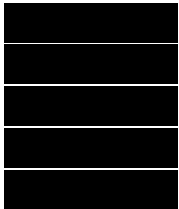




Ministry
of Defence

Ministry of Defence
Main Building
Whitehall
London
SW1A 2HB

Ref: FOI2015/08079



14 October 2015

Dear [REDACTED],

Thank you for your email of 16 September 2015 requesting the following information:

“Please can you confirm the following information pertaining to recruitment into the British Armed Forces over the last three years and to the causes of failed applications.

How many people are successfully recruited into each of the Army, Navy, RAF and Royal Marines annually, broken down by Recruiting Office/Area/Post code

*For each of the above services and geographies, how many people **fail** the recruitment process annually*

*For each of the above services and geographies, what are the **top five causes for failure**, and **what proportion** of failures are attributable to each cause. Please include a detailed definition for each category of cause*

How many of each of the top 5 causes for failure occur at each stage of the recruitment process, e.g. Recruit/Aptitude test, Medical and eye test, Pre Joining Fitness Test, Selection interview. Please break this information down for each of the above services.”

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

Section 12 of the FOI Act makes provision for public authorities to refuse requests for information where the cost of dealing with them would exceed the appropriate limit, which for central government is set at £600. This represents the estimated cost of one person spending 3.5 working days in determining whether the department holds the information, and locating, retrieving and extracting it.

The FOI Act does not require the department to create data in order to release it under the act, and due to the way recruitment results are recorded, we would need to review each application over the last three years to determine when and due to which reason the candidate was not successful as we are unable to extract this information in the form of a report. The time and cost it would take to review all applications made in the last three years (around 24,0000 for the RAF only) would take us over the cost allowed under the FOIA limit, therefore Section 12 applies to this request.

Under Section 16 of the FOI Act, public authorities are required to provide the requester with advice and assistance especially where a request for information exceeds the appropriate cost limit. In the case of this request, although points 3 and 4 cause the request to exceed costs, you may wish to know that information on recruitment numbers by month, quarter and year is published online on the gov.uk website and can be viewed here:

<https://www.gov.uk/government/statistics?departments%5B%5D=ministry-of-defence>

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 FOI 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