

Ref: FOI2022/08732

DBSRES-Secretariat@mod.gov.uk

1 September 2022

Dear [REDACTED]

Thank you for your emails of 28 June 2022 and 20 July 2022 to the Ministry of Defence (MOD) requesting the following information:

On 28 June 2022 you asked:

"These are a series of FOI requests about, since the start of 2020, how many B1 posts in the MOD have been filled by open recruitment through Civil Service Jobs.

- a. How many were filled by staff already at B1 level and how many by staff on promotion?*
- b. How many were filled by staff already in MOD and how many by staff from other Departments?*
- c. How many of the successful candidates already at B1 level were also already members of the recruiting organisation?*
- d. Of those promoted what proportion were already members of the recruiting organisation?*
- e. What action does the MOD take to ensure that staff at B1 level have realistic prospects of being recruited to B1 level posts?*
- f. How many staff at B1 level are currently surplus to requirement?*
- g. Of these how many hold priority posting status?*
- h. How many are classified as disabled?*
- i. What consideration has the MOD given to this issue and to ensure that it does not promote staff or bring them in from other Departments when there are surplus staff within the MOD?"*

On 20 July you clarified as follows:

"You asked for more information about my request, and you asked for clarification on whether I am seeking information regarding internal recruitment, external recruitment, or both? Additionally, in part f, can I clarify what I mean by "surplus" and whether I am seeking information in relation to staff at actual risk of redundancy, potential staff at risk of redundancy

or both? Finally, you have asked whether the information sought in part h, relates to part g and part f, of your request”.

I am seeing information in what I would call internal recruitment by which I mean internally to the MOD AND across Whitehall but not externally to the Civil Service so that anyone who is appointed will already be a Civil Servant either in the MOD or other Government Departments.

By surplus I mean B1 staff who are in temporary appointment rather than a permanent, established and funded post.

Yes, the information sought in part h relates to part g and f. I know there is at least one member of staff at B1 level who is not in a permanent post following deployment on operations, he has priority posting status and applies for posts under the GIS. I want to know if he is unique or whether this is commonplace”.

I am treating your request as a request under the Freedom of Information Act (FOIA) 2000. I can confirm that some information in scope of your request is held. I wish to apologise that completion of your request has taken over the prescribed time limit for FOIs. This was due to the requirement to interrogate multiple systems in order to compile the data set. Please see further information under Section 16 of the Act below.

To answer **part a**, figures for successful transfers to B1 (Grade 6) for **internal MOD applicants only** during the period 1 January 2020 to 31 July 2022 are as follows:

Reason	Total
Already at B1 (Grade 6) Level	33
Promotion to B1 (Grade 6) Level	200
Grand Total	233

To answer **part b**, posts can be filled by internal MOD employees, applicants from Other Government Departments (OGD) and external applicants who are not in MOD or an OGD. Breakdown of these figures across the same period are as follows;

Reason	Total
Loan/Permanent Transfer From OGD	96
New Entrants/Re-Employment	56
Internal MOD Applicants	233
Grand Total	385

The 233 figure for internal MOD applicants is the combination of those successful on promotion or level transfer from the answer to the first question.

For **parts c and d**, I have considered the recruiting organisation to be the Top Level Budget, as that is the furthest it could be broken down as follows;

B1 (Grade 6) Member of Recruiting Organisation	Total
Already in Recruiting Organisation	20
Not in Recruiting Organisation	13
Grand Total	33

To answer **part e**, I can confirm that the recruitment process for B1/ B2 recruitment is the same as all other grades below SCS level, recruitment must be completed through fair and open competition and the successful candidate chosen based on merit. The Recruiting Manager will decide which elements of success profiles they would like to use as part of the recruitment process and this will determine what selection tests they use (if any) and how the candidates will be assessed. All recruitment must comply with the Civil Service Recruitment Framework, and all candidates have an equal chance of being successful in the recruitment campaign. If candidates indicate they have reasonable adjustments, then action must be taken to ensure the necessary adjustments are in place before the start of the selection process.

To answer **part f**, a total of 36 post incumbents with a substantive grade of B1 or Grade 6 in a HRMS position that had a status of 'Funded at Risk' (there were none with a status of 'Funding Removed') or a post in MyHR with the Budgeted Position Field set to 'No' during the period 1 January 2020 to 31 July 2022.

To answer **parts g and h** none of the 36 personnel held Priority Posting status. Disability records are a self-service tool as part of My HR that each employee can complete. If a disability has been recorded this is represented as 'Disability Recorded', if there has been a positive self-declaration of no disability the status is 'No Disability' and if the self-service tool has not been used the status is 'Not Recorded'. I can confirm that fewer than five of the 36 personnel declared a disability on My HR. The actual figure has been withheld in line with both standard statistical procedure and in order to protect personal information governed by Data Protection legislation, by applying Section 40(2) of the FOI Act. Section 40 is an absolute exemption and there is therefore no requirement to consider the public interest in making a decision to withhold the information.

To answer **part i**, Section 1 of the Freedom of Information Act gives an applicant the right to access recorded information held by public authorities at the time the request is made and does not require public authorities to answer questions, provide explanations or give opinions, unless this is recorded information held. I can confirm that the Ministry of Defence holds no recorded information that would provide an answer to the question you have asked in your request. You may find it useful to know that The Information Commissioners Office publishes guidance on how to make requests for information under the Freedom of Information Act at the attached link which you may find helpful in any follow up requests for information

<https://ico.org.uk/for-the-public/official-information>

I can advise under Section 16 of the FOIA that there were complications in compiling these figures arising from the information having to come from CS Jobs, HRMS and MyHR. The data presented represents the most accurate figures available within the disproportionate cost limits, but there may be inaccuracies that result from data quality issues with information held.

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 sender.

Defence Business Services Secretariat