**HATHERSAGE PARISH COUNCIL**

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

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Minutes of a meeting of the Swimming Pool and HR Committee of Hathersage Parish Council

As an on-line meeting at 19.00 on 9th February 2021

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| Present: | Councillors W Hanley (Chair HR), B Hanley, JA Marsden, R Olle, S Turner (Chair SPC), H Rodgers, T Hill, Mike Wellington (Pool Manager) |
| In attendance: | SC Wyatt (Clerk), CF Cave (Treasurer), Maura Sorenson (Asst. Clerk) |

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| 095/20 |  | Apologies for absence – George Foy. |
| 096/20 |  | To decide any variation in the order of business: Admission pricing is to be brought forward after Public Participation |
| 097/20 |  | Declaration of interests. Mike Wellington as pool manager |
| 098/20 |  | **Public participation** - A period of not more than ten minutes will be made available for members of the public and Members of the Council to comment on any matter. |
| 098/20 | .1 | Receive notes of Marketing/Advertising/Fundraising Group meetings since January SPC. |
| 098/20 | .2 | Future fund-raising events – no update. |
| 098/20 | .3 | Events booked for 2021 since the last meeting – no update. |
| 098/20 | .4 | Hilly Triathlon 2021 (standing item) – no update. |
| 099/20 |  | Confirmation of previous minutes of meeting 12th January 2021. The minutes are noted as reviewed and **approved** and will be signed ASAP. |
| 100/20 |  | Admission Pricing and policy –  Memberships – traditional season ticket are not possible and the intention to trial monthly tickets was not possible.  HPBC have confirmed this year’s grant will be paid but the criteria for future support is being reviewed. A Zoom call is to be arranged with HPBC for next week.  It was **agreed** to keep the general pricing the same as last year (2020).  The principle of ticket prices for swimmers from different areas (local authorities) depending on the grants from the Authorities in which they live, has worked well. The principle of lower prices for local people was suggested.  It was suggested that there could be a cap on the number of swims booked with a monthly ticket to allow others to use the pool.  It was stated that the village is a historical link with the pool and local people should be seen as key customers and have a preferential arrangement. The figures of season ticket sales indicate that there is a large support from local people.  There was an apology for the manner in which an email response to committee members had been worded.  A member clarified the purpose of the pool and the remit of the management team in maintaining a viable business.  A member pointed out the pool has not been funded by the precept and has been self-sufficient for some time.  The pool is in the position now where the number of people coming from out of the Parish is enabling the pool to be sustainable. When the pool was only local it came close to closing on more than one occasion.  Signed: Date:  A member stated that young parents may welcome a single session to attend with young children on a season ticket basis.  Monthly membership for the present will be the most appropriate in the current situation. Any cancelled sessions will be carried forward, not refunded. The monthly season ticket will be the season ticket price from last year divided by seven. This is also how other leisure centres operate e.g. The Arc in Matlock. Members, public and lane sessions can be used for season ticket holders.  Chris will provide some figures on which the Committee can make a recommendation to full council’s March meeting. An extra meeting on Thursday 18th February will be arranged at 7pm. One agenda item. |
| 101/20 |  | Review previous action points (appended to this agenda). |
| 102/20 |  | **Plant room upgrade project**. |
| 102/20 | .1 | Snagging - General update on snagging.  See Mike’s MMR report. Outsourcing may be necessary to get these snagging items completed. |
| 103/20 |  | **Plant/Machinery/Operational issues** **and** **Manager’s Monthly Report (MMR) –** noted as received – there were complements on the content and quality of the report. |
| 103/20 | .1 | Quotes from Tom Crooks, Architect, for a path across the grass - It was suggested an area is marked out by Mike/George and builders invited in to quote. The architect would not be required to arrange tendering for the work, he would just design and specify the work. It was suggested FlexFloor may be interested in this work.  Mike asked for confirmation of design and spec for £580 from Tom Crooks. **Agreed**. |
| 103/20 | .2 | Investigate refurbishing the access and frontage to the pool – there was a suggestion to request costs for initial ideas from architects. **This will be a future agenda item.** |
| 103/20 | .3 | Pool Advisor’s report – this is to be provided monthly once the pool is reopened. |
| 103/20 | .4 | New shower boiler quotes – see Action Points and MMR. |
| 103/20 | .5 | Report on alternative heat sources for pool water heating – noted as received. We seem to be ahead of the many other pools that have been spoken to. A scoping statement is required and data on energy usage will be required. It was suggested that in conjunction with Mike and George and the SPC Cllr. Hill will put together an invitation to tender to seek a best and feasible way forward. |
| 103/20 | .6 | Work emails for Mike and George – Tom Hodgson quote. Mike is to clarify with Tom but it was **agreed** that if HPC have not already paid for this then the emails should be set up by Tom. The cost would be 2 x £60 pa. |
| 103/20 | .7 | Sponsorship suggestion – to be pursued further by Mike with Christine. |
| 104/20 |  | **Swimming Club** – is to be restarted ASAP on a Wednesday evening. Only qualified swimming teachers will be used for instruction with more structure to the sessions. |
| 105/20 |  | **Swimming lesson teachers** – report noted as received. Thanks for a comprehensive report. Lanes will not be taken out of popular times for teaching but in a timetabled teaching session. |
| 106/20 |  | **Finance**. |
| 106/20 | .1 | Admission prices – discussed earlier. |
| 106/20 | .2 | Budget – carried forward to 18/02/2021 and the recommendation on ticket pricing. |
| 106/20 | .3 | It was **agreed** to book space in Dore to Door and Bradway Bugle for the advertisement. |
|  |  | Mike Wellington left the meeting.  Signed: Date: |
| 107/20 |  | **Confidential and HR items:** |
| 107/20 | .1 | Wage rates for lifeguards – following discussion it was **agreed** that we will continue with the national living wage increments. Moving to the real living wage rate would add £11k pa to the pool costs. |
| 107/20 | .2 | Possible feedback on RFO and Assistant Clerk Job Evaluation by DALC – the interviews have been carried out the report will be received soon. |
| 107/20 | .3 | Discussion about summer lockdown (if there should be one) furlough pay arrangements.  **Carried forward to the next HPC meeting.** |
| 107/20 | .4 | Review of Government Coronavirus policies – current lockdown is until 8th March. |
| 107/20 | .5 | Pool staff recruitment campaign – c/f to next SPC meeting. Letter is to be sent to pool staff about the change of Clerk and Mike and George’s roles. |
| 107/20 | .6 | Cllr. W Hanley suggested some coaching for Maura in line management if required. |
| 107/20 | .7 | It was **agreed** that it is more appropriate for the Leisure Facilities Manager to correspond directly to HPC. |
| 107/20 | .8 | A suggestion was made that the temporary appointment of a Project Manager could be worth consideration due to the number of projects that are foreseen in the near future. It was **agreed** that this should be discussed at a Parish Council meeting. Cllr. Hill **agreed** to draw up a specification for such a role. |
| 108/20 |  | Clerk’s report/correspondence – nothing further to report |
| 109/20 |  | Items for the next meeting; Investigate refurbishing the access and frontage to the pool; Pool staff recruitment campaign |
| 110/20 |  | Confirm date of next meeting – 9th March 2021. |
|  |  | The Clerk and Assistant Clerk left the meeting. |
| 111/20 |  | There was a discussion about the renumeration for the outgoing Clerk, |

