

## **Annex A**

### **Request**

Please may you provide me with:

A breakdown of all the anonymised bonus/performance payments to staff in the office of FSA in Wales within the last 3 years.

I would like the amount of each individual bonus/payment, the Civil Service Grades of the recipients and the reason for the bonus/payment.

Please provide the information in the form of a table to include the date of the bonus/payment and the exact wording (minus identifying information) of the justification for the bonus/payment.

### **Response**

The FSA does hold the information you have requested. The information is contained in Annex C. Please note that some of the information related to your request is being withheld from disclosure under section 40 (personal information) of the Act. Further details about our use of this exemption has been provided in Annex B to the letter.

## Annex C

Payroll Date	Cash Value	Grade
30/04/2019	£50	HEO
31/07/2019	£50	HEO
31/07/2019	£50	HEO
31/07/2019	£50	HEO
30/08/2019	£50	HEO
29/11/2019	£50	HEO
31/01/2020	£50	HEO
31/01/2020	£50	HEO
31/03/2020	£50	HEO
31/03/2020	£50	HEO
31/03/2020	£50	HEO
28/09/2018	£50	SEO
28/09/2018	£50	SEO
30/11/2018	£50	SEO
28/02/2019	£50	SEO
31/07/2019	£50	SEO
30/08/2019	£50	SEO
29/11/2019	£50	SEO
29/11/2019	£50	SEO
31/01/2020	£50	SEO
31/01/2020	£50	SEO
31/03/2020	£50	SEO
31/03/2020	£50	SEO
28/09/2018	£50	s40
31/05/2019	£50	s40
30/08/2019	£50	s40
29/11/2019	£50	s40

29/11/2019	£50	s40
31/01/2020	£50	s40
31/01/2020	£50	s40
31/03/2020	£50	s40
31/03/2020	£50	s40
28/02/2019	£100	HEO
30/04/2020	£100	HEO
31/05/2020	£100	HEO
31/05/2020	£100	HEO
31/05/2020	£100	HEO
30/07/2020	£100	HEO
30/10/2020	£100	HEO
30/10/2020	£100	HEO
30/11/2020	£100	HEO
28/02/2021	£100	HEO
28/02/2021	£100	HEO
28/02/2021	£100	HEO
28/02/2021	£100	HEO
31/05/2020	£100	HEO
31/05/2020	£100	HEO
30/10/2020	£100	HEO
30/10/2020	£100	HEO
31/03/2020	£100	SEO
31/05/2020	£100	SEO
31/05/2020	£100	SEO
31/05/2020	£100	SEO
31/05/2020	£100	SEO
31/05/2020	£100	SEO
30/10/2020	£100	SEO
28/02/2021	£100	SEO
28/02/2021	£100	SEO

31/05/2020	£100	s40
28/02/2019	£250	HEO
28/02/2019	£250	HEO
28/02/2019	£250	HEO
29/03/2019	£250	HEO
30/08/2019	£250	HEO
29/11/2019	£250	HEO
31/03/2020	£250	HEO
31/03/2020	£250	HEO
31/05/2020	£250	HEO
31/05/2020	£250	HEO
30/07/2020	£250	HEO
31/12/2020	£250	HEO
31/01/2021	£250	HEO
28/09/2018	£250	SEO
28/02/2019	£250	SEO
30/04/2019	£250	SEO
31/07/2019	£250	SEO
31/01/2020	£250	SEO
31/03/2020	£250	SEO
31/05/2020	£250	SEO
31/05/2020	£250	SEO
31/05/2020	£250	SEO
31/05/2020	£250	SEO
31/05/2020	£250	SEO
31/05/2020	£250	SEO
31/05/2020	£250	SEO
31/05/2020	£250	SEO
31/05/2020	£250	SEO
31/05/2020	£250	SEO
30/06/2020	£250	SEO
31/08/2020	£250	SEO
28/02/2019	£250	S40

28/02/2019	£250	S40
28/02/2019	£250	S40
29/03/2019	£250	S40
29/03/2019	£250	S40
29/03/2019	£250	S40
31/01/2020	£250	S40
31/05/2020	£250	S40
31/05/2020	£250	S40
30/10/2020	£250	S40
28/02/2021	£250	S40
30/11/2020	£500	HEO
28/02/2021	£500	HEO
28/02/2019	£500	SEO
31/01/2020	£500	SEO
31/01/2020	£500	SEO
31/01/2020	£500	SEO
31/03/2020	£500	SEO
31/05/2020	£500	SEO
30/11/2020	£500	SEO
28/02/2021	£500	SEO
29/03/2019	£500	S40
31/12/2019	£500	S40
31/01/2020	£500	S40
31/03/2020	£500	S40
31/03/2020	£500	S40
31/03/2020	£500	S40
31/08/2020	£500	S40
30/07/2020	£1,000	S40

The FSA Reward and Recognition scheme recognises and rewards excellent and exceptional one-off achievements through cash and voucher awards.

Directorates are accountable for any awards made. These should recognise and reward excellent and exceptional one-off achievements relating to work done over a limited time. Success criteria should take into account the key activities and priorities of individual directorates and might include:

### **Individual**

- a particularly excellent piece of work or achievement
- demonstrating outstanding achievement whilst facing great pressure and adversity
- displaying particular dedication and flexibility in a special / demanding project
- challenging how things are done, identifying a better way of delivering services
- actively supporting a colleague(s), particularly new starters and those with diverse backgrounds
- taking on and effectively delivering additional work in an emergency situation (directly or indirectly)
- taking an active role in a cross-Agency / cross-Civil Service group or initiative (e.g. Digital Super Users, Mental Wellbeing Network, Staff Networks, FSA Staff Group)
- undertaking a task with great positive attitude and behaviour which inspires colleagues to do the same
- working well with others, showing understanding and developing partnerships
- overcoming difficulties by the application of exceptional efforts
- stepping out of usual comfort-zone to deliver a task
- showing resilience - welcoming and dealing with challenge in difficult circumstances

### **Team**

- working well with others, developing relationships and collaborating effectively on a project
- demonstrated exceptional teamwork, working together to improve effectiveness or service delivery
- risen to challenges faced in operational delivery
- delivered particularly demanding tasks or requirements