

Timeline and key facts & figures

2018

June - Aug - Sept

Minister Flanagan announces the radical restructuring of the Department of Justice and Equality following the Publication of the first Department of Justice and Equality Effectiveness and Renewal Group (ERG) Report.

The Department launches a procurement process supported by the Office of Government Procurement to find a suitable framework supplier to support with the Transformation Programme

Oct - Nov - Dec

The Transformation Programme Board is established comprising of leaders from across the Civil Service, including the Secretary General to the Government.

The second report of the ERG is published

Following a comprehensive tender evaluation process, EY are appointed to support the Department in implementing a new operating model. The contract value is €3.5 million (incl. VAT)

2019

January

The Department of Justice and Equality is formally re-aligned under two core pillars, Civil Justice & Equality and Criminal Justice

February

The third ERG report outlining the Department's activities in relation to the Transformation Programme is published

March

The Agencies and Bodies under the aegis of the Department attend a briefing update on the progress of the Programme

The first conceptual stage of the Design process is formally signed-off

Design Stage 1

- In January the Department Programme Team is formally established comprising of internal Department staff and EY staff who will support the Design and Implementation of the Programme. At its busiest period the Programme team has 33 members.
- Working sessions on Organisational Design are facilitated by the Programme Team across the Department

Design Stage 2

- Design of the new operating model continues at pace. By the end June, over 100 workshops with over 300 staff representatives have taken place across the Department
- The Department continues to prepare and update key systems, data and processes in HR, IT Facilities and finance in advance of transitioning to its new model

April

The Department holds a large event for its 2400 staff to share the outputs from the first stage of the Design process

May

The Department hosts a meeting of the the Civil Service Management Board (CSMB) to provide an overview of the progress to date

June

The Department signs-off the agreed approach for transitioning staff to its new operating model throughout August and September

July

A number of briefings are held across the Department to share the outputs from the second and final stage of Design

The Department's Agencies and Bodies attend another briefing session to gain a greater understanding of the Department's new Functional model

The fourth report of the ERG is published

August

The implementation phase begins with the establishment of the Transparency Function, followed by functions in the Civil Justice & Equality pillar.

September

The Criminal Justice Functions are formally established as well as the Immigration Service Delivery Function, and moves in the Corporate areas.

The Programme is formally closed at the end of September

Transition

- Over a six week period the over 500 Department staff move into new roles and locations in order to formally establish the new Functional model
- Tailored Learning & Development content is developed to support staff in new roles, including 21 Team training sessions delivered throughout August and early September. Ten bespoke eLearning modules are developed for staff
- Throughout September, the Department hosts a number of briefing sessions on the new Functional model for over 100 Non-Governmental Organisations within the Civil Justice and Equality and Criminal Justice Sectors

October and beyond

Work continues to agree and implement a development strategy and evaluation measures for the Programme.

The ERG is due to publish its final report by the end of 2019.