



United Kingdom Hydrographic Office

Admiralty Way
Taunton
Somerset
TA1 2DN

Telephone: +44 (0)1823 337 900
E-mail: [REDACTED]
Website: www.gov.uk/ukho

[REDACTED]

4 January 2016

Dear [REDACTED]

Thank you for your email of 13 December requesting the following information:

"Please could you provide me with answers to the following information requests under the Freedom of Information Act regarding the pay of your full time equivalent employees:

1) What are the rates of pay broken down by grade for full time equivalent non-SCS staff giving the minima and maxima of ranges? If pay rates are divided into London and National rates please provide both.

2) Are there any specialist pay grades, specialist allowances, recruitment and retention allowances or market supplements? If so, please provide details including where relevant whether the payments are consolidated or non-consolidated.

3) Are there any regional allowances paid, such as London weighting? If so what are they."

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 UK Hydrographic Office and I can confirm that information in scope of your request is held and can be found below. Some of the information falls entirely within the scope of the absolute exemptions provided for at section 40 (Personal Data) of the FOIA and has been withheld.

Section 40(2) has been applied to some of the information in order to protect personal information as governed by the Data Protection Act 1998. Section 40 is an absolute exemption and there is therefore no requirement to consider the public interest in making a decision to withhold the information.

1. What are the rates of pay broken down by grade for full time equivalent non-SCS staff giving the minima and maxima of ranges? If pay rates are divided into London and National rates please provide both.

A2 (AA) - £16,359 spot rate
A1 (AO) - £17,985 - £20,436
B3 (EO) - £24,276 - £28,318
B2 (HEO) - £30,309 - £34,157
B1 (SEO) - £38,697 - £44,056
C2 (G7) - £48,898 - £55,853
C1 (G6) - £61,271 - £67,941

2. Are there any specialist pay grades, specialist allowances, recruitment and retention allowances or market supplements? If so, please provide details including where relevant whether the payments are consolidated or non-consolidated.

UKHO does not have specialist grades or allowances. It does pay Recruitment and Retention Allowances (RRA's) subject to a maximum payment to individuals of £10,000 a year. There are 53 RRA's currently in payment and they are all non-consolidated.

The table in Annex A shows the amount received, in ascending order, by pay grade. Section 40(2) has been applied to the recipient's name and job title to protect their personal information.

3. Are there any regional allowances paid, such as London weighting? If so what are they.

UKHO does not currently paying any London Weighting or other regional allowance.

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,


Communications Manager

Annex A: Recruitment and Retention Allowances paid to UKHO staff showing the amount received in descending order and UKHO pay grade.

Grade	Annual Amount
B1	10000
B1	9190
C1	8566
B1	8000
C2	8000
B1	8000
B1	7000
B1	7000
C2	7000
B3	7000
C2	7000
B1	6726
B1	6100
C2	6000
C1	5500
B1	5000
B1	5000
B1	5000
B1	5000
C2	4850
C2	4500
B1	4281
B1	4000
C1	4000
C2	4000
C1	4000
B2	3900
B2	3900
B2	3785
C2	3557
B1	3500
B1	3500
B1	3250
B1	3000
B1	3000
B2	3000
B1	3000
B1	3000
B1	3000
B1	3000
B1	3000
C1	3000
C2	3000
B1	3000

C2	2921
C1	2775
B1	2757
C2	2365
B1	2000
B2	1946
B2	1000
B2	500