



Belfast City Council

Report to:	Parks and Leisure Committee
Subject:	Supernumerary Staff
Date:	16 September 2010
Reporting Officer:	Andrew Hassard, Director of Parks and Leisure
Contact Officer:	Jacqui Wilson, Business Manager

Relevant Background Information

Under the strategic review of Council indoor leisure facilities in 2004, the transfer of the site at Beechmount Leisure Centre to Colaiste Feirste and Fobairt Feirste was agreed.

Members will be aware that Beechmount Leisure Centre closed to the public on 31 December 2008.

At Parks and Leisure committee on 11 September 2008 leisure management set out the impact this would have on existing staff and how it was proposed to manage this situation. At the time the staff establishment at Beechmount included 6 permanent staff and the closure plan involved deploying the same principles and guidelines that it had done for previous redeployments within the service. This would involve carrying a number of staff over establishment until the situation normalised through staff turnover.

Key Issues

Over 15 months since the closure, two members of staff have been identified as additional to establishment at the centres where they have been temporarily placed. As Beechmount was a centre without a swimming pool, these staff can't work at the poolside. There are no posts available within Leisure Services for 'dry' centre attendants and vacancies at 'dry' centres were rejected previously as being unsuitable. One individual is currently undertaking meaningful work in relation to the gym induction process, however, this is to be reviewed shortly and is unlikely to be sustainable.

We are therefore not in a position to offer sustainable long term positions within Leisure Services to these employees. Redeployment offers to other locations in the council have also been rejected by one of the individuals to date. Redeployment offers will be made to the other individual as the

meaningful work they are currently undertaking is due to come to an end.

The options going forward in relation to these staff would be to continue to offer retraining and redeployment. However in line with Council policy agreed by SP&R Committee the individuals are now supernumerary and further offers of alternative employment within the organisation will be time bound for three months. At the end of this period the individuals would be made compulsorily redundant.

Resource Implications

Financial

There will be some additional costs from carrying staff over establishment because of redeployment as a result of the closure of Beechmount. There would be the potential for redundancy costs.

Recommendations

Committee is asked to approve the identification of the remaining Beechmount staff as supernumerary and time-bound alternative offers of employment to a three month period. At that stage they would be made redundant.

Decision tracking

Officer responsible: Business Manager. Actions to be completed by December 2010.

Key to abbreviations

None.

Documents attached

None.