



Comhairle Chontae Liatroma  
Leitrim County Council

# Leitrim County Council Corporate Plan

2024 - 2029



[www.leitrim.ie](http://www.leitrim.ie)

# TABLE OF CONTENTS

Foreword .....	3
Our Vision .....	4
Our Mission .....	5
Leitrim At A Glance .....	6-7
Our Council .....	8
Our Council Members.....	9
Our Organisational Structure .....	10
What We Do .....	11
What We Achieved 2019-2024.....	12
Our Operating Environment .....	13
Informing Our Corporate Plan.....	14
Our Strategic Goals .....	15
• Sustain Our Communities .....	16 - 17
• Grow Our Businesses and Economy .....	18 - 19
• Enrich Our Places and Environment.....	20 - 21
• Enhance Our Organisation .....	22 - 23
Our Core Values and Governance Principles .....	24
Implementation and Monitoring.....	25
Appendix 1.....	26 - 27
Appendix 1 – EU, National, Regional and Local plans and policies and legislation influencing Leitrim County Council Activities	
Appendix 2 .....	28 - 30
Public Consultation Process	
Appendix 3 .....	31
Public Sector Duty Assessment	
Appendix 4 .....	32 -39
Baseline data 2023	



## Foreword

We are pleased to share Leitrim County Council's vision for the next five year period for a vibrant and sustainable Leitrim offering opportunities for everyone. Our Corporate Plan 2024 – 2029 serves as the strategic framework to deliver on this vision.

The ambitious goals and objectives outlined in this Corporate Plan have been developed following a consultation process that included input and feedback from the public, the Public Participation Network, Elected Members, the Corporate Policy Group, and staff across the organisation.

In the next five years, Leitrim County Council will encounter both challenges and opportunities. Key challenges facing society such as climate change, globalisation, technological disruption, and national issues such as housing, homelessness, and the impact of changing demographics on public service demands, all create direct impacts at local level. Additionally, our dependence on centralised funding presents financial challenges, however, we will continue to actively identify and pursue funding opportunities to support delivery of objectives under the plan.

We will address the impacts of current and emerging challenges for the County and the Council through strong civic leadership, active engagement with communities and all our stakeholders, supported by a committed, engaged, agile and skilled workforce.

As a public body we have responsibilities to promote equality, prevent discrimination and protect human rights. We will adopt a people centred and inclusive approach in delivery of services and design of any future services. We are committed to meeting our service delivery obligations in relation to digital services and the Irish language. The Climate Action agenda and Sustainable Development Goals will also underpin our work.

We are confident that this plan will play a key role in shaping the sustainable growth of County Leitrim for the benefit of all our citizens, businesses and visitors.



*Joseph Gilhooly,  
Chief Executive*



*Cllr., Paddy O'Rourke  
Cathoirleach*



## **Our Vision**

An ambitious, thriving, vibrant, sustainable and connected Leitrim with opportunity for everyone.





## Our Mission



## Our Mission

To lead with ambition and deliver dynamic, innovative, sustainable and responsive solutions for all our people and communities, making Leitrim the best place to live, work, do business, and visit.

# Leitrim at a glance

## CO. LEITRIM

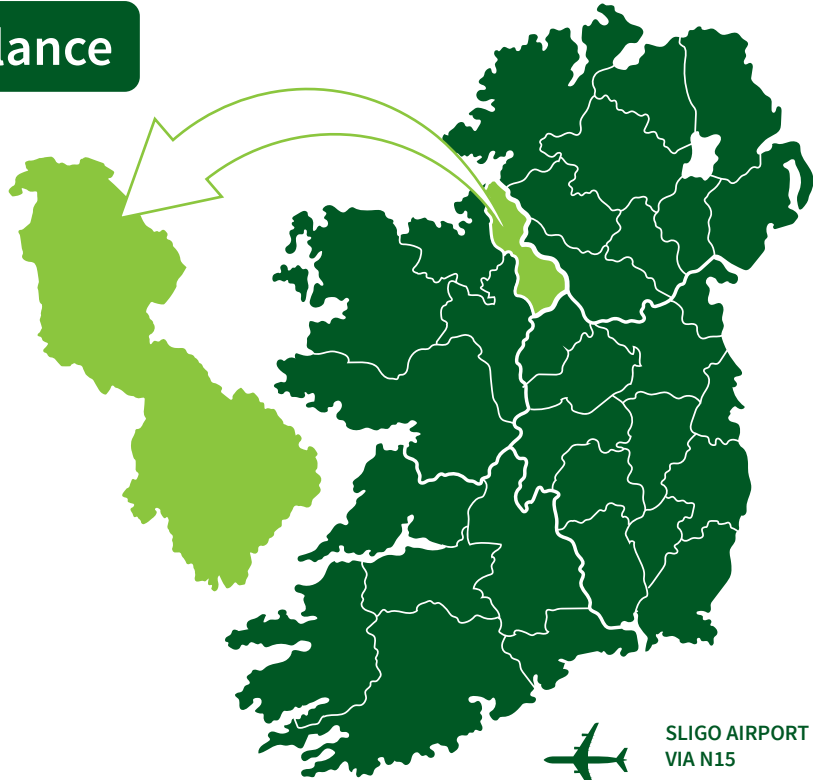
Province of Connacht,  
North West of Ireland.

1,590 sq.km.



POPULATION  
**35,199**

(2022 census ) representing a 10% population increase on the previous census in 2016.



SLIGO AIRPORT  
VIA N15



BELFAST AIRPORT  
VIA N16



DUBLIN AIRPORT  
VIA N4



IRELAND WEST  
INTERNATIONAL  
AIRPORT

**40.7**  
YEARS

AVERAGE AGE OF PEOPLE



**71%**  
OWN THEIR  
OWN HOME

**18.6%**

AGED 65 OR OVER

**11%**

NON-IRISH CITIZENS



FEMALE POPULATION

**17,646**

(Census 2022)



MALE POPULATION

**17,553**

(Census 2022)



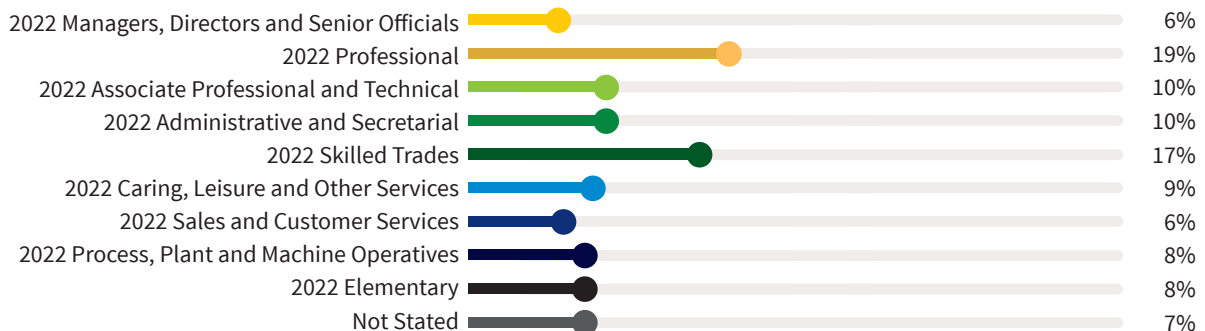
DISABILITY STATISTICS

**22%**  
**78%**

= Leitrim

= Other  
Counties

## LEITRIM : WHAT PEOPLE DO

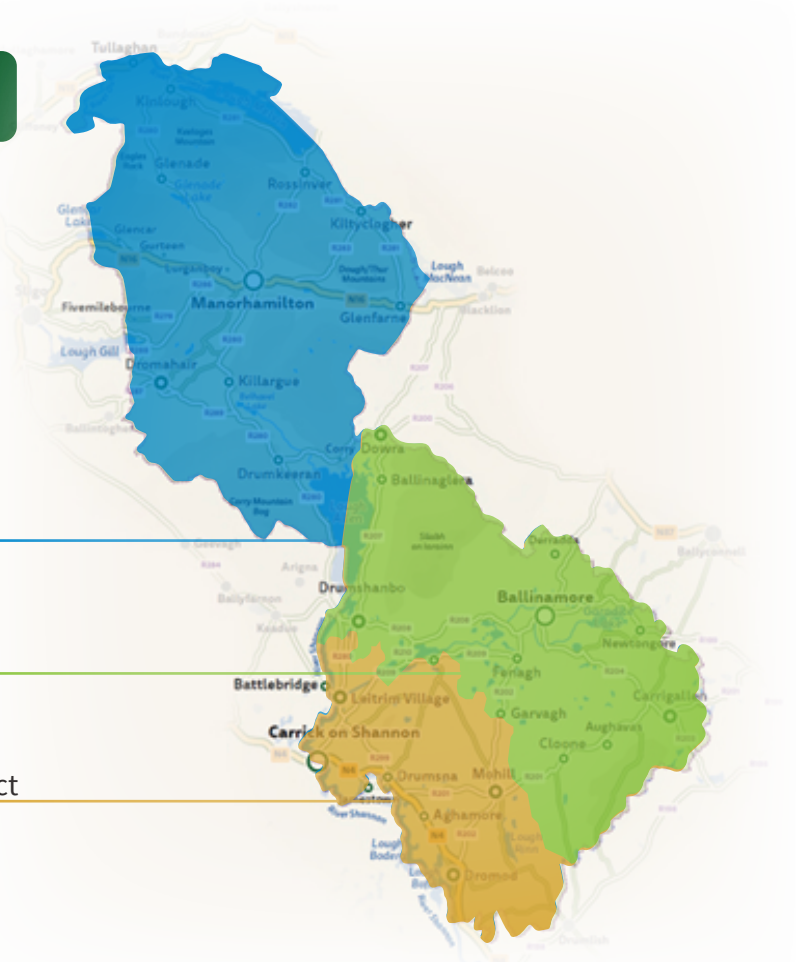






# Leitrim at a glance

The County is divided into 3 Municipal Districts based on the 3 Local Electoral Areas (LEA's) of Ballinamore, Carrick - on - Shannon and Manorhamilton, with 6 Elected Members in each District.



