

RIBBLE VALLEY BOROUGH COUNCIL REPORT TO PERSONNEL COMMITTEE

meeting date: 14 MARCH 2023
title: INCREASE IN ESTABLISHMENT HOURS AT RIBBLESDALE POOL
submitted by: MARK BEVERIDGE, HEAD OF CULTURAL SERVICES

1 PURPOSE

1.1 To request that Committee approve an increase in the establishment hours at Ribblesdale Pool to help reduce the reliance on casual staff for the core hours of the pool on weekdays.

1.2 Relevance to the Council's ambitions and priorities:

- Community Objectives } The Council aims to be a well-managed Council.
- Corporate Priorities } Recognising the contribution staff make to the work of the Council.
- Other Considerations }

2 BACKGROUND

2.1 The pool currently has 3.5 fte permanent lifeguards, to provide poolside cover over the 7 days per week the pool is open, these staff provide 136 hours of cover out of the 220 in total required. The Council relies on casual staff to make up the rest of the staffing levels. Enabling the pool to open safely in accordance with national guidelines for the number of lifeguards poolside.

3 ISSUES

3.1 Recruiting permanent staff is an ongoing issue for the pool, along with other similar facilities across the Country, especially given the cost of qualifying and the requirement to attend ongoing training and then requalify every three years.

3.2 Using casual staff is a cost-effective way of running the pool, although it brings with it the issue of continually having to organise sufficient coverage from the casual roster to ensure the pool can operate.

4. PROPOSAL

4.1 The hours of work for a recent full-time vacancy were changed to meet the needs of the service better. The post holder from an existing part time post has been successful in getting that post. This now leaves her part time post vacant.

4.2 It is proposed that this post is increased from 25 to 37 hours per week, Monday to Friday, to maintain a balance of male and females it proposed the post is restricted to females only. The additional 12 hours are currently covered by casual staff, the costs of this change to the establishment are set out below:

Casual covering hours

hourly rate	hours	sub total	pay in lieu of hols 12%	weekly total	annual	pension 17.10%	NI 13.8%	
£10.60	12	£127.20	£15.26	£142.46	£7,428.07	£1,270.20	£0.00	£8,698.27

Scale 1B scp 4

current post holder

Equivalent hours by staff on permanent contract

hourly rate	hours	weekly total	annual	pension 17.10%	NI 13.8%	
£10.983	12	£131.80	£6,871.84	£1,175.09	£948.31	£8,995.24

Additional annual cost of 12 hours worked by permanent employee

£296.97

The amount will change slightly for 23/24 to an increase of £326 p.a. as a 5% pay award is being budgeted and there will be a reduction to the employer's pension contribution.

4.3 This amendment to the establishment will enable the pool to have greater certainty of lifeguard cover during the week and the increase in cost is negligible, it being met from the existing budget.

4.4 CMT considered this request on 1st February, 2023 and supports this recommendation.

4. RISK ASSESSMENT

4.1 The approval of this report may have the following implications:

- Resources – The implications for resources are set out in the report. These can be met from the existing pool budget.
- Technical, Environmental and Legal – N/A
- Political – N/A
- Reputation – N/A
- Equality and Diversity – Where a justification exists, a post holders' gender can be specified, as is the case in this instance, to ensure the mix of male and female lifeguards is maintained to enable staff to deal with issues that arise in the respective changing rooms.

5. RECOMMENDED THAT COMMITTEE

5.1 Agree to the proposed changes set out.

5.2 Request Personnel Committee to consider the proposed changes to the establishment at Ribblesdale Pool.

MARK BEVERIDGE
HEAD OF CULTURAL AND LEISURE SERVICES

BACKGROUND PAPERS

None

For further information please ask for Mark Beveridge 01200 425111