



Ministry
of Defence

Ministry of Defence
Main Building
Whitehall
London
SW1A 2HB

Ref: FOI2017/11869

Reply to: [REDACTED]

20 December 2017

Dear [REDACTED]

Thank you for your email of 22 November 2017 requesting the following information:

"please could I have the written details that sit behind the summary table for Scarce Discipline CAT 5 RRA, CHIPS category RRA Central Control Func 3. I do have, and attach a photo, of the summary sheet but not the clarifications behind and define the category requirements.

The table I have is found at

<http://ppaintranet.chris.r.mil.uk/business/perm-allow-refdetail.php?permanent-id=6>

I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOI Act). Following a search of our records, I have established that there is some information held in scope of your request.

Please see below criteria which has been located. The decision as to whether an individual meets the requirements and the qualifying criteria below, is decided upon by the Top Level Budget (TLB) and the relevant Head of Profession (HoP), who is best placed to decide if the work/role being carried out, fits the below qualifying criteria.

Qualifying Grades Band C2 (ex HPTO) Electronics, Telecomms, Estate Surveying,
Construction - Zone 4

Qualifying Location London (Zone 4 = Aldershot)

Additional Qualifying	Paid to individuals in specific DESG specialism's based in London. To qualify for payment of the SDA RRA, an officer must be in a permanent post in the London Weighting area that requires the exercise of the discipline for at least 50% of the time. The RRA can only be paid to staff whose PDS is in London. Staff detached to London are ineligible as are staff serving overseas, since they only receive London RRA and London Weighting by analogy as part of the Overseas Terms and Conditions. On promotion or advancement, the value of the SDA RRA is added to basic pay before the appropriate promotion or advancement increase is applied. The pay lead is extracted from the resultant salary and held outside the pay band. If the pay lead at the higher level is different from that at the lower level, the old pay lead is extracted from the new salary and the new pay lead substituted and held outside the pay band. WEF 1st April 2017 this allowance is no longer available to DE&S staff. It has been removed as part of the DE&S 2017 Pay Award.
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Under s.16 (Advice and Assistance) you may wish to be advised these allowances were introduced as part of the 1999 pay award, prior to 1999 there were separate pay lead scales that were abolished and replaced by the new allowances. Details of the removal of the Pay Lead scales were published in MoD Personnel Instruction 125/99. (Which does not give any previous detail). DESG specialism, who looked after these allowances no longer exist, and the ownership of these allowances transferred to CivHR Reward. The management and policing of these allowances are now down to the TLB and the relevant HoP. In 2008, DCP-PMRR requested each of the TLBs to carry out a review of these allowances, and ascertain if they were still required and to review those that were in receipt of them, at that time.

As per the policy for Recruitment and Retention Allowances, these allowances are to be reviewed regularly. In the case of this allowance, this is carried out by the relevant TLB and HoP(s) to which the scarce discipline relates. If there was any other criteria for these allowances (prior to 1999), it would appear to have been destroyed or superseded by the introduction of these allowances.

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 CIOFOI-IR@mod.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 People Secretariat FOI