Manorhamilton Municipal District

Ballinamore Municipal District

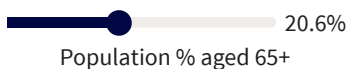
Carrick On Shannon Municipal District

## MANORHAMILTON



# 12,224

TOTAL POPULATION BY LOCAL ELECTORAL AREA (CENSUS 2022)



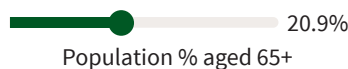
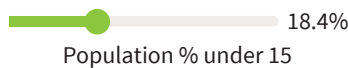
**AVERAGE AGE 42.53**

## BALLINAMORE



# 10,341

TOTAL POPULATION BY LOCAL ELECTORAL AREA (CENSUS 2022)



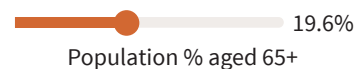
**AVERAGE AGE 42.65**

## CARRICK ON SHANNON



# 12,634

TOTAL POPULATION BY LOCAL ELECTORAL AREA (CENSUS 2022)



**AVERAGE AGE 41.38**



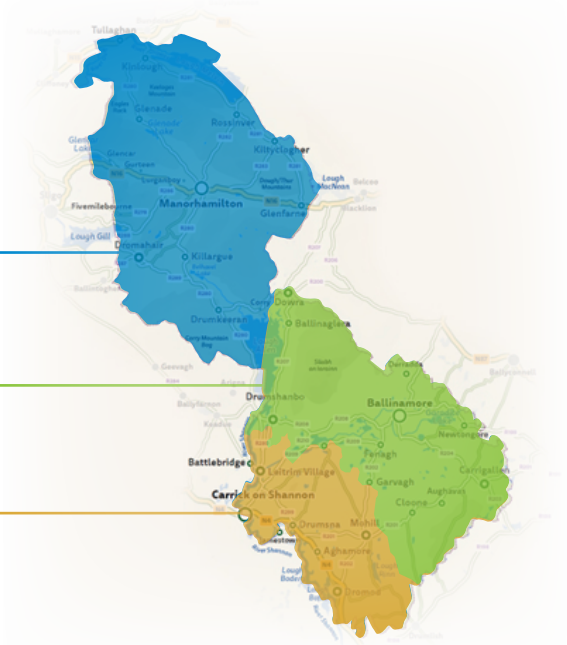
## Our Council

The Council is made up of 18 elected members across 3 Municipal Districts. The Cathaoirleach is elected by the members every year. Together with the Corporate Policy Group, 4 Strategic Policy Committees (SPC's) develop and recommend policy to the Council for adoption. Delivery of services is carried out by the Executive led by the Chief Executive.





# Our Council Members



Manorhamilton Municipal District

Ballinamore Municipal District

Carrick On Shannon Municipal District

## Manorhamilton Municipal District



**Councillor Mary Bohan**  
Fianna Fáil



**Councillor Padraig Fallon**  
Sinn Féin



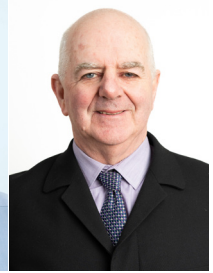
**Councillor James Gilmartin**  
Non Party



**Councillor Felim Gurn**  
Non Party



**Councillor Eddie Mitchell**  
Non Party



**Councillor Justin Warnock**  
Fianna Fáil

## Ballinamore Municipal District



**Councillor Brendan Barry**  
Sinn Féin



**Councillor Róisín Kenny**  
Sinn Féin



**Councillor Enda McGloin**  
Fine Gael



**Councillor Paddy O'Rourke**  
Fianna Fáil



**Councillor Gary Prior**  
Fianna Fáil



**Councillor Ita Reynolds Flynn**  
Fine Gael

## Carrick On Shannon Municipal District



**Councillor Paddy Farrell**  
Fianna Fáil



**Councillor Cormac Flynn**  
Sinn Féin



**Councillor Des Guckian**  
Non Party



**Councillor Sean McGowan**  
Fianna Fáil



**Councillor Maeve Reynolds**  
Fine Gael



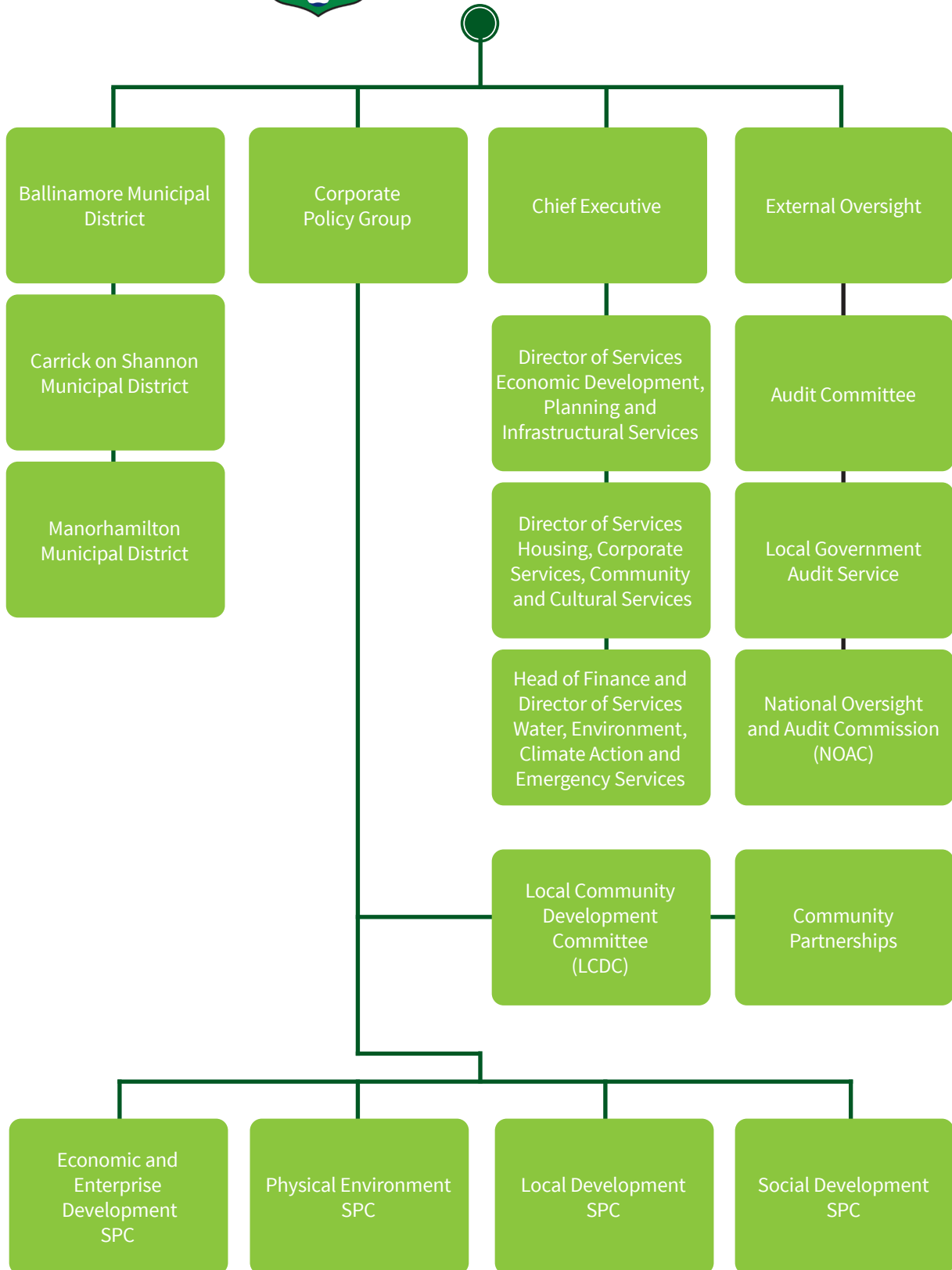
**Councillor Enda Stenson**  
Non Party



# Our Organisational Structure



Comhairle Chontae Liatroma  
Leitrim County Council



# What we do

Leitrim County Council plays a key role in democracy and in the delivery of over 1,000 services to its citizens, businesses and visitors. We work to promote the economic, community, cultural, physical, and social development of the County with sustainability for the future of our County at the core of what we do. The Council is funded from central government, commercial rates, property tax, charges for services. A full list of all local authority services is available on Your Local Government Services | Local Government Ireland.

