



Ministry of Justice

The MOJ is a large, diverse department made up of operational and frontline services spread across the country, including prisons and courts. Like all government departments we are looking for better, more efficient ways to do things and to make MOJ a better place to work. Workplace transformation is being driven by 'The Way We Work' programme (TW3), which focuses on transforming the workspace, improving technology and enabling staff through SMARTer working practices.

The Ministry of Justice (MOJ) was chosen, alongside HMRC, to work with the Agile Future Forum (AFF) to test the 'workforce agility' methodology.

Five teams that represented a cross section of the department were selected to take part in the pilot. The AFF team facilitated an interactive workshop for the teams to explain the methodology and identify how these ideas could benefit MOJ.

The teams were encouraged to think creatively about how different working practices could drive better business outcomes. Common themes focused on improving staff motivation and engagement to increase productivity and cost savings such as flexible working and multi-site working.

For example, one team focussed on the agile practices of mobile working, use of multi-sites and home working. Using the AFF methodology the team assessed potential business benefits including supporting the TW3 objective to achieve 1 HQ and to encourage recruitment of staff outside of London, allowing the department to tap into skills and experience across the country. The team also recognised that it could increase engagement with staff working in other locations across the MOJ estate. Finally, benefits were also identified for staff based in London; a better work life balance through reduction in commuting time and costs.

All teams focussed on AFF practices that could align with the MOJs TW3 programme to compliment the delivery of plans already in place. Following the seminar, each team developed an agile business case. 3 of the 5 teams have already been able to weave AFF into their TW3 workspace plans and 1 of the teams will be taking forward their business case when they move to TW3 later in the year.

3 clear lessons came about from our interaction with AFF. The process must be supported by management, there must be clarity around the terminology and participants must have the courage of their convictions.

MOJ will continue to consider how AFF can add business value to change programmes run at the Department.