

From: [Fleetham, Joan](#)
To: [REDACTED]
Subject: FW: Follow up
Date: 08 February 2022 11:12:18
Attachments: [image001.png](#)

[REDACTED]

For info. Wording still to be established.

Joan

JOAN FLEETHAM | EMPLOYEE RELATIONS POLICY TEAM | DoF

7th Floor | Goodwood House | 44-58 May Street Belfast | BT1 4NN

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



From: Johnston, Nicola (DoF) [REDACTED]
Sent: 08 February 2022 10:53
To: Cooke, Michael (HR) [REDACTED]
[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. 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.

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]
[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]

