

Report on	Staff Usage of Greenvale Leisure Centre
Reporting Officer	Anne-Marie Campbell
Contact Officer	Oliver McShane

Is this report restricted for confidential business?	Yes	
If 'Yes', confirm below the exempt information category relied upon	No	x

1.0	Purpose of Report
1.1	Members are asked to consider proposed arrangements for discounted staff use of Greenvale Leisure Centre.
2.0	Background
2.1	By providing employees with discounted access to sport and leisure facilities, MUDC may improve staff wellbeing and job satisfaction, as well as raise retention rates. The welfare of members and employees has a direct impact on the success of the council.
3.0	Main Report
3.1	<p>Members previously agreed that staff could avail of a 50% discount on the full Facility Membership card. This allowed staff who wish to take up the offer at a cost of £15.00 per Centre month for full membership of all following facilities: Cookstown Leisure Centre, Dungannon Leisure Centre, Greenvale Leisure, Maghera Recreation Centre, Mid Ulster Sports Arena, Meadowbank Sports Arena and Moneymore Recreation Centre.</p> <p>Members also previously agreed that staff could avail of a 50% discount on the individual cost of using leisure facilities for non-bookable facilities or activities including swimming, gym, fitness or other exercise programme session (on a pay as you go basis) at the following: Cookstown Leisure Centre, Dungannon Leisure Centre, Mid Ulster Sports Arena, Maghera Leisure Centre, Meadowbank Sports Arena and Moneymore Recreation Centre.</p> <p>Use of the Greenvale Leisure Centre by Council staff formed part of the Leisure Services Management Service Agreement. The cost to individual members and staff was £12.50 per month.</p> <p>It is proposed that Greenvale Leisure Centre be included in the facilities that staff can avail of 50% discount on the individual cost of using leisure facilities for non-bookable facilities or activities including swimming, gym, fitness or other exercise programme session (on a pay as you go basis). It is also proposed that staff who wish to take up full membership at Greenvale Leisure can do so at a cost of</p>

	<p>£15.00 per month. Both proposals exclude usage of Greenvale Leisure Centre by staff employed in Greenvale that transferred to Council on 10th September 2017 under TUPE legislation. Their usage of Greenvale Leisure Centre will be reviewed as part of the alignment process that is commencing.</p> <p>These discounts would be offered to MUDC Full time, Part time and casual staff employees. All staff who wish to avail of the discount must register and will receive a membership card. Casual staff must have worked for MUDC in the last three months. Casual's use of the discount will be reviewed on a three month basis to ensure they have worked with MUDC in the last 3 months.</p> <p>By providing employees with discounted access to sport and leisure facilities, MUDC may improve staff wellbeing and job satisfaction, as well as raise retention rates. The welfare of employees has a direct impact on the success of the council. Because of this MUDC benefits from happier, more productive members and staff.</p> <p>Staff will be informed that Inland Revenue may view this as a benefit in kind and at some point may wish to tax the benefit as such. This discount would be offered to MUDC Full time, Part time and Casual staff who have worked in the previous three months.</p>
4.0	Other Considerations
4.1	<p><u>Financial & Human Resources Implications</u></p> <p>Financial: 50% discount should encourage more staff to avail of exercise programmes at leisure facilities.</p> <p>Human:None.</p>
4.2	<p><u>Equality and Good Relations Implications</u></p> <p>N/A</p>
4.3	<p><u>Risk Management Implications</u></p> <p>N/A</p>
5.0	Recommendation(s)
5.1	<p>Members are asked to approve that staff could avail of a 50% discount on the individual cost of using Greenvale Leisure Centre facilities for non-bookable facilities or activities including swimming, gym, fitness or other exercise programme session (on a pay as you go basis). Also approve that staff who wish</p>

	to take up full membership at Greenvale Leisure can do so at a cost of £15.00 per month. Both proposals exclude usage of Greenvale Leisure Centre by staff employed in Greenvale that transferred to Council on 10 th September 2017 under TUPE legislation
6.0	Documents Attached & References
	None