



Department
for Environment
Food & Rural Affairs

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[Redacted]

By email: [Redacted]

Our ref: FOI2020/00976
13 February 2020

Dear [Redacted]

REQUEST FOR INFORMATION: Positions Grade 6 & Above

Thank you for your request for information of 17 January 2020 about positions grade 6 & above. We have handled your request under the Freedom of Information Act 2000 (FOIA).

The information you requested and our response are detailed below.

"I would like to make an FOI request for the list of roles of Grade 6 & above within DEFRA and the names of the individuals who currently hold these positions. If possible could you also include the individual's 'Job Function', 'Unit', and email address - as is usually displayed in data.gov.uk's Organogram of Staff Roles & Salaries?"

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.

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 31 December 2019.

Name	Grade	Role	Salary Band (Based on Pro-Rata Salary)
Tamara Finklestein	SCS PB 4	Permanent Secretary	£160,000 to £164,999
Christine Middlemiss	SCS PB 3	Chief Veterinary Officer	£120,000 to £124,999
Prof. Gideon Henderson	SCS PB 3	Chief Scientist	£105,000 to £109,999
Strategy and Climate Change			
Paul Kissack	SCS PB 3	Director General - Strategy & Climate Change	£130,000 to £134,999
John Curnow	SCS PB 2	Director - Group Analysis	£110,000 to £114,999
Toby Nation	SCS PB 2	Director - Group Communications	£100,000 to £104,999
Caroline Crowther	SCS PB 2	Joint Director - Corporate Strategy & Change	£65,000 to £70,999
Charlotte Spencer	SCS PB 2	Joint Director - Corporate Strategy & Change	£70,000 to £74,999



Name	Grade	Role	Salary Band (Based on Pro-Rata Salary)
James Quinault	SCS PB 2	Director - Spending Review & Budget (on loan from Cabinet Office)	Salary details not held
EU Exit and International Trade			
Shaun Gallagher	SCS PB 3	Director General - EU Exit & International Trade	£120,000 to £124,999
Name withheld	SCS PB 2	Joint Director - EU & International Trade	£90,000 to £94,999
Name withheld	SCS PB 2	Joint Director - EU & International Trade	£90,000 to £94,999
Name withheld	SCS PB 2	Director - EU Delivery Preparation, Domestic & Constitutional Affairs	£90,000 to £94,999
Janet Hughes	SCS PB 2	Director – Portfolio (On loan from Dept for Education)	Salary details not held
Environment, Rural and Marine			
David Hill	SCS PB 3	Acting Director General - Environment Rural & Marine DG	£120,000 to £124,999
Sally Randall	SCS PB 2	Director - Floods & Water	£90,000 to £94,999
Neil Hornby	SCS PB 2	Director - Marine & Fisheries	£90,000 to £94,999
Andrea Ledward	SCS PB 2	Joint Director - Natural Environment	£80,000 to £84,999
Edward Barker	SCS PB 2	Joint Director - Natural Environment	£70,000 to £74,999
Susanna May	SCS PB 2	Director - Environment Quality	£90,000 to £94,999
Shirley Trundle	SCS PB 2	Joint Director - Wildlife, International, Climate & Forestry	£115,000 to £119,999
Tom Walker	SCS PB 2	Joint Director - Wildlife, International, Climate & Forestry	£100,000 to £104,999
Food Farming and Biosecurity			
David Kennedy	SCS PB 3	Director General - Food Farming & Biosecurity DG	£130,000 to £134,999
Alison Ismail	SCS PB 2	Director - Agri-Food Chain	£90,000 to £94,999
Sarah Church	SCS PB 2	Director - Future Farming & Countryside	£90,000 to £94,999
Name withheld	SCS PB 2	Director - Animal Plant Health & Welfare	£90,000 to £94,999
John Bourne	SCS PB 2	Director - Bio Security & Food Projects	£90,000 to £94,999
Lynne Phillips	SCS PB 2	Director - Environmental Land Management	£90,000 to £94,999
Chief Operating Officer			
Sarah Homer	SCS PB 3	Director General - Chief Operating Office DG	£145,000 to £149,000
Lisa Adams	SCS PB 2	Director - Group Defra HR & Organisational Development	£115,000 to £119,999

Name	Grade	Role	Salary Band (Based on Pro-Rata Salary)
Nicola Bettesworth	SCS PB 2	Director - Group HR Chief Operating Officer	£90,000 to £94,999
Einav Ben-Yehuda	SCS PB 2	Director - Defra Group Commercial (Employed by Government Commercial Organisation)	Salary details not held
Dianne Jeans	SCS PB 2	Director - Defra Group Property / Corporate Strategy & Transformation	£110,000 to £114,999
Andrew Pattinson	SCS PB 2	Director - Group Finance - Andrew Pattinson	£90,000 to £94,999
Patrick Bolster	SCS PB 2	Director - EA Finance	£90,000 to £94,999
Anne-Marie Millar	SCS PB 2	Director - RPA Finance	£125,000 to £129,999
Dave Webster	SCS PB 2	Director - APHA Finance	£110,000 to £114,999
Chris Howes	SCS PB 2	Joint Director - Digital Data & Technology Services.	£100,000 to £104,999
Jo Broomfield	SCS PB 2	Joint Director - Digital Data & Technology Services	£95,000 to £99,999
Harriet Green Berenger	SCS PB 2	Joint Chief Digital Officer	£90,000 to £94,999
Myra Hunt	SCS PB 2	Joint Chief Digital Officer	£90,000 to £94,999

After careful consideration we have decided not to disclose the names, roles and salaries of SCS pay band 1 (SCS1) and Grade 6 members of staff under sections 40(2) and 40(3A) of the FOIA as the information constitutes personal data relating to persons other than you.

We have also decided to withhold all contact details under sections 40(2) and 40(3A) of the FOIA.

In addition we have decided to withhold the names above SCS1 level under section 38(1), which relates to health and safety.

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 and equally the senior members of staff would not reasonably expect their contact details to be disclosed in relation to this request.

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.

However, on the other hand, there is a stronger 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, 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, 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 wish to email any individual within Defra then we would advise you send an email to:

defra.helpline@defra.gov.uk

We attach an annex 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

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