

**FOI Release**  
**Information released under the Freedom of Information Act**

**Title:** Pay rates for non-Senior Civil Service (non-SCS) staff within BIS

**Date of release:** 12 January 2016

**Information request**

1) What are the rates of pay broken down by grade for full time equivalent non-SCS staff giving the minima and maxima of ranges? If pay rates are divided into London and National rates please provide both.

2) Are there any specialist pay grades, specialist allowances, recruitment and retention allowances or market supplements? If so, please provide details including where relevant whether the payments are consolidated or non-consolidated.

3) Are there any regional allowances paid, such as London weighting? If so what are they.

**Information released**

The information in the tables below came into effect from 1st August 2015.

1. The BIS minimum and maximum pay rates in the national and London areas for non SCS staff are set out in the tables below.

**LONDON**

<b>GRADE</b>	<b>MIN</b>	<b>MAX</b>
Gd 6	£57,392	£67,714
Gd 7	£47,995	£55,882
SEO	£35,409	£40,917
HEO	£29,504	£33,027
EO	£24,349	£27,961
EA/AO	Spot rate of £23,115	
AA	Spot rate of £20,290	
FS	£27,258	£33,000

**NATIONAL**

<b>GRADE</b>	<b>MIN</b>	<b>MAX</b>
Gd 6	£53,892	£64,214
Gd 7	£44,495	£52,382
SEO	£31,909	£37,417
HEO	£26,004	£29,527
EO	£20,849	£24,461
EA/AO	Spot rate of £19,615	
AA	Spot rate of £16,790	
FS	£27,258	£33,000

2. The table below sets out the Pay Enhancements in place to recognise specialisms within the Department. These payments are reviewed on an annual basis and are non-consolidated.

<b>SPECIALISM</b>	<b>GRADES</b>	<b>ENHANCEMENT RATES</b>
<b>Accountants</b>	SEO Fully Qualified Accountants	£8890 (Lon) £4630 (Nat)
<b>Analysts</b>	Economists Grade 7 and 6 Statisticians EO – Grade 6 Government Social Research HEO –Grade 6 Analyst Fast Stream (AE,AS,GORS, GSR) Operational Research EO- HEO Operational Research SEO Operational Research Grades 7 and 6  Analyst Fast Stream with Masters Statistician, OR and GRS with Masters EO-HEO Statistician and GRS with Masters SEO	£4010    £4070 £8280 £8280 (Lon) £4010 (Nat) £6000
<b>Communications</b>	Information EO – Grade 6	£5050
<b>Electronic Engineers (ECO group)</b>	HEO SEO Grade 7 Grade 6 Technical Assessor	£11510 £13720 £5900 £3810
<b>Internal Audit</b>	PIIA EO-SEO GIAS EO-SEO MIIA EO-SEO MIIA Grades 7 and 6 GIAS + IT EO –SEO MIIA + IT EO – SEO	£2550 £5030 £6500 £2580 £7220 £8900
<b>Investigators</b>	HEO-SEO	£2010
<b>KIM</b>	EO –Grade 6	£2500
<b>Lawyers</b>	SEO- Grade 6	£2500
<b>Procurement</b>	CIPS EO –Grade 6 MCIPS EO – Grade 6	£1730 £4590

**Technical (NMRO only)**

Technical / Science EO-SEO	£5150
Electronics EO-SEO	£8090

**Accountant (NMRO only)**

HEO Fully Qualified Accountant	£6830
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Recruitment and Retention Allowances (RRAs) are used to overcome specific problems in recruiting and retaining employees and may be reduced or withdrawn according to changing circumstances or labour market conditions. They are used when it is necessary to offer a higher salary to attract and retain someone with scarce skills, experience or knowledge or when it is difficult to recruit or retain skills in a particular location. RRAs are paid in respect of particular posts and not the employee.

The maximum levels we pay are set out below. These payments are non-consolidated.

- EO: £2,000
- HEO and SEO: £3,000
- Grades 7 and 6: £5,000

**3.** London weighting is included in the table for London pay ranges, as set out in answer 1. above.