

Report to: Cabinet, 11th June 2013

Report of: Cabinet Member for Safer and Stronger Communities

Subject: SPORTS CENTRES INTERIM MANAGEMENT – NUNNERY WOOD SPORTS COMPLEX AND ST JOHNS SPORTS CENTRE – KEY DECISION

1. Decisions Required

1.1 That Cabinet agrees to:-

- (i) Transfer the operation and management of Nunnery Wood Sports Complex and St Johns Sports Centres to a preferred Leisure Trust operator for an interim management period of two years with an option to extend for up to one further year.
- (ii) Delegate to the Corporate Director Service Delivery and the Section 151 Officer authority to agree any necessary agreements and financial arrangements with a preferred Leisure Trust operator.

1.2 That Cabinet request Council to agree the TUPE transfer of the Nunnery Wood and St Johns Sport Centre employees to the preferred Leisure Trust and delegates to the Corporate Director Service Delivery and the Section 151 Officer authority to conclude any necessary agreements and financial arrangements for the transfer.

2. Background

2.1 Cabinet agreed on the 11th December 2012 a number of savings required from across the Council as part of the MTFs budget for 2013-18. For the Safer & Stronger Communities Service this amounted to a total of £138,000. Of this figure £103,000 in 2013-14 and a further £25,000 in 2014-15 were identified to be delivered from the two in-house managed Sports Centres; Nunnery Wood and St Johns Sports Centres.

2.2 A service review was undertaken by the Business Development Manager and Finance to identify options and proposals that could achieve the savings required. Whilst at the same time seeking to minimise the impact on the standard and quality of service delivered, access to services and ensuring the Council maintains its obligations under the Joint-Use Agreements.

2.3 The Sports Centres income levels peaked in 2009-10. However, in an ever increasingly competitive market place and compounded by a decrease in consumer leisure spend due to the recession, the option to increase income targets is not viable. This continued decline in income will put the Council's financial position at risk. Therefore, the only option is to review potential efficiencies, assess the delivery model options and look at mitigating reductions in service.

Actuals	2008-09 Income	2009-10 Income	2010-11 Income	2011-12 Income	2012-13 Income
NWSC	374,402	351,940	332,633	329,598	301,102
SJSC	440,267	617,900	611,305	592,193	591,470
Total	814,669	969,840	943,938	921,791	892,572

- 2.4 The Sports Centres have a proud reputation for delivering excellent services. This has been identified through high user satisfaction [annual sports centre customer surveys], and externally recognised and accredited by industry quality assurance standards. The Sports Centres were awarded with the 'Excellent' standard by Quest; the Sport and Leisure Industry quality assurance and benchmarking award.
- 2.5 As part of the budget planning process consideration has been given to when and how customers use and access the Sports Centres, occupancy, usage and income profiling. The conclusion reached is that in order to deliver the savings required, significant changes in service delivery and quality are required unless a more radical solution involving some form of outsourcing is considered. These changes could include;
- Closure of the Sports Centres to the public at certain times of the day / week,
 - Ceasing the delivery of certain activities,
 - Reducing staffing levels; this will have a dramatic effect on the ability to be competitive, drive new business and may reduce the quality of service offered. Additionally it could result in the Council incurring redundancy costs.

3. Agreed Savings Solution – Interim Management Arrangement

- 3.1 In order provide the greatest protection to the service as possible one of the options considered is the viability of transferring the centres to a Leisure Trust.
- 3.2 Transferring to a Leisure Trust would provide a number of benefits to the Council. These were presented and discussed at the Performance Management & Budget Scrutiny Committee (PM&BS) on the 29th January 2013 and are summarised below:
- A specialist Leisure Operator with a primary business focus on providing sport and leisure with expertise in managing facilities would generate economies of scale through shared back office and support services. This would mean they could deliver the service at a reduced cost;
 - It will safeguard the quality of the service during a period of budget reductions and change;
 - It will provide greater opportunities for employee development;
 - It will transfer income risk away from the Council;
 - It provides the opportunity to share and improve operating practice across a portfolio of facilities; and,
 - It will release resource capacity in the Safer & Stronger Communities Team allowing them to focus on planning and implementing a number of key high profile projects; for example, the design and build of a new swimming pool, tendering the contract for an operator for the Swimming Pool, transferring the Herefordshire and Worcester Sports Partnership to an independent organisation and reviewing the Museums service to name a few.
- 3.3 Council agreed on the 19th February 2013, as part of the 2013 – 2014 budget that Safer & Stronger Communities would look to make savings by transferring Nunnery Wood Sports Complex and St Johns Sports Centre to a Leisure Trust. The statement below was included in the report to Council:

