




Ministry
of Defence



DE&S Secretariat 

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Ref: FOI2022/04012

Defence Equipment & Support
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Sam Kelly
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22 April 2022

Dear Sam Kelly,

Thank you for your email, dated 23 March 2022, requesting the following information:

Please provide details of pay progression within pay bands for bands 1 - 5.

I am treating your correspondence as a request for information under the Freedom of Information Act (FOIA) 2000. This letter is to inform you that the MOD holds information related to your request.

At the time of your request, DE&S operated a five level employee structure. Each level has a pay band attached to it and where an employee sits within the pay band will be determined by a range of factors, including their Success Profile, experience and performance. Base pay for employees at DE&S is informed by market data (in the context of total reward) and conditions, as well as the organisation's need for specific skills and affordability. Progression within pay bands is by individual performance, with consideration given to the market benchmark and awarded in the form of the annual Pay Award.

Please note that for the pay review year 1 April 2021 to 31 March 2022: in line with the Spending Review announcements made by the Chancellor of the Exchequer and the communication issued by the Government Chief People Officer in November 2020, a salary increase of £250 was only paid to eligible employees earning less than £24,000 (as at 31 March 2021) with tapered increases for those paid up to £24,249 to avoid being overtaken.

If you have any queries regarding the content of this letter, please contact this office in the first instance.

If you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.gov.uk). Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow,

Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

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