 <https://www.localgov.ie/services>

<p><b>Arts and Culture</b></p>  <p>Leitrim County Council promotes the arts and creativity through support for festivals and events, arts and cultural centres, and grants for artists.</p>	<p><b>Business and Economy</b></p>  <p>Leitrim County Council will help businesses grow through offering support and advise and providing business grants through the Local Enterprise Office.</p>	<p><b>Community</b></p>  <p>Leitrim County Council supports community and voluntary groups, encourage community development and promote accessibility, Integration and inclusion.</p>	<p><b>Electoral Register</b></p>  <p>Leitrim County Council manages and updates the Register of Electors for all the voters in our county.</p>
<p><b>Emergency Services</b></p>  <p>Leitrim County Council provides vital emergency services including fire service, civil defence, water safety and response to major emergencies.</p>	<p><b>Environment</b></p>  <p>Everyday Leitrim County Council works to protect the Environment, by tackling pollution, managing waste and promoting climate action and biodiversity.</p>	<p><b>Heritage and Architectural Conservation</b></p>  <p>Leitrim County Council work to celebrate and raise awareness of the historic built environment and protect and preserve it for generations to come.</p>	<p><b>Housing</b></p>  <p>Leitrim County Council provide and manage over 1,000 number of homes across the county and deliver a range of services and supports for tenants and homeowners.</p>
<p><b>Leisure and Recreation</b></p>  <p>Leitrim County Council provide a variety of leisure, fitness and recreation facilities for people of all ages and abilities to enjoy.</p>	<p><b>Libraries</b></p>  <p>Our libraries are welcoming spaces for everyone where all members of the community can access knowledge, ideas and information, and where people can reflect, connect and learn.</p>	<p><b>Planning and Building</b></p>  <p>Leitrim County Council ensures proper planning is carried out in a sustainable manner and undertakes enforcement activities where necessary.</p>	<p><b>Roads and Transport</b></p>  <p>Leitrim County Council upgrade and maintain our roads and provide active travel infrastructure.</p>
<p><b>Tourism</b></p>  <p>Leitrim County Council champion sustainable tourism in our area and help local businesses benefit from this vibrant sector of the economy.</p>	<p><b>Veterinary and Animals</b></p>  <p>Leitrim County Council promotes responsible ownership of dogs and horses.</p>	<p><b>Waste Management</b></p>  <p>Ensuring that all household and business waste is properly disposed of, collected and recycled is a key responsibility for Leitrim County Council.</p>	<p><b>Water Quality</b></p>  <p>To ensure water quality and reduce flooding, Leitrim County Council manages surface water drainage and inspect septic tanks and Group Water Schemes.</p>



# What We Achieved 2019 - 2024

## ECONOMIC



- The acquisition of Carrick on Shannon Business Campus - a turnkey office accommodation centre of 112,000sq. ft. off the N4.
- €37m grant funding for Infrastructural, Recreation and Tourism projects
- Promotion of Leitrim through Business Networking events in New York, Dublin and London.
- Development of the Tullaghan Coastline – as a key destination along the Wild Atlantic Way.
- €0.5 million secured to convert derelict buildings to community facilities.
- 209 Vacant Property Refurbishment applications received, 145 approved applications.
- Carrick on Shannon Town Centre First plan developed and adopted.

## ROADS & TRANSPORTATION



- 56% increase in annual spend from 2019 - 2023 - an annual budget of €16.7m (2019) to €26.1 million (2023).
- Commencement of the design Carrick Dromod Project (with a bypass of Carrick on Shannon)
- Over 100 Active Travel schemes advanced across the county
- 30 different schemes were completed under a new initiative for Climate Adaptation and resilience works which amounted to a total investment of €2.7million.
- Responded to unprecedented emergency events;
  - Landslide at Shass Mountain
  - Tornado at Leitrim Village.

## OUR ORGANISATION



- Staffing numbers overall increased by 27% (280 end 2018 - 355 at 30/09/2024)
- 144 Indoor Staff (62%) with blended working arrangements
- In 2023 the percentage of employees reporting a disability was 4%
- Mean Gender Pay Gap of -3.91% meaning that, on average, the hourly rate of pay for females is 3.91% more than that for males.

## LIBRARY SERVICES



- Development of new Library in Dromahair
- Upgrade of branch libraries in Mohill and Kiltyclogher.
- Provision of My Open Library services at Drumshanbo Library
- Move of Carrick-on-Shannon Library to a town-centre location.
- Enhanced lending collection and development of the 'Sense-Ability' collection of sensory equipment to assist users with sensory needs or learning difficulties.
- Delivery of Leitrim County Council's Decade of Centenaries Programme

## EMERGENCY SERVICES



- 1001 Emergency calls
- 157 new buildings inspected

## INFRASTRUCTURE



- €11.2m invested in an Urban Regeneration Scheme in Carrick on Shannon
- Over €20m investment ongoing in Rural Regeneration schemes in the towns of Carrick on Shannon. Ballinamore, Manorhamilton, Mohill & Drumshanbo
- Progression of the SLNCR Greenway
- Progression of Carrick on Shannon to Battlebridge Blueway.
- €1.2m Water Sports Facility Centre at Acres Lake currently at Construction Stage
- Planning approval received for Hartley Bridge Replacement, project advanced to detailed design and tender preparation stage.
- Over €5m invested in our Trail Infrastructure.

## COMMUNITY



- €9.3 million for Community Projects
- 7,250 young people engaged in activities around youth spaces and playgrounds
- 3,470 older people engaged directly in events and initiatives to benefit their health and wellness
- 200 community and voluntary organisations and 37 primary schools participated in the 'Love Where You Live' initiative

## HOUSING



- 1052 Social Homes
- 176 Social homes constructed or purchased
- 300 Private rented inspection per year.



# Our Operating Environment

Over the next five years, Leitrim County Council will face challenges and opportunities. Global, national and regional issues and trends are impacting on our work. Our internal operating environment is continuously evolving and changing at an ever increasing pace and as an organisation we will need to be responsive and agile in how we address these challenges.

A comprehensive assessment of relevant issues relating to the external and internal operating environment of the Council identified a number of challenges and trends that we have considered in determining goals and objectives for this Corporate Plan.



## Informing our Corporate plan

### Legislative and Policy Framework

This Corporate Plan has been prepared in line with the Local Government Act 2001 and Local Government Reform Act 2014 and Guidelines for Local Authorities in the preparation of Corporate Plans 2024 – 2029 issued by the Department of Housing, Local Government and Heritage.

The plan has also been informed by the United Nations Sustainable Development Goals (SDG), the human rights public sector duty and a range of legislative provisions, and national, regional and local policies. (Appendix 1)

Goal	LECP 2023 -2029 High Level Goals Description
Goal 1	Leitrim will continue to develop as an inclusive, healthy and equitable county that supports wellbeing and is celebrated as a great place to live.
Goal 2	Leitrim will embrace climate action to increase the sustainability of its communities and unlock the benefits of the green economy.
Goal 3	Leitrim's towns and villages will continue to be revitalised and regenerated as attractive places to live, work and visit.
Goal 4	Leitrim will be recognised for its educational attainment, life-long learning and training opportunities.
Goal 5	Leitrim will strengthen and diversify its innovative economy, create meaningful employment and promote sustainable enterprise.
Goal 6	Leitrim will champion its natural and cultural environment and support the development of the county as a tourism destination in a sustainable and balanced manner.

### Public Consultation

To inform the Corporate Plan, a public consultation was undertaken during August and September 2024 that sought the feedback from the public on a range of topics such as Service Delivery, Strengths, Challenges, Opportunities and Threats for the county and Public Sector Equality and Human Rights Duty.

Feedback on the preparation of the Corporate Plan was received through:

- Public surveys published on our website and publicised through social media, local media and the Public Participation Network (PPN)
- Consultation with Elected Members
- Meetings of Staff including outdoor and office-based staff and Senior Officers and Management Team.

The feedback received through the public consultation process contributed to the prioritisation and setting of strategic goals and objectives for this plan. An overview of the outputs from the consultation process is contained in Appendix 2.





## Our Strategic Goals





# Sustain our Communities



## Alignment with LECP High Level Goals

Goal 1	Leitrim will continue to develop as an inclusive, healthy and equitable county that supports wellbeing and is celebrated as a great place to live.
Goal 2	Leitrim will embrace climate action to increase the sustainability of its communities and unlock the benefits of the green economy.
Goal 3	Leitrim will champion its natural and cultural environment and support the development of the county as a tourism destination in a sustainable and balanced manner.

## Alignment with Sustainable Development Goals



# Sustain our Communities

Active Citizenship	Resilient and Empowered Communities	Inclusive and Safe Communities	Healthy and Creative Communities
<b>AC1:</b> Promote civic engagement and support community-driven development allowing individuals to take an active role in shaping the future of their community.	<b>RE1:</b> Empower communities to respond to climate challenges, champion local climate action, increasing resilience to climate change impacts.	<b>IS1:</b> Promote social inclusion, equality, and diversity by working with and empowering groups across all sectors of the community meeting all Public Sector Equality and Human Rights obligations.	<b>HCC1:</b> Improve the health and wellness of communities by improving access to participation in sports, recreation and healthy activity.
<b>AC2:</b> Support the Public Participation Network and Comhairle na nÓg to ensure active participation by all.	<b>RE2:</b> Build capacity of community groups to strengthen community infrastructure across the county.	<b>IS2:</b> Establish the Local Safety Partnership to address safety concerns and develop action plans tailored to the needs of the local community.	<b>HCC2:</b> Promote health and wellbeing by supporting the implementation of a range of initiatives under Healthy Leitrim and Age Friendly programmes.
<b>AC3:</b> Support and encourage public involvement in development of local authority policies and plans through the open consultation processes and through the Public Participation Network.	<b>RE3:</b> Support and encourage representation and participation of young people and children in policy development and decision-making.	<b>IS3:</b> Support the development and implementation of initiatives to assist the integration of new communities and marginalised groups.	<b>HCC3:</b> Encourage individuals and communities to explore their creativity and promote access and participation in the arts in partnership with stakeholders.
<b>AC4:</b> Identify opportunities for local development and social inclusion initiatives.	<b>RE4:</b> Recognise and support the role of volunteering.	<b>IS4:</b> Ensure our services, infrastructure and facilities are universally accessible for all members of our communities.	<b>HCC4:</b> Support people to live independently in their own homes.
<b>AC5:</b> Support and implement actions under the Leitrim Local Economic and Community Plan 2024- 2029.	<b>RE5:</b> Improve participation by Older Persons to ensure better health, security, independence and active living.	<b>IS5:</b> Protect communities from fire and other emergencies working with partner agencies locally, regionally and nationally.	<b>HCC5:</b> Promote effective and inclusive estate management
<b>AC6:</b> Engage with the Leitrim Diaspora and implement the actions under the Diaspora Strategy.	<b>RE6:</b> Deliver PEACEPLUS Programmes under Leitrim's Local Action Plan and Reimaging Communities.	<b>IS6:</b> Maximise voluntary participation in the Civil Defence to facilitate their role in supporting the emergency services and community support activities.	





