



North West Leicestershire Branch
 Council Offices
 Coalville
 Leicestershire
 LE67 3FJ

4 January 2017

FOA Mike Murphy – Human Resources Manager
 North West Leicestershire District Council
 Council Offices
 Coalville
 Leicestershire
 LE67 3FJ

Dear Mr Murphy

Leisure Centre Surplus Share Consideration

Further to the Cabinet report to be considered on 17 January 2017 for the purpose of advising members of the Councils leisure centres achieving a financial budget surplus.

Thank you for considering our members comments and our representation submitted on 9 December 2016 and writing to advise of a revised report recommending that there should be a 50/50 share of the surplus between leisure centre staff and the new leisure centre fund.

We have again consulted with our members and they would like their trade union to make the following comments and representation on their behalf.

Comments from members
My comments are that in our local agreement, nothing was agreed on the terms that 50% of a surplus that we helped make would be injected back into the centre. I also find it a concern that this whole process has been kept quiet from us over the years. Certainly not fair and something needs to be put in place/looked at to prevent this happening in the future.
Over the past few years we have had so many cut backs and members of staff not being replaced (from cleaners to management) work load has got bigger and more has been asked of everyone, so finding out we have made a surplus (eventually) is a real bonus and in a way makes us feel appreciated. Nowhere in the local agreement does it mention that we have to give up 50% of our surplus, we just want what is deserved.
I completely agree with the comments made by my colleagues and that nowhere does it say in the local agreement that we have to give up 50% of the surplus

Although we appreciate the reconsideration of the original recommendation to utilise all of the surplus towards the leisure centre project and that the revised recommendation stands at 50%, we would still like to reiterate that the "Local Agreement" states that:

"The Council's Executive Board will, no less frequently than annually, determine what proportion of any surplus made, if any, is available for distribution to employees of the Direct Leisure Services.

The surplus will be distributed to all registered employees of the Direct Leisure Services employed under the terms of this Local Agreement on the day that any such surplus is declared by the Board in accordance with the following"

The local agreement does not state or permit the district council to decide alternative options for spending the surplus intended for leisure centre staff who contributed to the surplus.

50% of the surplus being recommended to be invested in the possible 20 million pound project makes less reasonable sense than 100% as it is an even smaller "drop in the ocean" to a significant project. £21,937 would make minimal difference to the project however it would make a significant difference to each of the leisure centre staff who contributed to the achievement of the surplus over the years.

We strongly believe that the leisure centre staff are entitled to 100% of the surplus as per the terms of the Local Agreement.

I would hope that members reserve the right to request that the Local Agreement, Direct Leisure Services Conditions of Service should be upheld and staff be rewarded 100% as per the agreement.

Unfortunately due to annual leave and the Christmas break it has been difficult to obtain many responses to the consultation of the report however I am sure that if a longer consultation period was provided we would have many more comments to add this this response.

I would also like to reiterate a question raised by our member "how was this surplus missed for so long"? How can this be avoided in the future? What processes will be put in place to avoid this from happening again? A clear and transparent process? If the trade union can assist in this process at all please do not hesitate to contact me.

Our members and your workforce await a suitable and fair and decision in due course.

Yours sincerely

Catherine Ridgway
Branch Secretary
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