'Sports Centres – Efficiencies and service delivery changes resulting from a revised operating model through a Leisure Trust or other provider, and alternative approaches to marketing, sales and ICT'

- 3.4 The provision of recreation (and hence many leisure services, including Sports Centres) is defined as a charitable activity and when operated by certain types of organisations, including Leisure Trusts, with charitable objectives, can qualify for relief or be exempt from many forms of taxation, including National Non Domestic Rates (NNDR) and Value Added Tax (VAT).
- 3.5 Transferring the management and operation of Nunnery Wood Sports Complex and St Johns Sports Centre to a charitable Non Profit Distributing Organisation (NPDO); more commonly referred to as a 'Trust' would deliver significant financial benefits to the Council in the form of a mandatory eighty percent relief from NNDR with the Council. The discretionary relief savings are valued at £89,035¹. The table below sets out the NNDR benefits for the Leisure Trust. A proportion of these benefits may have to be shared with the two Joint-Use Academies;

Sports Centre	Current Payable NNDR	Mandatory Relief (80%) Payable NNDR
Nunnery Wood	£46,716	£9,343
St Johns	£64,578	£12,916
Total	£111, 294	£22,259

- 3.6 On the 1st April 2013, the allocation of NNDR between central government and local government changed. Under the new arrangements, the Council will benefit from 50% (circa £45K) of these savings. However, as the Leisure Trust will benefit from the full 80% (£89,035), this will reduce the overall cost of operating the service. This will be reflected through the financial agreement between the Council and the preferred Leisure Trust.
- 3.7 There are also savings related to VAT because unlike in-house and private sector operators, charitable trusts do not have to account for VAT on most of their activities as it is exempt income.
- 3.8 Transferring the Sports Centres to a Leisure Trust will enable the required savings to be made whilst protecting core elements of the service. The impact to customers, access, quality and staff would be significantly reduced.

4. Business Case

Transferring the Operation and Management of Leisure Services

- 4.1 There has been an increasing growth in the externalisation and transfer of the operation and management of Leisure Services by local authorities over the last ten to fifteen years. Some have been outsourced to private sector operators but the majority have transferred to Leisure Trusts.
- 4.2 Evidence from Councils that have outsourced the delivery of leisure services highlight a number of positive impacts, most notably with regard to:
- Efficiency savings,
 - Improvements in service delivery,
 - Increased productivity,
 - Increased user benefits and social outcomes,
 - Increased partnership working.

¹ Based on 2012-13 Financial Year.

4.3 There are essentially five favoured models of alternative leisure management available to local authorities. A 2006 report by the Audit Commission² did not clearly identify any one management model as offering better value for money, increased investment or higher levels of usage. However, it did tend to find that in-house services are more expensive than the alternative externalised options. This is continuing to become more marked over time. These models are;

- (i) Outsourcing to a private sector operator through a competitive tendering process.

The Council has already agreed, for tax reasons, that an external operator will be appointed to manage and operate the new swimming pool complex. The process to appoint an operator will be in accordance with the appropriate European Procurement (OJEU) process. The precise scope and extent of the procurement will be determined through the Commissioning Review scheduled to be carried out during 2013-14, which may also include the two Sports Centres as part of the package.

It is envisaged that this procurement process will commence in the summer of 2014 taking 12 – 18 months to complete and cost up to £100,000. A preferred operator will be identified and appointed in readiness for the new swimming pool opening in early 2016.

In view of the scheduled Commissioning Review, the fact that the Council will be procuring an operator for the new swimming pool and potentially other related services within the next eighteen months, it is not considered to be in the Council's longer term interest nor would it be cost effective to enter into a full procurement process for the two Joint Use Centres at this time. Furthermore this approach would not enable the Council to achieve the savings it has identified in the current financial year.

Neither would it be appropriate in any of the other ensuing models to enter into anything other than an interim arrangement pending the outcome of the Commissioning Review in 2013-14.

- (ii) Transferring the management to a newly established trust or community enterprise.

