DEFENCE

ORGANOGRAMS AND DATA SETS – INTRODUCTION

The Ministry of Defence is publishing this set of organograms and supporting data sets as part of the Government's transparency agenda in line with guidance issued by the Cabinet Office.

Organisation

Defence is a large and complex organisation. The Ministry of Defence is a department within Government headed by a Cabinet Minister, the Secretary of State for Defence. The Permanent Secretary is the Accounting Officer for the Department. Defence includes the Armed Forces, headed by the Chief of the Defence Staff and comprising the Royal Navy, Army and Royal Air Force, each headed by a Chief of Staff.

As shown in the top-level summary organogram, below the level of the Secretary of State and Ministers and the Defence Board the main Department comprises a head office and seven top level budgets (two of which incorporate executive agencies). Outside the main structure there are four trading fund agencies, as well as three executive non-departmental public bodies sponsored by the Department; the trading fund agencies and non-departmental public bodies are publishing organograms and data sets separately.

More detail on the organisation of Defence and how it works is contained in *How Defence works – the Defence Framework*, which is also published on this site.

Organograms and data sets

As well as the top-level summary organogram, there are also summary organograms showing the Defence Ministers, the Defence Board and the structure of the head office. Detailed organograms and data sets are then provided for each top level budget:

- Central Top Level Budget (which includes the head office);
- Chief of Joint Operations;
- Navy Command;
- Land Forces:
- Air Command;
- Defence Equipment and Support; and
- Defence Estates

The organograms and data sets provide details of individual posts at senior civil service pay band one and equivalent level and above, as well as summary information on posts below that. The information provided is as at the dates indicated (30 June to November 2010). Some details have been excluded for security reasons.

The Civil Service grades and equivalent Armed Forces ranks of the senior posts are shown in the following table:

Senior Civil Service Pay	SCS PB4	SCS PB3	SCS PB2	SCSPB1
Band (SCS PB)				
NATO Code	OF9	OF8	OF7	OF6
Navy	Admiral	Vice Admiral	Rear Admiral	Commodore
Army	General	Lieutenant	Major	Brigadier
		General	General	
Air Force	Air Chief	Air Marshal	Air Vice	Air
	Marshal		Marshal	Commodore

It should be noted that:

- total salary costs have been calculated mostly on the basis of average pay; and
- unless otherwise shown, pay scale minima and maxima for junior grades and ranks are as shown below.

Civilian grades and pay scales

Civilian roles in the Department include supporting Ministers, working with and alongside the Armed Forces in operational theatres, delivering major projects and managing financial matters.

MOD has 660 locations worldwide of which 568 are in the UK where the majority of MOD staff are based. The civilian workforce is extremely complex and diverse. MOD is a microcosm of society at large, providing the Armed Forces all the services which are provided by organisations such as local authorities, including police and fire and rescue services and the NHS for civilians.

Below the Senior Civil Service the MOD has several different groups of staff, the largest being some 50,000 non-industrial staff covering over 500 grades unified in 1999 into a seven pay band broader banded structure:

- B1 = Civil Service equivalent Grade 6
- B2 = Civil Service equivalent Grade 7
- C1 = Civil Service equivalent SEO
- C2 = Civil Service equivalent HEO
- D = Civil Service equivalent EO
- E1 = Civil Service equivalent Administrative Officer
- E2 = Civil Service equivalent Administrative Assistant

There are also 100 grades linked to the broader banded structure and these are known as retained grades. These retained grades include medical advisors, medical officers, salvage officers providing worldwide support and recovery expertise to support MOD's seagoing and airborne assets, lecturers and instructors, and Admiralty pilots.

There are some 12,000 industrial staff graded into four skill zones:

- SZ4 = Broader Banded D (see above)
- SZ3 = Broader Banded E1
- SZ2 = Broader Banded E1
- SZ1 = Broader Banded E2

In addition there are some 6,270 analogue grades, staff whose pay and conditions are linked to an outside analogue. These include MOD Police, fire-fighters, medical grades, teaching grades and community development workers.

Firefighters and fire officers provide tri-service fire fighting and rescue support to all establishments in both the UK and overseas. MOD operates schools for the children of Service personnel based in overseas locations.

