



Ministry of Defence

Ministry of Defence
Defence Business Services Secretariat
Room 6303
Tomlinson House
Norcross
Thornton-Cleveleys
FY5 3WP

Ref: FOI2017/12578

Email: DBSRES-Secretariat@mod.uk

[Redacted]

2 January 2017

Dear [Redacted]

Thank you for your email to the Ministry of Defence (MOD) requesting the following information:

- 1. We are now seeking information about the salary bands, specifically bands C2 to B1, and whether salaries are graded within these bands (i.e. when you begin the job, whether you are paid at the lower end of the band and then your salary increases in intervals within that band) and what the salary bands are.
2. We are also seeking information re subrogated claims. I would be very grateful if you could please advise who I should contact to discuss this.

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 and I can confirm that some of the information in scope of your request is held.

Please find the table below which shows the Ministry of Defence pay scales for Band C2 to Band B1 staff.

Pay Scales effective from 1 Aug 17

Table with 2 columns: Band, Min, Max. Rows: B1 (Min £60041, Max £70545), B2 (Min £50995, Max £58106), C1 (Min £37940, Max £43206), C2 (Min £31136, Max £35461)

Under Section 16 (Advice and Assistance) it may be helpful if I explain that MOD pay scales are not incremental and pay is adjusted in accordance with the annual pay award following negotiations with the Trade Unions.

Pay on joining the MOD Main is determined through the recruitment process. There are a number of scenarios on how an individual's pay is determined:

- If an individual is applying against a cross civil service job advert on level transfer then their basic salary will be carried across. Should their basic salary be below the scale minimum then it will be raised to match the scale minimum; should it be above the maximum then it will be capped at the maximum.
- If an individual is applying against a cross civil service job advert on promotion then their basic salary will be uplifted by the appropriate promotion rate. The same criteria regarding minimum and maximum is applied.
- If an individual is applying against an external advert the default is for the individual to be brought in on the minimum of the pay scale. For jobs where recruitment campaigns have failed to attract applicants of the requisite calibre then exceptionally business areas can seek authority to offer Higher Starting Pay (HSP). Applicants recruited under HSP arrangements must demonstrate skills/experiences and be marked against a pre-determined set of criteria.

Questions relating to subrogated claims should be sent directly to the Government Legal Department at the address provided below. However, you may need to provide them with clarification in respect of exactly what information you require.

**Government Legal Department**

One Kemble Street  
London  
WC2B 4TS

Tel: 020 7210 47100 – option 1

Email: [thetreasurysolicitor@governmentlegal.gov.uk](mailto:thetreasurysolicitor@governmentlegal.gov.uk)

If you have any queries regarding the content of this letter, please contact this office in the first instance.

If you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail [CIO-FOI-IR@mod.gov.uk](mailto:CIO-FOI-IR@mod.gov.uk)). Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours sincerely,

  
Defence Business Services (Secretariat)