

Claim: 86/2018

Report issued at the request of the Commission for the Guarantee of the Right of Access to Information Public in relation to the claim for the denial of access to information on different processes for the provisional provision of jobs in a Department of the Government of Catalonia

The Commission for Guaranteeing the Right of Access to Public Information (GAIP) asks the Catalan Data Protection Authority (APDCAT) to issue a report on claim 86/2018 presented by a union in relation to the denial of the 'access to information on different provisional job provision processes of the Department (...) of the Generalitat de Catalunya, carried out from January 13, 2016 to the present day.

Having analyzed the request, which is accompanied by a copy of the administrative file processed before the GAIP, and in accordance with the report of the Legal Counsel, I issue the following report:

Background

1. On May 29, 2017, the general secretary of the organization (...) asked the Department (...) access, preferably in electronic format, to the following information related to job offers published in ATRI portal from January 13, 2016 to the present:

- a) Motivation, on the part of the general secretaries or competent body, for which the provision of positions is made through an extraordinary system of provision.
- b) Adaptation of the profile of the selected to the characteristics of the positions, specifically:
 - Information on the fulfillment of the requirements to exercise the position by the person selected
 - Specification of whether or not objective scales have been applied that quantify the relative value of the various merits that the candidates could contribute and of other tests to which they have been subjected.
 - If so, the criteria and scales used in the various selection processes of staff
 - Evaluation of the merits and capabilities of all applicants for the offer, specifying the score for each of them, as well as for each of the tests, with the final total score.
- c) The appointment resolutions covering the positions offered.

2. On July 10, 2017, the Department issued a resolution rejecting the access request submitted, considering that obtaining the requested public information required a complex task of elaboration or re-elaboration, in accordance with article 29.1.b) of Law 19/2014, of December 29, on transparency, access to public information and good governance.

3. On August 10, 2017, the general secretary of the organization (...) filed a claim (No. 379/2017) before the GAIP for denial of access to the requested public information.

4. On October 4, 2017, the first session of the mediation procedure was held, regulated by article 42 of Law 19/2014, of December 29, on transparency, access to public information and good government, without an agreement being reached between the parties on access to the claimed information.

5. On October 10, 2017, the GAIP requested this Authority to issue the report provided for in Article 42.8 of Law 19/2014, of December 29, on transparency, access to information public and good governance, in relation to Claim 379/2017.

6. On October 27, 2017, the director of the APDCAT issued a report (IAI 38/2017) on Claim 379/2017, concluding that:

"The right to data protection does not prevent the person making the claim from providing the information relating to the identity and the fulfillment of the participation requirements by the people finally selected in the processes of provisional provision of jobs offered by the Administration of the Generalitat de Catalunya from 2016 to the present.

With regard to the information relating to the score obtained in relation to the assessed merits and/or the tests carried out, the right to data protection does not prevent access to it regarding the people finally selected. As for the rest of the candidates, access would not be justified, unless they were anonymized."

7. On November 28, 2017, the GAIP, through Resolution 388/2017, agreed:

"1. Partially estimate Complaint 379/2017 and arrange to reverse the processing of the request for access to public information that is the subject of the complaint at the beginning, while ordering the DGFP to, within a period of fifteen calendar days, refer it to the departments and entities that have published and promoted job offers in ATRI from January 13, 2016 to May 29, 2017, in order to give it the appropriate procedure and resolve each of them in relation to the information part of that they have, in accordance with the procedure and within the period established in article 33 of the LTAIPBG and in accordance with the criteria established in FJ5 of this Resolution. (...)"

8. On January 12, 2018, the Department, in compliance with Resolution 388/2017 of the GAIP, referred the request for public information to the Department (...) of the Generalitat of Catalonia.

9. On February 12, 2018, the Department (...) issued a resolution partially approving the access request submitted, in the following terms:

- "1. Deliver, in annex number 1, the 70 previous supporting reports for coverage by the provisional provision system.
2. Reject the request to submit reports on the suitability of the selected candidate's profile to the characteristics of the positions.
3. Deliver, in annex number 2, the appointment resolutions made in the period concerned."

10. On March 16, 2018, the general secretary of the organization (...) lodged a complaint with the GAIP against the Department (...).

There is no copy of this claim in the file sent to this Authority.

11. On April 17, 2018, the GAIP requests this Authority to issue the report provided for in article 42.8 of Law 19/2014, of December 29, on transparency, access to public information and good governance, in relation to the claim presented.

Legal Foundations

I

In accordance with article 1 of Law 32/2010, of October 1, of the Catalan Data Protection Authority, the APDCAT is the independent body whose purpose is to guarantee, in the field of the competences of the Generalitat, the rights to the protection of personal data and access to the information linked to it.

Article 42.8 of Law 19/2014, of December 29, on transparency, access to public information and good governance, which regulates the claim against resolutions on access to public information, establishes that if the refusal has been based on the protection of personal data, the Commission must issue a report to the Catalan Data Protection Authority, which must be issued within fifteen days.

For this reason, this report is issued exclusively with regard to the assessment of the incidence that the requested access may have with respect to the personal information of the persons affected, understood as any numerical, alphabetical, graphic, photographic, acoustic information or of any other type relating to physical persons identified or identifiable without disproportionate efforts (arts. 5.1.f) and 5.1.o) of the LOPD Deployment Regulation, (RLOPD), approved by Royal Decree 1720/2007, of 21 of December). Therefore, any other limit or aspect that does not affect the personal data included in the requested information is outside the scope of this report.

The deadline for issuing this report may lead to an extension of the deadline to resolve the claim, if so agreed by the GAIP and all parties are notified before the deadline to resolve ends.

Consequently, this report is issued based on the aforementioned provisions of Law 32/2010, of October 1, of the Catalan Data Protection Authority and Law 19/2014, of December 29, of transparency, access to public information and good governance.

