

**FOI DOF/2023-0323**

**Request**

This request surrounds written warnings and inefficiency sickness absence.

Within the Youth Justice Agency and the Juvenile Justice Centre- NI in particular.

1. Can you advise how many written warnings have been issued to staff members, due to inefficiency since January 2023?
2. How many warnings were to male staff over the age of forty-five years?
3. How many warnings were to female staff over the age of forty-five years?
4. How many “appeal of written warnings” have been successful?

**DoF Response**

I can confirm the department holds the information requested.

1. Since 1 January 2023, five written warnings were issued under the Inefficiency Sickness Absence Policy to staff from the Youth Justice Agency, all of whom were working at the Juvenile Justice Centre, Woodlands, Bangor.
2. 3 & 4.

The Department holds the remaining information requested; however, it is being withheld as it is exempt under Section 40(2) of the Freedom of Information Act due to the low number individuals involved. 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 the General Data Protection Regulations (GDPR) (or certain other provisions of the Data Protection Act 2018).

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