



[REDACTED]

5 October 2026

Dear [REDACTED]

Freedom of Information request: FOI2026/00632

Thank you for your Freedom of Information request received on the 25 July in which you requested the following:

Your request:

I request the following information. Where a full response would exceed the cost limit, I ask that you advise which elements can be provided within it and prioritise items 1–4.

For the 2025-2026 financial year:

- 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.*

Please treat each numbered item as a separable element.

Our response:

I can confirm that UK Research and Innovation (UKRI) does hold some information relevant to your request. Please see the information below and attached in "FOI2026_00632 - Annex 1".

Please note, UKRI's Performance Related Payments (PRP) are set by pay remit year, not financial year. Therefore, the information and figures provided in "FOI2026_00632 - Annex 1" is for the period 1 July 2025 to 30 June 2026.

1) The total value of your department's non-consolidated performance pay pot (the non-consolidated pay remit).

UKRI's total non-consolidated performance pay pot ("Non-Con pot") was £7,583,118. This covers performance-related payments to all staff Bands A–H (or equivalents), excluding Senior staff.

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).

UKRI has two legacy PRP schemes with a ringfenced portion of the overall allocation:

- OTRP (IUK) for staff on Innovate UK terms. This scheme is reducing year-on-year as staff harmonise onto standard terms, and as of August 2026 only a very small number of staff now remain on IUK terms.
- MRC End-of-Year SAS scheme for staff who remain on MRC terms and conditions.

Once these ringfenced amounts are set aside, the remaining pot is split as 70% allocated to End-of-Year PRP and 30% allocated to Instant Recognition and In-Year awards combined.

The 30% for Instant Recognition and In-Year awards is further split as 70% to In-Year awards (21% of the total remaining pot) and 30% to Instant awards (9% of the total remaining pot).

A breakdown of these figures is provided on the 'Q2' tab of "FOI2026_00632 - Annex 1".

3) For R&R and for PRP separately: the total number of awards made, total expenditure, and the mean and median award value.

A breakdown of the requested figures is provided on the 'Q3' tab of "FOI2026_00632 - Annex 1".

Please note, the allocation separates MRC EY SAS from End-of-Year awards, as its process is contractually different. However, it is equivalent to UKRI's End-of-Year awards and is paid under the same payroll element. As such, the two are combined in the figures provided.

4) The figures in items 2 and 3 broken down by grade.

UKRI's PRP and R&R pot allocations (Q2) are generated at a fixed point in time and are not broken down by grade, so this information is not held.

A breakdown of UKRI's total Instant Recognition and in-Year (R&R) and End-of-Year PRP spend (Q3) by grade is included on the 'Q4' tab of "FOI2026_00632 - Annex 1".

Please note, UKRI was formed from several pre-existing government arm length bodies, which means some legacy terms and conditions and pay scales remain in use. We have provided this data using our grade mapping to allocate these to their UKRI grade equivalents, for ease of reporting.

Grade "Other" includes a small number of niche grades that do not align with UKRI's overall grade equivalents. This category may include some students, graduates, apprentices, secondees, and other worker types, though not all individuals in these groups will necessarily sit within this category.

5) The figures in items 2 and 3 broken down by directorate / business area.

UKRI's PRP pot allocation (Q2) is generated at a fixed point in time and is not broken down by directorate, business area or Research Council, so this information is not held.

UKRI's Instant and In-Year award (R&R) allocation (Q2) is broken down by an average eligible headcount, to generate a per-head allocation value. Business areas then have their average headcount calculated and are allocated their portion of the Instant and In-Year award (R&R) pot based on this. Figures for this breakdown are included on the 'Q5' tab of "FOI2026_00632 - Annex 1".

A breakdown of UKRI's total Instant Recognition and in-Year (R&R) and End-of-Year PRP spend (Q3) by Research Council is also included on the 'Q5' tab of "FOI2026_00632 - Annex 1".

Please note, the OTPRP (IUK) scheme is not recorded in the same way as MRC SAS or UKRI End-of-Year awards. As such, this returns as N/A for Innovate UK.

6) The figures in items 2 and 3 broken down by the protected characteristics if recorded (e.g. sex, age band, ethnicity, disability status).

UKRI's PRP and R&R pot allocations (Q2) are generated at a fixed point in time and are not broken down by EDI characteristics, so this information is not held.

A breakdown of UKRI's total Instant Recognition and in-Year (R&R) and End-of-Year PRP spend (Q3) by age group and legal sex is included on the 'Q6' tab of "FOI2026_00632 - Annex 1". EDI declaration rates for other characteristics are too low to allow for meaningful analysis.

The groups of "Unknown" refer to instances where an award was given retroactively and the employee's record is no longer available to cross-check their age or sex, or to a secondee or other non-employee who was eligible for performance-related pay and received a payment, but where age and sex information is not held.

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.

A copy of [UKRI's pay and reward policy](#)¹ is available on our website. The following documents have also been identified as in scope of your request and are attached:

- UKRI Instant In Year Scheme Guidance
- Instant Recognition Award Guidance 2025-26
- In Year Award Guidance 2025-26
- Instant and In Year Award Staff FAQ 2025-26
- UKRI End of Year Awards FAQs 2025-26_Redacted

Some of these documents contains links to UKRI's internal SharePoint site. These have been removed or redacted as we consider that releasing this information would prejudice the prevention or detection of crime, as per Section 31(1)(a) of the FOIA. However, we believe these redactions do not detract from the content or understanding of the information provided. Section 31(1)(a) is a qualified exemption and therefore subject to a public interest test. UKRI applied the Public Interest Test to this request as set out below:

Public interest in favour of disclosure:

- There is a public interest in favour of release of the information, to uphold the principles of transparency and accountability.

Public interest test in favour of withholding the information:

- The release of this information would make UKRI more vulnerable to crime, specifically a malicious attack on UKRI's computer infrastructure and systems.

¹ <https://www.ukri.org/publications/ukri-pay-and-reward-policy/pay-and-reward-policy/>

- There is an overwhelming public interest in keeping public authority computer systems secure, which would be served by non-disclosure.
- We believe that disclosing this information would not provide any material benefit or greater insight into the information already being disclosed in this response.

UKRI has concluded that, on balance, the public interest is better served by withholding the selected information under Section 31(1)(a).

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.

The current UKRI PRP and In-Year Rewards and Recognition scheme was designed in 2020. An Equality Impact Assessment was completed at the time and is attached:

- V 2.1 Equality Impact Assessment Instant In Year Policy

No papers were taken to any boards or committees in relation to the allocation of funds between the PRP and R&R schemes for financial year 2025/26 and no other relevant documents are held.

Your rights

If you have any queries regarding our response please do let us know. If you are dissatisfied with the handling of your request, you have the right to ask for an internal review, explaining which elements of this decision you disagree with and why. Internal review requests should be submitted within 40 working days of the date of our response and should be addressed to:

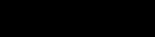
Head of Information Governance
Email: foi@ukri.org

Please quote the reference number above in any future communications.

If you are still not content with the outcome of the internal review, you may apply to refer the matter to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the review procedure provided by UKRI. The Information Commissioner can be contacted at: www.ico.org.uk.

If you wish to raise a complaint regarding the service you have received or the conduct of any UKRI staff in relation to your request, please see [UKRI's complaints procedure](#)².

Yours sincerely,


Information Governance
Information Rights Team
UK Research and Innovation
foi@ukri.org | dataprotection@ukri.org

² <https://www.ukri.org/who-we-are/contact-us/make-a-complaint/#skipnav-target>