



**Armagh City
Banbridge
& Craigavon**
Borough Council

Leisure Transformation Programme

Staff Engagement

Weekly update from the 'Leisure Transformation Project Team

7th 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.



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.

Indoor Leisure Transformation Update;

- Operations Manager Posts currently advertised (internally).
- 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 (starting tomorrow) or contact myself or Caroline Brennan or Catherine McNeill (NIPSA), Kieran McParland (GMB) or Phelim Doran (UNITE).



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Get Active ABC Launches Exciting New Leisure Booking App on Reopening Day

Our leisure centres and recreation centre gyms reopen their doors to the public today Friday 30 April, for individual training, one-to-one coaching and individual swim sessions.

In preparation, Get Active ABC has launched the new 'getactiveabc' leisure booking app to help users quickly and easily book their gym/swim session or class activity and much more!

You can download the app from the Google Play or App Store. It's cleverly designed so all your fitness needs area to your fingertips, including the ability to make bookings for gym, swim, classes and activities; manage your account with ease; keep up to date with council's latest leisure news; get information on key opening hours plus the ability to scan your virtual membership card.

For further information visit
www.getactiveabc.com



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Face coverings/social distancing in facilities

We would like to remind staff that you must wear a face covering (unless you are exempt) when moving around a building and to maintain social distancing at all times (please avoid being in a group).

As you are all aware there are two places where staff are excluded from having to wear face covering, this includes;

- Reception – as there is a barrier between customer and employee.
- Lifeguards on poolside – due to temperature in environment and in case they need to perform in water rescue.

It should also be noted that on occasion some tasks reduce the social distance guidance for short periods of time (less than 10 minutes) due to the nature of the task, e.g. pool configuration change overs.

Remember that when you are working in a facility, public/customers will see if you are wearing face mask and if social distancing is being adhered to, we want to be exemplars to promote this public health message.

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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Restrictions ease

As restrictions continue to ease, it's more important than ever to continue the good practices that everyone has been maintaining to reduce the risk of Covid-19.

The successful roll out of the vaccination programme across Northern Ireland has significantly reduced the number of infections reported daily, and the number of hospital admissions. Support for this programme is crucially important in the fight against this virus, which is enabling the gradual reopening of society.

Currently 35 year-olds and over can avail of the vaccination, with further roll out increasing at pace. With the evident success of the vaccination programme we may begin to believe that the pandemic is over and become a little complacent, with everyone craving normality after such a hard year, however for now a little more perseverance is required until this global crisis has been resolved .It's important that when we're in contact with others socially and at work, that we don't let our guard down. We must still remember to keep our distance, wear a face covering when in shared spaces, ventilate office areas by opening windows, and continue to wash our hands regularly to protect each other, our families and our friends.

Please take a few minutes to view this short video from NI Direct:

<https://fb.watch/56cgYyXrgN>

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New Campaign to 'Love' Local Businesses

As the gradual easing of restrictions begins and many businesses start to reopen, we launched a new campaign to encourage everyone to support local businesses across the borough last week.

The campaign called 'We've missed you' will promote a strong support local message – encouraging everyone to spend locally, and show their 'love' for local businesses at this crucially important time for many, after a long period of closure.

Funded by the Department for Communities' Covid-19 Recovery Revitalisation Scheme, the engaging campaign will feature a wide variety of promotional activities in the weeks and months ahead, encouraging everyone to stay local and 'love' our borough businesses to help them breathe life back into our city, towns and villages.

For further information visit [w https://bit.ly/3xluJfG](https://bit.ly/3xluJfG)



L-R: Deputy Lord Mayor Councillor Kyle Savage; Helen Donnelly, Town Centre Manager; Lord Mayor Councillor Kevin Savage; Julie Ann Spence, Town Centre Manager and Michael Donaghy, Vice Chair of the Business Partnership Alliance, at the launch of the

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We've missed you' campaign to support borough businesses as they begin to reopen.



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Centenary Year Launched

This week Deputy Lord Mayor Councillor Kyle Savage officially launched the 'Our People, Our Place, Our Story' campaign - revealing a packed itinerary of events and activities to mark the centenary of Northern Ireland and showcase our borough as an attractive place to live, visit and do business in.

Through arts and culture, educational talks and tours, as well as exhibitions and events, the exciting programme will explore the history, heritage and community of the borough over the past one hundred years.

Planned events include:

- A series of **'Historical Talks'** with historian and broadcaster Dr Éamon Phoenix.
- A **'Celebration of 100 years of Business'** project.
- **'100 places to visit across the borough'** to discover and explore a range of hidden gems. while embracing our local place and sharing our story.
- An **'Interactive educational and living history outreach programme'**.
- A range of engaging **'Exhibitions'** and much more.

