

From: [Fleetham, Joan](#)
To: [Cooke, Michael \(HR\)](#)
Cc: [REDACTED]
Subject: RE: FOI FOR ACTION: DOF/2022-0001
Date: 12 January 2022 14:56:05
Attachments: [image002.png](#)
[image003.png](#)

Yes. I have Top Management Complaints stakeholder engagement from 10.30 to 11.30 On Friday morning but any time around that.

J

JOAN FLEETHAM | EMPLOYEE RELATIONS POLICY TEAM | DoF

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

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



From: Cooke, Michael (HR) [REDACTED]
Sent: 12 January 2022 14:55
To: Fleetham, Joan [REDACTED]
Cc: [REDACTED]
Subject: RE: FOI FOR ACTION: DOF/2022-0001

Can we have a discussion on Friday morning say 9.30 am on Webex to talk through this so I am clear on the approach. That ok with both of you?

Michael Cooke, Director of Employee Relations

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

Contact: [REDACTED]



From: Fleetham, Joan [REDACTED]
Sent: 12 January 2022 14:45
To: Cooke, Michael (HR) [REDACTED]
Cc: [REDACTED]
Subject: FW: FOI FOR ACTION: DOF/2022-0001

Michael

To note in advance of you receiving approval to release from Bruce Street.

We have prepared the response to this FOI re the development of the maternity and paternity policies and correspondence held that deals with the “use or omittance” of the words “mother” and “father” from those policies. We have omitted neither word but have considered requests to change them. I would be of the opinion this query is not solely targeted at NICS but is likely to be part of a larger information gathering exercise to establish the reach of Stonewall in (public service) policy development.

To meet the request, we are required to release the consultation documents for the draft policies along with the drafts issued as part of the process – this is some 21 documents. In my view there is nothing that is exempt from release now that the policies are published.

There will be interest in the documents that include the NICS Stonewall Working Group suggestions for amendments to language and our considerations of those suggestions. We did not accept a number of those recommendations and our rationale is recorded.

NB I have not included DSO correspondence (which, while exempt, it is subject to a Public Interest Test) as I don’t consider it to be “consultation” within the meaning of the request.

Happy to discuss/forward on as appropriate. Deadline to be with Bruce Street is 17 January.

Joan

JOAN FLEETHAM | EMPLOYEE RELATIONS POLICY TEAM | DoF

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

Contact: [REDACTED]



From: [REDACTED]

Sent: 07 January 2022 15:45

To: Fleetham, Joan [REDACTED]

Subject: FW: FOI FOR ACTION: DOF/2022-0001

Joan

I’ve attached the draft response and prepped 30+ documents for issue along with it. Can we have a chat?

[REDACTED]

[REDACTED] | NICSHR EMPLOYEE RELATIONS POLICY TEAM | DoF

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

Contact: [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]



From: NICS HR FOI <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 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