



# Government Legal Department

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Ref No: **FOI 24\_605**

3<sup>rd</sup> October 2024

Dear

Thank you for your email of 9<sup>th</sup> September 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”).

## Request

*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 are the rates of pay 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 JECS 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

Pursuant to Section 1(1)(a) of the Act, GLD informs you that it does hold the information you have requested.

- 1) Please see the at the bottom of this document an Annex detailing GLD’s current pay ranges. Please note, in the 2023-24 pay year GLD introduced Capability Based Pay for Grade 7 and Grade 6 Lawyers, having been successful in obtaining a pay flexibility case from HM Treasury / Cabinet Office. To be in scope of these rates, employees must be either a Grade 7 or Grade 6 qualified solicitor, barrister or Chartered Legal Executive employed by GLD and performing a role where their qualification is required. All other staff in delegated grades (AO – G6) are subject to the ranges for “Cross Functional Professionals”
- 2) GLD operates two non-standard civil service grades, Legal Officer (LO) and Legal Trainee (LT). The LO grade is applicable only to qualified lawyers who have less than 3 years post qualification experience (PQE).

The Legal Trainee (LT) grade is applicable to employees who are undertaking a training contract or pupillage with GLD.

3) GLD operates the following specialist allowance, all of which are non-consolidated:-

Name	Value	Eligibility
Cost Draftsperson Allowance	£6,174	Paid to employees in grades HEO or above who have obtained Associate Membership of the Association of Cost Lawyers (ACL)
	£3,044	Paid to employees in grades HEO or above who have committed to obtain the ACL
	£2,056	Paid to employees at grade EO who have obtained or committed to obtain the ACL.

GLD also has authority to pay a recruitment and retention allowance (RRA) to permanent staff to meet recruitment and retention problems.

### 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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## ANNEX

### AO – G6 “Cross Functional Professionals”

01/04/2023	London		National	
	Min	Max	Min	Max
G6	68742	77456	65154	73130
G7	54458	62830	52769	59740
SEO	40898	44290	39728	42127
HEO	33309	36050	31393	33990
EO	29199	30900	26733	27810
AO	26000	26000	22011	22011
LO	47541	47541	47541	47541
LT Upper	36218	36218	36218	36218
LT Lower	31696	31696	31696	31696

### G7 and G6 “Lawyers”

01/04/2024	London	National	London	National
Level 3	67273	64546	81000	79000
Level 2	65250	63750	77500	75500
Level 1	61200	59200	74000	71000