# Grow our Businesses and Economy



## Alignment with LECP High Level Goals

<b>Goal 3</b>	Leitrim's towns and villages will continue to be revitalised and regenerated as attractive places to live, work and visit.
<b>Goal 4</b>	Leitrim will be recognised for its educational attainment, life-long learning and training opportunities.
<b>Goal 5</b>	Leitrim will strengthen and diversify its innovative economy, create meaningful employment and promote sustainable enterprise.

## Alignment with Sustainable Development Goals







# Grow our Businesses and Economy

Economic Development	Enterprise	Sustainable Planning and Infrastructure	Tourism
<b>ED1:</b> Promote opportunities within the County for businesses to start up, relocate, or expand their operations.	<b>E1:</b> Provide supports to enterprise based on local needs and opportunities.	<b>SP1:</b> Maximise the potential of all funding opportunities for the maintenance and further development of the County's infrastructure.	<b>T1:</b> Expand and enhance the Leitrim tourism brand.
<b>ED2:</b> Achieve full occupancy of Carrick on Shannon Business Campus.	<b>E2:</b> Deliver and implement Service Level Agreement and new national programmes identified by Enterprise Ireland.	<b>SP2:</b> Identify, plan and deliver sustainable local infrastructure that supports our economy.	<b>T2:</b> Increase visitor numbers to the County by actively marketing and promoting Leitrim's visitor experience.
<b>ED3:</b> Maximise co-operation and co-ordination with agencies in relation to the economic, social and cultural development of the County through the Local Community Development Committee (LCDC).	<b>E3:</b> Pursue and participate in European funded programmes locally and regionally to further strengthen and develop the local economy.	<b>SP3:</b> Develop and implement through the Transport Infrastructure Ireland and Department of Transport, a comprehensive programme for the upgrading, maintenance and improvement of our roads Network.	<b>T3:</b> Develop the potential of annual signature festivals in the County.
<b>ED4:</b> Develop a new Digital Strategy.	<b>E4:</b> Strengthen the entrepreneurial eco system in Leitrim to attract. and support new and existing businesses.	<b>SP4:</b> Provide and maintain attractive and safe amenities, facilities and spaces which are fully accessible to all.	<b>T4:</b> Proactively promote and develop Leitrim's Tourism. potential through the Tourism Forum.
<b>ED5:</b> Pursue, facilitate and support the rollout of broadband infrastructure in delivering the National Broadband Plan.	<b>E5:</b> Expand sectoral supports and training programmes for key industries e.g. food, craft, engineering and tourism.	<b>SP5:</b> Seek continued funding to progress fully accessible Active Travel Schemes across the County.	<b>T5:</b> Support and participate in the development of regional and cross-border tourism capacity and facilities.
<b>ED6:</b> Increase engagement and collaboration opportunities with our diaspora	<b>E6:</b> Focus on sustainable initiatives and circular economy reducing carbon footprint and building a climate resilient community	<b>SP6:</b> Work closely with adjoining authorities and key agencies to ensure infrastructural planning and development is complimentary, consistent and mutually beneficial	<b>T6:</b> Work in partnership with other agencies, the community and funding departments to develop our natural tourism assets and infrastructure.
<b>ED7:</b> Explore and develop sustainable mobility options to promote safe, green, accessible and efficient alternatives to car usage.	<b>E7:</b> Enhance digital transformation supports ensuring a focus on new and emerging technologies e.g AI and cyber security.	<b>SP7:</b> Ensure the County Development Plan and Local Area Plan provide an appropriate forward-thinking framework for the County and facilitate and support balanced and sustainable growth.	<b>T7:</b> Maximise the potential of the Wild Atlantic Way and Ireland's Hidden Heartlands tourism brands.
<b>ED8:</b> Enhance Leitrim's reputation as a centre of creativity by supporting the creative sector to grow its national and global footprint.	<b>E8:</b> Strengthen Leitrim's capacity as a creative hub through ongoing projects e.g Creative Heartlands.	<b>SP8:</b> Continue to address the legacy of unfinished housing developments and taking in charge	
<b>ED9:</b> Explore opportunities for third level education offerings in the County.	<b>E9:</b> Contribute to objectives under the Regional Enterprise Plan.	<b>SP9:</b> Pursue opportunities for the enhancement of the County's water and wastewater infrastructure to meet current and future needs.	







# Enrich our Places and Environment



## Alignment with LECP High Level Goals

<b>Goal 2</b>	▶	Leitrim will embrace climate action to increase the sustainability of its communities and unlock the benefits of the green economy.
<b>Goal 3</b>	▶	Leitrim’s towns and villages will continue to be revitalised and regenerated as attractive places to live, work, do business and visit.
<b>Goal 6</b>	▶	Leitrim will champion its natural and cultural environment and support the development of the county as a tourism destination in a sustainable and balanced manner.

## Alignment with Sustainable Development Goals





# Enrich our Places and Environment

Housing	Towns and Villages	Climate Action, Biodiversity and Environmental Protection	Heritage & Culture
<b>H1:</b> Identify opportunities for the provision of affordable, quality private and social homes across the County.	<b>TV1:</b> Develop vibrant town centres that are attractive for residents, visitors, and shoppers alike.	<b>CA1:</b> Implement the Council's Climate Action Plan 2024-2029 to address climate change and advance mitigation and adaptation strategies.	<b>HC1:</b> Promote the heritage and culture of our places, protecting our natural, built and architectural heritage.
<b>H2:</b> Review and address demand for affordable housing through development of appropriate housing schemes.	<b>TV2:</b> Enhance the attractiveness and appearance of our towns and villages adopting a proactive approach and working in partnership with local communities.	<b>CA2:</b> Implement initiatives to ensure Carrick-on-Shannon achieves Decarbonisation Zone status.	<b>HC2:</b> Promote the renowned artistic and cultural vibrancy of the county.
<b>H3:</b> Continue to invest in and upgrade the existing social housing stock to meet climate and energy targets.	<b>TV3:</b> Improve public realm to enhance accessibility for all.	<b>CA3:</b> Deliver a programme of refurbishment and upgrade of Council owned buildings to meet climate and energy targets.	<b>HC3:</b> Provide opportunity for everyone to engage with and participate in the arts.
<b>H4:</b> Provide a responsive housing service meeting the needs of all having regard to our Public Sector Equality and Human Rights obligations.	<b>TV4:</b> Minimize vacancy and dereliction while promoting the repurposing of sites and vacant buildings for economic, housing, community, cultural, or recreational purposes.	<b>CA4:</b> Develop and implement the Biodiversity Plan and All Pollinator Plan for Leitrim	<b>HC4:</b> Support The Dock as a leading cultural centre for citizens and visitors and continue to support the County's cultural venues in partnership with local communities.
<b>H5:</b> Deliver productive, effective and efficient asset management, and maintain low vacancy rates in social housing units across the county.	<b>TV5:</b> Support the capacity of town teams and communities to revitalise their towns and villages through development of action plans and local structures.	<b>CA5:</b> Monitor and ensure improvement of water quality in rivers, streams and lakes.	<b>HC5:</b> Ensure an accessible, responsive and inclusive library services, with a focus on lifelong learning, recreation and access to information for all.
<b>H6:</b> Achieve targets for delivery under the Housing Action Plan and Traveller Accommodation Programme.	<b>TV6:</b> Maximise the potential of all available funding streams relevant to town and village enhancement.	<b>CA6:</b> Promote the prevention of water, waste, air and noise pollution through public awareness and education.	<b>HC6:</b> Pursue all funding opportunities to create vibrant and open library facilities that serve as key community resources, in particular, a new library space in Carrick-on-Shannon.
<b>H7:</b> Promote and encourage up take under Croí Conaithe to bring vacant houses back into use and remove dereliction.	<b>TV7:</b> Identify and deliver initiatives under Active Travel.	<b>CA7:</b> Implement a managed and coordinated approach to drainage and flooding.	<b>HC7:</b> Support the promotion of the Irish Language.







# Enhance our Organisation



## Alignment with LECP High Level Goals

<b>Goal 1</b>	▶	Leitrim will continue to develop as an inclusive, healthy and equitable county that supports wellbeing and is celebrated as a great place to live.
<b>Goal 2</b>	▶	Leitrim will embrace climate action to increase the sustainability of its communities and unlock the benefits of the green economy.
<b>Goal 3</b>	▶	Leitrim's towns and villages will continue to be revitalised and regenerated as attractive places to live work and visit.
<b>Goal 4</b>	▶	Leitrim will be recognised for its educational attainment, life-long learning and training opportunities.
<b>Goal 5</b>	▶	Leitrim will strengthen and diversify its innovative economy, create meaningful employment and promote sustainable enterprise.
<b>Goal 6</b>	▶	Leitrim will champion its natural and cultural environment and support the development of the county as a tourism destination in a sustainable and balanced manner.