The creation of trusts by local authorities to manage leisure services first started in the late 1990's and has grown to become as large as the private sector outsourcing market.

Local authorities have the powers to establish, transfer services to and fund leisure trusts without having to go through any competitive tendering process.

Based on reviewing case studies, the average time taken to establish a new trust and to transfer staff and assets takes around 12 months.

Set up costs are significantly higher than outsourcing or transferring to an existing trust [circa £150,000]. This, along with the loss of economies of scale reduces the potential savings that transferring services to a new trust can deliver.

² Public Sport and Recreation Services: Making Them Fit for the Future published by the Audit Commission in 2006

The length of time it will take together with the set up cost would not enable the Council to achieve the savings required in the current financial year.

In some parts of the country, variants to setting up and transferring services to a traditional trust have emerged. It involves local communities setting up social enterprises independently of local authorities in order to protect facilities and services. This model is best suited to small single sites that have little commercial attraction. It is not considered suitable to this scenario because it involves two sites, there is commercial value in the businesses and there are complex Joint-Use Agreements in place for both facilities.

Therefore, under the circumstances these two options are not considered as viable options for an interim period.

(iii) Delivering leisure services through schools.

This option of transferring the Sports Centres to their adjacent Joint-Use partner schools has been considered. However, under the Joint-Use Agreements the Council would need to give two years notice in order to withdraw from the agreements.

The Council may also find that as part of the negotiation and seeking agreement with the Joint-Use partners, that it may have to financially compensate them with a large one off payment in return for the continued community use of the centres.

Therefore, this is considered an unviable option for the two Sports Centres for an interim period particularly as it would not deliver the savings required in the current financial year.

(iv) Establishing a Public, Private, Partnership (PPP).

The most common form of PPP is a Private Finance Initiative (PFI) whereby a private sector consortium led by a leisure operator designs, builds, finances and operates (DBFO) new or refurbished leisure facilities for a local authority in return for a long term (typically 25 – 30 years) management contract and unitary charge.

This type of arrangement would not be appropriate for a short term interim arrangement and would not deliver the savings required in the current financial year.

(v) Transferring to an existing Leisure Trust.

Transferring the Sports Centres to an existing Leisure Trust for an interim period is considered to provide the best and most cost effective solution for the Council. It would not incur the considerable costs associated with setting up a new trust. There is evidence from a number of other local authorities, including some neighbouring Worcestershire authorities, that it could be achieved in a relatively short time frame and for minimum cost.

There is also a local precedent which has been set by Bromsgrove and Malvern District Councils, the Council could follow, and enter into a direct dialogue with a single Leisure Trust in order to deliver the required savings through an interim management arrangement.

Based on the options available it is considered that transferring to an existing Leisure Trust provides the best and most cost effective solution for the Council at this point in time. Furthermore this is the only option capable of delivering / contributing to the required level of saving in the current year.

5. Procurement of a Leisure Trust

- 5.1 In order to achieve the savings required the Council needs to identify and procure a preferred Leisure Trust with charitable status to deliver an interim solution for the operation and management of the two Sports Centres. Careful consideration needs to be given to ensure it takes into account and conforms to any relevant legislation and the Council's own procurement code. It also needs to be completed in the most cost effective way, delivered within a short time frame and balances the budget by achieving the savings required; whilst minimising the impact on employees and the public.
- 5.2 Worcester City Council is a contracting authority under the Public Contract Regulations 2006 and needs to comply with the obligations placed on it. The 2006 regulations apply to all contracts above the current EU threshold of £173,934.
- 5.3 Under the Public Contract Regulations 2006, a contract for Leisure Services is classified as a Part B service (recreational, cultural and sporting service). Part B Services are not subject to the same rigorous and strict procurement regime as Part A Services. However, it is sensible and advised to give consideration to the principles of the Part A Regulations.
- 5.4 Consideration has been given to the Public Contract Regulations 2006 as well as overarching principles of EU law and following guidance and advice from the Council's Legal Services Manager and Procurement Manager, Cabinet are advised that these do not apply. This is based on the following assessment;
 - (i) It is estimated that the contract value is in the region £100,000 - £150,000 and therefore is below the EU threshold of £173,834.
 - (ii) It is considered that there is unlikely to be any interest from the wider EU internal market given the estimated low value and relatively short duration of the contract.
- 5.5 Furthermore, whilst a certain amount of risk [including income] for the provision of the service will transfer from the Council to the Leisure Trust, it does not appear to be a substantial and full risk as it will be limited due to the interim nature of the arrangement.
- 5.6 It is also necessary to consider the Council's Procurement Code which states in paragraph 5 that; "a contract with an estimated value over £50,000 but below the EU threshold should be subject to a competitive procurement exercise and at least 3 written tenders should be obtained". However, in accordance with paragraph 9.2 of the Procurement Code an exemption from this requirement may be authorised by the Managing Director following consideration of a report from the Service Manager and Procurement Manager justifying the reasons for the exemption.

