



Defence Electronics &  
Components Agency

Defence Electronics & Components Agency  
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Telephone: [REDACTED]  
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Ref: FOI2019/12535  
26 November 2019

[REDACTED]

Dear [REDACTED]

I am writing in response to your email dated 29 October 2019. 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 do hold information in scope of your request** and I include detail below.

**For the Defence Electronics & Components Agency's directly employed staff, could you please supply me with:**

1. **Mean and median earnings (full time equivalent for part time employees) for**
  - (a) **male employees in each grade**
  - (b) **female employees in each grade**
  - (c) **all employees in each grade.**

2. **Salary minima and maxima for each grade.**

Pay Grade	Salary Minimum	Salary Maximum	Male		Female		All	
			Mean	Median	Mean	Median	Mean	Median
Pay Band 1 Level 1	£64,520	£75,293	68829	68829	66675	66674.5	67752	68829
Pay Band 1 Level 2	£52,669	£62,364	54746	54285	52669	52669	54285	52669
Pay Band 2 Level 1	£40,709	£46,097	41966	40709	42865	42326	42191	40709
Pay Band 2 Level 2	£32,092	£38,556	33850	32092	32361	32092	33409	32092
Pay Band 3 TTO Reserved Rights	£31,139	£32,845	32236	32845	0	0	32236	32845
Pay Band 3 Level 1	£25,196	£30,799	28548	28752	27395	27459	28442	28752
Pay Band 3 Level 2	£22,934	£25,951	25310	25951	0	0	25310	25951
Pay Band 4 Level 1 Reserved	£23,753		23753	23753	0	0	23753	23753
Pay Band 4 Level 1	£19,809	£22,827	21459	20996	21857	21642	21627	21642
Pay Band 4 Level 2	£17,870	£19,701	19701	19701	19055	19055	19540	19701
External Apprentices Yr 1	£14,853		14853	14853	14853	14853	14853	14853
External Apprentices Yr 2	£15,796		15796	15796	15796	15796	15796	15796
External Apprentices Yr 3	£18,731		18731	18731	18731	18731	18731	18731

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