



Foreign &
Commonwealth
Office

Human Resources Directorate
Foreign and Commonwealth Office
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28 November 2016

FREEDOM OF INFORMATION ACT 2000 REQUEST REF: 1013-16

Thank you for your email of 1 November 2016 asking for information under the Freedom of Information Act (FOIA) 2000. You asked:

Under the Freedom of Information Act 2000, I request the Foreign and Commonwealth Office to provide me with the following information.

- *Total number of bonuses paid to FCO staff in each of the financial years from 2008-09 to 2015-16.*
- *Total amount paid to staff who received these bonuses.*
- *A breakdown of how many bonuses were paid, at what grades they were paid to and the department's total spend on bonuses in each financial year.*

I am writing to confirm that we have now completed the search for the information which you requested.

I can confirm that the Foreign and Commonwealth Office (FCO) does hold information relevant to your request.

Please find attached in the table below the information that the FCO can release to you.

2009-10		
Grade	Number	Value (£)
A1 (Administrative Assistant)	89	53,908
A2 (Administrative Officer)	874	663,128
B3 (Executive Officer)	1,068	934,982
C4 (Higher Executive Officer)	970	918,526
C5 (Senior Executive Officer)	399	443,967
D6 (Grade 7)	769	949,507
D7 (Grade 6)	338	478,179
Senior Management Structure (Senior Civil Service)	277	2,277,246

Total	4,784	6,719,443
2010-11		
Grade	Number	Value (£)
A1 (Administrative Assistant)	112	71,925
A2 (Administrative Officer)	878	720,091
B3 (Executive Officer)	1,133	1,021,336
C4 (Higher Executive Officer)	1,127	1,100,987
C5 (Senior Executive Officer)	427	470,454
D6 (Grade 7)	832	1,063,747
D7 (Grade 6)	371	541,416
Senior Management Structure (Senior Civil Service)	236	1,370,750
Total	5,116	6,360,706
2011-12		
Grade	Number	Value (£)
A1 (Administrative Assistant)	109	83,434
A2 (Administrative Officer)	966	858,128
B3 (Executive Officer)	1,145	1,042,735
C4 (Higher Executive Officer)	1,124	1,172,809
C5 (Senior Executive Officer)	496	547,738
D6 (Grade 7)	811	1,021,975
D7 (Grade 6)	428	607,449
Senior Management Structure (Senior Civil Service)	104	868,885
Total	5,183	6,203,153
2012-13		
Grade	Number	Value (£)
A1 (Administrative Assistant)	47	35,438
A2 (Administrative Officer)	874	812,902
B3 (Executive Officer)	1,011	947,369
C4 (Higher Executive Officer)	1,168	1,215,005
C5 (Senior Executive Officer)	463	534,692
D6 (Grade 7)	747	960,289
D7 (Grade 6)	477	728,401
Senior Management Structure (Senior Civil Service)	114	984,120
Total	4,901	6,218,217
2013-14		
Grade	Number	Value (£)
A1 (Administrative Assistant)	35	24,043
A2 (Administrative Officer)	733	644,359
B3 (Executive Officer)	960	894,366
C4 (Higher Executive Officer)	1,262	1,309,771
C5 (Senior Executive Officer)	521	583,742
D6 (Grade 7)	779	999,792
D7 (Grade 6)	498	728,883
Senior Management Structure (Senior Civil Service)	101	961,956
Total	4,889	6,146,912
2014-15		
Grade	Number	Value (£)
A1 (Administrative Assistant)	36	19,167

A2 (Administrative Officer)	633	512,995
B3 (Executive Officer)	931	828,932
C4 (Higher Executive Officer)	1,272	1,181,747
C5 (Senior Executive Officer)	484	532,222
D6 (Grade 7)	809	926,398
D7 (Grade 6)	504	692,474
Senior Management Structure (Senior Civil Service)	104	1,018,790
Total	4,773	5,712,725
2015-16		
Grade	Number	Value (£)
A1 (Administrative Assistant)	27	18,001
A2 (Administrative Officer)	567	458,948
B3 (Executive Officer)	817	720,132
C4 (Higher Executive Officer)	748	755,616
C5 (Senior Executive Officer)	266	308,039
D6 (Grade 7)	372	397,521
D7 (Grade 6)	253	388,035
Senior Management Structure (Senior Civil Service)	94	941,692
Total	3,144	3,987,985

Please be advised, we have not included figures for 2008-09. This data is not readily available as it is held on a previous payroll reporting system and to extract this information would have exceeded the appropriate cost limit for dealing with this request.

The amount paid in Performance Related Pay (PRP) and in-year bonuses (IYB) has fallen year on year since 2010 and last year's amount was 40% lower than 2009. Last year PRP and IYB represented just 1.9% of the overall paybill.

PRP/IYB is only paid to reward achievements, for example delivering exceptional services to British citizens overseas or making significant savings for the taxpayer.

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Yours sincerely,

Human Resources Directorate



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