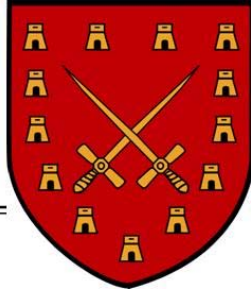


**Kunsill Lokali Pembroke**

Triq Alamein  
Pembroke, PBK 1776,  
Malta.

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Web page : www.pembroke.gov.mt  
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**Pembroke Local Council**

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**MINUTI**

**Laqgħa tal-Kunsill Lokali Pembroke**

**TMINN LEGISLATURA**

**Laqgħa Numru 15/2023**

**Il-Ħamis 14 ta' Diċembru, 2023**

Il-Kunsill Lokali Pembroke Itaq' fl-Uffiċċju Amministrattiv tiegħu li jinsab fl-indirizz Triq Alamein, Pembroke, fil-5:30 ta' wara nofsinhar.

**PREŻENTI:**

Dean Hili – Sindku

Omar Elaref Arab – Viċi Sindku

Désirée Vella Brincat – Kunsillier

Charles Cesare – Kunsillier

Raymond Lanzon – Kunsillier

**ASSENTI b'APOLOGIJI Skont Ordni Permanenti 14A (3):**

Ħadd

**ASSENTI**

Ħadd

**UFFIĊJAL PREŻENTI:**

Kevin Borg - Segretarju Eżekuttiv

Christabelle Gauci u Shaun Camilleri – Accountants tal-Kunsill

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Sindku : Avv. Dean Hili Viċi Sindku : Omar Elaref Arab  
Kunsilliera : Dr. Désirée Vella Brincat M.D, Charles Cesare u Raymond Lanzon

Segretarju Eżekuttiv : Kevin Borg

## Minuti

Is-Sindku Dean Hili ppresjeda l-laqqha.

### 15.1 Qari tal-ittri ta' apoloġija.

15.1.1. Is-Sindku Dean Hili informa lill-kamra li kulhadd kien preżenti.

### 15.2 Kunsiderazzjoni u Approvazzjoni tal-Minuti 13/K8/2023.

15.2.1 Is-Sindku Dean Hili ppropona l-approvazzjoni tal-Minuti referenza 13/K8/2023 kif ippreżentati.

15.2.2 Il-Kunsillier Désirée Vella Brincat issekondat.

15.2.3 Il-Kunsill qabel unanimament.

15.2.4 Is-Sindku Dean Hili ippropona sospenzjoni tal-aġenda biex item 15.6 tiġi diskussa qabel item 15.3.

15.2.5 Il-Kunsillier Charles Cesare issekonda.

15.2.6 Il-Kunsill qabel unanimament.

### 15.6 Approvazzjoni draft tal-Estimi Finanzjarja tas-sena 2024 u għall-Pjan ta' F'idma 2024 – 2028.

15.6.1 Is-Sindku Dean Hili stieden lill-Accountants tal-Kunsill Christabelle Gauci u Shaun Camilleri biex jispjegaw kif qed jiġu proposta l-Estimi Finanzjarja tas-sena 2024 u l-Pjan ta' F'idma 2024 – 2028. **(Ara Dok 1 u 2)**

15.6.2 Wara diskussjoni li saret inkluż fid-dawl tal-laqqha pubblika li saret qabel il-laqqha, is-Sindku Dean Hili ippropona l-approvazzjoni tad-dokumenti kif ippreżentata.

15.6.3 Il-Kunsillier Raymond Lanzon issekonda.

15.6.4 Il-Kunsill qabel unanimament.

15.6.5 Is-Sindku Dean Hili talab lill-Accountants tal-Kunsill Christabelle Gauci u Shaun Camilleri biex jirtiraw.

15.6.6 ***Dawn hallew il-laqqha fil-17.40.***

### 15.3 Komunikazzjoni mis-Sindku.

**46/8077/23/I** Ċir AKL 2023/106 - Kunsill Reġjonali tat-Tfal fejn qed iheggu l-Kunsilli jipparteċipaw.

15.3.1 Is-Sindku Dean Hili għamel referenza għall-korrispondenza **46/8007/23/I**, fejn ippropona li l-Kunsill jirreġistra l-interess tiegħu u jsegwi l-proċess.

15.3.2 Il-Kunsillier Raymond Lanzon issekonda.

15.3.3 Il-Kunsill qabel unanimament.

**46/8112/23/I** Invoices mingħand il-kuntrattur Jake Borg.

- 46/8136/23/I** Email mingħand is-Sindku Dean Hili fejn ippropona li qabel ma jnaddaf quddiem l-Australia Hall ma jsir l-ebda ħlas.
- 15.3.4 Is-Sindku Dean Hili għamel referenza għall-korrispondenza **46/8112/23/I u 46/8136/23/I**, fejn ippropona li l-Kunsill iħallas biss a bażi tar-rati approvati mill-Perit tal-Kunsill, mhux qabel ma jitnaddaf madwar l-Australia Hall mill-fdalijiet ta' ballal tat-tarmak li għad hemm fis-sit illum u li dwarhom diġa għie mitkellem mill-Pulizija, kif ukoll jitnaqqsu mill-kont l-ispejjeż kollha relatata mal-ħsarat sofferti minn individwi fil-vetturi tagħhom, mill-Kunsill bil-ħsara f'parti sostanzjali mir-railing ta' quddiem il-Kunsill u ħlas li kellu jerga' isir għall-uffiċjali ta' TM biex reġa' sar ix-xogħol li skond il-Perit tal-Kunsill kien sar ħażin mis-sur Jake Borg.
- 15.3.5 Il-Kunsillier Raymond Lanzon issekonda.
- 15.3.6 Il-Kunsill qabel unanimament.
- 46/8190/23/I** Email mingħand Nature Trust fejn informat lis-Sur Mark Galea Pace li tkellem mal-ERA dwar il-każ u staqsietu jekk jixtieqx li s-siġar li ħawwel fi Triq il-Mediterran jikkunsidrax li jingħataw b'donazzjoni lil Vincent Eco Farm ġewwa l-Mgarr, minħabba li bħalissa huwa l-aħjar żmien biex jinqalaw u forsi jgħixu.
- 46/8191/23/I** Email mingħand is-sur Galea Pace fejn qed jinforma lil Nature Trust li mhux ser ikun possibbli li s-siġar jinqalgħu qabel 22 ta' Diċembru 2023 kif ukoll siġar minnhom ser jerġgħu jithawwlu minnhu u oħrajn jingħataw b'donazzjoni.
- 15.3.7 Is-Sindku Dean Hili għamel referenza għall-korrispondenza **46/8190/23/I u 46/8191/23/I**, fejn ippropona li l-Kunsill jistenna li dan ix-xogħol isir fid-dati proposti u jibgħat reminder fil-jiem li ġejjien sabiex jassikura li x-xogħol isir kif mitlub minn NatureTrust u kif maqbul ukoll mas-Sur Galea Pace.
- 15.3.8 Il-Kunsillier Charles Cesare issekonda.
- 15.3.9 Il-Kunsill qabel unanimament.
- 46/8218/23/I** Email mingħand DB Group fejn talbu l-permess tal-Kunsill Lokali biex jokkupaw il-parkeġġ wara l-gabbana li hemm fi Triq il-Professur Walter Ganado.
- 46/8290/23/I** Email mingħand DB Group fejn b'referenza għall-ewwel talba talbu l-permess tal-Kunsill Lokali biex tal-inqas jokkupaw parkeġġ jew tnejn wara l-gabbana li hemm fi Triq il-Professur Walter Ganado biex ipoġġu distribution board għal power supply .
- 15.3.10 Is-Sindku Dean Hili għamel referenza għall-korrispondenza **46/8218/23/I u 46/8290/23/I**, fejn ippropona li l-Kunsill ma jsibx oġġezzjoni idejalment parkeġġ wieħed u żgur mhux aktar minn tnejn, sugġett li jipprovdi garanzija bankarja a favur il-Kunsill ta' €10,000 u li l-permess qed jingħata għall-perjodu sal-aħħar ta' Frar 2024 u li jkun jista' jiġi estiż biss, jekk ikun hemm qbil bejn il-partijiet kollha.
- 15.3.11 Il-Kunsillier Désirée Vella Brincat issekondat.
- 15.3.12 Il-Kunsill qabel unanimament.
- 46/8237/23/I** Email mingħand is-Sur Galea Pace fejn wieġeb l-email tal-Kunsill fejn informa l-Kunsill li qed jieħu pjaċir li l-Kunsill qed jassigura li

mhemm ebda intensjonijiet ħżiena jew ulterjuri minnaħa ta' ebda persuna fil-Kunsill u issa li hemm diskussjoni u qbil rigward is-siġar li tħawwlu, fejn ġie deċiż li jitneħħew fil-ħin opportun wara x xogħol, m'għandu xejn aktar x'izid.

