

## Liability Review HO&CS – Supporting Narrative

Provided below is some supporting narrative, by organisation, for the HO&CS liability return.

This return does not include new ABC 13 requirements e.g. NEM, MDPGA personnel.

### HRD

The 3 Star civilian DG HRCS post is included in the April 2011 baseline but is removed in April 2012, as per the change in organisation structure.

In April 2012 the 0.5 2 star civilian is [REDACTED] who is undertaking the HR transformation work.

In April 2011 and 2012 the civilian 1 Star posts include 6 (3 for RCDS and 3 loan personnel) these have been removed from the April 2013 numbers (this matches the Star count exercise submitted in early September).

The B1 numbers in April 2012 (16) reflect the transfer of HR Business Partners from the TLBs, which was an agreed outcome of Grimstone. These reduce to 13 in April 2013.

The B2 numbers increase to 33 in line with the transfer of HRBPs from TLBs (as per the B1 explanation above) then reduce to 25 in April 2013. As at April 2011 there were 45 HRBPs at B2 and above in the Department. This figure reduces to 25 in April 2013.

### DBR

DBR transferred one 1 Star, 1 B1 and 2 B2 posts to DSEA in December 2011. The further reduction in Band B numbers are in line with PR12 savings measures.

In October 2012 DBR transferred 1 B2 post to DIO for Sustainable Development.

### CIO

The CIO organisation has made 4 Band B savings between April 2011 and April 2012 (2 B1 and 2 B2 posts) as part of PR12. They have however included two B1 posts for DSAS.

The CIO numbers in the HO&CS return include the CIO-J6 organisation throughout the period although it is due to transfer to JFC in April 2013.

The structure does not include the CTO post (1 Star military) which is currently under discussion.

In July 2011 CIO transferred 2 Band B2 posts to DBS to the Knowledge and Information pillar.

## CLS

As at April 2011 there were five 1 Star teams, four based in London and one in Abbey Wood. The IPR team from DE&S joined CLS in 2012 and is included in the numbers from April 2013. The numbers in CLS has therefore increased by one 1 Star, 10 B1 and 5 B2 posts.

## DMC

In October 2011 DMC removed 8 B2 posts - these were the Regional Defence Press Officers - and downgraded a B1 post to B2.

## DST

The CSA 4 star post was downgraded to a 3 Star between April 2011 and April 2012. There has also been a reduction of one 2 star post and one 1 star post by April 2013 due to the redefining of the interface between DST and DSTL.

## TOG

The 2<sup>nd</sup> PUS post has been removed between April 2011 and April 2012. The one star civilian numbers include 2.5 posts for special advisers and includes the new one star post for PUS' office from April 2013. There are also been a reduction of two Band B posts from the Secretary of State's outer office in April 2013 (1 B1 and 1 B2).

## MDPGA

There have been some reductions in the Band B equivalent posts in the MDPGA.

## DBS

DBS formed in July 2011 from FMSSC and DFMS (in DG Finance), PPPA. Some elements of CIO and NSV joined in October 2011. To attempt to make this less complicated the numbers included in the liability return are from the date the organisation was formed.

To reflect the contract with SERCO for the senior management team, the 2 Star Chief Executive post has been removed from the liability from April 2012. There have also been some substantial reductions in Band B staff between 2011 and 2013 as DBS completes its transformation. However 2 B1 posts are added back in 2014 to coincide with the reduction of senior managers from SERCO.

## SPVA

The 2 Star civilian Chief Executive post was replaced with a 2 Star Military post in April 2012. There has also been an increase of two one star posts from April 12 in the liability return but these have yet to be approved.

## DSEA

A two star civilian post was established between April 2011 and April 2012. As above there were also transfers in from DBR.

## Sec Pol & Ops

The 4 star military post in NATO has been removed in April 2013.

We have discovered a discrepancy of 2 posts between the number of 3 star posts in the exercise we completed in early September and this one which requires further investigation.

There has been a reduction in the number of 1 Star posts in NATO across the period. However this return does not yet take full account of the new NATO command structure which is currently being finalised.

This includes 3 one star Head Office posts awaiting approval from S of S.

## Military Capability

This return reflects the transfer of posts to JFC and the Front Line Commands from April 2013 onwards. There have been some other minor changes including the removal of one two star post in April 2012 (D AJC&T).

