



Ministry of Defence

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[REDACTED]

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[REDACTED]

Thank you for your email of 15 April, to the Ministry of Defence (MOD), requesting the following information:

1. *How many staff have resigned (not retired, redundancy or health) since 2012 – broken down by year*
2. *How many staff have been sacked as a result of poor performance arising under the new Performance Management system from a PIP (not from other methods of efficiency improvement) broken down by year*
3. *What was the total bonus amount (by year since 2011) awarded to top achievers under performance management.*
4. *What was the total cost (by year since 2011) to administer these bonus pot amounts.*
5. *Can you also provide a travel and subsistence total for staff involved in the performance management process from 2013, i.e those staff who were acting as RO's and CSO's visiting staff they are reporting on*
6. *Please also provide the total staff travel and subsistence amount for all staff regardless of travel reason for 2011 and 2012.*

Your request was treated as a request for information under the Freedom of Information Act 2000 (FOIA). You were advised on 13 May that we will not be able to answer your request without exceeding the appropriate cost limit. However, we confirmed that if you refined your request we may be able to provide a response. On 3 June you emailed as follows:

*“As for the request I would have thought that the total T & S expenditure would be available as one cumulative figure as that would need budgeting for surely?
However in order to proceed with the request, please ignore questions 5 and 6”.*

A search for the information has now been completed within the MOD and I can confirm that some of the information in scope of your request is provided below.

Question 1: The information you have requested is held by the MOD but, is exempt under Section 21(Reasonably accessible) of the FOIA. Information on resignations can be found in Table 6 of the Quarterly Civilian Personnel Report, which can be found on the Gov. UK website at:

<https://www.gov.uk/government/collections/mod-civilian-personnel-quarterly-statistics-index>

Question 2: I can confirm that no members of staff have been dismissed as a result of poor performance arising under the new Performance Management system from a Personal Improvement Plan (PIP). All staff who receive a Box 3 marking following end of year moderation are required to undertake a PIP but dismissal is not a potential outcome. If a PIP is not successfully completed the member of staff may be moved onto the formal Managing Performance procedures which can lead to dismissal.

Question 3: The table below provides a breakdown of the costs of performance awards provided to top achievers by Financial Year from 2011 to 2015. The figures for Financial Year 2015-2016 are currently not available.

Financial Year	Total Spend (£m)
2011 – 12	£38m
2012 – 13	£25m
2013 - 14	£20m
2014 - 15	£18.5m

Notes:

1. In line with Defence Statistics rounding policy, all figures have been rounded to the nearest five.
2. The figures do not include Senior Civil Servants.

Question 4: We are unable to provide a response as the information you have requested is not held within the MOD. Performance management is part of the routine administration and management of the Department and is not costed separately.

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, 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.gov.uk>.

Yours sincerely,



A/Head of Secretariat