



Subject:	Andersonstown Mobilisation – update
Date:	21 April 2017
Reporting Officer:	Nigel Grimshaw, Director City & Neighbourhood Services Department
Contact Officer:	Nigel Grimshaw, Director City & Neighbourhood Services Department

Restricted Reports	
Is this report restricted?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input checked="" type="checkbox"/>
Some time in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of main Issues
1.1	To consider the Notice of Motion in relation to the re-development of Andersonstown Leisure Centre which, in accordance with the Standing Orders, was referred to Committee by the Council at its meeting on 3 April 2017. The following is an update report on the current position however a full report on the mobilisation plan will be brought to Committee in May.
1.2	Committee should also note a request for a deputation to the Committee has been received from the Unite and NIPSA Unions. The normal procedure for deputations is for the Committee to consider a request at one meeting and for the deputation to be received at

	the next. Given that the full report on the mobilisation plan is to be submitted in May, the Committee is asked whether it wishes to receive the deputation at that meeting.
2.0	Recommendations
2.1	<p>The Committee is asked to;</p> <ul style="list-style-type: none"> • Consider the issues set out in the update report. • Consider the request for a deputation from the Unite and NIPSA unions
3.0	Main report
3.1	<p><u>Key Issues</u></p> <p>At the meeting of Council on 3 April 2017, Councillor Collins, seconded by Councillor Heading, proposed the following Notice of Motion:</p> <p style="padding-left: 40px;">"This Council recognises the upcoming redevelopment of Andersonstown Leisure Centre and the positive potential which this investment could bring to the City.</p> <p style="padding-left: 40px;">It also notes concerns which have been raised by Trade Union representatives about jobs during and after the redevelopment. The Council is opposed to any job losses as part of the redevelopment. It also believes that any displacement process should be done transparently and equitably, to ensure that current staff are treated fairly during this process.</p> <p style="padding-left: 40px;">Finally, the Council considers it crucial that all current staff should be afforded the right to return to Andersonstown Leisure Centre after the redevelopment and under their current employment contracts, with no changes to their terms and conditions, if they so wish to. The Council calls upon GLL to work with Council staff, elected representatives and the relevant Trade Unions to ensure that action is taken which leads to the best possible deal for leisure workers."</p>
3.2	<p>This was referred without debate to the Strategic Policy and Resources Committee. It should be noted that raising this notice of motion and the referral to SP&R does not constitute any form of agreement to the issues by the Council and it is for SP&R to decide whether to consider the issues raised.</p>

Update

- 3.3 At its meeting in January, Committee noted that Council officers and GLL were working to the agreed date of 28 May 2017 as the date the old centre will close to the public. This is in order to facilitate a full decant by mid-June. The site can then be prepared and ready for hand-over to the contractor by 1 August 2017. The re-opening is scheduled for Summer 2019.
- 3.4 Early in March, the Chief Executive and Directors met with GLL senior management to discuss the demobilisation plan for the facility. In discussion, it was agreed that, both the Council and GLL will work together to do everything possible to mitigate against any compulsory redundancy, and there is a high level of confidence that this can be achieved in the context of the city-wide Leisure Transformation Programme.
- 3.5 In light of this, over the past weeks, GLL has put in place a recruitment freeze, in order to create space across the estate, as well as having carried out a series of one-to-one meetings with the directly affected staff at Andersonstown to ascertain redeployment options.
- 3.6 Subsequent to this, GLL met with the Chief Executive and Directors again, where it was agreed that GLL should proceed to initiate a city-wide Expression of Interest process for a voluntary redundancy scheme. This was without commitment on the part of either organisation, but would allow GLL to scope the level of interest and therefore the business need and affordability of implementing a scheme across all centres.
- 3.7 In relation to redeployment, GLL has committed to redeploy staff by agreement and will offer the same role and the same number of hours in another centre, with TUPE conditions protected (on the basis of like for like i.e. hourly rate, number of hours, and calculation methodology for shift/weekend working). It should be noted however, that this may not be on the same work pattern in all instances but will be accommodated as far as possible. This will be discussed on a one-to-one basis as these are finalised, in appropriate consultation with the Trade Unions.
- 3.8 In parallel, the Council has requested that GLL proceed to develop the new roles, responsibilities and structure at Andersonstown post-development required for this unique specialist water experience. Given that we are still to reach the final stages of detailed physical design, the narrative on the new structure will likely only be at a high-level at this stage. However, this will give some indication of the new roles and additional training which

will be required. The staffing roles will of course, be different to the current roles, which relate to a standard leisure centre offer. For example, the new lifeguard role will be multi-dimensional; managing a flow-rider, enlarged toddler water space, as well as a standard 25m tank.

3.9

Given these variables, we have asked GLL to consider the legal and resource implications of offering redeployed staff a preferential option to return to the redeveloped Andersonstown, subject to their agreement to fulfil all necessary training and skills enhancement requirements, along with a commitment to appropriate flexibility in terms of the new roles. Similar to Olympia there will be a comprehensive training programme provided to ensure that staff are appropriately upskilled to meet all requirements. GLL has indicated they will engage with the Trade Unions in discussions around this, to take account of the commitment to offer new opportunities to all staff city wide balanced against the request for such a preferential option.

3.10

In addition, GLL have committed to ensure there is no pay detriment, as has already happened for anyone moving to a "GLL role". GLL have agreed to have detailed discussions with Trade Unions regarding specific aspects of GLL terms and conditions which are perceived to be detrimental, but it is understood that both GLL and the Unions have agreed it will not be possible to conclude this before the necessary redeployment of staff in June 2017.

3.11

Overall, it remains both the Council's and GLL's longer term aim to encourage income growth in order to create more jobs and training opportunities for local people. Given the recent successful mobilisation at the new Olympia, we are confident that this is achievable. Some of the headline achievements include:

- Net growth of 5 new roles in the new centre and continued employment opportunities through growth in pools and sports programmes;
- No reliance on agency staff, and a significant increase in staff training hours;
- There were 18 internal staff transferred and promoted into the new centre;
- Launch of new products for the city in Better Spa experience and Coffee corner;
- Double the number of leisure centre members in the first three months compared to the old centre;
- Double the amount of swimming lessons available in the first three months; and
- A pool programme to facilitate public casual swimming from 6am-10pm, alongside

	swim club users – a first in any Belfast leisure centre.
3.12	Finally, Council officers have emphasised to GLL the importance of working closely with the Trade Unions to give assurance to staff in this period of change. Council officers will continue to ensure that TUs are regularly updated, in order to work in partnership.
3.13	A mobilisation workshop for the West Area Working Group and Budget Panel members is being arranged in advance of the May SP&R meeting, in order for GLL to present its overall mobilisation plans, including its engagements with sports clubs and users.
3.14	<u>Financial & Resource Implications</u> None at present – under active consideration
3.15	<u>Equality or Good Relations Implications</u> None at present – under active consideration
4.0	Appendices – Documents Attached
	None