



## Ministry of Defence Police

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[REDACTED]  
By email – [REDACTED]

Our Ref: eCase: FOI2016/10235 RFI: 297/16  
Date: 8<sup>th</sup> December 2016

Dear [REDACTED],

**FREEDOM OF INFORMATION ACT 2000: MINISTRY OF DEFENCE POLICE: OFFICERS AND CIVILIAN STAFF SICK ABSENCE INCLUDING MENTAL HEALTH OR STRESS RELATED CONDITIONS.**

I refer to your email dated 3<sup>rd</sup> October 2016.

We are treating your email as a request for information in accordance with the Freedom of Information Act 2000 (FOIA 2000).

In your email of the 3<sup>rd</sup> October 2016 you requested the following information:

**“1) Please provide details of the total number of days that (a) officers and (b) civilian staff were absent due to sickness in each year since 2013-14, including the year to date. Please also provide the absence rate for (a) officers and (b) civilian staff in each year (expressed as a percentage).**

**2) Please provide details of how many of the absence days referred to in Q1 were attributed to mental ill-health or stress-related conditions.**

**a)If it is possible to do so within the limits of the FOI legislation, please also provide a breakdown of all the other reasons provided for these absences (for example, heart problems, broken bones, etc).”**

In your email of the 31<sup>st</sup> October 2016 you clarified your request to advise that you are seeking details on the number of non-uniformed Civil Servant staff within the Ministry of Defence Police only as well as MDP Officers.

We are treating your email as a request for information in accordance with the Freedom of Information Act 2000 (FOIA 2000).

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

Please see 'Annex A' in regards to your request.

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 Compliance team, 1<sup>st</sup> 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.org.uk>).

Yours sincerely

**MDP Sec Data Protection and Freedom of Information Office**

**ANNEX A – FOI REQUEST 10235-16 RFI 297-16 – MDP AND CIVILIAN STAFF SICK ABSENCE INCLUDING MENTAL ILL HEALTH OR STRESS RELATED CONDITIONS.**

- 1) Please provide details of the total number of days that (a) officers and (b) civilian staff were absent due to sickness in each year since 2013-14, including the year to date. Please also provide the absence rate for (a) officers and (b) civilian staff in each year (expressed as a percentage).**

Please note the MDP/MOD does not record or hold the absence rate expressed as a percentage.

**Total number of days absent in rolling year to date.**

<b>FINANCIAL YEAR</b>	<b>MDP OFFICERS</b>	<b>MDP CIVILIAN STAFF</b>
<b>2013-2014</b>	<b>29886 days</b>	<b>2318 days</b>
<b>2014-2015</b>	<b>35894 days</b>	<b>2466 days</b>
<b>2015-2016</b>	<b>31547 days</b>	<b>2310 days</b>
<b>2016- to date</b>	<b>29062 days</b>	<b>2280 days</b>

- 2) Please provide details of how many of the absence days referred to in Q1 were attributed to mental ill-health or stress-related conditions.**

**a) If it is possible to do so within the limits of the FOI legislation, please also provide a breakdown of all the other reasons provided for these absences (for example, heart problems, broken bones, etc).**

Please see tables below.

Ministry of Defence Police Officers and Civilian staff sick absence is held on the electronic MOD Human Resources Management System (HRMS).

The reasons for the absences are recorded using one of the generic absence description codes as in the table provided.

The health and welfare of everyone who is employed by the Ministry of Defence Police is of the utmost importance. Help is readily available for those with health issues and we encourage those that need help to come forward and get the support they need to return to work as soon as they are able to.

**ANNEX A – FOI REQUEST 10235-16 RFI 297-16 – MDP AND CIVILIAN STAFF SICK ABSENCE INCLUDING MENTAL ILL HEALTH OR STRESS RELATED CONDITIONS**

**Ministry of Defence Police Officers**

<b><u>Absence Reason</u></b>	<b><u>Number of days in year 2013-2014</u></b>	<b><u>Number of days in year 2014-2015</u></b>	<b><u>Number of days in year 2015-2016</u></b>	<b><u>Number of days in year 2016- to date</u></b>
<b>Muscle &amp; Bone</b>	8129	11776	8960	7778
<b>Anxiety, depression, stress</b>	6452	8737	7258	5915
<b>Fractures, sprains &amp; strains</b>	4150	4248	4510	4268
<b>Viruses &amp; Infections</b>	1943	2180	1682	1689
<b>Stomach upset, toothache</b>	1659	1568	1257	1419
<b>Coughs, colds, flu, asthma</b>	1618	1571	1842	1939
<b>Heart, blood pressure, stroke</b>	1494	1590	747	727
<b>Medical Appointments</b>	999	613	94	0
<b>Headaches, epilepsy, ME, MS</b>	815	705	715	512
<b>Kidney, urinary, gynaecological</b>	580	750	1092	1142
<b>Eye Conditions</b>	524	114	437	436
<b>Cancers inc leukaemia</b>	431	581	967	1104
<b>Pregnancy and Childbirth</b>	289	65	87	109
<b>Cause of Absence Not Yet Known</b>	247	386	406	624
<b>Ear Conditions</b>	213	283	156	134
<b>Skin Conditions</b>	207	220	424	618
<b>Diabetes, thyroid &amp; hormonal</b>	94	295	370	305
<b>Blood disorders</b>	34	204	537	338

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**Ministry of Defence Police Civilian Staff**

<b><u>Absence Reason</u></b>	<b><u>Number of days in year 2013-2014</u></b>	<b><u>Number of days in year 2014-2015</u></b>	<b><u>Number of days in year 2015-2016</u></b>	<b><u>Number of days in year 2016- to date</u></b>
<b>Muscle &amp; Bone</b>	316	384	461	409
<b>Anxiety, depression, stress</b>	744	1040	565	505
<b>Fractures, sprains &amp; strains</b>	203	102	265	263
<b>Viruses &amp; Infections</b>	157	104	141	154
<b>Stomach upset, toothache</b>	153	151	211	286
<b>Coughs, colds, flu, asthma</b>	185	218	152	184
<b>Heart, blood pressure, stroke</b>	63	94	116	76
<b>Medical Appointments</b>	102	70	0	0
<b>Headaches, epilepsy, ME, MS</b>	162	30	77	127
<b>Kidney, urinary, gynaecological</b>	38	116	206	148
<b>Eye Conditions</b>	156	9	5	13
<b>Cancers inc leukaemia</b>	0	52	26	9
<b>Pregnancy and Childbirth</b>	13	29	47	45
<b>Cause of Absence Not Yet Known</b>	0	0	0	20
<b>Ear Conditions</b>	10	26	5	3
<b>Skin Conditions</b>	5	32	7	10
<b>Diabetes, thyroid &amp; hormonal</b>	0	4	10	14
<b>Blood disorders</b>	7	0	11	9