



Ministry of Defence

Defence Business Services
Secretariat
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Ref: FOI2024/23651

Email: DBSRES-Secretariat@mod.gov.uk

[Redacted]

18 December 2024

Dear [Redacted]

Thank you for your email of 3 December 2024 to the Ministry of Defence (MOD) requesting the following information:

"In the Statistical bulletin - Civil Service Statistics: 2024, column G ("Headcount of all leavers from the Civil Service for the following cause: Dismissal") of Table 42 ("Civil Service leavers by government department and leaving cause, from 1 April 2023 to 31 March 2024") notes that 250 civil servants were dismissed from the Ministry of Defense.

Can you please provide reasons for each dismissal using one of the following categories?

- 1. Poor performance
2. Misconduct
3. Long-term illness
4. Other"

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 all the information in scope of your request is held. The data you have requested has been presented in your specified table format below:

Table with 6 columns: Reasons, Poor performance, Misconduct, Long-term illness, Other, Total. Row 1: Number of dismissals, 82, 45, 83, 41, 251

Under Section 16 (Advice and Assistance), I can advise that the total adds up to 251 dismissals because the figures in Table 42 of the Statistical bulletin - Civil Service Statistics: 2024, are rounded. Furthermore, the type of dismissal reasons that you have provided are not exact, so the table below has been provided to illustrate what reasons the MOD receives in our data and which interpretation fits best. Regarding the below, I can advise that data held by the MOD for 'Dismissal Ill Health' does not state that this is necessarily due to long-term ill health.

Reason	Reason in data
Poor Performance	Dismissal Attendance Dismissal Performance Inefficiency
Misconduct	Disciplinary Dismissal Conduct Dismissal Data Breach & Service Conditions Dismissal Fraud & Theft
Long term illness	Dismissal Ill Health
Other	All other reasons

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)