- 15.3.13 Is-Sindku Dean Hili għamel referenza għall-korrispondenza **46/8237/23/I**, fejn ippropona li l-Kunsill jaċċetta din ir-risposta in vista tal-fatt li ma saret l-ebda allegazzjoni fil-konfront tal-membri tal-Kunsill u/jew l-amministrazzjoni tiegħu.
- 15.3.14 Il-Kunsillier Charles Cesare issekonda.
- 15.3.15 Il-Kunsill qabel unanimament.
- 46/8064/23/I** Kwotazzjoni mingħand Anton Zarb għall-bollard għall-prezz ta' €149.26 + VAT għall-bollard fil-passaġġ ta' Triq Patri Serafin Zarb u Triq Alamein.
- 15.3.16 Is-Sindku Dean Hili għamel referenza għall-korrispondenza **46/8064/23/I**, fejn ippropona li l-Kunsill japprova din in-nefqa.
- 15.3.17 Il-Kunsillier Raymond Lanzon issekonda.
- 15.3.18 Il-Kunsill qabel unanimament.
- 46/8271/23/I** Email mingħand l-Ing. Karl David Agius fejn bagħat playgrounds inspection report u bagħat xi soluzzjoni li tista' ssir minħabba l-banda ta' diżabilita' biex jitnaqqas il-periklu.
- 15.3.19 Is-Sindku Dean Hili għamel referenza għall-korrispondenza **46/8271/23/I**, fejn ippropona li l-Kunsill jagħlaq dan il-każ billi jitweħħlu t-tabelli li diġa ġew diskussa u approvata fil-laqgħa preċedenti.
- 15.3.20 Il-Kunsillier Charles Cesare issekonda.
- 15.3.21 Il-Kunsill qabel unanimament.
- 46/8273/23/I** Email mingħand residenta fejn talbet lill-Kunsill jekk jistax isir xi ħaġa biex wieħed ikun jista' jaqsam minn Swieqi għal Pembroke minħabba li huwa perikoluż speċjalment għat-tfal li jaqsmu għall-iskejjel.
- 15.3.22 Is-Sindku Dean Hili għamel referenza għall-korrispondenza **46/8273/23/I**, fejn informa lill-Kunsill li diġa kien nforma b'dan lill-IM.
- 15.3.23 Il-Kunsillier Charles Cesare irrimarka li l-Kunsill għandu jiġbed l-attenzjoni ta' IM dwar ħsarat li jidher li qed isiru fi Triq Alamein u Triq Suffolk wara li dawn qed jintużaw bħala diversions ta' Triq Sant'Andrija.
- 46/8333/23/I** Applikazzjoni t'impjegata tal-Kunsill biex taħdem fuq skeda ta' siegħat ridotti.
- 15.3.24 Is-Segretarju Eżekuttiv Kevin Borg għamel referenza għall-korrispondenza **46/8333/23/I**, ressaq quddiem il-Kunsill talba li qed issir minn waħda mill-impjegati biex tiġġedded it-talba tagħha għas-sena 2024 biex taħdem siegħat ridotti.
- 15.3.25 Wara diskussjoni li saret, is-Sindku Dean Hili ippropona li din it-talba tiġi milqugħa suġġett ma jkunx hemm talbiet oħra simili fl-istess perjodu.
- 15.3.26 Il-Kunsillier Désirée Vella Brincat issekondat.

15.3.27 Il-Kunsill qabel unanimament.

## **15.4 Tweġbiet għall-Mistoqsijiet tal-Kunsillieri.**

15.4.1 Peress li ma kienx hemm mistoqsijiet, is-Sindku Dean Hili għadda għall-item li kien imiss.

## **15.5 Rapport, ilmenti u ordnijiet ta' xogħlijiet.**

15.5.1 Is-Segretarju Eżekuttiv Kevin Borg ippreżenta lill-Kunsill:

- **Internal Memo 18/2023** - Lista ta' works orders maħruġa bejn laqgħa referenza 13/K8/23 u 15/K8/23 (**Ara Dok 3**)

15.5.2 Is-Sindku Dean Hili għamel referenza għall-**Internal Memo 18/2023** dwar works orders maħruġa bejn laqgħa u oħra, fejn ippropona r-ratifikkazzjoni tagħhom, liema works orders inħarġu skond l-esiġenzi li kellu l-Kunsill.

15.5.3 Il-Kunsillier Charles Cesare issekonda.

15.5.4 Il-Kunsill qabel unanimament.

## **15.7 Aġġudikar tal-offerti.**

15.7.1 Is-Sindku Dean Hili għamel referenza għall-laqgħa tal-Bord tal-għażla tal-offerti fejn irrimarka li l-evalwazzjoni kienet għadha għaddejja. Fid-dawl ta' dan, il-kelliem ippropona biex tender PLC/T/2019/03, PLC/T/2019/04, PLC/T/2019/05, u PLC/T/2019/06 jiġu estiżi b'xahrejn mid-data tal-għeluq kif ukoll li l-Kunsill javviċina espert estern (li kien ġie avviċinata ukoll fil-pasat) biex jgħin lill-Bord waqt l-evalwazzjoni ta' tender PLC/T/2023/03 - Street sweeping and cleaning services in the locality of Pembroke, in an environmentally friendly manner. Il-kelliem ippropona wkoll li l-Bord għandu jerga' jiltaqa' nhar il-Ġimgħa 19 ta' Jannar 2024, fis-14:30.

15.7.2 Il-Kunsillier Désirée Vella Brincat issekondat.

15.7.3 Il-Kunsill qabel unanimament.

## **15.8 Performance bonus tal-istaff amministrattiv għas-sena 2023.**

15.8.1 Is-Sindku Dean Hili ressaq ir-rapport tal-valutazzjoni tal-prestazzjoni tas-Segretarju Eżekuttiv Kevin Borg, kif ukoll, għan-nom tas-Segretarju Eżekuttiv Kevin Borg, ressaq dak tal-istaff tal-Kunsill Alison Grixti u Dorianne Wells. (**Ara Dok 4, 5 u 6**)

15.8.2 Is-Sindku Dean Hili ippropona li dwar tas-Segretarju Eżekuttiv Kevin Borg, dan għandu jiġi rakkomandat lid-DG tad-DGL biex jingħata l-massimu tal-valutazzjoni tal-prestazzjoni, u dwar istaff tal-Kunsill Alison Grixti u Dorianne Wells, ippropona li dawn għandhom ukoll jingħataw il-massimu permessibbli.

15.8.3 Il-Kunsillier Charles Cesare issekonda.

15.8.4 Il-Kunsill qabel unanimament.

## **15.9 Kunsiderazzjoni u Approvazzjoni tal-iskeda ta' pagamenti.**

- 15.9.1 Is-Sindku Dean Hili ppreżenta l-iskeda tad-dħul u ħruġ. **(Ara Dok. 7, 8,9 u 10)**
- 15.9.2 Wara li l-Kunsilliera raw u skrutinaw il-kontijiet ippreżentati, is-Sindku Dean Hili ippropona l-approvazzjoni tal-kontijiet kollha kif irrakkomandat, fejn minbarra l-kont tal-Yama Yami għax-xahar ta' Ġunju peress li s-superviżjoni mhux issir kif mistenni inkluż li ritratti mitluba tax-xogħlijiet li saru fix-xahar indikat, għadhom ma waslux, magħhom jiżdiedu ukoll, il-kont ta' ta' Paul Magri minħabba kontestazzjoni li qed jagħmel il-Kunsill, Annimal Health & Welfare Department, Enemalta u GSC Accounting minħabba li għad fadal xogħol x'isir.
- 15.9.3 Il-Kunsillier Raymond Lanzon issekonda.
- 15.9.4 Il-Kunsill qabel unanimament.

## **15.10 Mozzjonijiet.**

- 15.10.1 Is-Sindku Dean Hili informa lill-Kunsill li ma kienu daħlu ebda mozzjonijiet u għalhekk għadda għall-item li kien imiss.

## **15.11 Tmiem tal-laqgħa u data tas-seduta li jmiss.**

- 15.11.1 Is-Sindku Dean Hili għalaq il-laqgħa fis-18:30 wara li unanimament kien hemm qbil li l-laqgħa tiġi aġġornata għal nhar l-Erbgħa 31 ta' Jannar 2024 fil-5:00pm.

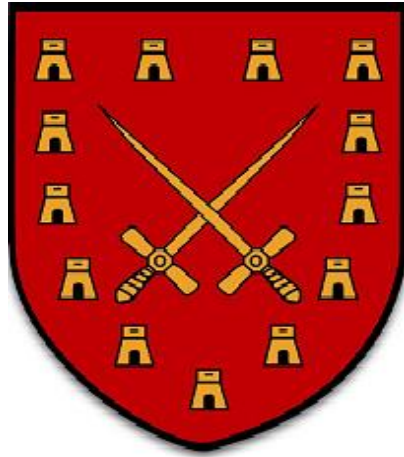
**Konfermati, illum 31 ta' Jannar, 2024**

### **IFFIRMAT**

Avv. Dean Hili  
**Sindku**

### **IFFIRMAT**

Kevin Borg  
**Segretarju Eżekuttiv**



# **Pembroke Local Council**

**Annual Budget  
For  
Financial Year  
2024**

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## Overview and Summary

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### Income and Expenditure

#### Results for the Year 2024

From the financial year ending 31<sup>st</sup> December 2024 bank balances are projected to end up with a positive balance of **€206,010**.

#### Revenue for the Year 2024

This year the Council will be allocated the sum of €570,850. It is also envisaged to have other income, €13,658.00 from permits, €5,480.00 LES administrative and €100.00 Other Income , for an overall total of **€590,088.00**.

#### Expenditure for the Year 2024

**The expenditure including payment of outstanding accounts is distributed on three key votes. These are: -**

In preparing this budget, we took the assumption that all expenses and income will be paid/received during 2024.

#### Wages and Salaries

The Council is employing the full complement and is therefore allocating **17.65%** of all expenditure ie **€122,220.00**.

#### Operations and Maintenance

This vote will have an allocation of **73.53%** for a total amount of **€509,299.00**.

#### Administration Other Expenditure

This vote will have an allocation of **2.48%** for a total amount of **€17,172.00**.

#### Depreciation

This vote will have an allocation of **6.34%** for a total amount of **€43,927.00**.

