



Ministry of Defence

Defence Business Services
Secretariat
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Ref: FOI2024/06119

DBSRES-Secretariat@mod.gov.uk

21 May 2024

Dear [REDACTED]

Thank you for your email of 16 April 2024 to the Ministry of Defence (MOD), requesting the following information:

- (1) *"The number of MOD employees who were dismissed for inefficiency (as per section 11.4 of the Civil Service Management Code).*
- (2) *The number of those dismissals that resulted in compensation of more than £30,000 being paid.*
- (3) *The number of cases where compensation of more than £30,000 was paid split by (a) the number where MOD deducted tax from the compensation payment and (b) the number where MOD did not deduct tax from the compensation payment."*

I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA). I am sorry for the delay in replying.

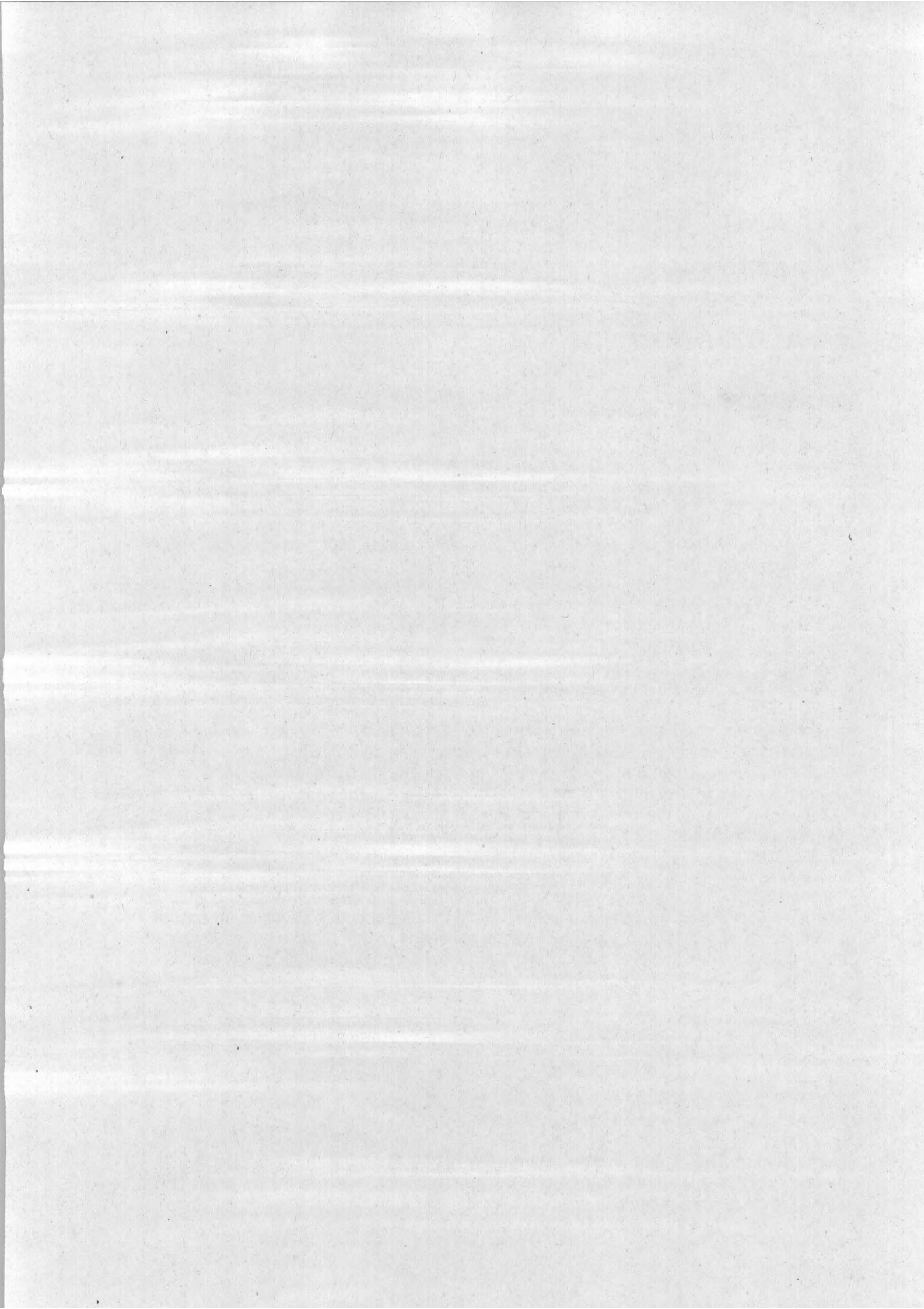
A search for the information has now been completed within the MOD and I can confirm that all information in scope of your request is held. However, I must advise you that we will not be able to answer your request without exceeding the appropriate limit. This is because to extract information, for questions two and three, would involve a manual check on each of the pay files to ascertain if compensation was paid and at what amount. This would take an estimated 10 minutes per file, requiring approximately 6.5 staff days of effort (48.5 hours @ £25 per hour = £1,212.50).

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

Under Section 16 of the FOIA, the department has an obligation to offer as much advice and assistance as is reasonably practicable. I can, therefore, confirm that in answer to your first question:

- (1) *"The number of MOD employees who were dismissed for inefficiency (as per section 11.4 of the Civil Service Management Code).*

From 1 April 2021 to 31 March 2024, there were **291** MOD employees dismissed for inefficiency. However, due to the specific nature of questions two and three, we are unable to offer any further refinement to bring your request under the cost limit.



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

DBS Secretariat

Defence Business Services Secretariat

