

Shane Murphy
Deputy Secretary
Management Services and Regulation Group

From: Shane Murphy, DfE FHRAG Member

Date: 4 March 2025

To: Jill Minne, Director, People and Organisational Development (P&OD)

cc: Michelle Bell


Thank you for sharing the note and revised Standards of Conduct policy in relation to Civil Servants undertaking private occupations, in particular paid work for other public sector bodies.

While I understand the approach recommended in paragraph 8 'removal of the Standards of Conduct policy provision which allows a proportion of paid leave to be used for the purposes of working for another public sector body' the reasons for not adopting that approach in 2015, still stand (para 5 & 6).

As noted there would be impact specifically for the Electoral Office (if staff are advised that they cannot use holiday leave or flexi leave) and the Electoral Office would need to assist with implementing this approach.

Also the policy would need to address how this approach would affect those staff with Alternative Working Patterns e.g. 5 over 4 or partial retirement.

I hope the above feedback is useful, but should you wish to discuss this further please contact Michelle Bell or myself.



SHANE MURPHY