



Annual Report 2019

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Kildare County Childcare Committee - Company Information

Address: Unit 21 Thompson Enterprise, Clane Business Park, Clane, Co. Kildare. W91E6NY.

E-Mail: info@kccc.ie

Website: www.kccc.ie

Telephone: 045 861307

Company Registration Number: 355991

Charitable Status Number: 15585

Registered Charity Number: 20054175

<u>Directors:</u>	Albert Perris	Réilitin McCall
	Edel Smyth	Anthony Egan
	Eilis Quinlan	Terence Dignan
	Kathryn Brennan	Edel Smyth

Auditor: Keith Traynor Accountants
Pinewood Lodge, Courtown Little, Kilcock, Co. Kildare
Tel: 01 6303048

Solicitor: Eugene Smartt, Newlands Retail Centre
Newlands Cross, Clondalkin, Dublin 22, D22 K590
Tel: 01 4037340, Fax: 01 4037343
E-Mail: eugene@smarttlaw.com

Bank: AIB, 41 South Main Street, Naas, Co. Kildare
Tel: 045 879136

Chairperson's address



Welcome to Kildare County Childcare Committee 2019 Annual Report.

Governance: We have through 2019 continued to progress the implementation of the Charity Governance Code, a process now close to completion, as we continue to renew and expand our board. As part of our ongoing commitment to implementing the code we have recognised an anomaly between Charity governance best practice and the requirements of our principal funder, in relation to the adequacy of our designated reserves.

Conflicting requirements of the Code and our principle funders requirement remains a concern- in particular the requirement under charity governance best practice, that we should as a company, retain a designated reserve of up to three months operational costs. We will continue to engage and work with our partners in Pobal and the DCYA to resolve this apparent conflict and seek assurance that in the event of unforeseen circumstance, in the absence of a designated reserve, obligations arising will be underwritten by our principle funder.

The report that follows comprehensively details the day to day operations and outputs of Kildare County Childcare committee in 2019.

A particular highlight of our work this year was the completion and launch of our Childcare Needs Analysis. On the 12th February 2019 we launched our Childcare Needs Analysis report for Co Kildare in the Keadeen Hotel, Newbridge. The report was commissioned by Kildare County Childcare Committee in 2018 with funding support from the Department of Children and Youth Affairs, and was conducted by independent researcher, Ann Clarke.

The Childcare Needs Analysis examined childcare needs in Co Kildare from the perspective of children, parents, childcare services and childminders. An extensive consultation process provided feedback from 88 children, 318 parents, 185 childcare staff and manager/owners, and 21 childminders. We trust the analysis will inform and strengthen providers- private, community and childminders to respond to identified needs and gaps in services, as well as inform broader policy discussion and implementation.

Having assumed the role of Chairperson last May, I would like to acknowledge the work of my predecessor and outgoing Chairperson, Mrs Kathleen Cash. Kathleen has for a number of years served the Board of KCCC, most recently as Chair, and I am delighted that in the interest of board continuity Kathleen has committed to serve a further term as non-executive director. Her extensive experience both as a board member and as a highly regarded frontline service provider- continues to strengthen our board and Kildare Community Childcare Committee. Thanks also to my fellow directors who continued to share their expertise, commitment and time, to support the work of KCCC throughout the year.

Last but not least I would like to pay tribute to and thank our excellent staff team. Their hard work, dedication and flexibility throughout the year continued to enable KCCC to respond to the dynamic needs of children, parents, childcare providers and early year's educators in County Kildare.

Sincerely,

Albert Perris

Chairperson

CEO Statement



2019 saw a number of changes for the Early Learning and Care sector in Ireland that impacted on the work of Kildare County Childcare Committee.

The National Childcare Scheme was launched by the Department for Children and Youth Affairs and involved KCCC delivering pre-operational training to childcare services in relation to Phase one and Two, and additional support training offered once the scheme was operational. The scheme is up and running successfully in the County.

School aged childcare regulations were introduced in 2019 which saw child: adult ratios introduced. KCCC supported relevant services to develop relevant policies and register as School Aged Childcare Providers. 2019 also required all ELC services to register with Tusla, with supports provided by KCCC.

