

DUNDEE CITY COUNCIL

REPORT TO: Personnel and Management Services Committee - 12 March 2001

REPORT ON: Leisure and Parks Department - Sessional Sports Coaches - Rates Of Pay

REPORT BY: Director of Personnel and Management Services

REPORT NO: 137-2001

1 PURPOSE OF REPORT

1.1 To approve the revised rates of pay of Leisure and Parks Sessional Sports Coaches.

2 RECOMMENDATIONS

2.1 The Committee is requested to approve, from 1 April 2001, the revised rates of pay as outlined in the Appendix attached.

3 FINANCIAL IMPLICATIONS

3.1 The cost of implementing this proposal is £2000 in a full financial year and can be contained in the Departmental Revenue Budget.

4 AGENDA 21 IMPLICATIONS

4.1 There is significant participation by women, children and people with a disability in the activities on offer.

4.2 By stemming the transfer of services to better paid locations in the private sector and sometimes out of Dundee, we will ensure that local needs are met locally; access to facilities is maintained, and there is continuing opportunity to undertake satisfying work.

5 EQUAL OPPORTUNITIES

5.1 None.

6 BACKGROUND AND PROPOSALS

6.1 The rates of pay for Sessional Sports Coaches of the Leisure and Parks Department have not been revised for a number of years.

- 6.2 For ease of administration and to ensure that individuals receive pay awards, it is the intention to assimilate current rates of pay to a specific spinal column point.
- 6.3 The rates of pay proposed take into account market forces, the duties and responsibilities to be undertaken in any activity, and any specific qualifications required.
- 6.4 Following assimilation with effect from 1 April 2001, coaches who are currently paid a rate higher than the new spinal column point will have their existing rate of pay preserved for a three year period or until annual pay awards remove the differential.
- 6.5 The rates of pay proposed are outlined in the Appendix attached.

7 CONSULTATION

- 7.1 The Chief Executive, Director of Support Services, Director of Finance and Director of Leisure and Parks have been consulted on the content of this report. The appropriate trade unions have also been consulted.

8 BACKGROUND PAPERS

- 8.1 No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information), were relied on to any material extent in preparing this report.

9 SIGNATURE

J.C. Petrie
Director of Personnel and Management Services

Date

COACHES RATE OF PAYRECOMMENDATIONS

The following are the proposed recommendations for the revised rates of pay, criteria and role of sports coaches with effect from 1 April 2001:-

Current Rate of Pay	Proposed Rate of Pay	Criteria	Role
£12.50	£12.50 SCP36	Specific Circumstances	Coach Mentor
£9.98	£10.26 SCP29	Adult Fitness Qualification	Teach Adult Fitness
		PE + Sport Specific Qualification	Lead Coach
		Club Coach Qualifications for both Pre-School and Gymnastics	LGT Lead Coach
		Sport Specific Qualification irrespective of PE Qualification	Lead Coach + Manage 3 or more other coaches
£7.42	£7.53 SCP19	Sports Specific Qualification only	Lead Coach
		PE Qualification only	Lead Coach
£4.99	£5.12 SCP5	No specific qualification	Assistant Coach