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Ministry
of Defence

Our reference: FOI2017/06706

[REDACTED]

[REDACTED]

8 August 2017

Dear [REDACTED]

Thank you for your request received on 7 July 2017 requesting the following information:

of Information Act the Job Evaluation reports conducted by the Joint Services Job Evaluation Team (JSJET) in support of the New Employment Model for the following trades in their respective Services:

*Royal Navy
CIS (WE & WESM)*

*Royal Air Force
CIS*

I would also like to request the locations (Units) and specific employments roles where these Job Evaluations took place.

Your enquiry has been considered to be a request for information in accordance with the Freedom of Information Act 2000 (FOIA).

Please be advised that there are no evaluation 'reports' as such, but information relating to the evaluations conducted by JSJET are shown in the Excel spreadsheet attached. RAF CIS has been interpreted as RAF Information Communications Technician/Manager (ICT) and ICT Aerial Erector. The two elements are treated separately for Job Evaluation (and therefore, potentially, pay) purposes.

Job Evaluation (JE) is conducted by the JSJET working from MOD Main Building, which consists of a C1 Civil Servant, as Team Leader, supported by 3 WO1 military JE analysts. The rank by rank JE scores are determined by an independent judging panel of 3 x OF5s; one from each Service. Unlike many other organisations that choose to 'buy in' JE assessments on a periodical basis, the Ministry of Defence has for many years invested in a permanent JE capability: importantly, this provides continuity of understanding of the many variations of military jobs, and enables a more agile response to dealing with change.

Under Section 16 (Advice and Assistance) of the FOI Act I would like to make clear that the two evaluations have entirely different baselines and, therefore, any comparison is not helpful. In any case, whilst the two trades (RN CIS and RAF ICT) have similarities, they are not identical and vary, for example, in their working environments. Such issues impact on job evaluation scores.

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 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