To keep up to date with all the latest on programme events and activities visit: **ourpeopleourplaceourstory.com** or follow us on social media.

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Photography Competition for Pioneering Agriculture Strategy

With farming at the heart of our borough, we're currently in the process of developing an innovative Agriculture Strategy – leading the way as the first council within Northern Ireland to take a strategic approach to the agriculture industry.

Amateur photographers are invited to put their skills to the test and enter the Farming and Food Photography Competition – with the winning photos being featured within the strategy.

There are eight categories to choose from and each entrant can enter a maximum of two photographs across the following

- Farming Generations & Family • Farming Innovation
- Food Production • Landscapes
- Local Food • Livestock
- Machinery • Young photographer*

(open to anyone under 16 years of age on the closing date).

The winner of each category will also receive a £50 meal voucher at an independent restaurant or cafe within the borough.

Closing date for entries is **Friday 28 May at 4.00pm**. The competition is open to amateur photographers only, and unfortunately, staff members cannot take part - but please let all your friends and family know.

All entries should be emailed to agri@armaghbanbridgecraigavon.gov.uk and should be labelled with your name and category. You can access all competition rules at <https://www.armaghbanbridgecraigavon.gov.uk/farming-food-photo-comp/>

For more information on the strategy - which aims to set the direction for agriculture, agri-food, agri-business and agri-tech in the borough – visit; <https://www.armaghbanbridgecraigavon.gov.uk/business/agriculture-strategy>.

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When Working from Home

As many of us continue to work from home, it is important to try and keep some boundaries between our working life and our home life. But this can be easier said than done.

Here are some small ideas that can make a big impact:

- Ask for help when you need it
- Stay connected with your colleagues
- Take regular short breaks away from the kitchen table
- Pack your computer away at the end of the working day so you're not tempted to check emails.

For more tips visit: <https://www.stress.org.uk/national-stress-awareness-month-2019/>

ABC Virtual Jobs Fair

Spread the word to friends and family! The free ABC VirtualJob Fair takes place next week – featuring all the latest local employment opportunities, guidance and support on offer.

Taking place on Thursday 6 May from 9am to 12noon, the online event will see over fifty local employers promote two hundred current or upcoming jobs. Attendees can expect to learn about roles in sectors as diverse as Beauty, Construction, Manufacturing, Health and Social Care as well as Hospitality, Telecommunications and Transport.

What's more, they will also get the chance to hear from a range of support organisations offering information and advice on everything from pre-employment support to accessing training programmes, and business start-up guidance.

Do you know someone who may be interested? Find out here: <https://bit.ly/3tCZRFy>

Blood Donation Sessions

**Thursday 13 and Friday 14 May
St Columba's Parish Hall, Portadown
1.00pm to 4.00pm and 5.00pm to 7.30pm**

All donation sessions by appointment only p: 08085 534 653 between 10.00am and 4.30pm to book.

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Council Staff Take on New Challenges during Lockdown

Throughout the Covid-19 pandemic, many of our fantastic staff members from across council have been temporarily moving roles and using their skills to help deliver some of our essential services, including undertaking key roles in parks, refuse collection, street cleansing, cemeteries and household recycling centres.

Here are just two examples of some great collaborative working, which has been ongoing over the past few months. Lord Lurgan Memorial Park bench recently got a well-earned face-lift by redeployed staff member Jonny Kerr. Jonny normally works at Money Penny Forge in Portadown, but due to Covid-19 restrictions, he was redeployed to his old stomping ground, Lurgan Park, where he first started his council career as a Park Ranger! During his redeployment, Jonny was tasked with rejuvenating the bench, which was installed in 2010 as an art installation. His handy work involved removing rotted wood, hand carving the bench inscriptions and sanding down the letters, which were then painted in gold paint.

Jonny said, **“It certainly kept me busy over the winter months! It took 12 weeks to finish the project. I teach letter carving in stone, so carving letters in wood was a pleasant change.”**



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Meanwhile, over at Tannaghmore Gardens and Rare Breeds Animal Farm, staff from Environmental Services, the Farm, Parks and redeployed employees from South Lake Leisure Centre constructed a brand new Pygmy Goat enclosure! During lockdown, when the Farm was closed to the public, Colin Sinton, Stephen Wilson, Paul Fearnon, Brian Carville and Marty Adamson got to work using recycled parts of the old Tannaghmore Gardens play area to build a very special new play area for the wonderful Pygmy Goats that live on the Farm.



Well done to everyone who has been supporting council and their colleagues over the past year

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