Civilian Personnel Biannual Diversity Dashboard
1 October 2019

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.

Key Points

Female representation rate
at 1 October 2019
43.0%

Black, Asian and Minority Ethnic (BAME) representation rate
at 1 October 2019
5.4%

Lesbian, Gay & Bisexual (LGB) representation rate
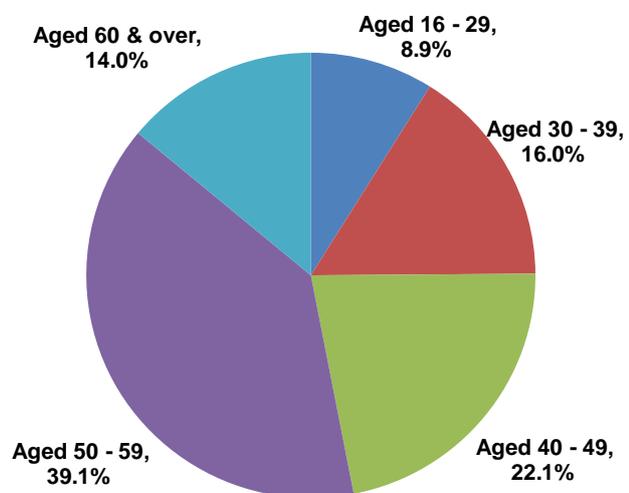at 1 October 2019
2.7%

Disability representation rate
at 1 October 2019
11.9%

Part-time personnel representation rate
at 1 October 2019
11.5%

Religion representation rate
at 1 October 2019

Christian	**62.0 %**
Non-Christian	**5.5 %**
Secular	**32.5 %**

Age distribution of civilian personnel
at 1 October 2019

Pie chart: Aged 60 & over, 14.0%; Aged 16 - 29, 8.9%; Aged 30 - 39, 16.0%; Aged 40 - 49, 22.1%; Aged 50 - 59, 39.1%

Contents

Other bulletins in this series can be found at:

https://www.gov.uk/government/collections/mod-diversity-dashboard-index

Introduction

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

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.

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
Ethnicity	-	BAME
Sexual Orientation	-	LGB
Religion & Faith	-	Non Christian
Disability Status	-	Disabled
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

MOD Main Total :
- Includes: Top Level Budgetary Areas (TLBs)
- Excludes: Trading funds, DE&S Bespoke Trading Entity, Executive Agency, 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 'choose not declare' and 'unknown'.

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.

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).

Gender

Female representation as at 1 October 2019

43.0%

Female representation of MOD Main civilian personnel as at October 2019 was 43.0%. This is a rise of 2.6 percentage points compared with October 2015.

Female representation of MOD Main civilian personnel, as at 1 October 2015 to 2019

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Headcount	**14,970**	**15,090**	**15,300**	**15,290**	**15,760**
Proportion of total (%)	*40.3*	*41.1*	*42.0*	*42.9*	*43.0*

Grade breakdown

The proportion of females at each grade in October 2019 has increased (with the exception of Band E and Industrial grades which showed slight decreases) compared with October 2015. The largest proportion increases were for the Senior Civil Service, which increased by 7.3 percentage points, and for Band D, which increased by 5.0 percentage points.

Female representation of MOD Main civilian personnel by grade, as at 1 October 2019
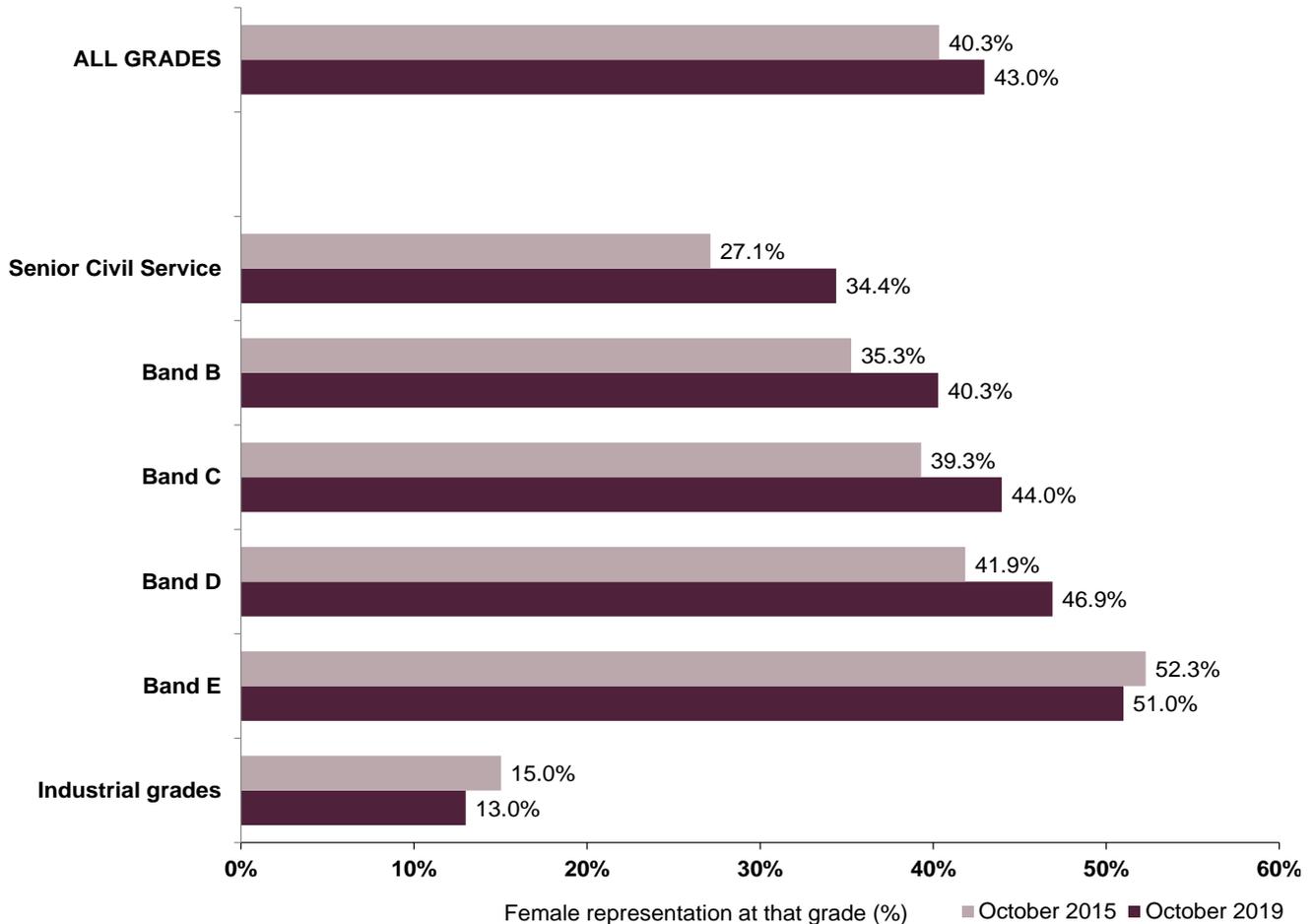
Table 1.1 - Female representation of MOD Main civilian personnel by grade

Headcount

	MOD Main civilian personnel by Gender				
	Oct-15	**Oct-16**	**Oct-17**	**Oct-18**	**Oct-19**
Male	22,140	21,620	21,100	20,350	20,920
Female	14,970	15,090	15,300	15,290	15,760
Total	**37,120**	**36,710**	**36,410**	**35,640**	**36,680**

