



Ministry
of Defence

Ministry of Defence
Defence Business Services Secretariat
Room 6303
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Thornton-Cleveleys
FY5 3WP

Ref: FOI2017/07779

Email: DBSRES-Secretariat@mod.uk

18 September 2017

Dear [REDACTED]

Your correspondence dated 4 August 2017 has been considered to be a request for information in accordance with the Freedom of Information Act 2000. You requested the following information:

1. *The total number of Band Ds that received staff reports for the 2016/2017 reporting year.*
2. *The number of Band Ds that received a box 3 marking for the 2016/2017 report year.*
3. *Of those that received a Box 3 marking, how many were:*
 - a. *Men*
 - b. *Women*
 - c. *Part time*
 - d. *BAME*
 - e. *Women over 55*
 - f. *Men over 55*
 - g. *Individuals with over 20 years service*

Also I would like to know how many Band D's have been dismissed for poor work performance over the last 5 years."

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

A search for the information has now been completed within the Ministry of Defence and I can confirm that all of the information in scope of your request is held. However, some of the information you have requested falls entirely within the scope of an absolute exemption under Section 21 (reasonably accessible by other means) of the FOIA.

Section 21(1) has been applied to questions 1 and 2 of your request, as the information is already in the public domain and therefore reasonably accessible to you at the link provided below. Section 21 is an absolute exemption and there is therefore no requirement to consider the public interest in making a decision to withhold the information.

MOD civilian performance management outcomes for financial year 2016/17 are available at;
<https://www.gov.uk/government/statistics/mod-civilian-performance-management-outcomes-financial-year-201617>.

The table below provides information in answer to questions 3a – g of your request:

The number of Band D staff who received a Box 3 marking for the reporting year 2016/17, that were:

Male	280*
Female	120*
Part-time	40*
BAME	20*
Females aged 56 years or more	30*
Males aged 56 years or more	120*
Individuals with over 20 years' service	100*

*In line with departmental policy, values have been rounded to the nearest 5.

In answer to your last question, I can confirm that in the five year period between 1 August 2012 to 31 July 2017, 10* Band D employees left the Ministry of Defence with the reason of "Dismissal Performance".

Under Section 16 of the FOIA (Advice and Assistance) you may find it helpful to note that figures on the performance management outcomes for civilian personnel employed by the Ministry of Defence are published on the Gov.UK on an annual basis and can be accessed via the following link;

<https://www.gov.uk/government/collections/mod-civilian-performance-management-outcomes>.

If you have any queries regarding the content of this letter, please contact this office in the first instance.

If you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours sincerely,



Defence Business Services (Secretariat)