



Ministry
of Defence

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13 April 2016

Dear [REDACTED]

Release of Information

Thank you for your correspondence dated 20 March 2016 requesting information:

1. *From 01 January 2012 to the present, what joining bonus, golden hello, completion of training bonus, or other joining incentive variant, has been offered to Direct Graduate Entry, Engineering Training and Management Officers? When did these schemes run?*
2. *From 01 January 2012 to the present, what joining bonus, golden hello, completion of training bonus, or other joining incentive variant, has been offered to Direct Graduate Entry, Engineering Officers (Marine Engineering and Weapons Engineering)? When did these schemes run?*
3. *In 2012, 2013 and 2014: How many Direct Graduate Entry Officers joined Britannia Royal Naval College as potential Engineering Training Managers and received a joining bonus/incentive at some point (whether during or on completion of training)? If possible, broken down by year.'*

Your enquiry has been considered to be a request for information in accordance with the Freedom of Information Act 2000.

I can confirm that the department holds the information you have requested and taking your questions in order:

- Q1. *From 01 January 2012 to the present, what joining bonus, golden hello, completion of training bonus, or other joining incentive variant, has been offered to Direct Graduate Entry, Engineering Training and Management Officers? When did these schemes run?*

A1. Training Managers (TM) did not qualify for the Engineering Branch's 'Golden Hello' until the introduction of the Revised Officer Entry Scheme in September 2013. From September 2013, TMs joining the Service were treated in exactly the same manner as others joining the Engineering Branch.

Q2. *From 01 January 2012 to the present, what joining bonus, golden hello, completion of training bonus, or other joining incentive variant, has been offered to Direct Graduate Entry, Engineering Officers (Marine Engineering and Weapons Engineering)? When did these schemes run?*

A2. In 2012 the Engineering Officer 'Golden Hello' of £12,000 gross was payable to applicants at the end of Phase 1 officer training. This was superseded in September 2013 by the Revised Officer Entry Scheme, where all direct entry engineering officers with a relevant Bachelor's degree would be paid £27,000 over 3 stages: £7,000 on commencement of Phase 1 training; £10,000 on completion of Phase 1 training and £10,000 on completion of Phase 2 training. The Revised Officer Entry Scheme remains extant.

Q3. *In 2012, 2013 and 2014: How many Direct Graduate Entry Officers joined Britannia Royal Naval College as potential Engineering Training Managers and received a joining bonus/incentive at some point (whether during or on completion of training)? If possible, broken down by year.*

A3. In 2012, 4 Direct Graduate Entry (DGE)s joined as TMs, but none benefitted from the 'Golden Hello' described above given that it was not introduced for the TM category until September 2013; in 2013 one individual joined, and in 2014 there 8 DGE TMs joined and all benefitted from the 'Golden Hello' incentive.

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

Navy Command Secretariat – FOI Section