

Defra Ministerial Team

**Caroline
Spelman**

Secretary of State

Jim Paice

Minister of State
for Agriculture and
Food

Richard Benyon

Parliamentary
Under-Secretary
for Natural
environment and
Fisheries

Lord Henley

Parliamentary
under-Secretary

The Defra way of working

To ensure that we are able to deliver the priorities that Ministers set for us, we need to allocate our resources - people and money - to the activities we have agreed to carry out, and to organise ourselves to deliver those activities effectively.

We have therefore moved from an old, inflexible structure of Directorates and Divisions towards a model where most of our work across all areas is being delivered through programmes and projects. Specifically, we have reorganised our activities into a portfolio structure consisting of Board and Group programmes, projects and ongoing functions.

Working in this way will enable us to be more efficient, as we will be able to ensure priority work is properly resourced and funded in delivering Defra's strategic objectives

Bronwyn Hill

Permanent Secretary

Mike Anderson

Director General
Green Economy
and Corporate
Services

Prof. Robert Watson

Chief Scientific
Adviser

Katrina Williams

Director General
Food and Farming

Peter Unwin

Director General
Environment and
Rural

Bill Stow

Director General
Head of Policy
and Support
Career Home

Iain Ferguson

Non-Executive
Director

Bill Griffiths

Non-Executive
Director

Alexis Cleveland

Non-Executive
Director

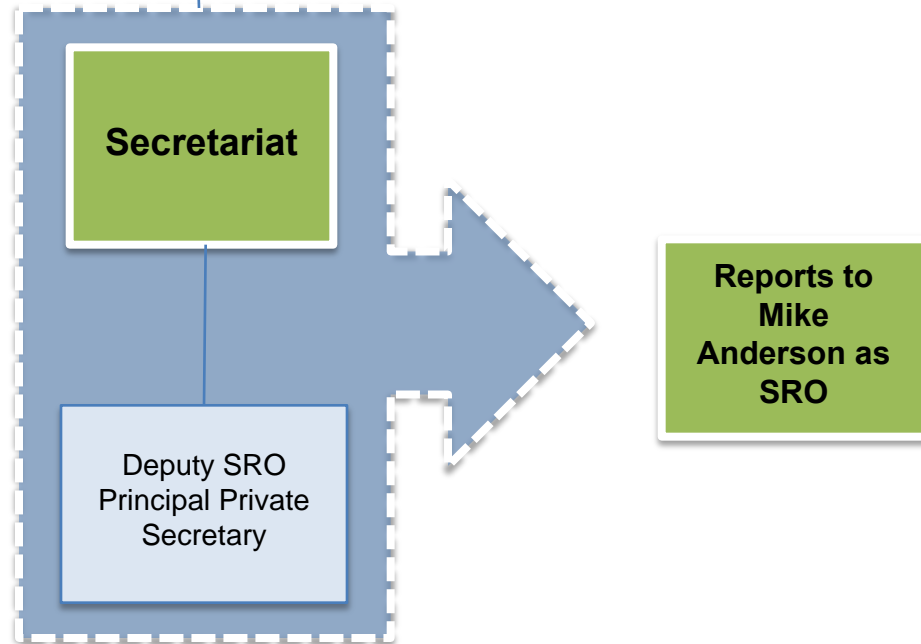
Secretariat

Bronwyn Hill

Permanent Secretary

(£140,000 – £144,999)

(shows pay floor and pay ceiling range)



Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)			5.00	1.00	11.00	11.00	8.00	1.00	1,134,530

Green Economy and Corporate Services

Mike Anderson
Director General Green Economy and Corporate Services

(£125,000 - £129,999)

