

LOCAL AUTHORITY PROGRESS REPORTS
(September 2008 Payment)

Name of Local Authority: Fingal County Council

<i>INDICATOR CHECKLIST</i>	Verifiable progress since March 2008		Comments
	Yes	No	
Co-operation with ongoing change/modernisation	X		The Co. Manager comments on this in his letter.
Staff flexibility in the light of changed business requirements/ alterations in work procedures as necessary	X		The Co. Manager comments on this in his letter.
Enhanced team working	X		Several cross-departmental, multi-disciplinary teams continue to deal with several important issues. In his letter, the Co. Manager describes further expansion of the Team Fingal project which was referred to in his letter of last December and also a major initiative in relation to service delivery in Blanchardstown.
Outsourcing		X	The Council continues to operate a combination of contracted services and direct labour and the balance between the two is kept under regular review. The view was expressed on the staff side that the green bin service should go to direct labour when the current contract expired. However, following a tendering process, a new contract covering the 4 Dublin authorities is to be awarded.

Redeployment of staff	X		<p>Supervisory staff in Water Services have been redeployed from one area of the county to the other and between different waste water treatment plants. This is to broaden their knowledge of the network and installations to facilitate more efficient responses to emergencies and as part of the preparations for a 'flu pandemic.</p> <p>Clerical staff have recently been redeployed to the Environment Dept. on a short-term basis to deal with a large volume of work arising from the issue of bills for the fixed refuse charge.</p>
Enhanced attendance at work		X	<p>Indications are that absenteeism will remain at the levels of recent years. The Council pursues a vigorous policy in the management of absenteeism. Evidence shows that long-term absence by a small number of staff due to serious illness is a major contributor to absenteeism. In 2007, 27 people (1.7% of staff) accounted for 22% of time lost.</p>
Introduction of new work practices	X		<p>The Manager comments on this in his letter.</p>
Enhanced links with local community	X		<p>Over many years this Council has, through our Community Section and others, established and maintained an extensive network of links with local communities. In a county such as this where communities are constantly evolving, we consider this work to be of vital importance. In his letter, the Manager discusses an initiative that will bring this work to a new level.</p>

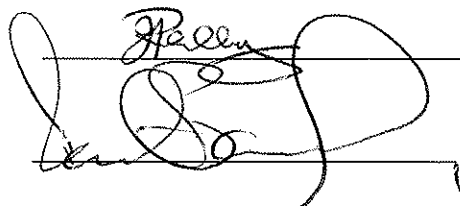
Provision of information required by Service Indicator process	X		All information required by the Service Indicator process is available
Industrial relations climate enhancement	X		The industrial relations climate remains stable and no time has been lost to industrial action. This is a result of the culture of mutual respect, professional conduct and partnership that has characterised relations between the Council and trade unions for many years.
Extended opening hours/enhanced customer service		X	There has been no further extension of opening hours. As previously reported, attendance of staff outside of normal office hours meeting community organisations and attending public meetings is a regular feature of work. The Council provides an emergency service on a 24 hour, 365 day basis.
Better use of IT	X		The use of IT continues to expand. The Manager comments on one particular application, Project Vision, in his letter. Other recent developments include extension of on-line payments to the fixed refuse charge and the provision of an Extranet to enable Councillors and Oireachtas members to access documentation relating to upcoming meetings.

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Better service to marginalised groups	X		<p>The Council's Team Fingal project was described in the Manager's last covering letter and is further development in that regard is detailed in his letter accompanying this document.</p> <p>We now have a dedicated Social Inclusion Unit to which 2 staff have recently been recruited.</p>
Expanded options for customer payments	X		On-line payment has been extended to the fixed refuse charge which has been introduced recently.
Participation in e-procurement	X		The use of e-procurement is ongoing.
Enhanced Website	X		Following a complete re-design of the website last year, incremental enhancements continue. Extension of the use of the Irish language as contained in our Language Scheme has recently been done.
Examination of the potential for shared services as per recommendations or Review Group		X	<p>As previously reported there is a considerable level of shared services between the Dublin local authorities.</p> <p>Implementation of the recommendations of the Indecon report in relation to this issue is being considered at national level.</p>
Staff Training	X		The Manager comments on this in his letter.
Open Recruitment	X		The next competitions for the clerical/administrative grades 5 to 7 will be held on the basis of partial open competition, as directed by the Dept. of the Environment, heritage and Local Government. At the instigation of this Council, the issue of extension of open competition for Technician posts is to be examined by a committee of the LGMSB.

Implementation of PMDS	X		The Manager comments on this in his letter.
Health & Safety Enhancement	X		<p>A new Safety Management System policy document was formally adopted in recent months. It is now in the implementation phase and is being piloted in our Environment Dept. to identify and iron out any practical difficulties.</p> <p>The Council, as we have been for several years , was the major sponsor of the annual conference of the Irish Branch of the Institute of Occupational Safety and Health. This part of our policy of raising awareness inside and outside the organisation. A corporate Stress Audit is currently underway and we have been selected by the HSA to participate in a pilot programme of analysis of such audits.</p>
Equality			Subject to organisational requirements, the complete range of work/life balance schemes is available to Council staff. There are currently 180 staff on work/job sharing and 60 have availed of the term time scheme this summer.

Signed:



A handwritten signature in black ink, appearing to read 'Helen', is written over a horizontal line. Below this line, there is another horizontal line with a large, stylized scribble or flourish underneath it.

(Chairs) Partnership Committee