In accordance with article 17.2 of Law 32/2010, this report will be published on the Authority's website once the interested parties have been notified, with the prior anonymization of personal data.

II

The file sent to this Authority does not include a copy of the claim form submitted by the applicant to the GAIP on March 16, 2018. Even so, in the request

of report to this Authority, the GAIP points out that "the object of the claim is the information of those not selected (...)".

For its part, in the report issued as part of the complaint process by the director of services of the Department (...), of which a copy is attached, it is pointed out that, in the letter of complaint, the applicant "is limited to stating that there is no reason for inadmissibility of part of the requested information, given Resolution 388/2017 of the GAIP" (Legal basis 1).

However, it is understood that the claim is filed against the denial of access to information consisting of data related to the calls published since January 13, 2016 on the ATRI portal for the provisional provision of different jobs in the Department (...).

Specifically, the requested information includes:

- a) The motivation for which the provision of places is made by an extraordinary system of provision. b) The suitability of the selected candidate's profile to the characteristics of the positions and, specifically:
- Information on the fulfillment of the requirements to exercise the position by the person selected
 - Specification of whether or not objective scales have been applied that quantify the relative value of the various merits (academic, professional, etc.) that the candidates could contribute and of other tests to which they have been subjected.
 - If so, the criteria and scales used in the various selection processes of staff
 - Evaluation of the merits and capabilities of all applicants for the offer, specifying the score for each of them as well as for each of the tests (interview, computer test, psychotechnical test, assessment of knowledge, experience, training, etc. .), with the final total score. c) The appointment resolutions covering the positions offered.

As has been made clear in the antecedents of this report, the person now claiming initially addressed his request for access to (...), to understand that it was the administrative body that had of said information. By denying him access, he lodged a complaint with the GAIP (Complaint No. 379/2017), in relation to which this Authority issued, as part of the complaint procedure, the report referred to in article 42.8 of Law 19/2014 (IAI Report 38/2017).

In said report, this Authority examined the repercussion that, for the right to privacy and the protection of personal data (article 18.4 EC) of the affected persons - those who have intervened in a procedure for the provision of jobs due to of their functions and those who have participated in them (selected candidate and non-selected candidates)-, could entail admitting the applicant's (general secretary of a trade union) access to the previously related public information.

Having carried out this analysis, in accordance with the provisions of articles 23 and 24 of Law 19/2014, the Authority concluded that:

"The right to data protection does not prevent the person making the claim from providing the information relating to the identity and the fulfillment of the participation requirements by the people finally selected in the processes of provisional provision of jobs offered by the Administration of the Generalitat de Catalunya from 2016 to the present.

With regard to the information relating to the score obtained in relation to the assessed merits and/or the tests carried out, the right to data protection does not prevent access to it regarding the people finally selected. As for the rest of the candidates, access would not be justified, unless they were anonymized."

In the aforementioned complaint procedure (Complaint no. 379/2017), it was made clear that (...) was not the competent body to deny the access request, so the GAIP agreed (Resolution 388/2017, of November 28) to withdraw the procedure at the beginning of the processing and required (...) to refer the request for access to the departments and bodies of the sector public of the Generalitat who, during the time interval indicated in the application, had published job offers in ATRI and, therefore, had the provision files, for the purpose of continuing with the processing of the application (articles 27.3 and 30 Law 19/2014).

Among these departments, is the Department (...). Based on the information available, this Department, in compliance with the aforementioned GAIP Resolution 388/2017, would have provided the applicant with:

- a) The previous supporting reports for coverage by the provisional provision system.
- b) Appointment resolutions made in the period indicated by the person applicant

However, with regard to the requested information on the suitability of the profile to the characteristics of the position - which, as we have seen, would include information on the fulfillment of the requirements to exercise the position and the evaluation of merits and capacities of all applicants for the offer (selected candidate and non-selected candidates), with an indication of the scores obtained in each of the tests and the final total score -, the Department once again rejects the application for access on the grounds that (FJ 3rd. Resolution of February 12, 2017):

"(...)

Given that the existing reports do not break down any type of score in annexed tables, delivering the interested information would require reworking the entirety of the reports, generating new ones, which would only refer to the candidacy proposed to occupy the job.

If we take into account the high volume of offers managed, their geographical dispersion between various units (of the central services and of the territorial services) and the differences in format (in many cases the information is not digitized), it is concluded that the the request to rework all the reports has the complexity provided for in article 29.1.b) of the LTAIPBG, which is why it is not accepted. Completing this task of drawing up the new reports would also imply a serious impact on the normal functioning of the Department's personnel service (...), a management unit that already supports a very high volume of work."

Given that, in view of these facts, the claim focuses on the request for access to information on the fulfillment of the requirements required to occupy the job and on information relating to the evaluation of merits and capacities, and final scores, of all candidates (selected and not selected), issues already examined in the IAI report 38/2017, this

Authority is reiterated in the considerations made in that regard in that report, to which we we send

On the other hand, this Authority does not have the task of assessing the concurrence in the case raised of the cause of inadmissibility established in article 29.1.b) of Law 19/2014, relating to the complexity of the preparation or reworking of the requested public information, the application of which could lead to the information being facilitated in a disaggregated manner, with the prior hearing of the person requesting it.

conclusion

In accordance with the considerations made in the IAI report 38/2017, which are given as reproduced, the right to data protection does not prevent the person claiming the information relating to identity and compliance with the participation requirements to be given to part of the people finally selected in the provisional provision processes.

With regard to the information relating to the score obtained in relation to the assessed merits and/or the tests carried out, the right to data protection does not prevent access to it regarding the people finally selected. As for the rest of the candidates, access would not be justified.

Barcelona, April 26, 2018