



**Armagh City
Banbridge
& Craigavon**
Borough Council

Leisure Transformation Programme

Staff Engagement

Weekly update from the 'Leisure Transformation Project Team

5th 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.



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;

Redeployment making a real impact

Our indoor Leisure staff are making a really difference working together supporting other Council departments and our external partners to deliver essential services during this period of restriction and closure.

With South Lake Leisure Centre closed members of our redeployed team have been heading out to litter lift and tidy around the estates in Craigavon area and black paths, this has included the following areas:

- Westacres
- Lismara
- Drumgor Park
- Enniskeen
- Lower Enniskeen
- Clonmeen
- Burnside
- Legahory
- Limefield
- Hillcrest:
- Ardowen
- Altmore
- Pinebank
- Drumellan
- Clanrolla Park
- Moyraverty
- Garrymore



- Deans grange

Photo of clean up in the Craigavon area



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- Old court Manor
- Willow field
- Rowan Park
- Drumglass
- Meadowbrook
- Drumbeg

There are 40 members on staff on patrol 7 days a week during this period of current restrictions assisting our colleagues in Environmental Services, ensuring all essential services are covered including waste collection.

The area covered by the team is now being extended to included areas in Portadown and Lurgan, which include:

- All parts of Taghnevan/Drumlin Drive/Manor Park
- All areas of Shankhill/Charles St and Rectory
- All areas in and around Albert St, Victoria Street/Princes St/Woodville St/Victoria Place
- All areas of Kilwilkie/North circular road
- All areas of Killicomaine/Rectory/Corcrain/ (Portadown)

Banbridge Indoor leisure staff

A number of Council staff are playing a vital role in the roll out of the Covid-19 vaccinations to priority groups at Banbridge Medical Centre.

Alison Jackson, who is usually based at Banbridge Leisure Centre, has been re deployed with a number of other Leisure Services colleagues to help out directing traffic and making appointments for those in priority groups in the local community.

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Alison said “This is absolutely a rewarding experience, I feel I am giving something back to my local community during the pandemic! Council staff are currently helping to vaccinate the over 80’s, and for me just getting a thumbs up as they leave after their vaccination is good for the soul. The local community have highly praised the redeployment efforts of council, and often recognise us - they think it’s fantastic. We are all proud to be helping out with these important roles at this time.”



Alison Jackson

These are two fantastic examples of working together and making a real difference for those who live in the Borough.

Well done to all members of staff from indoor leisure who have been involved as this truly is an exemplar for everyone to look toward and emulate.

Transformation of the Wider Indoor Leisure Centres – Update

As you are aware throughout December we 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

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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.

Unfortunately due to a family bereavement this consultation/engagement process was postponed; however, we hope to re-engage with staff in the coming weeks to move with this process.

As a reminder, 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 will re-commence.
- Evaluation of new job descriptions.
- Consultation on new staff rotas, where necessary – will re-commence.
- Recruitment for new job roles.
- Individual consultation on a small number of necessary staff re-deployments – will re-commence.

Emergency Response Praised

A note of thanks was received by council from the Southern Health and Social Care Trust in relation to the activation of the Emergency Support Centre at Banbridge Leisure Centre, following the early morning fire at Hockley Terrace, Scarva Road, Banbridge, on Wednesday 20 January.

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During the response a number of residents were evacuated to Banbridge Leisure Centre and council officers worked with multi-agency partners to assist with the emergency response. In the communication received the Trust expressed its gratitude in relation to the helpfulness of all the council officers in attendance, in particular the actions of Nelson Russell from Banbridge Leisure Centre.

Well done to all our staff involved in this emergency situation.



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

On Monday 25 January 2021 Shane Devlin, Chief Executive, Southern Health and Social Care Trust joined the full Council meeting to give a presentation to Members' in relation to the borough's statistics on Covid-19.

During the presentation he discussed some very hard hitting statistics. He highlighted that Armagh City, Banbridge, and Craigavon Borough Council area is currently the "epicentre" of Northern Ireland's battle with Covid-19, stating that, "If in 2021 so far, this borough had a car crash every morning that claimed the lives of the four people in the vehicle, and that was happening seven days a week, what would your reaction be? And some days it's a minibus." This statement really brings home the impact that this virus is having within our community, and the struggle the Southern Health and Social Care Trust is facing daily. It is therefore, really important that we follow the guidance to #StopTheSpread.

We must always remember...

HANDS - FACE – SPACE and only leave home for essential purposes. All our actions matter.

For further guidance on the restriction measures in place and support available click here:

armaghbanbridgecraigavon.gov.uk/coronavirus

Staff 'Take 5' to help their wellbeing!

Staff across council recently took part in the 'Take 5 Workplace Health Challenge'.

