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Our ref: Ref: 12/1077

15 August 2012

RE: Freedom of Information Request

Thank you for your correspondence of 19 July 2012. You have requested the following information:

- How much did you pay out in bonuses for the tax year ending April 5th 2012?
- How many staff received these bonuses?
- What percentage of your department received bonuses?
- Who exactly received these bonuses e.g. senior managers. (please feel free to break it down as you see fit)?
- Who received the biggest bonus and how much was it?

The Department of Energy and Climate Change currently awards both non consolidated end of year performance awards and in year special awards.

The Department uses non consolidated performance related payments to help drive high performance as they:

- encourage continuous high attainment because the payments are dependent upon continuing strong performance
- prevent a permanent rise in salary and an increase in pension on the basis of one off performances while still allowing good performance to be rewarded

- have no long term costs, in particular it does not increase future pension payments
- focus the work of employees more directly on the priority goals of the organisation
- motivate employees by linking an element of compensation to the achievement of objectives rather than offering payment for time served
- target money at those who make the biggest contribution

End of year non consolidated performance awards are used to reward the departments highest performers as assessed in their end of year appraisal reports.

Non consolidated in year special awards are used to recognise performance or behaviours which might not be fully reflected in an end of year performance appraisal. These may be used to reward staff for exceptional pieces of work or taking on additional responsibilities.

All staff are eligible to earn non-consolidated awards.

The information you have requested is shown below:

Year Awards Paid	Total Cost	No of staff receiving	% of workforce receiving	Largest amount
6 th April 2011-5 th April 2012	£960,402	808	62%	£12,000

Freedom of Information Act 2000

Your request has been handled under the Freedom of Information Act 2000. Under the Freedom of Information Act 2000 ('the Act'), in which you have the right to:

- know whether we hold the information you have requested and;
- be provided with that information (subject to any exemptions under the Act which may apply).

Appeals procedure

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: **Information Rights Unit** (foi@decc.gov.uk)

Please remember to quote the reference number above in any future communications.

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 Information Commissioner can be contacted at:

Information Commissioners Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF