



**September  
2017**

**I've been...  
expecting you**



**moray**  
council



*Moira Patrick, Democratic Services Manager*

*Dear Colleagues*

Democratic Services doesn't sound very glamorous, but I think it's the engine room of local democracy. It runs council committees, local elections, and the registrars (births, marriages and deaths) service.

I've had the privilege of managing these services for the past 17 years, during which time there have been many changes. Our small team of four are responsible for ensuring meetings of the council are run in accordance with the council's constitutional documents, and for pulling together agenda and reports.

We work closely with officers and all councillors providing them with support and guidance on the committee process. During these committee meetings we have to be on the alert to ensure its smooth running, but also to be prepared when a voting situation arises which can often be unexpected. Just the other week a committee was deadlocked over a decision, and the rules

allow for the cutting of cards as a last resort to arrive at a decision. We always keep a new pack of cards handy for such occasions, and thus a poker face is also a very useful tool for a committee officer to have!

Whilst most people think elections are occasional events, we have dealt with 11 in the last three years including two referenda. Our year is not yet complete as we have just opened the nomination process for the Community Council Elections in October. While it's a busy and stressful job, it's also one of the most rewarding. The culmination of all our hard work comes together at the end of a successful count and knowing that everything went to plan (well, mostly!).

Staff in the Elgin registrar's office deliver a great service for Moray. Much has changed with new legislation coming into force such as marriages in other venues, civil partnerships and citizenship ceremonies. Registrars have conducted

marriages on beaches and river banks but so far no underwater or skydiving ceremonies!

Registrars manage Moray's burial records, and are currently moving these from paper to an electronic system. The scanning of hundreds of burial records onto a computer system has not been plain sailing, but is almost there. It is a bitter sweet modernisation as the Registrars have grown very fond of the old burial books which are steeped in history (and the odd germ!).

I hope this whistle-stop tour has provided you with a flavour of what Democratic Services is about. I'm delighted to be part of a small but dedicated band of people who to always take pride in the services they provide and gives support and advice when needed - but chocolate always helps!

*Moira*

## EDITORIAL

Welcome to September's *Connect*! We had some fun with the cover (thanks, Willie, for being such a sport) to get you all thinking about standing for your local community council.

With our knowledge of how local government works, we are in a unique position to influence and assist local groups achieve their goals. Community councils have to be consulted on planning matters in their area – and their views matter – as well as a host of national and local proposals. And while it's not exactly in Spectre's league of world domination, there'll be a lot of control over what happens to your local community as a result.

As you can see from Willie's story, he gets a lot out of being part of his community council. Think about putting yourself forward. If your world is not enough, don't be a Dr No and you could knock the living daylights out of the role (that's enough Bond refs – Ed).

## TEAM CONNECT

Peter Jones  
COMMUNICATIONS OFFICER

Sharon Dunbar  
MEDIA & COMMUNICATIONS OFFICER

Angus McNicholl  
DESIGNER



# I've been... expecting you



"We're putting out the call for existing members and new candidates to stand for election."

Jane Martin  
Community Council Liaison  
Officer



You'd be forgiven for thinking that 2017 was to be renamed 'the year of the elections', but hang tight, because the fun isn't over yet.

Community Council elections are upon us and our Elections Officer, Alison Davidson, has been busy beavering away with our Community Council Liaison Officer, Jane Martin, in preparation for the event.

Of course Jane's no stranger to the workings of community councils, nor the elections process – in fact she's a seasoned pro, having served as Chair on the Keith Community Council for the whole 10 years she was a member of it.

Now, with the shoe on the other foot, she's calling for volunteers to stand for the 208 seats available across Moray's Community Councils.

She said: "We've a diverse mix of Community Councils, from small ones with just seven members, to the largest with 18 members covering many villages and outlying areas. The current four-year term is coming to an end, so we're putting out the call for existing members and new candidates to stand for election."

But how can anyone stand for election, without knowing what a Community Council actually does – and what influence it has? The answer, says Jane, can be found right on your doorstep.

*"They're the most local form of representation you can get, tackling issues like roads, cleansing, police matters and community projects – and some even organise community events like Christmas lights and galas."*

Talk about varied, they're also a statutory consultee for planning issues, from individual householder applications to windfarms and major infrastructure projects like the proposed A96 dualling.

