

South Tipperary County Council
County Hall, Clonmel, Ireland.

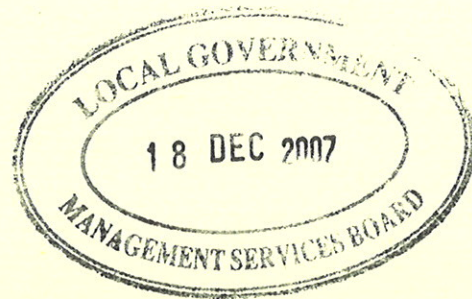
Telephone 052-34455
Fax 052-80422
E-mail manager@southtippcoco.ie



Comhairle Contae Thiobraid Árann Theas
Aras and Chontae, Cluain Meala, Eire.

Teileafon 052-34455
Fax 052-80422

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Ms Chris Gavigan & Mr. Matt Merrigan,
Joint Chairpersons,
LANPAG,
Local Government Management Services Board,
Local Government House
35 - 39 Ushers Quay
Dublin 8.

14th December 2007.

**Re: South Tipperary Local Authorities Progress Report – Towards 2016
June 2007 – February 2008.**

Dear Ms Gavigan & Mr. Merrigan,

I enclose for your consideration completed Checklist in relation to progress achieved for the period June 2007 to February 2008. I have indicated in the Checklist some of the areas where we are delivering on our 'Local Commitments' as identified in our South Tipperary Local Authorities Local Action Plan.

I wish to confirm that this completed Checklist has been brought to the attention of our Local Partnership Committee and has been signed by the Joint Chairs of this Committee.

I am attaching herewith a comprehensive narrative report setting out the progress achieved in completing or further progressing commitments under *Towards 2016*.

I wish to confirm that I am satisfied that there has been co-operation with the implementation of the modernisation agenda set out in the Agreement and I also wish to confirm that a stable industrial relations climate exists in relation to any matters covered by the Agreement.

'Paypath'

However, I wish to confirm that I continue to recommend non-payment of the pay award to the remaining two employees of this Authority who continue in their non-co-operation with the 'Paypath' facility.

I am therefore satisfied to recommend payment of the next phase of the *Towards 2016* pay award, which is applicable from 1st March 2008 to all staff of South Tipperary Local Authorities, other than to the aforementioned staff.

Yours sincerely,

**E O'Connor,
County Manager.**

SOUTH TIPPERARY LOCAL AUTHORITIES

COUNTY MANAGER'S REPORT ON PROGRESS ACHIEVED – since June 2007.

Organisational Change and Innovation under T2016

Sports Partnership

- The South Tipperary Sports Partnership was set up during 2007 with the employment on a contract basis of a full-time Sports Co-Ordinator and an Administrator.
- New STSP Board has been formalised and operational with 15 members.
- Strategic Plan produced - launch of Plan planned for early 2008.
- 2007 – 2008 Operational Plan developed and currently under implementation.
- Linkages established with Irish Sports Council, other Local Sports Partnerships, National Governing Bodies, Key Stakeholders and Organisations.
- New Irish Sports Council monitoring and evaluation system (SPEAK) being implemented.
- Funding secured from the Irish Sports Council, South Tipperary County Council, Health Service Executive and Dormant accounts towards STSP operational and programme costs.
- Achievements, with the aim of increasing opportunities for people of all ages to participate in physical activity in South Tipperary, to date include:
*Buntús Programme, School Based Health Promotion Programmes
Women In Sport Initiatives, Active Leadership, Older Adults Activity, Go for Life Workshops, Disability Initiatives, Walking Programmes, Social Inclusion Initiatives*
- In supporting the Development of Sport the following Programmes are being Implemented and developed:
Code of Ethics Programme, Coach & Volunteer Development Programme, Sports Forum, Sports Facilities Programme, Capital Grant Information Programme

Ballingarrane Science & Technology Park - South Tipperary Co. Council

- Development and Marketing of Phases 1 and 2 of Ballingarrane Science & Technology Park (20 hectares).
Cross Departmental Team for Development of the site includes Planning, Roads, Water Services, Corporate Affairs.
Cross Departmental Team for Marketing of the site includes Corporate Affairs, Community & Enterprise and the County Enterprise Board.
Aim: Complete the Development works by January 2008.
Aim: Complete the First Marketing Initiative by March 2008.
- Secure development, sale of Business and Industrial Site at Cahir(1.5 hectares).
Cross Departmental Team - Corporate Affairs, Roads, Area Office and Water Services.
Aim: Complete by March 2008.
- Secure Development, Sale of Business and industrial lands in Carrick on Suir (2.5 hectares).
Cross Departmental Team - Corporate Affairs, Roads, Area office and Water Services.
Aim: Complete by July 2008.

