



Rotorua Aquatic Centre

Outline

- **Step 1** – Section 17A review of current effectiveness and efficiency revealed operating below industry standards
- **Step 2** – Tested external market and found strong experience, track record and price in operating community swimming pools
- **Step 3** – Worked with preferred provider to secure offers for 36/38 existing staff on same pay and broadly similar conditions
- **Step 4** – Employment relations process led to an agreement that the Union/staff be offered the opportunity to present a full alternative proposal within an agreed timeframe
- **Step 5** – Consideration of proposal and options for embracing the kaupapa
- **Step 6** – Implications of today's decision