



# Ministry of Defence

## Equal Pay Audit 2012

### MOD Core Civilian

### Industrial Personnel

This audit presents a comparison of male and female annualised average salaries in the period 1 October 2011 to 1 October 2012 to meet the Department's obligations under the Public Sector Equality Duty to provide information on its workforce identified by the Equality Act 2010. Further analysis to compare length of service in grade, promotions and length of time to promotion have been conducted to provide possible explanations for any gender differences that may be found.

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## **Key Findings**

1. Male and female average salaries and average length of service in grade are very similar in Skill Zones 1 and 2; with only Skill Zone 3 showing a small gender disparity in average salary (2.6 per cent higher for males than females) and length of service in grade (just under a year longer for males than females). There were insufficient numbers of females in Skill Zone 4 to make gender comparisons (see Table EPA-1).
2. When taking into account the small difference in length of service in grade at Skill Zone 3, the previously seen difference in average basic salary almost disappears. At all grades the difference in the adjusted average salaries are negligible to zero, the largest difference being 0.2 per cent for Skill Zone 2 (see Table EPA-1a).
3. Promotion numbers have returned to the levels of 2009-10 and average length of service to promotion has increased for Skill Zones 2 and 3 (see Tables EPA-2 and EPA-3). The proportion of males promoted to Skill Zones 3 and 2 is statistically higher than would be expected given the proportion on strength at Skill Zones 2 and 1. However, caution should be applied when interpreting this as numbers are small and without further investigation the reasons for these differences cannot be identified.
4. When looking at part time personnel only, no comparisons can be made at Skill Zones 3 and 4 due to insufficient numbers. Gender differences in average basic salary at Skill Zones 1 and 2 were below 1.0 per cent; even before taking into account differences in length of service in grade (see Table EPA-4). Once these differences were accounted for, differences in average basic salary of males and females at Skill Zone 1 disappears completely (see Table EPA-4a).

## **Methods:**

5. The analyses conducted within this report require exclusions. The population pertaining to these analyses consists of MOD main Industrial personnel with a current HRMS record, who are identified as being paid on the CHIPS pay extract as at 1 October 2012. The following exclusions were applied throughout:
  - a. Trading Funds personnel
  - b. Royal Fleet Auxiliary personnel
  - c. Locally engaged civilians
  - d. Non-Industrial Grades
  - e. Analogues (MDP, Fire Service, NHS linked Agenda for Change staff, Teachers, Civilian Medical Practitioners and Civilian Dental Practitioners)
  - f. Personnel for whom no basic salary data is recorded on CHIPS pay extract as at 1 October 2012
  - g. Personnel for whom required data are missing for other explanatory factors required within these analyses
  - h. Personnel on Zero pay – i.e. not being paid by the MOD as at 1 October 2012, are excluded from salary analysis, but are included within promotion analysis, due to the fact that someone can be promoted from zero pay into a paid position
6. Use of Analysis of Covariance (ANCOVA) methodology to obtain adjusted average salary figures in sections A and D:

Analysis of Covariance is a standard and robust statistical methodology used to observe differences in means between groups after accounting for and removing the effects of other variables (covariates). After the removal of the effects of covariates, adjusted means for each group being compared are obtained. These adjusted means allow observation of any differences between groups in the variable of interest on an equal and more comparable basis. The adjusted average salary figures presented in sections A and D in this analysis were derived from this approach to enable average basic salary to be compared between males and females in each grade without being confounded by the effects of the differing length of service in grade of males and females in each group. The resulting adjusted average salaries represent what the average salary for each gender within a specific grade would be if the average lengths of service in grade for each gender were equal for both genders. This enables a level comparison of the average salary of each gender without confounding with the effects of different lengths of service.

7. Sections B and C concern the number of personnel who were promoted in the year from 1 October 2011 to 1 October 2012. Included in these analyses were those who were substantively promoted within this period (including a small number of personnel who were both recruited and promoted within the time period). Temporary promotions were not included, except where individuals had been on temporary promotion and were made substantive within the period.

8. DBS provided DASA with a dataset of all those individuals receiving a promotion in the relevant period, the date of that promotion, the grade they were promoted from and the new grade they have been promoted into, the length of service in grade prior to promotion and basic salary at 1 October 2012. Given the current pay freeze, for the majority of records it has been assumed that basic salary at 1 October was the basic salary at promotion. However, for any individuals identified as having a basic salary at 1 October 2012 above the minimum spine point for the grade DASA additionally validated this cohort by tracking substantive grade changes between monthly strength extracts and recording the salary at the date of promotion from HRMS data.
9. Length of service (LOS) in grade (which automatically resets to 0 on promotion) was recorded as at the period prior to promotion in order to ascertain the length of time in the previous grade prior to being promoted. The LOS in grade field was reset to 0 for the majority of MOD staff in 2004 when the new HRMS data system was introduced. Despite this limitation there is no evidence that this would introduce any gender bias. Although caution should be used when viewing the actual values of length of service in grade, where they are used for statistical analysis they are still valid for making statistical adjustments.
10. The pay analysis of those personnel promoted is taken from the perspective of the grade promoted into, and concerns gender pay equality at the promoted grade. As the analysis shows the grades moved into there is no data for Skill Zone 1 personnel. Personnel who move from a non-industrial grade (Band E1 to B1) into an industrial grade, from an analogue post into a non-analogue post are not regarded by the department as promotions but as sideways transfers, so are excluded from this analysis.
11. Further exclusions in addition to those listed above are:
  - a. Personnel not substantively promoted between 1 Oct 2011 and 1 Oct 2012
  - b. Other personnel whose pay falls outside the pay band scales, such as Apprentices
  - c. Personnel who move from a Trading Fund post into a Core post, as it is not reliably accurate to calculate the underlying strength from which personnel have been promoted
12. Section B includes **statistical tests** on the relative differences in **male proportion** within promotion groups for each grade, compared to the **male** proportion of the underlying average strength of the grade from which they were promoted. The test only needs to be conducted on one gender and considering the predominant male strength in the Industrial workforce we chose to consider the proportion as males divided by the sum of males and females in each case.
13. **This is different to the significance test methodology used last year which compared the promotion rates of male to females. It has been determined that this method is not the most appropriate and can be distorted by the fact that male and female rates are not independent of each other, whereas the proportion of females in the promotion group is independent of the proportion of females at the strength group.** This can be assumed to be true where the factors that influence promotion are equally distributed for men and women. Therefore a statistical test result of "Significant" indicates that either gender or a factor that is gender biased is having an influence on promotion.
14. Section D concerns equality of pay of part-time personnel. In addition to all the exclusions listed initially, full-time personnel were also excluded. Average basic salary is presented as annualised in order to be comparable where individuals work widely varying numbers of hours, and is derived from the basic monthly salary as at 1 October 2012 which they would receive if they worked full-time, multiplied by 12 to obtain the current annual basic salary level assuming 1 FTE.

