

LOCAL AUTHORITY PROGRESS REPORTS
(September 2008 Payment)

Name of Local Authority: **Limerick County Council**

<i>INDICATOR CHECKLIST</i>	Verifiable progress since March 2008		Comments
	Yes	No	
1. Co-operation with ongoing change/modernisation	Yes		<ul style="list-style-type: none"> - Staff co-operating with normal on-going change in accordance with agreed Action Plan - Organisational Review underway - Corporate Risk Register produced - Workplace Partnership forum being used to progress change issues e.g. Dress Code, Personal Protective Equipment procedures, Public Private Partnerships, etc - Staff participating in workshops associated with the introduction of the new HR / Payroll / Superannuation Project
2. Staff flexibility in the light of changed business requirements/ alterations in work procedures as necessary	Yes		<ul style="list-style-type: none"> - Redeployment of staff outside business areas. - Staff support for the Limerick / Clare Energy Agency - Discussions ongoing with Water Work Caretakers about new working arrangements - Flexible staffing arrangements proposals for Laboratory Staff and Water Services staff under discussion with Unions (on-call arrangements for 7 day cover, Saturday working for process technicians, etc)

<i>INDICATOR CHECKLIST</i>			<i>COMMENTS</i>
3. Enhanced team working	Yes		- Establishment of multi-disciplinary teams for the HR / Payroll / Superannuation Project, and the Major Emergency Development Committee, etc.
4. Outsourcing	Yes		- Council commits itself to on-going and future PPP Projects subject to national agreements. - Recruitment of staff with specific skill sets in contract positions e.g. IS Project Leader
5. Redeployment of staff	Yes		- Three staff members redeployed from Housing Capital to other business areas of the Council due to decreased levels of activity
6. Enhanced Attendance at work	Yes		- Improvement in the Service Indicator Statistics (reduction of 0.5% in certified absences since 2005). - LCC's Attendance Management Policy under consideration by Unions. - Preparatory work started on the introduction of an electronic Time & Attendance system.
7. Introduction of new work practices	Yes		- See Item No.'s 1,2,3,5,19.
8. Enhanced links with local community	Yes		- Allocation of €600,000 to communities under the Community Sports & Cultural Grants Scheme - Allocation of €210,000 under the Village Renewal Scheme - Hosting of Primary Schools Environmental Achievement Awards - Hosting of Community Environmental Awards Scheme (just advertised)
9. Provision of information required by Service Indicator process	Yes		- Obligations met by Council. - Review of performance under service indicator heading is a normal feature of Business Team Meetings

INDICATOR CHECKLIST			COMMENTS
10. Industrial relations climate enhancement	Yes		- Stable. Ongoing dialogue with Unions on issues of mutual interest. - Regular Meetings Scheduled
11. Extended opening hours/enhanced customer service	Yes		- See Item No. 2
12. Better use of IT	Yes		- On-going utilisation of IT systems to meet business needs. - Sought tenders for enhanced scanners / printers.
13. Better service to marginalised groups	Yes		- In the process of recruiting two Community Out Reach Officers - In process of recruiting a Traveller Education and Training Officer - Arts programmes targeted at specific groups - Leading and participating in Interagency Committees dealing with various groupings e.g. Travellers, Disabled, Migrants, etc.
14. Expanded options for customer payments	Yes		- Discussion to commence in July '08 with staff regarding an overhaul of the revenue collection function.
15. Participation in e-procurement	Yes		- Use of E-tenders site is a feature of the Council's procurement procedures
16. Enhanced Website	Yes		- On-going enhancements to web site
17. Examination of the potential for shared services as per recommendations or Review Group	Yes		- Regional Staff Training Initiative in operation between Limerick City, County, and Clare County Council. - Limerick County Council is the lead authority for the project - Joint project with 2 Cork authorities, Kerry Co Co., and Limerick City to source Encryption Software and delivery of joint training programmes

INDICATOR CHECKLIST			COMMENTS
18. Staff Training	Yes		<ul style="list-style-type: none"> - On-going provision of staff training as per needs identified through the Personal Development Plans - Business related training included Interviewing Skills, Energy Efficiency, Site Suitability Course, FETAC H&S Training, Guidance & Control of Traffic at Road Works, etc - 3 staff trained to deliver H&S training - Appointment of full time trainer in H&S (Sept 08) - Full programme of Personal Development opportunities open to all staff
19. Open Recruitment	Yes		<ul style="list-style-type: none"> - Competitions held for Staff Officer and Senior Staff Officer under the new Open Recruitment requirements. - Three open specialist post competitions (open) held
20. Implementation of PMDS	Yes		<ul style="list-style-type: none"> - TDP process complete - PDP process being finalised – complete by Sept. '08 - Business Unit briefings held by PMDS Sponsor
21. Health & Safety Enhancement	Yes		<ul style="list-style-type: none"> - Dedicated H&S Training Officer assigned - Review of Safety Statements underway
22. Equality	Yes		<ul style="list-style-type: none"> - Equality proofing of new and revised policies on-going

Signed: Tom Lavery Tom Enright (Chairs) Partnership Committee