Assumption that a full year depreciation is charged on additional assets 2024

Signed

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Mayor

Signed

---

Executive Secretary

## Budgeted Statement of Income and Expenditure

DESCRIPTION	BUDGET	FORECAST	BUDGET	VARIANCE	VARIANCE
	Jan-Dec	Jan-Dec	Jan-Dec		
	2023	2023	2024	Bud-Bud	Bud-Act
	€	€	€	€	€
<b>Income</b>					
Funds received from Central Government (1)	528,255	517,554	570,850	42,595	53,296
Income raised from Bye-Laws (2)	13,000	67,293	13,658	658	(53,635)
Income raised from LES (3)	4,500	1,647	5,480	980	3,833
Investment Income (4)	-	-	-	-	-
Other Income (5)	100	12,732	100	-	(12,632)
<b>TOTAL</b>	<b>545,855</b>	<b>599,226</b>	<b>590,088</b>	<b>44,233</b>	<b>(9,138)</b>
<b>Expenditure</b>					
Personal Emoluments (6)	118,906	108,502	122,220	3,314	13,718
Operations and Maintenance (7)	355,779	776,026	509,299	153,520	(266,727)
Administration (8)	41,170	20,308	17,172	(23,998)	(3,136)
Finance Cost (9)	-	-	-	-	-
Other Expenditure (10)	30,000	26,660	43,927	13,927	17,267
<b>TOTAL</b>	<b>545,855</b>	<b>931,495</b>	<b>692,617</b>	<b>146,762</b>	<b>(238,878)</b>
<b>Surplus / Deficit</b>	<b>(0)</b>	<b>(332,270)</b>	<b>(102,529)</b>	<b>(102,529)</b>	<b>229,741</b>

**Budgeted Statement of Affairs**

DESCRIPTION	BUDGET	FORECAST	BUDGET	VARIANCE	VARIANCE
	as at 31 Dec	as at 31 Dec	as at 31 Dec		
	2023	2023	2024	Bud-Bud	Bud-Act
	€	€	€	€	€
<b>Non-current Assets</b>					
Property, Plant and Equipment (16)	93,054	120,002	268,954	175,899	148,952
<b>Current Assets</b>					
Inventories (11)	1,500	1,431	1,431	(69)	-
Receivables (12)	4,000	59,527	-	(4,000)	(59,527)
Cash and Cash Equivalents (13)	777,403	565,726	206,010	(571,393)	(359,716)
<b>Total Current Assets</b>	<b>782,903</b>	<b>626,684</b>	<b>207,441</b>	<b>(575,462)</b>	<b>(419,243)</b>
<b>Current Liabilities (14)</b>					
Payables	53,000	170,761	3,000	(50,000)	(167,761)
Current portion of Long-Term Borrowings	-	-	-	-	-
<b>Total Current Liabilities</b>	<b>53,000</b>	<b>170,761</b>	<b>3,000</b>	<b>(50,000)</b>	<b>(167,761)</b>
<b>Net Current Assets</b>	<b>729,903</b>	<b>455,923</b>	<b>204,441</b>	<b>(525,462)</b>	<b>(251,482)</b>
<b>Non-current liabilities (15)</b>	-	-	-	-	-
<b>Net Assets</b>	<b>822,957</b>	<b>575,924</b>	<b>473,395</b>	<b>(349,563)</b>	<b>(102,530)</b>
<b>Reserves</b>					
Retained Funds	<b>832,690</b>	<b>575,924</b>	<b>473,395</b>	<b>(359,295)</b>	<b>(102,529)</b>

**Financial Situation Indicator**

DESCRIPTION	BUDGET	FORECAST	BUDGET
	as at 31 Dec	as at 31 Dec	as at 31 Dec
	2023	2023	2024
	€	€	€
Current Assets	782,903	626,684	207,441
Current Liabilities	53,000	170,761	3,000
Total Long Term Liabilities	-	-	-
Commitments approved by Ministry	-	-	-
	729,903	455,923	204,441
Government Allocation	528,255	517,554	570,850
FSI	<b>138.17%</b>	<b>88.09%</b>	<b>35.81%</b>

**Cash Budget**

DESCRIPTION	QTR 1	QTR 2	QTR 3	QTR 4	TOTAL
	JAN-MAR	APR-JUN	JUL-SEP	OCT-DEC	
	2024	2024	2024	2024	
	€	€	€	€	€
<b>Cash Inflows</b>					
<b>Government cash inflows</b>	142,713	142,713	142,713	142,713	570,850
<b>Cash flows from Bye-Laws &amp; L.N fees</b>	3,415	3,415	3,415	3,415	13,658
<b>Local Enforcement cash flows</b>	1,370	1,370	1,370	1,370	5,480
<b>Finance cash flows</b>					
Loan Proceeds	-	-	-	-	-
Investment income	-	-	-	-	-
<b>Capital cash flow</b>					
Proceeds from disposal of assets	-	-	-	-	-
<b>Cash received from EU funds</b>	-	-	-	-	-
<b>Cash received from Twinning</b>	-	-	-	-	-
<b>Cash from Community Services</b>	-	-	-	-	-
<b>Other Cash Inflows</b>	25	25	25	25	100
<b>TOTAL Inflows</b>	<b>147,522</b>	<b>147,522</b>	<b>147,522</b>	<b>147,522</b>	<b>590,088</b>
<b>Cash Outflows</b>					
<b>Personal Emoluments</b>	29,805	29,805	29,805	29,805	119,220
<b>Operations &amp; Maintenance</b>	127,325	127,325	127,325	127,325	509,300
<b>Administration</b>	4,293	4,293	4,293	4,293	17,172
<b>Finance</b>	-	-	-	-	-
<b>Capital</b>					
Acquisition of property	-	-	-	-	-
Construction	-	-	-	-	-
Improvements	68,124	68,124	68,124	68,124	272,496
Special programmes	-	-	-	-	-
Movement in receivables and payables	7,904	7,904	7,904	7,904	31,616
	76,028	76,028	76,028	76,028	304,112
<b>Cash outflows re EU projects</b>	-	-	-	-	-
<b>Cash outflows re Twinning</b>	-	-	-	-	-
<b>Cash outflows re Community Services</b>	-	-	-	-	-
	-	-	-	-	-
<b>TOTAL Outflows</b>	<b>237,451</b>	<b>237,451</b>	<b>237,451</b>	<b>237,451</b>	<b>949,804</b>
<b>SURPLUS / (DEFICIT)</b>	<b>(89,929)</b>	<b>(89,929)</b>	<b>(89,929)</b>	<b>(89,929)</b>	<b>(359,716)</b>
<b>Brought forward (Bank /Cash Bal.)</b>	<b>565,726</b>	<b>475,797</b>	<b>385,868</b>	<b>295,939</b>	<b>565,726</b>
<b>Carry forward</b>	<b>475,797</b>	<b>385,868</b>	<b>295,939</b>	<b>206,010</b>	<b>206,010</b>

**Detailed Estimates of Income**

DESCRIPTION	A	B	C	D (B + C)	E	F (E - A)	G (E - D)
	BUDGET	ACTUAL	FORECAST	TOTAL	BUDGET	VARIANCE	VARIANCE
	Jan-Dec	Jan-Sept	Oct-Dec	Jan-Dec	Jan-Dec	Bud-Bud	Bud-Act
	2023	2023	2023	2023	2024		
€	€	€	€	€	€	€	
<b>Income</b>							
<b>1</b>	<b>Funds received form Cental Government:</b>						
0001 In terms of section 55 CAP 363	499,872	354,485	145,386	499,871	499,872	-	1
0002-0004 In terms of section 58 CAP 363	-	-	-	-	-	-	-
0005-0019 Other Income	28,383	-	17,683	17,683	70,978	42,595	53,295
	<b>528,255</b>	<b>354,485</b>	<b>163,069</b>	<b>517,554</b>	<b>570,850</b>	<b>42,595</b>	<b>53,296</b>
<b>2</b>	<b>Bye-Laws &amp; Legal Fees</b>						
0021-0025 Community Services	-	668	51,710	52,378	-	-	(52,378)
0026-0035 Income from Permits	13,000	14,915	-	14,915	13,658	658	(1,257)
	<b>13,000</b>	<b>15,583</b>	<b>51,710</b>	<b>67,293</b>	<b>13,658</b>	<b>658</b>	<b>(53,635)</b>
<b>3</b>	<b>Local Enforcement Income</b>						
0037 Commission from Regional Committees	4,500	1,647	-	1,647	5,480	980	3,833
0038-0055 Contraventions	-	-	-	-	-	-	-
	<b>4,500</b>	<b>1,647</b>	<b>-</b>	<b>1,647</b>	<b>5,480</b>	<b>980</b>	<b>3,833</b>
<b>4</b>	<b>Investment Income</b>						
0091-0095 Bank interest	-	-	-	-	-	-	-
0096-0099 Income received from Government Securities	-	-	-	-	-	-	-
	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>5</b>	<b>General Income</b>						
0056-0065 Sponsorships	-	-	3,500	3,500	-	-	(3,500)
0066-0069 Documents & Information	-	-	1,341	1,341	-	-	(1,341)
0070-0075 EU Funds	-	-	-	-	-	-	-
0076-0080 Twinning	-	-	-	-	-	-	-
0081-0089 Insurance Claims	-	-	-	-	-	-	-
0100-0109 Donations	-	100	-	100	-	-	(100)
0110-0119 Contributions	100	850	850	1,700	100	-	(1,600)
0120-0129 General Income	-	6,091	-	6,091	-	-	(6,091)
	<b>100</b>	<b>7,041</b>	<b>5,691</b>	<b>12,732</b>	<b>100</b>	<b>-</b>	<b>(12,632)</b>
<b>Total</b>	<b>545,855</b>	<b>378,756</b>	<b>220,470</b>	<b>599,226</b>	<b>590,088</b>	<b>44,233</b>	<b>(9,138)</b>

