

Anonymous feedback from staff who have moved through the scheme under Phase 1A:

Settling in

'I applied for Mobility once the option became available. I had been a Civil Servant for 15 years at that stage. The last Department I worked in was not a good fit for me. Mobility gave me an option to move within the Civil Service, as I was considering looking outside. I am happy with my move. Best advice I can give is to make a list of Pros and Cons. Consider location, traffic, public facing offices, flexi, promotion, experience. If you have nothing to lose, take a chance, but remember you are there for two years so it's a commitment but you can always move again. Positive for me.'

'I was happy with how fast I moved on the list and with the length of notice I was given before my move. I moved in June and am still settling in as it is a huge change from my previous positions and the responsibilities for my grade in this position is a lot more than any previous experience I have had as an EO.'

'I found the overall experience of the Mobility move very satisfactory. Once I received my email to tell me I was being considered for a move, the whole process went very smoothly. I was very anxious to get a move from my previous position, so was very happy that mobility was introduced. I moved to an area where the work is totally different, using software that I had never used. 10 months later I feel that I am finding my feet every day, learning more, in a far more positive environment and am very happy that the opportunity arose through Mobility.'

'Moving from a large office to a much smaller office proved challenging and it took me approximately 3 months to settle in. And now that I'm in my location for 6 months I am definitely reaping the benefits. Namely, being able to walk to work in 15 minutes as opposed to a long commute, a major saving on motor expenses. I would advise anyone considering a move to a smaller office to give it a go and be prepared for a few months settling in period. After that it will be great!'

'Very happy with new department and far less of a commute. I find it takes some time but only as you would expect with any new role. Need to adapt from being an experienced member of staff to inexperienced but that is to be expected for a time. Overall absolutely delighted with the scheme would definitely recommend it.'

'...I found the whole process very user friendly and transparent and the handover smooth and efficient. I am now happily settled in my new position in D/Agriculture in Portlaoise a short walk from my house.'

'My mobility move progressed very quickly and I was given sufficient time to make an informed decision on my given choice. It has taken me a good 6 months to settle in to the new environment as work is completely different but I am happy now that I made the move and it has worked out for me.'

'My experience of the Mobility move was good. I settled in quite quick. The work was challenging in the beginning.'

'I found the mobility process very easy from start to finish and settled in to my new job very easily.'

'The move was swift but manageable. Staff in my new department made contact with me beforehand and were able to give me an idea of what would be involved, This, along with knowing a

few people in the new department, assisted greatly in terms of settling in and familiarising myself with my new surroundings.'

'I moved from the Four Courts in Dublin 7 to Dept of Agriculture, BackWeston, Celbridge for relocation purposes and I found the whole process from the start of my application to my appointment date very straight forward. The mobility staff were very helpful at all times. My new location has made a huge positive impact on my family life. My new position is very interesting and the staff are very helpful and have made me feel so welcome and part of the team.'

'Once I received my offer I was given 4 weeks before I made the move. I think the office I was in found this hard as the Local HR had not assigned my replacement for a few weeks after I left meaning I could not train my replacement in. Settling in to a new Department was harder than I had thought it was going to be as they used different systems and have different ways of doing things. I moved from an extremely busy office so I am finding the change in pace difficult. My work/life balance has improved as I do not have a 4 hour commute every day and I'm saving on my train fare. My experience of mobility is positive and it was quicker than anticipated. I had thought I would be 3-4 years waiting for mobility but I was just 2 years waiting.'

'I contacted the interested Department directly to get some information on the position and type of work involved, as it was a completely different department. I found this very helpful in making my decision in accepting the transfer. My main deciding factor was location. While I am still learning the role 6 months later, I have found that being closer to home has made it worth it.'

'I found the overall process good and easy to use, settled in on my new role well.'

'It was a big change moving from one Department to another. It takes time to settle in and get your head around your new job.'

'I was number 8 on the list and didn't expect to be made an offer. PeoplePoint explained to me that the applicants ahead of me were either ineligible or had placed their applications on-hold. I was very happy but was not fully prepared. My new office is closer to home and the work is varied and challenging. My advice to others is to be sure that you want to move because it is very stressful to settle into a new office.'

'I am enjoying my new job and am comfortable with the work I do. I found the transition to a new environment and new work colleagues a little difficult but have become more settled now.'

'The mobility move process was smooth and I was happy with how it went. It was great to get the opportunity to move closer to home. I had applied years ago for a move to a department where my interests and qualifications lie. That did not materialise, however, this move closer to home is a big help considering our young family. On the negative side, the problem is the new job is very stressful in an extremely busy and understaffed office, where no training is provided. (But this is obviously not the fault of the Mobility Transfer.) Thank you for your work.'

'My advice to colleagues is to be sure that you want to move because it is very stressful to settle into a new office and make new friends. I moved 4 months ago and I am finding it hard but taking it day by day. My commuting has reduced and that is what is keeping me positive.'

'Still settling-less than 3 months here.'

'It is extremely unfair to keep someone in a new location for 2 years when medical evidence provided shows that the person is suffering from extreme anxiety and high blood pressure because the work in the new location is very pressurised and is having an adverse effect on their health and because of their age it does not suit them. A person should be allowed to move back to their previous location in these circumstances.'