Other grades employed by MOD include: flight operations assistants, storeman, logistics support, engineers and mapping and charting grades.

MOD's pay strategy for Broader Banded and Industrial (Skill Zone) staff is for short, generic pay scales which provide competitive rates at the minimum and reward for experienced staff to help us recruit and retain the workforce the department requires. Where there are difficulties in recruiting or retaining staff in a particular location, recruitment and retention allowances can be paid.

Each Broader Banded and Skill Zone pay scale is made up of 3% scale points. In 2011 and 2012 all staff earning above a threshold of £21,000 will be subject to the public sector pay freeze announced in the emergency Budget on 22 June 2010.

Government policy requires that an element of pay is performance related. MOD operates a system of non-consolidated performance awards linking such payments directly to performance against objectives.

Analogue grades are groups of staff such as medical grades, teachers, MOD Police and Fire Service personnel whose terms and conditions of service, including pay, broadly follow whatever arrangements apply to the external analogues.

Locally engaged civilians are employed by MOD in overseas locations and their pay and other terms and conditions of service are negotiated locally in line with local market conditions.

The Trading Fund Agencies have separate delegated pay and grading arrangements below the Senior Civil Service.

The pay ranges for the Broader Banded grades are included below as are the ranges for the Skill Zone (Industrial Grades.) These scales cover around 68% of the total workforce. Pay scales for the many other grades employed within the MOD will be added in due course.

Ministry of Defence Pay Scales Broader Banded Grades ¹

Department	Pay Band	Civil Service Equivalent	Minimum £	Maximum £
Ministry of				
Defence	B1 – London	Grade 6	58,693.00	72,185.00
	B1 - National	Grade 6	56,436.00	69,409.00
	B2 – London	Grade 7	49,860.00	59,535.00
	B2 – National	Grade 7	47,942.00	57,245.00
	C1 – London	SEO	37,073.00	44,268.00
	C1 – National	SEO	35,648.00	42,565.00
	C2 – London	HEO	30,428.00	36,333.00
	C2 – National	HEO	29,258.00	34,936.00
	D – London	EO	24,364.00	29,092.00
	D - National	EO	23,427.00	27,973.00
	E1 – London	Administrative		
		Officer	19,084.00	22,124.00
	E1 – National	Administrative		
		Officer	17,835.00	20,676.00
	E2 – London	Administrative		
		Assistant	16,230.00	18,815.00
	E2 – National	Administrative Assistant	15,168.00	17,584.00

Ministry of Defence Industrial Skill Zones Pay Scales

Department	Pay Band	Civil Service	Minimum £	Maximum £
		Equivalent		
Ministry of				
Defence	Skill Zone 4	EO	22,150.00	24,930.00
	Skill Zone 3	Administrative		
		Officer	17,486.00	22,150.00
	Skill Zone 2	Administrative		
		Officer	16,002.00	18,010.00
	Skill Zone 1	Administrative		
		Assistant	14,644.00	16,482.00
	Adult			
	Apprentice		17,486.00	18,551.00
	Apprentice		13,375.00	17,196.00

Armed Forces ranks and pay scales

The table below shows the pay scales for the Armed Forces. Pay rates for UK Service personnel at one-star (OF6, Commodore, Brigadier and Air Commodore) and below are recommended by the independent Armed Forces Pay Review Body. Pay rates for UK Service personnel at two-star (OF7, Rear

¹ Figures reflect the pay settlement in August 2010 which was the final year of a 3-year pay deal.

Admiral, Major General and Air Vice Marshal) and above are recommended by the independent Senior Salaries Review Body. Both review bodies report annually to the Prime Minister.

For Officers there is a single pay range, with incremental pay levels at each rank. The rate of basic pay payable to an Officer is determined by their rank, profession/branch or trade, length of service and satisfactory performance.

For Other Ranks there are two pay spines, each divided into ranges which apply to one or more ranks with incremental pay levels at each rank. Other Ranks are allocated to one of the two pay spines as a result of job evaluation. The rate of basic pay payable to an individual is determined by rank, profession/branch or trade, length of service, satisfactory performance and qualifications held.

