



**Armagh City
Banbridge
& Craigavon**
Borough Council

Leisure Transformation Programme

Staff Engagement

Weekly update from the 'Leisure Transformation Project Team

6th August 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;

Staff Thanks

The Transformation Team would like to acknowledge and thank staff for all the hard work taking place on in our facilities across the Borough.

We recognise that you are all currently endeavouring to deliver the best service possible to our customers, in these difficult and unprecedented circumstances



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;

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Staff Rotas

Discussions are on –going at each site between the local Duty Managers and local staff on the finalising of rotas. Trade Union Reps are involved in these discussions at the request of staff.

Go Live Date

The Transformation Team are still working hard to achieve a go live date for Indoor Transformation at all sites on 1st September 2021. We know this is a stretching target for many reasons – mainly the number of unfilled vacancies at nearly all sites. We continue to work as hard as we can to meet this timescale.

SSLC Swimming Gala

Last weekend we celebrated swimming at SSLC with our partners Swim Ulster.

There were amazing performances by many young swimmers from across NI, including our local swimming clubs, Banbridge Amateur Swimming Club, Portdown Amateur Swimming Club, Lurgan Swimming Club and Armagh City Swimming Club.

It was fantastic to hold the first swimming event in South Lake Leisure Centre.





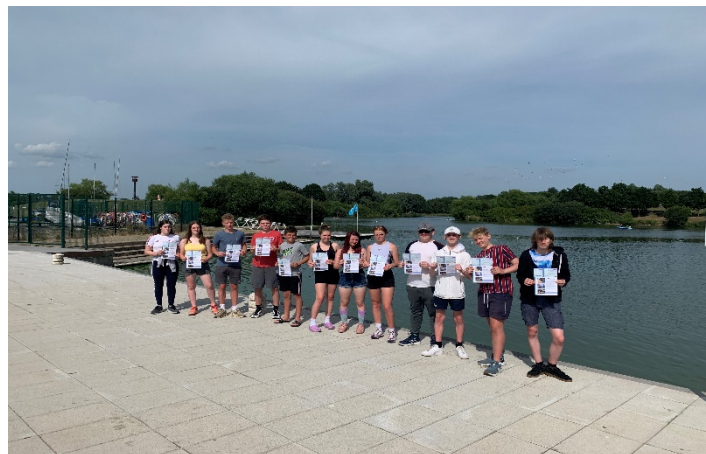
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Start Sailing

Congratulation to the Foyle Navy Cadets who completed their RYA level 1 'start sailing' course over two days, 21st & 22nd July at South Lake Watersport Centre taught by our Outdoor Pursuits instructor Sean McConville.

These are the first trainees to come through the South Lake Watersports Centre.

Well done to everyone involved.....



Massive Congratulations to one of the Team



This week of our swim team member Jordan Leckley took on an enormous challenge of swimming the North Channel and set a new world record on his first attempt.

Jordan left Donaghadee at 6.45am on 2nd August and completed the 36 km swim to Portpatrick, near Stranraer in Scotland, in an incredible 9 hours, 9 minutes and 30 seconds. He smashed the previous record which was set back in 2013 by an American woman at 9 hours and 37 minutes.

Congratulations to Jordan what an amazing achievement !

**CONGRATULATIONS
WELL DONE!**

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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



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Covid

Dear Colleagues,

As you're aware Northern Ireland (NI) is currently experiencing an upward trend in close contacts requiring self-isolation due to a surge in infections linked to the Covid-19Delta virus variant. Recent days have seen a significant rise in positive cases being reported, and figures are anticipated to rise substantially in the coming weeks.

As a result, council is preparing to enter into a significantly challenging period due to the impact this will have on our staff resources, with increasing numbers of staff required to self-isolate. The strategic leadership team is currently preparing plans to deal with this situation as it evolves, and with your support remains committed to mitigating against any negative impact on key service delivery for residents.

During this period, our priority will always be the safety of our staff and the public, therefore we are asking all staff to remain focused on Covid-19awareness in the workplace, to protect each other and our families.