KCCC focused on building our communications in 2019, with regular information bulletins for services and parents. We further developed our online and social media presence – with regular, relevant blogs, both for parents and providers. We expanded our social media presence on new platforms such as Linked In and Instagram as we try to reach our target groups in more effective ways. We maintained and grew our large following on Facebook also, a valuable communication tool.

In contrast to 2018, there was a large demand for Child Protection training, exceeding our targets, with all of our sessions booked within hours of being announced.

In 2019 KCCC began providing outreach supports in relation to compliance with the National Programmes. This support has been received very well by services and KCCC hope to monitor the impact in 2020.

The key driver behind our ability to provide supports, advice and information to the ELC sector in Kildare is our dedicated and committed staff team, who provide the highest levels of supports to Childcare Services in the county. In 2019 we had a number of changes to our team, with two staff resignations and three new staff members recruited.

In order to meet our obligations under GDPR, KCCC developed a number of IT policies and improved our IT security. KCCC's Board of Directors deemed the organisation to be fully compliant with the Charities Regulator Governance Code in 2019. This was a rewarding journey for the organisation and an achievement we can be proud of.

In 2019 we took over exclusive access of a training room within our offices in order to meet the demand for training under NCS, Child Protection and EDI reducing the cost of room hire and travel and subsistence.

Childcare Committees are named as part of planning regulations in relation to Childcare facilities in housing development greater than 75 houses. As a result KCCC dealt with an increasing number of enquiries regarding planning for housing developments in the county. These were from private planning consultants, the county council planning department and a TD.

Maynooth was identified in our Needs Analysis which was launched in 2019, that lacks affordable, accessible childcare provision. KCCC provided support to a local forum which is trying to develop a community childcare facility.

In 2020 KCCC aim to work closely with Kildare County Council and other relevant stakeholders to meet the challenges in relation to childcare provision identified in the needs analysis including provision for under 3s and School Aged Childcare.

KCCC is the key stakeholder in Kildare in relation to Early Learning and Care at both a local, regional and national level. We work closely with our colleagues in Childcare Committee's Ireland, Kildare Young Peoples Children's Services Committee, Pobal, Better Start, DCYA and the National Childcare Voluntary Organisations, particularly Early Childhood Ireland, who have worked with us collaboratively throughout the year. KCCC are represented on CCI, Kildare Roma/Traveller Interagency forum, Kildare Development Workers Network, Kildare/West Wicklow Parenting Forum and Tusla Child and Family networks.

We at KCCC are continuously indebted to the staff, owners and Boards of Management of Early Learning and Care services in Kildare who, year in and year out, demonstrate their passion, endless commitment and dedication to the children and families in their care through participating in training and events, in most instances outside of their working week.

Through continued developments and improvements of our programme of supports and the Board's commitment to good governance we will continue to meet and exceed our actions in 2020 and beyond.

Julie McNamara

CEO

About Kildare County Childcare Committee

Our Mission

Our mission is to promote quality and accessible childcare provision for all children from birth to 14 years in Co. Kildare, in partnership with all stakeholders.

Our Values

Kildare County Childcare Committee (KCCC) have agreed the following Organisational Values

As a member of KCCC, directors should promise to abide by the fundamental values that underpin all the activities of this organisation. These are:

- Accountability – everything KCCC does will be able to stand the test of scrutiny by the public, the media, the Office of the Minister for Children and Youth Affairs, Pobal, Government and the courts.
- Integrity and Honesty – these will be the hallmarks of all conduct when dealing with colleagues within KCCC and equally when dealing with individuals and institutions outside it.
- Transparency – KCCC strives to maintain an atmosphere of openness throughout the organisation to promote the confidence of the public, the Office of the Minister for Children and Youth Affairs, Staff, Pobal and Government.

Our Structure

We are operated as a not for profit organisation, with a Board of Directors responsible for our running.

Our Board of Directors

Our Board is made up of people from the statutory, community and voluntary sectors, social partners, parents and childcare providers, who sit in a voluntary capacity.