Director

Green Economy
Programme

Strategy Unit
ongoing function

Sustainable
Development
Programme

Local and
Regional
Governance
Ongoing Function

Sustainable
Consumption and
Production
Programme

EU and
International Co-
ordination
Ongoing Function

Kim Worts

Communications

Campaign and
Marketing Ongoing
Function

Corporate
Communications
Ongoing Function

Strategic
Communications
Ongoing Function

Customer Contact
Ongoing Function

Press Office
Ongoing Function

Director

Legal Services
Ongoing Function

Consultant
Corporate Services

Integrated
Commercial Strategy
programme

Network Corporate
Services Strategy
Ongoing Function

Martin Hurst

Arms Length Bodies
Implementation
Programme

Estates & Sustainable
Built Environment
Strategy and Ongoing
Function

Neil Serjeant

Shared Services
Ongoing Activity

Richard Price
Chief Economist

Performance
Programme

Economics,
Statistics and
Operational
Research

Tom Taylor

Strategic
Expenditure
Review

**Anne Marie
Millar**

Finance

Secretary to

Royal Commission
on Environmental
Pollution RCEP

Miles Parker
Evidence
Programme

Tom Holton

CIO

Knowledge &
Records
Management &
Security Ongoing
Function

Group IT Delivery
Ongoing Function

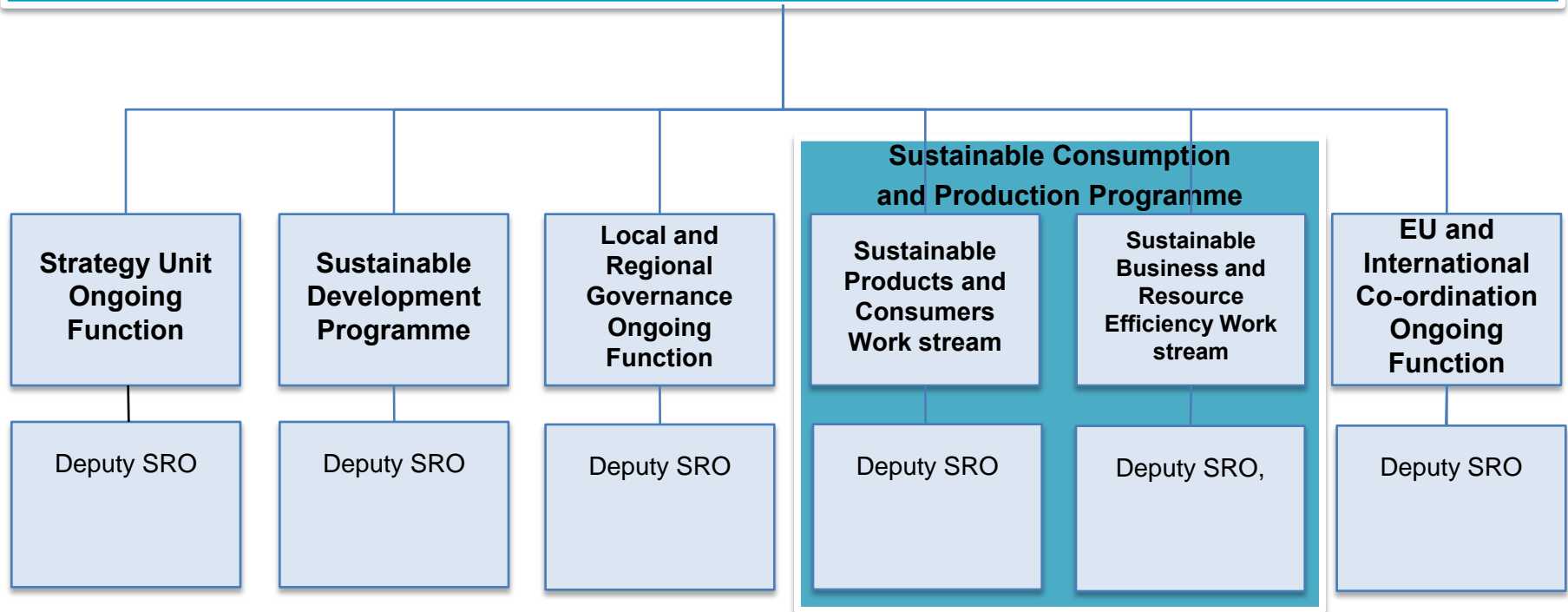
Core Defra IT
Delivery Ongoing
Function

defra

Department for Environment
Food and Rural Affairs



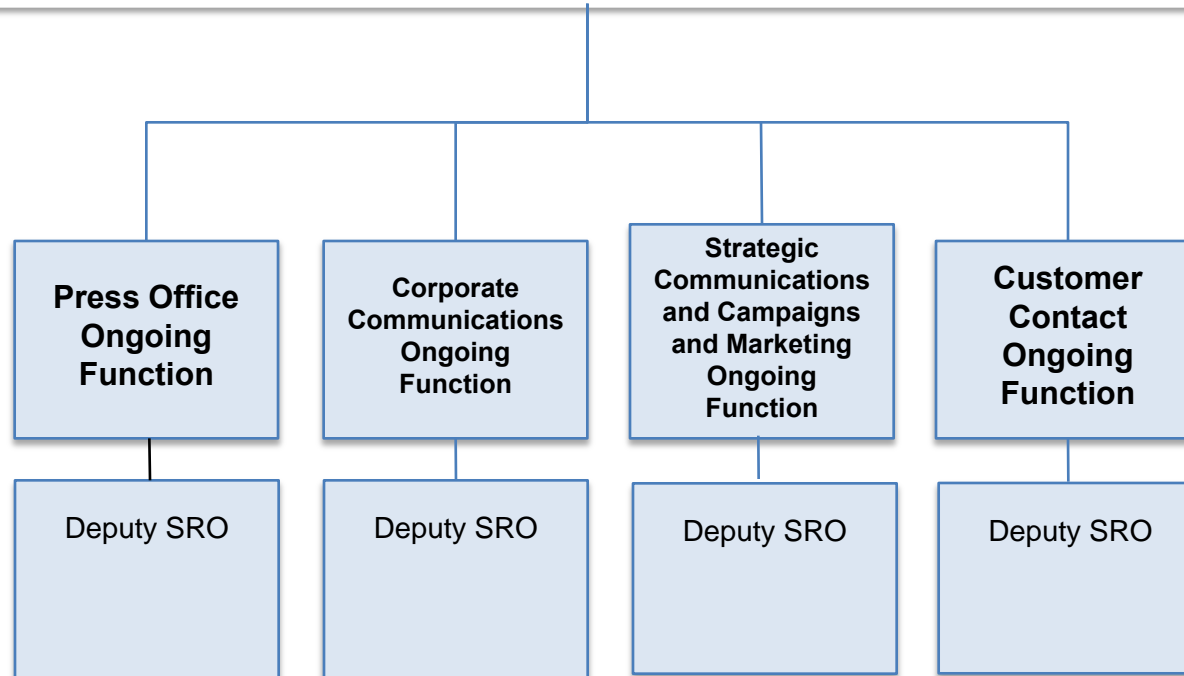
Director Green Economy Programme
(£90,000 - £94,999)



Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)	4.00	6.70	32.13	17.70	40.84	18.00	9.89	--	4,999,513

Kim Worts

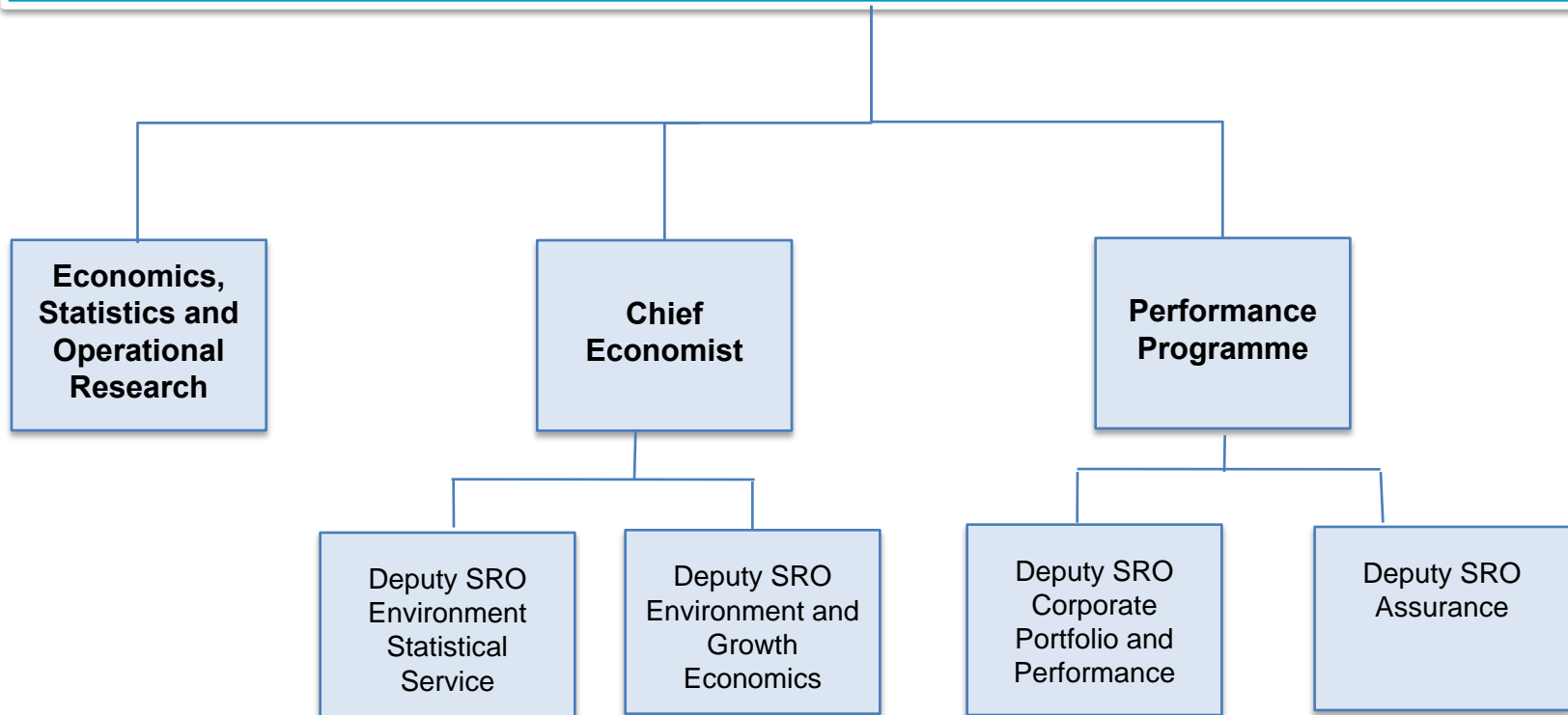
*Director of Communications
(TBC)*



Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)	4.00	6.80	11.00	19.00	29.16	29.34	10.81	--	3,922,428

Richard Price

*SRO - Chief Economist, Director of Performance,
Head of Economics Statistics and Research Career Home
(£100,000 - £104,999)*



Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)	2.00	1.00	14.00	1.00	16.60	9.00	1.00	--	1,697,860

Tom Taylor

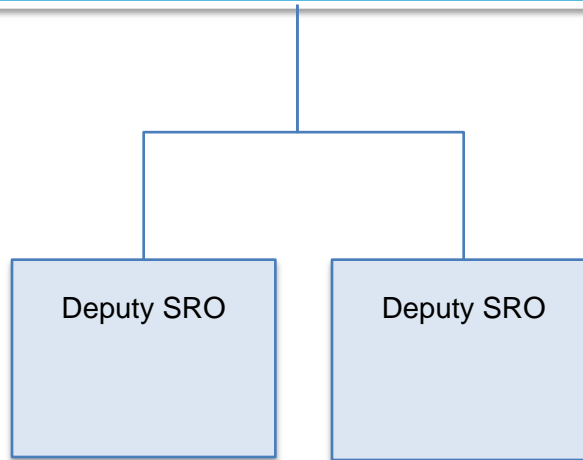
Director Strategic Expenditure Review
(£90,000 - £94,999)

Strategic Expenditure Review Project

Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)		1.85	1.60	1.60	4.00	--	1.00	--	402,691

Neil Serjeant

Shared Services Ongoing Activity
(£120,000 - £124,999)

