



30 January 2019

Committee Chair: Councillor D Ritchie

Committee Vice-Chair: Councillor J Greer

Committee Members: Aldermen – A Ball, T Burns, M Girvan, J Smyth  
Councillors – L Clarke, S Flanagan, R Foster, N Kelly, A Logue,  
J Montgomery, N McClelland, J McGrath and M Rea

Dear Member

**MEETING OF THE OPERATIONS COMMITTEE**

A meeting of the Operations Committee will be held in the **Round Tower Chamber, Antrim Civic Centre on Monday 4 February 2019 at 6.30pm.**

You are requested to attend.

Yours sincerely

A handwritten signature in black ink that reads "Jacqui Dixon".

Jacqui Dixon, BSc MBA  
**Chief Executive, Antrim & Newtownabbey Borough Council**

**For any queries please contact Member Services:**

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## **A G E N D A**

- 1 Apologies
- 2 Declarations of Interest
- 3 Report on Business to be considered:

### **PRESENTATION**

- 3.1 Community Resuscitation Strategy

### **ITEMS FOR DECISION**

#### **ENVIRONMENTAL HEALTH**

- 3.2 Brexit – Potential Implications for Environmental Health Service

#### **LEISURE**

- 3.3 Shoreline Triathlon
- 3.4 IFA 'Let Them Play' Hub
- 3.5 Staff Leisure Membership Scheme
- 3.6 Park Run – Sixmilewater Park, Ballyclare

#### **PARKS**

- 3.7 Greystone Allotments
- 3.8 Grass Management Sub Group

### **ITEMS FOR INFORMATION**

- 3.9 Food Hygiene Rating Scheme
- 3.10 Home Accident Prevention
- 3.11 Commemorative VC Paving Stone - Killead
- 3.12 Potential Partnership to Develop Play Facilities – At City of Belfast Playing Fields, Mallusk
- 3.13 Waste Management Promotions Update Report Q3 2018-19
- 3.14 Quest Accreditation
- 3.15 Parks Service – Employee Engagement

### **ITEMS IN CONFIDENCE**

- 3.16 Disability Sport Northern Ireland - Pool Pod
  - 3.17 Entrance Scheme – Sixmilewater Park
  - 3.18 Wall and Path – Hazelbank and Loughshore Park
  - 3.19 Update - Village Improvement – Burnside
  - 3.20 Crumlin Glen - Update
  - 3.21 arc21 Joint Committee Papers
  - 3.22 arc21 Grid Connection Correspondence
  - 3.23 arc21 Organic Waste Treatment Contract Amendment
  - 3.24 Recycling and Recovery of Residual Civic Amenity, Street Litter,  
Commercial and Bulky Waste
- 4 Any Other Relevant Business

## **ITEMS FOR DECISION**

### **3.1 PRESENTATION**

Members are reminded that in December 2018, it was agreed that Stephanie Leckey, Lead Officer for the Northern Ireland Ambulance Service Community Resuscitation Team, be invited to make a presentation to the Operations Committee.

Stephanie Leckey will be in attendance to make the presentation.

## **3.2 EH/EHS/FC/013 BREXIT – POTENTIAL IMPLICATIONS FOR ENVIRONMENTAL HEALTH SERVICE**

### **Introduction**

In the event of agreement not being reached on the terms of UK's departure from the European Union, there are potentially trade implications for businesses and for the food and drink sector in particular which will in turn impact on the work of the Environmental Health service.

### **Background**

The current regime for the importation of foods into the UK is regulated by EU legislation. Foods can currently move freely between EU countries without any restrictions or checks being required at national borders.

Provisions are underway to convert the current regulatory processes into a UK system which is independent from that of the EU and these new UK processes would apply after EU Exit. Councils in Northern Ireland have a central role in both existing and future regulatory systems.

The current status of the UK within the EU in relation to food exports and imports should mean that no significant regulatory changes are made. However, this will be subject to ongoing negotiations between the UK government and the EU.

