



- 8) Do you think increased usage of the Recn Centre would help you to control your weight and improve flexibility and fitness? Yes      No
- 9) Would a 50% discount on entry fees be sufficient incentive to encourage you to increase your usage of the Recn Centre? Yes      No
- 10) If you maintain your current lifestyle do you think your fitness, flexibility and weight will improve over the next 5 years? Yes      No
- 11) Do you think an increased level of fitness will improve your sense of happiness and well being and productivity at work Yes      No
- 12) Which of the following Recn Centre Programs do you currently utilise?  
Please complete the below table (tick multiple boxes)

Activity	Yes	Interested	Would if 50% off	Never
Personal Training Gym)				
Gym				
Physio Circuit				
Living Longer Stronger				
Dance For Fitness				
Interval Step				
Body Tone & Stretch				
TKO (Boxing)				
Fitball				
Total Body				
Team Tennis				
Senior Netball				
Social Badminton				
Indoor Cricket				
Mixed Social Volley Ball				
Indoor Bowls				

Comments.....  
 .....  
 .....  
 .....

Staff are asked to complete and return this survey by the 13 June 2011.

Completed surveys can be put in the Recn Centre Survey box in your workplace.

If you have any questions please contact Gregg Harwood, Director of Community & Regulatory Services on 98480300 or mobile 04187321987.

# Staff Recreation Centre Usage Survey Results

## As At 13 June 2011

### Work Area

		TOTAL
<b>Admin</b>	1111111111 1111111111 11111	<b>25</b>
<b>Recreation Centre</b>	111	<b>3</b>
<b>Youth Centre</b>		
<b>Depot</b>	1	<b>1</b>
<b>Library</b>	111	<b>3</b>

### Child Care & School Holiday Program:

	YES	TOTAL	NO	TOTAL	If Yes, HOW MANY CHILDREN	TOTAL	HOW FREQUENT
Do you have school aged children?	11111111 111111	<b>14</b>	11111111 11111111 11	<b>18</b>			
Do you currently utilise the "crèche" that currently operates in the Admin office staff room?	11111111 1	<b>9</b>	11111	<b>5</b>	22221211	<b>13</b>	5 days fn 3 days 5 days wk 4 days 1/wk 2/wk 3-5days wk Occasionally
Do you currently utilise the Recn Centre School Holiday Program?	1111111	<b>7</b>	1111111	<b>7</b>	22224	<b>12</b>	Occasionally Every S'Hols 2-3 days wk
The cost of the Recn Centre School Holiday Program. Would a 50% discount (\$ per child) be a sufficient incentive for you to use this service.	11111111 111	<b>11</b>	11	<b>2</b>	222212214	<b>18</b>	

### **COMMENTS:**

- *Have booked in 3 times. All sessions been cancelled due to lack of numbers.*
- *When it runs, which is very rare.*
- *Every school holidays, when they are operating and if they are.*
- *However, as we utilize it anyway, any discount would be appreciated as it is very costly using it every day.*

## Recreation Centre Usage and Fitness

	YES	TOTAL	NO	TOTAL
Are you satisfied with your current level of fitness?	1111111111 1	<b>11</b>	1111111111 1111111111 1	<b>21</b>
Are you satisfied with your current level of flexibility?	1111111111 1	<b>11</b>	1111111111 1111111111 1	<b>21</b>
Are you satisfied with your current weight?	1111111111	<b>10</b>	1111111111 1111111111 11	<b>22</b>
Do you think increased usage of the Recn Centre would help you to control your weight and improve flexibility and fitness?	1111111111 1111111111 111111	<b>26</b>	11111	<b>5</b>
Would a 50% discount on entry fees be sufficient incentive to encourage you to increase your usage of the Recn Centre?	1111111111 1111111111 11	<b>22</b>	1111111111	<b>10</b>
If you maintain your current lifestyle do you think your fitness, flexibility and weight will improve over the next 5 years?	1111111111 1	<b>11</b>	1111111111 1111111111	<b>20</b>
Do you think an increased level of fitness will improve your sense of happiness and well being and productivity at work.	1111111111 1111111111 1111	<b>24</b>	1111111	<b>7</b>

### COMMENTS:

- *By me of course.*
- *Maybe.*
- *Superb specimen.*
- *Finding time to do so.*
- *Unsure.*

Which of the following Recn Centre Programs do you currently utilise?