The implications of this transfer were not included in the return we provided in early September, since we were awaiting the detail at that time (and we made this clear in our return).

## DG Finance

There has been a decrease in the numbers of Band B staff between April 2011 and April 2012 and this reflects the transfer of staff to DBS.

The old D CTLB section is included in the numbers for April 2011 to ensure a true comparison with April 2012 onwards.

## DG T&CS

The Band B staff for DGT&CS are included in the numbers for DG Finance.

**Liability Review Summary**

Rank	Apr-11	Apr-12	Apr-13	Apr-14	Apr-15
RN - Vice Admiral	0	0	1	1	1
RN - Rear Admiral	4	2	4	4	4
RN - Commodore	8	16	12	10	10
RN - Captain	15	13	48	48	47
Army - General	2	2	2	2	2
Army - Lt General	1	1	4	3	3
Army - Major General	2	3	8	7	7
Army - Brigadier	9	31	26	26	26
Army - Colonel	17	18	90	87	86
Royal Marine - Colonel	1	2	0	0	0
RAF - Air Chief Marshal	1	1	0	0	0
RAF - Air Marshal	2	2	5	5	5
RAF - Air Vice Marshal	4	4	4	4	4
RAF - Air Commodore	12	16	19	19	19
RAF - Gp Capt	31	29	63	63	63
3*OF8	5	5	0	0	0
2*OF7	13	14	2	2	2
1*OF6	45	4	8	8	7
OF5	157	150	6	6	6
<b>Military Total</b>	<b>329</b>	<b>313</b>	<b>302</b>	<b>295</b>	<b>292</b>
4*	3	1	1	1	1
3*	4	4	4	4	4
2*	24	23	19	17	17
1*	78.6	76.6	73.5	67.5	66.5
B1	159	154	147	147	146
B2	366	318	303	304	302
Senior medical adviser	2	1	1	1	1
<b>Civilian Total</b>	<b>636.6</b>	<b>577.6</b>	<b>548.5</b>	<b>541.5</b>	<b>537.5</b>
<b>Total Military &amp; Civilian</b>	<b>965.6</b>	<b>890.6</b>	<b>850.5</b>	<b>836.5</b>	<b>829.5</b>

\* Senior Medical Adviser has been added into the B2 totals in summary tables

Total Star Posts	Apr-11	Apr-12	Apr-13	Apr-14	Apr-15
4*	6	4	3	3	3
3*	12	12	14	13	13
2*	47	46	37	34	34
1*	152.6	143.6	138.5	130.5	128.5
<b>Total Star Posts</b>	<b>217.6</b>	<b>205.6</b>	<b>192.5</b>	<b>180.5</b>	<b>178.5</b>
OF5	221	212	207	204	202
B1	159	154	147	147	146
B2*	368	319	304	305	303
<b>Total OF5/Band Bs</b>	<b>748</b>	<b>685</b>	<b>658</b>	<b>656</b>	<b>651</b>
<b>Total</b>	<b>965.6</b>	<b>890.6</b>	<b>850.5</b>	<b>836.5</b>	<b>829.5</b>

Military Star Posts	Apr-11	Apr-12	Apr-13	Apr-14	Apr-15
4*	3	3	2	2	2
3*	8	8	10	9	9
2*	23	23	18	17	17
1*	74	67	65	63	62
<b>Total Star Posts</b>	<b>108</b>	<b>101</b>	<b>95</b>	<b>91</b>	<b>90</b>
<b>Total OF5</b>	<b>221</b>	<b>212</b>	<b>207</b>	<b>204</b>	<b>202</b>
<b>Total</b>	<b>329</b>	<b>313</b>	<b>302</b>	<b>295</b>	<b>292</b>

Civilian Star Posts	Apr-11	Apr-12	Apr-13	Apr-14	Apr-15
4*	3	1	1	1	1
3*	4	4	4	4	4
2*	24	23	19	17	17
1*	78.6	76.6	73.5	67.5	66.5
<b>Total Star Posts</b>	<b>109.6</b>	<b>104.6</b>	<b>97.5</b>	<b>89.5</b>	<b>88.5</b>
B1	159	154	147	147	146
B2*	368	319	304	305	303
<b>Total Band Bs</b>	<b>527</b>	<b>473</b>	<b>451</b>	<b>452</b>	<b>449</b>
<b>Total</b>	<b>636.6</b>	<b>577.6</b>	<b>548.5</b>	<b>541.5</b>	<b>537.5</b>

