Fakenham Leisure and Sports Hub Project – Award of Contract				
Executive Summary	This report provides an update on the Fakenham Leisure and sports Hub project, highlighting some of the project changes. It provides reassurance that the overall project costs are broadly in line with the revised budgetary provision. The reconciliation of cost estimates against the received Tender demonstrates that the Tender price is fair and reasonable.			
Options considered	 Proceed with the award of contract for the build phase of the project. Resolve not to proceed with the project – not recommended 			
Consultation(s)	Monitoring OfficerSection 151 Officer			
Recommendations	That Cabinet resolve to: Approve the award of contract for the build phase of the Fakenham Leisure and Sports Hub project by appointing Alliance Leisure Services Ltd from a framework agreement, who will appoint DDI Projects Limited and any necessary complementary appointments within this Stage.			
Reasons for recommendations	To enable the award of contract for the build phase of the Fakenham Leisure and Sports Hub project.			
Background papers	 Report to Full Council – 27 July 2022 Report to Full Council – 20 December 2023 Report to Full Council – 27 March 2024 			

Wards affected	Fakenham wards (Lancaster North and South); and wards in the west of the district including Briston, Priory, Stibbard, Stody, The Raynhams, Walsingham; Wells with Holkham.
Cabinet member(s)	Cllr Tim Adams, Leader of the Council Cllr Liz Withington PFH for Leisure etc
Contact Officer	Steve Hems Director of Service Delivery (Deputy Chief Executive) steve.hems@north-norfolk.gov.uk

Links to key documents:	
Corporate Plan:	Developing our Communities and A Strong, Responsible and Accountable Council.

Medium Term Financial Strategy (MTFS)	The project is included in the Council's capital programme with the majority of costs funded through the Levelling Up Fund, supplemented by S106 and partner contributions. No borrowing is required, and the scheme is affordable within the MTFS, subject to managing risks around the 3G pitch funding.
Council Policies & Strategies	Indoor Leisure Facilities Strategy Net Zero Strategy

Corporate Governance:				
Is this a key decision	Yes			
Has the public interest test been applied	 Exempt Appendix: Information in this appendix involves the likely disclosure of exempt information as defined in paragraph 3, Part 1 of schedule 12A (as amended) to the Local Government Act 1972. 			
	 This paragraph relates to: Para 3. Information relating to the financial or business affairs of any particular person (including the authority holding that information). 			
	The public interest in maintaining the exemption outweighs the public interest in disclosure for the following reasons: • The information is commercially sensitive, relating to current contract cost arrangement. Releasing this information would be likely to prejudice would be likely to have a prejudicial impact upon those businesses as well as the Council in obtaining best value.			
Details of any previous decision(s) on this matter	Report to Full Council – 27 July 2022			
	Report to Full Council – 20 December 2023			
	Report to Full Council – 27 March 2024			

1. Purpose of the report

- 1.1. The report sets out the current position in relation to the Fakenham Leisure and Sports Hub project, explains the cost pricing received in respect of the swimming pool extension, refurbishment of the existing centre and associated works and compares these with the agreed budgetary provision agreed in the Resolution 6 of the Council decision of the 20 December 2023.
- 1.2. The report explains the options considered and recommends to Cabinet that they resolve to approve the tender prices received and final award of the construction contract, based on these prices.

1.3. Also set out is the potential to use existing unspent S106 monies from a nearby development to contribute toward the cost of relocation and improving the current play facilities on the Trap Lane site.

