



**Armagh City
Banbridge
& Craigavon**
Borough Council

Leisure Transformation Programme

Staff Engagement

Update from the 'Leisure Transformation Project Team

4th February 2022



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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.

LEISURE AMENITIES UPDATE

HOW ARE INDOOR LEISURE PERFORMING?

The table below compares the total number of active membership packages from Feb 2020 (just prior to Covid 19 restrictions etc. and from 1st Feb 2022.

Total Active Membership Packages Status by Centre - Current Versus Pre-Covid 19 Status			
	Pre-Covid 19		% Increase
Centre	Feb 2020 Total	1st Feb 2022	v Feb 2020
Banbridge Leisure Centre	1286	1426	11%
Dromore Community Centre	320	736	130%
Gilford Community Centre	165	138	-16%
Keady Recreation Centre	94	138	47%
Orchard Leisure Centre	965	1031	7%
Rathfriland Community Centre	168	150	-11%
Richhill Recreation Centre	1	51	5000%
3 Craigavon Centres/South Lake Leisure Centre	1854	5496	196%
Tandragee Recreation Centre	121	171	41%
Total Membership Packages	4973	9337	88%

Active memberships is probably our most important KPI.

You can see that overall ABC Membership packages have increased, despite Covid 19, from 4973 in Feb 2020 to 9337 in Feb 2022 – an increase of 88%. We are well on our way to doubling the number of membership packages we have.

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Council financial investments have contributed to this impressive increase – the building and opening of SLLC., the building and opening of the major extension/refurbishment at Dromore Community Centre, £1.5m procurement and installation of new gym equipment and indoor cycles at all sites. All of this took place, in difficult circumstances, and at the same time, indoor leisure went through a significant transformation process.

However, the main factor in these successes is leisure staff, who positively embraced transformation change, implemented the physical investments and service changes - and drove this impressive increase in active membership packages at nearly every centre. Well done to all our indoor leisure staff.

Interviewee Skills Training

Interviewee Skills Training has been organised to take place via zoom on **Monday 28 February, 9.30am to 4.30pm.**

If you would like to attend, please get permission from your line manager and book your place via booking bug (job related section):

<https://abcb.council.bookingbug.com/home/46970-Training-Courses>

Please note spaces are limited and will be given on first come first served basis

Covid-19

Important Information Update - Omicron Variant Covid-19

As previously communicated on a number of occasions Management and Trade Unions have agreed a joint approach to the use of face coverings and Lateral Flow tests due to the current high levels of Omicron transmission, to protect staff in the workplace.

It is therefore important that all staff protect yourself, colleagues and members of the public by following the guidance in place within the workplace. The expectation of all staff is as follows:

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- Whilst in a public area you must wear a face covering, unless you are separated from members of the public by a partition
- If you share a vehicle, you must wear a face covering
- When you are moving from one location to another indoors, you must wear a face covering l.e. between offices.

You do not have to wear a mask or face covering if you are exempt - for example:

- You have an illness or disability that means you can't wear one
- Eating, drinking or taking medicine.

Lateral Flow Testing

We recommend that all employees who are attending the workplace undertake Lateral Flow testing at least twice per week to protect other employees and service delivery. As previously communicated the testing kits can be obtained from various Council facilities including Civic Buildings and Leisure facilities. A list of locations can be provided by your Line Manager.

It is really important that everyone continues to follow the basic Public Health guidance; wear a face coverings, do lateral flow tests, keep offices and vehicles ventilated, social distance and maintain good hand hygiene, which reduces the risk to you, your colleagues and your family.

VALENTINE ADVENTURES/ACTIVITIES

With Valentine's Day fast approaching a large number of events have been arranged across both indoor and outdoor leisure ... so spread the word to all those lovebirds and members alike

Please advise customers to getactive abc for more details and to book.....

The events include:

South Lake Leisure Centre invites you to find a dancing partner and mark the season of love with an afternoon 'South Lake Does Valentine's Strictly & Afternoon Tea ' on Saturday 12th February.

Taking place in the South Lake Dance Studio, the dance session is from 2pm to 4pm, and will be followed up by a scrumptious high tea, prepared by [Cafe Incredible at South Lake.](#)

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Valentine's Dance £2.00 | Afternoon Tea [optional add-on] £10.00



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No partner needed! Whether you are a seasoned dancer or first-time mover and shaker, everyone is encouraged to come on down to South Lake and celebrate Valentine's Day like never before. Nostalgic favourite tracks play alongside more modern classics as our resident dance instructor helps you and your partner tackle the modern jive, salsa, waltz or cha cha cha.