See appendix 1 – KCCC Organisational Chart + Board report 2019

Our funding

We are funded directly by Pobal, a government agency (<https://www.pobal.ie/>), with close operational links with the Department of Children and Youth Affairs (<https://www.gov.ie/en/organisation/department-of-children-and-youth-affairs/>)

Our Staff

We employ 4 full-time and 4 part-time staff members. Full information about our staff is available at: <https://www.kccc.ie/About-Us/Staff>

See appendix 2 – KCCC Salary Scales

Our Governance

Kildare County Childcare Committee has adopted the Charities Governance Code. See <https://www.charitiesregulator.ie/en>

We seek to offer transparency on all aspects of our organisation. Full information on all of the following areas is available on our website (click to follow links):

[Our Board](#)

[Our Staff](#)

[Our Financial Records](#)

[Our Annual Reports](#)

[Our Complaints Procedure](#)

[Our Privacy Policy](#)

Our Programme of Work

This is set out each year by our Funders Pobal, we are assigned a Statement of Work action plan and measure our performance based on these goals. As such we do not have a long-term strategic plan.

See appendix 3: KCCC 2019 SOW

Our work includes:

- Administration of Government Childcare Schemes
- Quality, Child Protection & Training for the childcare sector in the county
- Grants administration
- Networking and development locally and nationally

2019 – the year that was.

Our work for 2019 can be divided into the following categories:

- Administration of Government Childcare Schemes
- Quality, Child Protection & Training
- Grants
- Communications
- Local and National Networks
- Finance
- Board of Directors report

Administration of Government Childcare Schemes

National Programmes

Kildare County Childcare Committee, on behalf of the Department of Children and Youth Affairs (DCYA), administer the following National Programmes:

National Childcare Scheme

The National Childcare Scheme was introduced to the Childcare sector in 2019. Applications were available to parents in **November 2019**.

In the run up to the launch of the NCS, KCCC provided training to service providers as follows:

- Phase 1 Training: introduced the new programme, overview of sponsored referrals, presented timelines
- Phase 2 Training: familiarised service providers with the new Early Years Platform.

Kildare trained 89 services over 8 sessions in NCS Phase 1 Training and 83 services over 16 sessions in NCS Phase 2 in 2019.

ECCE Programme

This programme, funded by the Department for Children and Youth Affairs (DCYA) provides free preschool for children for 2 years before they begin school, it is provided for three hours per day, five days per week over 38 weeks per year and the programme year runs from September to June. Childcare services taking part must provide an appropriate pre-school educational programme which adheres to the principles of Síolta and Aistear, the national frameworks for early years care and education. ECCE is only available through participating early year's services.

The role of Kildare County Childcare Committee is to **support participating services** with assistive visits and advice around the administration of the programme. We also provide parents and members of the public with **information and advice on the ECCE**.

Kildare had 197 services participating in the ECCE Programme with 6,500 children registered in 2019.

The following schemes will be taken over by the new National Childcare Scheme in the coming months (2019-2020), however they were still in operation in 2019:

Community Childcare Subvention Plus (CCSP) Scheme

Available to all children up to 15 years- the programme provides childcare funding support, targeting low income families in private childcare services and community childcare services. The parent must be in receipt of a DSP allowance or hold a valid medical card to be eligible.

CCSP services must offer childcare places from one or more of the following placements. A different payment rate is attributed to each type of placement: Full day-care places (more than 5 hours per day); Part-time places (between 3 hours 31 minutes and 5 hours per day); Sessional places (between 2 hours 16 minutes and 3 hours 30 minutes per day); Half-session places (between 1 hour and 2 hours 15 minutes per day)

Kildare had 905 children registered in 194 services for CCSP in 2019.

Universal Childcare Subsidy

The universal subsidy is available for a child from six months of age up until the time that the child qualifies for entry to the ECCE Programme. The universal subsidy (at the full time rate attending 5 days) is €20 per week. This equates to €1,040 per year and varying amounts per month dependent on the number of weeks in any given month.

There were 1327 children registered for USC in Kildare in 2019.

TEC Programme

The TEC Programme is an overarching childcare programme funded by the Department of Children and Youth Affairs and is specifically designed to support parents/guardians on eligible Education and Training Board training courses, as well as certain categories of parents/guardians returning to work, by providing subsidised childcare places, there are 3 strands for this programme.