So what kind of person is a Community Councillor, and what drives someone to become one? Step forward Willie Duncan, who not only is a long-serving member of Heldon Community Council – 19 years to be precise – he's also a Senior Housing Projects Officer for Moray Council!

We caught up with him the morning after the final meeting of Heldon Community Council before the elections. Heldon's the biggest community council in Moray and covers villages like Dallas, Fogwatt, Duffus, Alves, Miltonduff and beyond.

Unsurprisingly, he says, the single most important quality of any community councillor is that you value being a member of your local community. And he would know, having spent the last 40 years in Fogwatt with his wife Moira – who also works for the council in education and social care – raising their four children in a house they built in the village.

He said he had *"no real idea"* of what lay ahead when he stepped into his first community council meeting almost 20 years ago.

*"One of the previous committee members was standing down, and knew I was the chair of the Fogwatt Hall Committee. He suggested I go along to see what it was all about, and I've not looked back since."*

*"I'm proud to be a member of the community council and when you love something, it's not a chore. We meet every six weeks but in between we're emailing back and forth about anything and everything that crops up – from road safety to planning applications."*

Willie's so committed in fact, that when he gets the weekly list of planning applications for his area, he pays a face-to-face visit to neighbours to chat through any concerns they have.

*"I'm proud to be a member of the community council and when you love something, it's not a chore."*

Willie Duncan  
Heldon Community Council  
Member



*"It's the best way to do it," he says, "we're such a close community that we're always talking to each other anyway."*

Communication really is key – with community councillors often acting as the go between, between residents and the council. Having the benefit of council contacts through his day job has been a great asset and Willie says he's surprised more council employees aren't members of their community council.

*"When you consider how many staff work here, I'm shocked there are only a handful of us who are, or have been, community councillors. It's not a massive time commitment – one meeting every six weeks. It's such a social group too; at Christmas the tea and cookies come out because we've got some enthusiastic bakers in the group – we're like a big happy family."*

Though it's not been without its challenges over the years, Willie says that he's lucky there's never been any real conflict of interest with his job at the council.

*"Since I started working for the council 47 years ago, I've worked my way up from an apprentice joiner to area manager. Now I work in a team of 11, and look at how we allocate the budget from the Housing Revenue Account – what's spent on repairs and maintenance, and what's spent on 'planned works' – things like upgrading heating systems and replacing windows in council houses."*



**Community Council  
Wards**

*"There's only been one time I've had to step back from something raised at the community council, because I couldn't take it any further."*

Nominations are now open for community council candidates and you can download a form from our website.

Our elections officer, Alison, explains the basics in a nutshell:

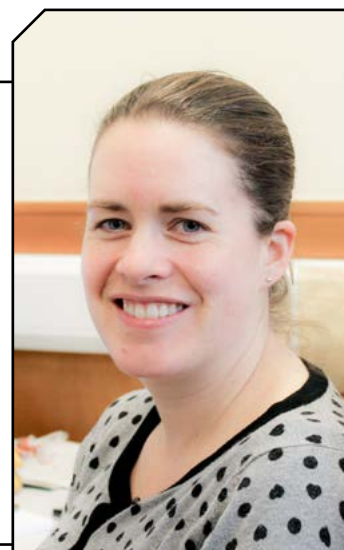
*"To become a community council member you must be aged 16 or over, and be listed on the electoral register for the community council area that you want to stand in."*

*"Those interested in standing have until 4pm on Thurs 28 September to submit their nomination form. If, after this, any community council has more nominated candidates than seats available, a postal ballot will take place in October."*

*"If there are no contested seats, there's no ballot and the community council is established following an inaugural meeting."*

*"To become a community council member you must be aged 16 or over, and be listed on the electoral register".*

Alison Davidson  
Elections Officer





# HR Noticeboard

## 2017

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## SAVE THE DATE

Friday, 08 September  
STAR Award nominations close so  
remember to get yours in.

Tuesday, 19 September  
Employee Conference - Keith

Thursday, 28 September  
Employee Conference - Forbes

Tuesday, 03 October  
Employee Conference - Elgin

If you've had an invite to one of these  
please remember to speak with your  
manager if you can't make it and let  
HR know.



## ARE YOU UP FOR A CHALLENGE?

Throughout the year we've been telling you about the range of activities that you can get involved in, both in and out of the workplace. This time we thought you might like to wave goodbye to summer with stunning views and a great atmosphere at the Baxters Loch Ness Marathon on Sunday 24 September. Take in the beautiful Highland scenery along the shores of Loch Ness.

