

Report on	Provision of Leisure Uniforms
Date of Meeting	14 March 2019
Reporting Officer	Oliver McShane
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Is this report restricted for confidential business? If 'Yes', confirm below the exempt information category relied upon	Yes	
	No	X

1.0	Purpose of Report
1.1	To obtain approval regarding provision of leisure staff uniforms within Mid Ulster District Council.
2.0	Background
2.1	Mid Ulster District Council currently employs around 300 leisure staff within a range of sites who currently wear a corporate uniform. These items include a variety of t-shirts, tracksuit bottoms, shorts and fleeces.
2.2	Previously, leisure uniforms were procured under a PPE tender which has now expired.
3.0	Main Report
3.1	Within the leisure transformation process, a project team was established to consider the provision of uniform for leisure staff. This included representatives from a variety of leisure sites and sports arenas.
3.2	As part of this process, a survey was conducted with all staff to establish satisfaction levels with current provision. This found that a generally unfavourable opinion of uniform current exists, with staff, on average, rating the current uniform at 4/10.
3.3	While there was a wide range of opinions regarding current uniform, many staff considered items to be unfit for purpose, particularly in regards to their weight and 'breathability' within the often hot and humid leisure environment. Additionally, there was a concern that many items were ill-fitting, and offered no provision for 'ladies fit' which many staff felt portrayed an unprofessional image of the service.
3.4	Benchmarking with other local facilities found that recent procurement of uniforms has taken into account requirements for lighter, more breathable uniform available in a range of sizes and styles.

3.5	Within the survey, staff showed a strong preference for being allocated a better quality uniform less often, with 82% indicating a preference for 'quality over quantity'. It was considered that replacement of uniform on a bi-annual basis would meet this need, and mirror practices within benchmarked facilities within other Council areas.
3.6	Indicative costing of uniform identified that a better quality, and more fit-for-purpose uniform, could be purchased within existing budgets based on bi-annual replacement. Uniform colours and branding will remain unchanged.
4.0	Other Considerations
4.1	Financial, Human Resources & Risk Implications
	Financial: Indicative costing of leisure uniforms for all currently employed staff is approximately £29,000. This is in line with current budgets if uniforms are replaced bi-annually.
	Human: None
	Risk Management: None
4.2	Screening & Impact Assessments
	Equality & Good Relations Implications: None
	Rural Needs Implications: None
5.0	Recommendation(s)
5.1	This report recommends that Council approves the commencement of a procurement for the provision of leisure uniforms. This contract should be awarded for an initial 2-year period, with the option to extend, at Council's discretion, for two 1- year periods.
6.0	Documents Attached & References
6.1	None.