The TEC Programme provides childcare support for parents/guardians on certain education and training courses (CETS), parents/guardians working on Community Employment programmes (CEC), and also for families on Family Income Support (ASCC).

In 2019 there were

- 88 children registered on the CETS programme in Kildare, and 33 children registered for CEC

2019 was the last year for new applicants for the TEC programme, the children registered on the programme can continue with their place but it is not open to any new applicants.

Community Childcare Subvention Resettlement (CCSR)

This programme provides is to support the Programme Refugees (PRs) in their resettlement and integration into Irish society. Childcare funding was incorporated into the existing CCS and CCSP Programmes to enable parents to attend a language and orientation course within their reception centre for eight weeks and then a full year following their move into the community giving 60 weeks of childcare to the families. KCCC staff provided support to services who offer this programme.

Community Childcare Subvention Resettlement (Transitional) CCSR(T)

In 2017 the DCYA launched a special provision under the current Community Childcare Subvention Programme (entitled CCSR (Transitional)), which provides access to free childcare for children of families experiencing homelessness. The provision provides subvention for all pre-school children aged 0 to 5 inclusive and 6 to 12 year olds during the school holidays only. The scheme is also designed to help those transitioning from homelessness to permanent accommodation. KCCC have met with Kildare County Council to establish links to support eligible parents to avail of this programme. However, in 2019 there were no children registered for CCSR.

Capital Grants

EARLY LEARNING AND CARE AND SCHOOL AGE CHILDCARE SERVICES CAPITAL GRANTS 2019

The budget for the 2019 programmes was €6.106m and was delivered under the following three strands:

Strand A: Creation of new places for 0-3 year olds (€4.231m)

Strand B: Fire Safety improvements for community early learning and care services (€0.875m)

Strand C: Creation of new school age places (€1m)

KCCC held an information session and offered services one to one support in the application process for the grants all services that received support were successful in their applications. From the Strand A application Kildare had 4 successful applicants that received an overall total of €137,747. Strand B was quite specific giving that the applicant must have received an independent report that have been identified as a result of specific and independent inspections by Tusla, HSE and/or Local Authority-Fire Officers to support their application. Kildare had no community service that was eligible for this strand. Strand C the creation of new school age places saw 5 successful Kildare Services that received an overall total of €93,308

Compliance

Pobal is contracted by the Department of Children and Youth Affairs (DCYA) to conduct compliance visits with participating childcare service providers who operate one or more of the national childcare programmes. Compliance visits are unannounced. As the compliance visit is an onsite check, the outcomes are based on the documentation/ information made available on the day of the visit. The compliance outcomes are issued by email to the primary contact email address on PIP. Monthly reports are sent by Pobal to CCC's with Provider outcomes for their area and when applicable an additional report flagging services that would benefit from contact/support.

KCCC has worked with services listed on these reports along with other services who have been in contact to seek support. In 2019 KCCC made 31 compliance support outreach visits to services in Kildare. Depending on the compliance report sent by Pobal some services required a follow up visit from KCCC. The compliance support visit is to ensure that the service completes the amendments given in their notification outcome email, detailing their categorisation per programme and the required PIP updates identified by Pobal on the date of visit.

KCCC also ran 2 information workshops at the end of the year to give providers the information that they required to ensure their service has a positive compliance outcome.

Quality, Child Protection & Training

National Aistear Síolta Initiative

The purpose of the NSAI workshops is to increase participants knowledge, understanding and familiarity with Síolta Aistear and the Síolta Aistear Practice Guide. The workshops are designed to assist participants to look at the national frameworks, Síolta and Aistear, and the supports provided to help them use them, including the Aistear Síolta Practice Guide.

The workshops explore the common principles that underpin the frameworks and explore some of the connections between the frameworks.