'It would have been helpful if the person whom I was replacing had not moved before I arrived to allow for better handover, especially as I was coming from a different Department.'

'Due to staffing pressures I find the lack of training officer to be a major drawback to speed the settling in process. However my colleagues have been extremely patient in answering my queries to enable me become a valued asset in my section.'

'I found the work very different to what I was used to and it is a big change but like everything in life time gets you used to it.'

'Found it hard to settle in to a new department not knowing anything.'

'Very hard to settle into the new department. Not enough information given on the 6 month course within the new department. Also I had not really had a chance to let the mobility settle as I was moved within a week of my formal offer. This was too fast and led me to be very anxious and emotional. If I was offered the move again tomorrow I would probably not have accepted it.'

'Complete change in work and had to update my skills on using excel, work and different in house programs.'

General

'I found the whole process easy to use and i didn't need to access information elsewhere.'

'The process, and the opportunity it allowed was undeniably welcome and successful.'

'The mobility scheme was very useful in moving departments as I wanted to further my career prospects without having to compromise what I had already attained. The process was quick to apply for and all communication was clear throughout.'

'Mobility worked well and the dates and times were clear and concise and the process was very quick once the offer was made.'

'Life-changing. A 5 hour commute down to a half an hour.'

'I am very happy with my experience with Mobility.'

'It was a very smooth transition from first notification of consideration to final offer of mobility to starting with my new department.'

'I think the scheme is excellent and for the first time civil servants have a system that is open and transparent and provides hope to staff who wish to move. The amount of time to carry out the move can be short and in certain circumstances this can cause stress.'

'The scheme of mobility is excellent. It could perhaps move a little quicker and Departments should be better regulated to ensure that they are taking mobility quotas.'

'The move was straight forward. As it was within the same dept the systems would be the same. Placed with a supervisor to be trained in.'

'Overall a great scheme. Very happy with my move.'

'Whilst it took years from the initial applications, once the offer came about it all happened in an efficient timeframe.'

'Great, really enjoying my new post.'

'Great opportunity to not sit in the same job for years.'

'I found the experience of the Mobility move to be a very positive one. I was assisted and informed in every step of the process and my overall impression of the facility is very positive.'

'I found my experience dealing with the Mobility team very helpful and informative at all times.'

'I have had a very positive experience of Mobility and was very impressed with the efficiency of the service.'

'I found the overall experience of the mobility move very straight forward. I didn't experience any difficulty at any stage throughout the process.'

'As part of the Mobility Scheme I moved from the Department of Employment and Social Protection, Buncrana, Co. Donegal on the 19th November 2018 to the Office of the Revenue Commissioners, Letterkenny, Co. Donegal. The reason for application was for relocation purposes as it was much closer to home so it was going to mean a lot less time traveling. I thought the mobility scheme worked well as you could keep track of where you were on the list for all locations so there was no need to contact any sections to find out your position. I found the Mobility Scheme worked very well and was very happy with any communication I had with the staff in that area.'

'The move was quick in the end but sometimes it is best to make the decision quickly and to move on to the new organisation.'

'It was a great experience to get to see other departments and to broaden your knowledge.'

'I applied for a mobility move, to relocate closer to home, through the Civil Service Mobility Scheme when Phase 1A of the scheme launched in September 2017. In December 2018, my move was finalised and I transferred from the Department of Finance in Dublin to the Department of Agriculture, Food and the Marine in Portlaoise. As a result, I now have a shorter daily commute and will gain experience of work in another Department.'

'In December 2018 I moved from the Insolvency Service Of Ireland (Department Of Justice) in Dublin 8 to the Department of Agriculture, Food & Marine in Naas, Co. Kildare. I was very happy in my previous role which I was in for over 5 ½ years. My sole reason for seeking a move through the mobility scheme was for commuting purposes, I have commuted to Dublin for circa 27 years but as I live near Naas it now takes me less than ten minutes to get to work. I am delighted with the move and the new role is going well.'

'I applied for mobility mainly for location but also for the chance to experience working in a different Department. I worked in Department of Business, Enterprise and Innovation since 2000 and while I loved the work of the Department and the location in Dawson Street, I was spending over an hour mornings and evenings travelling on public transport to and from the city centre. Traffic in Dublin city centre is not getting any better and one incident anywhere on the road, meant that the commute took a lot longer.'

'When I received the email to say that I was under consideration for Department of Agriculture, Food and the Marine in Backweston, Celbridge, I was a bit apprehensive at first and wondered if I should accept it. The short turnaround period meant that I didn't get to dwell on it too much and I had to make a quick decision. I think it's great to experience a whole new area of work and learn something completely different. The commute to work now which is approx the same distance in KM's as my previous job, now takes about 20 minutes. I had applied for a few 'head to head' transfers previously but never managed to actually transfer for one reason or another and found the mobility scheme a much better system.'

'It was a very positive experience, seamless and hassle free pretty much. The few issues I have had have been around pay and tax, which I suppose happen when you move job anyway. I moved from the OPW in Kilkenny to Revenue in Waterford and it was purely for commuting reasons. Communication was excellent between my HR dept and Revenue HR dept and me. Everything was very transparent. Overall a very positive experience!'

