From: McGeown, Declan
To: [redacted]
Cc: [redacted]; Lloyd, Kiera
Subject: FW: FHRAG - Hybrid Working Policy Paper
Date: 24 May 2024 15:22:22
Attachments: [redacted]

[redacted]

We have considered the attached and broadly agree the thrust of what is set out in the attachments. DfI has a set of established principles for our staff in respect of hybrid working which appear to be working well but, of course, we will want to learn from any Review.

We all accept that hybrid working is here to stay and that it has its benefits and challenges, as articulated in the slides. While not wishing to pre-empt the outcome of the Review we should, however, be alive to the risk of challenge from staff if we decide to go down the route of a minimum requirement vis-à-vis office attendance as they might point to established custom and practice since 2020 – DSO might, therefore, need to be consulted.

Best regards.

Declan

From: Director People & OD <[redacted]>
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] 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] [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]

[redacted] by cop tomorrow, Friday 24 May.

Many thanks

[redacted]

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

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