

**LOCAL AUTHORITY PROGRESS REPORTS**  
(March 2008 Payment)

<b>INDICATOR CHECKLIST</b>	<b>Verifiable progress since June 2007</b>		<b>Comments (if any)</b>
	<b>Yes</b>	<b>No</b>	
<b>Co-operation with ongoing change/modernisation</b>	yes		<ul style="list-style-type: none"> <li>- On-going progress on amalgamation of Sligo / Strandhill Engineering Area (SCC) &amp; Sligo Borough Council Engineering District.</li> <li>- Negotiations re: rationalisation of Water Service at advanced stage</li> <li>- Further consultation to take place with staff on relocation and modernisation of the Machinery Yard/Stores</li> <li>- Staff mobility policy agreed with Unions and introduced with effect from 1/12/2007</li> </ul>
<b>Staff flexibility in the light of changed business requirements/ alterations in work procedures as necessary</b>	YES		<ul style="list-style-type: none"> <li>- Late evening opening and lunchtime opening on Saturday in Central Library Sligo</li> <li>As above for rationalisation of Water Services.</li> </ul>
<b>Enhanced team working</b>	yes		<ul style="list-style-type: none"> <li>- Internal Gateway working group formed to prepare submission to the Gateway Initiative Fund</li> <li>- Inaugural meeting of the Interagency Working Group for the preparation of the Docklands Master Plan/Local Area Plan to be held on the 18<sup>th</sup> December 2007</li> <li>- Integrated HR Superannuation Payroll Project – Steering Group and Working Group established in November 2007.</li> </ul>
<b>Outsourcing</b>	yes		<ul style="list-style-type: none"> <li>- out-sourcing of water and wastewater treatment plants progressing.</li> </ul>
<b>Redeployment of staff</b>	yes		<p>Examples</p> <ul style="list-style-type: none"> <li>- Cranmore Regeneration Programme</li> <li>- Sligo Harbour Development</li> </ul>
<b>Enhanced attendance at work</b>	yes		Draft policy on Attendance management to be circulated in January 2008

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	Yes	No	
Introduction of new work practices	yes		<ul style="list-style-type: none"> <li>- the Finance function has further strengthened the level of services shared between Sligo Borough and County Councils.</li> <li>- The Payroll for both local authorities is input and run within the County as are all payments to suppliers.</li> <li>- The income section, excluding Revenue Collectors is based in the Borough and during the year the individual with responsibility for Rates account management within the County was relocated to the Borough.</li> <li>- Proposals for Rationalisation of Revenue Collection Service issued to Unions in November, 2007.</li> </ul>
Enhanced links with local community	yes		<p>Examples</p> <ul style="list-style-type: none"> <li>- Sligo Youth Council</li> <li>- Economic Development Projects in Tubbercurry &amp; Enniscrone</li> <li>- Play &amp; Recreation Programme</li> <li>- The pilot Lone Parent Project which was facilitated by Community &amp; Enterprise and involved multiple agencies was successful in involving 100 lone parents and is now being devolved to the local community. Similarly the Sligo Youth Council is up and running.</li> </ul>
Provision of information required by Service Indicator process	yes		<ul style="list-style-type: none"> <li>• Full returns to LGMSB are submitted annually for national publication</li> <li>• Full detail circulated to members and staff</li> <li>• Publication of results in annual report</li> <li>• Participation in consultation at national level as required</li> </ul>
Industrial relations climate enhancement	yes		<ul style="list-style-type: none"> <li>- Ongoing consultations and Regular meetings with trade unions in a constructive, problem solving approach on all parts</li> <li>- exclusive use of the agreed industrial relations machinery for dispute resolution</li> <li>- no industrial action in period in question</li> </ul>

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	Yes	No	
Extended opening hours/enhanced customer service	yes		<p>Late evening opening has been introduced in Central Library Sligo together with lunchtime opening on a Saturday.</p> <p>As part of its Customer Services remit, Sligo Local Authorities aim to provide information services to as wide an audience as possible. In this regard an audio-file is produced of our quarterly magazine and Directory of Services, and our weekly roads report has been extended to include items of particular interest to people with disabilities.</p> <p>In recent weeks Customer Services and Communications Office staff have undergone training in the production of a podcast facility, which will enable the Sligo Local Authorities broadcast news and information from their websites.</p> <p>The first broadcast in the series will feature a road safety message, seasonal environmental tips, emergency contact numbers for the Christmas holidays, advice on fire safety in the home, together with a preview of the major projects planned by the Sligo Local Authorities for 2008.</p>
Better use of IT	yes		<ul style="list-style-type: none"> <li>- It is anticipated that we will be going live with on-line systems to allow payment of loans and rents and charges in the first quarter of 2008.</li> <li>- A new Revenue collection handheld system has been implemented</li> <li>- Pilot online travel expenses claim/approval system.</li> </ul>

