

## United Kingdom – National Report

### **Policy Changes/New Policy**

1. Flexible and Alternative Working Patterns. Recent national legislation<sup>1</sup> places an obligation on employers to consider seriously requests from parents of young children for more flexible working arrangements. Although the Armed Forces are exempt from this they recognise that the balance between personal life and Service commitments is important. Accordingly, they are working on tailored guidance on how flexible working can be accommodated in the Armed Forces without compromising operational capability. Policy on managing the working day (flexi-time) has recently been introduced and guidance on Career Breaks for Armed Forces personnel is under consideration. A review is also underway to investigate the scope for alternative working arrangements without compromising operational capability.
2. Maternity Policy. Maternity policy for women in the Regular Armed Forces is being updated and will be re-released in early summer 2004. It includes a provision protecting women from deployment for at least 6 months after childbirth, unless they volunteer otherwise, and a commitment that the Services will endeavour not to deploy both serving parents at the same time where this does not compromise operational capability. Further work is also being undertaken to make guidance on maternity arrangements more accessible to pregnant Servicewomen.
3. Hijab. The 3 Services are in the process of introducing the hijab as headdress for Muslim women. The hijab will be worn on its own indoors and under normal headdress outdoors.

### **Organisation**

4. This table<sup>2</sup> shows the total numbers of men and women in the Armed Forces:

	<b>Men</b>	<b>% Men</b>	<b>Women</b>	<b>% Women</b>	<b>TOTAL</b>
<b>Royal Navy</b>	<b>37236</b>	<b>90.9%</b>	<b>3710</b>	<b>9.1%</b>	<b>40946</b>
<b>Army</b>	<b>105041</b>	<b>92.5%</b>	<b>8466</b>	<b>7.5%</b>	<b>113507</b>
<b>Royal Air Force</b>	<b>47067</b>	<b>88.4%</b>	<b>6160</b>	<b>11.6%</b>	<b>53227</b>
<b>TOTAL</b>	<b>189344</b>	<b>91.2%</b>	<b>18336</b>	<b>8.8%</b>	<b>207680</b>

A more detailed breakdown, by Service, rank structure and types of position held, can be found at Annex A.

### **Employment**

5. The UK Armed Forces are composed entirely of volunteer Service personnel and today more women are serving in a greater variety of posts than ever before. Women are integrated into the three main Service branches – the Royal Navy, Army and Royal Air Force (the Medical Services are not a separate Service in the UK Armed Forces) - and serve in nearly all specialisations, except in roles where the primary duty is “to close with and kill the enemy.” Women are, therefore, excluded from the Royal Marines General Service (as Royal Marine Commandos), the Household Cavalry and Royal Armoured Corps, the Infantry and the Royal Air Force Regiment. The exclusion does not, however, prevent them serving on the establishment of (i.e. as part of) such units in administrative and support roles. For health reasons, service in submarines or as mine clearance divers continues to be precluded<sup>3</sup>.

<sup>1</sup> The Employment Act 2002.

<sup>2</sup> Extracted from Defence Analytical Service Agency statistics, TSP 1: UK Regular Forces Strengths and Changes at 1 February 2004

<sup>3</sup> Some other nations (such as Canada) permit women to serve in submarines, but it is the operational patterns of Royal Naval submarines that give rise to the medical risks. All our submarines are nuclear powered and, unlike the diesel powered submarines, are able to remain submerged for long periods, during which contaminants build up in the atmosphere.

6. Royal Navy. In Dec 03 the first female officer was appointed to command a 750 tonne Mine Countermeasures ship with an all male ship's company of 45. As part of events to mark International Women's Day in Mar 04, she was honoured at the Queen's lunch for 'Women of Excellence' at Buckingham Palace. A further 2 females (total of 9 to date) are commanding P2000 fast training boats attached to University Royal Naval Units. Although there has been an overall decrease in the number of people in the Service of 4.9% over 5 years to Apr 03, the percentage of women has continued to rise steadily. Nearly 100% of female officers and junior ratings are now liable for sea service and there has been a small increase in the number of female sea going senior ratings; however of the total female senior ratings they still account for only 52%. At any one time, approximately 36% of sea going women are actually serving in sea going posts across 56 types of ship. In general, women joining the Royal Navy continue to choose the more traditional branches such as Writers, Stewards, Chefs and Medical Assistants. Since being allowed to join in September 1992, the number of females in the Royal Marines Band Service has grown such that nearly half of the intake and trainees are women. Retention and the difference in return of service between men and women has been the main focus of the Royal Navy's gender work over the past year. A series of focus groups to ascertain the reasons why women leave was recently conducted. The results have still to be compiled but there are indications that having a family is the main driver; thereafter women leave for a combination of factors similar to those of their male colleagues.