2. Introduction & Background

- 2.1. In response to a call for applications under Round 2 of the Levelling Up Fund programme in March 2022, North Norfolk District Council developed a proposal for the Fakenham Leisure and Sports Hub facility in partnership with Fakenham Town Council and the District Council's leisure contractor, Everyone Active. This proposal envisaged an £11million project to extend the existing Fakenham Sports Centre facility at Trap Lane in the town to include a 25-metre four-lane swimming pool with moveable floor, extended gym and fitness studio facilities, 3G all-weather pitch and environmental improvements to the existing sports hall building.
- 2.2. Following committee approval, the project was submitted to Government on 2nd August 2022 and an announcement of successful projects was expected to be made during Autumn 2022. However, Round 2 of the Levelling Up fund programme was four times overbid and in January 2023 the District Council was advised that the Fakenham project had not been successful in being awarded Levelling Up Fund monies. As the project proposal was heavily reliant on Government support, the District Council has not committed further resources to developing the project in the period since January 2023.
- 2.3. The Government subsequently announced that a number of projects would be supported through a Levelling Up Round 3 announcement on 20 November 2023 and that five further projects, including the Fakenham Leisure and Sports Hub project, would receive funding support in the Chancellor's Autumn Statement on 22 November 2023. The funding support offered reflected the application for Levelling Up Fund Round 2 funding made by the District Council ie with Government funding of £9,856,277 towards total project costs of £10,951,419, meaning that the project could be progressed.
- 2.4. Full Council on the 21 February 2024 resolved to approve the establishment of a Capital Budget of £10.850m for the Fakenham Leisure and Sports Hub project within the Capital Programme.
- 2.5. At its meeting of the 27 March 2024, Council agreed to make budgetary provision for the predicted inflationary costs of £450,000, which had arisen in the period since the bid had been prepared in mid-2022, plus additional costs of procuring through a framework of up to £330,000.
- 2.6. This brings the total Capital Budget allocation for the Fakenham Leisure and Sports Hub project to £11,630,000.
- 2.7. The previous Council reports resolved to make a direct award under a two-stage design and build process through a framework. Following consultation with the relevant officers and portfolio holders, Alliance Leisure Services were awarded the contract to move forward the project through RIBA stage 4. They utilise their own UK Leisure Framework and initially worked with the Council's preferred contactor following the market engagement day.

- 2.8. It became apparent, however that due to the tier level of the chosen contractor the cost levels for preliminaries would be prohibitively expensive compared to the budget and so an operational decision was made to switch to a different build contractor.
- 2.9. The project is being delivered in accordance with the Royal Institute of British Architects (RIBA) stages of work process. This organises the process of briefing, designing, constructing and operating building projects into eight stages.
- 2.10 The project has now reached the end of RIBA Stage 4, also known as Technical Design. This is a crucial phase in the RIBA Plan of Work where detailed design information is finalised before construction begins. This stage focuses on transforming the design concept into detailed drawings, specifications and schedules necessary for manufacturing and construction. It involves coordinating all aspects of the design, including architectural, structural and building services, to ensure a smooth transition to the construction phase.
- 2.11 The Contractor has now provided the Contract Pricing documents for each of the elements of the project. This means that the Council is in a position to award the contract to build out the design for the swimming pool and sports centre element of the project. The 3G pitch is subject of an application to the Football Foundation fund and construction will not commence until the construction phase of the swimming pool is competed. This is at the request of the Football Foundation to maintain a clean site for the pitch provision.

3. Proposals and Options

- 3.1. Recommendation 6 of the Full Council meeting of the 20 December 2023 required that:
 - "Council requires that tender prices received are reported to Council for approval before any construction contract is awarded as a key "gate" point in the delivery of the project."
- 3.2. Throughout the design process there have been various factors which have impacted on the design and therefore the cost envelope of the project. Some of these are detailed below:
- 3.3. Throughout the stages of the project to date a number of changes have been made to the original design submitted to Government. Typically for the type of process used for this project, feedback from the specialists in different elements was received and tested with the Council and Everyone Active, as user of the proposed facility, which has led to small changes to the design elements. This has led to the inclusion of some works not envisaged when the bid was submitted and the Stage 2 designs shared with Members and other works changing such that they are of a smaller scale that originally anticipated.
- 3.4. When the original preferred build contractor provided their estimates at Stage 2 it was quickly identified that these estimated costs were significantly over the original bid cost estimates. This was generally because within the framework, contractors are tiered to reflect the size and value of work that they are able to undertake. In the case of the then preferred bidder they were in a tier that

