



Ministry
of Defence

Defence Business Services
Secretariat Team
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Ref: FOI2021/07568

E-mail: DBSRES-Secretariat@mod.gov.uk

August 2021

Dear [REDACTED]

Thank you for your email of 13 July 2021 requesting the following information:

“My request is for the number of cases raised against Civilian Staff since 2017 to present. The date the misconduct was raised. A brief description of the type of misconduct and the level of misconduct. The date and outcome of the Decision meeting. The outcome and date of the Appeal hearing if there was one”

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 of the information in scope of your request is held. However, I have to advise you that we will not be able to answer your request without exceeding the appropriate limit. This is because to locate, retrieve and extract information in scope of your request, would involve scrutiny of more than 10,000 records of disciplinary action. Due to the level of information requested, the time take to interrogate such a large number of records would far exceed the cost limit.

Section 12 of the Act makes provision for public authorities to refuse requests for information where the cost of dealing with them would exceed the appropriate limit, which for central government is set at £600. This represents the estimated cost of one person spending 3.5 working days in determining whether the department holds the information, and locating, retrieving, and extracting it.

Under Section 16 (Advice and Assistance) the Department has considered how refining your request would allow information to be provided. Unfortunately, even if we were to limit your request to just one financial year it would still breach the cost limit. However, the department may be able to provide some information in scope of your request if you were to refine your request by reducing your request to the number of each type of case, as listed on the Human Resources Management System (HRMS) for each year. Although it is not guaranteed that your refined request may fall within the cost limit, we would be happy to look at it again.

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,

Defence Business Services Secretariat Team

