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for Environment
Food & Rural Affairs

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[REDACTED
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Our ref: FOI2019/20678
29 October 2019

[REDACTED]

REQUEST FOR INFORMATION: SCS Staff

Thank you for your request for information of 4 October 2019 asking about SCS staff. We have handled your request under the Freedom of Information Act 2000 (FOIA).

The information you requested, and our response is detailed below.

“Can you please provide in electronic form, details of all current SCS roles: Name, Role, Grade & Salary.”

The table below details SCS staff at Pay Band 2 and above paid by the department and on the department’s headcount that were in post as at 30 September 2019.

Member of Staff	Role	Grade	Salary Band Based on Pro-Rota Salary
Tamara Finkelstein	Permanent Secretary	SCS PB 3	£160,000 to £164,999
Christine Middlemiss	Chief Veterinary Officer	SCS PB 2	£120,000 to £124,999
Group Strategy			
Shaun Gallagher	Director General for Strategy Delivery	SCS PB 3	£120,000 to £124,999
John Curnow	Director Group Analysis	SCS PB 2	£110,000 to £114,999
Penny Fox	Director Defra Group Communications	SCS PB 2	£90,000 to £94,999
Toby Nation	Director Defra Group Communications	SCS PB 2	£95,000 to £99,999
Caroline Crowther	Joint Directors - Group Strategy	SCS PB 2	£60,000 to £64,999
Charlotte Spencer	Joint Directors - Group Strategy	SCS PB 2	£60,000 to £64,999
Tessa Jones	Director – Group Strategy	SCS PB 2	£90,000 to £94,999
Patrick Bolster	Defra Group Finance – Finance Director for Environment Agency	SCS PB 2	£90,000 to £94,999



Member of Staff	Role	Grade	Salary Band Based on Pro-Rota Salary
Robert Branson	Defra Group Finance - Finance Operations	SCS PB 2	£100,000 to £104,999
Anne-Marie Miller	Defra Group Finance - RPA Finance	SCS PB 2	£125,000 to £129,999
Heather Smith	Defra Group Finance – Chief Finance Officer	SCS PB 2	£105,000 to £109,999
Andrew Pattison	Defra Group Finance – Chief Finance Officer		
Dave Webster	Defra Group Finance – Finance Director APHA Finance	SCS PB 2	£110,000 to £114,999
Name Withheld	Joint Director EU & International Trade	SCS PB 2	Withheld
Name Withheld	Joint Director EU & International Trade	SCS PB 2	Withheld
Environmental Rural and Marine			
Sonia Phippard	Director General for Environment, Rural and Marine	SCS PB 3	£125,000 to £129,999
Neil Hornby	Director Marine and Fisheries	SCS PB 2	£90,000 to £94,999
Shirley Trundle	Director Wildlife, International, Climate & Forestry	SCS PB 2	£90,000 to £94,999
Andrea Ledward	Joint Directors Natural Environment	SCS PB 2	£80,000 to £84,999
Edward Barker	Joint Directors Natural Environment	SCS PB 2	£70,000 to £74,999
David Hill	Director Environmental Quality	SCS PB 2	£110,000 to £114,999
Sally Randall	Director Floods & Water	SCS PB 2	£90,000 to £94,999
Chief Operating Officer			
Sarah Homer	Director General Chief Operating Officer	SCS PB 3	£145,000 to £149,999
Lisa Adams	Director Group HR and Organisational Development	SCS PB 2	£110,000 to £114,999
Nicola Bettsworth	HR Director - Chief Operating Officer	SCS PB 2	£85,000 to £89,999
Dianne Jeans	Director Defra Group Property, Shared Services and Corporate Strategy and Transformation	SCS PB 2	£100,000 to £104,999
John Seglias	Chief Digital and Information Officer – Digital, Data & Technology Services	SCS PB 2	£155,000 to £159,999
Jonathan Bloomfield	DDTS - SRO EU Exit IT Programme	SCS PB 2	£95,000 to £99,999
Harriet Green-Berenger	DDTS – Joint Chief Digital Officer	SCS PB 2	£90,000 to £94,999
Myra Hunt	DDTS – Joint Chief Digital Officer	SCS PB 2	£90,000 to £94,999

