From: Quinn, Aisling (P&OD)
To: [redacted]
Subject: FW: Paper - Hybrid Working policy review - FHRAG January 2025
Date: 22 January 2025 16:54:37

Aisling Quinn | Director | HR Policy | People & Organisational Development | NI Civil Service
Bruce Street | Belfast | BT2 7JD
[redacted]

Text Description automatically generated

From: Irwin, Gavin [redacted]
Sent: 22 January 2025 16:52
To: [redacted]
Cc: Lloyd, Kiera [redacted]>; [redacted]; McGeown, Declan [redacted]; Quinn, Aisling (P&OD) [redacted]
Subject: RE: Paper - Hybrid Working policy review - FHRAG January 2025

Sent on behalf of Declan McGeown*

[redacted]

Further to the email below, and the subsequent discussions at FHRAG yesterday, I am replying to set out the DfI position.

I have shared the draft with the Department's Senior Leadership Team and we are broadly content with the thrust of the policy. We welcome the clarity on roles and responsibilities in the policy and related FAQs - in particular, around decision makers, working in Connect 2 Hubs / offsite meetings/events as "days in the office" and the move to more streamlined online Work Style Agreements which will hopefully provide more robust management information. However, following rationalisation of the NICS Office Estate, there may be capacity issues in buildings that could impact on the quality of collaboration amongst teams being in the office more frequently – for example, following the closure of our former HQ, Clarence Court, we have moved to James House which has reduced capacity greatly (our current floor space allows for 40% occupation). This will, therefore, require careful management and is something DfI's senior management will monitor closely. We also anticipate that more people will seek to use Connect 2 Hubs when the policy is rolled out so it would be useful if DoF could monitor trends in the short to medium term to identify where capacity may need to be enhanced, through the expansion of existing sites and

/ or bringing more regional sites online.

Declan

From: [redacted]
Sent: 09 January 2025 13:23
To: Duffy, Paul [redacted]; Minne, Jill [redacted] Shannon, Catherine [redacted]; Gallagher, Sharon [redacted]; Malcolm, David (TEO) [redacted] McGeown, Declan [redacted]; Luney, Peter [redacted]; Greer, John [redacted]; Matthews, Chris (Resource and Corporate Management) [redacted]; Armour, Ronnie [redacted] Johnston, Gareth [redacted]; Brown, Deborah [redacted] Redmond, Kerri [redacted]; Gibson, Neil [redacted]; McBurney, Joanne [redacted]; Simpson, Tony [redacted] DAERA Corporate Services Deputy Secretary [redacted]; Hughes, David (DoF) [redacted] Murphy, Shane [redacted] Quinn, Aisling (P&OD) [redacted]; Martin, Olivia [redacted]; Fullerton, Janine [redacted]
Cc: [redacted] Sherlock, Debbie [redacted]; Wallace, Karen (DoF) [redacted] Beggs, Beverly [redacted] Director People & OD <[redacted]; DoF Corporate Services Division [redacted]
Subject: Paper - Hybrid Working policy review - FHRAG January 2025

Afternoon all

Please see attached paper and annexes. Given that this is a priority policy review Neil Gibson will raise this at PSS tomorrow and we will issue this to Perm Secs on Monday.

Any comments on the attached should be sent to [redacted] by cop **23 January 2025.**

Kind regards

[redacted]

[redacted] **| Governance & Support Branch | People & Organisational Development | NI Civil Service**

2-4 Bruce Street | Belfast | BT2 7JD

Contact: [redacted]

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