



Ministry of Defence

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7 October 2014

Dear [REDACTED],

Thank you for your email of 15 September in which you requested information about the pay and terms and conditions of service of MOD Civil servants. I am 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. I can confirm that the MOD does hold information within the scope of your request. Taking your questions in turn:

In regard to Q1, please refer to the attached document, which provides details of August 2014 pay scales for Broader Banded and Retained Grades. It is not possible to give JEGS job evaluation scores for every post as these are not held centrally.

In regard to Q2, Functional and Locational allowances are paid to employees where the business has identified a specific recruitment and retention need. Given the diverse skills required by MOD and the wide geographical footprint across the UK the Department currently has some 600 plus active allowances. The information relating to these allowances is not held in a format that enables us to provide the information you are seeking within the applicable cost limits.

In regard to Q3, as of 3 February 2014 new entrants to MOD are entitled to 25 days annual leave.

In regard to Q4, New entrants can achieve a maximum of 30 days annual leave after 5 years service. Annual leave entitlement increases by one day on the anniversary of joining the service e.g. after one years service entitlement increases to 26 days, after two years service entitlement increases to 27 days and so on.

In regard to Q5, the change to annual leave does apply to current staff where they are promoted, progressed or advanced. However, if the member of staff already has an entitlement to 30 days annual leave they will retain that entitlement.

In regard to Q6, new starters are entitled to one day's privilege leave.

In regard to Q7, new starters are contracted to work 37 hours per week (excluding lunch breaks) regardless of location.

In regard to Q8, the amounts paid vary according to the employee's hourly rate. The granting of time off in lieu instead of overtime is a local management decision.

In regard to Q9, in addition to National and London pay scales, the Department pays inner and outer London Weighting of £2,700 and £1,250 respectively.

In regard to Q10, new starters are entitled to occupational rate sick pay at full pay for one month and one month half pay in the first year of service, these increase to two months full pay and two months half pay after two years service to a maximum of five months full pay and five months half pay after five years service.

In regard to Q11, enhanced Maternity Pay or Occupational Maternity Pay Enhancement is available to women who meet the qualifying criteria.

In regard to Q12, to qualify for Occupational Maternity Pay Enhancement a pregnant employee must:

- Qualify for Statutory Maternity Pay and
- Have completed 52 weeks continuous service extending into the 15th week before the Expected Week of Childbirth or 52 weeks service aggregated over the 2 years extending into the 15th week before the EWC(the qualifying week) and
- Have submitted a completed and signed Statement of Intention confirming that the individual intends to return to work following the period of maternity leave

In regard to Q13, enhanced paternity pay is available to those with sufficient service.

In regard to Q14, to qualify for enhanced paternity pay the employee must have completed 26 week's continuous service ending with the 15th week before the baby is due.

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.gov.uk>. I hope this information is helpful.

Yours sincerely,

Defence Personnel Secretariat

BROADER BANDED GRADES – AUGUST 2014 PAY SCALES				
Band	London		National	
	Min	Max	Min	Max
Band B1	£60,199	£72,907	£57,877	£70,103
Band B2	£51,132	£60,130	£49,161	£57,817
Band C1	£38,025	£44,711	£36,562	£42,991
Band C2	£31,211	£36,696	£30,008	£35,285
Band D	£24,995	£29,383	£24,028	£28,253
Band E1	£20,165	£22,345	£18,845	£20,883
Band E2	£19,003	£17,148	£16,028	£17,716
Skill Zone 4	£22,714	£25,179	£22,714	£25,179
Skill Zone 3	£18,480	£22,372	£18,480	£22,372
Skill Zone 2	£16,904	£18,190	£16,904	£18,190
Skill Zone 1	£15,468	£16,647	£15,468	£16,647

