



Ministry of Defence

Defence Resources Secretariat
Ministry of Defence
Main Building (Level 3, Zone A)
Whitehall
London SW1A 2HB
United Kingdom

E-mail: DGFinance-SecParliamentaryFOI@mod.uk

Reference: **FOI2015/00752**

[Redacted]
E-mail: [Redacted]

Date: **29 October 2015**

Dear [Redacted],

Your correspondence dated 14 January 2015 has been considered to be a request for information in accordance with the Freedom of Information Act 2000. You requested the following information:

1. *How much the Department paid out in redundancy payments in*
 - a) 2012
 - b) 2013
 - c) 2014

2. *What is the biggest single redundancy payment made in the past three years?*

3. *For this payment, what was the position which was made redundant? (eg Chief Executive, Chief Financial Officer etc)*

4. *How many people received redundancy payments from the Department, and have since been re-employed in any role, in:*
 - a) 2012
 - b) 2013
 - c) 2014

5. *For each of these people:*
 - a) *What was the redundancy payment?*
 - b) *When were they made redundant?*
 - c) *What was the role they were re-hired as?*
 - d) *When were they re-hired?*
 - e) *What was their role before they were made redundant?*

Please find below the information you requested.

Question 1

Redundancy and severance payments	
Financial Year	(£000)
2012/13	180,824
2013/14	218,720
2014/15	141,679

Questions 2 and 3

The biggest single redundancy payment in the past three years was £253,744 to a Military Officer.

Question 4

Number of Civilians Re-employed after taking VERS	
2012	6
2013	34
2014	71

Information for military personell re-employed by the MOD after redundancy cannot be accurately identified because of data quality issues. A persons entry date, as recorded on our databases, can either refer to when the member of Service personnel first joined, when they had rejoined or when they were commissioned. Information on Service personnel who came back to work for MOD as civilian or contractor is not recorded either in our databases. Neither does it include data to enable identification of people who may have come back into military service and have been given a different service number.

Question 5

a) This information is not available without examining each employee's individual records.

The table below shows details of employees who left under VERS and who have since been re-employed in the MOD. Some individuals have returned on more than one occasion. Where this has happened, only the original rehire has been included, so that the figures represent number individuals rather than number of occasions.

The table only includes people who have rejoined under the same staff number. Where individuals return as non-employee contractors, staff numbers will be different and to match them on anything other than staff number, such as name, NI number, DOB etc would involve examining the individual records of all staff who joined the MOD over the period requested.

Person	b) VERS Date	c) New Role	d) Rehire Date	e) Old Role
Employee 1	14/10/2011	Through Life Support & Enginee	18/03/2013	Estate Management
Employee 2	14/10/2011	Soft Facilities Management	13/05/2013	MGS Unarmed Guarding
Employee 3	14/10/2011	Administrative Support	06/01/2014	Case Assessment
Employee 4	14/10/2011	Estate Management	03/03/2014	Estate Management
Employee 5	14/10/2011	Project Management	24/03/2014	Project Management
Employee 6	14/10/2011	Project Management	07/04/2014	Secretariat & Private Office
Employee 7	14/10/2011	Environmental Health	09/06/2014	Specialist Instruction Spinstn
Employee 8	14/10/2011	Estate Management	20/08/2014	Secretarial
Employee 9	14/10/2011	Administrative Support	27/08/2014	Administrative Support
Employee 10	14/10/2011	Administrative Support	08/09/2014	Administrative Support
Employee 11	14/10/2011	Housing Service Delivery	02/03/2015	Administrative Support
Employee 12	31/10/2011	Teaching	11/01/2012	Teaching
Employee 13	31/10/2011	Civilian HR Service Provider	02/01/2013	Civilian HR Service Provider
Employee 14	31/10/2011	Administrative Support	13/05/2014	Administrative Support
Employee 15	31/10/2011	Administrative Support	21/07/2014	Administrative Support
Employee 16	31/10/2011	Transport/Movement	29/07/2014	Administrative Support