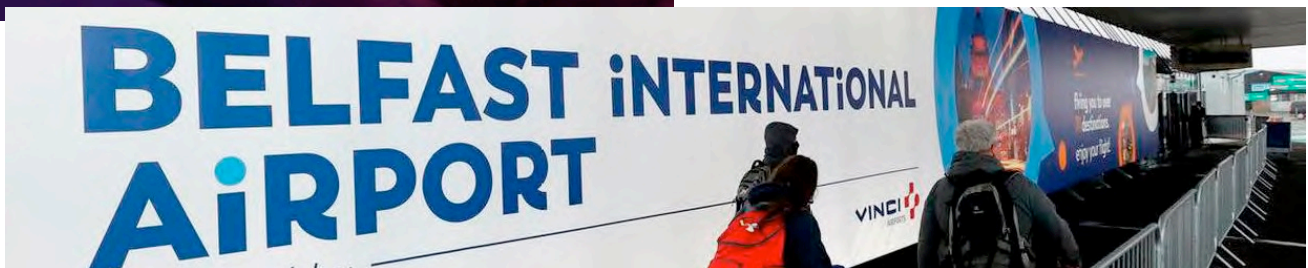
We're increasingly aware that this ongoing situation is hard on everyone, but for now it is important that the current hybrid model of working remains in place. We must also continue to follow the Public Health Agency (PHA) guidance to; wash our hands regularly, keep our distance from colleagues, wear a face covering when in communal areas, and avail of the vaccination service, to limit the spread of the virus within the workplace and our community.

There is a Test and Trace Flowchart for staff available, which explains the requirements in relation to self-isolation if you're notified as a close contact, is available on the staff intranet.

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Important Travel Advice

During the holiday period it is important that staff members travelling abroad are aware of the testing and self-isolation requirements before returning to work.

Below is a comprehensive guide to the current requirements, but as this is an evolving situation staff are advised to check for the most up to date information at the time of travelling and on arrival home: www.nidirect.gov.uk/information-and-services/coronavirus-covid-19/travel-advice-and-guidance

Within the Common Travel Area

- No self-isolation requirements.

Return from Green list country - Coronavirus (COVID-19): travelling from a green list country | indirect

- You do not need to self-isolate unless the test result is positive.
- You must self-isolate if you travelled with someone who has tested positive for Covid-19.

Return from Amber list country - Coronavirus (COVID-19): travelling from an amber country | indirect

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- If you have been fully vaccinated under the UK vaccination programme, you do not have to self-isolate or undertake the day eight post-arrival test if arriving into NI from an amber country, except from France.
- Anyone who has been in France in the last 10 days will need to self-isolate on arrival to NI in their own accommodation and will need a day two and day eight test, regardless of their vaccination status. This includes any fully UK vaccinated individual who transits through France from either a Green or another Amber country to reach NI.



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- If you have not been fully vaccinated under the UK vaccination programme, or you have been in France in the previous 10 days, you must complete 10 days of self-isolation even if you had a negative pre-departure test, or a negative test during the isolation period, as it can take up to 10 days for the infection to develop.
- You should self-isolate in one place for the full 10 days, where you can have food and other necessities delivered, and stay away from others.

Fully vaccinated means that you have had your final dose of an approved vaccine at least 14 days before the date you arrive in NI.

Return from Red list country - Coronavirus (COVID-19): travelling from a red list country | indirect

- Everyone who arrives into NI from a Red list country must book and enter managed isolation (hotel quarantine) for 10 full days from the point of their arrival, unless they are exempt.
- The day of arrival in NI will be treated as day zero.



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Love Parks Week

We are celebrating ‘Love Parks Week’ and we’re hosting a series of fun free activities across our beautiful and welcoming parks - with something to suit all ages!

