



**Armagh City  
Banbridge  
& Craigavon**  
Borough Council

**Leisure Transformation Programme**

**Staff Engagement**

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

**8<sup>th</sup> January 2021**



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## **Staff Engagement**

As you are aware that despite the disruption, the 'Leisure Transformation Project Team' continue to move forward with the Transformation Programme to embed new ways of working and continuous improvement.

Completion of transformation across Indoor Leisure and a re-structure of staffing is necessary to achieve a consistency of resources and approach, for the following reasons:

- Indoor Leisure, as a whole, share;
  - The same objectives and targets – to be an industry leader, and deliver an improved leisure service.
  - The same ABC wide customer membership/charging system.
  - The same need to demonstrate that the “In House Model” can transform and perform.
- Good employee relations - fairness and consistency are necessary in this regard and currently staff have different job descriptions and pay grades for the same roles in many cases.
- Management and staff resources are currently inconsistent from site to site.
- Job roles (new and existing) need to align with SLLC and with best industry practice.
- The need to improve staff flexibility and sharing across all sites.

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



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## **Covid**

As we look back on the year, we will all agree that it is certainly one that we won't forget in a hurry. Our work and family lives have all changed beyond compare from this time last year.

It has been a challenging year in so many ways, but also a year that has brought out the best in our Council. We have worked together to overcome challenges, and achieve many significant milestones that we should all be very proud of.

Although we haven't been able to meet up in person as normal this year, the positive news of the vaccine being rolled out, will hopefully mean that 2021 will be a year where some form of 'normality' will finally return.

We hope that everyone was able to relax, unwind, and spend some much needed time with your families over Christmas and the New Year.

But please remember to stay safe by following the guidelines and looking after each other.

## **Test and Trace update**

New guidance has been issued in relation to Test and Trace.

These updates are summarised as follows:

- Previous guidance required a test within 8 days of symptoms developing, this is now changed to 3 days - see guidance at [www.publichealth.hscni.net/covid-19-coronavirus/testing-and-tracing-covid-19/testing-covid-19](http://www.publichealth.hscni.net/covid-19-coronavirus/testing-and-tracing-covid-19/testing-covid-19)
- The close contact self-isolation period has been shortened from 14 to 10 days.
- Positive cases must now update StopCOVID NI and Digital Self-Trace.

To view the updated ABC Corporate Guide to Test and Trace go to [abc-svr-intra.abc.local/wpcontent/uploads/2020/09/2356.ABCCORONAVIRUSSTAFFTESTANDTRACE.pdf](http://abc-svr-intra.abc.local/wpcontent/uploads/2020/09/2356.ABCCORONAVIRUSSTAFFTESTANDTRACE.pdf)

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## **Wear it Pink Breast Cancer Now Donation**

**A public consultation on the introduction of a statutory opt-out system for organ donation in Northern Ireland is now live.**

Launched by the Health Minister Robin Swann MLA on Organ Donation Discussion Day (11 December), the purpose of the consultation is to seek the public's views on how to introduce a soft opt-out organ donation system for Northern Ireland.

This would require new legislation to change the current system here, in which people can choose to opt in to the Organ Donor Register, to a system where people notify the Organ Donor Register if they want to opt out.

Whilst over 80% of the population supports organ donation, only 48% have recorded this decision on the NHS Organ Donor Register.

An organ donation opt out information pack is available on the intranet to provide staff with further details.

Everyone is encouraged to find out about the consultation and submit a response at [www.health-ni.gov.uk/consultations/organ-donation](http://www.health-ni.gov.uk/consultations/organ-donation)

Information on organ donation and the Organ Donor Register can be found at [www.organdonationni.info](http://www.organdonationni.info)

## **Winter Graduation Roll of Honour**

Nine members of staff have added another string to their bow by gaining a Postgraduate Certificate in Public Administration from Ulster University thanks to a PEACE IV funded Council initiative.

Split over two academic years, 2018 and 2019, five staff undertook the academic challenge first and the remaining four started their studies the following year. No mean feat, the part-time students covered a wide range of topics from governance and policy analysis to strategic leadership and applied government, through a mixture of lectures and practical workshops.

