



Cavan County Council

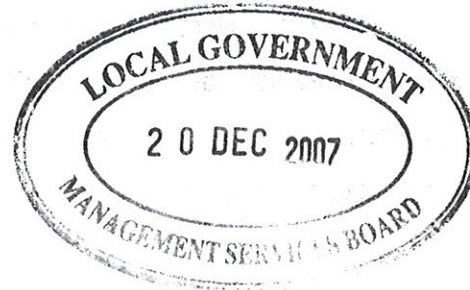
Comhairle Chontae an Chabháin

Courthouse

Teach Na Cúirte

Cavan

An Cabhán



Telephone Numbers

Central Council
049 437 8300

Motor Tax
049 437 3590

Planning
049 437 8600

Corporate Services
049 437 8601

Johnston Central Library
049 437 8500

Financial Department
049 437 3462

Roads
049 437 8300

Housing
049 437 2170

Community & Enterprise
049 437 8602

Water Services
049 437 8300

18th December 2007

Ms. Chris Gavigan,
Assistant Chief Executive,
Local Government Management Services Board,
35-39 Usher's Quay,
Dublin 8.

**Re: Towards 2016 – Performance Verification
(June 2007 – February 2008)**

Dear Ms. Gavigan,

I am pleased to report ongoing progress in Cavan Local Authorities. Our Corporate Plan was re-assessed in Autumn 2007 and confirmed the conformity of our Strategic Objectives with the thrust of Towards 2016. Ours business plans for 2008 are now drafted and these again are reflective of the issues agreed by government and the social partners. The PMDS process is working well and has allowed for a focus on skills including flexible approaches, equality, social inclusion, project management, team working and community development. A number of specific examples are outlined in the comments accompanying the indicator checklist.

Developing the talent and potential of our staff is at the forefront of our activities in Cavan. The significant expansion of investment in training & development continued in 2007. An intensive leadership course designed to develop emerging talent and including 2 outdoor workers cost €40,000. The purpose is to develop innovation, confidence, skills and resilience of these 16 staff members who will in turn develop a positive leadership culture in the organisation going

forward. Significant focus continues to be placed on the Health & Safety area. We are also committing significant resources to a number of third level students who hope to further their careers within our organisation.

One unique element of the shared service approach in the region is the ability to work on co-operation/joint delivery with other Southern Border Counties and with our Northern Ireland counterparts. An example is the significant progress in progressing a joint proposal with Fermanagh District Council to create the first Cross-border Geopark in the world. A joint management approach has been agreed which includes financial contributions towards joint workers and cross border roll out of educational events in 2007.

A major change event occurred in 2007 with the sale of the landfill in Cavan to Oxigen Ltd. This followed a two year negotiation process with the company and represents a major strategic breakthrough for the county. Monies to fund our environmental work including Civic Amenity Sites, Bring Banks, and Litter Control etc. are effectively guaranteed for a 10 year period. It also facilitates private sector investment and expertise in the development of new non-landfill based solutions including recycling and composting in line with National Strategies. The Partnership process broke down following signing of the agreement /union withdrawal due to alleged lack of consultation. Lessons have been learned by all concerned and I am happy to report positively on a recent agreement which facilitates the re-establishment of Partnership. It is now our intention to re-position Cavan as a model of good practice in this area.

Considerable detail is given in the accompanying document on our progress in enhancing customer service and providing better service to marginalised staff. Our activities in the disability area were again recognised with two O₂ Awards and also "Mary Finch Accessibility" & "Architecture Meets Practicality" Awards at the Public Library

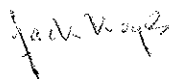
Buildings Awards UK and Republic of Ireland 2007 for the top accessible library in the UK and Ireland. During our disability audits, our staff were accompanied on the surveys by people with disabilities and we continue to consult closely with the target group. A regional seminar was organised in conjunction with the Equality Authority. A joint project "Dara has the CRAIC" was completed with Kildare County Council. We continue to input into the process at national level through membership of the LGMSB Steering Group, the LGMSB HR Committee and DASPAC. The County Development Board has prioritised the area of disability for interagency co-operation following an initiative by Cavan County Council.

The County Development Board process has received further support from this organisation in accordance with Towards 2016. Significant progress has been made on interagency approaches to economic development, Travellers, lone parents and educational provision. The Community Forum has significantly expanded its activities and is well on its way to becoming a model of good practice in the country.

In March 2007, I gave examples of cross-sectional teams in the organisation. All of the information contained therein continues to be relevant and is not repeated in the interests of brevity.

In general, there is a positive can-do attitude in the organisation – this is based on respect for all staff and also on high expectations of performance and flexibility. Many new initiatives are planned for 2008 and I look forward to briefing you on continuing progress.

Yours sincerely,



J. Keyes,
County Manager