

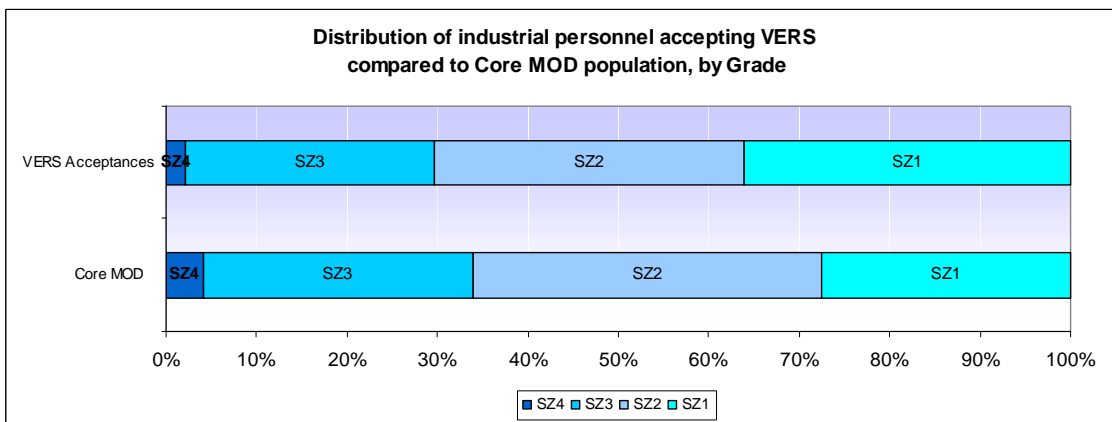
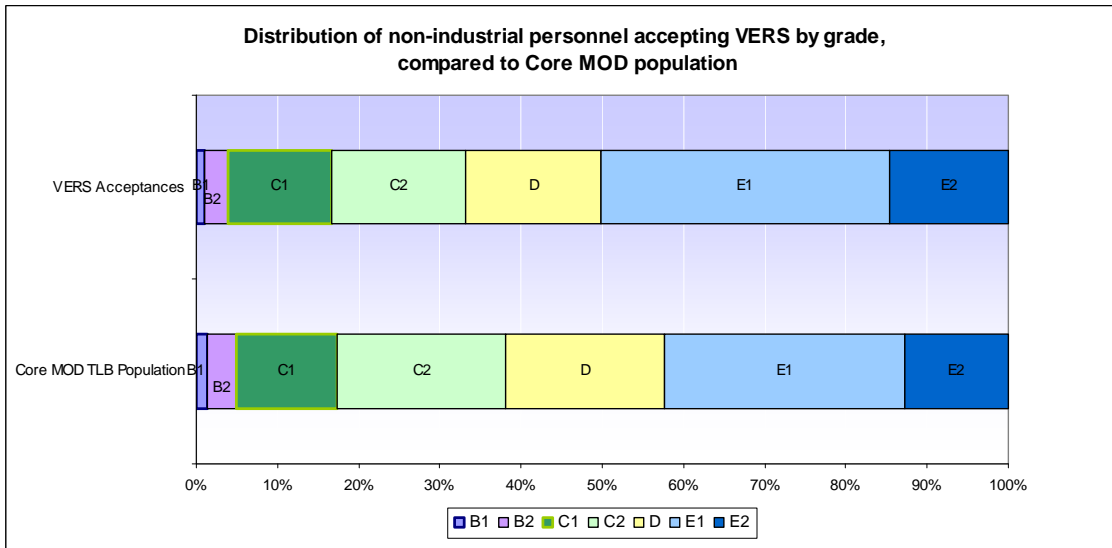
## VERS Monitoring

As at 1 April 2011 the total number of applicants who had applied for VERS was 13,280, of which 7,710 have received or will receive offers, and 3,780 so far have accepted (6.1% of the Core MOD TLB population of 62,530). Note these acceptance figures only represent a subset of those who will leave from the current scheme (those applying to leave on VERS in the latter part of the year will not have received their offers).

