

From: [REDACTED]
To: [REDACTED]
Subject: DoJ Response Section 6 SoC
Date: 07 March 2025 14:36:31
Attachments: [image002.jpg](#)
[image003.jpg](#)

From: Fleetham, Joan [REDACTED]
Sent: 04 March 2025 08:51
To: [REDACTED]
Subject: FW: Private Occupations submission to FHRAG

[REDACTED]

To see re the point on flexi. I don't think they have been paid for work already done as their salary does not alter whether they work a flat month or accrue eg 7 hours 25 extra flexi. I think the payment is made the day they take off and therefore it would be double payment.

Any thoughts?

Joan

Joan Fleetham MCIPD | HR Policy | People & Organisational Development | NI Civil Service

2-4 Bruce Street | Belfast | BT2 7JD

Contact: [REDACTED] [REDACTED] [REDACTED] [REDACTED]

Text Description automatically generated



From: Director People & OD <[REDACTED]>
Sent: 04 March 2025 07:47
To: Fleetham, Joan [REDACTED]
Cc: Director People & OD [REDACTED]
Subject: FW: Private Occupations submission to FHRAG

FYI

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

2-4 Bruce Street | Belfast | BT2 7JD

Contact: [REDACTED]

Image



From: Brown, Deborah [REDACTED]

Sent: 03 March 2025 17:07

To: Director People & OD <[REDACTED]>

Cc: Lennox, David [REDACTED]; Logan, Richard [REDACTED]

Subject: RE: Private Occupations submission to FHRAG

I am broadly content with the proposals but provide the following observations:

There may be some resistance to the change in policy but I support a consistent approach. What is less clear is the current reliance on civil servants and what the impact might be if they choose not to continue in those roles.

Individuals are paid on annual leave days and the importance of a rest/break from work should not be under-estimated given the current workloads. However, if someone builds up flexi leave, and takes a flexi day leave – they have been paid for work already done the work. This may offer at least some flexibility that people could work and be paid for their contractual hours but still be involved elsewhere.

HTD

Many Thanks

D

Deborah Brown (She/Her)

Director of Justice Delivery

Block B, Castle Buildings, Stormont, Belfast BT4 3ST

A picture containing chart Description automatically generated



From: Director People & OD <[REDACTED]>
Sent: 03 March 2025 09:10
To: Duffy, Paul <[REDACTED]>; Minne, Jill <[REDACTED]>
Shannon, Catherine <[REDACTED]>; Gallagher, Sharon
<[REDACTED]>; Malcolm, David (TEO) <[REDACTED]>
<[REDACTED]> McGeown, Declan <[REDACTED]> Luney, Peter
<[REDACTED]>; Greer, John <[REDACTED]>; Matthews,
Chris (Resource and Corporate Management) <[REDACTED]>; Armour,
Ronnie <[REDACTED]>; Johnston, Gareth
<[REDACTED]>; Brown, Deborah <[REDACTED]>
<[REDACTED]>; Redmond, Kerri
<[REDACTED]>; Gibson, Neil <[REDACTED]>; McBurney,
Joanne <[REDACTED]>; Simpson, Tony <[REDACTED]>
<[REDACTED]> DAERA Corporate Services Deputy Secretary <[REDACTED]>;
Hughes, David (DoF) <[REDACTED]>
<[REDACTED]>; Murphy, Shane <[REDACTED]>; Quinn, Aisling (P&OD)
<[REDACTED]>; Martin, Olivia <[REDACTED]>
Fullerton, Janine <[REDACTED]>
Cc: Sherlock, Debbie <[REDACTED]>; Wallace, Karen (DoF)
<[REDACTED]>; Beggs, Beverly <[REDACTED]>
Fleetham, Joan <[REDACTED]>; DoF Corporate Services Division
<[REDACTED]>
Subject: RE: Private Occupations submission to FHRAG

Good morning

Thanks to those who have provided a return. Any outstanding returns should be sent to [REDACTED] by cop tomorrow, **4 March 2025**.

Kind regards

[REDACTED]

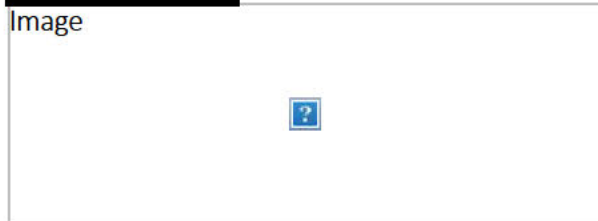
[REDACTED] | Governance & Support Branch | People & Organisational Development | NI
Civil Service

2-4 Bruce Street | Belfast | BT2 7JD

Contact: [REDACTED]

[REDACTED]

Image



From: Director People & OD

Sent: 18 February 2025 16:51

To: Duffy, Paul [REDACTED]; Minne, Jill [REDACTED]; Shannon, Catherine [REDACTED]; Gallagher, Sharon

[REDACTED]; Malcolm, David (TEO) <[REDACTED]>

[REDACTED] McGeown, Declan <[REDACTED]>; Luney, Peter

[REDACTED] Greer, John [REDACTED]; Matthews,

Chris (Resource and Corporate Management) [REDACTED]; Armour,

Ronnie [REDACTED]; Johnston, Gareth

<[REDACTED]>; Brown, Deborah <[REDACTED]>

[REDACTED] Redmond, Kerri

[REDACTED] Gibson, Neil [REDACTED]; McBurney,

Joanne <[REDACTED]>; Simpson, Tony [REDACTED]

[REDACTED] DAERA Corporate Services Deputy Secretary <[REDACTED]>

Hughes, David (DoF) [REDACTED]

[REDACTED]; Murphy, Shane [REDACTED] Quinn, Aisling (P&OD)

[REDACTED]; Martin, Olivia [REDACTED]

Fullerton, Janine [REDACTED]

Cc: Sherlock, Debbie <[REDACTED]>; Wallace, Karen (DoF)

[REDACTED]; Beggs, Beverly <[REDACTED]>

Fleetham, Joan <[REDACTED]>; Director People & OD

<[REDACTED]>; DoF Corporate Services

Division <[REDACTED]>

Subject: Private Occupations submission to FHRAG

Afternoon all

Please see attached paper and annex.

Any feedback on the attached should be sent to [REDACTED] by cop
4 March 2025.

Kind regards

[REDACTED]

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

2-4 Bruce Street | Belfast | BT2 7JD

Contact: [REDACTED]

[REDACTED]

Image



