

## Annex 1

### Request

1. *Were any bonuses paid to staff for working on Brexit between April 2018 and April 2019?*
2. *If so how many staff were paid bonuses?*
3. *And what was the total bonus amount across the department?*
4. *What was the largest amount of bonus?*
5. *What was the smallest?*
6. *What was the general justification for bonuses?*

### Response

1. Yes
2. 64
3. £29,750
4. £1,000
5. £250
6. In line with Civil Service pay guidance the FSA operates a non-consolidated performance pay “pot” calculated as a fixed percentage of pay-bill. Until last year the FSA operated an end of year performance-related pay scheme however from April 2018, this was replaced by an in-year scheme that is designed to recognise significant achievements against high expectations throughout the year. The new system enables anyone to nominate colleagues, direct reports or managers across teams and directorates for displaying exemplary behaviour or making a significant contribution to business performance. Directorate reward panels consider nominations and make awards based on success criteria such as:
  - 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
  - identifying a better way of doing things or delivering services
  - demonstration of a good example of supporting a colleague(s)

- taking on and effectively delivering additional work in an emergency situation (directly or indirectly)
- 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 on project / piece of work
- overcoming difficulties by the application of exceptional efforts
- stepping out of usual comfort-zone to deliver a task
- welcoming and dealing with challenge in difficult circumstances

The awards paid to staff for working on Brexit were made through the above scheme.