



**Armagh City  
Banbridge  
& Craigavon**  
Borough Council

**Leisure Transformation Programme**

**Staff Engagement**

**Update from the 'Leisure Transformation Project Team**

**4<sup>th</sup> March 2022**



***'Inspiring people to make positive changes through great experiences'***



**Armagh City  
Banbridge  
& Craigavon**  
Borough Council

## **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.

***‘Inspiring people to make positive changes through great experiences’***



**Armagh City  
Banbridge  
& Craigavon**  
Borough Council

## **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.

### **Organisational Structure Update**

**Work in relation to the filling of the remaining structure will be picking up momentum in the coming weeks. This work has been made an organisational priority and as such a dedicated project team has been established to drive this forward. The team will comprise of Eamon Keenan and Anne Shields from Human Resources, Dwyer Henderson from the Trade Union side and Wendy Kernaghan who will provide administrative support to the matching process.**

At this stage our Head of Department is developing the structure and will share the timescale for sharing this shortly. These structures will also being shared with our union colleagues. Once that period of consultation is complete, we can move to filling the structures. This will be done in two ways; either through matching or assimilation.

It is anticipated that the majority of staff will assimilate into the new structure. This means your post remains in the structure and it just requires an Armagh City, Banbridge & Craigavon Borough Council Job Description. You will be consulted in relation to the preparation of this new Job Description. For some of you, matching may apply. This will occur when a new post has been created within the structure that may impact on your current/substantive post (i.e. the legacy post you held as at 1 May 2014). Matching will be carried out in line with the Matching Protocol, a copy of which is available on the intranet.

Over the coming weeks, your line manager/Head of Department will be able to clarify which process will apply to you. The order in which structures will be filled has been agreed by EMT and it will take a number of months for it all to be completed. Progress will be regularly monitored and staff will be kept updated via the intranet. Staff should regularly check the Matching page on the intranet for updates/dates of posts being matched or assimilated. If you are not in the office or do not have access to the network/ intranet, the Matching page can be accessed via the following link [www.armaghbanbridgecraigavon.gov.uk/matchingprocess](http://www.armaghbanbridgecraigavon.gov.uk/matchingprocess)

If you have any questions, please contact Wendy Kernaghan:  
[wendy.kernaghan@armaghbanbridgecraigavon.gov.uk](mailto:wendy.kernaghan@armaghbanbridgecraigavon.gov.uk)

***'Inspiring people to make positive changes through great experiences'***



**Armagh City  
Banbridge  
& Craigavon**  
Borough Council

### **Covid 19 update**

As you know, this week there has been positive news on the Covid-19 pandemic, with the lifting of Public Health Regulations. This news comes after what has been an exceptionally challenging two years both personally and professionally for everyone, as we navigated our way through an ever-changing environment filled with much uncertainty. Now at last, we have a renewed sense of optimism that 'normal' life is returning.

As we transition as an organisation, we will continue to put the health of our employees to the fore by following Public Health guidance in the workplace. For now, we will be continuing with the work arrangements currently in place as we plan for normal operational practices to return in the near future.

At present, we are mindful that Covid-19 infection rates are still high in our local community and will continue to have an impact on services as we move forward. Therefore, while we acknowledge the lifting of Covid-19 regulations in public places, we are continuing to ask everyone to remain Covid aware in the workplace by wearing a face covering, following hand hygiene practices, socially distancing where possible, and following the guidance for close contacts and self-isolation. The continuation of these measures are to ensure that we keep staff safe in the knowledge that we are doing our best to minimise risk in the workplace for colleagues, customers and the public.

Our facilities will now operate under advisory guidance measures for the public, and the phasing out of Covid-19 safety measures will take place over a planned period of time, when risk assessed and deemed appropriate to do so.

It feels like better days are coming and I want to thank you for your continued support and commitment during this time.

***'Inspiring people to make positive changes through great experiences'***



### **How are Indoor Leisure Performing**

In the last edition of Leisure Matters, the total number of active membership packages from Feb 2020 (just prior to Covid 19 restrictions etc. and from 1<sup>st</sup> Feb 2022 was shown. Here is the updated information up to 1<sup>st</sup> March 2022.

