

# **Department of Children & Youth Affairs**

## Organisational Structure

April 2018

## Structure of the Department

The Department comprises the Office of the Minister, the Management Board, and four Divisions. Many activities are carried out on a co-operative basis by two or more Divisions.

- **Child Policy and Tusla Governance Division** is responsible for operational standards and performance, policy and legislative developments relating to child welfare and protection, alternative care and related issues of children's rights. It also has responsibility for DCYA oversight of Tusla governance and performance, and support, including cross-government assistance, for the development of programmes within Tusla. The latter work encompasses parenting support, early intervention programmes and educational welfare.
- It has responsibility for leading cross-government working in respect of children's services through oversight of the implementation of Better Outcomes Brighter Futures; the Area Based Childhood Programme (ABC) and the development of the Children and Young People's Services Committees (CYPSCs) interagency structures. It leads a number of other cross-departmental initiatives.
- **Early Years Care and Education Division**, is responsible for ensuring access to high quality and affordable early years and school age childcare. This includes the development of policy and legislation; the administration of a range of childcare schemes and the associated budgetary, governance and compliance functions; regulation of the childcare sector; and a number of initiatives to develop the childcare workforce and improve the quality of services.
- The Division is responsible for preparing a major 10-year cross-Government Strategy on Early Years, covering the wide-ranging needs of babies and children up to 5, and their families.

## Structure of the Department

- **Corporate and Business Support Division** is responsible for overall expenditure and HR policy advice (Internal & External) to support units in ensuring the optimisation of resource allocation for the Department and agencies under its remit and the corporate support function of the Department, through the mechanism of a business partner model.
- In addition, this Division contributes to the policy objectives of the Department by assisting policy units in the programme of legislative reform. The Division further contributes to the research, evaluation and information functions of the Department, including through the Growing Up in Ireland Study. The Division also assists in the co-ordination of reporting and governance responsibilities. As well as through the provision of legal advices. The Division is commencing the process of putting in place a dedicated modern ICT support infrastructure to further the objective of a more focussed IT solution for business needs.
- **Youth Justice, Adoption, Youth and Participation** Division is responsible for leading and driving reform in the youth justice service; developing policy and legislation in the area of adoption and the effective administration of youth service funding and the reform of youth funding programmes. The Division is also responsible for supporting the work of the Commission of Investigation into Mother and Baby Homes and for ensuring that the voice of children and young people is heard in decision making.
- Each Division consists of a number of units, headed by a Principal Officer or Principal Officer equivalent.

- Child Welfare & Protection Policy
- Child Care Legislation & Children's Rights Policy
- Alternative Care Policy
- Tusla Programme Development and Cross Government Framework
- Child Care Performance & Social Work Unit
- Tusla Governance & Performance Oversight

### Child Policy & Tusla Governance Division

- Communications & Corporate Governance
- Finance & Support Services
  - Human Resources
  - Research, Evaluation & Information
    - External HR
    - ICT
  - Legislation Unit

### Corporate & Business Support Division

## Minister Secretary General

- Children's Detention Schools
- Community Programmes (Dept of Justice & Equality)
- Child Welfare Advisor
- Adoption Policy
- Youth Reform, Strategy & Participation Unit
- Youth Affairs
- Mother & Babies Homes Commission of Investigation

### Youth Justice, Adoption, Youth & Participation Division

### Early Years & Education Division

- Early Years Operations
  - Early Years Projects
- Early Years Governance, Finance & Reform
  - Early Years Policy & Research
    - Early Years Quality
- Early Years Education Policy (Dept of Education & Skills)

## Minister's Office

Dr. Katherine Zappone, T.D.

