Ministry of Defence

MINISTRY OF DEFENCE
FLOOR 5, ZONE B, MAIN BUILDING
WHITEHALL LONDON SW1A 2HB

Telephone 020 7218 9000 (Switchboard)

THE RT HON TOBIAS ELLWOOD MP
PARLIAMENTARY UNDER-SECRETARY OF STATE AND MINISTER
FOR DEFENCE PEOPLE AND VETERANS

PQO/17-19/2018/14689

10 December 2018

During Oral Questions on 26 November 2018, the Defence Secretary undertook to write to you regarding the question you raised in respect of the salaries paid to Ministry of Defence (MOD) civilian employees in Scotland. I have been asked to reply as this falls within my area of responsibility.

In your question, you intimated that MOD civilians in Scotland are being treated differently. From an employer's perspective, this is not the case as MOD operates UK national pay scales that apply to all employees working outside London. This ensures a consistency of treatment across the whole workforce, regardless of where they are geographically located. Pay scales are adjusted each year to ensure compliance with the National Living Wage hourly rate.

The Defence Secretary also chose to mitigate the Scottish Government's/ Scottish National Party's hikes in income tax early this year to stop Service personnel in Scotland being unfairly treated.

The Scottish Government, under their devolved powers, has signed up to the Living Wage Foundation rate but this applies only to public servants employed directly by the Scottish Government. There will, therefore, be differences in pay where these rates and the National Living Wage rates overlap.

I am placing a copy of this letter in the Library of the House.

Yours sincerely

THE RT HON TOBIAS ELLWOOD MP

John McNally SNP
House of Commons
London
SW1A 0AA