

DEFENCE

ORGANOGRAMS AND DATA SETS – INTRODUCTION

The Ministry of Defence is publishing this set of organograms and supporting data sets as part of the Government's transparency agenda in line with guidance issued by the Cabinet Office.

Organisation

Defence is a large and complex organisation. The Ministry of Defence is a department within Government headed by a Cabinet Minister, the Secretary of State for Defence. The Permanent Secretary is the Accounting Officer for the Department. Defence includes the Armed Forces, headed by the Chief of the Defence Staff and comprising the Royal Navy, Army and Royal Air Force, each headed by a Chief of Staff.

As shown in the top-level summary organogram, below the level of the Secretary of State and Ministers and the Defence Board the main Department comprises a head office and seven top level budgets (two of which incorporate executive agencies). Outside the main structure there are four trading fund agencies, as well as three executive non-departmental public bodies sponsored by the Department; the trading fund agencies and non-departmental public bodies are publishing organograms and data sets separately.

More detail on the organisation of Defence and how it works is contained in *How Defence works – the Defence Framework*, which is also published on this site.

Organograms and data sets

As well as the top-level summary organogram, there are also summary organograms showing the Defence Ministers, the Defence Board and the structure of the head office. Detailed organograms and data sets are then provided for each top level budget:

- Central Top Level Budget (which includes the head office);
- Chief of Joint Operations;
- Navy Command;
- Land Forces;
- Air Command;
- Defence Equipment and Support; and
- Defence Estates

The organograms and data sets provide details of individual posts at senior civil service pay band one and equivalent level and above, as well as summary information on posts below that. The information provided is as at the dates indicated (30 June to November 2010). Some details have been excluded for security reasons.

The Civil Service grades and equivalent Armed Forces ranks of the senior posts are shown in the following table:

Senior Civil Service Pay Band (SCS PB)	SCS PB4	SCS PB3	SCS PB2	SCSPB1
NATO Code	OF9	OF8	OF7	OF6
Navy	Admiral	Vice Admiral	Rear Admiral	Commodore
Army	General	Lieutenant General	Major General	Brigadier
Air Force	Air Chief Marshal	Air Marshal	Air Vice Marshal	Air Commodore

It should be noted that:

- total salary costs have been calculated mostly on the basis of average pay; and
- unless otherwise shown, pay scale minima and maxima for junior grades and ranks are as shown below.

Civilian grades and pay scales

Civilian roles in the Department include supporting Ministers, working with and alongside the Armed Forces in operational theatres, delivering major projects and managing financial matters.

MOD has 660 locations worldwide of which 568 are in the UK where the majority of MOD staff are based. The civilian workforce is extremely complex and diverse. MOD is a microcosm of society at large, providing the Armed Forces all the services which are provided by organisations such as local authorities, including police and fire and rescue services and the NHS for civilians.

Below the Senior Civil Service the MOD has several different groups of staff, the largest being some 50,000 non-industrial staff covering over 500 grades unified in 1999 into a seven pay band broader banded structure:

- B1 = Civil Service equivalent Grade 6
- B2 = Civil Service equivalent Grade 7
- C1 = Civil Service equivalent SEO
- C2 = Civil Service equivalent HEO
- D = Civil Service equivalent EO
- E1 = Civil Service equivalent Administrative Officer
- E2 = Civil Service equivalent Administrative Assistant

There are also 100 grades linked to the broader banded structure and these are known as retained grades. These retained grades include medical advisors, medical officers, salvage officers providing worldwide support and recovery expertise to support MOD's seagoing and airborne assets, lecturers and instructors, and Admiralty pilots.

There are some 12,000 industrial staff graded into four skill zones:

- SZ4 = Broader Banded D (see above)
- SZ3 = Broader Banded E1
- SZ2 = Broader Banded E1
- SZ1 = Broader Banded E2

In addition there are some 6,270 analogue grades, staff whose pay and conditions are linked to an outside analogue. These include MOD Police, fire-fighters, medical grades, teaching grades and community development workers.

Firefighters and fire officers provide tri-service fire fighting and rescue support to all establishments in both the UK and overseas. MOD operates schools for the children of Service personnel based in overseas locations.

Other grades employed by MOD include: flight operations assistants, storeman, logistics support, engineers and mapping and charting grades.

MOD's pay strategy for Broader Banded and Industrial (Skill Zone) staff is for short, generic pay scales which provide competitive rates at the minimum and reward for experienced staff to help us recruit and retain the workforce the department requires. Where there are difficulties in recruiting or retaining staff in a particular location, recruitment and retention allowances can be paid.

Each Broader Banded and Skill Zone pay scale is made up of 3% scale points. In 2011 and 2012 all staff earning above a threshold of £21,000 will be subject to the public sector pay freeze announced in the emergency Budget on 22 June 2010.

Government policy requires that an element of pay is performance related. MOD operates a system of non-consolidated performance awards linking such payments directly to performance against objectives.

Analogue grades are groups of staff such as medical grades, teachers, MOD Police and Fire Service personnel whose terms and conditions of service, including pay, broadly follow whatever arrangements apply to the external analogues.

Locally engaged civilians are employed by MOD in overseas locations and their pay and other terms and conditions of service are negotiated locally in line with local market conditions.

The Trading Fund Agencies have separate delegated pay and grading arrangements below the Senior Civil Service.

The pay ranges for the Broader Banded grades are included below as are the ranges for the Skill Zone (Industrial Grades.) These scales cover around 68% of the total workforce. Pay scales for the many other grades employed within the MOD will be added in due course.