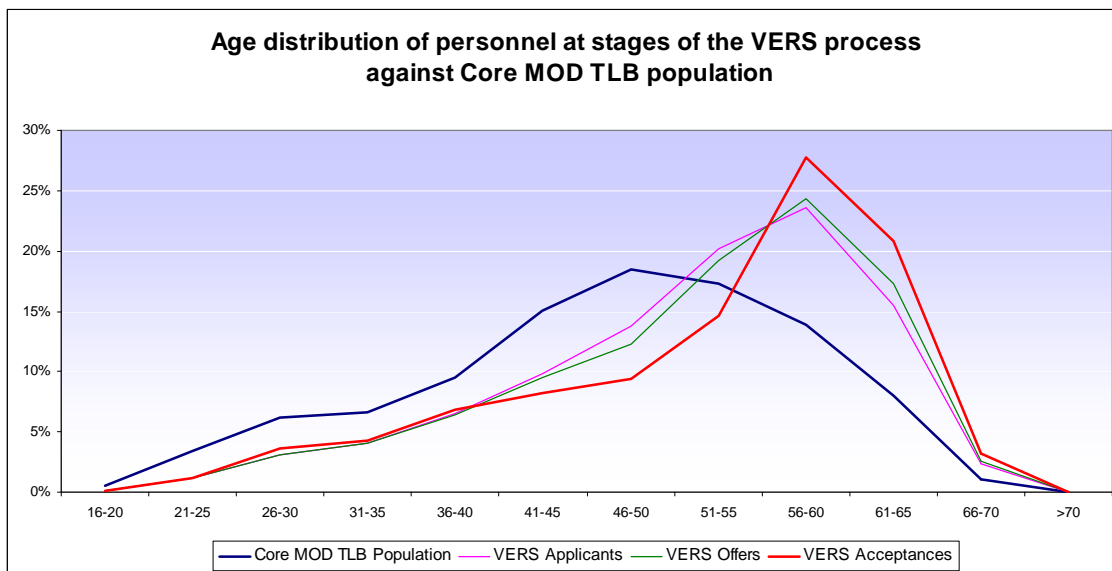
**Table 1: Applicants, offers and acceptances by grade**

	Core MOD TLB Population	VERS Applicants	VERS Offers	VERS Acceptances
BAND B1	710	170	80	40
BAND B2	1,800	330	160	90
BAND C1	6,420	1,520	810	420
BAND C2	10,740	2,130	1,170	540
BAND D	10,180	1,950	1,160	550
BAND E1	15,240	3,850	2,480	1,170
BAND E2	6,640	1,300	920	480
<b>SKILL ZONE 4</b>				
SKILL ZONE 4	400	40	20	10
<b>SKILL ZONE 3</b>				
SKILL ZONE 3	2,880	540	260	140
<b>SKILL ZONE 2</b>				
SKILL ZONE 2	3,720	770	350	170
<b>SKILL ZONE 1</b>				
SKILL ZONE 1	2,660	580	290	180
<b>Other Industrials</b>				
Other Industrials	1,130	120	-	-
<b>Total<sup>1</sup></b>	<b>62,530</b>	<b>13,280</b>	<b>7,710</b>	<b>3,780</b>

1. MOD TLB Total includes all known, allocated core TLBs and also includes those who are unallocated who are not listed elsewhere in this table, but excludes any SCS grades and all Trading Funds personnel.



The distribution by grade of personnel who have accepted VERS offers is broadly similar to the distribution of all core MOD personnel within TLBs. This similarity in structure is applicable at each stage of the VERS process from applications, through offers to acceptances. The main differences are for non-industrial there is a greater proportion of Band E1 (35.5%) that have accepted VERS than in the MOD population (29.5%) whilst the proportions of Band D and C2 are smaller (16.7% compared to 19.7% and 16.4% compared to 20.8% respectively). Greater differences are seen in Industrial grades, with the proportion of Skill Zone 1 accepting VERS being 36.1% compared to 27.6% in the Core MOD population. All other Skill Zones have a lower proportion accepting VERS than in the Core MOD population with Skill Zone 2 for example comprising 34.3% of accepted VERS compared to 38.5% in the overall population.



A clear effect of age is seen at all stages of the VERS, with those applying and receiving offers distributed very similarly, but with the distribution being skewed towards older personnel than the overall core MOD TLB population. The acceptances show this even more clearly with a very sharp peak at 56-60. This age effect is not unexpected given the terms of VERS.

