



**Ministry  
of Defence**

**Ministry of Defence**  
Defence Business Services  
Secretariat Team  
Room 6303  
Norcross  
Blackpool  
FY5 3WP

Ref: FOI2015/04187

[REDACTED]  
Email: [REDACTED]

2 June 2015

Dear [REDACTED]

Thank you for your email of 5 May, requesting the following information:

"I am writing to ask for information under the Freedom of Information Act 2000. I would be grateful for an answer to the following questions:

- Could you please tell me how many people have been recruited in the department as contingent workers in every financial year since 2010/11? Contingent labour should cover all workers employed by the department on a non-permanent basis. For example, as consultants or agency staff. If possible, could you also provide me with the information that shows a breakdown of the type of work carried out by workers recruited as contingent labour, the organisation from which they were hired, and the total cost of their services?
- Could you please tell me how many people have been promoted in the department in every one of the five financial years since 2010/11, including a breakdown by job grade? Could you also please provide the figures for promotions as a proportion of total employees within each grade and the department as a whole?"

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 Ministry of Defence (MOD), and I can confirm that all the information you have requested is held.

The table below shows the figures detailing the number of contingent workers as at 2010/11.

Financial Year	Medical Posts	Interim Professional Posts	Admin Posts	Skillzone Posts	Spend in Year Value**
2010/2011	700	70	140	265	£35.1M

In line with departmental policy, values have been rounded to the nearest 5.

\*\* The annual spend total includes costs associated with an employee starting in one financial year but still engaged in the same assignment in a following financial year(s).

Section 21 (1) has been applied to your request concerning years from 2011, as this information is already in the public domain and therefore reasonably accessible to you at the following links below.

<http://data.gov.uk/dataset/workforce-management-information-ministry-of-defence>

<http://data.gov.uk/dataset/workforce-management-information-ministry-of-defence-january-to-december-2015>

The prime Ministry of Defence (MOD) contingent labour suppliers are Reed & Brook Street, Capita & Capita, Hays & Castlerock & MMP and Reed & Pertemps. However, I should advise that this only represents 91 per cent of the information centrally held, as the remaining 9 per cent of contingent labour is sourced locally.

The information you have requested in your final question can be found in the table enclosed at Annex A. The table shows the number of substantive promotions/advancements within Ministry of Defence (MOD) for the periods requested. It may be helpful if I explain that the total Ministry of Defence (MOD) population used for calculating the total percentage promotion rate includes grades for which there were no promotions, as an individual cannot be promoted to a E2 grade, but will be included in the overall population figure.

Finally, in order to protect personal information governed by the Data Protection Act 1998, Section 40(2) of the FOI Act has been applied to some of the information by supplementing numbers less than 5 with a title (-). 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.

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, 1<sup>st</sup> 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,

A large black rectangular redaction box covering the signature of the sender.

A/Head of Secretariat

	2010/11		2011/12		2012/13		2013/14		2014/15	
	No. of Proms/ Advances	Head count %	No. of Proms/ Advances	Head count %	No. of Proms/ Advances	Head count %	No. of Proms/ Advances	Head count %	No. of Proms/ Advances	Head count %
Senior Civil Service	~	1.40%	15	6.40%	20	7.80%	40	15.60%	35	13.10%
Broad Banding B1	30	4.50%	25	4.00%	75	12.60%	95	15.00%	75	11.20%
Broad Banding B2	95	5.50%	65	4.00%	50	2.90%	390	21.90%	470	24.80%
Broad Banding C1	245	4.30%	130	2.50%	440	8.80%	685	13.00%	595	10.80%
Broad Banding C2	415	4.70%	310	3.90%	675	8.90%	845	10.90%	725	9.10%
Broad Banding D	785	8.30%	225	2.80%	645	8.50%	695	9.30%	570	7.70%
Broad Banding E1	110	0.90%	40	0.40%	165	1.90%	205	2.40%	185	2.30%
Skillzone 4	20	6.20%	10	3.10%	5	2.20%	10	2.90%	10	3.80%
Skillzone 3	145	4.60%	185	6.70%	175	7.20%	145	6.00%	135	5.80%
Skillzone 2	25	0.70%	35	1.10%	45	1.70%	50	1.80%	25	1.00%
NSOGS	70	0.90%	80	1.10%	70	1.00%	55	0.90%	190	3.00%

\* In line with departmental policy - Represents 5 or fewer, values have been rounded to the nearest 5.