



**Armagh City
Banbridge
& Craigavon**
Borough Council

Leisure Transformation Programme

Staff Engagement

Weekly update from the 'Leisure Transformation Project Team

3rd September 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.

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;

One to one meetings have commenced with Exercise Class Instructors to agree delivery of classes going forward under one ABC system. Exercise class delivery and instructors timetables will also allow us to finalise staff rotas at all centres.

Awards



We are delighted to announce that we have been shortlisted for a number of awards;

APSE Service Awards 2021

A number of months ago Council submitted 5 award applications were to 'The Association for Public Service Excellence (**APSE**)' which is the is owned by its members and, working on their behalf, maintains and develops a network of local government officers, managers and councilors from local authorities across England, Northern Ireland, Scotland and Wales. Working on a not-

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for-profit basis, APSE is dedicated to promoting excellence in the delivery of frontline services to local communities around the UK.

These awards recognise the very best in local government frontline services across the UK and following a rigorous round of judging the finalist councils have now been announced.

In total APSE receive 320 submission from Councils across the UK and out of the 5 applications the Head and Recreation Department submitted we have been shortlisted in each of the categories.

We are now finalists in the following categories;

Category	Area	Service Area
Best Health and Well-being initiative	Girls Active	Sorts Development
Best Service Team of the Year: Parks, Grounds & Horticultural service	Gosford Forest Park	Outdoor Leisure
Best Housing, Regeneration or New Build initiative	SLLC	Indoor Leisure
Best Efficiency and Transformation initiative	SLLC	Indoor Leisure
Best Service Team of the Year: Sports, Leisure and Cultural service	SLLC	Indoor Leisure

This is recognition by your peers of the quality of the work you've put in.

This is an amazing achievement for the Health and Recreation Department, well done to every member of staff as this is a credit to the hard work and dedication that you put in each day to delivering a top class service to the public

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It has also recently been announced that we are a finalists of the 'APSE Overall Council of the Year in Service Delivery Award 2021'.

This outstanding award recognises the best and most innovative local authority in the UK. Focusing on their delivery of frontline services, the Award seeks to celebrate those councils who are achieving excellent results in a wide range of different service areas.

All of the finalists have demonstrated their commitment to implementing innovative ideas, and excellence in public service delivery across a range of frontline services, supporting continuous improvement in local public services.

Congratulations to this years 'Overall Council of the Year in Service Delivery' which are:-

- **Armagh City, Banbridge & Craigavon Borough Council**
- **East Ayrshire Council**
- **Lancaster City Council**
- **Neath Port Talbot Council**
- **Swansea Council**
- **Telford & Wrekin Council**
- **Wigan Council**

The awards winners will be announced on the 9th September 2021.

CIPD NI HR AWARDS

We have progressed to the final stage of the '**2021 CIPD NI HR Awards**'.

The **CIPD NI HR Awards** are the most prestigious and highly regarded awards for the HR profession in Northern Ireland. Returning in 2021 for their ninth year, the CIPD NI Awards celebrate the contribution of HR and People Management in business. Through an engaging judging process, the awards identify organisations and practices that are championing better work and working lives.

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This next stage for this award is for a number of Officers to take part in an on-line interview to discuss the transformation work that we did bring the 4 teams of staff together

The overall winner of this award will be announced on the 7th October.

These awards are a credit our team and this is a reflection of all your hard work, thanks to everyone

You all should be very proud of our achievements.



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*Good
Luck!*

Face masks

Our main priority is to keep all our employees and customers safe as we transition out of lockdown, and restrictions continue to ease. It is therefore important that all employees continue to wear face coverings in all publicly accessible places. This is mandatory at this time, therefore all employees and the public are required to follow the guidance when in or using council facilities, exemptions do apply.

For further information in relation to this guidance,

<https://www.nidirect.gov.uk/articles/coronavirus-covid-19-face-coverings>.

Thank you for your continued co-operation.



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Staff Thanks

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

Everyone has contribute to delivering the best service possible to our customers, in these difficult and unprecedented circumstances.

As the summer comes to an end we can look back at the Shake up summer programme held in our leisure facilities across the Borough. This programme was open to children up the age of 14 and includes a selection of boredom busting summer activities for everyone.

The activities included sports, summer schemes, play dates, tubing, golf, multi sports camps and there really was something for everyone to get active during July and August.

