

**From:** [Cooke, Michael \(HR\)](#)  
**To:** [REDACTED]  
**Cc:** [Fleetham, Joan](#); [Quinn, Aisling \(NICS HR\)](#) [REDACTED]  
**Subject:** FW: Follow up  
**Date:** 10 February 2022 08:02:04  
**Attachments:** [image001.png](#)  
[FW FOI follow up - docs.msg](#)

---

[REDACTED]

Please note below as it relates to Joan's e mail above.

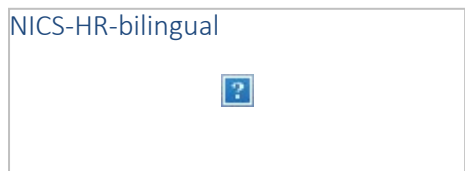
Best regards,

Michael

**Michael Cooke, Director of Employee Relations**

Goodwood House | 44-58 May Street | Belfast | BT1 4NN

Contact: [REDACTED]



---

**From:** Quinn, Aisling (NICS HR) [REDACTED]  
**Sent:** 10 February 2022 08:00  
**To:** Cooke, Michael (HR) [REDACTED]  
**Subject:** FW: Follow up

Morning Michael,  
Re below- assume they issue this not us?  
Regards,  
Aisling

---

**From:** Johnston, Nicola (DoF) <[REDACTED]>  
**Sent:** 08 February 2022 16:18  
**To:** Quinn, Aisling (NICS HR) [REDACTED]  
**Cc:** Cooke, Michael (HR) [REDACTED]  
[REDACTED]; Fleetham, Joan [REDACTED]  
[REDACTED]  
**Subject:** RE: Follow up

Hi Aisling,

Apologies for the delay - content to leave as you have suggested:

Following the response issued to you, on 27 January 2022 to FOI DOF/2022-0001, further information has come to light.

Please find below an email that was sent to Stonewall from NICS HR on 25 February 2020. This asked them to review the maternity and paternity leave policies which were being updated at the time. However, there is no record in NICS HR of a response being received and therefore any comments/suggestions that they may have provided were not discussed or influenced any revisions made to the policies.

Any further queries, we can deal with as they arise. Thank you.

Nicola

---

**From:** Quinn, Aisling (NICS HR)

**Sent:** 08 February 2022 11:21

**To:** Johnston, Nicola (DoF) [REDACTED]

**Cc:** Cooke, Michael (HR) <[REDACTED]>

[REDACTED]; Fleetham, Joan [REDACTED]

**Subject:** FW: Follow up

Nicola,

Thanks for this. Michael and I have discussed.

I have tracked some suggestions in red below. I think to include the reference to Stonewall advising they provided a response is likely to invite a further request for information on what subsequent engagement we have had with them in relation to these policies or more generally.

I have also suggested deleting the final para as you will see that another NICS employee was copied into both emails. Both individuals have left NICS HR but remain in the NICS so it is not accurate to say the email accounts were closed.

Grateful if you could consider the proposed revisions and advise if you are content?

Regards,  
Aisling

---

**From:** Johnston, Nicola (DoF) <[REDACTED]>

**Sent:** 08 February 2022 10:53

**To:** Cooke, Michael (HR) [REDACTED]

**Cc:** Quinn, Aisling (NICS HR) [REDACTED] Fleetham, Joan [REDACTED]

**Subject:** RE: Follow up

Michael,

Please find below an amended draft response, for your consideration. We think we need to add a line by way of explanation as to why we don't hold a record. This will no doubt be a follow up question from the requester, so therefore it is best to be open and up front about the matter at this stage.

Grateful for your thoughts. Thank you.

Nicola

Amended draft response:

Following the response issued to you, on 27 January 2022 to FOI DOF/2022-0001, further information has come to light.

Please find below an email that was sent to Stonewall from NICS HR on 25 February 2020. This asked them to review the maternity and paternity leave policies which were being updated **at that time**. Stonewall advised they responded in August 2020, However there is no record in NICS HR of a response being received and therefore any comments/suggestions that they may have provided were not discussed or influenced any revisions made **to the policies**.

**The reason there is no record in NICS HR is that the individual who issued the request for input did not cc any other member of staff into the email. They then left their role within NICS HR shortly thereafter. Their email account was subsequently closed, meaning the response from Stonewall was not received by any other member of the team.**

---

**From:** Cooke, Michael (HR)  
**Sent:** 07 February 2022 17:07  
**To:** Johnston, Nicola (DoF) [REDACTED]  
**Cc:** Quinn, Aisling (NICS HR) [REDACTED]; Fleetham, Joan [REDACTED]  
**Subject:** FW: Follow up  
**Importance:** High

Nicola [REDACTED]

Thank you for your time this afternoon – much appreciated.

Please see draft wording. Happy to take your advice re any changes which we may need to make to the lines below.

Draft wording:

*Following the response issued on DATE to FOI xxx further information has come to light. An e mail was sent on 25 February 2020 asking Stonewall to review the maternity and paternity leave*

*policies which were being updated. There is no record in the NICS of a response being received from Stonewall.*

Michael

**Michael Cooke, Director of Employee Relations**

Goodwood House | 44-58 May Street | Belfast | BT1 4NN

Contact: [REDACTED]

NICS-HR-bilingual

