

Ref no: 12/1105

23 August 2012

Thank you for your correspondence of 26 July 2012. You have requested the following information:

Contract Workers

What companies are used by the Department who employ contract workers off the Department's payroll, how many workers under these arrangements are used by the department, what the Department's policy is on the wages paid to outsourced workers, how much money is spent on contract workers and how many workers are paid less than £7.20 per hour outside London, or £8.30 per hour in London.

Payroll

What is the total annual paybill in the department; what is the total number of employees employed by the department for the last period for which figures are available, and how many of these employees earn

- (a) less than £21,000 per year;*
- (b) £40,000 a year or over;*
- (c) £45,000 a year or over; and*
- (d) £50,000 a year or over.*

Further, what proportion of the total paybill (or absolute amount) is paid to (a) employees earning over £40,000 a year; (b) employees earning £45,000 a year or over; (c) employees earning £50,000 a year or over

Freedom of Information Act 2000

Your request has been handled under the Freedom of Information Act 2000 ('the Act'). Under the Act you have the right to:

- know whether we hold the information you have requested and;
- be provided with that information (subject to any exemptions under the Act which may apply).

Contract Workers

The Department of Energy & Climate Change (DECC) preferred route is to source contractors through Government Procurement Service (GPS) frameworks in accordance with Cabinet Office policy. Further details of the GPS Framework for the provision of non payroll contract people can be found by following this [hyperlink](#)

<http://gps.cabinetoffice.gov.uk/>. The rates of pay are those as set out in the individual contracts on the framework. If a suitable GPS framework is not available contractors will be engaged via alternative arrangements such as the Contracts Finder website or through competitive tender.

During 2011/12 DECC engaged an average of 252.4 Full Time Equivalent (FTE) staff who were not classified as permanent staff. Please see note 7.2 on page 117 of the DECC Annual Report and Accounts 2011/12. The full detail can be seen by following this hyperlink <http://www.decc.gov.uk/assets/decc/11/about-us/goals-commitments/5718-decc-annual-report-and-accounts-201112-.pdf>. During the course of that period contract worker salary costs accounted for £5.233 million.

Over the course of the year the Department paid 56 individuals less than £7.20 per hour outside London or £8.30 per hour within London. These individuals will not necessarily have worked a full year and therefore cannot be taken as a proportion of the 252.4 average FTE referred to above. DECC does not hold centrally the information required to calculate the FTE value related to the 56 individuals. We estimate that providing the details you have requested would exceed the cost limit of £600 provided under Section 12 of the Freedom of Information Act. This represents the estimated cost of spending 3.5 working days: (i) determining whether the department holds the information, and (ii) locating, retrieving and extracting the information. The Act provides that we are not obliged to comply with requests where the estimated cost of complying would exceed this limit. To obtain this information would involve retrieving and examining all the time sheets for the individuals concerned. This exercise is estimated to take longer than the 3.5 working day limit. However, you may wish to refine your request by narrowing its scope by being more specific about what information you particularly wish to obtain. For example, you may be interested in a time period and particular recruitment agency. We would be happy to consider whether any revised request could be dealt with within the cost limit.

Payroll

The total number of individual employees on the payroll as at June 2012 was 1,335. Based on the salaries paid to these individuals in June 2012, the annual pay bill would be £59.6 million. This is an indicative figure as there will in reality be starters and leavers in any financial year. Not all staff are employed on a full time basis so, for example, some of the staff earning less than £21,000 might have earned more had they worked full time. There were 1,309 FTE staff employed in June but it would exceed the £600 cost limit referred to above to identify and determine the full time equivalent salary for part time workers as this would entail examination of individuals' pay files.

Based on the June 2012 payroll, the number of staff and the proportion of pay costs in each of the requested paybands, is shown below:

		Proportion
Less than £21,000	43	1.15%
£40,000 or over	718	69.40%
£45,000 or over	667	65.80%
£50,000 or over	440	47.70%

The banding information shown above reflects the phrasing of your question. Staff earning over £50,000 are included in three categories £50k+, £45k+ and £40k+. This means that there are 227 staff earning between £45,000 and £50,000 and 51 staff earning between £40,000 and £45,000. The remaining 574 staff earn between £21,000 and £39,999.

If you are unhappy with the result of your request for information, you may request an internal review within two calendar months of the date of this email. If you wish to request an internal review, please contact me.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Information Commissioners Office
Wycliffe House
Water Lane
Wilmslow
Cheshire SK9 5AF

Please do not hesitate to contact me if I can be of further assistance.

Yours faithfully,