



Ministry
of Defence



UNITED KINGDOM DEFENCE STATISTICS 2012

CHAPTER 2

Personnel

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CHAPTER 2 - PERSONNEL

INTRODUCTION

Chapter 2 contains figures on strength, intake and outflow of Armed Forces and MOD civilian personnel. It presents detailed information on the composition of personnel, including location, gender, ethnic origin, and rank/grade, plus higher-level summaries of how key trends in strengths and flows have developed over a number of years. Chapter 2 is divided into five main sections:

- **Personnel summary (Tables 2.1 to 2.3)** - overall statistics relating to both civilians and Armed Forces personnel, including numbers by location.
- **UK Armed Forces (Tables 2.4 to 2.24)** - summaries of the main trends in strengths, intake and outflow of personnel in the UK Armed Forces. A chart setting out the equivalent ranks in the Services and with civilians is included as Table 2.24.
- **Civilian personnel (Tables 2.25 to 2.38)** - summaries of the main trends in strengths, intake and outflow of civilian personnel, including breakdowns of the diversity protected characteristics.
- **Compensation claims made against the MOD (Tables 2.39 and 2.40)** - statistics on the numbers of new and settled claims made against the MOD.
- **International (Table 2.41)** - Manpower holdings and ceilings by member countries of the Conventional Armed Forces in Europe (CFE) Treaty.

Tables are presented showing annual figures from April 2006 where available to April 2012 and a comparative figure at April 2000 where data allow.

Context

The Strategic Defence and Security Review (SDSR) announced in October 2010 plans to make total reductions of around 17,000 service personnel by 2015 and decrease the MOD civil personnel by 25,000 to 60,000 by 2015, as the requirement for civilian support decreases in line with the development of new force structures, restructuring of defence capabilities, rationalisation of the defence estate and realisation of other non-front line savings.

Further reductions were announced subsequently for both the Armed Forces and Civilian workforce. With a reduction of 12,000 to the Army announced in July 2011 as a result of the Three-Month Exercise (3ME) and further Civilian workforce reductions resulting in a target of a civilian workforce of 57,000 by 2015.

Due to the personnel reductions implicated under the SDSR, monitoring of civilian personnel reductions are implemented to start at the beginning of the financial year 2010/11, therefore particular reference has been made, in the accompanying commentary, to changes in personnel numbers at and since this point.

Armed Forces Personnel Key Points and Trends

Strength

The full-time trained strength of the UK Armed Forces was 170,010 at 1 April 2012, down 6,850 (3.9 per cent) since 1 April 2011 and down 20,260 (10.6 per cent) since 1 April 2000.

The requirement for the UK full-time trained Armed Forces has decreased from 198,160 in 2000 to 179,250 in 2011 and 174,840 in 2012. Between 2000 and 2012 the rate of decrease has been greatest in the RAF, followed by the Naval Service and least in the Army.

The deficit between strength and requirement of full-time trained Armed Forces was 4,830 or 2.8 per cent at 1 April 2012. This deficit has increased from 2,400 (1.3 per cent) at 1 April 2011 and decreased from 7,880 (4.0 per cent) 1 April 2000. The increase in the deficit since 1 April 2011 is due to the planned drawdown to meet the personnel reductions set out in the SDSR.

Location

At 1 April 2012, 156,970 (87.3 per cent) of UK Regular Armed Forces personnel were stationed in the UK. This was a decrease of 4,820 when compared to 1 April 2011. At 1 April 2012, 22,440 personnel were stationed overseas, a decrease of 1,790 from 1 April 2011. On 1 April 2012, a further 390 UK Regular Armed Forces personnel were unallocated.

Diversity

At 1 April 2012 the percentage of Armed Forces personnel who were:

- Female was 9.7 per cent, up 0.1 percentage points from 1 April 2011.
- Black and Minority Ethnic (BME), with known ethnic origin, was 6.9 per cent, up 0.2 percentage points from 1 April 2011.
- Christian, with a recorded religion, was 83.5 per cent, a decrease from 84.9 per cent at 1 April 2011.
- Of UK nationality (with a recorded nationality) was 94.9 per cent, a slight decrease from 95.1 per cent at 1 April 2011.

Intake/Outflow

The intake to UK Regular Forces from civil life was 14,800 in the financial year 2011/12. This was an increase of 2,070 (16.3 per cent) when compared with 2010/11.

The gain to trained strength (GTS) of the UK Regular Armed Forces was 11,320 in financial year 2011/12. This was a decrease of 2,080 (15.5 per cent) when compared to 2010/11, with a decline seen in all three Services. This reflects previous reduced intake in all three Services.

The outflow of personnel from the UK Regular Armed Forces was 21,370 in 2011/12. This was an increase of 3,240 (17.8 per cent) when compared with 2010/11, with an increase seen in each of the Services. This represents a change in recent trends where total outflow of personnel from the UK Regular Armed Forces had fallen year on year from 2006/07 to 2010/11.

Civilian Personnel Key Points and Trends

General

Between 1 April 2011 and 1 April 2012 the number of Level 0 civilian personnel fell by 12,050^e (14.5 per cent) Full Time Equivalent (FTE) from 83,060^e to 71,010^e. This

net change comprised falls of 8,620 in the Level 1 civilian total, 2,240 in the Trading Fund total and 1,190^e in Locally Engaged Civilians (LEC).

Between 2000 and 2010 the Level 0 MOD civilian total fell from around 121,300 in 2000, to around 85,800^e in 2010; representing a 29.3 per cent decrease over the period. Between 2010 and 2012 the Level 0 MOD civilian total fell from around 85,800^e to 71,000, reducing by a further 17.3 per cent.

Location

The number of Level 0 civilian personnel (excluding Royal Fleet Auxiliary) employed in the United Kingdom in FTE terms decreased, from 67,610 at 1 April 2011 to 57,220 at 1 April 2012. The number of Level 0 civilian personnel (excluding Royal Fleet Auxiliary) employed overseas also decreased from 12,680 at 1 April 2011 to 11,270 at 1 April 2012.

Diversity

Between 1 April 2011 and 1 April 2012 the headcount representation percentage (excluding Royal Fleet Auxiliary and LEC personnel) of:

- Black and Minority Ethnic (BME) personnel (with known ethnic origin) increased from 3.2 per cent to 3.5 per cent.
- Female personnel fell from 36.8 per cent to 36.0 per cent.
- Personnel working part-time hours fell from 10.2 per cent to 9.8 per cent.

Between 1 April 2011 and 1 April 2012 the headcount representation percentage (excluding Trading Funds, Royal Fleet Auxiliary and LEC personnel) of:

- Christian personnel fell from 71.7 per cent to 70.8 per cent, while those with non-Christian religious beliefs remained stable at 5.1 per cent.
- Secular personnel increased slightly from 23.4 per cent to 24.1 per cent.
- Lesbian, gay and bisexual personnel increased slightly from 1.4 per cent to 1.7 per cent.

Intake

Although the Ministry of Defence has been under a recruitment freeze since August 2010, some exemptions to this exist, where recruitment remains authorised to ensure sufficient key skills and professions remain at required levels. While Trading Funds are not exempt from the recruitment freeze, the majority of personnel employed are specialists, as such recruitment has been largely unaffected by the freeze. In the financial year 2011/12 1,380 personnel were recruited into the Department, excluding Royal Fleet Auxiliary and LEC personnel. This was a decrease of 660 on the number recruited in 2010/11, reflecting the effect of the first full year under the recruitment freeze.

Outflow

Within 2011/12 12,360 personnel left the Department, an increase of 7,090 on the number leaving the department in 2010/11. This is largely attributed to the effects of the implementation of the SDSR with almost half of all exits (48.1 per cent) and 63.2 per cent of Main MOD TLB exits occurring under the Voluntary Early Release Scheme (VERS) which was implemented in October 2011. An increase in the numbers of personnel leaving Trading Funds was also seen in 2011/12. Even accounting for the 1,910 Met Office personnel transferring to the Department for Business Innovation and Skills, a further 1,020 personnel left MOD Trading Funds, 220 more than in 2010/11.

Changes to Chapter 2 in 2012

Revisions to historic data from the Joint Personnel Administration System

DASA has recently undertaken a major review of all Armed Forces personnel data from the Joint Personnel Administration system. This has resulted in changes to the strengths, intake and outflow data reported in this publication (Tables 2.1 – 2.22), affecting the following periods:

- Naval Service: flow statistics from the period ending 30 April 2009 to the period ending 31 October 2011 and strength statistics from 1 May 2009 to 1 October 2011 (inclusive).
- Army: flow statistics from the period ending 30 April 2009 to the period ending 31 October 2011 and strength statistics from 1 May 2009 to 1 October 2011 (inclusive).
- Royal Air Force: flow statistics from the period ending 30 April 2009 to the period ending 31 October 2011 and strength statistics from 1 May 2009 to 1 October 2011 (inclusive).

Changes to headline strengths by Service ranged from fewer than 10 to approx 270. Changes to annual intake figures range from approx 40 to approx 250, and changes to annual outflow ranged from fewer than 10 to approx 200.

The revised data are the result of improved business processes developed over time. They are considered finalised and are therefore no longer marked provisional. Data from November 2011 onwards follow the improved processes and it is therefore considered no longer necessary to mark them as provisional.

Main changes to tables

Table 2.4 (UKDS 2011) “Strength of locally entered personnel” is no longer included in UKDS. This table provided locations of Gurkha and LEC personnel. Given the differences between these types of personnel, Gurkhas serve under the same terms and conditions as UK Regular personnel, whereas LEC have localised arrangements, it is not considered meaningful to present these together.

Note: Due to the removal of Table 2.4, Tables 2.5 to 2.16 in UKDS 2011 are now presented as Tables 2.4 to 2.15.

Table 2.15 (UKDS 2011, Table 2.16) has been expanded. The UKDS 2011 table was a snapshot for one year. The expanded tables (2.15a and 2.15b) provide a time series, one covering the Community Cadet Forces and a second covering the Combined Cadet Force.

Titles: Table 2.15a, Community Cadet Forces strengths at 1 April in each year
Table 2.15b, Combined Cadet Forces strengths at 1 April in each year

Table 2.16 is new, providing summary intake and outflow for each Service based on Monthly Personnel Report Table 3¹. This table includes for the first time in UKDS the numbers of personnel leaving the Services due to voluntary outflow and redundancy. It includes a time series showing the patterns of change in intake and outflow in each

¹ Latest Monthly Personnel Report can be found at:
<http://www.dasa.mod.uk/index.php?pub=MPR>

financial year.

Title: Table **2.16** Intake to and Outflow from UK Regular Forces by Service

Table **2.26** has been amended to remove Working Level Management Group data. As at 1 April 2012 Central Top Level Budget (TLB) and Chief of Joint Operations ceased to exist as TLBs; Head Office & Corporate Services and Joint Forces Command were established as TLBs. Reporting responsibility of the Met Office Trading Fund was transferred to the Department for Business Innovation and Skills (BIS) in Autumn 2011.

Table **2.27** (UKDS 2011), breakdowns by agency is no longer included in UKDS. Almost all former MOD agencies have now been subsumed into the MOD core, and after public consultation it was determined this table was no longer relevant. The table has consequently been removed.

Tables **2.28 to 2.42** in UKDS 2011 are now presented as Tables **2.27 to 2.41**, unless noted below no other changes are anticipated to these tables.

Table **2.29** in UKDS 2011 is now presented as Table **2.28**, the graph presented in the previous publication, based on declaration rate, has been replaced by a more informative graph showing the relative distribution across grades of each ethnicity category.

Table **2.30** in UKDS 2011 is now presented as Table **2.29**, the graphs presented in the previous publication, showing the strength of civilian personnel by gender and by full time or part time have been modified to show the more informative relative proportions of male to female personnel and full time to part time personnel

Table **2.33** in UKDS 2011 is now presented as Table **2.32**, the graph based on declaration rate has been replaced by a graph showing the relative distribution of religion across grades.

Table **2.34** in UKDS 2011 is now presented as Table **2.33**, the graph based on declaration rate has been replaced by a graph showing the relative distribution of sexual orientation across grades.

Tables **2.40 to 2.42** in UKDS 2011 are now presented as Tables **2.39 to 2.41**, no other changes have been made to these tables.

Data sources

The principal sources of data for personnel information presented in UKDS Chapter 2 are the civilian and Armed Forces administrative databases.

Armed Forces statistics prior to 2006 were compiled from pay records (Naval Service) or personnel records (Army and RAF) held by the Service Personnel and Veterans Agency (SPVA, formerly the Armed Forces Personnel Administration Agency). In March 2006 the transfer of all Service personnel records to the Joint Personnel Administration (JPA) system began. Statistics are compiled from JPA in the RAF from April 2006, in the Naval Service from November 2006 and in the Army from April 2007. All statistics before these points are derived from single Service legacy systems.

Armed Forces requirement statistics are those set in the Defence Planning rounds for

each year. However requirement figures in this publication may not match those published in the Defence Plans when any Service makes an approved in-year change to its requirement.

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

The MOD has three Trading Funds² that provide DASA with monthly extracts from their own personnel systems. The Royal Fleet Auxiliary (RFA) data are taken from the MOD civilian pay system and Locally Engaged Civilians (LEC) data are taken from quarterly head counts provided to DASA by administrators in each Top Level Budget (TLB).

Data quality

Armed Forces data on JPA are a combination of mandatory and non-mandatory fields populated by unit administrators and voluntary fields such as ethnic origin that Armed Forces personnel can choose to complete based on their self-perceptions. In 2011 the ethnicity and nationality categories were aligned with new recommended classifications in the 2011 Census of Population. If the percentage of personnel with unknown or undeclared ethnicity exceeds 40 per cent DASA consider the risk of misrepresenting ethnicity percentages is too high to publish. All Service totals are also suppressed when single Service figures have varying degrees of coverage to prevent bias towards Services with higher coverage.

As a result of improvements in the quality of data sourced from JPA and the monthly data validation processes, all data from 1 November 2011 is considered to be fit for purpose. Consequently data published from 1 November 2011 onwards are considered finalised and will no longer be marked as provisional.

Further information can be found in our background report:-

[Quality Report - UK Armed Forces - Monthly, Quarterly and Annual Manning Reports](#)

[Quality Report - TSP 7 UK Reserves](#)

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

Those personnel who have not actively made a declaration may not have the same proportions as those who do make declarations, therefore the representation figures for self-declared equality and diversity fields are likely to be inherently biased, with no means of ascertaining the extent or direction of that bias. Consequently the actual

² Defence Support Group (formerly Army Base Repair Organisation and the Defence Aviation and Repair Agency)
Defence Science and Technology Laboratory
Hydrographic Office

rates of declaration are also provided to give an indication of the proportion of personnel from which representation percentages have been obtained. It is important to use caution when considering equality and diversity representation percentages, and to consider the declaration rate simultaneously, as the accuracy of equality and diversity representation percentages cannot be fully assessed.

The disability field on the department's Human Resource Management System (HRMS) was reset on 18 April 2011 to accommodate the new disability reporting requirements resulting from the 2011 census exercise. Consequently all disability records were reset and personnel have been requested to re-declare their disability status. With disability declaration being optional, progress has been slow in personnel making new declarations. Following the HRMS reset declaration rates fell to 4.6 per cent and had only increased to 29.2 per cent by April 2012. To observe representation rates with declaration rates as low as this would not have any statistical validity. From the current rate of progress, we do not anticipate being able to report disability representation figures for the foreseeable future. In view of this, disability representation rates remain withheld for May 2011 onwards, until further notice. Data prior to this time are unaffected.

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

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

Further information can be found in our background report:-

[Quality Report - Civilian Personnel Statistics](#)

National Statistics

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

- Table **2.23** - UK Regular Forces salaries: illustrative rates and indices
- Table **2.39** - New claims and settled claims by broad category in each year
- Table **2.40** - New claims and settled claims by broad cause in each year
- Table **2.41** - Manpower holdings and ceilings by member country within the scope of the Conventional Armed Forces in Europe Treaty

Table **2.14** "Strength of the Reserve Forces" - retains National Statistics status pending review but significant concerns with data quality remain. See Table 2.14 for details.

The data in tables **2.35**, **2.36**, **2.37** and **2.38** are outside the scope of National Statistics because flows can only be reconciled to strength at Civilian Level 0. Intake and outflow are purely a record of recruitment into and departures from the department, and do not reflect movements of personnel within the Department, such as promotions and transfers. Therefore rates by grade are purely the number of people who leave the department or join each grade from outside the Department per 100 of the average headcount strength for that grade.

All Chapter 2 Tables badged as National Statistics are labelled as being within the scope of National Statistics and where relevant a link to where the latest information can be found.

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PERSONNEL SUMMARY

Table 2.1 Recent trends in Service and civilian personnel¹ strengths, at 1 April each year

Between 2000 and 2010, the total number of personnel (both UK Armed Forces and civilian) fell by 15.0 per cent from around 334,000 in 2000 to around 284,000 in 2010. By 2012, the total number of personnel (both UK Armed Forces and civilian) fell by a further 9.5 per cent from around 284,000 in 2010 to around 257,100e in 2012. Between 2000 and 2010 the strength of the UK Armed Forces fell from around 212,700 to 198,200, this represents an overall decrease of 6.8 per cent over the period. Over the same period, the Level 0 MOD civilian total fell from around 121,300 in 2000, to around 85,800 in 2010; representing a 29.3 per cent decrease over the period. Between 2010 and 2012 the strength of the UK Armed Forces fell from around 198,200 to around 186,100, representing a further decrease of 6.1 per cent over the period, while the Level 0 MOD civilian total fell from around 85,800 to 71,000, reducing by a further 17.3 per cent.

As at 1 April 2000, the ratio of UK Armed Forces to civilians was 1.8 : 1 (civilians accounting for 36.3 per cent of total personnel). As at 1 April 2006 this ratio had increased to 1.95 : 1 (civilians accounting for 33.9 per cent of total personnel). By 2012 this ratio had increased to 2.6 : 1 (civilians accounting for 27.6 per cent of total personnel).

In the context of comparative reductions in personnel numbers across the period, while UK Armed Forces have reduced in size by 12.5 per cent since 2000, the MOD civilian population has experienced a far greater reduction of 41.5 per cent over the same period.

The MOD civilian Level 0 FTE strength has reduced substantially since 2000, from about 121,300 at 1 April 2000 to about 71,000e at 1 April 2012, a reduction of more than 50,000. The Level 0 strength reduced by a quarter from 2000 to 2008, and subsequently remained more stable with only small reductions until 2011. Further reductions have been seen since 2011, as directed by policy deriving from the Strategic Defence and Security Review (SDSR). Personnel reductions under the SDSR are set to continue until 2020 from the baseline start point of April 2010. Between April 2010 and April 2012 the overall strength in Level 1 MOD personnel fell from 65,900 to 54,500. During this period permanent non-industrial strength has fallen by 16.2 per cent and permanent industrial strength has fallen by 21.4 per cent (see Table 2.25).

Data from the Joint Personnel Administration System for 2010 and 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see Chapter 2 introduction for more details.

This table is a National Statistic. These statistics have previously been published in the UK Armed Forces - Quarterly Personnel Report (QPR) and the Quarterly Civilian Personnel Report (QCPR). These publications and the latest figures can be found here (<http://www.dasa.mod.uk/index.php?pub=QPR>), (<http://www.dasa.mod.uk/index.php?pub=QCPR>).

Thousands: FTE

	2000	2006 ²	2007	2008 ²	2009	2010	2011	2012 ²
Total personnel	334.0	304.8	294.1	282.4	281.6	284.0	275.7^e	257.1^e
Service	212.7	201.4	196.4	192.9	195.0	198.2	192.7	186.1
UK Regulars	207.6	195.9	190.7	186.9	188.6	191.7	186.4	179.8
FTRS	1.0	1.5	1.6	1.8	2.1	2.3	2.1	2.1
Gurkhas	3.7 ^r	3.7	3.7	3.9	3.8	3.8	3.9	3.8
Locally entered/engaged	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4
Civilian Level 0¹	121.3	103.4	97.7	89.5	86.6	85.8	83.1^e	71.0^e
Level 1 ¹	91.9	78.1	73.8	69.0	66.4	65.9	63.1	54.5
Trading Funds	14.5	10.7	10.1	9.2	9.6	9.7	9.4	7.1
Locally engaged civilians	14.8	14.5	13.8	11.2	10.5	10.2	10.6 ^e	9.4 ^e
Excluded from the above table:								
Royal Irish (Home Service)³	4.2	3.1	2.1	*	*	*	*	*

Source: DASA(Quad-Service)

1. Civilian Level 0 and Level 1 are defined in the Glossary.

2. The following changes have affected the continuity of the civilian data: In 2001 the QinetiQ portion of the Defence Evaluation and Research Agency (8,000) was established as a private company. At 1 April 2008 the Defence Aviation Repair Agency and the Army Base Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation. In October 2011 responsibility for management of the Meteorological Office personnel (1,900) transferred to Department for Business, Innovation and Skills (BIS).

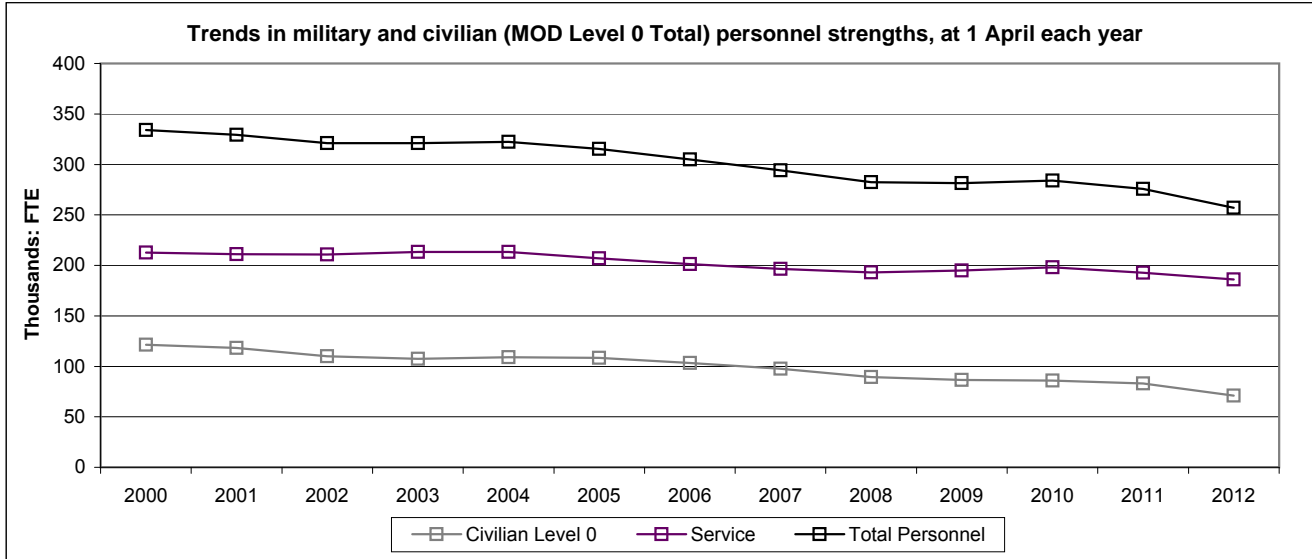
3. The Home Service of the Royal Irish Regiment was officially disbanded on 31 March 2008.

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Chart to **Recent trends in Service and civilian personnel¹ strengths, at 1 April each year (continued)**
Table **2.1**



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Table 2.2 Location of Service and civilian personnel^{1,2} in the United Kingdom, at 1 April each year

The strength of UK-based civilian personnel has reduced from 67,610 in 2011 to 57,220 in 2012, a decrease of 15.4 per cent. The total strength of MOD service personnel based in Northern Ireland has continued to reduce, falling by 6.8 per cent since last year. Since 2000, the number of Service personnel stationed in Northern Ireland has been reduced by 55.4 per cent, from 8,390 to 3,740, whilst the civilian strength has fallen by 50.6 per cent during the same period from 3,250 to 1,610. The South East Region has the largest population of UK Service personnel, with 43,330, although the South West has the largest population of civilians, with 21,690.

Data from the Joint Personnel Administration System for 2010 and 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see Chapter 2 introduction for more details.

This table is a National Statistic (Latest figures <http://www.dasa.mod.uk/index.php?pub=QLS>).

	2000 ³	2006	2007	2008	2009	2010	2011	2012
United Kingdom	267 700	248 710	239 460	231 350	233 290	236 710	229 400	214 190
Service	170 300	165 710	161 360	158 450	162 670	166 100	161 790	156 970
Civilian	97 410	83 000	78 110	72 900	70 620	70 610	67 610	57 220
England	222 560	211 870	207 550	202 710	204 400	207 890	201 320	188 810
Service	143 040	142 130	141 360	140 120	143 540	146 950	142 860	139 260
Civilian	79 520	69 740	66 200	62 590	60 860	60 940	58 450	49 560
Wales	8 260	6 320	5 010	4 800	4 730	4 900	4 580	4 150
Service	3 220	3 260	2 590	2 630	2 720	2 930	2 820	2 780
Civilian	5 040	3 050	2 420	2 170	2 010	1 970	1 760	1 370
Scotland	24 680	20 440	19 190	17 960	17 880	17 840	17 630	15 880
Service	15 080	13 520	12 640	11 960	12 020	12 080	12 090	11 190
Civilian	9 600	6 920	6 550	5 990	5 860	5 760	5 540	4 690
Northern Ireland	11 640	10 080	7 700	5 880	6 280	6 080	5 870	5 350
Service	8 390	6 800	4 770	3 730	4 390	4 140	4 010	3 740
Civilian	3 250	3 290	2 940	2 150	1 890	1 930	1 850	1 610

Source: DASA(Quad-Service)

Service and Civilian personnel^{1,2} by Region

	Service			Civilian		
	2011	2012	% change	2011	2012	% change
United Kingdom	161 790	156 970	-3.0	67 610	57 220	-15.4
England	142 860	139 260	-2.5	58 450	49 560	-15.2
East of England	18 210	17 350	-4.7	5 510	4 600	-16.5
East Midlands	9 080	8 420	-7.3	2 380	1 900	-19.9
London	6 020	5 400	-10.4	4 570	3 960	-13.4
North East	1 420	1 400	-1.4	450	330	-25.1
North West	2 100	2 160	2.7	2 250	1 900	-15.6
South East	42 490	43 330	2.0	13 400	11 550	-13.8
South West	41 540	39 040	-6.0	21 690	18 100	-16.5
West Midlands	6 900	6 570	-4.8	4 490	3 970	-11.5
Yorkshire and The Humber	15 110	15 600	3.2	3 720	3 230	-13.2
Wales	2 820	2 780	-1.5	1 760	1 370	-22.4
Scotland	12 090	11 190	-7.5	5 540	4 690	-15.3
Northern Ireland	4 010	3 740	-6.8	1 850	1 610	-13.3

Source: DASA(Quad-Service)

1. Service personnel figures are for UK Regular Forces based in the UK. They include all trained and untrained Personnel and exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists.
2. Civilian personnel includes Trading Fund staff and exclude RFAs and LECs.
3. 2000 figures are as at 1 July.

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Table 2.3 Global locations of Service¹ and civilian personnel^{2,3}, at 1 April each year

At 1 April 2012, 87.3 per cent of UK Service and 80.6 per cent of MOD civilian personnel were stationed in the UK. The number of UK military personnel stationed overseas has decreased from 37,200 in 2000 to 22,440 in 2012, a decrease of 39.7 per cent. At the same time the number of UK civilian personnel stationed overseas has decreased from 16,800 in 2000 to 11,270 in 2012, a decrease of 32.9 per cent. The percentage of UK military personnel stationed overseas has fallen from 17.4 per cent in 2000 to 12.5 per cent in 2012. Over the same period, the percentage of UK civilian personnel stationed overseas has risen from 13.9 per cent in 2000 to 15.9 per cent in 2012.

Despite the numbers stationed there falling for at least the sixth year in succession, the Germany/Belgium/Netherlands region has the second largest population of MOD personnel after the UK, with 17,480 Service and 5,950 civilians. This amounts to 77.9 per cent of UK military personnel stationed overseas and 52.8 per cent of UK civilian personnel stationed overseas.

Data from the Joint Personnel Administration System for 2010 and 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see Chapter 2 introduction for more details.

This table is a National Statistic (Latest figures <http://www.dasa.mod.uk/index.php?pub=QLS>).

Number: FTE

	2000 ⁴	2006	2007	2008	2009	2010	2011	2012
Global Total	333 960^r	299 220	288 360	276 410	275 220	277 560	269 420^e	250 810^e
Service	213 220	195 850	190 670	186 910	188 600	191 710	186 360	179 800
Civilian Level 0	120 740	103 380	97 690	89 500	86 620	85 850	83 060 ^e	71 010 ^e
United Kingdom Total	267 700	248 710	239 460	231 350	233 290	236 710	229 390	214 190
Service	170 300	165 710	161 360	158 450	162 670	166 100	161 790	156 970
Civilian	97 410	83 000	78 110	72 900	70 620	70 610	67 610	57 220
Overseas Total	54 000^r	45 640	44 320	41 270^r	38 240^r	37 650^r	36 910^r	33 710^e
Service	37 200	28 540	27 980	27 590	25 350	25 260	24 230	22 440
Civilian	16 800 ^r	17 110	16 340	13 680 ^r	12 890 ^r	12 400 ^r	12 680 ^{re}	11 270 ^e
EUROPE (exc. UK)	..	40 330	39 370	36 800	33 670	33 000	31 300	29 050^e
Germany / Belgium / Netherlands ⁵	20 190	22 590	22 380	22 310	19 760	19 720	18 760	17 480
Service	20 190	22 590	22 380	22 310	19 760	19 720	18 760	17 480
Civilian	..	8 740	8 860	7 980	7 560	7 190	6 590	5 950 ^e
Balkans ⁶	6 030	30	50	20	20	-	10	-
Service	6 030	30	50	20	20	-	10	-
Civilian	..	660	700	210	190	20	10	20
Cyprus	3 510	3 040	2 950	2 780	2 910	2 880	2 830	2 590
Service	3 510	3 040	2 950	2 780	2 910	2 880	2 830	2 590
Civilian	..	3 230	2 280	1 850	1 640	1 610	1 570	1 670
Gibraltar	550	340	310	280	260	270	260	230
Service	550	340	310	280	260	270	260	230
Civilian	..	1 010	1 190	750	730	730	750	650 ^e
Remainder	1 290	550	500	470	470	440	390	350
Service	1 290	550	500	470	470	440	390	350
Civilian	..	120	160	160	140	150	140	110
ASIA (EXC. MIDDLE EAST)	..	1 130	1 340	1 430	1 600	1 920	2 080^e	2 110^e
Service	970	280	220	260	260	260	280	260
Civilian	..	850	1 110	1 170	1 340	1 660	1 800 ^e	1 860 ^e
NORTH AFRICA / MIDDLE EAST	..	1 910	1 450	960	730	460	500	430
Service	1 300	420	310	360	370	380	420	340
Civilian	..	1 490	1 140	600	360	80	80	90
SUB SAHARAN AFRICA	..	560	610	650	680	690	1 540	890
<i>of which:</i>								
Kenya ⁷	-	30	30	30	80	90	140	180
Service	-	30	30	30	80	90	140	180
Civilian	..	170	180	230	320	360	1 190	640
Sierra Leone	-	90	90	80	60	30	30	20
Service	-	90	90	80	60	30	30	20
Civilian	..	230	220	220	150	150	130	-

Continued on the next page

CHAPTER 2 - PERSONNEL

PERSONNEL SUMMARY

Table 2.3 Global locations of Service¹ and civilian personnel^{2,3}, at 1 April each year (continued)

		2000 ⁴	2006	2007	2008	2009	2010	2011	2012
NORTH AMERICA		..	870	860	880	920	990	980	990^e
<i>of which:</i>									
United States	Service	910	410	390	420	470	520	550	560
	Civilian	..	180	180	180	160	160	150	150 ^e
Canada	Service	1 610	260	270	270	270	270	270	270
	Civilian	..	20	10	10	10	50	10	10
CENTRAL AMERICA / CARIBBEAN		..	240	250	260	250	240	240	70
	Service	-	80	80	80	70	70	70	10
	Civilian	..	160	170	180	180	170	160	60
SOUTH AMERICA		..	20	20	20	20	20	20	20
	Service	-	10	10	10	10	10	10	10
	Civilian	..	-	10	10	10	10	10	10
SOUTH ATLANTIC		..	390	360	190	310	270	180	80^e
<i>of which:</i>									
Falkland Islands	Service	780	310	290	130	250	220	120	50
	Civilian	..	60	60	50	50	40	40	30 ^e
OCEANIA		..	50	70	80	60	60	70	70
	Service	20	50	50	60	50	50	50	60
	Civilian	..	-	10	20	20	10	20	10
Unallocated		-	2 530	2 210	1 520^r	1 390^r	860^r	760^r	910
	Service	5 720	1 600	1 330	880	580	350	340	390
	Civilian	4 080 ^r	930	880	650 ^r	800 ^r	520 ^r	420 ^r	520
Royal Fleet Auxiliaries Civilian		2 450	2 340	2 360	2 270	2 300	2 330	2 360	2 000

Source: DASA(Quad-Service)

1. Service personnel figures are for UK Regular Forces. They include all trained and untrained Personnel and exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists.
 2. Civilian Level 0 and Level 1 are defined in the Glossary.
 3. UK civilian totals include Trading Fund personnel but exclude RFA and LEC personnel and those with an unknown location. Overseas civilian includes LEC personnel.
 4. Detailed break down of LEC data for 2000 are not available. The "Overseas Total" for year 2000 subsumes the total LEC figure. 2000 figures as at 1 July.
 5. As data for locally engaged civilians cannot be separated for Germany, Belgium and the Netherlands, these countries are grouped together.
 6. Consists of Bosnia-Herzegovina, Croatia, the Former Yugoslav Republic of Macedonia, Kosovo, Montenegro, Serbia.
 7. The increase in civilian numbers in 2011 reflects the additional requirements for locally engaged civilian to support military exercises.
- ^r The overseas and unallocated groupings have changed since previous years to bring it in to line with the groupings used in Quarterly Location Statistics publication (QLS). As a result, the figures have been revised for the time series to correspond with the new groupings where possible.

