

FOI DOF/2024-0088

Request

I wish to request information regarding Vacancy IRC286576 Alternative Working Pattern Staff Officers.

I wish to request a copy of Assessment Sift Matrix for this vacancy.

Copy of the competition initiation Meeting Record for this vacancy.

DoF Response

I can confirm the department holds the information requested.

Please find as requested a copy of the Sift Matrix at Annex B, and a copy of the Competition Initiation Meeting Record at Annex C.

Please note, some of the information you have requested is being 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, amongst other things, contravene one of the data protection principles of the Data Protection Act.

In this case, I believe disclosure would contravene the first data protection principle, which provides that personal data must be processed lawfully and fairly.

Having considered all the information contained within the Legitimate Interest Test – lawful, fairness and transparency test (attached as a separate document – Annex D), 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.