Guaranteed marathon entries are now closed, but entries are open for charity places via Loch Ness Marathon's official charities for club runners and overseas runners, and for the River Ness 10K and 10K Corporate Challenge. There are also limited race weekend entries to the River Ness 5K and Wee Nessie ONLY.

Why don't you get together with a few of your colleagues and complete it as a team? The Corporate Challenge is included within the River Ness 10K and is open to teams of four to six runners across the public and private sector. The fastest four accumulated times make the team's final score.

Whether you plan to enter or not, there are various groups locally to help you achieve your goals. Full details of these local groups can be found here: [walkjogrunmoray.org.uk/](http://walkjogrunmoray.org.uk/)

If you take part don't forget to take some pictures and tell us how you did! Just email Sharon: [connectnews@moray.gov.uk](mailto:connectnews@moray.gov.uk)

More information and entry forms are at – [www.lochnessmarathon.com/event/loch-ness-marathon/](http://www.lochnessmarathon.com/event/loch-ness-marathon/)

## ChooseLife

Sessions which talk openly about suicide are being held in September to raise awareness during Suicide Prevention Week.

Martin Kirwan, one of our Employee Development Advisers, will lead the hour-long ChooseLife SuicideTALK sessions on Wednesday 6 September. He'll talk about some of the personal and social factors behind suicide, dispel the taboo of talking about suicide and discuss how individuals, groups, community and society can improve suicide prevention and intervention.

The sessions are open to all, whether for occupational, personal or academic reasons, and are being held in Training Room 1 in HQ Annexe. You can pre-book by emailing Martin, or come along on the day.

### Timings:

- ☞ 9 – 10am
- ☞ 10.30 – 11.30am
- ☞ 12.10 – 1.10pm
- ☞ 2 – 3pm
- ☞ 4.10 – 5.10pm



Duffus Castle, Claire's favourite site in Moray



It takes a brave person to admit that their career is in ruins – but that's just part and parcel of being an archaeologist.

Just ask Claire Herbert, who's part of the four-strong archaeology team shared by Moray, Aberdeenshire, Aberdeen City and Angus councils.

Currently living in Buckie, she's been brought up in Moray and has fond memories of exploring the many amazing archaeological sites which exist across the area.

*"My favourite has to be Duffus Castle," she says, "I can remember going there as a child, so it's still special now when I go back there with my nieces and nephews."*

She's spent the last 10 years working as archaeologist for the councils, a mostly indoors and desk-based job, and before that was a contract archaeologist in the field for three years. Although she misses being knee-deep in hand dug trenches, she doesn't miss the cold, wind, rain, snow (we could go on) and there's certainly enough going on to keep her busy.

*"We're consultees for planning applications which are near to the many sites of interest we have in Moray. As well as being contacted by Development Management when there's a planning application which is near a known site, we also check the weekly lists to see if there's anything of interest."*

In the last year the team has dealt with 176 planning applications in Moray and put in place 78 'archaeological mitigations' – Claire explains what these are:

*"Mitigations can be photographic surveys, the digging of sample trenches or full excavation of a site."*

Despite them not being the ones getting their hands dirty, they're making the decisions on what has to happen before any development can begin. Their workload is massive – and varied.

One thing she's proud of is the seed funding the service offers for local, community-based projects.

*"We don't have a massive budget but we can offer small amounts of money. We've had schoolkids visiting the recent dig on Cluny Hill in Forres where local adults took part in a real archaeological excavation. We now know it was some form of defended structure, and it provides evidence of human habitation in Forres much earlier than we previously thought. There's now more analysis*

# A CAREER IN RUINS

Digging up old fossils for The Council



taking place on some charcoal we found there, which could help give us a date."

What's missing from Claire's job description however, is the unfortunate requirement to rain on peoples' parades.

"We do get calls from really excited members of the public who're convinced they've found a stone of historic value, or a roman drain. They don't always take too kindly to being told it's just a regular stone, or a 19th century drain!"

Saying that, there was a call which she won't forget any time soon...

"We got a call from a farmer saying he'd found a carved stone which he thought we should take a look at. We all thought 'great, another one!' and were sent pictures of it in a JCB bucket. With some trepidation I headed out the next day.



