



Ministry
of Defence

Defence Business Services
Secretariat Team Drafter
Room 6303
Tomlinson House
Norcross
Thornton Cleveleys
Lancashire
FY5 3WP

Ref: FOI2018/03446

E-mail: DBSRES-Secretariat@mod.uk

5 April 2018

Dear [REDACTED]

Thank you for your email of 20 February 2018 requesting the following information:

- 1. The no of employees dismissed by the MOD in the last 3 yrs*
- 2. A breakdown of the categories ie Sickness, capability etc*
- 3. How many were classed as having a "disability" under the Equality Act"*

And your confirmation email of 6 of March 2018 which clarified the following:

"My request is in relation to Civilian Staff"

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 all the information in scope of your request is held.

However, 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 five with a tilde (~). 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.

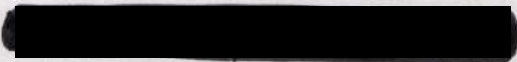
The information you have requested can be found at the attached Appendix A. Please note the data provided is based on the headcount held on the Human Resources Management System and is correct as at 28 March 2018.

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,

A solid black rectangular redaction box covering the signature of the Assistant Head Defence Business Services (Secretariat).

Assistant Head Defence Business Services (Secretariat)

APPENDIX A To FOI2018/03446

Financial Year	Reason					
		Not Disabled	Disabled	Choose Not to Declare	No Recorded Entry	Total
2015/16	Dismissal Attendance	15	10	~	20	50
	Dismissal Conduct	35	10	~	35	80
	Dismissal Ill Health	10	10	0	20	40
	Dismissal Performance	~	~	~	10	15
2015/16 Total		65	35	10	85	190
2016/17	Dismissal Attendance	15	10	~	20	45
	Dismissal Conduct	25	5	~	25	55
	Dismissal Ill Health	10	15	~	20	45
	Dismissal Performance	~	~	~	10	20
2016/17 Total		55	30	5	75	165
2017/18	Dismissal Attendance	15	15	~	10	40
	Dismissal Conduct	15	5	~	15	40
	Dismissal Ill Health	10	15	~	15	45
	Dismissal Performance	5	0	0	10	15
	Dismissal Fraud & Theft	~	0	0	~	10
2017/18 Total		50	35	5	55	145

- In line with departmental policy ~ represents a number greater than zero and less than five
- Totals and sub-totals have been rounded to the nearest 5

Results are based on a headcount of HRMS Employees who have been dismissed in the period 1 April 2015 to 28 March 2018.