In 2019, 7 Introductory and Awareness Raising workshops were delivered to 39 services

Quality Outreach Programme

The Quality Outreach Programme aims to equip childcare providers with suitable information and skills to respond to the unique needs of all children and their families. The purpose of the Quality Outreach Programme is to empower and support providers to develop quality within their childcare services. All on-site visits, consultation, ongoing mentoring and supporting tools have “empowerment and support” as the underlying ethos. Our Quality Outreach work is underpinned by the principles of Síolta and Aistear and childcare providers will have increased skills in meeting compliance with Childcare Regulations. Supports are provided to services under a number of strands including: Quality on site consultations based on a system of prioritization using a base-line assessment tool. This approach enables KCCC to provide a broad spectrum of support to providers focusing on key areas impacting on the overall quality of the service.

– **66 Services received one-to-one support in 2019**

Children First Training

Kildare CCC is committed to the full delivery of the National Always Children First Plan as it is imperative to ensure better outcomes for children. It is Kildare CCC’s aim to have all Early Years services trained in safeguarding, developing a safeguarding culture and developing robust policies and procedures.

Following the introduction of Mandatory reporting in 2018 KCCC continued to offer updated training to childcare services.

In 2019 KCCC hosted 8 Child Protection workshops, attended by 68 services

In 2019 KCCC also held one Community of Practice event, on the theme of Process Art.

Registration and re registration supports

All early years' services are required to be registered with Tusla in order to provide an early years' service. This is a requirement under Part 12 of the Child & Family Agency Act 2013. The registration with Tusla of most services expired on the 31st December 2019. Thus, services were required to complete the extensive re registration process during 2019.

For the first time School Aged Childcare services were required to register with Tusla. KCCC delivered a workshop to support services in this process.

These registrations meant a boost in enquiries and supports needed by services, particularly towards the end of the year.

In 2019 KCCC delivered 3 workshops with 42 participants from 35 services

Grants

In 2018 KCCC facilitated applications for the following:

- **Childminding Development Grant**, which was awarded to 5 childminders.
- **The Parent & Toddler Grant** was awarded to 14 parent and toddler groups.
- **Learner Fund Bursary** - a payment to reimburse recent graduates for an amount towards their 3rd level fees - was awarded to 16 graduates and 1 childminder.
- **First Aid Responder (FAR) funding scheme**

This scheme allows one staff member from each service to apply for reimbursement of the cost of First Aid Responder training or a refresher course.

In 2019 45 of 46 applications received were approved.

Communications

Our Communications strategy largely involves using online and electronic media to communicate with our target groups, who are mainly Childcare Services, including managers and childcare staff. Parents are our other main target group.

In 2019 our communications strategy was largely based around the introduction of the new National Childcare Scheme, the winding up of old schemes and Tusla registrations and re-registrations. We are also constantly communicating up-to-date information about our own training and other relevant events in Kildare for services and parents.

- **In 2019 we sent out 38 weekly Childcare Bulletins to services in Kildare.**
- **We produced 3 Parents Updates and 5 for Childcare Professionals directly.**

We maintained a strong social media presence, including Facebook

– there were over 200 facebook posts in 2019, with over 2000 people following our page.

