ANNEX A

FOI DOF/2026-0122

Request

In addition to my request from last year (DOF/2025-0031), I just need the most recent data for the following:

1. A breakdown of the different reasons for these dismissals?
2. How long were each of the dismissed employees working for the NICS?
3. How many were industrial vs non-industrial?
4. How many were outside their probation?
5. Breakdown of the grades of the dismissed staff?

DoF response

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

The information provided below is based on Management Information and therefore differs from the response provided to FOI DoF 2025-0031 which was based on Official Statistics. NICS Workforce Official Statistics for 2024-2025 have not yet been published.

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 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 Lawful, Fairness and Transparency Test, (attached at **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 requestor is nor 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.

1. A breakdown of the different reasons for these dismissals is shown in Table 1 below.

Table 1: Reason for Dismissal 2024-2025

Reason for Dismissal	2024-2025
Disciplinary	8
Dismissal – Conduct	*
Dismissal – Intermittent and long-term sick	#
Dismissal – Statutory	*
Inefficiency – Performance [a]	1
Inefficiency – Sickness Absence	63
Total	**89**

* Number of cases is too small to publish due to the risk of identifying individuals (e.g. i.e. less than ten members of staff)
# Number of cases has been counter suppressed to avoid disclosing another number that is too small to publish
[a] Published figure

2. The length of time each of the dismissed employees worked for the NICS is shown in Table 2 below.

Table 2: Length of service of dismissed staff in the NICS 2024-2025

Length of Service in Years	2024-2025
<1 - 10	18
11 - 20	15
21 – 30	19
31 – 40	22
41 - 50	15
Total	**89**

3. The number of dismissed staff who were Industrial or Non-Industrial staff are shown in Table 3 below.

Table 3: Industrial/Non-Industrial staff who were dismissed in 2024-2025

Industrial/Non-Industrial Staff	2024-2025
Non-Industrial	81
Industrial	8
Total	**89**

4. The Department of Finance does not hold information on the number of staff dismissed who were outside their probation.

5. A breakdown of the grades of the dismissed staff is shown in Table 4 below.

Table 4: Grade of staff who were dismissed in 2024-2025

Analogous Grade	**2024-2025**
Deputy Principal	9
Staff Officer	6
Executive Officer I	6
Executive Officer II	19
Administrative Officer	21
Administrative Assistant	3
Industrial	8
Prison Grade	17
Total	**89**

ANNEX B - INTERNAL REVIEWS

An Internal Review request examines the response based on applied exemptions, search adequacy, or response timeliness.

It is not the following, which will be treated as specified:

- Questions asking for clarification on information provided: Will be treated as part of the original FOI request.
- Additional questions about the information in the response: Will be treated as a new FOI request.
- Questions about the subject not related to the original request: Will be treated as new FOI request.
- Questions regarding how a service operates or why a decision was made: Will be treated as normal business and responded to accordingly.
- Complaints or concerns raised in response to information provided: Will be treated in line with relevant complaints procedure.

To make an Internal Review request:

- **Clearly state**: That you want an internal review of a previous FOI response and provide the necessary details.
- **Follow the timeline:** Be sure to submit your request within 40 working days of receiving the original response. If the Department has not responded at all, you have 40 working days after the original 20-day response period has passed.
- **Wait for a response:** The review is typically completed within 20 working days but can take up to 40 working days in exceptional circumstances. The Department should inform you of any delays.

What the review includes

- A fresh decision based on a reconsideration of all relevant factors.
- An assessment of whether the request was handled correctly and if exemptions were applied appropriately.
- The review will be conducted by someone who was not involved in the original decision.

If you wish to request an internal review, please email foi@finance-ni.gov.uk or write to FOI/EIR Team, Department of Finance, 2nd Floor, Craigantlet Buildings, Stoney Road, Belfast, BT4 3SX.