

## **COUNCIL – POLICY, RESOURCES & PERSONEL**

### **STAFF GYM MEMBERSHIPS**

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#### **1.0 INTRODUCTION**

Currently all employees of Fawley Parish Council are entitled to free use of the Fitness Suite, in addition to this, they may bring a nominated person as their “Plus One” and pay £1.50 for them to use the Fitness Suite with them.

Following the COVID-19 pandemic and the impact this has had on peoples wellbeing as well as the current cost of living issues, I believe that it is appropriate to review this policy to address the issues below and help promote a healthy lifestyle for Council employees.

#### **2.0 CURRENT POLICY**

The main issue with the current policy is that it requires the employee to be present when their nominated person wants to use the Fitness Suite. Bearing in mind that most employees will nominate their spouse/partner as their “Plus One”, I believe this unfairly discriminates against employees who either have children or do shift work and for those reason can’t attend the Fitness Suite at the same time as each other.

Another issue with the current policy is the “Plus One” charge. Total income from the “Plus One” charge for YE22 was £175.00 ex VAT. I believe that removing this charge and adopting the policy proposed below would help create a healthier workforce and reduce staff absences which would in turn provide savings for the Council that outweighs the small amount of income generated.

#### **3.0 PROPOSED POLICY**

All Council employees to be entitled to a free Staff Gym Membership which provides the same benefits as our Fitness Unlimited Package with the exception that they must give priority access to customers on all equipment and classes.

In addition to this, each Council employee will be able to nominate one other person to also have a free Staff Gym Membership with the same conditions as above. The nominated person cannot be changed within 12 months of being nominated.

#### **4.0 RECOMMENDATIONS**

That the proposed policy is adopted

For more information contact:

Joshua Bond,  
Centre & Sports Development Manager  
02380893603  
joshua.bond@fawley-pc.gov.uk