



Ministry of Defence

Analysis Civilian
Ministry Of Defence
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Ref: FOI2024/23613

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[Redacted]

08 January 2025

[Redacted]

Thank you for your email on 3 December 2024 requesting the following information:

“Please include the following information for 2022/23, 2023/24:

- Total number of days lost due to sick leave within the department
- Total number of days lost to Mental Health issues within the department
- Total number of civil servants who required sickness absence on mental health grounds
- By Mental Health issues, we mean any civil servant who required sickness absence due to anxiety, stress, depression, or any other mental health-related reason.”

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 and I can confirm that all of the information in scope of your request is held.

The table below gives the number of days lost to Mental Health and number of workforce who had a sickness absence recorded as Mental Health.

Sickness Absence due to Mental Health

	1 April 2022 - 31 March 2023	1 April 2023 - 31 March 2024
Total number of days lost due to sick leave within the department	354,077	369,644
Total number of days lost to Mental Health issues within the department	87,643	104,399
Total number of civil servants who required sickness absence on mental health grounds	3,195	3,770

It should be noted that a person can have multiple episodes of Mental health sickness absence.

Under Section 16 Advice and Assistance, it may be helpful to note the following:

All data refers to Ministry of Defence (MOD) Civil Service personnel. Data includes MOD Main personnel and Executive Agencies (including DE&S, DECA, DSTL, SDA, UKHO). It excludes the Royal Fleet Auxiliary and Locally Engaged Civilians for whom no data is available.

Civil Service personnel data includes both Non- Industrial and Industrial personnel employed during the time periods stated. The time period is for a standard rolling 12 months so there is no seasonal bias.

The number of sickness days lost is for Full Time Equivalent (FTE) working days using approved Cabinet Office methodology where weekends, leave periods and Bank holidays are excluded from the calculation.

An example of FTE working days lost would be a part time employee (working 50% of full time hours) is sick for 7 calendar days, consequently this is 5 working days and then 2.5 FTE working days.

If you have any queries regarding the content of this letter, please contact this office in the first instance: Analysis-Civilian-Enquiries@mod.gov.uk.

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,

Analysis Civilian