

## LAWFULNESS, FAIRNESS AND TRANSPARENCY TEST

### Application of FOI exemption Section 40(2) and EIR exception 12(3) 13(1)

DOF/2026-0222

A Lawfulness, Fairness and Transparency Test must be carried out by the Department of Finance when considering disclosure of third-party personal data which falls within the scope of an FOI or EIR request.

#### **Part 1**

3. How many candidates applied for the above-named post? Please state the names, sex, age, marital status and number of dependents of the candidates.
4. How many applicants were shortlisted for interview? Please state the names, sex, age, marital status and number of dependents of those shortlisted

#### **Consideration of the personal data falling within the scope of the request**

Guidance from the Information Commissioner's office states that personal data only includes information relating to natural persons who:

- can be identified or who are identifiable, directly from the information in question; or
- who can be indirectly identified from that information in combination with other information.

#### **Description of personal data/issue(s) under consideration:**

The requestor has asked for the names, sex, age, marital status and number of dependents for each applicant that was invited to interview.

#### **Lawfulness**

Do either of the two lawful basis below, which allow for the disclosure of personal data, apply? **No**

- Consent:** This applies when the data subject(s) clear consent exists, allowing the department to disclose personal data falling within the scope of this request.
- Legitimate interests:** This applies when disclosure is necessary for the department's legitimate interests or the legitimate interests of a third party that overrides the data subject(s) rights and freedoms, particularly their right to privacy.

## **Part 4**

### **Conclusion**

Having considered all the information contained within the Lawfulness, Fairness and Transparency Test, 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).