

LEISURE – SUPPORTING INFORMATION

{Question 25} – ANNEX J

- 1.1. The provision of Leisure services varies across the HESTIA estate. Access to ‘outside the wire’ leisure facilities may result in there being no provision at one location while an isolated unit may run a number of facilities. The demography and function of units also differs widely. A deployable unit with a large number of young families may have a greater need for leisure services than a non-deployable unit of more senior (and more mobile) personnel. Similarly, a deployable unit may have a strong case for leisure facilities to support the generation of unit ethos where a non-deployable unit may not. Thus, leisure facilities on each Establishment will need to be considered on an Establishment by Establishment basis.
- 1.2. Tri-Service Commanders have recognised the changes in Service Personnel’s (SP) habits and culture, due mainly to the increase in the availability of technology over the last decade. Now, service person lifestyles are more insular and have evolved, with the introduction of en-suite accommodation, access to in-room TVs, internet social media, gaming, entertainment and communications. This can result in SP spending more time alone in their rooms/service family accommodation.
- 1.3. Leisure facilities provide a place to go for SP and are seen as a way of maintaining unit cohesion, thereby contributing to the moral component of fighting power. They provide the opportunity for groups of SP to get together with, or without, their partners and children and contribute to the morale of the whole unit. The policy providing spaces for welfare (including leisure)¹ states that “The critical connection between welfare and operational effectiveness affirms that the support provided for SP and their entitled family is “core” Armed forces business.”² The same document requires commanders to “ensure access to welfare resources where civil society does not meet the need”³. Some SP and their families are housed in places where they are disadvantaged and here, it is even more important for them to have places to go where they can relax and recuperate. However, whilst space is made available for welfare, leisure facilities and services themselves are not funded by the Employer.
- 1.4. The Contractors’ Catering Retail and Leisure (CRL) Business Plans will provide the information on their overall approach to the provision of the services down to site facility level. Where leisure facilities exist on site, Booklet 4, the Service Information Packs will show the type and number of facilities and the services offered. Where available, Contractors will also be given information on the financial performance of the facility. This will firstly enable them to make a decision about their intentions and secondly, where leisure is taken on, will form the basis of their Leisure Plan within the overall Establishment and Regional CRL Business Plans.
- 1.5. The Contractor shall use the following definitions when describing the leisure provision they include in their CRL plan.

¹ JSP 770, Version 2 dated 4 Dec 08, Para 0001.

¹ JSP 770, Part 1, Chapter 1, Paragraph 1104.

² JSP 770, Version 2 dated 4 Dec 08, Para 0001.

³ JSP 770, Part 1, Chapter 1, Paragraph 1104.

Table 1 Leisure Definitions

| Term | Meaning | Usage |
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| Leisure Add - on | Indirect revenue generating Leisure Add-on which is provided to enhance the experience of customers in a Retail Café or Licensed Retail facility (e.g. large TV, children's area). | No space or utilities charge is levied because this is covered by the facility which hosts the Leisure Add-on through rental income and additional demand generated by the Add-on. |
| Leisure Activity | Direct revenue generating Leisure Activity which provides an earning opportunity (e.g. pool table), which is typically offered in a Retail Café, Licensed Retail facility or Mess but which may also be in a dedicated space (e.g. billiards room). | There are agreed income distribution rules. |
| Leisure Facility | Direct revenue generating Leisure Facility which provides a leisure experience to enhance the lifestyle choice of customers in their free time. The Leisure Facility is the principal occupier of a defined trading space and may include a Retail Café or Licensed Retail bar which is ancillary to the leisure offer. | A space and utilities charge will be levied for any dedicated space(s) but where a significant welfare element exists with minimal revenue generation, e.g. a Contractor run Mother and Toddler Club, usage charges will not apply. |