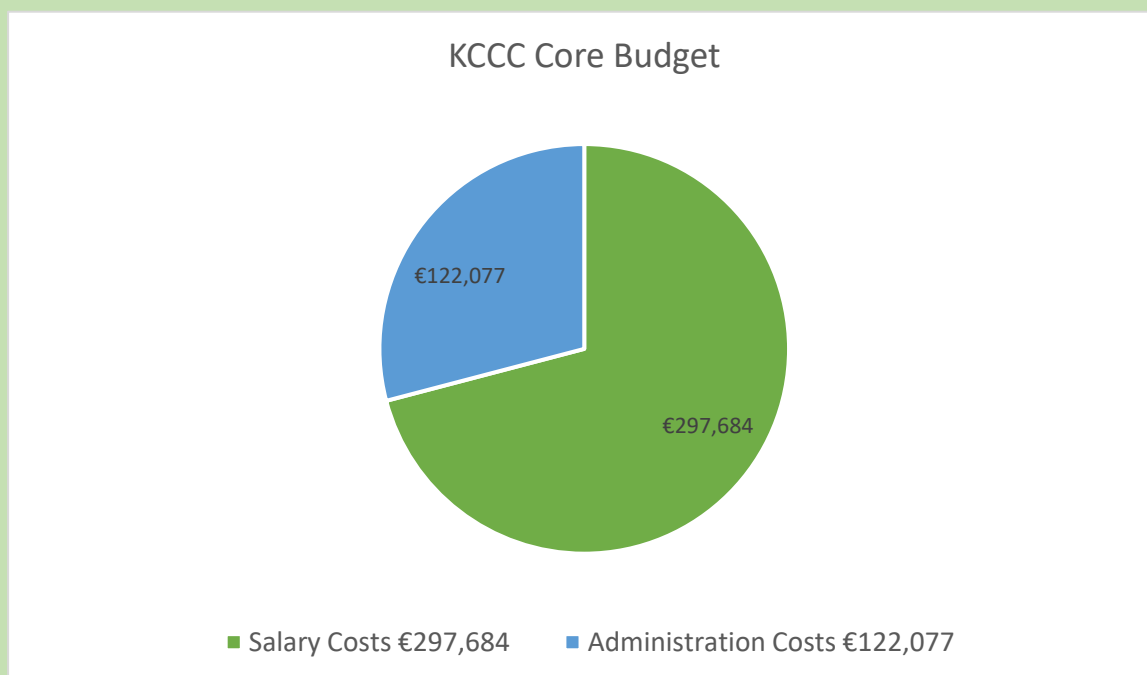
Our social media presence is now also expanding to Instagram (useful for parents and students) and LinkedIn, which is more relevant on a policy level.

-We produced 8 blogs in 2019 and had 136,046 visitors to our website.

Finance

KCCC's main funder is the Department and Children and Youth Affairs:

- In 2019 KCCC received DCYA funding of **€504,775**. KCCC's core budget for 2019 was **€420,261**. The total Salary costs for 2019 were **€297,684** and our Administration Overheads amounted to **€122,077**
- We received a small amount of funding from Department of Education and Science **€2,070**
- We receive a small amount for the delivery of Child Protection training (from ticket sales) **€1,324**
- There was an underspend for 2019 of **€3,830**
- KCCC's AIM budget for 2019 was **€30,265**. €9571 was spent on Administration of AIM and €17,134 was spent the delivery of EDI training



- A total of **€12,750** was received and awarded to successful applicants under the Learner Fund bursary.

- **€9,351** was received under the Parent and toddler grants and was allocated to successful applicants.

The various budgets were monitored monthly and were included in the CEO's financial report at each board meeting. The CEO's financial report for the board includes:

- actual expenditure against planned budgets are compared on a monthly budget report.
- A financial impact report.
- Master list of Grants received, spent and remaining.
- Monthly bank reconciliation
- Credit Card spending report
- compliance with all legal and funder reporting requirements are adhered to and form part of the CEO report to the Board.

An appraisal committee met for small grant appraisal before being brought to the board of directors for approval.

Both sets of financial returns (mid-year and end of year) were submitted to Pobal within the designated time frame.

KCCC provided full unabridged accounts for 2019, presented in draft form to our Audit and Risk Sub-Committee and then to the full Board of Directors at the AGM. The audited financial statements are submitted to the Companies Registration Office alongside the annual return.

KCCC is registered with the Revenue Commissioners and operate PAYE/PRSI in respect of all employees. PAYE Modernisation was operational from 1 January 2019. Travel and Subsistence current rates are in line with Civil Service rates and included in our internal financial procedures.

Remuneration of all Staff is aligned to the Local Authority Grades 6 to 3. A defined pension scheme is provided by Zurich Life Assurance plc.

KCCC makes an employer's contribution of 10% to staff pensions.

An apportionment policy was adopted in 2019.

A comprehensive analysis of KCCC's funding is available in the company's audited financial statements. These statements are available on our website www.kccc.ie

In 2019 we faced a 3-yearly audit, financial procedures have been reviewed in line with the auditor's report.

Board of Directors report



KCCC Board: L-R Anthony Egan, Eilis Quinlan, Kathryn Brennan, Albert Perris (Chairperson), Reiltin McCall, Edel Smyth (Company Secretary) and Kathleen Cash.