- enables them to be considered for much larger contracts. The tier that they were in came with an increased percentage level of preliminary charges meaning that the overall cost estimate was significantly above that contained within the original bid.
- 3.5. In an attempt to reduce the overall cost back to the bid estimates a value engineering exercise was undertaken. This saw several elements of the original design amended to cheaper alternatives, albeit with some compromises to the original plans. In particular the roof to the swimming pool was changed from a curved roof to flat one with an associated increase in the façade wall, the wall to the front of the new gym and reception area was moved backwards. Whilst the change of preferred contractor brought the project cost back on track, a number of the valued engineered elements were retained in the design as either they facilitated some other element, such as the flat roof allowing PV panel installation, or were preferred by the leisure operator, such as in the case of the wall to the front building façade.
- 3.6. The application for the Football Foundation funding is underway and requires final versions of documents with Fakenham Town Council. This will result in the current lease being replaced with a new lease with a larger area to include the 3G pitch.
- 3.7. It is not yet possible to accurately state the cost for the 3G pitch. The original cost estimates used to submit the bid to Government made an allowance of £1,150,000 for the cost of the 3G pitch. Alliance Leisure Services have reached out to 3G pitch providers, who have given typical costs for this size of pitch in similar ground conditions and have been given cost profiles which are within the original bid values. Whilst there is no cost certainty, it provides reassurance that the allowance is realistic.
- 3.8. The Football Foundation have provided feedback during the design phase that they would require additional work to the existing changing room facilities that will be utilised for the 3G pitch over and beyond those that had been originally costed. They have also required the inclusion of externally accessible toilets as they would not accept the use of the centre toilets for spectators at the 3G pitch. These externally accessible toilets have been included in the design, but there is an additional cost relating to the provision which is above the bid value. It is anticipated that the bid to the Football Foundation will include the costs for these additional requirements and if agreed the grant funding will meet a percentage of these costs.
- 3.9. Whilst arrangements have been put in place to enable the leisure operator to continue to operate during the works to the existing centre and swimming pool development, albeit on a reduced basis. Inevitably, there will be a need to close the centre completely for a period of time to allow the completion of the works. The programme of works has been carefully managed to reduce this period to a minimum, with the current phasing and timetabling seeing a one-week closure period planned. There is some financial cost associated with this phasing and programming. This is balanced by the additional costs that would be incurred through claims from the Leisure Operator for loss of income. The view of the Project Team is that the benefit of minimising the closure period justifies the additional cost which also minimises the likely claim value.

- 3.10 The original scope of works within the bid submission made reference to carbon reduction works, both within the new build for the swimming pool extension and retrofit, to improve the thermal efficiency of the existing sports centre. There was an allowance within the bid of £1,000,000 but deliberately no specific works were identified to allow the identification of the most appropriate technology and systems within the design process. Works have now been specified within the Stage 4 design, including three Air Source Heat Pumps (ASHP), to provide for hot water space heating and swimming pool heating for the new part of the building, alongside photovoltaic panels to help meet the electricity demand for the ASHPs and enhanced thermal insulation in the new and existing centre building.
 - 3.10.1 There were additional works identified within the current sports centre which were not able to be included in the scope of the project due to cost pressures.
 Officers from the Sustainability Team applied and were successful in obtaining grant funding through the Public Sector Decarbonisation Scheme.
 - 3.10.2 A grant of £150,000 has been secured through the Salix PSDS Scheme as a contribution to these works. The build contractor is providing an additional pricing schedule to reflect including these works in the build programme.
 - 3.10.3 There will be a separate paper provided to the next Cabinet meeting seeking a decision as to whether these PSDS works are included within the programme. For the purposes of this report no account has been taken of additional PSDS works in order to ensure £0.408million Section 106 monies, £0.575million from the Football Foundation and the value of the land contributed by Fakenham Town Council. Members have clarity on the project costs now in relation to the original Levelling Up scope and cost estimates.
- 3.11 The Levelling Up Fund grant funding made by the Government £9,856,277 towards total project costs of £10,951,419. The difference between the two figures represented the Councils match funding contribution, which was made up of £0.408million Section 106 monies, £0.575million contribution from the Football Foundation to the 3G pitch and the value of the land contributed by Fakenham Town Council, notionally being £250,000.
- 3.12 Due to the delays between the original bid submission and notification of funding being allocated, exacerbated by high inflation costs within the building industry at this time, an exercise was undertaken to assess the impact of inflation on the price. This resulted in a resolution on the 2 March 2024 Council to make budgetary provision for an additional £450,000 to reflect these estimated inflationary costs.
- 3.13 The current playground is located to the western boundary of the centre location and is somewhat remote from the entrance to the centre or any easy vantage point from centre users. The addition of the swimming pool extension increases the isolation of the play area and the designs included relocation to a more accessible location to the immediate north of the swimming pool with enhanced association with the revised centre entrance and better sight lines from the centre facilities. This relocation was included in the original costings but removed during the value engineering process.

