



# Government Legal Department

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Ref No: **FOI 24\_490**

29 February 2024

Dear

Thank you for your email of 1<sup>st</sup> February 2024 which contained your request for information. The Government Legal Department (“GLD”) have processed your request for information under the Freedom of Information Act 2000 (“the Act”).

*Could you please provide:*

- i) The number of staff subject to capability pay assessment;*
- ii) The number of staff originally assessed to each of the three capability pay grades by their Deputy Director;*
- iii) The number of staff assessed to each of the three capability pay grades following the moderation exercises, but before appeals;*
- iv) The number of staff who appealed their capability pay assessment;*
- v) The number of staff assessed to each of the three capability pay grades following appeals;*
- vi) The number of staff whose terms of employment were changed to be a part of the capability pay process; and*
- vii) The average consolidated percentage change in pay for staff subject to capability pay for each of the two years of the capability review implementation (2023/24 and 2024/25)*

*In providing this data, please also provide a breakdown of the data by*

- i) Grade (i.e grade 6/7);*
- ii) Length of employment by GLD or a predecessor*
- iii) Legal qualification (i.e. E&W solicitor, E&W barrister, other qualified lawyer (Scots, NI, CILEX, overseas))*
- iv) Legal Division*
- v) Gender;*
- vi) Race;*
- vii) Age (in bands of 5 years); and*

viii) *Any other equality status for which data is held.*

## **Response**

Pursuant to Section 1(1)(a) of the Act, GLD informs you that partially holds the information you have requested.

With regards to questions i, ii, iii, iv, v, vii, GLD is currently in the process of preparing this information and will be publishing this in future. As this process is not yet complete, you may wish to resubmit your request in April. Please note however, that GLD does not, hold details of employee Legal qualifications (i.e. E&W solicitor, E&W barrister, other qualified lawyer (Scots, NI. CILEX, overseas) and this will not form part of the publication.

With regards to question vi, it is not clear whether the requestee is referring to those staff who were on pre-modernised GLD or legacy terms and conditions, who moved to modernised GLD terms and conditions in order to benefit from PARM, or all staff who received updated terms of employment as a result of PARM, including those already on modernised GLD terms and conditions.

## **Your Rights**

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original correspondence. Please use the contact details provided at the top of this letter in order to request an internal review relating to your original request.

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF  
[www.ICO.org.uk](http://www.ICO.org.uk)

Yours sincerely,

### **Freedom of Information Team**

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