The Valentine's High Tea Menu includes:

**Freshly prepared sandwiches
Raspberry & White Chocolate Cupcakes
Mango and Chantilly Cream Profiteroles
Hazelnut Truffles
Mini Scones
Goats Cheese & Roasted Vegetable Tartlet
Tea or Filter Coffee**

South Lake Does Valentine's Strictly & Afternoon Tea is a nod to years gone by where fancy footwork was the order of the day and ladies were literally swept off their feet!

So grab your dancing shoes, come along yourself or partner up with a friend, relative or your other half and get ready to be fab-u-lous!

LOVE TO EXPLORE – A VALENTINES VENTURE AT TANNAGHMORE

In this special Valentine's edition, the wonderful surroundings of Tannaghmore are the backdrop for you to show off your navigation skills and correctly identify marked points on a special orienteering map. The event offers three different courses, the yellow course stays on predetermined accessible paths or trails throughout, making it ideal for wheelchairs users and those using walking aids.



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So grab a partner, friend, loved ones or family and get Orienteering. You will encounter the kissing gate at Tannaghmore Gardens during the event. Couples who canoodle over its kissing gate are said to marry within the year so watch out if you are orienteering with us this Valentine's weekend!



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This event is run in association with Orchard County Orienteers and NI Orienteering Association

VALENTINE'S TRIPLE TREAT 'CUPID'S BATTLEBOWS, KAYAKING & SWEETHEART CLIMBING WALL'

South lake Watersports Centre are encouraging everyone to get outdoors and make this one a Valentines weekend to remember.

From 1.30pm to 4 pm on Saturday 12/2/22, the centre is offering the opportunity for three adventures in one from 'cupids battle bows, kayaking and sweetheart climbing wall' valentines package price at £14.00



TWO'S COMPANY VALENTINE CLASSES & PROMOTIONS

Spin your way to love on Monday 14TH February 2022 at 7pm as [Banbridge Leisure Centre](#) will be hosting a Valentine's themed Indoor Cycle – Coach by Colour class. The lights in the studio will glow red and you'll get an endorphin-fueled mood boost almost instantly, just check out the Valentine playlist below for this heart-pumping, high-intensity Spin class.

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DROMORE 'PARTNER UP FOR TAI CHI'

Valentine's Day is just around the corner, and Dromore Community Centre will be showing their love and appreciation by offering a complimentary drink from their new coffee machine to all those who partner up for a workout on Monday 14th February!

Recruiting a friend, relative or partner to accompany you in a Valentine's workout session is a fantastic idea to get both of you pumped and feeling great on this lovely day! Not only is this a great workout motivator, but you'll also get to squeeze in some quality social catch-up time together!

The centre is also running a special **Valentine's Tai Chi class** on **Thursday 10th February from 10.00am – 10.45am**, providing the positive boost needed to keep us fueled for our busy schedules! The class costs £3 and can be booked on link below.



RICHILL 'TAI CHI WITH ME'

[Richhill Recreation Centre](#) is putting on two free Tai Chi taster classes to raise awareness of its health improving qualities for you and your loved ones. Bring a partner and a friend and celebrate Valentine's Day with some fun tai exercises!

Date: Tuesday 15th February

Time 1st session: 6.30-7.15pm

Time 2nd session: 7.30-8.15pm



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SOUTH LAKE COUPLES CYCLE CHALLENGE

South Lake Leisure Centre is turning the lights red in the Cycle Studio and turning up the love-themed playlist as couples take on a Spin challenge on Sat 12 February – pitting partner against partner – all in the name of fun of course! Who will be ‘Spinning Around’ like Kylie or pedalling to partner glory? Only you can decide. Good luck everyone!



ORCHARD ‘FRIDAY BRING A FRIEND’

[Orchard Leisure Centre](#) is inviting members to bring a partner or buddy to a free swim or gym session over on Friday 11th February. Going into a gym for the first time can be a scary prospect but so much easier if you have your best mate with you! Simply pop down and one of our friendly team will sign your friend in as a guest.

