



Ministry of Defence

Ministry of Defence
Main Building
Whitehall
London SW1A 2HB
United Kingdom

Telephone : [REDACTED]

Our Reference: [REDACTED]
[REDACTED]
[REDACTED]

16 July 2015

Thank you for your email of 18 June 2015 requesting the following information:

1. How many civilian full-time equivalent staff were employed by the department in (i) 2011/12 (ii) 2012/13; (iii) 2013/14; and (iv) the latest date for which figures are available?
2. How many civilian staff have been absent from work because of stress or stress-related illnesses in (i) 2011/12 (ii) 2012/13; (iii) 2013/14; and (iv) 2014/15 to date?
3. How much was spent on producing guidance for staff on dealing with or avoiding stress in (i) 2011/12 (ii) 2012/13; (iii) 2013/14; and (iv) 2014/15 to date?
4. I also request a copy of the most recent publication or online guidance issued to staff on dealing with or avoiding stress

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

A search for the information has now been completed within the Ministry of Defence (MOD), and I can confirm that the MOD does hold some information within the scope of your request; this is provided in the attached Annex.

Question 1 of your request is being withheld under Section 21 of the FOI Act (reasonably accessible to the applicant by other means). The requested information in respect of the number of full time equivalent staff can be found in our National Statistics publication, Quarterly Civilian Personnel Report (QCPR). Further information can be found at:
<https://www.gov.uk/government/collections/mod-civilian-personnel-bulletin-index#content>

Question 2 See attached Annex.

Question 3 of your request cannot be answered by the MOD as resources and guidance for managing stress, as well as other HR policies, are developed using a central Government common approach. This covers a range of HR issues and utilises the latest relevant guidance developed through engagement with other Government departments and expert organisations, such as the Health and Safety Executive, the Department of Health, Civil Service Employee Policy and the NHS. For this reason, while the Department provides a range of tools and resources aimed at this important issue, it is not possible to identify in its entirety spend specifically attributed to producing guidance for staff on dealing with or avoiding stress.

Question 4 of your request is being withheld under Section 21 of the FOI Act (reasonably accessible to the applicant by other means). The requested information in respect of guidance for staff on dealing with stress is already publically available through the GOV.UK website and features guidance on Stress in the workplace (Joint Service Publication 375, part 2, volume 1). Further information can be found at <https://www.gov.uk/government/collections/jsp-375-health-and-safety-handbook>

Further resources on managing stress are available to all civil servants through Civil Service Learning (who can be contacted through their website), including online training and advice covering stress, resilience, mental health and mindfulness. Further information can be found at <https://civilservicelearning.civilservice.gov.uk/>

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>.

Yours sincerely,

Defence People Secretariat FOI

Civilian sickness absence for 'Mental and behavioural disorders'

Financial year	Number of civilian staff with a sickness absence of Mental and behavioural disorder ^{1,2 3 4 5}
2011-12	3,280
2012-13	2,610
2013-14	2,600
2014-15	2,650

Defence Statistics (Civilian)

Notes

1. This table shows the number of civilian personnel who have a recorded sickness absence for International Classification of Diseases (ICD) 10 code 'Mental and behavioural disorders'
2. Figures exclude personnel who are classed as being on zero pay for any reason
3. No sickness absence figures are available for the Royal Fleet Auxiliary so they have been excluded
4. It should be noted that this code covers all mental illness of which some would be stress related.
5. In accordance with the Data Protection Act and our obligations in relation to the protection of confidentiality when handling personal data, the figures provided have been rounded to the nearest 10. Numbers ending in 5 have been rounded to the nearest multiple of 20 to prevent systematic bias.