



Ministry
of Defence

[REDACTED]
Head of Secretariat
Defence Business Services
Tomlinson House
Norcross
Blackpool
Lancashire
FY5 3WP

Ref: [REDACTED]

Email: DBSRES-Secretariat@mod.uk

FOI2017/04712

17th May 2017

Dear [REDACTED]

Thank you for your email of 12 April to the Ministry of Defence (MOD), in response to our reply to you of 3 March. You have now requested the following further information:

"Did any male employees take Shared Parental Leave from 1 April 2015 to 31 March 2016 who did not also take a period of paternity leave during this period.

Can you advise of your policy regarding pay during 2 weeks paternity leave.

Please provide replies for both the civil service and forces personnel."

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.

A total of 30 male service personnel and five civilian male employees took Shared Parental Leave from 1 April 2015 to 31 March 2016, who did not also take a period of paternity leave during this period. In accordance with Departmental statistical policy these numbers have been rounded to the nearest five.

Turning to your question on the '*policy regarding pay during 2 weeks paternity leave*'. The military policy on paternity leave can be found in the *Joint Service Publication 760: Tri-Service Regulations for Leave and Other Types of Absences*. This document is being withheld under S21 (Information Reasonably Accessible to the Applicant by Other Means) as it is available on the Gov.uk website at:
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/588970/20161212_JSP_760_V33_Final.pdf

As to Civilian personnel, the following document relating to MOD Civil Servants is being released to you:

Maternity, Adoption, Paternity, Parental and Shared Parental Leave Policy

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 us in the first instance at the address above. 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, Ground 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 normally 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,

A large black rectangular redaction box covering the signature of the Head of Secretariat.

Head of Secretariat
Defence Business Services