7. Army. Most women continue to work within the areas in which they have traditionally served: administrative, logistic, medical and communications. The Royal Artillery, which was opened up to women in 1998, remains popular for female officers, although after an initial surge female soldier recruitment and strengths have declined. Numbers overall continue to grow and Servicewomen currently make up 7.5% of the regular strength, but as a proportion of the total strength in the branches which are open to women, they make up over 10%. The Army continues to refine its gender monitoring procedures which examine data and trends over a 10-year period with the aim of understanding better the patterns of employment of women. A series of Focus Groups is currently in progress for women between the ages of 24 and 35 to identify both female career aspirations and the reasons why the majority of women tend to leave the Army in their early 30's. Padre Juliette Hulme, the Army's first female chaplain, deployed to Iraq during Op TELIC. She is the first woman to become a chaplain – the military term for a priest – in the 207 years since the Royal Army Chaplains Department was founded.

8. Royal Air Force. For over 10 years all branches and trades in the Royal Air Force, with the exception of the Royal Air Force Regiment, have been open to women, which equates to 96% of posts. Their representation among all the aircrew categories (including pilot and navigator), as engineers and as operations support staff continues to improve and women are now attaining squadron command appointments in these roles. Overall, women now comprise 11.6% of the Royal Air Force's strength.

### **Recruitment**

9. Recruitment, including induction and selection tests, into all three Services continues to be conducted on a gender free basis for those branches and trades open to both sexes. Percentage intake figures from civilian life for women, for the 12 months up to the date shown, for each of the past six years are set out in the table<sup>4</sup> below:

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<sup>4</sup> Extracted from Defence Analytical Service Agency statistics, TSP 1: UK Regular Forces Strengths and Changes at 1 February 2004

<b>Intake to the UK Regular Forces: Women as a % of the Total</b>						
	<b>01-Apr-99</b>	<b>01-Apr-00</b>	<b>01-Apr-01</b>	<b>01-Apr-02</b>	<b>01-Mar-03</b>	<b>01-Feb-04</b>
<b>Royal Navy</b>	14%	14%	14%	15%	16%	14%
<b>Army</b>	12%	11%	9%	8%	8%	9%
<b>Royal Air Force</b>	19%	17%	18%	19%	20%	24%
<b>TOTAL</b>	13%	12%	11%	11%	12%	12%

10. Figures for the intake of women into the Services have varied by a few percentage points over the last six years. Overall, the decline in recruitment in the mid years may have been due, in part at least, to injury rates (which are twice as high for women as for men) and the introduction of job-related gender-free physical entry standards for men and women entering the Army. Within the Royal Navy an improved media campaign is underway which raises the profile of women and includes cinema advertisements portraying females in operational situations. Over the past 6 years in the Royal Air Force around 1 in 5 recruits have been women. Allied to improving return of service rates for women, this has resulted in a year-on-year rise in representational strength.

### **Training**

11. In most situations in the UK Armed Forces men and women continue to train together to the same job-related standard. There has been growing concern, mainly in the Army, that this has contributed to a much higher failure rate among women in initial and basic training mainly through physical injury and subsequent medical discharge. Women generally have to work harder than men on physical training and this creates a greater incidence of injury (mainly lower limb) amongst women. Following analysis, the Army has revised its basic training regimes to allow both men and women more time to develop physical fitness which takes into account the fact that they develop fitness and muscular strength at different rates. It was considered that training might not be sufficiently long to allow for physiological change, which was slower for women than men. A rest-based training schedule, which allows time for recovery after physically demanding activities, should address this problem. There is no intention to lower job related standards.

12. In the Royal Navy work is now in hand to develop a more accurate test of overall fitness. The introduction of the pre-joining fitness test is having a significant impact on recruiting and the reduction of training wastage. It is proving successful in eliminating candidates who are not at a satisfactory fitness level to undertake training and ensuring that those who are selected are able to complete their training fully with fewer injuries.