DROMORE RECREATION CENTRE

Show the love to the younger members of the family, mini bowling session available on the 11/2/22, £20.00 for 2 lanes, 2hours.

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LORD MAYOR PROUD TO MARK HOLOCAUST MEMORIAL DAY

Lord Mayor Alderman Glenn Barr marked the international Memorial Day on 27 January by lighting a candle and asking people to reflect and learn about the Holocaust. The Memorial Day is dedicated to remember the six million Jews who lost their lives during the Holocaust, alongside millions of other people killed under Nazi persecution and in genocides that followed.

A short reflection from the Lord Mayor can be viewed here along with a poem 'Here I stand' by Csilla Toldy specially commissioned by The Executive Office NI to commemorate the 75th anniversary of the liberation of Nazi concentration camps. <https://bit.ly/345M1DA>

The Lord Mayor also enjoyed a visit to Lismore Comprehensive School to see the creative displays and artefacts the Year 10 pupils created as part of their history studies to learn about the Holocaust during the month of January.

The memorial event was organised by the Community Development team as part of the council's calendar of cultural events and to promote good relations.



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INSPIRING THE BOROUGH WITH THE GIFT OF POETRY

Internationally acclaimed, contemporary Pulitzer Prize winning poet Paul Muldoon, from Portadown, has penned an original poem for the people of the borough - as excitement builds ahead of the final bid submission for UK City of Culture 2025 this Wednesday 2 February.

An original poem is being released in three special edition postcards to residents across the borough, with each postcard conveying one stanza on each place: Armagh, Banbridge and Craigavon. The postcards are a truly unique gift created to illustrate the talent, creativity and heritage that the borough has to offer.

Lord Mayor, Alderman Glenn Barr said:

“Paul is an excellent ambassador for the creative talent that exists within the borough, born in Portadown, County Armagh, and raised near Moy. He is a prime example of home grown talent, with his work highly respected worldwide. The fact that our borough is a constant source of inspiration for his work highlights the significance of this place, and the strong support generated for the City of Culture bid.”



GOOD TO KNOW –YOUR PUBLIC HOLIDAYS 2022

St Patrick's Day

Thursday 17 March 2022

Good Friday

Friday 15 April 2022

Easter Monday

Monday 18 April 2022

Easter Tuesday

Tuesday 19 April 2022

May Day

Monday 2 May 2022

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Spring Bank Holiday

Thursday 2 June 2022

Platinum Jubilee Bank Holiday

Friday 3 June 2022

July Holidays

Tuesday 12 July 2022

Wednesday 13 July 2022

Summer Bank Holiday

Monday 29 August 2022

Christmas Eve (lieu of Christmas Eve)

Monday 26 December 2022

Christmas Day (lieu of Christmas Day)

Tuesday 27 December 2022

Boxing Day (lieu of Boxing Day)

Wednesday 28 December 2022

New Year's Day

Monday 2 January 2023

St Patrick's Day

Friday 17 March 2023



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ONLINE JOB FAIRS TO PROVIDE MAJOR BOOST FOR LOCAL RECRUITMENT

Council will be hosting free virtual Job Fairs from February to June 2022, showcasing a wide range of exciting opportunities on offer across the borough.

Hundreds of employers will be coming on board offering over 1,000 jobs and hoping to recruit from the vast pool of local talent across the ABC area.



The virtual Job Fairs will take place on the last Tuesday of each month – each one beginning at 9.30am:

*February Job Fair - Tuesday 22 February

*March Job Fair - Tuesday 29 March

*April Job Fair - Tuesday 26 April

*May Job Fair - Tuesday 31 May

*June Job Fair - Tuesday 28 June

Local people are invited to sign-up to find out about job opportunities throughout the borough directly from employers.

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The event also offers information on training opportunities, free careers guidance and practical advice to improve your chances of finding employment. Attendees will receive a full listing of available vacancies including extra information on recruitment and training support after the event.

For more information, visit www.armaghbanbridgecraigavon.gov.uk/abc-virtual-job-fair
contact ABC Council's Economic Development department;
economicdevelopment@armaghbanbridgecraigavon.gov.uk or call **028 3831 2571**.

Blood Donations Session in Lurgan

High Street Methodist Church Hall
Wednesday 09 and Thursday 10 February 2022
12.30pm to 4.00pm and 5.00pm to 7.30pm
All donation sessions are by appointment only.
To book, call 08085 534 653.