Service Personnel	NATO CODE	Rank		yscale maximum
RN		CDS	£235,000.00	£255,000.0
	OF9	Adm	£165,000.00	£190,000.0
	OF8	V Adm	£125,000.00	£155,000.0
	OF7	R Adm	£105,000.00	£120,000.0
	OF6	Cmdre	£97,030.00	£100,964.0
	OF5	Capt	£81,310.00	£89,408.0
	OF4	Cdr	£67.032.00	£77,617.0
	OF3	Lt Cdr	£47,760.00	£57,200.0
	OF2	I t	£37,916.00	£45,090.0
	OF1	Sub Lt	£29.587.00	£32,703.0
	OR9	WOI	£38.600.00	£46,753.0
	OR8	WOII	£36,049.00	£43,252.0
	OR7	CPO	£33,223.00	£43,252.0
	OR6-5	PO	£30,013.00	£36,929.0
	OR4	L Rate	£26,405.00	£33,182.0
	OR2	A Rate	£17,015.00	£28,939.0
Royal Marines		CDS	£235,000.00	£255,000.0
	OF9	Gen	£165,000.00	£190,000.0
	OF8	Lt Gen	£125,000.00	£155,000.0
	OF7	Maj Gen	£105,000.00	£120,000.0
	OF6	Brig	£97.030.00	£100,964.0
	OF5	Col	81310	8940
	OF4	Lt Col	67032	776
	OF3	Mai	47760	5720
	OF2	Capt	37916	4509
	OF1	Lt	29587	3270
	OR9	WOI	38600	4675
	OR8	WOII	36049	4325
	OR7	C Sgt	33223	4204
	OR6-5	Sgt	30013	3692
	OR4	Cpl	26405	3318
	OR3	L Cpl	20582	2893
	OR2	Marine	17015	2640
Army		CDS	£235,000.00	£255,000.0
	OF9	Gen	£165,000.00	£190,000.0
	OF8	L Gen	£125,000.00	
	OF7	Maj Gen	£105,000.00	£120,000.0
	OF7 OF6	Maj Gen Brig	£105,000.00 £97,030.00	£120,000.0
	OF7 OF6 OF5	Maj Gen Brig Col	£105,000.00 £97,030.00 81310	£120,000.0 £100,964.0 8940
	OF7 OF6 OF5 OF4	Maj Gen Brig Col Lt Col	£105,000.00 £97,030.00 81310 67032	£120,000.0 £100,964.0 8940 7763
	OF7 OF6 OF5 OF4 OF3	Maj Gen Brig Col Lt Col Maj	£105,000.00 £97,030.00 81310 67032 47760	£120,000.0 £100,964.0 8940 776:
	OF7 OF6 OF5 OF4 OF3 OF2	Maj Gen Brig Col Lt Col	£105,000.00 £97,030.00 81310 67032	£120,000.0 £100,964.0 8940 776:
	OF7 OF6 OF5 OF4 OF3	Maj Gen Brig Col Lt Col Maj	£105,000.00 £97,030.00 81310 67032 47760	£120,000.0 £100,964.0 8940 776: 5720 4509
	OF7 OF6 OF5 OF4 OF3 OF2 OF1	Maj Gen Brig Col Lt Col Maj Capt 2nd Lt	£105,000.00 £97,030.00 81310 67032 47760 37916 24615	£120,000.0 £100,964.0 8940 776: 5720 4509
	OF7 OF6 OF5 OF4 OF3 OF2	Maj Gen Brig Col Lt Col Maj Capt	£105,000.00 £97,030.00 81310 67032 47760 37916	£120,000.0 £100,964.0 8940 776: 5720 4509 3270
	OF7 OF6 OF5 OF4 OF3 OF2 OF1 OR9 OR8	Maj Gen Brig Col It Col Maj Capt 2nd Lt WOI WOII	£105,000.00 £97,030.00 81310 67032 47760 37916 24615 38600 36049	£120,000.0 £100,964.0 8940 7765 5720 4509 3270 4673 4473
	OF7 OF6 OF5 OF4 OF3 OF2 OF1 OR9 OR8 OR7	Maj Gen Brig Col Lt Col Maj Capt 2nd Lt WOI WOII 5 Sgt	£105,000.00 £97,030.00 81310 67032 47760 37916 24615 38600 36049 33223	£120,000.6 £100,964.6 8944 776: 5720 4509 3270 4679 432:
