

FOI DOF/2022-0294

Request

Request Under the freedom of information act.

1. I would like to request the information regarding the number of staff all departments within the NICSNI who raised or commenced or had a hearing or preliminary enquiry meeting regarding DIGNITY AT WORK POLICY for years 2017 to 2022 using NICSNIHR/HR CONNECT.

I request a breakdown by all department for years 2017 to 2022

I request a breakdown for DOJ for years 2017 to 2022

2. I would like to request the information regarding the number of staff within all departments the NICSNI who raised a case under DIGNITY AT WORK POLICY year 2017 to 2022 and won their case or compliant was upheld or recorded outcome or informal resolution or verdict.

I request a breakdown by department for years 2017 to 2022

I request a breakdown for DOJ for years 2017 to 2022

3. I would like to request the information regarding the number of staff all departments within the NICSNI Who were granted and commenced or had a preliminary enquiry hearing or full hearing OR informal resolution under DIGNITY AT WORK POLICY for years 2017 to 2022 outside of the 3 month time limit imposed under the policy with recorded outcome/verdict.

I request a breakdown by department for years 2017 to 2022

I request a breakdown for DOJ for years 2017 to 2022

Clarification received 14th October 2022:

Original request was last 5 years as too excessive.
Now modify last 2 reporting calendar years OR April 2019 to April 2022.

The Department reports annually to NI Civil Service Human Resources (NICS HR), part of the Department of Finance, instances of matters raised with the Department under the NICS Code dignity at work policy.

DoF Response

I can confirm the department holds the information requested.

Please note, to provide information from April 2019 to April 2022 would have exceeded the cost threshold, therefore the response The Department can provide within the threshold is the second option you have provided, for the last two reporting calendar years.

The response is attached at Annex B.

Some of this information is exempt under section 40(2) of the Freedom of Information Act, therefore some figures less than five have been suppressed. 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 2018.

Having considered all of the information contained within the Legitimate Interest Test - lawful, fairness and transparency test (attached as a separate document), 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 and where it relates to a small number of individuals who could be identified. 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.