

The Baroness Hamwee
House of Lords
London
SW1A 0PW

8 September 2025

Dear Sally,

**BORDER SECURITY, ASYLUM AND IMMIGRATION BILL: HOUSE OF LORDS
COMMITTEE**

I am writing further to the debate in the Lords Committee on 3 September, where I committed to write (Official Report 3 September Column 895) with details about staff bonuses for asylum caseworkers.

As I explained during Committee, rewards or bonuses for Home Office staff are based on the consistent delivery of high-quality work and professional behaviour, whether in asylum processing or any other area of Home Office work, that align with the Civil Service values.

All asylum decisions are subject to stringent quality checks, with individual performance targets agreed with managers and reviewed regularly to ensure the high standards expected are consistently met. Where performance or behaviour is below the required standards, asylum decision makers are provided with focused support to improve performance.

The Incentivised Performance Scheme is being regularly reviewed and monitored to ensure correct implementation across all units.

I hope this reassures you of the importance placed on high-quality, consistent decision-making in the Home Office.

I look forward to further debate of the Bill as it continues Committee stage. I will place a copy of this letter in the library of the House.

Yours sincerely,



Lord Hanson of Flint