



Foreign &
Commonwealth
Office

FCO Services

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

26 July 2019

FREEDOM OF INFORMATION ACT 2000 REQUEST REF: 0648-19

Thank you for your email of 10 July 2019 asking for information under the Freedom of Information Act (FOIA) 2000. You asked:

I would like to make a freedom of information (FOI) request regarding the amount of "Exceeded" PDR ratings that have been given out during this financial year and last financial year/PDR window, along with the specific business units as a breakdown please.

I am writing to confirm that we have now completed the search for the information which you requested.

I can confirm that FCO Services does hold information relevant to your request. The tables below include all ratings in order to give meaning to the content provided.

PDR (Personal Development Review) data for 2017-18:

Group	Exceeded	Met	Partially Met	Total
BS (Business Services)	21	26	0	47
ETD (Engineering & Technology Directorate)	6	12	0	18
GDT (Global Digital Technology)	65	88	1	154
HR (Human Resources)	6	23	4	33
SGS (Strategic Global Services)	223	284	8	515
BD/CEO/CoS (Business Development/ Chief Executive's Office/Chief of Staff)	11	16	0	27
Total	332	449	13	794

PDR data for 2018-19:

NB This data is taken from a Prism report run on 30 Jun 2019 (our most recent data) and is based on 60% finalisations with 40% PDRs still to be finalised on Prism.

Group	Exceeded	Met	Partially Met	Total
BS (Business Services)	15	13	1	29
ETD (Engineering & Technology Directorate)	7	5		12
GDT (Global Digital Technology)	40	61	1	102
HR (Human Resources)	3	8		11
SGS (Strategic Global Services)	152	185	2	339
BD/CEO/CoS (Business Development/ Chief Executive's Office/Chief of Staff)	4	6	0	10
Total	221	278	4	503

Please note that business areas with numbers lower than 10 have been grouped in line with Section 40 of the Data Protection Act 2018 (DPA) to protect individuals from being identified.

Once an FOI request is answered, it is considered to be in the public domain. To promote transparency, we may now publish the response and any material released on gov.uk in the [FOI releases](#) section. All personal information in the letter will be removed before publishing.

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If you would like a review of our decision, or if you wish to make a complaint, please write to the Central FOI Unit, Foreign and Commonwealth Office, Room WH2.177, King Charles Street, London, SW1A 2AH. E-mail: foi-dpa.pmcs@fco.gov.uk. You have 40 working days to do so from the date of this letter.

You can apply directly to the Information Commissioner. However, the Information Commissioner will not normally make a decision unless you have first exhausted the complaints procedure provided by the FCO. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Yours sincerely,

FOI Team



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