



# Ministry of Defence

Ministry of Defence  
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Ref: XXXXXXXXXX

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XXXXXXXXXXXXXXXXXX

Email: XXXXXXXXXXXXXXXX

08 February 2016

Dear XXXXXXXXXXXXXXXX

Thank you for your email of 09 January 2016 requesting the following information:

"I wish to make a freedom of information request regarding the 2016 pay "reform" of the armed forces.

I would like to know the current total spent on pay using the Pay 2000 scheme (officers and non-commissioned personnel separately) and the projected spending once the "reforms" are brought in - based on current manning levels."

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.

The following points should address your question:

- New Employment Model (NEM) pay reform has not been planned against current manning levels, rather it has been programmed against each single Service forecast which is dynamic and changing over time in volume and trade / rank mix. It also does not incorporate the other layers of remuneration within 'Pay' that are flexible in response to operational imperatives and broader workforce / economic trends.
- Therefore near term assessments of forecast basic pay bill are more likely to be more [useful / accurate] to demonstrate the difference in overall spend between Pay 2000 and NEM.
- NEM pay reform commences (ie is 'brought in') from 1 Apr 16, therefore, taking the above into account, it is forecast that the military pay bill over financial year 2016/17 will be £50.6M greater under NEM than Pay 2000.
- It is forecast that the breakdown of this difference in cost will be; Officers £4.2M, non-commissioned personnel £43.8M, Reserves £2.6M.

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, <http://www.ico.org.uk>.

Yours sincerely,

Defence People Secretariat