***Re. Ordinary Written PQ 89682****:*

**Payments made by the Department of Energy and Climate Change and its non-departmental bodies to their officials in the last 2 years**

*Ref. to the following WPQ:*

*“Priti Patel (Witham): To ask the Secretary of State for Energy and Climate Change, how much was paid to officials in his Department and its non-departmental public bodies in (a) bonuses, (b) allowances and (c) other payments additional to basic salary in each of the last two years for which figures are available; what categories of payment may be made to officials in addition to basic salary; what the monetary value is of each category of payment; and what the monetary value was of the 20 largest such payments made in each of the last two years. (89682)”*

The table below shows the payments the Department of Energy and Climate Change has made in each of the respective years.

|  |  |  |  |
| --- | --- | --- | --- |
| **Year** | **Non consolidated Performance Related Pay** | **Allowances** | **Other Payments** |
| 2010/11 | £1,130,881 | £2,884,389 | £0 |
| 2009/10 | £1,009,381 | £2,528,894 | £0 |

Department of Energy and Climate Change categories of payment made in addition to base pay and the monetary value of such payments.

|  |  |
| --- | --- |
| **Allowance** | **Rate** |
| Overtime and Travelling Time |

|  |  |  |
| --- | --- | --- |
| Period | Grade | Rate |
| Week day | AA – SEO | 1.25 x hourly rate |
| G7 – G6 | 1.00 x hourly rate |
| Week end and Bank Holidays | AA – G6 | 1.50 x hourly rate |

 |
| Meal Allowance | * **If you work until at least 8pm** in addition to your normal day duty, you are entitled to an allowance of **£3.25** **for the purchase of an evening meal** you would otherwise have taken at home.
* **If you work during the night** after a normal day duty and are not eligible for On call or Stand by allowance, you are entitled to an allowance of **£7.60 per night**
* **If you work late at night and are obliged to sleep at the office** in addition to normal day duty, you are entitled to an allowance of **£10.90 per night**
* **If you sleep at the office:**
* After normal day duty and **are on call or on standby**, you are entitled to an allowance of **£7.60 per night**
* **Either before or after early or late duties**, you are entitled to an allowance of **£3.25 for each morning or evening meal** bought which you would otherwise have taken at home
 |
| Night Duty Officers AllowancePayable to designated Night Duty Officers |

| **Shift** | **Rate** |
| --- | --- |
| Weekday night shift | £115 |
| Weekend day shift | £139 |
| Weekend night shift | £231 |

 |
| Night Duty AllowancePaid in addition to overtime for those working at night |

|  |  |
| --- | --- |
|  | Maximum hourly rates |
| Hours worked between | Rate | London | National |
| 8pm and 11pm | 25% | £3.811 | £3.712 |
| 11pm and 6am | 33.33% | £5.081 | £4.960 |

 |
| Offshore AllowancePaid to those visiting offshore oil and gas installations. |

|  |  |
| --- | --- |
| **Period** | **Rate** |
| Full 24 hours period | £74.63 |
| Part 24 hour period | £42.65 |

 |
| On Call AllowancePaid to those who have a rostered commitment to be on call outside of normal work hours |

|  |  |
| --- | --- |
| **Period** | **Rate** |
| Week day (for each period of 12 hours or more) | £6.31 |
| Weekend and privilege holidays (for each complete 24 hour period)  | £17.90 |
| Public and Bank Holidays (for each complete 24 hour period) | £22.67 |

 |
| Standby AllowancePaid to those who have a rostered commitment to remain in work overnight after a full days work. |

|  |  |
| --- | --- |
| Period | Rate |
| Week day (for each period of 12 hours or more) | £14.91 |
| Weekend and privilege holidays (for each complete 24 hour period)  | £42.70 |
| Public and Bank Holidays (for each complete 24 hour period) | £53.59 |