### **Deployments**

13. Currently, the Armed Forces are operationally deployed in more than 20 countries worldwide. Consistent with the UK's policy on the deployment of Servicewomen (see para 7), women deploy alongside their male counterparts and there are no restrictions on their deployment, unless they are pregnant. Cultural sensitivities of any prospective host nation are taken into account, however, prior to deploying onto that nation's territory. In the Royal Navy, there has been a sharp increase in the number of tours being undertaken by medical staff and during the conflict in Iraq 3 Royal Marine Bandswomen deployed ashore with a Royal Marines Commando Brigade in their role as casualty handlers/decontamination experts. The Army has also experienced an increase in the number of tours being undertaken by medical staff Regular and Reserves, as a result of the conflict in Iraq and other operations.

14. Pregnancy. The Armed Forces have a legal and moral obligation to protect a pregnant Servicewoman and her unborn child and for this reason, upon notification of their pregnancy, women will not be deployed to operational theatres, and aircrew will be temporarily removed from flying duties. It is Royal Navy policy that women no longer have to leave their ship as soon as they are confirmed as pregnant. They may elect to remain onboard, subject to health and safety considerations, but only if their ship is alongside in base port.

### **Special Interest Items**

15. Female Support Groups/Networks. The Armed Forces do not run a mentoring programme or any specific leadership training for women. The feedback from gender focus groups makes it clear that women want to achieve on their own merit. They do not want any special assistance as they consider this would lead to criticism from men and the perception that their professional performance was not on a par with their male counterparts. However, on behalf of the Services the Royal Navy is investigating the feasibility and value of establishing support groups/networks for female Service personnel. As part of this it has undertaken to run a trial group in one of its base ports in conjunction with its Civil Service colleagues. However, as a first step it is intended to invite Royal Navy and local civilian female personnel to a workshop in July 2004, the aim of which will be to ascertain whether or not there is enough support to establish a group in the area.

16. Education and Leadership. It is recognised that the management of “difference” within the Armed Forces includes gender and is a core leadership responsibility. Equality and Diversity have been incorporated into leadership training at all levels within the Services. In addition, many tri and single Service initiatives have been introduced to improve opportunities for Service personnel to enhance their personal development. This includes additional grants to help pay for courses which can be taken up to 10 years after leaving the Service. Also, in the Royal Navy there are now Fleet Education Officers onboard ships to help personnel develop individual learning programmes. In-Service degree courses are available, and on line training courses can be undertaken via the Defence Electronic Learning Centres. The Army has entered into a scheme with Northumbria University, which offers the chance to study online towards a new management degree. The programme designed by both organisations with the soldier in mind and is relevant to the routine work carried out by Army personnel.

17. Study into Female Health Post- Partum. The Army and, to a lesser extent, the Royal Navy, is providing active support for a study into female health post-partum. It will examine both the risk of illness and injury in the post natal period among Servicewomen returning to duty after childbirth and the opportunities provided to them to continue to breastfeed for the nationally recommended period of 6 months, irrespective of the length of maternity leave taken. The study is in its early stages, but it is hoped that its results will assist in the development of policy to improve female health and retention.

### **Conclusions**

18. The representation of Servicewomen in the UK military is growing, and we continue to look at ways of improving recruitment and retention. Our challenge is to provide supportive arrangements without making women feel that they are being singled out for special treatment. Our Armed Forces have been heavily involved in a wide range of demanding tasks in the past year, from providing military aid to the civil community during the fire workers’ strike, to participating in large scale operations in Iraq. The contribution of Servicewomen, alongside their male counterparts, has been vital, and it is expected that their role will continue to develop in future operations.

## ANNEX A

Service <b>ROYAL NAVY</b>		Year 2004	Representation by Occupational Groups				
			<b>OFFICERS</b>				
<b>Function</b>		TOTAL	%	MEN	% MEN	WOMEN	% WOMEN
Operations (Combat Arms)	Group 1	3435	44.3%	3223	93.8%	212	6.2%
	Group 2	728	9.4%	728	21.2%	0	0.0%
	Group 3	12	0.2%	12	0.3%	0	0.0%
Logistics		640	8.3%	498	14.5%	142	22.2%
Engineering		2278	29.4%	2163	63.0%	115	5.0%
Support (Admin/Personnel)		80	1.0%	76	2.2%	4	5.0%
Medical/Dental		516	6.7%	378	11.0%	138	26.7%
Professional (Legal)		0	0.0%	0	0.0%	0	0.0%
Other		68	0.9%	50	1.5%	18	26.5%
<b>TOTAL</b>		<b>7757</b>	<b>100.0%</b>	<b>7128</b>	<b>91.9%</b>	<b>629</b>	<b>8.1%</b>