<b>Centre</b>	<b>Feb-2020</b>	<b>Feb -2022</b>	<b>Mar-2022</b>	<b>% increase v Feb 2020</b>	<b>% increase v Feb 2022</b>
BLC	1286	1426	1565	22%	10%
Dromore	320	736	793	148%	8%
Gilford	165	138	145	-12%	5%
Keady	94	138	151	61%	9%
OLC	965	1031	1096	14%	6%
Rathfriland	168	150	171	2%	14%
Richill	1	51	56	5500%	10%
Legacy / SLLC	1854	5496	5951	221%	8%
Tandagree	121	171	180	49%	5%
<b>Total</b>	<b>4974</b>	<b>9337</b>	<b>10108</b>	<b>103%</b>	<b>8%</b>

Active memberships is probably our most important KPI.

You can see that overall ABC Membership packages have increased, despite Covid 19, from 4974 in Feb 2020 to 10,108 as of 1<sup>st</sup> March 2022 – an increase of 103%. We have now doubled our Total Membership Packages in 2 years, despite Covid 19.

This a record number of total memberships – ABC has never had such a high number in its history.

Well done to all members of staff for their hard word in achieving this fantastic membership figure ... let's keep going.

***‘Inspiring people to make positive changes through great experiences’***

GETACTIVEABC OPEN DAY – 25TH FEBRUARY 2022



**Armagh City  
Banbridge  
& Craigavon**  
Borough Council

## BRING A BUDDY

Scientists from the University of Southern California found that people who work out with friends enjoy it more than those who work out alone. So, as part of our getactiveabc Open Day, we are encouraging members to 'bring a buddy' **for free** to a gym session, swim session or fun fitness class on Friday 25th February. Training together will keep you motivated, you're less likely to skip a workout, and a bit of friendly rivalry can bring out your competitive streak as you push each other to go that extra mile! For health and safety, any friends visiting the gym for the first time must watch our [induction video](#) before their visit.

To learn more follow this link; <https://getactiveabc.com/openday/>

***'Inspiring people to make positive changes through great experiences'***

## TAKE A TOUR

There has never been a better time to try out your local getactiveabc leisure facilities! We are delighted to announce that we will be conducting tours of South Lake Leisure Centre, Orchard Leisure Centre, Banbridge Leisure Centre and Dromore Community Centre on Friday 25th February and these can be booked on the link below



<https://getactiveabc.legendonlineservices.co.uk/enterprise/ticketing/browse?StartDate=2022-02-25&ActivityId=5>

## COME AND JOIN OUR TEAM 🧡🚲🛶

We are currently recruiting for a number of posts in our diamanic Health and Recreation Team; to find out more follow the link below:

<https://armaghbanbridgecraigavon.getgotjobs.co.uk/home>

*'Inspiring people to make positive changes through great experiences'*





**Armagh City  
Banbridge  
& Craigavon**  
Borough Council

## **TWO NEW PROGRAMMES: YOUTH LEADERSHIP & STREET SOCCER AT CATHEDRAL ROAD RECREATION CENTRE, ARMAGH**

### **🏃 Youth Leadership Programme**

Fancy learning more about the behind the scenes roles and opportunities that exist within sport? Whatever your sport, let's help you make that start with applications now open for our Sports Leadership Programme on Thursday afternoons.

📅 14 March x 6 Weeks

📍 Cathedral Road 3G, Armagh

🕒 4-6pm

This is suitable for anyone aged 14-18 with an interest in sport. An excellent opportunity to get recognised qualifications in a variety of sports over the next 12 weeks.

Text: Youth Leadership to 07436537845 to sign up.



### **🏀 Street Soccer**

### **Street Soccer starting 5 March** 🏀👥

We are pleased to announce that we are delivering our popular Street Soccer programme at Cathedral Road 3G, Armagh, suitable for boys & girls age 12-17 years 🏀

***'Inspiring people to make positive changes through great experiences'***



145 March x 4 Weeks

📍 Cathedral Road 3G, Armagh

🕒 6-8pm

🚌 Gaming Bus



**Armagh City  
Banbridge  
& Craigavon**  
Borough Council

Participants can create their own team or we can assign individuals to a team upon arrival.  
Each participant has to register online 📌

<https://form.jotform.com/212992640712355>

Once registered participants can just turn up on Saturday. We look forward to seeing you there!