## Alignment with Sustainable Development Goals



# Enhance our Organisation

Support our Elected Members	Support our Workforce	Service Delivery	Transform our Ways of Working
<b>SE1:</b> Continue to facilitate and nurture a culture of partnership and shared responsibility between Elected Representatives and the Executive.	<b>SW1:</b> Develop a new workforce strategy providing a framework for the future direction and development of our workforce.	<b>SD1:</b> Provide services in a responsive and agile manner meeting Public Sector Equality and Human Rights obligations.	<b>TW1:</b> Develop and implement a programme of digital transformation that will encourage responsiveness and public engagement and deliver improvements in operational efficiencies.
<b>SE2:</b> Support the role of An Cathaoirleach as first citizen of the County.	<b>SW2:</b> Position the organisation to be “an employer of choice” – attracting, recruiting, developing and retain our workforce.	<b>SD2:</b> Foster a culture of continuous improvement and innovation in service delivery.	<b>TW2:</b> Foster a culture of business process improvement to improve customer service and workflows across departments.
<b>SE3:</b> Provide a quality Members support service	<b>SW3:</b> Create a culture of empowerment, continuous learning and development.	<b>SD3:</b> Embed a people-centred approach in how we deliver and enhance our services.	<b>TW3:</b> Identify funding solutions to invest in resources, technology software and systems to deliver operational efficiency.
<b>SE4:</b> Develop, facilitate and implement systems and procedures to assist the Elected Members in their role as Public Representatives.	<b>SW4:</b> Foster positive employee relations and engagement.	<b>SD4:</b> Maximise and effectively manage financial resources to meet service delivery requirements and ensure value for money.	<b>TW4:</b> Maximise use of all available office accommodation to create “workplaces of the future” incorporating blended working arrangements.
<b>SE5:</b> Support citizen engagement and input into decision-making at the local level.	<b>SW5:</b> Support staff wellbeing and create a fair, healthy and safe working environment.	<b>SD6:</b> Review and enhance our communications strategy.	<b>TW6:</b> Take positive actions to reduce our carbon emissions and make the organisation greener and more sustainable.
	<b>SW6:</b> Promote diversity, equality and human rights in the workplace.	<b>SD7:</b> Ensure compliance with all data protections obligations.	<b>TW7:</b> Deliver bi-lingual services to meet obligations under the National Plan for Irish Language Public Services 2024 – 2030.



# Our Core Values and Governance Principles

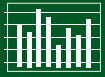
We are an organisation of 400 staff delivering over 1,000 services. We are ambitious, focused and committed to delivering the best possible outcomes for County Leitrim, it's people and our staff. In striving to achieve our goals, we will be guided by a set of core values and governance principles as set out in the Local Government Code of Governance which will underpin all our activities.

## Public Sector Quality and Human Rights Duty

Leitrim County Council is committed to meeting our Public Sector Equality and Human Rights Duty to eliminate discrimination, promote equality of opportunity, and protect the human rights of both our customers and staff.







# Implementation and Monitoring

## HOW WE MEASURE PERFORMANCE



### **CORPORATE PLAN 2024- 2029**

- See high level priorities for the Council over the five year period.



### **ANNUAL SERVICE DELIVERY PLAN AND ANNUAL BUDGET**

- Transfers the objectives of the Corporate Plan into annual deliverables supported by annual budget allocations.



### **DEPARTMENT TEAM PLANS AND RISK REGISTERS**

- Operational plans for individual teams reflecting the annual service delivery plan priorities.



### **INDIVIDUAL PERFORMANCE MANAGEMENT - PERSONAL DEVELOPEMNT PLAN**

- Individual objectives and targets for staff are linked to team plan priorities.

## HOW WE REPORT ON PERFORMANCE

Progress reporting to provide oversight of the delivery of our strategic objectives will be undertaken through a number of ways over the 2024 -2029 period as follows:

- Monthly management report to Council
- Annual Progress Report to Council
- Annual Report of the Council
- Annual National Service Indicators Report (produced by NOAC)
- Annual Financial Statement and Audit Reports

# Appendix 1 – Policies & Strategies

## NATIONAL/EU

National Planning Framework 2040  
Housing Action Delivery Plans  
Ireland's National Energy and Climate Action Plan 2021 – 2030  
National Biodiversity Action Plan 2023 – 2030  
National Broadband Plan  
National Development Plan  
Road Safety Strategy 2021 – 2030  
National Implementation Plan for Sustainable Development Goals (SDG's) 2022 – 2024  
National Housing Strategy for Disabled People 2022 - 2027  
National Sports Policy 2018 – 2027  
The CycleConnects Project – Ireland's Cycle Network – Active Travel  
Tourism Policy Framework  
Housing First National Implementation Plan 2022 – 2026  
Housing For All  
Public Service Agreement 2024 – 2026  
General Data Protection Regulations  
Local Authority Climate Action Plans  
National Heritage Plan: Heritage Ireland 2030  
The National Language Strategy 2010 – 2030  
EU Floods Directive  
European Union (Drinking Water Regulations) 2023  
EU Just Transition Plan for Ireland 2021 – 2027  
EU Strategy on Adaptation to Climate Change  
Healthy Ireland: A Framework for Improved Health and Wellbeing 2013 - 2025

## REGIONAL

Border Midlands and Western Regional Operational Programme  
Connacht Ulster Regional Waste Management Plan  
Northwest Regional Enterprise Plans  
Northwest Regional Homeless Strategy 2023 – 2028  
Northern and Western Regional Assembly (NRWA)  
Regional Spatial and Economic Strategy 2020 – 2032  
Relevant CFRAMS Flood Risk Management Plans

## Appendix 1 – Policies & Strategies

### LOCAL

Leitrim County Development Plan 2023 – 2029  
Carrick on Shannon Local Area Plan  
County Leitrim Age Friendly Strategy 2022 - 2026  
County Leitrim Arts Plan 2024 – 2027  
County Leitrim Heritage Plan 2020 – 2025  
County Leitrim Local Economic and Community Plan 2023 – 2029  
Leitrim Housing Delivery Action Plan 2022 - 2026  
County Leitrim Road Safety Strategy 2023 – 2030  
County Leitrim Tourism Strategy 2023 – 2027  
Leitrim County Council Adopted Budget 2025  
Leitrim County Council Climate Action Plan 2024 – 2029  
Leitrim County Council’s Customer Charter Plan  
Leitrim County Council Irish Language Scheme  
Leitrim County Council Service Delivery Plan  
Leitrim County Council Winter Service Plan  
Leitrim County Council’s Library Development Programme 2021 – 2025  
Leitrim County Council’s Traveller Accommodation Programme 2025-2029  
Leitrim County Council’s Major Emergency Plan  
Leitrim County Council’s Litter Management Plan  
Leitrim Digital Strategy to 2025  
Leitrim County Council’s Communications Strategy  
Leitrim’s Biodiversity Plans 2023-2029  
Leitrim’s Noise Action Plan 2024 - 2028  
Local Enterprise Offices Policy Statement 2024 - 2030  
Playground Strategy 2021 – 2026  
Strategic Policy Committee Scheme 2024-2029

*\*This is an indicative list and it is not exhaustive.*



## Appendix 2 - Public Consultation Process

### STRENGTHS

- Leitrim is a friendly place to live, socialise and work.
- The people are Leitrim's greatest asset, community, entrepreneurship and friendliness. Also, the beauty of the natural heritage is outstanding.
- Excellent working relationships between staff, elected members and the local communities.
- Our people & communities.
- Our environment – landscape, clean air, mountains and rivers.
- Innovative SME sector.
- Strong volunteer ethos within the county.
- Vibrant artistic & culture sector.
- Ability to respond quickly.
- Strong Tourism Brand – part of Hidden Heartlands, Wild Atlantic Way.
- Pro-active Enterprise and Economic Development Support for new Start.
- Significant ability in accessing funding for the County.
- Great facilities: Blueway/Greenway, River Shannon, Aura Leisure Centre, Cultural Venues, The Dock.
- Excellent Public transport service – train, bus and rural link
- Good night life in Carrick, excellent restaurants county wide.

### CHALLENGES

- Dealing with future change and population growth - services - climate change
- Public Transport to meet the needs of our workforce/medical appointments.
- Communication within the Local Authority
- Lack of Transparency
- Lack of suitable housing i.e. rental properties and homes which is underpinning job opportunities, investment and relocating to the county.
- Lack of medical services e.g GPs, dentists, injury clinics.
- High car dependency
- Inadequate childcare facilities
- High levels of vacancy and dereliction in towns and villages
- Lack of recreational activities for adults outside of GAA or pubs
- Small population
- No third level education facilities - difficult to retain and/or attract young people to the County.
- Difficult to attract indigenous industries due to low population
- Lack of employment opportunities and support services (e.g. childcare, broadband) not a good place to move to as a family or young person given the lack of these resources
- Lack of resources being provided at basic processing level, new schemes being introduced with no additional resources, poor office conditions, no general gathering of all staff together for work purposes, too many online and not enough in-person development, too rigid working from home policy
- Challenges specific to Leitrim, including high rates of dereliction, especially in former commercial premises in town and village centres; certain areas still lack high-speed broadband access; and while public transport has improved, there is still room for further improvement.

