

ANGUS COUNCIL

CONTRACT SERVICES COMMITTEE - 17 MARCH 1998  
PERSONNEL AND PROPERTY SERVICES COMMITTEE - 17 MARCH 1998

CONTRACT SERVICES - RESTRUCTURE OF LEISURE MANAGEMENT

JOINT REPORT BY CONTRACT SERVICES MANAGER AND  
DIRECTOR OF PERSONNEL

**ABSTRACT**

The purpose of this report is to update and advise Members on the current situation regarding the Restructure of Leisure Management.

**1. RECOMMENDATION**

It is recommended that the Committees note and approve the contents of this report for their respective interests.

**2. BACKGROUND**

Members are referred to Committee Report No 102/97 regarding the restructure of Leisure Management and the commitment given to review the situation regarding Manual Worker Chargehands working within Leisure Management.

**3. CURRENT POSITION**

In consultation with the staff and Unions, a review was carried out. This resulted in a draft Job Outline being prepared for the duties which ideally should be carried out by the "Chargehand" within each leisure facility. This Outline was then presented for Job Evaluation.

The evaluation for the draft Outline indicated that, if the proposed post was implemented and included in the structure, it would be graded as an APT&C post carrying a salary of GS3.

The staff costs associated with implementing this proposal could not be met from the department's existing budget therefore, in consultation with the staff and Unions, other options for funding the proposal were investigated.

The investigation resulted in the proposal that the conditions of employment for all staff within Leisure Management were to be harmonised onto the annualised hours agreement, already agreed and operated by the ex-Angus District Council employees within Leisure Management. In effect, this would result in weekend and other enhancements at present paid to ex-TRC employees, being bought out. The savings in overtime payments offset the cost of implementing the proposed GS3 post.

Unfortunately the staff and Unions, after considerable deliberations, rejected this proposal therefore the existing structure will continue to operate, i.e. the status quo.

With regard to the harmonisation of conditions it is the intention that, while the existing staff within the ex-TRC leisure facilities will have their conditions preserved in accordance with the national agreements, all new staff within Leisure Management will be employed under the annualised hours conditions of employment.

#### **4. FINANCIAL IMPLICATIONS**

There are no immediate financial implications associated with this report. However there could be future savings in staff costs, as staff are replaced due to natural wastage, under the annualised hours conditions of employment.

#### **5. CONSULTATION**

The Chief Executive, Director of Finance and Director of Law and Administration have been consulted in the preparation of this report.

No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information), were relied on to any material extent in preparing this report.

**M P Graham**  
**Contract Services Manager**