[#getactiveabc](#) [#getmovingabc](#)

STARTING SATURDAY 6TH NOV

# STREET SOCCER

SATURDAYS | 6-8PM

## WEEKLY 5-A-SIDE TOURNAMENTS FOR BOYS AND GIRLS AGED 12-17

AT CATHEDRAL ROAD 3G PITCH  
(STARTS SATURDAY 5TH MARCH FOR 4 WEEKS)

### ADDITIONAL ACTIVITIES

- Gaming Bus
- Food provided each night

**Interested?**  
For further information or to enter a team  
Text Street Soccer to 07436 537 845

EVERY SATURDAY 6-8PM

For more information visit  
**getactiveabc.com**

RSP  
Training & Community  
Development  
Partnership  
Programme

T:buc  
Training & Community  
Development  
Partnership  
Programme

Executive Office  
www.armaghcitybanbridgeandcraigavon.gov.uk

ea  
Education  
Authority

Armagh City  
Banbridge  
& Craigavon  
Borough Council

*'Inspiring people to make positive changes through great experiences'*

## **SHORTLIST ANNOUNCED FOR ABC SENIOR SPORTS AWARDS 2022**

The eagerly awaited shortlist has been announced for the 2022 Armagh, Banbridge & Craigavon Senior Sports Awards which will take place on Thursday 3 March at the Belmont House Hotel, Banbridge.

Organised by the Armagh, Banbridge and Craigavon Sports Forum in association with Armagh City, Banbridge and Craigavon Borough Council and sponsored by Ulster Carpets, the awards



recognise the wealth of sporting talent across the borough and celebrate the achievements of those who have excelled in their chosen sport.

Lord Mayor, Alderman Glenn Barr said, "With 39 shortlisted nominations across eight categories this is a superb indication of the abundance and vibrancy of sporting talent across the borough despite a difficult two years. Each nominee should be extremely proud of their achievements and I look forward to the awards ceremony to pass on my congratulations to all those shortlisted."

The following nominees have been shortlisted with the winners announced at the awards ceremony.

### **Sports Person with a Disability**

Chris Burns (Para Cycling)

### **Sportswoman of the Year**

Kelly Mallon (Camogie, Gaelic Football & Road Bowls)

Bethany Harper (Hockey)

Jemma Farrell (Rugby)

### **Sportsman of the Year**

Mark Nesbitt (Archery)

Kane Tucker (Boxing)

Mark Downey (Cycling)

Philip Doyle (Rowing)

Daniel Wiffen (Swimming)

Jordan Leckey (Swimming – Open Water)~

Russell White (Triathlon)

***'Inspiring people to make positive changes through great experiences'***

### **Senior Team of the Year**

Craigavon Cowboys Flag Football Team  
Dunbarton Bowling Club Over 55 Rink  
Waringstown Cricket Club 1st XI Team  
Clann Eireann Gaelic Athlete Club Senior Men's Football Team  
Banbridge Golf Club Ladies Intermediate Cup Team  
Ballela Gaelic Athletic Club Senior Hurling Team  
Armagh City Football Club 1st XI Team

### **Senior Coach of the Year**

Tommy Coleman (Gaelic Football)  
David Carleton (Gymnastics)  
Daniel McCusker (Hurling)  
Shea Campbell (Football)

### **Service to Sport**

Stephen Curran (Cycling)  
Joanne Morton (Equestrian)  
Hubert Watson (Football)  
David Dodds (Rugby)

### **Volunteer**

Shannon Russell-Cowan (Archery)  
Kathleen O'Hare (Camogie)  
Mark Kendall (Cycling)  
Shaun Casey (GAA)  
Raymond Reid (Rugby)  
David Wellwood (Rugby)  
Ashley Nesbitt (Swimming)  
Mark Beattie (Football)