	Female representation by Grade (Number and Proportion)				
	Oct-15	**Oct-16**	**Oct-17**	**Oct-18**	**Oct-19**
MOD Main Total	**14,970**	**15,090**	**15,300**	**15,290**	**15,760**
	40.3	*41.1*	*42.0*	*42.9*	*43.0*
of which:					
Non-Industrial	**14,120**	**14,310**	**14,580**	**14,730**	**15,220**
	44.9	*45.5*	*46.2*	*46.9*	*46.7*
Senior Civil Service	50	60	60	70	90
	27.1	*30.0*	*29.8*	*32.6*	*34.4*
Band B	610	680	740	800	910
	35.3	*36.3*	*38.2*	*39.4*	*40.3*
Band C	3,910	4,030	4,260	4,460	4,770
	39.3	*40.5*	*42.1*	*43.5*	*44.0*
Band D	2,700	2,780	2,920	2,960	3,080
	41.9	*43.5*	*45.6*	*46.7*	*46.9*
Band E	6,820	6,670	6,550	6,390	6,340
	52.3	*51.6*	*51.3*	*51.4*	*51.0*
Industrial	**860**	**780**	**730**	**560**	**530**
	15.0	*15.0*	*14.9*	*13.2*	*13.0*

Source: Defence Statistics (Civilian)

Table 1.2 - Female representation of MOD Main civilian personnel by age group

Headcount

	Female representation by Age group (Number and Proportion)				
	Oct-15	**Oct-16**	**Oct-17**	**Oct-18**	**Oct-19**
MOD Main Total	**14,970**	**15,090**	**15,300**	**15,290**	**15,760**
	40.3	*41.1*	*42.0*	*42.9*	*43.0*
16 - 29	1,180	1,220	1,290	1,330	1,520
	49.5	*48.8*	*49.0*	*47.1*	*46.8*
30 - 39	2,750	2,860	2,940	2,930	2,960
	50.8	*51.2*	*51.4*	*51.9*	*50.5*
40 - 49	4,780	4,490	4,220	4,000	3,960
	45.4	*46.0*	*47.1*	*48.7*	*49.0*
50 - 59	5,140	5,340	5,530	5,610	5,720
	35.9	*37.1*	*38.3*	*39.5*	*39.9*
60 & over	1,120	1,180	1,310	1,420	1,590
	25.1	*26.4*	*28.3*	*29.9*	*31.0*

Source: Defence Statistics (Civilian)

Ethnicity

BAME representation
as at 1 October 2019

5.4%

BAME representation of MOD Main civilian personnel as at October 2019 was 5.4%. This is a rise of 1.3 percentage points compared with October 2015.

BAME representation of MOD Main civilian personnel, as at 1 October 2015 to 2019

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Headcount	1,280	1,290	1,340	1,340	1,680
Proportion of total (%)	*4.1*	*4.3*	*4.6*	*4.8*	*5.4*

Grade distribution

As at October 2019, the distribution of BAME and White personnel across grade was broadly similar for all Non-industrial grades. For Industrial personnel, the proportion of White personnel was 11.3% compared to 5.6% for BAME personnel.

Comparison of BAME and White personnel distributions across grade, as at 1 October 2019
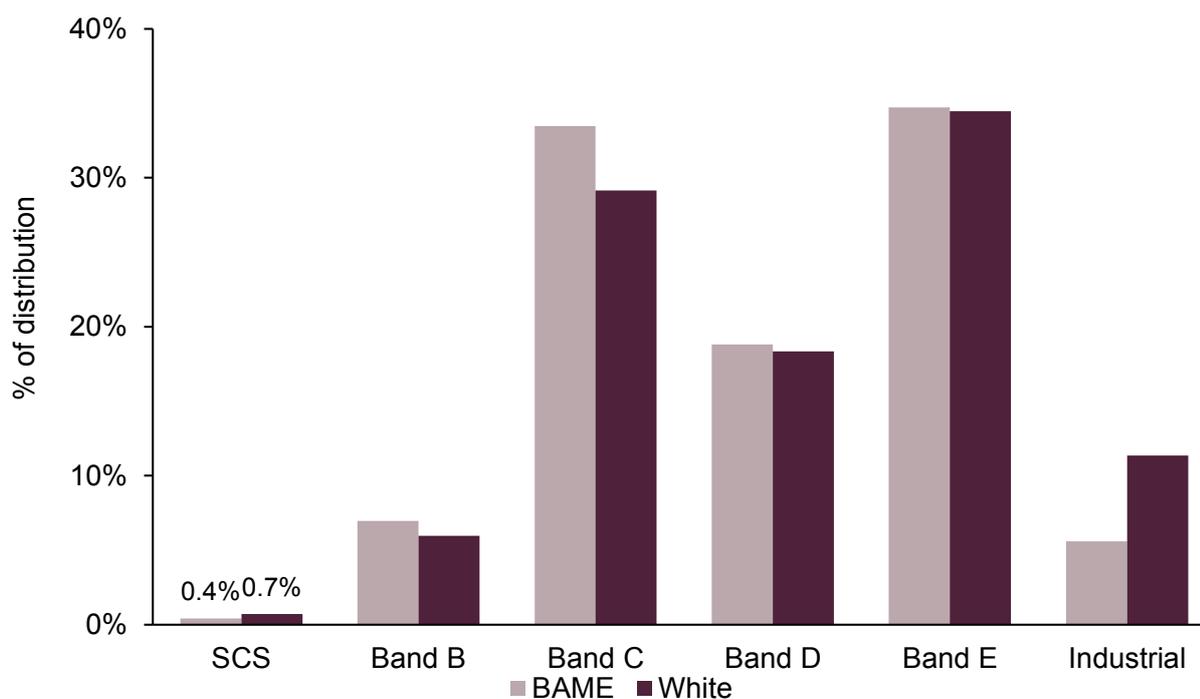
Table 2.1 - BAME representation for MOD Main civilian personnel by grade

Headcount

	MOD Main civilian personnel by Ethnicity				
	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
BAME	1,280	1,290	1,340	1,340	1,680
White	29,790	28,850	27,990	26,790	29,570
Choose Not To Declare	1,160	1,160	1,120	1,090	2,040
Undeclared	4,880	5,420	5,950	6,410	3,380
Total	**37,120**	**36,710**	**36,410**	**35,640**	**36,680**

	BAME representation of MOD Main personnel (Number and Proportion)				
	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
MOD Main Total	**1,280**	**1,290**	**1,340**	**1,340**	**1,680**
	4.1	*4.3*	*4.6*	*4.8*	*5.4*
of which:					
Non-Industrial	**1,170**	**1,180**	**1,240**	**1,260**	**1,590**
	4.4	*4.6*	*4.9*	*5.0*	*5.7*
SCS	~	10	~	~	10
	*	*3.8*	*	*	*3.2*
Band B	60	60	70	80	120
	4.3	*4.4*	*4.8*	*5.2*	*6.2*
Band C	360	370	390	400	560
	4.4	*4.6*	*4.8*	*5.0*	*6.1*
Band D	230	230	260	270	320
	4.2	*4.3*	*4.9*	*5.2*	*5.5*
Band E	510	510	510	490	580
	4.6	*4.7*	*4.9*	*5.0*	*5.4*
Industrial	**110**	**100**	**100**	**90**	**90**
	2.4	*2.4*	*2.6*	*2.7*	*2.7*

Source: Defence Statistics (Civilian)

Table 2.2 - BAME representation for MOD Main civilian personnel by age group

Headcount

	BAME representation by Age Group (Number and Proportion)				
	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
MOD Main Total	**1,280**	**1,290**	**1,340**	**1,340**	**1,680**
	4.1	*4.3*	*4.6*	*4.8*	*5.4*
of which:					
16 - 29	80	80	100	100	190
	5.1	*	*	*	*7.6*
30 - 39	250	260	280	280	370
	5.7	*6.1*	*6.6*	*6.8*	*7.8*
40 - 49	400	380	350	320	390
	4.5	*4.7*	*4.8*	*5.0*	*5.6*
50 - 59	420	440	470	490	550
	3.4	*3.6*	*3.8*	*4.1*	*4.4*
60 & over	120	120	140	150	190
	3.2	*3.1*	*3.6*	*3.7*	*4.1*

Source: Defence Statistics (Civilian)

Sexual orientation

LGB representation as at 1 October 2019

2.7%

LGB representation of MOD Main civilian personnel as at 1 October 2019 was 2.7%. This is a rise of 0.9 percentage points compared with October 2015.