**Detailed Estimates of Expenditure**

DESCRIPTION	A	B	C	D (B + C)	E	F (E - A)	G (E - D)
	BUDGET	ACTUAL	FORECAST	TOTAL	BUDGET	VARIANCE	VARIANCE
	Jan-Dec	Jan-Sept	Oct-Dec	Jan-Dec	Jan-Dec		
	2023	2023	2023	2023	2024	Bud-Bud	Bud-Act
€	€	€	€	€	€	€	
<b>6 Personal Emoluments</b>							
1100 Mayor's Allowance	11,079	8,309	2,763	11,072	11,425	346	353
1200 Employees' Salaries & Wages	76,379	49,790	16,045	65,835	74,914	(1,465)	9,079
1300 Bonuses	8,277	3,149	5,651	8,800	8,875	598	75
1400 Income Supplements	800	-	-	-	800	-	800
1500 Social Security Contributions	6,871	4,675	1,559	6,234	7,037	166	802
1600 Allowances	13,000	9,750	4,726	14,476	15,815	2,815	1,339
1700 Overtime	2,500	1,675	410	2,084	3,354	854	1,270
	<b>118,906</b>	<b>77,348</b>	<b>31,154</b>	<b>108,502</b>	<b>122,220</b>	<b>3,314</b>	<b>13,718</b>
<b>7 Operations and Maintenance</b>							
2100-2149 Public Utilities	3,083	2,663	2,224	4,887	5,783	2,700	896
2200-2259 Public Materials & Supplies	1,100	-	106	106	1,100	-	994
2300-2399 Repairs & Upkeep	116,440	191,442	200,280	391,722	89,184	(27,256)	(302,538)
2400-2449 Rent	1,456	2,167	-	2,167	755	(701)	(1,413)
3010 Street Lighting	8,000	75,188	89,174	164,362	188,000	180,000	23,638
3020 Lease of Equipment	-	-	-	-	-	-	-
3030 Insurance	2,908	7,938	2,347	10,286	3,405	497	(6,881)
3035 Bank Charges	742	632	-	632	762	20	130
3038 Penalties	-	-	-	-	-	-	-
3040 Waste Disposal	19,905	18,966	-	18,966	36,060	16,155	17,094
3041 Refuse Collection	64,066	12,195	5,742	17,937	16,800	(47,266)	(1,137)
3042 Bulky Refuse Collection	14,400	6,645	3,476	10,121	12,000	(2,400)	1,879
3043 Bins on wheels	-	-	8,683	8,683	-	-	(8,683)
3045 Bring in sites	-	-	-	-	-	-	-
3051 Road & Street Cleaning	33,966	19,420	250	19,670	40,252	6,286	20,583
3052 Cleaning & Maintenance of Non-Urban Areas	19,341	12,497	6,398	18,895	24,583	5,242	5,688
3053 Cleaning of Public Conveniences	4,738	3,088	1,579	4,667	4,738	-	71
3055 Cleaning of Council Premises	4,526	1,582	2,377	3,959	4,526	-	567
3060 Cleaning & Maintenance of Parks & Gardens	17,063	11,375	2,576	13,951	17,063	-	3,112
3061 Cleaning & Maintenance of Soft Areas	22,624	13,849	5,688	19,537	29,551	6,927	10,014
3062 Cleaning & Maintenance of Beaches & CA	-	-	-	-	-	-	-
3063 Cleaning & Maintenance of Country Non-Urban	-	-	-	-	-	-	-
3064 Other Contractual Services	8,286	8,457	6,990	15,447	9,820	1,534	(5,627)
3070-3090 Consultation Fees	-	-	-	-	-	-	-
3100-3139 Contract & Project Management	-	-	13,534	13,534	14,582	14,582	1,048
3300-3379 Hospitality	13,135	26,956	8,957	35,913	10,235	(2,900)	(25,678)
3380-3389 Community	-	-	200	200	-	-	(200)
3600-3694 Local Enforcement Expenses	-	134	252	386	100	100	(286)
3700-3799 EU Projects	-	-	-	-	-	-	-
3800-3899 Twinning	-	-	-	-	-	-	-
Donations	-	-	-	-	-	-	-
	<b>355,779</b>	<b>415,193</b>	<b>360,833</b>	<b>776,026</b>	<b>509,299</b>	<b>153,520</b>	<b>(266,727)</b>

**Detailed Estimates of Expenditure (Continued)**

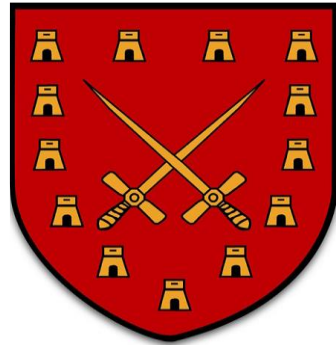
DESCRIPTION	A	B	C	D (B + C)	E	F (E - A)	G (E - D)
	BUDGET	ACTUAL	FORECAST	TOTAL	BUDGET	VARIANCE	VARIANCE
	Jan-Dec	Jan-Sept	Oct-Dec	Jan-Dec	Jan-Dec	Bud-Bud	Bud-Act
	2023	2023	2023	2023	2024		
€	€	€	€	€	€	€	
<b>8 Administration &amp; Other Expenditure</b>							
2150-2199 Office Utilities	2,640	2,721	1,563	4,284	1,785	(855)	(2,499)
2260-2299 Office Materials & Supplies	100	-	-	-	-	(100)	-
2450-2499 Office Rent	-	-	-	-	-	-	-
2500-2599 National & International Memberships	1,100	-	-	-	600	(500)	600
2600-2699 Office Services	8,377	2,940	981	3,921	2,525	(5,852)	(1,396)
2700-2799 Transport	500	354	-	354	300	(200)	(54)
2800-2899 Travel	-	-	-	-	-	-	-
2900-2999 Information Services	2,508	3,007	2,224	5,231	4,660	2,152	(571)
3050 Office Cleaning	-	-	-	-	-	-	-
3140-3199 Professional Services	24,395	5,486	446	5,932	6,552	(17,843)	620
3200-3299 Training	500	-	-	-	500	-	500
3345 Office Hospitality	800	-	-	-	-	(800)	-
3400-3499 Incidental Expenses	250	584	-	584	250	-	(334)
	-	-	-	-	-	-	-
	<b>41,170</b>	<b>15,094</b>	<b>5,214</b>	<b>20,308</b>	<b>17,172</b>	<b>(23,998)</b>	<b>(3,136)</b>
<b>9 Finance Costs</b>							
3036 Interest on Bank Loan	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
<b>10 Other Expenditure</b>							
3500-3599 Loss / (Profit) on Disposal of assets	-	-	-	-	-	-	-
3695 Increase/(Decrease) in allowance for bad debts	-	-	-	-	-	-	-
8000-8099 Depreciation	30,000	19,994	6,666	26,660	43,927	13,927	17,267
	30,000	19,994	6,666	26,660	43,927	13,927	17,267
<b>Total</b>	<b>545,855</b>	<b>527,629</b>	<b>403,866</b>	<b>931,495</b>	<b>692,617</b>	<b>146,762</b>	<b>(238,878)</b>

**Detailed Estimates of Statement Of Affairs**

DESCRIPTION	A	B	C	D (B + C)	E	F (E - A)	G (E - D)
	BUDGET Jan-Dec 2023 €	ACTUAL as at 30-Sep 2023 €	FORECAST changes from 30 Sep-31 Dec 2023 €	TOTAL as at 31-Dec 2023 €	BUDGET Jan-Dec 2024 €	VARIANCE Bud-Bud €	VARIANCE Bud-Act €
<b>11 Inventory</b>							
5201-5249 Stationery	-	-	-	-	-	-	-
5250-5299 Consumables	1,500	1,431	-	1,431	1,431	(69)	-
	-	-	-	-	-	-	-
	<b>1,500</b>	<b>1,431</b>	<b>-</b>	<b>1,431</b>	<b>1,431</b>	<b>(69)</b>	<b>-</b>
<b>12 Receivables</b>							
0201-0209 Receivables	2,000	5,173	46,537	51,710	-	(2,000)	(51,710)
0210-0219 LES Receivables	-	-	-	-	-	-	-
0220-0229 Receivables from EU	-	-	-	-	-	-	-
0250 Prepayments & Accrued income	2,000	-	7,817	7,817	-	(2,000)	(7,817)
	-	-	-	-	-	-	-
	<b>4,000</b>	<b>5,173</b>	<b>54,354</b>	<b>59,527</b>	<b>-</b>	<b>(4,000)</b>	<b>(59,527)</b>
<b>13 Cash &amp; Equivalents</b>							
5001-5099 Bank & Cash Balances	777,403	748,150	(182,424)	565,726	206,010	(571,393)	(359,716)
	<b>777,403</b>	<b>748,150</b>	<b>(182,424)</b>	<b>565,726</b>	<b>206,010</b>	<b>(571,393)</b>	<b>(359,716)</b>
<b>14 Payables</b>							
4000 Payables	18,000	124,233	(51,573)	72,660	3,000	(15,000)	(69,660)
4100 Accruals	35,000	83,980	14,121	98,101	-	(35,000)	(98,101)
4150 Deferred Income	-	-	-	-	-	-	-
Current portion of Long-Term Borrowings	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
	<b>53,000</b>	<b>208,213</b>	<b>(37,452)</b>	<b>170,761</b>	<b>3,000</b>	<b>(50,000)</b>	<b>(167,761)</b>
<b>15 Non Current Liabilities</b>							
4200 Long Term Borrowings	-	-	-	-	-	-	-
Deferred Income	-	-	-	-	-	-	-
	-	-	-	-	-	-	-