'Once you actually get a mobility opportunity the system is very good, before you get an offer, the system is very unhelpful and the experience of colleagues with contacting potential has been bad.'

'Once the mobility process started moving it was great relief to get closer to home. When I applied for the Civil Service, I was placed in Longford and I live in Mayo and commuted each day which was ludicrous. Once your number is called, movement is very quick.'

'The experience was very good over all but the moving time of 4 weeks is very tight.'

'When I got the offer, it didn't specify the area I would be working in, I had to do some investigating myself to find out this information. I then got talking to the one of the members of staff there who invited me to call to the office to have a look around and to meet other members of staff that would be in the office at the time. I also spoke with the person I replaced who gave me a clearer picture on the job.'

'I was very pleased with the whole experience. Would have liked longer time to take up new position.'

'Very poor communication, was not advised as to where I was going or reporting to whom, difficult in obtaining information.'

'The delays with the 'go live' date were frustrating. The process was fairly transparent and once I got my offer everything moved very quick and everything was communicated well.'

'My overall experience was very good. There really was not much I would change. Except I was number 10 when I was offered I would have like to have known that I was actually that close to my transfer but overall much better than the old transfer list which was not very transparent in comparison to this one.'

'Internal local resistance to incoming grades was difficult to negotiate.'

'Overall a good experience, however the portal and my place on the various panels was not updated regularly. I was apparently no. 4 for my location when I got the offer.'

'As I was in Garda civilian prior to my transfer to DSP I had no access to the Mobility Portal which made things difficult for me in gaining appropriate information.'

'My move happened very quickly - from acceptance to starting in the new office was only 10 days. It is a pity it took 2 months to sort out my wages though.'

'The mobility process was very easy and smooth running. It take a long time as I initially applied in 2017 and only moved May 2019 but I was number 2 on most of my chosen departments. I think initially there was some sort of delay with DPER. I was contacted by my HR in February about my mobility moved and I had 5 days to accept in which I did as I wasn't happy in my office Mobility is an absolute brilliant option and keep up the good work.'

'The working of the system is generally good however I found that within my own department it was impossible to get information on how many was on their list, and how they were filling vacancies.'

'I found the whole experience a little frustrating as it took so long for the garda vetting and security to be finalised, I presumed as I had been already working in the Department of Justice for 2 years that the 12 + weeks could have been reduced somewhat.'

'My annual leave year changed to a calendar year this took a while to get sorted out between my new HR and Peoplepoint.'

'It is possible that even though you are not number 1 on the mobility list for an area that you may receive an offer as it takes time for the mobility list to update following a move'

Elective Arrangements

'Very happy with my move even though I had to return full time, after 26 years at 50%. 10 minute commute now.'

'I'm very happy with how my mobility happened and am grateful for the opportunity to move closer to home. The only downside was not keeping my Job Sharing. I would have liked the opportunity to ask my new dept. would it be a possibility to keep my job sharing pattern.'

'The new post requires training for a number of years which has meant that I have been unable to take parental leave when the children are off from school as it clashes with timetabled training. It means that there is little scope for the work life balance I thought I would attain.'

'I had been talking to them prior to my transfer so I knew in advance where I was going to be placed and whom I would be reporting to. They also facilitated my application for SWY as I was moving early March and new deadline was approaching. I also knew who to ask for on the first morning and they were very welcoming.'

'One caveat, the position I was moved into in the new organisation involved losing my flexi time, i.e. was set hours of 9-5, and this should have been communicated at offer stage. I didn't find out I was losing flexi until the day I started in the new organization.'

'At the time when I applied it was hard to find out where each zone was. It wasn't self explanatory. Also if you applied for the Garda Civilian in an area for example in Zone 32 you could get Borrisokane or Killaloe Garda stations. these are quite far from each other. You might want 1 of them but not the other. I think each building should have its own mobility list, not just for the Guards but all government buildings. Maybe this isn't possible.'

'Certain notifications, i.e. Shorter working year application deadline was nearly missed as different deadline date for different offices.'

'I left a 3 day week and my pay was incorrect for 2 weeks.'

'I found the overall experience a positive experience, however I think maybe for EO's the mobility sequencing makes it difficult to achieve. I applied at the beginning of the process and I was lucky to get the move, with it being just 1 in 4 of the interdepartmental positions and you also have other panels it reduces the possibility of getting the move. If it became a panel on its own, with Open Interdepartmental, internal and mobility.'

'The mobility scheme itself was fine, when I was under consideration for movement I was communicated with regularly. It was the Department I moved to I found difficult to get information from in relation to start date etc.'

'There are several different areas under the one Department which are not clearly stated. e.g. Garda Civilian could be Garda Stations or Garda Vetting.'

'It was fit for purpose, my positive experience was with the professionalism of the hr personnel via email and phone. My experience could have been enhanced if the department I moved to could have notified me of the section and officers I would meet in advance of my arriving to the building on day 1. Overall it was a more transparent process to previously was insitu which is a welcome change.'