Liability Review Summary April 2011

Rank	Sec Pol & Ops	IMI Cap	DG RN	DCDS Pers&Trg	DGT&CS	HRD	DBR	CIO	CLS	DMC	DST	TOG	MDPGA	DBS	SPVA	IMAA	DSEA	DG SAP	TOTAL
RN - Vice Admiral		1	1	1												1			4
RN - Rear Admiral		4	1	2												0			8
RN - Commodore		5		4				1		1	1					1		1	15
RN - Captain												2							2
Army - General				1												0			1
Army - Lt General				1												0			2
Army - Major General			1	3						1						0			9
Army - Brigadier										2						1			17
Army - Colonel																			1
Royal Marine - Colonel																			1
RAF - Air Chief Marshal	1																		1
RAF - Air Marshal																			2
RAF - Air Vice Marshal				1												1			4
RAF - Air Commodore			2	2			1	1		2		2				2		1	12
RAF - Gp Capt				4				3								5		5	31
3*OFB	5																		6
2*OF7	13																		13
1*OF6	42																		45
OF5	142																		157
<b>Military Total</b>	<b>203</b>	<b>35</b>	<b>13</b>	<b>28</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>12</b>	<b>2</b>	<b>8</b>	<b>329</b>
4*	1																		3
3*	5																		4
2*	13																		24
1*	13			3	1		1	1	1	1	2	4.5	1	1	1	1	1	2	78.6
B1	47			3.5	5		3	3	5	2	2	3	3	3	2	1	1	2	159
B2	47			11			2	7	28	3	10	3	5	9	3	1	5	4	366
Senior medical adviser				13			8	18	26	13	13	10	14	47	10	5	13	11	2
<b>Civilian Total</b>	<b>79</b>	<b>21</b>	<b>149</b>	<b>30.5</b>	<b>6</b>	<b>37.8</b>	<b>14</b>	<b>29</b>	<b>60</b>	<b>19</b>	<b>28</b>	<b>19.5</b>	<b>23</b>	<b>60</b>	<b>18</b>	<b>7</b>	<b>19</b>	<b>17</b>	<b>656.6</b>
<b>Grand Total</b>	<b>282</b>	<b>56</b>	<b>162</b>	<b>58.5</b>	<b>6</b>	<b>37.8</b>	<b>15</b>	<b>35</b>	<b>60</b>	<b>25</b>	<b>29</b>	<b>26.5</b>	<b>23</b>	<b>60</b>	<b>25</b>	<b>19</b>	<b>21</b>	<b>25</b>	<b>965.6</b>

Liability Review Summary April 2012

Rank	Sec Pol & Ops	Milit Cap	DGFIN	DCDS Pers&Trg	DGT&CS	HRD	DBR	CIO	CLS	DMC	DST	TDG	MDPGA	DBS	SPVA	MAA	DSEA	DG S&P	TOTAL
RN - Vice Admiral		1		0												1			0
RN - Rear Admiral	7	4	1	0	1			0		1	1	1				1			2
RN - Commodore		5		3												1			16
RN - Captain																		1	13
Army - General				1								2							2
Army - Lt General	20	4	1	1				1		2									1
Army - Major General		5	1	4				2											3
Army - Brigadier		1		5				1											18
Army - Colonel																			2
Royal Marine - Colonel	1	1		1															1
RAF - Air Chief Marshal		1		1				1		1									2
RAF - Air Marshal	9	1	1	1				1				2						1	4
RAF - Air Vice Marshal		9		5			1	1		2								1	16
RAF - Air Commodore	5																	5	29
RAF - Gp Capt	13																		14
3*OF8		2	1		0							1							4
2*OF7	136		7																5
1*OF6																			4
OF5																			150
<b>Military Total</b>	<b>191</b>	<b>36</b>	<b>12</b>	<b>21</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>6</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>13</b>	<b>2</b>	<b>8</b>	<b>313</b>
4*	1		1		1						1	1							1
3*	5	0	5	3	1	1	1	1	1	1	2	2	1	0	0		1	1	4
2*	13	2	15	3.5	2	9.6	2	3	5	2	2	4.5	3	3	3	1	1	2	23
1*	13	7	35	7		16	1	5	27	2	10	3	5	9	4	1	5	4	76.5
B1	55	10	46	11		33	6	16	24	7	13	10	14	34	10	5	13	11	154
B2																			318
Senior medical adviser																			1
<b>Civilian Total</b>	<b>87</b>	<b>19</b>	<b>102</b>	<b>24.5</b>	<b>4</b>	<b>59.6</b>	<b>10</b>	<b>25</b>	<b>57</b>	<b>12</b>	<b>28</b>	<b>18.5</b>	<b>23</b>	<b>46</b>	<b>18</b>	<b>7</b>	<b>20</b>	<b>17</b>	<b>577.6</b>
<b>Grand Total</b>	<b>278</b>	<b>55</b>	<b>114</b>	<b>45.5</b>	<b>5</b>	<b>59.6</b>	<b>11</b>	<b>31</b>	<b>57</b>	<b>18</b>	<b>29</b>	<b>25.5</b>	<b>23</b>	<b>46</b>	<b>26</b>	<b>20</b>	<b>22</b>	<b>25</b>	<b>890.8</b>

