



Ministry of Defence

Ministry of Defence
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Our Reference: FOI2015/05480

25 June 2015

Dear [REDACTED],

Thank you for your email to the Ministry of Defence (MOD) dated 22 June in which you requested the following information:

1. How many employees do you have?
2. How many of those are male/female?
3. What is your average full time equivalent male pay and female pay?
4. Please provide a copy of your pay grade structure
5. Have you carried out an equal pay audit? If so, please provide a copy of the most recent one.
6. How many equal pay claims have been made against you since 1 January 2009?

I am treating your correspondence as a request for information under the Freedom of Information Act (FOI) 2000. Following a search of our records, I can confirm that the MOD does hold information relating to your question.

Under Section 21 of the FOI Act the MOD is not obliged to supply information that is reasonably accessible to the applicant, by other means. In the case of question one and question two, the most recent information on the number of Armed Forces and civilian personnel can be viewed online here:

Armed Forces quarterly and monthly statistics:

<https://www.gov.uk/government/statistics/uk-armed-forces-quarterly-personnel-report-2014>

<https://www.gov.uk/government/statistics/uk-armed-forces-monthly-personnel-report-2014>

Civilian quarterly statistics:

<https://www.gov.uk/government/statistics/mod-civilian-personnel-quarterly-report-2015>

The average pay for male and female Armed Forces personnel (question three) is provided in the below table, information regarding average pay for civilian staff can be found in the MOD Equal Pay audit report, a link to which is provided below.

Armed Forces Pay - Average

Gender	Average Salary
Female	£33,944.24
Male	£33,466.15
All	£33,514.54

Please note the following caveats regarding the above table:

1. Table contains average salaries for Regulars and Officer Designates from all three Services.
2. Salary is defined as gross basic pay plus X-Factor and any Job Evaluation Supplements. Employer and pension contributions, allowances and other types of financial assistance and expenses are excluded.
3. Includes Senior Salaries Review Body personnel at OF-7 rank and above.
4. Excludes Gurkha, Full Time Reserve Service and Reserve personnel.

With regard to question four, information in relation to MOD pay grade structure is also published online and can be viewed here:

<https://www.gov.uk/government/publications/mod-roles-and-salaries-2014>

The Equality Act 2010 sets out the Department's obligations under its 'public sector equality duty' to undertake an annual audit of salaries that are governed by the Department's delegated pay arrangements. In regard to question five, the most recent reports produced by the Department, to meet those obligations, can be viewed here:

<https://www.gov.uk/government/publications/mod-equal-pay-audit-report>

Turning finally to question six, following consultation with MOD Legal Services we have been advised that "claims" should legally be interpreted as cases submitted to an Employment Tribunal (ET). Since January 2009 only one equal pay claim has been submitted to an ET against the MOD Main. The claim was unsuccessful.

I hope that this information will be helpful to you.

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,


Defence People Secretariat