


6TH European Conference on Promoting Workplace Health
 Perugia, Italy – 27th/28th April 2009

“STAFF WELL-BEING IN THE KERRY LOCAL AUTHORITIES”


Presentation by Mr. Tom Curran,
 Kerry County Manager

1




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2




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3



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4



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5

Local Government in Ireland

- 34 County and City Councils in Ireland
- Each Authority has an Elected Council with a Mayor elected each year from within the Council (who deal with policy making) & an Executive, under a County Manager, responsible for day to day operations.
- Kerry Local Authorities are made up of the County Council and the 3 Town Councils of Tralee, Killarney & Listowel.
- Local Authorities in Ireland have responsibility for less public services than our European counterparts.

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6

Services Provided

- Services provided by Local Authorities in Ireland can be broken into 8 main categories:
 1. Housing and Building
 2. Roads, Transportation & Safety
 3. Water Services
 4. Development Management & Control (Planning)
 5. Environmental Services
 6. Recreation & Amenity (Libraries/Playgrounds/Arts)
 7. Agriculture, Education, Health & Well-Being (Veterinary Services/Higher Education Grants)
 8. Miscellaneous Services (Franchise/Local Representation)

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Finance

- Revenue Budget €142m
- Capital Budget €150m
- 56% of income for Revenue Budget comes from Central Government
- Very limited sources of raising income locally.

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STAFF

TOTAL: 1407(W.T.E.)

OFFICE: Technical/Administration 680(48%)

OUTDOOR: Operatives 727(52%)

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STAFF - BREAKDOWN

	MALE	FEMALE	TOTAL
OFFICE:	250(37%)	430(63%)	680
OUTDOOR:	707(97%)	20(3%)	727
TOTAL:	957(68%)	450(32%)	1407

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STAFF BREAKDOWN – contd...

AGE PROFILE	OFFICE	OUTDOOR
20-29	14.3%	1.8%
30-39	43.2%	12.1%
40-49	24.4%	38.1%
50-59	17.8%	34.3%
>60	0.3%	14%

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O2 Ability Best Practice Award

- Kerry Local Authorities won this award in 2005 & 2006
- Aim of award is to give recognition to organisations who value people with disabilities, both as employees & customers
- Staff – with disabilities 4.6% (76 No.)

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13

Staff Well-Being Corporate Management

- Corporate Plan 2005 – 2009 – Strategic Objectives No. 6 and No.8 –
 - Encourage the development of all employees to achieve their full potential so as to optimise the use of all resources.
 - Provide resources for training and development and promote safety, health and Well-Being of all employees.

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14

Staff Well-Being

- Multi-faceted approach – covered by a number of Departments
 - Human Resources Department
 - Risk Controller, Safety Committee and Health/Safety Advisor
 - Access Officer and Disability Liaison Officer.
 - Facilities Management Section of Corporate Affairs
 - Workplace Partnership and Partnership Sub-Groups
 - Active Sports and Social Club – supported and fostered by Management

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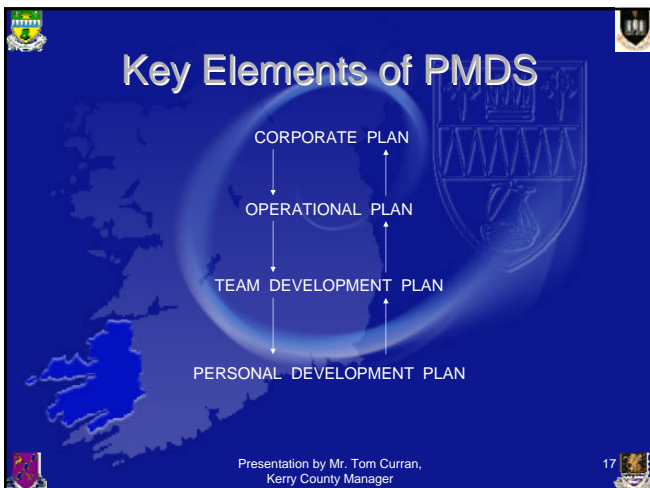
15

Performance Management & Development System (PMDS)

- PMDS is a continuous development process that enables people to make the best use of their skills

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16



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17

Personal Development Plan (PDP)

- Roles & Duties of Employees
- Aim, Actions and targets of the Section
- Training & Development needs of the employee.

