



Our ref: 2016/07629
 Your ref:

Date 25 August 2016

Dear [Redacted]

Thank you for your email of 3 August 2016 requesting the following information:

“Please provide figures for full-time equivalised annual basic salaries in response to the questions below:

** Please disclose the mean earnings for male employees and the mean earnings for female employees for the most recent year for which you have figures and please state the dates to which it refers;*

** Please disclose the median earnings for male employees and the median earnings for female employees for the most recent year for which you have figures and please state the dates to which it refers;*

** Please disclose the number of male employees by quartile salary bands and the number of female employees by quartile salary bands.*

** If within the limits allowable under the FOIA, please also provide the respective figures for questions 1-3 for the preceding 12 month period, and state the end date”.*

We are treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA). A search for the information has now been completed within the Ministry of Defence, and we can confirm that all the information is held.

The information you have requested can be found below.

		1 June 2014 – 31 May 2015		1 June 2015 – 31 May 2016	
		Male	Female	Male	Female
Mean Earnings		£38,657	£33,495	£39,347	£34,730
Median Earnings		£37,166	£34,859	£38,884	£35,243
Number of people in each quartile	Q1 (Lowest 25%)	455	364	520	390
	Q2	491	328	561	350
	Q3	581	238	653	258
	Q4 (Highest 25%)	664	154	732	178

The department has started preparations for implementing section 78 of the Equality Act 2010, which requires employers with 250+ employees to report their gender pay gap on a regular basis. These preparations include gaining a clear understanding of what should be included in the calculations and how the outcome can be best presented in a meaningful way. The initial report will be produced to meet the first reporting deadline of 29th April 2018.

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you may apply for an independent internal review by contacting the Information Rights Compliance team, 2nd Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not investigate your case until the MOD internal review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website, <http://www.ico.gov.uk>.

Yours sincerely,

Dstl Secretariat