

September 2023

## Flexible Retirement

1. How many NIHE staff have applied for flexible retirement since 2010 and at what grade & gender?

*The following table relates to applications from December 2019 to date, as earlier data is not available. The information includes accepted, rejected and withdrawn applications, grades have been grouped by Levels 2-5 and Level 6 and above to protect the identity of individuals.*

| Level             | Male | Female | Total |
|-------------------|------|--------|-------|
| Levels 2-5        | 31   | 24     | 55    |
| Level 6 and above | 24   | 16     | 40    |
| Total             | 55   | 40     | 95    |

2. How many NIHE staff took up flexible retirement with no end date specified?

6 employees

3. How many NIHE staff took up flexible retirement with an end date specified? How many years were specified in these cases?

81 employees

Up to 1 year – 20 employees

Up to 2 years – 28 employees

Up to 3 years – 33 employees

4. How many staff who applied for & accepted flexible retirement retained an acting up/seconded position & what was their gender

5. How many of those staff lost their acting up position whenever they took up flexible retirement?

In response to Question 4 and Question 5, we are unable to provide the information requested without exceeding the appropriate limit. This is because it is estimated by the HR Employee Services Team that to extract information within the scope of your request would

involve manually trawling through approximately 87 employee records over the requested period and determining the responses you request.

It is estimated that this would require at least 43.5 hours of staff time, attracting an overall cost of £1087.50 to provide the information. Section 12 of the Act makes provision for public authorities to refuse requests for information where the cost of dealing with them would exceed the appropriate limit, which for the Housing Executive is set at £450. This represents the estimated cost of one person spending 18 hours 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.