



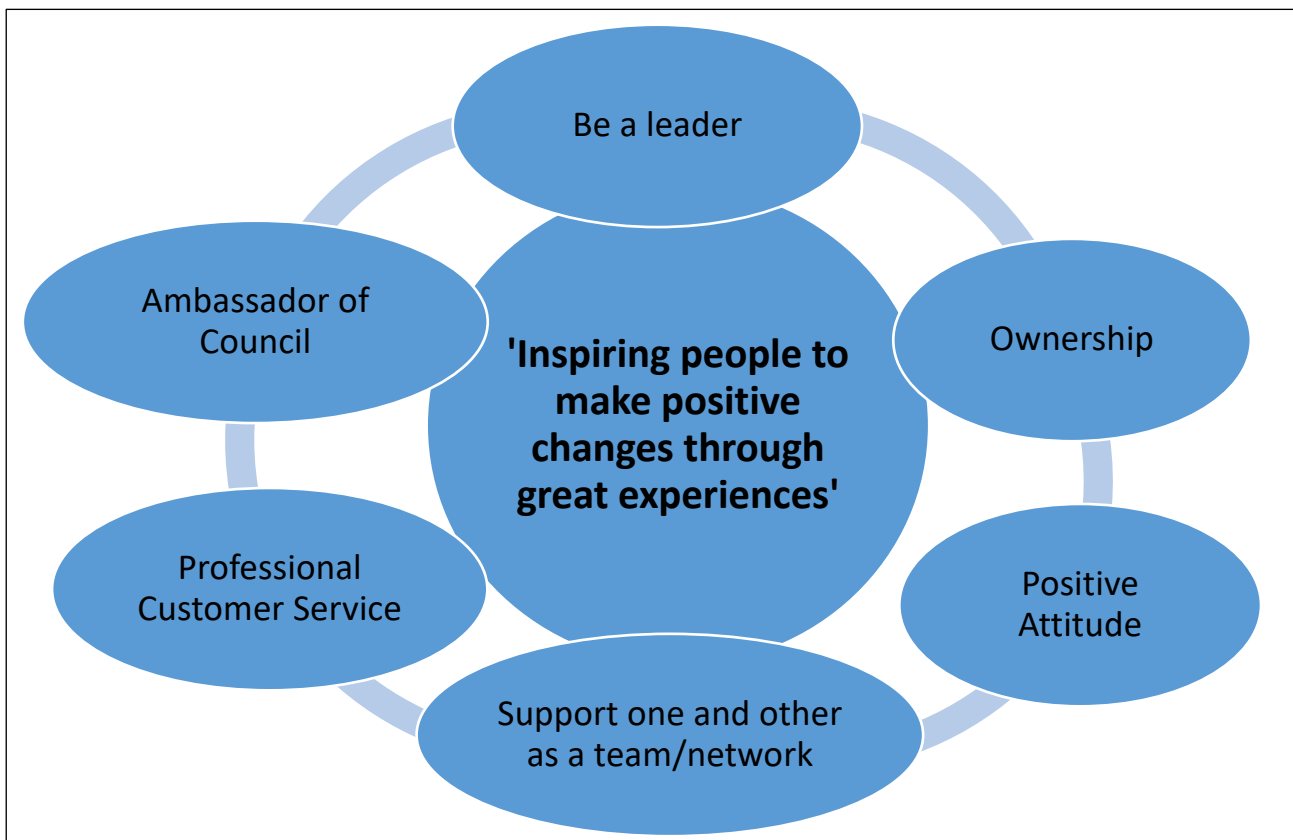
**Armagh City  
Banbridge  
& Craigavon**  
Borough Council

**Leisure Transformation Programme**

**Staff Engagement**

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

**23<sup>rd</sup> April 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.

Work has taken place to consider a number of Job Descriptions and Person Specs proposed to go forward for evaluation as part of the Indoor Leisure Transformation and re-structure process.

All agreed job descriptions (with evaluation confirmed) are available on the Leisure Matters site for staff to view. <https://www.armaghbanbridgecraigavon.gov.uk/iljds/>

All outstanding Job Descriptions are being worked through and will be communicated as soon as possible.

If any staff member has any question(s) they can ask these at the individual staff meetings (starting tomorrow) or contact Myself or Caroline Brennan or Catherine McNeill (NIPSA), Kieran McParland (GMB) or Phelim Doran (UNITE).

We would also like to make staff aware that the Leisure Operations Manager posts for indoor Leisure will be advertised by the end of this week.

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## **Redeployment Efforts Showcase Teamwork at its Best**

**During the recent lockdown Leisure Attendants, Pavel Pesek and Graham Stevenson from South Lake Leisure Centre, were redeployed to assist the Cemetery services team at Kernan Cemetery.**

**Both Pavel and Graham were really committed to their new role, working hard along with the team to transform flower beds at the cemetery; digging out, levelling, laying bark and planting new shrubs and plants.**



Pavel and Graham's commitment to the project and their assistance to the team on the ground was tremendous. It was very evident to everyone involved that they both really enjoyed this experience that enabled them to meet new people and learn new skills.

