ANNEX A

FOI DOF/2025-0494

Request

Re: Hybrid Working Policy.

I refer to the recently published Hybrid Working Policy FAQ document which contains a statement re: carbon emissions. This statement doesn't elaborate on what the considerations/conclusions were and how they support the obligation to decrease emissions from the transport sector – Can I please see a copy of how this conclusion was reached?

It is also stated that a RNIA was completed but this hasn't been published and in addition, I would also have expected an Equality Impact Assessment to have been completed. It is bound to be the case that this new policy will have substantial impacts on NICS staff who fall within the Section 75 categories. I would like to see a copy of the RNIA and the EQIA if that was carried out. It would be even better for DoF to publish the RNIA/EQIA for all NICS staff to access.

DoF Response

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

Further information regarding carbon emissions is not held. In reviewing the Hybrid Working Policy, a Rural Needs Impact Assessment was completed to consider the impact of the reviewed Hybrid Working Policy. This is attached for your information (**Annex B**).

An Equality Impact Assessment was completed. This information is being withheld as it is exempt under Section 21(1) of the Freedom of Information Act. Section 21 applies to information that is already reasonably accessible to the applicant by other means. Section 21 is an absolute exemption, and the department is not required to consider whether the public interest favours disclosure of this information. For ease of reference, the document is available at EQIA - Hybrid Working Policy Screening.