

From: [Fleetham, Joan](#)
To: [REDACTED]
Subject: FW: Follow up
Date: 07 February 2022 17:14:13
Attachments: [OFFICIAL POLICY IN DEVELOPMENT Draft policies - 3.02 Maternity Leave and 3.03 Paternity Leave Fergal received.MSG.msg](#)
[OFFICIAL POLICY IN DEVELOPMENT Draft policies - 3.02 Maternity Leave and 3.03 Paternity Leave to Fergal.MSG.msg](#)
[image002.png](#)
Importance: High

[REDACTED]

We will need to do a follow up to the FOI response. These are documents held in D&I which show NICS did consult with Stonewall on these policies.

They will need to be redacted to remove names and email addresses of anyone below Grade 7 or external contacts. Can you do the needful please and we will have [REDACTED] create the super copies.

Thanks
Joan

JOAN FLEETHAM | EMPLOYEE RELATIONS POLICY TEAM | DoF
7th Floor | Goodwood House | 44-58 May Street Belfast | BT1 4NN

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



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From: Cooke, Michael (HR) [REDACTED]
Sent: 07 February 2022 17:08
To: Fleetham, Joan [REDACTED]
Subject: FW: Follow up
Importance: High

I just went ahead and did this as you have enough to do.

When we get the wording back I will need you to use the appropriate format for the response.

Michael Cooke, Director of Employee Relations
Goodwood House | 44-58 May Street | Belfast | BT1 4NN
Contact: [REDACTED]



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]