**16 Depreciation of Property, Plant and Equipment**

<b>Asset</b>		Furn & Fittings	Office Equipment	Urban Improvements	Construction	Trees	Plant & Machinery	Special Programmes	New Street Signs		<b>Total</b>
% of depreciation		8%	20%	10%	10%	0%	20%	10%	100%		
		€	€	€	€	€	€	€	€	€	€
<b>Cost</b>											
As at 01 January	2024	25,293	52,752	888,960	621,223	17,307	4,225	653,660	11,787	-	<b>2,275,207</b>
Additions		-	-	272,496	-	-	-	-	-	-	<b>272,496</b>
Disposals		-	-	-	-	-	-	-	-	-	-
As at 31 December	2024	25,293	52,752	1,161,456	621,223	17,307	4,225	653,660	11,787	-	<b>2,547,703</b>
<b>Grants/ other reimbursements</b>											
As at 01 January	2024	-	10,258	357,379	51,423	-	-	653,660	-	-	<b>1,072,720</b>
Additions		-	-	79,617	-	-	-	-	-	-	<b>79,617</b>
As at 31 December	2024	-	10,258	436,996	51,423	-	-	653,660	-	-	<b>1,152,337</b>
<b>Accumulated Depreciation</b>											
As at 01 January	2024	24,222	27,094	445,360	569,800	-	4,222	-	11,787	-	<b>1,082,485</b>
Charge for the year		361	2,005	41,558	-	-	3	-	-	-	<b>43,927</b>
Released on disposal		-	-	-	-	-	-	-	-	-	-
As at 31 December	2024	24,583	29,099	486,918	569,800	-	4,225	-	11,787	-	<b>1,126,412</b>
<b>Budgeted NBV 31 Dec</b>	<b>2023</b>	584	14,106	61,042	0	17,307	15	0	0	0	<b>93,054</b>
<b>Forecasted NBV 1 Jan</b>	<b>2024</b>	1,071	15,400	86,221	-	17,307	3	-	-	-	120,002
<b>Budgeted NBV 31 Dec</b>	<b>2024</b>	710	13,395	237,542	-	17,307	-	-	-	-	268,954



# **Pembroke Local Council**

**Business Plan  
for the  
Period  
2024 - 2028**

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***Overview and Summary***

**Signed**

Mayor

**Signed**

Executive Secretary

## Statement of Income and Expenditure

DESCRIPTION	A	B	C	D	E	F (A+B+C+D+E)
	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET
	Jan-Dec	Jan-Dec	Jan-Dec	Jan-Dec	Jan-Dec	Period
	2024	2025	2026	2027	2028	2024-2028
€	€	€	€	€	€	
<b>Income</b>						
Funds received from Central Government (1)	570,850	570,850	570,850	570,850	570,850	2,854,250
Income raised from Bye-Laws (2)	13,658	13,658	13,658	13,658	13,658	68,290
Income raised from LES (3)	5,480	5,480	5,480	5,480	5,480	27,400
Investment Income (4)	-	-	-	-	-	-
Other Income (5)	100	100	100	100	100	500
<b>TOTAL</b>	<b>590,088</b>	<b>590,088</b>	<b>590,088</b>	<b>590,088</b>	<b>590,088</b>	<b>2,950,440</b>
<b>Expenditure</b>						
Personal Emoluments (6)	122,220	124,574	126,474	128,374	130,274	631,917
Operations and Maintenance (7)	509,299	534,763	561,502	589,577	619,056	2,814,196
Administration (8)	17,172	18,031	18,932	19,879	20,873	94,886
Finance Cost (9)	-	-	-	-	-	-
Other Expenditure (10)	43,927	43,924	43,912	43,563	43,563	218,889
<b>TOTAL</b>	<b>692,617</b>	<b>721,292</b>	<b>750,820</b>	<b>781,393</b>	<b>813,765</b>	<b>3,759,888</b>
<b>Surplus / Deficit</b>	<b>(102,529)</b>	<b>(131,204)</b>	<b>(160,732)</b>	<b>(191,305)</b>	<b>(223,677)</b>	<b>(809,448)</b>

### Statement of Financial Position

DESCRIPTION	A	B	C	D	E	F (A+B+C+D+E)
	BUDGET Jan-Dec 2024	BUDGET Jan-Dec 2025	BUDGET Jan-Dec 2026	BUDGET Jan-Dec 2027	BUDGET Jan-Dec 2028	BUDGET Period 2024-2028
	€	€	€	€	€	€
<b>Non-current Assets</b>						
Property, Plant and Equipment (16)	268,954	225,030	181,118	137,555	93,992	906,649
<b>Current Assets</b>						
Inventories (11)	1,431	1,431	1,431	1,431	1,431	7,155
Receivables (12)	-	-	-	-	-	-
Cash and Cash Equivalents (13)	206,010	148,234	91,898	37,169	(15,778)	467,535
<b>Total Current Assets</b>	<b>207,441</b>	<b>149,665</b>	<b>93,329</b>	<b>38,600</b>	<b>(14,347)</b>	<b>474,690</b>
<b>Current Liabilities (14)</b>						
Payables	3,000	-	-	-	-	3,000
<b>Total Current Liabilities</b>	<b>3,000</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>3,000</b>
<b>Net Current Assets</b>	<b>204,441</b>	<b>149,665</b>	<b>93,329</b>	<b>38,600</b>	<b>(14,347)</b>	<b>471,690</b>
<b>Non-current liabilities (15)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net Assets</b>	<b>473,395</b>	<b>374,695</b>	<b>274,447</b>	<b>176,155</b>	<b>79,645</b>	<b>1,378,338</b>
<b>Reserves</b>						
Retained Funds	473,395	374,695	274,447	176,155	79,645	1,378,338

### Financial Situation Indicator

DESCRIPTION	A	B	C	D	E	F (A+B+C+D+E)
	BUDGET Jan-Dec 2024	BUDGET Jan-Dec 2025	BUDGET Jan-Dec 2026	BUDGET Jan-Dec 2027	BUDGET Jan-Dec 2028	BUDGET Period 2024-2028
	€	€	€	€	€	€
Current Assets	207,441	149,665	93,329	38,600	(14,347)	474,690
Current Liabilities	3,000	-	-	-	-	3,000
<b>Working Capital</b>	<b>204,441</b>	<b>149,665</b>	<b>93,329</b>	<b>38,600</b>	<b>(14,347)</b>	<b>471,690</b>
Government Allocation	570,850	570,850	570,850	570,850	570,850	2,854,250
<b>FSI</b>	<b>36 %</b>	<b>26 %</b>	<b>16 %</b>	<b>7 %</b>	<b>(3) %</b>	<b>17 %</b>

### Cash Budget

DESCRIPTION	A	B	C	D	E	F (A+B+C+D+E)
	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET
	Jan-Dec	Jan-Dec	Jan-Dec	Jan-Dec	Jan-Dec	Period
	2024	2025	2026	2027	2028	2024-2028
	€	€	€	€	€	€
<b>Cash Inflows</b>						
<b>Government cash inflows</b>	570,850	599,393	629,362	660,830	693,872	3,154,307
<b>Cash flows from Bye-Laws &amp; L.N fees</b>	13,658	14,341	15,058	15,811	16,601	75,469
<b>Local Enforcement cash flows</b>	5,480	5,754	6,042	6,344	6,661	30,280
<b>Finance cash flows</b>						
Loan Proceeds						-
Investment income	-	-	-	-	-	-
	-	-	-	-	-	-
<b>Capital cash flow</b>						
Proceeds from disposal of assets						-
<b>Cash received from EU funds</b>						-
<b>Cash received from Twinning</b>						-
<b>Cash from Community Services</b>						-
<b>Other Cash Inflows</b>	100	105	110	116	122	553
<b>TOTAL Inflows</b>	<b>590,088</b>	<b>619,592</b>	<b>650,572</b>	<b>683,101</b>	<b>717,256</b>	<b>3,260,609</b>
<b>Cash Outflows</b>						
<b>Personal Emoluments</b>	119,220	124,574	126,474	128,374	130,274	628,917
<b>Operations &amp; Maintenance</b>	509,300	534,763	561,502	589,577	619,056	2,814,197
<b>Administration</b>	17,172	18,031	18,932	19,879	20,873	94,886
<b>Finance</b>						-
<b>Capital</b>						
Acquisition of property						-
Construction						-
Improvements	272,496					272,496
Special programmes						-
Movement in receivables and payables	31,616		-	-	-	31,616
	304,112	-	-	-	-	304,112
<b>Cash outflows re EU projects</b>						-
<b>Cash outflows re Twinning</b>						-
<b>Cash outflows re Community Services</b>						-
	-	-	-	-	-	-
<b>TOTAL Outflows</b>	<b>949,804</b>	<b>677,368</b>	<b>706,908</b>	<b>737,830</b>	<b>770,203</b>	<b>3,842,112</b>
<b>SURPLUS / (DEFICIT)</b>	<b>(359,716)</b>	<b>(57,776)</b>	<b>(56,336)</b>	<b>(54,729)</b>	<b>(52,947)</b>	<b>(581,504)</b>
Brought forward (Bank /Cash Bal.)	565,726	206,010	148,234	91,898	37,169	565,726
Carry forward	206,010	148,234	91,898	37,169	(15,778)	(15,778)