LGB representation of MOD Main civilian personnel, as at 1 October 2015 to 2019

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Headcount	420	460	490	510	750
Proportion of total (%)	*1.8*	*2.0*	*2.1*	*2.3*	*2.7*

Grade distribution

As at October 2019, the distribution of LGB and Heterosexual personnel across grade was broadly similar for all Non-industrial and Industrial grades.

Comparison of LGB and Heterosexual personnel distributions across grade, as at 1 October 2019
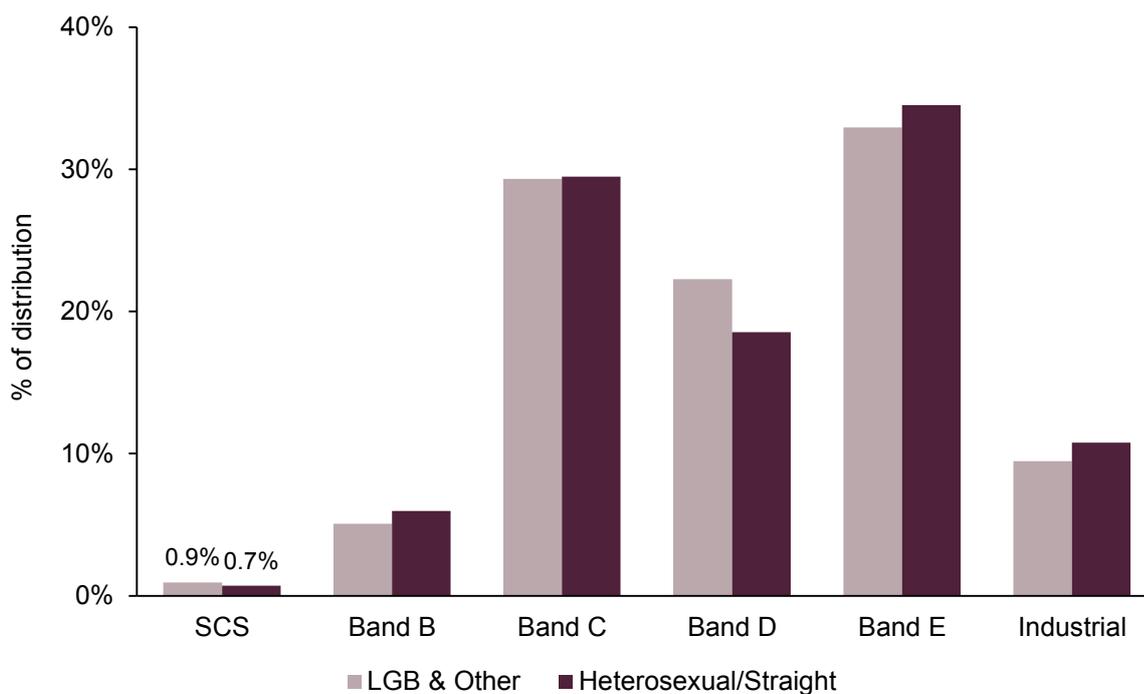
Table 3.1 - Sexual Orientation representation of MOD Main civilian personnel by grade

	MOD Main civilian personnel by Sexual Orientation				
	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
LGB & Other	420	460	490	510	750
Heterosexual/Straight	23,200	22,720	22,390	22,150	26,900
Choose not to declare	5,370	4,970	4,590	4,230	4,620
Unknown	8,120	8,560	8,940	8,750	4,410
MOD Main Total	**37,120**	**36,710**	**36,410**	**35,640**	**36,680**

	LGB representation by Grade (Number and Proportion)				
	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
MOD Main Total	**420**	**460**	**490**	**510**	**750**
	1.8	*2.0*	*2.1*	*2.3*	*2.7*
of which:					
Non-Industrial	**370**	**410**	**440**	**470**	**680**
	1.8	*2.0*	*2.2*	*2.3*	*2.8*
Senior Civil Service	~	10	10	10	10
	*	*4.6*	*4.7*	*5.3*	*3.6*
Band B	30	30	30	30	40
	*	*	*	*2.7*	*2.3*
Band C	110	130	140	160	220
	1.7	*2.0*	*2.2*	*2.4*	*2.7*
Band D	80	80	90	100	170
	1.8	*1.9*	*2.1*	*2.4*	*3.3*
Band E	150	160	170	170	250
	1.8	*2.0*	*2.1*	*2.1*	*2.6*
Industrial	**50**	**50**	**50**	**50**	**70**
	*	*	*	*	*2.4*

Source: Defence Statistics (Civilian)

Table 3.2 - Sexual Orientation representation of MOD Main civilian personnel by age group

	LGB representation by Age group (Number and Proportion)				
	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
MOD Main Total	**420**	**460**	**490**	**510**	**750**
	1.8	*2.0*	*2.1*	*2.3*	*2.7*
16 - 29	50	60	80	90	170
	*	*	*	*	*7.2*
30 - 39	90	110	120	140	180
	2.7	*3.1*	*3.4*	*3.8*	*4.3*
40 - 49	130	120	120	120	170
	2.0	*2.0*	*2.1*	*2.3*	*2.8*
50 - 59	120	130	140	140	180
	1.3	*1.4*	*1.5*	*1.5*	*1.6*
60 and over	30	30	30	30	60
	1.0	*0.9*	*1.1*	*1.0*	*1.4*

Source: Defence Statistics (Civilian)

Religion / Belief

Religion / Belief representation
as at 1 October 2019

Christian	**62.0%**
Non-Christian	**5.5%**
Secular	**32.5%**

The proportion of MOD Main civilian personnel who self-declared as Christian as at 1 October 2019 was 62.0%. This is a fall of 8.1 percentage points compared with October 2015.

The proportion who self-declared as Non-Christian was 5.5%, a rise of 0.3 percentage points compared with October 2015. The proportion who self-declared as Secular was 32.5%, a rise of 7.7 percentage points.

Grade distribution

As at October 2019, the distribution of Religion / Belief group distributions across grade was broadly similar for all Non-industrial and Industrial grades.

**Comparison of Religion / Belief group distributions across grade, as at 1 October 2019**
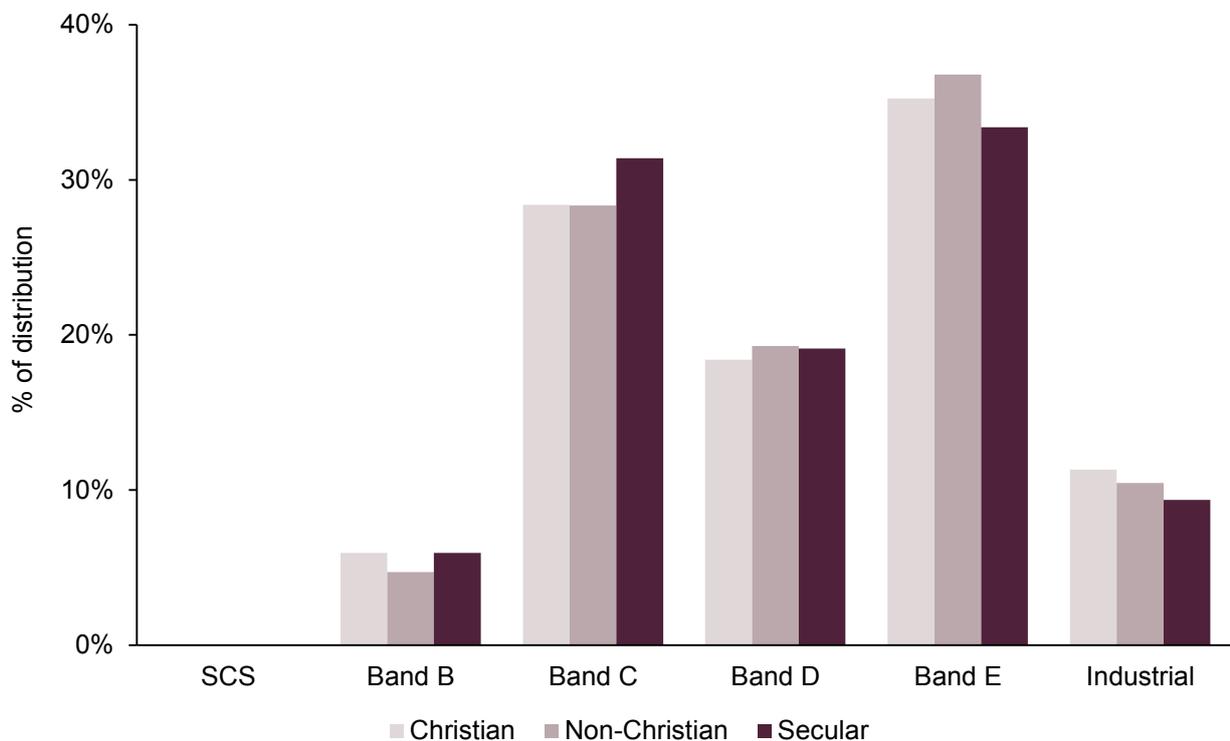
*Comparisons by SCS grade are not possible due to small numbers in some of groups.

