



**Armagh City
Banbridge
& Craigavon**
Borough Council

Leisure Transformation Programme

Staff Engagement

Weekly update from the 'Leisure Transformation Project Team

21st May 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;

Transformation of indoor leisure

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

Indoor Leisure Transformation Update;

- Operations Manager Posts have been advertised/
- Vast majority of JDs and evaluations now confirmed and communicated.
- Staff requested one to one meetings with staff now coming to an end.
- Will move soon to clarifying all roles for all staff - starting with Duty Manager Posts first.

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

Have you had your say yet?

Don't forget to complete the Health and Wellbeing Survey to help us understand what health and wellbeing initiatives you want as well as when, and how you would like them delivered. Feedback from this survey will shape the Health and Wellbeing Action Plan and Strategy, so we are encouraging everyone to get involved.

To complete the survey visit **[www.https://bit.ly/3b79KUz](https://bit.ly/3b79KUz)** before **Friday 28 May**.

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ABC Indoor Leisure - Start Up Position @ 18th May 2021

Category	Specific Activity	Changing with respect to 24 th May 2021?	Detail
Mask Wearing – All indoor leisure centres			<ul style="list-style-type: none"> Masks to be worn (requested/suggested but not enforceable) by users until they reach changing area and/or activity
Swimming Pools	Lane Swimming	Operates from 24 th May as it operates now – no change until further updates from NI Exec.	<ul style="list-style-type: none"> 8 years and over Includes less abled people and carer Advance booking and payment required by phone or on line
	Family Swims – people from same family bubble	Can commence from Mon 24 th May	<ul style="list-style-type: none"> Normal adult child accompaniment applies Includes less abled people and carer Advance booking and payment required by phone or on line Families/bubbles do not need to social distance from each other Families/bubbles may be in same pool space as others – must social distance between themselves and other groups Numbers will be determined by 6m2 per person
	SLLC Leisure Water Area	Can commence from Mon 24 th May	<ul style="list-style-type: none"> Normal adult child accompaniment applies Includes less abled people and carer Advance booking and payment required by phone or on line Families/bubbles do not need to social distance from each other Families/bubbles may be in same pool space as others – must social distance Numbers will be determined by 6m2 per person and other safety conditions

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	Wet area changing	Operates from 24 th May as it operates now – no change until further updates from NI Exec.	
	Wet Area Showering (All customer groups)	Not permitted until further updates from NI Exec.	“Rinsing” in public areas (costumes on and no soaps/gels) - each centre can allow if logistics are favourable – local site signage will be the only messaging on this. Centre teams can also close “rinsing” if this may cause problems.
	Swim Clubs	Can commence from Mon 24 th May	<ul style="list-style-type: none"> • Must maintain social distancing • Must produce acceptable risk assessment • Club/Org. Must retain all contact details of participants • ABC require one clear contact person from club/org. per booking • Subject to pool space/time available
	Swim Lessons	Not permitted in any form until further updates from NI Exec.	
SPA Area/Sauna/Steam Rooms		Can commence from Mon 24 th May	ABC control numbers times etc for cleaning and Covid safety. Numbers limited to achieve 2m distance between people. Each centres procedures may be different as logistics are different – each centre allowed to combine with other activities if safe/achievable.
GYM		Operates from 24 th May as it operates now – no change until further updates from NI Exec.	<ul style="list-style-type: none"> • 16 and over only • Includes less abled people and carer • Advance booking and payment required by phone or on line
Dry side showering and changing		Not permitted in any form until further updates from NI Exec.	
Indoor Classes		Can commence from Mon 24 th May	<ul style="list-style-type: none"> • ABC control numbers times etc for cleaning and Covid safety. Numbers limited to achieve 2m distance between people. • 16 and over only • Includes less abled people and carer