Service <b>ROYAL NAVY</b>		Year 2004	Representation by Occupational Groups				
			<b>NCOS/TROOPS</b>				
<b>Function</b>		TOTAL	%	MEN	% MEN	WOMEN	% WOMEN
Operations (Combat Arms)	Group 1	10193	30.7%	9007	88.4%	1186	11.6%
	Group 2	6127	18.5%	6127	100.0%	0	0.0%
	Group 3	409	1.2%	333	81.4%	76	18.6%
Logistics		3861	11.6%	2849	73.8%	1012	26.2%
Engineering		11470	34.6%	11133	97.1%	337	2.9%
Support (Admin/Personnel)		82	0.2%	63	76.8%	19	23.2%
Medical/Dental		1047	3.2%	596	56.9%	451	43.1%
Professional (Legal)		0	0.0%	0	0.0%	0	0.0%
Other		0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>		<b>33189</b>	<b>100.0%</b>	<b>30108</b>	<b>90.7%</b>	<b>3081</b>	<b>9.3%</b>

Service <b>ROYAL NAVY</b>		Year 2004	Representation by Occupational Groups				
			<b>OFFICERS</b>				
<b>Function</b>	NATO rank	TOTAL	%	MEN	% MEN	WOMEN	% WOMEN
Admiral of the Fleet	OF-10	0	0.0%	0	0.0%	0	0.0%
Admiral	OF-9	4	0.1%	4	100.0%	0	0.0%
Vice Admiral	OF-8	7	0.1%	7	100.0%	0	0.0%
Rear Admiral	OF-7	30	0.4%	30	100.0%	0	0.0%
Commodore	OF-6	97	1.3%	96	99.0%	1	1.0%
Captain	OF-5	283	3.6%	3.6%	98.9%	3	1.1%
Commander	OF-4	1075	13.9%	1057	98.3%	18	1.7%
Lieutenant Commander	OF-3	2444	31.5%	2321	95.0%	123	5.0%
Lieutenant	OF-2	2931	37.8%	2562	87.4%	369	12.6%
Sub Lieutenant	OF-1	835	10.8%	727	87.1%	108	12.9%
Officer Designate	OF(D)	51	0.7%	44	86.3%	7	13.7%
<b>TOTAL</b>		<b>7757</b>	<b>100.0%</b>	<b>7128</b>	<b>91.9%</b>	<b>629</b>	<b>8.1%</b>

Service <b>ROYAL NAVY</b>		Year 2004	Representation by Occupational Groups				
		<b>NCOS/TROOPS</b>					
Function	NATO rank	TOTAL	%	MEN	% MEN	WOMEN	% WOMEN
Warrant Officer	OR-9	853	2.6%	834	97.8%	19	2.2%
	OR-8	226	0.7%	226	100.0%	0	0.0%
Chief Petty Officer	OR-7	5377	16.2%	5215	97.0%	162	3.0%
Petty Officer	OR-6	4877	14.7%	4562	93.5%	315	6.5%
Leading Rate	OR-4	6740	20.3%	6110	90.7%	630	9.3%
	OR-3	0	0.0%	0	0.0%	0	0.0%
Able Rate	OR-2	15116	45.5%	13161	87.1%	1955	12.9%
Ordinary Rate	OR-1	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>		<b>33189</b>	<b>100.0%</b>	<b>30108</b>	<b>90.7%</b>	<b>3081</b>	<b>9.3%</b>

Service <b>ARMY</b>		Year 2004	Representation by Occupational Groups				
		<b>OFFICERS</b>					
Function		TOTAL	%	MEN	% MEN	WOMEN	% WOMEN
Operations (Combat Arms)	Group 1	2,975	20.1%	2,972	99.9%	3	0.1%
	Group 2	3,661	24.8%	3,463	94.6%	198	5.4%
Logistics		1,631	11.0%	1,413	86.6%	218	13.4%
Engineering/Comm		1,800	12.2%	1,647	91.5%	153	8.5%
Support (Admin/Personnel)		1170	7.9%	919	78.5%	251	21.5%
Medical/Dental		1,363	9.2%	913	67.0%	450	33.0%
Professional (Legal)		91	0.6%	65	71.4%	26	28.6%
Other (finance)		2,089	14.1%	1,853	88.7%	236	11.3%
<b>TOTAL</b>		<b>14,780</b>	<b>100.0%</b>	<b>13,245</b>	<b>89.6%</b>	<b>1,532</b>	<b>10.4%</b>