Member of Staff	Role	Grade	Salary Band Based on Pro-Rota Salary
Chris Howes	DDTS - Director of Group Infrastructure & Ops	SCS PB 2	£105,000 to £109,999
EU Exit Delivery			
Paul Kissack	Director General for EU Exit Delivery	SCS PB 3	£130,000 to £134,999
Name Withheld	Director EU Exit Domestic and Constitutional Affairs	SCS PB 2	Withheld
Name Withheld	EU Exit Domestic & Constitutional Affairs - DG Oversight	SCS PB 2	Withheld
Name Withheld	Director EU Exit Business Readiness	SCS PB 2	Withheld
Name Withheld	Director No Deal Preparedness and Response	SCS PB 2	Withheld
Food Farming and Biosecurity			
David Kennedy	Director General for FFaB	SCS PB 3	£130,000 to £134,999
Alison Ismail	Director Agri-Food Chain	SCS PB 2	£90,000 to £94,999
John Bourne	Director Biosecurity & Food Projects	SCS PB 2	£90,000 to £94,999
Sarah Church	Director Future Farming & Countryside	SCS PB 2	£90,000 to £94,999
Name Withheld	Director Animal and Plant Health & Welfare	SCS PB 2	Withheld
Lynne Phillips	Environmental Land Management	SCS PB 2	£90,000 to £94,999

After careful consideration we have decided not to disclose the names and roles of SCS pay band 1 (SCS1) members of staff and specific salary details under sections 40(2) and 40(3A) of the FOIA as the information constitutes personal data relating to persons other than you and section 38(1), which relates to health and safety.

We are providing the details of SCS staff at SCS Pay Band 2 and above. Under Cabinet Office transparency guidelines, we are providing salary details in pay bands of £5,000.

Sections 40(2) and 40(3A)

These sections exempt personal information from disclosure if that information relates to someone other than the applicant, and if disclosure of that information would breach any of the data protection principles in Article 5(1) of the General Data Protection Regulation (GDPR).

We consider that disclosure of this information is likely to breach the first data protection principle, which provides that personal data must be processed lawfully, fairly, and in a transparent manner. Disclosure would not constitute 'fair' processing of the personal data because the staff involved would not reasonably expect their names and roles being disclosed in relation to this request for information.

Section 38(1)

We have also decided to withhold the names of some individuals above SCS1 level under section 38(1), which relates to health and safety, of FOIA.

In applying this exemption, we have had to balance the public interest in withholding the information against the public interest in disclosure.

We recognise that there is a public interest in disclosure of information concerning the names of SCS 1 and above, in the interest of openness and transparency of government. We also acknowledge that there is a public interest in the roles as a further explanation of the way the department is structured, and what areas of work that are being prioritised.

On the other hand, there is a strong public interest in withholding the information because we have seen evidence that individuals associated with animal welfare, and in particular those working on the TB Programme or hunting, have previously been subject to threats, and the release of identifying information could increase risk to those individuals. We have applied this to SCS in other sensitive roles. Therefore, this information has been redacted.

Therefore, we have concluded that in all the circumstances of the case, the information should be withheld.

Information disclosed in response to this FOIA request is releasable to the public. In keeping with the spirit and effect of the FOIA and the government's Transparency Agenda, this letter and the information disclosed to you may be placed on [GOV.UK](https://www.gov.uk), together with any related information that will provide a key to its wider context. No information identifying you will be placed on the GOV.UK website.

We attach Annex A, explaining the copyright that applies to the information being released to you, and Annex B giving contact details should you be unhappy with the service you have received.

If you have any queries about this letter please contact me.

Yours sincerely

[REDACTED]

Information Rights Team

InformationRequests@defra.gov.uk

Annex A

Copyright

The information supplied to you continues to be protected by copyright. You are free to use it for your own purposes, including for private study and non-commercial research, and for any other purpose authorised by an exception in current copyright law. Documents (except photographs or logos) can be also used in the UK without requiring permission for the purposes of news reporting. Any other re-use, for example commercial publication, would require the permission of the copyright holder.

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Annex B

Complaints

If you are unhappy with the service you have received in relation to your request you may make a complaint or appeal against our decision under section 17(7) of the FOIA or under regulation 11 of the EIRs, as applicable, within 40 working days of the date of this letter. Please write to Andrew Mobsby, Head of Information Rights, Area 5B, Nobel House, 17 Smith Square, London, SW1P 3JR (email: InformationRequests@defra.gov.uk) and he will arrange for an internal review of your case. Details of Defra's complaints procedure are on our [website](#).

If you are not content with the outcome of the internal review, section 50 of the FOIA and regulation 18 of the EIRs gives you the right to apply directly to the Information Commissioner's Office (ICO) for a decision. Please note that generally the ICO cannot make a decision unless you have first exhausted Defra's own complaints procedure. The ICO can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF