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of Defence

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[REDACTED]

6 December 2016

E-mail address: [REDACTED]

*Dear* [REDACTED],

Thank you for your email of 8 November 2016 in which you requested information related to Royal Engineers NEM Trade Group Pay Supplements levels.

I am treating your correspondence as a request for information under the Freedom of Information Act 2000.

A search for the information has now been completed within the Ministry of Defence, and I can confirm that information in scope of your request is held. The information you requested is enclosed.

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, Ground 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, <https://ico.org.uk>.

*Yours sincerely,*

[REDACTED]

Army Secretariat

## **FOI - Royal Engineers NEMS Pay 16 Supplements**

Annex A to Army Briefing Note 06/16 dated 7 January 2016 outlined the allocation of Army main trades for pay to NEM Trade Group Pay Supplements levels. For the Royal Engineer (RE) it reads:

<b>Serial</b>	<b>Army Main Trade for Pay</b>	<b>NEM Trade Group</b>	<b>NEM Trade Group Pay Supplement</b>
20	ME Trade Group 1	ME Trade Group 1	3
21	ME Trade Group 2	ME Trade Group 2	1
22	ME Trade Group 3	ME Geo and Trade Group 3	2

- 1. Please can you confirm that this pay supplement allocation is correct. It appears that Military Engineer (ME) Trade Group 1 (e.g. Blacksmiths) are paid higher than ME Trade Group 3 (e.g. Design Draftsman):**

Answer: The pay supplement allocation is correct. RE trades were allocated to ME Trade Groups as per ABN 03/16 dated 7 Jan 16. Allocation of ME Trade Groups to pay supplements was primarily based upon a trades Through Career Whole Trade Score (TC WTS) which was calculated using Job Evaluation (JE) evidence. TC WTS and the JE process are explained in DIB 2016DIB/08.

The Annex A then breaks down the trades into specific employments which include:

<b>Serial</b>	<b>Army Main Trade for Pay</b>	<b>NEM Trade Group</b>	<b>NEM Trade Group Pay Supplement</b>
35	Military Engineer – Combat	ME Trade Group 1	By the logic above would be Supplement 3
36	Military Engineer- Design Draftsman	ME Geo and Trade Group 3	By the logic above would be Supplement 2
38	Military Engineer - Driver	ME Trade Group 2	By the logic above would be Supplement 1

- 2. Please could you confirm which supplement the following individual who holds dual trade class qualifications as both a combat engineer and a military engineer driver would be paid at by completing the final column of this table:**

Answer: A Military Engineer Driver is paid from ME Trade Group 2 and is therefore paid from Supplement 1. If an individual changes trade and they are employed in their new role; they are then to be paid from the Supplement which their new trade has been allocated. For those individuals who had dual employment qualifications prior to transition to Pay 16 an element of Military judgement had to be applied by the trade sponsor to decide which trade for pay an individual would be allocated based on their primary role.

	<b>Combat Engineer Class</b>	<b>Driver Trade Class</b>	<b>NEM Trade Group Pay Supplement</b>
Military Engineer - Driver	Class 3	Class 3	1
Military Engineer - Driver	Class 2	Class 3	1
Military Engineer - Driver	Class 3	Class 2	1
Military Engineer - Driver	Class 1	Class 2	1
Military Engineer - Driver	Class 2	Class 1	1
Military Engineer - Driver	Class 1	Class 1	1

**3. If the Class of qualification is irrelevant in the allocation of pay supplement levels then please indicate in which circumstances a RE soldier would be paid at the Military Engineer Combat (Supplement 3 ) level rather than their trade allocated (e.g Military Engineer -Driver) Supplement level.**

Answer: There are no dual trades under Pay 16. An individual's trade for pay is the trade group in which the person is primarily employed in and they can only have one trade at any one time. If an individual joins as a ME Engr Cbt they will remain in this trade unless they change trades. Completion of a Class 3 course does not entitle an individual to change trades. An individual will be placed in a trade group which is their primary role.