From:	Matthews, Chris (Resource and Corporate Management)
To:	Director People & OD; Gibson, Neil; Duffy, Paul; Minne, Jill; Shannon, Catherine; McBurney, Joanne; Simpson, Tony; [redacted] DAERA Corporate Services Deputy Secretary; Malcolm, David; McGeown, Declan; Luney, Peter; Morton, Gillian; Armour, Ronnie; Johnston, Gareth; Brown, Deborah; Hughes, David (DoF)
Cc:	Quinn, Aisling (P&OD); [redacted]; DoF Corporate Services Division; DfC Corporate Services Deputy Secretary"s Office
Subject:	RE: FHRAG - Hybrid Working Policy Paper
Date:	24 May 2024 11:38:44

[redacted]

Thanks for sharing these papers, and apologies for coming in right at the end with comments.

Overall, I think it is the right time to review WFH and I think the proposals are broadly in the right place. I have a few comments on the paper:

i. I think we may be placing too much weight on the 8% dissatisfaction rate as the basis for the work. This necessarily implies a 92% satisfaction rate which is exceptionally positive and could well raise questions as to why this worthy of attention when other issues are (statistically speaking) more pressing. Instead, it might be better to say that it's simply good practice to review policies from time to time and we've been working this way for a couple years now so a good point to take stock of where we've got to. The staff survey would remain highly relevant here.

ii. At 4.1 I think we should add in the objective of "providing assurance that the policy is meeting business needs"

iii. Finally, at 5.2 I think we should add in consultation with Ministers; you may also want to this about NICS Board/ FHRAG – who seem to be factored in later, but not explicitly listed here.

Happy to discuss,

Ta
C

From: Director People & OD <DirectorPeopleOrganisationalDevelopment@finance-ni.gov.uk>
Sent: Thursday, May 23, 2024 11:39 AM
To: Gibson, Neil [redacted]; Duffy, Paul [redacted] Minne, Jill [redacted]; Shannon, Catherine [redacted] McBurney, Joanne [redacted]; Simpson, Tony [redacted]; [redacted] DAERA Corporate Services Deputy Secretary [redacted]; Malcolm, David [redacted]; McGeown, Declan [redacted] Luney, Peter [redacted] Morton, Gillian [redacted] Matthews, Chris (Resource and

Corporate Management) [redacted]; Armour, Ronnie [redacted]; Johnston, Gareth [redacted] Brown, Deborah [redacted]; Hughes, David (DoF) [redacted]
Cc: Quinn, Aisling (P&OD) [redacted]; DoF Corporate Services Division [redacted] Director People & OD [redacted] DfC Corporate Services Deputy Secretary's Office [redacted]
Subject: FHRAG - Hybrid Working Policy Paper

Good morning all,

The attached paper was considered at the FHRAG meeting on 8 May. Thanks to those who have replied. Just a reminder that any further comments should be sent to [redacted] by cop tomorrow, Friday 24 May.

Many thanks

[redacted] **| Governance & Support Branch | People & Organisational Development | NI Civil Service**
2-4 Bruce Street | Belfast | BT2 7JD
[redacted]