 |
| Temporary Cover AllowancePaid to staff temporarily undertaking work at a higher Grade | Allowance is the difference between what they currently receive and what they would receive if they were permanently promoted to the higher grade role. |
| Principle Private Secretary Allowance | £7,292 per annum |
| Market Related Recruitment and Retention Non Consolidated PaymentPaid to designated staff in a specific area of the business to aid recruitment and retention. | Non consolidated Performance Related Pay of £750 paid in both February and August each year.  |
| Special Non consolidated Performance Related PaymentsAwarded to staff to recognise performance or behaviours i.e. to recognise an excellent piece of work, taking on additional pieces of work etc. | There is no limit on the value of the payments that can be awarded although payments of more than £1,000 must be approved by a Director General. The size of the payment is consistent with individual’s contribution to the business. The median award in 2010/11 was £300.  |
| End of year Performance Awards – non SCS staffPaid to qualifying staff at 1 August each year who receive a performance rating of 1 or 2 in their end of year performance reports.  |

|  |  |  |
| --- | --- | --- |
| **Grade** | **1 – Strongest Contributor**  | **2 – Strong Contributor** |
|  | **5%-10% of staff** | **25%-30% of staff** |
| **AA** | **£820** | **£410** |
| **AO** | **£940** | **£470** |
| **EO** | **£1,100** | **£550** |
| **HEO** | **£1,290** | **£645** |
| **SEO** | **£1,530** | **£765** |
| **Grade 7** | **£2,070** | **£1,035** |
| **Grade 6** | **£2,500** | **£1,250** |
| **Fast stream** | **£1,190** | **£595** |

 |
| End of year Performance Awards – SCS staffPaid to the highest performing 25% of SCS staff based on their end of year performance reports. |

|  |  |
| --- | --- |
| Grade | £ |
| Payband 1 | £7,500 |
| Payband 2 | £10,000 |
| Payband 3 | £12,000 |

 |

Pay Enhancements are also paid to staff occupying designated specialist posts. The full annual value of these are shown below.

| **LONDON PAY ENHANCEMENTS** |
| --- |
| **Specialist Area** | **Specialism** | **Grade** | **Rate** |
| Accountant | Qualified | EO | £6,037 |
|   |   | HEO | £6,795 |
|   |   | SEO | £8,838 |
|   | Part Qualified 1st stage | EO to SEO | £1,249 |
|   | Part Qualified 2nd stage | EO to SEO | £2,496 |
|  | Qualified | Grades 7 & 6 | £4,495 |
|   |
| Economist | Entry Level | FS | £3,989 |
|   | Entry level + MSc | FS | £6,489 |
|   |   | Grade 7 | £3,559 |
|   |   | Grade 6 | £2,906 |
|  |
| Electronic Engineer | Electronics | Grade 7 | £5,870 |
|  |  | Grade 6 | £3,662 |
|  |
| Electrical Engineering Inspector | Senior | Grade 7 & 6 | £12,685 |
|   |
|  Electronic Engineering | Science | SEO | £6,313 |
|  |
| Electronic Scientific | Science | SEO | £6,313 |
|  |
| HR Business Partner |   | Grade 6 | £4,101 |
|  |
| Information |   | EO to Grade 6 | £5,016 |
|  |
| IT Intelligent Customer Function |   | EO to Grade 6 | £6,312 |
| IT Intelligent Customer Function Procurement |  | SEO | £8,022 |
|  |
| Lawyers |   | SEO to Grade 6 | £2,326 |
|   |
| Librarianship |   | EO to Grade 6 | £6,312 |
|   |
| Mapping and Charting |   | EO | £5,123 |
|   |   | HEO | £4,045 |
|  |
| MENTOR Advanced User |   | AA to HEO | £1,077 |
|  |
| Operational Research (OR) | Without MSc | EO to HEO | £2,545 |
|   | With MSc | EO to HEO | £5,045 |
|  |  | SEO to Grade 7 | £5,529 |
|   |   | Grade 6 | £4,729 |
|  |
| Petroleum Specialist |   | HEO | £21,110 |
|   |   | SEO | £33,419 |
|   |   | Grade 7 | £20,157 |
|  |
| Procurement | Level 1 | AA to Grade 6 | £1,712 |
|   | Level 2 | AA to Grade 6 | £4,560 |
|  |
| Reservoir Evaluation Specialist |   | HEO | £24,320 |
|   |   | SEO | £35,998 |
|   |   | Grade 7 | £28,348 |
|  |   | Grade 6 | £22,639 |
|  |
| Scientific |   | EO | £5,123 |
|   |   | HEO | £4,045 |
|   |   | SEO | £4,652 |
|  |
| Statistician | Entry Level  | FS | £3,989 |
|   | Entry Level + MSc | FS | £6,489 |
|   | Entry Level | EO to SEO | £5,699 |
|   | Entry Level + MSc | EO to SEO | £8,199 |
|  | Entry level + MSc | Grades 7 & 6 | £2,440 |
|  |
|  Typing/Secretarial |   | AO | £1,339 |

