



Ministry
of Defence

Ministry of Defence
Main Building (06/N)
Whitehall
London
SW1A 2HB

Ref: FOI2017/08262

Telephone: 020 7218 9000

Email: [REDACTED]

25 September 2017

Dear [REDACTED]

Thank you for your email of 30 August 2017 in which you requested the following information:

Under the Freedom of Information Act 2000, I would like to request copies of the following:

- For the financial year 2016/17 the percentage gender make-up, mean gender pay gap and median gender pay gap for the Department's:
 - Senior Civil Servants
 - Grade 6 & 7 civil servants
 - Senior & Higher executive Officers
 - Administrative Officers & Assistants
 - Civil Servants at all responsibility levels
 - Employees not included in the above
 - The Department's entire workforce
- The proportion of men and women employed by the receiving a bonus payment for the financial year 2016/17
- The mean and median gender pay gap with respect to bonus or performance-related pay awarded by the department across its entire workforce for the financial year 2016/17
- The percentage of women in the Lower Quartile, Lower Middle Quartile, Upper Middle Quartile, and Upper Quartile for hourly pay across the Department's entire workforce for the financial year 2016/17
- The measures the Department is taking to close the gender pay gap

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

I can confirm that the Department holds the information you are seeking. However, the information you have requested falls entirely within the scope of the qualified exemption provided for at Section 22 (future publication) of the FOIA and has been withheld. This information is in the process of being prepared for publication by the Department as part of the Governments' Data Transparency Agenda.

Section 22 is a qualified exemption and is subject to public interest testing which means that the information requested can only be withheld if the public interest in doing so outweighs the public interest in disclosure.

Having considered the public interest, the Department's decision is therefore to withhold the information requested as the balance of public interest was found to be in favour of withholding the information, given that the requested information is held with the planned intention of releasing it into the public domain. Prioritising release of this information will undermine the current release process, delaying the release of other transparency information. The information will be published later in the autumn.

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