulars comprises of Full-time Service personnel, including Nursing Services, but excluding FTRS personnel, Gurkhas, mobilised Reservists, MPGS, LEP and NRPS.

3. The statistical information requested on the number of OF-4 (Commander/Lieutenant Colonel /Wing Commander) and above BAME Regulars in the Armed Forces as at 1 April is already in the public domain and is therefore exempted from release under the exemption at section 21 of the Act (reasonable accessible to the applicant by other means). The links for this can be found below:

1997- 2000: UK Defence Statistics Compendium, page 54 Table 2.21

<https://webarchive.nationalarchives.gov.uk/20140116145626/http://www.dasa.mod.uk/publications/UK-defence-statistics-compedium/2001/2001.pdf>

2001-2006: UK Defence Statistics Compendium 2006, page 6, Table 2.11

<https://webarchive.nationalarchives.gov.uk/20140116145625/http://www.dasa.mod.uk/publications/UK-defence-statistics-compedium/2006/2006.pdf>

2006-2012: UK Defence Statistics Compendium 2012, page 21 Table 2.8

<https://webarchive.nationalarchives.gov.uk/20140116145007/http://www.dasa.mod.uk/publications/UK-defence-statistics-compedium/2012/chapter-2-personnel/2012-chapter-2-personnel.pdf>

2012-2018: UK Armed Forces Biannual Diversity Statistics 1 October 2018, Table 2a

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/763677/1_October_2018_Biannual_Diversity_Statistics.xlsx

4. There is not a limit to how many BAME personnel join the Armed Forces. However, the Ministry Of Defence (MOD) is working towards a target of 10% of recruits to come from Black, Asian or Minority Ethnic (BAME) backgrounds by 2020.

5. Number of incidents which were related to race and ethnicity which have led to serious disciplinary action ^{1,4}

Royal Navy/Royal Marines ²	~
Army ³	60
Royal Air Force	~

Footnotes:

1. Figures are from 01 Jan 16 to 31 Dec 18
2. The figures do not include offences where there may have been a racial element to the offence but was either not charged/convicted as a racial offence or is not recorded as such on Joint Personnel Administration (JPA).
3. This figure comprises of Service Personnel either convicted at Court Martial or Summary Hearing or awarded a sanction under the AGAI 67 Major Administrative Action process.
4. Figures have been rounded to the nearest 10, though numbers ending in a "5" have been rounded to the nearest multiple of 20 to prevent the systematic bias caused by always rounding numbers upwards.

Table 1: Regular Army Officers Pay Rates 2018/19

RANK	REGULAR ARMY OFFICERS PAY RATES 2018/19	
	INCREMENT	OFFICERS
OF6 (Brigadier)	OF6-5	£108,418.44
	OF6-4	£107,364.36
	OF6-3	£106,310.28
	OF6-2	£105,256.08
	OF6-1 (YR 2)	£104,202.00
	OF6-1 (YR 1)	£104,202.00
OF5 (Colonel)	OF5-7	£96,122.04
	OF5-6	£94,675.44
	OF5-5	£93,228.48
	OF5-4	£91,781.64
	OF5-3	£90,334.80
	OF5-2	£88,887.84
	OF5-1 (YR 2)	£87,441.00
	OF5-1 (YR 1)	£87,441.00
OF4 (Lieutenant Colonel)	OF4-7	£83,572.92
	OF4-6	£81,673.44
	OF4-5	£79,773.60
	OF4-4	£77,874.12
	OF4-3	£75,974.64
	OF4-2	£74,080.44
	OF4-1 (YR 2)	£72,175.20
	OF4-1 (YR 1)	£72,175.20
OF3 (Major)	OF3-7	£61,588.68
	OF3-6	£59,895.00
	OF3-5	£58,201.08
	OF3-4	£56,507.28
	OF3-3	£54,813.36
	OF3-2	£53,119.20
	OF3-1 (YR 2) OF3-1 (YR 1)	£51,425.40
OF2 (Captain)	OF2-7	£48,550.32
	OF2-6	£47,262.96
	OF2-5	£45,975.60
	OF2-4	£44,688.00
	OF2-3	£43,400.52
	OF2-2	£42,113.16
	OF2-1 (YR 2) OF2-1 (YR 1)	£40,825.56
	OF1 (Lieutenant/ 2nd Lieutenant)	OF1-5
OF1-4		£34,093.44
OF1-3		£32,975.28
OF1-2		£31,856.88
OF1-1		£26,504.16

Footnotes: UK Regulars comprises of Full-time Service personnel, including Nursing Services, but excluding FTRS personnel, Gurkhas, mobilised Reservists, MPGS, LEP and NRPS. Pay is not linked to the Regiment in which they serve, both Gurkhas and Rifles are eligible to the same pay depending on the Rank in which they serve. Incremental steps within rank are earned through experience in rank.

