From: [redacted]
To: [redacted]
Subject: FW: Hybrid Working policy review - FHRAG January 2025
Date: 21 January 2025 13:55:24
Attachments: ANNEX B SCORR-0003-2025 DfC comments draft Hybrid Working Policy 13 December 24.DOCX
ANNEX C SCORR-0003-2025 DfC comments - draft Hybrid Working Procedures 13 December 24.DOCX
image002.png

[redacted],

More comments. From DfC.

[redacted]

[redacted] **| HR Policy Branch|People and Organisational Development|NI Civil Service,**
Bruce Street| Belfast | BT2 7JD
Contact: [redacted]

From: DfC Permanent Secretary Support <[redacted]
Sent: 21 January 2025 13:07
To: [redacted]
Cc: DfC Permanent Secretary Support [redacted]
Subject: RE: Hybrid Working policy review - FHRAG January 2025

Dear [redacted],

Thank you for sharing the draft hybrid working policy and procedures for comment and review. Please see attached annotated comments and tracked changes on the draft Hybrid Working Policy and draft Hybrid Working Procedures for consideration.

I would like to reinforce the importance of learning from the DfC Registered Disagreement, in particular:

- Business need can be determined at many levels, including corporate and branch;
- The importance of specifying a minimum office attendance level; and
- The limitations presented if only line managers are able to change a workstyle agreement.

For the avoidance of doubt, it would be beneficial if the draft Hybrid Working Policy also clarified the relationship between Hybrid Working and Reasonable Adjustments.

If you wish to discuss any aspects of DfC's comments further, please contact Eamon O'Kane.

Regards,
Colum

On behalf of Colum Boyle
[redacted] | **Permanent Secretary's Office | Department for Communities**
Level 9 | Causeway Exchange | 1-7 Bedford Street | Belfast | BT2 7EG
Contact: [redacted]
Supporting people, Building communities, Shaping places

From: Minne, Jill <[redacted]>
Sent: 13 January 2025 16:27
To: Armour, Ronnie [redacted] Brady, Jayne <[redacted]; Boyle, Colum (DfC) [redacted] Crilly, Louise [redacted]; Godfrey, Katrina (DAERA – Perm Sec) [redacted]; Malcolm, David (TEO) [redacted] Gordon, Alexander <[redacted]; McMahon, Denis [redacted] Snowden, Ian [redacted]; Widdis, Hugh (DoJ) [redacted]
Cc: Gibson, Neil [redacted]; HOCS OFFICE (JB) [redacted]; Quinn, Aisling (P&OD) [redacted] Shannon, Catherine [redacted]
Subject: Hybrid Working policy review - FHRAG January 2025

Afternoon all

Please see attached paper and annexes on **Hybrid Working policy review.**

These were sent to FHRAG members on Friday with any final comments from them due by 23 January 2025.

Given discussions at PSS on hybrid working I thought you may wish to have sight of these papers at the same time as FHRAG.

Should you have any queries please do not hesitate to contact me.

Best regards

Jill


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