Table 4.1 - Religion / Belief representation of MOD Main civilian personnel

Headcount

	MOD Main civilian personnel by Religion/Belief				
	Oct-15	**Oct-16**	**Oct-17**	**Oct-18**	**Oct-19**
Christian	16,540	15,880	15,320	14,740	16,660
Non Christian	1,220	1,180	1,200	1,200	1,480
Secular	5,860	5,970	6,130	6,370	8,740
Choose Not To Declare	5,330	5,050	4,750	4,510	5,280
Unknown	8,170	8,630	9,010	8,820	4,500
MOD Main Total	**37,120**	**36,710**	**36,410**	**35,640**	**36,680**

	Religion/Belief representation (Number and Proportion)				
	Oct-15	**Oct-16**	**Oct-17**	**Oct-18**	**Oct-19**
MOD Main Total	**23,620**	**23,030**	**22,650**	**22,310**	**26,890**
Christian	16,540	15,880	15,320	14,740	16,660
	70.0	*68.9*	*67.6*	*66.1*	*62.0*
Non-Christian	1,220	1,180	1,200	1,200	1,480
	5.2	*5.1*	*5.3*	*5.4*	*5.5*
Secular	5,860	5,970	6,130	6,370	8,740
	24.8	*25.9*	*27.0*	*28.5*	*32.5*
of which:					
Non Industrial	**20,440**	**20,120**	**19,930**	**19,880**	**24,040**
Christian	14,270	13,800	13,400	13,060	14,780
	69.8	*68.6*	*67.2*	*65.7*	*61.5*
Non-Christian	1,040	1,020	1,050	1,070	1,330
	5.1	*5.1*	*5.3*	*5.4*	*5.5*
Secular	5,130	5,300	5,480	5,750	7,930
	25.1	*26.3*	*27.5*	*28.9*	*33.0*
Industrial	**3,170**	**2,910**	**2,720**	**2,430**	**2,850**
Christian	2,270	2,080	1,920	1,680	1,880
	*	*	*	*	*66.0*
Non-Christian	180	160	150	130	160
	*	*	*	*	*5.4*
Secular	720	670	640	620	810
	*	*	*	*	*28.6*

Source: Defence Statistics (Civilian)

Disability

Disability representation as at 1 October 2019

11.9%

From April 2011 to October 2018 the declaration rate for disability was not sufficiently robust enough for the representation rate to be reported on.

Table 5.1 - Disability declaration of MOD Main civilian personnel

					Headcount
	MOD Main civilian personnel by Disability status				
	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Disability	2,080	2,240	2,420	2,600	3,190
No Disability	16,890	17,830	18,370	18,470	23,570
Choose not to declare	1,710	1,790	1,810	1,780	2,620
Unknown	16,440	14,850	13,810	12,780	7,290
MOD Main Total	**37,120**	**36,710**	**36,410**	**35,640**	**36,680**
of which:					
Disability	1,880	2,040	2,200	2,410	2,940
No Disability	15,040	15,960	16,500	16,750	21,240
Choose not to declare	1,520	1,600	1,610	1,600	2,330
Unknown	12,990	11,880	11,230	10,630	6,070
Non-Industrial	**31,430**	**31,480**	**31,540**	**31,380**	**32,580**
Disability	200	200	210	190	250
No Disability	1,850	1,870	1,870	1,720	2,340
Choose not to declare	190	190	200	180	290
Unknown	3,450	2,970	2,580	2,160	1,220
Industrial	**5,690**	**5,240**	**4,860**	**4,260**	**4,100**

Table 5.2 - Disability declaration rate of MOD Main civilian personnel by grade

					Percentage
	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
MOD Main Total	*51.1*	*54.7*	*57.1*	*59.1*	*73.0*
Non-Industrial	*53.8*	*57.2*	*59.3*	*61.0*	*74.2*
Senior Civil Service	*52.1*	*58.0*	*53.7*	61.4	77.2
Band B	*52.4*	*55.3*	*57.9*	60.5	72.8
Band C	*55.7*	*59.6*	62.1	63.7	74.8
Band D	*56.5*	*59.8*	61.6	63.6	77.4
Band E	*51.4*	*54.4*	*56.3*	*57.8*	72.4
Industrial	*36.1*	*39.5*	*42.8*	*45.0*	*63.1*

Figures in red text are where the declaration rate is below the minimum 60 per cent requirement for the representation to be reported on.

Table 5.3 - Disability status of MOD Main civilian personnel by grade

	Oct-15	Oct-16	Oct-17	Oct-18	Headcount Oct-19
MOD Main Total	**37,120**	**36,710**	**36,410**	**35,640**	**36,680**
Non-Industrial	**31,430**	**31,480**	**31,540**	**31,380**	**32,580**
of which:					
Disability	**1,880**	**2,040**	**2,200**	**2,410**	**2,940**
Senior Civil Service	10	10	10	10	20
Band B	80	80	90	120	170
Band C	580	670	750	810	990
Band D	430	460	480	540	650
Band E	780	820	870	920	1,110
No disability	**15,040**	**15,960**	**16,500**	**16,750**	**21,240**
Senior Civil Service	90	110	100	120	180
Band B	830	940	1,030	1,110	1,480
Band C	4,960	5,270	5,540	5,720	7,120
Band D	3,210	3,360	3,470	3,490	4,430
Band E	5,920	6,220	6,320	6,260	7,900
Choose not to declare	**1,520**	**1,600**	**1,610**	**1,600**	**2,330**
Senior Civil Service	10	10	10	~	10
Band B	80	80	80	100	130
Band C	520	560	580	560	820
Band D	340	340	330	350	510
Band E	580	600	600	580	850
Unknown	**12,990**	**11,880**	**11,230**	**10,630**	**6,070**
Senior Civil Service	80	80	90	80	50
Band B	740	750	730	710	480
Band C	3,900	3,460	3,270	3,160	1,910
Band D	2,460	2,220	2,130	1,960	970
Band E	5,770	5,280	4,980	4,660	2,580
Industrial	**5,690**	**5,240**	**4,860**	**4,260**	**4,100**
Disability	200	200	210	190	250
No disability	1,850	1,870	1,870	1,720	2,340
Choose not to declare	190	190	200	180	290
Unknown	3,450	2,970	2,580	2,160	1,220

Source: Defence Statistics (Civilian)

Work status

Part-time representation as at 1 October 2019

11.5%

The proportion of MOD Main civilian personnel who worked part-time as at 1 October 2019 was 11.5%. This is a rise of 0.9 percentage points compared with October 2015.

Part-time representation of MOD Main civilian personnel, as at 1 October 2015 to 2019

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Headcount	3,930	3,930	4,140	4,140	4,210
Proportion of total (%)	*10.6*	*10.7*	*11.4*	*11.6*	*11.5*

Grade distribution

As at October 2019, the distribution of Part-time and Full-time personnel across grade was broadly similar for Non-Industrial grades. For Industrial personnel, the proportion of Full-time personnel was 12.1% compared with 4.7% of Part-time personnel.