CHAPTER 2 - PERSONNEL

UK ARMED FORCES

Table 2.4a Full-time trained strength¹ and requirement, at 1 April each year

The full-time trained strength of the UK Armed Forces was 170,010 at 1 April 2012, down 6,840 (3.9 per cent) since 1 April 2011 and down 20,260 (10.6 per cent) since 1 April 2000.

The requirement for the UK's full-time trained Armed Forces decreased from 198,160 in 2000 to 185,920 in 2006 and 174,840 in 2012. The rate of decrease has been greatest in the RAF, followed by the Naval Service and least in the Army. Contrasting with the other Services, and the Army other ranks, the requirement for Army officers increased between 2011 and 2012, and at 13,480 was higher than it was in 2000.

The deficit between strength and requirement of full-time trained Armed Forces has decreased from 7,880 at 1 April 2000 to 4,830 at 1 April 2012. The deficit at 1 April 2012 is mainly due to a deficit of 4,720 Other Ranks. Officers were also in deficit in 2012, having reduced in strength by 1,150 since 1 April 2011 against a slightly increased requirement. This is the first time that Officers have been in overall deficit since 2005. The largest deficit as a percentage of requirement is in the Naval Service, where the strength has fallen faster than the requirement in the last year.

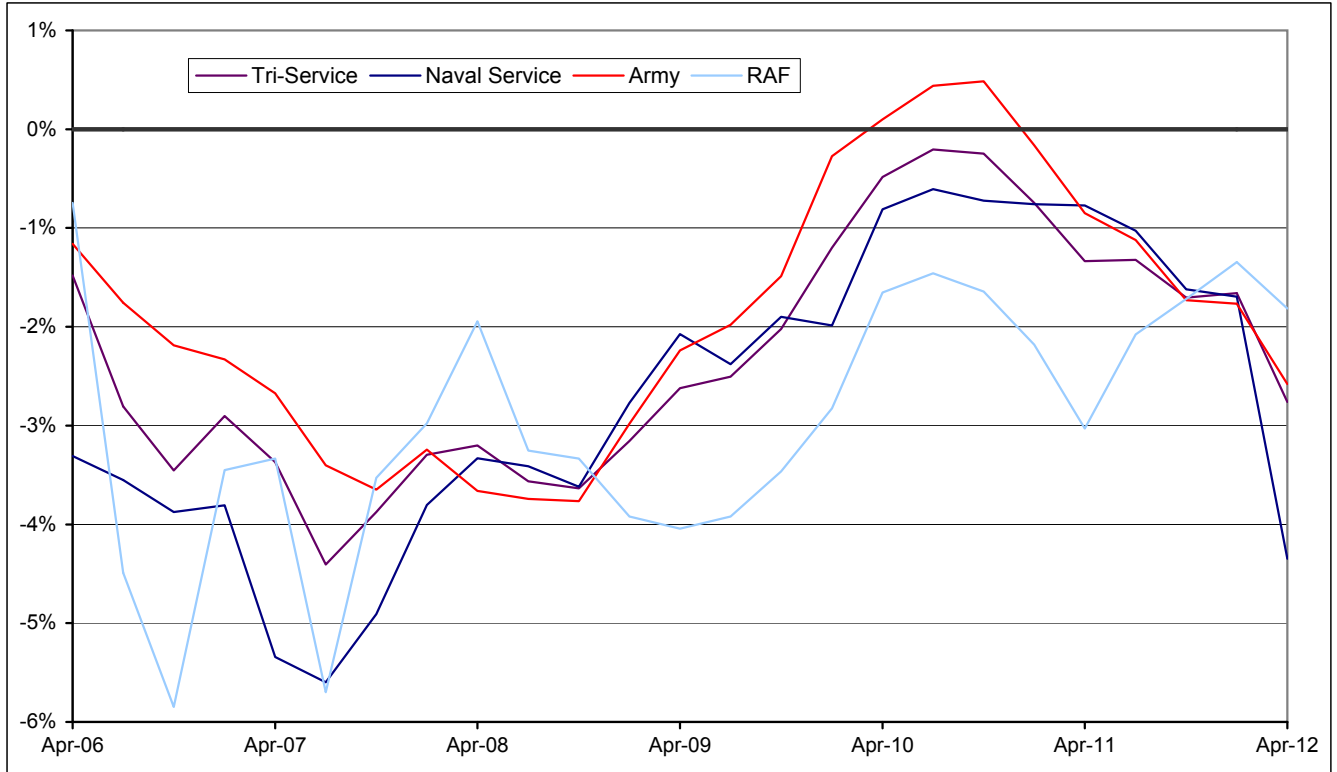
Data from the Joint Personnel Administration System for 2010 and 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see Chapter 2 introduction for more details.

This table is a National Statistic (Latest figures <http://www.dasa.mod.uk/index.php?pub=MPR>).

	2000	2006	2007	2008	2009	2010	2011	2012
All Services								
Requirement	198 160	185 920	183 610	179 270	178 860	178 750	179 250	174 840
Strength ²	190 270	183 170	177 430	173 530	174 170	177 890	176 860	170 010
Surplus/Deficit	-7 880	-2 750	-6 190	-5 740	-4 690	-860	-2 400	-4 830
Surplus/Deficit as % of requirement	-4.0	-1.5	-3.4	-3.2	-2.6	-0.5	-1.3	-2.8
Naval Service								
Requirement	39 860	36 830	36 800	36 260	35 760	35 790	35 700	34 800
Strength ²	38 880	35 620	34 830	35 050	35 020	35 500	35 420	33 290
Surplus/Deficit	-990	-1 220	-1 970	-1 210	-740	-290	-280	-1 510
Surplus/Deficit as % of requirement	-2.5	-3.3	-5.3	-3.3	-2.1	-0.8	-0.8	-4.3
Army								
Requirement	106 400	101 800	101 800	101 800	101 790	102 160	102 210	101 210
Strength ²	100 190	100 620	99 080	98 070	99 510	102 260	101 340	98 600
Surplus/Deficit	-6 210	-1 180	-2 720	-3 730	-2 280	100	-870	-2 610
Surplus/Deficit as % of requirement	-5.8	-1.2	-2.7	-3.7	-2.2	0.1	-0.8	-2.6
Royal Air Force								
Requirement	51 900	47 290	45 020	41 210	41 310	40 800	41 340	38 830
Strength ²	51 210	46 940	43 510	40 400	39 640	40 130	40 090	38 120
Surplus/Deficit	-690	-350	-1 500	-800	-1 670	-670	-1 250	-700
Surplus/Deficit as % of requirement	-1.3	-0.7	-3.3	-1.9	-4.1	-1.7	-3.0	-1.8

Source: DASA(Quad-Service)

Surplus / Deficit as a percentage of requirement since 1 April 2006



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Table 2.4b Full-time trained strength¹ and requirement, at 1 April each year

This table is a National Statistic (Latest figures <http://www.dasa.mod.uk/index.php?pub=MPR>).

	2000	2006	2007	2008	2009	2010	2011	2012
All Services								
Officers								
Requirement	30 140	30 070	29 840	29 070	28 940	28 920	28 220	28 260
Strength ²	29 390	30 380	30 030	29 390	29 550	29 470	29 310	28 160
Surplus/Deficit	- 740	310	190	320	610	550	1 090	- 100
Surplus/Deficit as % of requirement	-2.5	1.0	0.6	1.1	2.1	1.9	3.9	-0.4
Other Ranks								
Requirement	168 020	155 850	153 770	150 190	149 920	149 830	151 030	146 580
Strength ²	160 880	152 790	147 400	144 140	144 620	148 420	147 540	141 860
Surplus/Deficit	- 7 140	- 3 060	- 6 370	- 6 060	- 5 300	- 1 420	- 3 480	- 4 720
Surplus/Deficit as % of requirement	-4.3	-2.0	-4.1	-4.0	-3.5	-0.9	-2.3	-3.2
Naval Service								
Officers								
Requirement	6 860	6 830	6 840	6 670	6 580	6 630	6 610	6 510
Strength ²	6 670	6 800	6 790	6 620	6 690	6 660	6 620	6 410
Surplus/Deficit	- 190	- 30	- 50	- 50	110	20	10	- 100
Surplus/Deficit as % of requirement	-2.8	-0.4	-0.8	-0.8	1.7	0.4	0.1	-1.5
Other Ranks								
Requirement	33 000	30 000	29 960	29 590	29 180	29 160	29 090	28 290
Strength ²	32 210	28 820	28 040	28 430	28 330	28 850	28 800	26 880
Surplus/Deficit	- 790	- 1 190	- 1 910	- 1 160	- 850	- 320	- 280	- 1 420
Surplus/Deficit as % of requirement	-2.4	-4.0	-6.4	-3.9	-2.9	-1.1	-1.0	-5.0
Army								
Officers								
Requirement	13 300	13 350	13 350	13 480	13 460	13 680	12 980	13 480
Strength ²	12 880	14 150	14 260	14 260	14 240	14 240	14 120	13 520
Surplus/Deficit	- 410	800	910	780	780	560	1 140	50
Surplus/Deficit as % of requirement	-3.1	6.0	6.8	5.8	5.8	4.1	8.8	0.3
Other Ranks								
Requirement	93 100	88 450	88 450	88 320	88 320	88 480	89 230	87 730
Strength ²	87 300	86 470	84 820	83 810	85 270	88 020	87 220	85 080
Surplus/Deficit	- 5 800	- 1 980	- 3 630	- 4 500	- 3 060	- 460	- 2 010	- 2 660
Surplus/Deficit as % of requirement	-6.2	-2.2	-4.1	-5.1	-3.5	-0.5	-2.3	-3.0
Royal Air Force								
Officers								
Requirement	9 980	9 890	9 640	8 920	8 900	8 610	8 630	8 270
Strength ²	9 840	9 430	8 980	8 510	8 620	8 570	8 560	8 220
Surplus/Deficit	- 140	- 460	- 660	- 410	- 280	- 40	- 60	- 50
Surplus/Deficit as % of requirement	-1.4	-4.7	-6.9	-4.6	-3.2	-0.4	-0.7	-0.6
Other Ranks								
Requirement	41 920	37 400	35 370	32 290	32 420	32 190	32 710	30 560
Strength ²	41 370	37 510	34 540	31 890	31 020	31 550	31 520	29 900
Surplus/Deficit	- 550	110	- 840	- 400	- 1 390	- 640	- 1 190	- 650
Surplus/Deficit as % of requirement	-1.3	0.3	-2.4	-1.2	-4.3	-2.0	-3.6	-2.1

Source: DASA(Quad-Service)

1. The full time trained strength comprises trained UK Regular Forces, trained Gurkhas and FTRS (Full Time Reserve Service) personnel. It does not include mobilised reservists.
2. From 1 April 2010 some elements of the FTRS are excluded. For a full description of FTRS please refer to the Glossary of Terms and Abbreviations at the end of this publication.

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Table 2.5 Strength of UK Regular Forces by Service, and whether trained or untrained, at 1 April each year

At 1 April 2012, 92.4 per cent of UK Regular Forces personnel were trained and 7.6 per cent were in training. The percentage of personnel who were untrained had increased slightly since 2011, reflecting both an increase in intake to training (see, for example, Table 2.17) and an increase in trained outflow (see Table 2.20).

The total strength of UK Regular Forces decreased 13.4 per cent between 2000 and 2012. The RAF has seen the largest decrease 26.9 per cent, whereas the Naval Service decreased by 17 per cent and the Army decreased by just 5.3 per cent. The trained strength of UK Regular Forces decreased 10.7 per cent between 2000 and 2012. The untrained strength decreased by 36.6 per cent in the same period, with all Services seeing lower numbers of personnel in training when compared with 2000.

Data from the Joint Personnel Administration System for 2010 and 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see Chapter 2 introduction for more details.

This table is a National Statistic (Latest figures <http://www.dasa.mod.uk/index.php?pub=MPR>).

	2000	2006	2007	2008	2009	2010	2011	2012
All Services	207 610	195 850	190 670	186 910	188 600	191 710	186 360	179 800
Officers	32 520	32 700	32 170	31 730	31 700	31 930	31 830	30 700
Other Ranks	175 100	163 150	158 500	155 190	156 910	159 780	154 530	149 100
Trained	186 000	178 300	172 480	168 180	168 510	173 300	172 600	166 110
Officers	29 080	29 660	29 280	28 560	28 600	28 950	28 970	27 920
Other Ranks	156 920	148 630	143 200	139 620	139 900	144 360	143 630	138 190
Untrained	21 610	17 560	18 190	18 730	20 100	18 400	13 770	13 700
Officers	3 440	3 040	2 890	3 160	3 090	2 980	2 860	2 780
Other Ranks	18 180	14 520	15 300	15 570	17 000	15 420	10 910	10 910
Naval Service	42 850	39 390	38 850	38 560	38 340	38 730	37 660	35 540
<i>of which: Royal Marines</i>	6 750	7 430	7 480	7 650	7 820	7 990	8 200	7 890
Officers	7 660	7 660	7 580	7 480	7 410	7 460	7 410	7 190
<i>of which: Royal Marines</i>	670	770	790	800	830	860	860	840
Other Ranks	35 190	31 730	31 270	31 080	30 930	31 270	30 240	28 350
<i>of which: Royal Marines</i>	6 080	6 660	6 680	6 860	6 990	7 140	7 330	7 050
Trained	38 540	34 890	34 260	34 520	34 400	35 180	35 250	33 190
Officers	6 560	6 630	6 650	6 480	6 520	6 530	6 550	6 370
Other Ranks	31 970	28 260	27 600	28 040	27 880	28 640	28 700	26 820
Untrained	4 310	4 500	4 590	4 040	3 940	3 560	2 410	2 360
Officers	1 100	1 020	920	1 000	890	930	870	820
Other Ranks	3 220	3 470	3 670	3 040	3 050	2 620	1 540	1 530
Army	110 050	107 730	106 340	104 980	106 700	108 920	106 240	104 250
Officers	13 870	14 730	14 640	14 550	14 510	14 640	14 760	14 480
Other Ranks	96 180	93 000	91 700	90 440	92 190	94 280	91 480	89 780
Trained	96 470	96 790	95 060	93 620	94 870	98 040	97 280	94 800
Officers	12 760	13 750	13 800	13 720	13 620	13 870	13 870	13 330
Other Ranks	83 720	83 040	81 260	79 900	81 250	84 170	83 410	81 470
Untrained	13 580	10 940	11 280	11 360	11 830	10 890	8 960	9 450
Officers	1 110	980	840	830	890	780	890	1 140
Other Ranks	12 470	9 960	10 440	10 530	10 940	10 110	8 070	8 310
Royal Air Force	54 720	48 730	45 480	43 370	43 560	44 050	42 460	40 000
Officers	10 990	10 310	9 960	9 700	9 780	9 820	9 660	9 030
Other Ranks	43 730	38 420	35 520	33 680	33 780	34 230	32 810	30 970
Trained	50 990	46 610	43 170	40 040	39 240	40 090	40 070	38 120
Officers	9 760	9 280	8 840	8 370	8 470	8 550	8 550	8 220
Other Ranks	41 240	37 330	34 340	31 680	30 770	31 550	31 520	29 900
Untrained	3 720	2 120	2 310	3 330	4 320	3 960	2 400	1 880
Officers	1 230	1 030	1 130	1 330	1 310	1 280	1 100	820
Other Ranks	2 490	1 090	1 190	2 000	3 010	2 680	1 290	1 070

Source: DASA(Quad-Service)

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Table 2.6 Strength of UK Regular Forces by Service and sex, at 1 April each year

Between 2000 and 2012 the percentage of females in the UK Regular Forces increased from 8.0 per cent to 9.7 per cent. At 1 April 2012 females accounted for 12.4 per cent of Officers and 9.1 per cent of Other Ranks.

At 1 April 2012, 9.2 per cent of Naval Service personnel, 8.2 per cent of Army personnel and 13.8 per cent of RAF personnel were female. The long term trend in all three Services is for gradual increases in the proportion of personnel who are female. The Naval Service however, has shown signs of a change in this trend, with the proportion of Officers who are female remaining constant and the proportion of Other Ranks who are female declining over the last three years.

Data from the Joint Personnel Administration System for 2010 and 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see Chapter 2 introduction for more details.

This table is a National Statistic (Latest figures <http://www.dasa.mod.uk/index.php?pub=QPR>).

	2000	2006	2007	2008	2009	2010	2011	2012
All Services	207 610	195 850	190 670	186 910	188 600	191 710	186 360	179 800
of which female	16 550	17 870	17 670	17 610	17 850	18 320	17 850	17 370
Percentage female	8.0%	9.1%	9.3%	9.4%	9.5%	9.6%	9.6%	9.7%
Officers	32 520	32 700	32 170	31 730	31 700	31 930	31 830	30 700
of which female	2 890	3 680	3 740	3 760	3 830	3 890	3 900	3 820
Percentage female	8.9%	11.3%	11.6%	11.9%	12.1%	12.2%	12.3%	12.4%
Other Ranks	175 100	163 150	158 500	155 190	156 910	159 780	154 530	149 100
of which female	13 660	14 190	13 930	13 840	14 020	14 430	13 950	13 560
Percentage female	7.8%	8.7%	8.8%	8.9%	8.9%	9.0%	9.0%	9.1%
Naval Service	42 850	39 390	38 850	38 560	38 340	38 730	37 660	35 540
of which female	3 400	3 670	3 650	3 680	3 660	3 710	3 530	3 280
Percentage female	7.9%	9.3%	9.4%	9.5%	9.6%	9.6%	9.4%	9.2%
Officers	7 660	7 660	7 580	7 480	7 410	7 460	7 410	7 190
of which female	520	680	680	700	720	720	720	700
Percentage female	6.7%	8.8%	9.0%	9.4%	9.7%	9.7%	9.7%	9.7%
Other Ranks	35 190	31 730	31 270	31 080	30 930	31 270	30 240	28 350
of which female	2 890	3 000	2 970	2 980	2 950	2 990	2 810	2 580
Percentage female	8.2%	9.4%	9.5%	9.6%	9.5%	9.6%	9.3%	9.1%
Army	110 050	107 730	106 340	104 980	106 700	108 920	106 240	104 250
of which female	7 800	8 180	8 190	8 220	8 320	8 570	8 480	8 570
Percentage female	7.1%	7.6%	7.7%	7.8%	7.8%	7.9%	8.0%	8.2%
Officers	13 870	14 730	14 640	14 550	14 510	14 640	14 760	14 480
of which female	1 280	1 590	1 630	1 640	1 620	1 660	1 670	1 680
Percentage female	9.2%	10.8%	11.1%	11.3%	11.2%	11.3%	11.3%	11.6%
Other Ranks	96 180	93 000	91 700	90 440	92 190	94 280	91 480	89 780
of which female	6 520	6 590	6 560	6 580	6 700	6 910	6 810	6 890
Percentage female	6.8%	7.1%	7.2%	7.3%	7.3%	7.3%	7.4%	7.7%
Royal Air Force	54 720	48 730	45 480	43 370	43 560	44 050	42 460	40 000
of which female	5 350	6 020	5 840	5 700	5 870	6 040	5 840	5 520
Percentage female	9.8%	12.3%	12.8%	13.2%	13.5%	13.7%	13.8%	13.8%
Officers	10 990	10 310	9 960	9 700	9 780	9 820	9 660	9 030
of which female	1 100	1 410	1 430	1 430	1 490	1 510	1 510	1 440
Percentage female	10.0%	13.7%	14.4%	14.7%	15.2%	15.4%	15.7%	15.9%
Other Ranks	43 730	38 420	35 520	33 680	33 780	34 230	32 810	30 970
of which female	4 250	4 600	4 400	4 280	4 380	4 530	4 330	4 090
Percentage female	9.7%	12.0%	12.4%	12.7%	13.0%	13.2%	13.2%	13.2%

Source: DASA(Quad-Service)

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Table 2.7 Strength of UK Regular Forces by Service, sex and rank¹, at 1 April 2012

At 1 April 2012, there were 162,430 (90.3 per cent) male and 17,370 (9.7 per cent) female UK Regular Forces personnel.

At 1 April 2012, 12.4 per cent of Officers were female. However, females are concentrated in the junior Officer ranks - females represent 14.0 per cent of personnel at Major¹ and below and only 5.3 per cent of those at Lieutenant Colonel¹ and above. This does however, represent an increase from 2011, when 4.9 per cent of the more senior Officers were female.

Among the Other Ranks, there was a lower proportion of personnel that were female (9.1 per cent), but a smaller difference between junior Other Ranks (9.5 per cent) and senior Other Ranks (7.9 per cent).

Data from the Joint Personnel Administration System for 2010 and 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see Chapter 2 introduction for more details.

This table is a National Statistic (Latest figures <http://www.dasa.mod.uk>).

	All Personnel	Male	Female	Percentage Female
All Services	179 800	162 430	17 370	9.7
Officers	30 700	26 890	3 820	12.4
Lieutenant Colonel ¹ and above	5 530	5 240	290	5.3
Major ¹ and below	25 180	21 650	3 520	14.0
Other Ranks	149 100	135 540	13 560	9.1
Sergeant ¹ and above	40 260	37 070	3 190	7.9
Corporal ¹ and below	108 840	98 480	10 360	9.5
Naval Service	35 540	32 270	3 280	9.2
Officers	7 190	6 500	700	9.7
Commander / Lieutenant Colonel and above	1 480	1 450	40	2.5
Lieutenant Commander / Major and below	5 710	5 050	660	11.6
Other Ranks	28 350	25 770	2 580	9.1
Petty Officer / Sergeant and above	9 170	8 640	530	5.8
Leading Rate / Corporal and below	19 180	17 130	2 040	10.7
Army	104 250	95 680	8 570	8.2
Officers	14 480	12 790	1 680	11.6
Lieutenant Colonel and above	2 520	2 370	150	5.8
Major and below	11 960	10 420	1 540	12.8
Other Ranks	89 780	82 890	6 890	7.7
Sergeant and above	21 350	19 650	1 700	8.0
Corporal and below	68 420	63 240	5 190	7.6
Royal Air Force	40 000	34 480	5 520	13.8
Officers	9 030	7 600	1 440	15.9
Wing Commander and above	1 530	1 420	110	7.2
Squadron Leader and below	7 500	6 180	1 330	17.7
Other Ranks	30 970	26 880	4 090	13.2
Sergeant and above	9 730	8 780	950	9.8
Corporal and below	21 240	18 110	3 130	14.8

Source: DASA(Quad-Service)

1. Figures are for paid rank. Includes equivalent ranks for the Naval Service and RAF. See Table 2.24.

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Table 2.8 Strength of UK Regular Forces by Service and ethnic origin, at 1 April each year

At 1 April 2012 personnel from Black and Minority Ethnic (BME) backgrounds comprised 2.4 per cent of Officer strength and 7.9 per cent of Other Ranks strength. Whilst the strength and percentage of BME Officers has remained relatively stable since 2006 for all three Services, the Other Ranks percentage has increased from 6.1 per cent at 1 April 2006 (9,460 personnel) to 7.9 per cent at 1 April 2012 (11,580 personnel).

The Army saw the largest increase in BME Other Ranks (rising from 8.8 per cent in 2006 to 11.1 per cent in 2012), followed by the Naval Service (from 2.8 per cent to 4.0 per cent) whilst the proportion of BME personnel in the RAF fell in the same period (from 2.3 per cent to 1.9 per cent).

Data from the Joint Personnel Administration System for 2010 and 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see Chapter 2 introduction for more details.

This table is a National Statistic (Latest figures <http://www.dasa.mod.uk/index.php?pub=QPR>).

	2006	2007	2008	2009	2010	2011	2012
All Services	195 850	190 670	186 910	188 600	191 710	186 360	179 800
Officers	32 700	32 170	31 730	31 700	31 930	31 830	30 700
BME	740	740	730	750	740	750	720
Percentage BME ¹	2.4%	2.4%	2.4%	2.5%	2.4%	2.4%	2.4%
White	30 020	29 440	28 960	28 740	29 640	30 040	29 060
Unknown ²	1 940	2 000	2 040	2 200	1 550	1 050	930
Other Ranks	163 150	158 500	155 190	156 910	159 780	154 530	149 100
BME	9 460	9 690	9 860	10 760	11 500	11 480	11 580
Percentage BME ¹	6.1%	6.5%	6.7%	7.3%	7.4%	7.5%	7.9%
White	145 180	140 250	136 550	137 690	144 150	140 690	135 690
Unknown ²	8 520	8 550	8 770	8 450	4 120	2 360	1 820
Naval Service	39 390	38 850	38 560	38 340	38 730	37 660	35 540
Officers	7 660	7 580	7 480	7 410	7 460	7 410	7 190
BME	120	110	110	120	120	130	130
Percentage BME ¹	1.6%	1.5%	1.5%	1.6%	1.6%	1.7%	1.8%
White	7 280	7 110	7 090	7 030	7 110	7 160	6 950
Unknown ²	260	360	280	260	240	130	120
Other Ranks	31 730	31 270	31 080	30 930	31 270	30 240	28 350
BME	880	910	1 020	1 090	1 170	1 180	1 110
Percentage BME ¹	2.8%	3.1%	3.4%	3.7%	3.9%	4.0%	4.0%
White	29 980	28 830	28 940	28 410	29 100	28 490	26 850
Unknown ²	880	1 530	1 120	1 430	1 000	580	400
Army	107 730	106 340	104 980	106 700	108 920	106 240	104 250
Officers	14 730	14 640	14 550	14 510	14 640	14 760	14 480
BME	390	400	400	400	400	400	400
Percentage BME ¹	2.8%	2.9%	3.0%	3.0%	2.8%	2.8%	2.8%
White	13 550	13 480	13 220	12 930	13 680	14 180	13 960
Unknown ²	790	750	930	1 170	570	190	120
Other Ranks	93 000	91 700	90 440	92 190	94 280	91 480	89 780
BME	7 760	8 050	8 180	9 020	9 670	9 680	9 900
Percentage BME ¹	8.8%	9.3%	9.7%	10.4%	10.4%	10.6%	11.1%
White	79 940	78 680	76 340	77 670	82 900	81 330	79 680
Unknown ²	5 300	4 980	5 920	5 510	1 700	470	200
Royal Air Force	48 730	45 480	43 370	43 560	44 050	42 460	40 000
Officers	10 310	9 960	9 700	9 780	9 820	9 660	9 030
BME	230	230	210	230	230	220	190
Percentage BME ¹	2.5%	2.5%	2.4%	2.6%	2.5%	2.4%	2.3%
White	9 190	8 850	8 660	8 780	8 850	8 700	8 150
Unknown ²	900	880	820	770	740	740	690
Other Ranks	38 420	35 520	33 680	33 780	34 230	32 810	30 970
BME	820	730	670	660	660	620	580
Percentage BME ¹	2.3%	2.2%	2.1%	2.0%	2.0%	2.0%	1.9%
White	35 250	32 740	31 270	31 610	32 150	30 870	29 160
Unknown ²	2 340	2 040	1 740	1 520	1 420	1 320	1 230

Source: DASA(Quad-Service)

1. Percentages are calculated from unrounded data and are based on those with known ethnicity only.
2. Includes those with an unrecorded ethnic origin and those who chose not to declare.

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Table 2.9 Strength of UK Regular Forces by Service, ethnic origin and rank¹, at 1 April 2012

At 1 April 2012, within both Officers and Other Ranks, there were proportionally more BME personnel in the lower rank ranges (Major and below¹, and Corporal¹ and below) than at the more senior ranks. The Army has the highest proportion of BME personnel, who comprise 9.9 per cent of total Regular Army strength, compared with 3.5 per cent in the Naval Service and 2.0 per cent in the RAF.

In the Naval Service and Army, there was a higher proportion of personnel from BME backgrounds in the Other Ranks than Officers, whereas in the RAF the reverse is true. The RAF has a higher proportion of BME personnel at Wing Commander and above (2.4 per cent) than the other Services, but also has the lowest proportion of BME personnel in the Other Ranks (1.9 per cent).

Data from the Joint Personnel Administration System for 2010 and 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see Chapter 2 introduction for more details.

This table is a National Statistic.

	Number								Percentage
	All Personnel	White	Black and Minority Ethnic ³	Of which			Unknown ⁴			Black and Minority Ethnic
				Mixed	Asian	Black	Other		
All Services	179 800	164 750	12 300	2 220	1 720	7 285	1 080	2 750	6.9
Officers	30 700	29 060	720	315	165	120	120	930	2.4
Lieutenant Colonel ¹ and above	5 530	5 280	110	45	25	10	30	140	2.1
Major ¹ and below	25 180	23 780	610	265	135	110	90	790	2.5
Other Ranks	149 100	135 690	11 580	1 910	1 555	7 160	955	1 820	7.9
Sergeant ¹ and above	40 260	38 440	1 070	385	160	355	170	740	2.7
Corporal ¹ and below	108 840	97 250	10 510	1 520	1 400	6 805	785	1 080	9.8
Naval Service	35 540	33 800	1 230	355	75	655	145	520	3.5
Officers	7 190	6 950	130	60	25	20	20	120	1.8
Commander / Lieutenant Colonel and above	1 480	1 440	20	10	~	-	10	20	1.5
Lieutenant Commander / Major and below	5 710	5 520	100	50	20	20	15	90	1.9
Other Ranks	28 350	26 850	1 110	295	50	635	125	400	4.0
Petty Officer / Sergeant and above	9 170	8 930	160	75	10	35	35	90	1.7
Leading Rate / Corporal and below	19 180	17 920	950	225	40	595	90	310	5.0
Army	104 250	93 640	10 300	1 515	1 520	6 460	805	310	9.9
Officers	14 480	13 960	400	175	95	65	65	120	2.8
Lieutenant Colonel and above	2 520	2 440	60	25	15	5	10	20	2.2
Major and below	11 960	11 520	340	150	80	60	55	100	2.9
Other Ranks	89 780	79 680	9 900	1 340	1 425	6 395	740	200	11.1
Sergeant and above	21 350	20 520	760	240	125	295	100	70	3.6
Corporal and below	68 420	59 160	9 140	1 100	1 300	6 105	640	120	13.4
Royal Air Force	40 000	37 310	770	350	125	170	125	1 920	2.0
Officers	9 030	8 150	190	75	45	35	35	690	2.3
Wing Commander and above	1 530	1 400	30	10	10	5	10	90	2.4
Squadron Leader and below	7 500	6 740	160	65	35	30	25	600	2.3
Other Ranks	30 970	29 160	580	275	80	130	90	1 230	1.9
Sergeant and above	9 730	8 990	160	75	20	30	35	580	1.7
Corporal and below	21 240	20 170	420	200	60	105	60	650	2.0

Source: DASA(Quad-Service)

1 Figures are for paid rank. Includes equivalent ranks for the Naval Service and RAF. See Table 2.24.

2 Percentages are calculated from unrounded data and only include personnel with a known ethnic origin.

3 Mixed comprises Mixed Black African and White, Mixed Asian and White, Mixed Black Caribbean and white and other Mixed Ethnic Backgrounds.

Asian comprises Asian Bangladeshi, Asian Pakistani, Asian Indian and other Asian Backgrounds, and reflecting changes made in the 2011 Census, now includes Chinese.

Black comprises Black Caribbean, Black African and other Black Backgrounds.

Other is defined as "other ethnic background".

4 Includes those with an unrecorded ethnic origin and those who chose not to declare.

All figures are rounded to the nearest 10, with the exception of those in the detailed BME categories. These figures are rounded to the nearest 5 so as not to obscure the data, and therefore may not sum to the totals shown.

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Table 2.10 Strength of UK Regular Forces by age¹, at 1 April each year

At 1 April 2012, the average (mean) age of UK Regular Forces Officers was 37 years and Other Ranks was 29 years.

Whilst age profiles in the UK Regular Forces are relatively stable, there is some evidence that the Armed Forces are ageing. The percentage of Officers aged 40 and above has risen from 35.9 per cent in 2000 to 41.3 per cent in 2012. Other Ranks have seen a similar increase from 6.8 per cent in 2000 to 12.9 per cent in 2012, and a corresponding decrease in the proportion of personnel in the youngest age categories.

The number of Other Ranks aged under 18 increased from 2,530 in 2011 to 2,620 in 2012, following an increase in intake in the Army in the preceding year (see, for example, Table 2.17). There was however, quite a marked decline in the numbers of Other Ranks aged 18 or 19. The number of Officers in the youngest age groups continued to decrease, as Officer intake remains low across the three Services.

