



Freedom of Information Act Request

Ref: FOI 22-23 27

Date issued: 16 January 2023

Subject Employee grading compared to Civil Service

Question(s):

1. Is the employee grading structure used by your organisation the same as that used by wider Civil Service and if not, how does it differ and map against Civil Service grades?
2. Your organisation salary scales, including minimum, mid-point and maximum for each grade?

Response:

As we are an Arm's Length Body of the Home Office, we have authority to set our own pay grading structure, however, we do have comparative levels to the Civil Service.

The grading structure was updated for 2021 – please see below. [NOTE: The figures below are subject to change pending approval of the Pay Remit for 2022-23.]

Pay Bands from June 2021	Civil Service Grade	Minimum of Band	Maximum of Band	Pay Range
Band 1	AO	£20,910	£22,450	£20,910 - £22,450
Band 2	EO	£23,000	£27,400	£23,000 - £27,400
Band 3	HEO	£28,582	£35,000	£28,582 - £35,000
Band 4	SEO	£37,480	£44,600	£37,480 - £44,600
Band 5	G7	£47,634	£56,100	£47,634 - £56,100
Band 6	G6	£60,782	£69,972	£60,782 - £69,972