The Dandaleith Stone, and below, moving the stone was no easy task.



"There I was, standing in a farmer's field in Craigellachie, looking at this stone trying to work out what was so special about it. I was looking for ages before a lightbulb came on in my head and realised this was an incredibly rare stone which was carved on two faces. I went home that night paranoid that someone would steal it, so went back and wrapped up this two-metre long stone to try and disguise what it was.

"It is of course, the Dandaleith Stone, and went on display in Elgin Museum last year."

Claire has a 'thing' for stones!



We couldn't resist asking for one final anecdote to round off our chat, and Claire didn't disappoint.

"There was a windfarm was being built – I won't say where – but an archaeological objection had been raised, so we had to check it out.

"It turns out that it has been made by a woman who said that the spirits of dead airmen were trapped in the hills and when the turbines were installed, the spirits would be released and would frighten the horses. Suffice to say, it wasn't taken forward."

**September is Scottish Archaeology Month, and 2017 is the year of history, heritage and archaeology.**

# Moray Shared Lives



Our Shared Lives service is an alternative care provision that offers personalised support to an individual's needs and life goals.

Based in Elgin's Annexe building, the eight-strong team supports 30 paid carers and nearly 100 clients with almost 800 hours of day support each week.

Established six years ago, the service is delivered from the carer's own home.

Shared Lives Officer Diane McLeary said the personal nature of the service calls for a certain type of person.

*"The home setting is used as a base to offer activities or to help people access the local community, so it's important our people are flexible and have a good deal of empathy," she said.*

*"Our Shared Lives service now offers day support, respite/short breaks or long-term placements, and also provides a small amount of overnight respite."*

The eight members of the office support team liaise between referring professionals, clients and their families and our carer team. They also promote and develop the service.

## Parliamentary Reception

Some of the Shared Lives team went to Edinburgh recently to represent the service and to celebrate the national Shared Lives+ 30<sup>th</sup> anniversary. Local MSP, Richard Lochhead, hosted the event as a celebration for all Shared Lives services across Scotland and teams from Moray and Fife to showcase the very different services we provide.

John Campbell, Diane McLeary and two of our carers (Rosemary Young and Hilary Williamson) made the trip.

Diane said: *"The event was a great celebration and wonderful opportunity to spread the word about the varied support Shared Lives can provide".*

Do you think you can care enough to be a paid carer in the Shared Lives service? They're recruiting. Call or email to the team on:

[sharedlives@moray.gov.uk](mailto:sharedlives@moray.gov.uk)  
01343 563450





# Step forward volunteers

Proving that age is no barrier to volunteering, two people at the opposite end of the age spectrum have been speaking about their experiences.

From the youngest to the oldest, everyone has something to offer which will make a huge difference to the lives of a people struggling with social isolation or who need support to stay connected with their communities.

