



Ministry  
of Defence

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E-mail [REDACTED]

Ref: [REDACTED]

[REDACTED]  
29 September 2015

Dear [REDACTED],

Thank you for your email of 7 August in which you requested the following information:

*I would like details of the amounts paid out in bonuses or performance related pay to Ministry of Defence staff for the last four financial years. I would also like details of bonuses and pay for the ten most highly paid senior civil servants in the Ministry of defence.*

I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA). I apologise for the time it has taken to respond. A search for the information has now been completed, and I can confirm that the Ministry of Defence holds information in scope of your request.

The Special Bonus Scheme (SBS) is discretionary and there is no limit on the number of people that can receive a cash award provided that the award is approved within the policy, rules and guidance governing the SBS. Special bonuses are awarded for exceptional performance in a specific task or for the achievement of a professional qualification that benefits the MOD and the individual. A Special Bonus can be awarded at any time. Awards vary in value with the maximum single payment being £2,000.

An individual can receive more than one special bonus award in a year. The numbers of awards vary year on year as do the overall costs, therefore it is possible to spend more on fewer individuals or vice versa.

Non-consolidated performance awards are given to up to 25% of staff each year based on the relative assessment of performance against objectives throughout the reporting year. The value of the performance award for each grade is set centrally and agreed by the Secretary of State as part of the annual pay remit.

The total value of the non-consolidated allocation equates to 2.4% of the pay bill but the current and previous Secretary of State directed that we limit payment to a total of 1.7% of the pay bill. The only constraint is that special bonus payments in any financial year are limited to no more than 0.4% of the overall pay bill. The Top Level Budget Holder organisations within the MOD have to work within this limit.

In regard to Q1, a breakdown of performance awards, and bonus payments for MOD Civil Servants are presented in the tables below by financial years. Please note that the award tables do not include Senior Civil Servants.

<b>Financial Year 2011-12</b>	
<b>Performance Awards</b>	<b>£38m</b>
<b>Number of Recipients</b>	<b>55,000</b>
<b>Special Bonus Scheme</b>	<b>£3.9m</b>
<b>Number of Recipients</b>	<b>9,000</b>

<b>Financial Year 2012-13</b>	
<b>Performance Awards</b>	<b>£25m</b>
<b>Number of Recipients</b>	<b>51,000</b>
<b>Special Bonus Scheme</b>	<b>£4m</b>
<b>Number of Recipients</b>	<b>9,000</b>

<b>Financial Year 2013-14</b>	
<b>Performance Awards</b>	<b>£20m</b>
<b>Number of Recipients</b>	<b>10,000</b>
<b>Special Bonus Scheme</b>	<b>£4m</b>
<b>Number of Recipients</b>	<b>8,500</b>

<b>Financial Year 2014-15</b>	
<b>Performance Awards</b>	<b>£18.5m</b>
<b>Number of Recipients</b>	<b>10,000</b>
<b>Special Bonus Scheme</b>	<b>£4.6m</b>
<b>Number of Recipients</b>	<b>10,000</b>

\*It should be noted that totals are rounded in accordance with Defence Statistics rounding policy

In regard to your question about the bonuses and salary of the ten most highly paid MOD Senior Civil Servants (SCS), all members of the SCS have contracts which allow for performance related payments. For most this is managed in the same way as for more junior staff with 25% being eligible for a payment based on the relative assessment of their performance against their peers. The amount of the payment is limited to a percentage of the overall SCS pay bill. A few members of the SCS are employed on fixed term contracts. They are individuals who are recruited through fair and open competition from outside the civil service to posts which the department cannot fill because we do not possess the necessary skill sets and experience in-house. The individuals are on personal contracts with a higher percentage of pay set aside for performance awards which must still be earned against stringent and stretching delivery based objectives. Performance is judged by Line Managers, Audit organisations, senior stakeholders and remuneration committees. The information is presented in the table below:

<b>Salary</b>	
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	<b>SCS Bonus</b>
<b>£130K</b>	<b>£0.00</b>
<b>£130K</b>	<b>£0.00</b>
<b>£140K</b>	<b>£0.00</b>
<b>£140K</b>	<b>£0.00</b>
<b>£160K</b>	<b>£0.00</b>
<b>£150K</b>	<b>£13K</b>
<b>£160K</b>	<b>£13K</b>
<b>£180K</b>	<b>£20K</b>
<b>£180K</b>	<b>£50K</b>
<b>£220K</b>	<b>£50K</b>

\* It should be noted that totals are rounded in accordance with Defence Statistics rounding policy

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Information Rights Compliance team, 1<sup>st</sup> Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail [CIO-FOI-IR@mod.uk](mailto:CIO-FOI-IR@mod.uk)). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not investigate your case until the MOD internal review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website, <http://www.ico.org.uk>.

Yours sincerely,

Defence People Secretariat