RETAINED GRADES - LONDON AND NATIONAL PAY SCALES AUGUST 2014

GRADE CODE	PAYBAND LINK - B1	LONDON		NATIONAL	
		MIN	MAX	MIN	MAX
5597	Burnham Lecturer HOD IV	£66,050	£66,050	£63,510	£63,510
9765	Capability Research Director	£60,265	£78,513	£57,948	£57,948
2002	Director of Studies RMAS/BRNC	£72,907	£72,907	£70,103	£70,103
8800	Grade 7 (HP)	£66,050	£66,050	£63,510	£63,510
2185	Medical Officer	£60,235	£72,907	£57,924	£70,103
9368	Patent Officer Band 1	£74,058	£84,551	£71,237	£81,299
9367	Patent Officer Band 2	£69,805	£78,513	£67,094	£75,493
2457	Principal salvage and Mooring Officer (PSALMO)	£60,235	£72,907	£57,919	£70,103
2184	Senior Medical Officer	£78,543	£84,551	£75,541	£81,299
9253	Medical Adviser (VA)	£69,805	£78,513	£67,134	£75,493
9610	UKAEA Band B1	£63,971	£76,598	£61,511	£73,652

GRADE CODE	PAYBAND LINK - B2	LONDON		NATIONAL	
		MIN	MAX	MIN	MAX
5727	Area Officer Social Worker	£51,162	£60,130	£49,193	£57,817
2609	Burnham Lecturer HOD III	£58,664	£58,664	£56,407	£56,407
9315	Chief Admiralty Pilot	£51,150	£57,233	£49,213	£55,032
6056	MSO 1 (Duty Group)	£52,695	£61,633	£50,716	£59,263
9543	MSO 1 (In Port Group)	£51,142	£55,837	£49,200	£53,690
9544	MSO 1 (Out of Port Group)	£57,569	£64,754	£55,355	£62,263
9545	MSO 1 (Shore Based)	£51,142	£55,837	£49,200	£53,690
9366	Patent Officer Band 3a	£42,893	£60,130	£41,174	£57,817
2608	Principal Burnham Lecturer	£59,264	£60,130	£56,985	£57,817
2003	Principal Lecturer RMAS/BRNC	£51,162	£60,130	£49,203	£57,817
2458	Salvage and Mooring Officer	£45,504	£63,176	£43,727	£60,745
8801	SPTO (HP)	£55,837	£55,837	£53,690	£53,690
9661	UKAEA Band B2	£52,711	£64,755	£50,746	£62,264
7950	Military Support Function (Band B2)	£51,115	£60,130	£49,147	£57,817

2101 RO (Principal) £51,178 £60,130 £49,193 £57,817

GRADE CODE	PAYBAND LINK - C1	LONDON		NATIONAL	
		MIN	MAX	MIN	MAX
9316	Admiralty Pilot	£46,785	£54,475	£44,994	£52,381
9318	Admiralty Pilot (Limited and Trainee)	£42,807	£48,149	£41,131	£46,296
9320	Aviation Officer 1	£40,345	£44,711	£38,774	£42,991
5975	Houghton Lecturer TSS	£49,856	£50,585	£47,939	£48,640
8802	HPTO (HP)	£48,149	£48,149	£46,296	£46,296
6057	MSO 2 - In Port Duty Group	£45,431	£54,475	£43,683	£52,381
9546	MSO 2 - In Port Group	£42,811	£49,352	£41,164	£47,454
9547	MSO 2 - Out of Port Group	£51,117	£58,664	£49,151	£56,407
6548	MSO 2 - Shore Based	£42,811	£49,352	£41,164	£47,454
9337	Salvage Operators Manager	£29,180	£39,517	£28,058	£37,997
9336	Salvage Engineer	£29,180	£39,517	£28,102	£37,997
5486	Senior Burnham Lecturer PCSPS New Contract	£45,828	£45,828	£44,065	£44,065
2607	Senior Burnham Lecturer TSS New Contract	£48,149	£48,149	£46,296	£46,296
9605	Senior Burnham Lecturer TSS Old Contract	£49,595	£50,585	£47,692	£48,640
5953	Senior Investigating Officer	£38,059	£48,149	£36,595	£46,296
2005	Senior Lecturer BRNC/RMAS (SR)	£38,059	£48,149	£36,604	£46,296
2004	Senior Lecturer (BRNC/RMAS)	£38,041	£44,711	£36,578	£42,991
2012	Senior Lecturer RMCS/RNC	£38,041	£44,711	£36,578	£42,991
9612	UKAEA Band C1	£40,363	£48,149	£38,851	£46,296
7951	Military Support Function (Band C1)	£38,025	£44,711	£36,553	£42,991
2096	Retired Officer 1	£40,345	£44,711	£38,793	£42,991
1750	Army Careers Officer 1	£40,345	£44,711	£38,793	£42,991
8667	STTO	£38,041	£44,711	£36,584	£42,991
7575	Flight Simulator Instructor 1	£38,041	£44,711	£36,578	£42,991
2680	Senior Information Officer	£38,041	£44,711	£36,578	£42,991