Amazingly there were over 5000+ children that took part in our summer of fun, there are too many to highlight in this publication, but we thought we would highlighted a very specialised scheme that took place in Gilford Recreation Centre, the 'All Stars Summer Scheme' which brought young people with disabilities aged between seven and 17 together to enjoy a range of activities.

All Stars Summer Scheme Brings Brighter Days to Local Children

An amazing 37 local young people delight in new found skills, confidence and friendships, thanks to Armagh City, Banbridge and Craigavon Borough Council's popular, fun-filled All Stars Summer Scheme.

Based at Gilford Recreation Centre, the All Stars Summer Scheme brings young people with disabilities aged between seven and 17 together to enjoy a range of inclusive activities during a series of weeklong sessions in July and August.





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Taking part in everything from nature walks, climbing wall activities, outdoor games, inclusive bike sessions to dance classes, boccia, kurling, arts and crafts and more, participants got the chance to build new skills, increase their confidence and activity levels as well as forge new, life-long friendships.



Led by qualified instructors and coaches, all activities were adapted and tailored to maximise involvement of all participants, provide fun and excitement as well as exposure to new opportunities. With one parent saying the programme has improved their **“daughters’ confidence and enabled them to try new activities”** while another parent said the programme has supported their child **“to socialise with other children again, helping them gain the independence to have fun away from family.”**

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IMPORTANT STAFF INFORMATION

Changes to self-isolation from 16 August 2021

From next Monday, August 16, 2021, people who are fully vaccinated will no longer need to self-isolate for 10 days if someone they have been in close contact with tests positive for COVID-19.

Instead, they should get a PCR test on day two and day eight of the 10 day period. People who are not fully vaccinated will still need to self-isolate for the 10 days.

This policy change applies to **close contacts only**. Anyone who has symptoms, whether vaccinated or not, should immediately book a PCR test. Anyone who has had a positive PCR test should self-isolate for 10 days.

QUESTIONS & ANSWERS

What does fully vaccinated mean?

You are fully vaccinated if it is more than 14 days since you received the second dose of an MHRA approved COVID-19 vaccine; or if you are taking part in, or have taken part in, an approved MHRA clinical trial for a coronavirus vaccine.

When does the 10-day self-isolation period begin?

The 10-day period begins from the onset of symptoms. For those who have no symptoms but test positive, it begins when the PCR test was taken.

What about children who are close contacts of a person who tests positive?

Young people aged 5 to 17 who are not fully vaccinated and are identified as a close contact should self-isolate and book a PCR test. If the PCR test result is negative they can end their self-isolation.

Should they develop symptoms they should self-isolate until they have a result from their PCR test? If the PCR test is positive, they should complete a full 10 days of self-isolation. If the PCR test is negative, they can stop isolating.

Children under the age of 5 who are close contacts will be encouraged but not required to take a PCR test. They will not be expected to self-isolate, unless a PCR comes back positive or they develop symptoms.



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If you have started self-isolation before August 16 do you still need to complete?

In line with the new guidance, you can cease self-isolating on 16 August – but only if you are fully vaccinated. You should have a PCR test on day 2 (if applicable) and day 8 of the 10 day self-isolation period.

How do you get a PCR test?

PCR tests can be booked online at <https://www.gov.uk/get-coronavirus-test>

If you have been identified as a close contact but you are fully vaccinated, you have to go for a PCR test on days 2 and 8 - can you do this during work time?

Attending a PCR test will be treated in a similar manner as attending a Doctor's appointment as per the Leave Entitlement Policy. Under current guidance employees can attend work after attending for a PCR test including before they receive the result.

How do the rapid lateral flow tests fit into this?

Lateral Flow tests produce results quickly. They have an important role in detecting cases where people have no symptoms. You will soon have access to these rapid tests through work; and further information on this will be made available early next week.

If your lateral flow test is positive, you should self-isolate and book a PCR test.

PCRs are the most accurate tests and must be used to (i) confirm a positive Lateral Flow test; (ii) if you have COVID symptoms; and (iii) if you have been identified as a close contact.

If you are fully vaccinated, can you forget about COVID precautions?

The COVID-19 vaccines significantly reduce our chances of catching and spreading the virus. Crucially, vaccination cuts our risk of getting seriously ill or dying from COVID-19 by around 95%.

But they do not make us invincible. No vaccine in history has ever been 100% effective 100% of the time.

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So anyone who is fully vaccinated should still take care not to catch or pass on COVID. Keep following public health advice and be aware of key risks – like crowded indoor settings with poor ventilation.