Liability Review Summary April 2013

Rank	Sec Pol & Ops	Mil Cap	DGFIN	DCDS Pers&Trg	DGT&CS	HRD DBR	CIO/CLS	DMC	DST TOG	MDPGA	DBS	SPVA MAA	DSEA	DG	SAP	TOTAL
RN - Vice Admiral	1															1
RN - Rear Admiral	3	1		0												4
RN - Commodore	4	3		2					1							12
RN - Captain	31	5		3	1		1	1	1			2		1		48
Army - General	3			1					2							2
Army - Lt General	5	2		1												4
Army - Major General	21	1		3			1									8
Army - Brigadier	69	8		8				2				1				26
Royal Marine - Colonel	3	1										2				0
RAF - Air Marshal				1								1				5
RAF - Air Vice Marshal	10	5		0			1	1				2		1		4
RAF - Air Commodore	38	3		5		1	3	2	2			1		1		19
RAF - Gp Capt												4		4		63
3*OF8												1				0
2*OF7	1	5							1			1				2
1*OF6												2				8
OF5												1				6
<b>Military Total</b>	<b>189</b>	<b>34</b>	<b>4</b>	<b>24</b>	<b>1</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>13</b>	<b>2</b>	<b>7</b>	<b>302</b>
4*	1								1							1
3*	4	0	1	3	1	1	1	1	1							4
2*	12	2	4	3	2	7	3	2	2	1		0	1	1	2	19
1*	15	6	26	7	13	13	7	2	5.5	3	3	1	1	1	2	73.5
B1	49	8	54	10		25	4	8	10	2	5	4	1	5	4	147
B2							16	29	9	10	29	10	5	13	11	303
Senior medical adviser												1				1
<b>Civilian Total</b>	<b>81</b>	<b>16</b>	<b>100</b>	<b>23</b>	<b>3</b>	<b>46</b>	<b>8</b>	<b>13</b>	<b>27</b>	<b>17.5</b>	<b>16</b>	<b>16</b>	<b>7</b>	<b>20</b>	<b>17</b>	<b>548.5</b>
<b>Grand Total</b>	<b>270</b>	<b>50</b>	<b>104</b>	<b>47</b>	<b>4</b>	<b>46</b>	<b>9</b>	<b>19</b>	<b>28</b>	<b>24.5</b>	<b>16</b>	<b>20</b>	<b>22</b>	<b>24</b>	<b>24</b>	<b>850.5</b>