Ministry of Defence Pay Scales Broader Banded Grades ¹

Department	Pay Band	Civil Service Equivalent	Minimum £	Maximum £
Ministry of Defence	B1 – London	Grade 6	58,693.00	72,185.00
	B1 - National	Grade 6	56,436.00	69,409.00
	B2 – London	Grade 7	49,860.00	59,535.00
	B2 – National	Grade 7	47,942.00	57,245.00
	C1 – London	SEO	37,073.00	44,268.00
	C1 – National	SEO	35,648.00	42,565.00
	C2 – London	HEO	30,428.00	36,333.00
	C2 – National	HEO	29,258.00	34,936.00
	D – London	EO	24,364.00	29,092.00
	D – National	EO	23,427.00	27,973.00
	E1 – London	Administrative Officer	19,084.00	22,124.00
	E1 – National	Administrative Officer	17,835.00	20,676.00
	E2 – London	Administrative Assistant	16,230.00	18,815.00
	E2 – National	Administrative Assistant	15,168.00	17,584.00

Ministry of Defence Industrial Skill Zones Pay Scales

Department	Pay Band	Civil Service Equivalent	Minimum £	Maximum £
Ministry of Defence	Skill Zone 4	EO	22,150.00	24,930.00
	Skill Zone 3	Administrative Officer	17,486.00	22,150.00
	Skill Zone 2	Administrative Officer	16,002.00	18,010.00
	Skill Zone 1	Administrative Assistant	14,644.00	16,482.00
	Adult Apprentice		17,486.00	18,551.00
	Apprentice		13,375.00	17,196.00

Armed Forces ranks and pay scales

The table below shows the pay scales for the Armed Forces. Pay rates for UK Service personnel at one-star (OF6, Commodore, Brigadier and Air Commodore) and below are recommended by the independent Armed Forces Pay Review Body. Pay rates for UK Service personnel at two-star (OF7, Rear

¹ Figures reflect the pay settlement in August 2010 which was the final year of a 3-year pay deal.

Admiral, Major General and Air Vice Marshal) and above are recommended by the independent Senior Salaries Review Body. Both review bodies report annually to the Prime Minister.

For Officers there is a single pay range, with incremental pay levels at each rank. The rate of basic pay payable to an Officer is determined by their rank, profession/branch or trade, length of service and satisfactory performance.

For Other Ranks there are two pay spines, each divided into ranges which apply to one or more ranks with incremental pay levels at each rank. Other Ranks are allocated to one of the two pay spines as a result of job evaluation. The rate of basic pay payable to an individual is determined by rank, profession/branch or trade, length of service, satisfactory performance and qualifications held.

Service Personnel	NATO CODE	Rank	Payscale minimum	Payscale maximum
RN		CDS	£235,000.00	£255,000.00
		Adm	£165,000.00	£190,000.00
		IV Adm	£125,000.00	£155,000.00
		R Adm	£105,000.00	£120,000.00
		Cmdre	£97,030.00	£100,964.00
		Capt	£81,310.00	£99,408.00
		Cdr	£67,032.00	£77,617.00
		Lt Cdr	£47,760.00	£57,200.00
		Lt	£37,015.00	£45,090.00
		Sub Lt	£29,587.00	£32,703.00
		WOI	£8,600.00	£46,753.00
		WOII	£36,049.00	£43,252.00
		CPO	£33,223.00	£43,252.00
		OR6-5	£30,013.00	£36,929.00
		L Rate	£26,405.00	£33,182.00
		A Rate	£17,015.00	£28,939.00
Royal Marines		CDS	£235,000.00	£255,000.00
		Gen	£165,000.00	£190,000.00
		Lt Gen	£125,000.00	£155,000.00
		Maj Gen	£105,000.00	£120,000.00
		Brig	£97,030.00	£100,964.00
		Col	81310	89408
		Lt Col	67032	77617
		Maj	47760	57200
		Capt	37916	45090
		Lt	28587	32703
		WOI	38600	46753
		WOII	36049	43252
		C Sgt	33223	42044
		Sgt	30013	36929
		Cpl	26405	33182
		L Cpl	20582	28939
		Marine	17015	26405
Army		CDS	£235,000.00	£255,000.00
		Gen	£165,000.00	£190,000.00
		L Gen	£125,000.00	£155,000.00
		Maj Gen	£105,000.00	£120,000.00
		Brig	£97,030.00	£100,964.00
		Col	81310	89408
		Lt Col	67032	77617
		Maj	47760	57200
		Capt	37916	45090
		2nd Lt	24615	32703
		WOI	38500	46753
		WOII	36049	43252
		S Sgt	33223	42044
		Sgt	30013	36929
		Cpl	26405	33182
		L Cpl	20582	28939
		Pte	17015	26405
RAF		CDS	£235,000.00	£255,000.00
		ADM	£165,000.00	£190,000.00
		Alt Mshl	£125,000.00	£155,000.00
		AWM	£105,000.00	£120,000.00
		Avn Cdre	£97,030.00	£100,964.00
		Gp Capt	81310	89408
		Wg Cdr	67032	77617
		Sgt Ldg	47760	57200
		Flt Lt	37916	45090
		Fg Off	24615	32703
		WOI	38500	46753
		Flt Sgt	33223	43252
		Sgt	30013	36929
		Cpl	26405	33182
		L Cpl (Regt onl)	20582	28939
		LAC/SAC/AC	17015	28939