

FOI DOF/2025-0693

Request

For each of the Department of Justice four directorates, i.e. Access to Justice, Safer Communities, Justice Delivery, Reducing Offending, please identify the average days lost per staff year due to sickness for each of the previous three reported years.

Please provide a further breakdown to identify the average days lost per staff year due to sickness for each of the previous three reported years for each of the business areas within each of the four directorates.

Please provide the information in electronic format using my email to respond.

I respectfully request that any fees associated with this Freedom of Information request be waived because the information sought is in the public interest. I believe the disclosure of this information will contribute to public understanding of government operations and promote transparency.

DoF response

I can confirm the Department holds some of the information requested.

Please note some personal information has been withheld because it is exempt under Section 40(2) of the Freedom of Information Act. Section 40(2) exempts personal information from disclosure if that information relates to someone other than the applicant, and if disclosure of that information would contravene one of the data protection principles in schedule 1 of the Data Protection Act.

Having considered all the information contained within the Legitimate Interest Test – also known as a Lawful, Fairness and Transparency Test - (attached as a separate document) – **Annex C**, the department has established that, on balance, there is no lawful basis for the disclosure of third-party personal data falling within the scope of the request of which the requester is not the data subject. Making an unrestricted disclosure of personal data for private interests could constitute a disproportionate and unwarranted level of interference with the individuals' rights and freedoms – particularly their right to privacy and family life under the Human Rights Act 1998

The information requested for the Reducing Offending Directorate is currently not held by the Department. The information for the other three Directorates is presented in Tables 1-3 below.

Table 1. The Average Working Days Lost per Staff Year for the Access to Justice Directorate and Business Areas (2022/2023 – 2024/2025).

Access to Justice Directorate Business Areas	Financial Year		
	2022/2023	2023/2024	2024/2025
Access to Justice Director's Office	0.0	*	6.0
Brexit Co-ordination Division	*	*	N/A
Civil Justice Policy Division	0.0	N/A	N/A
Civil Justice & Judicial Policy Division	N/A	*	17.0
Criminal Justice Policy and Legislation Division	8.1	*	5.2
Justice Performance Division	4.9	8.7	20.1
Access to Justice Directorate Overall	5.3	3.8	11.5

Table 2. The Average Working Days Lost per Staff Year for the Justice Delivery Directorate and Business Areas (2022/2023 – 2024/2025).

Justice Delivery Directorate Business Areas	Financial Year		
	2022/2023	2023/2024	2024/2025
Corporate Engagement and Communications Division	8.4	13.4	11.1
Enabling Access to Justice Division	4.2	3.2	*
Financial Services Division	11.0	4.6	4.9
Head of Justice Delivery	*	*	0.0
Information Services Division	5.4	10.9	14.0
NICS HR Division	*	*	*
Permanent Secretary's Division	*	*	*
Justice Delivery Directorate Overall	7.5	10.5	10.1

Table 3. The Average Working Days Lost per Staff Year for the Safer Communities Directorate and Business Areas (2022/2023 – 2024/2025).

Safer Communities Directorate Business Areas	Financial Year		
	2022/2023	2023/2024	2024/2025
Community Safety Division	9.1	14.0	12.4
Head of Safer Communities Division	*	*	0.0
Policing Policy and Strategy Division	3.3	*	8.0
Prisoner Ombudsman NI Division	31.6	48.6	29.1
Protection and Organised Crime Division	8.9	9.4	9.0
Safer Communities Directorate Overall	10.7	13.4	11.3

* Number of cases on which the analysis is based is too small to publish due to risk of identifying individuals (e.g. fewer than five members of staff with a sickness absence).

Several cells in this table contain N/As (Not Applicable) as there were no staff in post.

Source: HR Connect.