Comparison of Part-time and Full-time personnel distributions across grade, as at 1 October 2019
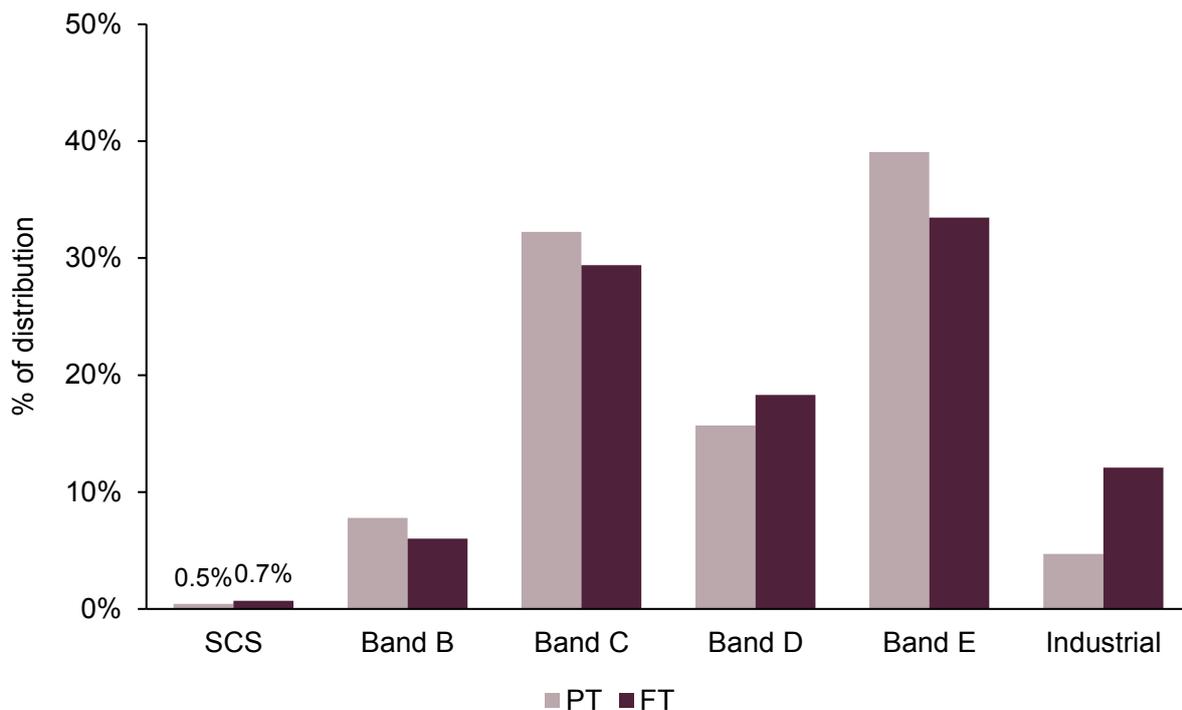
Table 6.1 - Full-Time/Part-Time representation of MOD Main civilian personnel by grade

Headcount

	MOD Main civilian personnel by work status (Number and Proportion)				
	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Full Time	33,190	32,780	32,270	31,490	32,460
Part Time	3,930	3,930	4,140	4,140	4,210
Total	**37,120**	**36,710**	**36,410**	**35,640**	**36,680**

	Part-Time representation of MOD Main personnel (Number and Proportion)				
	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
MOD Main Total	**3,930**	**3,930**	**4,140**	**4,140**	**4,210**
	10.6	*10.7*	*11.4*	*11.6*	*11.5*
of which:					
Non-Industrial	**3,660**	**3,700**	**3,900**	**3,970**	**4,010**
	11.6	*11.7*	*12.4*	*12.6*	*12.3*
Senior Civil Service	10	10	10	10	20
	6.9	*5.3*	*6.8*	*6.5*	*7.6*
Band B	260	290	300	320	330
	15.1	*15.4*	*15.5*	*15.4*	*14.4*
Band C	1,290	1,280	1,370	1,370	1,350
	13.0	*12.8*	*13.5*	*13.3*	*12.5*
Band D	520	530	580	610	660
	8.0	*8.3*	*9.1*	*9.6*	*10.0*
Band E	1,560	1,570	1,620	1,650	1,640
	12.0	*12.2*	*12.7*	*13.3*	*13.2*
Industrial	**270**	**230**	**230**	**180**	**200**
	4.7	*4.4*	*4.8*	*4.2*	*4.8*

Source: Defence Statistics (Civilian)

Table 6.2 - Full-Time/Part-Time representation of MOD Main civilian personnel by age group

Headcount

	Part-Time representation by Age group (Number and Proportion)				
	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
MOD Main Total	**3,930**	**3,930**	**4,140**	**4,140**	**4,210**
	10.6	*10.7*	*11.4*	*11.6*	*11.5*
of which:					
16 - 29	180	150	170	120	120
	7.6	*6.0*	*6.3*	*4.4*	*3.7*
30 - 39	820	860	890	870	840
	15.2	*15.5*	*15.5*	*15.5*	*14.3*
40 - 49	1,210	1,110	1,130	1,090	1,060
	11.5	*11.4*	*12.6*	*13.2*	*13.1*
50 - 59	1,030	1,070	1,100	1,160	1,160
	7.2	*7.4*	*7.7*	*8.2*	*8.1*
60 and over	680	740	850	900	1,030
	15.3	*16.5*	*18.3*	*18.9*	*20.1*

Source: Defence Statistics (Civilian)

Age

Average age
as at 1 October 2019

47.9 years

The average age of MOD Main civilian personnel as at 1 October 2019 was 47.9 years. This is a fall of 0.1 years compared with October 2015.

Average age of MOD Main personnel, as at 1 October 2015 to 2019

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Headcount	37,120	36,710	36,410	35,640	36,680
Average age (years)	*48.0*	*48.1*	*48.0*	*48.1*	*47.9*

Age group distribution

Almost two fifths (39.1%) of MOD Main personnel were aged 50 – 59 years of age as at 1 October 2019. In comparison with October 2015 this age group has increased by 0.5 percentage points. Whilst personnel aged 40 – 49 years of age have fallen by 6.3 percentage points (28.4% to 22.1%).

Age group distribution of MOD Main personnel, as at 1 October 2019
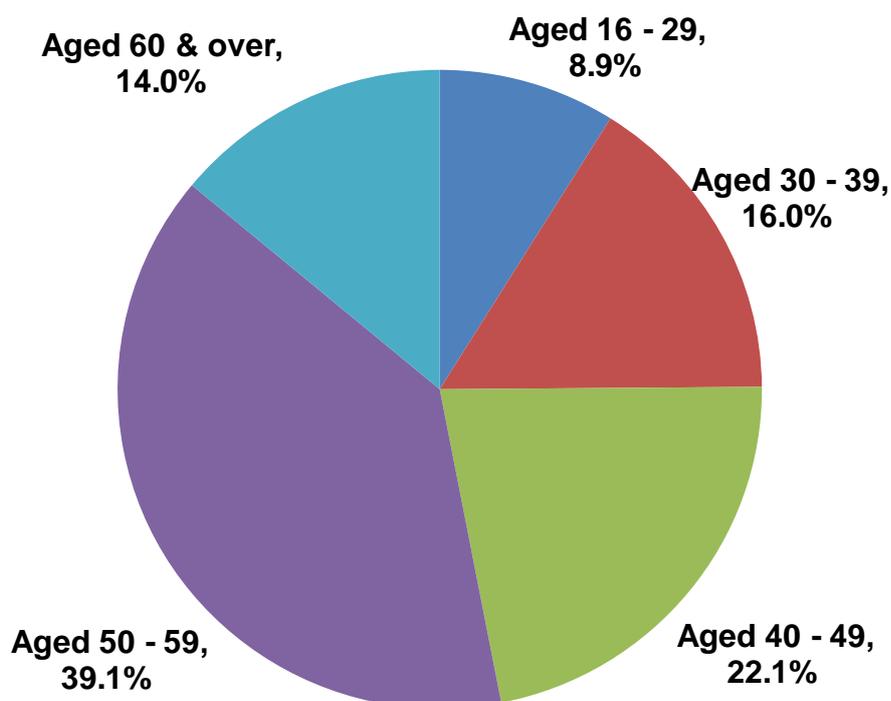
Table 7.1 - Age Group of MOD Main civilian personnel