Minister

Lisa Hughes

Private Secretary

Patricia Ryan

Special Advisor

Jerry O'Connor

Special Advisor

Magdelene Hayden

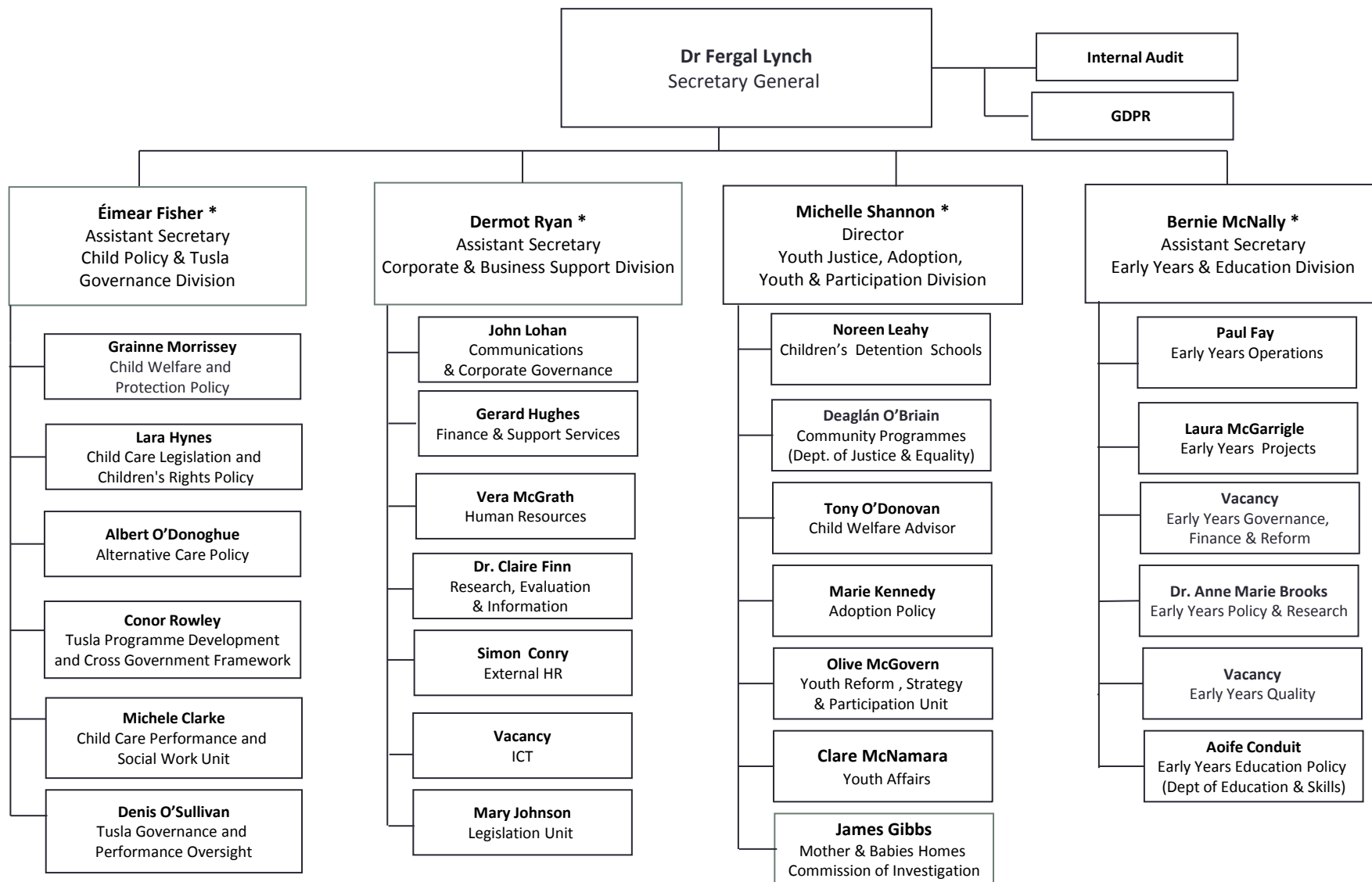
Personal Assistant

Patrick Sheehan

Civilian Driver

Eugene O'Sullivan

Civilian Driver



\* Designated Public Officials for the Regulation of Lobbying Act 2015

## Child Policy & Tusla Governance Division

### Éimear Fisher (Assistant Secretary)

Grainne Morrissey, Principal Officer

Responsibility at Principal Officer level for policy matters relating to child welfare and protection, including Children First.

