



11 August 2025

Dear Applicant

Our Ref: FOI 873

Your request for information received on 28 July 2025 has been handled under the Freedom of Information Act 2000 (FOIA).

Request

1. *How many staff members have been disciplined in the last 5 years and for what reason?*
2. *What was the grade of the staff member?*
3. *What was the reason?*
4. *What was the outcome?*

Our response

Please refer to Table 1, for responses to Part 1, 3 and 4.

In response to Part 2, The Housing Executive holds information within the scope of your request. However, it will not be possible to make this available to you without exceeding the 'appropriate limit' as defined by the FOI Act.

This is because it is estimated by the HR Employee Relations Team that to extract information within the scope of your request would involve manually trawling through approximately 84 HR Employee records over the requested period and determining the responses you request.

It is estimated that this would require at least 42 hours of staff time, attracting an overall cost of £1050.00 to provide the information. Section 12 of the Act makes provision for public authorities to refuse requests for information where it is estimated that the cost of dealing with them would exceed the appropriate limit, which for the Housing Executive is set at £450. This represents the cost of one or more individuals spending 18 hours

collectively in determining whether the Housing Executive holds the information, locating, retrieving and extracting it.

The Housing Executive may be able to provide some information in the scope of your request if you reduce or narrow the scope of your request and be more specific about the information required so that it might bring it under the fees limit.

This concludes our response.

Table 1

Disciplinaries over the last 5 years	How many cases for the year	Allegations	Outcomes
2021	15	• Unauthorised absence • Breach of Acceptable use of Technology Policy • Breach of H&S Policy/Standing Orders • Inappropriate use of NIHE Vehicle • Breach of Code of Conduct	7 No formal action 1 First Written Warning 1 Final Written Warning 4 Dismissal 2 Resignations Total 15
2022	19	• Breach of Code of Conduct • Abuse of OSP Scheme • Breach of Acceptable use of Technology Policy • Performance • Bullying • Failure to comply with attendance procedures • Breach of Travel and Subsistence	4 No Formal Action 1 Verbal Warning 12 Final Written Warning 1 Employee Retired 1 Resignation Total 19
2023	20	• Code of Conduct • Abuse of OSP Scheme • Failure to comply with attendance procedures • Breach of Acceptable use of Technology Policy • Travel and Subsistence	3 No Formal Action 1 Verbal Warning 2 First Written Warning 7 Final Written Warnings 4 Dismissals 2 Employees retired 1 Resigned Total 20
2024	17	• Abuse of Flexi policy • Aggressive Behaviour • Attendance • Code of Conduct • Mileage/Overtime • Resourcing	3 No Formal Action 2 Verbal 1 First Written Warning 2 Final Written Warning 1 Resignation 2 IHR 6 cases Ongoing Total 16

2025 to date	13	• Abuse of Flexi policy • Aggressive Behaviour • Performance • Fraud • Inappropriate use of NIHE Vehicle • Breach of Health and Safety policy • Breach of Code of Conduct	4 No Formal Action 1 Verbal Warning 8 Ongoing cases Total 13
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