Activity	Yes	Interested	Would if 50% off	Never
Personal Training Gym)	1	111	10	111111
Gym	5	11111	9	111111
Physio Circuit	1	11	2	111111111
Living Longer Stronger				11111111
Dance For Fitness	2	1111	3	11111111
Interval Step		1	1	111111111
Body Tone & Stretch		11111	5	11111111
TKO (Boxing)	2	11	3	1111111
Fitball	1	11	5	11111111
Total Body		111	6	11111111
Team Tennis	1	11	3	11111111
Senior Netball	2			1111111111
Social Badminton		111	2	11111111
Indoor Cricket	1	1	5	11111111
Mixed Social Volley Ball		11	3	1111111
Indoor Bowls				111111111
Boot Camp	1			1111111
Indoor Soccer	1			

**COMMENTS:**

- *Have not signed for Gym membership due to costs.*
- *School Holiday Program needs to attract a regular customer base so it can be run with certainty. Cancelling days, etc. very inconvenient to parents who are left at short notice to make alternative arrangements (if possible).*
- *For staff to benefit either need to increase programmes out of hours or introduce lunchtime sessions – maybe corporate sessions?*
- *I would use the holiday programs for the children if they were definite and not cancelled when there is less than required attendance.  
Would use in mornings between 6am – 7am if open especially in winter months.*
- *I get my share of exercise through other ways and means. I am happy to stay out of the gym and stick with my personal exercise regime.*
- *Having no option within town and its facilities for school aged children during school holidays it is a shame that the Holiday Program is so unpredictable and unreliable and expensive. It will take 2 years full time school holiday program for the community to utilities it fully again. It needs to stay OPEN regardless of numbers.*
- *School holiday program has been unreliable for the 3 years I have been at the Shire. Once word gets around people make other arrangements if they can or just don't bother booking. There is nothing for school age children 6 – 12 years in Denmark to attend in the school holidays when both parents work. Grandparents, if there are any, don't always want their grandchildren to look after every school holidays.*
- *My son does gym.*
- *Crèche required for non-school aged children.*
- *I have used the gym over a period of six months previously and it made a huge difference to my fitness.*
- *Employers who provide health and fitness benefits to their employees will undoubtedly have happier, healthier staff who are more productive when at work and have less sick days. A GREAT IDEA!*
- *Some classes I would be interested in but the times they are held are either during work hours or start too late in the evening.*
- *Currently I spend \$20 - \$30 per week on Recn Centre classes and feel I can't afford to spend anymore – a discount rate on classes will encourage me to go more (as long as times suit).*

- *Would do more activities at the Recn Centre BUT the time that classes are on do not run out of my work hours.*
- *Lead a active and busy life. So most time taken up.*
- *A discount would certainly help me to afford regular fitness and toning exercise at the Recn Centre, will need crèche facility for my 3 year old.*
- *Would be better utilised if there was more variety of classes between 5.30pm – 6.30pm and 7am – 7am.*
- *I maintain my own fitness regime at home. I am very happy with my current fitness issues.*
- *I am pretty fit for my age and get a pretty good level of exercise.*
- *I have put on 15kg in three years working for the Shire of Denmark.*

#### 9.4.9 HOLIDAY PROGRAM – DENMARK RECREATION CENTRE

<b>Location:</b>	Denmark Recreation Centre
<b>File Ref:</b>	#3035
<b>Disclosure of Officer Interest:</b>	None
<b>Date:</b>	8 May 2007
<b>Author:</b>	Mel Cheverton – Senior Admin Officer
<b>Senior Officer:</b>	Pascoe Durtanovich – Chief Executive Officer

#### **Summary:**

This report considers a Council operated Holiday Program being conducted at the Denmark Recreation Centre during school holiday periods, in lieu of a Child Vacation Care program run under the requirements of the Department of Community Development, and recommends its adoption.