Employee 17	31/10/2011	Storekeeping/WarehouseOps	26/11/2014	Administrative Support
Employee 18	01/11/2011	Project Management	05/11/2013	Commercial Policy
Employee 19	02/12/2011	Engineering - CIS	24/11/2014	Information Technology
Employee 20	09/12/2011	Service HR Service Provider	17/11/2014	Service HR Service Provider
Employee 21	30/12/2011	Case Assessment	20/05/2013	Security Advice
Employee 22	30/12/2011	WOME Assets	24/06/2013	Estate Management
Employee 23	30/12/2011	Administrative Support	04/11/2013	Decision Support
Employee 24	30/12/2011	Programme Management	06/01/2014	Programme Management
Employee 25	30/12/2011	Administrative Support	13/01/2014	Transaction Processing
Employee 26	30/12/2011	Decision Support	10/02/2014	Supply Chain Management
Employee 27	30/12/2011	Administrative Support	24/02/2014	Administrative Support
Employee 28	30/12/2011	Administrative Support	10/03/2014	Transaction Processing
Employee 29	30/12/2011	Sourcing	16/06/2014	Commercial Analysis
Employee 30	30/12/2011	Estate Surveying	22/08/2014	Estate Surveying
Employee 31	06/01/2012	Secretarial	27/08/2013	Secretarial
Employee 32	10/01/2012	Service HR Service Provider	14/01/2013	Reporting and Controls
Employee 33	31/01/2012	Business Management	22/10/2012	Storekeeping/WarehouseOps
Employee 34	31/01/2012	Administrative Support	26/11/2012	Administrative Support
Employee 35	31/01/2012	Knowledge Info Management	07/05/2013	Service HR Service Provider
Employee 36	10/02/2012	Knowledge Info Management	15/10/2014	Administrative Support
Employee 37	24/02/2012	WOME Production	08/07/2013	Technical [Trades]
Employee 38	29/02/2012	Administrative Support	05/11/2012	Administrative Support
Employee 39	29/02/2012	Supply Chain Management	09/09/2013	Customer Services
Employee 40	29/02/2012	Project Management	07/10/2013	Business Management
Employee 41	29/02/2012	AeroEng (Aero/Struct) Mech)	07/04/2014	AeroEng (Aero/Struct) Mech)
Employee 42	30/03/2012	Teaching	07/05/2012	Teaching Leadership
Employee 43	30/03/2012	Teaching	31/05/2012	Teaching
Employee 44	30/03/2012	Housing Service Delivery	07/01/2013	Housing Service Delivery
Employee 45	30/03/2012	Civilian HR Service Provider	25/02/2013	Commercial Operations
Employee 46	30/03/2012	Civilian HR Service Provider	11/03/2013	Civilian HR Service Provider
Employee 47	30/03/2012	Administrative Support	22/04/2013	Administrative Support
Employee 48	30/03/2012	Technical [Trades]	03/06/2013	Commercial Operations
Employee 49	30/03/2012	WOME Production	17/06/2013	Project Management
Employee 50	30/03/2012	Postal & Courier	26/08/2013	MGS Unarmed Guarding
Employee 51	30/03/2012	Safety Management	02/09/2013	Safety Management
Employee 52	30/03/2012	Technical [Trades]	16/09/2013	Driving
Employee 53	30/03/2012	Administrative Support	09/12/2013	Administrative Support
Employee 54	30/03/2012	Information Technology	31/03/2014	Administrative Support
Employee 55	30/03/2012	Sourcing	22/04/2014	Contract Perf Meas & Mgmnt
Employee 56	30/03/2012	Safety Management	19/05/2014	Marine Engineering
Employee 57	30/03/2012	Soft Facilities Management	02/06/2014	Soft Facilities Management
Employee 58	30/03/2012	Soft Facilities Management	02/06/2014	Soft Facilities Management

