

Our ref: 704,572

Your ref:

[REDACTED]
The Cube
199 Wharfside Street
Birmingham
B1 1RN

2 May 2014

Dear Mr [REDACTED]

FREEDOM OF INFORMATION REQUEST

Thank you for your e-mail Freedom of Information request regarding salaries and bonus payments. The answers to your request are below.

Question 1: *The number of staff by job title earning over £100,000.*

Answer: Please see page 65 in the remuneration section of the 2012-13 Annual Report available on the Highways Agency website or via the following link:

<http://www.highways.gov.uk/publications/annual-report-2012-2013/>

There are no other Highways Agency staff earning over £100,000.

The 2013-14 Annual report is under preparation and is expected to be published before the end of June.

Question 2: *If any staff member received any kind of bonus in the calendar years of 2009, 2010, 2011, 2012, 2013 and to-date in 2014; the reason for the bonus; the job title of the staff member that gives the approval if a bonus is to be awarded.*

Answer:

10-15% of members of staff have received performance related bonuses in each of the years mentioned.

The job title of the staff member that approves the award of a bonus varies widely. Performance markings are awarded by line managers subject to a moderation process.

In keeping with the spirit and effect of the legislation, all information is assumed to be releasable to the public unless exempt. We may therefore be publishing the information you requested, together with any related information that will provide a key to its wider context, via our website: <http://www.highways.gov.uk/>

If you are unhappy with the way we have handled your request you may ask for an internal review. Our internal review process is available at <http://www.highways.gov.uk/foiresponses/FOIresponses/8024.aspx>.

If you require a print copy, please phone the Highways Agency Information Line on 0300 123 5000; or e-mail ha_info@highways.gsi.gov.uk . You should contact me if you wish to complain.

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

If you have any queries about this letter, please contact me. Please remember to quote the reference number above in any future communications.

Yours sincerely

[Redacted signature]

PO

[Redacted contact information]