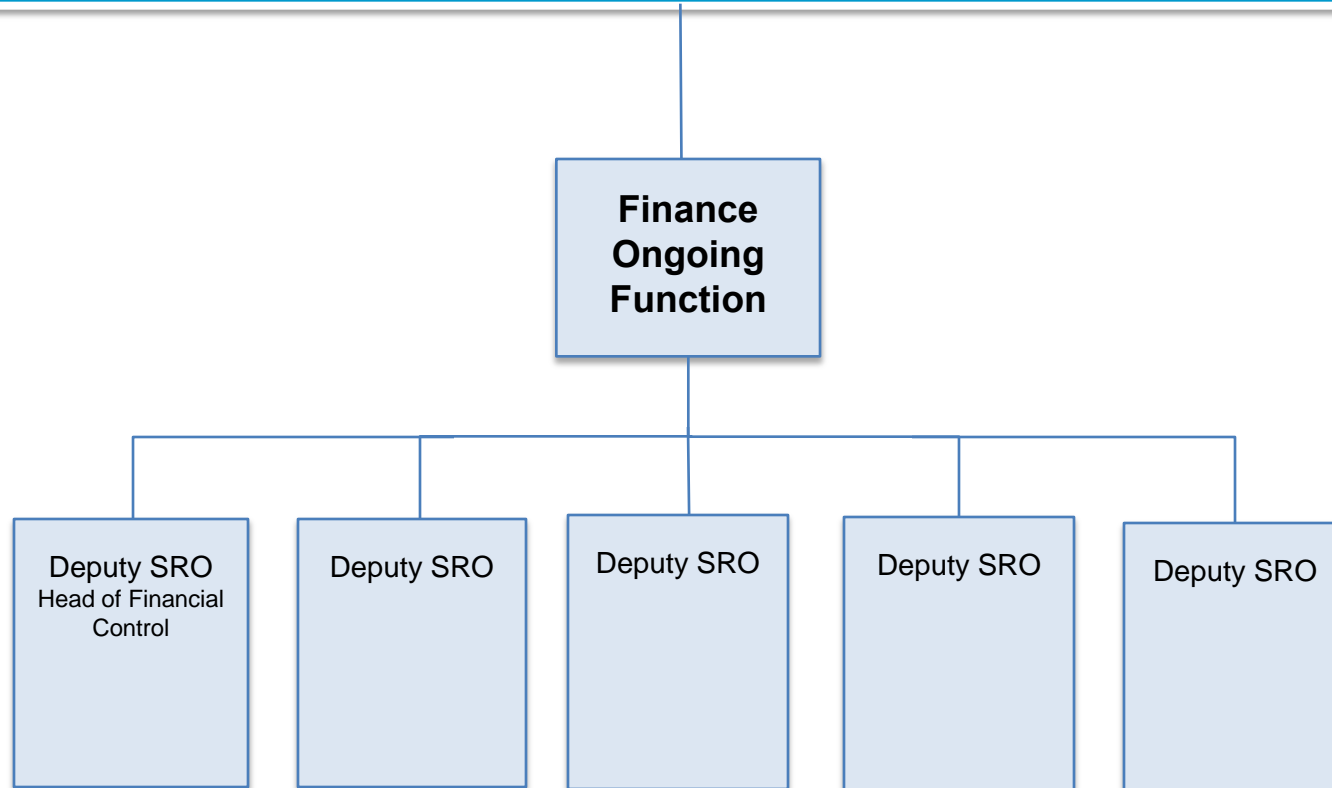


Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)	4.00	1.00	11.81	15.53	23.20	48.75	103.13	2.00	5,288,559

Anne Marie Millar

Director of Finance

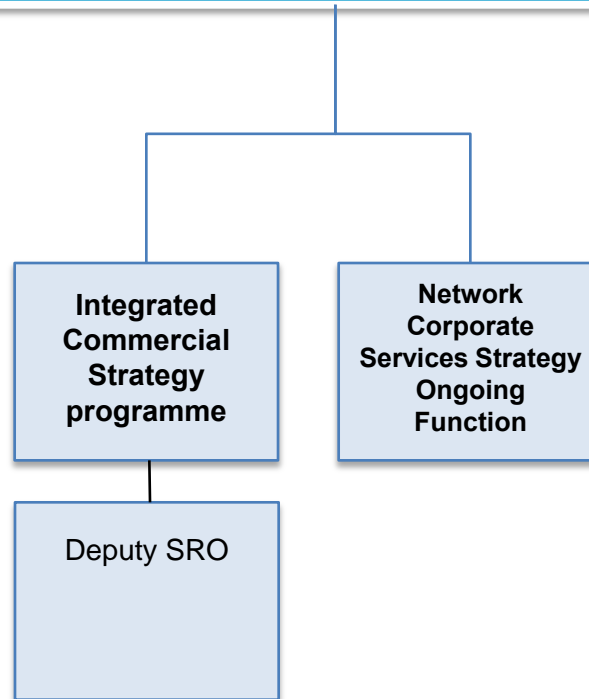
(£125,000 - £129,999)



Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)	2.00	6.00	18.00	23.72	17.73	15.92	3.56	--	3,232,166

Consultant

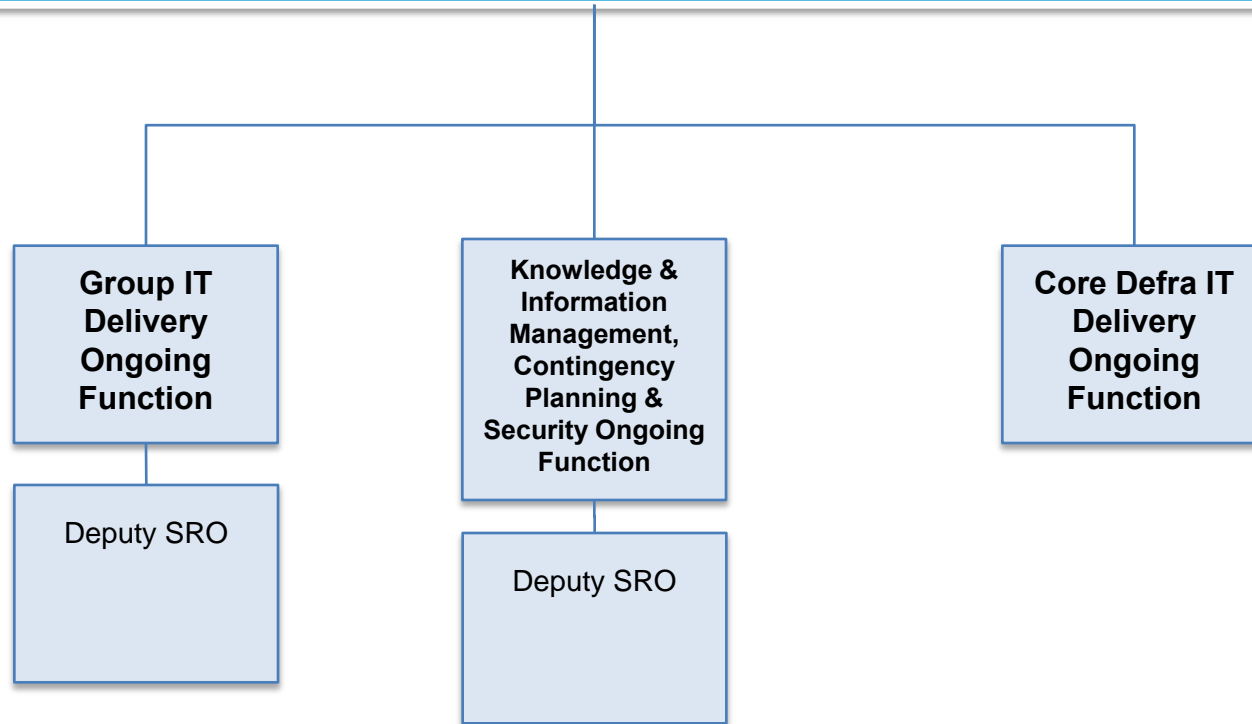
Director of Corporate Services



Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)		2.00	5.80	10.00	10.00	8.51	6.00	--	1,501,728

Tom Holton

Chief Information Officer

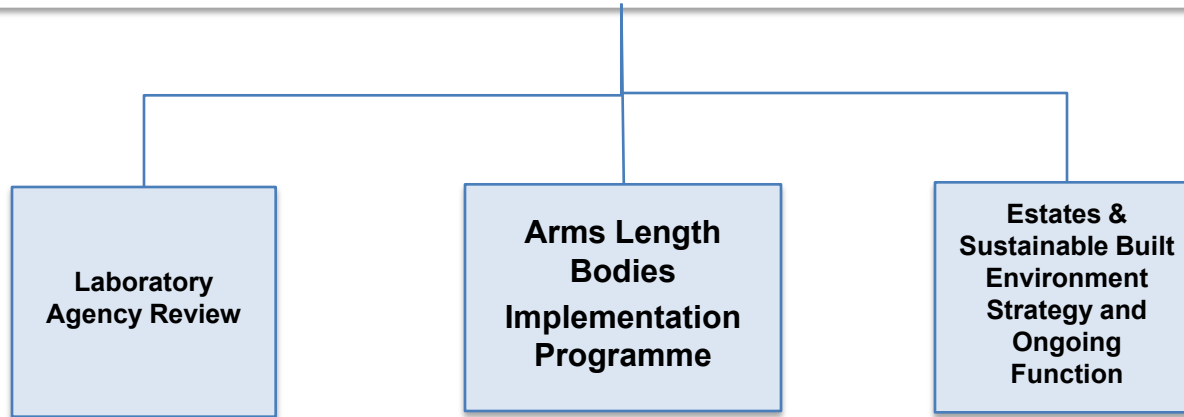


Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)		8.00	14.69	15.69	26.86	20.29	9.81	5.61	3,561,697