- 3.14 Unspent Section 106 monies associated with a development nearby in Fakenham for play facilities have been identified and it is intended that some of this will be utilised for the reprovision of the playground. This will enable the reprovision of the facilities with no impact on the overall project budget.
- 3.15 The table below sets out the comparisons at a high level between the overall project costs:

	Validation Feb 24		Stage 4
	Estimates		Tender
LUF Funding	£9,856,277	Construction	£9,030,641
Match Funding	£1,095,242	3G pitch	£1,015,000
		allowance	
Inflationary cost	£450,000	Equipment	£232,861
		Project	£1,066,355
		Management	
		Fees	
		Sub -Total	£11,344,857
		Playground	£110,000
		estimate	
Total	£11,401,519	Total	£11,454,857

- 3.16 It is the total figures within the table that should be compared. This demonstrates that the overall project cost is comparable with the original budget estimates. The additional funding for the playground relocation will reduce this cost further to below the overall budget estimate without compromising the scope of the works.
- 3.17 An additional amount of £60,000 of Capacity and Capability funding was received in January 2025 and a further amount of £89,800 in February 2025, which will be used during the project for activity which will unlock and contribute to the delivery of the project beyond the contract activity. For instance, to reduce the impact of school-day parking on the neighbouring school site, an agreement is being arranged with Fakenham Rugby Club to use their car park as a designated drop-off and pick-up point, as well as parking for gym users throughout the construction phase. This will be paid for through the Capacity and Capability funding along with any engagement activities that will take place.
- 3.18 At each of the Stages the Project Management Team have delivered cost estimates to ensure that the cost remains in line with the overall project estimates as variations are made to the design. At Stage 3 the preferred build contractor submitted a feasibility cost estimate to ensure that there estimated costs were in line with the Project Management cost estimates.
- 3.19 The summary of the Estimate and Tender reconciliation is included at Appendix 1.
- 3.20 Given that this fair and reasonable cost estimate aligns closely with the overall project budget approved at the Council meeting on 27 March 2024, there is strong confidence that the project is ready to progress to the construction phase

3.21 The Council could opt to discontinue the delivery of the project, although this is not recommended due to the cost proximity to budget and, as it would likely involve the Council to cover the not inconsiderable cost to date, it would fail to meet an Annual Action Plan objective.

4 Corporate Priorities

- 4.1 Delivery of the Fakenham Leisure and Sports Hub project supports the Council's Corporate Plan themes Developing our Communities and A Strong, Responsible and Accountable Council.
- 4.2 The Annual Action Plan was updated following the announcement of the funding from a proposed action to re-submit the Fakenham Leisure and Sports Hub project in any Round 3 of the Levelling Up Fund programme, to state "Development and Delivery of the Fakenham Leisure and Sports Hub proposal". This action has been carried forward to the latest version of the Annual Action Plan.

5 Financial and Resource Implications

- 5.1 The work done to date on cost estimates, expenditure to date and tender reconciliation show that:
 - Total package cost including build, equipment and project management is broadly in line with the budgetary provision made through the original bid submission with the addition of the inflationary cost agreed on the 27 March 2024.
- 5.2 The method of funding from Government means that the Council is given funding twice per year based on the estimate of expenditure that will be made within the next six months with some truing up to reflect the actual level of spend against the previous six-month estimate. This means that the Council does not need to borrow money and claim it back.
- 5.3 There remains some uncertainty in regard to the overall costs and level of grant contribution towards the 3G pitch provision. However, there is confidence that the allowance made within the bid is reasonable and that funding will be forthcoming from the Football Foundation when an application for funding is made and processed. There has been budgetary provision made by the Council to cover the cost of the 3G pitch provision.
- 5.4 Whilst the two-stage design and build process was chosen to expedite the procurement timeline, reflecting the LUF funding pressures, another advantage is that, by including the preferred build contractor in the design process, the risks of unforeseen works a re reduced. Within the capital sum a contingency allowance of 3.5% has been provided which totals £301,942.98. This percentage has been arrived at using the experience of the design team and reflects other projects of similar nature and scope.

