



**Ministry
of Defence**

Secretariat
Defence Infrastructure Organisation
Kingston Road
Sutton Coldfield
B75 7RL

E-mail: diosec-parli@mod.uk
www.gov.uk/DIO

[REDACTED]
Email:

07 November 2017

Ref. FOI2017/10090

Dear [REDACTED]

Thank you for your email of 13 October 2017 requesting the following information:

"I would like to request the following information.

1. *Who were the panel members?*
2. *Of the top 25% awarded a box 1 this year what was the overall highest and lowest scores to be awarded a bonus?*
3. *Of the top 25% awarded a box 1 this year what regions do the individuals work for?*
4. *Of the top 25% awarded a box 1 this year what were the individual scores against all 5 objectives and all 5 Competences?*
5. *Of the top 25% awarded a box 1 this year how long had they been in a C2 grade?*
6. *Of the top 25% awarded a box 1 this year how many received an award last year?*
7. *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 some information in scope of your request is held and can be found below.

Questions 1 and 5

Information regarding part one and five of your request falls entirely within the scope of the absolute exemptions provided for at Sections 40 (Personal Data). Section 40(2) has been applied 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, therefore the information has been withheld.

Question 2

The highest overall assessment score was 55 and the lowest score was 44.

Question 3

Regions:

East Midlands
East of England
London
North East
Northern Ireland
Scotland
South East
South West
West Midlands
Yorkshire and The Humber

Question 4

Please see annex A for this information.

Question 6

24

Question 7

The scores from the latest Performance Appraisal Review are used in the pre moderation percentage distribution calculation; other reports submitted by the job holder are visible to the Panel Chair. It is at the Panel Chair's discretion whether or not previous reports are considered when arriving at the moderation outcome score.

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,

DIO Secretariat

SCORE PATTERN	OBJECTIVE CSO SCORE PATTERN	COMPETENCE CSO SCORE PATTERN
44444435445	44444	435445
35444554343	35444	554343
44445444444	44445	444444
45445445555	45445	445555
45545555445	45545	555445
44444544444	44444	544444
44454554454	44454	554454
55555646544	55555	646544
45454554555	45454	554555
45445454444	45445	454444
44555455554	44555	455554
54544555544	54544	555544
45555455545	45555	455545
35544455444	35544	455444
44445544545	44445	544545
44455455444	44455	455444
45545554445	45545	554445
45544345455	45544	345455
55454555455	55454	555455
55554555544	55554	555544
43554545343	43554	545343
44444444454	44444	444454
44455555443	44455	555443
44444555555	44444	555555
45455544544	45455	544544
44555555545	44555	555545
55454544444	55454	544444
55554454444	55554	454444
44444444444	44444	444444
44545444554	44545	444554
45545555454	45545	555454
44454544554	44454	544554
44545445454	44545	445454
54555665454	54555	665454
45555555554	45555	555554
54444354554	54444	354554
55555455455	55555	455455
55445454455	55445	454455
55555555555	55555	555555
55544554554	55544	554554
35544445544	35544	445544
55454555454	55454	555454

55554545555	55554	545555
35555556545	35555	556545
55555555555	55555	555555
45444544443	45444	544443
44445544544	44445	544544
53456663453	53456	663453
44455545554	44455	545554
46445655555	46445	655555
54554555544	54554	555544
45445445454	45445	445454