

From: [Fleetham, Joan](#)
To: [McWilliams, Tracey](#)
Cc: [REDACTED]
Subject: RE: Private Occupations submission to FHRAG [OFFICIAL]
Date: 04 March 2025 12:09:00
Attachments: [image001.jpg](#)
[image002.jpg](#)

Tracey

Thank you for your response.

In answer to your query, the proposed change of approver follows the strategic direction of NICS to give managers and business areas appropriate authority to make decisions about their own people.

People & OD has undertaken to issue regular reminders about the rules to staff and managers, which will direct to the correct procedure and which we hope will promote better consistency in the raising and recording of requests. Business areas are in the best position to understand the role of the applicant and whether there are conflicts which would impact on the approval process.

I hope this has been helpful.

Kind regards,

Joan

Joan Fleetham |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: McWilliams, Tracey <[REDACTED]>
Sent: 04 March 2025 11:09
To: Fleetham, Joan [REDACTED]
Cc: Luney, Peter [REDACTED]
Subject: FW: Private Occupations submission to FHRAG [OFFICIAL]

Hi Joan

The proposed change makes the rules much clearer, although I would expect opposition from TUS and others.

I note that approval must now be sought from Grade 5s in Business Areas, previously it was NICS HR. I would be concerned that this will lead to an increase in informal arrangements and lack of consistency rather than more. It would be helpful to understand the rationale for that particular change to the policy.

Happy to discuss

Tracey



Public Prosecution Service
Belfast Chambers
93 Chichester Street
Belfast BT1 3JR

www.ppsni.gov.uk

Tracey McWilliams
Head of Resource Management Team



From: Luney, Peter [REDACTED]
Sent: 03 March 2025 09:53
To: McWilliams, Tracey [REDACTED]; Quinn, Joanne [REDACTED]
Subject: FW: Private Occupations submission to FHRAG [OFFICIAL]



Public Prosecution Service
Belfast Chambers
93 Chichester Street
Belfast BT1 3JR



Peter Luney
Senior Assistant Director, Resource
and Change

Tel: [REDACTED]

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]; 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]>; Redmond, Kerri [redacted]; Gibson, Neil [redacted]; McBurney, Joanne [redacted]; Simpson, Tony [redacted]; [redacted] DAERA Corporate Services Deputy Secretary <[redacted]>; Hughes, David (DoF) <[redacted]>; [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**.

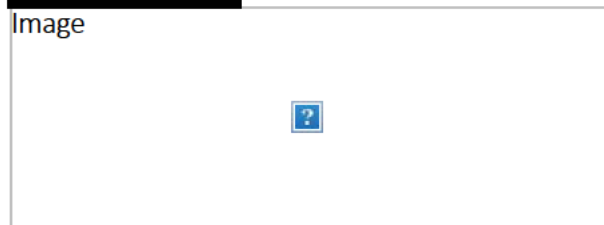
Kind regards

[redacted]

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

2-4 Bruce Street | Belfast | BT2 7JD

Contact: [redacted] & [redacted]



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]>; 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]>; Redmond, Kerri <[redacted]>; Gibson, Neil <[redacted]>; McBurney, Joanne <[redacted]>; Simpson, Tony <[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