Data from the Joint Personnel Administration System for 2010 and 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see Chapter 2 introduction for more details.

This table is a National Statistic (Latest figures <http://www.dasa.mod.uk>).

	2000	2006	2007	2008	2009	2010	2011	2012
Officers	32 520	32 700	32 170	31 730	31 700	31 930	31 830	30 700
<i>by age:</i>								
Under 18	10	-	-	-	-	-	-	-
18-19	310	100	130	110	100	80	40	20
20-24	2 890	2 810	2 610	2 490	2 480	2 550	2 380	2 110
25-29	6 220	6 250	6 290	6 240	6 140	5 970	5 890	5 670
30-34	5 750	5 300	5 040	4 930	5 050	5 290	5 520	5 530
35-39	5 660	5 680	5 590	5 440	5 300	5 190	5 000	4 700
40-44	4 940	5 580	5 520	5 470	5 470	5 450	5 440	5 280
45-49	3 520	4 220	4 300	4 320	4 270	4 360	4 460	4 410
50 and over	3 210	2 750	2 690	2 730	2 880	3 050	3 100	2 980
Average (mean) age²	37	37	37	37	37	37	37	37
Other Ranks	175 100	163 150	158 500	155 190	156 910	159 780	154 530	149 100
<i>by age:</i>								
Under 18	6 400	4 920	4 660	4 450	4 670	3 510	2 530	2 620
18-19	16 190	12 490	11 700	11 230	11 950	11 630	8 740	7 080
20-24	39 400	43 670	41 840	40 510	41 090	42 680	40 700	38 800
25-29	39 970	32 460	33 560	34 200	34 720	35 780	36 070	35 860
30-34	33 780	25 800	23 400	21 990	22 260	23 830	25 270	26 190
35-39	27 490	27 840	27 360	26 490	25 010	23 480	21 510	19 360
40-44	7 960	11 200	11 050	11 200	11 710	12 870	13 460	12 920
45-49	2 640	3 660	3 800	3 940	4 170	4 470	4 580	4 550
50 and over	1 270	1 110	1 120	1 190	1 320	1 540	1 650	1 730
Average (mean) age²	29	29	29	29	29	29	29	29

Source: DASA(Quad-Service)

1. Age is as at last birthday
2. Averages are the mean age in years.

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Table 2.11 Strength of UK Regular Forces by rank, at 1 April each year

At 1 April 2012 there were 30,700 Officers and 149,100 Other Ranks in the UK Regular Forces. Officer strength reduced by 1,810 (5.6 per cent) between 2000 and 2012, whereas Other Ranks strength fell by 26,000 (14.8 per cent) in the same period, although most of the decline in Officer strength occurred in the last year whereas the Other Ranks have shown a generally decreasing trend throughout the period.

There were 63,080 Private Other Ranks at 1 April 2012, a decrease of 13,820 (18.0 per cent) since 2000, with the decline in strength at this rank over the last few years reflecting decreases in intake (see Table 2.17). Proportionally the largest fall was at the Staff Sergeant rank, with 24.5 per cent fewer personnel in 2012 than in 2000. Among the Officers, the greatest decrease in strength between 2000 and 2012 was at Lieutenant and below.

Data from the Joint Personnel Administration System for 2010 and 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see Chapter 2 introduction for more details.

This table is a National Statistic.

	2000	2006	2007	2008	2009	2010	2011	2012
Officers	32 520	32 700	32 170	31 730	31 700	31 930	31 830	30 700
<i>by rank</i> ¹ :								
Major General and above	150	140	140	140	140	140	140	140
Brigadier	370	350	350	350	370	360	340	330
Colonel	1 100	1 200	1 180	1 180	1 220	1 220	1 200	1 140
Lieutenant Colonel	3 910	4 060	4 120	4 120	4 100	4 130	4 080	3 920
Major	9 940	9 950	9 730	9 580	9 510	9 530	9 450	9 050
Captain	11 800	12 290	12 100	11 870	11 750	11 910	12 080	12 030
Lieutenant and below	5 240	4 700	4 540	4 480	4 600	4 650	4 540	4 090
Other Ranks	175 100	163 150	158 500	155 190	156 910	159 780	154 530	149 100
<i>by rank</i> ¹ :								
Warrant Officer	8 690	9 410	9 150	9 080	9 140	9 250	8 780	8 320
Staff Sergeant	16 190	14 110	13 820	13 570	13 290	13 170	12 870	12 230
Sergeant	23 840	22 590	21 940	21 280	20 990	21 070	20 690	19 710
Corporal ²	33 270	31 710	30 680	30 300	29 600	30 110	29 850	28 890
Lance Corporal ²	16 200	16 350	16 590	16 680	16 420	16 530	16 880	16 870
Private (including juniors)	76 900	68 980	66 330	64 280	67 460	69 650	65 460	63 080

Source: DASA(Quad-Service)

1. Figures are for paid rank. Includes equivalent ranks for the Naval Service and RAF. See Table 2.24.

2. Royal Marines with a substantive rank of Marine but acting as Corporal are presented as Lance Corporal from 1 April 2003 onwards. Before this point they are presented as Corporal.

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Table 2.12 Strength of UK Regular Forces by Service and religion, at 1 April each year

The percentage of UK Regular Armed Forces who are Christian reduced from 89.7 per cent in 2007 to 83.5 per cent in 2012. In the same period, the number of personnel declaring 'No Religion' increased from 9.5 per cent in 2007 to 14.7 per cent in 2012. At 1 April 2012, the Army has the highest proportion of personnel declaring any religion, and the Naval Service has the lowest. The Army also has the highest proportion of personnel declaring non-Christian religions, standing at 2.3 per cent in 2012.

Data from the Joint Personnel Administration System for 2010 and 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see Chapter 2 introduction for more details.

This table is a National Statistic.

	2007		2008		2009		2010		2011		2012	
		%		%		%		%		%		%
All Services	190 670		186 910		188 600		191 710		186 360		179 800	
No Religion	18 000	9.5	19 080	10.5	21 500	11.6	23 770	12.6	24 740	13.4	26 180	14.7
Christian	169 070	89.7	160 990	88.5	161 220	87.1	162 190	85.8	156 570	84.9	148 550	83.5
Christian Tradition ¹	190	0.1	210	0.1	220	0.1	250	0.1	250	0.1	260	0.1
Buddhist	320	0.2	350	0.2	390	0.2	440	0.2	480	0.3	520	0.3
Hindu	300	0.2	340	0.2	550	0.3	700	0.4	710	0.4	820	0.5
Jewish	70	-	70	-	70	-	80	-	80	-	80	-
Muslim	360	0.2	390	0.2	500	0.3	600	0.3	610	0.3	650	0.4
Sikh	90	-	90	0.1	110	0.1	120	0.1	120	0.1	130	0.1
Other Religions ²	190	0.1	460	0.3	630	0.3	870	0.5	870	0.5	820	0.5
Unknown ³	2 090	*	4 930	*	3 400	*	2 690	*	1 940	*	1 800	*
Naval Service	38 850		38 560		38 340		38 730		37 660		35 540	
No Religion	5 000	13.1	5 420	14.2	5 890	15.7	6 690	17.7	7 040	18.8	7 110	20.1
Christian	33 120	86.4	32 420	85.1	31 270	83.5	30 840	81.5	30 080	80.3	27 930	78.9
Christian Tradition ¹	40	0.1	40	0.1	50	0.1	50	0.1	60	0.2	80	0.2
Buddhist	30	0.1	40	0.1	40	0.1	40	0.1	40	0.1	40	0.1
Hindu	20	-	20	0.1	20	0.1	20	0.1	20	0.1	20	0.1
Jewish	10	-	10	-	10	-	10	-	10	-	10	-
Muslim	30	0.1	40	0.1	40	0.1	40	0.1	40	0.1	40	0.1
Sikh	10	-	10	-	10	-	10	-	10	-	10	-
Other Religions ²	70	0.2	90	0.2	120	0.3	140	0.4	170	0.4	180	0.5
Unknown ³	510	*	470	*	880	*	880	*	180	*	130	*
Army	106 340		104 980		106 700		108 920		106 240		104 250	
No Religion	8 180	7.7	8 680	8.5	9 970	9.4	10 650	9.8	11 110	10.5	12 370	11.9
Christian	96 560	91.3	91 960	90.2	94 060	88.8	95 820	88.1	92 720	87.3	89 280	85.7
Christian Tradition ¹	100	0.1	120	0.1	130	0.1	140	0.1	120	0.1	120	0.1
Buddhist	260	0.2	270	0.3	320	0.3	370	0.3	400	0.4	440	0.4
Hindu	250	0.2	290	0.3	490	0.5	630	0.6	650	0.6	760	0.7
Jewish	40	-	40	-	50	-	50	-	60	0.1	60	0.1
Muslim	270	0.3	300	0.3	410	0.4	500	0.5	510	0.5	550	0.5
Sikh	50	-	60	0.1	80	0.1	80	0.1	80	0.1	90	0.1
Other Religions ²	40	-	270	0.3	400	0.4	580	0.5	540	0.5	480	0.5
Unknown ³	590	*	2 990	*	800	*	110	*	50	*	100	*
Royal Air Force	45 480		43 370		43 560		44 050		42 460		40 000	
No Religion	4 810	10.8	4 990	11.9	5 640	13.5	6 440	15.2	6 590	16.2	6 710	17.5
Christian	39 390	88.5	36 600	87.4	35 890	85.8	35 530	83.9	33 770	82.9	31 340	81.5
Christian Tradition ¹	50	0.1	50	0.1	50	0.1	60	0.1	60	0.2	60	0.2
Buddhist	30	0.1	30	0.1	30	0.1	30	0.1	40	0.1	40	0.1
Hindu	40	0.1	30	0.1	30	0.1	40	0.1	40	0.1	40	0.1
Jewish	20	-	20	-	20	-	20	-	20	-	10	-
Muslim	50	0.1	50	0.1	50	0.1	60	0.1	50	0.1	50	0.1
Sikh	20	0.1	20	0.1	30	0.1	30	0.1	30	0.1	20	0.1
Other Religions ²	80	0.2	100	0.2	120	0.3	150	0.4	160	0.4	160	0.4
Unknown ³	990	*	1 470	*	1 720	*	1 700	*	1 710	*	1 570	*

Source: DASA(Quad-Service)

Religion data for all three Services is only available since April 2007 following the introduction of the Joint Personnel Administration System.

1. Christian Tradition includes Christian Scientist, Church of Jesus Christ Of Latter-Day Saints (Mormon), Jehovah's Witness and Unitarian religions
2. Other Religions includes Druid, Pagan, Rastafarian, Spiritualist, Zoroastrian (Parsee), Wicca and Baha'i among others.
3. Includes those with an unrecorded religion and those who chose not to declare.

Percentages are calculated from unrounded data and are based on those with known religion only.

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Table 2.13 Strength of the Trained UK Regular Forces by Service and nationality, at 1 April each year

At 1 April 2012 the majority of Armed Forces personnel had a recorded nationality of UK (94.9 per cent). The proportion of Non-UK personnel has increased by 1.2 percentage points between 2007 and 2012. The increase in personnel with a nationality recorded as Nepalese is a result of a change in the terms and conditions of service for Gurkha personnel which from 1 April 2009 allows them to transfer into the UK Regular Forces.

At 1 April 2012 the RAF had the highest proportion with a nationality of UK (99.7 per cent) and the Army had the lowest (91.9 per cent).

Data from the Joint Personnel Administration System for 2010 and 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see Chapter 2 introduction for more details.

This table is a National Statistic.

	2007		2008		2009		2010		2011		2012	
		%		%		%		%		%		%
All Services	172 480		168 180		168 510		173 300		172 600		166 110	
UK	165 420	96.1	160 700	95.9	159 610	95.4	164 220	95.0	163 980	95.1	157 540	94.9
Non-UK	6 750	3.9	6 890	4.1	7 710	4.6	8 620	5.0	8 490	4.9	8 510	5.1
Irish ¹ and Commonwealth ²	6 700	3.9	6 810	4.1	7 370	4.4	8 160	4.7	8 050	4.7	7 980	4.8
Nepalese	20	-	50	-	310	0.2	440	0.3	430	0.2	520	0.3
Other Foreign	20	-	30	-	30	-	20	-	10	-	10	-
Unknown ³	310	*	590	*	1 190	*	460	*	130	*	60	*
Naval Service	34 260		34 520		34 400		35 180		35 250		33 190	
UK	33 540	98.6	33 730	98.3	33 580	98.1	34 280	97.8	34 400	97.7	32 440	97.7
Non-UK	490	1.4	580	1.7	660	1.9	760	2.2	790	2.3	750	2.3
Irish ¹ and Commonwealth ²	480	1.4	570	1.7	650	1.9	750	2.2	790	2.2	750	2.3
Nepalese	-	-	-	-	-	-	-	-	-	-	-	-
Other Foreign	10	-	10	-	-	-	-	-	10	-	-	-
Unknown ³	230	*	200	*	160	*	140	*	50	*	-	*
Army	95 060		93 620		94 870		98 040		97 280		94 800	
UK	88 860	93.5	87 120	93.3	87 020	92.6	90 040	92.1	89 690	92.2	87 160	91.9
Non-UK	6 190	6.5	6 240	6.7	6 950	7.4	7 750	7.9	7 580	7.8	7 640	8.1
Irish ¹ and Commonwealth ²	6 160	6.5	6 170	6.6	6 620	7.0	7 290	7.5	7 150	7.3	7 120	7.5
Nepalese	20	-	50	0.1	310	0.3	440	0.5	430	0.4	520	0.6
Other Foreign	10	-	20	-	20	-	20	-	-	-	-	-
Unknown ³	-	*	260	*	900	*	250	*	20	*	10	*
Royal Air Force	43 170		40 040		39 240		40 090		40 070		38 120	
UK	43 020	99.9	39 850	99.8	39 020	99.7	39 900	99.7	39 880	99.7	37 950	99.7
Non-UK	60	0.1	70	0.2	100	0.3	110	0.3	120	0.3	120	0.3
Irish ¹ and Commonwealth ²	60	0.1	70	0.2	100	0.3	110	0.3	120	0.3	110	0.3
Nepalese	-	-	-	-	-	-	-	-	-	-	-	-
Other Foreign	-	-	-	-	-	-	-	-	-	-	-	-
Unknown ³	80	*	130	*	120	*	80	*	70	*	60	*

Source: DASA(Quad-Service)

Nationality data for all three Services is only available from 1 April 2007 due to the introduction of the Joint Personnel Administration System.

1. Citizens of the Republic of Ireland.
2. Includes Zimbabwean and Fijian citizens, who continue to retain Commonwealth status under the British Nationality Act 1981.
3. Includes those with an unrecorded nationality.

Percentages are calculated from unrounded data and are based on those with known nationality only.

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Table 2.14 Strength of the Reserve Forces¹, at 1 April each year

The Volunteer Reserves strength overall and in each Service decreased between 2000 and 2012. Since 2006, the Volunteer Reserves strength in the RAF was relatively consistent, whilst the other Services' Volunteer Reserve strengths continued to decrease. This is particularly evident in the Army where strengths have decreased by 7,300 since 2006

This table is a National Statistic, however there are concerns regarding data quality and coverage which are under investigation. Full details can be found in the TSP7 Background Quality Report, which is available on DASA's website at ([http://www.dasa.mod.uk/applications/newWeb/www/index.php?page=48&pubType=3&thiscontent=2170&PublishTime=09:30:00&date=2012-05-30&disText=Single Report&from=listing&topDate=2012-05-30](http://www.dasa.mod.uk/applications/newWeb/www/index.php?page=48&pubType=3&thiscontent=2170&PublishTime=09:30:00&date=2012-05-30&disText=Single%20Report&from=listing&topDate=2012-05-30))

Data Quality Notes

Regular Reserve

Data on Naval Service Regular Reservists at 1 April 2006 and 2007, and 2009 onwards, and Army Regular Reservists and Royal Air Force Individuals Liable to Recall at 1 April 2008 onwards are not presented in Table 2.14. Tri-Service Regular Reserve data were not migrated across from legacy systems onto the Joint Personnel Administration (JPA) system, and any data subsequent to its introduction have been sourced from the single Services where available. The absence of Naval Service Regular Reserve data in 2006 and 2007 was caused by the disestablishment of the secretariat responsible for the compilation of Naval Service Reserve data. In 2008, data were compiled by a reorganised secretariat, however concerns over the quality of the source data prohibited publication of the Naval Service Regular Reserve data from 2009 onwards. In 2012 the Naval Service discontinued its standalone data source, and DASA is investigating whether any information held by the Department is of sufficient quality and therefore could be provided in the future.

Volunteer Reserve

Volunteer Reserve data appear on the JPA system, however there are known issues with the quality of the data. Naval Service Volunteer Reserve data at 1 April 2008 onwards were therefore sourced from the Naval Service, with the exception of the mobilised element of the Volunteer Reserves, which was sourced from JPA. Army and Royal Air Force Volunteer Reserve data for 2008 onwards were sourced from JPA, however data quality investigations are ongoing. Data from the Joint Personnel Administration System (2007 onwards) are no longer marked provisional as DASA's historic revisions project is complete and there are no further plans to revise figures that are already published, unless errors are found.

	2000	2006	2007 ²	2008 ³	2009	2010	2011	2012
Total Reserve	293 100	..	..	..	..	..	..	..
Regular reserve	241 620	..	..	..	..	..	..	..
Naval Service	24 160	..	..	19 560	..	..	..	..
Royal Fleet Reserve ⁴	10 150	..	..	8 010	..	..	..	..
of which mobilised	-	..	..	-	10	-	-	-
Individuals liable to recall	14 010	..	..	11 560	..	..	..	..
Army	175 530	127 580	121 820	..	..	..	..	..
Army Reserve	34 530	32 060	33 760	..	..	..	..	..
of which mobilised	320	260	120	40	30	40	30	20
Individuals liable to recall	141 000	95 520	88 060	..	..	..	..	..
Royal Air Force	41 930	34 360	33 980	..	..	..	..	..
Air Force Reserve	14 330	7 790	7 950	7 660 ^r	7 370 ^r	7 200 ^r	6 900 ^r	6 660 ^r
of which mobilised	20	10	20	20	20	20	20	20
Individuals liable to recall	27 600	26 570	26 030	..	..	..	..	..
Volunteer reserve	51 480	..	41 020	39 230	39 730	37 560	35 320	35 080
Naval Service ⁵	4 080	..	2 970	2 880	2 970	2 930	2 540	2 570
of which mobilised	-	..	80	180	220	150	150	50
Army ⁶	45 610	38 460	36 790	35 020	35 320	33 130	31 420	31 160
of which mobilised	770	1 110	1 020	1 360	1 420	1 380	1 460	1 170
Royal Air Force ⁷	1 800	1 350	1 250	1 340	1 440	1 500	1 360	1 360
of which mobilised	40	90	200	100	170	110	80	60

Sources: DASA(Quad-Service), single Services

1. Figures exclude Full Time Reserve Service personnel.

2. Army Volunteer Reserve data at 1 April 2007 are not available. Data are as at 1 March 2007.

3. Army Volunteer Reserve data at 1 April 2008 are not available. Data are as at 1 June 2008.

4. Comprises Royal Fleet Reserve - Naval and Royal Fleet Reserve - Marine.

5. Excludes University Royal Naval Unit personnel.

6. Includes Officer Training Corps and Non-Regular Permanent Staff.

7. Excludes University Air Squadron personnel.

^r Due to an incorrect specification of data processing rules, the number of RAF Regular Reserves has been under-reported in this publication since the introduction of the Joint Personnel Administration system in 2006/7.

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Table 2.15a Strength of Community Cadet Forces by sex at 1 April each year

At 1 April 2012 the strength of the total Community Cadet Forces was 118,810, with 94,730 Community Cadet Force cadets and 24,080 Community Cadet Forces Adult Volunteers. The Army Cadet Force had the largest proportion of cadets (47.6 per cent), followed by the Air Training Corp (37.7 per cent) and then the Sea Cadet Corps (14.6 per cent).

Of the 94,730 Community Cadet Force cadets, 69,130 were male (73.0 per cent) and 25,600 female (27.0 per cent) at 1 April 2012. The proportion of female Community Cadet Force cadets has been relatively stable since 2007. The Sea Cadet Corps had the highest proportion of female cadets (34.2 per cent), followed by the Army Cadet Force and Air Training Corp (25.8 per cent). Of the Cadet Force Adult Volunteers 6,560 were female (27.2 per cent) at 1 April 2012.

This table is a National Statistic.

		Number					
	2002	2007	2008	2009	2010	2011	2012
Community Cadet Forces¹	109 310	105 760	105 270	106 930	111 090 II	117 520	118 810
Cadets	88 340	84 790	84 250	85 290	88 860 II	93 010	94 730
Male Cadets	65 510	60 240	60 300	61 600	63 720 II	68 600	69 130
Female Cadets	22 840	24 550	23 940	23 690	25 140 II	24 410	25 600
Cadet Force Adult Volunteer	20 960	20 980	21 020	21 640	22 230	24 510	24 080
Male Adult Volunteer	15 800	15 690	15 550	16 000	16 320	17 610	17 520
Female Adult Volunteer	5 160	5 280	5 480	5 640	5 910	6 900	6 560
Sea Cadet Corps¹	18 150	12 550	12 750	12 950	11 910 II	18 510	19 050
Cadets	13 600	9 540	9 630	9 410	8 310 II	12 910	13 860
Male Cadets	8 800	6 000	6 110	6 140	5 500 II	8 550	9 120
Female Cadets	4 800	3 540	3 520	3 260	2 810 II	4 360	4 750
Cadet Force Adult Volunteer	4 560	3 010	3 110	3 540	3 600	5 600	5 190
Male Adult Volunteer	3 040	2 060	2 110	2 420	2 470	3 640	3 510
Female Adult Volunteer	1 520	950	1 010	1 120	1 130	1 960	1 670
Army Cadet Force	48 410	53 060	53 190	54 260	56 450	53 330	53 490
Cadets	40 700	44 720	44 800	45 930	46 990	44 890	45 110
Male Cadets	30 710	31 800	32 260	33 420	33 540	33 560	33 490
Female Cadets	10 000	12 920	12 550	12 500	13 460	11 330	11 620
Cadet Force Adult Volunteer	7 710	8 340	8 380	8 330	9 450	8 440	8 380
Male Adult Volunteer	5 960	6 160	6 160	6 100	6 830	6 180	6 150
Female Adult Volunteer	1 740	2 180	2 220	2 220	2 620	2 270	2 230
Air Training Corps	43 080	40 150	39 340	39 720	42 740	45 670	46 260
Cadets	34 050	30 520	29 810	29 950	33 560	35 210	35 750
Male Cadets	26 000	22 440	21 940	22 030	24 690	26 480	26 520
Female Cadets	8 040	8 080	7 870	7 920	8 870	8 730	9 230
Cadet Force Adult Volunteer	9 040	9 620	9 530	9 770	9 180	10 460	10 510
Male Adult Volunteer	6 800	7 460	7 280	7 470	7 020	7 790	7 860
Female Adult Volunteer	1 900	2 160	2 250	2 300	2 160	2 670	2 660

Source: DCDS Pers (RF&C), Single Services

1. From 1 April 2011, Sea Cadet Corps figures include juniors (10-11 year olds) whereas they were previously excluded.

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Table 2.15b Combined Cadet Forces strengths at 1 April each year

The Combined Cadet Force strength was 47,120 at 1 April 2012, this comprises the cadets strength 45,020 (95.5 per cent) and the Combined Cadet Force Adult Volunteer strength 2,100 (4.5 per cent). The Army Sections have the largest proportion of cadets (67.2 per cent), followed by the RAF Sections (20.5 per cent) and then the Naval Service Sections (12.3 per cent).

At 1 April 2012 the number of female cadets in the Combined Cadet Force was 12,660 (28.1 per cent of cadets within the Combined Cadet Force) at 1 April 2012. The proportion of female cadets in the Combined Cadet force has increase since 2007. The number of female personnel in the Cadet Force Adult Volunteers was 580 (27.8 per cent of the Cadet Force Adult Volunteers), at 1 April 2012.

This table is a National Statistic.

							Number
	2002	2007	2008	2009	2010	2011	2012
Combined Cadet Force	42 980	44 780	45 540	46 920	46 210	47 040	47 120
Cadets	40 970	42 590	43 320	44 720	44 130	44 890	45 020
Male Cadets	31 640	31 680	31 990	32 610	32 220	32 390	32 350
Female Cadets	9 330	10 910	11 330	12 110	11 910	12 500	12 660
Cadet Force Adult Volunteer	2 000	2 190	2 220	2 200	2 080	2 150	2 100
Male Adult Volunteer	1 610	1 710	1 700	1 720	1 520	1 560	1 520
Female Adult Volunteer	390	480	520	480	570	600	580
Naval Service	5 640	5 640	5 870	6 000	5 990	5 710	5 860
Cadets	5 340	5 330	5 560	5 670	5 660	5 410	5 540
Male Cadets	3 890	3 780	3 800	3 870	3 860	3 560	3 520
Female Cadets	1 450	1 550	1 760	1 800	1 800	1 850	2 020
Cadet Force Adult Volunteer	300	310	310	320	340	300	320
Male Adult Volunteer	240	240	240	240	240	220	220
Female Adult Volunteer	60	70	80	80	90	80	90
Army	27 400	28 850	29 540	30 590	29 970	31 440	31 420
Cadets	26 140	27 510	28 170	29 180	28 780	30 220	30 250
Male Cadets	20 230	20 460	20 820	21 230	21 010	21 850	21 920
Female Cadets	5 910	7 050	7 350	7 950	7 760	8 370	8 340
Cadet Force Adult Volunteer	1 260	1 340	1 380	1 410	1 200	1 220	1 170
Male Adult Volunteer	1 050	1 080	1 080	1 100	890	900	860
Female Adult Volunteer	210	260	300	310	310	320	310
Royal Air Force	9 940	10 290	10 120	10 330	10 240	9 890	9 840
Cadets	9 490	9 750	9 600	9 860	9 700	9 260	9 220
Male Cadets	7 520	7 440	7 380	7 510	7 350	6 980	6 910
Female Cadets	1 970	2 310	2 220	2 350	2 350	2 280	2 310
Cadet Force Adult Volunteer	440	540	530	460	550	630	620
Male Adult Volunteer	320	400	380	380	380	440	430
Female Adult Volunteer	120	140	140	80	160	190	190

Source: DCDS Pers (RF&C), Single Services

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Table 2.16 Intake¹ to and Outflow² from UK Regular Forces by Service

The intake to UK Regular Forces was 14,800 in financial year 2011/12. This was an increase of 2,070 (16.3 per cent) when compared with 2010/11 and a decrease of 8,390 (36.2 per cent) when compared with the 2008/09 six year high of 23,190.

The outflow from the UK Regular Forces was 21,370 in financial year 2011/12. This was an increase of 3,230 (17.8 per cent) when compared with 2010/11 and a decrease of 3,950 (15.6 per cent) when compared with 2006/07. Of these, 1,650 (7.7 per cent) were redundancy. This represents the first outflow due to redundancy since 2006/07.

Data from the Joint Personnel Administration System for the period 1 May 2009 to 1 October 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see Chapter 2 introduction for more details.

This table is a National Statistic (Latest figures <http://www.dasa.mod.uk/index.php?pub=MPR>).

	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
All Services						
Strength at start of period	195 850	190 670	186 910	188 600	191 710	186 360
Intake (+)	20 100	21 350	23 190	21 500	12 730	14 800
LTA Intake (+) ³	*	*	*	980	820	630
Outflow (-)	25 320	24 760	21 650	18 270	18 140	21 370
of which Voluntary Outflow	9 220	*	8 900	6 400	6 660	7 750
of which Redundancy	1 300	*	-	-	-	1 650 ^P
LTA Outflow (-) ³	*	*	*	1 110	750	640
Strength at end of period ⁴	190 670	186 910	188 600	191 710	186 360	179 800
Naval Service						
Strength at start of period	39 390	38 850	38 560	38 340	38 730	37 660
Intake (+)	3 890	4 040	4 240	4 130	2 550	2 220
LTA Intake (+) ³	*	*	*	20	20	10
Outflow (-)	4 400	4 330	4 440	3 720	3 630	4 320
of which Voluntary Outflow	1 930	1 990	1 890	1 380	1 330	1 450
of which Redundancy	-	-	-	-	-	660
LTA Outflow (-) ³	*	*	*	20	20	10
Strength at end of period ⁴	38 850	38 560	38 340	38 730	37 660	35 540
Army⁵						
Strength at start of period	107 730	106 340	104 980	106 700	108 920	106 240
Intake (+)	14 300	14 290	14 660	13 910	8 760	11 190
LTA Intake (+) ³	*	*	*	960	790	620
Outflow (-)	15 770	15 280	13 080	11 560	11 500	13 200
of which Voluntary Outflow	5 380	*	5 060	3 950	4 260	4 980
of which Redundancy	120	*	-	-	-	550 ^P
LTA Outflow (-) ³	*	*	*	1 080	730	630
Strength at end of period ⁴	106 340	104 980	106 700	108 920	106 240	104 250
Royal Air Force						
Strength at start of period	48 730	45 480	43 370	43 560	44 050	42 460
Intake (+)	1 900	3 020	4 300	3 460	1 410	1 390
LTA Intake (+) ³	*	*	*	-	-	-
Outflow (-)	5 150	5 150	4 120	2 990	3 010	3 850
of which Voluntary Outflow	1 910	1 930	1 960	1 070	1 070	1 320
of which Redundancy	1 190	800	-	-	-	440
LTA Outflow (-) ³	*	*	*	10	-	-
Strength at end of period ⁴	45 480	43 370	43 560	44 050	42 460	40 000

Note: p denotes provisional.

- Figures show Intake to UK Regular Forces, both trained and untrained, which comprises new entrants, re-entrants, direct trained entrants (including professionally qualified officers) and intake from the reserves. They exclude all movements within the Regular Forces; including flows from untrained to trained strength, transfers between Services and flows from ranks to officer due to promotion.
- Figures show Outflow from UK Regular Forces, both trained and untrained, including personnel leaving the Services, deaths, recalled reservists on release and outflow to the Home Service battalions of the Royal Irish Regiment (which disbanded on 31 March 2008). They do not include promotion from ranks to officers or flows between Services.
- Long Term Absentees (LTAs) are service personnel who have been absent without leave (AWOL) for more than 21 days.
- Strengths at the end of the period may not equal the sum of the strength at the beginning of the period and intervening intake and outflow. This is due to movements between Services.
- From 1 April 2009 onwards, Army intake figures include transfers from the Gurkhas to the UK Regular Forces.

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Table 2.17 Intake¹ to UK Regular Forces by Service and sex

Women accounted for 8.7 per cent of the intake to UK Regular Forces in 2011/12, which represents a gradual decline since 2006/07. This decrease is not uniform across the Officers and Other Ranks with all Services having an increase in the percentage of Officer intake from 15.8 per cent in 2010/11 to 16.8 per cent in 2011/12, notably in the RAF where 36.3 per cent of the 2011/12 intake were female.

The percentage of female intake in the Other Ranks has increased slightly from 7.9 per cent in 2010/11 to 8.1 per cent in 2011/12. When compared to 2010/11, the Naval Service and Army has seen an increase whereas the RAF have decreased.

Data from the Joint Personnel Administration System for the period 1 May 2009 to 1 October 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see Chapter 2 introduction for more details.

This table is a National Statistic (Latest figures <http://www.dasa.mod.uk>).

	2000/01	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
All Services	23 020	20 100	21 350	23 190	21 500	12 730	14 800
Percentage female	11.3%	10.0%	9.9%	9.2%	8.9%	8.8%	8.7%
Officers	1 760	1 660	1 720	1 690	1 580	1 360	1 070
of which female	350	330	300	300	250	210	180
Percentage female	19.9%	19.9%	17.4%	18.0%	15.8%	15.8%	16.8%
Other Ranks	21 260	18 440	19 630	21 500	19 920	11 370	13 730
of which female	2 260	1 680	1 820	1 830	1 660	900	1 110
Percentage female	10.6%	9.1%	9.3%	8.5%	8.4%	7.9%	8.1%
Naval Service	4 620	3 890	4 040	4 240	4 130	2 550	2 220
Percentage female	13.7%	12.2%	12.1%	10.5%	9.4%	6.7%	8.3%
Officers	450	330	380	310	390	300	280
of which female	80	50	60	50	50	30	40
Percentage female	18.5%	14.9%	16.0%	16.9%	13.0%	9.4%	13.5%
Other Ranks	4 180	3 560	3 660	3 930	3 740	2 250	1 940
of which female	550	420	430	390	340	140	150
Percentage female	13.2%	11.9%	11.7%	9.9%	9.0%	6.3%	7.5%
Army²	14 770	14 300	14 290	14 660	13 910	8 760	11 190
Percentage female	9.0%	8.0%	7.8%	6.9%	6.8%	8.1%	8.3%
Officers	870	900	940	840	790	780	710
of which female	170	170	150	130	120	120	110
Percentage female	19.2%	19.3%	15.8%	15.3%	15.0%	14.8%	16.0%
Other Ranks	13 900	13 400	13 350	13 820	13 120	7 980	10 480
of which female	1 160	970	960	890	830	590	810
Percentage female	8.3%	7.2%	7.2%	6.4%	6.3%	7.4%	7.7%
Royal Air Force	3 630	1 900	3 020	4 300	3 460	1 410	1 390
Percentage female	18.0%	20.9%	17.1%	15.8%	16.7%	16.7%	13.1%
Officers	440	430	410	540	400	280	80
of which female	100	110	90	120	80	70	30
Percentage female	22.8%	25.0%	22.4%	22.9%	20.3%	25.3%	36.3%
Other Ranks	3 190	1 470	2 620	3 760	3 070	1 140	1 310
of which female	560	290	430	560	500	170	150
Percentage female	17.4%	19.8%	16.3%	14.8%	16.3%	14.6%	11.7%

Source: DASA(Quad-Service)

1.

