



Ministry
of Defence

Defence Business Services

Secretariat

Room 6229

Tomlinson House

Norcross

Thornton-Cleveleys

FY5 3WP

Ref: FOI2024/15057

Email: DBSRES-Secretariat@mod.gov.uk

[REDACTED]
[REDACTED]

11 September 2024

Dear [REDACTED]

Thank you for your email of 14 August 2024 to the Ministry of Defence (MOD) requesting the following information:

"...figures of the numbers of MoD civilian staff who received performance related pay awards or bonuses or the equivalent for the year 2022 to date broken down by year. 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 total 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 MOD and I can confirm that all the information in scope of your request is held and is shown at Annexes A and B.

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.gov.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

Defence Business Services (Secretariat)

NUMBER OF INDIVIDUALS IN RECEIPT OF PAYMENT, BY TOTAL VALUE AND FINANCIAL YEAR

Financial Year	£0-£249	£250-£999	£1000-£1999	£2000-£2999	£3000-£3999	£4000-£4999	£5000 & over	Total no. of individuals receiving at least 1 award.
2022-23	270	15,461	8,808	3,075	957	544	753	29,868
2023-24	119	15,419	8,795	3,084	1,135	702	1,126	30,380
2024-25	68	5,338	5,909	2,074	1,016	577	951	15,933
Grand Total	457	36,218	23,512	8,233	3,108	1,823	2,830	76,181

- This data is based on the civilian employee workforce only and includes MOD Main, Defence Equipment and Support and Submarine Delivery Agency. These figures also include Senior Civil Servant performance awards.
- These figures do not include Defence Science and Technology Laboratory, Royal Fleet Auxiliary, UK Hydrographic Office and Defence Electronics and Components Agency for whom the MOD do not hold Non-Commissioned Performance Related Pay (NCPRP) data.
- The data reflects the payments made in the period 1st April 2022 – 31st August 2024 and is broken down by financial year.
- Please note that financial year 2024/2025 is not a complete year.
- Individuals may receive more than 1 award per year. This table includes individuals regardless if they had 1, 2, 3 etc awards but counts the total monetary value received e.g. staff member "XX" may have received 1 award for £500 and this will be in the £250 - £999 banding, whereas staff member "YY" may have received 3 awards of £500 each and they will be in the £1000 - £1999 banding.

TOTAL AMOUNT OF AWARDS PAID IN EACH FINANCIAL YEAR

Financial Year	Amount Paid
2022-23	£39,863,976.52
2023-24	£43,964,980.92
2024-25	£31,382,123.81
Grand Total	£115,211,081.25