Lara Hynes, Principal Officer

Responsibility at Principal Officer level for leading the review and reform of Child Care legislation and for Children's rights policy.

Albert O'Donoghue, Principal Officer

Responsibility at Principal Officer for the development of policy and legislation governing Alternative Care, Foster Care, Foster Care with Relatives, Residential Care, Special Care and Aftercare.

Conor Rowley, Principal Officer

Responsibility at Principal Officer level for supporting and facilitating the implementation and oversight of Better Outcomes, Brighter Futures; Area Based Childhood (ABC) Programme, Children and Young People's Services Committees Initiatives (CYPSCs); driving and supporting Tusla programme development and supporting key cross-government initiatives for children.

Denis O'Sullivan, Principal Officer

Responsibility at Principal Officer level for overseeing Tusla performance with reference to business planning architecture; co-ordination of DCYA governance of Tusla; compliance both statutory and non-statutory obligations; and overseeing delivery of an agreed programme of reform of children and family services.

Michele Clarke, Chief Social Worker

Responsibility at Principal Officer level (Chief Social Worker) for monitoring and evaluating Tusla service performance; supporting and advising on future service direction including social work advice and support; contributing to inter-department and inter-agency working and standards relating to services for vulnerable children.

## Early Years & Education Division

### Bernie McNally (Assistant Secretary)

Paul Fay, Principal Officer

Responsibility at Principal Officer level for the planning and operation of the early years / childcare programmes, the management of relationships with stakeholders in the early years sector, parliamentary affairs, interdepartmental and EU liaison, data protection and records management for the early years area of DCYA.

Dr. Anne-Marie Brooks, Principal Officer

Responsibility at Principal Officer level for Early Years policy, including the forthcoming Early Years Strategy; Early Years Research and Data; and the oversight of an Independent Review on the Cost of Delivering Quality Childcare.

Laura McGarrigle, Principal Officer

Responsibility at Principal Officer level for the design and introduction of the new Affordable Childcare Scheme including the Childcare Support Bill and the development of the associated IT system.

Vacant, Principal Officer

Responsibility at Principal Officer level for quality development and regulation of the Early Years and School Age Childcare sector and for continued roll out and implementation of the Access Inclusion Model (AIM) pre-school supports for children with a disability.

Vacant, Principal Officer

Responsibility at Principal Officer level for overall budgetary management of the Early Years vote and for governance and compliance issues associated with the Department's early years care and education programmes. Responsibility for management of the service delivered by Pobal and for the design and operation of Early Years capital schemes and the commissioning and oversight of an independent review of Early Years systems and structures.



## Corporate & Business Support Division

### Dermot Ryan (Assistant Secretary)

John Lohan, Principal Officer

Responsibility at Principal Officer level for the coordination of parliamentary affairs in the Department, including the Minister's, Secretary General's and Press Offices and secretarial support to the Management Board; main point of contact on cross-departmental and international issues relevant to the Department; agency governance, risk management and the Department's governance relationship with the Ombudsman for Children's Office.

Gerard Hughes, Principal Officer

Responsibility at Principal Officer level for the management and control of voted funds; managing the corporate services functions of the Department including procurement arrangements across the Department.

Vera McGrath, Principal Officer  
(Personnel Officer)

Responsibility at Principal Officer level for managing the HR function inclusive of the Project Office / Business Support Unit.

Simon Conry, Principal Officer

Responsibility at Principal Officer level (External HR) for high level HR engagement with Department's four bodies: Tusla, OCDC, AAI and OCO and relevant sectors. Strategic monitoring and implementation of Government policies to support HR practice in the Department's agencies and to encourage and support reforms in the various sectors including provision of policies in relation to numbers employed, pay, pensions and other HR related items such as conditions of employment. Implementation of Public Service Agreements as they relate to the Department's agencies including external HR and IR aspects of reform.

