

FOI Release

Information released under the Freedom of Information Act

Title: BIS staff bonuses paid in 2010 and 2011

Date of release: 5 September 2012

Information request

1. How many staff received bonuses in 2010 in excess of:
 - £1,000
 - £2,000
 - £5,000
 - £10,000
2. The average amount paid in bonuses to staff in the Department
3. The total amount paid in bonuses to staff in the Department
4. How many staff received bonuses in 2011 in excess of:
 - £1,000
 - £2,000
 - £5,000
 - £10,000
5. The average amount paid in bonuses to staff in the Department
6. The total amount paid in bonuses to staff in the Department.

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:

- 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.
- 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 pay bill 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: Performance awards - Details of bonuses paid for the years requested including total values and average amount paid:

Year	Performance awards issued	In excess of £1,000	In excess of £2,000	In excess of £5,000	In excess of £10,000	Total paid to staff	Average amount paid
2010	950	164	91	3	63	£1,126,780	£1,186
2011	772	313	5	43	12	£1,749,543	£2,226

TABLE 2: In year awards - Details of bonuses paid for the years requested including total values and average amount paid:

Year	In year awards	In excess of £1,000	In excess of £2,000	In excess of £5,000	In excess of £10,000	Total paid to staff	Average amount paid
2010	1012	6	2	1	nil	£418,711	£4131
2011	1	1	nil	nil	nil	£1,500	£1,500