#### **Background:**

At its March 2007 meeting, Council considered a report which recommended the non continuation of the Child Vacation Care Program, held during the school holiday periods, at the Recreation Centre. This recommendation was based on the stringent licensing requirements of both the Centre and officer running the program and a limited number of (maximum 20) participants who could be involved. Administration of the program also required constant updating to Centrelink and Department of Community Development parents subsidy entitlements and the raising of monthly invoices to these departments to claim the subsidy payments.

Council resolved to cancel the April 2007 program with the program to continue during future vacation periods.

A Council operated Holiday Program is put forward for consideration.

#### **Comment:**

As previously reported, administrative, licensing and recording requirements have grown in recent years to a point where these are quite onerous and not cost effective for the benefit obtained. Council's recreation staff consider they could operate a Holiday Program cheaper and more effectively than in the past.

Prior to 1998, Council staff did operate such a program and with the grant funding on offer from the Department of Community Development, discontinued a Council run activity to that of involving some contributions from DCD. At that time the funding assistance was the appealing factor although it did mean that to conduct the program for 20 participants, there were many times when larger numbers could not be accommodated. It is only in recent years that more onerous requirements have been placed of the providers of these programs.

Under the current arrangement, Council is advised by DCD of what the cost per participant per day it can levy (\$38 full day and \$20 half day currently) and the license restricts the number of participants to 20 – although numbers were down in the January 2007 vacation period

(average 10 per session) in previous vacation periods participants were turned away as the session limits were reached.

Being a licensed facility means that disadvantaged or low income parents have access to child welfare contributions towards the \$38 per day cost and a review of the fees levied has shown that the average participant benefit was \$17.31, therefore each participant attracted a fee of \$20.69. Some 27 families utilised the program in January 2007 with the majority contributing greater than the average participant cost.

Council does have the ability to offer and provide a Holiday Program in its own right without a need for the involvement of Centrelink or DCD. Other Council's do provide this service and discussions were held with the Shire of Katanning Recreation Services Manager on the program they offer.

Section 198(1) of the Children and Community Services Act 2004 defines a Child Care Service as being – a service for the casual, part time or day to day care of a child under 13 years of age, that is provided.....for payment or reward.

Section 23 of that Act provides – care provided to a child is excluded from the application of section 198(1) if the care is provided solely for the purposes of ...the child's participation in sporting, educational, recreational or cultural event or activities...

Council is therefore permitted to offer a Holiday Program for children under 13 years of age without the need for premises or persons to be licensed.

As there is not a need to be licensed and on the basis that programs may be operated less costly for each participant, Centre staff request Council to reconsider the matter.

It is proposed to operate a Kids Sports/Activities program during the school vacation periods and this will differ from the previously run licensed child care service. The new program would simplify the process (no licensing requirements or controls), be self run by Centre staff and still provide an entertaining program for children to attend.

The cost of the program will not be governed by an external Government Department and would be reduced from the current \$38 per day to \$21. This is the equivalent of the average fee paid now however is without the need for excessive administration. There may be some impact felt by 3 families where they have been able to claim the maximum subsidy from DCD and they will be required to meet the extra \$3 to \$5 per day cost as being Council run, they will not have access to claiming assistance from DCD.

However in the past the Centre has experienced a number of complaints from people stating that they could not access DCD's subsidy and that \$38 was out of reach for them. Centre staff believe that with a fee of \$21, this would be attractive for many of those who would not previously attend and that there will be a greater number of participants.



The Holiday Program is proposed to run from 8.30am to 5pm with parents having the opportunity for leaving their children for full days, morning and afternoon half days. Daily activities will cater for up to 40 participants although there is some flexibility in some programs for this number to be increased, and each will be age sensitive allowing for varying level's of ability.

