



Ministry of Defence Police

Data Protection Officer & Freedom of
Information Manager

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Our Ref: eCase: FOI2018/06931 RFI:161/18

Date: 15 June 2018

[REDACTED]
[REDACTED]
Dear [REDACTED]

FREEDOM OF INFORMATION ACT 2000. MINISTRY OF DEFENCE POLICE: WORK RELATED STRESS

I refer to your e-mail of 22 May 2018, which was acknowledged on the same date.

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:

“How many cases of ‘work related stress’ have there been in the MDP from Jan 2017 to May 2018?

How many HINF forms were submitted?

How many of the people suffering from this have been placed on formal support plans by the organisation to help them recover?

What support should the MDP give to people suffering from ‘Work related stress’?

What support has actually been given?

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

How many cases of ‘work related stress’ have there been in the MDP from Jan 2017 to May 2018?

We are unable to provide details on how many officers have declared ‘work related stress’ as we do not record this information in the format requested.

How many HINF forms were submitted?

Seven.

How many of the people suffering from this have been placed on formal support plans by the organisation to help them recover?

It is not possible to state how many people have been placed on a formal support plan. Informal action plans are between the officer and line manager only. Formal action plans (Written Improvement Notice and Final Written Improvement Notice) are not routinely shared beyond the management chain where appropriate.

What support should the MDP give to people suffering from 'Work related stress'?

MOD policy states managers are required to consider Reasonable Adjustments and/or an Occupational Health referral if the cause of absence is stress or mental health. Occupational Health will often suggest a 'Stress Assessment' is carried out to help address and clarify any issues and to work with the employee to remove them where possible.

MOD policy also states that the line manager must notify the MOD Employee Wellbeing Service Helpline under specific circumstances. In cases of 'work related stress' line managers must notify the EWS and inform the employee of the services EWS provide.

The policy can be found at the link below:-

<http://defenceintranet.diif.r.mil.uk/Organisations/Orgs/HOCS/Organisations/Orgs/DBS/PeopleServices/CivHRPeoplePortal/Pages/OccupationalHealthProcedure.aspx>

What support has actually been given?

As above.

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