Figures show intake to UK Regular Forces, both trained and untrained, which comprises new entrants, re-entrants, direct trained entrants (including professionally qualified officers) and intake from the reserves. They exclude all movements within the Regular Forces; including flows from untrained to trained strength, transfers between Services and flows from ranks to officer due to promotion.

2. From 2009/10 Army intake figures include transfers from the Gurkhas to the UK Regular Forces.

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Table 2.18 Intake¹ to UK Regular Forces by Service and ethnic origin

Black and Minority Ethnic (BME) intake to UK Regular Forces was 1,040 in financial year 2011/12. This was an increase of 380 (58.4 per cent) when compared with 2010/11 and a decrease of 25.3 per cent when compared with 2009/10. BME Officer intake during 2011/12 was 2.1 per cent of total officer intake; for Other Ranks the figure was 7.7 per cent.

The Army continues to have the highest percentage of BME Other Ranks intake (9.2 per cent of total intake). It is difficult to draw meaningful comparisons for the Officer BME intake due to small numbers.

Data from the Joint Personnel Administration System for the period 1 May 2009 to 1 October 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see Chapter 2 introduction for more details.

This table is a National Statistic (Latest figures <http://www.dasa.mod.uk/index.php?pub=QPR>).

	2006/07 ²	2007/08	2008/09	2009/10	2010/11	2011/12
All Services	20 100	21 350	23 190	21 500	12 730	14 800
Officers	1 660	1 720	1 690	1 580	1 360	1 070
White	..	..	..	1 240	1 160	1 000
BME	..	..	..	20	30	20
Unknown ³	..	..	..	310	170	40
Other ranks	18 440	19 630	21 500	19 920	11 370	13 730
White	..	..	18 170	17 710	10 000	12 290
BME	..	..	1 940	1 370	630	1 020
Unknown ³	..	..	1 400	850	740	420
Naval Service	3 890	4 040	4 240	4 130	2 550	2 220
Officers	330	380	310	390	300	280
White	..	290	250	340	280	270
BME	..	10	10	-	10	-
Unknown ³	..	80	50	50	20	10
Other ranks	3 560	3 660	3 930	3 740	2 250	1 940
White	..	..	3 000	3 340	2 030	1 780
BME	..	..	180	140	80	60
Unknown ³	..	..	760	260	140	100
Army	14 300	14 290	14 660	13 910	8 760	11 190
Officers	900	940	840	790	780	710
White	790	..	..	530	620	670
BME	20	..	..	10	20	20
Unknown ³	80	..	..	250	150	20
Other ranks	13 400	13 350	13 820	13 120	7 980	10 480
White	10 880	10 020	11 520	11 410	6 860	9 270
BME	960	1 210	1 680	1 140	530	940
Unknown ³	1 560	2 120	620	560	590	260
Royal Air Force	1 900	3 020	4 300	3 460	1 410	1 390
Officers	430	410	540	400	280	80
White	340	400	510	380	270	70
BME	10	10	20	10	-	-
Unknown ³	80	-	10	10	10	10
Other ranks	1 470	2 620	3 760	3 070	1 140	1 310
White	1 320	2 320	3 660	2 960	1 110	1 230
BME	20	40	80	80	20	20
Unknown ³	130	250	20	30	-	60
Black and Minority Ethnic personnel as a percentage of total intake (exc. unknown)						
All personnel	..	..	..	6.8	5.6	7.3
Officers	..	..	..	2.0	2.5	2.1
Naval Service	..	2.7	2.7	1.4	3.2	1.1
Army	3.1	..	..	1.5	2.5	2.6
Royal Air Force	2.6	1.7	4.2	3.1	1.8	1.5
Other ranks	..	..	9.6	7.2	5.9	7.7
Naval Service	..	..	5.6	4.1	3.7	3.0
Army	8.1	10.8	12.7	9.1	7.1	9.2
Royal Air Force	1.7	1.8	2.2	2.7	1.9	1.9

Source: DASA(Quad-Service)

Ethnicity percentages are based on those with a known ethnic origin. Where more than 40% of ethnicity data are unknown, figures are suppressed to reduce the possibility of presenting misleading information. All Service totals are also suppressed when single Service figures have varying degrees of coverage to prevent bias towards Services with higher coverage.

1. Figures show intake to UK Regular Forces, both trained and untrained, which comprises new entrants, re-entrants, direct trained entrants (including professionally qualified officers) and intake from the reserves. They exclude all movements within the Regular Forces; including flows from untrained to trained strength, transfers between Services and flows from ranks to officer due to promotion.

2. Full coverage estimates are given for Army ethnicity figures in 2006/07. These show the number of Black and Minority Ethnic personnel that would be expected if ethnicity were known for all personnel. Ethnicity is known for 11 months of data and estimated for March 2007.

3. Includes those with an unrecorded ethnic origin and those who choose not to declare.

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Table 2.19 Gains to Trained Strength¹ of UK Regular Forces by Service

The Gains to Trained Strength (GTS) of UK Regular Armed Forces was 11,320 in financial year 2011/12, having dropped to a six year low. The Army and RAF both reached a six year GTS high in 2009/10 and have both since experienced two consecutive years of GTS reductions. The Naval service reached its six year GTS high in 2007/08, and has experienced a downward trend since then.

This decrease can be seen in both Officers and Other Ranks, although Officer GTS reached its peak at 2,120 in 2008/09.

The figures presented here do not match GTS figures shown in previous editions of UKDS prior to 2011, as they exclude those returning to the trained strength from Long Term Absence (LTA). GTS figures prior to 2011 included returns from LTA.

Data from the Joint Personnel Administration System for the period 1 May 2009 to 1 October 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see Chapter 2 introduction for more details.

This table is a National Statistic (Latest figures <http://www.dasa.mod.uk/index.php?pub=QPR>).

	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
All Services²	14 120	14 410	16 460	17 450	13 400	11 320
From untrained to trained	12 740	13 210	15 230	16 520	13 080	10 990
Trained direct entrants ³	1 380	1 200	1 230	930	320	340
Officers	1 900	1 570	2 120	1 970	1 730	1 340
From untrained to trained	1 380	1 150	1 710	1 570	1 400	1 080
Trained direct entrants ³	200	100	100	80	50	30
From Other Ranks	320	320	310	320	280	230
Other Ranks	12 540	13 160	14 640	15 800	11 950	10 210
From untrained to trained	11 350	12 060	13 510	14 950	11 680	9 900
Trained direct entrants ³	1 190	1 090	1 130	850	270	310
Naval Service²	2 700	3 500	3 310	3 370	2 880	1 800
From untrained to trained	2 600	3 410	3 240	3 270	2 830	1 770
Trained direct entrants ³	100	90	70	90	60	20
Officers	420	290	450	380	410	330
From untrained to trained	410	280	440	370	400	330
Trained direct entrants ³	10	10	10	10	-	-
From Other Ranks	*	*	*	*	*	*
Other Ranks	2 290	3 210	2 860	2 980	2 480	1 460
From untrained to trained	2 190	3 130	2 800	2 900	2 420	1 440
Trained direct entrants ³	100	80	60	80	50	20
Army²	10 000	9 530	10 330	10 860	7 890	7 840
From untrained to trained	8 750	8 460	9 200	10 050	7 640	7 540
Trained direct entrants ³	1 250	1 070	1 130	810	250	300
Officers	1 120	1 060	990	1 090	890	660
From untrained to trained	620	660	620	720	580	410
Trained direct entrants ³	180	80	70	60	40	20
From Other Ranks	320	320	290	310	270	220
Other Ranks	9 200	8 790	9 640	10 080	7 270	7 400
From untrained to trained	8 130	7 810	8 580	9 330	7 060	7 130
Trained direct entrants ³	1 070	980	1 050	750	210	280
Royal Air Force²	1 420	1 380	2 810	3 220	2 630	1 680
From untrained to trained	1 390	1 340	2 790	3 190	2 610	1 670
Trained direct entrants ³	30	40	30	20	20	20
Officers	360	220	680	500	440	340
From untrained to trained	350	210	650	470	420	340
Trained direct entrants ³	10	20	20	10	10	-
From Other Ranks	-	-	20	10	10	-
Other Ranks	1 060	1 150	2 150	2 730	2 210	1 340
From untrained to trained	1 030	1 130	2 130	2 720	2 200	1 330
Trained direct entrants ³	20	30	10	10	10	10

Source: DASA(Quad-Service)

- GTS figures comprise those who complete training (untrained to trained flow) and those that enter directly into the trained strength (direct entrants). They exclude those returning to the trained strength from Long Term Absence (LTA).
- Total GTS figures represent net gains to overall strength and as such exclude the intake to trained officers from trained other ranks.
- Trained direct entrants comprises trained re-entrants, professionally qualified officers (PQO) and Gurkhas joining the Regulars.

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Table 2.20 Outflow¹ from UK Regular Forces by Service and whether trained or untrained

Total outflow of personnel from the UK Regular Armed Forces was 21,370 in 2011/12 an increase of 3,230 (half of this is redundancy) from 2010/11. This represents the first increase since 2006/07, with total outflow falling year on year from 2006/07 to 2010/11.

Trained outflow has increased when compared to 2010/11 and 2009/10 whereas untrained outflow has decreased over the same period. This reflects reductions in the untrained strength.

Data from the Joint Personnel Administration System for the period 1 May 2009 to 1 October 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see Chapter 2 introduction for more details.

This table is a National Statistic (Latest figures <http://www.dasa.mod.uk>).

	2000/01	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
All Services²	24 950	25 320 II	24 760	21 650	18 270	18 140	21 370
Trained	17 600	18 890 II	18 130	15 860	12 280	13 960	17 650
Untrained	7 350	6 430 II	6 630	5 790	5 990	4 170	3 720
Officers	2 290	2 690 II	2 740	2 380	1 880	1 930	2 560
Trained	1 920	2 310 II	2 300	2 070	1 620	1 710	2 380
Untrained	380	380 II	440	310	260	220	180
Other ranks	22 650	22 630 II	22 020	19 270	16 390	16 200	18 810
Trained	15 680	16 570 II	15 830	13 780	10 660	12 250	15 280
Untrained	6 970	6 050 II	6 190	5 480	5 730	3 950	3 540
Naval Service	5 040	4 400	4 330	4 440	3 720	3 630	4 320
Trained	3 530	3 210	3 110	3 250	2 430	2 690	3 750
Untrained	1 500	1 190	1 220	1 190	1 290	940	570
Officers	480	500	570	520	440	460	570
Trained	410	400	450	410	360	390	510
Untrained	80	100	120	110	90	70	60
Other ranks	4 550	3 900	3 760	3 920	3 280	3 170	3 750
Trained	3 120	2 810	2 660	2 840	2 070	2 300	3 240
Untrained	1 430	1 090	1 110	1 080	1 210	870	500
Army²	15 230	15 770 II	15 280	13 080	11 560	11 500	13 200
Trained	10 070	10 930 II	10 640	9 170	7 580	8 630	10 310
Untrained	5 160	4 840 II	4 640	3 920	3 970	2 870	2 900
Officers	1 150	1 330 II	1 380	1 210	980	990	1 240
Trained	900	1 110 II	1 130	1 070	850	880	1 190
Untrained	260	220 II	240	140	140	110	60
Other ranks	14 080	14 440 II	13 900	11 870	10 580	10 510	11 960
Trained	9 180	9 820 II	9 510	8 100	6 740	7 750	9 120
Untrained	4 900	4 620 II	4 400	3 780	3 840	2 760	2 840
Royal Air Force	4 680	5 150	5 150	4 120	2 990	3 010	3 850
Trained	4 000	4 740	4 380	3 440	2 270	2 640	3 590
Untrained	680	410	770	690	720	370	260
Officers	660	860	790	650	460	490	740
Trained	610	800	710	590	420	440	680
Untrained	40	60	80	60	40	50	60
Other ranks	4 020	4 290	4 360	3 470	2 530	2 520	3 110
Trained	3 380	3 940	3 670	2 850	1 850	2 200	2 910
Untrained	640	340	680	620	680	320	200

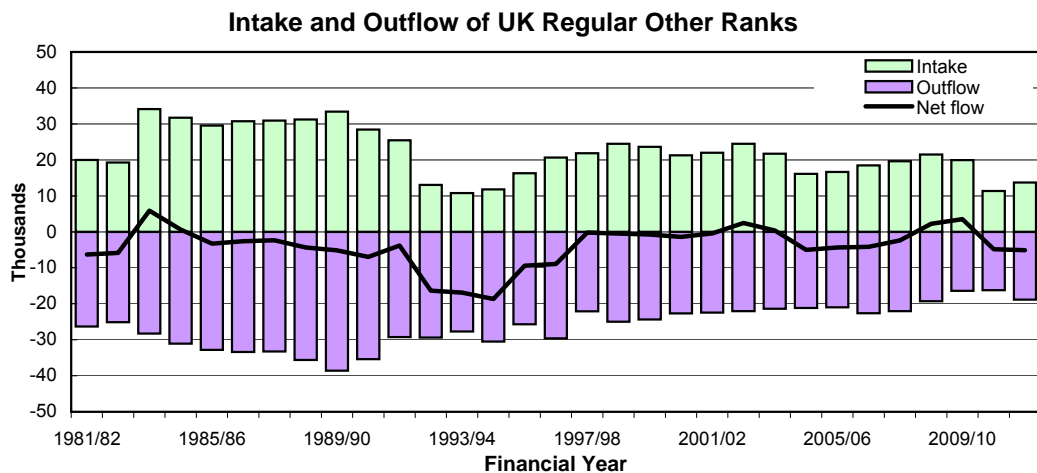
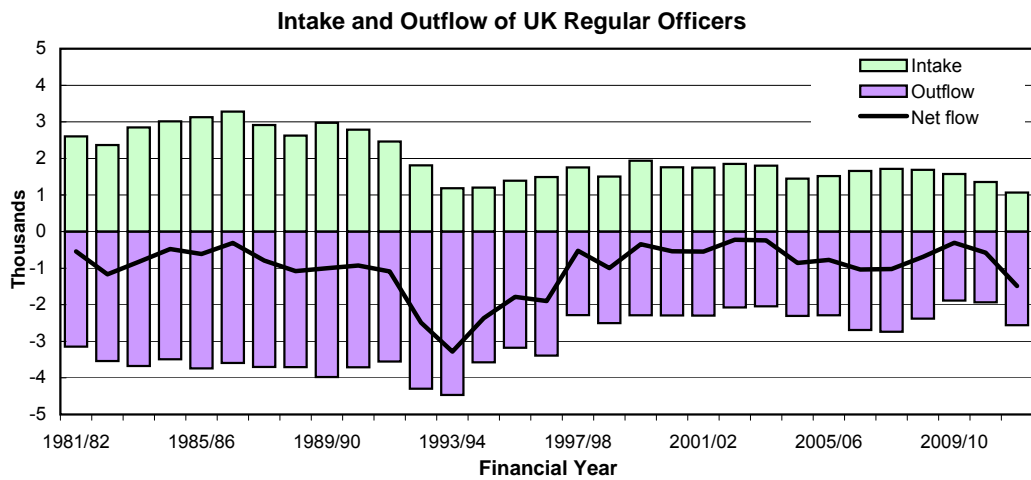
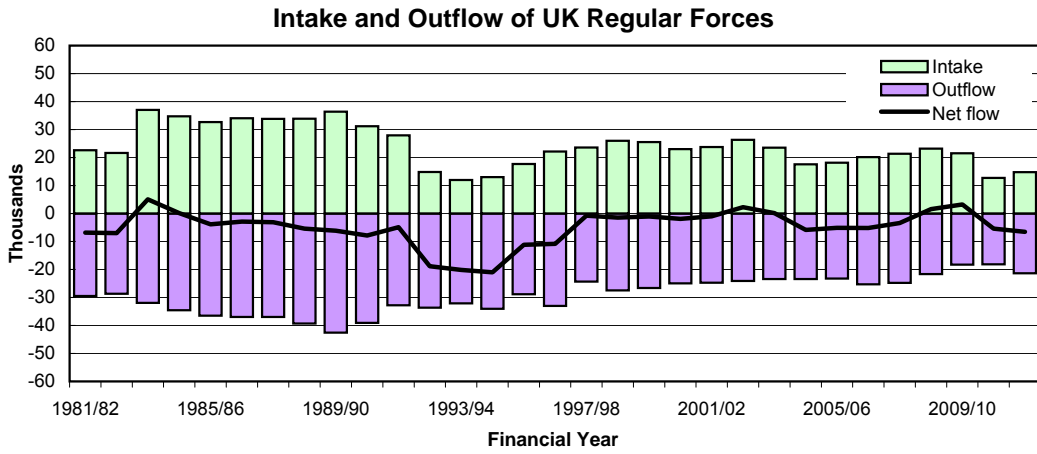
Source: DASA(Quad-Service)

- Figures show outflow from UK Regular Forces, both trained and untrained, including personnel leaving the Services, deaths, recalled reservists on release and outflow to the Home Service battalions of the Royal Irish Regiment (which disbanded on 31 March 2008). They do not include promotion from ranks to officers or flows between Services and are not comparable with gains to trained strength figures in Table 2.19 which include promotion from ranks to officers.
- Outflow figures up to and including 2006/07 include the net flow of between 100 and 200 personnel from the Regular Army to Long Term Absentee (LTA). Outflow figures from 2007/08 do not include this net flow to LTA. See glossary for more details.

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Charts to Tables **2.17 & 2.20** Intake and Outflow of UK Regular Forces



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Table 2.21 Outflow¹ from trained UK Regular Forces by Service and ethnic origin

Black and Minority Ethnic (BME) personnel as a percentage of total outflow was 4.9 per cent in 2011/12. This was an increase of 0.2 percentage points compared to 2010/11; and an increase of 0.4 percentage points compared to 2006/07. BME Officer outflow during 2011/12 was 2.3 per cent of total outflow; for Other Ranks this was 5.3 per cent.

The Army continues to have the highest percentage of BME Other Ranks outflow (6.8 per cent of total outflow), reflecting the higher percentage of BME personnel in the Army. It is difficult to draw meaningful comparisons for the Officer BME outflow due to small numbers.

Data from the Joint Personnel Administration System for the period 1 May 2009 to 1 October 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see Chapter 2 introduction for more details.

This table is a National Statistic.

	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
All Services	18 890 II	18 130	15 860	12 280	13 960	17 650
Officers	2 310 II	2 300	2 070	1 620	1 710	2 380
White	2 100 II	2 100	1 890	1 520	1 630	2 250
Black and Minority Ethnic	40 II	60	40	40	40	50
Unknown ²	170 II	140	140	70	40	70
Other ranks	16 570 II	15 830	13 780	10 660	12 250	15 280
White	14 810 II	14 000	12 350	9 630	11 430	14 280
Black and Minority Ethnic	740 II	1 000	800	640	600	790
Unknown ²	1 020 II	830	640	390	220	210
Naval Service	3 210	3 110	3 250	2 430	2 690	3 750
Officers	400	450	410	360	390	510
White	380	430	390	340	370	490
Black and Minority Ethnic	10	10	-	-	-	10
Unknown ²	10	10	20	10	10	10
Other ranks	2 810	2 660	2 840	2 070	2 300	3 240
White	2 700	2 510	2 710	1 970	2 190	3 080
Black and Minority Ethnic	60	60	60	50	60	110
Unknown ²	40	80	60	50	60	50
Army³	10 930 II	10 640	9 170	7 580	8 630	10 310
Officers	1 110 II	1 130	1 070	850	880	1 190
White	1 010 II	1 050	990	790	850	1 140
Black and Minority Ethnic	20 II	20	30	20	30	30
Unknown ²	80 II	60	60	30	10	20
Other ranks	9 820 II	9 510	8 100	6 740	7 750	9 120
White	8 590 II	8 210	7 050	5 960	7 190	8 470
Black and Minority Ethnic	580 II	840	670	550	500	620
Unknown ²	640 II	450	380	220	60	30
Royal Air Force	4 740	4 380	3 440	2 270	2 640	3 590
Officers	800	710	590	420	440	680
White	710	620	510	390	410	620
Black and Minority Ethnic	20	30	10	10	10	20
Unknown ²	70	60	70	20	20	40
Other ranks	3 940	3 670	2 850	1 850	2 200	2 910
White	3 510	3 280	2 590	1 700	2 050	2 720
Black and Minority Ethnic	100	90	70	40	40	60
Unknown ²	340	300	190	110	100	120
Black and Minority Ethnic personnel as a percentage of total outflow (excluding unknown)						
All personnel	4.5 II	6.1	5.6	5.7	4.7	4.9
Officers	2.1 II	2.6	2.0	2.3	2.5	2.3
Naval Service	2.3	2.0	0.8	1.1	1.3	1.2
Army	2.0 II	2.0	2.6	2.7	3.0	2.2
Royal Air Force	2.1	4.0	1.7	2.5	2.4	3.4
Other ranks	4.8 II	6.7	6.1	6.2	5.0	5.3
Naval Service	2.3	2.5	2.3	2.5	2.8	3.5
Army	6.3 II	9.3	8.6	8.4	6.5	6.8
Royal Air Force	2.7	2.7	2.6	2.6	2.1	2.3

Source: DASA(Quad-Service)

Ethnicity percentages are based on those with a known ethnic origin.

- Figures show outflow from trained UK Regular Forces, including personnel leaving the Services, deaths, recalled reservists on release and outflow to the Home Service battalions of the Royal Irish Regiment (which disbanded on 31 March 2008). They do not include promotion from ranks to officers or flows between Services and are not comparable with gains to trained strength figures in Table 2.19 which include promotion from ranks to officers.
- Includes those with an unrecorded ethnic origin and those who chose not to declare.
- Outflow figures up to and including 2006/07 include the net flow of between 100 and 200 personnel from the Regular Army to Long Term Absentee (LTA). Outflow figures from 2007/08 do not include this net flow to LTA. See glossary for more details.

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Table 2.22 Outflow¹ from UK Regular Forces by Service and sex

Females as a percentage of total outflow decreased to 8.3 per cent during 2011/12 from 8.8 per cent in 2010/11 and has fallen from 9.7 per cent in 2000/01. Total outflow of females has been fairly stable since 2006/07 in both the Officers and Other Ranks.

Females as a proportion of outflow has increased during 2011/12 in the Naval Service and decreased in the Army and the RAF. Naval Service female outflow rose by 0.2 percentage points to 10.1 per cent; Army fell by 0.6 percentage points to 6.3 per cent and RAF fell by 1.4 percentage points to 13.1 per cent.

Data from the Joint Personnel Administration System for the period 1 May 2009 to 1 October 2011 have been reviewed and finalised, therefore some figures may differ from previous publications. Please see Chapter 2 introduction for more details.

This table is a National Statistic.

	2000/01	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
All Services²	24 950	25 320 II	24 760	21 650	18 270	18 140	21 370
of which female	2 430	2 180 II	2 190	1 900	1 440	1 590	1 770
percentage female	9.7	8.6 II	8.9	8.8	7.9	8.8	8.3
Officers: total	2 290	2 690 II	2 740	2 380	1 880	1 930	2 560
of which female	260	300 II	340	300	220	240	290
percentage female	11.1	11.0 II	12.4	12.7	11.5	12.2	11.5
Other ranks: total	22 650	22 630 II	22 020	19 270	16 390	16 200	18 810
of which female	2 180	1 890 II	1 860	1 600	1 220	1 350	1 480
percentage female	9.6	8.3 II	8.4	8.3	7.5	8.3	7.9
Naval Service	5 040	4 400	4 330	4 440	3 720	3 630	4 320
of which female	550	500	460	460	340	360	440
percentage female	11.0	11.3	10.7	10.3	9.1	9.9	10.1
Officers: total	480	500	570	520	440	460	570
of which female	40	50	40	50	50	50	60
percentage female	9.1	10.0	7.7	9.6	11.2	10.1	11.1
Other ranks: total	4 550	3 900	3 760	3 920	3 280	3 170	3 750
of which female	510	450	420	410	290	310	380
percentage female	11.2	11.5	11.2	10.4	8.8	9.9	10.0
Army²	15 230	15 770 II	15 280	13 080	11 560	11 500	13 200
of which female	1 330	1 110 II	1 080	920	690	790	830
percentage female	8.8	7.0 II	7.1	7.1	6.0	6.9	6.3
Officers: total	1 150	1 330 II	1 380	1 210	980	990	1 240
of which female	160	140 II	180	160	100	120	120
percentage female	13.4	10.8 II	12.9	13.1	9.9	12.3	9.6
Other ranks: total	14 080	14 440 II	13 900	11 870	10 580	10 510	11 960
of which female	1 180	960 II	900	760	600	670	710
percentage female	8.4	6.7 II	6.5	6.4	5.6	6.4	5.9
RAF	4 680	5 150	5 150	4 120	2 990	3 010	3 850
of which female	540	580	650	520	410	440	510
percentage female	11.6	11.2	12.6	12.5	13.6	14.5	13.1
Officers: total	660	860	790	650	460	490	740
of which female	60	100	120	90	70	70	110
percentage female	8.5	11.7	14.9	14.3	15.3	13.9	15.1
Other ranks: total	4 020	4 290	4 360	3 470	2 530	2 520	3 110
of which female	490	480	530	420	340	370	390
percentage female	12.1	11.1	12.2	12.2	13.3	14.6	12.7

Source: DASA(Quad-Service)

1. Figures show outflow from UK Regular Forces, both trained and untrained, including personnel leaving the Services, deaths, recalled reservists on release and outflow to the Home Service battalions of the Royal Irish Regiment (which disbanded on 31 March 2008). They do not include promotion from ranks to officers or flows between Services and are not comparable with gains to trained strength figures in Table 2.19 which include promotion from ranks to officers.
2. Outflow figures up to and including 2006/07 include the net flow of between 100 and 200 personnel from the Regular Army to Long Term Absentee (LTA). Outflow figures from 2007/08 do not include this net flow to LTA. See glossary for more details.

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Table 2.23 Military salaries¹: illustrative rates and indices (2001/02=100)

Indices are based on annual pay rates. With the exception of Privates, rates in 2012/13 remain unchanged from 2011/12 and are those recommended by the Armed Forces Pay Review Body (AFPRB) in line with the pay freeze for all public sector workers earning more than £21,000. As the underlying rank weights are constant, the changes in the indices purely reflect changes in pay. All indices are calculated using standard rank weights taken at 1 April 2012 and are based against average rates of pay in 2001/02 - the year the new Pay2000 pay system was introduced.

There continues to be a real terms contraction in military salaries. This has been caused by the public sector pay freeze, coupled with a high proportional increase in the Retail Price Index. At 4.4 per cent during 2011/12, military salaries contracted further than the UK Average Weekly Earnings, which contracted by 2.7 per cent in the same period.

	2001/02	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13
Military salaries Index: all ranks²	100	122	126	130	133	133	133
Senior officers (Major General and above)	100	120	124	131	136	136	136
Officers (up to Brigadier)	100	123	128	132	134	134	134
Other ranks (Sergeant and above)	100	121	125	129	131	131	131
Other ranks (up to Corporal)	100	122	126	130	132	133	133

Illustrative rates³ of annual military salary (in terms of Army ranks)

Pay 2000 Pay System⁴

Pounds Sterling

General	Level 4	125,928	160,625	164,159	172,130	177,993	177,993	177,993
Brigadier	Level 5	74,135	89,444	96,288	98,984	100,964	100,964	100,964
Colonel	Level 1	59,280	71,522	77,545	79,716	81,310	81,310	81,310
Lieutenant Colonel	Level 9	56,586	68,273	74,023	76,095	77,617	77,617	77,617
Major	Level 9	43,472	52,702	54,551	56,078	57,199	57,199	57,199
Captain	Level 3	30,372	36,817	38,109	39,176	39,959	39,959	39,959
Lieutenant	Level 8	23,787	28,698	29,704	30,536	31,147	31,147	31,147
2nd Lieutenant	Level 5	18,798	22,680	23,475	24,133	24,615	24,615	24,615
Warrant Officer I	Level 7 H	35,420	43,077	44,588	45,836	46,753	46,753	46,753
Warrant Officer II	Level 9 H	33,029	39,851	41,249	42,404	43,252	43,252	43,252
Staff Sergeant	Level 7 L	28,904	35,248	36,484	37,506	38,256	38,256	38,256
Sergeant	Level 7 H	28,200	34,025	35,219	36,205	36,929	36,929	36,929
Corporal	Level 7 H	25,342	30,573	31,646	32,532	33,182	33,182	33,182
Lance Corporal	Level 9 H	22,101	26,664	27,599	28,372	28,940	28,940	28,940
Private	Level 2 L	12,071	15,677	16,227	16,681	17,015	17,736	17,986

Source: DASA(Quad-Service)

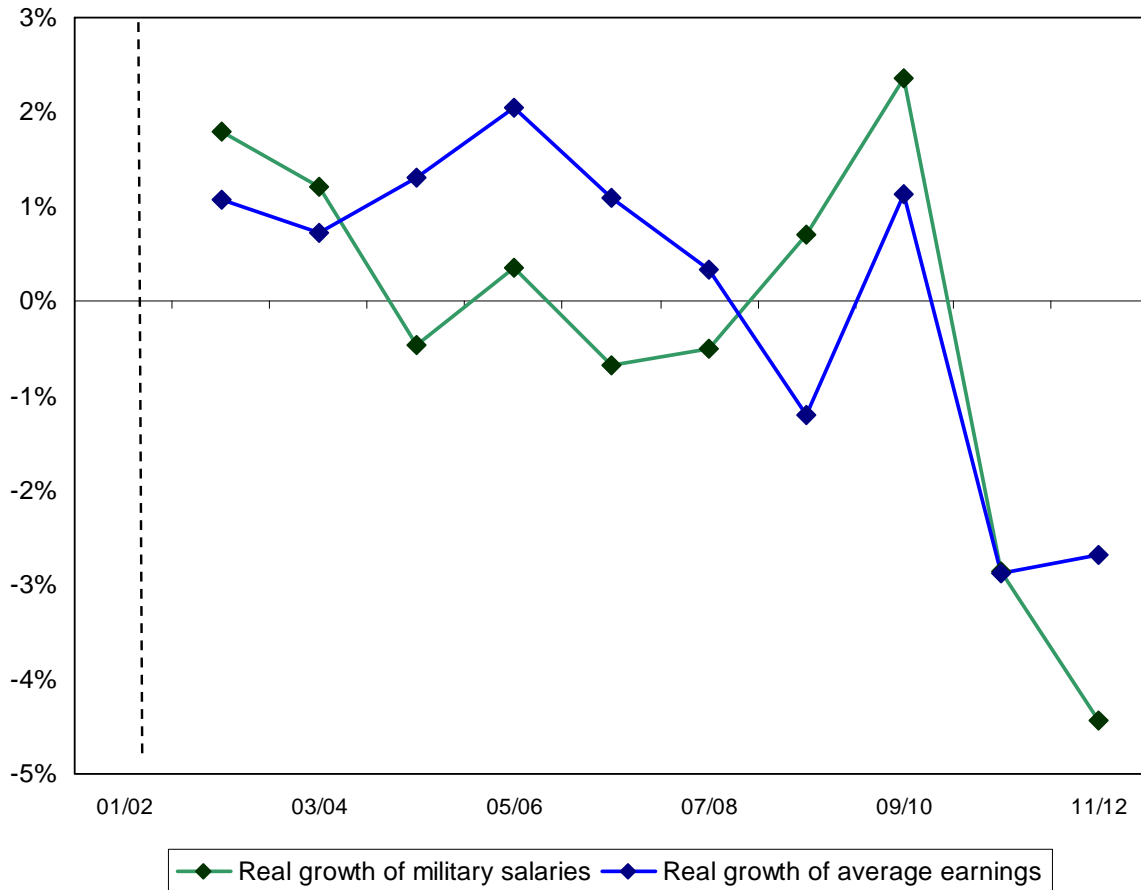
1. Data are for UK Regular Forces which includes all trained and untrained personnel. Gurkhas, Full Time Reserve personnel, and mobilised reservists are excluded.
2. Equivalent ranks in the Naval Service and Royal Air Force are shown in **Table 2.24**.
3. The illustrative rates of annual military salary are calculated using the Pay Review Bodies' annualised rates for the appropriate year. The rate shown for each rank is the pay level with the largest number of people at 1 April 2012.
4. Under the Pay 2000 system, introduced in 2001/02, Regular personnel progress annually up incremental pay spines, subject to satisfactory performance. Other Ranks are also assigned to Higher (H) or Lower (L) ranges, in accordance with their trade.

