



**Armagh City
Banbridge
& Craigavon**
Borough Council

Leisure Transformation Programme

Staff Engagement

Weekly update from the 'Leisure Transformation Project Team

19th February 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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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;

N.I. Lockdown restrictions extended

Yesterday the N.I. Executive announced that the lockdown restrictions have been extended to the 1st April 2021; once further information has been released regarding this issue we will share this with staff as soon as possible.

Redeployment making a real impact



In last week's Chief Executives memo the issue of staff redeployment was highlighted.

The 'Leisure Transformation Team' would like to congratulate and say a very big thank you for the fantastic work our indoor Leisure Team have been doing to support not only other departments of Council but linking in with the local community and external partners to deliver essential services.

We recognise how positively the indoor leisure team have responded to the biggest period of change that we have gone through since the amalgamation of the three Council areas. As a

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team you have all stepped up working together through the transformation of indoor leisure and also taking on the challenges that Covid has brought to us all.

So thank you to all those who have temporarily changed roles to support our colleagues in the delivery of Council's critical services, including undertaking key roles in parks, refuse collection, street cleansing, cemeteries and household recycling centres.

You have proved to be both flexible and resilient staff by embracing different ways of working, pulling together and working hard to make sure residents and businesses borough-wide are given full support during this challenging time.

In the photographs you can see just a small number of our staff who have worked to undertake litter lifts, street cleansing jobs and working in refuse to name a few.

Some of all of you may know Sheila Mackey, who is a Leisure Attendant at Orchard Leisure Centre and she has been redeployed to Gosford Forest Park.

She was asked to make a comment on her this new role and she has said; "I am the borough clean and tidy. I'm working with a great group of people down in Gosford who have made me so welcome. It is great to get out and about in this amazing forest each day and feels good to help out as much as I can during these tough times."



Well done to everyone and keep up the good work!

Transformation of the Wider Indoor Leisure Centres – Update

Staff engagement meetings continued, involving all three Trade Unions, the Indoor Leisure Manager and Human Resources (The Transformation Management/TU Team) right up to the Christmas 2020 break.

Staff engagement meetings took place at each centre/site a number of times and Leisure staff have articulated their feedback and comments in a very constructive and professional manner.

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The Transformation Management/TU Team would like to thank all staff for getting involved either directly or in-directly in this engagement and consultation process. All feedback and comments from staff on Job Descriptions etc. has now been gathered for consideration.

The process now picks up again with meetings arranged for the Transformation Management/TU Team for Friday 19th Feb. and Mon 22nd Feb 2021 to consider all feedback and comments, plan the next steps and plan how we move together into the completion and implementation stages of the transformation process across Indoor Leisure.

Further details will be communicated to all leisure staff shortly.

Clean- up campaign continues at South Lake ahead of the Watersports Centre opening

The ongoing major clean-up campaign at South Lake, which began before Christmas, and has continued into the New Year, is gathering pace as Council staff turn their attention this week to the island based on South Lake. The removal of accumulated tyres, trollies and other waste material from the island is designed to ensure the environmental sustainability of the area. The overall campaign has to date focused on dredging the harbour and removing the vast amount of rubbish discarded into the lake over many years. The continuing removal of dead vegetation and pollutants from the lake is reviving water quality, with the aim of restoring South Lake and the surrounding area to its former glory. A concerted collaborative effort across



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Council departments continues with many redeployed staff assisting with the initiative, ahead of the planned launch of the brand new South Lake Watersports Centre, in April 2021.

In addition to the planned work by Officers, Campbell Civils have been commissioned by Armagh Banbridge and Craigavon Borough Council as part of the Craigavon Public Realm Scheme, to carry out works at the lakes. This has included resurfacing of the existing walkway to tie in with the recently upgraded walkway at South Lake Leisure Centre and the installation of lighting bollards and street furniture. This work is expected to start onsite early March 2021 and is due to be completed by summer 2021.

Safeguarding guidance and resources for staff

A number of resources and guidance have been developed to provide support and guidance for staff.

Safeguarding support for staff and the public

The Safeguarding Team have recently developed resources for staff and the public with dedicated sections for safeguarding on the staff intranet and corporate website.

The Staff Intranet now contains information and guidance on what to look for and what you should do together with the necessary documentation where anyone has a safeguarding concern. This includes contact details for the Council Designated Safeguarding Officers who are there to offer support and advice.



Staff Intranet: <http://abc-svr-intra.abc.local/safeguarding>

Public Information: <https://www.armaghibanbridgecraigavon.gov.uk/safeguarding>

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Advice for Online Service Delivery

The pandemic has led to an increase in online Council service delivery through various communication and conferencing platforms. Any online service delivery will follow the same safeguarding principles as face-to-face delivery and any concerns should be reported in accordance with the current council Safeguarding Policy and Procedures.