Here’s just a few examples of what’s on offer during the first few days:

- **Monday 26 July from 10.00am to 12.00pm**, children aged four to eight years old can join our Bushcraft team in **Portadown People’s Park** for a taste of adventure and to learn the skills required to enjoy the great outdoors. Please note children must be accompanied by a responsible adult. Advance booking required.
- **Monday 26 July, Brownstown Park, Portadown** is the venue for an adults only Chi Me session from **2.00pm to 3.00pm**. Chi Meis a series of Tai Chi influenced exercises that can aid muscular strength, balance, co-ordination, flexibility and relaxation, creating a wonderful sense of mental and emotional wellbeing and can help improve quality of life. The session is for adults only and advance booking is required.

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• **Tuesday 27 July**, the Bushcraft team pay a visit to **Lord Lurgan Memorial Park** from **10.00am to 12.00pm** for another session of outdoor adventure for four to eight year olds. Please note children must be accompanied by a responsible adult. Advance booking required.

• **Tuesday 27 July** also sees a further Chi Me session taking place in **Loughbrickland Park** from **2.00pm to 3.00pm**, this ideal exercise in the great outdoors is a wonderful way to boost your mental wellbeing. The session is for adults only and advance booking is required. Full details of the programme are available on www.getactiveabc.com/events/love-parks-week-2021

So why not show some affection for your local green spaces and help us celebrate this year's Love Parks Week. To book for any session or for further information please email parksdevelopment@armaghbanbridgecraigavon.gov.uk.

Free Workshop: Wellbeing for Agribusiness and Farming Community

We're teaming up with local charity, Rural Support next month to deliver a free wellbeing workshop for local agri and farming businesses.



The free workshop will take place virtually on Thursday 5 August 2021 from 9am to 10.30am, and comes at a critical time for the sector as it continues to deal with an unprecedented period of uncertainty.

Featuring guest speakers Gillian Reid and Aoibheann Walsh from **Rural Support**, the workshop aims to explore the current pressures within the industry, ranging from financial and debt problems to physical and mental health concerns, as well as raise awareness on where to access support services and how to work together to help those around us.

This event forms part of our **Food Heartland** Action Plan and our commitment to engage with and help the sector with key challenges affecting these businesses.

Calling Everyone Involved in the Agri Business Sector!

Would you or someone you know be interested in taking our survey to get your thoughts and insights on our Agriculture Strategy?



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We really want people to get involved and share their experience and knowledge, to develop and shape this significant document, to ensure it represents the needs of the agri-community across our borough.

The survey will close next week, Friday 30 July 2021.
To have your say, please visit [www. https://bit.ly/3yIz4us](https://bit.ly/3yIz4us)



HR Update: Reserve Lists

Did you know our HR team operate a reserve list procedure for council's and selection process?

In line with the Local Government Staff Commission, all posts advertised in council include the possibility of a list of reserve candidates.

During the recruitment process, if a candidate is unsuccessful in achieving the highest marks but passes the interview, they will be added to a reserve list for six or twelve months. The validity of the reserve list will be stated on the job description and will depend on the length of the contract advertised.

If another similar vacancy – that is a post with a similar job description, personal specification and same salary scale – arises within that six or twelve month period, the post may be offered to candidates on the reserve list in the order of merit.

To find out more about this, you can contact our Human Resources team on: hr@armaghbanbridgecraigavon.gov.uk

Covid Safe Scheme Launched to Help Local Businesses

With our high street businesses, retailers, hospitality and close contact services once again welcoming us back, council's Town Centre Support Assistants continue their role in our main urban centres to provide help, advice and support for businesses and the public alike.



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As well as offering this essential service and acting as a welcoming and approachable point of contact, the Town Centre Support Assistants will now be helping with the distribution of the Covid Aware Mark to businesses who have successfully completed the Covid Aware Self-Declaration Process as part of council's new Covid Aware Scheme.



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This initiative is aimed at boosting customer confidence to support safe local shopping and the return of customers and visitors to our city, town centres and villages, in the knowledge that businesses are taking positive steps to keep their customers and staff safe.

For further information about the scheme visit
www.armaghbanbridgecraigavon.gov.uk/covidaware

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