Service <b>ARMY</b>		Year 2004	Representation by Occupational Groups				
		<b>NCOS/TROOPS</b>					
Function		TOTAL	%	MEN	% MEN	WOMEN	% WOMEN
Operations (Combat Arms)	Group 1	26,075	26.4%	26,073	100.0%	2	0.0%
	Group 2	26,958	27.3%	26,080	96.7%	878	3.3%
Logistics		15,327	15.5%	13,633	88.9%	1,694	11.1%
Engineering/Comm		19,733	20.0%	18,498	93.7%	1,235	6.3%
Support (Admin/Personnel)		6,205	6.3%	4,610	74.3%	1,595	25.7%
Medical/Dental		3,261	3.3%	1,958	60.0%	1,303	40.0%
Professional (Legal)		0	0.0%	0	0.0%	0	0.0%
Other (finance)		1,168	1.2%	944	80.8%	224	19.2%
<b>TOTAL</b>		<b>98,727</b>	<b>100.0%</b>	<b>91,796</b>	<b>93.0%</b>	<b>6,929</b>	<b>7.0%</b>

Service <b>ARMY</b>		Year 2004	Representation by Occupational Groups				
		<b>OFFICERS</b>					
Function	NATO rank	TOTAL	%	MEN	% MEN	WOMEN	% WOMEN
Field Marshall	OF-10	0	0.00%	0	0.0%	0	0.0%
General	OF-9	6	0.04%	6	0.0%	0	0.0%
Lieutenant General	OF-8	11	0.07%	11	0.1%	0	0.0%
Major General	OF-7	41	0.28%	41	0.3%	0	0.0%
Brigadier	OF-6	183	1.24%	181	1.2%	2	1.1%
Colonel	OF-5	567	3.84%	549	3.7%	18	3.2%
Lieutenant Colonel	OF-4	1729	11.70%	1,668	11.3%	61	3.5%
Major	OF-3	4691	31.74%	4,347	29.4%	344	7.3%
Captain	OF-2	4467	30.22%	3,884	26.3%	583	13.1%
Lieutenant/2nd Lieutenant	OF-1	2073	14.03%	1,713	11.6%	360	17.4%
Officer Designate	OF(D)	1012	6.85%	845	5.7%	167	16.5%
<b>TOTAL</b>		<b>14,780</b>	<b>100.0%</b>	<b>13,245</b>	<b>89.6%</b>	<b>1,535</b>	<b>10.4%</b>

Service <b>ARMY</b>		Year 2004	Representation by Occupational Groups				
		<b>NCOS/TROOPS</b>					
Function	NATO rank	TOTAL	%	MEN	% MEN	WOMEN	% WOMEN
Warrant Officer Class 1	OR-9	1,781	1.8%	1,722	96.7%	59	3.3%
Warrant Officer Class 2	OR-8	4,960	5.0%	4,764	96.0%	196	4.0%
Staff Sergeant	OR-7	6,077	6.2%	5,804	95.5%	273	4.5%
Sergeant	OR-6	10,420	10.6%	9,866	94.7%	554	5.3%
Corporal	OR-4	16,157	16.4%	14,784	91.5%	1,373	8.5%
Lance Corporal	OR-3	16,300	16.5%	14,770	90.6%	1,530	9.4%
Private (classes 1-3)	OR-2	28,563	28.9%	26,850	94.0%	1,713	6.0%
Private (class 4)/Junior	OR-1	14,469	14.7%	13,236	91.5%	1,233	8.5%
<b>TOTAL</b>		<b>98,727</b>	<b>100.0%</b>	<b>91,796</b>	<b>93.0%</b>	<b>6,931</b>	<b>7.0%</b>

