



Ministry
of Defence

Defence Business Services

Room F10
Innsworth House
Gloucester
GL3 1HW

E-mail: DBSRES-Secretariat@mod.uk

October 2017

Thank you for your email to the Ministry of Defence (MOD) of 21 September 2017 requesting the following information:

"Under the FOI act can you please provide details of the numbers of MoD civilian staff who received performance related pay awards or bonuses for the year 2016-2017.

I would like details of the numbers of staff who received the award and details of the sizes of awards together with a figure for the totals cost of all awards".

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

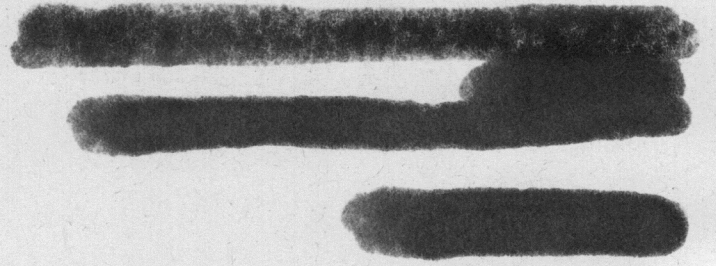
A search for the information has now been completed within the Ministry of Defence, and I can confirm that all the information in scope of your request is held, however as part of the information is already published, it is being withheld under Section 21 (Information Reasonably Accessible) of the FOIA. 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.

Data has been supplied for MOD Main civilian staff only and the Trading Funds, the DES Bespoke Trading Entity, Royal Fleet Auxiliary and Locally Engaged Civilians have been excluded.

Information about the number of performance related bonuses for MOD Main civilian staff for Financial Year 2016/17, is being withheld under S21 of the FOIA as it is published in *MOD Civilian Performance Management Outcomes: Financial Year 2016/17*, which can be found on the GOV.UK website at:

<https://www.gov.uk/government/statistics/mod-civilian-performance-management-outcomes-financial-year-201617>

Information about the amount of the award, for MOD Main civilian staff, which is determined by grade, can be found in Table A at Annex A. The total cost of these awards was £6.89M.



Performance award payments for MOD Main civilian staff are made in the Financial Year after they were 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).

Senior Civil Servants have a separate pay arrangement. Forty one performance pay awards were made to MOD Senior Civil Servants in Financial Year 2016/17 at a total cost of £451,700.

Information about the amount of the award, for MOD Senior Civil Servants, which is determined by grade, can be found in Table B at Annex A.

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,

Defence Business Services Secretariat

TABLE A - AMOUNT OF AWARD - MOD MAIN CIVILIAN STAFF

Grade Group	Award Amount
B1	£2,250
B2	£1,875
C1	£1,350
C2	£1,100
D	£875
E1	£725
E2	£600
Skill Zone 4	£850
Skill Zone 3	£725
Skill Zone 2	£600
Skill Zone 1	£550

TABLE B - AMOUNT OF AWARD - MOD SENIOR CIVIL SERVANTS

Grade Group	Award Value
SCS Pay Band 2	£12,500
SCS Pay Band 1	£10,600