## Appendix 2 - Public Consultation Process

### OPPORTUNITIES

- Employment opportunities for young people
- Become a leader in sustainable development.
- Greater use of social media to promote Leitrim
- Development of other towns and villages outside of Carrick on Shannon, particularly North Leitrim
- Lower cost of living to increase/attract opportunities in SME, arts & culture
- Tourism sectors - unspoiled environment & investment into developing this in a sustainable and non-invasive way
- Local Authority working in partnership with community & voluntary groups in delivering projects in communities
- Continue to develop our 'slow tourism' brand
- Focus more on the concept of well-being and sustainability
- Leitrim could be the leader with regard to carbon emissions and become the first carbon neutral county in Ireland.
- Communities could strengthen council goals by being involved in decision-making and management.
- Complete bypass to eliminate traffic congestion in Carrick on Shannon
- More facilities for younger people to further their education e.g training courses, Apprenticeships.
- Further develop tourism offering
- Improving broadband
- Developing housing and commercial premises by converting old and derelict buildings.

### THREATS

- Improve current Infrastructure to address the needs of new communities
- Volunteering needs to be sustainable. They don't need capacity building workshops – they need paid support workers.
- Lack of support in diverse communities can stunt your goal of inclusiveness. Educate staff on diversity, inclusion and equity
- Young people leaving the county and an Aging population.
- Businesses closing due to high cost of living and lack of interest in visiting town centres.
- No increase in services despite a continuous rise in population e.g. GP's, childcare, dentists.
- Population declines due to lack of third level education facilities and employment.
- Poor or no communication by senior team to general staff
- No opportunity to meet with other departments not located in same building, no transfer of information/ideas between different sections.
- County - scattergun national approach; climate crisis; potential economic downturn  
LCC - ageing workforce; loss of corporate knowledge; ability to attract and retain staff; cyber security.
- Poor communication of successful infrastructure projects and programmes to the general public.

## Appendix 2 - Public Consultation Process

### CUSTOMER EXPERIENCE SURVEY FEEDBACK

-  Need to include all sections of the community.
-  More digitised user interface for customers.
-  Review policies considering Human Rights impacts.
-  Shorter follow up times e.g 48 hours.
-  Public Consultation workshops are held on new projects.
-  Improved facilities for people with a disability.
-  Very Carrick Centric.
-  More transparent decision making needed.
-  Website is very basic.
-  Bias when it comes to migrants/LGBTQI community.
-  A new user friendly website launched recently.
-  Always very efficient and prompt responses.



## Appendix 3- Public Sector Duty Assessment

The Public Sector Equality and Human Rights Duty (the “Duty” places a statutory obligation on public bodies to eliminate discrimination, promote equality of opportunity and protect the human rights of those to whom they provide services and staff when carrying out their duty.

This duty must be considered in the context of strategic planning in line with Section 42 of the Irish Human Rights and Equality Commission Act 2014 which requires public bodies having regard to our functions, purpose, size and resources available to;

- Assess – set out in its strategic plan an assessment of the human rights and equality issues it believes to be relevant to its functions and purpose
- Address – set out in its strategic plan the policies, plans and actions in place of proposed to be put in place to address those issues
- Report – report on developments and achievements in its annual report.

The identified groups for the Duty are:

- Those groups covered by the nine protected grounds under equality legislation: gender (including gender expression, gender identity and sex characteristics); civil status; family status (including lone parents and people with caring responsibilities); age; disability (including mobility, sensory, and intellectual disabilities, mental health issues, and chronic illness); sexual orientation; race (encompassing skin colour, nationality and ethnic origin); religion (any or no religious belief), and membership of the Traveller community.
- The Irish Human Rights and Equality Commission recommend that those at risk of or experiencing poverty and social inclusion are also included as an identified ground for the Duty, thereby adding a further ground of ‘socio-economic status’.
- Rights holders under the various international human rights instruments.

*(Source: Implementing the Public Sector Equality and Human Rights Duty, Irish human Rights and Equality Commission, 2019)*

## Appendix 4 - Baseline Data 2023

Topic	Indicator	Value	
<b>Housing: H1, H2 &amp; H4</b> Approved	A. Number of dwellings in the ownership of the local authority at 1/1/2023	1059	
	B. Number of dwellings added to the local authority owned stock during 2023 (whether constructed or acquired)	40	
	C. Number of local authority owned dwellings sold in 2023	5	
	D. Number of local authority owned dwellings demolished in 2023	0	
	E. Number of dwellings in the ownership of the local authority at 31/12/2023	1094	
	F. Number of local authority owned dwellings planned for demolition under a DHLGH approved scheme at 31/12/2023	0	
	A. The percentage of the total number of local authority owned dwellings that were vacant on 31/12/2023	2.38%	
	The number of dwellings within their overall stock that were not tenanted on 31/12/2023	26	
	A. Expenditure during 2023 on the maintenance of local authority housing compiled from 1 January 2023 to 31 December 2023, divided by the no. of dwellings in the local authority stock at 31/12/2023, i.e. the H1E less H1F indicator figure	€1678.73	
	Expenditure on maintenance of local authority stock compiled from 1 January 2023 to 31 December 2023, including planned maintenance and expenditure that qualified for grants, such as Sustainable Energy Authority of Ireland (SEAI) grants for energy efficient retro-fitting works but excluding expenditure on vacant properties and expenditure under approved major refurbishment schemes (i.e. approved Regeneration or under the Remedial Works Schemes).	€1836533.75	
	<b>Housing: H3 &amp; H5</b> Approved	A. The time taken from the date of vacation of a dwelling to the date in 2023 when the dwelling is re-tenanted, averaged across all dwellings re-let during 2023	25.11 wk
B. The cost expended on getting the dwellings re-tenanted in 2023, averaged across all dwellings re-let in 2023		€22426.03	
The number of dwellings that were re-tenanted on any date in 2023 (but excluding all those that had been vacant due to an estate-wide refurbishment scheme)		31	
The number of weeks from the date of vacation to the date the dwelling is re-tenanted		778.4 wk	
Total expenditure on works necessary to enable re-letting of the dwellings		€695207.08	
A. Total number of registered tenancies in the LA area at the end of June 2023		1172	
B. Number of rented dwellings inspected in 2023		377	
C. Percentage of inspected dwellings in 2023 not compliant with the Standards Regulations		90.71%	
D. Number of dwellings deemed compliant in 2023 (including those originally deemed non-compliant)		94	
E. The number of inspections (including reinspections) undertaken by the local authority in 2023		411	
<b>Housing: H6</b> Approved	A. Number of adult individuals in emergency accommodation that are long-term (i.e. 6 months or more within the previous year) homeless as a percentage of the total number of homeless adult individuals in emergency accommodation at the end of 2023	46.15%	
	The number of adult individuals classified as homeless and in emergency accommodation on the night of 31 December 2023 as recorded on the PASS system	13	
	The number out of those individuals who, on 31/12/2023, had been in emergency accommodation for 6 months continuously, or for 6 months cumulatively within the previous 12 months	6	
<b>Housing: H7</b> Approved	A. (1) Total number of houses retrofitted between 01/01/2023 and 31/12/2023 under the Social Housing Retrofit Programme	20	
	A. (2) Number of houses that achieved a BER rating of B2 or above between 01/01/2023 and 31/12/2023 under the Social Housing Retrofit Programme	19	
	A. (3) Number of heat pumps installed in those houses between 01/01/2023 and 31/12/2023 under the Social Housing Retrofit Programme	20	
	B. Total annual energy savings in MWh from houses retrofitted between 01/01/2023 and 31/12/2023 under the Social Housing Retrofit Programme	231.2 MWh	
	C. Total carbon emission reduction tCo2 from houses retrofitted between 01/01/2023 and 31/12/2023 under the Social Housing Retrofit Programme	75.3	

