



Department
for Environment
Food & Rural Affairs

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Your ref:
Our ref: RFI 5747
Date: 25 September
2013

Dear,

REQUEST FOR INFORMATION: STAFF BONUSES

Thank you for your request for information about staff bonuses, which we received on 27 August 2013. As you know, we have handled your request under the Freedom of Information Act 2000 (FOIA).

You asked:

“How many staff bonuses were paid out in your department for performance related results or any other bonus and their total value for the financial year 2012/2013?”

What was the percentage of your staff, that were awarded such payments?

For the 2012/13 financial year please state how many individuals got bonuses of more than (i) £9,999, (ii) £19,999 and (iii) more than £24,999?”

The information you requested is as follows:

| Organisation | No. bonuses | Total Value | % of staff receiving bonus | No. greater than £9,999 | No. greater than £19,999 | No. greater than £24,999 |
|-------------------|-------------|-------------|----------------------------|-------------------------|--------------------------|--------------------------|
| Defra, AHVLA, VMD | 1969 | £1,915,524 | 38% | 16 | 0 | 0 |
| RPA | 1306 | £730,544 | 42% | 1 | 0 | 0 |
| FERA | 758 | £459,156 | 48% | 0 | 0 | 0 |
| CEFAS | 521 | £766,139 | 92% | 0 | 0 | 0 |

The percentage of staff receiving a bonus in CEFAS is higher than Defra, RPA and FERA as, in addition to individual performance related pay, CEFAS operates a Corporate Performance Payment Scheme. Payments are linked to the achievement of Ministerial



and specific financial targets. These payments are not awarded to individuals whose performance during the year is considered unsatisfactory.

In keeping with the spirit and effect of the FOIA, all information is assumed to be releasable to the public unless exempt. Therefore, the information released to you may now be published on our website together with any related information that will provide a key to its wider context.

I attach Annex A, which explains the copyright that applies to the information being released to you.

I also attach Annex B giving contact details should you be unhappy with the service you have received.

If you have any queries about this letter, please contact me.

Yours sincerely,

Teresa Newell

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Email teresa.newell@defra.gsi.gov.uk

Annex A

Copyright

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Annex B

Complaints

If you are unhappy with the service you have received in relation to your request you may make a complaint or appeal against our decision under section 17(7) of the FOIA or under regulation 18 of the EIRs, as applicable, within 40 working days of the date of this letter. Please write to Mike Kaye, Head of Information Standards, Area 4D, Nobel House, 17 Smith Square, London, SW1P 3JR (email: requestforinfo@defra.gsi.gov.uk) and he will arrange for an internal review of your case. Details of Defra's complaints procedure are on our [website](#).

If you are not content with the outcome of the internal review, section 50 of the FOIA and regulation 18 of the EIRs gives you the right to apply directly to the Information Commissioner for a decision. Please note that generally the Information Commissioner cannot make a decision unless you have first exhausted Defra's own complaints procedure. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF