From: [redacted]
To: [redacted]
Subject: FW: Review of Hybrid working policy
Date: 26 February 2025 09:09:27
Attachments: image002.png

[redacted] – another response

[redacted]

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

From: Matthews, Chris (Resource and Corporate Management) <[redacted]
Sent: 25 February 2025 17:47
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]; 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]>; 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: Review of Hybrid working policy

Colleagues,

We've considered this and agree with the comments I've seen from others.

On balance we think the Connect2 Hubs shouldn't be considered the workplace, particularly as they were designed to facilitate remote working.

On the question of notice, we do think three months is too long – business needs must come first and some depts will need to move quickly. We support the idea of mutual consent, but suggest it should be the other way around. There can be notice by agreement, but business needs may require swift action.

Under the mobile grades policy, the notice requirement in the policy currently is:

> *Departments will, wherever possible, give you reasonable notice of transfer. The aim will be to give as much notice as possible, but normally provide more than 14 days' notice if it may be necessary for you to move home or 5 days if a move of home will not be necessary. If, in exceptional circumstances, it is not possible to meet these standards, the position will be fully explained to you*

The difference between these policies would be quite stark.

Ta
C

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: 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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