

[Redacted]

Sitrep on current issues - 9 November

09 November 2017

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Subject	Sitrep on current issues - 9 November
From	Richards N (Nicola)
To	Permanent Secretary
Cc	Mackinnon J (Judith); Director Communications, Ministerial Support & Facilities; Hynd JS (James); Richards N (Nicola)
Sent	09 November 2017 11:28

[Private Secretary 2], colleagues,

Given the flow of activity just now we thought it might be useful to give Perm Sec a regular update, and if there is nothing to say we'll just say that.

Work underway:

- Process for former ministers (NR / JH)
 - drafted, seeking legal input.
 - James / [Private Secretary 2] seeing if they can contact [Redacted] so we can consider in line with Whitehall practice.
 - Process will be with Perm Sec today. Let me know if it would helpful to discuss with James and I.
- Communications plan (JMCK / [Redacted]/ Corp comms)
 - to continue conversation with organisation and develop this as part of our early intervention / positive and inclusive cultures change process
 - developing 6 week plan as a basis for fleshing out with Comms
 - key elements as discussed yesterday will be brought in
 - will share outline with Perm Sec ASAP (today/tomorrow) – happy to discuss
- Policy review (JMCK / [Redacted Head of Branch, People Directorate 2])
 - Work underway on Fairness at Work and conduct policy.
 - Early milestones

- route map to clarify complaint handling
 - engagement with unions
 - development with EAP of options for bespoke confidential offer
- Engagement on culture (NR/JMcK – linking with [Redacted], [Redacted] and [Redacted] amongst others)
 - analysis and action on back of Survey results
 - engagement with interested parties (e.g. hosted staff sessions)
 - review interventions underway with DGs
 - DQ session on building positive team cultures – [Redacted]
 - planning for wider interventions with managers
 - Live issues (NR / JMCK / [Redacted Head of Branch, People Directorate 3])
 - Reports to HR:
 - one issue – meeting today
 - one reflection on response to message
 - Reports to others:
 - 2 – 1 to [Redacted] / 1 to BA

Rushing now but if this is helpful Barbara may also want to include a summary around external press interest and handling?

cheers
Nicky



Nicola Richards | Director, People Directorate | [Redacted]

[Redacted]

[Redacted]

[Redacted]