

Reference: 2026-062

Thank you for your email in which you requested the following information under the Freedom of Information Act 2000 (FOIA):

For the 2025-2026 financial year:

- 1) The total value of your department's non-consolidated performance pay pot (the non-consolidated pay remit).**
- 2) The amount and the proportion (%) of that pot allocated to (a) in-year Reward and Recognition scheme (also sometimes known as discretionary recognition awards) and (b) end-of-year Performance Related Payments (PRP).**
- 3) For R&R and for PRP separately: the total number of awards made, total expenditure, and the mean and median award value.**
- 4) The figures in items 2 and 3 broken down by grade.**
- 5) The figures in items 2 and 3 broken down by directorate / business area.**
- 6) The figures in items 2 and 3 broken down by the protected characteristics if recorded (e.g. sex, age band, ethnicity, disability status).**
- 7) Copies of the policy, guidance, and eligibility or assessment criteria governing R&R awards and PRP awards, including any changes to those criteria over the period.**
- 8) Any internal analysis, board or committee papers, or Equality Impact Assessment concerning the allocation of funds between PRP and R&R, or the equality implications of either scheme.**

Response

Question 1

The total value of the SFO's non-consolidated performance pay pot, covering both SCS and delegated grades, is £487,931.

Question 2

Of the above total:

90% (£438,962) is allocated to in-year Reward and Recognition schemes for delegated grades.

10% (£48,968) is allocated to end-of-year Performance Related Payments for SCS staff.

Question 3

The total number of awards made for R&R are 826. The total expenditure was £355,835. The mean is £431 and median £300.

The total number of PRP awards made to SCS are 9. The total expenditure was £34,300. The mean is £3,811 and median £3,700

Question 4

R&R

Grade	Total amount awarded	Mean	Median

Band A	£58,850 (92 awards)	£640	£400
Band B	£102,970 (210 awards)	£490	£400
SEO	£70,770 (161 awards)	£440	£400
HEO	£62,225 (223 awards)	£279	£210
EO	£33,710 (109 awards)	£309	£210
AO	£3,490 (14 awards)	£249	£210
AA	£420 (2 awards)	£210	£210
IT Service Desk	£1,000 (1 award)	£1,000	£1,000
SCS1	£22,400 (23 awards)	£974	£1,000

PRP

Grade Name	Total amount awarded	Mean	Median
Senior Civil Service Pay Band 1	£26,900 (7 awards)	£3,843	£3,700
Senior Civil Service Pay Band 2	£7,400 (2 awards)	£3,700	£3,700

Question 5

R&R

Division	Total amount awarded	Mean	Median
Chief Financial Office	£20,430 (42 awards)	£486	£300
Chief Investigating Office	£49,270 (113 awards)	£436	£350
Chief Operating Office	£1,800 (5 awards)	£360	£400
Strategy Group	£28,160 (91 awards)	£309	£250
Division A	£53,000 (123 awards)	£431	£250
Division B	£45,140 (105 awards)	£430	£250
Division C	£58,860 (131 awards)	£449	£300
Chief Technology Office	£26,160 (39 awards)	£671	£500
Intelligence Division	£18,520 (45 awards)	£412	£350
Office of the General Counsel	£2,710 (9 awards)	£301	£250
People and Culture	£20,850 (40 awards)	£521	£500

Proceeds of Crime	£23,145 (64 awards)	£362	£300
Transformation	£7,790 (19 awards)	£410	£300

In response to your request for a divisional breakdown of PRP (only available for SCS employees), please see our answer below, in combination with our response to Question 8.

Question 6

The SFO does not hold this information. This is because the figures are not recorded according to these categories.

Question 7

Please see Annex A

Question 5 & 8 – PRP Divisional Breakdown

The SFO holds the information you have requested. However, we are withholding it under section 40(2) of the Freedom of Information Act 2000 (FOIA).

Section 40(2) provides an exemption for information which is the personal data of a third party, where disclosure would contravene the data protection principles. We consider that disclosure of this information would breach the first data protection principle under the UK GDPR, which requires that personal data be processed lawfully, fairly and in a transparent manner.

