



Ministry  
of Defence

Ministry of Defence  
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Ref: FOI2019/09365

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5 September 2019

Dear Thank you for your email of 8 August 2019 to the Ministry of Defence (MOD) clarifying the format of the answers you require to your email of 30 July 2019 which requested the following information:

1. *“How many sick days have civil servants in this department taken this year from Jan 1st up to 31st May 2019?”*
2. *What was the equivalent number of sick days taken in the same time period (Jan 1st - May 31) in a) 2018; b) 2017; c) 2016; d) 2015; e) 2014?”*
3. *How many sick days did civil servants in the department take in total in a) 2014; b) 2015; c) 2016; d) 2017; e) 2018?”*
4. *Have any additional measures been taken by the department, in 2019, to help civil servants deal with stress?”*
5. *How much overtime did civil servants in the department work this year from Jan 1st up to 31 May 2019?”*
6. *What is the equivalent number of overtime worked in the same time period (Jan 1st - May 31) in a) 2018; b) 2017; c) 2016; d) 2015; e) 2014?”*
7. *How much overtime did civil servants in the department work in total in a) 2014; b) 2015; c) 2016; d) 2017; e) 2018? “*

You have clarified the following:

*“Qs 5-7 in terms of cost. if this isn't possible, the number of hours would be fine”*

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 (MOD) and I can confirm that all information in scope of your request is held subject to the caveats noted. The answers to your questions are as follows:

Q1. *How many sick days have civil servants in this department taken this year from Jan 1st up to 31st May 2019?”*

Period	Calendar Days Lost	Working Days Lost
1 Jan - 31 May 19	194,460	144,830

Q2. *What was the equivalent number of sick days taken in the same time period (Jan 1st - May 31) in a) 2018; b) 2017; c) 2016; d) 2015; e) 2014?”*

Period	Calendar Days Lost*	Working Days Lost*
1 Jan - 31 May 18 1	200,850 193,940	150,120 143,880
14	219,160	162,950

Q3. How many sick days did civil servants in the department take in total in a) 2014; b) 2015; c) 2016; d) 2017; e) 2018?

Calendar Year	Calendar Days Lost*	Working Days Lost*
2018	460,720 463,850	343,290 344,900
2017	542,330	405,880
2016		
2015		
2014		

Q4. Have any additional measures been taken by the department, in 2019, to help civil servants deal with stress?

The Ministry of Defence is committed to supporting the physical and mental health and wellbeing of all its staff. A range of guidance materials is available to managers and employees to support all staff in managing stress in the workplace and specific support is also available via the Department's Employee Services, which includes a Civilian Staff Counselling Service that aims to reduce sick absence attributable to work related stress. The Department also has in place circa 1,500 Mental Health First Aiders across the Defence Estate and is currently revising a stress assessment tool to ensure it aligns more closely with HSE standards.

The department has benchmarked itself against the core and enhanced standards in the 'Thriving at Work Report'. To ensure the Department meets the standards we have recently introduced a new Supporting Attendance policy and a new 'Line Managers in Defence' training course, both of which have a strong emphasis on wellbeing and encourage high quality and honest conversations between managers and staff to enable timely and appropriate support to be provided. To date, around 80% of our Senior Civil Servants attended Wellbeing Confident Leaders workshops and we have developed a new Senior Leaders Course on Resilience and Wellbeing, which are designed to ensure a culture that prioritises health and wellbeing.

Q5. How much overtime did civil servants in the department work this year from Jan 1st up to 31 May 2019?

Period	Overtime Cost
1 Jan - 31 May 19	£22.9M

Q6. What is the equivalent number of overtime worked in the same time period (Jan 1st - May 31) in a) 2018; b) 2017; c) 2016; d) 2015; e) 2014?

Period	Overtime Cost
1 Jan - 31 May 18 1	£22.6M
14	£20.0M
	£20.2M
	£24.6M
	£24.7M

Q7. How much overtime did civil servants in the department work in total in a) 2014; b) 2015; c) 2016; d) 2017; e) 2018?

Calendar Year	Overtime Cost
2018	£53.5M
2017	£51.1M
2016	£48.4M
2015	£56.6M
2014	£60.7M

Notes/Caveats:

- Figures relate to days lost by headcount rounded to the nearest ten, with figures for both calendar and working days lost being provided.
- Sick absence figures have been taken from Human Resources Management System (HRMS) and only include individuals with a Personnel Status of 'Employee'.
- All figures presented are for MOD Main only and exclude agencies, trading funds and arm's length bodies, but include Defence Equipment & Support.

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](mailto: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

Defence Business Services (Secretariat)