



**Armagh City  
Banbridge  
& Craigavon**  
Borough Council

**Leisure Transformation Programme**

**Staff Engagement**

**Weekly update from the 'Leisure Transformation Project Team'**

**10<sup>th</sup> April 2020**





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## **Staff Engagement**

As we live with this Covid-19 pandemic, we are all adjusting to the 'New norm', which is affecting us all.

As you are aware that despite the disruption, the 'Leisure Transformation Project Team' continue to plan for the opening of SLLC, and to move forward with the Transformation Programme as far as is practicable.

The team have committed to communicate with our indoor leisure staff as effectively and as regularly as we can.

In this update, we will focus on a number of issues: Covid-19 situation, proposed process for filling posts in SLLC, proposed rotas for SLLC and the indoor leisure vision.



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## **Covid 19 Situation**

### **Volunteering & Redeployment**

A huge number of staff have volunteered through the Council Volunteering link:  
[www.armaghbanbridgecraigavon.gov.uk/staff-expressions-of-interest](http://www.armaghbanbridgecraigavon.gov.uk/staff-expressions-of-interest)

All help offered is gratefully appreciated.

### **Staff Health & Wellbeing**

Over the next few weeks, we will be keeping staff up to date with a wide range of health and wellbeing updates to help support you with work, wellbeing and general advice. You can check out the new Health & Wellbeing staff updates section here  
<https://bit.ly/39ExCLB>

If there is anything you would like included on the page, please email:  
[communications@armaghbanbridgecraigavon.gov.uk](mailto:communications@armaghbanbridgecraigavon.gov.uk)

### **Combat Stress and Anxiety**

Keeping a positive mental attitude will make a huge difference to how you cope during the Covid-19 pandemic. However, if you are feeling stressed or anxious, our Investing for Health Officer, Cathy Devlin, has some calming breathing exercises and techniques to help you relax and re-focus the mind. These exercises take just a few minutes and can be done anywhere and as part of your daily routine. Check out her latest video here  
<https://bit.ly/2UZqunH>

## Covid-19 NI App

To stay up-to-date you can download the Department of Health's new app - Covid-19 NI - and keep up to date on the current situation as the pandemic evolves. The App is available free from the Apple App Store or Google Play, and provides a wealth of information and a host of features.

Use the symptom checker if you suspect you have the virus, find out how to go about seeking support from a health professional if necessary, and access links to vital trusted information. Search for answers to your questions and receive push notifications that will include the latest public health advice.

The aim of the App is to ease pressure on GP surgeries, pharmacies and other community services.

Find out more about the new app at <https://bit.ly/33YnPib>

**Please stay in touch with your Line Manager, and check the staff updates page daily**

[www.armaghbanbridgecraigavon.gov.uk/staffupdates](http://www.armaghbanbridgecraigavon.gov.uk/staffupdates)



**To help us get our message to as wide an audience as possible, your support with liking and sharing our social media messaging would be appreciated.**



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## **Notice for Redundancy**

All members of staff from the three existing Craigavon Leisure Centre's should have received a letter to inform them of the start of the formal consultation process for the transfer of staff to South Lake Leisure Centre.

**It is important to reiterate as stated in these letters that there will be no compulsory redundancies.**

The next stage of this consultation process will be to undertake formal 1-2-1 meetings with all staff to discuss suitable alternative employment in South Lake Leisure Centre; details of these meetings will follow.

Any employee who does not wish to accept suitable alternative employment in South Lake Leisure Centre will be considered for:

- Voluntary redundancy as agreed under the extend severance/redundancy scheme.

OR

- Alternative employment elsewhere in the organisation will be considered"

If you have not received a letter, please contact:

[michelle.nugent@armaghbanbridgecraigavon.gov.uk](mailto:michelle.nugent@armaghbanbridgecraigavon.gov.uk)



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### **Proposed rotas for SLLC**

Initially the draft rotas were issued to the project team, including Unions, for feedback and comments.

Following feedback, these draft rotas were then shared with staff at the staff engagement sessions; here it was agreed that Leisure centre staff would come together in teams/work clusters e.g. fitness instructors/swim team to consider and discuss the content of the draft rotas.

The feedback from these sessions has now been collated and the draft rotas have now been further developed.

The next step in this process is for staff to have their formal 1-2-1s to discuss their matched rota. It is important to note that the rotas are still in draft form and matching is not finalised, as the programme develops and operation changes the rotas will be adapted.



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### **Indoor Leisure Vision**

A number of staff engagement sessions were held with the Champions to discuss the vision for indoor leisure. Following evaluation of what is important to all key stakeholders including communities, customers, staff and the corporate vision the following themes have been created by the Champions:

- Inspiring People
- Positive Change
- Great Experiences

Inspiring People is developing, supporting customers and staff.

Positive Change is becoming an industry leader through innovation and cultural change.

Great Experiences for staff and customers, an enjoyable work place and excellent customer service in centres.

The vision statement will read as:

***‘Inspiring people to make positive changes through great experiences.’***

This is a key milestone on the transformation of leisure and has now laid the foundations in which the leisure provision in ABC Council can build upon