

HATHERSAGE PARISH COUNCIL

Clerk – Mr Steve Wyatt, *Heart of Hathersage, Main Road, Hathersage, S32 1BB*

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Minutes of the (online) meeting of the Swimming Pool and HR committees

8:00pm, Tuesday 9 June 2020

Councillors Present: Stuart Turner (Chair, Swimming Pool Committee); Bill Hanley (Chair, HR Committee); Bridget Hanley; Tim Hill; Jane Marsden; Rosie Olle; Heather Rodgers
 In attendance: Chris Cave (RFO); Maura Sorenson (Assistant Clerk)

194a/19		Apologies for absence – no apologies were received.
194b/19		To decide any variation in the order of business – there were no variations.
194c/19		Update on pool refurbishment
194c/19	.1	Tom Crooks was unable to join the meeting but had provided an update by email; the Assistant Clerk read the update to cllrs. It was confirmed there was no update on progress with tarmacing the car park area.
194c/19	.2	Slippage tests: Cllrs had been sharing views and proposals by email. Cllr Hill referred to his research indicating that any testing should have been covered in the contract. He suggested there should not be an expectation that HPC meet the full costs of approximately £800.00 for independent testing but consideration could be given to negotiating a HPC contribution to the costs as a goodwill gesture. It was suggested that the original contract may need to be reviewed to check whether HPC had specifically requested a non-slip surface. Cllr Bill Hanley noted the value of slippage testing but supported Cllr Hill's view that testing was the responsibility of the contractor prior to handover; any extra works or remedying should be undertaken by the contractor. It was agreed to pursue this further via the contractor; it was noted Tom Crooks was already in negotiations.
194c/19	.3	Filling of pool – timescale and need for lifeguard cover: Cllrs Bill and Bridget Hanley suggested provision of any necessary lifeguard cover for builders and other staff was also the responsibility of the contractor. Cllrs discussed tasks pool staff could undertake, which could be deemed training, while on furlough. Cllr Marsden noted George Foy is currently attending daily to chlorinate the pool. Cllrs noted he was undertaking this on a voluntary basis and that he (along with other staff) continue to receive furlough pay. It was suggested George and/or Mike continue to attend as necessary to supervise any chlorination and associated tasks. Cllrs expressed appreciation for the contributions of George and Mike over the last couple of months. There was no intention of undermining or pressuring them; note will be taken of any feedback from George and Mike. Reference was made to the costs of unfurloughing pool staff before it is entirely necessary. It was noted that if staff were unfurloughed for a minimum number of hours they could be worse off, financially. There could also be a cost to HPC in not being able to claim furlough costs. It was suggested staff should only be unfurloughed when it becomes clearer when pools can open, and constraints. Reference was made to the scheduled government announcement on 15 June; this should enable the council to reach some solid decisions at the next meeting, on 16 June. The need for the council to manage costs, in the light of huge uncertainty about future income, was reiterated. As an aside, Cllrs Marsden noted that the government announcement on 15 June will also reference the reopening of other leisure facilities and noted that a reopening risk

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		assessment will need to be undertaken for the playground, playing field and MUGA. The Assistant Clerk will look for a template risk assessment; Cllr Turner noted he may be able to source a Sheffield City Council risk assessment. Cllr Bill Hanley noted he would be happy to edit and adapt a template.
194c/19	.4	Post-building work clean-up – schedule of tasks to be undertaken (and by whom); timescale: it was agreed to return to this item (and items .5 and .6) at next week’s meeting (16 June).
194c/19	.5	Other work/tasks to be undertaken prior to pool reopening: it was agreed to return to this item (and items .4 and .6) at next week’s meeting (16 June).
194c/19	.6	Staffing needs on reopening – potential days/times of opening – daily staff cover needed: it was agreed to return to this item (and items .4 and .5) at next week’s meeting (16 June).
194d/19		Pool users including employees, volunteers and swimmers: it was agreed to return to these items at next week’s meeting (16 June).
194d/19	.1	Covid risk assessments (and associated measures)
194d/19	.2	Pool opening and social distancing
194d/19	.3	Use of volunteers to facilitate opening of pool, eg to ensure social distancing.
194d/19	.4	Season ticket pricing and access
194d/19	.5	Website access and update: Assistant Clerk to post update on the HPC website.
194e/19		Finance – the RFO confirmed he will produce a budget for the meeting of 16 June including identifying the break-even point for costs versus revenue. Cllr Marsden asked about flexibility to extend hours. The RFO noted it was more likely hours may have to be reduced dependent on demand and balancing costs and revenue. Cllr Turner noted the need to arrange a handover meeting with the contractors – adhering to social distance guidance – the Assistant Clerk will liaise with Tom Crooks.
194f/19		Confidential and HR items:
194f/19	.1	Unfurloughing pool staff - timescales, costs, possibilities of unfurloughing and refurloughing: it was noted this had already been addressed in detail earlier in the meeting and will be reviewed next week.
194f/19	.2	Village caretaker – unfurloughing: Neil Vaughan reported that he had resumed working from 1 June. The Assistant Clerk will liaise with Neil about the relevant paperwork.
194f/19	.3	Pool staff annual leave: Cllr Bill Hanley emphasised the importance, when the pool does reopen, of adequate staff cover. It was agreed there should be managerial cover at all times. It was noted staff continue to accrue annual leave while on furlough. Reference was made to cover issues last summer; the need for sufficient managerial and staff cover, this July and August, was reiterated. It was agreed to return to further consider this issue at next week’s meeting. In the meantime Cllr Bill Hanley will draft a message to staff thanking them for their contributions, noting the need for adequate cover when the pool reopens, also updating staff on pool developments and government advice and guidance. Cllr Marsden noted that the pool must be heated to 28 degrees before handover; it was suggested this could take up to two week. Cllrs noted there will be a regular schedule of boiler maintenance and servicing but suggested it would be prudent to arrange a service after such a long period of closure. Cllr Marsden noted she would liaise with George and Mike about getting this in place.
194g/19		Clerk’s report/correspondence – nothing to report.
194h/19		Items for the next meeting – to return to all items on this agenda.

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194i/19	Date and time of next meeting – it was proposed to meet at 7.30pm on Tuesday 16 June (Zoom meeting) – a meeting of the Recreation Committee will follow at 8.00pm.
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