



Northern Ireland

**Civil Service**

People and Organisational Development  
Forbairt Daoine agus Eagraíochta

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**From: Joan Fleetham**  
**HR Policy, People & Organisational Development**

**Date: 11 November 2025**

**To: Alan Perry**  
**GMB**

**REVIEW OF SECTION 6 AND ANNEX 10 OF THE STANDARDS OF CONDUCT  
POLICY – PRIVATE OCCUPATIONS**

1. I wrote to you on 22 September regarding a review of the NICS Standards of Conduct policy, **Section 6 and Annex 10 – Private Occupations**.
2. Thank you for your response, which raised no issues.
3. This note is to advise that consultation has now closed and we aim to have the revised policy published in November 2025.

**Joan Fleetham**  
**People & Organisational Development**  
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**Aisling Quinn**