



Ministry
of Defence

Ministry of Defence
Main Building (06/K/16)
Whitehall
London SW1A 2HB
United Kingdom

Ref: XXXXXXXXXXXXX

Telephone:+44 (0)20 7218 9000

Email: XXXXXXXXXXXXX

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Thank you for your email of 08 January 2016 requesting the following information:

“I would like to request all information available from the Armed Forces Pay Reform regarding the investigation and report on Eng Tech Weapons in the RAF.

I would like the report, the location (Station and Section) and the factors used for scoring.”

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.

In answer to the first part of your request please see below:

Trade	OR1-2	OR3 RAF (T)	OR4	OR6	RAF CHF TECH	OR7	OR8	OR9
ENG TECH WEAPONS	177	190	229	309	358	373	N/A	411

Please see below a full list of Stations visited during the Analysis phase of Job Evaluation and the Judging phase.

Stations/Units visited during the Analysis phase of Job Evaluation (ie job interviews)

- 3(F) Sqn RAF Coningsby (x 2 interviews)
- II (AC) Sqn, RAF Marham
- 617 Sqn, RAF Lossiemouth (x 2)
- 5131 Sqn RAF Wittering (x 5)
- AESF, RAF Marham (x 4)
- FES,RAF Marham
- Base Licensing, RAF Marham
- 93 EAS RAF Marham
- AEF (RASE) RAF Odiham
- AESF RAF Odiham
- SAMPT Abbey Wood
- FFPT Abbey Wood
- RAF Cosford (Trade Training) (x 3)
- Wpns/SE SME RAF Cosford
- Air Command

Stations visited during Judging phase (ie Benchmark Visit)

RAF Marham
RAF Odiham
RAF Brize Norton

The JE process used by Defence assesses posts against six Factors, as described in the table below:

JE FACTOR	DESCRIPTION
1	Knowledge, skills and experience needed for the post and the range of application required.
2	Complexity and mental challenge of the job.
3	Judgement and decision-making, and the impact of the job's output on the success of the organisation.
4	Use of resources (Personnel, Equipment, Budgets etc); the level of supervision undertaken and the jobholder's influence in the organisation.
5	Communication; the level of internal and external communications and their significance.
6	Working conditions; health and safety aspects, bodily constraints and physical environment of the job in question.

It may be useful if I provide some background to Armed Forces Pay Reform, which was announced on 7 January 2016. The Pay Reform is a rebalancing of current pay resources to provide a simpler and more efficient core pay model which provides greater differentiation for Other Ranks (ORs). Rank continues to be the main factor in determining how much ORs are paid. The pay model will therefore have a single core pay spine with four pay supplements. The allocation of trades to supplements has been collectively agreed by all of the Services.

Allocation of a trade to a supplement is based on Job Evaluation evidence, as provided by the Joint Service Job Evaluation Team, and used to determine a Through-Career Whole Trade Score. A through career approach means that Service Personnel will no longer be affected by flip flop, overtaking and overlap.

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

