



Email: [REDACTED]

Our ref: FOI2015/06313

Your ref:

Date: 24 July 2015

Dear [REDACTED]

Thank you for your email of 1 July 2015 requesting the following information:

*How many members of DSTL's senior levels (8, 9 and Director) received a Temporary Withdrawable Allowance (TWA) during the last three years, and what amount did they receive? In addition what (if any) reasons were given to justify or permit those awards? Please identify separately what TWA awards were given to the DSTL Executive Team.*

We are 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, and we can confirm that the information in scope of your request is held.

The total value of Temporary Withdrawable Addition (TWA) payments made between 1 April 2012 and 31 March 2015 was £306,734. The breakdown across Dstl levels and the reasons for the TWA payments for the past three financial years is listed in the following three tables:

FINANCIAL YEAR (FY) 2012/13				
TWA Reason	Level 8	Level 9	Director*	Total
	Number of individuals	Number of individuals	Number of individuals	Number of individuals
	Amount	Amount	Amount	Amount
<b>London:</b> To cover additional costs incurred where an individual not based in London is required to work in London for a month or more. This TWA reason is now obsolete.	13	2	0	15
	47,782	11,707	0	59,489

<b>Response Team:</b> To cover Dstl's Specialist Response Team, members of which can be rapidly deployed to assist in chemical, biological or radiological incidents. TWA covers maintaining competences, being on call 24/7, learning additional skills and participating in training beyond that required by the day job.	27	10	0	37
	32,597	9,871	0	42,468
<b>Job Opportunity:</b> Where an individual is appointed to a role at a higher level but is given a TWA until the individual is able to satisfy the criteria for performance at the higher level over a given timeframe. This TWA was made obsolete in 2014/15 and was transitioned to Acting-Up.	4	1	1	6
	12,910	8,631	9,396	30,937
<b>Acting-up:</b> Where an individual is required to fill a role that is at a higher level than their own for a month or more. TWA is an amount of the difference between the individual's current salary and that of the acting-up role.	2	0	0	2
	8,745	0	0	8,745
<b>Total number of individuals</b>	<b>46</b>	<b>13</b>	<b>1</b>	<b>60</b>
<b>Total amount paid for FY 2012/13</b>	<b>102,034</b>	<b>30,209</b>	<b>9,396</b>	<b>141,639</b>

FINANCIAL YEAR (FY) 2013/14				
TWA Reason	Level 8	Level 9	Director*	Total
	Number of individuals	Number of individuals	Number of individuals	Number of individuals
	Amount	Amount	Amount	Amount
<b>London:</b> As per definition in above table.	7	3	0	10
	9,824	4,240	0	14,064
<b>Response Team:</b> As per definition in above table.	14	5	1	20
	25,740	5,095	93	30,928
<b>Job Opportunity:</b> As per definition in above table.	1	1	1	3
	2,005	1,236	26	3,267
<b>Recruit and Retain:</b> To retain the necessary calibre of individuals in business critical areas, subject to agreement of the Dstl Executive.	1	0	0	1



TWA is a maximum of 10% of salary capped at £5,000 per annum.	340	0	0	340
<b>Acting-up:</b> As per definition in above table.	10	1	0	11
	21,328	6,242	0	27,570
<b>Total number of individuals</b>	<b>33</b>	<b>10</b>	<b>2</b>	<b>45</b>
<b>Total amount paid for FY 2013/14</b>	<b>59,237</b>	<b>16,813</b>	<b>119</b>	<b>76,169</b>

FOR FINANCIAL YEAR (FY) 2014/15				
TWA Reason	Level 8	Level 9	Director*	Total
	Number of individuals	Number of individuals	Number of individuals	Number of individuals
	Amount	Amount	Amount	Amount
<b>London:</b> As per definition in above table.	2	1	0	3
	2,520	2,700	0	5,220
<b>Response Team:</b> As per definition in above table.	15	4	0	19
	26,142	7,337	0	33,479
<b>Off Site Working:</b> To cover additional costs incurred where an individual is required to work somewhere other than the individual's home site for a month or more.	10	1	0	11
	11,307	1,162	0	12,469
<b>Recruit and Retain:</b> As per definition in above table.	1	0	0	1
	4,000	0	0	4,000
<b>Acting-up:</b> As per definition in above table.	10	1	0	11
	26,264	7,494	0	33,758
<b>Total number of individuals</b>	<b>38</b>	<b>7</b>	<b>0</b>	<b>45</b>
<b>Total amount paid for FY 2014/15</b>	<b>70,233</b>	<b>18,693</b>	<b>0</b>	<b>88,926</b>

\* Dstl Executive Team

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, 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](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, <http://www.ico.gov.uk>.

Yours sincerely,

Dstl Secretariat