



Ministry of Defence

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Email: [Redacted]

20 August 2015

Dear [Redacted]

Thank you for your email of 27 July requesting information on Maternity Leave data. Your email has been treated as a request for information under the Freedom of Information Act 2000 (FOIA). You asked:

1. *In 2012, 2013 and 2014 how many parents went on maternity or paternity leave?*
2. *What was the average length of this maternity or paternity leave?*
3. *For those who went on leave in 2012 and 2013 how many parents changed their hours or the way in which they worked (i.e part time, using flexi time or job share) within 12 months and 24 months of returning?*
4. *How many parents left their job after maternity leave within 24 months of returning and what were their reasons for leaving?*
5. *What flexible working options does your department provide?*
6. *What HR and growth costs has the department incurred as a result of loss of talent within this demographic, this includes the time it takes for a new employee to get to optimum efficiency level which Oxford Economics anticipates to be 28 weeks worth of wages.*

A search for the information has now been completed within the Ministry of Defence, and I can confirm that some of the information in scope of your request is held. Data has been provided in a number of tables listed and explained below.

The number of civilian staff who took maternity or paternity leave can be found in the table below, please note that the figures are based on individuals who commenced their leave within period:

Absence Type	Calendar Year			Total
	2012	2013	2014	
Maternity	475	420	405	1,300
Paternity	310	270	300	880
Total	785	690	705	2,180

The average length of leave during the same period can be found in the table below, note that averages are only based on those whose maternity/paternity leave has ended.

Absence Type	Calendar Year			Average (months)
	2012	2013	2014	
Maternity	9.2	9.3	9.1	9.2
Paternity	0.4	0.4	0.4	0.4
Average (months)	5.8	5.9	5.0	5.6

How many of those who took maternity/paternity leave in 2012 and 2013 who changed their working hours within 12 months of return can be seen below:

Absence Type	Calendar Year		Total
	2012	2013	
Maternity	115	125	240
Paternity	10	~	10
Grand Total	125	125	250

Within 24 months of return:

Absence Type	Calendar Year		Total
	2012	2013	
Maternity	140	130	270
Paternity	10	5	15
Grand Total	150	135	285

Regarding the changes to work patterns please be aware that the data provided has been extracted from a 'self-service option', which is not a mandatory completion field on our Human Resource Management System and therefore may not be a true reflection. It should also be noted that the above two tables represents any changes in working hours, which includes increased hours.

In reference to your fourth request regarding data on those who left their job after maternity/paternity leave I have provided the data set from 2010 – 2012 as this will allow for a full 24 months to have lapsed since the end of the last period. Please see table below:

Termination Reason	Maternity End Calendar Year			Total
	2010	2011	2012	
2011 Vol Early Release Scheme	55	80	20	155
CER - Redundancy	~			~
CES - Redundancy	~			~
Conduct			~	~
Dismissal Attendance		~	~	~
Dismissal Casual/Fixed Term	~	5	~	5
End of Loan/Secondment To MOD	~	~		~

End Of Period Appointment	~			~
Ill Hlth Retirmnt - Compulsory		~		~
Vol Early Release Scheme 2012-2014	5	35	60	100
Perm Transfer to Trading Fund	~		~	~
Perm Transfer To OGD/Office	5	~	5	10
Privatisation Of Function	20	15	~	35
Resignation	55	60	50	165
Trans To Other MOD HR System	~			~
Vol Redundancy - CES Terms	~	~		~
Vol Release (TPS Member)	~			~
Total	140	195	135	470

In order to protect personal information governed by the Data Protection Act 1998 Section 40(2) of the FOI Act has been applied to some of the information by supplementing numbers less than 5 with a tilde (~) and all figures of five or more have been rounded to the nearest five. Section 40 is an absolute exemption and there is therefore no requirement to consider the public interest in making a decision to withhold the information.

A list of flexible working options can be found in Annex A. I can confirm that the Ministry of Defence does not hold information regarding the incurred losses to the department due to maternity or paternity leave.

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.gov.uk>.

Yours sincerely,

[Redacted Signature]

[Redacted Name]
Secretariat

The Ministry of Defence offers the following flexible working patterns to its employees;

- Part time Working
- Term time Working
- Irregular hours
- Permanent part year
- Job share
- Flexible Working Hours
- Staggered hours
- Partial Retirement/Job Reshaping
- Alternate weeks
- Home Worker
- Home/Office Worker
- Compressed 9 Day Fortnight
- Compressed 4 Day Week
- Compressed 4.5 day week
- Annualised hours