5.7 In light of the points noted above, an exemption from the Councils Procurement Code was requested. Consideration was given to the below (a – f) and detailed in the Exemption Report to the Managing Director on 13 May 2013.

- (a) Commercial practices and options available in the Leisure sector;
- (b) The cost and time of a procurement exercise to both the Council and prospective operators;
- (c) The estimated value of the contract;
- (d) The proposed length of the contract;
- (e) The subject matter of the contract;
- (f) The key financial benefits to the Council.

5.8 The Managing Director approved an exemption from the Procurement Code for the procurement of a Leisure Trust to operate and manage Nunnery Wood Sports Complex and St Johns Sports Centre from 1 October 2013 for a contract period of two years with an option to extend for up to one further year.

The approval is subject to;

- (i) Cabinet agreeing to

Transfer the operation and management of Nunnery Wood Sports Complex and St Johns Sports Centre to a preferred Leisure Trust operator for an interim management period of two years with an option to extend for up to one further year.

- (ii) Council agreeing to the TUPE transfer of the Nunnery Wood and St Johns Sport Centre employees to a preferred Leisure Trust and delegating to the Corporate Director Service Delivery and the Section 151 Officer authority to conclude any necessary agreements and financial arrangements for the transfer of the employees.

6. Selecting a Preferred Leisure Trust Provider

6.1 Whilst reviewing the options available, consideration has been given to which existing Leisure Trust(s) could work in partnership with the Council to provide a robust, quality service whilst delivering an acceptable financial solution. In this regard a number of critical areas were considered.

6.2 There are a number of existing Leisure Trusts within, or on the border of Worcestershire that could meet the identified critical requirements. A review and desk top exercise was undertaken to determine which of those Trusts was considered the most suitable to transfer the two Joint -Use Centres to for an interim period. The criteria used as part of the desk top evaluation included matters such as their;

- Track record of working in partnership with local authorities
- Experience of TUPE transferring staff
- Experience of successfully delivering a number of contracts
- Reputation with their customers and clients
- Reputation for delivering good quality services
- Geographical location
- Financial standing
- Track record of developing and improving their employees

- 6.3 The review and desk top exercise identified a 'preferred' Leisure Trust.
- 6.4 Wychavon Leisure Community Association Ltd (WLT) is an Industrial and Provident Society with charitable objectives, or more commonly referred to as a 'Trust'. They were established in May 1999 by Wychavon District Council (WDC) as a result of transferring the operation and management of the Council's leisure facilities. WLT are based in Pershore, Worcestershire and provide facilities for sport, recreation and leisure for the benefit of social welfare as set out in the governance arrangements.
- 6.5 WLT operates a number of contracts, across the Midlands, the majority of their facilities being in Worcestershire. The range of activities provided are available to members of all the community regardless of ability or economic circumstances.
- 6.6 WLT has been operating and managing two Joint-Use Sport Centre's, on behalf of Malvern District Council (MDC) since 2007, and the Dolphin Centre (large wet and dry facility) on behalf of Bromsgrove District Council (BDC) since 2009. Both of these contracts were directly awarded to WLT without an open market tender exercise having been carried out.
- 6.7 WLT has a successful and positive relationship with WDC, MDC and BDC and has made significant commercial improvements to the facilities which have resulted in increased usage. The pricing policies they have adopted include the continued availability of the respective local authority concession scheme ensuring affordable access to all residents.
- 6.8 WLT has successfully undertaken TUPE transfer of staff from a number of Councils and has admitted body status with Herefordshire and Worcestershire Pensions Service.
- 6.9 Cabinet is recommended to agree that WLT is the Council's preferred operator for the interim management of its Joint-Use Centre's.

