

# Department of Justice and Equality Culture Charter



# Our Mission

Our mission in the Department of Justice and Equality is to work for a safe and fair Ireland. We do this by striving to maintain community and national security, promote justice and equity, and safeguard human rights and fundamental freedoms consistent with the common good.

Working with colleagues across the Civil Service we work to serve the State and the people of Ireland by offering objective and evidence-informed advice to Government, responding to developments and delivering Government objectives while striving to achieve optimal outcomes in the long-term national interest and serving citizens and stakeholders efficiently, equally and with respect, in a system that is open, transparent and accountable.

# Our Culture and Values

Value	Our Commitment
<b>Open</b>	<ul style="list-style-type: none"><li>• We communicate honestly and constructively, fostering a trust-based environment.</li><li>• We consult and collaborate with our stakeholders and staff, listening and hearing their views.</li><li>• We encourage transparency by sharing information relating to plans/decisions, defining clear ownership of issues and communicating proactively about our work.</li></ul>
<b>Public services delivered to a high standard</b>	<ul style="list-style-type: none"><li>• We place the public interest at the centre of everything we do and are forthcoming in providing information in order to assist the public.</li><li>• We treat people with dignity and respect and recognise the difficult circumstances faced by many of them.</li><li>• We strive to provide an excellent service to the public and to support front-line staff to deliver high-quality, responsive services, conscious of their impact on people's lives.</li></ul>
<b>Proactive</b>	<ul style="list-style-type: none"><li>• We believe in planning for the future and encourage a long-term strategic focus based on data and research.</li></ul>

**Professional & Supportive**

- We are committed to developing and implementing workable policies which will have a positive impact for the public and the sector. This is done through being accessible and working to listen to and understand the needs and objectives of our partner organisations and the public.
- In implementing workable policies we will seek to make the right decisions in the context of all of the environmental factors, social, political, economic, technological etc.
- We bring a can-do attitude to our work, scan and plan for future needs and are highly responsive to unexpected change. This helps us to overcome challenges, to adapt and innovate for our future.
- We set high standards at every level of the organisation, always striving to be better in everything we do.
- We seek to maximise the effectiveness of all the resources available, including data, technology and our experienced, knowledgeable staff, in order to provide a high-quality, professional service internally and externally.
- We take pride in our work and aspire to be valued as effective, competent, trained and trustworthy professionals by our colleagues, customers, government, stakeholders and the Irish public.

## **Empowered & Accountable**

- We value personal integrity and we are accountable for the decisions we make.
- We encourage a culture of trust to enable staff to feel confident and supported when making decisions, without fear of recrimination for failure.
- We are ambitious and innovative, seeking continuous improvements while maintaining consistency in decision-making.

## **Leading Collaboratively**

- We maintain a strong and confident leadership culture, in consultation with our stakeholders, staff and colleagues across Government Departments and agencies, in order to deal with key issues.
- We collaborate, coordinate and motivate the activities of our partner organisations to ensure issues are dealt with in an efficient and engaged environment.
- We ensure a consistent voice across the Department and continually build competencies to develop ways of working collaboratively and constructively with all stakeholders.

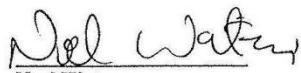
## **Trusting & Respectful**

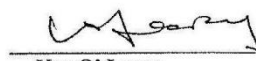
- We acknowledge and respect the dignity of all staff, stakeholders, partners and the public. We are committed to creating and maintaining an environment that respects diversity.

- We foster trust by being responsive and capable, respecting the expertise and experience of our partners and demonstrating where lessons have been learned from previous issues.
- We create a respectful environment, by ensuring core behavioural values, such as integrity, understanding, approachability, honesty and good manners, are employed in all our dealings.

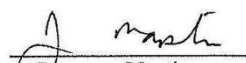
**These values will foster and support the courage to make a difference in all that we do.**

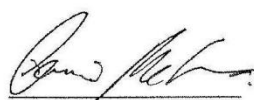
## The members of the Department's Management Board are committed to living these values.

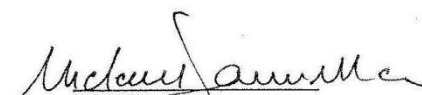
  
Noel Waters  
Acting Secretary General

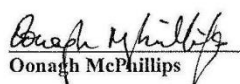
  
Ken O'Leary  
Deputy Secretary

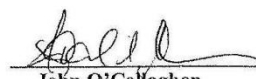
  
Michael Flahive

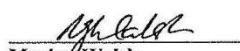
  
James Martin

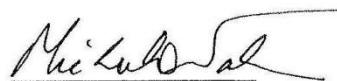
  
Conan McKenna


  
Michael Donnellan

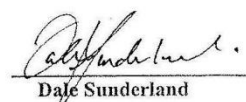
  
Oonagh McPhillips

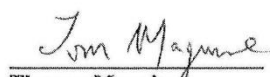
  
John O'Callaghan

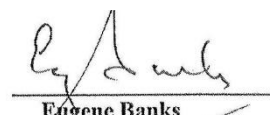
  
Marion Walsh

  
Michael Walsh

  
Michael Kirrane

  
Dale Sunderland

  
Thomas Maguire

  
Eugene Banks

  
Vivian Geiran

  
Andrew Munro

  
Peter Mullan

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