The finished project will greatly improve the visitor experience at the cemetery coming into the summer months. Well done on demonstrating such fantastic commitment to your colleagues.

The 'Leisure Transformation Project Team' would also like to say thank you to all the staff redeployed in to many different roles across the Borough

Well done everyone, thank you for your contribution and the effort that you have put in during a time that hasn't been easy for anyone.

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## Outdoor Classes start



Monday 19<sup>th</sup> April 2021 saw the start-up of outdoor classes, these took part across the Borough. These classes were fully booked and continuing to be fully booked

Everyone was very enthusiastic and glad to be back exercising.

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## Opening of the South Lakes Watersports Centre

On Saturday 17<sup>th</sup> April the sun came out for the opening weekend of the South Lake Watersports Centre

The activities were booked out and everyone had fun!



**The Northern Ireland Executive regulations in relation to Covid-19 are as follows:**

### Exercising and sports

Up to **10 people** (including children of all ages) from a maximum of **two households** can take part in outdoor exercise or sports activities.

Up to **15 people** (including coaches) can take part in structured outdoor sports training, through clubs or individuals affiliated to recognised sports governing bodies or representative organisations for sport and physical activity.

Outdoor sports facilities can re-open but only to permit their use for those allowed in the regulations. Club houses and indoor sports facilities (changing rooms, showers, kitchens, meeting rooms), apart from essential toilet facilities must stay closed.

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The return to sport protocols put in place by sports governing bodies should be strictly adhered to including hygiene measures, social distancing and other mitigations.

Any behaviour which may encourage the risk of transmission around sports activities, such as car sharing, congregation of people on the side-lines and sporting celebrations, should be avoided.

Sports governing bodies have a responsibility to ensure full compliance with the protocols and are expected to put arrangements in place to deal with non-compliant clubs, participants and coaches.

Indoor sport is not permitted, other than at elite level.

Elite training and competition can continue, both indoors and outdoors.

Elite sporting events must be held behind closed doors without spectators.

The definition of an elite athlete is set out in the regulations.

All indoor sports facilities such as leisure centers, gyms, health clubs, swimming pools, fitness and dance studios must remain closed.

Physical education delivered by or for schools, pre-schools and other education providers is permitted to continue.

### **From 23 April**

From 23 April, squad training can resume, as well as competitive outdoor sports.

No spectators are permitted and numbers (including officials, participants, management and support personnel) should be restricted to the minimum number required for the delivery of the event and should not exceed 100.

### **From 30 April**

From 30 April, gyms, swimming pools and indoor leisure facilities may open for individual exercise and also one-to-one training/ coaching with social distancing.

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### **Indicative date**

An indicative date of 24 May has been set for the return of indoor group exercise and training (numbers informed by venue). This will be subject to review.

For further information visit: [www.nidirect.gov.uk](http://www.nidirect.gov.uk)

### **So what this means for us in the Health & Recreation Department**

Following the relaxation of Covid restrictions the following activities will resume in Council facilities;

#### **Outdoor Bowls**

Monday 19<sup>th</sup> April - Reopening of all council run outdoor bowling rinks.

Maximum of 15 players will be allowed on the green with no restriction on number of households.

Pavilions are to remain closed with safe access to toilet facilities permitted.

Clubs have been informed with site specific procedures in place.

#### **Snowtubing**

Monday 19<sup>th</sup> April - Reopening of Snowtubing at Craigavon Golf Ski Centre

Bookings limited to 5 people from the same family or bubble.

Online bookings in advanced only - <https://getactiveabc.com/activities/family-snowtubing/>

#### **Council Run – Instructor Lead Outdoor Activities**

Monday 19<sup>th</sup> April - Restarting of Outdoor Exercise classes at eight indoor Leisure Centre Sites & Targeted health intervention programmes i.e. Macmillan Move More, GP Referral.

Classes are limited to maximum of 15 people (including coaches)

Online bookings in advanced only - <https://getactiveabc.com/activities/restarting-of-outdoor-classes/>

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### **Tannaghmore Animal Farm**

Friday 23<sup>rd</sup> April – the animal farm will re-open to customers.

### **Caravanning**

Friday 30<sup>th</sup> April – Only Touring Caravans will be allowed to use Council sites, no camping allowed, bookings open Wednesday 21<sup>st</sup> April 2021.

### **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)



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## Craigavon Area Foodbank Support

Staff from Craigavon Civic Centre kindly donated 64.3kg of food and toiletry items to the Craigavon Area Foodbank on the 1 April 2021, which included some Easter eggs as a special treat for the children of families in need of food support.

During the period January to March 2021, staff from Craigavon Civic Centre, South Lake Leisure Centre and Carn Depot donated 142.7kg of food and toiletry items to Craigavon Area Food Bank.

Well done to everyone that contributed!



