



Department for  
Business, Energy  
& Industrial Strategy

Department for Business, Energy &  
Industrial Strategy  
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FOI2018/04540

14 March 2018

Dear Aidan Quinn,

Thank you for your email of 19 February where you requested the following information:

*Dear Department for Business, Energy and Industrial Strategy,*

*It is a fundamental tenet of investment to only invest in what one understands. NICS unfortunately is a Conundrum to many involved with the Human Resource Outsourcing sector.*

*Despite endless research, there simply appears to be no correlation between;*  
*(A) the utopian conditions long officially described in endless glossy NICS brochures and management reports and;*  
*(B) unsafe and dysfunctional real world conditions as described in endless NICS staff attitude surveys and as evidenced in staff sacking levels, in world record staff psychiatric injury levels, and in the huge officially admitted levels of bullying regarding which there is no record of anything ever being done.*

*Any analyst will advise that such Conundrums, until resolved, seldom make for an investable situation. Organisations and Companies involved are seldom considered investment grade.*

*I write then to ask please if there is any record of; the numbers of NICS staff given box 4 markings and sacked for alleged benevolence?and the numbers of appeals against sacking reports whose results were officially available in advance of such appeal being made?and the numbers of such sackings upheld by both Accounting Officers and Ombudspersons?*

*In view of market conditions I also have to ask if there is any record of plans to, at least temporarily, bring the NICS Human Resource function back in-house?*

*Good Luck, I wish you well.*

*Yours faithfully,*  
**AIDAN QUINN**

Under the Freedom of Information Act 2000 ('the Act'), you have the right to:

- know whether we hold the information you require
- be provided with that information (subject to any exemptions under the Act which may apply).

We consider that by NICS you are referring to the Northern Ireland Civil Service. The Department for Business, Energy and Industrial Strategy does not have any staff based in Northern Ireland. So no information is held by BEIS.

### **Appeals procedure**

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original request and should be addressed to the Information Rights Unit:

Information Rights Unit  
Department for Business, Energy and Industrial Strategy  
1 Victoria Street  
London  
SW1H 0ET  
Email: [FOI.Requests@beis.gov.uk](mailto:FOI.Requests@beis.gov.uk)

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Yours sincerely,

**BEIS**