

CENTRAL SWINDON NORTH PARISH COUNCIL

F&S – Employment of Grounds Person

4th June 2019

Introduction

This is a supplementary report to the football pricing strategy for the specific employment of 'sports pitch' grounds person(s)

Report Details

As detailed within the football pricing strategy, it is evident that there is both a desire and necessity for the parish to employ grounds person(s) to provide continual and ongoing maintenance to the sports / football pitches (once they have been transferred), as well as providing match day assistance to users.

With the potential of 17-20 sports pitches being acquired, it's likely that a minimum of 1 x full time (37.5 hours) and 1 x part time (18 Hours) will be required to carry out the day to day maintenance of the sites and provide assistance on match days.

Full time employee

Working days: Wednesday – Sunday (7.5 hrs per day)

The intention for the full-time employee would be to ensure all 'booked' pitches were set up (cut, forked, line marked etc), ready for matches prior to kick off on Saturday & Sunday.

The full-time employee would set up the goal nets & corner flags at both Southbrook & Sevenfields on the morning of the matches, and then take them down when the games were finished.

Part time employee

Working days: Saturday – Monday (6.0 hrs per day)

The intention for the part time employee would be to carry out essential repairs on a Monday following the games over the weekend.

The part time employee would set up the goal nets & corner flags on the morning of the match at Mannington and subsequently stay on site to provide a security measure at the changing rooms during the games and then take down and lock up when the games were finished

At any periods of quieter times, i.e. during the winter months, both employees could be used to assist with other areas of grounds maintenance as required.

Costs

Based on the NALC pay grading scale, the proposed salary bandings would be:
LC1 (7-12) (substantive benchmark range)

1. Full time grounds person: £19,544 – £21,589
2. Part time grounds person: £19,544 – £21,589 (pro rata £9,509.76 - £10,501.92)

Considerations

1. It is essential to recruit someone with necessary experience and relevant skills. Therefore, depending on the interest received, it maybe that the salary banding is reviewed, in order to employ the most suitable person for the role.

Ideal qualification standard - IOG Certified Grounds Specialist or Certificate or Diploma in Sports and Amenity Turf Maintenance

2. The approx. salary banding (cost to the parish) of the current SBC provision for groundsman is between £20,000 - £22,600. Therefore, there would be a negligible difference in cost with the transition of this service to the parish.
3. SBC do not have a specific F.T.E dedicated to sports pitches; they use a number of rotating staff to maintain them. However, as the provision / service would be transferred, TUPE may apply. Therefore, the requirement to transfer an SBC employee needs to be considered.
4. There will be ongoing costs for training & courses as required
For example, through the IOG (institute of groundsman) the winter pitches course is £330.00 & the general grounds course - £342.00.

Recommendation

In anticipation of the start of the 2019 season. Allow the Estates Manager to work with the Clerk in assessing the requirement of TUPE. Should TUPE not come into effect, to allow the officers to advertise for the recruitment of;

1. 1 x full time employee (as above)
2. 1 x part time employee (as above)

