



Ministry
of Defence

DE&S SAFETY AND ENVIRONMENT BULLETIN (SEB)

Serial Number: SEB/002



Keeping our Safety and Environmental Practitioners informed

Application of the Special Bonus Scheme - Payment for Acquisition Environmental Protection Personal & Professional Development Activity in DE&S

When it takes effect:	September 2016
Valid for:	
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Description

1. The Special Bonus Scheme (SBS) exists to reward exceptional performance by eligible civilian staff in an extraordinary task or exercise. MOD Personnel Instruction 124/99 announced the extension of the Scheme to allow for the recognition of significant personal development achievement such as the attainment of a professional or educational qualification of national standing.

2. The directions and guidance for the use of the SBS for Qualifications is contained in the Policy, Rules and Guidance (PRG) document, 'Rewarding Performance through the Special Bonus and Minor Award Schemes'. Available on the Defence Intranet at:

<http://defenceintranet.diif.r.mil.uk/Organisations/Orgs/HOCS/Organisations/Orgs/DBS/PeopleServices/PerformanceandRecognition/Specialbonuses/Pages/UseTheSpecialBonusSchemeMOD.aspx>

3. The test for eligibility of a qualification within the SBS scheme requires Line Managers to decide whether qualifications are appropriate or relevant either to the current role, or the wider requirements of the TLB and MOD. This Bulletin is to be taken as a formal declaration of the DE&S requirement for these professional achievements in relation to Acquisition Environment. For details of awards for system safety see link below:

<http://defenceintranet.diif.r.mil.uk/Organisations/Orgs/DES/Organisations/Orgs/FuncDir/Technical/Documents/20150724-EI%20No%203%20SBS%20Skills%20Info%20note%20without%20PPM%20v2-%20o.pdf>

4. Responsibility for submitting SBS nominations lies with Line Managers. To ensure consistency of application throughout DE&S, the following table details the amounts to be awarded. However, all submissions remain at the Line Manager's discretion.

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Specific Qualifications	NQF Level	DE&S Specific Roles	Order of Bonus Award
POEMS Practitioner	4	Essential: Environmental Management Practitioners	£400

Registration	DE&S Specific Roles	Order of Bonus Award
IEMA Member	Desirable: Environmental Management Practitioners	£200
IEMA Fellow	Desirable: Senior Environmental Management Practitioners	£500

Actions to be taken

5. For information.

Issued under the Authority of

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