




Ministry
of Defence



DE&S Secretariat 

DESSec-FOI@mod.uk 

Ref: FOI2022/04011

Sam Kelly
request-847244-b6a60d7d@whatdotheyknow.com
request-847246-c9724e6d@whatdotheyknow.com

Defence Equipment & Support
Maple 0A, #2043
MOD Abbey Wood
Bristol BS34 8JH



22 April 2022

Dear Sam Kelly,

Thank you for your email, dated 23 March 2022, requesting the following information:

Please provide details of annual bonus by pay level 1-5 for the years 2016-2021

- *What was the lowest amount*
- *Highest amount*
- *Average*

Please provide any policy documents outlining how bonuses are decided and applied

I am treating your correspondence as a request for information under the Freedom of Information Act (FOIA) 2000. I can confirm that some information in scope of your request may be held, however, I require further information in order to continue processing your request.

In particular, it would be useful to understand if you are asking for the amount in terms of monetary value or percentage terms of employees' basic salary.

Under Section 16 of the Act (advice and assistance) it may be helpful to know that DE&S Award amounts are based on a percentage of employees' basic salary. The percentage amount will be determined by an individual's level, individual performance and organisational performance.

Once you have clarified your request, I will be pleased to consider it again. Please remember to quote the reference number above in any future communications.

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/>.

DE&S Secretariat