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Chart to Table 2.23 Military salaries: illustrative rates and indices

Real Growth¹ of military salaries and average earnings²



Source: DASA(Quad-Service), Office for National Statistics

1. Real growth in salaries is growth over and above inflation. It represents the increase in purchasing power between one year and the next. For example, if salaries grew by 2%, but prices rose by 1%, real salary growth would be about 1%, because someone earning that salary could purchase around 1% more goods and services. Real pay growth can be negative if inflation is outstripping salary growth, values at 0% indicate an increase in line with inflation. The measure of inflation used here is growth in Retail Price Index (RPI).
2. When calculating the real growth of average earnings the Office for National Statistics (ONS) Average Weekly Earnings index (K45U: whole economy, total pay including bonuses) has been employed. Military salaries do not include bonuses or allowances.

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Table 2.24 NATO Rank Codes and UK Service Ranks

NATO Code	Royal Navy ¹	Royal Marines ²	Army	Royal Air Force
Officers				
OF-10	Admiral of the Fleet	-	Field Marshal	Marshal of the RAF
OF-9	Admiral	General	General	Air Chief Marshal
OF-8	Vice Admiral	Lieutenant General	Lieutenant General	Air Marshal
OF-7	Rear Admiral	Major General	Major General	Air Vice-Marshal
OF-6	Commodore	Brigadier	Brigadier	Air Commodore
OF-5	Captain	Colonel	Colonel	Group Captain
OF-4	Commander	Lieutenant Colonel	Lieutenant Colonel	Wing Commander
OF-3	Lieutenant Commander	Major	Major	Squadron Leader
OF-2	Lieutenant	Captain	Captain	Flight Lieutenant
OF-1	Sub-Lieutenant	Lieutenant/2nd Lieutenant	Lieutenant/2nd Lieutenant	Flying Officer/Pilot Officer
OF(D)	Midshipman	-	Officer Designate	Officer Designate
Other Ranks				
OR-9	Warrant Officer Class 1	Warrant Officer Class 1	Warrant Officer Class 1	Warrant Officer
OR-8	Warrant Officer Class 2	Warrant Officer Class 2	Warrant Officer Class 2	-
OR-7	Chief Petty Officer	Colour Sergeant	Staff Sergeant	Flight Sergeant/ Chief Technician
OR-6	Petty Officer	Sergeant	Sergeant	Sergeant
OR-4	Leading Rate	Corporal	Corporal	Corporal
OR-3	-	Lance Corporal ⁴	Lance Corporal	Lance Corporal ⁵
OR-2	Able Rating ³	Marine ³	Private (Classes 1 to 3)	Junior Technician/ Leading Aircraftman/ Senior Aircraftman
OR-1	-	-	Private (Class 4)/Junior	Aircraftman

1. The Royal Navy introduced a Warrant Officer Class 2 on 1 April 2004.
2. Royal Marine officer ranks were aligned with those of the Army on 1 July 1999.
3. The rates of Able Rating and Ordinary Seaman were merged on 1 April 1999, as were the corresponding ranks of Marine 1st class and Marine 2nd class. The ranks of Junior Rating and Junior Marine were also abolished.
4. Rank introduced in 2008 in the Royal Marines.
5. Rank introduced in 2010 in the RAF.

Civilian equivalents to military ranks

NATO Code	Ministry of Defence civilian grade equivalent
OF-10	Permanent Under Secretary/ 2nd Permanent Under Secretary
OF-9	
OF-8	SCS ¹ 3-star ²
OF-7	SCS ¹ 2-star ³
OF-6	SCS ¹ 1-star ⁴
-	Band B1 ⁵
OF-5	Band B2 ⁶
OF-4	Band C1 ⁷
OF-3	Band C2 ⁸
OF-2	Band D ⁹

1. Senior Civil Service.
2. Formerly Grade 2, Deputy Under Secretary.
3. Formerly Grade 3, Assistant Under Secretary.
4. Formerly Grades 4 and 5, Executive Director and Assistant Secretary.
5. Formerly Grade 6, Senior Principal Officer and equivalents.
6. Formerly Grade 7, Principal Officer and equivalents.
7. Formerly Senior Executive Officer and equivalents.
8. Formerly Higher Executive Officer and equivalents.
9. Formerly Executive Officer and equivalents.

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Table 2.25 Civilian personnel¹, at 1 April each year

The MOD civilian Level 0 FTE strength has reduced substantially since 2000, from about 121,300 at 1 April 2000 to about 71,000^e at 1 April 2012. The Level 0 strength reduced by a quarter from 2000 to 2008, and subsequently remained more stable with only small reductions for the following two years until 2010. Further reductions have been seen since 2010, as directed by policy deriving from the Strategic Defence and Security Review (SDSR). Personnel reductions under the SDSR are set to continue until 2020 from the baseline start point of April 2010. The Level 0 MOD civilian total has decreased from around 85,800 at 1 April 2010 to around 71,000^e at 1 April 2012, representing a reduction of 17.3 per cent over the period since the beginning of the SDSR personnel reductions. This period has seen an overall reduction in Level 1 MOD personnel, falling from 65,900 to 54,500. During this period permanent non-industrial strength has fallen by 16.2 per cent and permanent industrial strength has fallen by 21.4 per cent.

From 2010 to 2012 the strength of the Trading Funds fell by 2,600 from 9,700 to 7,100 overall, primarily due to the transfer of the Meteorological Office to the Department for Business Innovation and Skills (1,800). Locally engaged civilian personnel numbers have reduced from around 10,200 in 2010 to 9,400^e in 2012, and Royal Fleet Auxiliary (RFA) personnel fell from around 2,300 in 2010 to 2,000 in 2012. RFAs, however, had remained relatively stable across the whole period with very little change from 2000 to 2011, with only a slight reduction in 2012 relative to the overall reductions seen elsewhere.

This table is a National Statistic. These statistics have previously been published in the Quarterly Civilian Personnel Report (QCPR). This is a quarterly publication and the latest figures can be found here (<http://www.dasa.mod.uk/index.php?pub=QCPR>).

Thousands: FTE

	2000	2006 ²	2007	2008 ²	2009	2010	2011	2012 ²
Civilian Level 0¹	121.3	103.4	97.7	89.5	86.6	85.8	83.1^e	71.0^e
Civilian Level 1 ¹	91.9	78.1	73.8	69.0	66.4	65.9	63.1	54.5
Trading Funds	14.5	10.7	10.1	9.2	9.6	9.7	9.4	7.1
Locally engaged civilians	14.8	14.5	13.8	11.2	10.5	10.2	10.6 ^e	9.4 ^e
Civilian Level 1¹ - Permanent	88.2	74.7	70.5	66.0	63.6	63.3	60.7	52.5
Non-industrial	64.9	60.5	57.5	54.3	52.7	52.4	50.2	43.9
Industrial	23.3	14.2	13.0	11.7	11.0	10.9	10.5	8.6
Civilian Level 1¹ - Casual³	1.3	1.1	0.9	0.8	0.5	0.3	0.1	0.0
Non-industrial	0.9	0.8	0.6	0.4	0.4	0.2	0.0	0.0
Industrial	0.4	0.3	0.3	0.4	0.1	0.1	0.1	0.0
Civilian Level 1¹ - RFA	2.4	2.3	2.4	2.3	2.3	2.3	2.4	2.0
Trading Funds	14.5	10.7	10.1	9.2	9.6	9.7	9.4	7.1
Permanent	14.2	10.6	9.9	9.1	9.5	9.6	9.3	7.0
Casual ³	0.3	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Locally engaged civilians	14.8	14.5	13.8	11.2	10.5	10.2	10.6^e	9.4^e

Source: DASA(Quad-Service)

1. Civilian Level 0 and Level 1 are defined in the Glossary.
2. The following changes have affected the continuity of the civilian data: In 2001 the QinetiQ portion of the Defence Evaluation and Research Agency (8,000) was established as a private company. At 1 April 2008 the Defence Aviation Repair Agency and the Army Base Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation. In October 2011 responsibility for management of the Meteorological Office personnel (1,900) transferred to Department for Business, Innovation and Skills (BIS).
3. Casual personnel are usually engaged for less than 12 months.

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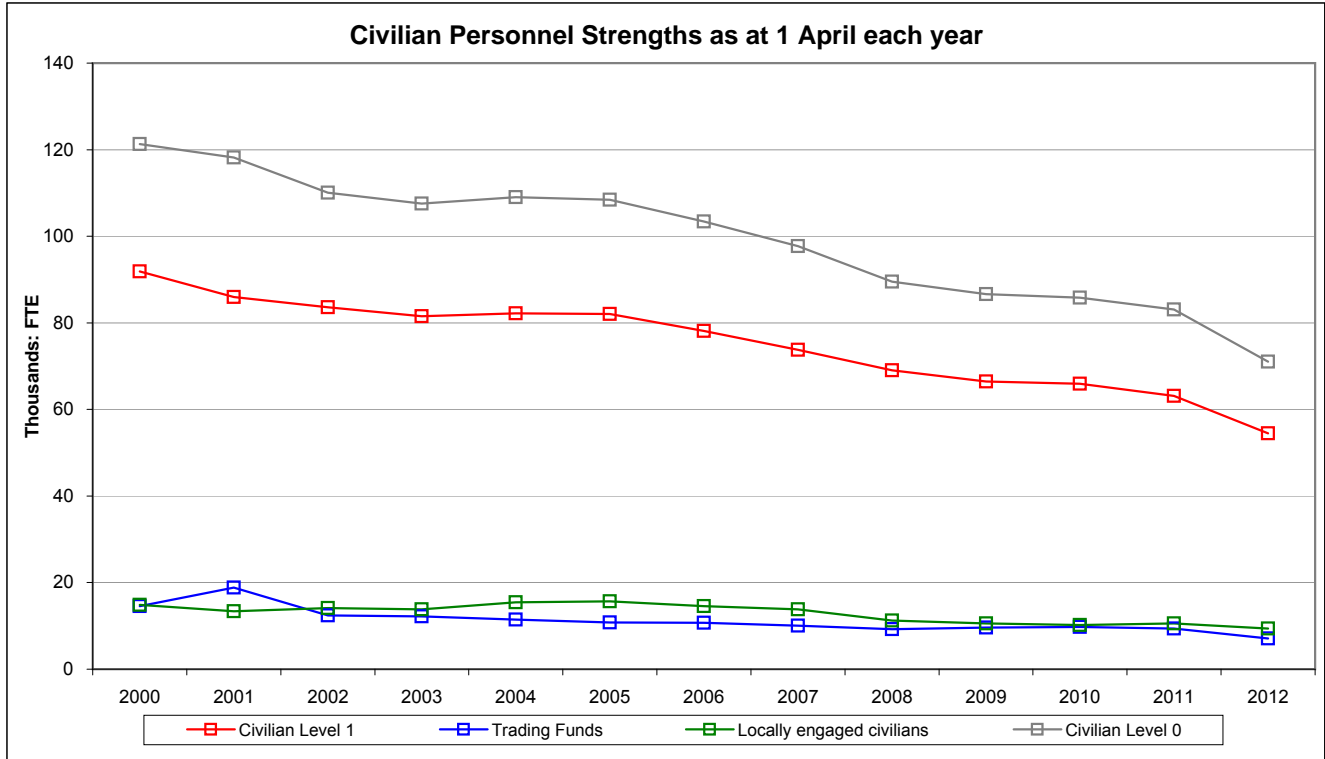
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Chart to Table

2.25

Civilian personnel¹, at 1 April each year (continued)



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CIVILIAN PERSONNEL

Table 2.26 Civilian personnel¹ by budgetary area, at 1 April 2012

As at 1 April 2012, MOD Top Level Budgetary areas (TLBs) accounted for 74.0 per cent of the Civilian Level 0 FTE total. Defence Equipment & Support was the largest single budgetary area, comprising 19.9 per cent of the Civilian Level 0 FTE total, followed by Land Forces at 18.6 per cent, Head Office & Corporate Services at 15.6 per cent, and HQ Air Command at 9.2 per cent as the largest TLBs. With the remaining three core TLBs accounting for 10.8 per cent between them. The balance of the Civilian Level 0 FTE total comprises Locally engaged civilians at 13.2 per cent, combined trading funds at 10.0 per cent and Royal Fleet Auxiliary at 2.8 per cent.

Within the TLBs, 99.2 per cent of Head Office & Corporate Services, 90.1 per cent of Defence Infrastructure Organisation, 87.7 per cent of Joint Forces Command, and 86.4 per cent of Defence Equipment & Support staff were employed in non-industrial grades. Remaining TLBs have non-industrial populations in the range of 71.7 to 76.4 per cent with Land Forces recording the lowest population.

Of the Industrial Top Level Budget Total FTE strength of 8,600, 7,410 (86.2 per cent) are accounted for by three TLBs alone: Land Forces. 43.3 per cent, Defence Equipment & Support 22.3 per cent and Air Command 20.6 per cent. Head Office and Corporate Support has the lowest number of industrial personnel. Of the Top Level Budget Non-industrial Total FTE strength of 49,310, 37,360 (85.1 per cent) are accounted for by Defence Equipment & Support (27.7 per cent), Head Office & Corporate Services (25.0 per cent), Land Forces (21.5 per cent) and Air Command (20.6 per cent).

This table is a National Statistic. These statistics have previously been published in the Quarterly Civilian Personnel Report (QCPR). This is a quarterly publication and the latest figures can be found here (<http://www.dasa.mod.uk/index.php?pub=QCPR>).

Top Level Budget	Total	FTE	
		Non-industrial	Industrial
Navy Command	2 000	1 530	470
Land Forces	13 160	9 440	3 720
Air Command	6 540	4 770	1 770
Head Office & Corporate Services	11 060	10 970	80
Joint Forces Command	3 050	2 680	380
Defence Equipment & Support	14 090	12 170	1 920
Defence Infrastructure Organisation	2 610	2 350	260
Unallocated	10	10	-
Top Level Budget Total	52 510	43 910	8 600
Royal Fleet Auxiliary (RFA)²	2 000	*	*
Civilian Level 1 Total^{1,2}	54 510	*	*
Defence Science & Technology Laboratory ²	3 640	*	*
Defence Support Group ²	2 490	*	*
Hydrographic Office ²	980	*	*
Trading Funds Total²	7 110	*	*
Locally engaged civilians (LEC) Total²	9 390^e	*	*
Civilian Level 0 Total^{1,2}	71 010^e	*	*

Source: DASA(Quad-Service)

1. Civilian Level 0 and Level 1 are defined in the Glossary.
2. A breakdown of industrial and non-industrial personnel is unavailable for Royal Fleet Auxiliary, Trading Funds and locally engaged civilian personnel.

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Table 2.27 Civilian personnel¹ by budgetary area and grade equivalent², at 1 April each year

A budgetary area is defined as higher level groupings of the Top Level Budgetary areas combined together to allow consistent presentation of data across multiple time periods. Although constituent TLBs in areas such as centralised support and logistic support services have changed in structure across the period, the budgetary area groupings remain the same across the period. The budgetary areas for Navy Command, Land Forces and Air Command each represent individual Service areas. While Defence Equipment & Support covers the departments logistic support systems, with remaining TLB areas falling to Centre covering centralised support services.

As directed by policy deriving from the Strategic Defence and Security Review (SDSR), personnel reductions under the SDSR are set to continue until 2020 from the baseline start point of April 2010. Between 2010 (the start of the current SDSR rundown exercise) and 2012, the total FTE strength of MOD civilian personnel fell by 17.3 per cent. Decreases have been seen within each individual Service Command over this period, with the largest proportionate decrease of 24.5 per cent seen in Air Command and the smallest proportionate decrease of 12.8 per cent in Defence Equipment & Support.

Between 2000 and the start of the current SDSR rundown exercise in 2010, the total FTE strength of MOD civilian personnel fell by 29.2 per cent and between 2000 and 2012 the total FTE strength of MOD civilian personnel fell by 41.5 per cent. Decreases have been seen within each individual Service Command between 2000 and 2012, with the largest proportionate decrease of 43.5 per cent seen in Air Command, while Navy Command and Land Forces showed decreases of similar proportions, by 40.4 per cent and 38.0 per cent respectively. Defence Equipment & Support, decreased significantly by 60.0 per cent across the whole period.

The Centre covers a wide range of activity for a number of TLBs including Chief of Joint Operations (CJO), Joint Forces Command (JFC), Defence Infrastructure Organisation (DIO), Central TLB, Head Office & Corporate Services and Science Innovation and Technology (SIT) grouped together due to commonality of function, providing general and specialist support to Defence Equipment and Support and the front line service TLBs Navy Command, Land Forces and Air Command. Dependent on the requirements of the lead TLBs, the support TLBs grouped within the Centre category have been subject to ongoing restructuring and reorganisation on an annual basis.

This is reflected in the period 2000 to 2006 where Centre actually increased 25.0 per cent where organisations such as Central TLB and Defence Infrastructure organisation absorbed additional functions, and then remained relatively constant in comparison to other budgetary areas, only decreasing by about 1,500 from 2006 to 2011. With reductions due to SDSR and organisational restructuring in the last year resulting in reductions of around 2,600, Centre has reverted back to a similar size to that seen in 2000 as support functions were no longer required.

The impact of the SDSR has had the greatest impact on grade bands SCS, Band E and Industrial personnel. Since 2010, the number of Band E personnel has decreased by 22.6 per cent (22,440 in 2010 to 17,370 in 2012), Industrial personnel by 21.9 per cent (11,010 in 2010 to 8,600 in 2012) and SCS personnel by 19.1 per cent (290 in 2010 to 240 in 2012), with Band E and Industrial personnel also declining consistently since 2000. In comparison the moderate increase in Band C and Band B personnel from 2000 to 2010 had been reversed by 2012 to similar levels of 2000. This has caused a considerable change in the grade structure of the core MOD population.

Since 2000 the proportion of senior personnel within the MOD civilian strength has increased. In 2000, senior personnel at Band C and higher accounted for 14.7 per cent, compared to 24.8 per cent in 2012 of the civilian FTE level 0 total. The workforce population for Band D & E personnel has remained relatively constant from 2000 to 2012 at 39.5 per cent and 37.0 per cent respectively. The population for Trading Fund personnel, Royal Fleet Auxiliary personnel and Locally engaged civilians has also remained relatively stable. The proportion of industrial staff has fallen from 19.5 per cent in 2000 to 12.1 per cent in 2012.

This table is a National Statistic. These statistics have previously been published in the Quarterly Civilian Personnel Report (QCPR). This is a quarterly publication and the latest figures can be found here (<http://www.dasa.mod.uk/index.php?pub=QCPR>).

Grade	2000	2006 ³	2007	2008 ³	2009	2010	2011	2012 ³	FTE
Civilian Level 0¹	121 280	103 380	97 690	89 500	86 620	85 850	83 060^e	71 010^e	
Senior Civil Service and Equivalent ⁴	310	310	280	300	300	290	270	240	
Pay Band B	2 240	2 740	2 450	2 450	2 440	2 470	2 430	2 210	
Pay Band C	15 230	17 310	16 840	16 540	16 800	16 630	16 680	15 170	
Pay Band D	14 900	13 500	12 170	10 990	10 580	10 440	9 930	8 890	
Pay Band E	33 020	27 220	25 590	23 490	22 800	22 440	20 870	17 370	
Other non-industrial ⁵	90	170	790	940	110	300	10	40	
Industrial	23 670	14 540	13 300	12 060	11 100	11 010	10 580	8 600	
Trading Funds	14 550	10 700	10 060	9 210	9 630	9 730	9 350	7 110	
Royal Fleet Auxiliary	2 420	2 340	2 360	2 270	2 300	2 330	2 360	2 000	
Locally engaged civilians	14 850	14 540	13 840	11 240	10 550	10 200	10 580 ^e	9 390 ^e	

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Table 2.27 Civilian personnel¹ by budgetary area and grade equivalent², at 1 April each year (continued)

Grade	2000	2006 ³	2007	2008 ³	2009	2010	2011	2012 ³
Navy Command	6 440	5 290	5 230	4 600	4 640	4 760	4 700	3 990
Pay Band C and above	660	640	580	500	510	540	530	500
Pay Band D and below	2 370	1 700	1 640	1 260	1 280	1 320	1 250	1 020
Other non-industrial ⁵	-	-	30	30	-	10	10	10
Industrial	990	610	620	540	550	570	540	470
Royal Fleet Auxiliary	2 420	2 340	2 360	2 270	2 300	2 330	2 360	2 000
Land Forces	22 090	18 650	17 960	17 180	16 490	16 480	14 920	13 160
Pay Band C and above	3 300	3 590	3 340	3 290	3 420	3 450	3 170	2 950
Pay Band D and below	12 960	9 830	8 930	8 390	8 370	8 270	7 530	6 490
Other non-industrial ⁵	10	30	400	520	80	150	-	-
Industrial	5 820	5 200	5 300	4 970	4 630	4 610	4 230	3 720
Air Command	11 570	10 770	8 980	8 710	8 560	8 660	8 430	6 540
Pay Band C and above	1 250	1 190	1 060	1 070	1 120	1 150	1 180	1 060
Pay Band D and below	5 820	5 550	4 870	4 580	4 600	4 660	4 480	3 710
Other non-industrial ⁵	10	10	70	80	10	-	-	-
Industrial	4 480	4 020	2 980	2 980	2 830	2 850	2 760	1 770
Defence Equipment & Support⁶	35 210	22 490	20 880	18 010	16 740	16 150	15 750	14 090
Pay Band C and above	8 080	8 970	8 710	8 430	8 520	8 410	8 610	7 860
Pay Band D and below	15 610	9 560	8 490	6 710	5 800	5 410	4 950	4 300
Other non-industrial ⁵	60	40	60	70	10	20	-	10
Industrial	11 470	3 920	3 620	2 790	2 400	2 310	2 190	1 920
Centre	16 570	20 720	20 530	20 260	19 890	19 770	19 320	16 720
Pay Band C and above	4 490	5 860	5 760	5 930	5 900	5 790	5 890	5 240
Pay Band D and below	11 170	13 990	13 760	13 440	13 290	13 210	12 580	10 730
Other non-industrial ⁵	-	80	240	230	10	100	-	20
Industrial	910	790	780	660	680	670	860	720
Unknown⁷	-	210	190	290	130	100	10	10
Pay Band C and above	-	130	110	60	80	60	-	-
Pay Band D and below	-	80	80	100	40	30	10	10
Other non-industrial ⁵	-	10	-	10	10	10	-	-
Industrial	-	-	-	120	10	-	-	-

Source: DASA(Quad-Service)

1. Civilian Level 0 is defined in the Glossary.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. The following changes have affected the continuity of the civilian data: In 2001 the QinetiQ portion of the Defence Evaluation and Research Agency (8,000) was established as a private company. At 1 April 2008 the Defence Aviation Repair Agency and the Army Base Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation. In October 2011 responsibility for management of the Meteorological Office personnel (1,900) transferred to Department for Business, Innovation and Skills (BIS).
4. Includes personnel outside the Senior Civil Service but of equivalent grade, primarily Senior Medical Specialists.
5. Includes industrial personnel on temporary promotion to non-industrial grades and personnel for whom no grade information is available.
6. Defence Equipment & Support formed in 2007 by merging the Defence Logistics Organisation and Defence Procurement Agency. For consistency information in this table has been merged across the series between 2000 and 2006.
7. Personnel for whom no Top Level Budget (TLB) information is available are included in this section of the table.

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Table 2.28 Strength of civilian personnel¹ by ethnic origin and grade², at 1 April each year

Known Black and Minority Ethnic representation in civilian personnel (excluding unknown and undeclared personnel) has seen an increase overall from 2.9 per cent in 2006 to 3.5 per cent in 2012. Across the same period, the ethnicity declaration rate within core MOD TLBs has increased from 81.8 per cent to 88.9 per cent.

The highest representation of Black and Minority Ethnic civilian personnel (excluding those of unknown grade) can be found in Pay Band E (4.5 per cent). There has been a 0.9 percentage point increase in the proportion of Black and Minority Ethnic civilian personnel within all middle and senior management Grades (SCS to Grade C) since 2006.

This table is a National Statistic. These statistics have previously been published in the Quarterly Civilian Personnel Report (QCPR). This is a quarterly publication and the latest figures can be found here (<http://www.dasa.mod.uk/index.php?pub=QCPR>).

	2006	2007	2008 ³	2009	2010	2011	2012 ³	Headcount
Civilian Level 0¹	107 300	101 570	93 670	90 630	89 970	87 060^e	73 960^e	
White	70 210	67 450	63 250	62 360	62 560	60 230	51 760	
Senior Civil Service and equivalent ⁴	270	240	250	260	260	240	220	
Pay Band B	2 300	2 080	2 080	2 080	2 110	2 070	1 900	
Pay Band C	14 180	14 020	13 790	14 130	14 090	14 200	13 040	
Pay Band D	11 490	10 520	9 530	9 290	9 320	8 930	8 010	
Pay Band E	23 360	22 430	20 690	20 440	20 460	19 130	15 950	
Other non-industrial ⁵	110	660	770	80	180	10	20	
Industrial	10 010	9 620	8 940	8 740	8 990	8 840	7 220	
Trading Funds	8 500	7 900	7 200	7 340	7 160	6 810	5 410	
Black & Minority Ethnic	2 080	2 060	2 020	2 030	2 000	1 990	1 900	
Senior Civil Service and equivalent ⁴	10	-	-	-	10	10	10	
Pay Band B	50	50	60	60	60	70	60	
Pay Band C	380	400	410	440	440	460	490	
Pay Band D	380	340	320	290	280	280	260	
Pay Band E	890	880	850	870	840	820	760	
Other non-industrial ⁵	10	30	30	-	10	-	-	
Industrial	200	180	190	180	190	190	180	
Trading Funds	170	170	170	190	170	170	140	
Undeclared⁶	16 370	14 430	13 040	11 660	11 100	10 210	7 800	
Senior Civil Service and equivalent ⁴	40	50	50	40	40	30	20	
Pay Band B	440	400	390	380	390	380	320	
Pay Band C	3 050	2 820	2 740	2 670	2 560	2 500	2 070	
Pay Band D	1 900	1 570	1 380	1 260	1 100	970	830	
Pay Band E	4 100	3 450	3 040	2 520	2 180	1 930	1 430	
Other non-industrial ⁵	40	170	220	40	130	-	20	
Industrial	4 600	3 790	3 190	2 420	2 070	1 760	1 340	
Trading Funds	2 200	2 180	2 040	2 330	2 650	2 640	1 760	
Unknown⁶	18 630	17 640	15 350	14 570	14 310	14 630^e	12 510^e	
Royal Fleet Auxiliary (RFA)	2 340	2 360	2 270	2 300	2 330	2 360	2 000	
Locally engaged civilians	16 290	15 280	13 080	12 270	11 980	12 270 ^e	10 520 ^e	

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Table 2.28 Strength of civilian personnel¹ by ethnic origin and grade², at 1 April each year (continued)

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

	2006	2007	2008 ³	2009	2010	2011	2012 ³
All Grades	2.9	3.0	3.1	3.2	3.1	3.2	3.5
Senior Civil Service and equivalent ⁴	2.5	-	-	-	2.7	2.8	2.7
Pay Band B	2.3	2.5	2.6	2.8	2.9	3.2	3.2
Pay Band C	2.6	2.7	2.9	3.0	3.0	3.2	3.6
Pay Band D	3.2	3.2	3.2	3.0	3.0	3.0	3.2
Pay Band E	3.7	3.8	3.9	4.1	3.9	4.1	4.5
Other non-industrial ⁵	6.6	3.8	3.5	-	4.9	-	-
Industrial	2.0	1.9	2.0	2.0	2.0	2.1	2.4
Trading Funds	2.0	2.1	2.3	2.5	2.4	2.4	2.5

Ethnicity declaration rate⁷ as a percentage of Core MOD TLB total civilian personnel.

	2006	2007	2008 ³	2009	2010	2011	2012 ³
Core MOD TLB total⁸	81.8	83.4	84.0	85.9	87.1	88.0	88.9
Senior Civil Service and equivalent ³	87.0	83.3	83.2	87.2	87.9	89.1	91.3
Pay Band B	84.2	84.3	84.6	84.8	84.9	85.0	85.9
Pay Band C	82.7	83.6	83.9	84.5	85.0	85.5	86.7
Pay Band D	86.2	87.4	87.7	88.3	89.7	90.4	90.9
Pay Band E	85.5	87.1	87.6	89.4	90.7	91.2	92.1
Other non-industrial ⁴	73.1	80.0	78.9	69.4	58.8	66.7	58.1
Industrial	69.0	72.1	74.1	78.7	81.6	83.7	84.6

Source: DASA(Quad-Service)

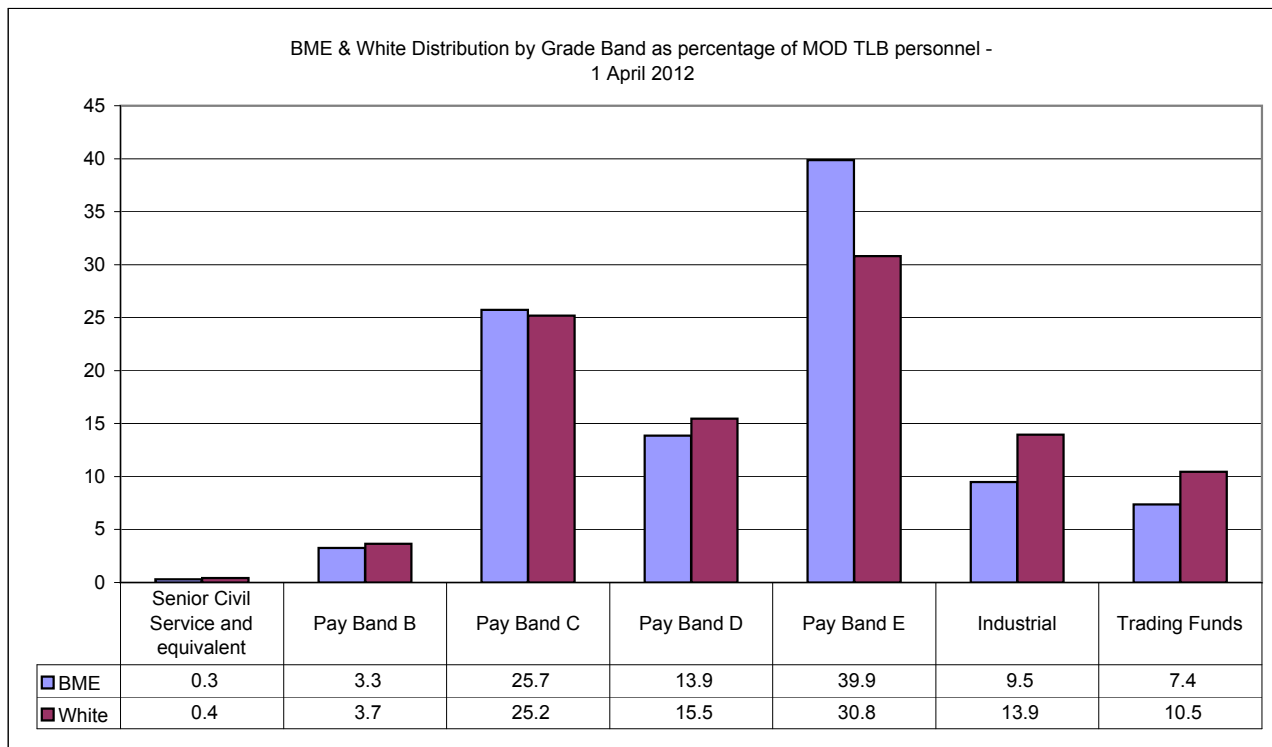
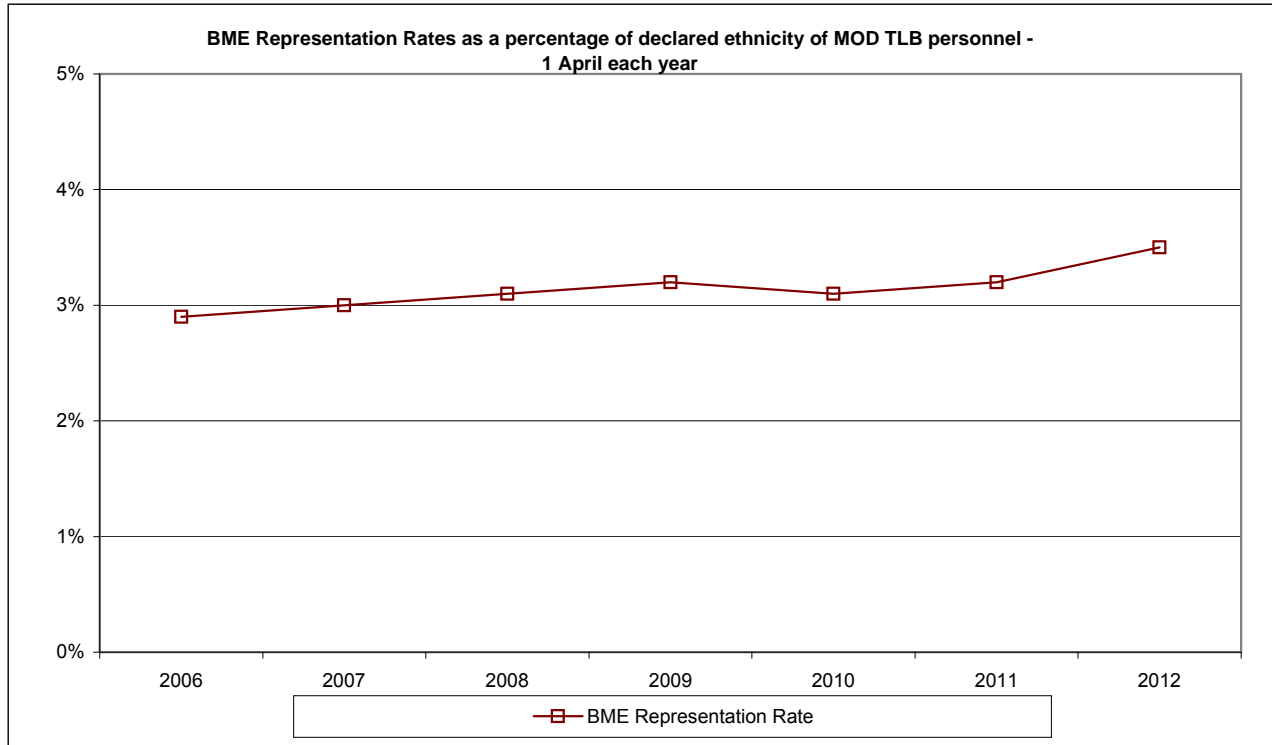
1. Civilian Level 0 is defined in the Glossary.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. The following changes have affected the continuity of the civilian data: At 1 April 2008 the Defence Aviation Repair Agency and the Army Base Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation. In October 2011 responsibility for management of the Meteorological Office personnel (1,900) transferred to Department for Business, Innovation and Skills (BIS).
4. Includes personnel outside the Senior Civil Service but of equivalent grade, primarily Senior Medical Specialists.
5. Includes industrial personnel on temporary promotion to non-industrial grades and personnel for whom no grade information is available.
6. Previously published figures for Undeclared have been revised, separating out Undeclared and Unknown. In previous years no distinction was made between those who have not made declarations (Undeclared) and those for whom data is not collected (Unknown). However as this information is not collected for RFAs and LECs, it is essential to exclude them from declaration rates.
7. Declaration rates are based on all known positive declarations, but exclude those who have selected "choose not to declare", or have not responded.
8. Core MOD excludes all Trading Funds personnel, Royal Fleet Auxiliary and locally engaged civilians.