Staffing will be on an as required basis, with a permanent senior casual and up to 3 casual juniors to fill in as required...the manager and assistant manager will also be available should there be a need.

Centre staff consider the proposed Holiday Program as being the solution to all of the problems previously created by the Vacation Care service but without effecting the good quality of the service being provided. This will at the same time deliver more sporting programs, provide greater participant involvement and motivation and encompass the essence of the Denmark Recreation Centre.

**Consultation:**

Department of Community Development  
Shire of Katanning Recreation Services Manager

**Statutory Obligations:**

Nil

**Policy Implications:**

Nil

**Financial Implications:**

Department of Community Development grant funding of \$8,000 would be lost although additional participation fees are anticipated.

**Strategic Implications:**

Nil

**Environmental Considerations:**

Nil

**Voting Requirements:**

Simple majority

<b>COUNCIL DECISION &amp; OFFICER RECOMMENDATION</b>		<b>ITEM 9.4.9</b>
<b>MOVED: CR SYME NEWTON</b>	<b>SECONDED: CR RICHARDSON- NEWTON</b>	
That the Child Vacation Care program be replaced by a Shire of Denmark Holiday Program to be conducted during school holiday periods and licensing requirements of the Department of Community Development not be proceeded with.		
<b>CARRIED 11/0</b>		
		<b>Res: 160/07</b>

#### 9.4.7 CHILD VACATION CARE PROGRAM

<b>Location:</b>	Denmark Recreation Centre
<b>File Ref:</b>	#3035
<b>Disclosure of Officer Interest:</b>	None
<b>Date:</b>	12 March 2007.
<b>Author:</b>	Mel Cheverton – Senior Admin Officer
<b>Senior Officer:</b>	Pascoe Durtanovich – Chief Executive Officer

#### **Summary:**

This report recommends the non continuation of the Child Vacation Care Program being conducted during school holiday periods, at the Denmark Recreation Centre.

#### **Background:**

For many years, the Denmark Recreation Centre has been offering and conducting the school holiday Child Vacation Care Program and attendances have varied from up to 20 children per day in past years to just 6 to 10 children in the most recent holiday program.

This may be just a Christmas 2006 short term dip in numbers however the Christmas vacation period has been the busiest in the past and the dip may indicate a lesser reliance on the program.

As the upcoming April Vacation Care Program has been cancelled due to current staff not being duly licensed and on the advice of the Department of Community Services, unlikely to be licensed prior to its commencement, the offering of the service in the future, is put forward for review.

#### **Comment:**

The Department of Community Services (DCS) provide some \$8,000 in grant funding for Council to conduct the program. Additional to this, users of the program contribute up to \$28,000 either by direct fee or through the Department of Community Services or CentreLink, where the parent is entitled to welfare payments for the service.

DCS have stringent licensing requirements both for the Centre (currently licensed for 20 children) and the person responsible for managing the program (currently no one due to recent staff changes). In the past, Council has used its Assistant Manager at the Centre as the person responsible for managing each holiday program without the need to appointing a specific program manager. Depending on the numbers of attendees and the planned activities each day, casual staff are also available to assist if required.

The PCYC in Albany is an organization which is licensed to operate a Vacation Care service. It is licensed for 70 attendees and is viably operating without effecting PCYC staff as specific qualified and accredited staff are appointed.

Each year Council is required to complete financial detail for forwarding to DCS to acquit the minor grant. On a straight “cash in” and “cash out” basis, the programs for the past 3 years have been break even and the

income has offset some of the expenditures which would normally occur annually whether or not the program is held and no doubt has been of financial benefit to the Recreation Centre. Costs which do not show in the financial detail are those associated with staff stress, staff replacement and difficulties encountered to run the program. For some in the community, the service provided by the Recreation Centre is necessary allowing the parent to go out to work without the worry of not knowing what their child is doing when not at school. To others, the Centre has become a child minding service, this being reflected in the varying number of attendees each day.

