



United Kingdom Hydrographic Office

Admiralty Way
Taunton
Somerset
TA1 2DN

Telephone: +44 (0)1823 337 900
E-mail: [REDACTED]
Website: www.gov.uk/ukho

[REDACTED]

11 July 2016

Dear [REDACTED],

Thank you for your emails of 22 June requesting the following information from UKHO and HMNAO:

- * Please disclose the mean earnings for male employees and the mean earnings for female employees for the most recent year for which you have figures and please state which year;
- * Please disclose the median earnings for male employees and the median earnings for female employees for the most recent year for which you have figures and please state which year;
- * Please disclose the number of male employees by quartile salary bands and the number of female employees by quartile salary bands.
- * If within the limits allowable under the FOIA please also provide the respective figures for questions 1-3 for the preceding 12 month period.

I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA). A search for the information has now been completed within the UK Hydrographic Office, and I can confirm that all the information in scope of your request is held.

The information you have requested can be found in appendix A below, but some of the information falls entirely within the scope of the absolute exemptions provided for at section 40 (Personal Data) of the FOIA and has been withheld.

Section 40(2) has been applied to some of the information in order to protect personal information as governed by the Data Protection Act 1998. Section 40 is an absolute exemption and there is therefore no requirement to consider the public interest in making a decision to withhold the information.

Under Section 16 of the Act (Advice and Assistance) you may find it helpful to note the HMNAO is a team of six people within UKHO and it therefore not possible to provide the information you request without personal information being disclosed. Information for HMNAO staff is included in the overall UKHO figures provided below.

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 DDC-FOI-Publishing@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,



Appendix A

April 2015 – March 2016 Financial Year:

Mean earnings for male employees: £29,654.63

Mean earnings for female employees: £26,710.10

Median earnings for male employees: £30,133.59

Median earnings for female employees: £26,207.17

Number of male/female employees by quartile salary bands as at 05 April 2016

Quartile	Gender	Total
Quartile 1	Female	65
	Male	156
Quartile 1 Total		221
Quartile 2	Female	70
	Male	121
Quartile 2 Total		191
Quartile 3	Female	78
	Male	171
Quartile 3 Total		249
Quartile 4	Female	64
	Male	163
Quartile 4 Total		227
Grand Total		888

Quartile Ranges				
Quartile 1	Minimum value	£16,359	to 1st Quartile	£24,445
Quartile 2	1st Quartile	£24,446	to Median	£30,308
Quartile 3	Median	£30,309	to 3rd Quartile	£38,696
Quartile 4	3rd Quartile	£38,697	Maximum value	£68,709

Information for April 2014 – March 2015 Financial Year

Mean earnings for male employees: £31,010.12

Mean earnings for female employees: £26,843.90

Median earnings for male employees: £30,533.52

Median earnings for female employees: £26,305.02

Number of male/female employees by quartile salary bands as at 05 April 2015

Quartile	Gender text	Total
Quartile 1	Female	63
	Male	163
Quartile 1 Total		226
Quartile 2	Female	82
	Male	136
Quartile 2 Total		218
Quartile 3	Female	80
	Male	180
Quartile 3 Total		260
Quartile 4	Female	65
	Male	171
Quartile 4 Total		236
Grand Total		940

Quartile Ranges				
Quartile 1	Minimum value	£16,197	to 1st Quartile	£24,394
Quartile 2	1st Quartile	£24,395	to Median	£29,860
Quartile 3	Median	£29,861	to 3rd Quartile	£35,284
Quartile 4	3rd Quartile	£35,285	to Maximum value	£68,465