In the event that the UK leaves the EU in March 2019 with no deal in place, the current standards that apply to food safety at the point of exit will, as the Food Standards Agency (FSA) has stated, be maintained.

### **Impact on Food Businesses**

In the event of 'no deal' Brexit there are likely to be significant implications for Northern Ireland's food producers and exporters if they need to meet current EU Third Country import requirements. It is likely that the checks carried out by the Department of Agriculture, Environment and Rural Affairs (DAERA) for these businesses will increase substantially due to the EU Third country import requirements. The Department has written to local councils asking for assistance in relation to those businesses within the Borough which will be affected.

With this in mind, the food team has compiled a list of those businesses likely to be affected and is trying to establish the volume and extent of shipments from each of these businesses. The information obtained will be collated and shared with DAERA for contingency planning purposes. The information will also provide some insight into potential resource implications for the roll out of any future legislative provisions by the Environmental Health Service.

In addition, Council is responsible for Belfast International Airport as a Designated Point of Entry for products 'not of animal origin' and for some low risk food products.

Environmental Health staff are currently supporting relevant local food businesses by providing information and guidance to help them understand the changes in requirements as details emerge from EU negotiations.

### **Support for Food Businesses**

In the event that Environmental Health staff are required to provide significant support to DAERA to mitigate the impact on local businesses, the work of the service will be re-prioritised to allow the appropriate resources to be focused as directed by the Department.

**RECOMMENDATION: that in the event of a no deal Brexit and the Department requesting additional support to carry out inspections in affected local businesses, that the work of the Environmental Health team be re-prioritised as requested.**

Prepared by: Colin Kelly, Environmental Health Manager (Commercial)

Agreed by: Clifford Todd, Head of Environmental Health

Approved by: Geraldine Girvan, Director of Operations

### 3.3 L/LEI/SD/013 SHORELINE TRIATHLON

Members are reminded that Council has been successfully organising and delivering an annual triathlon event within the Borough. The event is delivered in partnership with Triathlon Ireland and forms part of their annual race calendar.

Following a review of last year's event and as a result of exploring opportunities to increase the event's success, Officers propose a change of venue from V36 at the Valley to Hazelbank Park in Newtownabbey. The change of venue will allow for an open water swim in Belfast Lough, which increases the attraction of the event to potential participants. The cycling will take place along the Shore Road area, and the running will then go along Hazelbank and Jordanstown Shoreline.

In addition, it is proposed to change the date of the event to Sunday 25 August which will coincide with the Shoreline Festival and become an integral part of this hugely successful festival. Therefore, it is proposed to rename the event 'Shoreline Triathlon'.

Entries for the race are managed through the Triathlon Ireland website and will continue to be offered at €50. Other key partners for the event include PSNI, DfI Roads and local Clubs.

**RECOMMENDATION: that approval is given to change the format, date and name of Council's annual Triathlon as set out above.**

Prepared by: Anna Boyle, Sport and Physical Activity Development Manager

Agreed by: Matthew McDowell, Head of Leisure

Approved by: Geraldine Girvan, Director of Operations

### 3.4 L/LEI/00/008 IFA 'LET THEM PLAY' HUB

A request has been made by the Irish Football Association Foundation, (IFA) that Council considers hosting a 'Let them Play' Hub at the Valley Leisure Centre. Let them Play is the IFA Youth Strategy which aims to get more young people involved in football.

At an initial meeting in October IFA representatives set out the vision for a more integrated approach to developing football on a local basis, through hubs which would consist of a small staff team, employed by the Irish FA Foundation.

There is currently a similar arrangement in place at the Valley Leisure Centre, whereby the IFA has a full-time Regional Grassroots Development Officer, hosted by Council. This officer, Stephen Livingstone, focuses on the development of grass roots football. All salary and associated costs to be met by the IFA Foundation.

If approved, the hub comprising, full time Regional Grassroots Development Officer, Let Them Play Officer, part time Youth Development Co-ordinator and grass roots volunteers would be based at the Valley. The Irish FA Foundation will provide a National Football Development Work Programme for the Borough to include council based programmes and activities. Regular reports will be provided to Council.