Comments from the S151 Officer:

The tendered costs are broadly in line with the budget provision approved by Council, and the Levelling Up Fund arrangements mean no upfront borrowing is required. Some uncertainty remains around the final costs and grant contribution for the 3G pitch, but allowances have been made. On this basis, the financial risks are considered manageable within the Council's MTFS.

6 Legal Implications

- 6.1 The New Lease is needed to provide a larger site for the project and will involve the Fakenham Town Council. The obligation to complete the New Lease is conditional on Cabinet authority confirming commitment to the project. Any potential challenge timescales also need to expire before the New Lease is dated.
- 6.2 A third-party challenge timeframe expiry is identified from the usual procurement law 6 week 'standstill period' after contract award.
- 6.3 Managing legal decision risks suitably will provide a legally secure decision thereby assuring the land transactions.

Comments from the Monitoring Officer

Key points in the delivery of this project are set out. The report details factors relating to the funding and current budgetary position. It includes information around the estimated cost of the 3G pitch and also details related matters such as the lease relevant to the progression of the project. In particular, Members are asked to approve the contract arrangements so that the build stage can be progressed.

7 Risks

- 7.1 The Agreement for Lease obliges completion of the New Lease. Dependencies are the Cabinet authorisation and commitment to the project spend. It is also necessary for expiry of third-party challenge timeframes to expire. This includes the usual procurement law 6 week 'standstill period' after contract award on the main build, which this Cabinet meeting is asked to authorise. These are considered suitable to manage such risks. Parties are working towards soonest completion of Agreement for Lease, and a verbal update will be available at the meeting.
- 7.2 With any project there is a degree of price uncertainty in respect of unforeseen works which have not been included within the original tender sum. The two-stage design and build process, by its inclusion of the build contractor in the design process, reduces the likelihood of significant price uncertainty and the price provided for the agreed design is fixed and not subject to change. Despite the significant and detailed survey and investigation works undertaken as part of the Stage 3 design works it is possible that some unforeseen works could be

- identified once the works commence. Any such works would be subject to contract change provisions within the JCT contract and managed accordingly.
- 7.3 A Contingency sum of £301,942.98, equating to 3.5% of the build contract value, has been made within the capital investment amount. This reflects the level of risk anticipated and is typical for similar projects in terms of size and scale and the tender methodology.
- 7.4 During the design phases a number of additional items have been included, not in the original specification. Some of these have been added by the Council and some by Everyone Active and are generally enhancements beyond those necessary for the effective running of the centre once building is completed. The Council is currently working with the design team, council officers and Everyone Active to establish which of these items will be included in the final design. In considering each of the items, cost and benefit is being carefully considered and whether the cost should be met through the project or directly via Everyone Active, as the Leisure Contract provider.
- 7.5 The Council applied for and was awarded a grant under the Public Sector Decarbonisation Scheme. The grant provides funding for works to decarbonise the existing sports centre beyond that which was included in the original Levelling Up Fund bid scope. This includes the replacement of the existing gas fired boiler with a further air source heat pump (ASHP), further solar panels to partially meet the electricity demand for running the ASHP, required upgrade to the electricity supply to the site and additional building improvements to make it more thermally efficient and improve building management to reduce the carbon footprint. The budget implications of this work are to be discussed in more detail in a separate report. There are identified risks, if the PSDS work are progressed, to the project both in terms of potential cost impacts but also in terms of the time required to complete the project and additional time that the centre will need to be closed for.
- 7.6 The Lease for the additional land to facilitate the 3G pitch provision, with Fakenham Town Council, is still being finalised although it is anticipated that it will be in place shortly after the 5th September 2025. The lease being in place is a prerequisite of an application to the Football Foundation for the funding for the 3G pitch. On this basis the application has yet to be made although preparation activity for when the application is made is ongoing. This means that whilst there is strong indication from the Football Foundation and Football Association that an application would be successful, there is no ability to provide certainty or to be able to categorically sate what percentage contribution to the costs of the 3G pitch and associated works would be.
- 7.7 During the design stage, the Football Foundation has been engaged on several elements, including potential enhancements to the existing changing room facilities and the addition of externally accessible toilets that do not require entry into the main centre. These improvements would incur additional costs, and the design team is currently seeking confirmation from the Football Foundation regarding their inclusion within the funding package. Furthermore, they are requesting clarification on whether these enhancements could be delivered as part of the main construction programme, to minimise disruption to the centre's operations
- 7.8 In terms of the risk relating to the Football Foundation funding, it has previously been agreed that the Council will make provision to cover the costs of the 3G

pitch should football foundation funding either not be forthcoming or not meet the full cost of the works. The bid submitted included an assumed cost figure for the 3G pitch which current research indicates was in excess of current delivery values for similar size and type of pitch delivered within the region. The assumed percentage of contribution from the Football Foundation was also set a level which was prudent and whilst there is no guarantee of the percentage offered is anticipated to be higher in reality than that budgeted.

