

EMPLOYMENT COMMITTEE

Minutes of the meeting held on Thursday 14 June 2012 at the Town Hall, Royal Leamington Spa at 4.30 pm.

PRESENT: Councillors Boad, Caborn, Coker, Copping, Hammon, Kirton, Mrs Knight and Mobbs.

Apologies for absence were received from Councillors Barrott, Mrs Bunker and Mrs Gallagher.

Councillor Shilton substituted for Councillor Mrs Bunker.

1. **APPOINTMENT OF CHAIRMAN**

It was proposed, duly seconded and

RESOLVED that Councillor Mrs Bunker be appointed as Chairman for the ensuing municipal year.

In Councillor Mrs Bunker's absence, it was agreed that Councillor Coker would Chair the meeting.

2. **DECLARATIONS OF INTEREST**

There were no declarations of interest.

3. **MINUTES**

The minutes of the meeting held on 27 March 2012 were taken as read and signed by the Chairman as a correct record.

4. **SERVICE TRANSFORMATION RESERVE BID – SPORTS AND LEISURE**

The Committee considered a report from Cultural Services which sought approval to add a new post to the establishment for a period of 12 months to support the Sports and Leisure Manager through Phase II of the restructure in this service.

As part of the Fit for the Future Programme, the Sports and Leisure team had been considering its purpose, identifying what customers wanted from the service, reviewing how the service was currently provided, whether there were better ways of doing so in the future and considering what opportunities existed to increase income.

The project included all the Council's main leisure centres plus dual use sites, sports development activities, outdoor sports and sports events. The Fit for the Future report to the Executive in April 2012 included reference to this project as a key project to contribute to the Fit for the Future programme.

Fundamental to the project was a review of the current staffing structure to consider whether it was now fit for purpose in delivering the service and this would be considered in two phases.

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Phase I would be a review of the "management team" for the service including the Sports and Leisure Manager, leisure centre managers, sports development officers and the sports and events officer. Phase II would be a review of the "operational" staff structure ie those staff required to deliver the frontline services in the leisure centres, once the review of the programme of activities had been completed. A key element of this would be the review of staffing rotas and the use of non contracted casual staff.

The report requested approval of the addition for a new post of Project Manager (Sports & Leisure) to the establishment for 12 months to oversee the leisure centre programme review and design the revised operational staffing structure to deliver this programme in future years.

An alternative option was for the Sports and Leisure Manager to manage the growing number of projects in the section, however, officers felt this could jeopardise the successful completion of Phase I of the restructure. It would also limit the individual's input into the Indoor Sports Audit/Strategy which was essential if the Council was to get clear and robust evidence to support its future planning for sports and leisure provision.

The officers present advised that it had been fifteen years since there had been a full review of this service and this was fundamentally to deliver what the customer was asking for. Members present agreed that this was a large project to undertake and appreciated that consultation would be a key part of the process. They were assured that existing staff would be actively involved in the programme review and continue to be a key consultee at nearly every stage of the project.

Members queried if this post could be resourced through the existing staff structure but accepted that the Leisure sector was a very different and unique industry and it would be preferential to find an individual with specific experience.

Councillor Mobbs suggested that the wording 'twelve months only' be added to the recommendation to assure members that this project would be completed in the suggested timeframe.

Having read the report and heard from the officers present, the Committee were of the opinion that the recommendation be approved, subject to a minor amendment to the wording.

RESOLVED that the addition of a new post of Project Manager (Sports & Leisure) to the establishment for 12 months only to oversee the leisure centre programme review and design the revised operational staffing structure to deliver this programme in future years, be approved.

5. PUBLIC AND PRESS

RESOLVED that under section 100A of the Local Government Act 1972 that the public and press be

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excluded from the meeting for the following items by reason of the likely disclosure of exempt information within paragraph 2 of Schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006.

The full minutes of minutes 6 to 8 were contained within a confidential minute which would be made available to the public following the implementation of the relevant decisions. However, a summary of the decisions was as follows:

6. SPORTS AND LEISURE PHASE 1 RESTRUCTURE

The recommendations as set out in the report were agreed.

7. ADDITION OF A POST TO THE HOUSING AND PROPERTY SERVICES ESTABLISHMENT

This item was withdrawn from the agenda, prior to the meeting.

8. MINUTES

The confidential minutes of the meeting held on 27 March 2012 were taken as read and signed by the Chairman as a correct record.

(The meeting ended at 5.50 pm)