12 Teams of five employees competed against each other to improve their physical and emotional wellbeing over a five-week period. Each Team nominated a captain to keep them on track and teams competed with each other to see who could meet their five portions of fruit and vegetables a day, improve their physical activity levels and connect, give, learn and take notice on a daily basis as promoted by the Public Health Agency's 'Take 5' message.

Two prizes were up for grabs, 'Best Overall Team' and 'The Most Improved Team' and the winners of the two prizes were as follows:

Best Overall Team

'FITA' (Finance Income Team Armagh)

Team Captain - Roger Young

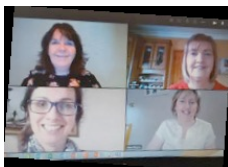


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Most Improved Team

The Abbey 5er's

Team Captain - Frances Haughey



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Starting on Monday 1 February, walk, jog, run or push a pram virtually around the borough over the next 10 weeks and raise vital funds for the Lord Mayor's charity.

With lockdown restrictions extended until early March, the Walk ABC Get Moving Virtual activity Challenge is a step in the right direction to keeping you and your family physically fit and mentally strong right through until spring.

You can do this challenge by yourself at a cost of £5 or £10 for a family with all proceeds going to Macmillan Cancer Support. A record sheet and map will be provided for the purpose of

keeping a record of miles covered and visualising your virtual journey around the borough. You also have the option of joining a private Walk ABC group using Strava – an online application designed to record miles using a GPS signal.

While the aim is to cover as many miles as possible, you and your family can do it at your own pace by picking a destination to reach or setting yourself the ultimate challenge of covering the entire 150-mile boundary of the borough.

However, participants are required to adhere to current restrictions while undertaking this challenge. Outdoor exercise is permitted with members of your own household or with one person from another household. Stay local and do not travel more than 10 miles from home. If crowds make social distancing difficult, you should find an alternative place to exercise. On completion of the challenge, you can submit your record sheet as evidence of miles covered and receive a Macmillan Cancer Support medal. If registering as a family, each member signed up will receive their own medal. All medals will be posted out to participants.

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To register for the Walk ABC Challenge, visit getactiveabc.com/hw_programs/walk-abc-challenge

Should you wish to use this challenge as an opportunity to raise additional funds for Macmillan Cancer Support, you can make a donation when you register or you can use the sponsorship form [atgetactiveabc.com/hw_programs/walk-abc-challenge](https://getactiveabc.com/hw_programs/walk-abc-challenge)



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Contact nuala.mcveigh@armaghbanbridgecraigavon.gov.uk if you require further information about Walk ABC Challenge.

Relax and de-stress with online lunchtime Tai Chi classes

Our Live Active NI GOGA Officer, Ryan McQuillan, is helping us de-stress and relax this February with his renowned lunchtime Tai Chi sessions. Ryan will be running Tai Chi sessions on 9th, 10th, 16th & 17th February from 12.30pm - 1.15pm via Zoom.

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, coordination, 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.

Spaces are limited so be quick to book your place! Please contact Laura O'Hagan, Sports Development Assistant at laural.ohagan@armaghbanbridgecraigavon.gov.uk

Gifts and Hospitality Policy

Following regional trade union approval in November 2020 a new Gifts and Hospitality Policy is now in place. Training on the policy will be covered via the E-learning code of conduct module which will be launched over the coming months.

The Gifts and Hospitality Policy sets out clear advice



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in relation to the behaviour of employees if they are offered gifts or hospitality.



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The policy aims to:

- ensure a consistent approach when dealing with gifts and hospitality;
- ensure compliance with the Bribery A
- establish guidance for all staff to follow and ensure that the council can demonstrate that no undue influence has been applied by an external organisation; and protect council officers from criticism and misunderstanding and to protect the council from allegations of impropriety.

Acceptance of Gifts/Hospitality

Acceptance or decline of gifts/hospitality over the estimated value of £25 must be recorded by the recipient on the Declaration of Gifts & Hospitality Form and signed by the relevant Manager/HOD/Strategic Director.

All forms should be completed and returned within 28 days of receipt to Information Governance for recording.

Forms are available on the Intranet (A-Z Forms) and can be emailed to:

informationgovernance@armaghbanbridgecraigavon.gov.uk

To review the policy click here: <https://bit.ly/3piFpauarmaghbanbridgecraigavon.gov.uk>

Local blood donation sessions

Giving blood saves lives. All blood donated provides a lifeline in an emergency and a crucial service for people who need long-term treatments. If you would like to donate please see below details of upcoming donation sessions in your area.



Lurgan	Banbridge
Jethro Centre	Bannside Presbyterian Church
Thursday 5th February 1.00pm to 4.00pm and 5.00pm to 7.30pm	Monday 15th February 1.00pm to 4.00pm and 5.00pm to 7.30pm
Friday 5th February 1.00pm to 4.00pm and 5.00pm to 7.30pm	Tuesday 16th February 10.30am to 1.00pm and 2.30pm to 5.00pm

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