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The review concludes further efficiencies and service improvements can be achieved through either:

- In-House management with refinements to improve position design and structure; or
- Outsourcing the management of the MOSC to an external contractor.

The report recommends that Council test the market via a competitive tender process for an external operator which delivers an improved financial return to Council and enhances service provision.

Should the tender process not deliver an improved management model then the MOSC would continue to be managed in house with refinements to the existing staffing structure being implemented.

Consultation with all relevant stakeholders in line with Council's Enterprise Agreement will be undertaken before any final decisions is made. Consultation will be ongoing throughout the process.

The following recommendations are made in relation to this particular service:

#	Recommendation	Due date	Action Officer	Position
1	Consultation requirements arising under applicable enterprise agreements are undertaken prior to a report being considered by Council potential outsourcing	December 2016	Carol Hampton	Manager City Property
2	That Council test the market via a tender process for an external operator which delivers an improved financial return to Council and enhances service provision	May 2018	Carol Hampton	Manager City Property
3	That Council consider a report in the first quarter of regarding the Masterplan for the Marion Outdoor Swimming Centre	April 2018	Carol Hampton	Manager City Property