#### **SECTION A: Average Annual basic salary by Grade**

15. Table EPA-1 shows, for each Skill Zone, the FTE strength, average (arithmetic mean) length of service in grade and average (arithmetic mean) annualised basic salary split by gender. In addition, the gender difference in length of service in grade is presented in years, and the percentage gender difference in average basic salary is given. Average Basic Salary has increased for all grades, except at Skill Zone 4 which has decreased marginally.
16. No gender comparisons can be made for Skill Zone 4 due to insufficient females at this grade. Average Length of Service in grade has increased for all grade, however the difference between males and females has either decreased or remained the same. Skill Zone 3 has the greatest difference but this is only 0.7 years. Although in Skill Zone 3 there is a difference in average basic salary with males earning on average more than females, this gender pay difference is within the 3 per cent threshold, even without accounting for the previously observed differences in length of service in grade. The average basic salaries of both Skill Zones 2 and 1 are virtually the same for males and females at less than 0.5 per cent.

17. In order to take the differences in length of service in grade into account when making gender comparisons in pay, Table EPA-1a presents adjusted average basic salary figures by gender, and the percentage gender difference in average basic salary. These adjusted averages were derived using ANCOVA analysis to remove the effect which an individual's length of service in grade has on their basic salary. Length of service in grade was used as a covariate, partialling out its effects and thus generating adjusted means for basic salary for males and females enabling comparison on a level footing with no remaining influence of length of service in grade, the result being a more representative comparison between males and females.
18. The findings of this analysis show that after accounting for gender differences in Length of Service in grade (LOS), the previously observed gender difference for Skill Zone 3 in average basic salary almost disappears. At all grades, after taking length of service in grade into account, differences in average basic salary are negligible to zero - the largest difference being 0.2 per cent for Skill Zone 2, where accounting for LOS leads to a switch from females earning 0.1 per cent higher to males earning 0.2 per cent higher on average.

### **SECTION B: Number of Promotions/Advancements**

19. Table EPA-2 shows the number of males and females in each Skill Zone who were substantively promoted in the year from 1 October 2011 to 1 October 2012 (temporary promotions were not included here, except where temporary promotions were made substantive within the period, and in these cases the point of promotion was taken at the point where the promotion was made substantive). The grade referenced in this table is the grade which personnel were promoted into i.e. where a person in Skill Zone 3 was promoted to Skill Zone 4 they are listed here under their new grade of Skill Zone 4. No sideways transfers from industrial to non-industrial grades or vice versa are included here, and no new recruits from external to MOD are included, therefore Skill Zone 1 is not presented in the table as it is not possible to be promoted into this grade.
20. 110 Skill Zone personnel were promoted in the year 1 October 2011 to 1 October 2012, which is almost identical to the number of industrial promotions in 2010-11. 93.5 per cent of promotions were male, compared to a male proportion of 81.5 per cent in Skill Zones 1 to 3 (feeder grades for promotion) as at 1 October 2011. The difference of 0.1 between the male proportion **in all industrial promotions (SZ2 to SZ4)** and the male proportion at all feeder grades from SZ1 to SZ3 **is significant**.
21. Gender promotion rates are derived by taking the number of promotions into each grade in consideration with the actual strength by gender of the grade below at the start of the period (the feeder grade). Despite the relatively small number of females at all industrial grades inhibiting the analysis of promotion rates **a significant difference between the proportion of males in the promotion pool compared to the proportion of males at the feeder grade is shown for both Skill Zone 3 and Skill Zone 2, with a greater proportion in the promotion pool than would be expected**. This use of applying significance tests to compare proportions of males in the promotion pool to the feeder grade, allows us to make useful analyses, despite the number of females being small.

### **SECTION C: Length of time for Promotion**

22. Table EPA-3 considers the average (arithmetic mean) length of service in grade prior to promotion (i.e. in the previous grade) in order to observe the length of time it took for those who were promoted within the period 1 October 2011 to 1 October 2012 to be promoted. It must be noted that these figures do not represent the average length of time spent within a grade that it takes to achieve promotion, as there are inevitably other individuals remaining in the previous grade who will achieve promotion in the future. These figures are simply representative of the average length of time spent in the previous grade prior to promotion by those who were promoted within the stated period.
23. There were insufficient females to make any reliable comparisons by gender at any grade and with only 10 male promotions at Skill Zone 4 it would be unwise to make any conclusions on average salary or Length of Service to promotion at this grade. For Skill Zones 2 and 3 both average basic salary and LOS to promotion have increased since 2010-11 with personnel in Skill Zone 2 having spent on average 6.0 years at Skill Zone 1 before promotion.

### **SECTION D: Pay levels of Part-Time Personnel**

24. Table EPA-4 looks at the gender differences in average (arithmetic mean) basic salary of part-time industrial civilian personnel in each grade, considering the average FTE and average length of service in grade of males and females in each Skill Zone. Average basic salary is derived from the annualised basic salary individuals would receive if they were employed on a full-time basis as at 1 October 2012. These figures therefore do not take into account differences relating to the number of hours actually worked by

different individuals. The gender difference in length of service in grade is presented in years, and the gender difference in average basic salary is given as a percentage.

25. There were virtually no part time personnel at Skill Zone 4 and less than 20 females at Skill Zone 3, so no comparisons can be made at these grades, as was the case in 2010-11.
26. For Skill Zones 1 & 2 there are more females that are part-time than males. The average salaries are broadly similar, with less than 1.0 per cent difference. The difference at Skill Zone 2 has reduced from 0.6 per cent in 2010-11 to a mere 0.1 per cent in 2011-12. The differences in length of service in grade, although increased from 2010-11, are less than 1.5 per cent for all grades. In Skill Zone 1, where the difference is the highest, females have a longer length of service in grade than males.
27. When taking into account the differences in length of service in grade, as shown in table EPA 4a, the only grade to show a change in the difference between males and females in average annualised basic salary is Skill Zone 1 where it disappears completely, as would be expected given the higher difference in LOS.