## Vaccination Update

As the Covid-19 Vaccination Programme continues to be rolled out, it is important to remember that the second dose of the vaccine will help give you stronger and longer protection from the virus.


In addition, people aged 40+ are now able to book their Covid-19 vaccination appointments. Booking for all appointments should be made online here: <https://bit.ly/3cZrQJB>

If online booking is not possible, the telephone booking number is p 0300 200 7813.

**COVID-19 VACCINATION**

**REMEMBER:** There can be no mixing and matching with Covid-19 vaccines. Whatever your age, your first and second doses must be with the same vaccine. The only exception will be for the very small number of people who have extreme reactions to the first dose. Having your second dose will give you stronger and longer protection from COVID-19.

**The virus is the enemy.  
Vaccination is saving many lives in NI.**



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### Who's up for a challenge?

**At ABC Council we love a challenge, especially when it's against our fellow council's and other public bodies across Northern Ireland, so we've signed up to the 1 BILLION STEPS CHALLENGE in May.**



With the health and wellbeing benefits of walking being well documented, this challenge has been established to proactively mark National Walking Month this May, and Mental Health Week taking place from 10 - 16 May, providing an ideal opportunity to get everyone moving!

Local Councils, the Local Government Staff Commission, the Northern Ireland Housing Executive, and the Northern Ireland Local Government Association have all come together to undertake this combined challenge to achieve 1 Billion Steps during the month of May.

Our council's allocated target is  
**97,283,544 steps!**  
So we need everyone to help!

### How can I take part?

All you need to do is enter a team of up to 10 employees, nominate a team leader and give your team a name!

Then register these details with the contact named below by **Wednesday 28 April** and they will provide the instructions on what to do next. Weekly updates will be provided on how we are progressing towards our target throughout the month.

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**Check out below who to register with:**

**Department: Who to contact to register:**

Chief Executive's Department; Governance & Democratic Services	<b>Katherine Convery</b>
Community Planning	<b>Lynn Esler</b>
Planning	<b>Damian mulligan</b>
Building Control	<b>Wendy Farmer</b>
Estates and Assets	<b>Kathryn Barry</b>
Tourism, Arts and Culture	<b>Sharon Kerr</b>
Regeneration	<b>Karen Clarke</b>
Economic Development	<b>Elaine Cullen and Jason Patterson</b>
Health and Recreation	<b>Claire Weir</b>
Community Development	<b>Elaine Devlin</b>
Environmental Health	<b>Cathy Devlin</b>
Finance, ICT and Procurement	<b>Roger Young</b>
Human Resources and Organisational Development & Performance and Audit	<b>Fiona Hamill</b>

***The competition...***

<b>Organisation</b>	<b>Steps</b>
Northern Ireland Housing Executive	239,467,186
Lisburn & Castlereagh City Council	59,866,796
Local Government Staff Commission	299,334
Derry City and Strabane DC	67,350,146
Fermanagh and Omagh DC	67,350,146
Antrim and Newtownabbey DC	44,900,097
<b><i>Armagh Banbridge &amp; Craigavon DC</i></b>	<b><i>97,283,544</i></b>
Newry Mourne and Down DC	89,800,195
Belfast City Council	164,633,690
Causeway Coast and Glens	49,764,274
Mid and East Antrim DC	53,880,117
NILGA	748,335



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## **Powerful Communities: Wealth and Wellbeing**

Development Trusts NI is hosting a unique event that will pull together different perspectives on how communities can make a meaningful contribution to the post-Covid recovery, and discuss how funders can collaborate with the wider community sector to help them thrive.

At the event there will be an opportunity to put your questions to the panel, to network with other delegates and to shape how we continue with the enquiry into the needs of communities in NI during 2021.

Breakout sessions, facilitated by local community development leaders and The National Lottery Communities.

Fund will include:

- Thriving & Powerful Communities
- Adaptation & Resilience
- Community Infrastructure
- Equipping Communities to Shape the Future



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### **Walk ABC Challenge Complete**

**The Walk ABC Challenge, encouraging residents to walk, jog, run or push a pram virtually around the borough and raise vital funds for the Lord Mayor's charity Macmillan Cancer Support, just finished last weekend!**

It all started on Monday 1 February, when participants were encouraged to walk, jog, run or push a pram virtually around the borough for 10 weeks.

Hundreds of individuals and families have participated and are now being encouraged to send in their completed record sheets as evidence of miles covered.

Participants will start to receive their 'thank you' note from Lord Mayor Councillor Kevin Savage alongside their medals and further details are included for picking up the Southern Health and Social Care Trust water bottles.

Thank you to everyone who participated and a big well done to those who completed the challenge in only a few weeks.

Huge congratulations to those, who over the 10 weeks, walked well over the 150 mile ABC Borough target!

Completed forms should be sent to; [nuala.mcveigh@armaghbanbridgecraigavon.gov.uk](mailto:nuala.mcveigh@armaghbanbridgecraigavon.gov.uk)

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