

FOI Release
Information released under the Freedom of Information Act

Title: Staff Bonuses during 2012/2013

Date of release: 24 September 2013

Information request

Number of staff bonuses paid out for performance related results or any other bonus and their total value for the financial year 2012/2013.

Percentage of staff that were awarded such payments.

Number of individuals who received bonuses of more than (i) £9,999, (ii) £19,999, and (iii) more than 24,999k during financial year 2012/13.

Information released

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.
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. They do not add to future pay bills and are paid in line with Cabinet Office and HM Treasury guidelines on Civil service pay. 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.

Details of the number of payments made, their total value, and the percentage of staff awarded such payments are detailed in the table below. Please note that the Performance Awards are calculated and paid to part time employees on a pro-rata basis.

Performance Awards in 2012-13

	No. of Awards	No. of Awards made as a % of No. of Employees	Total Value
Annual Performance Awards for Employees below the SCS	709	24.3%	£1,370,227
In Year Awards (Cash Payments)*	1180	40.4%	£332,080
In Year Awards (Vouchers)*	834	28.6%	£34,050
Annual Performance Awards for Senior Civil Servants	55	24.7%	£520,597

*Some employees received more than one in year award during the course of the year.

The table below shows the number of awards over £9,999 paid in 2012/13.

Performance Award Amount	Number of Employees in Receipt
More than £9,999	15
More than £19,999	0
More than £24,999	0