	OF7 OF6 OF5 OF4 OF3 OF2 OF1 OR9 OR8 OR7 OR6-5	Maj Gen Brig Col Lt Col Maj Capt 2nd Lt WOI WOII S Sgt Sgt	£105,000.00 £97,030.00 813310 67032 47760 37916 24615 38600 36049 33223 30013	£120,000.6 £100,964.6 894(776: 572(450) 327(467: 432: 420.
	OF7 OF6 OF5 OF4 OF3 OF2 OF1 OR9 OR8 OR7 OR6-5 OR4	Maj Gen Brig Col Lt Col Maj Capt 2nd Lt WOI WOII S Sgt Sgt Cpl	£105,000.00 £97,030.00 81310 67032 47760 37916 24615 38600 36049 33223 30013 26405	£120,000.6 £100,964.6 8944 776: 5722 4509 3277 4673; 4321 420- 3692 3311
	OF7 OF6 OF5 OF5 OF4 OF3 OF2 OF1 OR9 OR8 OR7 OR6-5 OR4 OR3	Maj Gen Brig Col Lt Col Maj Capt Znd Lt WOI WOI S Sgt Sgt Cpl L Cpl	£105,000.00 £97,030.00 81310 67032 47760 37916 24615 38600 36049 33223 30013 26405 20582	£120,000.1 £100,964.6 8944 776: 5722 4500 3277 4673 4322 4200 3692 3311
	OF7 OF6 OF5 OF4 OF3 OF2 OF1 OR9 OR8 OR7 OR6-5 OR4	Maj Gen Brig Col Lt Col Maj Capt 2nd Lt WOI WOII S Sgt Sgt Cpl	£105,000.00 £97,030.00 81310 67032 47760 37916 24615 38600 36049 33223 30013 26405	£120,000.1 £100,964.6 8944 776: 5722 4500 3277 4673 4322 4200 3692 3311
	OF7 OF6 OF5 OF5 OF4 OF3 OF2 OF1 OR9 OR8 OR7 OR6-5 OR4 OR3	Maj Gen Brig Col Lt Col Maj Capt 2nd Lt WOI WOI S Sgt Cpl L Cpl Pte	£105,000.00 £97,030.00 81310 67032 47760 37916 24615 38600 36049 33223 30013 26405 20582 17015	£120,000.1 £100,964.6 8944 776: 5724 4500 3277 4679 4322 4200 3699 3311
RAF	OF7 OF6 OF5 OF5 OF4 OF3 OF2 OF1 OR9 OR9 OR7 OR7 OR6-5 OR4 OR3 OR2	Maj Gen Brig Col Lit Col Maj Capt 2nd Lt WOI WOII S Sgt Cpl L Cpl L Cpl Pte CDS	£105,000.00 £97,030.00 81310 67032 47760 37916 24615 38600 30049 33223 30013 26405 20582 17015	£120,000.1 £100,964.4 894(776: 572(450) 327(467) 432: 420 369; 3311 289; 2644
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NAF	OF7 OF6 OF6 OF6 OF5 OF5 OF7	Maj Gen Brig Col Lt Col Maj Capt Znd Lt WOI WOII S Sgt Sgt Cpl L Cpl Pte CDS ACM Air Mshl	6105,000.00 697,030.00 813310 67032 47760 324615 34605 34605 34605 36049 33223 30013 26405 20582 17015 625,000.00 6155,000.00 6155,000.00	E120,000.0 E100,964.4 8944 776:6 5724 4509 3277 467: 429: 329: 3311 289: 2644 £255,000.6
RAF	OF7 OF6 OF6 OF5 OF4 OF3 OF2 OF1 OF9 OF8 OF8 OF7 OF9 OF8 OF7	Maj Gen Brig Col Lt Col Maj Capt Zapt Znd Lt WOI WOI S Sgt Sgt L Cpl Pte CDS ACM Air Mshl AVM	6105,000.00 697,030.00 831310 67032 37916 24615 33600 36049 33223 226405 226405 20582 17015 6125,000.00 6115,000.00 6105,000.00	£120,000. £100,964. £100,964. £100,964. £100,000. £100,000. £100,000. £100,000. £100,000. £100,000. £100,000. £100,000. £120,000. £120,000.
