



Department of Health

22/06/2015

DE00000936911

Dear Dr Hamer,

Thank you for your request of 27 May 2015 under the Freedom of Information Act (2000). Your exact request was:

“Please can you supply me for the last complete financial year the following:

1. The number of Department of Health employees who received a bonus payment, categorised by employee grade, and bonus type. Also provide the minimum, maximum, mode and mean amount paid in £s together with the minimum, maximum, mode and mean percentage of annual pay that the bonus payment represents.

If data is available, please further break down these values by contractually-entitled or non-contractually entitled values (however I do not expect this latter request this to be gathered if it is not already stored and to be ignored if such request exceeds the time limits under the FOI Act).

Please supply this in excel / CVS format.”

The Department holds information relevant to your request.

End of year and mid-year non-consolidated performance-related payments (PRP) (only informally referred to as ‘bonuses’) are both non-contractual. Nor are special ‘bonuses’ contractual – they are indeed special or extraordinary awards for outstanding work.

The above means that all items informally referred to as ‘bonuses’, i.e. both special ‘bonuses’ and PRP ‘bonuses’, are not contractual.

Given the above, the information you requested with respect to ‘bonuses’ by grade is given in the two tables attached, except for the mode parameters you requested.

We do not hold data on modal measures by grade and we are not obliged to create new information when responding to a request.

The SCS (Senior Civil Servants) are not eligible for special bonuses so that option is marked N/A for 'not applicable' in the attached table. Also some of the bonus amounts on PRP are different to amounts given in the Department's pay award strategy. This is because they include bonuses awarded in the same time period to people who have moved from other Government departments where bonus payments differ from those of the Department of Health.

If you have any queries about this email, please contact me. Please remember to quote the reference number above in any future communications.

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Head of the Freedom of Information Team
Department of Health
Room 520
Richmond House
79 Whitehall
London
SW1A 2NS

Email: freedomofinformation@dh.gsi.gov.uk

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner (ICO) for a decision. Generally, the ICO cannot make a decision unless you have exhausted the complaints procedure provided by the Department. The ICO can be contacted at:

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

Yours sincerely,

Jonathan Young

Freedom of Information Officer
Department of Health

freedomofinformation@dh.gsi.gov.uk