

[REDACTED]

---

**From:** Fleetham, Joan  
**Sent:** 05 January 2022 12:05  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** FW: FOI FOR ACTION: DOF/2022-0001  
**Attachments:** FOI DOF 2020-0205 Response letter.docx; FOI DOF 2022-0001 - Public Interest Test.tr5

[REDACTED]

Thank you. On reflection I don't consider the communication we had with DSO counts as "consultation" within the meaning of this question. We were not asking DSO for their opinion on content/language, as we did with TUS and the NICS Stonewall Steering group. We were asking them to check the draft policy against the legislation to ensure the policy was compliant.

We will have the response with you asap.

Kind regards

Joan

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

[REDACTED]



---

**From:** NICS HR FOI <NICSHRfoi@finance-ni.gov.uk>  
**Sent:** 05 January 2022 11:39  
**To:** Fleetham, Joan [REDACTED]  
**Subject:** RE: FOI FOR ACTION: DOF/2022-0001

Good Morning Joan,

Further to our conversation, I can confirm that exemption Section 42(1) can be used to withhold communication between your business area and DSO.

This is a qualified exemption and therefore subject to a Public Interest Test- this should display a balanced reasoning for why non-disclosure is in the public interest.

Please find the attached PIT from a previous DoF FOI as an example.

In addition to this, please find attached a blank PIT for your completion.  
Further information on completing a PIT can be found at: [https://ico.org.uk/media/for-organisations/documents/1183/the\\_public\\_interest\\_test.pdf](https://ico.org.uk/media/for-organisations/documents/1183/the_public_interest_test.pdf)

Happy to discuss.

Regards,

---

**From:** Fleetham, Joan  
**Sent:** 04 January 2022 15:49  
**To:** NICS HR FOI <[NICSHRfoi@finance-ni.gov.uk](mailto:NICSHRfoi@finance-ni.gov.uk)>  
**Subject:** RE: FOI FOR ACTION: DOF/2022-0001

Hi

Grateful if I could speak to someone re exempting legal advice from DSO in a response.

Thanks

Joan

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



---

**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**