



Ministry of Defence

Defence Business Services
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Ref: FOI2023/04083

DBSRES-Secretariat@mod.gov.uk

25 April 2023

Dear [REDACTED]

Thank you for your email of 24 March 2023 clarifying your Freedom of Information request of 27 February 2023. You have requested the following information:

"Please can you provide information on members of civilian staff who work at the MOD and members of the armed forces who have the following medical conditions:

- *Autism*
- *ADHD*
- *Dyspraxia*
- *Dyslexia*

Can you please also include members of the Ministry of Defence Police."

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.

Information on conditions of MOD civilian staff, which includes Ministry of Defence Police, is not held on MyHR, the MOD Human Resources system. However, the data for Military personnel is held and can be found below:

As at 1 February 2023:

- **433** currently serving UK armed forces personnel had at least one Read code for Autism entered into their electronic medical record.
- **1,674** currently serving UK armed forces personnel had at least one Read code for ADHD entered into their electronic medical record.
- **632** currently serving UK armed forces personnel had at least one Read code for Dyslexia entered into their electronic medical record.
- **206** currently serving UK armed forces personnel had at least one Read code for Dyspraxia entered into their electronic medical record.

Under Section 16 of the FOI (Help and Assistance) you may find it useful to note:

The figures provided in this response are for all UK armed forces trained and untrained, regular and reservist personnel in service as at 1 February 2022. This does not include entitled or non-entitled civilians, foreign service or non-UK military.

Please note that the majority of reservist personnel receive their primary medical care from the NHS. Any personnel who were only seen by the NHS regarding these conditions and have not informed the MOD were not included in the figures presented for the number of personnel with a Read code entered into their military medical record.

Information was derived from the Defence Medical Information Capability Programme (DMICP). DMICP has a centralised data warehouse of Read coded information. It is the source of electronic, integrated healthcare records for primary healthcare and some MOD specialist care providers from which searches can be run.

The following Read Codes were used to identify Autism:

Read code	Description
E140-2	Autism
Eu840-1	[X]Autistic disorder
Eu841	[X]Atypical autism
Eu845	[X]Asperger's syndrome
Eu84z-1	[X]Autistic spectrum disorder

The following Read Codes were used to identify ADHD:

Read code	Description
6A61	Attention deficit hyperactivity disorder annual review
8BPT	Drug therapy ADHD (attention deficit hyperactivity disorder)
8BPT0	Stimulant drug therapy for ADHD
8BPT1	Non-stimulant drug therapy for ADHD
9Ngp	On drug ther ADHD (attention deficit hyperactivity disorder)
9Ngp0	On stim drug ther ADHD (attention def hyperactivity disorder)
9Ngp1	On non-stimulant drug therapy for ADHD
9OI8	ADHD monitoring invitation first letter
9OI9	ADHD monitoring invitation second letter
9OIA	ADHD monitoring invitation third letter
E2E00	Attention deficit without hyperactivity
E2E01	Attention deficit with hyperactivity
Eu900	[X]Disturbance of activity and attention
Eu900-1	[X]Attention deficit hyperactivity disorder
Eu902	[X]Deficits in attention, motor control and perception
Eu9y7	[X]Attention deficit disorder
EMISNQAT45	Attention deficit hyperactivity disorder review

The following Read Codes were used to identify Dyslexia:

Read code	Description
R0463	Dyslexia
EU810-2	Developmental dyslexia
2B55	O/E dyslexia

The following Read Codes were used to identify Dyspraxia:

Read code	Description
E2F4	Coordination disorder (dyspraxia)
E2F4-2	Dyspraxia syndrome
2B53-1	O/E dyspraxia
EU82-3	Developmental dyspraxia
R0469-1	Oral dyspraxia
F4835-2	Oculomotor dyspraxia

Only information that is Read coded is available for electronic searches. To identify text or scanned information would require an individual review of each patient record. DMICP is a live data source and is subject to change. Date of extract: 7 March 2023.

Joint Personnel Administration (JPA) is the most accurate source of demographic information for UK Armed Forces personnel and was used to gather information on when an individual was serving.

With regard to civilian personnel, as previously advised in the letter of 24 March 2023, MyHR only records disabilities broken down to the following categories:

- Hearing
- Learning or concentrating or remembering
- Mental Health
- Mobility
- Other barriers
- Social or behavioural issues
- Stamina or breathing difficulty
- Vision

Under Section 16 of the FOI Act (Help and Assistance) you may wish to know that it is not mandatory for civilian staff to disclose any neurodiverse conditions if they do not wish to do so. However, if they would like to access additional help, a Workplace Adjustment Passport, designed to capture all requirements for workplace adjustments, both physical and non-physical can be requested. The Workplace Adjustment Passport is being adopted across all government departments with the aim of making it easier for people with disabilities to move between departments. Completion of the passport is voluntary; therefore, the employee retains full ownership and complete control over the content.

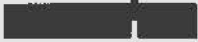
If you have any queries regarding the content of this letter, please contact this office in the first instance.

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