## Appendix 4 - Baseline Data 2023

Topic	Indicator	Value
<b>Roads: R1 &amp; R2</b> Approved	A. (a) The percentage of Regional roads that received a PSCI rating in the 24 month period prior to 31/12/2023	95.93%
	A. (b) The percentage of Local Primary roads that received a PSCI rating in the 24 month period prior to 31/12/2023	97.62%
	A. (c) The percentage of Local Secondary roads that received a PSCI rating in the 24 month period prior to 31/12/2023	97.50%
	A. (d) The percentage of Local Tertiary roads that received a PSCI rating in the 60 month period prior to 31/12/2023	96.06%
	B. (a.1) The percentage length of Regional roads that received a PSCI rating of 1-4 in the 24 month period prior to 31/12/2023	0.21%
	B. (a.2) The percentage length of Regional roads that received a PSCI rating of 5-6 in the 24 month period prior to 31/12/2023	10.14%
	B. (a.3) The percentage length of Regional roads that received a PSCI rating of 7-8 in the 24 month period prior to 31/12/2023	33.44%
	B. (a.4) The percentage length of Regional roads that received a PSCI rating of 9-10 in the 24 month period prior to 31/12/2023	52.14%
	B. (b.1) The percentage length of Local Primary roads that received a PSCI rating of 1-4 in the 24 month period prior to 31/12/2023	0.25%
	B. (b.2) The percentage length of Local Primary roads that received a PSCI rating of 5-6 in the 24 month period prior to 31/12/2023	13.58%
	B. (b.3) The percentage length of Local Primary roads that received a PSCI rating of 7-8 in the 24 month period prior to 31/12/2023	45.00%
	B. (b.4) The percentage length of Local Primary roads that received a PSCI rating of 9-10 in the 24 month period prior to 31/12/2023	38.79%
	B. (c.1) The percentage length of Local Secondary roads that received a PSCI rating of 1-4 in the 24 month period prior to 31/12/2023	0.91%
	B. (c.2) The percentage length of Local Secondary roads that received a PSCI rating of 5-6 in the 24 month period prior to 31/12/2023	24.09%
	B. (c.3) The percentage length of Local Secondary roads that received a PSCI rating of 7-8 in the 24 month period prior to 31/12/2023	37.54%
	B. (c.4) The percentage length of Local Secondary roads that received a PSCI rating of 9-10 in the 24 month period prior to 31/12/2023	34.97%
	B. (d.1) The percentage length of Local Tertiary roads that received a PSCI rating of 1-4 in the 60 month period prior to 31/12/2023	11.74%
	B. (d.2) The percentage length of Local Tertiary roads that received a PSCI rating of 5-6 in the 60 month period prior to 31/12/2023	34.43%
	B. (d.3) The percentage length of Local Tertiary roads that received a PSCI rating of 7-8 in the 60 month period prior to 31/12/2023	27.04%
	B. (d.4) The percentage length of Local Tertiary roads that received a PSCI rating of 9-10 in the 60 month period prior to 31/12/2023	22.84%
	A.1 Kilometres of regional road strengthened during 2023	16.1 km
	A.2 The amount expended on regional roads strengthening work during 2023	€2242293.00
	A.3 The average unit cost of regional road strengthening works per square metre (€/m2)	€20.65
	B.1 Kilometres of regional road resealed during 2023	6.5 km
	B.2 The amount expended on regional road resealing work during 2023	€280638.00
	B.3 The average unit cost of regional road resealing works per square metre (€/m2)	€6.52
	C.1 Kilometres of local road strengthened during 2023	81.1 km
	C.2. The amount expended on local road strengthening work during 2023	€5710621.00
	C.3 The average unit cost of local road strengthening works per square metre (€/m2)	€22.47
	D.1 Kilometres of local road resealed during 2023	71.8 km
D.2 The amount expended on local road resealing work during 2023	€1398603.00	
D.3 The average unit cost of local road resealing works per square metre (€/m2)	€6.39	
<b>Motor Tax: R3</b> Approved	A. The percentage of motor tax transactions which were dealt with online (i.e. transaction is processed and the tax disc is issued) in 2023	80.99%



## Appendix 4 - Baseline Data 2023

Topic	Indicator	Value
<b>Water: W1 &amp; W2</b> Approved	Percentage of drinking water in private schemes in compliance with statutory requirements	97.76%
	The number of registered schemes monitored by each local authority as a percentage of total schemes registered	100%
	How many local authority registered schemes were monitored in 2023	5
	Total number of registered schemes in 2023	5
<b>Waste: E1</b> Approved	A. The number of households which availed of a 3-bin service offered by a licensed operator at 31/12/2023	8870
	B. The percentage of households within the local authority that the number at A represents (based on agglomerations of more than 500)	96.58%
<b>Environmental Pollution: E2</b> Approved	A. Total number of pollution cases in respect of which a complaint was made during 2023	289
	A. Number of pollution cases closed from 1/1/2023 to 31/12/2023	255
	A. Total number of pollution cases on hands at 31/12/2023	63
	The opening number of pollution cases carried forward from the year end 2022	29
<b>Litter Pollution: E3</b> In Progress	A1. The percentage of the area within the local authority that when surveyed in 2023 was unpolluted or litter free	2%
	A2. The percentage of the area within the local authority that when surveyed in 2023 was slightly polluted	90%
	A3. The percentage of the area within the local authority that when surveyed in 2023 was moderately polluted	8%
	A4. The percentage of the area within the local authority that when surveyed in 2023 was significantly polluted	0%
	A5. The percentage of the area within the local authority that when surveyed in 2023 was grossly polluted	0%
<b>Green Flag Status: E4</b> Approved	A. The percentage of schools that have been awarded/renewed green flag status in the two years to 31 December 2023	20.45%
	Schools which attained a Green Flag for the first time in 2023	0
	Schools which renewed their Green Flag in 2023	2
	Schools which held a Green Flag from 2022 and therefore do not require renewal until 2024	7
<b>Energy Efficiency: E5</b> In Progress	A. The cumulative percentage of energy savings achieved by 31/12/2023 relative to baseline year (2009)	-6.10%
<b>Public Lighting: E6</b> Approved	A. Total annual consumption of the public lighting system	1660.30 MWh
	B. Average wattage of each public light	88.48 W
	C. Percentage of the total system that LED lights represent	52.61%
	Number of LED lights in the public lighting system	2495
	Number of non-LED lights in the public lighting system	2247
<b>Climate Change: E7</b> Approved	1 a) Does the local authority have a designated (FTE) Climate Action Coordinator?	Yes
	1 b) Does the local authority have a designated (FTE) Climate Action Officer?	Yes
	2. Does the local authority have a climate action team?	No

## Appendix 4 - Baseline Data 2023

Topic	Indicator	Value
Planning: P1 Approved	A. Buildings inspected as a percentage of new buildings notified to the local authority	27.13%
	Total number of new buildings notified to the local authority i.e. buildings where a valid Commencement Notice was served in the period 1/1/2023 to 31/12/2023 by a builder or developer on the local authority	129
	Number of new buildings notified to the local authority in 2023 that were the subject of at least one on-site inspection during 2023 undertaken by the local authority	35
Planning: P2 & P3 Approved	A. Number of local authority planning decisions which were the subject of an appeal to An Bord Pleanála that were determined by the Board on any date in 2023	6
	B. Percentage of the determinations at A which confirmed (either with or without variation of the plan) the decision made by the local authority	33.33%
	Number of determinations confirming the local authority's decision (either with or without variation)	2
	A. Total number of planning cases referred to or initiated by the local authority in the period 1/1/2023 to 31/12/2023 that were investigated	28
	B. Total number of investigated cases that were closed during 2023	18
	C. Percentage of the cases at B that were dismissed as trivial, minor or without foundation or were closed because statute barred or an exempted development	50.0%
	D. Percentage of the cases at B that were resolved to the local authority's satisfaction through negotiations	0%
	E. Percentage of the cases at B that were closed due to enforcement proceedings	50.0%
	F. Total number of planning cases being investigated as at 31/12/2023	65
	Number of cases at B that were dismissed as trivial, minor or without foundation or were closed because statute barred or an exempted development	9
	Number of cases at B that were resolved to the local authority's satisfaction through negotiations	0
	Number of cases at B that were closed due to enforcement proceedings	9
Planning: P4 & P5 Approved	A. The 2023 Annual Financial Statement (AFS) Programme D data divided by the population of the local authority area per the 2022 Census	€44.66
	AFS Programme D data consisting of D01 - Forward Planning, D02 - Development Management, D03 - Enforcement (inclusive of the relevant Programme D proportion of the central management charge) for 2023	€1572004.00
	A. The percentage of applications for fire safety certificates received in 2023 that were decided (granted or refused) within two months of their receipt	33.33%
	B. The percentage of applications for fire safety certificates received in 2023 that were decided (granted or refused) within an extended period agreed with the applicant	60.0%
	The total number of applications for fire safety certificates received in 2023 that were not withdrawn by the applicant	30
	The number of applications for fire safety certificates received in 2023 that were decided (granted or refused) within two months of the date of receipt of the application	10
	The number of applications for fire safety certificates received in 2023 that were decided (granted or refused) within an agreed extended time period	18
Fire Service: F1 Approved	A. The Annual Financial Statement (AFS) Programme E expenditure data for 2023 divided by the population of the local authority area per the 2022 Census figures for the population served by the fire authority as per the Risk Based Approach Phase One reports	€73.31
	AFS Programme E expenditure data consisting of E11 - Operation of Fire Service and E12 - Fire Prevention for 2023	€2580411.00

## Appendix 4 - Baseline Data 2023

Topic	Indicator	Value
<b>Fire Service: F2 &amp; F3</b> Approved	A. Average time taken, in minutes, to mobilise fire brigades in Full-Time Stations in respect of fire	
	B. Average time taken, in minutes, to mobilise fire brigades in Part-Time Stations (retained fire service) in respect of fire	4.58 min
	C. Average time taken, in minutes, to mobilise fire brigades in Full-Time Stations in respect of all other (non-fire) emergency incidents	
	D. Average time taken, in minutes, to mobilise fire brigades in Part-Time Stations (retained fire service) in respect of all other (non-fire) emergency incidents	4.52 min
	A. Percentage of cases in respect of fire in which first attendance at scene is within 10 minutes	27.27%
	B. Percentage of cases in respect of fire in which first attendance at the scene is after 10 minutes but within 20 minutes	54.55%
	C. Percentage of cases in respect of fire in which first attendance at the scene is after 20 minutes	18.18%
	D. Percentage of cases in respect of all other emergency incidents in which first attendance at the scene is within 10 minutes	42.06%
	E. Percentage of cases in respect of all other emergency incidents in which first attendance at the scene is after 10 minutes but within 20 minutes	50.79%
	F. Percentage of cases in respect of all other emergency incidents in which first attendance at the scene is after 20 minutes	7.14%
	Total number of call-outs in respect of fires from 1/1/2023 to 31/12/2023	66
	Number of these fire cases where first fire tender attendance at the scene is within 10 minutes	18
	Number of these fire cases in which first fire tender attendance at the scene is after 10 minutes but within 20 minutes	36
	Number of these fire cases in which first fire tender attendance at the scene is after 20 minutes	12
	Total number of call-outs in respect of all other emergency incidents (i.e. not including fire) from 1/1/2023 to 31/12/2023	126
	Number of these non-fire cases in which first fire tender attendance at the scene is within 10 minutes	53
	Number of these non-fire cases in which first fire tender attendance at the scene is after 10 minutes but within 20 minutes	64
	Number of these non-fire cases in which first fire tender attendance at the scene is after 20 minutes	9
<b>Library Service: L1</b> Approved	A. Number of visits to libraries per head of population for the local authority area per the 2022 Census	3.48
	B. Number of items issued to library borrowers in the year	103260
	C. Library active members per head of population	0.20
	D. Number of registered library members in the year	6908
	Number of visits to its libraries from 1/1/2023 to 31/12/2023 per automatic counters if used	122347
<b>Library Service: L2</b> Approved	A. The Annual Financial Statement (AFS) Programme F data for 2023 divided by the population of the local authority area per the 2022 Census	€49.78
	B. The annual per capita expenditure on collections over the period 1/01/2023 to 31/12/2023	€2.05
	A. AFS Programme F data consisting of F02 - Operation of Library and Archival Service (inclusive of the relevant proportion of the central management charge for Programme F) for 2023	€1752174.00
	B. The annual expenditure on new stock acquired by the library in the year	€72179.34