Detailed online guidance has been developed, to assist and safeguard all in the context of harm can be accessed on the new dedicated safeguarding section on the Staff Intranet:

<http://abc-svr-intra.abc.local/safeguarding>

Safeguarding Training for staff

The Safeguarding Team have worked closely with Learning and Development to create a new eLearning Safeguarding Module with tailored content which can be accessed at a time, pace and place suitable for staff. The module includes relevant and practical information including links to internal and external support, and will be available when the eLearning system is launched in the coming weeks.

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 with the detail.

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Covid 19

The Vaccination Programme rollout is important to help protect our community from Covid-19. Chief Medical Officer, Dr Michael McBride has said people should have high levels of confidence in the Covid-19 vaccines being used in Northern Ireland. Dr McBride said: “Anyone eligible for the vaccine should not hesitate to get protected. The Astra Zeneca and Pfizer-BioNTech vaccines are protecting people from Covid-19 - and saving lives”.

Over 10 million doses of the vaccines have been given across the UK and the MHRA has gathered a large amount of safety data. Newly published data shows 22,820 reports of suspected side effects, or an overall reporting rate of three in 1,000 doses of vaccine administered from 9 December 2020 to 24 January 2021.

This reassuring data has shown that the vast majority of reported side effects are mild and all are in line with most types of vaccine, including the seasonal flu vaccine.

The Public Health Agency (PHA) has published a simple guide to the Covid-19 vaccine and it is available to download at: www.pha.site/covid19simpleguide



ABC Recovery & Growth Framework

The ABC Recovery and Growth Framework was launched at an online event on Wednesday 10 February.

The Framework outlines council's ambitious aims for helping the local economy to quickly recover and forge a path to future inclusive growth.

The launch event focused on how council can create the right social and economic conditions to help the borough recover from the pandemic, and drive sustainable long-term growth for the region. The Framework clearly sets out a series of aims that will meet the immediate needs of companies within the borough, such as boosting tourism and footfall in towns, and delivering

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support to business of all sizes, as well as longer-term interventions which will boost efficiency and competitiveness.



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Speaking at the event the Lord Mayor of Armagh City, Banbridge and Craigavon Borough Councillor Kevin Savage said. "Council's Framework clearly outlines our intent for the year ahead and our commitment to actions which will help lay new foundations to ensure all our people and places have a solid plan on which to build our future together and to ensure inclusive growth for everyone who calls Armagh City, Banbridge and Craigavon home."

Targeted actions like these feed into Council's overriding focus to accelerate the borough's recovery and set it on a path of renewed inclusive growth and prosperity.

The document can be viewed at: armaghbanbridgecraigavon.gov.uk/recoveryandgrowth

Free transport for vaccination appointments

A safe and FREE transport service is now operating within the Armagh City, Banbridge and Craigavon Council area for anyone who needs help getting to or from a vaccination appointment. Booking details below.



FREE WHEELCHAIR FRIENDLY COVID SAFE TRANSPORT TO YOUR VACCINATION APPOINTMENT



Social
Distancing
on board



Temperature
Check



Mask worn
on board



Pre-Journey
Health
Check



Hand
Sanitising

**BOOK NOW T:028 38 317810 (Craigavon & Banbridge) or
T:028 3751 8151 (Armagh)**



Vax & Go is a Covid Support Service provided across ABC Council area by
Armagh Rural Transport & Down Armagh Rural Transport Partnerships
EMAIL: info@dartpartnership.co.uk / info@armaghruraltransport.com



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Are you ready to take on the next staff challenge?

STAFF HEALTH CHALLENGE 2021

CALLING ALL STAFF!

BEST FOOT FORWARD

IMPROVE YOUR PHYSICAL HEALTH & BOOST YOUR MENTAL WELLBEING

CHOOSE YOUR CHALLENGE FOR THE MONTH OF MARCH

GOLD	SILVER	BRONZE
WALK, JOG OR RUN 100 MILES (160K) IN MARCH	WALK, JOG OR RUN 75 MILES (120K) IN MARCH	WALK, JOG OR RUN 30 MILES (50K) IN MARCH
160K	120K	50K

MEDALS FOR ALL WHO COMPLETE THEIR CHALLENGE

ALL PARTICIPANTS WILL RECEIVE A HIGH VIZ BIB, REFLECTIVE ARMBAND & TROLLEY TOKEN PROVIDED BY PCSP AS WELL AS A 'TAKE 5' WATER-BOTTLE

SO SIGN UP TODAY AND PUT YOUR BEST FOOT FORWARD TO A HEALTHIER YOU.