**Detailed Estimates of Income**

DESCRIPTION	A	B	C	D	E	F (A+B+C+D+E)
	BUDGET Jan-Dec 2024	BUDGET Jan-Dec 2025	BUDGET Jan-Dec 2026	BUDGET Jan-Dec 2027	BUDGET Jan-Dec 2028	BUDGET Period 2024-2028
	€	€	€	€	€	€
<b>Income</b>						
<b>1 Funds received form Central Government:</b>						
0001 In terms of section 55 CAP 363	570,850	570,850	570,850	570,850	570,850	2,854,250
0002-0004 In terms of section 58 CAP 363	-	-	-	-	-	-
0005-0019 Other Income	-	-	-	-	-	-
	<b>570,850</b>	<b>570,850</b>	<b>570,850</b>	<b>570,850</b>	<b>570,850</b>	<b>2,854,250</b>
<b>2 Bye-Laws &amp; Legal Fees</b>						
0021-0025 Community Services	-	-	-	-	-	-
0026-0035 Income from Permits	13,658	13,658	13,658	13,658	13,658	68,290
	<b>13,658</b>	<b>13,658</b>	<b>13,658</b>	<b>13,658</b>	<b>13,658</b>	<b>68,290</b>
<b>3 Local Enforcement Income</b>						
0037 Commission from Regional Committees	5,480	5,480	5,480	5,480	5,480	27,400
0038-0055 Contraventions	-	-	-	-	-	-
	<b>5,480</b>	<b>5,480</b>	<b>5,480</b>	<b>5,480</b>	<b>5,480</b>	<b>27,400</b>
<b>4 Investment Income</b>						
0091-0095 Bank interest	-	-	-	-	-	-
0096-0099 Income received from Government Securities	-	-	-	-	-	-
	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>5 General Income</b>						
0056-0065 Sponsorships	-	-	-	-	-	-
0066-0069 Documents & Information	-	-	-	-	-	-
0070-0075 EU Funds	-	-	-	-	-	-
0076-0080 Twinning	-	-	-	-	-	-
0081-0089 Insurance Claims	-	-	-	-	-	-
0100-0109 Donations	100	100	100	100	100	500
0110-0119 Contributions	-	-	-	-	-	-
0120-0129 General Income	-	-	-	-	-	-
	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>500</b>
<b>Total</b>	<b>590,088</b>	<b>590,088</b>	<b>590,088</b>	<b>590,088</b>	<b>590,088</b>	<b>2,950,440</b>

### Detailed Estimates of Expenditure

DESCRIPTION	A	B	C	D	E	F (A+B+C+D+E)
	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET
	Jan-Dec	Jan-Dec	Jan-Dec	Jan-Dec	Jan-Dec	Period
	2024	2025	2026	2027	2028	2024-2028
€	€	€	€	€	€	
<b>6 Personal Emoluments</b>						
1100 Mayor's Allowance	11,425	11,425	11,425	11,425	11,425	57,123
1200 Employees' Salaries & Wages	74,914	76,414	77,914	79,414	80,914	389,570
1300 Bonuses	8,875	9,125	9,375	9,625	9,875	46,875
1400 Income Supplements	800	800	800	800	800	4,000
1500 Social Security Contributions	7,037	7,641	7,791	7,941	8,091	38,502
1600 Allowances	15,815	15,815	15,815	15,815	15,815	79,075
1700 Overtime	3,354	3,354	3,354	3,354	3,354	16,771
	<b>122,220</b>	<b>124,574</b>	<b>126,474</b>	<b>128,374</b>	<b>130,274</b>	<b>631,917</b>
<b>7 Operations and Maintenance</b>						
2100-2149 Public Utilities	5,783	6,072	6,376	6,695	7,029	31,955
2200-2259 Public Materials & Supplies	1,100	1,155	1,213	1,273	1,337	6,078
2300-2399 Repairs & Upkeep	89,184	93,643	98,325	103,242	108,404	492,798
2400-2449 Rent	755	792	832	874	917	4,170
3010 Street Lighting	188,000	197,400	207,270	217,634	228,515	1,038,819
3020 Lease of Equipment	-	-	-	-	-	-
3030 Insurance	3,405	3,575	3,754	3,942	4,139	18,815
3035 Bank Charges	762	800	840	882	926	4,211
3038 Penalties	-	-	-	-	-	-
3040 Waste Disposal	36,060	37,863	39,756	41,744	43,831	199,254
3041 Refuse Collection	16,800	17,640	18,522	19,448	20,421	92,831
3042 Bulky Refuse Collection	12,000	12,600	13,230	13,892	14,586	66,308
3043 Bins on wheels	-	-	-	-	-	-
3045 Bring in sites	-	-	-	-	-	-
3051 Road & Street Cleaning	40,252	42,265	44,378	46,597	48,927	222,419
3052 Cleaning & Maintenance of Non-Urban Areas	24,583	25,812	27,103	28,458	29,881	135,837
3053 Cleaning of Public Conveniences	4,738	4,975	5,223	5,484	5,759	26,179
3055 Cleaning of Council Premises	4,526	4,752	4,990	5,239	5,501	25,009
3060 Cleaning & Maintenance of Parks & Gardens	17,063	17,916	18,812	19,753	20,740	94,284
3061 Cleaning & Maintenance of Soft Areas	29,551	31,029	32,580	34,209	35,919	163,288
3062 Cleaning & Maintenance of Beaches & CA	-	-	-	-	-	-
3063 Cleaning & Maintenance of Country Non-Urban	-	-	-	-	-	-
3064 Other Contractual Services	9,820	10,311	10,827	11,368	11,936	54,262
3070-3090 Consultation Fees	-	-	-	-	-	-
3100-3139 Contract & Project Management	14,582	15,311	16,077	16,880	17,725	80,575
3300-3379 Hospitality	10,235	10,747	11,284	11,848	12,441	56,555
3380-3389 Community	-	-	-	-	-	-
3600-3694 Local Enforcement Expenses	100	105	110	116	122	553
3700-3799 EU Projects	-	-	-	-	-	-
3800-3899 Twinning	-	-	-	-	-	-
	<b>509,299</b>	<b>534,763</b>	<b>561,502</b>	<b>589,577</b>	<b>619,056</b>	<b>2,814,196</b>

**Detailed Estimates of Expenditure (Continued)**

DESCRIPTION	A	B	C	D	E	F (A+B+C+D+E)
	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET
	Jan-Dec	Jan-Dec	Jan-Dec	Jan-Dec	Jan-Dec	Period
	2024	2025	2026	2027	2028	2024-2028
€	€	€	€	€	€	
<b>8 Administration &amp; Other Expenditure</b>						
2150-2199 Office Utilities	1,785	1,874	1,968	2,066	2,170	9,863
2260-2299 Office Materials & Supplies	-	-	-	-	-	-
2450-2499 Office Rent	-	-	-	-	-	-
2500-2599 National & International Memberships	600	630	662	695	729	3,315
2600-2699 Office Services	2,525	2,651	2,784	2,923	3,069	13,952
2700-2799 Transport	300	315	331	347	365	1,658
2800-2899 Travel	-	-	-	-	-	-
2900-2999 Information Services	4,660	4,893	5,138	5,395	5,664	25,749
3050 Office Cleaning	-	-	-	-	-	-
3140-3199 Professional Services	6,552	6,880	7,224	7,585	7,964	36,204
3200-3299 Training	500	525	551	579	608	2,763
3345 Office Hospitality	-	-	-	-	-	-
3400-3499 Incidental Expenses	250	263	276	289	304	1,381
	<b>17,172</b>	<b>18,031</b>	<b>18,932</b>	<b>19,879</b>	<b>20,873</b>	<b>94,886</b>
<b>9 Finance Costs</b>						
3036 Interest on Bank Loan						-
						-
						-
						-
						-
<b>10 Other Expenditure</b>						
3500-3599 Loss / (Profit) on Disposal of assets						-
3695 Increase/(Decrease) in allowance for bad debts						-
8000-8099 Depreciation (charge for the year)	43,927	43,924	43,912	43,563	43,563	218,889
	43,927	43,924	43,912	43,563	43,563	218,889
<b>Total</b>	<b>692,617</b>	<b>721,292</b>	<b>750,820</b>	<b>781,393</b>	<b>813,765</b>	<b>3,759,888</b>

**Detailed Estimates of Statement of Financial Position**

DESCRIPTION	A	B	C	D	E	F (A+B+C+D+E)
	BUDGET Jan-Dec 2024	BUDGET Jan-Dec 2025	BUDGET Jan-Dec 2026	BUDGET Jan-Dec 2027	BUDGET Jan-Dec 2028	BUDGET Period 2024-2028
	€	€	€	€	€	€
<b>11 Inventory</b>						
5201-5249 Stationery	1,431	1,431	1,431	1,431	1,431	7,155
5250-5299 Consumables						-
	<b>1,431</b>	<b>1,431</b>	<b>1,431</b>	<b>1,431</b>	<b>1,431</b>	<b>7,155</b>
<b>12 Receivables</b>						
0201-0209 Receivables						-
0210-0219 LES Receivables						-
0220-0229 Receivables from EU						-
0250 Prepayments & Accrued income						-
	-	-	-	-	-	-
<b>13 Cash &amp; Equivalents</b>						
5001-5099 Bank & Cash Balances	206,010	148,234	91,898	37,169	(15,778)	467,535
	<b>206,010</b>	<b>148,234</b>	<b>91,898</b>	<b>37,169</b>	<b>(15,778)</b>	<b>467,535</b>
<b>14 Payables</b>						
4000 Payables	3,000					3,000
4100 Accruals						-
4150 Deferred Income						-
Short-term Borrowings						-
	<b>3,000</b>	-	-	-	-	<b>3,000</b>
<b>15 Non Current Liabilities</b>						
4200 Long Term Borrowings						-
	-	-	-	-	-	-