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18

Training & Development

Training is divided into 3 categories as identified in PDP

- Statutory/Mandatory
- Business Driven Skills
- Personal Development

19

Personal Development

- Encourage staff to take further education courses.
- 75% contribution towards course fees
- Leave (paid and unpaid) to facilitate participation & study
- Provision of study material.

20

Family Friendly Work Pattern/ Leave Types available within Kerry Local Authorities

- Family Friendly Leave:
 - Maternity Leave
 - Ante Natal Classes
 - Adoptive Leave
 - Breast Feeding Breaks
 - Paternity Leave
 - Parental Leave
 - Term Time Leave
 - Carers Leave
 - Force Majeure Leave
 - Compassionate Leave

21

Family Friendly Work Pattern/ Leave Types available within Kerry Local Authorities contd.....

- Family Friendly Work Patterns:
 - Work Sharing
 - Flexi Time
- Other:
 - Career Break
 - Study Leave/Exam
 - Interview Leave
 - Health & Safety Leave

22

Being-Well Tutors

- "Being-Well" is a Health & Lifestyle Course designed by HSE.

Aim: to increase knowledge and understanding of the following:-

- Healthy Eating
- Being Active
- Relaxation
- Making Healthy Lifestyle choices

2 Staff Members trained as Tutors.

23

Health Awareness Information Talks

TALK	NO'S. ATTENDED
Nutrition	30
Osteoporosis	81
Diabetes	82
Alzheimer's	26
Mental Health Awareness	47
Arthritis	78

Cancer Information Leaflets were issued to all employees

24

Health Awareness Courses

Course	Nos. Attended
Stress & Time Management	59
Fitness/Exercise Classes	68
Well-Being Course (Fire Fighters)	107
Health Surveillance Checks	91
First Aid Training	178
Defibrillator/Cardiac First Response	20
Smoking Cessation Course	16

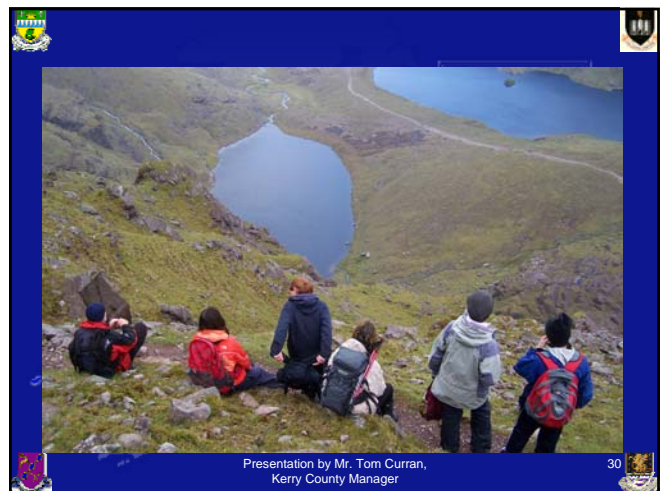
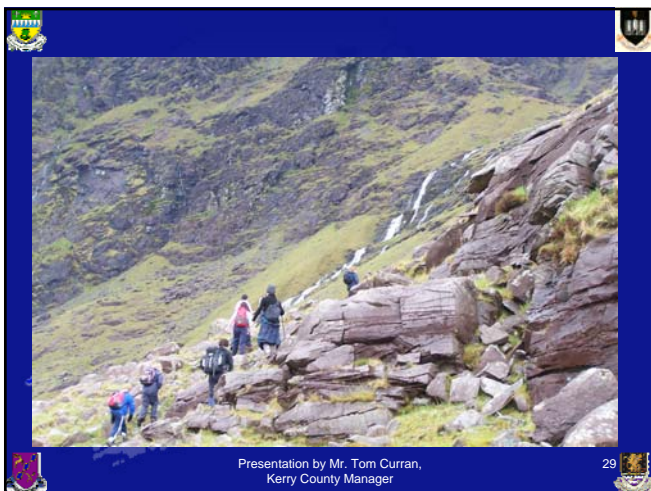
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Sports & Social Club - Klassic

Aim: To provide all staff with the opportunity to socialise with their colleagues outside the confines of the work environment.

- 490 Members
- Annual Budget €25,000
- Events/Initiatives

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Thank You

Grazie

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31