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Clubs – sports clubs and activity clubs	General/Martial arts etc.	Can commence from Mon 24 th May	<ul style="list-style-type: none"> • Subject to centre space/time available • Club/Org. Must produce acceptable risk assessment -acceptable to ABC Lead Officer and centre management team • Risk most likely to be based on degree of contact between participants • Should have support of governing body • Must maintain social distancing • Club/Org. Must retain all contact details of participants
	Squash - public	Can commence from Mon 24 th May	<ul style="list-style-type: none"> • Can be played by people from same family bubble • Advance booking and payment required by phone or on line
	Squash/Badminton/Table - clubs	Can commence from Mon 24 th May	<u>Clubs permitted to train together -NI Exec.</u> <ul style="list-style-type: none"> • Must produce acceptable risk assessment • Club/Org. Must retain all contact details of participants • ABC require one clear contact person from club/org. per booking • Subject to space/time available
	Badminton and table tennis - public	Can commence from Mon 24 th May	<ul style="list-style-type: none"> • Advance booking and payment required by phone or on line • Singles play allowed • Doubles play only when pairs are from same family bubble
Soft Play		Can commence from 1 st June	<ul style="list-style-type: none"> • ABC control numbers times etc for cleaning and Covid safety. Numbers limited. Time slots limited – 3 hours am and 3 hours pm – whole area sprayed (sanitised) after use each day and cleaned between daily sessions. • Parent/adult to accompany child • Advance booking and payment required by phone or on line

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Indoor children's bowling alley (Dromore CC only)		Can commence from 1 st June	<ul style="list-style-type: none"> • ABC control numbers times etc for cleaning and Covid safety. Numbers limited. • Parent/adult to accompany children • Advance booking and payment required by phone or on line
Indoor Climbing Wall		Operates from 24 th May as it operates now – no change until further updates from NI Exec.	<ul style="list-style-type: none"> • ABC control numbers times etc for cleaning and Covid safety. Numbers limited. • Advance booking and payment required by phone or on line
Indoor Meetings (Room hire)		Can commence from 24 th May	<ul style="list-style-type: none"> • ABC control numbers times etc for cleaning and Covid safety. Numbers limited. • Participants must social distance – 2 m • No refreshments except those brought for individual use only • Advance booking and payment required by phone or on line • Club/Org. Must retain all contact details of participants • ABC require one clear contact person from club/org. per booking
Café (Indoors eating)		Can commence from 24 th May	<ul style="list-style-type: none"> • Government restrictions apply – to be managed by café operators.
Children's Birthday Parties		Not permitted in any form until further updates from NI Exec.	
Crèche		Not permitted in any form until further updates from NI Exec.	



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Indoor Leisure working with Oxfam to raise money for India

Council was contacted by Oxfam to enquire if we could help raise some much needed money for the crisis in India.

It has been agreed that we organise a spinathon and biathalon opening to the public to attend each giving a minimum donation of £5.00 to participate.

There is an option to donate more, there will be £10 and £20 options as well.

The link for booking the spinathon and biathalon is **[www.https://bit.ly/2Q7c8mW](https://bit.ly/2Q7c8mW)**

Monday 24th

11am – 5pm Spin at SLLC

17 bikes will be available for instructor led spin class which lasts 45 minutes (COVID we have to clean down after each session)

Classes start on the hour 11am, 12pm etc.

This will be the first time our spin bikes and room will be open in SLLC.

Wednesday 26th

Biathalon at SLLC and Craigavon Lakes

Starting at 10am closing at 8pm (last session 7.30pm)

Teams of 5 maximum – each donating a minimum of £5.

Setting on at half hour intervals – 10am, 10.30am

Activity:

1 mile run around the lake

1 mile kayak on lake

Times recorded and prizes for fastest person and fastest team. (Watersports activity voucher)

It was also agreed that the staff shouldn't be left out so a staff session has been organised;

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Friday 28th at SLLC

Staff Spin



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2 bikes set up in SLLC café area

Staff will be able to book 30 minute session via Booking bug (link to follow) or ask member of the management team for information.

Asking for staff donation (via justgiving) and donation from public.

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



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Catch Up

It's Mental Health Awareness Week -and although the week is coming to an end, it is never too late to start doing something to help your own mental health.