GRADE CODE	PAYBAND LINK - C2	LONDON		NATIONAL	
		MIN	MAX	MIN	MAX
9321	Aviation Officer 2	£36,696	£36,696	£35,285	£35,285
5487	Burnham lecturers PCSPS New Contract	£31,222	£36,696	£30,023	£35,285
9607	Burnham lecturers PCSPS Old Contract	£31,239	£40,505	£30,039	£38,948
2606	Burnham Lecturer TSS Former Scale II	£32,186	£43,620	£30,949	£41,942
8909	Burnham Lecturer TSS New Contract	£32,163	£38,554	£30,914	£37,071
9608	Burnham Lecturer TSS Old Contract	£32,181	£42,738	£30,943	£40,919
9365	Patent Officer Band 3b	£31,255	£43,620	£30,033	£41,942
9338	Salvage Operator Mechanic	£25,401	£33,245	£24,437	£31,967
9339	Salvage Operator Ship	£25,401	£33,245	£24,437	£31,967
9340	Salvage Operator Underwater	£25,401	£33,245	£24,437	£31,967
9341	Salvage Electrician	£25,401	£33,245	£24,437	£31,967
9342	Savage Supervisor	£25,401	£33,245	£24,437	£31,967
7952	Military Support Function (Band C2)	£31,203	£36,696	£30,002	£35,285
2097	Retired Officer 2	£32,161	£36,696	£30,916	£35,285
8668	HTTO	£31,242	£38,931	£30,042	£37,434
7576	Flight Simulator Instructor II	£31,222	£36,696	£30,004	£35,285

GRADE CODE	PAYBAND LINK - D	LONDON		NATIONAL	
		MIN	MAX	MIN	MAX

7953	Military Support Function (Band D)	£24,985	£29,383	£24,024	£28,253
2098	Retired Officer - 3	£27,308	£27,308	£26,258	£26,258
8669	TTO	£25,018	£33,070	£24,085	£31,799
2345	Mess Manager A	£25,000	£29,383	£24,051	£28,253
2346	Mess Manager B	£25,000	£29,383	£24,051	£28,253
5448	Defence Courier	£24,987	£29,383	£24,038	£28,253

GRADE CODE	PAYBAND LINK - E1	LONDON		NATIONAL	
		MIN	MAX	MIN	MAX
5853	Chef 1/Chief Cook 1	£20,162	£22,345	£18,847	£20,883
5854	Chef 2/Chief Cook 2	£20,162	£22,345	£18,847	£20,883
2734	Supervisory Traffic Representative	£20,162	£22,345	£18,856	£20,883
2733	Traffic Representative	£20,162	£22,345	£18,856	£20,883

GRADE CODE	FASTSTREAM	LONDON		NATIONAL	
		MIN	MAX	MIN	MAX
?/ 6095 / 6093	C1 -General / Economist / Statistician *	£38,007	£44,711	£36,549	£42,991
6090 / 6094 / 6092	C2 -General / Economist / Statistician *	£31,194	£36,696	£30,022	£35,285

* The above rates apply to individuals who joined the MOD FastStream prior to May 2013.
Individuals who join the Civil Service FastStream both externally and internally after 1st May 2013
are subject to revised CSEP terms and conditions

GRADE CODE	GRADUATE TRAINEE	LONDON		NATIONAL	
		MIN	MAX	MIN	MAX
6097	Graduate Engineer	£24,737	£25,856	£24,737	£25,856
6096	Business Graduate	£24,023	£25,103	£24,023	£25,103

GRADE CODE	APPRENTICE	LONDON		NATIONAL	
		MIN	MAX	MIN	MAX
9392	Adult Apprentice	£18,730	£19,747	£18,730	£19,747
9393 / 9489 / 9481	Apprentice / DSDA Apprentice / DM Apprentice	£14,303	£18,318	£14,303	£18,318