



Ministry
of Defence

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

Ref: FOI2018/14242

Email: DBSRES-Secretariat@mod.gov.uk

28 November 2018

Dear [REDACTED]

Thank you for your email of 12 November 2018 to the Ministry of Defence (MOD) requesting the following information:

"Under the Freedom of Information Act, I request the total number of MoD staff based in Scotland who are paid less than the real Living Wage, as set in Nov 2018, of £9 an hour."

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 all the information in scope of your request is held.

As of 31 October 2018, 237 Ministry of Defence civilian employees based in Scotland were receiving less than £9 per hour in salary.

Under Section 16 of the FOIA (Advice and Assistance), you may wish to be aware that the above figure includes staff within MOD main, Defence Equipment and Support and Defence Science and Technology Laboratory.

Additionally, the Ministry of Defence (MOD) pays over and above the National Living Wage, which was increased to £7.83 per hour in April 2018.

With regards to information on military personnel, I can confirm that it is difficult to determine hourly rates of pay for the Armed Forces as they are paid an annual salary and do not have a set number of contracted hours. Under Section (1) of the National Minimum Wage Act 1998, a person serving as a member of the Armed Forces does not qualify for the national minimum wage in respect of that service.

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). 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,

A solid black rectangular redaction box covering the signature of the sender.

Defence Business Services (Secretariat)