



Vishal Wilde

By email: [request-608529-5bec935e@whatdotheyknow.com](mailto:request-608529-5bec935e@whatdotheyknow.com)

FOI Reference:FOI328742

30/10/2019

Dear Vishal Wilde

I refer to your request where you asked:

1. How many awards of exceptional, high performing, achieving were paid to civil servants on the Fast Stream in performance pay rounds for the years 2018 and 2019.
2. The percentage of, and numbers of, civil servants assessed to be 'on trajectory' at their Fast Stream Development Trajectory Assessment for the years 2018 and 2019.
3. The percentage, and numbers of, civil servants assessed who pass their Fast Stream End of Scheme Assessment in the first instance, for the years 2018 and 2019.

I am writing to advise you that following a search of our paper and electronic records, I have established that the information you requested is partially held by the Cabinet Office.

1. Fast Stream and Early Talent put in place an HR information system for the 2019 End of Year (EOY) markings.

**2019 End of Year outcomes**

Category	Number of staff	Percentage of staff
Exceeded	219	12%
High Performing	651	36%
Achieved	785	43%
Partially met	43	2%
No Marking	114	6%

<b>Grand Total</b>	<b>1,812</b>	<b>100%</b>
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Historical information has not been transferred to the HR information system. Before 2019, data were manually collected centrally. The 2018 results should be looked at with caveat that the data is sourced from this administrative data set that has not been fully quality assured.

Please also note, from April 2018 the Cabinet Office brought in the introduction of four performance markings to provide greater differentiation between performance. Before this, there were three categories reported below.

### **2018 End of Year outcomes**

<b>Category</b>	<b>Number of staff</b>
Exceeded	215
Met	844
Development needed	31

2. Development Trajectory Assessments were introduced in August 2019. Development Trajectory Assessments are still underway and the results have yet to be collated. As such the data is not held.
3. The centrally managed Fast Stream was originally created as a four-year programme with the first intake starting in 2013. Our information on end scheme assessments, therefore, covers intakes from 2013 to 2016. The 2018 and 2019 intakes have not reached the end of their leadership development scheme so they have not taken their Fast Stream End of Scheme Assessment.

If you have any queries about this letter, please contact the FOI team quoting the reference number above.

If you are unhappy with the service you have received in relation to your request or wish to request an internal review, you should write to:

Tristan Pedelty  
Cabinet Office  
70 Whitehall  
London  
SW1A 2AS  
e-mail: [foiteam@cabinetoffice.gov.uk](mailto:foiteam@cabinetoffice.gov.uk)

You should note that the Cabinet Office will not normally accept an application for internal review if it is received more than two months after the date that the reply was

issued. If you are not content with the outcome of your internal review, you may apply directly to the Information Commissioner for a decision. Generally, the Commissioner cannot make a decision unless you have exhausted the complaints procedure provided by Cabinet Office. The Information Commissioner can be contacted at:

The Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

Yours sincerely,

A handwritten signature in black ink, appearing to be 'J. B. M.', written in a cursive style.

FOI Team  
Cabinet Office