### **Conclusions:**

28. For industrial personnel, the average salary analyses show that there are only marginal differences between males and females at Skill Zones 3 and below, where differences in length of service almost completely explains the differences in basic salary. After taking into account length of service in grade the remaining difference in the adjusted average salaries of males and females is below 0.3 per cent for all grades.
29. Due to the small number of industrial promotions at all grades it has only been possible to reliably conduct analyses on promotions by comparing the proportions of males promoted compared to the proportion of males at the feeder grade. Whilst this is significant for Skill Zones 2 and 3, caution should be applied because this is based on only 40 promotions in each case.

### **Recommendations:**

30. Owing to the strict policy on setting salaries and viewing the evidence presented in the last three Equal Pay Audit reports, we can be assured that there is no gender discrimination in salary. In order to meet the Department's obligations under the Public Sector Equality Duty it is recommended that monitoring of gender differences in salary continues on an annual basis using the current methods. However, it would be nugatory to investigate any further analysis of salary, given current policies regarding the setting of pay levels.
31. Provided numbers are of a sufficient magnitude to ensure reliable analysis and draw appropriate conclusions, it would be meaningful to further consider promotions, length of service (in MOD and in grade) and exits to investigate reasons for gender differences. Discussions on how to monitor promotion and the effects of a changing personnel structure should focus on promotion proportions, compared to gender proportions in feeder grades and possibly an in-depth regression-based analysis to consider what variables have the greatest impact upon recruitment, promotion and retention.

## Average Annual Basic Salary by Grade

Table EPA-1 - Average Basic Salary by Gender and Grade<sup>1,2</sup>

Skill Zone 4	Gender	Headcount	Average FTE	Average LOS in Grade	Diff in LOS in Grade (Yrs)	Average Basic Salary	Av Basic Salary Diff %
	Male	270	0.99	5.3			£22,830
Female	~	-	-			-	
<b>Total</b>		<b>270</b>	<b>0.99</b>	<b>5.2</b>	<b>-</b>	<b>£22,825</b>	<b>-</b>

Skill Zone 3	Gender	Headcount	Average FTE	Average LOS in Grade	Diff in LOS in Grade (Yrs)	Average Basic Salary	Av Basic Salary Diff %
	Male	2,160	1.00	6.3			£19,770
Female	90	0.98	5.6			£19,256	
<b>Total</b>		<b>2,260</b>	<b>1.00</b>	<b>6.3</b>	<b>0.7</b>	<b>£19,750</b>	<b>2.6%</b>

Skill Zone 2	Gender	Headcount	Average FTE	Average LOS in Grade	Diff in LOS in Grade (Yrs)	Average Basic Salary	Av Basic Salary Diff %
	Male	2,240	0.99	6.1			£17,301
Female	540	0.95	5.9			£17,320	
<b>Total</b>		<b>2,780</b>	<b>0.98</b>	<b>6.1</b>	<b>0.3</b>	<b>£17,305</b>	<b>0.1%</b>

Skill Zone 1	Gender	Headcount	Average FTE	Average LOS in Grade	Diff in LOS in Grade (Yrs)	Average Basic Salary	Av Basic Salary Diff %
	Male	870	0.98	6.8			£15,658
Female	540	0.91	7.3			£15,591	
<b>Total</b>		<b>1,400</b>	<b>0.95</b>	<b>7.0</b>	<b>0.5</b>	<b>£15,632</b>	<b>0.4%</b>

Source: DASA(Civilian)

Table EPA-1a ADJUSTED - Average Basic Salary by Grade adjusted for LOS in Grade<sup>2</sup>

Skill Zone 4	Gender	Average FTE	Adjusted Average Total Remuneration accounting for LOS in Grade	Adj Av Total Remuneration Diff %
	Male	0.99	£22,825	
Female	-	-		
<b>Total</b>	<b>0.99</b>	<b>£22,825</b>		<b>-</b>

Skill Zone 3	Gender	Average FTE	Adjusted Average Total Remuneration accounting for LOS in Grade	Adj Av Total Remuneration Diff %
	Male	1.00	£19,749	
Female	0.98	£19,769		
<b>Total</b>	<b>1.00</b>	<b>£19,750</b>		<b>0.1%</b>

Skill Zone 2	Gender	Average FTE	Adjusted Average Total Remuneration accounting for LOS in Grade	Adj Av Total Remuneration Diff %
	Male	0.99	£17,310	
Female	0.95	£17,281		
<b>Total</b>	<b>0.98</b>	<b>£17,305</b>		<b>0.2%</b>

Skill Zone 1	Gender	Average FTE	Adjusted Average Total Remuneration accounting for LOS in Grade	Adj Av Total Remuneration Diff %
	Male	0.98	£15,632	
Female	0.91	£15,633		
<b>Total</b>	<b>0.95</b>	<b>£15,632</b>		<b>0.0%</b>

Source: DASA(Civilian)

## **Notes accompanying tables EPA-1 and EPA-1a**

Personnel numbers are rounded to the nearest 10. Numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Personnel figures below 5 are denoted by "~" and further calculations based on these numbers are withheld and denoted by "-". Calculations of averages are also withheld when based on less than 10 individuals, and comparisons of averages are withheld when either of the averages are based on less than 20 individuals as such comparisons are invalid.

Average Length of Service in Grade is presented in years to one decimal place. Gender differences in average Length of Service in grade are calculated from the difference between the exact averages and are also presented in years to one decimal place.

Average basic salary figures for each individual are derived from the basic monthly salary rate they were on as at 1 October 2012, annualised to assume a whole year at the same salary rate. These salary rates are not adjusted to take account of the actual number of hours worked by part time staff in order to assure comparability independent of full-time/part-time status, and so for each individual represent what they would earn in a full year at the same salary rate with an FTE of 1.

Average basic salary differential percentages represent the ratio of the difference between the genders, to the higher of the gender averages.

Adjusted average basic salary figures have been calculated using Analysis of Covariance methodology, with adjusted averages obtained after the differential effects of Length of Service in Grade in males and females have been partialled out

Because of rounding, totals may not always equal the sum of the parts.