Board of Directors Attendance 2019

BOARD OF DIRECTORS 2019 - ATTENDANCE RECORD								
NAME	JANUARY	March	AGM	May	June	September	October	December
Kathleen Cash	0	1	1	1		0	1	0
Anthony Egan	1	0			1	1	1	1
Eilis Quinlan	1	0	0	0	1	1	1	0
Terry Dignan		1	0	0	0	0		
Réiltín McCall	1	1	1	1	1	1	0	0
Albert Perris	1	1	1	1	1	1	1	1
Kathryn Brennan	1	1	0	0	1	1	1	0
Edel Smyth	1	1	1	1	0	1	1	1
	6	6	4	4	5	6	6	3
1 = Attended								
0= Apology non-attendance								
Blank space = no apology rcd								
Resigned(R) - Date notified								

See Appendix 3 – KCCC Organisational Chart

Kildare County Childcare Committee Ltd is a company limited by guarantee and not having a share capital. The company has charitable status for tax purposes and is registered as an employer.

Company Number:	355991
Revenue Employers Number:	6375991Q
Charitable Status Number:	CHY15585
Charity Regulatory Authority:	CRA-20054175
Registered Charity Number	20054175

Kildare County Childcare Committee held its most recent AGM on 16th May 2019.

List of Directors and relevant experience		
Albert Perris	Chairperson	Governance & Organisation Development
Edel Smyth	Company Secretary	PR & Quality Assurance
Reiltín McCall	Director - Vice Chairperson	HR & Governance
Eilis Quinlan	Director	Finance & Governance
Anthony Egan	Director	Community
Terence Dignan	Director	Project Management
Kathryn Brennan	Director	Compliance
Kathleen Cash	Director	Childcare

Kathleen Cash was Chairperson until May 2019, at which point Albert Perris took over the role.

Kathryn Brennan was company secretary, also until May, at which point Edel Smyth took over the role.

Sub-Committees reporting to the Board

- General Purpose – established 07/07/2016
- Audit Finance & Risk – established 10/05/2018

Staff

CEO
Julie McNamara



Development Officer
Marianne Casey



Development Officer
Bernie Connell



Administration Officer
Ashling Henderson



Programme Administrator
Emily Moore



Communications Officer
Jane Beatty



Clerical Officer
Louise Finnegan



Assistant Programme Administrator
Catherine Colleton



*2 staff members resigned in 2019, one of these were replaced.