It is accepted that with an average of 6 to 10 attending each day, there is a need for this service in the community. Whether Council and the Recreation Centre is the most appropriate group to offer the service without employment of specialist child care staff, is another matter. Recreation staff are appointed for their ability to operate a Recreation Centre and recreational programs which benefit the whole community and not be tied to some 13 weeks (plus preparatory time) of care of children up to the age of 12 years.

Closure of the program at the Recreation Centre will have an impact on some working parents who have come to rely on the service and who do not have relatives or friends locally to look after their children. In view of the decision to cancel the April program and provide sufficient time to allow effected people to make an alternative arrangement by the forwarding of a letter, 2 contacts have been made by persons strongly opposed to any future cancellation.

**Consultation:**

Letter forwarded to approximately 50 persons who have utilized the Vacation Care Program in the past 12 months.

**Statutory Obligations:**

Stringent licensing requirements for both premises and person managing program.

**Policy Implications:**

Nil

**Financial Implications:**

Centre and staff salary costs currently offset by up to \$36,000.

**Strategic Implications:**

Nil

**Environmental Considerations:**

Nil

**Voting Requirements:**

Simple majority

**OFFICER RECOMMENDATION**

ITEM 9.4.7

That the Child Vacation Care Program conducted during school vacation periods at the Denmark Recreation Centre, not be continued and the community be advised accordingly.

**COUNCIL DECISION**

ITEM 9.4.7

MOVED: CR POWLEY

SECONDED: CR SYME

That the Child Vacation Care Program conducted during school vacation periods at the Denmark Recreation Centre, not be provided for the April 2007 vacation and the necessary arrangements be made to continue the program during future vacation periods.

CARRIED 9/0

Res: 91/07



### 8.2.1 DISCOUNTED EMPLOYEE RECREATION AND YOUTH CENTRE USAGE

<b>File Ref:</b>	Admin 2
<b>Applicant / Proponent:</b>	Shire of Denmark
<b>Subject Land / Locality:</b>	All Shire of Denmark Work Places
<b>Disclosure of Officer Interest:</b>	Mr Dale Stewart & Mr Gregg Harwood.
<b>Date:</b>	7 Jan 2011
<b>Author:</b>	Gregg Harwood, Director of Community & Regulatory Services
<b>Authorising Officer:</b>	Gregg Harwood, Director of Community & Regulatory Services
<b>Attachments:</b>	Yes

#### Summary:

This report considers a proposal for permanent & permanent part-time employees to be able to use the McLean Park Recreation Centre at a 50% discount excluding specialist or externally sourced services such as personal training, room hire, tables and chairs and Recreation Centre bus hire.

The report recommends that Council approve this initiative on the basis that it will improve the health and well being of staff, assist in staff recruitment and retention. It also considers the benefits of providing similar discounts to the sibling of Council employees.

#### Background:

The Director of Community & Regulatory Services has received a request from a member of staff (memo attached) requesting that the base cost of participating in the Recreation Centre school holiday program which is run with the assistance of Department for Communities grant be discounted by 50% for staff members.

The reason why this request was made because is that there have been occasions where the school holiday program activities at the Recreation Centre have been cancelled due a lack of numbers and parents (including those working at the Shire) have been left without a child care option at short notice and it was felt by one of the staff members affected that it would be less likely to happen in the future if an incentive was in place to encourage more staff to enrol their children in the program.

The reason why it has been recommended that the concept be expanded to include all basic Recreation and Youth Centre services is that all staff will have the opportunity to benefit from it and both centres will benefit from the increased participation rates and the word of mouth referrals that staff participation will bring.

#### Comment:

Many progressive private corporations and local governments have staff subsidised staff fitness and well being programs. The reason for this as that in addition to a being a means of attracting and retaining staff they see them as a means of improving the moral, presentation and productivity of staff as well as reducing the corporation's exposure to the costs of their staff developing either short or long term health conditions.

