



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Education Skills and Wellbeing Scrutiny Committee

25 April 2024

Report of the Head of Leisure, Tourism, Heritage & Culture.

Matter for Information.

Wards Affected:

All Wards

Report Title:

Update on the Celtic Leisure Working Group

Purpose of the Report:

To update members on the composition of the leisure working group together with the agreed terms of reference.

Executive Summary:

This report provides an update on the composition, terms of reference and progress to date for the Celtic Leisure working group.

Background:

In spring 2022 the Council took the decision to bring the indoor leisure services (Celtic Leisure) back in house. This has so far been unaffordable with 1st April 2025 the current target date. The decision to further delay the transfer in 2024/25 is based on trying to safeguard jobs and public services within the Council and across Celtic Leisure.

To ensure effective communications with Celtic Leisure staff, on the 16th January 2024, senior Council staff and members met with the Celtic Leisure staff at the request of the trade unions to communicate the intention not to insource from April 2024. The budget issues were fully explained, and the Celtic Leisure staff and Trade Unions were invited to ask questions.

At that meeting the trade unions asked for (and it was agreed) a working group be set up to review the financial pressures and guide the future strategy.

The working group membership is:

Celtic Leisure	Transition Executive Officer
Unison	Branch Chair
Unison	Regional Organiser
Unison & Celtic leisure	Facility Manager and Union rep
GMB	Union Rep
NPT Council	Head of Leisure, Tourism, Heritage & Culture
NPT Council	Cabinet Member for Nature, Tourism & Wellbeing.
NPT Council	Group Accountant

The terms of reference were agreed at the first meeting and are:

Purpose & aim

To provide a safe working space for the Unions, NPT Council and Celtic Leisure to understand discuss and challenge issues regarding proposed transfer of the Celtic Leisure contract back to the council.

The group will aim to meet every 2 weeks with an aim of being able to bring forward recommendations by the late Spring 2024.

Chair

Chris Saunders, Head of Leisure, Tourism, Heritage & Culture

Confidentiality

All members of the group will treat the discussions as private and confidential.

To date three meetings have taken place focusing mainly on the cost profile. A range of options have been discussed included a phased transition, a review of the pension costs and the introduction of some previously unrecorded ICT costs. There is also some ongoing work looking at the costs of paying enhanced rates for weekend working. Some minor progress has been made in reducing some of the costs of transfer and this work will continue with a further meeting planned for early May. Whilst some of the options tabled are not palatable for the Unions, the openness to engage has been appreciated.

The intention is to bring a report back to Cabinet as part of future decisions in respect of the provision of indoor leisure.

Financial Impacts:

There are no financial impacts associated with the working group, aside from officer time.

Recommendation

That members note the composition of the leisure working group together with the agreed terms of reference.

Officer Contact:

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