Liability Review Summary April 2014

Rank	Sec Pol & Opt Mil Cap	DGFN	DCDS Pers & Ttg	DGT&CS	HRD	DBR	CIO	CLS	DMC	DST	TOG	MDPGA	DBS	SPVA	MAA	DSEA	DG SAP	TOTAL
RN - Vice Admiral	1																	1
RN - Rear Admiral	3																	4
RN - Commodore	4		0															10
RN - Captain	31						1		1	1	1			2	1		1	48
Army - General											2							2
Army - Lt General	2																	3
Army - Major General	5																	7
Army - Brigadier	21						1											26
Army - Colonel	69								2					1	2			87
Royal Marine - Colonel																		0
RAF - Air Marshal	3																	5
RAF - Air Vice Marshal																		4
RAF - Air Commodore	10						1		1								1	19
RAF - Gp Capt	38					1	3		2		2			1	4		4	63
3*OF8																		0
2*OF7																		0
1*OF6																		2
OF5	1										1			2				6
<b>Military Total</b>	<b>188</b>	<b>4</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>6</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>13</b>	<b>2</b>	<b>7</b>	<b>255</b>
4*																		1
3*	1									1	1							4
2*	3	0	3	1	1	1	1	1	1	1	1	1	0	0		1	0	17
1*	10	13	3	2	6	3	3	6	2	2	5.5	3	3	1	1	0	2	67.5
B1	14	6	6		13	7	7	38	2	10	2	2	7	4	1	5	4	147
B2	49	8	10		25	4	16	29	8	13	9	10	30	10	5	13	11	304
Senior medical adviser																		1
<b>Civilian Total</b>	<b>77</b>	<b>16</b>	<b>22</b>	<b>3</b>	<b>45</b>	<b>8</b>	<b>27</b>	<b>74</b>	<b>13</b>	<b>27</b>	<b>17.5</b>	<b>16</b>	<b>40</b>	<b>16</b>	<b>7</b>	<b>19</b>	<b>17</b>	<b>541.5</b>
<b>Grand Total</b>	<b>265</b>	<b>47</b>	<b>44</b>	<b>3</b>	<b>45</b>	<b>9</b>	<b>33</b>	<b>74</b>	<b>19</b>	<b>28</b>	<b>24.5</b>	<b>16</b>	<b>40</b>	<b>23</b>	<b>20</b>	<b>21</b>	<b>24</b>	<b>836.5</b>



Liability Review Summary April 2015

Rank	Sec Pol & Ops	Mil Cap	DGFIN	DCDS Para&Trg	DGT&CS	HRD	DBR	CIO	CLS	DMC	DST	TOG	MDP&A	DBS	SPVA	MAA	DSEA	DG SAP	Total
RN - Vice Admiral	1																		1
RN - Rear Admiral	3	1		0															4
RN - Commodore	4	2		2	0			1										1	10
RN Captain	31	5		2							1	1							47
Army - General												2							2
Army - Lt General	2			1															3
Army - Major General	5	1		1															7
Army - Brigadier	21	1		3				1											26
Army - Colonel	69	7		5						2					1	2			86
Royal Marine - Colonel																			0
RAF - Air Marshal																			0
RAF - Air Vice Marshal																			5
RAF - Air Commodore	10	5		1				1										1	4
RAF - Gp Capt	38	3		5			1	3		2		2			1	4		4	63
3*OF8																			0
2*OF7	1	4	4									1							2
1*OF6																			1
OF5																			1
<b>Military Total</b>	<b>189</b>	<b>30</b>	<b>4</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>6</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>13</b>	<b>2</b>	<b>7</b>	<b>392</b>
4*																			1
3*	1		1		1						1								4
2*	3	0	3	3		1	1	1	1	1	1	1	1	0	0			1	17
1*	9	2	13	3	2	6	3	3	6	2	2	5.5	3	3	1	1	0	2	66.5
B1	14	6	26	6	6	13	7	7	38	2	10	2	2	7	4	1	5	4	146
B2	49	8	52	10	10	25	4	16	29	8	13	9	10	30	10	5	13	11	302
Senior medical adviser															1				1
<b>Civilian Total</b>	<b>76</b>	<b>16</b>	<b>94</b>	<b>22</b>	<b>3</b>	<b>45</b>	<b>8</b>	<b>27</b>	<b>74</b>	<b>13</b>	<b>27</b>	<b>17.5</b>	<b>16</b>	<b>40</b>	<b>16</b>	<b>7</b>	<b>19</b>	<b>17</b>	<b>537.5</b>
<b>Grand Total</b>	<b>264</b>	<b>46</b>	<b>98</b>	<b>42</b>	<b>3</b>	<b>45</b>	<b>9</b>	<b>33</b>	<b>74</b>	<b>19</b>	<b>28</b>	<b>24.5</b>	<b>16</b>	<b>40</b>	<b>23</b>	<b>20</b>	<b>21</b>	<b>24</b>	<b>829.5</b>