How the exemption is engaged

The SFO is relatively a small organisation. The number of staff who received Performance Related Payments (PRP) in any given division or business area, and the number of staff involved in producing the internal analysis, board or committee papers, or the Equality Impact Assessment relating to PRP and Recruitment and Retention (R&R) allocation, are each very small. Disclosing a breakdown of PRP by directorate or business area, or disclosing the internal papers described, would create a risk that individuals could be identified, either directly or when this information is combined with other information already available to the requester or in the public domain.

We also maintain that releasing this information would be unfair to the individuals concerned. Staff who receive PRP, and staff involved in the preparation of internal governance papers or equality assessments, would reasonably expect that information which could identify them in this context would not be placed into the public domain.

Section 40(2) of the FOIA is an absolute exemption and we are therefore not required to consider the public interest in releasing the information requested.

Annex A – Reward and Recognition

SFO colleagues are eligible for Reward and Recognition (R&R). Nominations for awards between £100 and £2,500 may be made at any time during the year. Individuals and team members may be recognised through R&R for the efforts they have made and the impacts that have resulted that help the SFO achieve its ambitions.

Any employee can nominate any of their colleagues. You will need to provide evidence why the nominee's performance is suitable for recognition in this way and you will also be asked to say which of the SFO's values the nominee has demonstrated as they've carried out their work. Nominations based solely on progressing or maintaining the SFO's values are also encouraged.

Please note that R&R would not normally be approved where overtime has been, or will be, paid. All R&R awards are subject to tax, national insurance and if applicable, student loan deductions.

To help you decide the monetary value you would like to place on your nomination, here are some examples of individual and team work at three levels:

Success: up to £1,000

For rewarding success in a particularly demanding one-off piece of work completed outside normal responsibilities or via additional effort over a medium period of time (i.e. up to 6 months).

Examples may include:

A particularly good or valuable piece of work such as a report or short-term project that contributed to the team, business area or the SFO as a whole;

A piece of analysis or research that contributed to solving a long-standing or thorny problem;
The achievement or completion of an onerous or difficult objective or a demanding task that required extra sustained effort.

Excellence: £1,500

For rewarding complex work that has demonstrated excellence and made a difference to the SFO.

Examples may include:

Developing and rolling out a high-quality learning programme over a longer period that substantially increases capability across a number of roles or teams;

Identifying and implementing the solution to a problem that has been having a significant and long-standing negative impact on processes;

Raising standards and achieving excellence in a new and notable manner, or consistently role-modelling behaviours that demonstrate the SFO's values.

Exceptional: £2,500

For rewarding pieces of work that have made an exceptional difference to the SFO.

Examples may include:

Researching, writing and delivering a new policy or approach that positively impacts the SFO's ability to collaborate internationally, enhances its reputation, or sets a new standard for exceptional delivery;

Delivering a comprehensive and far-reaching programme or project on time and budget which results in sustained savings or higher-quality delivery across the whole organisation.

Nominations

To nominate an individual or team, relevant form needs to be completed from the intranet page, providing all necessary information. The form will be sent to the Head of Division for review and final approval. The Head of Division may contact the nominator to discuss nomination and may suggest some amendments based on their knowledge of awards across the SFO. The Head of Division will then make a decision on the nomination and give feedback.

Once an award is made, the Head of Division will arrange for the recipient to be notified in writing. The award will be made with the colleague's salary through payroll, as soon as possible after the payroll team are informed of the decision. Please note, payroll cut-off is typically around the middle of the month and awards are processed through payroll. If a nomination and approval is confirmed towards the end of the month, it is likely to be paid in the following month's payroll.

A selection of awards will be referenced in all-staff calls (without stating monetary values), in order to further recognise colleague's contributions.

Ensuring fairness

On a monthly basis, a panel made up of a selection of the Senior Leadership Team will review awards made by all divisions, based on data provided by the Finance Division. Discussions will be facilitated by the Pay and Reward Manager, who will provide advice to the panel as needed. The panel will monitor the content, value and the nominating division of awards, with the intention of assuring fair and full distribution of the SFO's non-consolidated R&R 'pot'.

An overview of awards will be shared with colleagues on a quarterly basis.

Nominations for SCS can be submitted via the relevant form. Please note, under Cabinet Office guidelines, SCS Awards must be linked to objectives.

If a member of staff has any questions about Reward and Recognition, they should speak to their manager or Head of Division in the first instance.