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Charts to **Table 2.28** Strength of civilian personnel¹ by ethnic origin and grade², at 1 April each year (continued)



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CIVILIAN PERSONNEL

Table 2.29 Strength of civilian personnel¹ by gender, grade² and whether full or part-time, at 1 April each year

The headcount of male civilian personnel fell from 56,500 at 1 April 2006 to 39,300 by 1 April 2012, and the number of female civilian personnel fell from 32,170 to 22,120 over the same period. The proportionate gender balance has remained largely constant over the period, with the percentage of civilian personnel who are female being 36.3 per cent at 1 April 2006 and 36.0 per cent at 1 April 2012.

Although from 1 April 2006 to 1 April 2012 the total number of part-time civilian personnel decreased from 6,430 to 6,040, the number of full-time civilian personnel fell by 26,820 during this period and as a result the proportion of part-time personnel has increased from 7.3 per cent to 9.8 per cent, with a peak at 10.2 per cent in 2011. This change can be clearly seen in the chart to this table.

Although there has been an overall reduction of 23.3 per cent in the number of full-time personnel in Pay Band B and SCS since 2006 (falling from 2,960 to 2,270), the percentage of full-time personnel in Pay Band B and SCS who are female has increased from 16.0 per cent in 2006 to 22.1 per cent in 2012. Despite the reduction in overall personnel numbers, there are now more part-time personnel at Grade C and above (2,020) than there were in 2006 (1,250), which is an increase from 6.0 to 11.2 per cent of all personnel at Band C and above. There has been a substantial growth in male part-time personnel at Bands C and above; following a surge from 240 to 540 in 2007 numbers have remained consistently above 500, with a peak of 680 in 2011 only falling by 60, to 620 in 2012. 47.9 per cent of male part time personnel are now at Band C and above which is an increase from 29.2 per cent in 2006 and from 41.2 per cent in 2007. This compares to 33.5 per cent of all part time personnel at Band C and above in 2012, an increase from 19.5 in 2006 and from 25.3 per cent in 2007.

Important note: the part-time grouping does not distinguish between those working close to full-time hours and those working considerably fewer hours, and does not include personnel who work alternate patterns such as compressed hours or work from home. Caution is advised when drawing conclusions based on the full-time/part-time split.

This table is a National Statistic. These statistics have previously been published in the Quarterly Civilian Personnel Report (QCPR). This is a quarterly publication and the latest figures can be found here (<http://www.dasa.mod.uk/index.php?pub=QCPR>).

<i>Gender, part-time/full-time and grade</i>	2006	2007	2008 ³	2009	2010	2011	2012 ³
Female: full-time	26 560	23 840	22 290	21 860	21 830	20 880	17 380
Senior Civil Service and equivalent ⁴	30	30	40	50	50	50	50
Pay Band B	440	380	400	430	480	490	460
Pay Band C	4 030	3 440	3 520	3 850	3 930	4 020	3 720
Pay Band D	4 550	3 880	3 510	3 490	3 430	3 350	2 960
Pay Band E	13 230	11 760	10 590	10 330	10 040	9 320	7 550
Other non-industrial ⁵	80	470	560	30	120	10	20
Industrial	2 390	2 120	1 940	1 820	1 830	1 740	1 130
Trading Funds	1 820	1 740	1 740	1 870	1 950	1 900	1 500
Male: full-time	55 660	52 300	48 560	46 850	46 350	44 190	38 030
Senior Civil Service and equivalent ⁴	280	240	250	240	230	220	180
Pay Band B	2 210	1 910	1 900	1 850	1 830	1 770	1 590
Pay Band C	12 470	12 060	11 690	11 570	11 290	11 230	10 100
Pay Band D	8 380	7 680	6 900	6 480	6 390	5 990	5 410
Pay Band E	11 990	11 640	10 850	10 490	10 400	9 590	8 290
Other non-industrial ⁵	80	180	200	30	130	-	20
Industrial	11 720	10 650	9 700	8 900	8 790	8 470	7 230
Trading Funds	8 530	7 940	7 060	7 280	7 280	6 910	5 200
Female: part-time	5 600	6 480	6 190	5 990	5 970	5 780	4 740
Senior Civil Service and equivalent ⁴	-	-	10	10	10	10	10
Pay Band B	90	140	140	130	140	140	140
Pay Band C	920	1 290	1 330	1 360	1 360	1 340	1 260
Pay Band D	750	740	670	730	730	700	610
Pay Band E	2 900	3 120	2 920	2 790	2 780	2 700	2 090
Other non-industrial ⁵	-	160	190	30	40	-	10
Industrial	570	620	520	470	460	400	250
Trading Funds	360	400	430	470	460	480	390

Source: DASA(Quad-Service)

Continued on the next page

CHAPTER 2 - PERSONNEL

CIVILIAN PERSONNEL

Table 2.29 Strength of civilian personnel¹ by gender, grade² and whether full or part-time, at 1 April each year (continued)

<i>Gender, part-time/full-time and grade</i>	Headcount						
	2006	2007	2008 ³	2009	2010	2011	2012 ³
Male: part-time	830	1 320	1 280	1 360	1 510	1 580	1 300
Senior Civil Service and equivalent ⁴	-	10	10	10	10	10	10
Pay Band B	50	100	90	110	110	110	100
Pay Band C	190	440	400	460	510	560	520
Pay Band D	90	120	140	140	160	130	120
Pay Band E	220	240	220	220	250	270	200
Other non-industrial ⁵	-	50	60	30	30	-	-
Industrial	130	200	160	160	170	170	140
Trading Funds	150	160	190	230	290	330	220
Total female	32 170	30 320	28 480	27 850	27 800	26 660	22 120
Total male	56 500	53 610	49 840	48 200	47 860	45 770	39 330
Total full-time	82 230	76 140	70 840	68 710	68 180	65 070	55 410
Total part-time	6 430	7 790	7 470	7 350	7 480	7 360	6 040

Source: DASA(Quad-Service)

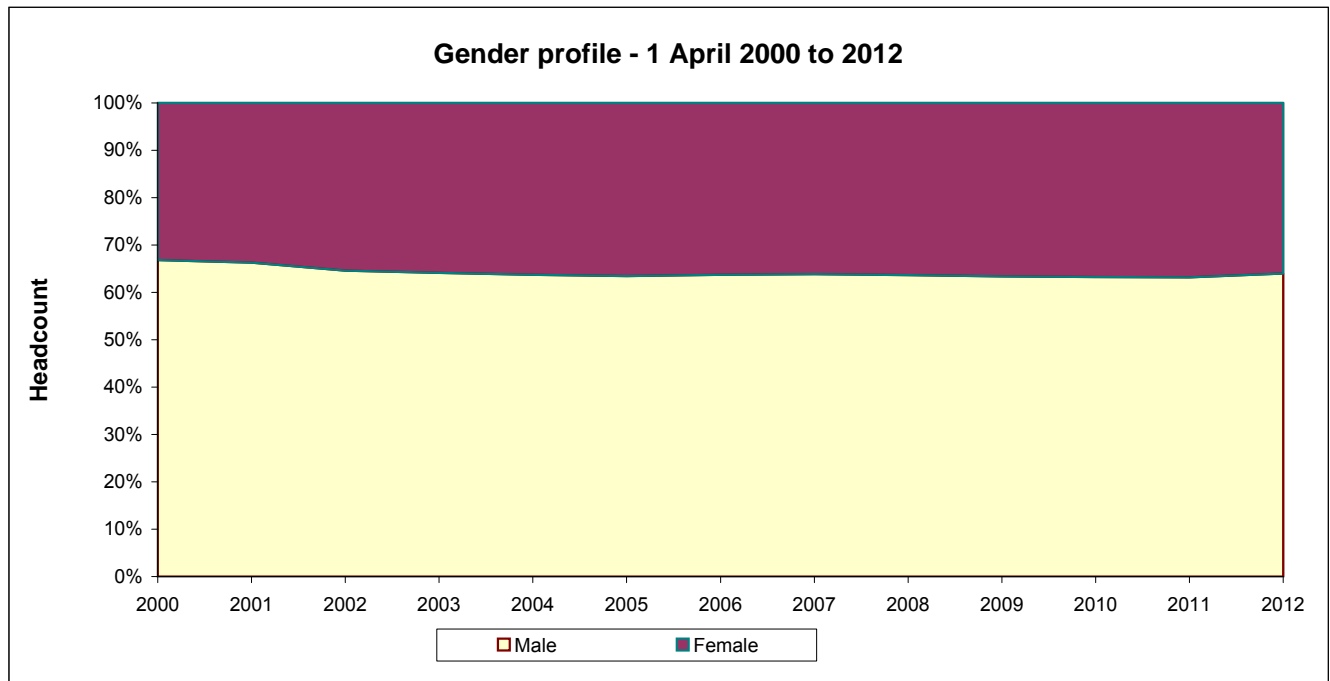
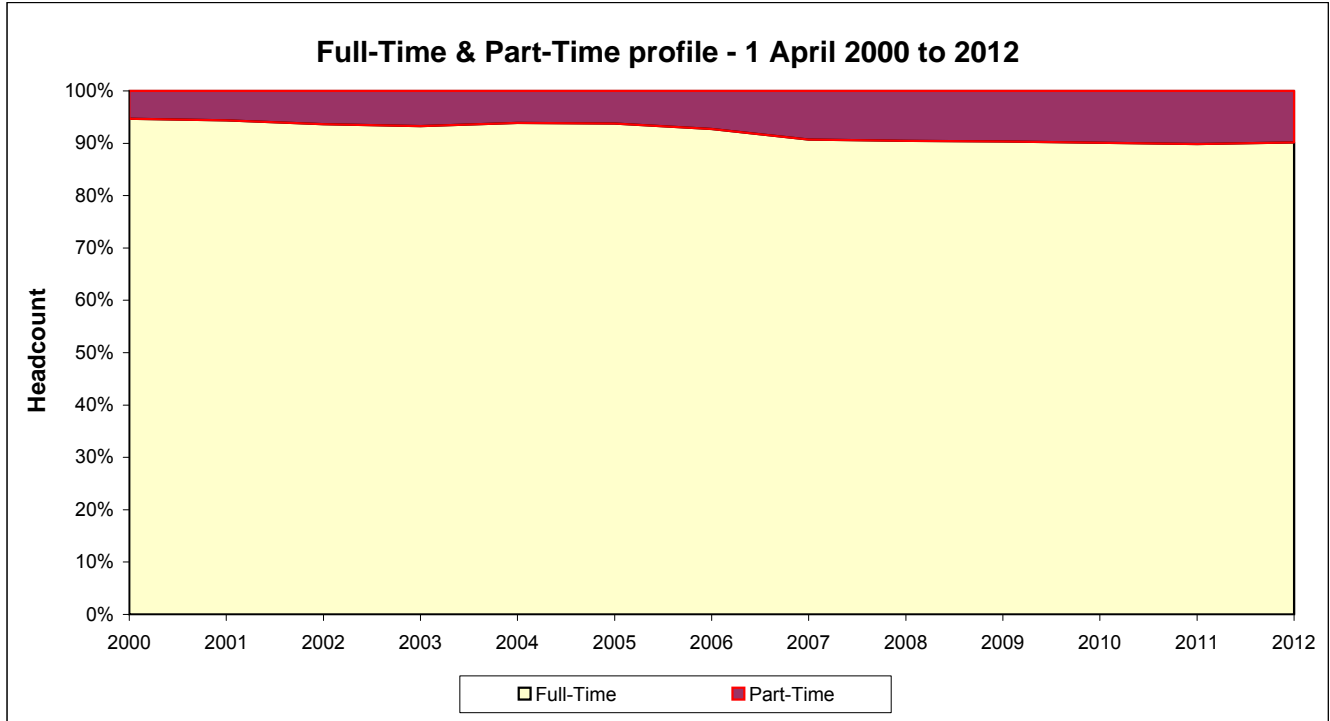
1. Data by gender, grade and part time/full time hours worked are not available for Royal Fleet Auxiliaries and locally engaged civilians.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. The following changes have affected the continuity of the civilian data: At 1 April 2008 the Defence Aviation Repair Agency and the Army Base Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation. In October 2011 responsibility for management of the Meteorological Office personnel (1,900) transferred to Department for Business, Innovation and Skills (BIS).
4. Includes personnel outside the Senior Civil Service but of equivalent grade, primarily Senior Medical Specialists.
5. Includes industrial personnel on temporary promotion to non-industrial grades and personnel for whom no grade information is available.

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CHAPTER 2 - PERSONNEL

CIVILIAN PERSONNEL

Charts to **Table 2.29** Strength of civilian personnel by gender, grade and whether full or part-time, at 1 April each year (continued)



CHAPTER 2 - PERSONNEL

CIVILIAN PERSONNEL

Table 2.30 Number of civilian personnel¹ by disability status and grade², at 1 April 2012

The disability field on the department's Human Resource Management System (HRMS) was reset on 18 April 2011 to accommodate the new disability reporting requirements resulting from the 2011 census exercise. Consequently all disability records were reset and personnel were required to redeclare their disability status. Following the HRMS reset declaration rates fell to 4.6 per cent, and have increased to 29.2 per cent and as such disability representation rates can not be produced at the current time.

To observe representation rates with declaration rates as low as this would not have any statistical validity. In view of the forgoing, disability data remains unreportable for May 2011 onwards, until further notice. Data prior to this time is unaffected.

Prior to the census reset the percentage of civilian personnel with disabilities increased overall from 5.5 per cent in 2006 to 7.2 per cent as at 1 April 2011. Across the same period the rate of disability declaration within core MOD TLBs increased from 70.0 per cent in 2006 to 84.9 per cent in 2011, falling to 29.2 per cent in 2012 following the census reset. Despite the overall decline in civilian personnel strength from 107,300 in 2005 to 87,060 in 2011, the number of personnel with disabilities has increased in absolute terms from 3,390 in 2006 to 4,240 in 2011, although this can be explained at least in part by the substantial increase in the disability declaration rate across the period.

The highest representation of civilian personnel with disabilities (excluding those of unknown grade) in 2011 was found in Pay Band E (8.4 per cent). There has been a 2.4 percentage point increase in the proportion of civilian personnel with disabilities within all middle and senior management Grades (SCS to Grade C) between 2006 and 2011.

This table is a National Statistic. These statistics have previously been published in the Quarterly Civilian Personnel Report (QCPR). This is a quarterly publication and the latest figures can be found here (<http://www.dasa.mod.uk/index.php?pub=QCPR>).

	2006	2007	2008 ³	2009	2010	2011	Headcount 2012 ^{3,4}
Civilian Level 0¹	107 300	101 570	93 670	90 630	89 970	87 060 II^e	73 960^e
No Disability	58 780	57 460	55 610	56 320	55 880	54 390 II	17 820
Senior Civil Service and equivalent ⁵	270	250	260	260	250	230 II	80
Pay Band B	1 880	1 800	1 880	1 970	2 040	2 030 II	670
Pay Band C	12 000	12 270	12 420	13 140	13 260	13 530 II	4 580
Pay Band D	9 190	8 580	8 070	8 160	8 290	8 010 II	2 700
Pay Band E	18 580	18 190	17 200	17 790	17 930	17 060 II	4 500
Other non-industrial ⁶	120	610	790	100	270	10 II	10
Industrial	9 360	8 850	8 430	8 220	8 420	8 300 II	1 380
Trading Funds	7 380	6 930	6 560	6 690	5 410	5 210 II	3 900
Disability	3 390	3 320	3 250	3 740	3 930	4 240 II	1 920
Senior Civil Service and equivalent ⁵	10	10	10	20	20	20 II	10
Pay Band B	70	60	70	90	100	110 II	50
Pay Band C	650	680	720	920	980	1 110 II	560
Pay Band D	600	580	550	660	670	720 II	410
Pay Band E	1 090	1 120	1 140	1 360	1 480	1 560 II	690
Other non-industrial ⁶	-	10	10	-	10	- II	-
Industrial	670	590	520	500	560	610 II	150
Trading Funds	310	280	220	200	120	110 II	60
Undeclared⁷	26 490	23 150	19 460	15 990	15 850	13 790 II	41 700
Senior Civil Service and equivalent ⁵	40	30	30	30	30	30 II	160
Pay Band B	840	670	570	460	420	380 II	1 560
Pay Band C	4 960	4 280	3 790	3 180	2 840	2 510 II	10 460
Pay Band D	3 980	3 270	2 600	2 020	1 740	1 450 II	6 000
Pay Band E	8 670	7 450	6 230	4 680	4 060	3 250 II	12 940
Other non-industrial ⁶	50	240	220	20	30	- II	30
Industrial	4 770	4 160	3 370	2 620	2 270	1 880 II	7 200
Trading Funds	3 180	3 050	2 640	2 970	4 450	4 300 II	3 350

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CHAPTER 2 - PERSONNEL

CIVILIAN PERSONNEL

Table 2.30 Number of civilian personnel¹ by disability status and grade², at 1 April 2012 (continued)

	2006	2007	2008	2009	2010	2011	2012
Unknown⁷	18 630	17 640	15 350	14 570	14 310	14 630 II^e	12 510^e
Royal Fleet Auxiliary (RFA) ⁸	2 340	2 360	2 270	2 300	2 330	2 360 II	2 000
Locally engaged civilians ⁸	16 290	15 280	13 080	12 270	11 980	12 270 II ^e	10 520 ^e

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

	2006	2007	2008 ³	2009	2010	2011	2012 ^{3,4}
All Grades	5.5	5.5	5.5	6.2	6.6	7.2 II	..
Senior Civil Service and equivalent ⁵	3.3	2.4	5.2	6.2	6.1	6.1 II	..
Pay Band B	3.8	3.3	3.7	4.5	4.9	5.0 II	..
Pay Band C	5.1	5.2	5.5	6.5	6.9	7.6 II	..
Pay Band D	6.1	6.4	6.4	7.5	7.5	8.2 II	..
Pay Band E	5.5	5.8	6.2	7.1	7.6	8.4 II	..
Other non-industrial ⁶	-	1.8	1.5	-	3.9	- II	..
Industrial	6.7	6.2	5.8	5.7	6.2	6.8 II	..
Trading Funds	4.0	3.8	3.2	2.9	2.2	2.1 II	..

Disability declaration rate⁹ as a percentage of Core MOD TLB total civilian personnel¹⁰.

	2006	2007	2008 ³	2009	2010	2011	2012 ^{3,4}
Core MOD TLB total¹⁰	70.0	72.7	75.6	80.3	82.6	84.9 II	29.2
Senior Civil Service and equivalent ⁵	87.0	88.5	89.4	90.5	88.6	88.8 II	34.7
Pay Band B	70.1	73.6	77.5	81.7	83.7	85.1 II	31.5
Pay Band C	71.8	75.2	77.6	81.6	83.4	85.4 II	32.9
Pay Band D	71.1	73.7	76.8	81.3	83.7	85.8 II	34.1
Pay Band E	69.4	72.2	74.6	80.3	82.7	85.1 II	28.6
Other non-industrial ⁶	69.5	72.6	78.5	86.0	89.8	83.3 II	30.2
Industrial	67.8	69.4	72.6	76.8	79.8	82.6 II	17.6

Source: DASA(Quad-Service)

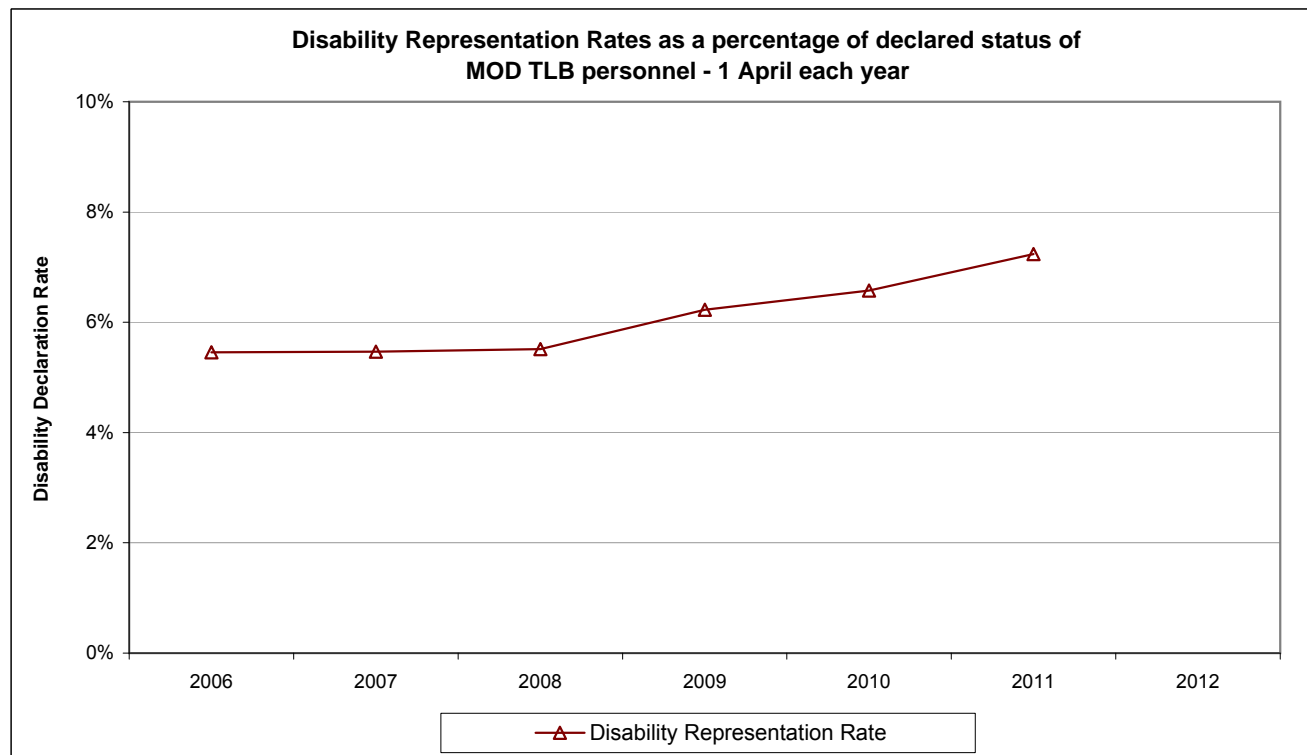
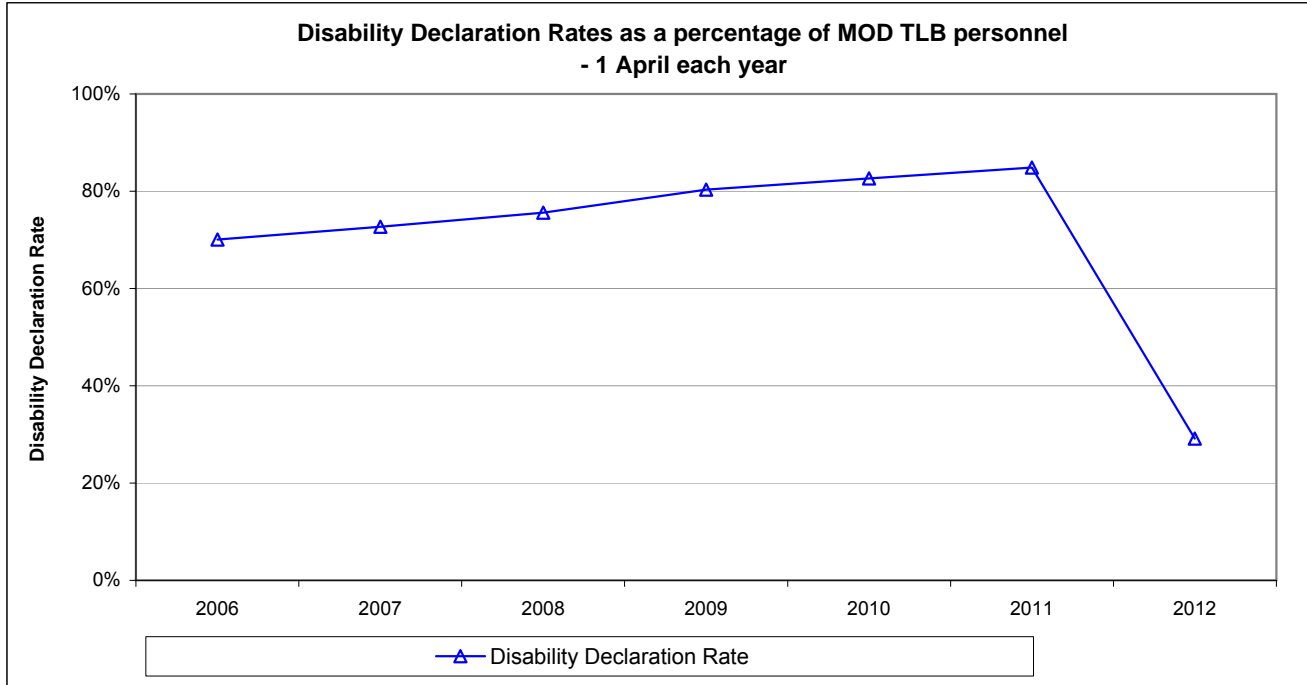
1. Civilian Level 0 is defined in the Glossary.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. The following changes have affected the continuity of the civilian data: At 1 April 2008 the Defence Aviation Repair Agency and the Army Base Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation. In October 2011 responsibility for management of the Meteorological Office personnel (1,900) transferred to Department for Business, Innovation and Skills (BIS).
4. The disability field on the department's Human Resource Management System (HRMS) was reset on 18 April 2011 to accommodate the new disability reporting requirements resulting from the 2011 census exercise. Consequently all disability records were reset and personnel were required to redeclare their disability status. The number of personnel who have declared their disability status represent 29.2% of the population and therefore caution is advised when drawing conclusions.
5. Includes personnel outside the Senior Civil Service but of equivalent grade, primarily Senior Medical Specialists.
6. Includes industrial personnel on temporary promotion to non-industrial grades and personnel for whom no grade information is available.
7. Those for whom there is no record of their disability declaration, and personnel who chose not to declare.
8. Disability information is not collected for Royal Fleet Auxiliary and locally engaged civilian personnel.
9. Declaration rates are based on all known positive declarations, but exclude those who have selected "choose not to declare", or have not responded.
10. Core MOD excludes all Trading Funds personnel, Royal Fleet Auxiliary and locally engaged civilians.

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CHAPTER 2 - PERSONNEL

CIVILIAN PERSONNEL

Chart to Table **2.30** Number of civilian personnel¹ by disability status and grade², at 1 April 2012 (continued)



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CIVILIAN PERSONNEL

Table 2.31 Age profile of civilian personnel¹ by industrial status and gender, at 1 April 2012

Since 2000 there has been a consistent trend of an ageing working population. At 1 April 2000, 14.5 per cent of civilian personnel were aged between 16 and 29, while at 1 April 2012 this had fallen to 8.9 per cent. The percentage of civilian personnel aged 50 years and over has risen from 31.9 per cent in 2000 to 42.8 per cent as at 1 April 2012. Due to a change in legislation in 2010 removing the compulsory retirement age, there are now 1,180 civilians aged 65 or above.

The percentage of core MOD civilian personnel aged 50 years and over is considerably higher for males, with 54.0 per cent of male industrial personnel and 48.6 per cent of male non industrial personnel aged 50 years and over, while 45.8 per cent of female industrials and 33.8 per cent of female non industrials were aged 50 years and over.

The percentage of core MOD civilian personnel aged 40 years and over for males is 80.4 per cent, with 70.7 per cent of female personnel aged 40 years and over. Across the whole age range 37.4 per cent of staff are female, and for personnel aged 40 years and over the proportion of female personnel is comparable at 34.4 per cent, however for female personnel below the age of 40 this proportion rises to 47.1 per cent. This change in proportion of male and female personnel below and above 40 years of age reflects a combination of developing trends in departmental recruitment, exit and retention data for age, grade and gender.

This table is a National Statistic. These statistics have previously been published in the Quarterly Civilian Personnel Report (QCPR). This is a quarterly publication and the latest figures can be found here (<http://www.dasa.mod.uk/index.php?pub=QCPR>).

