

Reference: 2025-044

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

1. The total number of staff that you employ.
2. The total number at each pay grade.
3. The starting salaries for each pay grade for financial year 2024/25
4. The current average salary for each pay grade (for financial year 2024/25)
5. Details of any special pay rates/systems you have for staff in DDAT roles.
6. Details of any special allowances you have the discretion to pay to prevent a staff member from leaving their role.
7. Details of any pay progression scheme that you operate.

Response

Please see below our response to your questions in the order asked.

Question 1

You will be able to find the information on the SFO website in our Annual Reports and Accounts (ARA) here: [Annual Report & Accounts 2023-24 - GOV.UK](#). For information from previous years, please visit the National Archive website: [Archive Timeline - UK Government Web Archive](#).

Question 2

Grade	Total Number of Employees at Grade
Band A (Grade 6)	54
Band B (Grade 7)	144
Band C (Senior Executive Officer)	137
Band D (Higher Executive Officer)	164
Band E (Executive Officer)	114
Band F (Administrative Officer)	17
Band G (Apprentice)	
Senior Civil Service	16

Question 3

Grade	Grade Type	Minimum	Maximum
Band G (Apprentice)	Spot Rate	£23,470	£23,470
Band F (AO)	Spot rate	£27,753	£27,753
Band E (EO)	Corporate	£28,506	£33,565
	Digital	£31,655	£35,243
	Operational	£28,506	£33,565
Band D (HEO)	Corporate	£34,437	£37,853
	Digital	£38,556	£41,104
	Operational	£34,437	£41,767

	Investigator Start Point	£36,950	£41,767
Band C (SEO)	Corporate	£40,178	£44,780
	Digital	£43,886	£49,887
	Operational	£41,223	£49,083
	Investigator Start Point	£42,840	£49,083
Band B (G7)	Corporate	£55,789	£66,021
	Digital	£60,899	£69,323
	Operational	£58,083	£67,473
Band A (G6)	Corporate	£71,056	£79,061
	Digital	£73,396	£83,428
	Operational	£72,320	£83,281

Question 4

Grade	Average Salary
Band A (Grade 6)	£76,880.00
Band B (Grade 7)	£59,818.80
Band C (Senior Executive Officer)	£44,250.50
Band D (Higher Executive Officer)	£37,660.70
Band E (Executive Officer)	£30,313.70
Band F (Administrative Officer)	£26,211.20
Band G (Apprentice)	£23,470.00
Senior Civil Service 1	£92,782.70
Senior Civil Service 2	Published yearly via the Annual Report and Accounts.
Senior Civil Service 3	

Please note, salaries have been calculated with actual salaries for part-time employees, rather than their FTE.

Question 5

The SFO has a digital job family in their pay bands (as stated in our answer to question 3 above). There are no further systems in place as of the response date.

Question 6

None as of response date.

Question 7

None as of response date.