1. Figures exclude staff on zero pay, those whose pay falls outside the payscales and those where no valid grade or pay data are recorded as at 1 October 2012.
2. Figures exclude Trading Funds, Royal Fleet Auxiliaries and locally engaged civilians.



## Number of Promotions/Advancements

Table EPA-2 - Number of Promotions/Advancements<sup>1</sup> during the year 1 Oct 11 to 1 Oct 12

Skill Zone	Gender	Number of Promotions into grade	Average Strength at feeder grade <sup>2</sup>	Difference between male proportion in promotions and in feeder grade <sup>3</sup>	Promotion rate into grade	Promotion rate % point difference
	Skill Zone 4	Male	10	2,430	0.0	0.5%
Female		-	110		-	
<b>Total</b>		<b>10</b>	<b>2,530</b>	<b>Not Significant</b>	<b>0.5%</b>	
Skill Zone 3	Male	40	2,580	0.1	1.7%	-
	Female	~	620		-	
	<b>Total</b>	<b>50</b>	<b>3,190</b>	<b>Significant</b>	<b>1.5%</b>	<b>-</b>
Skill Zone 2	Male	40	1,040	0.3	4.2%	-
	Female	~	640		-	
	<b>Total</b>	<b>50</b>	<b>1,680</b>	<b>Significant</b>	<b>2.9%</b>	<b>-</b>

Source: DASA(Civilian)

Personnel numbers are based on headcount and are rounded to the nearest 10. Numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Personnel figures below 5 are denoted by "~" and further calculations based on these numbers are withheld and denoted by "-". Calculations of averages are also withheld when based on less than 10 individuals, and comparisons of averages are withheld when either of the averages are based on less than 30 individuals as such comparisons are invalid.

Because of rounding, totals may not always equal the sum of the parts.

1. Substantive promotions only. Promotion figures exclude Trading Funds, Royal Fleet Auxiliaries, locally engaged civilians, retained grades, personnel on zero pay, those whose pay falls outside the payscales, and those where no valid grade or pay data are recorded as at 1 October 2012.
2. Average strength is calculated as a 13-month weighted average and represents the pool of people at one grade beneath the promotion grade. It is assumed for simplicity that there are no promotions from two grades below or more
3. The significance test examines whether the difference between the **male** proportion in the promotion group is significantly different to the **male** proportion in the average strength group, from which promotions are generated. Where the difference is positive the proportion in promotions is higher than the proportion in the feeder grade. The test is conducted at the 95% level.

## Length of time for Promotion

**Table EPA-3 - Average basic salary upon Promotion/Advancement<sup>1</sup> by Gender and Grade, and length of time until Promotion/Advancement<sup>2</sup> for those Promoted/Advanced during the year 1 Oct 11 to 1 Oct 12**

	Gender	Number of Promotions	Average Basic Salary on Promotion	Av Basic Salary Diff %	Average LOS to promotion (yrs)
<b>Skill Zone 4</b>	Male	10	£22,578		1.1
	Female	-	-		-
	<b>Total</b>	<b>10</b>	<b>£22,578</b>	<b>-</b>	<b>1.1</b>
<b>Skill Zone 3</b>	Male	40	£19,248		3.6
	Female	~	-		-
	<b>Total</b>	<b>50</b>	<b>£19,204</b>	<b>-</b>	<b>3.5</b>
<b>Skill Zone 2</b>	Male	40	£17,188		6.1
	Female	~	-		-
	<b>Total</b>	<b>50</b>	<b>£17,224</b>	<b>-</b>	<b>6.0</b>

Source: DASA(Civilian)

Personnel numbers are based on headcount and are rounded to the nearest 10. Numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Personnel figures below 5 are denoted by "~" and further calculations based on these numbers are withheld and denoted by "-". Calculations of averages are also withheld when based on less than 10 individuals, and comparisons of averages are withheld when either of the averages are based on less than 30 individuals as such comparisons are invalid.

Because of rounding, totals may not always equal the sum of the parts.

1. Substantive promotions only. Promotion figures exclude Trading Funds, Royal Fleet Auxiliaries, locally engaged civilians, retained grades, personnel on zero pay, those whose pay falls outside the pay scales, and those where no valid grade or pay data are recorded as at 1 October 2012.

2. Average Length of Service to promotion figures represent the time spent in the previous grade prior to promotion, and are measured in years, to two decimal places.

## Average Salary of Part-Time Personnel<sup>12</sup>

Table EPA-4 - Average Basic Salary of part-time personnel

Skill Zone 4	Gender	Headcount of p/t staff	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %
	Male	10	-	-	-	-	-
Female	-	-	-	-	-	-	-
<b>Total</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

Skill Zone 3	Gender	Headcount of p/t staff	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %
	Male	20	0.62	7.4	-	£20,074	-
Female	10	-	-	-	-	-	
<b>Total</b>	<b>20</b>	<b>0.65</b>	<b>7.2</b>	<b>-</b>	<b>£20,108</b>	<b>-</b>	

Skill Zone 2	Gender	Headcount of p/t staff	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %
	Male	50	0.65	6.8	-	£17,235	-
Female	80	0.69	6.0	-	£17,256	-	
<b>Total</b>	<b>130</b>	<b>0.67</b>	<b>6.3</b>	<b>0.8</b>	<b>£17,248</b>	<b>0.1%</b>	

Skill Zone 1	Gender	Headcount of p/t staff	Average FTE	Average LOS in Grade (years)	Diff in LOS in Grade (years)	Average Annualised Basic Salary	Av Basic Salary Diff %
	Male	40	0.60	6.1	-	£15,690	-
Female	130	0.63	7.5	-	£15,568	-	
<b>Total</b>	<b>170</b>	<b>0.62</b>	<b>7.2</b>	<b>1.4</b>	<b>£15,596</b>	<b>0.8%</b>	

Source: DASA(Civilian)

EPA-4a Adjusted Average Basic Salary of Part-Time personnel adjusted for LOS in Grade

Skill Zone 4	Gender	Headcount of p/t staff	Average FTE	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	10	-	-	-
Female	-	-	-	-	
<b>Total</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>-</b>	