|  |
| --- |
| **NATIONAL PAY ENHANCEMENTS** |
| **Specialist Area** | **Specialism** | **Grade** | **Rate** |
| Environmental Specialists |   | HEO | £22,235 |
|   |   | SEO | £34,891 |
|   |   | Grade 7 | £22,553 |
|  |
| Investigation Officers |   | HEO & SEO | £1,997 |
|  |
| Petroleum Specialist |   | HEO | £22,306 |
|   |   | SEO | £34,836 |
|   |   | Grade 7 | £22,621 |
|  |
| Reservoir Evaluation Specialist |   | HEO | £25,515 |
|   |   | SEO | £37,415 |
|   |   | Grade 7 | £30,812 |
|   |   | Grade 6 | £25,294 |

|  |
| --- |
| **RETAINED PAY ENHANCEMENTS** **(only available to those who were in qualifying roles prior to 1 January 2011)** |
| **Specialist Area** | **Specialism** | **Grade** | **Rate** |
|  Economist | Experienced Staff | FS | £7,543 |
|   | Entry level + MSc | FS | £6,950 |
|   | Experienced + MSc | FS | £10,502 |
| Operational Research (OR) | Without MSc | EO to HEO | £4,045 |
|   | With MSc | EO to HEO | £7,006 |
|   |   | SEO to Grade 6 | £8,229 |
|  Statistician | Experienced Staff | FS | £7,543 |
|   | Entry Level + MSc | FS | £6,950 |
|   | Experienced + MSc | FS | £10,502 |
|   | Entry Level + MSc | EO to SEO | £8,659 |

The monetary value of the 20 highest single payments made in each year are shown below

2010/11

|  |  |
| --- | --- |
| **Allowance** | **Value** |
| SCS End of Year Annual Performance Award | £12,000 |
| SCS End of Year Annual Performance Award | £10,000 x 5 |
| SCS End of Year Annual Performance Award | £7,500 x 14 |

2009/10

|  |  |
| --- | --- |
| **Allowance** | **Value** |
| SCS End of Year Annual Performance Award | £12,500 |
| SCS End of Year Annual Performance Award | £10,000 x 5 |
| SCS End of Year Annual Performance Award | £7,500 x 14 |

**The Civil Nuclear Police Authority**

The table below shows the payments the Civil Nuclear Police Authority has made in each of the respective years

|  |  |  |  |
| --- | --- | --- | --- |
|  | ***Performance Awards*** | ***Allowances*** | ***Overtime*** |
| April 2010 - March 2011 | £518,893 | £1,532,133.00 | £5,291,905.00 |
| April 2011 - November 2011 | £561,928 | £542,780.00 | £4,544,175.00 |

The table below shows the payments made in addition to base pay.

|  |  |  |
| --- | --- | --- |
|  | ***April 2010 - March 2011*** | ***April 2011 - November 2011*** |
| Corporate Performance pay | £236,777.44 | £309,244.22 |
| Competency Threshold pay | £282,115.88 | £187,951.03 |
| Spot/ Personal Performance pay | £12,996.47 | £64,732.75 |
| Special priority payments | £180,100.00 | n/a |
| South East Allowance | £269,119.09 | £196,502.74 |
| Contractual Allowances | £259,356.36 | £117,902.59 |
| Housing Allowance | £686,507.75 | £162,655.29 |
| Responsibility pay | £43,114.92 | £18,550.44 |
| Dogs Home Boarding | £93,934.89 | £47,168.94 |
| Overtime | £5,291,905.00 | £4,544,175.00 |