REPRESENTATION %	Population proportion April 2011	VERS applications	VERS Offers	VERS Acceptances
Female	38.7%	<b>43.6%</b>	<b>47.2%</b>	48.6%
BME	3.3%	<b>2.5%</b>	2.8%	2.2%
Disabled	7.8%	<b>10.4%</b>	11.4%	12.2%
LGB	1.4%	1.3%	1.4%	1.1%
Christian	71.7%	<b>76.5%</b>	<b>76.8%</b>	76.6%

Percentages presented in bold represent a significant difference in comparison to the representation rate at the previous stage.

**Gender:** 43.6% of those who applied for VERS were female, which is significantly higher than the 38.3% female representation in core MOD TLBs. However, as applications for VERS are determined entirely by self-selection, this is not an issue of discrimination, but may influence future female representation.

Of those who were made a VERS offer, 47.0% were female. This is significantly higher than the 43.6% female representation of those applying for VERS, suggesting a slightly disproportionately high number of females were made offers.

Of those who had accepted VERS offers, as at 23 August 2011, 48.4% were female. This is not significantly different to the female proportion being made offers. However when looking in comparison to the female representation in the population, it is clear there will be a reduction in female representation in the MOD after these VERS departures, although it is important to note that acceptance/rejection data used here covers only around a third of those made or to be made offers, so no full assessment of the impact is yet possible, and also the consequent effect on outflow representation cannot be factored in until the end of the Financial Year to be able to fully understand the impact of VERS on diversity representation.

**Ethnicity:** 2.5% of those who applied for VERS were BME, which is significantly lower than the 3.5% BME representation in core MOD TLBs. As previously noted, this is entirely self-selection.

Of those who were made a VERS offer, 2.7% were BME. This is not significantly different than the 2.5% BME representation of those applying for VERS.

Of those who had accepted VERS offers, as at 23 August 2011, 2.2% were BME. This is not significantly different to the BME proportion being made offers. However as this is a considerably lower proportion of BME leaving on VERS than in the population, it may have the effect of increasing the BME representation post VERS departures (although as previously mentioned there are still two thirds of acceptances/rejections outstanding and natural wastage may be of different proportions as a result also, so the full impact cannot be assessed currently). The important message is that the difference in the proportion of BME leaving on VERS is determined primarily by self-selection. However the reasons behind BME being less inclined to apply for VERS warrant investigation.

**Disability:** 10.4% of those who applied for VERS were disabled, which is significantly higher than the 7.8% disability representation in core MOD TLBs. This is self-selected.

Of those who were made a VERS offer, 11.4% were disabled. This is not significantly different to the 10.4% disability representation of those applying for VERS.

Of those who had accepted VERS offers, as at 23 August 2011, 12.2% were disabled. Again, although this seems higher, because of small numbers involved this is likely to be the result of chance alone, as the difference is not significant to the proportion being made offers. However as this is a considerably higher proportion of disabled personnel leaving on VERS than in the population, it is likely to result in reduced disability representation post VERS departures (although as previously mentioned there are still two thirds of acceptances/rejections outstanding and natural wastage may be of different proportions as a result also, so the full impact cannot be assessed currently. The impact of representation within the redeployment pool will be factored in within subsequent analysis).

**Sexual Orientation:** 1.3% of those who applied for VERS declare themselves to be Lesbian, Gay or Bisexual (LGB), which is comparable to the 1.4% of core MOD TLB personnel who declare themselves to be LGB. Similarly 1.4% of those made VERS offers and 1.1% of those accepting VERS offers were LGB. No significant differences were found at any stage of the process based on sexual orientation.

**Religion:** The distribution of religious beliefs of those applying for VERS was highly significantly different to that seen in the core MOD TLB population. In core MOD TLBs, 71.7% are Christian, 23.2% no religion and 5.1% other non-Christian religions. However of those applying to VERS, a significantly higher 76.5% were Christian, a significantly lower 18.4% had no religion, and a slightly lower 4.8% were of other non-Christian religions. These differences are self-selected.

No further differences based on religion were found across offers and acceptances.

In particular, noting that the proportions in the population once those leaving on VERS have been deducted (making no other deductions for other exits) is only 0.6 percentage points lower for females, 0.1 percentage points higher for BME and 0.3 percentage points lower for people with a disability. Whilst the effects of the first tranche of exits may be small, it should be noted that the current acceptances are likely to amount to only approximately half of the acceptances for VERS 11, so if a similar pattern continues (which is likely based on the representation within those receiving offers) the effect is likely to be around twice the size of that currently seen.