Martin Hurst

SRO - Director Arms Length Bodies and Estates

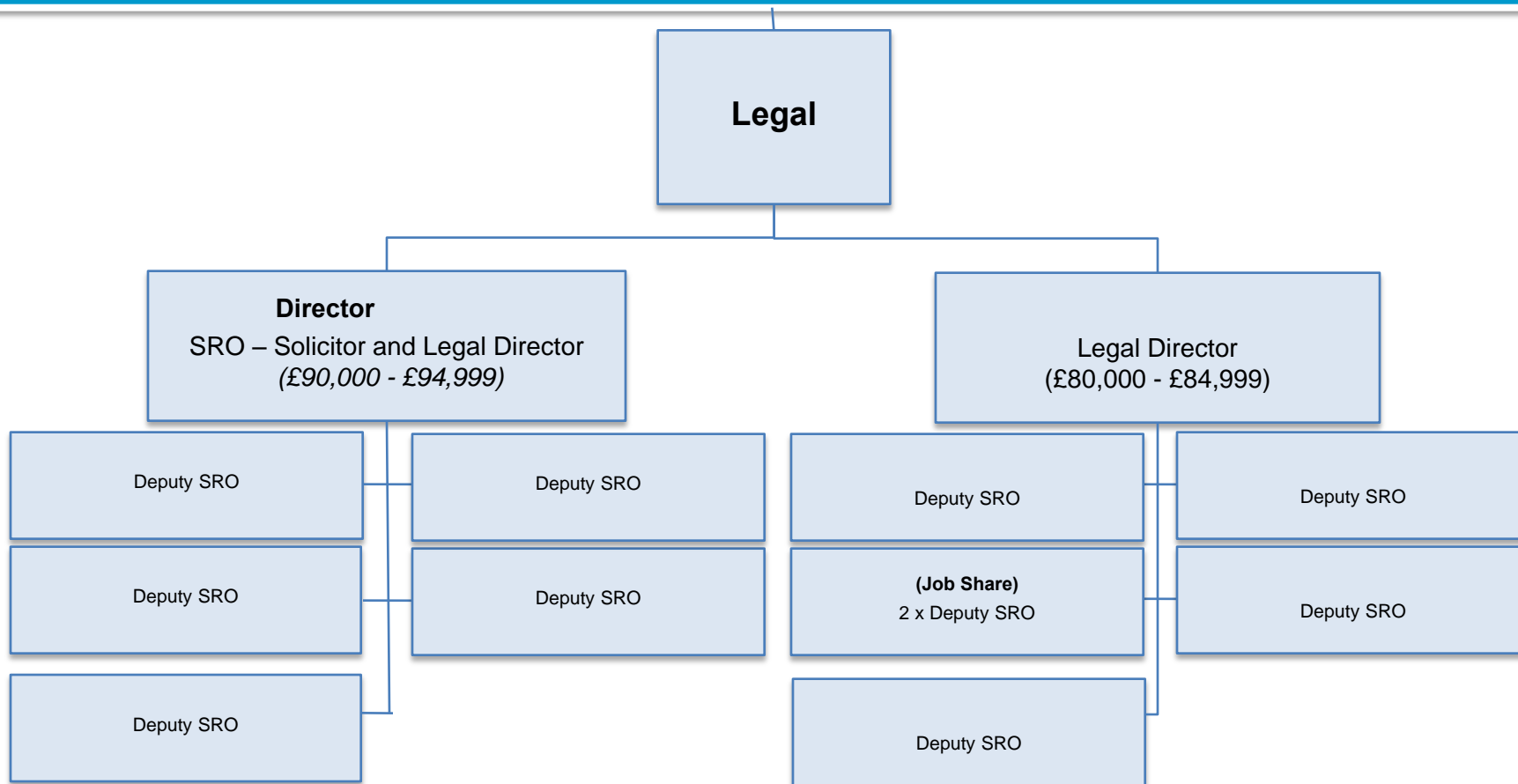
(£85,000 - £89,999)



Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)		5.00	8.51	6.78	8.80	10.00	4.00	1.00	1,571,651

Legal Group

Director - Legal



Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)	11.20	35.42	41.92	1.00	3.50	9.00	11.00	1.00	5,885,364

Chief Scientific Advisor

Prof. Robert Watson Chief Scientific Advisor

(£135,000 - £139,999)

Miles Parker
Deputy Chief
Scientific Adviser
& Science
Advisory Council
and Kew
Ongoing
Function

Evidence
Programme

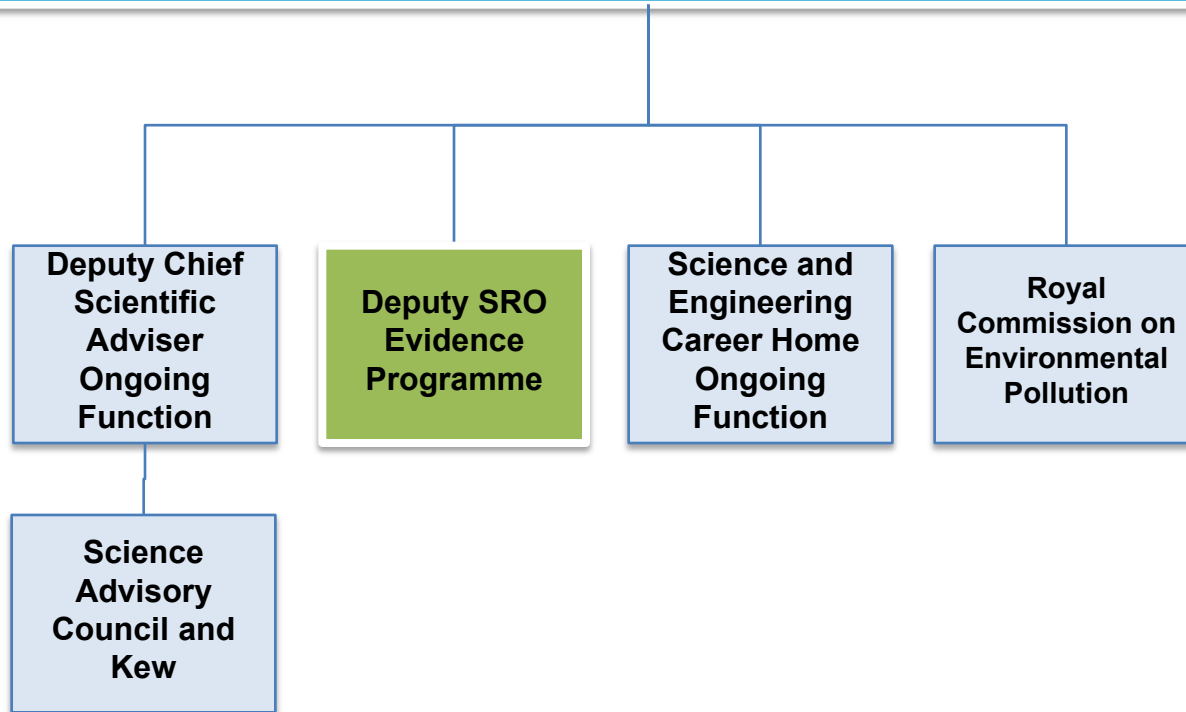
Royal
Commission on
Environmental
Pollution

Science and
Engineering
Head of
profession
Ongoing
Function

Evidence Programme
Reporting to Mike
Anderson

Miles Parker

Deputy Chief Scientific Adviser
(£90,000 - £94,999)



Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)	4.00	1.80	6.00	6.00	7.00	2.80	2.00	--	1,263,515

Current structure subject to further changes in October 2010
Green Economy and Corporate Services

Food and Farming Group

Katrina Williams

Director General Food & Farming

(£115,000 – £119,999)

