

20 August 2026

Dear

## **ATISN 27263 In-year reward and recognition statistics**

### **Information requested**

Thank you for your request which I received on 27 July 2026. You asked for information on in-year rewards and recognition statistics for the 2025-26 financial year, namely:

- 1) The total value of your department's non-consolidated performance pay pot (the non-consolidated pay remit).
- 2) The amount and the proportion (%) of that pot allocated to (a) in-year Reward and Recognition scheme (also sometimes known as discretionary recognition awards) and (b) end-of-year Performance Related Payments (PRP).
- 3) For R&R and for PRP separately: the total number of awards made, total expenditure, and the mean and median award value.
- 4) The figures in items 2 and 3 broken down by grade.
- 5) The figures in items 2 and 3 broken down by directorate / business area.
- 6) The figures in items 2 and 3 broken down by the protected characteristics if recorded (e.g. sex, age band, ethnicity, disability status).
- 7) Copies of the policy, guidance, and eligibility or assessment criteria governing R&R awards and PRP awards, including any changes to those criteria over the period.
- 8) Any internal analysis, board or committee papers, or Equality Impact Assessment concerning the allocation of funds between PRP and R&R, or the equality implications of either scheme.

### **Our response**

Welsh Government does not have a non-consolidated performance pay pot; does not operate an in-year reward and recognition scheme; and does not offer end-of-year performance related payments.

### **Next steps**

If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at:

Information Rights Unit  
Welsh Government  
Cathays Park  
Cardiff  
CF10 3NQ

or e-mail: [Freedom.ofinformation@gov.wales](mailto:Freedom.ofinformation@gov.wales)

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

Website: [www.ico.org.uk](http://www.ico.org.uk)

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely