



Ministry
of Defence

Ministry of Defence
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Ref: FOI2019/11990

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Lorne Martin
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18 November 2019

Dear Mr Martin,

Thank you for your email of 20 October requesting the following information from the Ministry of Defence (MOD) / Directorate for Children and Young People (DCYP):

- 1) How much money in bonuses did social workers across England and Wales receive in 2018?*
- 2) What targets did they have to meet to receive these bonuses?*
- 3) How many social workers lost their job for misconduct?*

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 information in scope of your request is held.

It has been estimated that the cost of complying with your request would exceed the appropriate FOI cost limit and therefore under the terms of Section 12 of FOIA, we are not obliged to comply with your request. The appropriate limit is specified in regulations and for central government this is set at £600. This represents the estimated cost of one person spending three and a half working days in determining whether the Department holds the information, locating, retrieving and extracting it.

Under Section 16 (Advice and Assistance) of the FOI Act, you will wish to note why information to answer your request could not be provided without exceeding the normal cost limit for an FOI. In regard to questions 1 and 3 - while there is a 'social worker' grade available to be recorded against a position on the MOD's human resources databases (HRMS for civilian and JPA for Service), only three individuals are recorded as such. Others are likely to be employed under generic NHS grades (e.g. NHS Band 7), but we would have no means of determining that the individual concerned was performing a social worker function in 2018 and had received a bonus or been dismissed for 'misconduct' without checking every personnel record manually. DCYP have confirmed that they employ four individuals who are registered Social Workers, however none are fulfilling a statutory Social Work function within the MOD.

Performance targets (question 2) are set individually between Line Managers and employees and are recorded as 'Objectives' on individual Performance Appraisal Reports. Exceeding performance targets (Objectives) does not automatically trigger a bonus payment, such payments are made following Line Manager recommendation.

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact us in the first instance at the address above. If informal resolution is not possible and you are still dissatisfied then you may apply for 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 must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint 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. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website, <http://www.ico.org.uk>.

Yours sincerely,
Defence People Secretariat - FOI