



Foreign &
Commonwealth
Office

Human Resources Directorate
Foreign and Commonwealth Office
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Website: <https://www.gov.uk>

06 October 2017

FREEDOM OF INFORMATION ACT 2000 REQUEST REF: 0839-17

Thank you for your email of 8 September 2017 asking for information under the Freedom of Information Act (FOIA) 2000. You asked:

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 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.

- 1) Under section 21 of the Act, we are not required to provide information in response to a request if it is already reasonably accessible to you. Details of how many and total value of bonuses paid in 2015-16 and 2016-17 is available on this link <https://data.gov.uk/dataset/non-consolidated-performance-related-payments-oct-2011>
- 2) A breakdown of values and numbers of individuals for 2016-17 is shown in the following table.

	£1 - £2,500	£2,501- £5,000	£5,001 - £7,500	£7,501 - £10,000	£10,001 - £12,500	£12,501- £15,000
FCO	2,044	Five or less	Five or less	Five or less	70	7
FCO Services	1,409	59	Five or less	Five or less	Five or less	Five or less
Wilton Park	21	Five or less	Five or less	Five or less	Five or less	Five or less

The Foreign and Commonwealth Office, Wilton Park and FCO Services adhere to HMT public sector pay policy which allows “for performance related payments based on individual contributions to the organisation and assessed by the Department’s performance management system, and special bonus schemes for individual payments for special projects or outstanding pieces of work that are not covered by the normal performance management system.”

Some of the information you have requested is personal data relating to third parties, the disclosure of which would contravene one of the data protection principles. In such circumstances sections 40(2) and (3) of the Freedom of Information Act apply. In this case, our view is that disclosure would breach the first data protection principle. This states that personal data should be processed fairly and lawfully. It is the fairness aspect of this principle which, in our view, would be breached by disclosure. In such circumstances, s.40 confers an absolute exemption on disclosure. There is, therefore, no public interest test to apply.

Yours sincerely,

Human Resources Directorate



We keep and use information in line with the Data Protection Act 1998. We may release this personal information to other UK government departments and public authorities.