NAF	OF7 OF6 OF6 OF6 OF5 OF5 OF7	Maj Gen Brig Col Lt Col Maj Capt Znd Lt WOI WOII S Sgt Sgt Cpl L Cpl Pte CDS ACM Air Mshl	6105,000.00 697,030.00 813310 67032 47760 324615 34605 34605 34605 36049 33223 30013 26405 20582 17015 625,000.00 6155,000.00 6155,000.00	£120,000. £100,964. £100,964. £100,964. £100,000. £100,000. £100,000. £100,000. £100,000. £100,000. £100,000. £100,000. £120,000. £120,000.
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VAF	OF7 OF6 OF6 OF6 OF7	Maj Gen Brig Col Lt Col Maj Capt Capt WOI WOI WOI File Cpt LCpl LCpl LCpl LCpl ACM Ar Mshl AVM Ar Cdre Gp Capt	6105,000.00 697,330.00 813310 67032 37916 24615 38600 36049 33223 20582 20582 17015 6235,000.00 6165,000.00 6157,000.00 6197,030.00 6197,030.00	E120,000.1 E100,964.1 8944 7776 5722 4500 3277 4321 4321 2690 369.7 3311 2690 2646 E150,000.0 E150,
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tar	OFF	Maj Gen Brig Coi Lt Coi Lt Coi Maj Mol S Sgt Sgt Coi Lt Coi Lt Coi Rob Lt Coi Rob AcM Air Mshl AvM Air Core Go Capt Vig Coi Fit Lt Fit Lt Fig Off	£105,000.00 £97,010.00 81110 47760 379.16 379.16 38600 379.16 38600 26151 38600 26151 20582 20582 £255,000.00 £115,000.00 £115,000.00 £115,000.00 £170	£120,000.1 £100,000.1 £100,000.1 8944 8944 5724 5727 4577 4577 4577 4577 4577 45
RAF	0F7 0F6 0F9 0F9 0F9 0F9 0F1 0F2 0F1 0F2 0F1 0F8 0F8 0F8 0F8 0F7 0F7 0F6 0F9 0F6 0F9 0F6 0F9 0F6 0F9 0F9 0F9 0F6 0F9 0F9 0F9 0F6 0F9	Maj Gen Brig Col Li Col Li Col Li Col Li Col Li Col Col Pol Col Col Col Col Col Col Col Col Col C	£105,000.00 £97,000.00 £97,000.00 £97,000.00 £97,000.00 £97,000.00 £97,000.00 £97,000.00 £105,000.00 £105,000.00 £105,000.00 £105,000.00 £105,000.00 £105,000.00 £105,000.00 £105,000.00 £105,000.00 £105,000.00	£120,000 (£100,964 (8944) 776: 450: 450: 450: 450: 450: 450: 450: 450
RAF	OFF	Maj Gen Brig Coi Lt Coi Lt Coi Maj Mol S Sgt Sgt Coi Lt Coi Lt Coi Rob Lt Coi Rob AcM Air Mshl AvM Air Core Go Capt Vig Coi Fit Lt Fit Lt Fig Off	£105,000.00 £97,010.00 81110 47760 379.16 379.16 38600 379.16 38600 26151 38600 26151 20582 20582 £255,000.00 £115,000.00 £115,000.00 £115,000.00 £170	£120,000 (£100,964 (8944) 776: 450: 450: 450: 450: 450: 450: 450: 450
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HAF	OFF	Maj Gen Brig Brig Got Got Got Maj Got	£105,000.00 £97,000.00 £81310 47760 37916 24615 36049 33223 30013 26405 £150,000.00 £150,000.00 £150,000.00 £170,000.00 £170,000.00 £170,000.00 £170,000.00 £170,000.00 £170,000.00 £170,000.00 £170,000.00 £170,000.00	£120,000 (£100,964 (8944) 776: 450: 450: 450: 450: 450: 450: 450: 450