7. Financial Appraisal

- 7.1 The Sports Centres out-turn for 2012-13 resulted in an income shortfall against budget of circa £60,000. This budget shortfall will continue into 2013-14 and beyond unless it is addressed. This position has compounded the challenge of the savings requirement as set out in 2.2 of this report.
- 7.2 As a result, the actual savings required from Safer & Stronger Communities in 2013-14 to deliver a balanced budget is circa £163,000. This is quite clearly a challenging target for the service to meet. All matters considered it is believed the only way this can be achieved, without significant reductions in service delivery and staff and in order to protect the service in the future is to transfer the two Joint-Use Centres to a Trust.
- 7.3 An assessment has been undertaken to identify if the Leisure Trust proposal would have any impact or implications on the Councils partial VAT exemption. The Council has a partial VAT exemption limit that is set at 5%.
- 7.4 The 5% limit is currently £57,685 and has been calculated using the 2012-13 financial information. The Councils exempt (attributable) input tax is £56,695; therefore the Council is within the limit by £990.

7.5 If the Council were to exceed the limit in any year there would be a number of negative consequences including;

- (i) It could cost the Council £57,685 in unrecoverable VAT payments;
- (ii) It would put other input tax, such as capital projects at risk; and,
- (iii) Potentially be subjected to additional VAT scrutiny.

7.6 The conclusion based on the independent advice from Price, Waterhouse and Cooper (PWC) is that the Leisure Trust proposal would improve the Council's partial VAT position. The amount will depend on the split of responsibilities as the Council's total input tax would be reduced by the extent of expenditure taken on by the Leisure Trust.

7.7 The Corporate Director Service Delivery and the Section 151 Officer will agree and conclude the financial arrangements with WLT based on the advice from PWC.

8. Employees

8.1 The City Council staff who are directly involved in the day to day operation and management of the two Sports Centres will need to be transferred to WLT as part of these arrangements.

8.2 The staff will have the right to transfer to the new employer on their existing terms and conditions under The Transfer of Undertakings (Protection of Employment) Regulations (TUPE) 2006.

8.3 The posts affected by the transfer are attached as appendix 1.

8.4 The TUPE transfer of staff is a full Council decision.

8.5 Cabinet is asked to recommend Council to;

- (i) Agree to the TUPE transfer of the Nunnery Wood and St Johns Sport Centre employees to Wychavon Leisure Trust and;
- (ii) Delegate to the Corporate Director - Service Delivery and the Section 151 Officer authority to conclude any necessary agreements and financial arrangements for the transfer of the employees to Wychavon Leisure Trust.

9. Facilities

9.1 NWSC and SJSC are both Joint-use Sports Facilities and there are separate agreements in place with regards to their operation and usage.

- (i) Worcestershire County Council owns the land at Nunnery Wood Sports Complex and is subject to a 125 lease to Nunnery Wood Academy. The City Council owns part of the playing fields to the north of the Sports Complex and Worcester Sixth Form College also owns adjacent land. On 29th July 2011, a declaration of trust was entered into by the County Council, City Council and the College, whereby the parties agree to use their respective land for the mutual benefit of the Academy, the College and the public at large. There is a Joint-Use Agreement in place that places various obligations on each of the parties.

Worcestershire County Council novated their responsibilities and obligations under the Joint-Use Agreement to the Academy in July 2011.

- (ii) The City Council owns the St Johns Sports Centre. There is a Joint-Use Agreement in place between the City Council, Worcestershire County Council and the Christopher Whitehead Language College. This agreement is dated 31st March 2009.

The Joint-Use Agreement places a range of obligations on the parties, in particular the City Council in terms of the operation of the facilities.

Worcestershire County Council novated their responsibilities and obligations under the Joint-Use Agreement to the Academy in May 2011

9.2 The City Council will need to enter into negotiations with the two Academies and Sixth Form College to seek their consent to assign part(s) or all of the City Council's obligations under the Joint-Use Agreements to the Leisure Trust.

9.3 Due to the interim and relatively short term nature of this arrangement with the Leisure Trust, the City Council will assign of part(s) or all of the City Council's responsibilities under the Joint-Use Agreement to the Leisure Trust and enter into a formal management arrangement for the period of the contract.

10. Policy, Legal, Financial, Equalities, HR and Risk Management Implications

Policy

10.1 The Sports Centres are non-statutory services. However, they clearly contribute to the corporate priority 'Safer and Stronger Communities' and the recommendations in the report support the longer term commitment to develop plans for long term provision of all leisure centre and swimming pool facilities.

