



From: John Greer
Deputy Secretary

Date: 04 March 2025

To: Joan Fleetham

Private Occupations submission to FHRAG

I refer to memo from Jill Minne dated 18 February and note the action to:

- (i) note the contents of the briefing; and
- (ii) consider the proposed revision to the Standards of Conduct policy (**Annex A**).

While DfC Top Leadership Team were content to note the contents of the briefing, I have included the following feedback/query for consideration.

- The conclusion (para 8) removes the use of paid leave; however it is silent on the use of flexi leave. Can we assume the use of flexi leave, (which is part of the current policy as noted at para 5), will still be permitted? Flexi leave would be an important mitigation to assuage any concerns of the electoral office or does the removal of paid leave include flexi leave?

I trust that this feedback will be helpful.

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Corporate Services Group