Skill Zone 3	Gender	Headcount of p/t staff	Average FTE	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	20	0.62	£20,103	
Female	10	-	-		
<b>Total</b>	<b>20</b>	<b>0.65</b>	<b>£20,108</b>		<b>-</b>

Skill Zone 2	Gender	Headcount of p/t staff	Average FTE	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	50	0.65	£17,242	
Female	80	0.69	£17,252		
<b>Total</b>	<b>130</b>	<b>0.67</b>	<b>£17,248</b>		<b>0.1%</b>

Skill Zone 1	Gender	Headcount of p/t staff	Average FTE	Adjusted Average Basic Salary accounting for LOS in Grade	Adj Av Basic Salary Diff %
	Male	40	0.60	£15,596	
Female	130	0.63	£15,596		
<b>Total</b>	<b>170</b>	<b>0.62</b>	<b>£15,596</b>		<b>0.0%</b>

Source: DASA(Civilian)

#### **Notes accompanying tables EPA-4 and EPA-4a**

1. Includes only those personnel classed as working on a part-time basis, defined by their working hours averaged across the year being less than 36 hours per week for those on the London pay scale, and less than 37 hours per week for those on the National pay scale

2. Figures exclude Trading Funds, Royal Fleet Auxiliaries, locally engaged civilians, retained grades, personnel on zero pay, those whose pay falls outside the payscales, and those where no valid grade or pay data are recorded as at 1 October 2012.

Length of service in grade figures are in years and are rounded to one decimal place.

Average annualised basic salary figures represent the pro-rata basic salary personnel would receive if they worked

Average basic salary differential percentages represent the ratio of the difference between the gender averages to the higher of the gender averages.

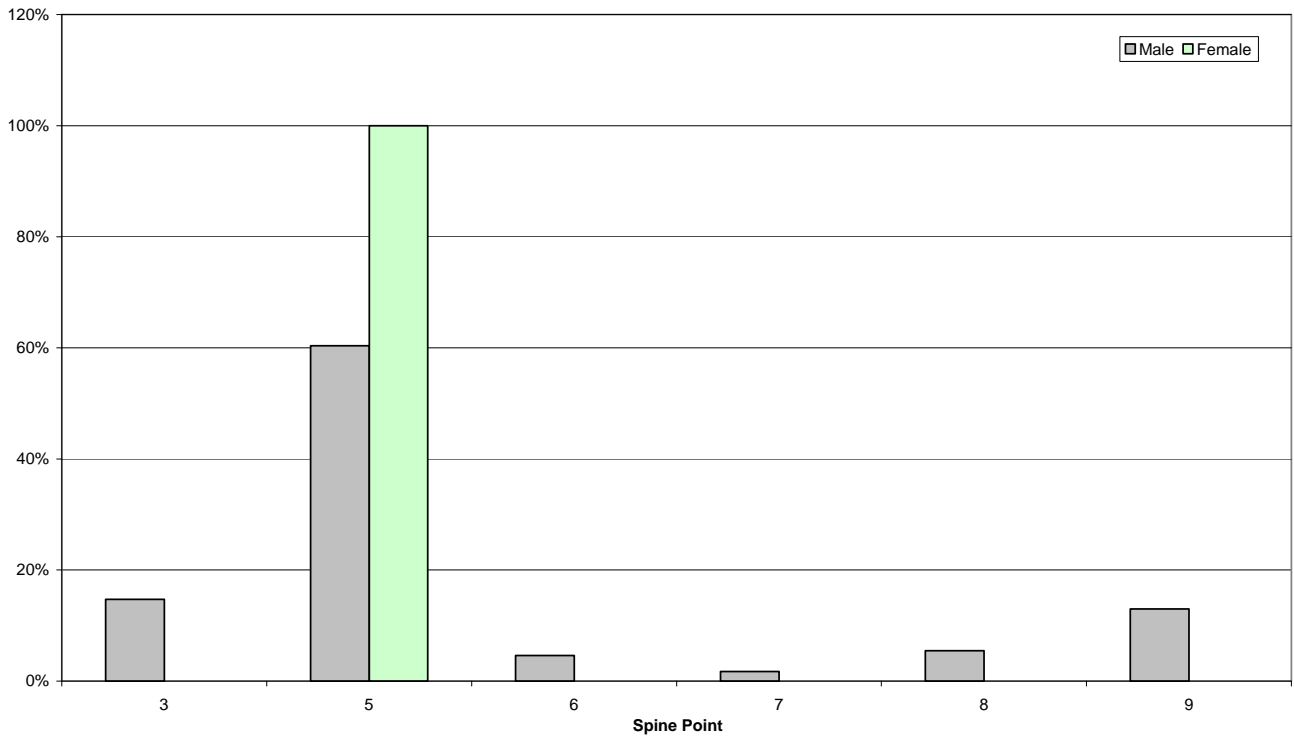
Adjusted average basic salary figures have been calculated using Analysis of Covariance methodology, with adjusted averages obtained after the differential effects of Length of Service in Grade in males and females have been partialled out.

Personnel numbers are based on headcount and are rounded to the nearest 10. Numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Personnel figures below 5 are denoted by "~" and further calculations based on these numbers are withheld and denoted by "-".