Bovine TB
Programme

Food Chain
Programme

Food Policy
Ongoing Function

Crops Ongoing
Function

Livestock
Ongoing Function

Endemic
Diseases
Ongoing Function

Andrea Young

Exotic Disease
Policy
Programme

Agency
Relationship
Ongoing
Function

Climate Change
Mitigation in
Agriculture and
the Food Chain
Ongoing
Function

Martin Nesbit

EU and
International
Agriculture
Ongoing
Function

Food and
Farming
Evidence and
Knowledge
Base Ongoing
Function

Sarah Hendry

Responsibility
and cost sharing
Programme

Farming for the
Future
Programme

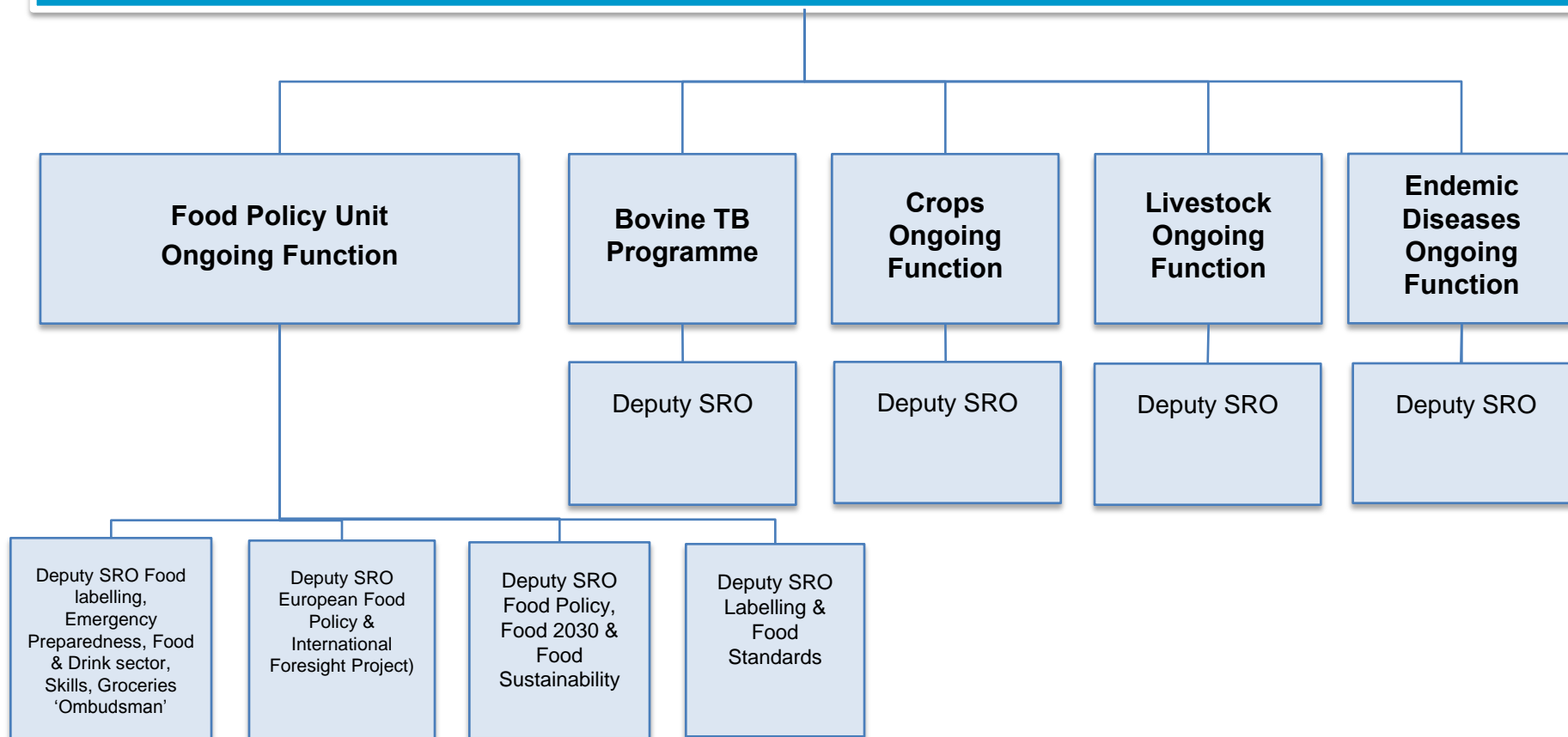
Animal Welfare
Ongoing
Function

Nigel Gibbens

Chief Veterinary
Officer Ongoing
Function

Veterinary
Science Ongoing
Function

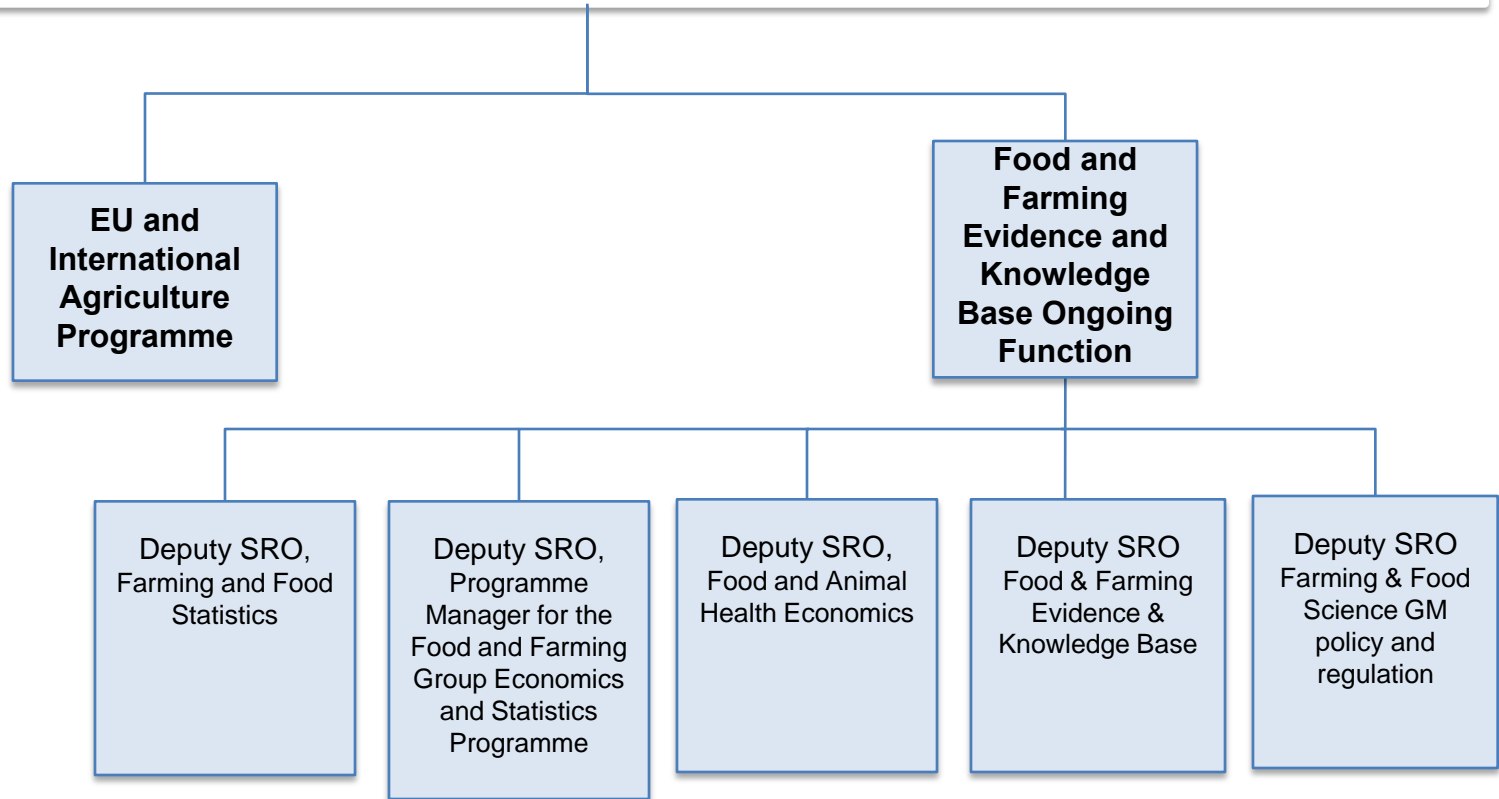
Director Food chain, bovine TB and endemic diseases
(£105,000 - £109,999)



Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)	9.00	8.35	29.44	21.72	46.27	24.66	18.41	2.00	6,185,420