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	<b>Yes</b>	<b>No</b>	
<b>Better service to marginalised groups</b>	yes		<p>The Library has provided multicultural services for non-Irish nationals by way of handouts and newspapers</p> <p>A very successful Social Inclusion Seminar was held on 14<sup>th</sup> September 2007. The seminar was focused on Older People and was entitled "A Better Life for Older People in Sligo". The day involved a series of interactive work shops and as a result the SIM Group have developed and Action Plan from the day with 26 actions which will be delivered over a 2 year period.</p> <p>County Sligo Interagency Traveller Strategic plan adopted.</p>
<b>Expanded options for customer yments</b>	yes		See Under IT Heading
<b>Participation in e-procurement</b>	yes		E-tendering in place
<b>Enhanced Website</b>	yes		<ul style="list-style-type: none"> <li>• Installation of Content management system for both local authorities' websites</li> <li>• Training of staff in the use of Content management system to enable staff members to post content to both sites without the need for IT assistance</li> <li>• Adherence to WAI Accessibility Standards for people with disabilities</li> </ul>
<b>Examination of the potential for shared services as per recommendations or Review Group</b>	yes		<p>See under heading for introduction of work place practices.</p> <p>See amalgamation of engineering areas.</p> <p>Ongoing review of the potential for shared services with the introduction of integrated HR Superannuation project.</p>
<b>Staff Training</b>	yes		A comprehensive training programme has been delivered during the year which focuses on needs identified in the Personal Development Plans and facilitated many of the key objectives in Action Plan, such as Health & Safety, Equality, National Disability Strategy, Community Wardens Training, and Workplace Learning & Upskilling.
<b>Open Recruitment</b>			Sectoral Commitment
<b>Implementation of PMDS</b>	yes		100% Team development Plans completed 93% PDPs completed
<b>Health &amp; Safety Enhancement</b>	yes		Significant progress has been made in the implementation of Safety Management Systems with implementation completed in our Roads and Water Services Section in June 2007, and roll out completed in the Directorate of Housing, Corporate & Emergency Services in December 2007.

<b>INDICATOR CHECKLIST</b>	<b>Verifiable progress since June 2007</b>	<b>Comments (if any)</b>
<b>Equality</b>	<b>Yes</b>	
	yes	<p>Accessibility audits were carried out on all buildings owned by the LA, open spaces and burial grounds. Sligo Local Authorities have prepared a disability implementation plan for 2008 – 2015.</p> <p>An Excellence Through Accessibility award at “Committed Level” was achieved for Teach Laighne, Tubbercurry in December 2007.</p> <p>Monthly meetings continue to be held. Currently, the team membership is being reorganised to enhance representation and to cover equality review briefs.</p> <p>Training in the role of policy review for the equality team is scheduled for January '08. Further training development and recruitment of Designated Contact Persons is planned for early Spring 2008.</p> <p>A sub group of the equality team has been meeting to draft a formal written equality policy which will be put before senior management in January '08.</p> <p>The cultural diversity day took place in June and forms the basis for planned cultural diversity action in 2008.</p> <p>Difficulties in regard to local authority partners for the workplace review have resulted in a deferral of this project until early '08. This project will be ongoing over a two year period.</p> <p>Some of the issues planned for in –depth research are flexi-time; flexible work time practises; E –working; and gender balance in regard to senior management posts.</p> <p>The equality officer was involved in joint co-operation with the Human Resources Officer and staff in the review of disability access and employment in local authority in support of the Excellence through Accessibility Award. This also saw the redrafting of our application form as a result of equality &amp; disability.</p> <p>Proofing the national disability strategy is supported also through the attendance of the equality officer as a member of the disability access committee to their meetings and also that of the internal working group on disability inclusion measures. The equality officer has also been appointed as disability liaison officer for the Sligo local authorities.</p> <p>The development of the equality team web page is expected to be finalised and in action before the end of 2007.</p>

Signed: Jim O'Sullivan

(Chairs) Partnership Committee

Dorothy Clarke

Date 20/12/07