The table below shows the highest 20 payments made in each year.

|  |  |
| --- | --- |
| ***Apr 2010-Mar 2011*** |  |
| Contractual Allowance - capability release | £27,113.19 |
| Contractual Allowance - relocation | £21,973.00 |
| Performance Award | £13,270.88 |
| Performance Award | £13,270.50 |
| Performance Award | £12,385.80 |
| Contractual Allowance - federation differential | £10,062.00 |
| Contractual Allowance - notice in lieu | £7,033.74 |
| Contractual Allowance - car allowance | £6,529.75 |
| Performance Award | £6,450.94 |
| Housing Allowance | £4,575.96 |
| Overtime | £3,900.00 |
| Performance Award | £3,795.30 |
| Performance Award | £3,690.75 |
| Performance Award | £3,503.25 |
| Performance Award | £3,503.25 |
| Performance Award | £3,308.90 |
| Performance Award | £3,189.75 |
| Performance Award | £3,037.95 |
| Special Priority Payment | £3,000.00 |
| Performance Award | £2,862.75 |
| Performance Award | £2,820.35 |

|  |  |
| --- | --- |
| ***Apr-Nov 2011*** |  |
| Relocation | £17,769.96 |
| Relocation | £16,612.98 |
| Relocation | £15,600.66 |
| Relocation | £7,866.01 |
| Performance Award | £7,621.11 |
| Performance Award | £6,350.85 |
| Performance Award | £6,350.82 |
| Performance Award | £6,350.82 |
| Performance Award | £5,253.00 |
| Relocation | 5029.62 |
| Performance Award | £4,710.00 |
| Performance Award | £4,674.00 |
| Performance Award | £4,663.00 |
| Performance Award | £4,249.00 |
| Performance Award | £3,913.00 |
| Performance Award | £3,903.00 |
| Performance Award | £3,892.10 |
| Performance Award | £3,592.60 |
| Performance Award | £3,592.60 |
| Performance Award | £3,222.00 |
| Performance Award | £3,222.00 |

**The Coal Authority**

The table below shows the payments the Coal Authority has made in each of the respective years.

|  |  |  |  |
| --- | --- | --- | --- |
| ***Year*** | ***Performance Awards*** | ***Allowances*** | ***Other*** |
| 2009/10 | 350,168  | 76,735  | 29,532  |
| 2010/11 | 290,004  | 83,285  | 28,365  |

The table below shows the payments made in addition to base salary

|  |  |  |  |
| --- | --- | --- | --- |
| ***Allowance*** | ***2009-10*** | ***2010-11*** |  |
| PRP (Performance Related Pay) |  350,168  |  290,004  | Based on Prior Years Performance. 2010-11 lower due to reduction in PRP pot |
| VEHICLE ALLOWANCE |  51,562  |  54,270  | Senior Staff Only |
| SUBSIDISED TRANSPORT |  6,096  |  6,106  | Now ceased - was part of TUPE arrangement |
| CONCESSIONARY FUEL |  7,753  |  8,068  | Part of TUPE arrangement |
| EYE TESTS AND GLASSES |  1,232  |  784  |   |
| PROFESSIONAL SUBSCRIPTIONS |  22,204  |  21,215  |   |
| GYM MEMBERSHIP |  6,096  |  6,366  | Subsidised Gym Membership |
| CALL OUT ALLOWANCES |  9,216  |  8,672  | Field Staff - 24 hour call out |
| ELECTRICITY CONTRIBUTION |  2,108  |  1,961  | Field Staff - home working reimbursement |
| DEPUTISING ALLOWANCE |  -  |  4,208  | Payable to Staff acting up |
| RELOCATION ALLOWANCES |  -  |  -  |   |
| EXCESS FARE ALLOWANCES |  -  |  -  |   |

