**Date issued:** 22 February 2022

**Freedom of Information Request**

We are writing in response to your Freedom of Information request. Your request has been considered in accordance with the requirements of the Freedom of Information Act and our Data and Information Management Policy.

**You asked for the following information:**

*“Since October 2018, please provide a breakdown of how many employees – both past and present – have been given pay bonuses, by financial year.*

*Also, how much did all of the bonuses total?”*

**Having reviewed your questions, we are able to provide the following information:**

Transport for Wales does not give bonuses. This means that since 2018, Transport for Wales has not awarded bonuses to any staff.

Transport for Wales Rail Limited also does not give bonuses and as such, it has not awarded bonuses to any staff since its establishment in February 2021.

Not all information relating to Transport for Wales Rail Services (the KeolisAmey operated Wales and Borders franchise dating from October 2018 – February 2021) is subject to the Freedom of Information Act. Transport for Wales Rail Services was issued a Grant Agreement by Welsh Government, which outlined the terms as scope of their activity and obligations. Only information relating to the Grant Agreement constitutes information that KeolisAmey is holding on behalf of Transport for Wales, and is therefore disclosable under the Freedom of Information Act. Information relating to any activity that fell outside the Grant Agreement does not constitute information held on behalf of Transport for Wales and this includes staff remuneration (include rates of pay and bonuses). As this activity took place outside the parameters of the Grant Agreement, KeolisAmey operated in their capacity as a private company when remunerating staff. Transport for Wales is therefore unable to provide this information.

We hope this information is of use to you.

Yours sincerely,

**Transport for Wales**

**Appeal Rights**

If you are unhappy with the way your request has been handled and wish to make a complaint or request a review of our decision, please write to the Head of Freedom of Information at either Transport for Wales, 3 Llys Cdwyn, Pontypridd, CF37 4TH or freedomofinformation@tfw.wales. Your request must be submitted within 40 working days of receipt of this letter. If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision.

The Information Commissioner (ICO) can be contacted at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or you can contact the ICO through the 'Make a Complaint' section of their website on this link: <https://ico.org.uk/make-a-complaint/>

The relevant section to select will be "Official or Public Information".