



Ministry of Defence

Secretariat
Defence Infrastructure Organisation
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5 September 2016

Ref. FOI2016/07759

Dear

Thank you for your email of 10 August 2016 requesting the following information:

"I would like to submit a FOI following the PAR result for the C2 Service Delivery, moderation panel 222. I have been advised from this is the route to take, if there is another process I would be grateful if you would let me know at your earliest convenience.

I would like to request the following information.

- *Who were the panel members?*
- *Of the top 25% awarded a box 1 this year what was the overall highest and lowest scores to be awarded a bonus?*
- *Of the top 25% awarded a box 1 this year what regions do the individuals work for?*
- *Of the top 25% awarded a box 1 this year what were the individual scores against all 5 objectives and all 5 Competences?*
- *Of the top 25% awarded a box 1 this year how long had they been in a C2 grade?*
- *Of the top 25% awarded a box 1 this year how many received an award last year?*
- *If a member of staff had two 6 month reports and the most recent scored below the top 25% was the second report also taken into consideration?"*

I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA).

A search for the information has now been completed within the Ministry of Defence (MOD) and I can confirm that all the information in scope of your request is held. The answers to your questions can be found below and attached.

Section 40(2) has been applied to some of the information in order to protect personal information as governed by the Data Protection Act 1998. Section 40 is an absolute exemption and there is therefore no requirement to consider the public interest in making a decision to withhold the information.

Who were the panel members?

Withheld under Section 40(2) It is not appropriate to release these data under FOI due to data protection. Under Section 16 of the Act (Advice and Assistance) you may find it helpful to note this information should be available to you if you contact your Panel Chair via your CSO.

Of the top 25% awarded a box 1 this year what was the overall highest and lowest scores to be awarded a bonus?

For those awarded a Box 1 in Panel 222, the highest total Box 1 score was 62 and the lowest total Box 1 score was 50.

Of the top 25% awarded a box 1 this year what regions do the individuals work for?

This is shown in the table below, figures are rounded to the nearest 5 for data protection purposes. Figures fewer than 5 have been suppressed and represented with “~”.

Panel 222 Box 1s by GOR

Government Office Region	N
East Midlands	5
East of England	15
London	~
North West	~
Northern Ireland	~
Overseas	15
Scotland	10
South East	15
South West	15
Wales	5
West Midlands	10
Yorkshire and The Humber	10
Total	100

Of the top 25% awarded a box 1 this year what were the individual scores against all 5 objectives and all 5 Competences?

This is shown in the table attached at Annex A. The first five figures are the scores for the objectives and the latter six numbers are the scores for the competencies.

Of the top 25% awarded a box 1 this year how long had they been in a C2 grade?

Withheld under Section 40(2) It is not appropriate to release this data under FOI due to data protection as to release could lead to individuals being identified.

Of the top 25% awarded a box 1 this year how many received an award last year?

Of those individuals in Panel 222 that received a Box 1 in performance year 2015/16, 55 received a Box 1 in performance year 2014/15.

If a member of staff had two 6 month reports and the most recent scored below the top 25% was the second report also taken into consideration?

Staff shown in Box 3, Box 2/3 Margins, Box 1 and Box 1/2 Margins where discussed in detail. Those who were Box 2 were not discussed unless brought to the attention of the Panel Chair by their CSO. If they were not discussed then only their final marking on their Primary Report would have been taken into consideration when deciding their final Box Marking.

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, 2nd Floor, Zone N, MOD Main Building, Whitehall, SW1A 2HB (e-mail 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,

DIO Secretariat

Annex A

SORT PATTERN

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