



Ministry of Defence Police

Freedom of Information Manager

Room 126 Building 1070

MDP Wethersfield

Braintree CM7 4AZ

United Kingdom

Telephone: +44 (0)1371 85[REDACTED]

E-mail: MDP-FOI-DP@mod.gov.uk

Our Ref: eCase: FOI 2020/13858

RFI:350/20

Date: 20 January 2021

Dear [REDACTED]

FREEDOM OF INFORMATION ACT 2000: MINISTRY OF DEFENCE POLICE: OFFICER AND STAFF SUICIDES.

We refer to your email dated 17 December 2020 to the Ministry of Defence Police which was acknowledged on the 18 December 2020.

We are treating your email as a request for information in accordance with the Freedom of Information Act 2000 (FOIA 2000).

In your email you requested the following information:

- “1. Do you record officer and staff suicides in your force?
2. If you do, please could you provide numbers of suicides for the past 5 years (please distinguish between officers/staff and gender)
3. If you do not record suicides, is there a rationale as to why?
4. Do you track and record suicides by officers and staff who are no longer serving in your force?
5. If you do, please could you provide numbers of suicides for the past 5 years (please distinguish between officers/staff and gender)
6. If you do not record these suicides, is there a rationale as to why?
7. What suicide prevention or awareness training has been provided in each of the past 5 years? Please provide details of cost, supplier, content, delivery (virtual/in person) and number of officers and staff who attended.
8. How were these training initiatives assessed for effectiveness and/or impact?
9. Who is responsible for the wellbeing of officers and staff in your force?
10. How is their performance assessed? What metrics are used?
11. Please could you provide a copy of their most recent performance review?
12. What was the allocated wellbeing budget at the start of each of the last 5 financial years up to and including 2020/21?
13. What is your allocated wellbeing budget for 2021/22?
14. Is your annual wellbeing budget ringfenced?

15. What percentage of your total budget is allocated to the wellbeing of officers and staff?
16. How many dedicated wellbeing roles are there in your force?
17. Please provide numbers of officers and staff sickness for the past 5 years due to their physical health e.g pulled muscle.
18. Please provide numbers of officers and staff sickness for the past 5 years due to their mental health e.g depression.
19. Do you receive funding from charities for wellbeing interventions/activities?
20. If so, what wellbeing interventions have been provided wholly or in part by charities over the past 5 years?
21. How do you assess the effectiveness of wellbeing training/interventions?

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.

1. Do you record officer and staff suicides in your force?

No, but please see the response at Q3 below.

2. If you do, please could you provide numbers of suicides for the past 5 years

No information held.

3. If you do not record suicides, is there a rationale as to why?

Suicides are not recorded on the Ministry of Defence's Human Resources Management System. Deaths as a result of suicide are recorded under a 'Death in Service' category, which is not broken down further so specific causes of death are not recorded.

4. Do you track and record suicides by officers and staff who are no longer serving in your force?

No. However, on occasion the Force is advised of former officers' deaths by family or friends in order to advise their former colleagues of funeral arrangements.

5. If you do, please could you provide numbers of suicides for the past 5 years (please distinguish between officers/staff and gender)

No information held.

6. If you do not record these suicides, is there a rationale as to why?

No information held.

7. What suicide prevention or awareness training has been provided in each of the past 5 years? Please provide details of cost, supplier, content, delivery (virtual/in person) and number of officers and staff who attended.

The MDP takes the welfare of its staff very seriously and takes an holistic approach to wellbeing and welfare that includes access to the MOD's Employee Assistance Programme that is supported by the MOD Occupational Health Service. This provides free professional counselling and advice on a wide range of matters that

might affect an individual's wellbeing, and professional advice on health and wellbeing to managers. Additionally, mental health first aid training is being rolled out to managers across the Force.

8. How were these training initiatives assessed for effectiveness and/or impact?

No information held.

9. Who is responsible for the wellbeing of officers and staff in your force?

The wellbeing and welfare of staff is a responsibility for all line managers who are supported and assisted by Occupational Health services that are provided by Defence Business Services in the Ministry of Defence. The Head of MDP Corporate Services provides a Force Welfare Officer to assist line managers'.

10. How is their performance assessed? What metrics are used?

The performance of Police managers is measured by the MDP performance appraisal review process. Non-uniform civilian staff are measured by the MOD performance management process.

11. Please could you provide a copy of their most recent performance review?

This information is exempt from release. Section 40(2) Personal Information of the FOI Act precludes the release of third party personal data. Section 40 is an absolute exemption and there is no need to consider the public interest.

12. What was the allocated wellbeing budget at the start of each of the last 5 financial years up to and including 2020/21?

No information held.

13. What is your allocated wellbeing budget for 2021/22?

See above answer to Q12.

14. Is your annual wellbeing budget ringfenced?

See above answer to Q12.

15. What percentage of your total budget is allocated to the wellbeing of officers and staff?

See above answer to Q12.

16. How many dedicated wellbeing roles are there in your force?

There is one dedicated wellbeing post. However, there are a number of other roles within the Force that include wellbeing within their overall responsibilities (e.g. Welfare and Occupational Health). The MDP is part of the MOD and as such it is supported by other dedicated welfare services in the wider Ministry of Defence.

17. Please provide numbers of officers and staff sickness for the past 5 years due to their physical health e.g pulled muscle.

Calendar Year	Policing Grades		Civilian Staff	
	Number of Individuals	Working Days	Number of Individuals	Working Days
2016	1,699	22,986	156	1,849
2017	1,735	22,014	139	1,972
2018	1,688	22,646	133	1,444
2019	1,699	20,033	152	1,847
2020	1,422	19,358	111	1,509

Notes: The totals provided above are for number of individuals based on headcount. Periods covered are from 1 January to 31 December of each year. Working days are based on the usual basic methodology of an assumed five day, Monday to Friday, working week regardless of actual days worked for shift workers. The absence types included above are for all other absences not including the category anxiety, depression and stress.

18. Please provide numbers of officers and staff sickness for the past 5 years due to their mental health e.g depression.

Calendar Year	Police Officers		Civilian staff	
	Number of Individuals	Working Days	Number of Individuals	Working Days
2016	85	5,340	15	566
2017	117	6,080	21	761
2018	154	7,268	22	891
2019	128	6,749	22	546
2020	106	5,918	9	107

Note: The absence type captured in the table above relates to: Anxiety, depression, stress.

19. Do you receive funding from charities for wellbeing interventions/activities?

No.

20. If so, what wellbeing interventions have been provided wholly or in part by charities over the past 5 years?

No information held.

21. How do you assess the effectiveness of wellbeing training/interventions?

No information held.

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 Secretariat and Freedom of Information Office