From: [redacted]
To: [redacted]
Subject: FW: SGM-0027-2025 Review of Hybrid working policy
Date: 21 February 2025 13:39:28
Attachments: Review of Hybrid working policy.msg
image002.png

For info

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

From: Gallagher, Sharon [redacted]
Sent: 21 February 2025 12:45
To: Gibson, Nei[redacted] Director People & OD [redacted]; Duffy, Paul [redacted]; Minne, Jill [redacted]; Shannon, Catherine [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]
Cc: HOCS OFFICE (JB) [redacted] Snowden, Ian [redacted]; McMahon, Denis [redacted] Godfrey, Katrina (DAERA – Perm Sec) [redacted]; Boyle, Colum (DfC) [redacted] Widdis, Hugh (DoJ) [redacted] Herron, Stephen [redacted] >; DAERA PermSec [redacted]; DfE Permanent Secretary Support [redacted]; DfC Permanent Secretary Support [redacted] Quinn, Aisling (P&OD) <[redacted] Martin, Olivia [redacted]; Fullerton, Janine [redacted] Sherlock, Debbie [redacted]; Wallace, Karen (DoF) [redacted]; Beggs, Beverly [redacted]
Subject: RE: SGM-0027-2025 Review of Hybrid working policy

Colleagues,

Many thanks. I agree on removal of Hubs however like Neil I would prefer a position on notice that is reasonable I the circumstances but, better reflects the priority of business. The inclusion of a provision for *mutual agreement* as set out in para 8 of covering paper could be particularly difficult in scenarios for eg like time critical onsite training/staff cover. Sharon

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From: [redacted] **On Behalf Of** Gibson, Neil
Sent: 21 February 2025 12:10
To: Director People & OD [redacted] 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]
Cc: HOCS OFFICE (JB) [redacted]; Snowden, Ian [redacted]; McMahon, Denis [redacted] Godfrey, Katrina (DAERA – Perm Sec) [redacted] Boyle, Colum (DfC) [redacted] Widdis, Hugh (DoJ) [redacted] Herron, Stephen [redacted] DAERA PermSec [redacted] DfE Permanent Secretary Support [redacted]; DfC Permanent Secretary Support [redacted]; Quinn, Aisling (P&OD) [redacted] Martin, Olivia [redacted]; Fullerton, Janine [redacted]; Sherlock, Debbie [redacted] Wallace, Karen (DoF) [redacted]; Beggs, Beverly [redacted]
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I am content with the removal of Connect2 hubs as the language still allows for agreement with management (I would consider Connect 2 appropriate for many of the small disparate teams I have and the fact I can't fit everyone in the footprint I now have).

On the second point, I can live with it to get the paper through, though I'd prefer it the other way around that the notice was a month but could be extended in exceptional circumstances. As noted in the paper, this is not a contractual matter like partial retirement etc and our work needs can change very quickly.

NG

From: Director People & OD < [redacted]

Sent: 20 February 2025 16:46
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]
Cc: HOCS OFFICE (JB) [redacted]; Snowden, Ian [redacted] McMahon, Denis [redacted] Godfrey, Katrina (DAERA – Perm Sec) <[redacted]; Boyle, Colum (DfC) [redacted]; Widdis, Hugh (DoJ) [redacted] Herron, Stephen [redacted] Director People & OD [redacted] DAERA PermSec [redacted] DfE Permanent Secretary Support [redacted] DfC Permanent Secretary Support [redacted]; Quinn, Aisling (P&OD) [redacted] Martin, Olivia [redacted]; Fullerton, Janine [redacted]; Sherlock, Debbie [redacted] Wallace, Karen (DoF) [redacted]; Beggs, Beverly [redacted]
Subject: SGM-0027-2025 Review of Hybrid working policy

Good afternoon all,

Please see attached paper from Jill Minne with Annex A & B re: Review of Hybrid working policy.

Kind Regards

[redacted]

[redacted] **| Governance & Support Branch | People & Organisational Development | NI Civil Service**
Bruce Street | Belfast | BT2 7JD

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