In line with the existing arrangement in place for the Regional Grassroots Development Officer, Council is requested to:

- To provide access to a work-station to include phone and broadband internet access and meet those costs
- To allocate one senior member of staff to liaise with the Regional Grassroots Development Officer and the Grassroots Manager on local-based aspects of the programme within the Borough
- To provide access to Council facilities via normal booking procedures

In addition, Council would be required to promote the activities of the Hub. It is anticipated that this arrangement will be in place for the long term as it is not connected to any existing time bound funding.

The existing partnership and the placement of the Regional Grassroots Development Officer has been very successful to date with 4 key areas of work ongoing; coach education, club development and club mark accreditation, football holiday camps and mall-sided games development. Further details are **enclosed**.

**RECOMMENDATION: that approval is given for the hosting of an IFA Foundation Let Them Play Hub at the Valley Leisure Centre as set out above.**

Prepared by: Matt McDowell, Head of Leisure

Approved by: Geraldine Girvan, Director of Operations



### 3.5 L/LEI/001 STAFF LEISURE MEMBERSHIP SCHEME

The current Leisure Membership Scheme includes access for casual staff on the following basis:

- Casual workers are granted admission to the Staff Membership Scheme on the basis of one exercise opportunity for each day or part day employed at the respective site, per week.

An analysis of staff memberships has shown that uptake by casual staff is extremely low. Officers propose the following amendment to the part of the scheme relating to casual staff as follows:

- Membership in 3 month blocks at £39 payable up front at a chosen Leisure Centre

In order to be eligible, casual members of staff must have worked 5 times in the 3 month period prior to the date of taking out membership.

It is hoped that this will encourage greater uptake by casual staff, thereby enhancing health and wellbeing of this group.

**RECOMMENDATION: that approval is given to amend the criteria for casual members of staff to avail of the Staff Leisure Membership Scheme as set out above.**

Prepared by: Matthew McDowell, Head of Leisure

Approved by: Geraldine Girvan, Director of Operations

### **3.6 L/GEN/073 PARK RUN - SIXMILEWATER PARK, BALLYCLARE**

Park Run is a free, timed, 5 kilometres walk or run, organised exclusively by volunteers that takes place in local parks globally every Saturday morning. Council currently supports two Park Runs within the Borough; one at V36 based at the Valley Leisure and the other at Antrim Loughshore Park.

Council officers have recently met with Park Run Northern Ireland, local sports clubs, and community representatives within the Ballyclare area to explore the potential of a Park Run being launched at Sixmilewater Park, Ballyclare.

The proposed route will commence at Sixmile Leisure Centre, accessing Sixmilewater Park via the underpass, before completing two loops of the outside path and finishing back at the leisure centre car park.

Officers have recently secured 100% funding from Northern Health and Social Care Trust for the £3,000 start-up costs of this initiative.

**RECOMMENDATION: that approval is given for the use of Sixmilewater Park, Ballyclare, as a venue for a new Park Run on Saturday mornings.**

Prepared by: Anna Boyle, Sport and Physical Activity Development Manager

Agreed by: Matthew McDowell, Head of Leisure

Approved by: Geraldine Girvan, Director of Operations

### 3.7 PK/GEN/126/VOL2 GREYSTONE ALLOTMENTS

At the October Committee meeting, approval was granted to Muck and More Allotment Association to progress necessary utility connections to their portacabin onsite, and for financial support to be provided by Council, subject to confirmation of costs. Officers are working with Property Services to progress the utility connections to the facility.

In the meantime, the Association has since secured £4,350 from the Alpha Programme (Landfill Communities Fund), to create a community garden at Greystone Allotments, on a communal space adjacent to their porta cabin. The proposed area is 7.5 x 6 metres and the enclosed plans include the provision of raised wooden planters, a seating area and a sturdy wooden pergola. It will provide an outdoor social space for allotment holders, and an educational space for visiting schools and youth groups. It is anticipated that the works will be carried out in April 2019.

