

Our Ref: FOI2012-019

Date: April 2014

Subject: Staff bonuses

This request asked for:

The number of staff that received performance related bonuses in each of the past 4 financial years; the reasons for the bonus; the job title of staff member that decides if a bonus is to be awarded or not; the number of staff in each of these years that were entitled to a bonus but waived the bonus.

Information about bonuses paid to senior staff is also published in the SFO annual accounts. The details in the annual accounts relate to bonuses paid for performance in the previous year.

For staff below the senior civil service (SCS), annual performance bonuses have been paid in a variety of ways over the last four financial years.

2009/10 - 61 staff received an annual performance bonus of £1550, on top of an 'across the board' payment which was made to 314 staff. Bonuses were therefore paid to 314 people, 61 bonuses of £2000 and 253 of £450.

2010/11 – 58 staff received a performance bonus of £1500.

2011/12 – 74 staff received a performance bonus of £2000

2012/13 – 58 staff received a performance bonus of £2000, 205 staff received a bonus of £421.

In 2009/10 bonuses were approved as part of a nomination process. Decisions on who received a bonus were taken by a series of moderation panels covering each grade. Each panel included a member of the SCS and a representative from the HR team.

In 2010/11 staff receiving an 'outstanding marking' as part of the annual performance appraisal process were considered for a bonus by a moderation panel made up of 4 Heads of Business Areas. Those who did not receive a bonus had a right of appeal to the Chief Capability Officer.

In 2011/12, bonuses were paid to all staff who received an 'outstanding' marking as part of the annual performance appraisal process. Performance appraisals are assessed by an individual's line manager and countersigned by a manager at the next level.

In 2012/13 the higher bonus was paid to those staff who received an 'outstanding' marking and the lower bonus paid to those who received an 'effective' marking.
