

PUBLIC SERVICE AGREEMENT 2010-2014 (CROKE PARK AGREEMENT)
PART A - PROGRESS ON DEPARTMENTAL /AGENCY ACTION PLAN
For submission by 3 May 2011

1. Better human resource management: <i>Actions to include under this heading include reductions in numbers, redeployment, reconfiguration of service delivery, revisions in attendance arrangements, better attendance and absence management etc .</i>			
Terms of Agreement 2010-2014 <i>(refer to all relevant paragraphs)</i>	Target Date as per Current Action Plan	Action*	Comment**
1.5 Reduction In Public Service numbers	Dec 2011 to Dec 2014	Reduce overall headcount in line with revised ECF approval.	December indicative ECF approval level of 363 has been achieved
4.3 Redeployment	Dec 2011 to Dec 2014	Implement redeployment aspects of the Public Service Agreement 2010 – 2014 in relation to all vacancies if and when they arise.	To date no vacancies suitable for redeployment have arisen. IFI is currently engaged with the Department of Finance regarding a proposed restructuring programme. If same is implemented it will involve extensive use of the redeployment element of the CPA.
4.4 Attendance & Absence Management	Dec-13	Consolidate eight inherited absence management systems into one streamlined process by the introduction of a global Time Attendance/HR Management system.	Process has commenced. Systems that have been operated to date on a regionalised basis are in the process of consolidation and a common recording format established. Quarterly updates are provided to the IFI Board
4.10 Sick Leave Management	Dec-11	Introduce revised arrangements for the management of sick leave as outlined in the Public Sector Service Agreement 2010 – 2014.	The initial phase of this programme has been introduced i.e. the centralised management of staff who are deemed as long term absentees. A 66% return to work result has been achieved.
4.4 Work Practices	Dec 2011 to Dec 2014	Elimination of traditional demarcation across roles and grades	Demarcation elimination will be addressed as an integral element of the restructuring programme. As an element of the programme to improve work practices protection staff have adopted the use of mountain bikes, kayaks and jet skis to substantially increase the productivity element of protection and inspection patrols.
4.4 Work Practices	Dec-11	Up-skill general operative grade personnel and provide training for all relevant staff in the core area of fisheries protection	The up skilling programme for general operatives is contingent on approval of the restructuring programme which is the topic of discussion with the Dept. of Finance. Ref 4.3
4.4 Work Practices	Dec-11	Develop joint working arrangements with other relevant agencies and relevant stakeholders to assist in the achievement of core fisheries goals.	High level discussion has commenced with NPWS and the SFPA with a view to identifying areas could be shared to achieve business goals. Contact has also been made with National Fishery Organisations (key stakeholders) to identify areas where these organisations could assist in the achievement of key fishery goals.
4.7/4.8 Work / Life Balance	Dec-12	Review current arrangements as they currently apply in the context of the requirements of the new National Agency, Inland Fisheries Ireland. Implement required national changes.	Currently under review in the context of the development of the new staff scheme as required under the Inland Fisheries Act 2010
4.12 Performance Management	Dec-10	Strengthening of performance management and development system in line with the requirements of the Public Service Agreement 2010-2014.	Integrated PMDS system in operation on a national basis

PLEASE NOTE: ALL ACTIONS STATED IN CURRENT ACTION PLAN SHOULD BE INCLUDED

* Please refer to Guidance note when colour-coding Actions

** Please elaborate on status of Action if necessary

2. Better Business processes: Actions under this heading would include efficiency measures and improvements to the processes by which your Department/Body delivers its services to the public, including changes to the technology used, better data management, including around identity, and so on.

Terms of Agreement 2010-2014 (refer to all relevant paragraphs)	Target Date as per Current Action Plan	Action*	Comment**
4.15 Greater Sharing of Resources	2011-2012	Reduction of fleet by a minimum of 25%.	Fleet reduction commenced in January 2011 with further reductions foreseen throughout 2011 - 2012 as old fleet is not replaced
4.15 Greater Efficiencies Through Enhanced Procurement	2011-2014	Securing better rates for utilities supplied across the service.	A review of the electricity supplier has been completed with other utilities scheduled for review between 2011-2014
4.15 Greater Efficiencies Through Enhanced Procurement	2011-2014	Consolidation of procurement efforts and maximise the purchasing power of the national agency. This encompasses items such as but not limited to , purchase of vehicles, fleet management, work wear, boats/ engines, field equipment, IT, Admin Supplies, Insurance, legal, internal audit. This action is largely conditional on securing a dedicated procurement resource for the Inland Fisheries Service.	The requirement for a dedicated procurement resource has been included as a critical post in a business plan which is currently under review by the Department of Finance.
4.3 Redeployment / 4.13 Better Business Process	2011-2014	Review & consolidation of working locations. The efficiency element of this measure is conditional on being able to invest the funds secured from any property disposals on minimising rental costs.	A feasibility study has been completed with a view to identifying potential savings in this area and the results were presented to the IFI Board for consideration

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3. Delivering for the Citizen: Actions under this heading would include efficiency measures and improvements to the processes by which your Department/Body its services to the public, including changes to the technology used, better data management, including around identity, and so on.			
Terms of Agreement 2010-2014 (refer to all relevant paragraphs)	Target Date as per Current Action Plan	Action*	Comment**
4.13 Better Business Processes		A range of efficiency measure have been identified which will, when implemented lead to greater overall efficiency in the business. These include;	
4.16 EFT payments, modernisation of practices	30/09/2011	a) Using EFT to pay suppliers / staff	Currently underway with expected completion date well within target
	2012 / 30/09/2011	b) E-mailing invoices, statements, PO's, remittance advices	Due to difficulties with customer base being small local fishing clubs e-mailing of invoices and statements has been deferred until 2012. Purchase orders and remittance advices will be completed by Sept 2011
	2011	c) Facilitate debtor to pay online	Requirements currently being reviewed and facilities due to be in place during Q4
4.13 Better Business Processes	30/09/2011	d) Facilitate submission/ payment of online expenses to staff	Software module has been procured and rollout to staff is due to be completed during the 3rd quarter of the year
	2011/12	Enhancement of online license and booking engines for the public to buy angling licenses and also to book permits for State owned fisheries.	The online licence system has been consolidated with the advent of IFI for 2011 licence sales thus making it easier for both public and staff to utilise it. Booking of permits for State owned fisheries will not be reviewed until 2012.
4.13 Better Business Processes	2011	Utilising technology to improving / develop efficiencies in delivering service for the public in the areas of conservation and protection. This includes using thermal image cameras, data loggers (check water quality on a 24/7 basis), CCTV and other surveillance equipment.	Field equipment now incorporates technologies that are labour saving and also increase efficiency, thereby improving the service to the public

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