

FOI Release

Information released under the Freedom of Information Act

Title: BIS staff bonuses in last three years

Date of release: 20 August 2012

Information request

Details of bonuses paid by the department to staff in each of the last three financial years including:

- The total amount paid out in bonuses
- The total number of bonuses
- The highest bonus paid.

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 recognised 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 scheme 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.

BIS was formed through a machinery of Government change that occurred in June 2009. The department was created by merging The Department for Business Enterprise and Regulatory reform (BERR) and The Department for Innovation, Universities and Skills (DIUS).

The information below has been drawn from various data sources and provides details for both the former departments that were merged to create BIS.

TABLE 1: Performance related payments

Year	Total no. of staff	No. of performance related payments	Total amount paid	Highest amount paid	In year reward	Total amount paid	Highest amount paid
2009/10	3663	2030	£2,974,834	£40,840	961	£438,324	£5,000
2010/11	3404	950	£1,126,780	£16,500	28	£ 13,750	£750
2011/12	2898	1156	£1,588,649	£13,500	110	£ 26,290	£500