

Ref: FOI2017/10361

Reply to: [REDACTED]

17 November 2017

Dear [REDACTED]

Thank you for your email of 18 October 2017 requesting the following information:

1. *Do you pay any London weighting to some staff?*
2. *Do you have any other form of geographical weighting in staff salaries for places other than London?*
3. *How is such London weighting calculated, is it a fixed sum for each employee, (perhaps prorated for part time employees), or an additional percentage on top of their salary, or something else?*
4. *What is your annual expenditure on London weighting, and what percentage of your pay bill is this? If this cannot be calculated accurately, please provide an estimate.*
5. *Can you break your expenditure on London weighting down by the salary band of the employee receiving it? For example, how much London weighting is received by employees earning over £50k per year (pro rata)? Under £20k per year (pro rata)?*
6. *Please answer all the above questions for all your NDPBs. Happy to receive this information either broken down separately, or a single answer to each of the above covering both the department and your NDPBs. Please do not include any non-Ministerial Departments.*
7. *Are you able to answer (or provide estimates) to the above questions for parts of the public sector which come under your department's responsibility, where the staff aren't directly employed by the department or your NDPB? For example, if you are the Home Office, are you able to provide some insight into the likely figures relating to UKVI, the police, etc? If you are the DfE, are you able to provide some insight into the likely figures relating to teachers?*

I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOI Act).

I can advise you that following a search of our records, I have established that the Ministry of Defence (MOD) holds information within the scope of your request. The answers to each point you have raised are set out below.

The MOD has two levels of London Weighting. These are fixed sums of £3,000 for Inner London and £1,500 for Outer London. Separately MOD Police serving in London receive an annual allowance of £3,327 which is linked to Home Office payments.

The MOD does not have any other form of geographical weighting in staff salaries for places other than London. However, the Department pays locational allowances for certain sites where there are recruitment and retention issues.

The annual expenditure for the three allowances referred to above (i.e. Inner London Weighting, Outer London Weighting and MOD Police London Weighting), based on the workforce population as at September 2017; is approximately £9.2M. This equates to circa 0.69% of the pay bill (calculated as a percentage of base salaries).

The table below provides a breakdown of expenditure on London Weighting by salary band employees in £30K bands:

Pay Band	London Weighting Cost
Under £20K	£0.982M
£20K-£50K	£6.776M
£50K-£80K	£1.409M
Over £80K	£0.049M
TOTAL	£9.216M

These figures cover MOD general staff as well as the separate budgets for Defence Equipment and Supply staff and MOD Police staff. The Defence Science and Technology Laboratory (DSTL), the United Kingdom Hydrographic Office (UKHO), the Defence Electronics and Components Agency (DECA) do not have employees in London so are excluded from the pay baseline calculation

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.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