

**From:** [REDACTED]  
**To:** [Burns, Anna](#)  
**Subject:** RE: sensitive responses re SEEN  
**Date:** 01 December 2022 16:10:59

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Anna – in addition to my earlier email there have been other conversations today (more in the technical space) around the future of All company. The view very much is that we have two options longer term; seek ownership for All Company (Internal Comms is suggested) or disable the capability. A paper to this effect is being drafted and via [REDACTED] is likely to make its way to Group Corporate Services ([REDACTED]?) for a decision.

If I side step the real reason why we need All Company to be removed at the moment there is to my mind an equally strong argument that we are running a risk to keep such a platform when we aren't geared up to support it, monitor it and manage it effectively.

We are in the midst of trying to move Yammer to a new platform but without any ownership or direction for the product we cannot deliver a good build as we don't actually know what the business want to use it for. For this reason alone I think we have a strong business case to close it down until we know what we want to use it for.

I am on leave tomorrow and needing to finish at 4pm today. [REDACTED] is working with [REDACTED] on the business case and is happy to talk to you on this, equally happy to pick this up on Monday. Have a good weekend when you get there.

Regards

[REDACTED]  
[REDACTED], Data & Information  
Sustainability & Service Operations, Chief Operating Officer Directorate  
Environment Agency  
Mob: [REDACTED]

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**From:** Burns, Anna <[anna.burns@environment-agency.gov.uk](mailto:anna.burns@environment-agency.gov.uk)>

**Sent:** 01 December 2022 08:07

**To:** [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>

**Subject:** Fwd: sensitive responses re SEEN

Hi [REDACTED]

I am in Birmingham today in meetings and the ea conference. However Nicky and Rob have asked me to explore the options around closing all company yammer. One of the lawyers has recommended we do this.

I will try and give you a call later if that is ok.

Thanks

Anna

Sent from my iPhone

Begin forwarded message:

**From:** "Sutton, Rob" <[rob.sutton@environment-agency.gov.uk](mailto:rob.sutton@environment-agency.gov.uk)>

**Date:** 1 December 2022 at 07:14:48 GMT

**To:** [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>, "Lawton, Nicola" <[nicola.lawton@environment-agency.gov.uk](mailto:nicola.lawton@environment-agency.gov.uk)>, "Burns, Anna" <[anna.burns@environment-agency.gov.uk](mailto:anna.burns@environment-agency.gov.uk)>

**Subject: FW: sensitive responses re SEEN**

Firstly, thank you from all of us for picking up these issues. I am very mindful that this is really difficult, emotive and complex and I want to reassure you that if you need more support from Nicky or I please ask. Most important is your health and wellbeing and we will do all we can to support you.

Nicky/ Anna – The email attachments here demonstrate just how difficult this is (if we didn't need any reminding) and that it is not calming. Government/ Defra Legal have advised not to remove whole threads. However, the use of Yammer as a vehicle is at the heart of this and I feel we need our own legal advice re the removal of Yammer. If we took this action based on legal advice we would need to be mindful of wider consequences given Yammer's popularity across Defra Group (and who the ultimate decision maker is).

However, the scale of this is escalating, people are going off sick and the business time absorbed by this (both with people posting comments and us responding and acting) is growing.

Rob

**Rob Sutton**

**Deputy Director – People and Change**

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Horizon House, Deanery Road, Bristol, BS1 5AH

(PA: : @environment-agency.gov.uk tel: )

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**From:** <@environment-agency.gov.uk>

**Sent:** 30 November 2022 15:51

**To:** Sutton, Rob <[rob.sutton@environment-agency.gov.uk](mailto:rob.sutton@environment-agency.gov.uk)>; Lawton, Nicola <[nicola.lawton@environment-agency.gov.uk](mailto:nicola.lawton@environment-agency.gov.uk)>

**Subject:** sensitive responses re SEEN

Hi both

Have sent off the attached replies to and in line with HR/Legal advice. I was due to meet tomorrow but she's let me know she's going to take some time off sick.

These may be escalated further so wanted you to be sighted.

James has also just sent on a query he's asked me to respond to on his/Lucy's behalf- attached

Thanks

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Manager –

People & Change – Strategy, Planning & People – Chief Operating Officer's Directorate

Mobile:

Email: @environment-agency.gov.uk

Location: Brampton, Cambridgeshire (working from home for foreseeable future)

**Please note** I work a flexible schedule, with longer hours Mon-Thurs and shorter Fridays (details in my Outlook calendar / out of office message )

Pronouns: (why is this here?)

How to pronounce my name (phonetic spelling) Why is this here?	
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