



Ministry  
of Defence

**Ministry of Defence**  
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Email: DBSRES-Secretariat@mod.uk

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Dear [REDACTED]

Thank you for your email of 17 February to the Ministry of Defence (MOD) requesting the following information:

*"1a-How many employees of your organisation commenced a period of maternity leave between 1st April 2015 and 31<sup>st</sup> March 2016*

*1b-Of these employees, how many have at any time surrendered some portion of that maternity leave as part of the Shared Parental Leave scheme (in order for their partner to take leave to care for the baby.)*

*2a-How many employees of your organisation commenced a period of paternity leave between 1<sup>st</sup> April 2015 and 31<sup>st</sup> March 2016.*

*2b-Of these male employees, how many subsequently took a period of Shared Parental Leave (to take leave to care for the baby) or are scheduled to do so before the end of March 2017.*

*3a in total since 1<sup>st</sup> April 2015 how many male employees have taken a period of Shared Parental Leave or have had approval to do so in future?*

*3b of these men what duration of shared parental leave have they taken or planned to take in total. Please provide this as the number of men taking 1-3 weeks, 4-6 weeks, 7-9 weeks, etc. (in three week intervals) 3c For these men, how many have taken their shared parental leave in one block and how many in more than one block?*

*4-do women on maternity leave receive any pay in addition to Statutory Maternity Pay? If so, please state what amounts and for what period.*

*5-do men on shared parental leave receive any pay in addition to Statutory Parental Pay? If so, please state what amounts and for what period.*

*6-How many employees in total did your organisation have as at 1<sup>st</sup> April 2015 (or nearest date for which this is available), and how many are male and female?"*

On 3 March you clarified that in relation to employees you mean both Service Personnel and Civil Servants.

I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA).

A search for the information has now been completed within the Ministry of Defence, and I can confirm that all of the information in scope of your request is held and I will respond to each of your questions in the order in which they have been asked. Please note all figures are based on headcount not Full Time Equivalents and rounded to the nearest five in accordance with Government Statistical policy.

Question 1a - I can confirm that 1,140 Servicewomen, both Reservist and Regular, have an absence of maternity leave recorded as 'Ordinary Maternity Leave' or 'Additional Maternity Leave' with a start date in the Financial Year 2015/16. A total of 420 civilian employees commenced a period of maternity leave with a start date in the same financial year.

Question 1b - Fewer than five civilian employees have surrendered some portion of their maternity leave as part of the Shared Parental Leave Scheme, in order for their partner to take leave to care for the baby. However, we are unable to confirm the numbers of Service Personnel who have done this, as the information is not recorded.

Question 2a - A total of 3,820 Service Personnel and 315 civilian employees commenced a period of paternity leave during 1 April 2015 and 31 March 2016.

Question 2b - Of these, and 45 Service Personnel and 15 civilians subsequently took a period of Shared Parental Leave, or are scheduled to do so before the end of March 2017.

Questions 3a and 3b - Since 1 April 2015, 185 male Service Personnel and 45 male civilian employees have taken a period of Shared Parental Leave or have approval to do so in the future. Information is broken down as requested in the table below. However, in order to protect personal information governed by the Data Protection Act 1998, Section 40(2) of the Freedom of Information Act has been applied to all of the information by supplementing numbers less than 5 with a tilde (~). Section 40 is an absolute exemption and there is therefore no requirement to consider the public interest in making the decision to withhold the information.

Duration	Civilian	Military
1-3 weeks	~	15
4-6 weeks	5	30
7-9 weeks	5	25
10-12weeks	5	20
13-15weeks	5	30
16-18weeks	5	15
19-21weeks	~	15
22-24weeks	5	15
25-27weeks	~	20
28-30weeks	~	~
37-39weeks	~	nil
46-48weeks	~	~
Total	45	185

25 Service Personnel and 40 civilians took their shared parental leave in one block and 160 Service Personnel and 5 civilians took it in more than one block

Question 4 - Service Personnel - The information you have requested in Question 4 for Service personnel falls within the scope of an absolute exemption under Section 21 (Information reasonable accessible by other means) of the FOIA. Section 21 (1) has been applied, as the information in respect of Service Personnel and civilian employees is already in the public domain in *Joint Service Publication 760 - Tri-Service Regulations For Leave and Other Types of Absences* and is therefore reasonably accessible to you by following the link below. The publication can be found at the Gov.uk website at:

<https://www.gov.uk/government/publications/jsp-760-tri-service-regulations-for-leave-and-other-types-of-absences>

Question 4 - Service Personnel - continued - As eligible parents can now choose to share their Shared Parental Leave and Shared Parental Pay entitlement (but the mother must take by law a minimum 2 or 4 weeks Maternity Leave following the birth.) The Royal Air Force has published a guidance booklet on the subject, *Shared Parental Leave, A Guide for RAF Personnel* which is available of the Gov.uk website at:

<https://www.raf.mod.uk/community/documents/parental-leave-regulations-booklet/>

Question 4 - Civilian Personnel - The MOD offers Occupational Maternity Pay Enhancement (OMPE) to all its civilian employees who meet the eligibility criteria, with the exception of Ministry of Defence Police (MDP) Officers, who have alternative arrangements. Staff are offered 26 weeks occupational maternity pay, which includes Statutory Maternity Pay, enhanced to the employee's full rate of pay, followed by 13 weeks maternity leave with Statutory Maternity Pay and up to 13 weeks unpaid leave. MDP Officers may be eligible for Police Paid Maternity Leave which attracts the employee's full rate of pay for 18 weeks.

Question 5 - Service Personnel - Eligible staff are offered the opportunity to share up to 50 weeks leave and 37 weeks pay entitlement, less any maternity leave already taken within the first year of birth. Like maternity, occupational shared parental pay is awarded at up to 24 weeks full pay, (26 weeks less the 2 week compulsory period after the birth) and is based on their salary and 13 weeks statutory shared parental pay, less any Statutory Maternity Pay.

Question 5 - Civilian Personnel - Providing they meet the eligibility criteria, the MOD offers employees Shared Parental Pay (ShPP) of up to 39 weeks (less any weeks of statutory maternity pay, maternity allowance or statutory adoption pay already claimed). For all employees with the exception of MDP Officers who have alternative arrangements, up to 26 weeks of occupational ShPP will be paid at full pay less any weeks statutory maternity pay, maternity allowance or statutory adoption pay already claimed. For MDP Officers up to 18 weeks of ShPP will be paid at full pay less any weeks of statutory maternity pay, maternity allowance or statutory adoption pay already claimed.

Question 6 - The information you have requested in falls within the scope of an absolute exemption under Section 21 (Information reasonable accessible by other means) of the FOIA. Section 21 (1) has been applied, as the information in respect of Service Personnel and civilian employees is already in the public domain in the *UK Armed Forces Biannual*

*Diversity Statistics: 1 October 2016* and is therefore reasonably accessible to you by following the link below. The publication can be found at the Gov.uk website at:

<https://www.gov.uk/government/statistics/uk-armed-forces-biannual-diversity-statistics-2016>

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact us in the first instance at the address above. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website, <http://www.ico.org.uk>.

Yours sincerely,

DBS Secretariat Team