



Ministry of Defence

Ministry of Defence
Defence Business Services Secretariat
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Ref: FOI2023/05149

Email: DBSRES-Secretariat@mod.gov.uk

[Redacted]

19 May 2023

Dear [Redacted]

Thank you for your email of 21 April 2023 to the Ministry of Defence (MOD) requesting the following information:

- 1. How many civilian staff were employed in the Finance Job Family (FJF) as at 30 September 2022, what was their total salary bill and what was the mean salary of the top 10percent of these employees.
2. In relation to the various legal teams in the MoD could you provide me with three similar but updated tables from the previous Fol but with figures as at 1 April 2023. This should be (i) lawyers broken down by (ii) teams and well as the numbers in the Army, Navy, Raf and SPA and (iii) the cost of these. Please provide this information in the same formatted tables as provided in FOI2020/04922.

I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA).

A search for the information has now been completed within the Ministry of Defence and I can confirm that some of the information in scope of your request is held.

In answer to question 1, the table below shows the number of civilian staff working in the Finance Job Family (FJF) as at 30 September 2022, the mean salary of the highest paid 10 per cent of these employees and the total salary bill of all employees in the FJF:

Table with 3 columns: Headcount, Mean Top 10%, Total Salary Bill. Values: 2,205, £74,350, £81.46M

- Results are based on employees in MyHR (Human Resource IT System replacing HRMS in February 2022) as of 30 September 2022 in either the Finance or DE&S Finance job family.
Headcounts are based on employees with an employee status of 'Active - Payroll Eligible' or 'Suspended - Payroll Eligible'. These statuses replaced HRMS statuses used in past answers.
The mean average salary of the highest paid ten percent and overall salary bill have been calculated by using the gross basic annual salaries for each individual in the job family at the data point. Although this may not be a true reflection of the actual totals through a full year, taking account of all movements into and out of Job codes and families and the associated part-month calculations that involves would likely push the response into disproportionate cost territory.
Headcount and mean average salary of the highest paid ten percent have been rounded to the nearest 5.
Salary bill figures are rounded to the nearest £10k.
Figures are based on MOD Main and DE&S records, so will exclude trading funds, RFA and arm's length bodies.

In answer to Q2, the table below shows the staffing numbers of individuals employed in various legal teams within the MOD. All figures are calculated as at 1 April each year:

MoD Legal Advisers (MODLA)					
Team	2019	2020	2021	2022	2023
Operational and International Humanitarian Law Division (OIHL)	6	6	6	6	6
General Law Division (GL)	9	10	8	7	11
Command, Discipline and Constitutional Division (CDC)	10	10	10	10	10
Commercial Law Division (CL)	27	30	26	24	22
DIO Property Team	9	10	11	9	5
Defence Intellectual Property Rights Team (DIPR)	18	18	18	16	16
Cyprus	5	5	6	8	7

With the exception of DIPR, MoD's civilian legal service is now provided principally by the Government Legal Department. Salaries for their staff are a matter for them and any enquiries should be directed to foi@governmentlegal.gov.uk.

The Service legal branches have their own Heads, as does the Service Prosecuting Authority (SPA), who employs staff from across all areas of the MoD. The Director of MOD Legal Advisers heads the civilian lawyers within MoD and is the MoD's functional head for the civilian and military Legal profession.

Numbers of Staff

No. of Staff	2019	2020	2021	2022	2023
Army	89	89	88	99	93
Navy	23	23	24	26	29
RAF	47	42	44	46	45
SPA	28	29	28	26	26

Cost of Staff (rounded)

Costs (£M)	2019	2020	2021	2022	2023
Army	9.5	9.3	10.8	11.7	11.7
Navy	1.5	1.5	1.7	1.8	2.2
RAF	5.7	5.2	5.6	5.7	5.9
SPA	3.0	3.3	3.1	3.0	3.0

If you have any queries regarding the content of this letter, please contact this office in the first instance

If you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-

FOI-IR@mod.gov.uk). Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours sincerely

A solid black rectangular redaction box covering the signature of the sender.

Defence Business Services Secretariat