The Association is committed to providing the ongoing management and maintenance of this garden, on completion of the project.

**RECOMMENDATION: that approval is given to Muck and More Allotment Association to progress with a Community Garden/ Social space, to be funded by the Alpha Programme at a cost of £4,350.**

Prepared by: Elaine Upton, Countryside Officer

Agreed by: Ivor McMullan, Head of Parks

Approved by: Geraldine Girvan, Director of Operations

### **3.8 PK/GEN/035/VOL2 GRASS MANAGEMENT SUB GROUP**

The grass management sub group met on Monday 7<sup>th</sup> January 2019. Members were updated on a range of issues. Minutes of the meeting are enclosed.

In summary, Members were updated on:

Roundabout improvements

Parks grass cutting programme

Requests and updates on floral displays (see visuals attached)

Seasonal planting proposals and updates

Updates and improvements in Glengormley, Ballyclare, Whiteabbey Village, Straid, Randalstown and Antrim Town

Awards (Green Flag, Ulster in Bloom, Best Kept 2018)

Members were also appraised of the potential for Antrim and Randalstown to compete in the 2019 Britain in Bloom Competition.

The Best Kept Garden Competition 2019 was discussed and the categories agreed - entries end July 2019 with judging at end of August and Award ceremony in September 2019.

Members also considered the option of planting 15ft Yew trees at Mossley Mill and Antrim Civic Centre which would be dressed as Christmas Trees going forward, replacing those bought each year.

**RECOMMENDATION: that the minutes of the Grass Management Sub group and recommendations therein are approved.**

Prepared by: Ivor McMullan, Head of Parks

Approved by: Geraldine Girvan, Director of Operations

## **ITEMS FOR INFORMATION**

### **3.9 EH/EHS/014 FOOD HYGIENE RATING SCHEME**

Members are reminded that the Food Hygiene Rating Act (Northern Ireland) 2016 came into operation on 7 October 2016, and is operated by the Council's Environmental Health section in partnership with the Food Standard Agency (FSA). The Act is designed to help consumers make an informed choice by providing information regarding the hygiene standards in restaurants, cafes, takeaways, hotels, supermarkets and other food shops. As part of the Act, food businesses are required to display a sticker with a food hygiene rating between zero and five.

Food hygiene ratings must be displayed using a prescribed sticker at customer entrances to food establishments. Where there are no entrances, e.g. market stalls, stickers must be displayed in a conspicuous place where they are visible to consumers. Food premises ratings are also available on the FSA's website <http://ratings.food.gov.uk/>

The Food Hygiene Rating Scheme has been a huge success across the Borough with 75% of food businesses obtaining the top rating score of 5 (very good) and 97.7 % of businesses obtaining a rating of 3 or above. A full breakdown over the last nine months is given below:

#### **Distribution of rated establishments in Antrim and Newtownabbey Borough Council Area (%)**

##### **May 2018 to January 2019**

FHRS Rating	May - 18	Jun - 18	Jul - 18	Aug - 18	Sep - 18	Oct - 18	Nov - 18	Dec - 18	Jan - 19
5 - Very good	75.7	75.5	74.9	75.0	75.7	75.7	74.9	75.0	75.0
4 - Good	15.4	15.3	15.7	16.1	15.8	15.9	16.2	16.4	16.4
3 - Generally satisfactory	6.6	6.8	7.2	6.8	6.6	6.3	6.7	6.4	6.4
2 - Improvement required	1.2	1.3	1.3	1.0	1.0	1.1	1.2	1.1	1.1
1 - Major improvement required	1.1	1.0	0.9	1.0	0.9	0.9	1.0	1.0	1.1
0 - Urgent improvement required	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total rated establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Establishments with rating of 3 or better	97.7	97.7	97.8	98.0	98.1	98.0	97.7	97.9	97.7

The Council has a number of options available to ensure the requirements of the Scheme are implemented by food businesses. Issues of non-compliance are initially resolved informally through constructive dialogue between officers and the food business concerned, in accordance with the Council's Enforcement Policy. Where non-compliance is not resolved easily or quickly using an informal approach, the Council has the discretion to issue a Fixed Penalty Notice (FPN). A FPN offers a food business the opportunity to discharge any liability to conviction for an offence by payment of a fixed penalty fee. FPNs may be issued for failure to properly display a valid rating sticker, failing to display a rating at all or failing to provide the correct rating information verbally on request.

