



# Ministry of Defence

Defence Resources Secretariat  
Ministry of Defence  
Main Building  
Whitehall  
London SW1A 2HB  
United Kingdom

Reference: **FOI2016/04646**

[REDACTED]

E-mail: [REDACTED]

Date: **20 June 2016**

Dear [REDACTED],

Your correspondence dated 22 April 2016 has been considered to be a request for information in accordance with the Freedom of Information Act 2000. You requested the following information:

- 1. In a Parliamentary Written Answer [Ref: 183597 : 3 Feb 2014 : Column 87W] you disclosed the number of civilian staff working in the Finance Job Family (FJF) as at the 30 September in each year from 2010. Could you provide me with a similar figure for 30 September 2015. What is the mean salary of the highest paid 10percent of these employees and what is the total salary bill of all the employees in the FJF?*
- 2. As part of a previous Fol response to me [Your Ref: FOI2015/03846 (D/CLS/Sec/02/01/27)] you provided me with various details relating to staffing numbers and salaries of people employed in the various legal teams within the MoD. Could you provide me with similar updated figures?*
- 3. For each of the last four financial years that you hold data on please state the total cost to the MoD of hiring in external consultants? For the most recent financial year please break down the total cost by the type of consultant that was hired. If possible please state the highest daily rate that was paid to any of these consultants in the most recent full financial year that your have records available for?*

Please find below the information you requested.

## Question 1

As of 30 September 2015, there were 2,395 staff working in the finance job family (FJF).

The mean salary of the highest paid 10% of these employees as of 30 September 2015 was £58,630 (representing the full time equivalent of the gross basic annual salary of these individuals at the time).

The total salary bill for all of the employees in the FJF as at 30 September 2015 was £74.84M.

Under Section 16 of the FOIA, public authorities are required to provide advice and assistance while processing FOI requests, and I have therefore included some additional information below that you may find useful.

The headcounts data used to answer FOI2015/03846 were as of 30 September 2014 and the salary bill was as of 30 April 2015. The data used to answer this FOI are as of 30 September 2015 for everything, therefore the answers are not directly consistent with each other. The answer for FOI2015/03846 defines the calculation for the total salary bill as being: 'the sum of gross basic annual salary for all of those in FJF as at 30 April'. This is not an exact figure since individuals will have moved into/out of the job family during the previous year and there will have been pay increases etc.

## Question 2

As at 1 April 2016 the staff numbers of the various teams within Central Legal Services were as follows:

- The Operational and International Humanitarian Law Division (OIHL) – 4 civilian lawyers. Additionally, there is 1 civilian lawyer based at PJHQ who works with the OIHL team.
- The General Law Division (GLD) – 7 civilian lawyers.
- The Command, Discipline and Constitutional Division (CDC) – 8 civilian and 1 military lawyer.
- The Commercial Law Division (CLD) – 27 civilian lawyers.
- The DIO Property Team – 10 civilian lawyers.
- The Intellectual Property Rights Team (DIPR) – 15 Patent Attorneys.
- The two small teams in Germany and Cyprus have 7 civilian lawyers.

The Corporate Strategy Law Division was disbanded as the lawyers were moved to GLD to become part of their employment law hub. The military post within the team was moved to the CDC team but is currently unfilled.

The Service legal branches have their own heads, as does the Service Prosecuting Authority. The Director of Central Legal Services heads the civilian lawyers within MOD. This is a Senior Civil Service Pay Band 2 post with a salary in the range of £95,000 to £99,999 per annum.

The Royal Navy has 18 legal posts which are staffed by military lawyers at an estimated annual cost of £1.9 million.

The Army has 94 military lawyers at an estimated annual cost of £9.5 million.

The RAF's legal branch has 53 military lawyers (including 7 Reserves) at an estimated annual cost of £3.2 million.

The Service Prosecuting Authority has 24 Army lawyers, 4 from the RAF, 6 from the Royal Navy and 3 civilian lawyers (2 contractors and 1 secondee), at an estimated annual cost of £3.8 million.

All teams are supplemented by a small number of support staff.

## Question 3

The table below shows the Expenditure on Advisory Consultancy for the last four financial years.

This expenditure covers expenditure by the MOD and its agencies on: IT/IS Consultancy, Strategy Consultancy, Legal Consultancy, Property & Construction Consultancy, HR, Training & Education Consultancy, Technical Consultancy, Marketing & Communications Consultancy, Organisation & Change Management Consultancy, Procurement Consultancy and Programme & Project Management Consultancy.

The current level of spending reflects that we are making fundamental changes in the way defence works. To help us deliver these changes, independent experts with specialist skills are making a valuable contribution in areas where we do not have the necessary expertise in house or where it would be uneconomic to provide for the retention of niche skill sets within our permanent workforce. The skills consultants bring benefit our own staff and will make us more self reliant in future. Most of our requirements for Contingent Labour and Consultancy are sourced through government framework contracts in the interests of securing value for money.

<b>Advisory Consultancy (including Trading Funds) All figures £s</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>
Strategy	£693,155	£5,551,065	£14,445,057	£18,436,387
Finance	£2,234,896	£1,914,955	£18,474,769	£10,468,499
Legal	£2,662,485	£10,315,676	£12,432,094	£17,833,868
HR and Training	£36,714	Nil	£1,901	£84,599
Organisation and Change Management	£8,321,699	£16,290,862	£24,233,808	£10,082,715
Marketing and Communication	Nil	Nil	£130,074	£432,061
Programme and Project Management	£192,841	£4,970,783	£15,504,106	£29,376,054
Technical	£2,187,804	£3,491,565	£2,309,276	£3,200,000
IT/IS	£4,560	Nil	£2,409,050	£62,322
Property	£2,305,717	Nil	£6,142	£22,960
Procurement	Nil	£2,076,094	£406,016	£1,235,285
<b>TOTAL</b>	<b>£18,639,871</b>	<b>£44,611,000</b>	<b>£90,352,293</b>	<b>£91,234,749</b>

We do not otherwise hold information on the remuneration of individual consultants as the contracts we negotiate with consultancy companies are to deliver a specific output at an agreed price. The number of consultants actually employed and their individual remuneration are therefore a commercial matter for the contractor.

We routinely publish information on Advisory Consultancy (also known as External Assistance) in the MOD's Finance & Economics Annual Bulletin - Departmental Resources Statistics (see page 14 of the 2015 edition):

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/483747/20151203-TL\\_Bulletin\\_Revision.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/483747/20151203-TL_Bulletin_Revision.pdf)

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, 1<sup>st</sup> Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail [CIO-FOI-IR@mod.uk](mailto: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>.

I hope you find this helpful.

Yours sincerely,

Defence Resources Secretariat