Lead on high level workforce planning in the Department's agencies in partnership with the agencies. Drive HR aspects of the forthcoming Public Service Reform Programme and Our Public Service 2010; Development and Innovation Framework. Lead as the single point of contact with DPER on all agency/sectoral external HR issues.

Support the wider Department as external facing HR issues arise in policy areas directly related to the functions of the department which support the agreed business objectives of the Department.

## Corporate & Business Support Division

### Dermot Ryan (Assistant Secretary)

Dr Claire Finn, Head of Research

Responsibility at Principal Officer level (Head of Research and Evaluation) for the research, evaluation and data functions in the Department, including the Growing Up in Ireland Study; the delivery of the Department's evaluation programme; the development and implementation of a number of data related initiatives including the development of the Department's data infrastructure to support planning and evaluation; and the development of an indicator set for Better Outcomes, Brighter Futures.

Mary Johnson, Principal Officer

Responsibility at Principal Officer level for the management of the Legislation Unit with a view to ensuring that DCYA's legislative priorities are delivered within agreed timeframes.

Vacant, Principal Officer

Responsibility at Principal Officer level for the development of Internal ICT resources and the overarching strategy and also for ongoing engagement with the Department's critical external ICT projects which are under development across a range of agencies.

## Youth Justice, Adoption, Youth & Participation Division

### Michelle Shannon (Director)

Noreen Leahy, Principal Officer	Responsibility at Principal Officer level for policy relating to Oberstown Children Detention Campus (OCDC) including the provision of safe and secure custody for children.
Marie Kennedy, Principal Officer	Responsibility at Principal Officer level for ensuring that adoption policies are developed strengthened and aligned with legislation, practice and resources to achieve optimum outcomes for adopted persons, birth parents and adoptive parents.
Tony O'Donovan, Child Welfare Advisor	Responsibility at Principal Officer level for the development of standards and policy for the delivery of safe care for children in Oberstown and Youth Justice services.
James Gibbs, Principal Officer	Responsibility at Principal Officer level for the legislative and operational arrangements relating to the statutory Commission of Investigation (Mother and Baby Homes and certain related Matters) and supporting cross-government responses to the findings and reports of the Commission.
Olive McGovern, Principal Officer	Responsibility at Principal Officer level for overseeing implementation of the National Strategy on Children and Young People's Participation in decision making (2015-2020); and participation initiatives with children and young people. Responsibility also for designing and implementing reform measures of the youth funding programmes and for managing development of the National LGBTI & Youth Strategy.
Clare McNamara, Principal Officer	Responsibility at Principal Officer level for the administration and financial oversight of youth service funding to support effective evidence-based services; ensure compliance with all governance requirements by funded organisations projects; the delivery of DCYA led actions in the National Youth Strategy; and the monitoring of the actions led by other Government Departments; EU youth policy and North & South Youth Programmes, including Peace 4 & NSETS; working with Gaisce in management of governance including Gaisce Council positions; oversight of Léargas administered programmes including Erasmus+, European Voluntary Service, forthcoming European Youth Solidarity Corps and the Causeway Programme.

## Bodies under the aegis of the Department and associated Commission

**Child and Family Agency**

Mr Fred McBride  
Chief Executive Officer  
Tusla - Child and Family Agency  
Heuston South Quarter, St John's Road W  
Kilmainham  
Dublin 8.

**Adoption Authority of Ireland**

Ms Patricia Carey  
Chief Executive Officer  
Shelbourne House  
Shelbourne Road  
Ballsbridge  
Dublin 4.

**Children Detention Schools**

Mr Pat Bergin  
Campus Manager  
Oberstown  
Lusk  
Co. Dublin

**Office of the  
Ombudsman for Children**

Dr Niall Muldoon  
Ombudsman for Children  
Millennium House  
52-56 Great Strand Street  
Dublin 1.

**Commission of Investigation into  
Mother and Baby Homes**

Judge Yvonne Murphy  
73 Lower Baggot Street  
Dublin 2.

**Gaisce, The President's Award**

Yvonne McKenna  
Chief Executive Officer  
Ratra House, North Road  
Phoenix Park  
Dublin 8.