



Foreign &
Commonwealth
Office

22 April 2009

FREEDOM OF INFORMATION REQUEST

Thank you for your request dated 23 March 2009, under the Freedom of Information Act. You asked that the Foreign and Commonwealth Office (FCO) should disclose:

A) For each of the following grades, (a) the number of women employed in that grade and their mean salary; and (b) the number of men employed in that grade and their mean salary.

- 1) AA or equivalent
- 2) AO or equivalent
- 3) EO or equivalent
- 4) HEO or equivalent
- 5) SEO or equivalent
- 6) Grade 7 or equivalent
- 7) Grade 6 or equivalent
- 8) Grade 5 or equivalent
- 9) Grade 4 or equivalent
- 10) Grade 3 or equivalent
- 11) Grade 2 or above, or equivalent

B) In addition, for Grade 3 (or equivalent) and above, please provide the following information for each post:

- i) job title
- ii) whether incumbent is female or male
- iii) current salary
- iv) the extent of any performance-related bonus paid in the latest financial year

I can confirm that the Foreign and Commonwealth Office does hold information to answer your request. This reply covers staff employed by the Foreign and Commonwealth Office (FCO) and its Trading Fund, FCO Services.

Government policy is to differentiate reward to civil servants more effectively and to link it directly to performance. As a result a higher proportion of annual reward now takes the form of non-consolidated, non-pensionable variable payments (bonuses). The FCO arrangements for variable pay awards mirror those adopted by other Whitehall Departments.

Bonuses for staff in the Senior Management Structure / Senior Civil Service (SMS/SCS) follow a framework set centrally for Whitehall Departments by the Cabinet Office based on the annual findings of the Senior Salaries Review Body. Pay Committees determine variable pay awards for SMS staff taking account of the delivery of objectives in-year relative to peers. These decisions take account of the relative challenge of the job and environment. Almost 30% of SMS staff received no variable pay/bonus in 2008.

The tables below provide a response for part (A) of your request. Where I have not provided numbers for a particular grade that is because the numbers are sufficiently small (under 5) to make individual salaries potentially identifiable. This information is therefore exempt under section 40(2) and (3) of the Act, as disclosure would breach the first data principle which states that personal data should be processed fairly and lawfully. Section 40 is an absolute exemption, so does not require the application of a public interest test.

Foreign and Commonwealth Office

FCO Grade	Civil Service Grade	Female		Male	
		Number	Mean Salary	Number	Mean Salary
A1	AA=	57	£15,275	59	£15,836
A2	AO=	497	£19,530	289	£19,025
B3	EO=	549	£23,701	492	£23,389
B3.1	EO=	s.40 applies	£27,355	s.40 applies	£28,118
C4	HEO=	376	£27,979	510	£28,110
C4.1	HEO=	*		s.40 applies	£31,356
C5	SEO=	115	£34,306	256	£34,548
C5.1	SEO=	*		11	£39,848
D6	G7=	265	£43,024	425	£44,367
D7	G6=	77	£52,930	213	£55,070
SMS1	SCS1/Deputy Director	57	£66,158	163	£66,886
SMS2	SCS2/Director	15	£88,485	85	£90,034
Senior Head of Mission	Director General/ Permanent Secretary	s.40 applies	£117,130	29	£133,071

FCO Services

Grade	Female		Male	
	Number	Mean Salary	Number	Mean salary
A1	10	£15,992	19	£16,002
A2	53	£18,958	81	£19,501
A2.1	*		s.40 applies	s. 40 applies
B3	55	£22,471	86	£22,905
B3.1	*		s. 40 applies	s. 40 applies
C4	46	£26,698	141	£27,181
C4.1	s. 40 applies	s. 40 applies	s. 40 applies	s. 40 applies
C4.2	s. 40 applies	s. 40 applies	77	£35,535
C5	26	£33,858	57	£34,632
C5.1	s. 40 applies	s. 40 applies	77	£40,035
D6	12	£43,486	52	£46,707
D7	s. 40 applies	s. 40 applies	22	£55,428
SMS1	s. 40 applies	s. 40 applies	s. 40 applies	s. 40 applies

*- no members of staff working at this grade

To answer part (B) of your question, the total figure for males at Payband 3 and above (Director General or Permanent Secretary level) in the FCO is given in the table (29). Their mean salary is £133,071. It is not possible to provide details about individual salaries and bonuses as that information is those individuals' personal information and section 40 applies. As made clear above, section 40 also applies to the statistics for females in that grade. There are no members of staff working in FCO Services at that grade. Members of staff

working at that level will either be members of the FCO Board or Senior Heads of Mission at our biggest posts overseas. Details of the remuneration of FCO members of the Department's Board of Management are set in the FCO's Annual Resource Accounts. You can see the 2007-2008 accounts at: <http://www.fco.gov.uk/resources/en/pdf/pdf1/fco-resource-accounts-07-08>.

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