



Northern Ireland

Civil Service

People and Organisational Development

HR Policy Branch

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**Maria Morgan,
Deputy General Secretary,
NIPSA**

By email: [maria.morgan@\[REDACTED\]](mailto:maria.morgan@[REDACTED])

Date: 17th June 2025

HYBRID WORKING POLICY

Dear Maria,

I am writing further to the Employee Relations Subject Committee meeting on 11th June in which we agreed to advise Central Trade Union Side (CTUS) of the intended implementation date for the revised NICS Hybrid Working policy.

The revised policy will be implemented across all Departments in September 2025, with full completion throughout NICS by October. Can you please advise CTUS members accordingly.

Yours sincerely,

[REDACTED]

Cc: Jill Minne

Aisling Quinn