



## Employee bonuses – Freedom of Information Case Number 185529

DCMS recently responded to a Freedom of Information request giving more details about two employees that received bonus payments in the 2010-11 financial year.

These payments were not special. They were part of a contractual long term bonus scheme linked to achievement of specific, measurable performance targets. Information relating to these payments is published each year in the Annual Report and Accounts.

Individual A received £137501-£138000

- a) The exact total of the bonus payment

**The ICO considers that salary information relates to individuals' public and private life, it indicates public money they receive for a public role they undertake but is also related to their private life as it reveals an individual's personal income and personal financial situation. Given this competing position the ICO considers that £5,000 band strikes the right balance. The ICO guidance on releasing information about salary details, bonuses and performance related pay, is that disclosure should only be to the extent necessary to fulfil a legitimate public interest, and that only in exceptional circumstances is disclosure of exact amounts likely to be justified. The department does not consider there to be sufficient public interest in disclosing the exact bonus amount. Further information can be found here:**

[http://www.ico.gov.uk/upload/documents/library/freedom\\_of\\_information/practical\\_application/salary\\_disclosure.pdf](http://www.ico.gov.uk/upload/documents/library/freedom_of_information/practical_application/salary_disclosure.pdf)

- b) When it was paid to the employee

**November 2010**

- c) What were the reasons it was paid to the employee

- **Determined wholly by performance on the delivery on time and on budget of the Olympic and Paralympic Games construction programme**

**The payments are contractual and set in 2007. They were deferred long term bonus payments.**

- d) The job title of the employee

**Finance and Programme Director**

e) The name of the employee

**David Goldstone**

Individual B received £87,501-£90,000

a) The exact total of the bonus payment

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b) When it was paid to the employee

**November 2010**

c) What were the reasons it was paid to the employee

- **Determined wholly by performance on the delivery on time and on budget of the Olympic and Paralympic Games construction programme**

**The payments are contractual and set in 2007. They were deferred long term bonus payments.**

d) The job title of the employee

**Director General**

e) The name of the employee

**Jeremy Beeton**

For further information, please also see DCMS's annual report and accounts, available here:

<http://www.culture.gov.uk/publications/8309.aspx>