



UK Hydrographic Office

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www.gov.uk/ukho

[REDACTED]
REF: FOI2019/00584

23 January 2019

Dear Mrs Lade,

Thank you for your email of 13/01/19 requesting the following information:

"FOI Request."

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

The information you have requested can be found at annex A.

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for 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 must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not investigate your case until the MOD internal review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website, <http://www.ico.org.uk>.

Yours sincerely,

UKHO Secretariat

Annex A

Please provide me with current salary details (pay scales by grade) for each grade employed in the department including:

- **Incremental scale for each stated pay-range (if any);**

UKHO's pay ranges are set out below:

	A2 (AA)	A1 (AO)	B3 (EO)	B2 (HEO)	B1 (SEO)	C2 (G7)	C1 (G6)
Min	£17,477	£18,800	£25,324	£31,589	£40,329	£50,965	£63,844
Max	£17,477	£20,776	£28,785	£34,727	£44,784	£56,773	£69,087

- **Pay-zones for each stated pay range (if any);**

Please see above ranges; the UKHO does not use pay zones.

- **Any separate pay ranges for specialist roles (if any);**

UKHO does not have separate pay ranges for specialist roles.

- **Details of progression arrangements for each stated pay range.**

At present, UKHO does not have any type of progression arrangements within the pay ranges.

In addition, please provide details of:

- **any fixed allowances paid for specific qualifications or skills e.g. accountancy, legal etc;**

UKHO offer recruitment and retention allowances for qualified individuals, in accountancy-based roles; the Accountancy RRA is £3,000 per annum.

- **any special rates or allowances to attract and retain DDaT skills;**

UKHO has recruitment and retention allowance frameworks for the following role areas:

Software Engineers – up to £9,000
Technical Architects – up to £10,000
Test Engineers – up to £8,000
Data Science roles – up to £10,000

- **any bonus scheme in operation;**

UKHO operates a cash awards scheme, which includes cash awards (special bonus) and voucher awards.

Special bonus awards could be £0 - £10,000; however, any award above £500 requires approval by the Executive Committee and awards above £2,000 require approval from UKHO's Remuneration Committee.

Voucher awards are up to £100.

- **any performance pay scheme in operation**

UKHO operates a team performance award, the specific justification for which is reviewed on a yearly basis.

Currently, UKHO's key performance measures (KPMs) form the basis for individual objectives, set across the business, and the KPMs are the measures against which payment of the team performance award is assessed.