

1st February 2010

Royal Mail Group

Adrian Rutherford

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Dear Mr. Rutherford

Re: Freedom of Information Request

I am writing in response to your request for information dated 1st January 2010. We have considered your request under the terms of the Freedom of Information Act 2000. You requested the following information:

“Please provide details of all disciplinary action taken against Royal Mail employees in Northern Ireland in each of the last three years (2007-2009). For each incident, please provide:

- 1. The date*
- 2. The town/city/location where the employee was based*
- 3. The employee’s position (i.e. manager, postman etc)*
- 4. Details of the offence/misconduct*
- 5. What punishment/action was taken*
- 6. Where an employee was suspended, detail for how long, and how much was he/she paid while on suspension?”*

In response to your request for details of disciplinary action in Northern Ireland, I can confirm that relevant information is recorded in our Human Resources records. However, we consider this information to be personal data which is exempt from disclosure under section 40(2) of the Freedom of Information Act. Royal Mail employees to who this information relates would have no expectation that this information would be disclosed into the public domain. We therefore believe that disclosing such information would breach the principle of fair and lawful processing and such disclosure would not be justifiable. Section 40 is an absolute exemption in this respect and the public interest test does not apply.

Cont...

I am sorry that I cannot provide the information you have requested in this instance. If you are not satisfied with this response, you do have the right to request an internal review of the request. If you wish to do so please set out in writing your grounds of appeal and send to The Head of Information Compliance, Royal Mail Group, Company Secretary's Office, 100 Victoria Embankment, LONDON, EC4Y 0HQ. An internal panel will then review the decision, and you will be advised of the outcome.

If you decide to appeal and are still not satisfied with our response you also have a right to appeal to the Information Commissioner at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Telephone: 01625 545 700
www.informationcommissioner.gov.uk

Yours sincerely

Daniel Tulp
Freedom of Information Case Officer
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