Local governments particularly at their mid and lower levels tend to retain their staff for extended periods (sometimes many years) and this combined with the relatively sedentary nature of many local government positions means that unless staff are involved in fitness programs they are at a very high risk of developing lifestyle related diseases as they age. This combined with their typical length of means there is a reasonable likelihood that they will still be working for Council or in the local government industry when these diseases present their symptoms.

While the proposed policy will only improve the health and fitness of the employees that choose to use the facilities at the Recreation Centre it will be a clear signal of a shift in Council's corporate culture and be a real incentive for Council employees to focus on their health and fitness and if actively promoted by Council's management team should lead to a long term improvement in the health and well being of staff.

The reasoning for the consideration of the school holiday programs is that in the main administration building workforce alone there are at least twelve parents with school aged children who are either single parents or are in families where both partners work. Given that this represent around 50% of the main administration workforce the potential cancellation of a school holiday program at short notice represents a major distraction for staff and the situation is likely to be similar for other Council work stations. The provision subsidised Recreation and Youth Centre program participation would be a welcome benefit for staff members who have school aged children.

From a commercial perspective the policy would also benefit the Recreation Centre in the following ways:

- 1) It generally accepted that the staff of organisations that are successful and commercially sustainable in longer term value and utilise that corporation's products and services in their own lives. If Council staff are seen to be actively using Council's Recreation and Youth Centre it will increase the visibility and profile of both centres and encourage staff to promote its use by word of mouth referrals.
- 2) It will help ensure that there are sufficient base numbers to reliably run activities such as school holiday programs which will ensure that the service is available for the wider community which in turn will aid Council in securing ongoing grant funding for the holiday programs. The creation of an organisational policy that assists in reliably programming these activity will opens up further opportunities for Council to access grant funding from other sources.
- 3) Every time an activity is cancelled the opportunity to collect fees from its participants is lost and this opportunity cost is further compounded by the fact that potential repeat customers have been turned away. By having a stable base of numbers to run activities the opportunity to program an increasing number of income producing activities will be created.
- 4) If the policy is successful in developing a committed group of "Shire" Recreation Centre enthusiasts then the centre management will have a stable base on which build profitable programs such as gym memberships and personal training sessions rather limiting their focus to less profitable areas such as group sports.
- 5) The policy will increase the profile and visibility of the Recreation and Youth Centre with staff from other work areas in Council. One of the roles of the Chief Executive Officer and Senior Staff to be actively seeking out activities that encourage staff from various work areas to get to know each other. This policy will assist in that process.

The potential opportunity costs of the proposal are as follows:

- 1) The cost of subsidising fees and the risk of a potential loss of income through subsidising Council employees who are already full fee paying users of either the Recreation or Youth Centre.

While the annual entry fee subsidy of each employee who actually takes advantage of this policy is likely to be in the region of \$100-600. The actual

affect on the Recreation Centres income is expected to be minimal a currently most employees do not regularly use the centre and most of those who do only use it for group sports one or two times a week. This current low participation means that the policy once established is more likely to increase income rather than reduce it.

The direct cost to Council will also further minimised by the fact that the main cost of running recreation facilities is the cost providing and maintaining the building and then putting staff in it so that it can open to the public. Once a recreation facility is open the real cost of each additional users is the wear that they cause to the surfaces and equipment of the facility. Given these factors it is likely that the subsidised usage of the centre by staff will actually reduce the centre's operating costs particularly if the staff using the centre utilise the higher income producing areas such as the gym.

- 2) Over utilisation of the Recreation Centre by Council staff may exclude full fee paying members of the public from using the centre leading to a loss of income.

While there is a possibility that this could occur it is unlikely due the size and capacity of Recreation Centre when compared to the relatively small size of Council's work force. In the unlikely event that the policy was so successful that it causes a problem it can always be reviewed and specific activities excluded from it.

