



Ministry
of Defence

Defence Statistics (Health)
Ministry of Defence
Oak 0 West (#6028)
Abbey Wood North
Bristol BS34 8JH
United Kingdom

Telephone: +44 (0)30679 84423

E-mail: DefStrat-Stat-Health-PQ-
FOI@mod.uk

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Dear [REDACTED]

Thank you for your email of 1 January 2017 requesting the following information:

“Under the FOI act could you please advise how many female recruits in the Army, Royal Navy and RAF have been graded PULheems2 and PuLheems4 because they were pregnant. I would like figures from 2014 onward.

I would also like to know how many female service personnel have taken maternity leave since 2014.”

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 information in scope of your request is held by the MOD.

Between 1 January 2014 and 3 January 2017, **61** untrained female UK Armed Forces personnel had been graded P4. Please note, personnel cannot be graded both P2 and P4 at the same time. P4 is only used to indicate pregnancy and pregnant service women cannot be graded P2.

Table 1: Female, Untrained, UK Armed Forces personnel who have been graded P4, by service, numbers^{1,2,3}.

1 January 2014 to 3 January 2017

Service	All
All	61
Naval Service ⁴	10
Army	36
RAF	15

Source: DMICP and JPA

¹ Individuals with multiple read codes have only been counted once.

² Service and training status were taken at the date the read code was first entered in their medical record in the time period of interest.

³ There were 2 personnel whose training status at the date of the P4 grading could not be found from JPA. In this case, their training status from the nearest possible date was used.

⁴ Includes Royal Navy and Royal Marines

Between 1 January 2014 and 16 January 2017 **2,892** female UK Armed Forces personnel have taken maternity leave. Individuals with multiple instances of maternity leave in the time period have been counted once. Includes both trained and untrained personnel.

Under Section 16 (Advice and Assistance) you may find it helpful to note the following:

The PULHHEEMS system has been developed to provide a method for standardising and recording the medical functional assessment. The "P" grading is used to indicate an individual's overall physical and mental development, his or her potential for physical training and suitability for employment worldwide.

- P2 - Medically fit for unrestricted service worldwide
- P4 - Medically fit for duty within the limitations of pregnancy

Pregnant serving women who are fit for duty are to be graded P4 with appropriate single-Service medical employability limitations.

The Defence Medical Information Capability Programme (DMICP) was rolled out in 2007 and is the source of electronic, integrated healthcare records for primary healthcare and some MOD specialist care providers.

Data were matched to the Joint Personnel Administration (JPA). JPA is the most accurate source for demographic information for UK Armed Forces personnel and is used to gather information on a person's service, gender and training status.

The electronic patient record has information that is Read coded. Read codes are a set of clinical codes designed for Primary Care to record the everyday care of a Patient. They are part of a hierarchical structure and form the recognised standard for General Practice

The following read codes were used to identify a grading of P4 from DMICP:

Read Code	Description
RAFPUP41	P4
RAFPUP42	P4R

Any data entered as free text only in the patients' medical record will not be included in the figures presented as this information is not available in the data warehouse.

DMICP is a live data source and is subject to change. Date of extract 3 January 2017.

Maternity leave data has been extracted from JPA and includes both paid and unpaid maternity leave. The first two weeks of maternity leave after birth are a legal requirement and a woman cannot return to work during this time. How much of the remaining 50 weeks of maternity leave is taken is the choice of the mother. Subject to meeting the qualifying criteria, a Servicewoman will be able to claim Occupational Pay (enhancement of Statutory Pay up to the Servicewoman's full rate of pay) for the first 26 weeks of Maternity Leave. During the following 13 weeks of Additional Maternity Leave the servicewoman continues to receive Statutory Pay. The remaining 13 weeks are unpaid.

Would you like to be added to our contact list, so that we can inform you about updates to our statistical publications and consult you if we are thinking of making changes? You can subscribe to updates by emailing: DefStrat-Stat-Health-PQ-FOI@mod.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, <https://ico.org.uk/>.

Yours sincerely,

Defence Statistics (Health) Head (B1)