Where a FPN is issued, a fee of £200 is payable and this is discounted to £150 if payment is made within 14 days. The Council may instigate prosecution proceedings if the penalty fee is not paid. Where there has been a deliberate or persistent failure to comply with the legislation then the Council may instigate prosecution proceedings without first issuing a FPN.

Across the Borough there has been an increase in display of the correct food hygiene rating sticker since the introduction of the Scheme, with 98% of food businesses in the Borough found to be displaying the sticker in the period April 2018 to January 2019 compared to 90% in October 2016.

The Scheme provides a number of safeguards for food businesses, which include the right for a business operator to appeal against a rating and the ability to request a re-rating inspection at a cost of £150, which is legislated for within the Act.

A review of the operation of the Scheme within the Borough during the period April 2018 to January 2019 found that: -

- 24 written warnings were sent to food businesses for either displaying the wrong food hygiene rating scheme score or not displaying a score at all.
- 2 fixed penalty notices (FPN) were subsequently issued to those who ignored the written warning.
- 1 premises was successfully prosecuted for failing to pay the fixed penalty notice after a number of reminders to do so. Resulting in a fine of £250 plus full costs being awarded to the Council.
- Only 2 appeals were raised for which the outcome was determined within 21 days. The 2 appeals raised represent 0.2 % of the food establishments within the scope of the Food Hygiene Rating Scheme.

The Food Standards Agency (FSA) conducts an annual consumer attitudes survey on the Food Hygiene Rating Scheme (FHRS) to track consumer awareness of the Scheme, attitudes towards it and the use of the ratings over time.

The report is entitled: "Food Hygiene Rating Scheme Public attitudes Tracker" (Published April 2018), this can be found at:  
<https://www.food.gov.uk/sites/default/files/media/document/FHRS%20Tracker%20.pdf>

The report makes some observations about the Scheme in Northern Ireland: -

- Awareness of FHRS has increased significantly Northern Ireland since the introduction of the mandatory scheme in 2016.
- Consumer recognition of FHRS stickers continues to be higher in Northern Ireland (92%) than the rest of the UK.
- 57% of those surveyed in Northern Ireland said that they would definitely decide to eat out somewhere based on the FHRS rating the business received.
- Northern Ireland residents surveyed report looking at the FHRS score either often or sometimes doing so before deciding to purchase food from an establishment, and most commonly do so by checking the food business door or window (67%).
- The lowest acceptable rating by Northern Ireland residents in the survey was a rating of 4 (51% of respondents) which is a significant increase from 25% in the previous survey report
- The proportion of Northern Ireland respondents (99%) who report that businesses should have to display their ratings continues to be high. This figure is higher than anywhere else in the UK.

Since the introduction of the Scheme in 2016, there has been a year on year increase in the number of premises with a 5 rating within the Borough from 71% in 2016 to 75% in 2018.

The Environmental Health Service has found that the Scheme continues to be effective in raising awareness of food hygiene standards. It has provided an incentive for food businesses to improve compliance with food safety law thereby helping to reduce the risks to consumers from foodborne illness. Environmental Health Officers will continue to work with businesses across the Borough to maintain or improve their hygiene rating score.

**RECOMMENDATION: that the report be noted.**

Prepared by: Colin Kelly, Environmental Health Manager (Commercial)

Agreed by: Clifford Todd, Head of Environmental Health

Approved by: Geraldine Girvan, Director of Operations

### 3.10 EH/PHWB/2 HOME ACCIDENT PREVENTION

Members are reminded that advice on prevention of falls in the home forms part of the Home Safety Assessments carried out by the Council's Home Safety Officer.

