

Welcome to another edition of the staff newsletter which aims to provide you with the latest information on the progress being made on the new Everybody Sport and Recreation Trust. Since the last issue there has been plenty going on including –

STOP PRESS!

As you all know, the transfer trust the Trust has been delayed to ensure that everything required for the new company is set up and ready. I am pleased however to confirm that following discussions between the Council and the new Trust that the transfer date has been agreed and will be the 1st May 2014. I know everyone was looking forward to a firm date to work towards so that everything can be in place and ready. It is anticipated that final TUPE notification letters will be issued in the first week of April.

TUPE Consultation – update

121 Returns & Queries

Many thanks to everyone for all the hard work in completing this process, however there are still a number of 121 forms outstanding from across the teams. Where this is the case for 'casual assignments' they will not be transferred onto the new ESAR payroll. In any case please could all managers and staff seek to return the form(s) as a matter of urgency – by Friday 28th March at the absolute latest.

Where someone has returned their form(s) with a query on them then HR are continuing to review these, however please note the following clarifications:

RPMO start dates

Many forms queried the RPMO start date and the majority are correct and don't necessarily all relate to the date when the employee first started in Leisure Services at the legacy organisation. Where an individual has more than one assignment then they will have more than one RPMO date (one each for their respective assignments).

i.e. Bill Jones; Assignment 1 – started as a Receptionist on 1/6/1998 (RPMO 1/6/1998) and assignment 2 – started as a Lifeguard on 1/4/2008 (RPMO 1/4/2008). In this case each RPMO date is correct. However should Bill resign from assignment 1 and just then undertake assignment 2 then the initial RPMO date would carry-forward and become 1/6/1998 for assignment 2.

Where someone holds a casual assignment then an RPMO date is not applicable.

Other 121 Outstanding Queries

Where someone has queried their contractual status we are trying to prioritise these queries in order to resolve pre-transfer. We anticipate that the final TUPE notification letters will be issued in early April and these will indicate the confirmed contracted hrs/arrangements.

All amendments to personal data (e.g. address, ethnicity, disability etc) have now been actioned onto the new Oracle System. However please ensure any further changes are notified via self-self or through your manager.

If you have raised a query and not received an answer by 4th April 2014 then please raise this with your line manager and/or contact HREnquiries@cheshireeast.gov.uk

Second Assignments

For people who will continue to hold other assignments with Cheshire East Council after the transfer date to ESAR then they will need to notify the tax office that they will have multiple employment. To assist with this process HR are issuing a template letter for individuals to sign and send off to the tax office – informing them that the taxable earnings need to be aggregated and taxed accordingly.

These letters will be issued via managers w/c 24th March 2014.

If anyone has any queries about this then please contact HREnquiries@cheshireeast.gov.uk or call 01270 686383.

Salary Sacrifice Schemes

Everybody has now been registered with Fideliti for continued child-care vouchers deductions via the new payroll. Applications have also been made for Tusker (Green Car Scheme) and Cyclescheme and we expect confirmation of these arrangements shortly.

New applications cannot now be made under any of these employee benefits schemes until after May. Should you have any queries about these matters then please contact HREnquiries@cheshireeast.gov.uk

Everybody Leisure Staff Consultation Stakeholder Group The stakeholder group met again on the 28th February & 14th March and the minutes are now available on the Sharepoint site. At the meeting the group reflected upon comments and ideas put forward during the fourteen phase 2 consultation sessions in February. Tom Barton then asked all team representatives to consider the following and return comments to him:

Stakeholder Group – Contributions for Developing the New Organisation

- Be an employer of choice
- Become a Learning Organisation
- Recognise and reward high performance
- Develop effective internal communications inc a ; 'Developing Everybody Panel'
- Launch Ideas (April – July opportunities)

New Post of PA to the Senior Management Team – a new post has been created to support the CEO and senior managers of the Trust. Further information can be found by following the link below or contact Tom Barton. This will be open to both internal and external candidates. Closing date is 12 noon Friday 4th April.

<http://bitly.com/1nKEBt2>

Welcome to the Cleaning Team

As you are now aware the cleaning staff who currently are within the assets service will also be transferring over to be part of the new Trust in the respective centres where they operate. It has been great to have members of the cleaning service attending the recent consultation sessions and all leisure managers have now been asked to ensure that cleaning staff have all the necessary information for them to operate as part of the new company from day one.

News From The Trust

Dear Everybody,

We started March with the very best of news.

After only two weeks consideration, the Charities Commission have approved our application and granted us charitable status.

This achievement should not be underestimated and is the result of the hard work over many months of the whole project team led by Chris Allman, our legal advisors and their knowledge of charitable organisations and the overall quality of our submission.

Most of all, it has been achieved by all of you and the services you provide every day to our customers and communities.

However good the legal advice or the words in the application, the most important aspect was being able to show how what you do achieves our charitable aims and changes people's lives for the better.

