



Foreign &
Commonwealth
Office

17 July 2013

FREEDOM OF INFORMATION ACT 2000 REQUEST REF: 0587-13

Thank you for your request dated 18 June 2013 under the Freedom of Information Act. You asked that the Foreign and Commonwealth Office (FCO) provide:

Details of bonuses paid to staff in the department in the financial year 2012-13 including:

- 1) The total value of bonuses**
- 2) The number of bonuses paid**
- 3) The average bonus if available**
- 4) The highest bonus if available**
- 5) Any breakdown by value or band or bonuses paid if available**

I can confirm that the FCO does hold information relevant to your request.

The FCO has two types of non-consolidated, variable performance pay schemes, both of which are focused on rewarding high levels of performance. These types of payment are an integral element of the reward package for staff, have to be re-earned each year and do not add to future pay bill costs (e.g. pensions).

Performance-related payments (PRP) are an established part of the civil service pay model. The FCO uses PRP to motivate and reward its staff. Making PRP part of an annual award contingent on performance maximises value for money and control of the pay bill because the payments are non-pensionable and have to be re-earned every year. The FCO policies on PRP are within the guidelines set by HM Treasury and Cabinet Office.

The in-year performance award scheme is devolved to directorates to allow them to recognise outstanding achievement either by an individual or team. Awards are only payable to staff in grades below the senior civil service and can range from £10 to £2000.

In answer to your specific questions, all of which include our staff based both in the UK, and those staff serving overseas.

- 1) The total value of all Performance Related Payments in 2012/13 was £6,671,563.

- 2) The total number of Performance Related Payments made in 2012/13 was £5,092.
- 3) The average value of the Performance related payments was £1,311.
- 4) The highest Performance Related Payment made was £17,500. Details of our Senior Staff Performance Awards are included in our Annual Report
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/32880/annual-report-accounts-2011-12.pdf
- 5) Please see the attached table below that breaks down the Performance related payments by grade.

Grade	PRP amounts
A1	£33,218
A2	£840,617
B3	£1,087,114
C4	£1,319,300
C5	£619,582
D6	£1,020,835
D7	£761,776
SMS	£989,120

A1 is the most junior level in the Foreign and Commonwealth Office and very few members of staff are employed at this grade.