

**From:** [Fleetham, Joan](#)  
**To:** [REDACTED]  
**Subject:** FW: Review of NICS Standards of Conduct policy  
**Date:** 14 April 2025 09:15:56  
**Attachments:** [image001.png](#)

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[REDACTED]

Can you CM this response from D Marshall please – may need a new CM container?

Thanks  
Joan

**Joan Fleetham, Chartered MCIPD | HR Policy | People & Organisational Development | NI Civil Service**

2-4 Bruce Street | Belfast | BT2 7JD

[REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]



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[REDACTED] Fleetham, Joan  
**Sent:** 11 April 2025 16:23  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** FW: Review of NICS Standards of Conduct policy

[REDACTED]

On return, could you do some benchmarking please around Democracy days as outlined below to see potential for inclusion in the Special Leave policy.

Thank you  
Joan

**Joan Fleetham, Chartered MCIPD | HR Policy | People & Organisational Development | NI Civil Service**

2-4 Bruce Street | Belfast | BT2 7JD

**Contact:** [REDACTED] [REDACTED] [REDACTED] [REDACTED]



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**From:** Marshall, David <[REDACTED]>  
**Sent:** 11 April 2025 16:10  
**To:** Fleetham, Joan <[REDACTED]>  
**Cc:** Quinn, Aisling (P&OD) [REDACTED]; Jonathan Mitchell <[REDACTED]>  
**Subject:** RE: Review of NICS Standards of Conduct policy

CAUTION – This email has been received from outside the NICS network. If you have any concerns, please report for investigation.

Joan/Aisling,

I was made aware of this by my previous NICS colleagues.

The Electoral Office typically have well over 1,000 NICS officials who work at Election Time (in Polling Stations and Count Venues). As well as officials from Local Councils and other public officials.

In Great Britain public officials are routinely “double paid” for elections. Most officials in GB do not have to take flexi /annual leave but are paid a “Democracy / Volunteer Day” as a public official. Similar arrangements exist in the Republic of Ireland and across the developed world.

In short I need the expertise and standards of public officials. Any new barriers being placed by the NICS by amending policy runs the risk of putting the whole democratic system in jeopardy. Not a situation you or I wish to countenance.

I am very happy to meet to discuss – I previously met with the Permanent Secretary and it was agreed that NICS would consider the implementation of Democracy Days.

I would like to include Jonny Mitchell & [REDACTED] from EONI to attend. [REDACTED] will organise a date and come back to you.

Dr David Marshall  
Chief Electoral Officer Northern Ireland  
register to vote: <https://www.gov.uk/register-to-vote>  
w: [www.eoni.org.uk](http://www.eoni.org.uk)

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**From:** Fleetham, Joan <[REDACTED]>  
**Sent:** 11 April 2025 09:55  
**To:** Marshall, David <[REDACTED]>  
**Cc:** Quinn, Aisling (P&OD) [REDACTED]  
**Subject:** Review of NICS Standards of Conduct policy

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David,

I am contacting you on behalf of Aisling Quinn, Director of HR Policy, People and Organisational Development.

NICS is currently reviewing the Standards of Conduct policy. In particular, we are addressing Section 6 *Private Occupations* and how this interacts with the established principle of avoiding double payment from the public purse. We wish to engage with the Electoral Office to discuss proposed amendments to existing policy.

I would be grateful if you could consider this request and suggest a suitable date and time to meet.

Many thanks  
Joan

**Joan Fleetham, Chartered MCIPD | HR Policy | People & Organisational Development | NI Civil Service**

2-4 Bruce Street | Belfast | BT2 7JD

**Contact:** [REDACTED] [REDACTED] [REDACTED] [REDACTED]



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