



Foreign &
Commonwealth
Office

Human Resources Directorate
Foreign and Commonwealth Office
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05 January 2016

FREEDOM OF INFORMATION ACT 2000 REQUEST REF: 1187-15

Thank you for your email of 13 December 2015 asking for information under the Freedom of Information Act (FOIA) 2000. You asked:

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 writing to confirm that we have now completed the search for the information which you requested.

I can confirm that the Foreign and Commonwealth Office (FCO) does hold information relevant to your request. Please find below the information that the FCO can release to you.

1) Pay ranges for staff below the SCS, effective 1 April 2015 are:

FCO Grade	CS Grade=	Min	Max
A1	Admin Assistant	18,520	18,520
A2	Admin Officer	19,805	22,119
B3	Executive Officer	21,889	27,902
C4	Higher Executive Officer	26,640	33,108

C5	Senior Executive Officer	33,428	41,258
D6	Grade 7	43,967	56,786
D7	Grade 6	55,434	69,093

- 2) There are no specialist pay grades or allowances in the FCO. We may pay a Market Forces Allowance on an exceptional basis when we are unable to recruit specialist skills within the relevant pay grade. Where there are other exceptional recruitment or retention issues payment of a Recruitment & Retention Allowance may be approved. Both payments are non-consolidated but are pensionable.
- 3) We pay a location allowance for qualifying staff in London based roles of £4,520 per annum and a location allowance for qualifying staff in Milton Keynes/Hanslope Park based roles of £1,250 per annum. Both payments are non-consolidated and non-pensionable.

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Yours sincerely,



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