The 20 highest single payments are shown below

***2009/10***

|  |  |
| --- | --- |
| PRP (PERFORMANCE RELATED PAY) |  14,116  |
| VEHICLE ALLOWANCE |  9,906  |
| PRP (PERFORMANCE RELATED PAY) |  9,313  |
| PRP (PERFORMANCE RELATED PAY) |  8,900  |
| VEHICLE ALLOWANCE |  8,806  |
| VEHICLE ALLOWANCE |  8,806  |
| VEHICLE ALLOWANCE |  8,806  |
| VEHICLE ALLOWANCE |  8,806  |
| PRP (PERFORMANCE RELATED PAY) |  7,589  |
| VEHICLE ALLOWANCE |  6,604  |
| PRP (PERFORMANCE RELATED PAY) |  6,413  |
| PRP (PERFORMANCE RELATED PAY) |  5,643  |
| PRP (PERFORMANCE RELATED PAY) |  5,263  |
| PRP (PERFORMANCE RELATED PAY) |  5,162  |
| PRP (PERFORMANCE RELATED PAY) |  4,957  |
| PRP (PERFORMANCE RELATED PAY) |  4,864  |
| PRP (PERFORMANCE RELATED PAY) |  4,802  |
| PRP (PERFORMANCE RELATED PAY) |  4,726  |
| PRP (PERFORMANCE RELATED PAY) |  4,524  |
| PRP (PERFORMANCE RELATED PAY) |  4,518  |

***2010/11***

|  |  |
| --- | --- |
| VEHICLE ALLOWANCE | 9,906 |
| VEHICLE ALLOWANCE | 8,806 |
| VEHICLE ALLOWANCE | 8,806 |
| VEHICLE ALLOWANCE | 8,806 |
| VEHICLE ALLOWANCE | 8,806 |
| VEHICLE ALLOWANCE | 8,806 |
| PRP (PERFORMANCE RELATED PAY) | 7,517 |
| PRP (PERFORMANCE RELATED PAY) | 6,997 |
| PRP (PERFORMANCE RELATED PAY) | 5,650 |
| PRP (PERFORMANCE RELATED PAY) | 5,336 |
| PRP (PERFORMANCE RELATED PAY) | 5,224 |
| PRP (PERFORMANCE RELATED PAY) | 4,931 |
| PRP (PERFORMANCE RELATED PAY) | 4,850 |
| PRP (PERFORMANCE RELATED PAY) | 4,730 |
| PRP (PERFORMANCE RELATED PAY) | 4,316 |
| PRP (PERFORMANCE RELATED PAY) | 4,117 |
| PRP (PERFORMANCE RELATED PAY) | 4,019 |
| PRP (PERFORMANCE RELATED PAY) | 4,019 |
| PRP (PERFORMANCE RELATED PAY) | 3,991 |
| PRP (PERFORMANCE RELATED PAY) | 3,919 |

**The Committee on Climate Change (CCC)**

The CCC only has around 35 staff and, as non-consolidated payments are restricted to the top 30% of staff per grade, based on performance reviews, only 10 – 15 payments are made per year.

Any non-consolidated payments to the Chief Executive are approved by the Committee and are in line with the framework set for the Senior Civil Service (SCS) by the Cabinet Office.

Non-consolidated payments to grades equivalent to SCS are also in line with this framework.

Non-consolidated payments to staff below SCS grades are approved by Ministers as a part of the overall pay remit for the organisation.

Apart from these non-consolidated payments the CCC does not have any allowances or make any other payments to staff.

**2009-10**

The CEO was awarded a non-consolidated payment of £15,000, as disclosed in the annual report

Payment to SCS equivalent grades was £4,000.

Payments made to non-SCS grades were

£1,306.48

£1,070.90

£ 647.71

£ 589.24

per individual, depending upon grade.

**2010-11**

The CEO was awarded a non-consolidated payment of £15,000, as disclosed in the annual report

Payments to SCS equivalent grades were £7,000 and £3,000.

