





Ministry
of Defence



DE&S Secretariat 

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Ref: FOI2017/08166

Martyn Dewar
request-426340-91394fe9@whatdotheyknow.com

16 November 2017

Dear Mr Dewar,

Thank you for your email of 21 August 2017, in which you asked for:

The average pay rise awarded to Civil Servant working for DE&S in 2017, broken down by Level (1, 2, 3, 4, 5 and Senior Civil Servant), job role (as per transformation) and Performance Score?

What is the baseline/ benchmark pay, or baseline/ benchmark pay range for each job role (as per transformation)?

I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA). Please accept my apologies for the delay in response.

A search for the information has now been completed within the Ministry of Defence, and I can confirm that information in scope of your request is held. The table below shows a breakdown of average pay rise by level and performance score:

Level	Exceptional	Very Good	Good	Partially Achieved	Performance Improvement Required	Overall
ADMIN/SPECIALIST	3.5%	2.9%	2.1%	1.0%	0.0%	2.0%
SENIOR ADMIN/SPEC	3.0%	2.3%	1.7%	1.0%	0.0%	1.7%
PROFESSIONAL II	4.4%	3.3%	2.3%	1.0%	0.0%	2.3%
PROFESSIONAL I	4.8%	3.7%	2.6%	1.0%	0.0%	2.7%
SENIOR PROFESSIONAL	7.3%	5.1%	3.6%	1.0%	0.0%	3.6%
Overall	4.0%	3.0%	2.1%	1.0%	0.0%	2.1%

As advised in our letter of 19 September 2017, the information you have requested about job roles and benchmarks falls entirely within the scope of Section 43(2) of the FOIA. This provides that information is exempt if its disclosure under the Act would, or would be likely to, prejudice the commercial interests of any person (including the public authority holding it). A public interest was conducted which concluded that, while disclosure of benchmarking information would facilitate public sector pay transparency, release would compromise the commercial interests of Defence Equipment and Support (DE&S), Willis Towers Watson (the company which provided DE&S with

the benchmarking data), and companies who provide source data to Willis Towers Watson. As such, information relating to job roles and pay benchmarks has been withheld. I have set the level of prejudice to the higher level of 'would'.

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.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/>.

Yours sincerely,

DE&S Secretariat