Falling over can happen to anyone, but for older people the risk is particularly high and the consequences potentially severe including distress, pain, injury, loss of confidence, loss of independence and mortality.

Local Councils have collaborated with the Public Health Agency to produce a video entitled "Stay Steady". Launched on 24 January 2019, it is the latest in a series of awareness-raising activities to reduce the prevalence of accidents that occur in or around the home. Environmental Health sit on the Home Accident Prevention Strategy Implementation Group and the Communication and Education Sub Group that contributed to the production of the video.

Engaging in regular physical activity to develop and maintain strength and balance is particularly important as people get older. Exercise is designed to improve muscle strength, and can reduce the risk of a fall by improving posture, co-ordination and balance. The video shows some of these exercises which can be easily incorporated into everyday life. The video has been distributed through social media and can be viewed at <https://www.nidirect.gov.uk/articles/keeping-mobile-and-preventing-falls> and is also available on the Council website at <http://www.antrimandnewtownabbey.gov.uk/staysteady.aspx>

Further information on falls prevention and Home Safety assessments can be obtained from Environmental Health on 028 90340160 or at [envhealth@antrimandnewtownabbey.gov.uk](mailto:envhealth@antrimandnewtownabbey.gov.uk)

**RECOMMENDATION: that the report be noted.**

Prepared by: Wendy Brolly, Environmental Health Manager (Health and Wellbeing)

Agreed by: Clifford Todd, Head of Environmental Health

Approved by: Geraldine Girvan, Director of Operations



### **3.11 PK/GEN/112 COMMEMORATIVE VC PAVING STONE - KILLEAD**

Members are reminded that it was agreed that the VC Paving Stone in recognition of Charles McCurry VC is located on the Killead Road, on the footpath adjacent to the Presbyterian Church and Manse and that the ceremony should take place in April if possible.

The date proposed for the unveiling ceremony in Killead, has now been confirmed as 11.30am on Thursday 28<sup>th</sup> March 2019.

Arrangements are being progressed in partnership with the Royal British Legion to prepare for the installation ceremony.

As there has been some discussion around the spelling of the surname, surviving relatives have been contacted and have confirmed that the spelling should be 'McCurry'.

**RECOMMENDATION: that the report be noted.**

Prepared by: Elaine Upton, Countryside and Physical Activity Development Manager

Agreed by: Ivor McMullan, Head of Parks

Approved by: Geraldine Girvan, Director of Operations

### **3.12 PK/GEN/117 POTENTIAL PARTNERSHIP TO DEVELOP PLAY FACILITIES – AT CITY OF BELFAST PLAYING FIELDS, MALLUSK**

Following a request at September Operations Committee that officers contact Belfast City Council regarding the potential to work in partnership to develop play facilities in the area of the City of Belfast Playing Fields at Mallusk, the City Council was contacted and a meeting subsequently arranged.

At the meeting, the potential to release an area of land with proximity to current car parking facilities on favourable terms in partnership with Belfast City Council was discussed. It was agreed that a letter should be forwarded to Belfast City Council to seek their consideration in principle.

A letter has been forwarded to the City Council **enclosed** and is likely to be considered at People and Communities Committee in February.

Members will be updated in due course.

**RECOMMENDATION: that the report be noted.**

Prepared by: Ivor McMullan, Head of Parks

Approved by: Geraldine Girvan, Director of Operations

### **3.13 WM/COMMS/01 WASTE MANAGEMENT PROMOTIONS UPDATE REPORT Q3 2018-19**

Members are reminded that In order to increase public participation in Council's recycling schemes, Officers carry out a range of awareness and promotional activities. This report has been developed to inform Members of the initiatives that have occurred in the last quarter (Oct – Dec 2018).

