

FOI Release

Information released under the Freedom of Information Act

Title: Staff bonuses for 2011/12 including percentage of staff & amounts using £2500 increments

Date of release: 18 September 2012

Information request

- How many staff bonuses were paid out in your department for performance related results and their total value for the financial year 2011/2012?
- What percentage of your staff was awarded such payments?
- For the 2011/2012 financial year please provide a grid showing how many individuals got bonuses of various differing values using £2,500 increments, e.g. £1 to £2,500, £2501 to £5,000, £5,001 to £7,500.

Information released

Bonus arrangements in the Department for Business, Innovation and Skills (BIS).

An element of the BIS overall pay award for staff below the Senior Civil Service (SCS) is allocated to non-consolidated, non-pensionable pay related to performance. There are two types of award:

1. In-year awards that recognise strong performance in particularly demanding tasks or situations. In-year awards were suspended from 2010-11 and re-instated in November 2011.
2. Annual performance awards, that reward staff based on their annual performance rating.

These non-consolidated, non-pensionable pay awards are used to drive high performance and have to be earned each year against pre-determined targets and do not add to future pay bills. The payments made for both types of award are entirely related to staff performance.

Performance awards for the SCS are part of the pay system across the whole Senior Civil Service, and are used to reward high performance sustained throughout the year, based on judgements and about how well an individual has performed relative to their peers. The performance related pay system is designed to help drive high performance and support better public service delivery.

Performance awards are non-consolidated and non pensionable and do not add to future paybill costs. The percentage of the paybill set aside for performance-related awards for the SCS is based on recommendations from the independent Senior Salaries Review Body. In year awards are not paid to Senior Civil Servants.

TABLE 1: Details of the number of payments made, their total value and the percentage of staff that were awarded such payments:

Financial Year	Total no of staff	No of Performance Related Payments	Total Value	% of Staff	In Year Reward	Total Value	% of Staff
2011/2012	2898	1156 – includes SCS	£1,588,649	33%	110	£26,290	3.8%

TABLE 2: Details the payments made in the 2011/12 financial year using £2,500 increments.

Increments	No of Performance Related Payments	No of In-Year Rewards
£1 - £2,500	1094	110
£2,501 - £5,000	4	Nil
£5,001 - £7,500	4	Nil
£7,501 - £10,000	40	Nil
£10,001 - £12,500	9	Nil
£12,501 - £13,500	5*	Nil

* This was paid to several BIS Director Generals: details are set out in the BIS annual accounts