Enhanced Customer Service

Planning:

- Facilitation of the holding of pre-planning meetings with individuals (4 half days per week)
- Facilitation of regular briefings with the Strategic Policy Committee in relation to the Review of the County Development Plan
- Enhancement of public consultation in preparation of the County Development Plan by utilising the Community Forum
- Facilitation of Councillors and Planning Agents at a workshop in relation to the Draft Rural Design Guide for Individual Houses in the Countryside
- Facilitation of public consultation in relation to producing a Public Realm Plan for Fethard Town and Conservation Plans for the protection of the walled towns of Fethard, Clonmel and Cashel.
- Facilitation of public information sessions (6 no.) in relation to the Review of the South Tipperary County Development Plan 2003 as follows:-
Carrick-on-Suir, Cahir, Tipperary, Clonmel and Cashel: 7pm – 9pm

Roads Emergencies:

- In March 2007, we implemented the first phase of an Emergency on-call system in South Tipperary – relating to ‘Roads’ related emergencies. This procedure relates to an emergency incident arising outside of normal working hours which must be assessed and if necessary addressed before resumption of normal working hours.
Our customers have access to an emergency telephone number, which is operated by a 24-hour call-centre.
The first six months of operation of this emergency on call system has been successful and has been reviewed by a working group of stakeholders involved.
With the national agreement now in place relating to craftworkers, the second phase is now being examined – which will relate to extending the emergency on-call system to include water services.

Broadband:

- The construction of the Broadband MAN programme for Carrick on Suir, Cashel, Cahir and Tipperary Town is being rolled out with completion date set for the end of December 2007. Uptake on the Clonmel MAN has improved with seven connections to the Clonmel MAN to date. They include three Wireless Operators, three Clonmel Companies and one Telecoms Interconnect.

The new Council policy and licensing procedure in place for the location of wireless aerials on Council property is in place and there have been applications from two wireless companies to erect wi-fi equipment on water installation around the County. Licenses were issued to ICE broadband to locate aerials at 4 Local Authority water facilities in the County. They are currently installing their equipment and advertising in localised areas.

Co-operation with other Agencies

Housing:

- Interagency Strategic Traveller Plan completed and approved by SIM in June 2007 – The strategic plan for the integration of traveller services in order to find ways of securing better outcomes for Travellers was drafted by a multi agency forum consisting of staff from Council, HSE, VEC, Gardai, Social Welfare, FAS, Traveller Groups, etc.
- Homeless Action Teams set up consisting of staff from Council, HSE, Cuan Saor Women's Refuge, SIMON Community. The key principal behind the approach is ensuring the availability of key workers who will interact with homeless individuals on a bilateral basis, develop a care plan and access the appropriate core services and specialist care that he/she requires.
- 'Second Chance' programme continues to operate, which involves a multi- agency approach to dealing with issues of anti-social behaviour in Local Authority Estates.
- Elderly Phone help-line project and a Youth internet café developed in Council Community house in Newcastle.
- Painting grant programme initiated with resident groups willing to carry out the work themselves.
- Internal Social Inclusion Action Plan adopted by Council in Nov 2007 – Preparation of plan involved the co-operation of all sections of the Council together with Community Forum and the Barcelona Declaration Committee.

Community & Enterprise:

- RAPID providing ongoing support to fourteen Residents Groups through the development of Estates Groups and Tipperary Town Networks that meets six times a year as a local forum and has formalised links with four Service Providers attending (Local Authority, An Gardai, Regional Youth Service, Community Development Project).
- Continued involvement by C+E in Development Plan Consultations, assisting Planning with specialised facilitation skills. County Development Plan and Cashel Town Plan consultations.
- The Safety and Security Partnership of the CDB held a Bonfires meeting which brought together, inter alia, staff members from all the local authorities and from several sections of the Council to discuss this topic. This had immediate practical benefits.

Development of Shared Services

I.T. developments

- The Council shared the cost with Galway City Council of integrating the Pay-by-Weight system with the Agresso financial accounting system operated by Local Authorities.
- We shared the development cost/purchase of the Adobe Connect (Online training and data sharing system with Kilkenny Co Co.

Staff Training/PMDS

- PMDS continues to be implemented in South Tipperary Local Authorities.
- We have designed and developed an I.T. system for managing the PMDS training requirements which enables us to better assess and adapt the training requirements identified through PMDS into our Training Programme.
- We have designed and implemented an I.T. information system to enable the 'tracking' of the various stages of PMDS across the various Directorates during the year.
- We are receiving the co-operation of staff in the integration of the 'Continued Professional Development' (CPD) programme in to the PMDS process to maximise coherence between corporate aims and employees career development.
- Our Training Programme is based on needs identified through:
 - Team Development Plans
 - Personal Development Plans
 - Probation Evaluation
 - Specific needs identified e.g. section specific training, training in new legislation
- In 2006 South Tipperary Local Authorities committed expenditure of 7.488 % of our total productive payroll on Training & Development.

Value for Money/Efficiency/Effectiveness

Housing:

- Tenancy Sustainment Service to be outsourced to a Voluntary body – Tender process complete and letter of intent issued to the voluntary body subject to DOE final approval to funding.
- Use of Private Contract staff to complete Planned Maintenance, Remedial Works and central heating programmes
- Use of private Occupational Therapists to assess applications for the Housing Adaptation Grant for persons with a disability

Heritage:

Internal Heritage Team established and internal subgroups established to deliver projects e.g.

- Heritage Week – sub group of staff from Community & Enterprise Section and staff from Environment Section with outside groups to deliver 11 biodiversity talks during Heritage Week 2007
- Walled Town Fethard – sub group of staff from the sections of Community & Enterprise, Planning, County Museum established to support 'Fethard Wall Town Group' and conservation plan and public realm plan and walled town festival
- Craft Heritage Awareness – sub group of staff from sections of Community & Enterprise and County Museum working with external members to develop craft heritage awareness project
- River Suir Awareness –sub group of staff from sections of Community & Enterprise and County Museum, with external members established to implement River Suir Project.