



Ministry of Defence

Ministry of Defence
Main Building
Whitehall
London
SW1A 2HB
United Kingdom

Our Reference: FOI2018/02260

Email: [REDACTED]

Dear [REDACTED]

27 March 2018

Thank you for your email dated 23 February 2018 in which you have requested the following information:

I am currently doing a [REDACTED] about a [REDACTED] that worked for NAAFI and I would like to submit a FOI request along with these questions:

1. If a civilian has been deployed in Afghanistan working for NAAFI, does the employment contract and terms lie with NAAFI or MOD?
2. Do you hold records of the injuries/accidents that may happen whilst your civilians are on deployment?
3. Do you have a copy of the contract civilians receive when they are employed by NAAFI?
4. Is it NAAFI's or MOD's to ensure the safety and aftercare of civilians?
5. What aftercare should be provided by NAAFI for civilians if they are injured on deployment?
6. What steps do NAAFI take to risk assess areas of high risk (Basra) pre employment
7. What responsibility do you make to safe guard employees safety when contracted to work in high risk areas?
8. Do you have a copy of a NAAFI civilian contract in order to check the correct safe guarding and safety methods are being implemented?
9. Do you regulate NAAFI's health and safety?
10. How would a civilian have returned to the UK and had her knees blown in a Taliban attack and not received compensation or support from NAAFI?
11. Does the overall responsibility of civilian employee safety lie with NAAFI or MOD?
12. How many female civilians are injured per year under MOD?
13. How many civilians are employed and deployed through NAAFI?

I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOI Act). A review of our data holdings has been completed, and I can confirm that the MOD does hold some information within the scope of your request. This is provided in the Annex below.

Please note where the MOD does not hold information you may wish to contact NAAFI's Managing Director Mr Steve Marshall at the following address:

smarshall@naafi.co.uk

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,

(Original Signed)
Defence People Secretariat

I will answer each question in the order you have provided:

1.If a civilian has been deployed in Afghanistan working for NAAFI, does the employment contract and terms lie with NAAFI or MOD?

Civilians would be employed by NAAFI, but their costs met by MOD.

2.Do you hold records of the injuries/accidents that may happen whilst your civilians are on deployment?

Contractors working directly under the control of CJOs deployed Commanders are subject to exactly the same Op Safety incident reporting requirements as MOD Crown Servants (Military and Civil Servants). In such a case, a JFC/HOCS INF report would be submitted directly to the PJHQ Op Safety Team.

3.Do you have a copy of the contract civilians receive when they are employed by NAAFI?

The MOD does not hold this information. You may wish to contact NAAFI..

4.Is it NAAFI's or MOD's to ensure the safety and aftercare of civilians?

NAAFI ensures the safety and aftercare of civilians

5.What aftercare should be provided by NAAFI for civilians if they are injured on deployment?

The MOD does not hold this information. You may wish to contact NAAFI.

6.What steps do NAAFI take to risk assess areas of high risk (Basra) pre employment.

The MOD does not hold this information. You may wish to contact NAAFI.

7.What responsibility do you make to safe guard employees safety when contracted to work in high risk areas?

A deployed Commander retains a Duty of Care where their activities may impact upon others safety. Civil Servants visiting or deploying to operational locations are required to undertake a medical to ensure they are fit to deploy and undergo predeployment training to prepare them for working in operational environments with the military and/or close protection teams. A dedicated team based in Permanent Joint Headquarters oversee this process and advise on risk management for visit programmes and deployment arrangements within operational areas.

8.Do you have a copy of a NAAFI civilian contract in order to check the correct safe guarding and safety methods are being implemented?

The MOD does not hold this information. You may wish to contact NAAFI.

9. Do you regulate NAAFI's health and safety?

NAAFI employees are deployed as part of the military deployed welfare package (JSP 770 Part 2), so sit directly under the MOD H&S Policy and whilst deployed all employees come under MOD command and control from a TACON (Tactical Control) and ADMINCON (Administrative Control) perspective. They also sit under NAAFI's health & safety policy as they are responsible for ensuring outlets are safe for staff and customers in relation to their primary function (Coffee shop, retail store etc.) The MOD is responsible for the health and safety of employees in the whole location they deploy to, e.g. Camp Bastion (including travel to and from the location). Obviously, environments such as provided accommodation, movement around bases and transport between locations etc. would also fall under MOD responsibility. MOD also direct who can be deployed where, ie, where is 'safe' for civilians or where it may be more appropriate to deploy EFI (Expeditionary Forces Institute) uniformed personnel, which was what happened in some of the more forward locations.

10. How would a civilian have returned to the UK and had her knees blown in a Taliban attack and not received compensation or support from NAAFI?

The MOD does not hold this information. You may wish to contact NAAFI.

11. Does the overall responsibility of civilian employee safety lie with NAAFI or MOD?

Please see answer to Q9

12. How many female civilians are injured per year under MOD?

I can confirm that the Ministry of Defence holds information within the scope of Q12. This information is exempt under Section 21 of the Freedom of Information Act (FOIA), because it is reasonably accessible to you by other means. It is already in the public domain at the following link:

<https://www.gov.uk/government/collections/defence-health-and-safety-statisticsindex>

Under Section 16 (Advice and Assistance) you may wish to note Defence Statistics Health compiles Health and Safety statistics on behalf of Defence Safety Authority (DSA). An Official Statistic publication 'MOD Health and Safety Statistics Annual Report' is released each year providing the number of reported injury and ill health incidents to UK Armed Forces personnel, Ministry of Defence (MOD) civilian employees and other civilians that were recorded on the MOD's Health and Safety recording systems.

13. How many civilians are employed and deployed through NAAFI?

There are currently no NAAFI staff deployed in the PJHQ JOAs (Joint Operating Areas) that we are aware of. You may wish to contact NAAFI.