Table 2: Regular Army Other Ranks Pay Rates 2018/19

RANK	REGULAR OTHER RANKS PAY RATES (ARMY) 2018/19				
	INCREMENT	SUPPLEMENT 1	SUPPLEMENT 2	SUPPLEMENT 3	SUPPLEMENT 4
OR9 (Warrant Officer Class 1)	OR9-5	£50,340.72	£50,340.72	£50,340.72	£51,698.52
	OR9-4	£49,830.84	£49,830.84	£49,830.84	£51,238.68
	OR9-3	£49,274.28	£49,274.28	£49,274.28	£50,750.76
	OR9-2	£48,717.48	£48,717.48	£48,717.48	£50,268.84
	OR9-1 (YR2)	£48,437.76	£48,437.76	£48,437.76	£49,842.24
	OR9-1 (YR1)	£48,437.76	£48,437.76	£48,437.76	£49,842.24
OR8 (Warrant Officer Class 2)	OR8-5	£45,058.92	£46,487.64	£47,486.64	£48,852.84
	OR8-4	£44,303.52	£45,890.40	£47,204.76	£48,571.08
	OR8-3	£43,564.92	£45,275.40	£46,904.88	£48,270.96
	OR8-2	£42,717.96	£44,656.20	£46,570.92	£47,913.36
	OR8-1 (YR2)	£41,822.04	£43,760.52	£45,914.40	£47,411.64
	OR8-1 (YR1)	£41,822.04	£43,760.52	£45,914.40	£47,411.64
OR7 (Staff Sergeant)	OR7-5	£40,924.08	£42,634.68	£44,652.24	£46,120.56
	OR7-4	£40,290.48	£42,002.04	£43,772.88	£45,407.64
	OR7-3	£39,684.84	£41,396.64	£43,009.32	£44,643.84
	OR7-2	£39,057.60	£40,767.96	£42,265.32	£43,900.92
	OR7-1 (YR 2)	£38,451.84	£40,069.80	£41,522.52	£43,198.68
	OR7-1 (YR 1)	£38,451.84	£40,069.80	£41,522.52	£43,198.68
OR6 (Sergeant)	OR6-5	£37,687.20	£39,273.72	£40,650.60	£42,269.52
	OR6-4	£36,785.16	£38,301.12	£39,635.88	£41,185.08
	OR6-3	£35,892.12	£37,225.08	£38,670.24	£40,141.56
	OR6-2	£35,010.84	£36,246.12	£37,743.24	£39,109.68
	OR6-1 (YR 2)	£34,160.16	£35,310.60	£36,802.92	£38,011.80
	OR6-1 (YR 1)	£34,160.16	£35,310.60	£36,802.92	£38,011.80
OR4 (Corporal)	OR4-5	£32,526.12	£33,618.72	£35,037.96	£36,085.80
	OR4-4	£32,069.52	£33,162.96	£34,413.72	£35,378.28
	OR4-3	£31,637.64	£32,715.48	£33,704.04	£34,549.92
	OR4-2	£31,175.88	£32,277.80	£32,962.44	£33,758.40
	OR4-1 (YR 2)	£30,364.20	£31,247.52	£32,107.08	£32,904.00
	OR4-1 (YR 1)	£30,364.20	£31,247.52	£32,107.08	£32,904.00
OR2 (Private) / OR3 (Lance Corporal)	OR3-3	£28,507.92	£29,295.72	£29,913.60	£30,497.40
	OR2-8/ OR3-2	£27,241.80	£27,956.40	£28,502.52	£29,007.12
	OR2-7/ OR3-1	£26,035.56	£26,640.12	£27,160.32	£27,633.60
	OR2-6	£24,902.64	£25,396.80	£25,916.88	£26,248.08
	OR2-5	£23,800.68	£24,142.92	£24,571.56	£24,890.04
	OR2-4	£22,699.80	£22,953.48	£23,295.72	£23,614.20
	OR2-3	£21,570.96	£21,825.60	£22,090.20	£22,090.20
	OR2-2 (YR 2)	£20,227.44	£20,227.44	£20,227.44	£20,227.44
	OR2-2 (YR 1)	£20,227.44	£20,227.44	£20,227.44	£20,227.44
	OR2-1	£18,858.60	£18,858.60	£18,858.60	£18,858.60
New Entrants	NERP	£15,230.16			

Footnotes: UK Regulars comprises of Full-time Service personnel, including Nursing Services, but excluding FTRS personnel, Gurkhas, mobilised Reservists, MPGS, LEP and NRPS.

Non-commissioned ranks within the Armed Forces are provided with rank-based pay from one of four supplements derived their main employment trade (e.g. infantry, signaller, driver, etc). Therefore, both Gurkhas and Rifles are eligible to the same pay depending on the Rank and main employment trade in which they serve.

Pay is not linked to the Regiment in which they serve, except Supplement 4 which is currently only open to helicopter pilots serving in the Army Air Corps who are mainly recruited from experienced and suitably able applicants other Army Regiments.

Incremental steps within rank are earned through experience in rank.

8. MOD does not hold information on the number of Gurkhas who have chosen to remain in the UK after they have left the Armed Forces.