

**From:** [Fleetham, Joan](#)  
**To:** [NICS HR FOI](#)  
**Cc:** [REDACTED]  
**Subject:** FW: FOI FOR ACTION: DOF/2022-0001  
**Date:** 17 January 2022 09:32:00  
**Attachments:** [DoF 2022-0001 FOI Final Response Template.tr5](#)  
[image001.jpg](#)  
[image002.png](#)

---

**FI1-22-83.**

Draft response and attachments in CM container as requested.

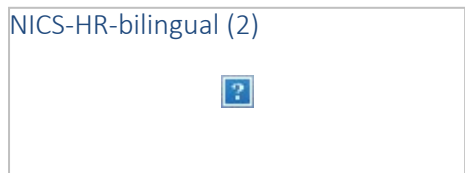
Happy to discuss.

Regards

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:** [REDACTED]  
**Sent:** 10 January 2022 16:55  
**To:** Fleetham, Joan [REDACTED]  
**Subject:** FW: FOI FOR ACTION: DOF/2022-0001

Joan

The completed response template plus the documents have been saved into container FI1-22-83.

[REDACTED]

[REDACTED] | **NICSHR EMPLOYEE RELATIONS POLICY TEAM | DoF**  
7th Floor | Goodwood House | 44-58 May Street | Belfast BT1 4NN  
**Contact:** [REDACTED] [REDACTED] [REDACTED] [REDACTED]



---

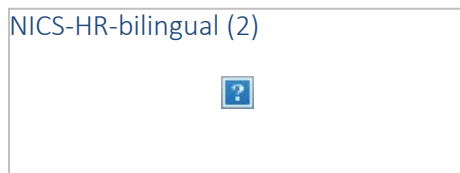
**From:** Fleetham, Joan  
**Sent:** 04 January 2022 15:08  
**To:** [REDACTED]  
**Subject:** FW: FOI FOR ACTION: DOF/2022-0001

[REDACTED]

Grateful for a chat re this. 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]



---

**From:** NICS HR FOI <[NICSHRfoi@finance-ni.gov.uk](mailto:NICSHRfoi@finance-ni.gov.uk)>  
**Sent:** 04 January 2022 14:31  
**To:** Fleetham, Joan [REDACTED]  
**Subject:** FOI FOR ACTION: DOF/2022-0001

Hi Joan,

NICSHR has received an FOI about current maternity and paternity policies and you are being asked to provide input to the response.

Your Response is due to [NICSHRFOI@finance-ni.gov.uk](mailto:NICSHRFOI@finance-ni.gov.uk) no later than **17/01/21**. There is a legislative statutory timeframe within which the Department must respond to an FOI. If you are unable to provide your input by the deadline above then you must provide justification to IMT as soon as possible.

Please contact IMT immediately if you believe this FOI has been wrongly allocated.

When providing a response you should provide your input in the document held under record number F11/22/2521 (which is attached to this email). Any supporting papers should be held in the **container set up specifically for this FOI (F11-22-83)**. Please note: FOI containers are open to all DoF staff by default so you should consider locking down any background documents if they contain sensitive information.

Please include the FOI reference number in the subject line of all emails and in all correspondence.

You should contact IMT if you need guidance to support you in responding to this FOI.

Once your input has been received, IMT will obtain relevant Grade 5 approval.

Thank you for your co-operation



**NICSHR Information Management Team**