

LOUISE SANDHER-JONES MP
Minister for Veterans and People

Ref: 99849

20 January 2026

Dear Neil,

In my response to your Parliamentary Question UIN 99849 you were promised a written answer to the following question: To ask the Secretary of State for Defence, what the average number of working days lost to sickness absence per full-time equivalent member of staff was in (a) his Department and (b) its executive agencies in the last year; and how many formal performance warnings were issued to staff whose absence exceeded departmental triggers.

The average number of working days lost to sickness per full-time equivalent member of staff in MOD Main between 1 April 2024 and 31 March 2025 was 7.3, and 5.7 days for the MOD's Executive Agencies.

Between 1 April 2024 and 31 March 2025, 975 formal performance warnings were issued to MOD Main staff whose absence exceeded departmental triggers.

The following table shows the number of formal warnings issued across the MOD's Executive Agencies between 1 April 2024 and 31 March 2025. It should be noted that the MOD's Executive Agencies follow different absence and performance management policies, therefore data is not directly comparable.

Executive Agency	Number of formal warnings issued
Defence Equipment & Support (DE&S)	28
Def Science and Technology Laboratory (DSTL)	9
UK Hydrographic Office (UKHO)	1
Submarine Delivery Agency (SDA)	5

As registered Seafarers within the meaning of the Merchant Shipping Acts, the Royal Fleet Auxiliary (RFA) must comply with the relevant regulations concerning routine medical examinations of its employees and their safety at sea. Therefore, RFA data has not been included in data for this response.

A copy of this letter will be placed in the Library of the House.

A handwritten signature in black ink, appearing to read 'Louise Sandher-Jones', written in a cursive style.

LOUISE SANDHER-JONES MP