Signed: Date:

**Actions** (reviewed)

From 10/12/19 the action number is the date of the meeting followed by a sequential number as the action arises in the minutes. The agenda item number to which the action refers is included in the Action text.

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| **Action no** | **Owner** | **Action** | **Status** | |
| 081220/001 | Mike | 075/20.1 Mike will enquire re further details on the expected areas of failure within the next 12 months of the boilers. An alternative inspection is also to be arranged.  12/01 An inspection is to be arranged with Vaillant from Belper within an annual service at £280 for 2 boilers. A domestic boiler service is different to commercial. A report expected for the next meeting.  09/02 Vaillant coming 15th April to carry the inspection. | | Closed |
| 120121/001 | Mike | 087/20 Mike will request 3 quotes for replacement of the shower boiler and to include parts and maintenance. This will also include alternative options.  09/02 Hallamshire Heating and Apex have made an appointment to visit site and subsequently provide a quote. | | C/F |
| 120121/002 | Mike | 087/20.2 Mile will contact Ash with regards a brief monthly report being provided following the discussion each month between Ash and Mike. This will be an agenda item for future meetings.  09/02 Mike has spoken to Ash and discussed providing a monthly report that will be provided. | | Closed. |
| 120121/003 | Mike | 087/20.3 Mike is to contact FlexFloor for them to get on with putting rubber crumb beneath the pool cover roller after rectifying the underlying screed. Architect Tom Crooks will also be asked to advise T&C Williams of this.  09/02 Quote received but timescales not known. Mike to find a date when the job be done ASAP. **This will require approval at the March HPC meeting.** | | C/F. |
| 120121/004 | Mike Chris | 088/20 Mike and Chris will draw up some options for pool admission charges for the summer within assumptions for the C19 limitations.  09/02 Information was provided and a subsequent meeting is be arranged for 18/02. | | Closed |
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|  |  | **Actions from this meeting** | |  |
| 090221/001 | Mike | 103/20.1 Mike to speak to Tom Crooks, architect, with regards a design and specification for the path across the grassed area. | | Raised |
| 090221/002 | Mike | 103/20.7 Mike will enquire further about the sponsorship suggestion from Keebles. | | Raised |
| 090221/003 | Clerk | 107/20.5 The Clerk was asked to write to Parish Council staff advising them of all the forthcoming organisational changes. | | Raised. |