



Ministry
of Defence

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Ref: XXXXXXXXXXXX

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Email: XXXXXXXXXXXX

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Thank you for your email of 11 January 2016 requesting the following information:

"I am requesting the following information from the MOD under the freedom of information act, regarding the recent Armed forces pay reform January 2016.

I request the following information;

1. The trade scores from the job evaluation, broken down into their categories across all ranks from the pay review for RAF Trade Group 12 (Aerospace System Operator, Aerospace Systems Manager).
2. The trade scores from the job evaluation, broken down into their categories across all ranks from the pay review for RAF Trade Group 9 (Flight Operations Assistant, Flight Operations Manager).
3. A break down of scores for all RAF trades in Supplement 2 pay band.
4. Any information pertaining to the grouping of Aerospace System Operating (TG12) and Air Traffic Control (TG9) in to one group in the pay review.

I would like the information in both Electronic and hard copy delivered to;"

This has been considered as a request for information in accordance with the Freedom of Information Act 2000 (FOI Act) and I can confirm that the MOD does hold information within scope of your request.

Please find attached Annex A Trade Supplement Placement scores which should assist in answering questions 1-3.

With regards to question 4 TG12 (Aerospace Systems Operator/Manager) was the subject of Job Evaluation (JE) Light in October 2014 as part of a wider programme to update JE data to inform the NEM Pay Model. A set of scores was produced and passed to the NEM team. The TG9 (Flight Operations Assistant/Manager) was also the subject of JE Light as part of the same programme of work. A separate set of scores was produced and passed to the NEM team.

At the time, the Joint Services Job Evaluation Team and the JE Judges were aware of the RAF Head of Branch's proposal to merge these trades and this was originally scheduled to coincide with

the implementation of the NEM Pay Model. Following consultation between the Branch and Trade Adviser, RAF Pay Policy and the NEM Value and Reward Team it was decided that only one Through Career Whole Trade Score (TCWTS) would be produced. If there was a requirement for separate TCWTS for the 2 trades, the individual JE scores would lead to the following figures:

Flight Operations Assistant/Manager: 287.2

Aerospace Systems Operator/Manager: 297.6

Both scores sit within Supplement One.

Under Section 16 of the FOIA (Advice and Assistance), you may also find the attached Annex B Job Evaluation Explained useful.

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