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Ref: FOI2021/01886

████████████████████████

17 March 2021

Dear ██████████████

Thank you for your email of 18 February 2021 requesting the following information:

> "The number of service personnel who have changed roles/jobs/assignments on return from maternity leave / shared parental leave (ShPL) after having a baby?
>
> The number of service personnel who have returned to their previous role/job/assignments on return from maternity leave / ShPL after having a baby?
>
> Can this please be broken down into each service (Army, Royal Air Force, Royal Navy and Royal Marines Commandos), by gender and if possible whether the leave was ordinary maternity leave / additional maternity leave / unpaid maternity leave / ShPL / unpaid ShPL?
>
> The roles and assignments can be determined by the position number and unit name.
>
> If possible, can you also please tell me how the data was obtained, for reference purposes?
>
> Can this data be collated from 1 Apr 2006 (when JPA was introduced to the RAF) (I'm aware that ShPL was introduced in 2015)? And may this data be sent back to me via email, to this email address?"

I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA). A search for the information requested has now been completed within the Ministry of Defence (MOD), and I can confirm that all the information in scope of your request is held and is provided in Annex A.

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact us in the first instance at the address above. If informal resolution is not possible and you are still dissatisfied then you may apply for 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 must be made within

40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint 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. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website, http://www.ico.org.uk.

Yours sincerely,

Defence People Secretariat

Annex A

The number of service personnel who have changed roles/jobs/assignments from 01 Apr 2006 on return from maternity leave / shared parental leave (ShPL) after having a baby?

The number of service personnel who have returned to their previous role/job/assignments from 01 Apr 2006 on return from maternity leave / ShPL after having a baby?

Can this please be broken down into each service (Army, Royal Air Force, Royal Navy and Royal Marines Commandos), by gender and if possible whether the leave was ordinary maternity leave / additional maternity leave / unpaid maternity leave / ShPL / unpaid ShPL?

If possible, can you also please tell me how the data was obtained, for reference purposes?

This information was extracted from the Joint Personnel Administration MI System on 10 Mar 21.

Absence Type	Return from Absence	Female				Male				Total
		ARMY	RAF	RM	RN	ARMY	RAF	RM	RN	
Additional Maternity	Changed position on retur	780	30	10	80					**900**
	Did not return to service	10	~		~					**10**
	Not known	160	110		20					**290**
	Returned to previous pos	600	650	10	280	~	~			**1530**
Additional Shared Parental	Changed position on retur	~			~	20	~		~	**30**
	Not known	~	~			10	~		~	**20**
	Returned to previous pos	~	10		~	20	20	~	10	**70**
Ordinary Maternity	Changed position on retur	2090	60	10	380					**2540**
	Did not return to service	290	120	~	110					**520**
	Not known	840	610	~	130					**1590**
	Returned to previous pos	2850	2810	30	1560					**7240**
Shared Parental	Changed position on retur	10	~		~	160	10	~	40	**220**
	Not known	~	10		~	40	50		10	**110**
	Returned to previous pos	10	20		10	150	420	20	150	**790**
Grand Total		**5080**	**3280**	**40**	**1920**	**350**	**470**	**20**	**200**	**11360**

Figures are rounded to the nearest 10, numbers ending in 5 have been rounded to the nearest multiple of 20 to avoid systematic bias. Totals have been rounded independently and may not equal the sum of their rounded parts. ~ represents 5 or less.

Caveats:

• Since 1 Apr 2006 personnel have had multiple periods of absence and may be counted against multiple 'Return from absence statuses'. The grand total column reflects the distinct count of Personnel across the period and therefore is lower than the sum of its individual parts.

• Absence Types of 'Addl Shared Parental Adoption' and 'Addl Shared Parental Birth' have been grouped as Additional Shared Parental.

• Absence Types of 'Shared Parental Adoption Leave' and 'Shared Parental Birth Leave' have been grouped as Shared Parental.

• Where Absence Status is 'Not Known' the automated query did not return sufficient information. Further investigation is required but would exceed the FOI cost threshold.

This data has been extracted from JPA OBIEE and the report is filtered for the following criteria;

> Assignment Status NOT IN (Terminate Assignment; Terminate Process Assignment)
> Primary Assignment = Yes
> Assignment - Delete Flag = No
> Employee Delete Flag = No
> Service IN (ARMY; RAF; RM; RN)
> Absence Start Date >= 01/04/2006
> Absence End Date <= CURRENT_DATE
> Absence Types IN (Additional Maternity Leave; Addl Shared Parental Adoption; Addl Shared Parental Birth; Deferred Shared Parental Adopt; Deferred Shared Parental Birth; Ordinary Maternity Leave; Shared Parental Adoption Leave; Shared Parental Birth Leave)

Employee, Assignment and Position details were extracted at 3 situation markers;

> 1) @ Absence Start Date
> 2) @ Absence End Date
> 3) @ Post Absence

The analysis rules applied to determine status on return from absence period are as follows;

> • WHERE Actual Termination Date BETWEEN Absence Start and End Dates THEN 'Did not return to service'
> • WHERE Post Absence Position Unique Number = Absence start / End Position Unique Number THEN 'Returned to previous position'
> • WHERE Post Absence Position Unique Number <> Absence start / End Position Unique Number THEN 'Changed position on return'
> • WHERE the automated query did not return sufficient historical data THEN 'Not known'

Please note:
Request suggested 'The roles and assignments can be determined by the position number and unit name' as the Organisation Name on JPA rarely changes and where this was the case the Position always changed this approach added no value. Therefore, all analyses based on Position detail.