



CABINET - 16TH APRIL 2013

SUBJECT: MANAGEMENT RESTRUCTURING IN THE SPORT AND LEISURE SERVICE

REPORT BY: ACTING CHIEF EXECUTIVE

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- 1.1 The report, considered by the Regeneration and Environment Scrutiny Committee on 2nd April 2013, provided details of a proposed management restructure within the Sport and Leisure Service of the Community and Leisure Services Division and sought the views of the Members.
 - 1.2 During the course of the debate queries were raised in relation to the number of staff in the existing and proposed structure, the proposed reduction in centre shift supervisors, the proposed through grade for centre shift supervisors and how this will be achieved, the role of the centre shift managers, possible redeployment, the consultation deadline and ongoing negotiations on individual aspects within certain job descriptions, the financial implications and the responses received from the Trade Unions. Both Mr. Williams and Mr. Hardacre responded to the queries raised and, following a request for further information on the objection made by one member of staff outlined the details.
 - 1.3 Members were advised that discussions have been held with the relevant Trade Unions (Unison, GMB and NAHT) and meetings have been held with all staff affected by the proposed restructure. All staff have received copies of job descriptions and core competencies with confirmation of the grade that has been evaluated by the Job Evaluation Panel. A number of queries have been received which, apart from the one objection to the proposals, have been job or process specific and have been responded to. There are ongoing negotiations on individual aspects within certain job descriptions which will, if the proposed restructuring is approved, continue to be addressed as part of the ongoing process.
 - 1.4 Following a detailed discussion on the information within the report and given at the meeting it was agreed to recommend to Cabinet that the proposals for a management restructure within the Sport and Leisure Service of the Community and Leisure Services Division be approved in principle subject to confirmation from the Trade Unions on the proposals.
 - 1.5 Cabinet is asked to consider the recommendation.

Author: Helen Morgan, Senior Committee Services Officer
morgah@caerphilly.gov.uk

Appendices:
Appendix 1 Regeneration and Environment Scrutiny Committee Report 6(4) dated 2nd April 2013