

EMPLOYEE RELATIONS WHITLEY SUBJECT COMMITTEE

FRIDAY 4th APRIL 2025

BRUCE STREET

Management Side

Aisling Quinn: Director, People & OD
(Chair)

Martin Toner: NICSHR

Joan Fleetham: People & OD

[REDACTED] People & OD

[REDACTED] (Secretariat)

Central Trade Union Side

Maria Morgan: NIPSA

[REDACTED]

[REDACTED]

[REDACTED]

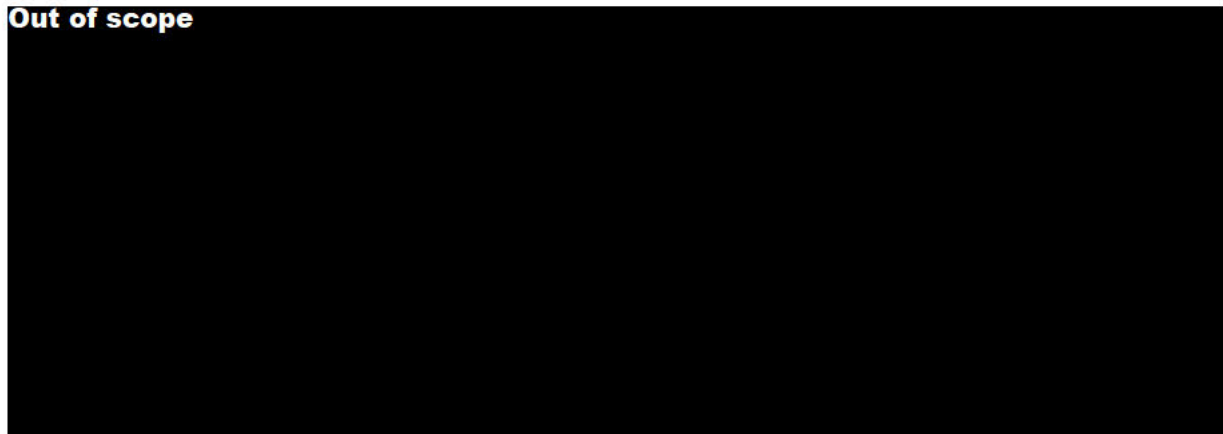
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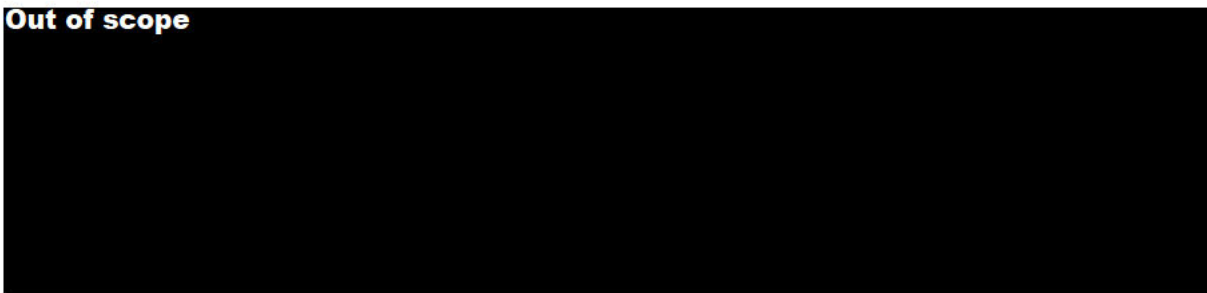
[REDACTED]

Robert Murtagh: FDA

Out of scope



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Hybrid Working Policy

12. MS noted that the Hybrid Working Policy was issued to CTUS for consideration on 21 March. CTUS advised that due to current high volume of work the e-mail had unfortunately been missed.

13. MS advised of a number of key changes to the Hybrid Working policy, including the 40% minimum workplace attendance requirement for all staff, the definition of the workplace and one application form which will be completed on-line. CTUS queried the position concerning Connect2 hubs. MS confirmed there would be flexibility for managers to allow staff to work from a hub on an ad hoc basis.

14. MS requested CTUS give the Hybrid Working policy priority and provide feedback as soon as possible. CTUS responded that it was a contentious policy for members and highlighted that some senior managers have advised staff that

there will be a 40% minimum attendance requirement which is not helpful as formal consultation has not commenced. MS noted the position.

15. MS stated that the draft policy was more concise and provided clarity in areas including decision making. MS and CTUS discussed the timeline for consultation- MS are keen to progress consultation to allow for clarity, equity and consistency in the application of hybrid working in the NICS. There is also opportunity to test functionality of online application process through APEX which will help inform integr8 build which MS would be keen to maximise.

16. CTUS agreed that comments would be returned by 2 May at the latest to enable discussion at the next subject committee meeting on 8 May.

AP3 – CTUS to provide comments on Hybrid Working policy by 2 May.

AP4 – Maria Morgan to be copied into all future correspondence.

Out of scope



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