

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

<b>1. Better human resource management:</b> <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>			
<b>Terms of Agreement 2010-2014</b> <i>(refer to all relevant paragraphs)</i>	<b>Target Date as per Current Action Plan</b>	<b>Action*</b>	<b>Comment**</b>
4.3 - 4.12	March 2011 and Ongoing	Development of Programme and Staffing Plan to address imbalances in staffing resources arising from retirements, office closures, disposal of land assets	Complete - discussions with DAFF ongoing
1.6, 1.7, 4.3	End 2010	Develop Internal Redeployment Policy in order to fill vacant priority posts in the context of the Moratorium and closure of offices	Complete - discussions with Unions taking place in relation to specific arrangements
	2010 and Ongoing	Progress the implementation of a targeted Voluntary Redundancy Scheme (VRS) and identify posts for External Redeployment	Currently awaiting sanction for a VRS / VER scheme
1.6	End 2010	Implement a Strategic Training Fund to enable staff to move into key priority posts and ensure adequate training opportunities are available	Complete
1.4, 1.8, 4.9	Q1 2011	Review all work-sharing arrangements in line with the terms of Circular 11/2010, issued in August 2010.	Complete
1.4, 1.8, 4.9	End 2012	Introduce CORE Time and Attendance system * subject to Departmental approval	Ongoing

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

1.7	From Q4 2010	Avail of services of Public Appointments Service to maximise efficiencies in open recruitment and external re-deployment.	Complete
1.13, 4.12	2010 / 2011	Review and implement Croke Park recommendations on utilising PMDS process to recognise and improve staff performance	Complete and ongoing
4.10	Ongoing	Review and implement Croke Park arrangements for managing and reporting sick leave	Complete and ongoing
4.3 - 4.16	2010 - 2013	Develop People, Leadership and Change Strategy 2010- 2013 to align Teagasc's human resource requirements with the vision and goals set out in Teagasc's Statement of Strategy and Teagasc 2030	Complete - implementation of work programmes ongoing between 2011 and 2013
1.5	2010 - 2014	Achievement of targets set out in Teagasc's Employment Control Framework	Staff number at end of Q1 2010: 1,345 (Q1 2010 paybill spend = €19,863,875) Staff number at end of Q1 2011: 1,295 (Q1 2011 paybill spend = €19,397,880)
1.9 - 1.11	2010	Reduction in number of research departments across the Teagasc Food Programme from seven to four in order to reflect the main priority areas of the Programme	Complete - Food Biosciences Department, Food Safety Department, Food Technology and Quality Department and Food Industry Development Department
1.10, 4.3 - 4.12	End 2012	Restructuring of Advisory Area Unit structure - agree revised structure - appoint managers to new regions - review duties of Posts of responsibility to reflect new structure - re-configure ICT and Financial systems (ie: CIMS, Integra) to reflect new structure	Ongoing
1.7, 1.10, 1.12, 4.2, 4.8, 4.15	Q2 2012	Rationalisation of Advisory Office numbers from 91 to 51	Ongoing - 23 offices closed to date
1.12, 4.4	2010 and Ongoing	Implementation of reduced and integrated senior management structure consisting of three directorates (down from six) – Research, Knowledge Transfer and Operations	Complete

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<b>2. Better Business processes:</b> <i>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.</i>			
<b>Terms of Agreement 2010-2014</b> <i>(refer to all relevant paragraphs)</i>	<b>Target Date as per Current Action Plan</b>	<b>Action*</b>	<b>Comment**</b>
4.2, 4.13, 4.14, 4.15, 4.16	2011 - 2012	Establish a Business Process Review Group to comprehensively map out the business processes within Teagasc and recommend improvements	Complete and Ongoing
1.4 - 4.2	2010 - 2012	Optimising the organisation's procurement practices	Ongoing
	2009 - 2012	Management of the organisation's property portfolio by realigning our property assets more closely with our business strategy	Ongoing
4.2	2010 - 2012	Rationalisation of Research Lands at Ballydague, Leenane and Athenry	Complete and Ongoing
4.2	2013	Dispose of Kinsealy site and relocate the current activities to other Teagasc locations	In progress
4.2, 4.13 – 4.16	2010 - 2011	Strengthening the organisation's capability for financial planning and management	Ongoing
4.2 – 4.12	2011 - 2013	Enhancing the organisations ability to manage its own performance and demonstrate delivery of high performance through improved management reporting systems and programme evaluation.	Ongoing
4.2, 4.3 – 4.12	2010 and Ongoing	Establishment of a programme-driven structure across Food, Animal and Grassland, Crops, Environment and Land Use and Rural Economy and Development.	Complete
1.4, 1.6, 1.10, 4.2 – 4.12	End 2010	Establishment of Programme Support Roles through the expansion of Administrative duties in order to enhance the support available to Advisory staff	Complete

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<b>3. Delivering for the Citizen:</b> <i>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.</i>			
<b>Terms of Agreement 2010-2014</b> <i>(refer to all relevant paragraphs)</i>	<b>Target Date as per Current Action Plan</b>	<b>Action*</b>	<b>Comment**</b>
4.2 - 4.12	End of 2010	Developing supports to meet the environmental needs of farmers	Ongoing
4.2 - 4.12	2011	Appointment of Rural Innovation Advisors to drive the implementation of the Options Programme and to help farmers diversify	The appointment of dedicated Rural Innovation Advisors has been deferred due to the restrictions associated with the Moratorium
	2010 and Ongoing	Redesign Advisory Service Fee Structure	Complete
4.2, 4.3 – 4.12	2012	New training facility at College of Amenity Horticulture, National Botanic Gardens	Ongoing
1.4, 1.10, 1.12, 4.2	2010 and Ongoing	Refocus the Advisory Service in order to address emerging trends and deliver the required services for clients	Ongoing
1.10, 4.3 – 4.12	2010 - 2011	Restructuring of Education services incorporating three Lead Colleges and ten Regional Education Centres in order to cater for increased demand for courses	Ongoing
1.11, 4.2, 4.13, 4.15	2010	Establishment of a new Food SME Technology Transfer service	Complete
4.2	2010 - 2014	Seek to treble EU research funding over the coming years and to pursue all national potential funding sources	Ongoing
4.2 – 4.12	2010 - 2013	Provision of an integrated, applied research and advisory service for the Irish horticulture and forestry sectors	Ongoing

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4.15	2010	Launch food research and innovation strategic alliance with University College Cork	Complete
4.2, 4.4	2010	Refocus the delivery of Advisory Services through discussion group activity	Complete
1.10, 4.3 – 4.12	2010 - 2011	Review arrangements with Higher Education Partners – further innovation in the provision of joint higher level programmes and progression opportunities	Ongoing

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