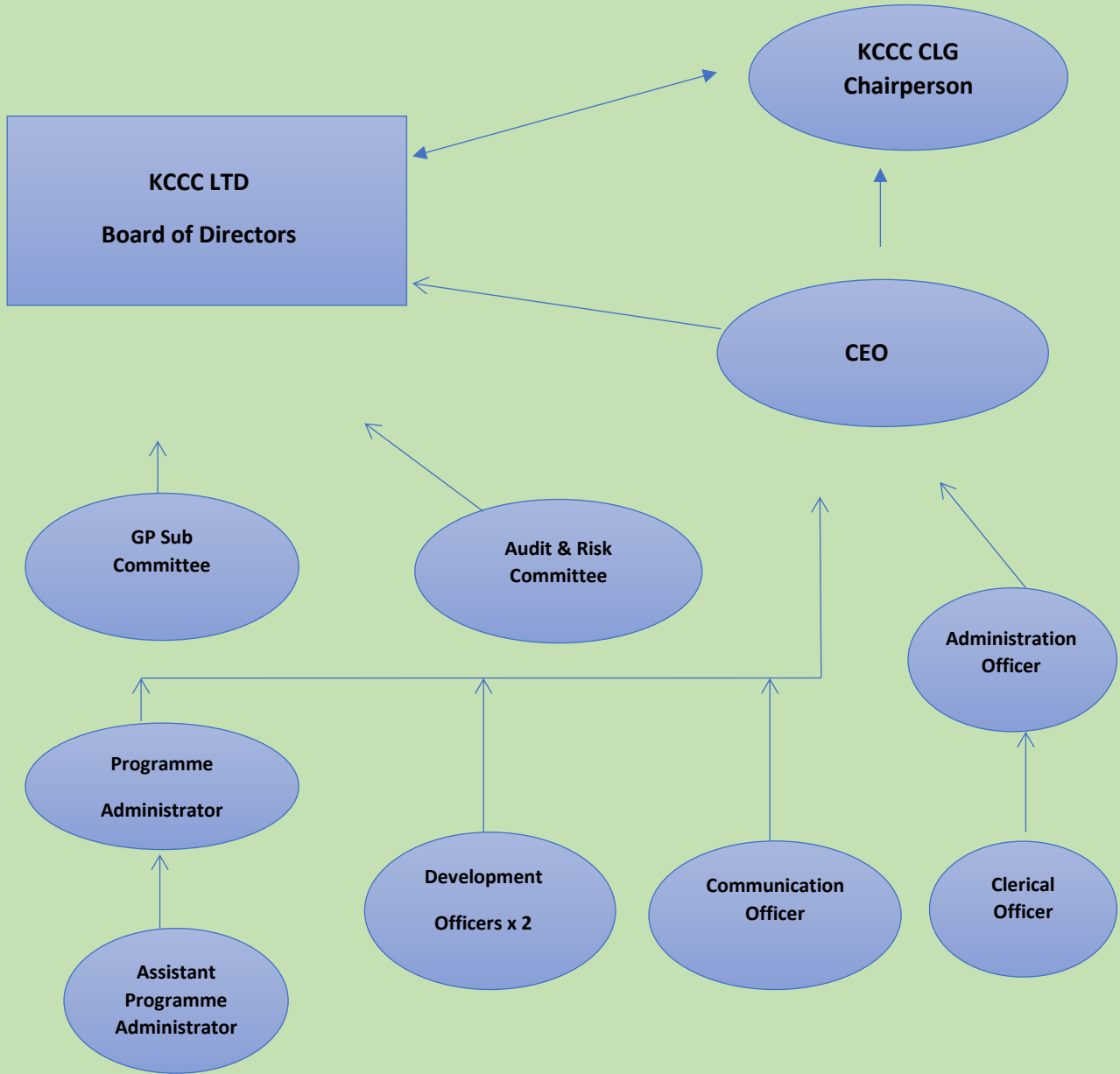
Health and Safety

- The Kildare County Childcare Committee Safety Statement was updated during the year to ensure it remains fit for purpose.
- Risk assessments were carried out for all offices in line with statutory regulations.
- Staff training was organised to refresh first aiders.

Appendices

Appendix 1 – KCCC Organisational Chart

Organisational Structure



Appendix 2 – KCCC Salary Scales

Childcare Committee Salary Scales are equal to local authority salary scales, which were as follows in 2019:

Grade 6 – Senior staff officer/executive librarian/senior legal assistant/clerk of works/building inspector

47,588 – 48,736 – 50,122 – 52,725 – 54,279 – LSI 1 56,213 – LSI 2 58,157

Grade 5 – Staff officer/librarian/legal assistant

42,777 – 44,137 – 45,499 – 46,861 – 48,221 – LSI 1 49,798 – LSI 2 51,374

Grade 4 – Assistant staff officer/senior library assistant

28,189 – 30,116 – 32,850 – 34,646 – 36,218 – 37,736 – 39,786 – 41,271 – 42,777 – LSI 1 44,163 – LSI 2 45,554

Grade 3 – Clerical officer/library assistant/branch librarian*

24,120 – 25,704 – 26,096 – 26,887 – 28,043 – 29,202 – 30,361 – 31,202 – 32,156 – 33,261 – 34,045 – 35,142 – 36,244 – 38,320 – LSI 39,793

*Source Forsa.ie

Kildare County Childcare Committee

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Tel: 045-861307 **Email:** info@kccc.ie **Website:** www.kccc.ie

Fax: 045-982411 **Web:** www.kccc.ie

RCN: 20054175 CRO: 35591 CHY: 15585

Chairperson: Albert Perris

Directors: Anthony Egan, Kathleen Cash, Eilis Quinlan, Terence Dignan, Réilitin McCall, Kathryn Brennan, Edel Smyth.

Company Secretary Edel Smyth

