



National Audit Office

The UK's independent public spending
watchdog

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STAFFING AND PAY GRADE INFORMATION FOR FY 2024-25

Thank you for your request of 16 April 2025 regarding NAO staff grades and pay scales for financial year 2024-25. We have considered your request under the terms of the Freedom of Information Act 2000 (FOIA).

Your specific request is set out below, along with our response in the table(s) provided.

We hope this information is useful. If you are not happy with this response, you can ask for an internal review within 40 working days by writing to the NAO FOI Team at FOI@nao.org.uk. If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The primary way of escalating your concerns to the Information Commissioner is at: <https://ico.org.uk/foicomplaints>.

Yours sincerely,

NAO FOI Team

Request for information about NAO staffing and pay grade information for FY 2024-25:

- “1. The total number of staff that you employ.
2. The total number at each pay grade.
3. The starting salaries for each pay grade for financial year 2024/25
4. The current average salary for each pay grade (for financial year 2024/25)
5. Details of any special pay rates/systems you have for staff in DDAT roles.
6. Details of any special allowances you have the discretion to pay to prevent a staff member from leaving their role.
7. Details of any pay progression scheme that you operate.”

NAO response:

We have provided the information you requested in the tables below. Details of the remuneration of the non-executive members of the NAO Board and our Executive Team are available on page 121 of our [Annual Report and Accounts](#).

1. Total number of staff as of 31 March 2025: **1104 employees.**
2. Total number at each pay grade:

Grade	
ED	7
Director	81
Senior Auditor Manager	171
Audit Manager	90
Senior Auditor	203
Senior Analyst	57
Analyst	56
Senior Audit Associate	27
Trainee	227

3. The starting salaries for each pay grade for financial year 2024/25:

Corporate Pay Grades	Starting Salary	Location
Band 1	£66,698	N/A
Band 2	£34,256	N/A
Band 3	£28,256	N/A
Intern	£27,133	London
Intern	£24,477	Newcastle

Grade	London Minimum	Non-London Minimum
Director	£91,188	£91,188
Audit Manager	£71,400	N/A
Senior Auditor	£59,721	£52,020
Senior Analyst	£54,366	£48,930
Senior Audit Associate	£42,725	£35,684
Senior Audit Manager (FA)	£75,480	£68,001
Senior Audit Manager (VFM)	£72,420	£64,965
Audit Technician	£40,908	N/A
AO (Audit)	£28,419	N/A

Market Enhanced – Financial Audit

Grade	London Minimum	Non-London Minimum
Director	£117,440	£117,440
Senior Audit Manager (FA)	£83,130	£74,865
Audit Manager	£73,695	£66,133
Senior Auditor (FA)	£66,339	£59,562

Market Enhanced – VFM

Grade	London Minimum	Newcastle Minimum
Director	£117,440	£117,440
Senior Audit Manager (VFM)	£82,365	£74,107
Senior Auditor (VFM)	£66,339	£59,562
Senior Analyst	£60,639	£54,576
Analyst	£48,520	£41,117

Grads	London minimum	Non-London minimum
Scale point 1	£33,733	£27,253
Scale point 2	£34,357	£27,754
Scale point 3	£38,652	£31,414
Scale point 4	£40,026	£33,319
Scale point 5	£41,306	£35,224

ATT	London minimum	Non- London minimum
Scale point 1	£27,513	£21,501
Scale point 2	£28,017	£22,010
Scale point 3	£28,959	£23,295

Analyst	London	Newcastle
Scale Point One	£42,715	£36,199
Scale Point Two	£44,809	£37,974
Scale Point Three	£46,902	£39,747
Scale Point Four	£48,996	£41,522
Scale Point Five	£51,088	£43,294

4. *The current average salary for each pay grade (for financial year 2024/25): Data is as of 31 March 2025:*

Pay Grades	Average of FTE salary
AA1	33141
AA2	33777
AA3	38357
Administration Officer (Audit)	31869
Analyst	46093
Analyst - Market Enhanced	45097
ATT	25779
Audit Manager	70637
Audit Manager - Market Enhanced	73458
Audit Technician	44374
Band 1	89194
Band 2	64709
Band 3	39417
Data Scientist	60055
Director	105692
Director - Market Enhanced	135633
Executive Director	152222
Senior Analyst	57411
Senior Analyst - Market Enhanced	58024
Senior Audit Associate	45582
Senior Audit Manager - FA	78516
Senior Audit Manager - FA - Market Enhanced	85888
Senior Audit Manager - VFM	79574
Senior Audit Manager - VFM - Market Enhanced	82464
Senior Auditor	62545
Senior Auditor - Market Enhanced	66703
Senior Executive Assistant	48706

5. *Details of any special pay rates/systems you have for staff in DDAT roles.*

While not specific to DDAT roles, NAO staff with highly marketable or specialist skills that are considered business critical may be eligible for a market enhanced pay range within their grade. The relevant starting salaries are set out in response to Question 3.

6. Details of any special allowances you have the discretion to pay to prevent a staff member from leaving their role. **N/A.**

7. Details of any pay progression scheme that you operate.

Staff in trainee and analyst grades (including ATT, AA1, AA2, AA3, and Analyst roles) are subject to incremental pay progression, with staff typically moving to the next scale point on the anniversary of their start date.

For staff in Audit grades, annual pay progression also occurs on the anniversary of their start date. Progression is designed to take staff to the midpoint of their salary range within a specific timeframe:

- **Two years for Senior Audit Associates, Senior Auditors, Senior Analysts, and Audit Managers.**
- **Three years for Senior Audit Managers, Audit Technicians and AO (Audit) grades.**
- **Four years for Directors.**