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**Congratulations to:**

- Evia Aigbokhae (2018 intake)
- Alison Beattie (2018 intake)
- Rachelle Coyle (2019 intake)
- Roisin Fee (2018 intake)
- Ronan Hughes (2018 intake)
- Nicola Mahood (2019 intake)
- Catherine McNeill (2019 intake)
- Robert Stockley (2019 intake)
- Nicola Wilson (2018 intake)

**IMPORTANT BREXIT UPDATE**

Since 31 January 2020, the United Kingdom has formally ceased its membership of the European Union. The purpose of this communication is to:

- Remind employees who are EU, EEA or Swiss citizens that you and your family need to apply to the EU Settlement Scheme to protect your rights and stay in the UK.
- Remind employees of changes to driving requirements within Ireland and the UK.

**EU citizens: Protect your rights by applying to the EU Settlement Scheme**

You do not need to apply if you are a British or Irish citizen or have indefinite leave to remain or enter.

The EU Settlement Scheme allows you and your family to get the immigration status you need to:

- Continue to live, work and study in the UK.
- Access public services like the NHS.

The deadline to apply is **30 June 2021**.

**We do not require proof that you have applied but getting status through the scheme will protect your future rights, so it is very important that you apply.**

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## How to apply

It's free to apply to the scheme. You need to complete a short online application form using a computer, tablet or mobile phone. The application will ask you to:

- Prove your identity
- Prove that you live in the UK
- Declare any criminal convictions

Successful applicants will receive **settled status** or **pre-settled status**, depending on how long you have lived in the UK. You will get digital proof of your status through an online service.

To apply and find out more information, go to: <https://www.gov.uk/eusettlementscheme>

## Where to get support

If you have any questions or need help with your application, support is available by contacting the **EU Settlement Resolution Centre** on 0300 123 7379 or send a message using the online form: eu-settled-status-enquiries.service.gov.uk.

## Driving

From 1 January 2021, if you are travelling within Ireland and the UK, you will continue to be permitted to drive with your home country full driving licence.

Drivers of UK-registered vehicles visiting the Republic of Ireland, will need to carry a valid driving licence and physical 'green card' as evidence of insurance, as you will no longer benefit from the EU's automatic third-party motor insurance cover. A 'green card' is issued by the company insuring the vehicle. It is recommended that a 'green card' should be requested from your insurance provider at least one month before travel.

Drivers of Irish-registered vehicles visiting the UK (including NI), will need to carry a valid driving licence and valid insurance disc as proof of insurance. There is no need for a 'green card'.

You will not need an International Driving Permit (IDP) however, you may need an IDP for driving in some countries.

To find out more information, go to: [www.gov.uk/driving-abroad](http://www.gov.uk/driving-abroad)

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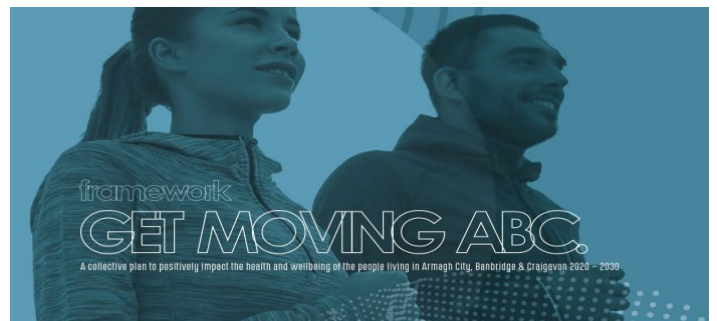
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## **Update from the ‘Leisure Transformation Project Team’**

The ‘Leisure Transformation Project Team’ would like to give information regarding some of the projects that we have been working in relation to leisure across the Borough;

## **Get Moving ABC Framework sets out vision for a more active and healthier future for all**

**New 10-year strategic framework set to play a key role in creating opportunities for everyone in the borough to get moving and stay moving as part of a long-term commitment to adopting a healthier lifestyle.**



The overarching aim of the Get Moving ABC Framework 2020-2030 is to enable Armagh City, Banbridge and Craigavon to become the most physically active borough in Northern Ireland over the next decade.

The Get Moving ABC Framework Partnership – which comprises 13 statutory bodies and organisations from a range of sectors – collaborated on creating this ambitious strategic document in a bid to help address the health risks associated with leading a sedentary lifestyle. Although regular exercise is widely recognised as being one of the best ways to improve overall health and wellbeing, lack of physical activity continues to be a global problem that poses a major risk to public health.