TO REGISTER PLEASE CONTACT CATHY DEVLIN BY 15 FEBRUARY 2021
☎ 07796 266 194 | ✉ cathy.devlin@armaghbanbridgecraigavon.gov.uk

Logos: Workplace Health & Wellbeing, PCSP Policing & Community Safety Partnership, Armagh City Banbridge & Craigavon Borough Council

With the evenings getting brighter and the weather hopefully turning more spring like (or dry at least!), there is no better time to get involved in our latest staff health challenge!

‘Best Foot Forward’ is an individual challenge based on walking, jogging or running - you decide this for yourself – and aims to encourage staff to get outdoors and exercise (in compliance with current Covid-19 restrictions) to help improve physical health and boost mental wellbeing. Being active and looking after your mental health are both part of the Public Health Agency’s ‘Take 5’ campaign along with connecting with people, noticing your surroundings and learning something new.

Taking place in March, employees can choose to work towards achieving either a Bronze, Silver or Gold Award.

- **Bronze Challenge** to walk/jog/run 30 miles (50k) in March
- **Silver Challenge** to walk/jog/run 75 miles (120k) in March
- **Gold Challenge** to walk/jog/run 100 miles (160k) in March

Participants can track their distance whatever way they want, for example using a Fitbit or Garmin watch or use a route that they know the distance of - whatever works best for them!

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Everyone taking part will receive the following resources at the start of the challenge:

- 'Take 5' Water-bottle
- Trolley token (donated by PCSP)
- Reflective Arm Band (donated by PCSP)
- High Vis Bib (donated by PCSP)

At the completion of the challenge staff will be awarded a Bronze, Silver or Gold medal depending on the challenge they chose and a snood. So get those laces tied and get on the move – your mind and body will thank you for it! Plus who doesn't like getting a medal?!

To register please contact Cathy Devlin by 15 February 202, phone 07796 266 194
Email: cathy.devlin@armaghbanbridgecraigavon.

Your opinion matters

The Patient and Client Council want to hear how the pandemic has affected individual's healthcare and/or social care, and how appropriate and effective the Health and Social Care (HSC) response to Covid-19 has been.

It is anticipated that this engagement will inform learning on how to adapt better to Covid-19 going forward, and particularly to inform decisions around 'restarting' HSC services during 2021. Please consider completing this questionnaire survey, and also sharing it with your colleagues, families, members/carers:

<https://patientclientcouncil.hscni.net/novel-coronavirus/>
<https://wh1-snapsurveys-com-s-aspk160855003903>

If anyone would like to complete the survey via phone call, they can do so by calling Freephone p 0800 917 0222.

Alternatively, paper copies will be posted by request to David Cassidy p 0776 613 8810.



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Whip up some tasty treats with Inspire Workplaces!

Cook up a storm in the comfort of your own home this February, with the Inspire Workplaces Virtual Cook-A-Long!



Taking place on Wednesday 24 February, log on to Zoom and connect with others through the love of food. Participants will gain nutritional tips and knowledge, and learn some new kitchen skills by preparing a tasty treat!

The interactive one-hour online evening experience has been designed by nutritional expert Sal Hanvey and is the perfect way to learn about health and nutrition in a fun, innovative way. Booking is essential and spaces are limited so be quick!

Find out more here <https://bit.ly/2Z5zSJc>

Budding staff photographers - we need your help

We have such a wealth of stunning parks and open spaces within our borough and they are all being widely used by the community who are enjoying being able to get out into the fresh air during these lockdown days.

We know many of you are also enjoying using our facilities – so we are asking staff who are out and about in our parks to send us some of your photos! Scenic shots showing the beauty of our areas plus people shots (permission needed) would be brilliant, so we can showcase what we have to offer.

Please send any photos you may have to
Kelley.rushton@armaghbanbridgecraigavon.gov.uk



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Meet Jingle and Jangle!

Congratulations to nine year old Cael Boylan from Armagh whose entry to our Name the Christmas Calves Competition was chosen by the Lord Mayor from hundreds of suggestions.

Cael and his family will get the chance to meet Jingle and Jangle in person as part of the winning prize of a special spring time guided tour of Tannaghmore Rare Breeds Animal Farm.



Relax and de-stress with our online lunchtime Tai Chi classes

There's still spaces available for the relaxing and rejuvenating online Tai Chi classes on Tuesday 16 and Wednesday 17 February from 12.30pm - 1.15pm.

A perfect way to relax and de-stress this February.

Tai Chi is a low impact and safe form of exercise that can reduce stress and anxiety, and also improve your mood through a series of slow, gentle and flowing movements. It can be enjoyed by all ages and fitness levels and is an excellent activity for improving balance, co-ordination, strength and flexibility.

There's no equipment needed, just a clear space, comfortable clothing and flat soled shoes. Exercises can be done seated, so if you have mobility issues or you're not comfortable standing for long periods, feel free to have a chair to use when necessary.



To book your place contact Laura O'Hagan, Sports Development Assistant by email: laural.ohagan@armaghbanbridgecraigavon.gov.uk

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