



FOI/0075/2006

13 October 2006

Ms Aideen Sheehan  
Irish Independent  
Independent House  
27 Talbot Street  
Dublin 1

Dear Ms Sheehan

I refer to your Freedom of Information request received by the Department on 19 September 2006 seeking details of bonus payments made to staff in 2004 and 2005.

Please see attached details in relation to the information sought. You might note that information on budgets, bonus payments and merit awards is available to the public in the Annual Estimates, the Appropriation Accounts and this Department's Annual Reports for 2004 and 2005, and that your request was essentially for information rather than records.

If you are not satisfied with the outcome of your request you are entitled to seek a review of the case by appealing the decision to this Department's FOI Internal Review Board. Such an appeal should be made to Mr Frank O'Brien, Corporate Services Unit, Department of Communications Marine & Natural Resources, Elm House, Erlsvalle, County Cavan. You must make your appeal within 4 weeks of the date of this letter, but the making of a late appeal may be permitted in appropriate circumstances. The appeal will involve a complete reconsideration of the matter by a more senior member of staff of the Department.

Please note that an application fee for an appeal is currently €75.00. Payment of same should be made by way of bank draft, money postal order, or personal cheque made payable to the "Department of Communications Marine & Natural Resources".

On receipt of the fee, an acknowledgement letter will be sent to you outlining details of when you can expect a decision on your appeal, and the contact details for the person handling the appeal.

Yours sincerely

Brendan Buckley  
Assistant Principal  
Human Resources Division

## Department of Communications Marine & Natural Resources

### Details of Merit Award and Bonus Payments 2004 & 2005

#### 2004 & 2005 Budgets

##### **2004**

The total Gross Estimate provision for the Department in the 2004 was €507.159m which included a salary provision of €32.057m under subhead A1.

##### **2005**

The total Gross Estimate provision for the Department in the 2004 was €465.928m which included a salary provision of €34.323m under subhead A1.

#### Scheme of Performance-related awards for post at the level of Deputy Secretary General and Assistant Secretary

A performance related bonus scheme is available for this group, up to 10% of the salary of the group is available for this scheme.

##### **2004**

A total of €52,900 was spent on performance related awards comprising 5 individual payments.

##### **2005**

A total of €62,600 was spent on performance related awards comprising 5 individual payments.

#### Merit Awards to grades below Assistant Secretary

A Merit Award provision of up to 0.2% of the salary budget is available under this scheme.

##### **2004**

A total of €27,030 was spent on merit awards comprising 614 individual awards

##### **2005**

€47,240 was spent on merit awards comprising nine payments ranging from €350 to €650; 2 group awards totalling €2,270; three hundred and eighty seven gift vouchers ranging in value from €50 to €250.

#### Income Tax & PRSI Deductions

There were no cash payments under either of the above schemes. Income tax and PRSI deductions were made in accordance with the Revenue Commissioners instructions.

19<sup>th</sup> September, 2006

Ms Aideen Sheehan,  
Irish Independent,  
Irish Independent Newsroom,  
Independent House,  
27 Talbot St.,  
Dublin 1.

FOI/0075/2006

Dear Ms Sheehan,,

I refer to the Freedom of Information request received in this office on 19/09/2006 along with the associated fee.

The officer handling your request will be Mr Brendan Buckley, Human Resources Division, Department of Communications, Marine & Natural Resources, 29-31 Adelaide Rd., Dublin 2. He can be contacted at 01 6782907.

A final decision on your request will normally be sent to you within 4 weeks of receipt of your request. This means that you can expect to receive your decision by the 17/10/2006.

If you have not heard from us when the time allocated has expired, you are automatically entitled to appeal to the Department for a review of the matter. This review proceeds on the legal basis that the initial request is considered to be refused once the specified time for responding to it has expired.

You should also be aware that you are entitled to a review of the decision if your request is refused, or if you are for any reason dissatisfied with the outcome of your request. The review is a full and new examination of the matter carried out by a more senior member of staff of this Department. In the event that you need to make an appeal, you can do so by writing to the FOI Unit, Department of Communications, Marine & Natural Resources, Leeson Lane, Dublin 2. Please note that there is a charge for all appeals of FOI requests. This charge is currently €75.00. A reduced fee of €25.00 applies if you are the holder of a Medical Card.

Please note that the Department of Communications, Marine & Natural Resources has a policy of posting a summary of your request, your name and address and the subsequent reply on the Department's website for reference purposes.

Yours sincerely,

*MR*

---

Mary Rabbitte  
FOI Unit

HR  
20/09/06

Aideen Sheehan  
Irish Independent  
Newsroom  
Independent House  
27 Talbot St  
Dublin 1

Tel 7055730

Email: [asheehan@unison.independent.ie](mailto:asheehan@unison.independent.ie)  
September 13, 2006

Freedom of Information Officer  
Department of Communications, Marine and Natural Resources  
FOI Unit  
Leeson Lane  
Dublin 2

To whom it concerns,

I would like to submit the following questions under the Freedom of Information Act.

1. What was the Department's total budget in 2004 and in 2005, and what amount was devoted to rewards and incentives to staff (such as gifts, cash, vouchers, entertainment and small benefits), other than their normal salary or work expenses, for each of these years?
2. Were cash bonus payments made to staff in the Department in the last two years, 2004 and 2005, other than their normal income payments. If so, what was the amount paid in 2004 and in 2005, and was income tax and PRSI paid in all cases on these for each of those years 2004 and 2005? If so, how much?

I would like this information in written <sup>printed</sup> or electronic form. Please do not hesitate to contact me if you need clarification on my request. I enclose a cheque for the FOI fee.

Yours sincerely,

Aideen Sheehan



DUBLIN CITY UNIVERSITY COLLINS AVE DUBLIN 9

93-22-21 €

Pay Department of Communications, Marine & Natural Resources or order

Date 13/9/06

fifteen euros only

euro euro euro

€ 15

290805  
IRELAND  
Allied Irish Banks, p.l.c.

AIDEEN SHEEHAN

500296 93 2221 47410086 09