This year's theme is 'Connect with Nature' - something which many of us have done over the course of the last 12 months. Inspire has launched a 'Take a Walk on the Mind Side' campaign – spreading the important message about connecting with the wonders of nature and helping us to look after our mental health in the process.

With our activities and usual routines curbed by Covid-19, the natural world has been a refuge for many. Nature not only aids our physical wellbeing, but it helps us stay mentally healthy, especially as the days grow longer and the weather improves. When we get out into nature, we feel better and can concentrate on looking after each other and ourselves. Doing something as simple as going for a walk means a change of scenery and some fresh air. Sitting somewhere peaceful can ease anxieties or worries. Even small contacts with nature can reduce feelings of social isolation and prevent feelings of distress.

Whether you live in a rural or urban area, it's easy to connect with nature. Inspire want everyone to experience as much of nature as they can. So, to mark Mental Health Awareness Week 2021, they have created interactive activities to help you get involved.

Click here for more information: [www.https://bit.ly/3o6XhFC](https://bit.ly/3o6XhFC)

Staff Encouraged to Give Views to Improve Services

Our staff are valued customers of our organisation and your views are important to make a positive impact to the way in which we deliver services.

We want to hear your views on how we can improve services and how we can deliver more efficiently and effectively in relation to the six performance improvement objectives:



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1. We will improve the availability of more inclusive services for those with autism and their carers

2. We will increase the number of people participating in leisure activities and work with partners to enable everyone to Get Moving more

3. We will reduce the time it takes to pay suppliers

4. We will reduce the average number of day's sickness absence lost per employee

5. We will increase the number of council service areas with service standards as an evidence base to inform future performance improvement objectives

6. We will implement recommendations from the Building Control and Planning Service Reviews and improve processing times for building control and planning applications.



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With your insight and knowledge of the organisation, your views are an important part of this consultation to enable us to deliver a positive impact.

Give your views here: [www https://bit.ly/3biMumN](https://bit.ly/3biMumN)

Kids Recycling Competition Launched

We're inviting all primary school children in the borough to enter our exciting 'Kids Recycling Competition' to be in with the chance of winning an Amazon Fire 7 tablet!

To take part in the competition and get their hands on one of six tablets, all little crafters have to do is create an imaginative sculpture using recyclable materials found in their recycling bin or box.



Sculptures can be as inventive and original as the children like.
The sky really is the limit!

Learn more here: [www https://bit.ly/3elq9kk](https://bit.ly/3elq9kk)

Closes 12 noon on Wednesday 9 June.

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Do you use the Newry-Portadown Canal Towpath?

We're encouraging all users to check out our newly launched Code of Conduct for this popular towpath.

Promoting mutual respect among all users, the Code relies on everyone:

- being considerate towards each other,
- taking responsibility for their own actions, and
- caring for the environment.

Learn more about the Code and how to access it here:

www. <https://bit.ly/33chQqq>



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On Wednesday, Lord Mayor Councillor Kevin Savage and Chief Executive Roger Wilson welcomed Communities Minister, Deirdre Hargey MLA to the Civic Centre and South Lake Leisure Centre in Craigavon – to discuss the importance of continuing a joined up approach to public service planning and delivery, which has proved to be so important during the pandemic.

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Thinking of a Staycation or Need a Recommendation for Friends?

Our Tourism, Arts and Culture team have been busy preparing a useful guide to the caravan parks, camping sites and self-catering tourist accommodation facilities that are now open across the borough. It's time to get planning!

For more information on accommodation [www.https://bit.ly/3uqaiMZ](https://bit.ly/3uqaiMZ)

Fancy dining alfresco this weekend?

Many of our borough's amazing restaurants are now open for outdoor dining, helping us plan that special catch-up with friends and family. So why not enjoy sunny weather and long evenings by dining alfresco at one of our local restaurants.

To find out more visit [www.https://bit.ly/3epZecY](https://bit.ly/3epZecY)

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