### **Club of the Year**

Armagh Athletic Club  
Ballyvally Archers, Banbridge  
St Brenda's Camogie Club, Ballymacnab  
Banbridge Cycling Club  
Banbridge Golf Club



**Armagh City  
Banbridge  
& Craigavon**  
Borough Council

For further information contact Sarah Aiken, Assistant Sports Development OfficerT:  
07733596612 or E: [sarah.aiken@armaghibanbridgecraigavon.gov.uk](mailto:sarah.aiken@armaghibanbridgecraigavon.gov.uk)

***'Inspiring people to make positive changes through great experiences'***

## **Corporate News**



**Armagh City  
Banbridge  
& Craigavon**  
Borough Council

### **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 we deliver services.**

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

As well as our continued focus on improving services for people with autism, we want to take steps to help people who don't normally take part in sport and physical activities. This is in line with our commitment to tackle inequalities, strengthen resilience and improve the overall wellbeing of our community.

This year's performance improvement plan focuses on developing an understanding of Council's carbon footprint so that we can develop a climate change strategy and make more information available to the general public on how we are performing against a range of service standards.

The consultation will close on Friday 8th April. For information or advice please contact the Strategy and Performance Team.

To find out more and give your feedback click here: <https://bit.ly/3ssVuNN>

### **Payroll Giving Week**

Did you know it's Payroll Giving Week? The annual event (which is running from Monday 7 February to Friday 13 February) sees a collaborative effort from charities, payroll giving agencies, payroll funding organisations and companies to spread the word and awareness on this charitable donation initiative.

***'Inspiring people to make positive changes through great experiences'***

Get the feel-good factor now and support your chosen charity with payroll giving. The tax-free scheme enables you to spend less but give more to your favourite causes! So if you would like to join over one million payroll givers that support over 200,000 UK registered charities, sign up today here.



**Armagh City  
Banbridge  
& Craigavon**  
Borough Council

### **Interested in finding out more?**

Please email; [Fidelma.McQuade@armaghbanbridgecraigavon.gov.uk](mailto:Fidelma.McQuade@armaghbanbridgecraigavon.gov.uk).

To hear more about how you can manage your charitable activities, view volunteering opportunities, events and more, register for StC Payroll Giving's Meet our Workplace Giving Hub webinar on Wednesday 23 February at 9:30am-10.00am here.

### **Nominate Community Champions**

**Nominations are now officially open for the ABC Community Awards, which recognise and reward extraordinary individuals and groups who have made a positive difference to the lives of others in the borough.**

The deadline for nominations is 12 noon on Friday 18 February, and the awards ceremony will be held in Armagh City Hotel on Tuesday 22 March 2022.



Lord Mayor Alderman Glenn Barr is pictured at the launch of ABC Council's Community Awards with Diane Stinson (Community Development), Roger Wilson (Chief Executive), Seamus McCrory (Director of Transformation and Head of Department: Community Development) and Nicola Mahood from The Executive Office which is funding the awards.

***'Inspiring people to make positive changes through great experiences'***



**Armagh City  
Banbridge  
& Craigavon**  
Borough Council

## **International Women's Day: #BreakTheBias**

Tuesday 8<sup>th</sup> March marks this year's International Women's Day.

The global awareness day celebrates the social, economic, cultural and political achievements of women as well as marks a call to action for accelerating gender parity.

Themed this year around #BreakTheBias, the movement is encouraging everyone to break the bias in our communities, workplaces, schools, colleges and universities to foster a gender equal world.

In celebration of this important day, we are inviting you all – women and men alike – to join us on a number of health and wellbeing centred workshops and information sessions. Please find details below.

---

### **Get organised and declutter workshop**

**Tuesday 8<sup>th</sup> March 2022, 10am-11am**



Join us virtually for a wellness seminar with a difference. The Get organised and declutter workshop will see professional home and business organiser, Sharon McNulty share tips and techniques to help us declutter based on the Marie Kondo school of thought.

With advice on how to navigate the complexities of working from home while being mindful of our mental health, Sharon will provide the tools to create organised and clutter-free spaces.

