



Ministry of Defence Police

Freedom of Information Manager
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E-mail: MDP-FOI-DP@mod.gov.uk

Our Ref: eCase: FOI 2023/04819

RFI: 114/23

Date: 16th May 2023

Dear [REDACTED]

FREEDOM OF INFORMATION ACT 2000: MINISTRY OF DEFENCE POLICE: FITNESS, MEDICAL AND CONDUCT POLICY.

We refer to your email dated 14th April 2023 to the Ministry of Defence which was acknowledged on the 17th April 2023 by The Ministry of Defence Police.

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:

- 1. What ranks are affected by the Ministry of Defence Police (Conduct, Performance and Appeals Tribunal) Regulations 2020?**
- 2. What Fitness Test Policy is applicable to MDP officers and what ranks does it apply to?**
- 3. What Annual medical policy is applicable to MDP officers and what ranks does it apply to?**
- 4. What is the current number of Chief Superintendents in Force?**
- 5. What is the current number of Superintendents in Force?**
- 6. What is the current number of Chief Inspectors in Force?**
- 7. What is the current number of Inspectors in Force?**
- 8. What is the current number of Sergeants in Force?**
- 9. What is the current number of Constables in Force?**

10. Within each rank group how many officers are in a post or role which has been officially designated as Tailored and Reasonably adjusted?

11. Within each of those rank groups how many officers are role exempt from undertaking either an annual fitness test or annual medical?

12. Within each rank group how many officers have not completed (within the framework of policy) either an annual medical or annual fitness test?

13. Within each rank group how many officers are being managed within the framework of the above formal regulations due to their failure to have completed either an annual fitness test or annual medical?

14. Within each rank group how many officers are being managed within the framework of the above formal regulations due to their failure to meet the standards of either an annual fitness test, annual medical?

A search for information has now been completed I can confirm that the Ministry of Defence Police do hold information in scope of your request. However I must advise you that some information in scope of your request falls entirely within the scope of the exemption provided for at Sections 40 (Personal Data) of the FOIA. Section 40(2) has been applied to the information in order to protect personal information as governed by the Data Protection Act 2018. Section 40(2) requires the Department to conduct a balancing exercise, this exercise involves balancing the rights and interests of individuals against the legitimate interests in disclosure, this is not the same as carrying out the public interest test associated with certain exemptions in FOIA. The balancing exercise is carried out in order to decide whether the absolute exemption in section 40(2) is engaged. In particular, there is no assumption of disclosure in the legitimate interests test, as there is with qualified exemptions. The outcome of the balancing exercise is to withhold the information requested.

1. What ranks are affected by the Ministry of Defence Police (Conduct, Performance and Appeals Tribunal) Regulations 2020?

The Regulations 2020, apply up to and including Chief Superintendent.

2. What Fitness Test Policy is applicable to MDP officers and what ranks does it apply to?

The fitness test policy applicable to all ranks within the MDP is:

Internal: In force, Job Related Fitness Test (JRFT) Standard Operating Procedure (SOP) which provides the standard operating procedures for administering the JRFT including the complete process for the various test protocols (Multi Stage Fitness Test (MSFT) and the alternative walking test being the Chester Treadmill Test (CTT) used within the MDP.

External: The MDP JRFT SOP links directly to the NPCC JRFT protocols provided by the College of Policing which can be found on their website.

The current MSFT test methodology was developed by Dr John BREWER as a result of the physical activity and energy expenditure resulting from the PST Course curriculum that was commissioned by the then ACPO College of Policing now NPCC.

The JRFT is applicable for all ranks within the MDP unless a Tailored Reasonable Adjustment (TRA) has been put in place for an individual which will be regularly reviewed.

3. What Annual medical policy is applicable to MDP officers and what ranks does it apply to?

The current fitness to work medicals are in line with NPCC guidelines and applies to all of those roles classified as operational AFO irrespective of rank, in addition any role that has been deemed to have an essential fitness requirement may be required to undertake fitness testing. All those non AFO roles will be offered medicals as for those roles it is voluntary.

4. What is the current number of Chief Superintendents in Force?

3

5. What is the current number of Superintendents in Force?

11

6. What is the current number of Chief Inspectors in Force?

31

7. What is the current number of Inspectors in Force?

66

8. What is the current number of Sergeants in Force?

310

9. What is the current number of Constables in Force?

2198

10. Within each rank group how many officers are in a post or role which has been officially designated as Tailored and Reasonably adjusted?

Tailored Adjustments

Inspector	~ 5
PC	31
PS	8

Temporary Adjustments

Inspector	~ 5
PC	16

11. Within each of those rank groups how many officers are role exempt from undertaking either an annual fitness test or annual medical?

34 Officers are exempt from fitness testing. All police officers must undertake a fitness test unless they have a Tailored Adjustment otherwise.

12. Within each rank group how many officers have not completed (within the framework of policy) either an annual medical or annual fitness test?

It is only a mandatory requirement for AFO's to attend and pass an annual medical, please see numbers below of AFO's who are out of date or failed their annual medical:

PC – 18

PS – ~ 5

13. Within each rank group how many officers are being managed within the framework of the above formal regulations due to their failure to have completed either an annual fitness test or annual medical?

This information is withheld under Section 40 (2) as explained above.

14. Within each rank group how many officers are being managed within the framework of the above formal regulations due to their failure to meet the standards of either an annual fitness test, annual medical?

This information is withheld under Section 40 (2) as explained above.

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