10.1.1 It also supports the cross cutting Council themes and values to commission quality services, and delivering value for money.

Legal

10.2 The legal risks arising from this report relate to a potential procurement challenge and/or a TUPE challenge. On-going legal support and advice will be required to mitigate these risks throughout the implementation of this project.

10.2.1 There are also a number of legal implications as set out under Section 9 of this report and all relevant consents and contractual arrangements will need to be put in place with the preferred leisure trust provider prior to the commencement of the delivery of the services.

Financial

VAT Implications

10.3.1 An assessment has been undertaken to identify if the Leisure Trust proposal would have any impact or implications on the Councils partial VAT exemption. The Council has a partial VAT exemption limit that is set at 5%.

- 10.3.2 The 5% limit is £57,685 and has been calculated using the 2012-13 financial information. The Councils exempt (attributable) input tax is £56,695; therefore the Council is within the limit by £990.
- 10.3.3 If the Council were to exceed the limit, then there would be a number of consequences which include;
- (i) It could cost the Council £57,685;
 - (ii) It would put other input tax, such as capital projects at risk; and,
 - (iii) Potentially be subjected to additional VAT scrutiny.
- 10.3.4 The conclusion based on the independent advice from Price, Waterhouse and Cooper (PWC) is that the Leisure Trust proposal would improve the Councils partial VAT position. The amount will depend on the split of responsibilities as the Council's total input tax would be reduced by the extent of expenditure taken on by the Leisure Trust.

Risk Management

- 10.4.1 The financial and operational agreement with WLT will be set out as part of a service level agreement and this will include; method statements, financial agreement, property agreements and pensions agreement.
- 10.4.2 The Council will transfer all income risk associated with the Sports Centres to WLT.
- 10.4.3 WLT will be responsible for ensuring the Sports Centres conform to all Health and Safety legislation for Staff, Customers and visitors to the sites.

Organisational Resources

- 10.5.1 The City Council staff who are directly involved in the day to day operation and management of the two Sports Centres will need to be transferred to the WLT as part of these arrangements.
- 10.5.2 The staff will have the right to transfer to the new employer on their existing terms and conditions under The Transfer of Undertakings (Protection of Employment) Regulations (TUPE) 2006.

11. Comments of the Managing Director

- 11.1 The Managing Director approved an exemption from the Procurement Code for the procurement of a Leisure Trust to operate and manage Nunnery Wood Sports Complex and St Johns Sports Centre from 1 October 2013 for a contract period of two years with an option to extend for up to one further year.

The approval is subject to;

- (i) Cabinet agreeing to Transfer the operation and management of Nunnery Wood Sports Centre and St Johns Sports Centres to a preferred Leisure Trust operator for an interim management period of two years with an option to extend for up to one further year.

Council agreeing to the TUPE transfer of the Nunnery Wood and St Johns Sport Centre employees to a preferred Leisure Trust and delegating to the Corporate Director Service Delivery and the Section 151 Officer authority to conclude any necessary agreements and financial arrangements for the transfer of the employees.

11.2 Transferring the Sports Centres to a Leisure Trust will enable the required savings to be made whilst protecting core elements of the service. The impact to customers, access, quality and staff would be significantly reduced when compared to keeping the operation in-house and directly managed by the Council.

12. THE CABINET MEMBER FOR SAFER AND STRONGER COMMUNITIES, COUNCILLOR ROGER BERRY, RECOMMENDS:

- 1. Cabinet agrees to transfer the operation and management of Nunnery Wood Sports Complex and St Johns Sports Centre to a Leisure Trust operator for an interim management period of two years with an option to extend for up to one further year.**
- 2. Cabinet agrees to delegate to the Corporate Director Service Delivery and the Section 151 Officer authority to agree any necessary agreements and financial arrangements with Wychavon Leisure Trust operator.**
- 3. Cabinet recommends Council to agree to the TUPE transfer of the Nunnery Wood and St Johns Sport Centre employees to Wychavon Leisure Trust.**
- 4. Cabinet recommends Council to delegate to the Corporate Director - Service Delivery and the Section 151 Officer authority to conclude any necessary agreements and financial arrangements for the transfer of the employees to Wychavon Leisure Trust.**

Ward(s): All

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Background Papers: