

**JOINT CABINET AND EMPLOYMENT & GENERAL COMMITTEE**

**Tuesday, 2nd June, 2015**

Present:-

Councillor Burrows (Chair)

Councillors	T Gilby	Blank
	T Murphy	Elliott
	Ludlow	Simmons
	Bagley	Davenport
	Serjeant	Dickinson
	J Innes	
	Huckle	
Non Voting Members	Brown	Wall
	Bagley	

\*Matters dealt with under Executive Powers

**1 DECLARATION OF MEMBERS' AND OFFICERS' INTERESTS RELATING TO ITEMS ON THE AGENDA**

No declarations of interest were received.

**2 APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors Hollingworth and A. Diouf.

**3 MINUTES**

**RESOLVED –**

That the Minutes of the meeting of the Joint Cabinet and Employment and General Committee of 21 April, 2015 be approved as a correct record and signed by the Chair.

#### **4 LOCAL GOVERNMENT ACT 1972 - EXCLUSION OF PUBLIC**

##### **RESOLVED –**

That under Regulation 21 (1)(b) of the Local Authorities (Executive Arrangements)(Access to Information)(England) Regulations 2000, the public be excluded from the meeting for the following item of business on the grounds that it involved the likely disclosure of exempt information as defined in the following Paragraphs of Part 1 of Schedule 12A to the Local Government Act 1972 – Paragraphs 1, 3 and 4, on the grounds that it contained information relating to individuals, financial and business affairs and to consultations or negotiations in connection with any labour relations matter arising between the authority and employees of the authority.

#### **5 SPORT AND LEISURE SERVICE STAFFING**

The Sport and Leisure Manager submitted a report recommending for approval the establishment of new posts and a new staffing structure within the Sport and Leisure Service.

The proposed new posts to be created were:

- Six part-time Activity Leader posts
- One part-time Lifestyles Instructor post
- One temporary full-time Community Lifestyle Officer post for 2 years
- One Variable Head Attendant role
- One part-time Gymnastics Trampoline Development Officer post

It was also proposed that the existing post of Climbing Instructor be replaced by a new Climbing Development Officer post. Previously the funding for this post was used to finance an arrangement with a private contractor. This was no longer sustainable and limited the opportunities that could be developed with this activity.

The creation of six part-time Activity Leader posts would lead to a reduction in the number of zero-hour contracts within the Service and allow for continuity and effective forward planning of resources. The objective of the new posts was to improve the quality and sustainability of activities for young people and families, particularly holiday schemes.

The additional Lifestyles Instructor post would also lead to a reduction in the number of zero-hour contracts within the Service and would provide greater flexibility and capacity for delivering fitness classes. This reflected the significant shift in business development due to an increase in the numbers of memberships of the two sports centres.

The Community Lifestyle Officer was to be part funded by the Housing services and the NHS. The post would support the delivery of a Locality Plan to reduce health inequalities, and inactivity levels, and increase participation in sport and other physical activity.

The additional Variable Head Attendant role would enable suitably trained staff to undertake the Head Attendant duties on a relief basis to provide extra supervisory support when required.

The establishment of a new part-time Gymnastics Trampoline Development Officer post was to allow for an expansion of the programmes in gymnastics and trampolining to increase participation and further develop this new income stream.

Consultation with affected staff and their trade unions had been undertaken.

The report outlined the human resources and the financial implications, along with the potential risks and proposed actions to mitigate these. The job descriptions and the person specifications for the new posts were attached as Appendices to the report.

**\*RESOLVED –**

- 1) That the establishment of a new Activity Leader Team of six part time posts as outlined within the report be approved.
- 2) That the proposal to jointly fund and appoint a temporary full time Community Lifestyle Officer in partnership with Housing Services and the NHS be approved for two years from the date of appointment.
- 3) That the establishment of a Variable Head Attendant role as part of workforce development and succession planning within the service be approved.
- 4) That the establishment of an additional part time Lifestyles Instructor post be approved.

- 5) That the establishment of a new part time Gymnastics Trampoline Development Officer post be approved.
- 6) That the proposal to re-designate the existing post of Climbing Instructor as Climbing Development Officer be approved.
- 7) That permission be given to backfill any vacancies should any of the new posts be filled by internal candidates.

## **REASON FOR DECISIONS**

To ensure that the Sport and Leisure Service was fit for purpose and as a consequence able to maximise performance, continuous improvement and development to ensure that the Council's Corporate Plan 2016 – 2020 was achieved.

To reduce zero hours contracts within the Council workforce and to provide permanent job additional opportunities for existing staff on zero hour contracts and employees at risk within the organisation.