



Ministry of Defence

Defence Business Services
Secretariat
Room 6229
Tomlinson House
Norcross
Thornton-Cleveleys
Lancashire FY5 3WP

DBSRES-Secretariat@mod.gov.uk

Ref: FOI2023/12083

██████████
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3 November 2023

Dear ██████████

Thank you for your email of 9 October 2023 to the Ministry of Defence (MOD) requesting the following information:

“From 1st January 2020 to the current day, please provide information regarding all personnel from external, private sector organisations that have been seconded to work at your department, including:

The name of the organisation the secondee came from

The date and duration of the secondment at the department

A short description of each individual's role at the department

Amount paid in respect of the secondment by the department to the seconded worker's employer

If you are not able to provide all of the information listed above, please provide the information you are able to provide.”

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 Ministry of Defence (MOD), and I can confirm that some of the information in scope of your request is held.

Personnel from external organisations who have been seconded during the period from 1 January 2020 to 30 September 2023 can be found on the table below:

Job Family/Title	Total
Analysis	1
Business Management & Improvement	2
Civilian Management	1
Commercial	5
Corporate Support	1
DE&S Engineering	15
DE&S Integrated Logistics	1
DE&S Project Delivery	1
DE&S Project Management	12
Engineering	4
Engineering and Science	6
Finance	1
Human Resources	1
Information & Digital, Data and Technology	6
Logistics	2
Operational Delivery	20
Policy	8
Portfolio, Programme and Project Management	22
Project Delivery	14
Science	12
Security (Police)	1
Training and Education	1
Total	137

Organisation or body seconded from:

Loan/Secondment Department	Total
AWE	1
Babcock	3
BAE Systems	18
MBDA	7
QinetiQ	14
Rolls Royce	2
Serco Defence Science + Technology	1
Not Recorded	91
Total	137

Group directorate or branch:

Department	Total
Air	41
Army	4
Navy	27
Defence Equipment and Support	17
Defence Infrastructure Organisation	1
Defence Nuclear Organisation	15
Head Office and Corporate Services	22
Land	1
Strategic Command	9
Total	137

Under Section 16 (Advice and Assistance), I can advise that during the period requested, the MOD has operated two Human Resources (HR) systems, the Human Resources Management System (HRMS) until end of January 2022 and MyHR from February 2022. Details are therefore based on a combination of results from both systems and include all individuals who worked for MOD at any point during the period, regardless of whether they joined before 1 January 2020 or have since terminated.

The Job Family grouping has been subject to review during the period covered by the FOI. Once on the transition from HRMS to MyHR in February 2022 and again in the summer of 2022. Where individuals terminated prior to MyHR release, the final HRMS value has been provided, while the latest MyHR category has been supplied for those who terminated after their record had migrated on to the new application.

Furthermore, the recording of the originating private company was not mandated in HRMS, and is not an option in MyHR.

As results have been taken from HRMS and MyHR, they only include departments that are managed on one of these platforms, this excludes RFA, Agencies and Arm's Length Bodies.

Although employment start dates are available for all secondees, projected end dates of employment are not always populated, so details for limited records could only be provided. This data would also be covered by the Data Protection Act 2018, Section 40(2) of the FOI Act.

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)