Martin Nesbit

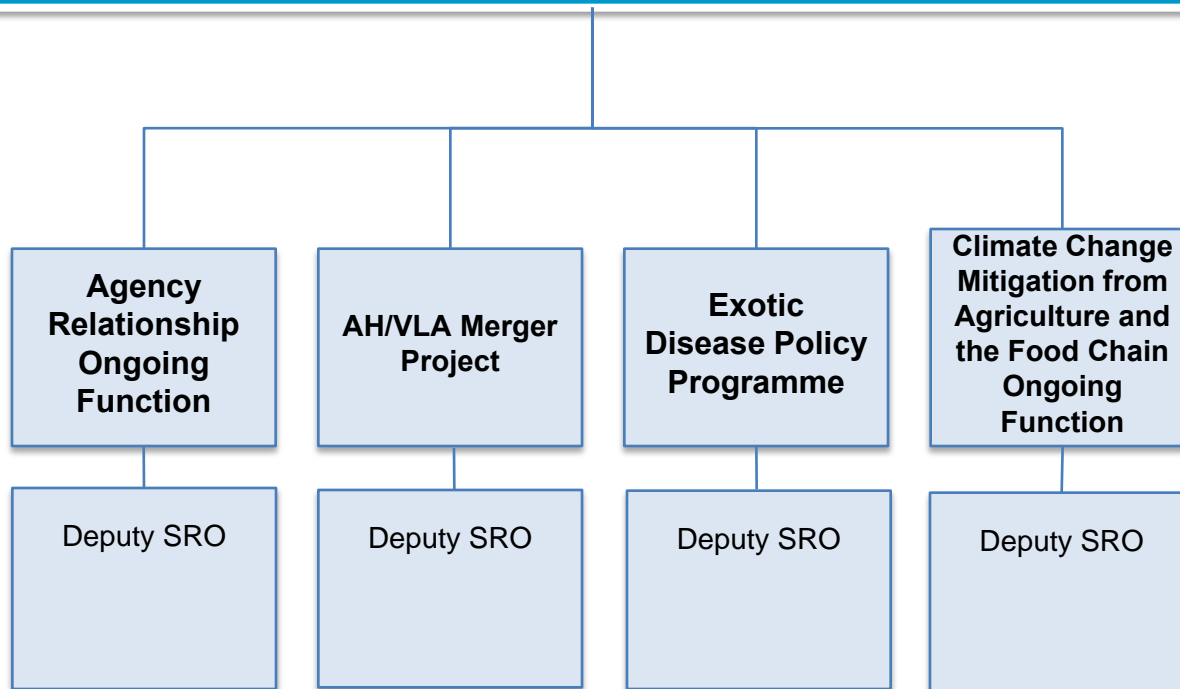
Director, EU, international, and evidence base
(£80,000 - £84,999)



Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)	7.00	5.00	31.21	13.25	43.25	28.81	43.02	--	5,777,878

Andrea Young

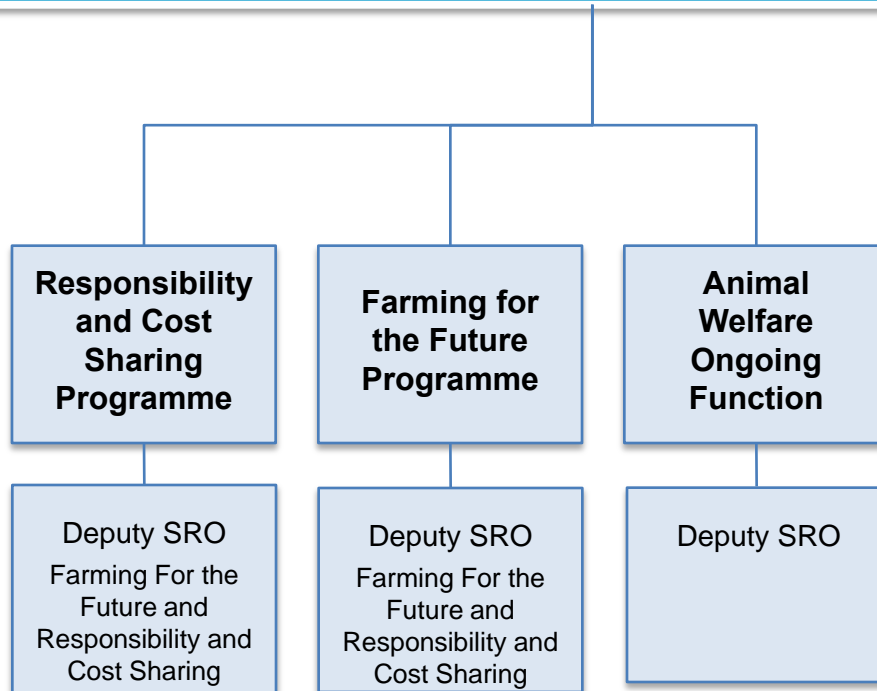
*Director of Climate Change, Exotic Disease and
Agency Relationship Portfolio
(£65,000 - £69,999)*



Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)	6.52	2.00	11.83	3.00	16.80	7.80	4.00	1.00	2,128,421

Sarah Hendry

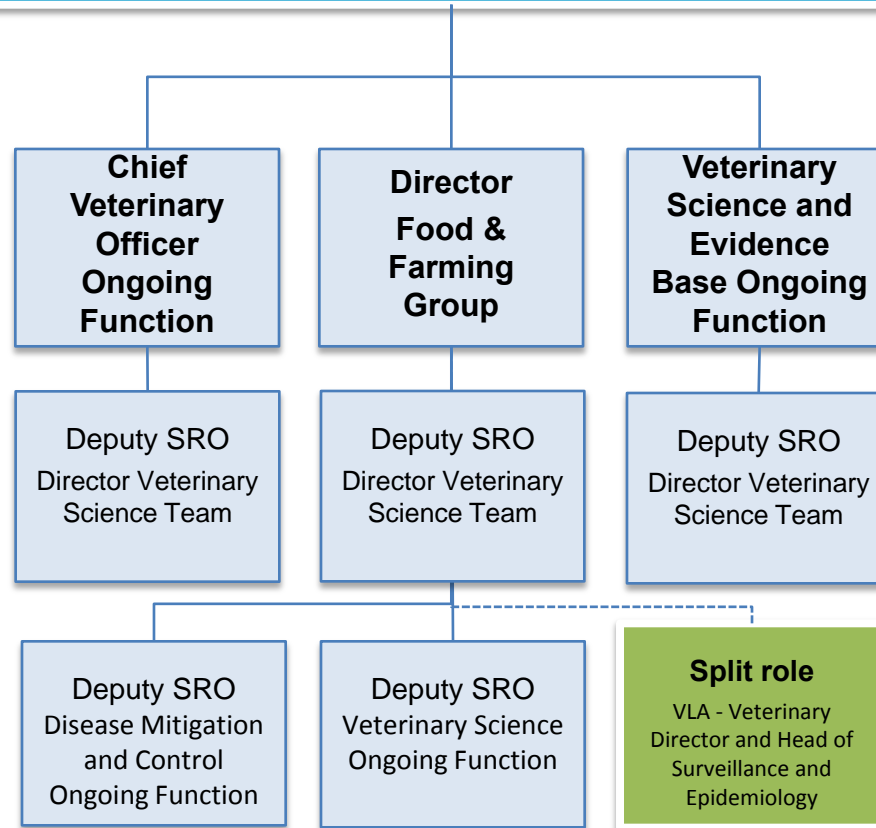
*Director Farming for the Future, Animal Welfare and
Responsibility and Cost Sharing
(£85,000 - £89,999)*



Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)	5.69	5.00	18.22	10.00	18.97	6.00	6.00	1.58	3,005,384

Nigel Gibbens

Chief Veterinary Officer
(£115,000 - £119,999)



Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)	2.00	6.80	20.30	14.90	24.20	24.60	21.80	1.00	4.196,370

Current structure is subject to further changes in October 2010
Food & Farming

Environment and Rural Group

Peter Unwin
Director General Environment & Rural
(£130,000 - £134,999)

**Sonia
Phippard**

Floods – Managing
Flood & Erosion Risk
Sustainable
programme

Water Availability
and Quality
programme

Floods Ongoing
Function

Water Ongoing
Function

Chemicals,
Pesticides
& Nanotechnologies
Ongoing Function

Sponsor for
Environment Agency
Ongoing Function

Better Regulation
Programme

**Robin
Mortimer**

Adapting to Climate
Change programme

Climate Change
Mitigation
programme

Atmosphere & Local
Environment
Programme

Landscape and
Outdoor Recreation
Programme

Landscape
Recreation and
Waterways
Sponsored Bodies
Ongoing Function

Rural Communities
Policy Ongoing
Function

John Robbs

Biodiversity
programme

Rural Development
Programme for
England

Soils programme

Natural Value
Programme

Wildlife and
Countryside
Ongoing Function

Wildlife and
Countryside
Sponsored Bodies
Ongoing Function

Neil Thornton

Delivery
Transformation
programme (to close
1 October 2010)