## Appendix 4 - Baseline Data 2023

Topic	Indicator	Value
<b>Youth and Community: Y1 &amp; Y2</b> Approved	A. Percentage of local schools involved in the local Youth Council/Comhairle na nÓg scheme	85.71%
	Total number of second level schools in the local authority area at 31/12/2023	7
	Number of second level schools in the local authority area from which representatives attended the local Comhairle na nÓg AGM held in 2023	6
	A. The number of organisations included in the County Register at 31/12/2023 and the proportion of those organisations that opted to be part of the Social Inclusion College within the PPN	21.34
	Total number of organisations included in the County Register (maintained in accordance with section 128 of the Local Government Act 2001) for the local authority area as at 31/12/2023	389
	Total number of those organisations that registered for the first time in 2023	49
	Number of organisations that opted to join the Social Inclusion Electoral College on whatever date they registered for the PPN	83
<b>Corporate: C1, C2, C4 &amp; C5</b> Approved	A. The wholtime equivalent staffing number as at 31 December 2023	329.81
	A. Percentage of paid working days lost to sickness absence through medically certified leave in 2023	4.24%
	B. Percentage of paid working days lost to sickness absence through self-certified leave in 2023	0.28%
	Total number of working days lost to sickness absence through medically certified leave in 2023	3172.16 day
	Total number of working days lost to sickness absence through self-certified leave in 2023	208.07 day
	Number of unpaid working days lost to sickness absence included within the total of self-certified sick leave days in 2023	0 day
	Number of unpaid working days lost to sickness absence included within the total of medically certified sick leave days in 2023	0 day
	If any staff are on long-term sick leave (i.e. a continuous period of more than 4 weeks), include a text note of the number of staff on long-term sick leave	16 Indoor & 18 Outdoor Staff had more than 20 days continuous sick leave during year. The continuous sick leave for these 34 staff totaled 1,911.95 days and if these days were not included the percentage sick leave figure would be 1.68%.
	A. All ICT expenditure in the period from 1/1/2023 to 31/12/2023, divided by the WTE no.	€3947.33
	Total ICT expenditure in 2023	€1301868.00
	A. All ICT expenditure calculated in C4 as a proportion of Revenue expenditure	2.40
Total Revenue expenditure from 1/1/2023 to 31/12/2023 before transfers to or from reserves	54242820	
<b>Corporate: C3</b> Approved	A. The per capita total page views of the local authority's websites in 2023	1.92
	B. The per capita total number of followers at end 2023 of the local authority's social media accounts (if any)	0.55
	The cumulative total page views of all websites operated by the local authority for the period from 1/1/2023 to 31/12/2023 obtained from a page tagging on-site web analytics service or equivalent	67600
	The total number of social media users who, at 31/12/2023, were following the local authority on any social media sites	19310
	The number of social media accounts operated by the local authority	4

## Appendix 4 - Baseline Data 2023

Topic	Indicator	Value
	Indicate if there was a change to the cookie policies on the local authority sites and the date this came into effect	Change to cookie Policy in October 2022. The figure of 1.92 is correct but down from 2022, due to the manner in which LCC record website views now that we have amended our cookie policy. Policy changed in Oct 2022. The figure for 2022 was driven largely by activity prior to Oct 2022.
<b>Finance: M1 to M4 Approved</b>	A. Cumulative surplus/deficit balance at 31/12/2019 in the Revenue Account from the Income & Expenditure Account Statement of the AFS	-€259115.00
	B. Cumulative surplus/deficit balance at 31/12/2020 in the Revenue Account from the Income & Expenditure Account Statement of the AFS	-€256122.00
	C. Cumulative surplus/deficit balance at 31/12/2021 in the Revenue Account from the Income & Expenditure Account Statement of the AFS	-€254609.00
	D. Cumulative surplus/deficit balance at 31/12/2022 in the Revenue Account from the Income & Expenditure Account Statement of the AFS	-€250581.00
	E. Cumulative surplus/deficit balance at 31/12/2023 in the Revenue Account from the Income & Expenditure Account Statement of the AFS	-€251966.00
	F. Cumulative surplus or deficit at 31/12/2023 as a percentage of Total Income in 2023 from the Income and Expenditure Account Statement of the AFS	-0.46%
	G. Revenue expenditure per capita in 2023	€1541.03
	H. Revenue expenditure per capita in 2023 excluding significant out of county/shared service expenditure	
	The 2023 Total Income figure from the Income and Expenditure Account Statement of the AFS	€54689947.00
	The 2023 Total Expenditure figure from the Income and Expenditure Account Statement of the AFS	€54242820.00
	The 2023 Revenue expenditure excluding county/shared service expenditure for the service providers of HAP, MyPay, DRHE and Dublin Fire Services and is only applicable to Dublin City, Laois and Limerick	
	A. (a) Collection level of Rates in Appendix 7 of the AFS for 2019	83.0%
	A. (b) Collection level of Rent & Annuities in Appendix 7 of the AFS for 2019	90.0%
	A. (c) Collection level of Housing Loans in Appendix 7 of the AFS for 2019	65.0%
	B. (a) Collection level of Rates in Appendix 7 of the AFS for 2020	72.0%
	B. (b) Collection level of Rent & Annuities in Appendix 7 of the AFS for 2020	91.0%
	B. (c) Collection level of Housing Loans in Appendix 7 of the AFS for 2020	70.0%
	C. (a) Collection level of Rates in Appendix 7 of the AFS for 2021	72.0%
	C. (b) Collection level of Rent & Annuities in Appendix 7 of the AFS for 2021	95.0%
	C. (c) Collection level of Housing Loans in Appendix 7 of the AFS for 2021	75.0%
	D. (a) Collection level of Rates in Appendix 7 of the AFS for 2022	79.0%
	D. (b) Collection level of Rent & Annuities in Appendix 7 of the AFS for 2022	97.0%
	D. (c) Collection level of Housing Loans in Appendix 7 of the AFS for 2022	81.0%
	E. (a) Collection level of Rates in Appendix 7 of the AFS for 2023	77%
	E. (b) Collection level of Rent & Annuities in Appendix 7 of the AFS for 2023	98%
	E. (c) Collection level of Housing Loans in Appendix 7 of the AFS for 2023	84%
	E. (d) Collection level of HAP SSC for 2023	
	A. Per capita total cost of settled claims for 2023	€5.69
	IPB Insurance: Number of notified claims for 2023	16
	IPB Insurance: Number of settled claims for 2023	11
	IPB Insurance: Total cost of settled claims for 2023	€200347.50
	Total cost of claims settled under excess for 2023	€0.00
	Self-insured: Number of notified claims for 2023	0
	Self-insured: Number of settled claims for 2023	0

## Appendix 4 - Baseline Data 2023

Topic	Indicator	Value
	Self-insured: Total cost of settled claims for 2023	€0.00
	A. Overall central management charge as a percentage of total expenditure on revenue account	15.75%
	B. Total payroll costs as a percentage of revenue expenditure	42.28%
	Overall central management charge from the Local Authority FMS and defined in the Annual Budget	€8542449.00
	Total payroll costs from Appendix 1 of the AFS for 2023 (including Salaries, Wages and Pensions)	€22934399.00
<b>Economic Development: J1 to J5 Approved</b>	A. The number of jobs created with assistance from the Local Enterprise Office during the period 1/1/2023 to 31/12/2023 per 100,000 of population	73.87
	The number of jobs created with assistance from the Local Enterprise Office during the period 1/1/2023 to 31/12/2023	26.0
	A. The number of trading online voucher applications approved by the Local Enterprise Office in 2023 per 100,000 of population	34.09
	B. The number of trading online vouchers that were drawn down in 2023 per 100,000 of population	14.20
	The number of trading online voucher applications approved by the Local Enterprise Office in 2023	12
	The number of those trading online vouchers that were drawn down in 2023	5
	A. The number of participants who received mentoring during the period 1/1/2023 to 31/12/2023 per 100,000 of population	863.66
	The number of participants who received mentoring during the period 1/1/2023 to 31/12/2023	304
	A. Does the local authority have a current tourism strategy?	Yes
	B. Does the local authority have a designated Tourism Officer?	Yes
	The spend on local economic development by the local authority in 2023 per head of population	€218.99
	The spend on local economic development by the local authority in 2023	€7708219.00





[www.leitrim.ie](http://www.leitrim.ie)