

**From:** Armour, Ronnie  
**Sent:** 23 May 2025 11:56  
**To:** Director People & OD; Malcolm, David (TEO); Godfrey, Katrina (DAERA – Perm Sec); Boyle, Colum (DfC); McMahon, Denis; Snowden, Ian; Gibson, Neil; Farrar, Mike; Widdis, Hugh (DoJ); Crilly, Louise; Gordon, Alexander  
**Cc:** HOCS OFFICE (JB); Quinn, Aisling (P&OD); [REDACTED] Minne, Jill  
**Subject:** RE: CM: REISSUE - Update on CTUS response to Draft Policy  
**Sensitivity:** Confidential

Jill

I am content with the proposed next steps and appreciate the work that has been undertaken to deliver the policy, procedure and FAQs. I also agree with the comments made by David and Katrina.

Ronnie

Ronnie Armour  
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*"Every child and young person is happy, learning and succeeding"*



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**From:** Director People & OD <DirectorPeopleOrganisationalDevelopment@[REDACTED]>  
**Sent:** 20 May 2025 10:54  
**To:** Malcolm, David (TEO) <David.Malcolm@[REDACTED]>; Godfrey, Katrina (DAERA – Perm Sec) <Katrina.Godfrey@[REDACTED]>; Boyle, Colum (DfC) <Colum.Boyle@[REDACTED]>; McMahon, Denis <Denis.McMahon@[REDACTED]>; Snowden, Ian <Ian.Snowden@[REDACTED]>; Armour, Ronnie <Ronnie.Armour@[REDACTED]>; Gibson, Neil <Neil.Gibson@[REDACTED]>; Farrar, Mike <Mike.Farrar@[REDACTED]>; Widdis, Hugh (DoJ) <Hugh.Widdis@[REDACTED]>; Crilly, Louise <Louise.Crilly@[REDACTED]>; Gordon, Alexander <Alexander.Gordon@[REDACTED]>  
**Cc:** HOCS OFFICE (JB) <HOCSSOFFICE@[REDACTED]>; Quinn, Aisling (P&OD) <Aisling.Quinn2@[REDACTED]>; Director People & OD <DirectorPeopleOrganisationalDevelopment@[REDACTED]>; Minne, Jill <Jill.Minne@[REDACTED]>  
**Subject:** CM: REISSUE - Update on CTUS response to Draft Policy  
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Apologies

Reissuing with Annex A now attached

Kind regards

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Morning

Please see update from Jill Minne regarding CTUS response to Hybrid Working Policy. PSS is asked to note and agree People & OD proposed next steps. Please address responses to █ by **cop**  
**27 May 2025**

Kind regards

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█ | **Governance & Support Branch | People & Organisational Development | NICS**

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**Contact:** █ **Tel:** █ | **DD: 3** █