**16 Depreciation of Property, Plant and Equipment**

<b>Asset</b>	Furn & Fittings	Office Equipment	Urban Improvements	Construction	Trees	Plant & Machinery	Special Programmes	New Street Signs		<b>Total</b>
% of depreciation	8%	20%	10-100%	10%	0%	20%	10%	100%	0%	
	€	€	€	€	€	€	€	€	€	€
<b>Cost</b>										
As at 01 January 2024	25,293	52,752	888,960	621,223	17,307	4,225	653,660	11,787	-	<b>2,275,207</b>
Additions	-	-	272,496	-	-	-	-	-	-	<b>272,496</b>
Disposals	-	-	-	-	-	-	-	-	-	<b>-</b>
As at 31 December 2024	<b>25,293</b>	<b>52,752</b>	<b>1,161,456</b>	<b>621,223</b>	<b>17,307</b>	<b>4,225</b>	<b>653,660</b>	<b>11,787</b>	-	<b>2,547,703</b>
<b>Grants/ other reimbursements</b>										
As at 01 January 2024	-	10,258	357,379	51,423	-	-	653,660	-	-	<b>1,072,720</b>
Additions	-	-	79,617	-	-	-	-	-	-	<b>79,617</b>
Transfers	-	-	-	-	-	-	-	-	-	<b>-</b>
As at 31 December 2024	-	<b>10,258</b>	<b>436,996</b>	<b>51,423</b>	-	-	<b>653,660</b>	-	-	<b>1,152,337</b>
<b>Accumulated Depreciation</b>										
As at 01 January 2024	24,222	27,094	445,360	569,800	-	4,222	-	11,787	-	<b>1,082,485</b>
Charge for the year	361	2,005	41,558	-	-	3	-	-	-	<b>43,927</b>
Released on disposal	-	-	-	-	-	-	-	-	-	<b>-</b>
As at 31 December 2024	<b>24,583</b>	<b>29,099</b>	<b>486,918</b>	<b>569,800</b>	-	<b>4,225</b>	-	<b>11,787</b>	-	<b>1,126,412</b>
<b>Budgeted NBV 31 Dec 2023</b>	584	14,106	61,042	0	17,307	15	-	-	-	<b>93,054</b>
<b>Budgeted NBV 31 Dec 2024</b>	710	13,395	237,542	-	17,307	-	-	-	-	<b>268,954</b>

**16 Depreciation of Property, Plant and Equipment**

<b>Asset</b>	Furn & Fittings	Office Equipment	Urban Improvements	Construction	Trees	Plant & Machinery	Special Programmes	New Street Signs		<b>Total</b>
% of depreciation	8%	20%	10-100%	10%	0%	20%	10%	100%	0%	
	€	€	€	€	€	€	€	€	€	€
<b>Cost</b>										
As at 01 January 2025	25,293	52,752	1,161,456	621,223	17,307	4,225	653,660	11,787	-	<b>2,547,703</b>
Additions	-	-	-	-	-	-	-	-	-	-
Disposals	-	-	-	-	-	-	-	-	-	-
As at 31 December 2025	<b>25,293</b>	<b>52,752</b>	<b>1,161,456</b>	<b>621,223</b>	<b>17,307</b>	<b>4,225</b>	<b>653,660</b>	<b>11,787</b>	-	<b>2,547,703</b>
<b>Grants/ other reimbursements</b>										
As at 01 January 2025	-	10,258	436,996	51,423	-	-	653,660	-	-	<b>1,152,337</b>
Additions	-	-	-	-	-	-	-	-	-	-
Transfers	-	-	-	-	-	-	-	-	-	-
As at 31 December 2025	-	<b>10,258</b>	<b>436,996</b>	<b>51,423</b>	-	-	<b>653,660</b>	-	-	<b>1,152,337</b>
<b>Accumulated Depreciation</b>										
As at 01 January 2025	24,583	29,099	486,918	569,800	-	4,225	-	11,787	-	<b>1,126,412</b>
Charge for the year	361	2,005	41,558	-	-	-	-	-	-	<b>43,924</b>
Released on disposal	-	-	-	-	-	-	-	-	-	-
As at 31 December 2025	<b>24,944</b>	<b>31,104</b>	<b>528,476</b>	<b>569,800</b>	-	<b>4,225</b>	-	<b>11,787</b>	-	<b>1,170,336</b>
<b>Budgeted NBV 31 Dec 2024</b>	710	13,395	237,542	-	17,307	-	-	-	-	<b>268,954</b>
<b>Budgeted NBV 31 Dec 2025</b>	349	11,390	195,984	-	17,307	-	-	-	-	<b>225,030</b>

**16 Depreciation of Property, Plant and Equipment**

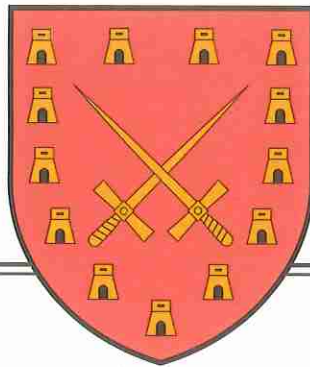
<b>Asset</b>	Furn & Fittings	Office Equipment	Urban Improvements	Construction	Trees	Plant & Machinery	Special Programmes	New Street Signs		<b>Total</b>
% of depreciation	8%	20%	10-100%	10%	0%	20%	10%	100%	0%	
	€	€	€	€	€	€	€	€	€	€
<b>Cost</b>										
As at 01 January 2026	25,293	52,752	1,161,456	621,223	17,307	4,225	653,660	11,787	-	<b>2,547,703</b>
Additions	-	-	-	-	-	-	-	-	-	-
Disposals	-	-	-	-	-	-	-	-	-	-
As at 31 December 2026	<b>25,293</b>	<b>52,752</b>	<b>1,161,456</b>	<b>621,223</b>	<b>17,307</b>	<b>4,225</b>	<b>653,660</b>	<b>11,787</b>	-	<b>2,547,703</b>
<b>Grants/ other reimbursements</b>										
As at 01 January 2026	-	10,258	436,996	51,423	-	-	653,660	-	-	<b>1,152,337</b>
Additions	-	-	-	-	-	-	-	-	-	-
Transfers	-	-	-	-	-	-	-	-	-	-
As at 31 December 2026	-	<b>10,258</b>	<b>436,996</b>	<b>51,423</b>	-	-	<b>653,660</b>	-	-	<b>1,152,337</b>
<b>Accumulated Depreciation</b>										
As at 01 January 2026	24,944	31,104	528,476	569,800	-	4,225	-	11,787	-	<b>1,170,336</b>
Charge for the year	349	2,005	41,558	-	-	-	-	-	-	<b>43,912</b>
Released on disposal	-	-	-	-	-	-	-	-	-	-
As at 31 December 2026	<b>25,293</b>	<b>33,109</b>	<b>570,034</b>	<b>569,800</b>	-	<b>4,225</b>	-	<b>11,787</b>	-	<b>1,214,248</b>
<b>Budgeted NBV 31 Dec 2025</b>	349	11,390	195,984	-	17,307	-	-	-	-	<b>225,030</b>
<b>Budgeted NBV 31 Dec 2026</b>	-	9,385	154,426	-	17,307	-	-	-	-	<b>181,118</b>

**16 Depreciation of Property, Plant and Equipment**

<b>Asset</b>	Furn & Fittings	Office Equipment	Urban Improvements	Construction	Trees	Plant & Machinery	Special Programmes	New Street Signs		<b>Total</b>
% of depreciation	8%	20%	10-100%	10%	0%	20%	10%	100%	0%	
	€	€	€	€	€	€	€	€	€	€
<b>Cost</b>										
As at 01 January 2027	25,293	52,752	1,161,456	621,223	17,307	4,225	653,660	11,787	-	<b>2,547,703</b>
Additions	-	-	-	-	-	-	-	-	-	-
Disposals	-	-	-	-	-	-	-	-	-	-
As at 31 December 2027	<b>25,293</b>	<b>52,752</b>	<b>1,161,456</b>	<b>621,223</b>	<b>17,307</b>	<b>4,225</b>	<b>653,660</b>	<b>11,787</b>	-	<b>2,547,703</b>
<b>Grants/ other reimbursements</b>										
As at 01 January 2027	-	10,258	436,996	51,423	-	-	653,660	-	-	<b>1,152,337</b>
Additions	-	-	-	-	-	-	-	-	-	-
Transfers	-	-	-	-	-	-	-	-	-	-
As at 31 December 2027	-	<b>10,258</b>	<b>436,996</b>	<b>51,423</b>	-	-	<b>653,660</b>	-	-	<b>1,152,337</b>
<b>Accumulated Depreciation</b>										
As at 01 January 2027	25,293	33,109	570,034	569,800	-	4,225	-	11,787	-	<b>1,214,248</b>
Charge for the year	-	2,005	41,558	-	-	-	-	-	-	<b>43,563</b>
Released on disposal	-	-	-	-	-	-	-	-	-	-
As at 31 December 2027	<b>25,293</b>	<b>35,114</b>	<b>611,592</b>	<b>569,800</b>	-	<b>4,225</b>	-	<b>11,787</b>	-	<b>1,257,811</b>
<b>Budgeted NBV 31 Dec 2026</b>	-	9,385	154,426	-	17,307	-	-	-	-	<b>181,118</b>
<b>Budgeted NBV 31 Dec 2027</b>	-	7,380	112,869	-	17,307	-	-	-	-	<b>137,555</b>