<div align="right">Headcount</div>

	Age group representation (Number and Proportion)				
	Oct-15	**Oct-16**	**Oct-17**	**Oct-18**	**Oct-19**
MOD Main Total	**37,120**	**36,710**	**36,410**	**35,640**	**36,680**
16 - 29	2,380	2,500	2,640	2,820	3,260
	6.4	*6.8*	*7.3*	*7.9*	*8.9*
30 - 39	5,410	5,580	5,730	5,640	5,860
	14.6	*15.2*	*15.7*	*15.8*	*16.0*
40 - 49	10,540	9,760	8,960	8,220	8,090
	28.4	*26.6*	*24.6*	*23.1*	*22.1*
50 - 59	14,340	14,380	14,440	14,200	14,340
	38.6	*39.2*	*39.7*	*39.8*	*39.1*
60 and over	4,450	4,490	4,640	4,760	5,120
	12.0	*12.2*	*12.7*	*13.3*	*14.0*

<div align="right">Source: Defence Statistics (Civilian)</div>

Age Profile of Core MOD civilian personnel, as at 1 October 2015 and 1 October 2019
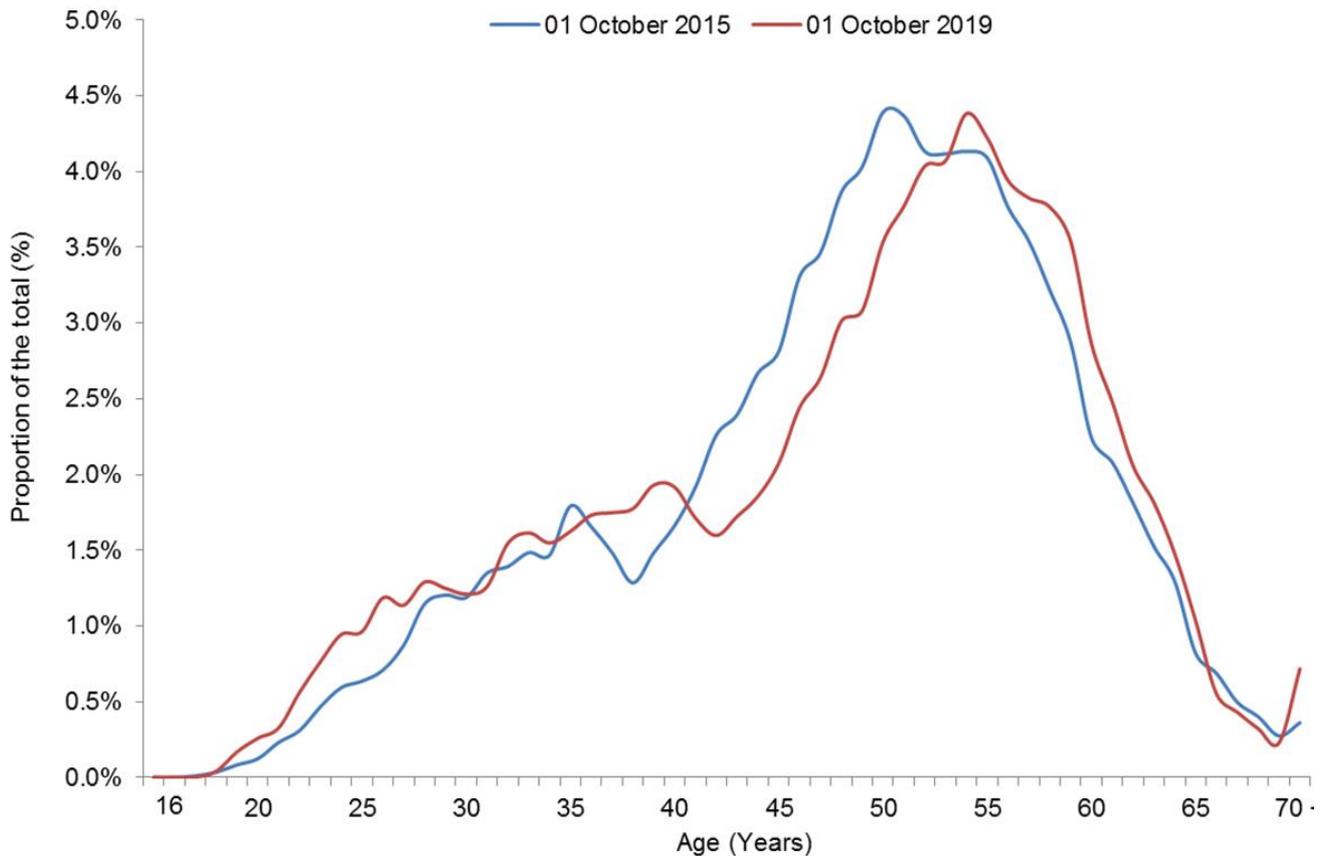
Annex 1A - MOD Main civilian personnel by Gender and Grade

					Headcount
MOD Main	**Oct-15**	**Oct-16**	**Oct-17**	**Oct-18**	**Oct-19**
Male	22,140	21,620	21,100	20,350	20,920
Female	14,970	15,090	15,300	15,290	15,760
Total	**37,120**	**36,710**	**36,410**	**35,640**	**36,680**

of which:

Non Industrial

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Male	17,310	17,170	16,970	16,650	17,360
Female	14,120	14,310	14,580	14,730	15,220
Total	**31,430**	**31,480**	**31,540**	**31,380**	**32,580**

Senior Civil Service

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Male	140	140	140	140	160
Female	50	60	60	70	90
Total	**190**	**210**	**200**	**220**	**250**

Band B

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Male	1,120	1,180	1,200	1,240	1,360
Female	610	680	740	800	910
Total	**1,720**	**1,860**	**1,940**	**2,040**	**2,270**

Band C

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Male	6,040	5,930	5,870	5,800	6,080
Female	3,910	4,030	4,260	4,460	4,770
Total	**9,960**	**9,960**	**10,130**	**10,250**	**10,840**

Band D

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Male	3,750	3,600	3,490	3,390	3,490
Female	2,700	2,780	2,920	2,960	3,080
Total	**6,450**	**6,380**	**6,410**	**6,350**	**6,570**

Band E

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Male	6,230	6,250	6,220	6,040	6,100
Female	6,820	6,670	6,550	6,390	6,340
Total	**13,050**	**12,920**	**12,770**	**12,430**	**12,440**

Industrial

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Male	4,830	4,450	4,140	3,700	3,560
Female	860	780	730	560	530
Total	**5,690**	**5,240**	**4,860**	**4,260**	**4,100**

Source: Defence Statistics (Civilian)

Annex 1B - MOD Main civilian personnel by Gender and Age group

Headcount

MOD Main	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Male	22,140	21,620	21,100	20,350	20,920
Female	14,970	15,090	15,300	15,290	15,760
Total	**37,120**	**36,710**	**36,410**	**35,640**	**36,680**

of which:

16 - 29 Years of Age

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Male	1,200	1,280	1,350	1,490	1,740
Female	1,180	1,220	1,290	1,330	1,520
Total	**2,380**	**2,500**	**2,640**	**2,820**	**3,260**

30 - 39 Years of Age

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Male	2,660	2,720	2,790	2,710	2,900
Female	2,750	2,860	2,940	2,930	2,960
Total	**5,410**	**5,580**	**5,730**	**5,640**	**5,860**

40 - 49 Years of Age

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Male	5,750	5,270	4,740	4,220	4,120
Female	4,780	4,490	4,220	4,000	3,960
Total	**10,540**	**9,760**	**8,960**	**8,220**	**8,090**

50 - 59 Years of Age

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Male	9,200	9,040	8,900	8,590	8,620
Female	5,140	5,340	5,530	5,610	5,720
Total	**14,340**	**14,380**	**14,440**	**14,200**	**14,340**

