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REDACTED

By email: REDACTED

Our ref: FOI2022/26294
18 January 2023

Dear REDACTED,

REQUEST FOR INFORMATION: Grade and Salary Band data

Thank you for your request for information of 19 December 2022 about grade and salary band data. We have handled your request under the Freedom of Information Act 2000 (FOIA).

Your information request and our response are set out below.

I would like to request the current breakdown of salary showing the min and max salary for each grade for both national and London-based staff.

Please see link below which shows the pay ranges for most grades within the department.

<https://www.gov.uk/government/publications/defra-pay-award-2022-foi202225295>

Salaries for the Permanent Secretary and Director Generals can be viewed at the link below: (page 122).

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1113920/defra-annual-report-2021-2022.pdf

As the information is reasonably accessible to you by other means, section 21 of the FOIA exempts Defra from providing a copy of the information with this response to your request.

I would also like to know the rough non-salary costs per staff member. These are costs like staff benefits, pensions, IT Kit, L&D etc. Is it a salary percentage, a set amount across the board, or a combination of the two?

In terms of pension cost we can confirm that Defra pays employer pension contributions towards the fund at varying rates determined by which specific pension scheme the employee is a member of. There are two active pension schemes in place and membership will depend upon the pension choices made by an individual upon joining the Civil Service or any subsequent choices during their service. Currently the default pension scheme for new starters is alpha which is a defined benefit scheme. It offers a pension income based on your earnings over your career and your years of membership in the scheme. We also have a number of pension schemes which are closed to new starters following government pension reform, these are known as 'legacy schemes' within the Principal Civil Service Pension Scheme (classic, classic plus, premium or nuvos).



The following contributions rates apply for members of the **classic, classic plus, premium, nuvos and alpha** pension schemes:

From	To	Employer contribution rate
£0	£23,000	26.6%
£23,001	£45,000	27.1%
£45,001	£77,000	27.9%
£77,001	-	30.3%

We also have the Partnership Pension scheme. This is a defined contribution pension scheme where benefits are dependent on contributions made and the growth of the pension fund. It is provided as an alternative option for individuals who do not wish to join our defined benefit scheme.

The contribution rates for the Partnership Pension are as follows:

Age at the last 6 April	Percentage of pensionable earnings
Under 31	8%
31 to 35	9%
36 to 40	11%
41 to 45	13.5%
46 or over	14.75%

We can confirm that the remainder of the information requested in part 2 of your request is not held.

The department do not apportion L&D investment on set figure per head. Heads of business units/departmental heads of profession are responsible for identifying the learning and development requirements for their teams/professions and bid for funds at the start of each financial year

Similarly, information on IT kit costs per staff member is not held by Defra. This is because costs are not only made up of device costs, but also non-fixed costs such as WIFI costs, data storage, security, applications, service and support etc, which vary considerably depending on individual business needs.

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 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 via email at 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 using the following link:

<https://ico.org.uk/make-a-complaint/official-information-concerns-report/official-information-concern/>