The UK Chief Medical Officers’ Physical Activity Guidelines (2019) state that ‘if physical activity were a drug, we would refer to it as a miracle cure due to the great many illnesses it can prevent and help treat’. Acknowledging the work that has gone into bringing this strategy to fruition, Lord Mayor of Armagh City, Banbridge and Craigavon Borough, Councillor Kevin Savage said:

**“Well done to all the members of Get Moving ABC Framework Partnership for contributing to this bold strategy, which will be transformational in inspiring people to achieve and sustain healthier lifestyles through increased activity. Being active every day provides a foundation for a healthier and happier life. As a council, we are committed to working with our partners to provide further opportunities for all our citizens to get moving and stay moving throughout their lives.”**

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The focus will be on increasing sport and physical activity within homes, communities, workplaces and schools, with a view to motivating and encouraging as many people as possible to meet and exceed the recommended levels of physical activity in line with government guidance as well as develop more positive attitudes towards being active.

To help realise its vision, the partnership has developed a two-year action plan to help guide its activities and review its progress as it works towards achieving a number of strategic priorities. Gerard Rocks, Chair of the Healthy Communities Thematic Action Planning Team, added:

**“Get Moving ABC is borough-wide collective effort to motivate and support as many people as possible to get moving. We know that regular exercise improves our physical and mental health and promotes our overall wellbeing. However, even though we know about the benefits, most of us don’t move enough. By working together across all sectors, we can make the best use of resources to create opportunities for people to become more active and start their lifelong journey to better health and wellness.”**

The Get Moving ABC Framework 2020-2030 can be viewed or downloaded at [getactiveabc.com/get-moving](https://getactiveabc.com/get-moving)

Watch a video marking the launch of the Get Moving ABC Framework 2020-2030 at <https://bit.ly/3r8PSqx>

For further information on the Get Moving ABC Framework, contact Gillian Dewart, Sports Development Manager on 028 3831 1693/email [gillian.dewart@armaghbanbridgecraigavon.gov.uk](mailto:gillian.dewart@armaghbanbridgecraigavon.gov.uk)

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## **Covid Restrictions**

As you are all aware on the 18<sup>th</sup> December the First and Deputy First Minister announced a package of restrictions from 26<sup>th</sup> December to slow the spread of Coronavirus in the community and to protect the health service.

These measures agreed by the N.I. Executive, came in to operation from 00.01 on the 26<sup>th</sup> December and will run for a period of 6 weeks, with a review after 4 weeks.

The implication of these restrictions in relation to facilities and services are as follows;

### **Indoor Leisure**

- All Leisure/Recreation Centre's will close.
- All activity bookings (Indoor and Outdoor) will be made unavailable between Dec 26<sup>th</sup> 2020 and Sun 7<sup>th</sup> Feb 2021 (inclusive) and all existing bookings between these dates will be cancelled and refunded/credited as appropriate. (This action will be further reviewed on 2<sup>nd</sup> January in line with Elite Athlete guidance).
- A zero charge will apply to all direct debit memberships for Jan 2021.
- Annual memberships will be extended by one month.
- All swim lessons will be postponed until further notice.
- All face to face activities involving Sports Development coaches and PARS consultants will be postponed until further notice.

### **Outdoor Leisure**

- Parks, Forest Parks and Open Spaces (incl Oxford Island) and where applicable outdoor gyms and the skateboard Park will remain open.
- Play Parks will remain open.
- All Public Toilets will remain open.
- Angling at Corbet and Loughgall Country Park will be closed.
- Horse Riding at Loughgall and Gosford Forest Park will be closed.
- Bowling green's will be closed.
- Tennis courts will be closed.
- Golf courses will be closed.
- Water Sports Centre will be closed.

- Kinnego Marina will be closed (with the exception of essential maintenance for boat owners).
- MUGAs will be closed.
- Grass and 3G Sports Pitches will be closed.
- Caravan and Camping facilities at Gosford Forest Park, Clare Glenn and Kinnego Marina will be closed.
- All Outdoor Sports Programmes will be suspended.
- Craigavon Ski Slope will be closed.