	Non-industrial					Industrial		Royal Fleet	Civilian Level 1 ¹	Trading Funds		Locally engaged	Civilian Level 0 ¹	Headcount
	Male		Female		Male	Female	Auxiliaries ²	Male		Female	civilians ²			
16-19	-	-	-	60	10	..	..	70	40	10	..	120	
20-24	430	410	220	40	..	..	..	1 100	280	110	..	1 490	
25-29	1 410	1 350	270	70	..	..	..	3 100	520	220	..	3 840	
30-34	1 680	1 860	340	80	..	..	..	3 950	560	270	..	4 780	
35-39	1 800	2 000	440	100	..	..	..	4 350	540	270	..	5 160	
40-44	3 360	3 020	830	190	..	..	..	7 410	730	260	..	8 400	
45-49	4 960	3 830	1 220	260	..	..	..	10 270	780	290	..	11 330	
50-54	5 290	3 200	1 440	280	..	..	..	10 210	790	240	..	11 240	
55-59	4 320	2 100	1 220	210	..	..	..	7 850	680	150	..	8 670	
60-64	2 680	910	1 060	110	..	..	..	4 750	410	60	..	5 230	
65+	620	160	260	30	..	..	..	1 090	80	10	..	1 180	
Unknown	-	-	-	-	2 000	..	..	2 000	10	-	10 520 ^e	12 520 ^e	
Total	26 540	18 850	7 360	1 380	2 000	..	..	56 130	5 420	1 890	10 520^e	73 960^e	

Source: DASA(Quad-Service)

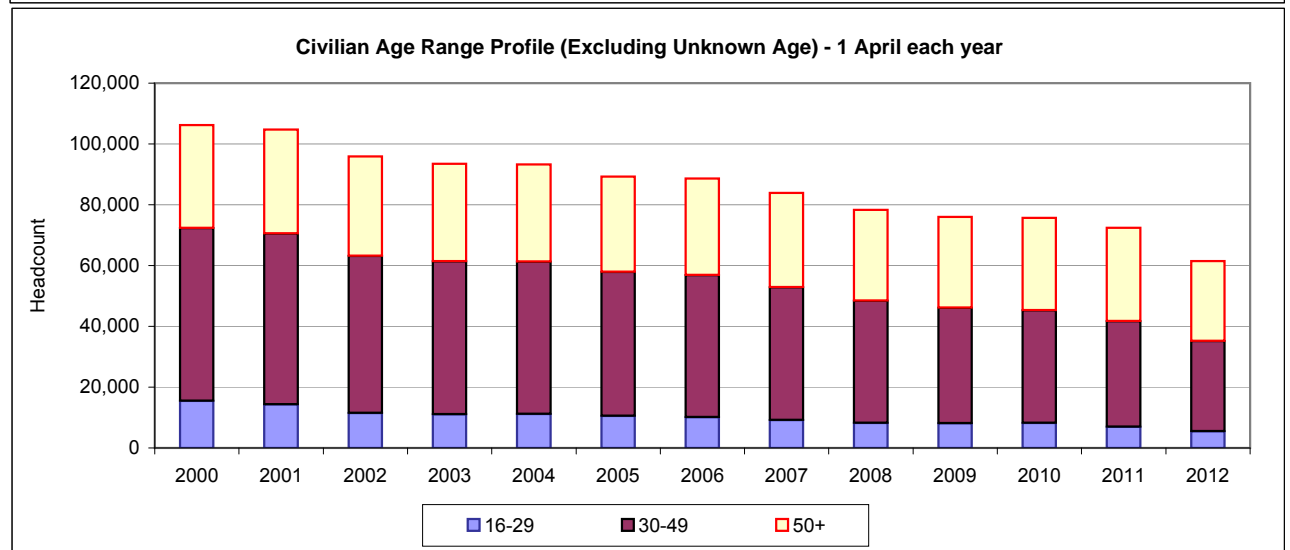
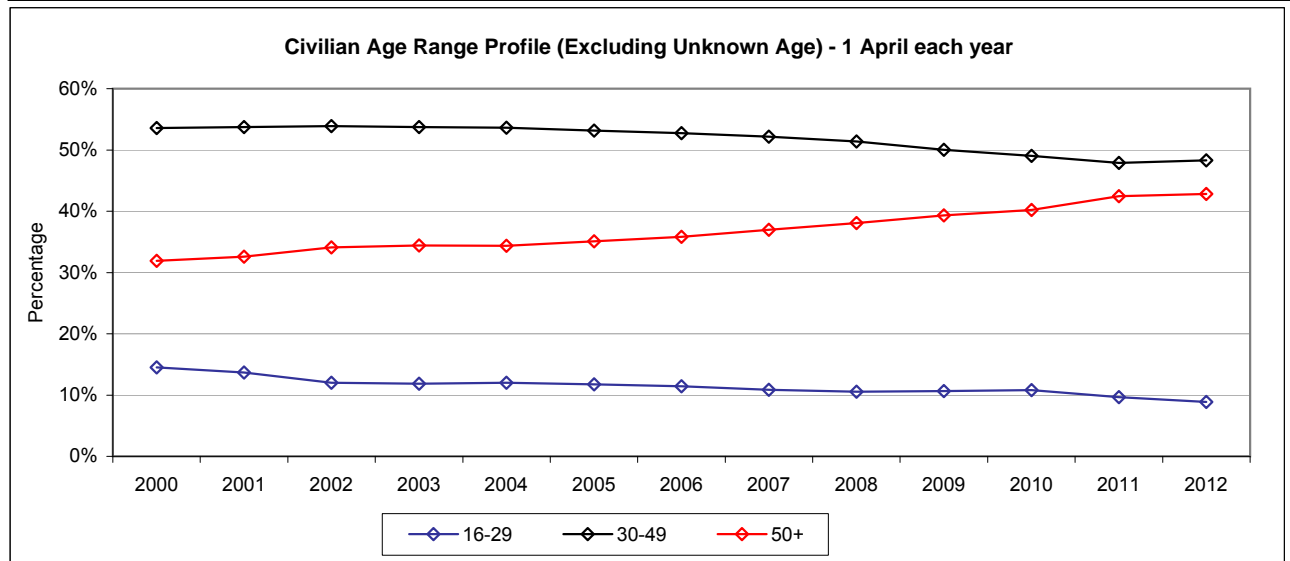
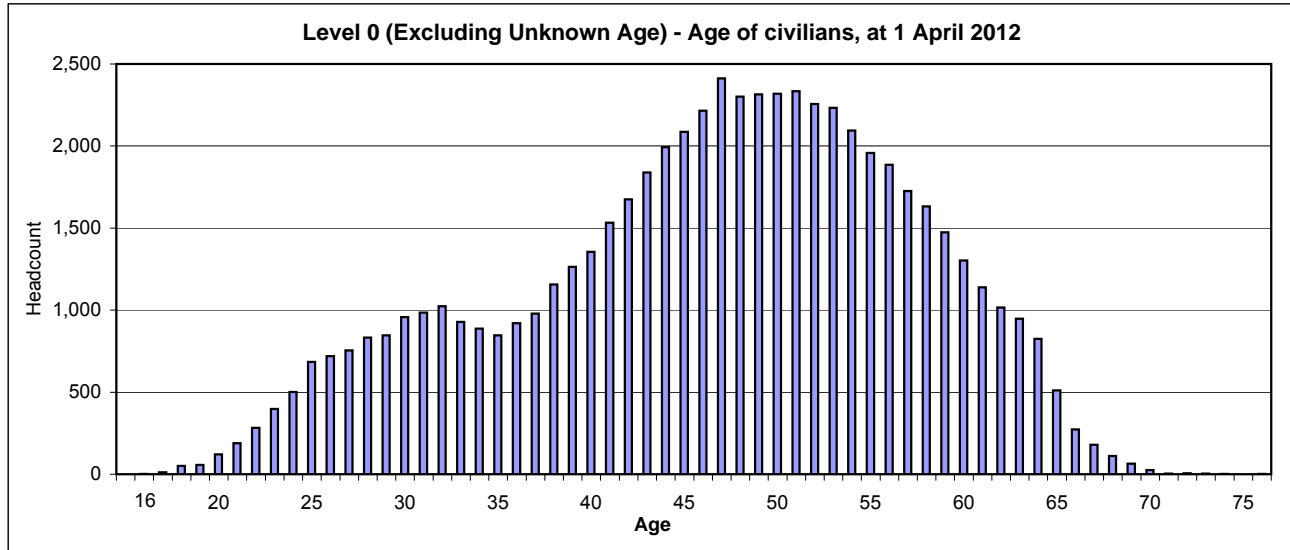
1. Civilian Level 0 and Level 1 are defined in the Glossary.
2. Gender and Age data are not available for Royal Fleet Auxiliaries or locally engaged civilians.

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CHAPTER 2 - PERSONNEL

CIVILIAN PERSONNEL

Charts to **Table 2.31** Age profile of civilian personnel¹ by industrial status and gender, at 1 April 2012 (continued)



CHAPTER 2 - PERSONNEL

CIVILIAN PERSONNEL

Table 2.32 Strength of civilian personnel¹ by religion and grade², at 1 April each year

Religion data are only available from 1 April 2008, and since that time declaration rates within core MOD TLBs have risen from 48.6 per cent in 2008 to 67.6 per cent in 2012. Religious representation figures are based on known declarations. Due to the low declaration rate for 2008 and 2009, it is not considered to be statistically appropriate to report representation rates for these periods. Caution should still be used when viewing representation figures from 2010 onwards as more than a third of personnel have not declared their religious beliefs and rates may not be representative of those who have not declared.

The declaration rate for industrial personnel as at 1 April 2012 was 59.6 per cent compared to 67.6 per cent for all personnel. Individual declarations are made on the HR system via the intranet, and this difference is likely related to work factors - non-industrials spend the majority of their time working on computers with the HR system easily accessible, while industrials use computers considerably less in their work.

Of those who have actively made a declaration of their religious beliefs, there has been a small decrease in the percentage declaring themselves to be Christian from 72.0 per cent in 2010 to 70.8 per cent in 2012. The percentage of those declaring religious beliefs other than Christian has remained stable between 2010 and 2012 at 5.1 per cent. Those declaring no religious beliefs have increased over the same period from 22.9 per cent to 24.1 per cent. These changes are small given the context of increasing declaration, substantial personnel reductions under SDSR and personnel changes relating to inflow and outflow.

This table is a National Statistic. These statistics have previously been published in the Quarterly Civilian Personnel Report (QCPR). This is a quarterly publication and the latest figures can be found here (<http://www.dasa.mod.uk/index.php?pub=QCPR>).

	2008	2009	2010	2011	2012
Civilian Level 0¹	93 670	90 630	89 970	87 060^e	73 960^e
Christian	24 670	27 360	29 510	29 580	25 920
Senior Civil Service and equivalent ³	100	120	130	120	110
Pay Band B	1 010	1 080	1 140	1 140	1 040
Pay Band C	6 750	7 480	7 810	8 080	7 320
Pay Band D	4 450	4 750	5 070	4 980	4 450
Pay Band E	8 910	10 110	11 060	10 840	9 280
Other non-industrial	290	10	80	-	10
Industrial	3 040	3 650	4 230	4 420	3 720
Trading Funds ⁴	120	160	-	-	..
Non-Christian Religion	1 780	1 970	2 090	2 080	1 860
Senior Civil Service and equivalent ³	-	10	10	10	-
Pay Band B	40	50	50	60	60
Pay Band C	340	390	430	460	440
Pay Band D	310	320	330	330	300
Pay Band E	780	920	950	920	800
Other non-industrial	40	-	-	-	-
Industrial	260	280	310	310	260
Trading Funds ⁴	-	-	-	-	..
Secular	7 190	8 360	9 400	9 580	8 810
Senior Civil Service and equivalent ³	40	50	50	50	50
Pay Band B	280	320	350	380	360
Pay Band C	2 040	2 290	2 460	2 620	2 590
Pay Band D	1 460	1 640	1 800	1 840	1 780
Pay Band E	2 460	2 980	3 420	3 290	2 790
Other non-industrial	70	-	40	-	-
Industrial	810	1 040	1 280	1 410	1 230
Trading Funds ⁴	40	40	-	-	..

Continued on the next page

CHAPTER 2 - PERSONNEL

CIVILIAN PERSONNEL

Table 2.32 Strength of civilian personnel¹ by religion and grade², at 1 April each year (continued)

	Headcount				
	2008	2009	2010	2011	2012
Undeclared⁵	44 670	38 360	34 660	31 180	24 860
Senior Civil Service and equivalent ³	150	130	120	100	80
Pay Band B	1 180	1 060	1 020	940	830
Pay Band C	7 810	7 080	6 380	6 000	5 250
Pay Band D	5 010	4 140	3 500	3 030	2 580
Pay Band E	12 420	9 830	8 040	6 820	5 260
Other non-industrial	630	100	190	10	20
Industrial	8 210	6 370	5 430	4 660	3 530
Trading Funds ⁴	9 260	9 650	9 980	9 620	7 320

	2008	2009	2010	2011	2012
Unknown⁶	15 350	14 570	14 310	14 630^e	12 510^e
Royal Fleet Auxiliary (RFA)	2 270	2 300	2 330	2 360	2 000
Locally engaged civilians	13 080	12 270	11 980	12 270 ^e	10 520 ^e

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

	2008 ⁷	2009 ⁷	2010	2011	2012
All Grades	72.0	71.7	70.8
Senior Civil Service and equivalent ³	69.2	66.5	67.3
Pay Band B	73.6	72.3	71.5
Pay Band C	73.0	72.4	70.7
Pay Band D	70.4	69.7	68.1
Pay Band E	71.7	72.0	72.1
Other non-industrial	65.0	-	72.2
Industrial	72.7	72.0	71.4
Trading Funds ⁴	-	-	..

Religious declaration rate⁸ as a percentage of Core MOD TLB total civilian personnel⁹.

	2008	2009	2010	2011	2012
Core MOD TLB total⁹	48.6	56.6	62.4	65.7	67.6
Senior Civil Service and equivalent ³	49.5	56.4	61.1	63.8	65.7
Pay Band B	53.1	57.8	60.3	62.5	63.6
Pay Band C	53.9	58.9	62.6	65.0	66.4
Pay Band D	55.4	61.8	67.3	70.2	71.7
Pay Band E	49.4	58.8	65.8	68.8	71.0
Other non-industrial	38.4	14.9	39.3	41.7	41.9
Industrial	33.4	43.8	51.7	56.8	59.6

Source: DASA(Quad-Service)

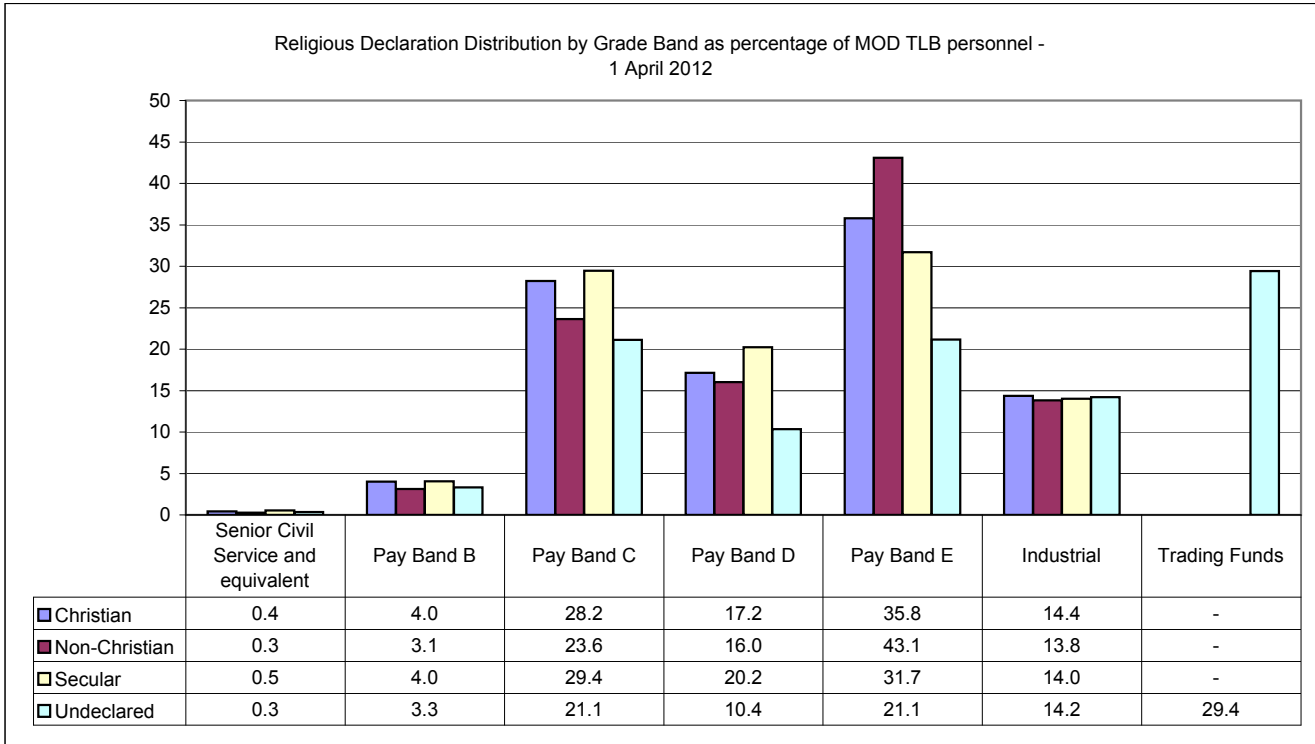
1. Civilian Level 0 is defined in the Glossary.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. Includes personnel outside the Senior Civil Service but of equivalent grade, primarily Senior Medical Specialists.
4. A new Trading Fund system for recording sexual orientation has been implemented, however data was not available for 1 April 2012 at the time of publication.
5. Those for whom there is no record of their religious declaration, and personnel who chose not to declare.
6. Religion information is not collected for Royal Fleet Auxiliary, locally engaged civilian personnel or Trading Funds.
7. Due to the low declaration rate for 2008 and 2009, it is not statistically appropriate to report representation rates for these periods.
8. Declaration rates are based on all known positive declarations, excluding those who select "choose not to declare" or have not responded.
9. Core MOD excludes all Trading Funds personnel, Royal Fleet Auxiliary and locally engaged civilians.

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CHAPTER 2 - PERSONNEL

CIVILIAN PERSONNEL

Chart to Table 2.32 Strength of civilian personnel¹ by religion and grade², at 1 April each year (continued)



CHAPTER 2 - PERSONNEL

CIVILIAN PERSONNEL

Table 2.33 Strength of civilian personnel¹ by sexual orientation and grade², at 1 April each year

Sexual orientation data are only available from 1 April 2008, and since that time declaration rates within core MOD TLBs have risen from 46.6 per cent in 2008 to 66.6 per cent in 2012. Religious representation figures are based on known declarations. Due to the low declaration rate for 2008 and 2009, it is not considered to be statistically appropriate to report representation rates for these periods. Caution should still be used when viewing representation figures from 2010 onwards as more than a third of personnel have not declared their sexual orientation and rates may not be representative of those who have not declared.

Following substantial increases in declaration rates from 2008 to 2012, the number of Lesbian, Gay or Bisexual (LGB) civilian personnel has increased by 38.7 per cent across the period. Given the context of large numbers of personnel reductions since 2010, LGB representation rates have increased more than would be expected, from 1.3 per cent in 2010 to 1.7 per cent in 2012. This is particularly strong for personnel in Band C where representation rates have increased from 1.1 to 1.7 of declared sexual orientation.

The declaration rate for industrial personnel as at 1 April 2012 was 59.1 per cent compared to 66.6 per cent for all personnel. Individual declarations are made on the HR system via the intranet, and this difference is likely related to work factors - non-industrials spend the majority of their time working on computers with the HR system easily accessible, while industrials use computers considerably less in their work.

This table is a National Statistic. These statistics have previously been published in the Quarterly Civilian Personnel Report (QCPR). This is a quarterly publication and the latest figures can be found here (<http://www.dasa.mod.uk/index.php?pub=QCPR>).

	2008	2009	2010	2011	2012
Civilian Level 0¹	93 670	90 630^r	89 970	87 060^e	73 960^e
Heterosexual	31 790^r	35 680^r	39 230^r	39 400^r	35 460
Senior Civil Service and equivalent ³	140	170	180	180	160
Pay Band B	1 280	1 410	1 520	1 560	1 440
Pay Band C	8 770	9 800	10 320	10 700	10 090
Pay Band D	5 930	6 430	6 990	6 930	6 380
Pay Band E	11 190	12 920	14 330	14 110	12 270
Other non-industrial	380	20	110	10	20
Industrial	3 950	4 740	5 560	5 880	5 100
Trading Funds ⁴	150 ^r	200 ^r	220 ^r	30 ^r	..
Lesbian/Gay/Bisexual	430	460	530	550	600
Senior Civil Service and equivalent ³	10	10	10	10	10
Pay Band B	20	20	20	20	20
Pay Band C	100	100	120	140	180
Pay Band D	80	80	90	100	100
Pay Band E	150	180	220	210	210
Other non-industrial	-	-	-	-	-
Industrial	70	60	70	80	70
Trading Funds ⁴	-	-	-	-	..
Undeclared⁵	46 090^r	39 920^r	35 900^r	32 470^r	25 400
Senior Civil Service and equivalent ³	150	130	110	90	80
Pay Band B	1 220	1 090	1 020	940	820
Pay Band C	8 070	7 340	6 650	6 310	5 330
Pay Band D	5 210	4 330	3 630	3 150	2 620
Pay Band E	13 240	10 730	8 920	7 560	5 650
Other non-industrial	630	100	200	-	20
Industrial	8 300	6 540	5 620	4 830	3 570
Trading Funds ⁴	9 270 ^r	9 660 ^r	9 760 ^r	9 590 ^r	7 320

Continued on the next page

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CIVILIAN PERSONNEL

Table 2.33 Strength of civilian personnel¹ by sexual orientation and grade², at 1 April each year (continued)

	2008	2009	2010	2011	2012
Unknown⁶	15 350	14 570	14 310	14 630^e	12 510^e
Royal Fleet Auxiliary (RFA)	2 270	2 300	2 330	2 360	2 000
Locally engaged civilians	13 080	12 270	11 980	12 270 ^e	10 520 ^e

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

	2008 ⁷	2009 ⁷	2010	2011	2012
All Grades	1.3	1.4	1.7
Senior Civil Service and equivalent ³	3.7	3.3	3.6
Pay Band B	1.3	1.3	1.6
Pay Band C	1.1	1.3	1.7
Pay Band D	1.2	1.4	1.6
Pay Band E	1.5	1.4	1.7
Other non-industrial	-	-	-
Industrial	1.2	1.3	1.4
Trading Funds ⁴	-	-	..

Sexual Orientation declaration rate⁸ as a percentage of Core MOD TLB total civilian personnel⁹.

	2008	2009	2010	2011	2012
Core MOD TLB total⁹	46.6	54.3	60.2	63.6	66.6
Senior Civil Service and equivalent ³	49.8	58.4	63.8	66.7	68.6
Pay Band B	51.7	56.6	60.3	62.7	64.0
Pay Band C	52.4	57.4	61.1	63.2	65.9
Pay Band D	53.6	60.1	66.1	69.1	71.2
Pay Band E	46.1	55.0	62.0	65.4	68.8
Other non-industrial	37.7	13.2	37.4	66.7	55.8
Industrial	32.6	42.3	50.0	55.2	59.1

Source: DASA(Quad-Service)

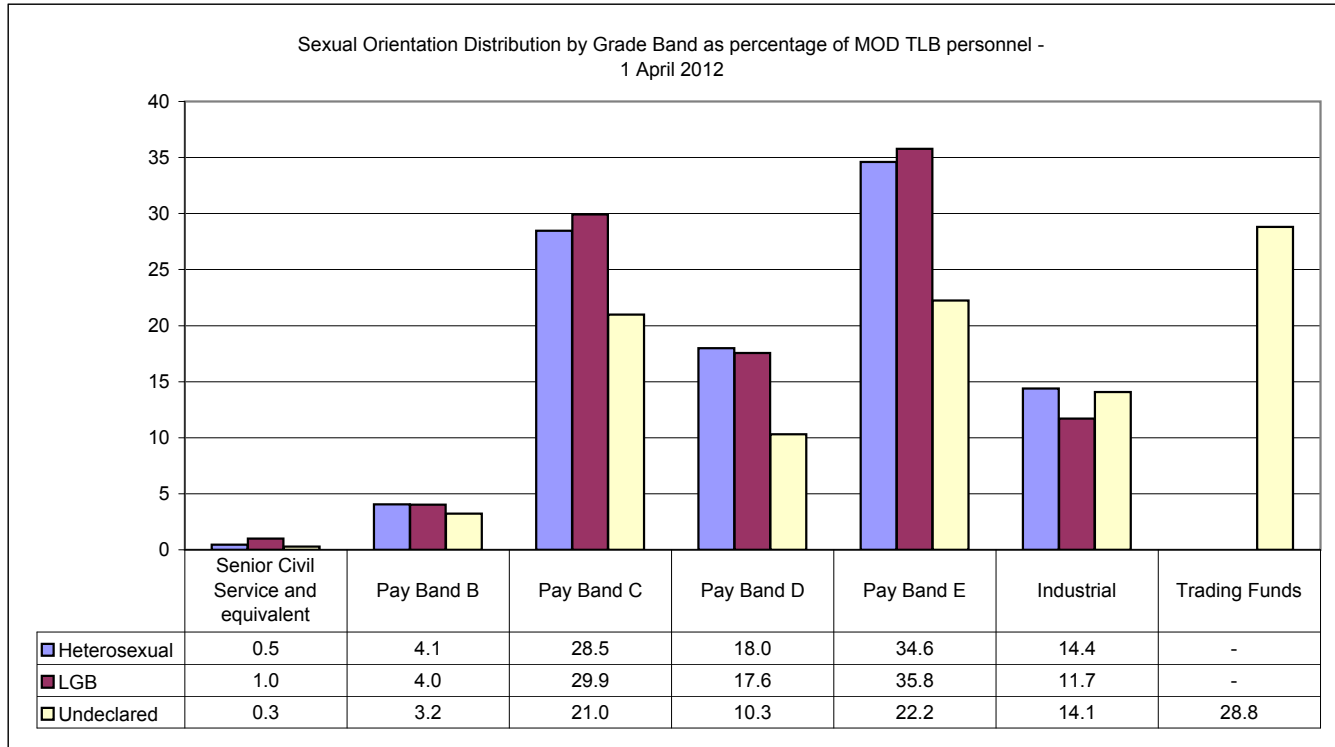
1. Civilian Level 0 is defined in the Glossary.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. Includes personnel outside the Senior Civil Service but of equivalent grade, primarily Senior Medical Specialists.
4. Recording of sexual orientation data for Trading Fund personnel is historically incomplete and recent data extracts have provided a more accurate historical record. Numbers may differ from previously published versions and have been revised. A new system for recording sexual orientation has been implemented, however data was not available for 1 April 2012 at the time of publication.
5. Those for whom there is no record of their sexual orientation declaration, and personnel who chose not to declare.
6. Sexual orientation information is not collected for Royal Fleet Auxiliary or locally engaged civilian personnel.
7. Due to the low declaration rate for 2008 and 2009, it is not statistically appropriate to report representation rates for these periods.
8. Declaration rates are based on all known positive declarations, excluding those who select "choose not to declare" or have not responded.
9. Core MOD excludes all Trading Funds personnel, Royal Fleet Auxiliary and locally engaged civilians.

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CHAPTER 2 - PERSONNEL

CIVILIAN PERSONNEL

Chart to Table 2.33 Strength of civilian personnel¹ by sexual orientation and grade², at 1 April each year (continued)



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CIVILIAN PERSONNEL

Table 2.34 Intake and outflow of civilian personnel¹

From 2006/07 to 2009/10 the intake rate was stable, between 6.5 and 6.8 per cent of average strength, with an intake of over 5,000 personnel each year. The intake rate fell to 2.7 in 2010/11 and further to 2.0 in 2011/12 reflecting an intake of only 1,380 in 2011/12. Trading Funds display a slightly different picture to Core MOD where despite seeing intake fall from 940 in 2009/10 to 430 in 2010/11, 2011/12 displayed an increase to 520, an intake rate of 6.1 against 4.4 for the previous year. As intake rates are also affected by changes in strength, this increased rate may also reflect the smaller Trading Fund strength following the transfer of responsibility of the Met Office to the Department for Business, Innovation and Skills (BIS) in October 2011.

Following the sharp fall in outflow after the peak in 2007/08, due to restructuring in DE&S and DSG, there has been a gradual decline from 2008/09 to 2010/11 with outflow rates falling from 9.5 to 7.3. Outflow in 2011/12 has increased substantially with 1,910 Met Office personnel transferring to BIS, which is the primary cause of the increase in the Trading Fund outflow rate from 8.1 to 34.5. Outflow in the Core MOD has increased from 4,470 to 9,420 of which 5,950 were personnel leaving under the Voluntary Early Release Scheme (VERS), as part of the reductions enacted from the Strategic Defence and Security Review (SDSR). Consequently, Core MOD outflow rates have increased from 6.9 in 2010/11 to 16.0 in 2011/12, the highest in the last 7 years.

This table is a National Statistics. These statistics have previously been published in the Quarterly Civilian Personnel Report (QCPR). This is a quarterly publication and the latest figures can be found here (<http://www.dasa.mod.uk/index.php?pub=QCPR>).

	Headcount						
	2005/06	2006/07	2007/08 ²	2008/09	2009/10	2010/11 ²	2011/12
Total intake	6 200	5 600	5 370	5 080	5 140	2 040	1 380
MOD excl. Trading Funds	5 560	4 750	4 250	4 040	4 200	1 610	870
Trading Funds	640	850	1 120	1 040	940	430	520
Total outflow	10 000	10 330	10 990	7 340	5 540	5 270	12 360
MOD excl. Trading Funds	8 600	8 910	9 050	6 420	4 710	4 470	9 420
Resignation	3 540	3 350	2 860	2 000	1 190	1 220	970
Retirement ³	2 170	2 010	1 380	820	720	1 340	850
Voluntary Release or Redundancy	40	180	580	460	400	180	40
Voluntary Early Release Scheme ⁴	-	-	-	-	-	-	5 950
Compulsory Severance or Retirement	550	960	1 530	610	210	150	20
Health / Death in Service	400	320	310	300	300	290	270
Other ⁵	1 890	2 070	2 390	2 220	1 880	1 290	1 320
Trading Funds	1 410	1 430	1 940	920	830	800	2 930
Net Change of Royal Fleet Auxiliary⁶	-	10	- 80	30	20	30	- 360
Net Change of locally engaged civilians⁶	630	-1 000	-2 200	- 810	- 290	290	-1 760

MOD excl. Trading Funds by type of personnel:

Non-industrial							
Intake	4 270	3 630	3 140	3 260	3 340	1 280	690
Outflow	6 870	6 680	6 810	4 910	3 880	3 630	7 370
Resignation	2 880	2 780	2 360	1 600	1 000	1 020	800
Retirement ³	1 780	1 610	1 100	620	560	1 060	640
Voluntary Release or Redundancy	30	60	300	390	390	180	40
Voluntary Early Release Scheme ⁴	-	-	-	-	-	-	5 220
Compulsory Severance or Retirement	460	670	1 050	440	180	110	10
Health / Death in Service	280	210	220	220	230	210	200
Other ⁵	1 440	1 370	1 770	1 640	1 520	1 050	460
Industrial							
Intake	1 290	1 120	1 110	780	860	330	180
Outflow	1 730	2 220	2 240	1 510	830	840	2 050
Resignation	660	580	490	400	190	200	160
Retirement ³	390	410	280	200	170	280	220
Voluntary Release or Redundancy	0	120	280	80	20	10	0
Voluntary Early Release Scheme ⁴	-	-	-	-	-	-	730
Compulsory Severance or Retirement	100	290	480	170	30	40	10
Health / Death in Service	130	120	80	90	60	80	70
Other ⁵	450	700	620	570	370	240	860

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Table 2.34 Intake and outflow of civilian personnel¹ (continued)

As a percentage of personnel in post⁷

Total intake	6.8	6.5	6.6	6.6	6.8	2.7	2.0
MOD excl. Trading Funds	6.9	6.3	5.9	6.0	6.4	2.5	1.5
Trading Funds	6.0	8.0	10.9	10.8	9.5	4.4	6.1
Total outflow	11.0	11.9	13.4	9.5	7.3	7.1	18.2
MOD excl. Trading Funds	10.7	11.7	12.7	9.5	7.1	6.9	15.8
Resignation	4.4	4.4	4.0	3.0	1.8	1.9	1.6
Trading Funds	13.1	13.4	18.8	9.6	8.3	8.1	34.5

MOD excl. Trading Funds by type of personnel:

	2005/06	2006/07	2007/08 ²	2008/09	2009/10	2010/11 ²	2011/12
Non-industrial							
Intake	6.6	5.9	5.4	5.9	6.1	2.4	1.4
Outflow	10.6	10.8	11.6	8.8	7.1	6.8	14.8
Resignation	4.4	4.5	4.0	2.9	1.8	1.9	1.6
Industrial							
Intake	8.6	7.9	8.5	6.6	7.6	3.0	1.8
Outflow	11.5	15.6	17.2	12.8	7.3	7.7	21.3
Resignation	4.4	4.0	3.8	3.4	1.7	1.8	1.7

Source:DASA(Quad-Service)

- Total intake and outflow includes all permanent, casual and Trading Funds civilian personnel, but excludes all Royal Fleet Auxiliary and locally engaged civilians. Intake is purely a record of recruitment into the Department and does not reflect movements of personnel within the Department, such as promotions and transfers. Therefore flows can only be reconciled to strength at Civilian Level 0.
- The following changes have affected the continuity of the civilian data: At 1 April 2008 the Defence Aviation Repair Agency and the Army Base Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation. In October 2011 responsibility for management of the Meteorological Office personnel (1,900) transferred to Department for Business, Innovation and Skills (BIS).
- MOD civil servants can take normal retirement at either age 60 or age 65. As restrictions on working above normal retirement age were removed in 2010, allowing personnel to work beyond retirement age, and normal retirement age is due to increase in coming years, this category has been redefined from previous publications to incorporate normal retirement at any age, including early retirement, in line with definitions used in other National Statistics publications. As a result figures shown here have been calculated according to current definitions for the time series, and may not match those published in previous years.
- Personnel exiting under the Voluntary Early Release Scheme (VERS) from 30th September 2011 onwards are listed separately from exits under alternative release or redundancy schemes.
- Includes those whose reason for leaving is unknown and those who were dismissed, transferred out of MOD, privatised or at the end of casual or fixed term appointments.
- Intake and Outflow for locally engaged civilians (LEC) and Royal Fleet Auxiliaries (RFA) are not available, therefore only net changes in strengths of RFAs and locally engaged civilians are listed in this table. These changes are not reflected in Total Intake or Total Outflow.
- Rates are the number of people who join or leave the department per 100 of the average headcount strength in each category, but exclude the effect of net transfers between MOD Main TLB and Trading Funds.

