

Reference: 2024-067

Thank you for your email in which you requested the following information under the Freedom of Information Act 2000 (FOIA):

Please could you provide me with answers to the following information requests under the Freedom of Information Act regarding the pay of your full time equivalent employees:

1) What were the rates of pay applicable on 31 March 2024, broken down by grade for full time equivalent non-SCS staff giving the minima and maxima of ranges? If pay rates are divided into London and National rates please provide both.

2) If the grades are not standard civil service grades, are the grades based on JEGS scores? If so please provide the relevant scores for each grade.

3) Are there any specialist pay grades, specialist allowances, recruitment and retention allowances or market supplements? If so, please provide details including where relevant whether the payments are consolidated or non-consolidated.

Response

I can confirm that the Serious Fraud Office (SFO) holds the information you have requested.

Question 1

Our rates of pay for full-time non SCS staff can be accessed via our Workforce Management Information, which you can find here [Workforce management information - Serious Fraud Office \(sfo.gov.uk\)](https://www.sfo.gov.uk/workforce-management-information).

Upon informal review, the following was provided:

Please see the attached annex which provides the minima and maxima for pay range for each grade as requested.

Question 2

Our grades are standard civil service grades.

Question 3

In relation to specialist pay grades, the starting salaries at HEO & SEO levels for investigators are slightly higher than the pay band minimums. We can confirm that there are the following specialist allowances:

- Accountancy Allowance
- Accredited Financial Investigator Allowance
- DFU Allowance
- G7 Accountancy
- Responsibility Allowance

All allowances are consolidated other than the Responsibility Allowance.

Pay bands

		Minimum	Maximum
Band G (Apprentice)	Spot Rate	£22,141	
Band F (AO)	Spot Rate	£26,182	
Band E (EO)	Corporate	£27,148	£31,966
	Digital	£30,147	£33,564
	Operational	£27,148	£31,966
Band D (HEO)	Corporate	£32,797	£36,050
	Digital	£36,720	£39,146
	Operational	£32,797	£39,778
	Investigator Start Point	£35,190	£39,778
Band C (SEO)	Corporate	£38,264	£42,647
	Digital	£41,796	£47,511
	Operational	£39,260	£46,745
	Investigator Start Point	£40,800	£46,745
Band B (G7)	Corporate	£53,132	£62,877
	Digital	£57,998	£66,021
	Operational	£55,317	£64,260
Band A (G6)	Corporate	£67,672	£75,296
	Digital	£69,901	£79,455
	Operational	£68,876	£79,315