

XX XXXXXX XXXXXXXX

XXXXXXXXXX@XXXXXXXX.XXXXXX

24 January 2017

Dear XX XXXXXXXX,

Request under Freedom of Information (Scotland) Act 2002

Thank you for your freedom of information request of 6 January 2017, received by us on 6 January 2017. This gave a statutory deadline for responding of 3 February 2017 under the terms of the Freedom of Information (Scotland) Act 2002. I am pleased to attach the information you requested.

In your request, you asked for;

- *I would like to know how many members of staff have received bonuses or performance related payments during this period?*
- *I would like to know the total amount of money which was paid out in bonuses or performance related payments to staff during this period?*
- *I would like to know the range of monetary value of the performance [sic] related payments or bonuses paid out from the highest to the lowest?*

After a search of our records, I can confirm that Serco Ltd holds records which show the following information;

	2014/2015	2015/2016
Number of staff receiving bonuses or performance related payments	264	264
Total amount of money paid out in bonuses or performance related payments	£30,802	£57,807.07
Range of monetary value of bonuses and performance related payments (high to low)	£11,954 - £50	£28,009 - £50

The figures provided in the table above are inclusive of the Christmas bonuses given to staff. In the financial years 2014/2015 and 2015/2016 each member of staff, with the exception of the Director, received £50 in BonusBond vouchers as a Christmas bonus.

If you are dissatisfied with this response, you have the right to request an internal review. Your request should be made within 40 working days of the date of receipt of this letter, and we will reply within 20 working days of receiving your request.

Under section 20(3)(c)(ii) of the Act your request should outline your reason for seeking a review. If you remain dissatisfied following an internal review, you then have the right to make a formal complaint to the Scottish Information Commissioner. You can also lodge an appeal online by going to www.itspublicknowledge.info/Appeal.

If you require an internal review to be carried out, please write to

The Director
HM Prison Kilmarnock
Mauchline Road
Kilmarnock
KA1 5AA

The review will be undertaken by staff who were not involved in the original decision making process.

Yours sincerely,

A handwritten signature in black ink, appearing to be "A Hill", written in a cursive style.

Andrew Hill
Head of Performance and Compliance