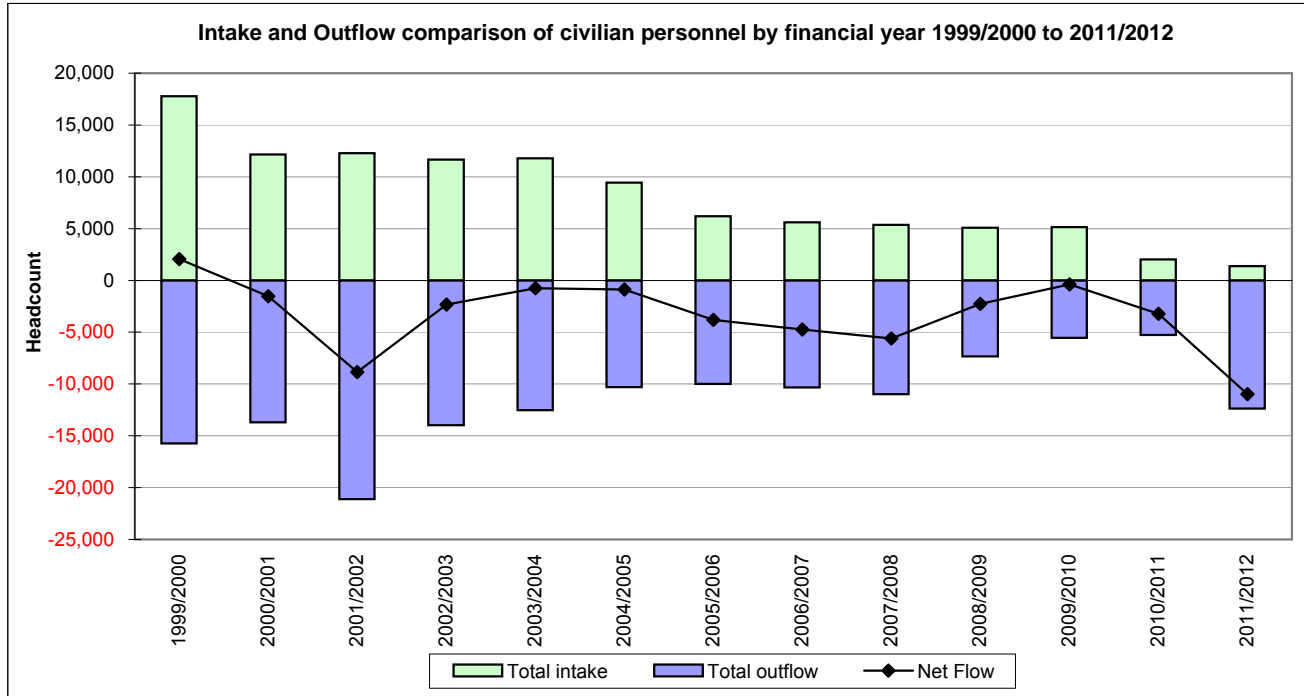
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CIVILIAN PERSONNEL

Chart to Table

2.34 Intake and outflow of civilian personnel¹ (continued)



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Table 2.35 Intake of UK based civilian personnel¹ by ethnic origin and grade²

These figures require newly recruited personnel to have made a declaration within the first calendar month of joining (which can be as little as one day for those joining on the last working day of the month), as evidenced by fairly high numbers of unknown ethnicity across the period. Particular caution should be used when considering representation rates of inflow for 2011/12 as Unknown is the largest ethnic origin category for all grades.

The recruitment freeze which has been in effect since August 2010 (with the exception for certain approved specialist personnel requirement) has led to considerably reduced numbers of personnel joining the Department. Caution should therefore be used when viewing ethnicity figures from 2010/11 onwards.

The data in this table are outside the scope of National Statistics. Please see further details in Chapter 2 Introduction.

	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	Headcount
White	3 750	3 340	2 870	3 430	3 800	1 340	610	
Senior Civil Service and Equivalent ³	-	-	-	10	10	10	-	
Pay Band B	30	40	30	50	60	30	10	
Pay Band C	320	330	300	300	380	270	120	
Pay Band D	440	410	340	490	640	240	90	
Pay Band E	1 740	1 400	1 120	1 550	1 530	300	70	
Other non-industrial ⁴	40	30	70	20	20	20	10	
Industrial	830	730	580	540	730	260	60	
Trading Funds	350	400	420	470	440	220	240	
Black and Minority Ethnic	230	200	160	180	200	70	40	
Senior Civil Service and Equivalent ³	-	-	-	-	-	-	-	
Pay Band B	-	-	-	-	10	-	-	
Pay Band C	20	10	10	20	10	10	10	
Pay Band D	20	20	20	20	30	10	10	
Pay Band E	140	120	90	80	80	30	10	
Other non-industrial ⁴	-	-	-	-	-	-	-	
Industrial	30	20	20	10	20	10	-	
Trading Funds	10	20	20	40	60	10	20	
Unknown⁵	2 220	2 060	2 340	1 470	1 150	620	730	
Senior Civil Service and Equivalent ³	20	20	10	10	10	-	-	
Pay Band B	40	40	40	30	20	10	20	
Pay Band C	350	280	240	140	170	170	140	
Pay Band D	250	190	140	120	100	20	100	
Pay Band E	770	710	640	410	200	140	70	
Other non-industrial ⁴	80	30	80	10	80	10	20	
Industrial	440	370	500	230	110	60	110	
Trading Funds	280	430	680	520	450	200	260	
Net Change of Royal Fleet Auxiliary⁶	-	10	- 80	30	20	30	- 360	
Net Change of locally engaged civilians⁶	630	-1 000	-2 200	- 810	- 290	290	-1 760	

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Table 2.35 Intake of UK based civilian personnel¹ by ethnic origin and grade² (continued)

Intake of Black and Minority Ethnic personnel as a percentage of known ethnicity total⁷

	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
Black and Minority Ethnic	5.7	5.6	5.3	5.0	5.0	5.1	6.7
Senior Civil Service and Equivalent ³	-	-	-	-	-	-	-
Pay Band B	-	-	-	-	9.5	-	-
Pay Band C	6.4	2.9	3.2	4.7	2.8	3.2	5.4
Pay Band D	5.2	4.9	4.7	4.3	4.8	3.6	7.4
Pay Band E	7.2	7.6	7.2	5.0	4.7	9.1	8.0
Other non-industrial ⁴	-	-	-	-	-	-	-
Industrial	3.3	3.3	4.1	2.5	2.5	3.0	-
Trading Funds	3.6	4.7	3.7	8.5	11.5	4.8	6.3

Source: DASA(Quad-Service)

1. Intake includes all permanent, casual and Trading Funds civilian personnel, but excludes all Royal Fleet Auxiliary and locally engaged civilians. Intake is purely a record of recruitment into the department and does not reflect movements of personnel within the Department, such as promotions and transfers. Therefore flows can only be reconciled to strength at Civilian Level 0.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. Includes personnel outside the Senior Civil Service but of equivalent grade.
4. Includes industrial personnel on temporary promotion to non-industrial grades and those of unknown grade.
5. Unknown ethnicity includes both those who have made no declaration and those who have actively chosen not to declare.
6. Intake and outflow for locally engaged civilians and Royal Fleet Auxiliaries are not available, therefore, only net changes in strengths of RFAs and locally engaged civilians are listed in this table.
7. Rates are the number of people who join or leave the Department per 100 of the average headcount strength, but exclude the effect of net transfers between MOD Main TLB and Trading Funds and promotions.

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Table 2.36 Outflow of UK based civilian personnel¹ by ethnic origin and grade²

There has been a surge in outflow in 2011/12 with exits at their highest for the last seven years and considerably more than double that seen in the previous two financial years. However, the Black and Minority Ethnic (BME) outflow rate has remained consistent from last year at 2.8 per cent and is lower than the overall BME representation rate in the MOD civilian population of 3.5 (see table 2.28). This, in conjunction with a rate of intake of BME (6.7 per cent) in excess of the overall MOD civilian BME representation, is likely to explain the increase in BME representation rates from April 2011 to April 2012 (see table 2.35).

In Pay Bands C and E BME outflow rates are at lower levels than the BME representation for that grade. Both the BME representation rates for Band E and Band C have increased by 0.6 percentage points since 2010 (see table 2.28), with outflow rates falling by 0.3 percentage points for Band C and by 2.9 percentage points for band E. Despite Band E typically exhibiting a greater impact from the reductions associated with SDSR, BME personnel within this grade band have shown a smaller than expected outflow rate.

The data in this table are outside the scope of National Statistics. Please see further details in Chapter 2 Introduction.

	2005/06	2006/07	2007/08 ³	2008/09	2009/10	2010/11 ³	2011/12
	Headcount						
White	6 970	7 670	8 170	5 620	4 310	4 140	9 860
Senior Civil Service and Equivalent ⁴	40	30	30	20	30	20	50
Pay Band B	170	200	180	160	150	100	250
Pay Band C	1 130	1 120	1 260	920	850	730	1 820
Pay Band D	1 020	980	1 100	690	510	510	1 130
Pay Band E	2 600	2 840	2 810	2 030	1 510	1 540	3 150
Other non-industrial ⁵	30	40	100	40	40	60	-
Industrial	1 030	1 480	1 580	1 090	650 ^r	630	1 700
Trading Funds	940	970	1 110	670	580	550	1 760
Black and Minority Ethnic	220	260	240	230	180	120	280
Senior Civil Service and Equivalent ⁴	-	-	-	-	-	-	-
Pay Band B	-	10	10	10	-	-	10
Pay Band C	20	20	30	40	30	20	50
Pay Band D	30	30	30	30	20	10	40
Pay Band E	120	140	130	110	100	60	100
Other non-industrial ⁵	-	-	-	-	-	-	-
Industrial	20	30	30	20	10	10	40
Trading Funds	20	20	20	20	20	20	50
Unknown⁶	2 810	2 410	2 570	1 490	1 050	1 010	2 220
Senior Civil Service and Equivalent ⁴	10	10	10	10	10	10	10
Pay Band B	40	40	40	40	40	30	40
Pay Band C	350	290	300	300	250	260	290
Pay Band D	240	200	200	130	110	80	140
Pay Band E	960	710	540	380	220	160	280
Other non-industrial ⁵	90	20	40	10	20 ^r	40	10
Industrial	670	710	640	400	180 ^r	200	320
Trading Funds	450	430	810	220	230	240	1 130
Net Change of Royal Fleet Auxiliary⁷	-	10	- 80	30	20	30	- 360
Net Change of locally engaged civilians⁷	630	-1 000	-2 200	- 810	- 290	290	-1 760

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Table 2.36 Outflow of UK based civilian personnel¹ by ethnic origin and grade² (continued)

Outflow of Black and Minority Ethnic personnel as a percentage of known ethnicity total⁸

	2005/06	2006/07	2007/08 ³	2008/09	2009/10	2010/11 ³	2011/12
Black and Minority Ethnic	3.1	3.3	2.9	3.9	4.1	2.8	2.8
Senior Civil Service and Equivalent ⁴	-	-	-	-	-	-	-
Pay Band B	-	3.0	3.2	4.8	-	-	4.2
Pay Band C	1.9	1.8	2.4	3.8	3.0	2.4	2.7
Pay Band D	2.6	3.1	2.4	3.8	4.7	2.7	3.1
Pay Band E	4.5	4.9	4.4	5.0	5.9	3.5	3.0
Other non-industrial ⁵	-	-	-	-	-	-	-
Industrial	2.4	2.2	1.6	2.2	1.4	1.9	2.0
Trading Funds	2.4	2.1	1.4	3.3	3.8	2.8	2.7

Source:DASA(Quad-Service)

1. Outflow includes all permanent, casual and Trading Funds civilian personnel, but excludes all Royal Fleet Auxiliary and locally engaged civilians. Outflow is a record of the numbers of personnel who leave the Department and does not take account of changes to grade, job type, budgetary area or any other internal movement of personnel. Therefore flows can only be reconciled to strength at Civilian Level 0.
2. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade.
3. The following changes have affected the continuity of the civilian data: At 1 April 2008 the Defence Aviation Repair Agency and the Army Base Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation. In October 2011 responsibility for management of the Meteorological Office personnel (1,900) transferred to Department for Business, Innovation and Skills (BIS).
4. Includes personnel outside the Senior Civil Service but of equivalent grade.
5. Includes industrial personnel on temporary promotion to non-industrial grades and those of unknown grade.
6. Unknown ethnicity includes both those who have made no declaration and those who have actively chosen not to declare.
7. Intake and outflow for locally engaged civilians and Royal Fleet Auxiliaries are not available, therefore, only net changes in strengths of RFAs and locally engaged civilians are listed in this table.
8. Rates are the number of people who join or leave the department per 100 of the average headcount strength, but exclude the effect of net transfers between MOD Main TLB and Trading Funds and promotions. .

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Table 2.37 Intake of civilian¹ personnel by gender, grade² and whether full or part-time

The recruitment freeze which has been in effect since August 2010 (with the exception for certain approved specialist personnel requirement) has led to considerably reduced numbers of personnel joining the Department, which may introduce some unquantifiable bias when comparing figures for White and BME intake. Additional caution should therefore be used when viewing ethnicity figures from 2010/11 onwards.

The percentage of MOD civilian intake that are female has remained largely constant at just over 41 per cent across the period, except in 2007/08 when it was just under 40 per cent and 2008/09 when it was slightly higher at just under 44 per cent. These percentages are consistently slightly higher than the female representation in MOD civilian strength, which is likely to provide a partial explanation for the gradual increase in female representation.

It is notable that females recruited as part-time in general predominate in Pay Bands C and E, although in the most recent financial year this is only seen in Pay Band C. It is important to note that overall levels of part time female intake have fallen by 62.9 per cent since 2009/10, compared to a fall of 25.0 per cent for Band C and a 92.3 per cent fall for Band E over the same period. This is largely explained by the fact that recruitment of specialist personnel is rare at Band E and much more synonymous with Band C recruitment.

The percentage of MOD civilian intake recruited on a part-time basis has increased from 11 per cent in 2005/06 to 14.4 per cent in 2011/12, although the overall trend has been more erratic. It has however been consistently higher than the proportion of part-time in MOD civilian personnel strength. The proportion of all males recruited as part-time has remained relatively stable at around 4 per cent, with a slight increase in the FY 2011/12 to 6.2 per cent. Females, however, show a more erratic pattern, albeit substantially greater proportions, at 20.4 per cent part-time in 2005/06, peaking at 31.8 per cent part-time in 2010/11, and reducing to 25.9 per cent in 2011/12. Although in the earlier and later years of the time series, this rate is higher than the rate of female part-time MOD civilian strength, in 2008/09 and 2009/10 the proportion of female intake which were part-time was slightly below the overall proportion of females who were part-time.

The data in this table are outside the scope of National Statistics. Please see further details in Chapter 2 Introduction.

	Headcount						
<i>Hours, gender and grade²</i>	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
Female: full time	2 030	1 750	1 660	1 810	1 760	580	430
Senior Civil Service and Equivalent ³	-	-	-	10	-	-	-
Pay Band B	20	20	20	30	30	10	10
Pay Band C	160	120	90	110	110	100	60
Pay Band D	180	170	110	180	200	60	50
Pay Band E	1 200	960	860	980	880	200	70
Other non-industrial ⁴	10	40	70	20	50	10	20
Industrial	270	230	210	170	170	70	30
Trading Funds	190	200	290	310	300	140	190
Male: full time	3 490	3 180	3 070	2 730	2 880	1 130	760
Senior Civil Service and Equivalent ³	20	20	10	10	10	10	-
Pay Band B	40	40	40	40	40	20	10
Pay Band C	380	330	280	220	290	200	90
Pay Band D	500	410	370	410	540	200	140
Pay Band E	1 150	1 000	730	830	750	150	60
Other non-industrial ⁴	100	20	40	10	30	30	10
Industrial	880	740	780	530	600	240	130
Trading Funds	420	620	810	690	620	280	310

Continued on the next page

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Table 2.37 Intake of civilian¹ personnel by gender, grade² and whether full or part-time (continued)

Female: part time	520	520	470	420	390	270	150
Senior Civil Service and Equivalent ³	-	-	-	-	-	-	-
Pay Band B	-	10	-	10	-	10	10
Pay Band C	140	140	140	100	120	130	90
Pay Band D	30	20	10	30	30	10	10
Pay Band E	240	220	200	200	160	110	10
Other non-industrial ⁴	-	-	30	-	10	-	-
Industrial	100	100	70	60	60	10	20
Trading Funds	20	20	20	20	20	-	10
Male: part time	160	160	170	120	110	50	50
Senior Civil Service and Equivalent ³	-	-	-	-	-	-	-
Pay Band B	-	10	10	-	10	-	-
Pay Band C	20	30	40	30	50	20	30
Pay Band D	10	10	10	10	-	-	-
Pay Band E	60	40	40	30	10	-	-
Other non-industrial ⁴	-	-	10	-	-	-	-
Industrial	50	50	40	30	20	10	-
Trading Funds	10	10	10	10	10	-	10
Total Female	2 550	2 270	2 130	2 230	2 150	860	580
Total Male	3 650	3 340	3 240	2 850	2 990	1 180	810
Net Change of Royal Fleet Auxiliary⁵	-	10	-80	30	20	30	-360
Net Change of locally engaged civilians⁵	630	-1 000	-2 200	-810	-290	290	-1 760

Source:DASA(Quad-Service)

1. Civilian Level 0 is defined in the Glossary.
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. Intake and Outflow for locally engaged civilians and Royal Fleet Auxiliary (RFA) are not available, therefore, only net changes in strengths of RFAs and locally engaged civilians are listed in this table.

CHAPTER 2 - PERSONNEL

CIVILIAN PERSONNEL

Table 2.38 Outflow of civilian¹ personnel by gender, grade² and whether full or part-time

The percentage of MOD civilian outflow that are female is largely the same at the start and end of the time series at around 41.5 per cent. However, in all the interim years this percentage was slightly below 40 per cent, at its lowest in 2007/08 when it was only just above 36 per cent. Female outflow is at a slightly higher rate than female representation in the population (although this is more than balanced out by higher recruitment rates of females).

The percentage of MOD civilian outflow on a part-time basis increased substantially across the time series, ranging from 9.6 per cent in 2005/06 to a peak of 17.3 per cent in 2010/11, reducing slightly again to 15.8 per cent in 2011/12. The proportion of all males outflowing as part-time has increased from 3.3 per cent in 2005/06 to a peak of 8.1 per cent in 2009/10, subsequently reducing slightly and settling to around 7.5 per cent in the most recent two financial years. Females outflowed as part time in substantially greater proportions, at 18.5 per cent part-time in 2005/06, peaking at 33.0 per cent part-time in 2010/11, and reducing to 27.6 per cent in 2011/12.

It should be noted that reconciling of changes in the part time proportions seen in the MOD civilian strength is not possible with the inflow and outflow of part time personnel, as part time status fluctuates across the career, in different patterns generally for males and females.

The data in this table are outside the scope of National Statistics. Please see further details in Chapter 2 Introduction.

	Headcount						
<i>Hours, gender and grade²</i>	2005/06	2006/07	2007/08 ³	2008/09	2009/10	2010/11 ³	2011/12
Female: full time	3 400	3 220	3 030	2 050	1 530	1 340	3 700
Senior Civil Service and Equivalent ⁴	-	-	-	-	-	10	10
Pay Band B	30	40	30	30	20	20	50
Pay Band C	310	310	310	200	180	150	430
Pay Band D	420	400	350	220	190	160	460
Pay Band E	2 020	1 800	1 620	1 100	830	700	1 570
Other non-industrial ⁵	20	30	70	20	-	20	10
Industrial	360	430	390	250	130	150	620
Trading Funds	230	220	260	230	180	150	560
Male: full time	5 640	5 980	6 760	4 240	3 060	3 020	6 700
Senior Civil Service and Equivalent ⁴	40	30	30	20	30	20	40
Pay Band B	180	180	160	140	140	90	200
Pay Band C	1 050	940	1 080	790	680	590	1 370
Pay Band D	780	720	860	540	390	380	650
Pay Band E	1 170	1 320	1 310	990	690	740	1 180
Other non-industrial ⁵	100	10	20	20	-	30	10
Industrial	1 210	1 630	1 660	1 150	610	590	1 180
Trading Funds	1 110	1 140	1 620	590	520	580	2 050
Female: part time	770	900	940	800	670	660	1 410
Senior Civil Service and Equivalent ⁴	-	-	-	-	-	-	-
Pay Band B	-	10	20	20	10	10	30
Pay Band C	110	140	150	200	190	200	210
Pay Band D	70	80	80	70	50	60	160
Pay Band E	440	500	480	360	260	280	680
Other non-industrial ⁵	-	10	40	10	30	30	-
Industrial	110	120	140	80	60	60	180
Trading Funds	40	40	30	60	70	30	140
Male: part time	190	230	260	240	270	250	540
Senior Civil Service and Equivalent ⁴	-	-	-	-	-	-	-
Pay Band B	10	20	10	10	20	10	20
Pay Band C	40	50	60	60	80	70	140
Pay Band D	20	10	30	10	20	20	40
Pay Band E	60	70	70	70	40	40	90
Other non-industrial ⁵	-	-	10	10	30	20	-
Industrial	40	50	40	40	30	40	70
Trading Funds	30	30	30	40	70	40	180

Continued on the next page

CHAPTER 2 - PERSONNEL

CIVILIAN PERSONNEL

Table 2.38 Outflow of civilian personnel, by gender, grade^{1,2} and whether full or part-time (continued)

Total Female	4 170	4 120	3 970	2 850	2 200	2 010	5 110
Total Male	5 830	6 210	7 020	4 490	3 330	3 260	7 240
Net Change of Royal Fleet Auxiliary⁶	-	10	- 80	30	20	30	- 360
Net Change of locally engaged civilians⁶	630	-1 000	-2 200	- 810	- 290	290	-1 760

Source:DASA(Quad-Service)

1. Civilian Level 0 is defined in the Glossary.
2. Grade equivalence is shown in terms of the broader banding structure and is based on paid grade.
3. The following changes have affected the continuity of the civilian data: At 1 April 2008 the Defence Aviation Repair Agency and the Army Base Repair Organisation merged to form the Defence Support Group and around 1,000 personnel transferred to the Vector Aerospace Corporation. In October 2011 responsibility for management of the Meteorological Office personnel (1,900) transferred to Department for Business, Innovation and Skills (BIS).
4. Includes personnel outside the Senior Civil Service but of equivalent grade.
5. Includes industrial staff on temporary promotion to non-industrial grades and those of unknown grade.
6. Intake and Outflow for locally engaged civilians and Royal Fleet Auxiliaries are not available, therefore, only net changes in strengths of RFAs and locally engaged civilians are listed in this table.

CHAPTER 2 - PERSONNEL

COMPENSATION CLAIMS MADE AGAINST THE MOD

This section describes common law non-contractual compensation claims made against the Ministry of Defence. These claims are of three broad types: employer's liability for Armed Forces personnel, employer's liability for its civilian employees, and public liability claims. **Tables 2.39 and 2.40** show numbers of new claims made and numbers of claims settled, analysed by category of claim and by cause.

The Department self insures against loss. However, it employs commercial companies as claim handlers. All settlements are paid by the Department, the companies in question receiving a fee for each claim handled. Gallagher Bassett International won a contract in respect of third party motor claims and Service and civilian employer's liability claims received after 1 May 2007. Claims received before this date are handled by:

1982 to 2007 AXA Corporate Solutions - third party motor claims

1996 to 2007 Royal & Sun Alliance (RSA) - employer's liability claims from Armed Forces personnel

1982 to 2002 AXA Corporate Solutions - employer's liability claims from civilian personnel

2002 to 2007 Royal & Sun Alliance - employer's liability claims from civilian personnel.

The MOD's Common Law Claims & Policy Division handles all other claims, including:

- high value, novel or contentious cases.
- public liability worldwide - property damage and personal injury (except where there is an Area Claims Officer (ACO))
- damage or injury caused by low flying military aircraft
- maritime claims and salvage claims
- clinical negligence
- claims made against a NATO visiting force

ACOs are part of the Command Secretariat and are located in Afghanistan, Cyprus, Germany (for NW Europe) and the South Atlantic Islands. They deal with public liability claims made against the MOD within their geographic area.

New claims

The number of new claims is the number of new cases opened by the MOD's Claims branch, ACOs and commercial claims handlers during that year; re-opened cases are not included. A new claim may be in the form of a letter from a claimant or their legal representative, or in the form of proceedings issued in a court of law. The largest number of new claims is in respect of on-duty Road Traffic Accidents involving Armed Forces personnel or MOD civilians driving a MOD-owned or MOD-hired vehicle.

Settled claims

These are claims for which a full and final settlement has been made, either by agreement between the parties, or which a court has determined. Claims are not recorded as settled until the final payment is made, which is normally the claimant's solicitor's costs and disbursements. This bill is sometimes presented some months after the compensation payment has been made, so compensation and legal costs can be paid in different financial years.

CHAPTER 2 - PERSONNEL

COMPENSATION CLAIMS MADE AGAINST THE MOD

Table 2.39 New claims and settled claims by broad category in each year

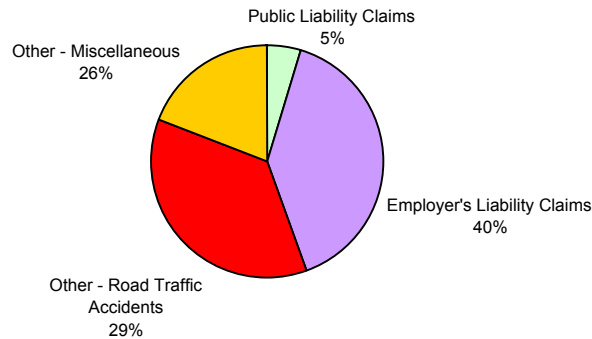
The data in this table are not National Statistics because they have not been assessed as such by the UK Statistics Authority.

	Number					
	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
New Claims Notified						
Total	6 820	7 389	7 605	6 985	8 391	8 632
Public Liability Claims	639	974	705	719	932	521
Low Flying	175	244	161	146	143	95
Maritime	24	25	16	17	17	10
Other Public Liability (inc Northern Ireland)	435	690	512	548	771	416
Radiation	5	15	16	8	1	-
Employers' Liability Claims	1 404	1 863	1 684	1 815	3 199	4 264
Service Employment Tribunal ¹	-	-	-	-	-	-
Other Service Employer's Liability	459	776	584	467	374	484
Asbestos Related	209	189	139	150	142	166
Noise Induced Hearing Loss	413	577	725	993	2 453	3 437
Vibration White Finger	58	45	33	17	17	20
Other Civilian Employer's Liability	265	276	203	188	213	157
Other	4 777	4 552	5 216	4 451	4 260	3 847
Clinical Negligence	67	86	55	61	59	53
Road Traffic Accidents	2 620	2 284	2 254	1 948	1 868	2 334
Area Claims Offices' Claims	2 003	2 124	2 849	2 385	2 301	1 434
Visiting Forces ²	87	58	58	57	32	26
Settled Claims Notified						
Total	6 980	6 419	6 347	6 129	7 533	7 572
Public Liability Claims	402	592	486	378	340	366
Low Flying	126	141	126	103	99	110
Maritime	13	12	6	12	14	5
Other Public Liability	262	438	353	263	227	251
Radiation	1	1	1	-	-	-
Employers' Liability Claims	2 242	2 337	1 597	1 747	3 032	3 061
Service Employment Tribunal ¹	5	57	1	2	-	-
Other Service Employer's Liability	800	1 063	637	581	449	352
Asbestos Related ³	607	314	205	200	797	133
Noise Induced Hearing Loss ⁴	355	500	380	682	1 525	2 374
Vibration White Finger	70	62	53	44	22	27
Other Civilian Employer's Liability	405	341	321	238	239	175
Other	4 336	3 490	4 264	4 004	4 161	4 145
Clinical Negligence	23	16	22	38	21	21
Road Traffic Accidents	2 986	2 103	2 657	2 281	2 183	2 816
Area Claims Offices' Claims	1 269	1 330	1 536	1 637	1 925	1 282
Visiting Forces ²	58	41	49	48	32	26

Source: MOD Claims Annual Reports

1. Although generally Employment Tribunal cases are now dealt with by TLBs, the new claims in 2005/06 were Homosexual dismissal cases for which DS&C Claims agreed to retain central responsibility.
2. Claims against NATO forces visiting the UK and claims by NATO countries against UK personnel visiting those countries.
3. It should be noted that controls over the use of asbestos were introduced in 1970. The time between exposure to asbestos dust and fibre and the first signs of disease is typically between 15 and 40 plus years.
4. A very large number of Noise Induced Hearing Loss claims were submitted in 2010/11 and 2011 / 12 by former members of the Royal Irish Regiment.

Number of settled claims by broad category in 2011/12



CHAPTER 2 - PERSONNEL

COMPENSATION CLAIMS MADE AGAINST THE MOD

Table 2.40 New claims and settled claims by broad cause in each year

The data in this table are not National Statistics because they have not been assessed as such by the UK Statistics Authority.

New Claims Notified	Number					
	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
Total	6 820	7 389	7 605	6 985	8 391	8 632
Asbestos Related	223	190	156	150	142	172
Clinical Negligence	67	86	55	61	59	53
Fall	306	305	313	285	256	213
Handling/Sprain	59	53	77	56	56	73
Impact	178	97	93	57	90	57
Low Flying	506	336	202	192	222	95
Machinery/Vibration White Finger	58	45	33	17	17	29
Maritime	24	25	17	18	17	10
Noise Induced Hearing Loss	418	579	728	993	2 453	3 437
Other Causes	1 081	2 342	2 959	2 540	2 853	2 077
Not Known ¹	63	91	24	15	-	-
Vehicle Related	3 837	3 240	2 948	2 601	2 226	2 416

Settled Claims Notified	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
Total	6 980	6 419	6 347	6 129	7 533	7 572
Asbestos Related ²	611	314	210	200	797	136
Clinical Negligence	23	16	23	38	21	21
Fall	395	339	329	297	273	193
Handling/Sprain	108	93	80	72	61	48
Impact	328	272	181	124	116	57
Low Flying	437	255	166	136	144	110
Machinery/Vibration White Finger	71	62	53	44	22	27
Maritime	13	13	7	12	14	5
Noise Induced Hearing Loss ³	357	500	380	682	1 525	2 376
Other Causes	662	1 499	1 366	1 556	1 948	1 783
Not Known ¹	127	162	74	16	-	-
Vehicle Related	4 601	3 848	2 894	3 478	2 952	2 816

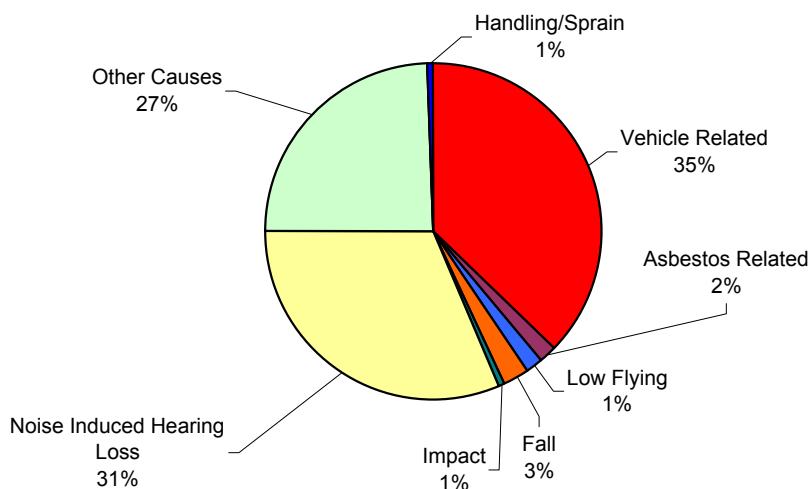
Source: MOD Claims Annual Reports

1. The cause of a claim may not be known at the New Claims stage if for example, the claimant simply states that they have a claim but does not state exactly what it is. At settlement stage, although the cause of the claim will be recorded on the claim file, it may not always be recorded on the databases from which these data are drawn.

2. It should be noted that controls over the use of asbestos were introduced in 1970. The time between exposure to asbestos dust and fibre and the first signs of disease is typically between 15 and 40 plus years.

3. A very large number of Noise Induced Hearing Loss claims were submitted in 2010/11 and 2011 / 12 by former members of the Royal Irish Regiment.

Number of settled claims by broad cause in 2011/12⁴



CHAPTER 2 – PERSONNEL

INTERNATIONAL

Table 2.41 Manpower holdings and ceilings by member country within the scope of the Conventional Armed Forces in Europe Treaty at 1 January 2012

The data in this table are outside the scope of National Statistics because they have not been put forward for assessment by UKSA

	Holding	Ceiling
Countries not in NATO		
Armenia	46 800	60 000
Azerbaijan	64 990	70 000
Belarus	48 400	100 000
Georgia	36 270	40 000
Moldova	6 500	20 000
Russia ¹	203 290	*
Ukraine ²	144 000	250 000
NATO Countries		
Belgium	33 660	70 000
Bulgaria	28 340	104 000
Canada	0	10 660
Czech Republic	33 550	93 333
Denmark	11 600	39 000
France	189 990	325 000
Germany	202 300	345 000
Greece	124 560	158 621
Hungary	25 080	100 000
Italy	152 990	315 000
Luxembourg	520	900
Netherlands	33 260	80 000
Norway	16 200	32 000
Poland	111 080	234 000
Portugal	27 650	75 000
Romania	68 830	230 000
Slovakia	15 980	46 667
Spain	96 180	300 000
Turkey	281 410	530 000
United Kingdom	189 990	260 000
United States of America	75 940	250 000

Source: Directorate for Counter-Proliferation and Arms Control

1. The Russian Federation suspended the implementation of the CFE Treaty on 12 December 2007. Consequently, Russia did not submit the annual exchange of information required by the Treaty. The given numbers of holdings are taken from the "Consolidated Information" provided by the Russian Federation on 15 December 2008 as a sign of goodwill. The information does not include the subholdings of AIFVs and HACVs, nor the holdings of Naval Infantry and Coastal Defence Forces, nor the personnel strength.

2. Since 1 Jan 2004 these figures have included the Treaty Limited Equipment and the Personnel belonging to the Naval Infantry and Coastal Defence Forces of Ukraine.