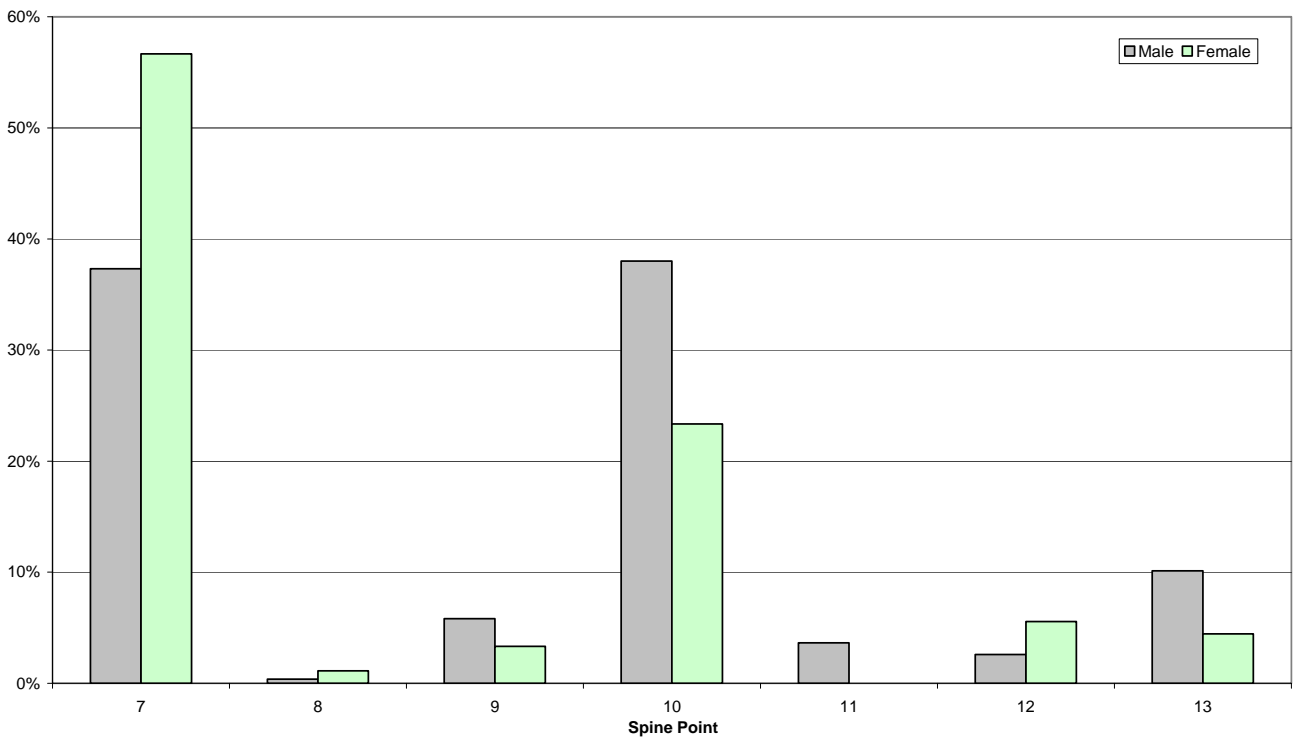
Calculations of averages are also withheld when based on less than 10 individuals, and comparisons of averages are withheld when either of the averages are based on less than 20 individuals as such comparisons are invalid. Because of rounding, totals may not always equal the sum of the parts.

# EPA Graphs – All Industrial Personnel

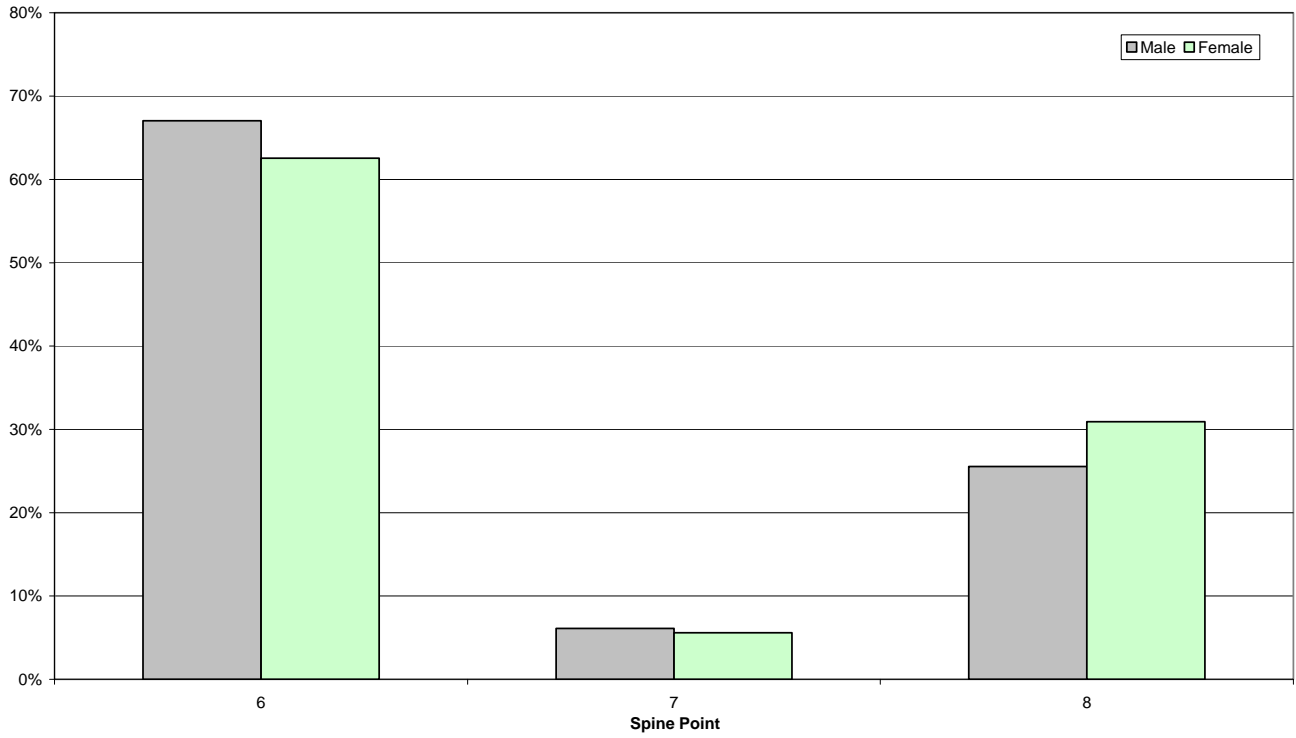
## Skill Zone 4 Pay Scale distributions by gender at 1 October 2012