Following the public health guidance on hand washing, wearing a face covering and maintaining social distancing is important to minimise risks.

You should also minimise contact for 10 days with individuals known to be at higher risk from COVID-19, e.g. those who are in the Clinically Extremely Vulnerable (CEV) group.



Get Your Trainers On and Spread the Word!

The next Get Active ABC Couch 2 5 K programmes are taking place at Solitude Park, Banbridge and South Lake Leisure Centre, Craigavon.

- **Solitude Park, Banbridge**

Every **Monday** and **Wednesday** starting
Monday 6 September | 6.30pm to 7.30pm for eight weeks.

- **South Lake Leisure Centre, Craigavon**

Every **Tuesday** and **Thursday** starting
Tuesday 7 September | 6.30pm to 7.30pm for eight weeks.

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Delivered by qualified instructors, the programme costs £32 per person and is open to anyone aged 12 years and over. After eight weeks of training, participants will take part in a final 5K run on Saturday 30 October. Find out more and sign up here; <https://bit.ly/3hAlnpq>.

Go East For India

An amazing £2,000 will go to the Oxfam India Covid-19 Appeal thanks to contributions from staff, local residents, businesses and councillors during our Go East For India fundraising campaign!

We are so grateful to everyone that got behind this initiative, took part in the events and donated – we couldn't have did it without you! Thank you.

Read more here <https://bit.ly/3lXD1qT>.



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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Lateral Flow Testing Now Available

Testing has been and remains really important especially as restrictions continue to relax, and this is why Lateral Flow

Testing is now available at work for employees. Employees can pick up the rapid flow tests at Civic Centre receptions from Monday to Friday, and frontline employees will have test kits distributed to them by Line Managers regularly.



If anyone has any queries please contact your Line Manager who will be able to provide more information.

The Chief Executive Briefing issued last week contained useful information in relation to the testing process and is available to view here: <https://vimeo.com/586506521/a9a01269ac>. There is also a practical guide for employees on self-isolation available on the Intranet <https://bit.ly/3D3vb1C>

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Our Story in Song

The tranquil and picturesque surroundings of Lurgan Park will be the backdrop for next month's Our Story in Song event.

Part of council's 'Our People, Our Place, Our Story' Programme to celebrate the centenary of Northern Ireland; the family friendly event will feature a live concert, children's entertainment, vintage car show, food stalls and a wonderful fireworks finale specially choreographed to music over Lurgan Lake at 9.30pm.

Taking place on Saturday 4 September from 5.30pm to 9.30pm, this is a FREE ticketed event and admission is strictly by ticket only.

For further information, go to www.armaghbanbridgecraigavon.gov.uk/nicentenary.



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Council Marks Borough 100-Year-Olds for NI Centenary

To celebrate Northern Ireland's centenary year, Lord Mayor Alderman Glenn Barr will present one-off civic gifts to local residents who turn 100 in 2021.

Also forming part of the 'Our People, Our Place, Our Story' campaign to mark the centenary of Northern Ireland, the initiative aims to recognise and highlight some of the remarkable people that make the borough such a special place.

In celebration of this major milestone during Northern Ireland's historic year, Lord Mayor, Alderman Glenn Barr will present each local centenarian with a congratulatory certificate and a beautifully bespoke Belfast Crystal award.

If you have a friend, relative or neighbour who has or will be turning 100 this year, we're encouraging you to get in touch and let us know. To make a nomination, please contact the Lord Mayor's Office on e lordmayor@armaghbanbridgecraigavon.gov.uk or p **028 3752 9633** and provide:

- Recipient's name and date of birth
- Contact telephone number and email address.



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Winners of the First Farming and Food Photography Competition Announced

Following what was an overwhelming response, we are delighted to announce the winners of our first Farming and Food Photography Competition!

Farming Generations and Family | **Celine Magill**
Farming Innovation | **Damian McConville**
Food Production | **Helen Gilpin**
Landscapes | **Barry McQueen**
Local Food | **Emma Liggett**
Livestock | **Jonathan Sterritt**
Machinery | **Stephanie Megaw**
Young Photographer | **Annie Kennedy**



The winning photographs will now be included in our innovative Agriculture Strategy. Find out more at <https://bit.ly/3iZxRHT>.

Contacting Reception

Due to the installation of a new telephone system, we have changed our reception extension numbers to:

- Armagh 1397
- Banbridge 1396
- Craigavon 1398

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