7.9 The Council has received confirmation that the time to complete the Levelling Up funded works has been extended from the original date of the 31 March 2026 to the 31 March 2027, to reflect delays which occurred in confirmation of the funding being in place. The current timeline for the project indicates the LUF funded works will be completed during December 2026. This allows a reasonable period for any minor slippage within the programme but does highlight the need not to introduce any unnecessary delays to the project programme.

8 Net ZeroTarget

- 8.1 Any building project of this nature will result in a significant increase in the Council's carbon footprint during the construction period. This is due to the carbon emissions associated with the works which will include material production, waste disposal including demolition works and energy requirements for transport of personnel, equipment and goods as well as for operating machinery.
- 8.2 There are ways to mitigate some of these by using sustainable materials, reusing materials, disposing of waste sustainably and using local products and suppliers. This project currently has no allowances or requirement to do more than is required by current regulations.
- 8.3 This project is subject to BNG legislation. The BNG requirements can be met on site which will lead to an increase in the biodiversity value of the site. This needs to be managed appropriately going forward to ensure the site maintains the benefit.
- The increase in building footprint and the addition of a swimming pool will result in an increase in energy use by the new centre. The new energy requirements are to be met without the need for additional fossil fuels in line with the Council's Net Zero Strategy by using air source heat pumps. The increase in demand for electricity will be partially met by solar photovoltaic panels on two roof faces (output to be determined).
- 8.5 The number of journeys to the centre is likely to increase with an increased range of facilities on offer. Cycle racks are included in the plan with an opportunity to promote sustainable travel at the facility. There is a bus stop within easy walking distance. A single 7kW electric car charging point is included to meet planning requirements, although this could be upgraded to a 22kW charger at minimal cost which (learning lessons from the Reef) would be of greater benefit to centre users, if an electricity substation upgrade is included in the project. There is also the potential to apply for grants to increase the number of EVCPs going forward as the infrastructure will be in place.

9 Equality, Diversity & Inclusion

- 9.1 The extension to the centre has had accessibility at its heart with elements such as the inclusion of a changing places toilet and disabled pool access provision. Our Building Control Team have been involved from the start of the design to ensure full compliance with the Building Regulation requirements.
- 9.2 Workshops have taken place to ensure that the centre design meets the needs of neurodiverse clients such as those with autism and has reflected in the design best practice for those who suffer with Dementia.
- 9.3 Concerns have been raised by a campaign group that the changing provision is not single sex and the potential impact that may have particularly on women and girls. The Project Team has assessed this and recognises that both single sex changing and village change arrangements have advantages and disadvantages. Having considered the position in the round the project team is satisfied that the design follows Sport England guidance and that in this case a Village Change arrangement is the most suitable solution for the changing arrangements.
- 9.4 Whilst the design process has considered EDI requirements throughout, a specific Equality Impact Assessment for this report has not been produced. The Equality Impact Assessment will be developed further during the project to ensure that both the build and operation have full due regard to the promotion of equality and the elimination of discrimination of access to provision.

10 Community Safety issues

- 10.1 There are no adverse impacts relating to Community Safety identified as a result of the report.
- 10.2 There is an existing play area provided at the time of the construction of the existing sports centre. The location of this play area is to the western boundary of the site and is somewhat remote from the centre. It is considered that whilst it is adequate, there is an opportunity to relocate the play area further west so that it is more integrated into the centre design. In doing so it will improve the visibility of the play area to users of the centre and therefore reduce the likelihood of antisocial behaviour and inappropriate use.

Conclusion and Recommendations

- 11. That Cabinet resolve to:
 - Approve the award of contract for the build phase of the Fakenham Leisure and Sports Hub project by appointing Alliance Leisure Services Ltd from a framework agreement, who will appoint DDI Projects Limited and any necessary complementary appointments within this Stage.