Employee 59	30/03/2012	Administrative Support	09/06/2014	Administrative Support
Employee 60	30/03/2012	Civilian Trainers (CivTrainer)	30/06/2014	Civilian Trainers (CivTrainer)
Employee 61	30/03/2012	Supply Chain Management	21/07/2014	Business Management
Employee 62	30/03/2012	Service HR Service Provider	22/09/2014	Service HR Service Provider
Employee 63	30/03/2012	Administrative Support	24/11/2014	Administrative Support
Employee 64	30/03/2012	Administrative Support	11/02/2015	Administrative Support
Employee 65	30/03/2012	Information Technology	23/02/2015	Civilian HR Service Provider
Employee 66	29/06/2012	Service HR Service Provider	14/01/2013	Decision Support
Employee 67	29/06/2012	Administrative Support	29/07/2013	Administrative Support
Employee 68	29/06/2012	Postal & Courier	26/08/2013	Soft Facilities Management
Employee 69	29/06/2012	Storekeeping/WarehouseOps	23/09/2013	Technical [Trades]
Employee 70	29/06/2012	WOME Production	03/03/2014	Technical [Trades]
Employee 71	29/06/2012	Administrative Support	03/03/2014	Administrative Support
Employee 72	29/06/2012	MGS Unarmed Guarding	02/06/2014	MGS Unarmed Guarding
Employee 73	29/06/2012	Storekeeping/WarehouseOps	04/06/2014	Administrative Support
Employee 74	29/06/2012	Project Management	16/06/2014	Systems Engineering
Employee 75	29/06/2012	Decision Support	16/06/2014	Decision Support
Employee 76	29/06/2012	Pharmacy	01/07/2014	Pharmacy
Employee 77	29/06/2012	Decision Support	11/08/2014	Decision Support
Employee 78	29/06/2012	Decision Support	15/09/2014	Decision Support
Employee 79	29/06/2012	Customer Services	24/11/2014	Transaction Processing
Employee 80	29/06/2012	Site Estate	03/12/2014	Transaction Processing
Employee 81	29/06/2012	Decision Support	09/12/2014	Administrative Support
Employee 82	29/06/2012	Transport/Movement	09/02/2015	Administrative Support
Employee 83	29/06/2012	Administrative Support	02/03/2015	Storekeeping/WarehouseOps
Employee 84	28/09/2012	Administrative Support	05/08/2013	Administrative Support
Employee 85	28/09/2012	Storekeeping/WarehouseOps	16/12/2013	Administrative Support
Employee 86	28/09/2012	Decision Support	06/01/2014	Decision Support
Employee 87	28/09/2012	Project Management	10/03/2014	Service HR Service Provider
Employee 88	28/09/2012	Administrative Support	27/03/2014	Administrative Support
Employee 89	28/09/2012	Administrative Support	01/05/2014	Housing Service Delivery
Employee 90	28/09/2012	Marine Engineering	06/05/2014	WOME Safety
Employee 91	28/09/2012	Administrative Support	07/05/2014	Specialist Instruction Splnstrn
Employee 92	28/09/2012	Administrative Support	12/01/2015	Administrative Support
Employee 93	28/09/2012	Transaction Processing	02/03/2015	Administrative Support
Employee 94	31/12/2012	Administrative Support	08/04/2013	EnvironmentalManagementAssessm
Employee 95	31/12/2012	Administrative Support	15/07/2013	Civilian HR Service Provider
Employee 96	31/12/2012	Commercial Operations	15/07/2013	Civilian HR Service Provider
Employee 97	31/12/2012	Marine Engineering	30/09/2013	Through Life Support & Enginee
Employee 98	31/12/2012	Project Management	02/12/2013	Project Management
Employee 99	31/12/2012	Heritage	03/02/2014	Knowledge Info Management
Employee 100	31/12/2012	Through Life Support & Enginee	10/02/2014	Through Life Support & Enginee

Employee 101	31/12/2012	Technical [Trades]	14/04/2014	Safety,Health,Environment&Fire
Employee 102	31/12/2012	Range Management	27/05/2014	Armed Policing (MDP)
Employee 103	31/12/2012	Programme Management	16/06/2014	Consultancy
Employee 104	31/12/2012	Administrative Support	30/06/2014	Information Technology
Employee 105	31/12/2012	MGS Unarmed Guarding	08/07/2014	Technical [Trades]
Employee 106	31/12/2012	Supply Chain Management	28/07/2014	Project Management
Employee 107	31/12/2012	Business Management	26/08/2014	Information Technology
Employee 108	31/12/2012	MGS Unarmed Guarding	03/11/2014	Armed Policing (MDP)
Employee 109	31/12/2012	Transport/Movement	17/11/2014	Project Management
Employee 110	31/12/2012	Contract Management Data Analy	09/02/2015	Decision Support
Employee 111	29/03/2013	MGS Unarmed Guarding	25/08/2014	MGS Unarmed Guarding
Employee 112	28/06/2013	MGS Dog Handling	07/04/2014	MGS Unarmed Guarding
Employee 113	28/06/2013	Training Support	05/08/2014	Training Support
Employee 114	28/06/2013	MGS Unarmed Guarding	03/09/2014	MGS Unarmed Guarding
Employee 115	31/08/2013	Teaching	10/02/2014	Teaching
Employee 116	30/09/2013	Driving	06/08/2014	MGS Unarmed Guarding
Employee 117	31/12/2013	Soft Facilities Management	07/07/2014	MGS Unarmed Guarding
Employee 118	31/12/2013	Programme Management	09/02/2015	Programme Management
Employee 119	31/12/2013	Storekeeping/WarehouseOps	02/03/2015	MGS Unarmed Guarding
Employee 120	31/03/2014	Storekeeping/WarehouseOps	24/11/2014	Administrative Support
Employee 121	31/03/2014	Service HR Service Provider	08/12/2014	Service HR Service Provider
Employee 122	31/03/2014	Administrative Support	26/01/2015	Administrative Support

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 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 Compliance team, 1st 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 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>.

I hope you find this helpful.

Yours sincerely,

Defence Resources Secretariat