



Department
for Environment
Food & Rural Affairs

Nobel House
Area 1E
17 Smith Square
London
SW1P 3JR

T: 03459 33 55 77
helpline@defra.gov.uk
www.gov.uk/defra

Stuart Taylor

Our ref: FOI2022/05944

By email: request-843487-17828565@whatdotheyknow.com 5 April 2022

Dear Stuart Taylor,

REQUEST FOR INFORMATION: Pay scales of specialist Software Delivery Staff in Defra

Thank you for your request for information of 11 March 2022 about pay scales of specialist software delivery staff in Defra. We have handled your request under the Freedom of Information Act 2000 (FOIA).

Your information request and our response are set out below.

Using the DDaT framework, Please provide me with the count, level, base pay scales and grade for staff in post, for the below DDaT roles within DEFRA.

Where an employee is recognised by a specialism, this should be rolled up into the closest DDaT job Family.

For example, for a "Java Developer" of a given capability:

4 x Senior Software Engineer, G7, £38k - £47k

2 x Principal Software Engineer, G6, £53k - £68k

This should not include non pensionable pay or allowances.

Please find attached the information you have requested at Annex C

After careful consideration, we have decided that, where the information involves less than five people, the data should be withheld under sections 40(2) and 40(3A) of the FOIA, as the information constitutes personal data relating to persons other than you as it would, or would likely be possible to identify these individuals.

These sections exempt personal information from disclosure if that information relates to someone other than the applicant, and if disclosure of that information would breach any of the data protection principles in Article 5(1) of the General Data Protection Regulation (GDPR).

We consider that disclosure of this information is likely to breach the first data protection principle, which provides that personal data must be processed lawfully, fairly, and in a transparent manner. Disclosure would not constitute 'fair' processing of the personal data because the individuals involved would not reasonably expect their identifiable information



to be disclosed in relation to this request for information. Although you have not requested the names of individuals, the information that you have requested is still personal data relating to other individuals who would, or would likely, be identified or identifiable from the release of such information.

Information disclosed in response to this FOIA request is releasable to the public. In keeping with the spirit and effect of the FOIA and the government's Transparency Agenda, this letter and the information disclosed to you may be placed on [GOV.UK](https://gov.uk), together with any related information that will provide a key to its wider context. No information identifying you will be placed on the GOV.UK website.

We attach Annex A, explaining the copyright that applies to the information being released to you, and Annex B giving contact details should you be unhappy with the service you have received.

If you have any queries about this letter please contact me.

Yours sincerely

Jo Collinge
Information Rights Team
InformationRequests@defra.gov.uk

Annex A

Copyright

The information supplied to you continues to be protected by copyright. You are free to use it for your own purposes, including for private study and non-commercial research, and for any other purpose authorised by an exception in current copyright law. Documents (except photographs or logos) can be also used in the UK without requiring permission for the purposes of news reporting. Any other re-use, for example commercial publication, would require the permission of the copyright holder.

Most documents produced by Defra will be protected by Crown Copyright. Most Crown copyright information can be re-used under the [Open Government Licence](#). For information about the OGL and about re-using Crown Copyright information please see [The National Archives website](#).

Copyright in other documents may rest with a third party. For information about obtaining permission from a third party see the [Intellectual Property Office's website](#).

Annex B

Complaints

If you are unhappy with the service you have received in relation to your request you may make a complaint or appeal against our decision under section 17(7) of the FOIA or under regulation 11 of the EIRs, as applicable, within 40 working days of the date of this letter. Please write to Andrew Mobsby, Head of Information Rights via email at InformationRequests@defra.gov.uk and he will arrange for an internal review of your case. Details of Defra's complaints procedure are on our website.

If you are not content with the outcome of the internal review, section 50 of the FOIA and regulation 18 of the EIRs gives you the right to apply directly to the Information Commissioner's Office (ICO) for a decision. Please note that generally the ICO cannot make a decision unless you have first exhausted Defra's own complaints procedure.

The ICO can be contacted using the following link:

<https://ico.org.uk/make-a-complaint/official-information-concerns-report/official-information-concern/>