



Ministry of Defence

Ministry of Defence
Main Building
Whitehall
London
SW1A 2HB

Reference: FOI2017/02532

Email to: [REDACTED]

17 March 2017

Dear [REDACTED],

Thank you for your email of 22 February 2017 in which you requested the following information:

"I write further to the attached letter from [REDACTED] [REDACTED] of MoD Civilian HR Pay & Reward dated 16 February 2017 (Reference A).

(1) Reference A states at para 3 that:

MOD teachers are paid in accordance with the STPCD and the decision taken by Civ HR Reward to exclude MOD Headteachers on the maximum of their pay range {as opposed to the maxima of the eight STPCD Headteacher pay group ranges} from receiving a 1% increase merely followed the principles and intent of the STPCD for 2015.

Please set out clearly to me what the principles and intent of the 2015 STPCD were that Civ HR Reward is said in Reference A to have followed. Please include in your response the relevant section and paragraph number/s of the 2015 STPCD that contains the principles and intent that para 3 of Reference A refers to.

(2) Procedures for determining teachers' pay should be consistent with the principles of public life ie objectivity, openness and accountability. Please therefore set out clearly to me and with sufficient detail to enable me to understand how Civ HR Reward made the 2015 teachers' pay decision, including the process that was followed resulting in Civ HR Reward taking the decision to exclude Headteachers on the maximum of their individual pay ranges from receiving a 1% increase. Please include the date the decision was taken by Civ HR Reward and what, if any, factors / criteria or recommendations were taken into consideration.

(3) Please provide me with a copy of any equality and diversity impact assessment undertaken in respect of the decision taken by Civ HR Reward to exclude MoD Headteachers on the maximum of their pay range from receiving a 1% increase.

(4) Reference A states at para 4 that:

To have approved an increase because MOD Headteachers are paid above the maxima of the Head Teacher group pay range would run contrary to the intentions of the STPCD.

Please set out clearly to me what intentions of the 2015 STPCD Reference A states this would run contrary to. Please include in your response the relevant section and paragraph number/s of the 2015 STPCD that contains the intentions that para 4 of Reference A refers to."

We are treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA). I can confirm that the Ministry of Defence (MOD) holds some information within the scope of your request.

However Parts 1 and 4 of FOI Request FOI2017/02532 are exempt under Section 21 of the FOIA because the information is accessible to you by other means. The document "School teachers' pay and conditions document 2015 and guidance on school teachers' pay and conditions" (2015 STPCD) is available from the Gov.uk internet site at: <https://www.gov.uk/government/publications/school-teachers-pay-and-conditions-2015>

To meet the requirements of FOIA Section 16 (duty to provide advice and assistance to requesters), I advise that in the document 2015 STPCD the details applicable to the Headteachers pay group ranges are detailed at page 8, Part 1 - Pay - general; bullet point (i). MOD officials followed the principles contained in this direction when implementing the 2015 Pay award for MOD Headteachers.

Concerning the second part of FOI Request FOI2017/02532, I can inform you that the meeting to confirm the details of the 2015 Teachers pay award took place on 24 September 2015.

The information requested at Part 3 of FOI Request FOI2017/02532 is not held by the MOD. An equality analysis was not undertaken as MOD Teachers are paid in accordance with the STPCD 2015.

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, Ground Floor, Zone D, 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,

(Original Signed)
Defence People Secretariat