

**FOI Release**  
***Information released under the Freedom of Information Act***

**Title:** BIS staff bonuses 2011/12

**Date of release:** 9 August 2012

**Information request**

- 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?
- Who received the biggest bonus and how much was it?

**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 are non-consolidated, non-pensionable pay awards, 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.

**TABLE 1:** Details of payments paid, their total value and percentage of staff that were awarded such payments

<b>Financial Year</b>	2011/12
<b>No. of Performance Related payments</b>	1156 (includes SCS)
<b>Total value</b>	£1,588,649
<b>Percentage of staff</b>	33%
<b>In year reward</b>	110
<b>Total amount paid</b>	£26,290