#### **Recycling Messages**

- 18 Social Media Posts on issues ranging from fairtrade (3), recycling (5), litter prevention (1), waste reduction (4), and general bin collections (5);
- 2 Internal communications during European Week of Waste Reduction;
- 4 Borough Life articles;
- 1 press release.

#### **Awareness Visits**

- 3 school visits (St Bernards PS, St James PS, & Rosstulla Special School);
- 10 schools visited by the arc21 waste education vehicle;
- Attendance at a Parenting NI Health Fair held at Antrim Forum;
- 2 community talks (Antrim Seniors Group & The Early Shift – An Arts and Culture programme.).

#### **Waste Awareness Events**

- 2 Upcycling Workshop for European Week of Waste Reduction – (Ballyearl Arts and Leisure Centre & Antrim Castle Gardens).

#### **Inter Government Meetings**

Officers work with colleagues from both Central Government and other local authorities, participating in the National Communications Advisory Panel. This Panel brings together local authority waste communication officers to share information and best practice and provides an opportunity for local authorities to input on the strategic development of the national waste communications campaigns.

#### **Funding Applications**

Officers submitted a funding application to DAERA to carry out additional waste awareness communications at the Recycling Centres in the Borough. The application was successful in securing £5,210 and this funding will target greater pre-segregation of waste before it is taken to the Recycling Centres by the public so recycling is easier and more cost effective. There will be leaflets, posters, staff training, and a social media campaign to promote the message.

**RECOMMENDATION: that the Report be noted.**

Prepared by: Michael Laverty, Head of Waste Management

Approved by: Geraldine Girvan, Director of Operations

### **3.14 L/LEI/501 QUEST ACCREDITATION**

Members are advised that one of the Corporate Improvement Objectives for the Leisure Service in 2018/2019 was that all Leisure Centres achieve Quest accreditation. Quest is a quality assurance scheme and continuous improvement tool for leisure facilities and sports development teams. Quest is supported by Sport England, Sport Wales, Sport Scotland and Sport Northern Ireland as well as organisations and professional bodies such as CIMSPA, ukactive, Chief Leisure Officers' Association and SPORTA.

Members are reminded that in February 2018, Antrim Forum retained its existing accreditation, with Crumlin Leisure Centre achieving accreditation for the first time in June 2018. By way of a further update to members, Allen Park, Ballyearl LC, and Sixmile LC all achieved accreditation in January 2019 with the Valley LC working toward accreditation later in 2019.

**RECOMMENDATION: that the report be noted.**

Prepared by: Matt McDowell, Head of Leisure

Approved by: Geraldine Girvan, Director of Operations

### 3.15 HR/LD/5 PARKS SERVICE – EMPLOYEE ENGAGEMENT

Members will be aware of the Council's 'Engage and Deliver' programme as part of the Employee Engagement and Well-Being Strategy.

As an organisation we are committed to developing a culture of employee engagement, promoting health and well-being, providing employees with opportunities to reach their potential and enabling staff to make a difference and contribute to organisational success.

As part of this ongoing programme of work, employee engagement 'pulse surveys' are being conducted across the organisation.

A team meeting was held within the Parks Section on 20 December 2018, and 40 staff participated in the employee engagement survey (61% return rate). The results of the survey are very positive with the results as follows:

- 95% satisfied with their job satisfaction
- 87% satisfied that their job is important to the Council
- 87% satisfied with the health and wellbeing opportunities
- 79% satisfied with communication in their team
- 74% satisfied with training opportunities available to them
- 74% satisfied with the praise and recognition they received
- 71% satisfied with communication in the Council
- 66% satisfied with the Employee App (several staff do not have the app)

While these results are very positive, the Parks Service will respond to the feedback and develop an action plan to continue to improve.

Employee Engagement survey results from other service areas will be reported to Members in due course.

**RECOMMENDATION: that the report be noted.**

Prepared by: Fiona Gunning, Organisation Development Officer

Agreed by: Helen Hall, Head of Performance and Transformation

Approved by: Geraldine Girvan, Director of Operations