



Ministry of Defence Police

Data Protection Officer & Freedom of
Information Manager

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Our Ref: eCase: FOI2017/13331 RFI:347/17

Date: 16 January 2018

FREEDOM OF INFORMATION ACT 2000. MINISTRY OF DEFENCE POLICE: MENTAL HEALTH PAY

I refer to your e-mail of 15 December 2017, which was acknowledged on the 18 December 2017.

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

In your e-mail you requested the following information:

“I am sending this request under the Freedom of Information Act.

- 1) Please state the number of police officers on reduced pay due to long term mental health leave of more than 6 months as of 15.12.17 or the nearest data collection day.**
- 2) Please state the number of police officers on no pay due to being on long term mental health leave of more than 12 months as of 15.12.17 or the nearest data collection day.**
- 3) Please state the number of police officers dismissed due to unsatisfactory attendance due to mental health issues in the 2015, 2016 and 2017 calendar years.**
- 4) Please provide a copy of your force’s guidance for your HR and professional standards department in identifying and supporting officers with mental health issues.”**

A search for information has now been completed by the Ministry of Defence Police and I can confirm that we do hold information in scope of your request.

1) Please state the number of police officers on reduced pay due to long term mental health leave of more than 6 months as of 15.12.17 or the nearest data collection day.

As at 19 December 17, 5 police officers were recorded as being absent for more than 6 months due to 'Anxiety, Depression, Stress' and are on reduced pay.

2) Please state the number of police officers on no pay due to being on long term mental health leave of more than 12 months as of 15.12.17 or the nearest data collection day.

As at 19 December 17, 2 police officers were recorded as being absent for more than 12 months due to 'Anxiety, Depression, Stress'. One of these officers is recorded as being on nil pay.

3) Please state the number of police officers dismissed due to unsatisfactory attendance due to mental health issues in the 2015, 2016 and 2017 calendar years.

Between 1 January 2015 and 19 December 2017, 4 police officers were dismissed for unsatisfactory attendance due to mental health conditions under the Ministry of Defence Police (Performance) Regulations 2012.

4) Please provide a copy of your force's guidance for your HR and professional standards department in identifying and supporting officers with mental health issues.

The MOD published the 'Defence People Mental Health & Wellbeing Strategy 2017-2022' in July 2017 (<https://www.gov.uk/government/publications/defence-people-mental-health-and-wellbeing-strategy>). The key principles of the MOD Strategy will be applied within the MDP via a new MDP specific Mental Health & Wellbeing strategy that is now under development with a view to publication later this year.

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.gov.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

MDP Sec Data Protection and Freedom of Information Office