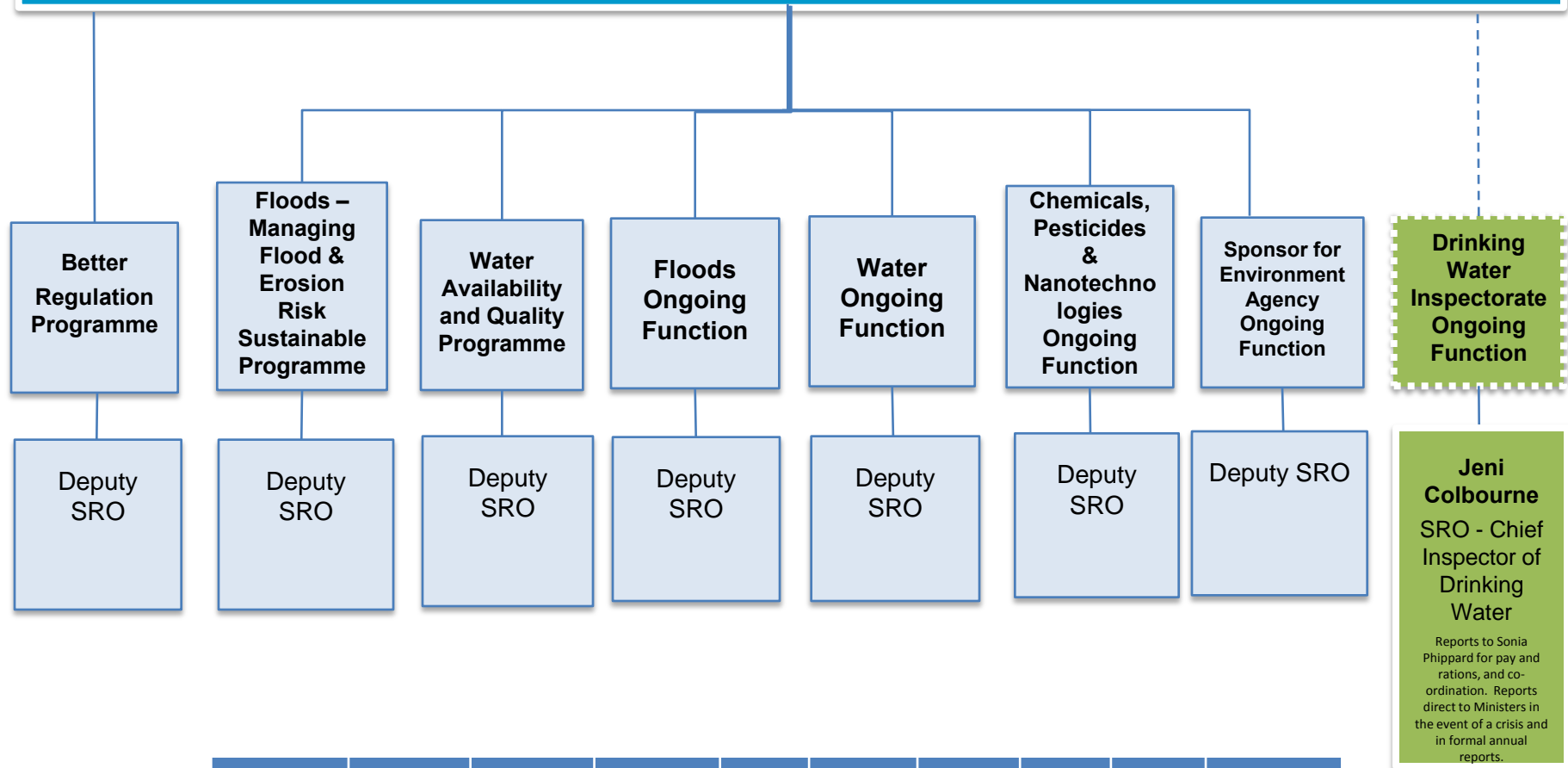
Waste programme

Director

Marine Programme

Sonia Phippard

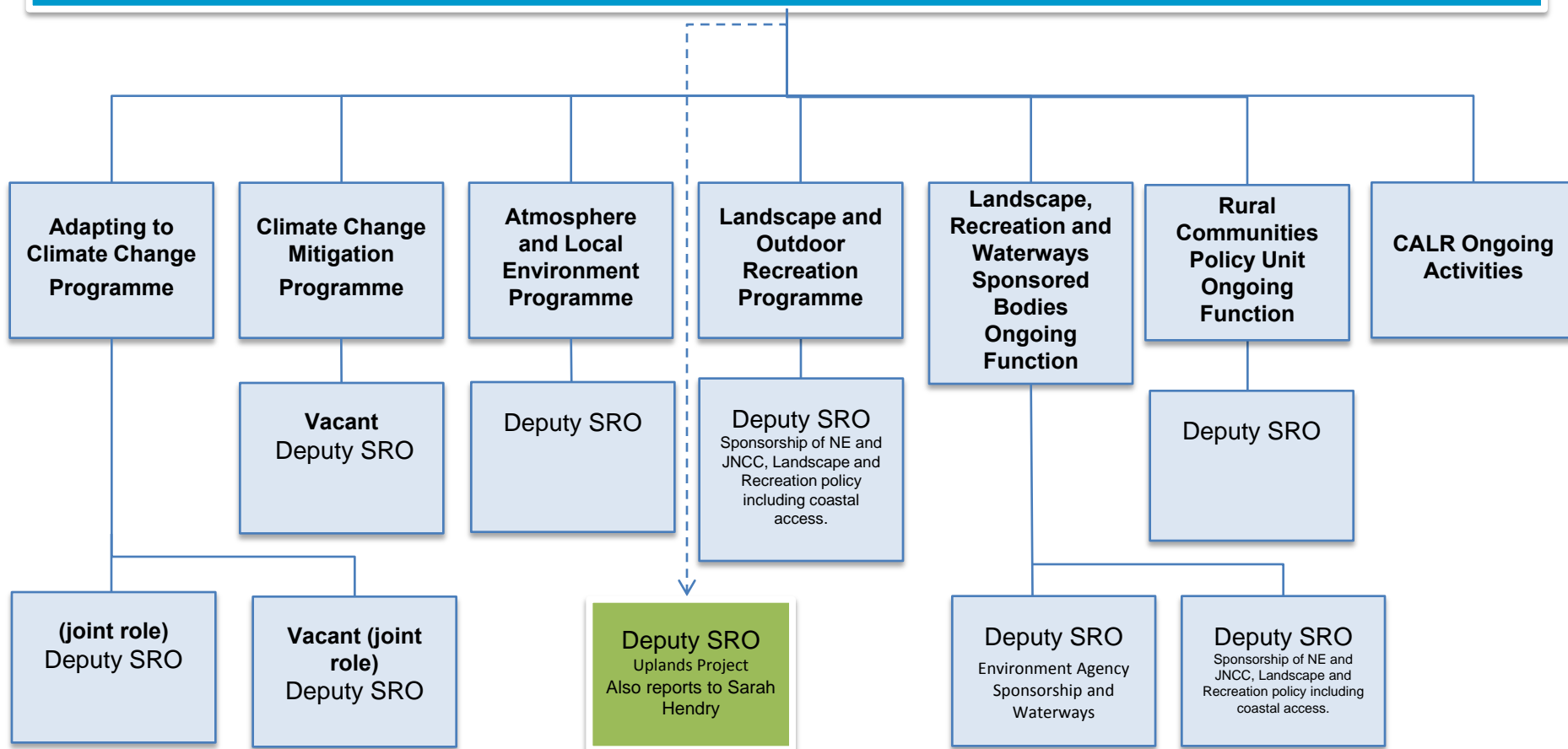
Director Water, Floods, Environmental Risk and Regulation
(£115,000 - £119,999)



Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)	7.00	6.00	39.40	38.80	47.17	23.60	9.25	--	6,758,041