Payments made to non-SCS grades were made at a flat rate of £2,500.

In year non-consolidated payments were made at a rate of £700, £500 and £300 to reward individual, exceptional performance on projects.

**The Nuclear Decommissioning Authority (NDA)**

The table below shows the payments the Nuclear Decommissioning Authority has made in each of the respective years (see overleaf):

|  |  |  |  |
| --- | --- | --- | --- |
| ***Period*** | ***Allowances***  | ***Non-consolidated Performance Related Payments*** | ***Other*** |
| 1 April 09 – 31 March 2010 |  1,875,892  |  4,488,764  | 0 |
| 1 April 10 – 31 March 2011 |  1,532,051  |  2,844,419  | 0 |

The table below shows the payments made in addition to base pay.

|  |  |
| --- | --- |
| ***1 April 09 – 31 March 2010*** |  |
| **Allowance** | **Annual Spend** |
| Annual Leave | 1,127 |
| MORTGAGE DIFFERENTIAL SUPPORT | 78,000 |
| PMI Compensation | 263,200 |
| CAR ALLOWANCE | 1,198,197 |
| OVERTIME | 7,049 |
| TARA | 223,194 |
| PREMIUM ALLOWANCE | 3,000 |
| Pension Allowance | 35,405 |
| CAR PCP | 13,763 |
| 2ND HOME ALLOWANCE | 33,205 |
| Disturbance Allowance | 2,127 |
| Misc Taxable | 65,625 |
| Staff Performance Awards | 4,488,764 |
|  |  |
| ***1 April 10 – 31 March 2011*** |  |
| **Allowance** | **Annual Spend** |
| Annual Leave |  149,483  |
| MORTGAGE DIFFERENTIAL SUPPORT |  64,523  |
| CAR ALLOWANCE |  1,019,322  |
| HOUSING ALLOWANCE |  40  |
| OVERTIME |  9,391  |
| TARA |  103,111  |
| PREMIUM ALLOWANCE |  1,621  |
| MATERNITY PAY |  7,928  |
| CAR PCP |  11,143  |
| Pension Allowance |  70,810  |
| 2ND HOME ALLOWANCE |  108,892  |
| Overnight Allowance |  5,343  |
| DEPUTISING ALLOWANCE (PENS) |  4,593  |
| Staff Performance Awards |  2,844,419  |

The table below shows the highest 20 payments made in each of the years.

|  |  |
| --- | --- |
| **1 April 09 – 31 March 2010** | **440,534** |
| Performance Award | 18937.43 |
| Performance Award | 19253.06 |
| Performance Award | 19749.19 |
| Performance Award | 19764.77 |
| Performance Award | 20271.56 |
| Performance Award | 20297.05 |
| Performance Award | 20574.23 |
| Performance Award | 20871.76 |
| Performance Award | 21058.83 |
| Performance Award | 21105.53 |
| Performance Award | 21935.38 |
| Performance Award | 22194.93 |
| Performance Award | 23337.33 |
| Performance Award | 23534.15 |
| Performance Award | 11389.34 |
| Performance Award | 24137.93 |
| Performance Award | 24301.43 |
| Performance Award | 27610.98 |
| Performance Award | 29621.00 |
| Performance Award | 30588.19 |
|  |  |
| **1 April 10 – 31 March 2011** |  **559,343**  |
| Performance Award | 25203.64 |
| Performance Award | 25381.22 |
| Performance Award | 25414.01 |
| Performance Award | 25920.04 |
| Performance Award | 26565.38 |
| Performance Award | 26565.38 |
| Performance Award | 26665.28 |
| Performance Award | 26870.66 |
| Performance Award | 27143.65 |
| Performance Award | 27678.16 |
| Performance Award | 27885.74 |
| Performance Award | 28077.25 |
| Performance Award | 28225.53 |
| Performance Award | 28428.22 |
| Performance Award | 28428.22 |
| Performance Award | 29608.89 |
| Performance Award | 29692.39 |
| Performance Award | 29711.93 |
| Performance Award | 32119.23 |
| Performance Award | 33758.45 |