



Defence Business Services

Secretariat
Room 6303
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Ref: FOI2022/04287

DBSRES-Secretariat@mod.gov.uk

22 April 2022

Dear [REDACTED]

Thank you for your email of 7 March 2022 to the Ministry of Defence (MOD), requesting the following information:

“Over the past three years, in the department:

- 1. How many staff complaints about disability discrimination have been recorded?*
- 2. How many staff complaints about disability discrimination resulted in an investigation?*
- 3. How many investigations into disability discrimination resulted in disciplinary action?*
- 4. How many, if any, people were fired after being found to have discriminated against other members of staff based on disability?*
- 5. How many staff complaints about disability discrimination were referred to the police?*
- 6. How many staff members or former staff members received compensation as a result of experiencing disability-based discrimination.”*

On 30 March 2022 you provided the following clarification:

“I’m asking about civilian personnel.”

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 MOD and I can confirm that some information in scope of your request is held. However, I must advise you that we would not be able to answer your request without exceeding the appropriate cost limit.

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

Unfortunately, grievance categories recorded in the Human Resource Management System (HRMS) are not specific enough to answer your request. To answer your request would require a manual search through each recorded case in order to determine which were relevant to the questions you are asking. To carry out such a task would involve a manual check of circa 650 HRMS records. At a conservative estimate of 20 minutes per file, this would equate to 216

hours. At the rate of £25 per hour, this is equal to approximately £5,400 worth of effort, exceeding the appropriate cost limit.

Under Section 16 of the FOIA (Advice and Assistance) the department may be able to provide some information in scope of your request if you were to refine your request by limiting the time period of data you are asking for and reducing the number of questions which in turn would reduce the number of cases to be examined. 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

A black rectangular redaction box covering the signature of the Defence Business Services Secretariat.

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