



Ministry
of Defence



Defence Equipment & Support
Maple 0a #2043
MOD Abbey Wood
Bristol BS34 8JH



Our Reference: FOI2016/08209

Date: 29 September 2016

Dear

Your email dated 1st September 2016 is considered to be a request for information under the Freedom of Information Act (FOIA) 2000. You requested the following information:

- *Can you advise the DE&S average age, number and average starting salaries for EXTERNAL B2 entrants recruited from 1 Jan 2016 to 1 Aug 2016.*
- *Regarding the 2016 wage settlement in DE&S, Can you provide the data that DE&S have used to determine that the 'Safety' Job code was eligible for a wage increase based on the comparable private sector positions and also the data that determined that 'System Safety & Environmental Management' job code was not eligible for a wage increase based on the comparable private sector positions.*

I can confirm that the Ministry of Defence (MOD) holds information relevant to your request. The DE&S average age, number and average starting salaries for external B2 entrants recruited from 1st January 2016 to 1st August 2016 is given in the table below. The table refers to new employees recruited as a permanent new entrant (i.e. not transferred in from another Government Department). The Average Starting Salary is based upon the Full Time Annual Salary.

Average Age	Number of Staff	Average Starting Salary
42	9	£52,882.00

Turning to the 2016 wage settlement in DE&S, the development of the 2016 pay award proposals focussed on those roles furthest from the market, where evidence showed difficulty in recruiting and retaining talent as a step in moving towards a market informed reward strategy. In essence, these are roles where the use of Higher Starting Pay (HSP) has been authorised for external recruitment campaigns where large groups within the organisation could be identified. Targeting additional funding at these roles would have two key effects: Firstly, this would begin to address the gap to market for DE&S staff in these roles; secondly, it would address disparity between established DE&S staff primarily positioned at the bottom of pay bands, and those external entrants who have qualified for HSP in the roles.

In the specific case of the System Safety & Environmental Management job code at band B2, a very small number individuals in the organisation are within this code, and on this basis were not analysed specifically for the 2016 pay award. This group will be looked at through the wider reward strategy work.

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Information Rights Compliance team, 1st 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.org.uk>.

Yours sincerely,

A solid black rectangular box used to redact the signature of the sender.