



Ministry of Defence

Analysis (Tri-Service)
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E-mail: Analysis-Tri-Service@mod.gov.uk

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Date: 15/11/2024

Dear

Thank you for your email received by the Ministry Of Defence on 23/09/2024 requesting the following information:

1. If the department currently employs any photographers on a part- or full-time basis and, if so, the number of each and at what cost to the department.
2. If the department employed any photographers on a part- or full-time basis as of 1 January 2024 and, if so, the number of each and at what cost to the department.
3. If the department employed any photographers on an individual event/freelance basis between 4 July 2024 and 11 September 2024 (inclusive) and, if so, the total number of days of employment and total cost to the department.
4. If the department employed any photographers on an individual event/freelance basis between 1 January 2024 and 10 March 2024 (inclusive) and, if so, the total number of days of employment and total cost to the department.

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

We have now completed a search for the information you requested, and I can confirm that the information in scope of your request is partially held. Information on freelance photographers is not held.

Table 1.1: The Number of Trained (RN/RM and RAF) and Trade Trained (Army) UK Regular Photographers as at 1 January 2024 and 1 July 2024

Service	1 January 2024	1 July 2024
Tri-Service Total	182	179

Source: Analysis (Tri-Service)

Table 1.2: The Number of Trained FR20 Photographers as at 1 January 2024 and 1 July 2024

Service	1 January 2024	1 July 2024
Tri-Service Total	11	10

Source: Analysis (Tri-Service)

Table 1.3: Total Cost of Trade Trained (RN/RM and RAF) and Trade Trained (Army) Regulars and Trained FR20 Photographers as at 1 January 2024 and 1 July 2024

	1 January 2024	1 July 2024
Total Cost	£12,240,116	£11,988,502

Source: Analysis (Cost Modelling)

Caveats

1. UK Regular Forces: comprises full time service personnel, including Nursing Services, but excluding Full Time Reserve Service (FTRS) personnel, Gurkhas, Mobilised Reservists, Military Provost Guard Service (MPGS), Locally Engaged Personnel (LEP), Non Regular Permanent Staff (NRPS), High Readiness Reserve (HRR) and Expeditionary Forces Institute (EFI) personnel.
2. Future Reserves 2020 includes Volunteer Reserves who are mobilised, HRR and Volunteer Reserve personnel serving on ADC or FTRS contracts. Sponsored Reserves who provide a more cost effective solution than volunteer reserve are also included in the Army Reserve FR20. Non Regular Permanent Staff (NRPS), Expeditionary Forces Institute (EFI) and University Officer Cadets and Regular Reservists are excluded.
3. The UK Regular figures are for the Trained (RN/RM and RAF) and Trade Trained (Army) Regulars (i.e. personnel who have completed their Phase 1 and Phase 2 training).
4. Trained FR20 Strength comprises military personnel who have completed Phase 1 and 2 Training for Maritime Reserve and the Royal Air Force Reserves. For the Army Reserve, Trained FR20 Strength comprises of personnel who have completed Phase 1 Training and higher.
5. For Army, Photographers have been identified using Main Trade for Pay, as recorded on JPA. Main Trade for Pay is only attributable to personnel within the Other Ranks population and therefore will not include Officers.
6. Photographers cover all aspects of photographic and video production including capturing everything from aerial reconnaissance images to public relations portraits, processing, and image management through to output.
7. Total cost includes the identified personnels annual salary as of 2024 plus the pension and employer national insurance contributions. Personnel may receive additional allowances not included here.
8. The costs presented are an annualised cost as of the given date therefore they should not be added together.
9. FR20 costs have been calculated as all the payments to the personnel in the 12 months to given date.

Table 2.1: Number of Civilian Photographers and their Total Cost as at 1 January 2024

	Full-time	Part-time	Total Estimated Cost
Civilian Total	17	[c]	£749,374

Source: DBS (Secreteriat)

Table 2.2: Number of Civilian Photographers and their Total Cost as at 1 October 2024

	Full-time	Part-time	Total Estimated Cost
Civilian Total	13	[c]	£628,833

Source: DBS (Secreteriat)

Caveats

1. Civilian figures are for the core workforce of MOD, including DE&S and SDA.
2. There is no Grade or MyHR Job that would determine whether an individual is employed as a photographer, so the only way to identify them is by the title of the position. We have conducted a search of all Position Titles that include the word "photo" and have counted these. There maybe more that do not include the word "photo" in their job title but we have no way of identifying these.
3. Part-time would include anyone who doesn't work full time hours and could include partial retirement.
4. Total Estimated Cost has been calculated based on the Capitation Rate for each grade and based on the Full-Time cap rate (i.e. Part-Time personnel cost have been calculated using the Full-Time cap rate).
5. Due to disclosure control, Figures between 1 and 5 are suppressed with '[c]'.

Under section 16, we can advise the latest available information for Military photographers is as at 1 July 2024. Information as at 1 October 2024 will only be available after the publication of the 1 October 2024 Quarterly Service Personnel Statistics which is currently scheduled for publication on 21st November 2024 at 9:30am. The latest SPS publication as at 1 July 2024 is available here: [Quarterly Service Personnel Statistics: 2024 - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

Additionally, you may wish to be aware that the MOD uses an in house capability to provide photography and video services across the Department. This gives the MOD the ability to provide photographic services for a wide range of tasks. The MOD only uses private photographers infrequently and where that in house capability is unavailable.

I can advise that some of the information in scope of your request falls entirely within the scope of the exemption provided for at Sections 40 (Personal Data) of the FOIA and has been redacted. Section 40(2) has been applied to some of the information in order to protect personal information as governed by the Data Protection Act 2018. Section 40(2) requires the Department to conduct a balancing exercise, this exercise involves balancing the rights and interests of individuals against the legitimate interests in disclosure, this is not the same as carrying out the public interest test associated with certain exemptions in FOIA. The balancing exercise is carried out in order to decide whether the absolute exemption in section 40(2) is engaged. In particular, there is no assumption of disclosure in the legitimate interests test, as there is with qualified exemptions. The outcome of the balancing exercise lay in withholding the third-party personal data identified in the attached information.

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.

Would you like to be added to our contact list, so that we can inform you about updates to our statistical publications covering **Military Personnel** and consult you if we are thinking of making changes? You can subscribe to updates by emailing Analysis-Tri-Service@mod.gov.uk

Yours sincerely,

Analysis (Tri-Service)