



**Armagh City
Banbridge
& Craigavon**
Borough Council

Leisure Transformation Programme

Staff Engagement

Weekly update from the 'Leisure Transformation Project Team

5th March 2021



'Inspiring people to make positive changes through great experiences'



**Armagh City
Banbridge
& Craigavon**
Borough Council

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.

‘Inspiring people to make positive changes through great experiences’



**Armagh City
Banbridge
& Craigavon**
Borough Council

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) met again on Friday 26th Feb 2021 and will meet each Friday morning on a weekly basis going forward in order 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;

- An ABC wide system for Exercise Classes delivery.
- An ABC wide system for Training and Assessing Leisure Assistants (Lifeguards.)
- 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.

N.I. Lockdown recovery plan

The **Northern Ireland Executive** has agreed a five-step plan for easing the Covid-19 lockdown.

Unlike plans announced in England and Scotland, NI's blueprint does not include a timetable. Progression for each of the nine pathways - across social and business settings - will depend on certain public health criteria being met.

The executive must review its coronavirus restrictions regularly, with the next due on 16 March.

'Inspiring people to make positive changes through great experiences'



**Armagh City
Banbridge
& Craigavon**
Borough Council

The Executive Office said the plan - **Moving Forward: The Executive's Pathway Out Of Restrictions** - was a "gradual easing of the current restrictions"

However, it does not include specific detail on how the executive will measure when it is safe to reopen certain sectors.

Step one represents the current lockdown restrictions, with steps two to four allowing an easing of the rules and the final step entitled preparing for the future.

The detail released regarding Sport and Leisure Activities are as follows:



Sport & Leisure Activities



Step one:

- Outdoor exercise with own household or one other person - stay in local area
- Training and competition for elite athletes permitted

Step two:

- Outdoor sports facilities re-open for training and organised group activities
- Outdoor competitive sport can resume with no spectators

Step three:

- Leisure centres and all indoor sports facilities reopen, including swimming pools and gyms
- Indoor group activities and classes resume
- Leisure activity venues reopen, including soft play

Step four:

- Limited number of outdoor spectators allowed
- Limited number of indoor spectators allowed

‘Inspiring people to make positive changes through great experiences’



Step five:

- Further outdoor spectators allowed
- Further indoor spectators allowed

Staff will be information as soon as further information is released regarding opening dates of facilities/activities that we provide.





**Armagh City
Banbridge
& Craigavon**
Borough Council

BREEAM Award

Good news! The SLLC project has been awarded a BREEAM Award this year.

BREEAM is an annual celebration that proudly recognises the people, projects and organisations that are leading the way with significant achievements in sustainable building design, development and management.

So well done to everyone involved in this project it really is one to be proud off.

Annual Leave Reminder

As the leave year draws to a close staff are reminded to take the appropriate annual leave allocation in line with the Leave Entitlement Policy <https://bit.ly/2XFRJpq> by 31 March 2021.

HR and Line Managers will be adhering to the Leave Entitlement Policy which states that a 'carryover of 10 days' maximum is permitted (pro rata for part time employees) and that 'any additional carry over beyond 10 days is only permitted in exceptional circumstances and subject to approval by EMT'.

All staff are required to ensure that they plan their annual leave in conjunction with their Line Manager, who must approve all leave requests prior to it being taken.

If a staff member is anticipating or has been furloughed, they should still request annual leave within the guidance outlined above. Furlough is not a reason to not take annual leave.

Social Media

Staff are reminded to not to make comment or reply to posts made on any of the various social media sites. Council has a social media policy and have a mechanism for dealing with comments made on these sites.

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

'Inspiring people to make positive changes through great experiences'



**Armagh City
Banbridge
& Craigavon**
Borough Council



International Women's Day – Virtual Event

To celebrate International Women's Day staff are invited to a virtual event with Professor Siobhán O'Neill, Interim Mental Health Champion for Northern Ireland and Annette Kelly, Personal Development and Mental Health Advocate.

Siobhán is one of the leading experts in the field of mental health. Her research programmes focus on trauma, mental illness and suicidal behaviour in Northern Ireland and the transgenerational transmission of trauma.



Annette Kelly is a passionate personal development and mental health advocate. Annette is also the founder of the online platform - Little Penny Thoughts, which promotes wellbeing through workshops and events, not forgetting those sought after calendars!



This year our staff event will have a focus on health and wellbeing and both speakers will provide a background to their role as well as offer advice on how to keep well during these challenging times, acknowledging in particular the difficulties that women have faced during the pandemic.

Taking place on Tuesday 9 March 2021 from 2pm to 3.30pm, join the conversation by booking your place her: <https://bit.ly/2NcZTnD>

'Inspiring people to make positive changes through great experiences'



**Armagh City
Banbridge
& Craigavon**
Borough Council



Take 5 for YOU!

What have you done today for other people? And what have you done today that was just for you? Looking after yourself is vitally important during these challenging days – whether it's a walk to get some fresh air, half an hour with a cuppa and your favourite programme or a phone call with a friend, make sure you are also taking time to look after YOU.

Remember to check out the 'Take 5 Steps to Wellbeing' for self-care tips and ideas

<https://bit.ly/2LzkHEN>

Townscape Heritage Virtual Presentation

Armagh City Townscape Heritage are set to virtually present the architectural delights of the ancient cathedral city with a series of online talks uncovering the history and beautiful built heritage of the area.

Taking place on 24 February, 1 March and 24 March, leading experts will present online talks delivered via Zoom which will be sure to inspire and appeal to those with an interest in local history and architecture alike.

Full details at: <https://bit.ly/3qgwQ0w>

'Inspiring people to make positive changes through great experiences'



**Armagh City
Banbridge
& Craigavon**
Borough Council

Fundraising Success

Lord Mayor, Councillor Kevin Savage has been busy fundraising for his chosen charity during lockdown!

Whilst it is extremely challenging to raise money with so many restrictions on events the Lord Mayor was able to forward £4,500 to Macmillan Cancer Support, raised through a variety of initiatives including the Drive in Cinema at Halloween, the Staff Christmas Raffle, and the sale of Lurgan Park calendars.



“Thank you to everyone who have been so very generous to enable me to still raise some vital funds for Macmillan Cancer Support” commented the Lord Mayor who is pictured with his son Conor.



‘Inspiring people to make positive changes through great experiences’



**Armagh City
Banbridge
& Craigavon**
Borough Council

Kernan Play Park Development

A new £100,000 play park is in the pipeline for the Kernan area.

Have a look at where the play park will be located and share your views on its proposed design by taking part in our online community survey. Closing on Monday 22 February 2021, have your say here <https://bit.ly/2MOCj06>



Waiting for a Covid-19 test or test result?

PLEASE REMEMBER: You and everyone in your household must self-isolate.

As colleagues we must 'do the right thing' to protect each other, especially in the workplace. Stopping the spread helps save lives.

For more visit  <http://www.pha.site/coronavirus>

**Waiting for a COVID-19
test or test result?**



'Inspiring people to make positive changes through great experiences'