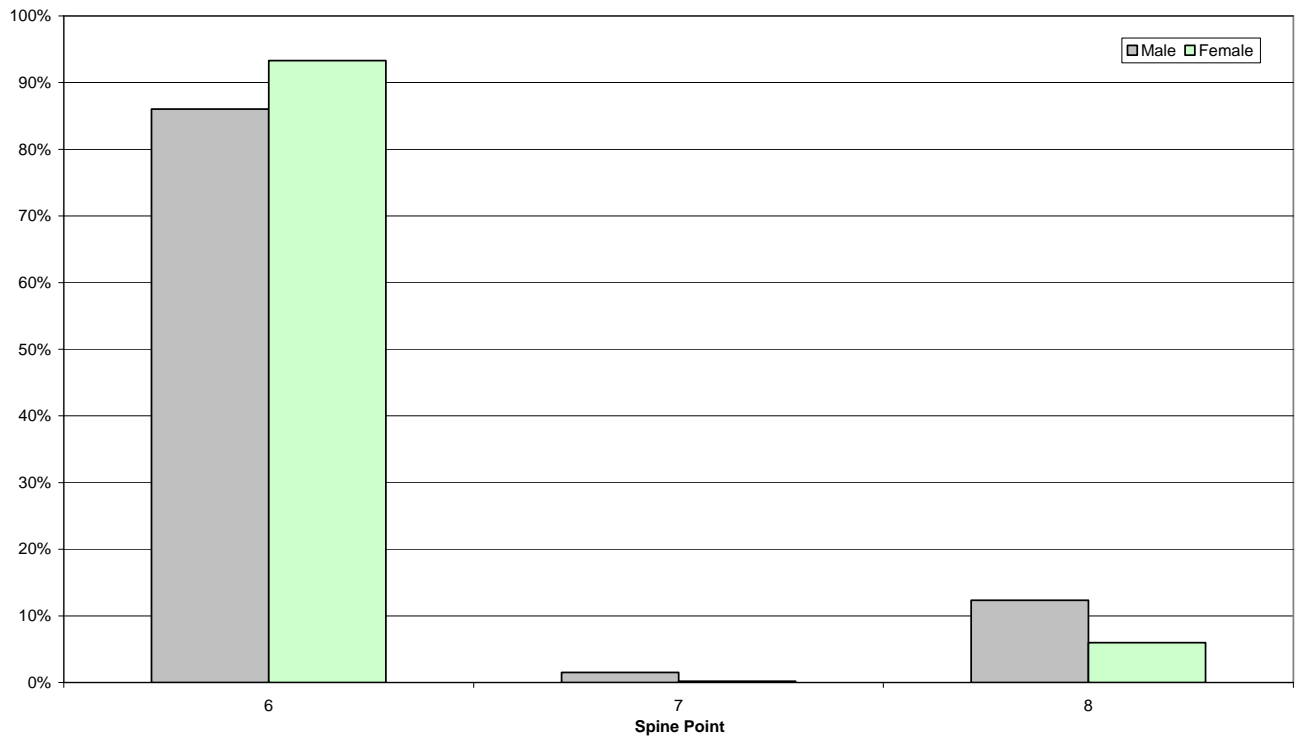
## Skill Zone 3 Pay Scale distributions by gender at 1 October 2012



