



Defence Electronics &  
Components Agency

Defence Electronics & Components Agency  
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CH5 2LS

Telephone: [REDACTED]  
Email: [foifocalpoint@deca.mod.uk](mailto:foifocalpoint@deca.mod.uk)

Ref: FOI2018/13474

9 November 2018

[REDACTED]

Dear [REDACTED]

I am writing in response to your email dated 25 October 2018. I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA)

In response to your queries, I have completed a search for the information within the Defence Electronics & Components Agency (DECA), and I can confirm that **we hold the information in scope of your request**. For ease, I have detailed your questions below and provided an answer in red.

- Name of the unions signatory to your main collective agreement covering pay and conditions.*  
*GMB, PCS, Prospect and Unite*
- Please state the settlement date of your latest collective pay agreement.*  
*1 August 2018, paid retrospectively with negotiations ongoing*
- Please state the employee groups covered by the pay agreement.*  
*All DECA employees in pay bands below Senior Civil Service (SCS) and includes permanent employees, fixed term employees and apprentices.*
- Please state the number of employees covered by the agreement.*  
*412 as at 31 July 2018*
- Please provide a copy of your latest pay agreement.*  
*Not yet agreed, negotiations are ongoing.*
- Was the latest pay settlement under the remit of the 2018/19 Civil Service pay guidance?*  
*Negotiations ongoing, but settlement will comply with 2018/19 Civil Service pay guidance*
- Please list the current grades and pay rates together with the previous year's grades and rates for the below roles or their equivalents:*  
*DECA only provide 2017-18 rates as 2018-19 negotiations are ongoing.*

<i>a. Administrative Assistant (AA)</i>	<i>Pay Band 4 Level 2: £16,741 - £19,030</i>
<i>b. Administrative Officer (AO)</i>	<i>Pay Band 4 Level 1: £19,134 - £22,048</i>
<i>c. Executive Officer (EO)</i>	<i>Pay Band 3 Level 1: £24,337 - £29,749</i>

- d. Higher Executive Officer (HEO) *Pay Band 2 Level 2: £30,998 - £37,241*
- e. Senior Executive Officer (SEO) *Pay Band 2 Level 1: £39,321 - £44,525*
- f. Grade 6 *Pay Band 1 Level 2: £50,873 - £60,237*
- g. Grade 7 *Pay Band 1 Level 1: £62,320 - £72,726*

8. Please give details of any individual performance-related increases paid in terms of the percentage of the pay bill allocated to fund these awards and please state whether these were consolidated or non-consolidated.

*None*

9. Please state the overall pay bill increase as a result of the 2018/19 pay settlement (including employer National Insurance and employer pension contributions).

*Negotiations are ongoing.*

10. Have any other changes been made to terms and conditions as part of the latest pay award?

*Negotiations are ongoing.*

11. Please provide the name and contact details of the person/s responsible for overseeing your organisation's annual pay negotiations.

*Head of HR [decainfo@deca.mod.uk](mailto:decainfo@deca.mod.uk)*

12. If an agreement has yet to be reached please state the month in which you anticipate 2018/19 pay increase will be paid.

*December 2018*

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 or by e-mailing [CIO-FOI-IR@mod.uk](mailto: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 ended.

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 is complete. You can find further details of the role and powers of the Information Commissioner on the [Commissioner's website](#).

Regards



DECA FOI