60 and over Years of Age

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Male	3,330	3,310	3,320	3,330	3,530
Female	1,120	1,180	1,310	1,420	1,590
Total	**4,450**	**4,490**	**4,640**	**4,760**	**5,120**

Source: Defence Statistics (Civilian)

Annex 2A - MOD Main MOD civilian personnel by Ethnicity and Grade

Headcount

MOD Main	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
BAME	1,280	1,290	1,340	1,340	1,680
White	29,790	28,850	27,990	26,790	29,570
Undeclared	6,050	6,580	7,080	7,500	5,420
Total	**37,120**	**36,710**	**36,410**	**35,640**	**36,680**

of which:

Non Industrial

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
BAME	1,170	1,180	1,240	1,260	1,590
White	25,330	24,770	24,250	23,600	26,240
Undeclared	4,930	5,520	6,060	6,520	4,760
Total	**31,430**	**31,480**	**31,540**	**31,380**	**32,580**

Senior Civil Service

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
BAME	~	10	~	~	10
White	140	150	150	170	210
Undeclared	40	50	50	40	30
Total	**190**	**210**	**200**	**220**	**250**

Band B

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
BAME	60	60	70	80	120
White	1,300	1,380	1,430	1,480	1,760
Undeclared	370	410	450	480	400
Total	**1,720**	**1,860**	**1,940**	**2,040**	**2,270**

Band C

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
BAME	360	370	390	400	560
White	7,850	7,760	7,730	7,670	8,580
Undeclared	1,750	1,820	2,010	2,180	1,700
Total	**9,960**	**9,960**	**10,130**	**10,250**	**10,840**

Band D

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
BAME	230	230	260	270	320
White	5,280	5,120	5,040	4,890	5,400
Undeclared	930	1,030	1,120	1,190	850
Total	**6,450**	**6,380**	**6,410**	**6,350**	**6,570**

Band E

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
BAME	510	510	510	490	580
White	10,730	10,260	9,870	9,350	10,150
Undeclared	1,810	2,160	2,400	2,590	1,710
Total	**13,050**	**12,920**	**12,770**	**12,430**	**12,440**

Industrial

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
BAME	110	100	100	90	90
White	4,460	4,070	3,740	3,190	3,340
Undeclared	1,110	1,060	1,020	980	660
Total	**5,690**	**5,240**	**4,860**	**4,260**	**4,100**

Source: Defence Statistics (Civilian)

Annex 2B - MOD Main civilian personnel by Ethnicity and Age group

Headcount

MOD Main	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
BAME	1,280	1,290	1,340	1,340	1,680
White	29,790	28,850	27,990	26,790	29,570
Undeclared	6,050	6,580	7,080	7,500	5,420
Total	**37,120**	**36,710**	**36,410**	**35,640**	**36,680**

of which:

16 - 29 Years of Age

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
BAME	80	80	100	100	190
White	1,490	1,410	1,370	1,430	2,260
Undeclared	810	1,010	1,180	1,290	810
Total	**2,380**	**2,500**	**2,640**	**2,820**	**3,260**

30 - 39 Years of Age

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
BAME	250	260	280	280	370
White	4,110	4,080	4,040	3,850	4,350
Undeclared	1,050	1,240	1,410	1,520	1,150
Total	**5,410**	**5,580**	**5,730**	**5,640**	**5,860**

40 - 49 Years of Age

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
BAME	400	380	350	320	390
White	8,500	7,730	6,920	6,160	6,520
Undeclared	1,630	1,650	1,700	1,740	1,180
Total	**10,540**	**9,760**	**8,960**	**8,220**	**8,090**

50 - 59 Years of Age

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
BAME	420	440	470	490	550
White	11,920	11,820	11,780	11,420	12,070
Undeclared	1,990	2,120	2,190	2,290	1,710
Total	**14,340**	**14,380**	**14,440**	**14,200**	**14,340**

60 and over Years of Age

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
BAME	120	120	140	150	190
White	3,770	3,800	3,890	3,940	4,370
Undeclared	560	560	600	670	560
Total	**4,450**	**4,490**	**4,640**	**4,760**	**5,120**

Source: Defence Statistics (Civilian)

Annex 3A - MOD Main civilian personnel by Sexual Orientation and Grade

Headcount

MOD Main	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
LGB	420	460	490	510	750
Heterosexual	23,200	22,720	22,390	22,150	26,900
Undeclared	13,500	13,530	13,530	12,980	9,020
Total	**37,120**	**36,710**	**36,410**	**35,640**	**36,680**

of which:

Non Industrial

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
LGB	370	410	440	470	680
Heterosexual	20,060	19,850	19,700	19,720	24,020
Undeclared	11,000	11,220	11,400	11,190	7,880
Total	**31,430**	**31,480**	**31,540**	**31,380**	**32,580**

Senior Civil Service

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
LGB	~	10	10	10	10
Heterosexual	120	120	120	140	190
Undeclared	70	80	80	60	50
Total	**190**	**210**	**200**	**220**	**250**

Band B

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
LGB	30	30	30	30	40
Heterosexual	1,000	1,070	1,130	1,210	1,600
Undeclared	700	760	780	800	630
Total	**1,720**	**1,860**	**1,940**	**2,040**	**2,270**

Band C

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
LGB	110	130	140	160	220
Heterosexual	6,340	6,380	6,430	6,480	7,890
Undeclared	3,500	3,450	3,560	3,620	2,730
Total	**9,960**	**9,960**	**10,130**	**10,250**	**10,840**

Band D

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
LGB	80	80	90	100	170
Heterosexual	4,210	4,140	4,120	4,150	4,960
Undeclared	2,160	2,160	2,210	2,100	1,430
Total	**6,450**	**6,380**	**6,410**	**6,350**	**6,570**

Band E

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
LGB	150	160	170	170	250
Heterosexual	8,380	8,070	7,880	7,720	9,240
Undeclared	4,520	4,690	4,720	4,540	2,960
Total	**13,050**	**12,920**	**12,770**	**12,430**	**12,440**

Industrial

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
LGB	50	50	50	50	70
Heterosexual	3,140	2,870	2,690	2,420	2,880
Undeclared	2,500	2,320	2,130	1,790	1,140
Total	**5,690**	**5,240**	**4,860**	**4,260**	**4,100**

Source: Defence Statistics (Civilian)

Annex 3B - MOD Main civilian personnel by Sexual Orientation and Age group

Headcount

MOD Main	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
LGB	420	460	490	510	750
Heterosexual	23,200	22,720	22,390	22,150	26,900
Undeclared	13,500	13,530	13,530	12,980	9,020
Total	**37,120**	**36,710**	**36,410**	**35,640**	**36,680**

of which:

16 - 29 Years of Age

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
LGB	50	60	80	90	170
Heterosexual	1,300	1,210	1,180	1,280	2,140
Undeclared	1,030	1,220	1,380	1,440	950
Total	**2,380**	**2,500**	**2,640**	**2,820**	**3,260**

30 - 39 Years of Age

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
LGB	90	110	120	140	180
Heterosexual	3,380	3,420	3,460	3,410	4,140
Undeclared	1,940	2,050	2,150	2,100	1,540
Total	**5,410**	**5,580**	**5,730**	**5,640**	**5,860**

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40 - 49 Years of Age

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
LGB	130	120	120	120	170
Heterosexual	6,570	6,050	5,460	5,030	5,900
Undeclared	3,840	3,590	3,380	3,070	2,020
Total	**10,540**	**9,760**	**8,960**	**8,220**	**8,090**

50 - 59 Years of Age

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
LGB	120	130	140	140	180
Heterosexual	9,160	9,200	9,270	9,260	10,800
Undeclared	5,050	5,050	5,030	4,800	3,360
Total	**14,340**	**14,380**	**14,440**	**14,200**	**14,340**

60 and over Years of Age

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
LGB	30	30	30	30	60
Heterosexual	2,790	2,840	3,020	3,160	3,920
Undeclared	1,630	1,620	1,590	1,560	1,150
Total	**4,450**	**4,490**	**4,640**	**4,760**	**5,120**