**Skill Zone 2 Pay Scale distributions by gender at 1 October 2012**

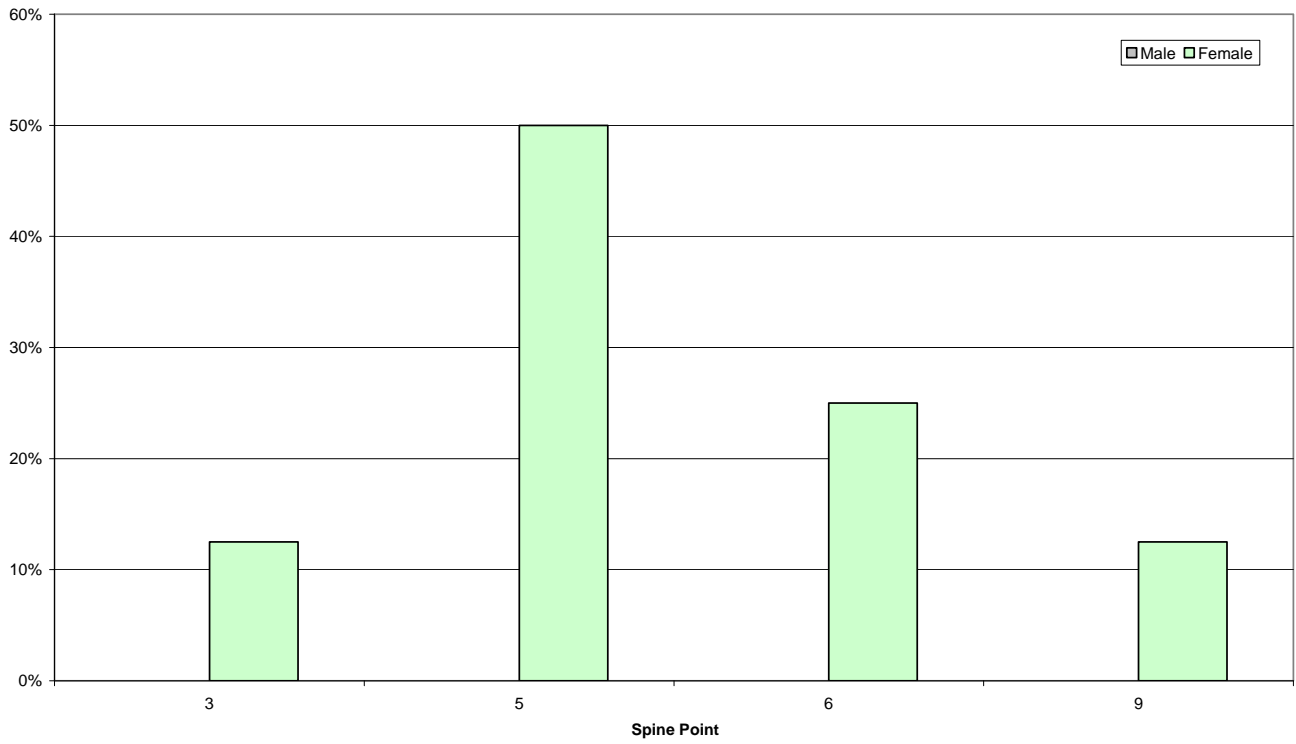


**Skill Zone 1 Pay Scale distributions by gender at 1 October 2012**

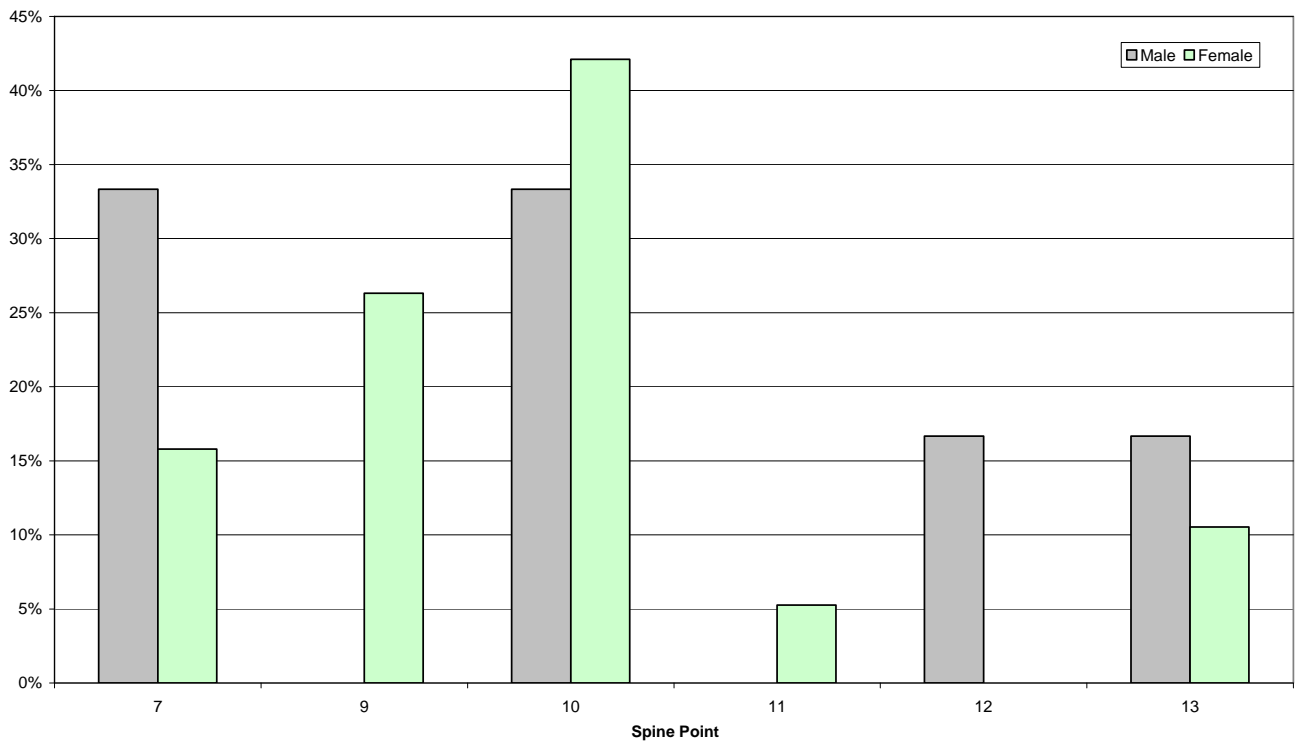


# EPA Graphs – Part-time Industrial Personnel

**Skill Zone 4 Pay Scale distributions by gender and part-time at 1 October 2012**

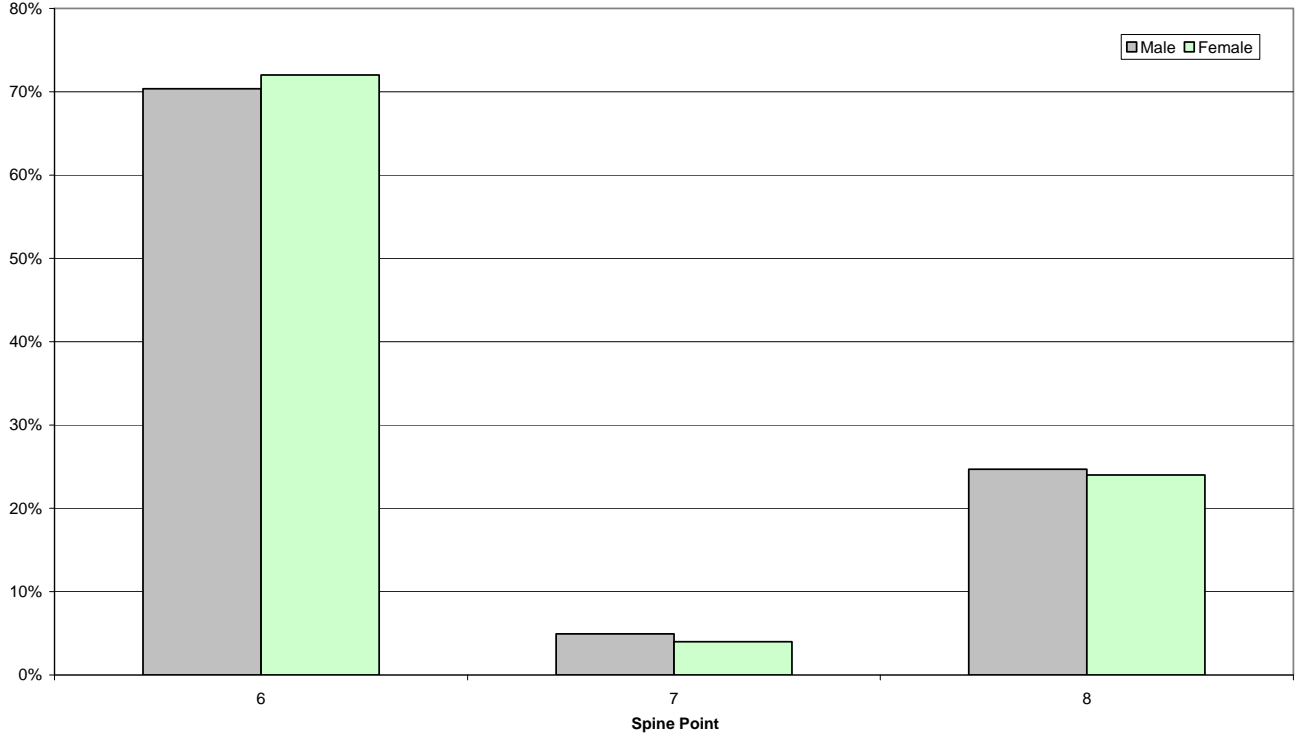


**Skill Zone 3 Pay Scale distributions by gender and part-time at 1 October 2012**





**Skill Zone 2 Pay Scale distributions by gender and part-time at 1 October 2012**



**Skill Zone 1 Pay Scale distributions by gender and part-time at 1 October 2012**

