

Message

From: Rooney, Bernie [/O=NIGOV/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=C7CF96A1C4A84DCC99B0D59D6BCDBFCB-BERNIE ROONEY 0749]
Sent: 26/11/2019 11:13:16
To: [redacted] [redacted]@executiveoffice-ni.gov.uk]
Subject: FW: Sensitive - staff - in confidence [redacted] NR

[redacted] NR

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From: Jackson, Neill (TEO)
Sent: 26 November 2019 10:17 AM
To: Rooney, Bernie <Bernie.Rooney@executiveoffice-ni.gov.uk>
Cc: Stewart, Chris (TEO) <chris.stewart@executiveoffice-ni.gov.uk>
Subject: RE: Sensitive - staff - in confidence [redacted] NR

Bernie

Thanks. I would welcome a discussion to clarify what we understand to be our respective roles and the likely residual requirements for C3. It may be that the notional division of "regular" CCPB work and C3 legacy plus strategic review between us is currently unworkable and causing confusion for staff. If C3 continues to require the substantial engagement of staff in addition to [redacted] NR it may for example be better to transfer line management responsibility for [redacted] NR to you for whatever period we consider may be required. The alternative is to make it clear that I will be acting as line manager for administrative purposes eg leave etc. but she will work under your direction.

As I say happy to discuss.

Neill

From: Rooney, Bernie
Sent: 26 November 2019 08:31
To: Jackson, Neill (TEO) <Neill.Jackson@executiveoffice-ni.gov.uk>
Cc: Stewart, Chris (TEO) <chris.stewart@executiveoffice-ni.gov.uk>
Subject: Sensitive - staff - in confidence [redacted] NR

Hi Neill,
I tried to contact you yesterday but you were out of the office.

In advance of your meeting with the Branch today you may wish to be aware that [redacted] NR repeatedly asks for clarification on who is her Line Manager.

Whilst I am content for it to be you and I agreed to keep things moving here and work with you, the black and white nature of [redacted] NR question is not permitting that to be easily executed.

Civil Contingencies Secretariat, CO are arranging a further national exercise and NIO are pushing for NICS to involved to a greater degree than Chris Stewart has indicated that we have the resources to do so. Chris has written to Katharine

Hammond explaining that and NIO are not accepting this position. Mark Byres is coming to meet with me today to discuss and highlight the risks to the NICS.

C3 Project is now coming to a close, the legacy and transition piece of work, which is a significant programme of work, to transfer the NI Hub into CCPB (NI) is the next stage. **NR** understands that this is what should happen but is concerned about lack of resources whilst her team advise her that the NI Hub has nothing to do with CCPB(NI).

In addition, HoCS and Chris Stewart have asked for a strategic review of the civil contingencies arrangements in NI including making recommendations for the future role and responsibilities of CCPB (NI).

NR is repeatedly (daily) seeking clarity on 'who' her Line Manager is and 'who' she should seek direction from. I have explained that you are the Line Manager on HRConnect but that she needs to be involved in the work here. This has been reinforced by Chris when we met him as a team last week.

On a daily basis **NR** is seeking clarity as to whom she should liaise with, you or me. To date I have provided considerable time and effort guiding **NR** as she is new to post and grade. However, I don't think it is easy to separate the CCPB (NI) and the future of the NI Hub.

NR is keen to pull back into the CCPB (NI) position of the past and I have sought to encourage her to see the bigger picture. I have worked with **NR** to guide her to develop a Job Description, Business Plan, Risk Register and get the Elective Transfers out for a DP and AO. Unfortunately, as you are aware to recruit staff takes time.

NR consistently raises the issue of a lack of resources. I have expedited the process in so far as possible.

As I have mentioned to you in the past **NR** has a medical condition and is currently under further medical investigation.

The issue of lack of clarity around role and Line Manager is a matter of concern for **NR**

In my view **NR** is taking time to adjust to the new grade and responsibilities that come with it but with close guidance and direction this can be overcome in time. At the minute she seeks a lot of time and direction.

I am happy to discuss.

Bernie