



Department
of Energy &
Climate Change

**Department of Energy and Climate
Change**

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Our Ref: 14/0620

Date: 19 May 2014

Thank you for your email of 10 April 2014, where you asked what the average and the total amount paid in bonuses to staff at the Department of Energy and Climate Change (DECC) was in 2013-14. You also asked:

“How many staff in the Department for Energy and Climate Change received bonuses in excess of:

- a) £ £1,356,*
- b) £2,000,*
- c) £5,000,*
- d) £10,000,*
- e) £20,000 and*
- f) £50,000 in 2013-14 and*

How many staff in total at the Department for Energy and Climate Change received bonuses in 2013-14?”

Freedom of Information Act 2000

Your request has been handled under the Freedom of Information Act 2000 ('the Act'). Under the Act you have the right to:

- know whether we hold the information you have requested and;
- be provided with that information (subject to any exemptions under the Act which may apply).

I can confirm that the Department holds the information you have requested.

Detailed below is the response to your questions.

The Department uses performance related pay to help drive high performance and to recognise exceptional contributions and achievements over and above



what is expected of people in fulfilling their employment contracts. These payments, which are in-line with HM Treasury Pay Guidance, are cost effective as they are not consolidated into staff's basic pay and have to be re-earned every year.

In 2013-14, all staff were eligible to receive performance in-year and end-of-year rewards and £1,193,458 was paid in performance related awards, with an average award of £908.

Only the top 25% of Senior Civil Servants received a non-consolidated performance award and the maximum amounts were limited in line with cross-Government guidance.

You asked for a breakdown of the size of awards and this is given in the table below:

Table 1

Payment Range	Number of staff :
£1,356 - £1,999	56
£2,000 - £4,999	162
£5,000 - £9,999	19
£10,000 - £19,999	11
£20,000 - £49,999	Nil
£50,000	Nil

During this period, 854 staff received performance related payments, which include

- 351 DECC employees who received an end-of-year performance related award. End year non-consolidated performance awards are used to reward the department's highest performers as assessed in their end of year appraisal reports
- 503 employees received in-year performance related awards which are used to recognise and incentivise corporate behaviours and values which might not be fully reflected in a performance appraisal report. These may be used to reward staff for exceptional pieces of work or taking on additional responsibilities.

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within



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two months of the date of receipt of the response to your original letter and should be addressed to:

Information Rights Unit (DECC Shared Service)
Department of Business, Innovation & Skills
Victoria 3, 5th Floor
1 Victoria Street
London SW1H 0ET
Email: foi@decc.gsi.gov.uk

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Yours sincerely

Human Resources