### **How to book**

Please arrange approval from your Line Manager and register.

---

***'Inspiring people to make positive changes through great experiences'***





**Armagh City  
Banbridge  
& Craigavon**  
Borough Council

## **Domestic abuse awareness session**

**Thursday 10<sup>th</sup> March 2022, 2pm-3pm**

Continuing with the Health and Wellbeing theme and with a focus on supporting and protecting our colleagues and those in our communities who experience domestic abuse, this online information session will cover:

- What is domestic abuse?
- Who is affected by domestic violence or abuse?
- What is 'safe place'?

## **How to book**

Please arrange approval from your Line Manager and register

---

## **Learn more**

To find out more about International Women's Day

<http://abc-svr-intra.abc.local/news/international-womens-day-breakthebias>

## Telephone system upgrade



**Armagh City  
Banbridge  
& Craigavon**  
Borough Council

With the new internet-based telephone system up and running for the majority of employees, we've put together some key info and reminders to help you with this change.

### How to sign in?

For most desktop phone users, all you need to do is:

- Dial \*38 followed by \*
- Enter your new extension number followed by #
- Enter your new hot desk pin number (see email from [micollab@armaghbanbridgecraigavon.gov.uk](mailto:micollab@armaghbanbridgecraigavon.gov.uk)) followed by #

### How to sign out?

For most desktop phone users, all you need to do is:

- Dial #38
- Enter #

### How to set up your voicemail?

To set up and personalise your voicemail, all you need to do is:

- Dial 79300
- Enter your 'passcode' (see email from [micollab@armaghbanbridgecraigavon.gov.uk](mailto:micollab@armaghbanbridgecraigavon.gov.uk))
- The system will then guide you through:

***'Inspiring people to make positive changes through great experiences'***

- Updating your pin number (this will also be your hot desk pin number now)
- Recording your voicemail greeting message
- Recording your name.



**Armagh City  
Banbridge  
& Craigavon**  
Borough Council

## Examples voicemail greetings

“Hello, you’ve reached the voicemail of [name]. Unfortunately, I am unable to answer your call right now. But if you leave your name and number I will get back to you as soon as possible. Thank you.”

“Hello, you’ve reached the voicemail of [name]. I am currently on annual leave until [date], if your call is urgent please contact [name] on [number], otherwise please leave your name and number and I will get back to you on my return. Thank you.”

## Softphone users

Training for softphone users is still ongoing – applicable employees will be notified directly about this and will receive further guidance materials in due course. Don’t forget, softphone users who also have a desktop phone will move to softphone only over the coming months. This will be the case for all new softphone users going forward.

## Remember:

- It’s important that you update your email signature (new messages, replies/forwards) and [outlook directory](#) with your new extension number.
  - In the interest of our customer care standards, please ensure your voicemail is up to date by setting a new voicemail greeting if unavailable or going on leave.
  - We will phase out old direct dials during the year, meaning your current direct dial number will be replaced with 0300 0300 900. To request a new direct dial for any publicly advertised numbers, please log a request with the ICT team and update relevant communications accordingly.
  - To request new pick up groups, please log a request with the ICT team.
  - For information and support on creating new speed dials visit <https://abc.topdesk.net/tas/public/ssp/> and search ‘speed dials’.
  - Locations currently still on the old telephone system will undergo their upgrade in the coming months.

***‘Inspiring people to make positive changes through great experiences’***



**Armagh City  
Banbridge  
& Craigavon**  
Borough Council

**Latest blood donation sessions**

**BANBRIDGE**

- Thursday 3 March 2022  
Bannside Presbyterian Church,  
Castlewellan Rd,  
Banbridge BT32 4AZ, 12.30pm to 4pm and 5pm to 7.30pm
- Friday 4 March 2022  
Bannside Presbyterian Church,  
Castlewellan Rd,  
Banbridge BT32 4AZ  
12.30pm to 4pm and 5pm to 7pm

**ARMAGH**

Monday 14 and Tuesday 15 March 2022  
Armagh City Hotel, Friary Road,  
Armagh BT60 4FR  
12.30pm to 4pm and 5pm to 7.30pm