This we were able to do confidently and it was this trait, more than any other issue, which sealed our registration in record time.

I said at the recent TUPE events that we have a strong and growing business – the Commission's response confirms this and shows their confidence in all of us and our future delivery of services. I am not seeking to flatter you in saying this but ask yourselves whether you believe the Charities Commission would register a 'failing' business as a new charity and the answer is clear!!

Charitable status is the prize that unlocks everything else we are seeking to achieve. Financial savings, a new organisational culture and an opportunity to be the best we can be.

We have delivered this together, based on your efforts and commitment, in record time. Other Trusts have taken between 3 and 15 months or more to get registration so we can be justifiably proud of ourselves and each other.

Later in the week, we heard the disappointing news that the transfer date will need to slip from 1st April, hopefully only to 1st May. The delay is to make sure that everything is properly in place for the start of the new Trust. We will not lose momentum, but use this interval to better prepare for the final transfer and plan for the future. Cabinet Members were keen to emphasise their commitment to seeing this through too, as part of which, they agreed to a 10+5 year contract term, sealing their faith in Everybody.

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We have recently recruited three more Directors to reach our full complement of 11 trustees and get the additional expertise we wanted in finance, marketing and education. Their profiles will be published soon and we will then have the full set on our noticeboards. I am grateful to all of them in giving their time, experience and knowledge for our benefit, both now and in the future.

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During the February staff meetings, I asked all of you if you were ready to see this opportunity through and move to an independent charity. Everyone I spoke to was eager to progress. We still have a lot to do and there will undoubtedly be things we have missed or deliberately left to be resolved after 'go live', especially some of the less critical, day-to-day procedures and processes.

There will be frustrations, it will take time to get to know new procedures and take full advantage of new freedoms and flexibilities but in time and very soon, everything will settle down. If we keep our facilities and services safe and fun, continue to care for our customers and communities and work together with renewed enthusiasm, all will be well. For me, if you are ever in doubt about what to do, if we act in the interest of our charity and for the benefit of local people, then we cannot go wrong.

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Negotiations are progressing with the Council team on the finer details of the contract and funding agreement and I hope to these will be finalised this week. I will then be able to share with you the interim management structure, including the transferring support services, for Day One and beyond.

We have had lots of ideas on how to celebrate our new charity over the next few months as well as suggestions for early service improvements and new ways of working. Keep these coming, whilst we may not be able to do all of them all at once, we do want to capture these ideas for the future.

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For now then, we have charitable status, a full complement of volunteers on the Board, shared organisational values and an agreed purpose. Combine all of these with your expressed desire to progress and everything is now in place for our future success and the long term development of our services.

Kind regards

Peter

Everybody Leisure Staff Consultation Stakeholder Group

The stakeholder group met again on both the 28th February and 14th March and the minutes are now available on the [Sharepoint](#) site. At the first meeting the group reflected upon comments and ideas put forward during the fourteen phase 2 consultation sessions in February.

The next Consultation Stakeholder Group meeting will be Friday 11th April 1.00pm – 3.00pm at Congleton Leisure Centre.

News From The Marketing & Business Support Team

Xn Project update - A BIG THANKYOU to everyone who has and still is involved in making this complex project come to fruition. Whilst there continue to be challenges it will be worth it for both customers and staff! Phase One is now complete so it's now on to Phase two!

Website – The site has now been handed over to the Trust ready for the content to be added. The original plan was for everyone to get involved in this process however at this stage the marketing team will transfer the content with full training to follow once the trust is up and running.

Re-launch of Nantwich Pool & Fitness Centre

Saturday 14th March was an important day in the life of Nantwich Pool where public swimming first taking place on the site in 1935! After extensive improvements as part of a £1.3m programmed upgrade, including new changing village, fitness suite and exercise studio, the centre finally re-launched with an official opening event attended by many local groups and organisations supported by the Council's Partnership Team.



The photo shows Portfolio Holder Councillor Clowes helping manager Dave Morris and Matrix Ambassador and GB triathlete & 2016 paralympic hopeful Joe Townsend officially cut the ribbon.



After the official opening Joe showed Fitness Suite users the versatility of the Matrix equipment

Leisure Development News

Congratulations to the team following their recent Quest Directional Review. The team were praised on the progress they have made over the previous 12 months. The assessor was keen on the work undertaken developing the service plan and the new approach to monitoring within the team. He pointed out some areas for improvement and suggested a few potential areas of focus moving in to the Everybody Sport and Recreation trust.

Working in Partnership

Shane Finney Duty manager at VCC reports a good example of how leisure teams work with a range of partners to offer the best service for local communities in Cheshire East.

“On Tuesday 18th Feb the police spent some time with our playscheme children doing various activities such as first aid, fingerprinting etc. They brought a police car and a van that the children could have a look around”



Further information

For further information on anything contained in this newsletter please contact:

Mark Wheelton – Leisure Services Manager Tel: 01270 686679

e-mail: mark.wheelton@cheshireeast.gov.uk