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***As always your support is valued as we navigate our way through this evolving situation.***

### **The Wearing of Face Masks**

The 'Leisure Transformation Team' would like to remind staff about the wearing of face masks when in work.

As you know all know the wearing of face masks has become our new and required accessory in public, and whether we like it or not, this trend is probably not disappearing anytime soon. Given the sobering reality of the increasing rise in Coronavirus cases across Northern Ireland, it has become increasingly more important that everyone takes individual responsibility for wearing a face mask in areas where we come into contact with people from outside of our family bubble.

As part of our campaign to #StopTheSpread we are asking all our staff to lead by example and wear a face mask in all public and communal areas within all our facilities, when sharing vehicles, and in council vehicles. This is to protect you, your colleagues, your families, loved ones and our community in the weeks and months ahead, as it is widely acknowledged that this virus rapidly spreads through community transmission. We believe that taking this step will reinforce a culture of Covid alertness within the workplace, by heightening our social awareness around interactions with our colleagues and members of the public.

For further coronavirus advice for staff please go to: <http://abc-svr-intra.abc.local/coronavirus-advice>

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## **Transformation of the Wider Indoor Leisure Centres – Update**

Throughout December we have continued on the journey with the transformation of Indoor Leisure across the remain 8 indoor facilities;

- Banbridge Leisure Centre
- Dromore Community Centre
- Gilford Community Centre
- Keady Recreation Centre
- Rathfriland Community Centre
- Richhill Recreation Centre
- Tandragee Recreation Centre
- Orchard Leisure Centre

## **Consultation**

The Indoor Leisure Manager (Stephen Tully) along with the trade union representatives (Catherine McNeill - NIPSA, Ronald Conn - UNITE, and Kieran McParland - GMB) and Caroline Brennan (HR) visited each site to carry out a face-to-face consultation process with staff.

This consultation/engagement process mirrors the methodology and partnership approach adopted at South Lake Leisure Centre.

The details of the consultation moving forward are;

- The informal staff consultation with staff is now completed.
- Formal consultation with trade unions on new Job Descriptions.
- Evaluation of new job descriptions.
- Consultation on new staff rotas, where necessary - commenced.
- Recruitment for new job roles.
- Individual consultation on a small number of necessary staff re-deployments – commenced.



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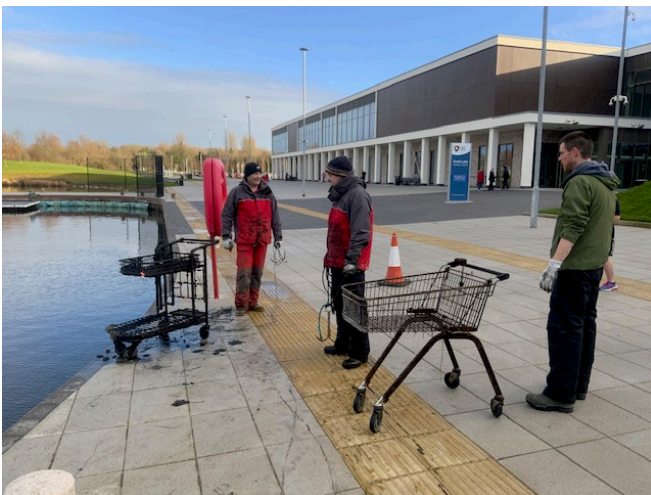
## **South Lake Watersports Centre Staff Cleanup the Lakes**

During December the South Lake Watersports Centre Staff were kept busy cleaning-up the Lake in preparation for the summer 2021 opening of new Watersports Centre.

**There were a number of reasons for doing this:**

- To improve water quality.
- Remove shopping trolleys, metal, tyres and bikes from the activity area.
- Staff want to give a facelift to the walkways and water access points on the Lake.

In the next few months new signage is being erected around the Lakes and we will be announcing a new and exhilarating Watersports Summer programme for everyone to enjoy.



***Well done to the staff taking on this epic clean up and in total 64 trolleys were removed from the Lake!***

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### **Staff Questions/Queries**

The 'Leisure Transformation Project Team' are interested in hearing from you, if you have any questions/queries or have a specific issue that you would like us to address during this unusual period of closure, please contact: [joanne.grattan@armaghbanbridgecraigavon.gov.uk](mailto:joanne.grattan@armaghbanbridgecraigavon.gov.uk) with the detail.