



**Armagh City  
Banbridge  
& Craigavon**  
Borough Council

**Leisure Transformation Programme**

**Staff Engagement**

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

**26<sup>th</sup> March 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;

### **Update on Transformation of indoor leisure**

The Transformation Team (Management/TU Team) continue to meet on a regular basis to clarify all plans/decisions and processes.

There is a lot of background work going on looking at the fine detail of the different aspects of Transformation – in particular, at this time;

- JD content – based on feedback from staff – working through final consideration before the evaluation stage.

The work continues very positively and outputs from the Transformation Team will be communicated to staff as soon as possible.

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If staff have any queries or questions that they need addressed please bring these to the attention of your champions or complete the form that can be found on the Leisure Matters site and return to [joanne.grattan@armaghbanbridgecraigavon.gov.uk](mailto:joanne.grattan@armaghbanbridgecraigavon.gov.uk)



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ARMAGH CITY, BANBRIDGE &  
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# TRANSFORMING FOR THE FUTURE



As you are aware Council commenced a review of its organisational leadership structure, as part of a 'Financial Review and Transformation Project', initiated in October 2020, to enable new strategic thinking and a shared vision for our future as a high performing organisation.

Staff will be asking what this will mean for them and to answer some of these questions a number of frequently asked answers and question have been compiled to address this issue;

## **FAQ's:**

### **What is an organisational leadership review?**

An organisational leadership review consists of analysing the business and service function across council, employee leadership structure, and operating processes. For the review to be effective it will include examining the structure and remit of all strategic directorates and heads of service, along with their support structure and reporting processes.

### **Why is this happening?**

Our current leadership structure has been in place since the Council merger in 2015; it has supported Council to continue to perform highly and to realise significant achievements for the borough. However, to ensure that the council remains high performing and can achieve its ambitions for the future, the leadership structure is being reviewed to ensure that it continues to be dynamic and has the flexibility, and adaptability, to transform as organisational needs change.

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## **What is the process?**

For any review to be successful it is important that all key stakeholders are engaged with during the process. The review process commenced in November 2020 when an independent review of the leadership structure was carried out.

This review was conducted by Solace In Business Ltd, and involved a series of one-to-one interviews with the Chief Executive, Strategic Directors, Political Groups, Heads of Service and Trade Union representatives, to review roles and functions for the various service areas across Council.

This transformation journey will mean a number of things for the Health and Recreation Department as a whole;

- The Organisation will be going/working through a period of change.
- The transformation of the Health and Recreation Department is an important part of that change.
- The transformation journey in indoor leisure is on-going; the rest of the Department will follow in 2021/22.
- Members are currently considering options for change.
- An overall vision for the Health and Recreation Department will emerge from this process.

Staff will be kept up to date with the organisations transformation journey, you will be updated in your team meetings, on your notice boards, Leisure Matters, on the Council Intranet site, Unions and information coming from the Chief Executive's Office.

If any member of staff has a particular question that they would like answered please feel free to speak to your line manager, your appointed Leisure champion or email [joanne.grattan@armaghbanbridgecraigavon.gov.uk](mailto:joanne.grattan@armaghbanbridgecraigavon.gov.uk) and we will do our very best if we can to answer any of your queries raised.

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### **Watersports Centre new equipment purchased**

Last week we received new equipment for the Watersports Centre in preparation to open the facility in the summer when restrictions allow; which included paddle boards and disability accessible boats.

We are also expecting the arrival of a new inflatable for the lakes later this month.



When we open the Watersports centre we will be able to offer the following activities to name a few:

1. New disability boat for trips, training and fishing
2. Kayak / tandem and adult –child
3. Sit on top canoe
4. Single paddle board
5. Family paddleboard
6. Inflatable 30 plus people
7. Inflatable for kids
8. Club swimming
9. Mountain biking
10. Disability cycling
11. Water ski
12. Banana boating



Too name a few!

