



# Ministry of Defence Police

Our Ref. FOI: FOI2014/07361

Your Ref: RFI: 220.14

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[REDACTED]

By e-mail: [REDACTED]

Date: 18 December 2014

Dear [REDACTED]

## **FREEDOM OF INFORMATION ACT 2000. MINISTRY OF DEFENCE POLICE: REASONABLE ADJUSTMENTS.**

I acknowledge receipt of your e-mail of 20 November 2014, which we are treating as request for information in accordance with the Freedom of Information Act 2000 (FOIA 2000).

In your e-mail of 20 November, you requested the following information:

*Can you please tell me how many officers force wide have presently got reasonable adjustments within the work place.*

*Also can you tell me what specific role these officers carry out with in the M.D.P.*

*Can you tell me how many, if any A.F.O. (Authorised Firearms Officer) within the M.D.P. have reasonable adjustments within the workplace.*

*Can you confirm the MDP is an equal opportunities employer and as Force conforms to the Equality Act 2010.*

*Can you confirm what process is in place within the Force to offer A.F.O's the opportunity to change role and be offered the opportunity to work in an office based environment.*

*Can you confirm how many officers work from home on projects etc.*

A search for information has now been completed and I can confirm that information in scope of your request is held:

*Can you please tell me how many officers force wide have presently got reasonable adjustments within the work place.*

*Also can you tell me what specific role these officers carry out with in the M.D.P.*

<b>Permanent RA</b>	
<b>Role</b>	<b>Total</b>
A/SPO	1
AFO	20
CID	1
CONTROL ROOM	2
DCPO	1
DIV HQ	1
Dogs	1
DPF	1
HQ	8
OP RESILIENCE	3
Training	1
<b>Grand Total</b>	<b>40</b>

<b>Temporary RA</b>	
<b>Role</b>	<b>Total</b>
AFO	59
CID	4
CR	1
HQ	2
SPO	1
<b>Grand Total</b>	<b>67</b>

Note: Temporary Non-Capable: An officer who is on a phased return to work or is removed from firearms for PSD related issues (pregnancy, maternity and training related are also classed as TNC however these are not captured for these purposes and are therefore not included). Permanent Non-Capable: An officer who has a presenting illness/issue that is covered as a disability under the Equality Act and so a permanent adjustment has been made. Some are formally registered and others are in the process of being reviewed. The 'role' relates to the job role the officer undertakes especially in the case of the temporary non-capable, so does not necessarily reflect the adjusted role they are fulfilling. This is all part of the ongoing work.

*Can you tell me how many, if any A.F.O. (Authorised Firearms Officer) within the M.D.P. have reasonable adjustments within the workplace.*

See above

*Can you confirm the MDP is an equal opportunities employer and as Force conforms to the Equality Act 2010.*

The MDP has its own Diversity & Equality statement which supports the MOD overarching statement. Attached.

*Can you confirm what process is in place within the Force to offer A.F.O's the opportunity to change role and be offered the opportunity to work in an office based environment.*

MDP jobs are advertised (currently internally) and all officers have the opportunity to apply if eligible.

*Can you confirm how many officers work from home on projects etc.*

No information held. This information is not recorded centrally. It is considered unlikely that any officer would be permanently working from home.

If you are not satisfied with this response or wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. 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 Team, 1st Floor, MOD Main Building, Whitehall, London SW1A 2HB (email [CIO-FOI-IR@mod.uk](mailto: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 investigate the 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.gov.uk>).

Yours sincerely

