



Ministry of Defence Police

Freedom of Information Manager

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Our Ref: eCase: FOI 2021/12973

RFI: 309/21

Date: 20 December 2021

Dear [REDACTED]

FREEDOM OF INFORMATION ACT 2000: MINISTRY OF DEFENCE POLICE: PERFORMANCE REPORTING.

We refer to your email dated 22 October 2021 to the Ministry of Defence Police which was acknowledged on 27 October 2021.

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:

We are seeking information in relation to HR reporting and KPIs as a means of benchmarking what other forces across the nation report on in terms of HR/People data.

We require the following information if possible:

What do you report on every month concerning HR? For instance sickness, performance, vacancies etc.

Do you have targets for each of these reports that you aim to be around, such as an aim to have 5.3% sickness or less, or an 80% job competency rate?

Do you have a KPI dashboard to summarise the current state of affairs for each month/week etc? If so would it be possible for yourselves to send a screenshot of said KPI dashboard?

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

What do you report on every month concerning HR? For instance sickness, performance, vacancies etc.

Data is collated and produced via a Performance Pack on a quarterly basis. This typically includes:

- Sickness rates
- Temporary non capable officers and Tailored Reasonable Adjustments
- Recruitment and targets
- Retention
- Diversity Statistics
- Force complement levels

Do you have targets for each of these reports that you aim to be around, such as an aim to have 5.3% sickness or less, or an 80% job competency rate?

Current targets are for:

- Recruitment numbers and diversity
- Annual completion of performance reports
- Capability

Do you have a KPI dashboard to summarise the current state of affairs for each month/week etc? If so would it be possible for yourselves to send a screenshot of said KPI dashboard?

The Ministry of Defence Police use quarterly reporting against a wide range of key priorities.

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