Service <b>ROYAL AIR FORCE</b>		Year 2004	Representation by Occupational Groups				
		<b>OFFICERS</b>					
Function		TOTAL	%	MEN	% MEN	WOMEN	% WOMEN
Operations (Combat Arms)	Group 1	4335	39.6%	4187	96.6%	148	3.4%
	Group 2	384	3.5%	384	100.0%	0	0.0%
	Group 3	1640	15.0%	1251	76.3%	389	23.7%
Supply		718	6.6%	584	81.3%	134	18.7%
Engineering/Comm		1940	17.7%	1842	94.9%	98	5.1%
Support (Admin/Personnel)		1319	12.0%	937	71.0%	382	29.0%
Medical/Dental		502	4.6%	325	64.7%	177	35.3%
Professional (Legal)		40	0.4%	27	67.5%	13	32.5%
Other (Chaplains, Music)		81	0.7%	79	97.5%	2	2.5%
<b>TOTAL</b>		<b>10959</b>	<b>100.0%</b>	<b>9616</b>	<b>87.7%</b>	<b>1343</b>	<b>12.3%</b>

Service <b>ROYAL AIR FORCE</b>		Year 2004	Representation by Occupational Groups				
		<b>NCOS/TROOPS</b>					
Function		TOTAL	%	MEN	% MEN	WOMEN	% WOMEN
Operations (Combat Arms)	Group 1	1301	3.1%	1254	96.4%	47	3.6%
	Group 2	1912	4.5%	1912	100.0%	0	0.0%
	Group 3	2822	6.7%	2361	83.7%	461	16.3%
Supply		3204	7.6%	2755	86.0%	449	14.0%
Engineering/Comm		22909	54.2%	21727	94.8%	1182	5.2%
Support (Admin/Personnel)		7682	18.2%	6083	79.2%	1599	20.8%
Medical/Dental		1452	3.4%	539	37.1%	913	62.9%
Professional (Legal)		0	0.0%	0	0.0%	0	0.0%
Other (Photography, Music)		986	2.3%	820	83.2%	166	16.8%
<b>TOTAL</b>		<b>42268</b>	<b>100.0%</b>	<b>37451</b>	<b>88.6%</b>	<b>4817</b>	<b>11.4%</b>

Service <b>ROYAL AIR FORCE</b>		Year 2004	Representation by Occupational Groups				
		<b>OFFICERS</b>					
Function	NATO rank	TOTAL	%	MEN	% MEN	WOMEN	% WOMEN
Marshal of the RAF	OF-10	0	0.0%	0	0.0%	0	0.0%
Air Chief Marshal	OF-9	4	0.0%	4	100.0%	0	0.0%
Air Marshal	OF-8	5	0.0%	5	100.0%	0	0.0%
Air Vice Marshal	OF-7	35	0.3%	35	100.0%	0	0.0%
Air Commodore	OF-6	77	0.7%	77	100.0%	0	0.0%
Group Wing Captain	OF-5	336	3.1%	324	96.4%	12	3.6%
Wing Commander	OF-4	1258	11.5%	1192	94.8%	66	5.2%
Squadron Leader	OF-3	2996	27.3%	2749	91.8%	247	8.2%
Flight Lieutenant	OF-2	4422	40.4%	3798	85.9%	624	14.1%
Flying Officer/Pilot Officer	OF-1	1739	15.9%	1365	78.5%	374	21.5%
Officer Designate	OF(D)	87	0.8%	67	77.0%	20	23.0%
<b>TOTAL</b>		<b>10959</b>	<b>100.0%</b>	<b>9616</b>	<b>87.7%</b>	<b>1343</b>	<b>12.3%</b>

Service <b>ROYAL AIR FORCE</b>		Year 2004	Representation by Occupational Groups				
		<b>NCOS/TROOPS</b>					
Function	NATO rank	TOTAL	%	MEN	% MEN	WOMEN	% WOMEN
Warrant Officer	OR-9	1163	2.8%	1137	97.8%	26	2.2%
	OR-8	0	0.0%	0	0.0%	0	0.0%
Flight Sergeant/Chief Technician	OR-7	3641	8.6%	3558	97.7%	83	2.3%
Sergeant	OR-6	6592	15.6%	6197	94.0%	395	6.0%
Corporal	OR-4	9884	23.4%	8852	89.6%	1032	10.4%
	OR-3	0	0.0%	0	0.0%	0	0.0%
Junior Technician and Leading Aircraftman/Senior Aircraftman	OR-2	17424	41.2%	14678	84.2%	2746	15.8%
Aircraftman	OR-1	3564	8.4%	3029	85.0%	535	15.0%
<b>TOTAL</b>		<b>42268</b>	<b>100.0%</b>	<b>37451</b>	<b>88.6%</b>	<b>4817</b>	<b>11.4%</b>