



**Comhairle Cathrach  
Luimnigh**

**Limerick  
City Council**

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Ms. Chris Gavigan & Mr. Matt Merrigan,  
Joint Chairs,  
Local Authority National Partnership Advisory Group,  
C/O Local Government Management Services Board,  
35-39 Ushers Quay,  
Dublin 8.

Date

Your reference

Our reference

7<sup>th</sup> July, 2008

**Re: Performance Verification under Towards 2016  
March 2008 – August 2008**

Dear Madam/Sir,

I attach for your attention Limerick City Council checklist as requested in correspondence from you.

I would also like to draw to your attention progress in respect of improvements to Council services and in the development of our staff. Examples of this are:-

- Ongoing flexibility from staff to meet the changing requirements of the customer
- Redeployment of staff in certain areas to meet changing work requirements
- Continuous progress in the Rental Accommodation Scheme
- Continued upgrading of City Centre streets under pedestrianisation scheme
- Ongoing improvement works on the riverside
- Implementation of non-domestic water metering
- Outsourcing of gully cleaning service
- Provision of services in the extended boundary area e.g water, roads, cleansing
- New site agreed for the relocation of roads depot
- Evaluation completed of handheld devices with inbuilt GPS
- Electronic travel & subs and time recording system implemented
- Telephone payment system for traffic fines
- Direct Debit facility for rates & water collection
- Improvements to customer interfaces including website, complaints and payments
- Implementation of return to learning initiative
- PMDS embedded across the organisation
- Accessibility Audit completed and action plan developed with ongoing progress
- Attendance Management Policy implemented and accepted by staff
- FETAC accredited supervisory & management course being delivered to all team leaders



Progress is continuing in a number of areas involving discussion with staff, including:

- Review of cleansing operations, structures and service delivery
- Determining value for money options for the on-call system in water services
- Staff structures for long term acting being reviewed
- Ongoing co-operation with the Regeneration Programme
- Achieving value for money in the delivery of Council services

There is one item of change that has not being agreed with all staff under this process and that is the introduction of fortnightly pay. Fire Service and General Operatives Grades have indicated that they will not accept the introduction of fortnightly pay.

In my letter recommending payment in April 2007 I stated that I was of the view that discussions would continue and believed that a satisfactory conclusion would be reached before my next progress report.

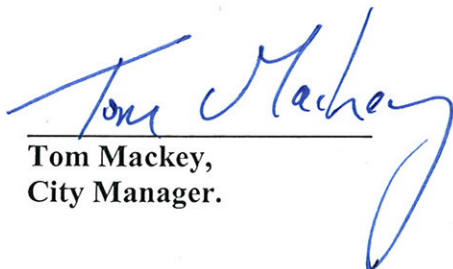
In my letter recommending payment in December 2007 I stated that I believed the provision of information regarding the introduction of fortnightly pay would remove the opposition to its introduction with a view to bringing forward an overall agreement with the General Operative and Fire Fighter grades. Due to my belief that agreement would be reached with all staff the implementation of the proposal for fortnightly pay has been deferred on a number of occasions. It is preferable to implement the change for all staff at the one time.

Fortnightly pay formed part of the Council's proposal under Sustaining Progress and since 2004 has been discussed consistently at Partnership Meetings. It had been discussed at each of the five Partnership meetings to adopt the Local Action Plan held over a period of 3 months.

In a letter received from SIPTU on 27 February 2008, despite the apparent progress achieved through the partnership process I was informed by SIPTU that they were "totally opposed to the implementation of fortnightly pay".

Therefore, I am not in a position to recommend payment of the final phase of Towards 2016 pay increase at this stage to General Operatives and Fire Fighters. With regard to the remainder of the staff I am satisfied that the progress achieved warrants payment of the final phase.

Yours sincerely,



Tom Mackey,  
City Manager.