



Ministry  
of Defence

**Defence Business Services**

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Ref: FOI2017/08697

E-mail: DBSRES-Secretariat@mod.uk

[REDACTED]  
[REDACTED]  
11 October 2017

Dear [REDACTED]

Thank you for your email of 8 September 2017 requesting the following information:

- "1. How many staff bonuses were paid out by your department and any of its agencies for performance related results or special bonuses, and what was there total value in (i) 2015/16 and (ii) 2016/17.*
- 2. For the 2016/17 financial year please provide a grid showing how many individuals got bonuses of various differing values using £2,500 increments Eg £1 to £2,500, £2,501 to £5,000, £5,001 to £7,500 etc....."*

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, and I can confirm that all the information in scope of your request is held.

However, some of the information you have requested falls entirely within the scope of an exemption under section 21 (Information reasonably accessible by other means) of the FOIA.

Section 21 (1) has been applied to the information which is already available in the public domain and, therefore, reasonably accessible to you at the link below.

Section 21 is an absolute exemption and there is therefore no requirement to consider the public interest in making a decision to withhold the information.

Information about performance related bonuses is published by Defence Statistics on the GOV.UK website; I have provided links below that detail the number of rewards issued:

[Civilian Performance Management Outcomes Financial Year 2014/15](#)

Civilian Performance Management Outcomes Financial Year 2015/16

Civilian Performance Management Outcomes Financial Year 2016/17

These statistics display performance management outcomes, but do not include details of the overall payments. Individuals must attain a box 1 moderated assessment in order to receive a bonus award and award rates for each of these respective years are as follows:

Grade Group	2014/15 Award	2015/16 Award	2016/17 Award
B1	£4,500	£4,500	£2,250
B2	£3,750	£3,750	£1,875
C1	£2,700	£2,700	£1,350
C2	£2,200	£2,200	£1,100
D	£1,750	£1,750	£875
E1	£1,450	£1,450	£725
E2	£1,200	£1,200	£600
SKILL ZONE 4	£1,700	£1,700	£850
SKILL ZONE 3	£1,450	£1,450	£725
SKILL ZONE 2	£1,200	£1,200	£600
SKILL ZONE 1	£1,100	£1,100	£550

I must make clear that performance award payments are made in the financial year after they were officially earned (e.g. Individuals who received a box 1 marking for their performance in financial year 2015/16 received the associated payment for that performance rating in the 2016/17 financial year.

**Question 1 – Special Bonuses – Paid between April 2015 and March 2017.**

Year	Total Bonuses Paid	Sum Value
2015-16	8120	£3,769,745
2016-17	9140	£4,105,365

\*Note - these statistics exclude Trading funds, DE&S Bespoke Trading Entity, Royal Fleet Auxiliary and Locally Engaged Civilians.  
\*In line with Departmental Policy all figures have been rounded to the nearest five.

**Question 2 – Special Bonuses – Paid between April 2016 and March 2017.**

Year	£0 - £2500	£2501 - £5000	£5001 - £7500	£7501 - £10000	£10001 - £12500	£12501 - £15000	£15001 - £17500
2016-17	7,890	<10	0	30	<10	0	<10

\*Note - these statistics exclude Trading funds, DE&S Bespoke Trading Entity, Royal Fleet Auxiliary and Locally Engaged Civilians.  
\*In line with Departmental Policy all figures have been rounded to the nearest five.

For question 2, it has been interpreted to be a count of the people who received a special bonus and not the actual number of bonuses paid. The total will therefore not be the same as question one. *For example* if an individual received two bonuses of £500, and one for £5,000, they would be counted once in the 0-2,500 range and once in the 2,501-5,000 range.

If you have any queries regarding the content of this letter, please contact this office in the first instance.

If you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours sincerely,