Robin Mortimer

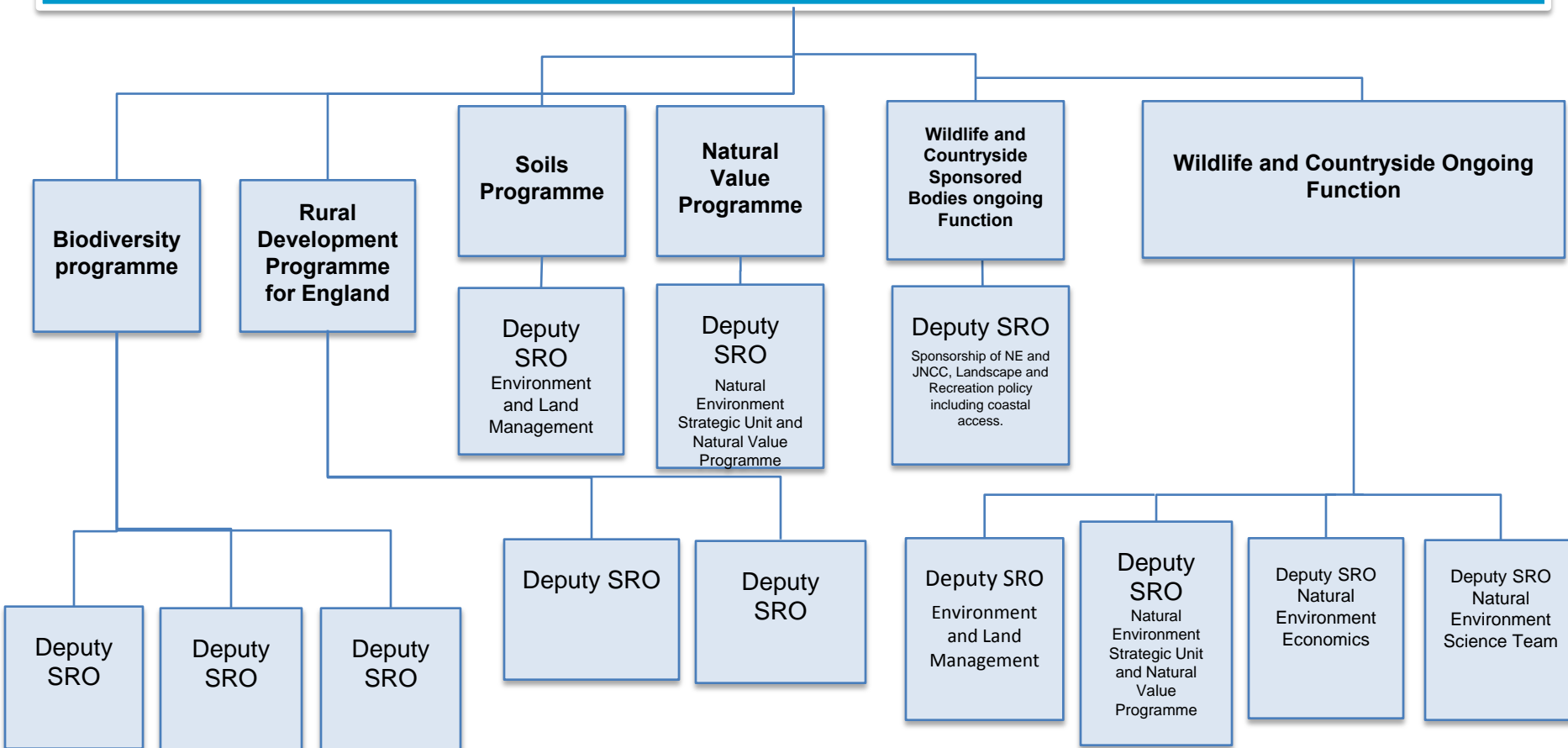
SRO – Director Adapting to Climate Change, Climate Change Mitigation, Landscapes and Recreation, and Rural Affairs
(£95,000 - £99,999)



Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)	3.93	5.00	29.19	14.92	41.21	18.06	9.61	--	4,682,919

John Robbs

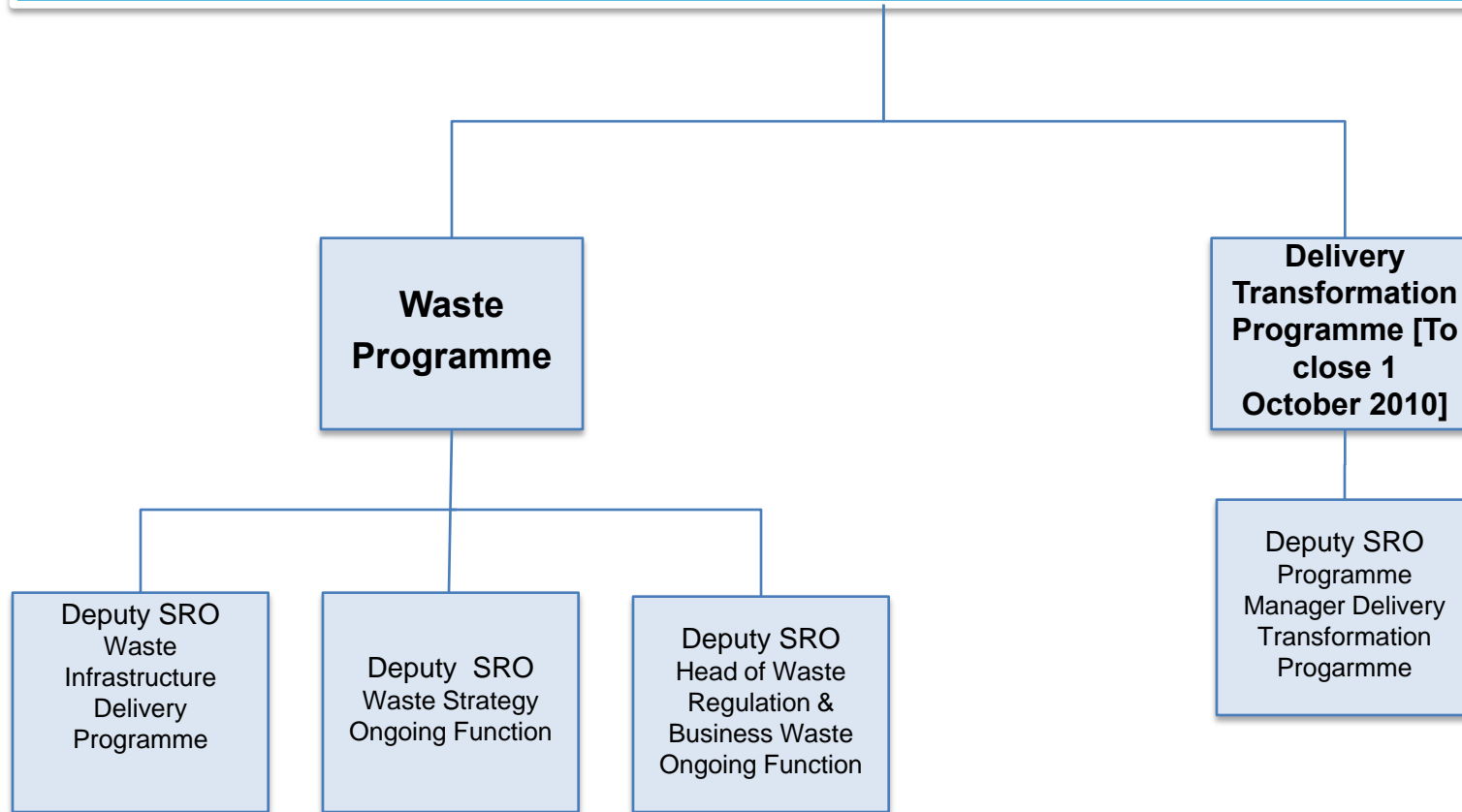
SRO - Director Wildlife and Countryside
(£105,000 - £109,999)



Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)	8.74	4.00	38.31	24.68	51.47	24.92	8.56	1.00	6,166,763

Neil Thornton

*Director of Waste and Resources Programme & Delivery Transformation Programme
(£115,000 – £119,999)*



Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)	4.60	2.00	16.00	12.26	30.70	16.00	9.53	--	3,417,891

Director of Marine and Fisheries
(£100,000 - £104,999)

Marine Programme

Deputy SRO
Sea Fisheries
Conservation work
stream

Deputy SRO
Marine
Environment
Resources,
strategy and
Evidence work
stream

Deputy SRO
Marine and
Freshwater
Biodiversity work
stream

Deputy SRO
Sustainable
Fisheries and
Fisheries 2027
work stream

Deputy SRO
Marine
Stewardship work
stream

Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)	4.00	3.60	27.70	12.60	37.10	11.00	8.00	1.00	4,076,244

Policy and Support Career Home

Bill Stow
Director General, Head of Policy and Support Career Home
 (£70,000 - £74,999)

Debbie Alder
 HR Director

 Strategic HR
 Programme

Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)			1.00		1.00				82,431

Debbie Alder

Director HR
(TBC)

Strategic HR Programme

Deputy SRO
Pay & Reward,
SSD
Relationship
Management
and Diversity
Ongoing
Function

Deputy SRO
Employment
Relations and
Engagement
Ongoing
Function

Deputy SRO
Talent
Management
and Learning
and
Development
Ongoing
Function

Deputy SRO
Head of
Resourcing Hub
Ongoing
Function

Pay grade	SCS 1/1A	Grade 6	Grade 7	SEO	HEO	EO	AO	AA	Total cost
Number of staff (FTE)	5.80	4.00	16.00	24.47	10.00	9.80	9.69	3.00	3,270,625