**16 Depreciation of Property, Plant and Equipment**

<b>Asset</b>	Furn & Fittings	Office Equipment	Urban Improvements	Construction	Trees	Plant & Machinery	Special Programmes	New Street Signs		<b>Total</b>
% of depreciation	8%	20%	10-100%	10%	0%	20%	10%	100%	0%	
	€	€	€	€	€	€	€	€	€	€
<b>Cost</b>										
As at 01 January 2028	25,293	52,752	1,161,456	621,223	17,307	4,225	653,660	11,787	-	<b>2,547,703</b>
Additions	-	-	-	-	-	-	-	-	-	-
Disposals	-	-	-	-	-	-	-	-	-	-
As at 31 December 2028	<b>25,293</b>	<b>52,752</b>	<b>1,161,456</b>	<b>621,223</b>	<b>17,307</b>	<b>4,225</b>	<b>653,660</b>	<b>11,787</b>	-	<b>2,547,703</b>
<b>Grants/ other reimbursements</b>										
As at 01 January 2028	-	10,258	436,996	51,423	-	-	653,660	-	-	<b>1,152,337</b>
Additions	-	-	-	-	-	-	-	-	-	-
Transfers	-	-	-	-	-	-	-	-	-	-
As at 31 December 2028	-	<b>10,258</b>	<b>436,996</b>	<b>51,423</b>	-	-	<b>653,660</b>	-	-	<b>1,152,337</b>
<b>Accumulated Depreciation</b>										
As at 01 January 2028	25,293	35,114	611,592	569,800	-	4,225	-	11,787	-	<b>1,257,811</b>
Charge for the year	-	2,005	41,558	-	-	-	-	-	-	<b>43,563</b>
Released on disposal	-	-	-	-	-	-	-	-	-	-
As at 31 December 2028	<b>25,293</b>	<b>37,119</b>	<b>653,150</b>	<b>569,800</b>	-	<b>4,225</b>	-	<b>11,787</b>	-	<b>1,301,374</b>
<b>Budgeted NBV 31 Dec 2027</b>	-	7,380	112,869	-	17,307	-	-	-	-	<b>137,555</b>
<b>Budgeted NBV 31 Dec 2028</b>	-	5,375	71,311	-	17,307	-	-	-	-	<b>93,992</b>



Soġ 3

Internal Memo Referenza 18/2023

14 ta' Diċembru 2023

**Lista ta' works orders li jinħtieġ li jiġu ratifikata**  
**bejn il-Laqqgħa 13/K8/23 u 15/K8/23**

Referenza	Kuntrattur	Xogħol ordnat
207 2023	Mica Med	Tlabna jirrenga lampa mal-faċċata tal-blokk tixgħel u titfi fi Triq il-Mediterran kantuniera ma' Triq Pietru D'Armenia.
208 2023	B. Grima and Sons	Tabella fi Triq Normandy li tindika li ma jistax isir ipparkjar fuq il-bankina fil-parti ta' fuq skond ir-ritratt anness.
213 2023	Mica Med	Tlabna jirrenga lampa W046 ma ħajt fi Triq il-Fortizza faċċata ta' Triq Patri Indri Vella.
218 2023	Mica Med	Lampi biex jiġu iċċekjati Y143 u Y142 ġewwa Triq Guiseppe M Letard
219 2023	B. Grima and Sons	Tlabna isiru double yellow lines fuq iz-zewg ahat ta' trejqa li hemm tgħaqqad Triq Pietru D'Armenia minn bejn il-pompi tad-dranagġ u l-bidu tal-Padel Court

Kevin Borg  
Segretarju Eżekuttiv

Awtorizzazzjoni tas-Sindku Dean Hili sabiex tiġi ċċirkolata lill-Kunsilliera

Sindku : Avv. Dean Hili Viċi Sindku : Omar Elaref Arab  
Kunsilliera : Dr. Désirée Vella Brincat M.D, Charles Cesare u Raymond Lanzon

Segretarju Eżekuttiv : Kevin Borg

Sok4

## PERFORMANCE BONUS APPRAISAL LOCAL / REGIONAL EXECUTIVE SECRETARIES

<b>NAME AND SURNAME</b>	Kevin Borg	<b>JOB TITLE</b>	Executive Secretary
<b>PERIOD OF APPRAISAL</b>	2023	<b>LENGTH OF TIME IN POST</b>	26 years
<b>LOCAL COUNCIL</b>	<b>Pembroke Local Council</b>		
<b>OVERALL PERFORMANCE</b>			
<p>The objective of this Section is to provide the Executive Secretary with feedback about the overall performance rated by the Council and the Local Government Division.</p> <p>The rating scale includes three ranges of acceptable and one level of unacceptable work performance rating.</p>			
<b>Summary of Appraisal Rating</b>			
<b>Overall employee is considered to have:</b>		<b>Score Range</b>	<b>Score</b>
Exceeded Expectations	Achievements consistently and significantly exceeded objectives or requirements.	100-125	X
Commendable	Achievements consistently met the majority of objectives or requirements. In some areas, accomplishments may have exceeded work expectations whereas in others, they may occasionally have fallen short; however, the overall performance reached the objectives or requirements.	80-99	
Satisfactory Performance	Overall achievements frequently met several of the objectives or requirements. With improvements in certain areas in the Work Plan, the work performance may be considered satisfactory.	50-79	
Achievements Unacceptable	Achievements consistently fell below objectives or requirements. Remedial action should be considered unless improvements are shown.	0-49	
<b>Final Assessment Scores</b>		<b>Score Range</b>	<b>Score</b>
Personal Attributes		0-20	20
Workplan		0-60	60
Going the Extra Mile		0-20	20
Overall Score by Council		0-100	100
<b>Performance Bonus Percentage by Council</b>		<b>0-10%</b>	<b>10%</b>
Overall Score by LGD		0-25	0
<b>Performance Bonus Percentage by LGD</b>		<b>0-5%</b>	<b>0%</b>
<b>Performance Bonus Percentage to be paid</b>		<b>0-15%</b>	<b>10%</b>

**PERFORMANCE BONUS APPRAISAL**

Isem **Alison Grixti** Kariga **Ass. Uffiċjal Prinċipali**

Perjodu tal-Evaluazzjoni **Jannar sa Diċembru 2023**

Żmien tal-Kariga **Sa minn Marzu 2011**

Kunsill Lokali **Pembroke**

**PERFORMANCE B'MOD ĠENERALI :**

[ Din it-Taqsima għandha sservi biex **I-Impjegata** tkun jaf kif kienet il-*performance* tagħha b'mod ġenerali]

Għażel il-kaxxa li taħseb li l-aktar tirrifletti, b'mod ġenerali, il-*performance* ta' **I-Impjegata** meta mqabbla ma' dak li hu mistenni minnha. Tista' tiġġudika billi tevalwa: kemm sar tajjeb ix-xogħol fdat lil **Impjegata**; b'liema mod ġie mwettaq dan ix-xogħol; kemm ix-xogħol kien impenjattiv; u x'riżultati oħra ġew milħuqa minbarra dan ix-xogħol.

L-evalwazzjoni tinkludi tliet skali li juru li x-xogħol hu ta' livell aċċettabbli u skala waħda li turi li x-xogħol magħmul mhux ta' livell aċċettabbli, skond il-kriterji li ġejjin :

**Livell li jeċċedi dak mistenni** Ix-xogħol imwettaq jeċċedi b'mod konsistenti u sinifikanti l-objettivi jew dak li kien mitlub minnu.

**Livell rakkomandabbli** Ix-xogħol imwettaq b'mod konsistenti laħaq fil-maġġor parti tiegħu l-objettivi jew dak li kien mitlub minnu. F'ċerti każi, ir-riżultat jista' ikun eċċeda dak li kien mitlub, filwaqt li f'każi oħra jista' ma jkunx intlaħaq kif mitlub; madanakollu, b'mod ġenerali, ix-xogħol imwettaq laħaq l-objettivi jew dak li kien mitlub.

**PERFORMANCE BONUS APPRAISAL**

Isem **Dorianne Wells** Kariga **Ass. Skrivan**

Perjodu tal-Evaluazzjoni **Jannar sa Diċembru 2023**

Žmien tal-Kariga **Sa mil-14 ta' Frar 2022**

Kunsill Lokali **Pembroke**

**PERFORMANCE B'MOD ĠENERALI :**

[ Din it-Taqsima għandha sservi biex **I-Impjegata** tkun jaf kif kienet il-*performance* tagħha b'mod ġenerali]

Għażel il-kaxxa li taħseb li l-aktar tirrifletti, b'mod ġenerali, il-*performance* ta' **I-Impjegata** meta mqabbla ma' dak li hu mistenni minnha. Tista' tiġġudika billi tevalwa: kemm sar tajjeb ix-xogħol fdat lil **Impjegata**; b'liema mod ġie mwettaq dan ix-xogħol; kemm ix-xogħol kien impenjattiv; u x'rizultati oħra ġew milfuqa minbarra dan ix-xogħol.

L-evalwazzjoni tinkludi fliet skali li juru li x-xogħol hu ta' livell aċċettabbli u skala waħda li turi li x-xogħol magħmul mhux ta' livell aċċettabbli, skond il-kriterji li ġejjin :

**Livell li jeċċedi dak mistenni** Ix-xogħol imwettaq jeċċedi b'mod konsistenti u sinifikanti l-objettivi jew dak li kien mitlub minnu.

**Livell rakkomandabbli** Ix-xogħol imwettaq b'mod konsistenti laħaq fil-magħgor parti tiegħu l-objettivi jew dak li kien mitlub minnu. F'ċerti każi, ir-rizultat jista' ikun eċċeda dak li kien mitlub, filwaqt li f'każi oħra jista' ma jkunx intlaħaq kif mitlub; madanakollu, b'mod ġenerali, ix-xogħol imwettaq laħaq l-objettivi jew dak li kien mitlub.