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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)

## **Covid**

**Lord Mayor, Councillor Kevin Savage, visited the Covid-19 Vaccination Centre at SLLC this week to thank the staff for their amazing work and to see first-hand the impressive roll out of the vaccines.**

**To date, over 70,000 people have been vaccinated at the centre, with over a thousand people booked in to receive their vaccine every day.**

He said "The Covid-19 vaccination programme across this area has been a real success story thanks to the tireless work of Southern Health and Social Care Trust staff and volunteers. I am incredibly proud of all the staff, volunteers and medical professionals who are all playing their part in this extraordinary collective effort to help us emerge from this crisis. "We still have a long way to go, but with the commitment, hard work and dedication shown by so many, I am confident that the vaccination programme will continue to roll out efficiently."

As a small token of thanks, the Lord Mayor issued free lunch vouchers to the vaccine staff for use at Café incredABLE at South Lake Leisure Centre.

Please note, people who are aged over 50 can now book a Covid-19 vaccine. To book an appointment, please do so online if possible via <https://vaccinations.covid-19.hscni.net/booking>

If online booking is not possible, then the telephone booking number is 0300200 7813 (booking line is open 8.00am to 8.00pm, Monday to Friday).

Find out more about the Covid-19 vaccination programme at [www https://bit.ly/3nA47BO](https://bit.ly/3nA47BO)

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**Do you live or work in Armagh? Maybe you have friends or family that do? Or perhaps you are simply interested in helping to shape a better city! If so, then why not come along to one of our online sessions throughout March and share your ideas!**

The Community Planning Partnership is developing a new and exciting 'Place Shaping Plan' for Armagh and wants to use local knowledge and connections to build a plan that is reflective of the unique place that is Armagh.

There are three sessions taking place: Monday 22 March at 2.00pm, Wednesday 24 March at 6.00pm and Friday 26 March at 10.00am. To find out more and to register for the workshops click here: <https://bit.ly/3qMMJuX>

### **Transform Your Business**

On Tuesday 23 March, council will virtually launch its new flagship support programme, Transform Your Business. The online event will feature local Lurgan man and one of Northern Ireland's most respected IT professionals and business leaders:

Patrick McAliskey as well as Sarah-Jane Mowbray of IncredABLE, Jayne Vaughan of Fresh Aesthetics and Kim Patrick McAliskey

Lamont, Digital Stylist. The launch event will outline how the new programme will help micro, small and medium sized enterprises based in the borough grow their businesses by offering support in the following areas:



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Sarah-Jane Mowbray

- Young entrepreneur's support
- Early export / first steps to exporting
- Support for digi-tech firms
- Social enterprise support
- Support for innovation
- Digital transformation action plans for traditional businesses

To learn more about the programme visit  
w <https://bit.ly/3bKiBw2> or contact Judith Tecey  
e [Judith.Tecey@armaghbanbridgecraigavon.gov.uk](mailto:Judith.Tecey@armaghbanbridgecraigavon.gov.uk)



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## Health Webinar

The Southern Area Men's Health Steering Group are inviting men to take part in their first ever annual webinar taking place on Wednesday 31 March 2021 from 10.30am on Zoom

Participants will be treated to a fantastic morning of guest speakers, including stories from local Men's Sheds, Q&A session with Professor Luke O'Neill, Trinity College Dublin and have a laugh with comedian, Andrew Ryan.

To register for this webinar or for more information contact [frances.haughey@armaghbanbridgecraigavon.gov.uk](mailto:frances.haughey@armaghbanbridgecraigavon.gov.uk) or p 075 0077 2905



## Microsoft Teams Training

**Additional dates for MS Teams training are now available as follows:**

**Date: 20 April 2021**

**1st session: 10.00am - 12.30pm // 2nd session: 1.30pm - 4.00pm**

**Date: 28 April 2021**

**1st session: 10.00am - 12.30pm // 2nd session: 1.30pm - 4.00pm**

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You can book yourself a place via the Booking Bug under the Job Related Training section:  
<https://abcb.council.bookingbug.com/home/46970-Training-Courses>



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### **Annual Leave Update**

**As we commence the new annual leave year you will notice a change to your normal leave sheet.**

Annual leave for 2021/2022 will be calculated in hours for all employees across the council, rather than days.

Human Resources will calculate the leave entitlement and present this to you on your leave card.

Annual leave entitlement in hours is as follows:

**22 days - 163 hours**

**25 days - 185 hours**

**28 days - 208 hours.**

(Pro rata for part-time employees).



If you require further clarity in relation to annual leave this can be found within the Leave Entitlement Policy, available on the Intranet: <http://abc-svr-intra>