

FOI DOF/2025-0389

Request

I would also the following information under an FOI.

1. How many Disciplinary cases has NICS Employee Relations dealt with in the last 5 years?
2. How many of these cases were upheld/overturned?
3. What are the KPI for these cases?
4. How many of these cases missed the targets?
5. What were the timings between the initial meetings and the outcome reached for these cases?
6. How many of these cases were appealed?
7. How many of these cases were overturned by Employee Relations?

DoF Response

I can confirm the Department holds the information requested.

1. There were 625.
2. Upheld 408, Not Upheld 50, Partly Upheld 15, withdrawn 4 and 148 (with no recorded outcome (includes leavers before outcome & cases reduced back to informal)
3. No KPIs in place during this time.
4. No target exists.
5. 45.6 Calander days on average
6. There were 19 during this period.
7. There were 4 cases upheld.