**Conclusion:**

In the author's opinion the potential benefits of allowing Council staff to access Recreation and Youth Centre programs at a 50% discount outweigh its likely cost. On this basis it is recommended that Council support this proposal.

**Consultation:**

Nil.

**Statutory Obligations:**

Nil

**Policy Implications:**

The report and the officer recommendation are proposing a new policy.

**Budget / Financial Implications:**

The report and the officer recommendation may marginally increase the cost a running the Recreation Centre but should more than pay for themselves in terms of staff morale and productivity.

**Strategic Implications:**

There are no known significant strategic implications relating to the report or the officer recommendation.

**Sustainability Implications:**

➤ **Environmental:**

There are no known significant environmental implications relating to the report or the officer recommendation.

➤ **Economic:**

There are no known significant economic implications relating to the report or the officer recommendation.

➤ **Social:**

There are significant social benefits associated with allowing Council staff to access Recreation and Youth Centre programs at a 50% discount.

**Voting Requirements:**

Simple majority.

At the meeting held on the 18 January 2011;

- Cr Barnes requested that the word 'siblings' be amended to 'children' to accurately reflect the intent of the recommendation.

The Officer Recommendation has been corrected accordingly.

- Cr Laing asked whether the increase in numbers could result in the need to employ additional qualified staff at the Recreation Centre or Youth Centre.

The Director of Community & Regulatory Services advises that the Department for Communities, who are the licensing and enforcement agency for child care centres, have been contacted regarding this question and a response had not been received from them at the time of compiling this Agenda.

An interim Officer response is that the program is financed using a Department for Communities grant and is run in accordance with the conditions of that grant and that following each year's program a grant acquittal is submitted detailing how the grant was spent. The goal of the staff incentive scheme is to ensure that there are sufficient numbers of children to ensure the programs actually run and it is not intended to take the numbers of children beyond the current projected size. Given these factors the proposed benefit should not trigger any additional requirements.

- Cr Hinds requested information relating to what the costings would be in reducing Recreation Centre & Youth Centre fees across the board (for community & staff) for holiday programs and/or throughout the year.

The Director of Community & Regulatory Services advised that the estimated cost of a 50% subsidy for the School Holiday Program is \$3,650 pa and the estimated cost of a 50% subsidy for Rec Centre is \$70,000 pa.

8.17pm – The Acting Director of Planning & Sustainability left the meeting and did not return.

OFFICER RECOMMENDATION

ITEM 8.2.1

That the following policy be added to Council's Policy Manual:



Employee Benefits - Health and Lifestyle

In order to encourage active and healthy lifestyles and therefore an active and healthy workforce, permanent & part-time employees of Council and their immediate dependent children (under the age of 18) are able to access the following McLean Park & Recreation Centre services at a 50% discount;

1. The scheduled cost of Recreation and Youth Centre school holiday programs for siblings of employees.
2. The cost of accessing the gym and gym membership and scheduled fees for participation in fitness classes, toddler's gym, crèche and like but excluding specialist services such as personal coaching and external instructors.

**COUNCIL RESOLUTION**

ITEM 8.2.1

MOVED: CR LAING

SECONDED: CR PHAIR

8.18pm – Cr Hinds returned to the meeting.

That Council defers this item to enable further and better particulars regarding usage and cost of the service if provided by Council including:

1. Establishing with Council employees;
  - a) The number and classification levels of employees who definitely intend using the service and facilities.
  - b) The number and classification levels of employees who may use the service and facilities.
  - c) The number and classification levels of employees who probably would not use the service and facilities.
  - d) The numbers and classification levels of employees who would definitely not use the service and facilities.
2. Establishing estimated usage and costs/profits based on the information established under point 1. and:
3. Establishing whether such usage limits the service/s to ratepayers and residents.
4. Establishing the likelihood of needing to appoint additional employees to operate any increased activities.

CARRIED: 9/3

Res: 210111

REASONS FOR CHANGE

Council sought further clarification as to the financial & other impacts on the Council and the service.