Source: Defence Statistics (Civilian)

Annex 4A - MOD Main civilian personnel by Religion / Belief and Grade

Headcount

MOD Main	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Christian	16,540	15,880	15,320	14,740	16,660
Non Christian	1,220	1,180	1,200	1,200	1,480
Secular	5,860	5,970	6,130	6,370	8,740
Undeclared	13,500	13,680	13,760	13,330	9,790
Total	**37,120**	**36,710**	**36,410**	**35,640**	**36,680**

of which:

Non Industrial

Christian	14,270	13,800	13,400	13,060	14,780
Non Christian	1,040	1,020	1,050	1,070	1,330
Secular	5,130	5,300	5,480	5,750	7,930
Undeclared	10,990	11,350	11,620	11,500	8,540
Total	**31,430**	**31,480**	**31,540**	**31,380**	**32,580**

Senior Civil Service

Christian	70	80	80	90	120
Non Christian	~	~	~	~	10
Secular	40	40	40	40	70
Undeclared	70	80	80	80	60
Total	**190**	**210**	**200**	**220**	**250**

Band B

Christian	710	770	790	820	990
Non Christian	40	40	40	50	70
Secular	260	290	310	350	520
Undeclared	710	760	800	820	690
Total	**1,720**	**1,860**	**1,940**	**2,040**	**2,270**

Band C

Christian	4,440	4,290	4,220	4,130	4,710
Non Christian	280	300	310	330	420
Secular	1,690	1,800	1,880	2,000	2,730
Undeclared	3,550	3,570	3,720	3,800	2,990
Total	**9,960**	**9,960**	**10,130**	**10,250**	**10,840**

Band D

Christian	2,890	2,800	2,740	2,680	3,050
Non Christian	210	210	230	240	290
Secular	1,150	1,140	1,170	1,240	1,660
Undeclared	2,200	2,230	2,280	2,200	1,570
Total	**6,450**	**6,380**	**6,410**	**6,350**	**6,570**

Band E

Christian	6,140	5,810	5,550	5,320	5,850
Non Christian	510	470	460	450	540
Secular	1,990	2,020	2,070	2,100	2,900
Undeclared	4,410	4,620	4,690	4,550	3,150
Total	**13,050**	**12,920**	**12,770**	**12,430**	**12,440**

Industrial

Christian	2,270	2,080	1,920	1,680	1,880
Non Christian	180	160	150	130	160
Secular	720	670	640	620	810
Undeclared	2,510	2,330	2,140	1,830	1,250
Total	**5,690**	**5,240**	**4,860**	**4,260**	**4,100**

Source: Defence Statistics (Civilian)

Annex 4B - Core MOD civilian personnel by Religion / Belief and Age group

Headcount

MOD Main	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Christian	16,540	15,880	15,320	14,740	16,660
Non Christian	1,220	1,180	1,200	1,200	1,480
Secular	5,860	5,970	6,130	6,370	8,740
Undeclared	13,500	13,680	13,760	13,330	9,790
Total	**37,120**	**36,710**	**36,410**	**35,640**	**36,680**

of which:

16 - 29 Years of Age

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Christian	510	460	410	440	660
Non Christian	60	50	50	60	110
Secular	700	690	720	790	1,460
Undeclared	1,120	1,310	1,470	1,530	1,030
Total	**2,380**	**2,500**	**2,640**	**2,820**	**3,260**

30 - 39 Years of Age

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Christian	1,740	1,680	1,640	1,560	1,760
Non Christian	230	230	220	220	280
Secular	1,360	1,420	1,520	1,580	2,080
Undeclared	2,090	2,240	2,350	2,290	1,740
Total	**5,410**	**5,580**	**5,730**	**5,640**	**5,860**

40 - 49 Years of Age

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Christian	4,420	3,950	3,470	3,070	3,390
Non Christian	400	350	330	320	360
Secular	1,800	1,750	1,640	1,580	2,070
Undeclared	3,920	3,720	3,520	3,250	2,270
Total	**10,540**	**9,760**	**8,960**	**8,220**	**8,090**

50 - 59 Years of Age

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Christian	7,320	7,230	7,140	6,950	7,640
Non Christian	420	440	460	470	550
Secular	1,680	1,770	1,880	1,990	2,550
Undeclared	4,920	4,940	4,960	4,790	3,600
Total	**14,340**	**14,380**	**14,440**	**14,200**	**14,340**

60 and over Years of Age

	Oct-15	Oct-16	Oct-17	Oct-18	Oct-19
Christian	2,550	2,560	2,670	2,720	3,210
Non Christian	120	110	130	130	180
Secular	320	350	380	430	580
Undeclared	1,460	1,470	1,460	1,480	1,160
Total	**4,450**	**4,490**	**4,640**	**4,760**	**5,120**

Source: Defence Statistics (Civilian)

Declaration rates

'Ethnicity', 'Sexual Orientation', 'Religion & Faith', and 'Disability' are based on self-declaration. Each member of personnel can choose from the following options:

One of the available diversity data fields   (an active declaration)

Choose not to declare

No response

No declaration

Declaration rate is the number of personnel who make an 'active declaration' as a proportion of the total personnel. In order to provide a robust representation for a diversity field a minimum 60 per cent declaration level is required.

Declaration rates, as at 1 October 2015 to 2019

					Percentage	2015 to 2019 pp change
	Oct-15	**Oct-16**	**Oct-17**	**Oct-18**	**Oct-19**	
Ethnicity	83.7	82.1	80.6	78.9	85.2	1.5
Sexual Orientation	63.6	63.1	62.8	63.6	75.4	11.8
Religion / Faith	63.6	62.7	62.2	62.6	73.3	9.7
Disability*	51.1	54.7	57.1	59.1	73.0	21.9

* The low declaration rate for disability is mainly down to the department's Human Resource Management System (HRMS) resetting in April 2011 to accommodate the new disability reporting requirements resulting from the 2011 census exercise. Consequently all disability records were reset and personnel were requested to re-declare their disability status.

Improvements in the declaration rates for all four diversity measures from October 2018 to October 2019 are largely as a result of a policy strategy designed to encourage people to complete their diversity records. People still had the option to positively opt-out of providing details by selecting 'Choose not to declare'.

Symbols and Conventions

Symbols

*	not applicable (either numbers are not sufficiently robust or the declaration rate is less than 60%).
||	discontinuity in time series
~	fewer than five
..	not available
–	zero or rounded to zero

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 MOD Main 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.

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 to October 2018 (declaration rate below 60 per cent). DS (Civilian) worked with diversity policy colleagues to encourage people to complete their diversity records. (People still had the option to positively opt-out of providing details by selecting 'Choose not to declare'). The declaration rate in January 2019 rose above 60 per cent, allowing the representation rate to be reported on.

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.

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. The following notes apply:

   i. 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.

   ii. 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
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

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)

Email: mailto:DefStrat-Stat-CivEnquiries@mod.gov.uk

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

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

Other contact points within Defence Statistics are:

Defence Expenditure Analysis	030 6793 4531	DefStrat-Econ-ESES-DEA-Hd@mod.gov.uk
Price Indices	030 6793 2100	DefStrat-Econ-ESES-PI-Hd@mod.gov.uk
Naval Service Manpower	023 9254 7426	DefStrat-Stat-Navy-Hd@mod.gov.uk
Army Manpower	01264 886175	DefStrat-Stat-Army-Hd@mod.gov.uk
RAF Manpower	01494 496822	DefStrat-Stat-Air@mod.gov.uk
Tri-Service Manpower	020 7807 8896	DefStrat-Stat-Tri-Hd@mod.gov.uk
Civilian Manpower	020 7218 1359	DefStrat-Stat-Civ-Hd@mod.gov.uk
Health Information	030 6798 4423	DefStrat-Stat-Health-Hd@mod.gov.uk

If you wish to correspond by mail, our postal address is:

Defence Statistics (Civilian Personnel)
Ministry of Defence, Main Building
Floor 3 Zone M
Whitehall
London
SW1A 2HB

For general MOD enquiries, please call: 020 7218 9000