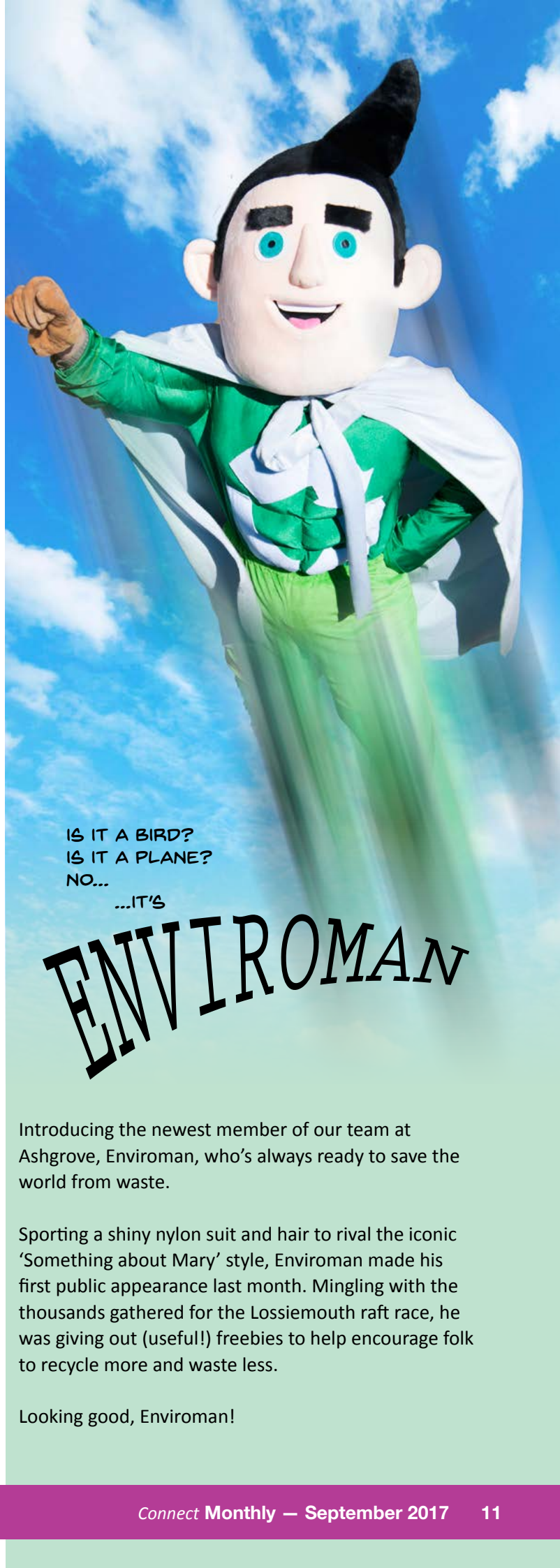
Elgin Academy student Morven Cumming, 16, started volunteering with Health and Social Care Moray for her bronze Duke of Edinburgh Award and continued on for the hours required to complete her silver award. Volunteering was an experience that she didn't want to lose, so when the required hours were completed for the award she decided to continue volunteering.

Morven has gained lots of skills through her one-to-one buddying role and completed recognised training such as Dementia Awareness and Adult Protection, and is hoping to carry out Autism Awareness training.

Margaret McKillop, 83, decided to volunteer as a buddy over four years ago after the care and support her husband received during the later stages of his life. Her first buddy role was taking a lady with dementia out for a drive and coffee, and she now supports a man in his 90s to go shopping. Margaret said: *"Volunteering has given me purpose in so many ways. It is good to feel you are making a difference. Using my own caring skills and going on training courses has helped me make use of and increase those skills. I would tell anyone considering volunteering to give it a go. You can always help someone – and in a way help yourself at the same time."*

Anyone interested in volunteering with Health and Social Care Moray can check out the website [www.moray.gov.uk/volunteering](http://www.moray.gov.uk/volunteering)

Contact Volunteer Development Officer Margaret Cowie or Volunteer Support Officer Edweena Hayes on **01343 563515** or [volunteering.CC@moray.gov.uk](mailto:volunteering.CC@moray.gov.uk)



IS IT A BIRD?  
IS IT A PLANE?  
NO...

...IT'S

## ENVIROMAN

Introducing the newest member of our team at Ashgrove, Enviroman, who's always ready to save the world from waste.

Sporting a shiny nylon suit and hair to rival the iconic 'Something about Mary' style, Enviroman made his first public appearance last month. Mingling with the thousands gathered for the Lossiemouth raft race, he was giving out (useful!) freebies to help encourage folk to recycle more and waste less.

Looking good, Enviroman!



# DLITE

*for colleagues  
who've retrained as teachers*

Four colleagues have switched their current council jobs to take up the reins as teachers here.

Kirsty Dunlop, Toni-Michelle Lee, Tracey Lees and Haze McLeod have all completed the 18 month part-time, distance learning DLITE study programme and are, erm, delighted to have joined the teaching cohort in Moray.

It was a juggling act for the quartet as they had to squeeze their learning, assessments and teaching placements around their current employment.

We asked them how they managed to fit it all in around day-to-day and family life – and the response was a mixture of nervous laughter and sighing before agreeing it had been worth it.

Hazel, who worked as a pupil support assistant but can now be found teaching Bishopmill's primary 3/4 class, took one for the team and quipped: *"We might have a few more wrinkles but we're all still smiling!"*

Former benefits processor, Tracey, has taken up a post at Portessie, where she's teaching the primary 6/7 class. After her first week, we suspect the only thing she was processing was a large G&T!

There wasn't much of a break in store for Toni-Michelle, who finished her job as Falls Officer the Friday before term started. She fell (sorry!) in love with Moray after moving here from Edinburgh, where she was head of business engagement for the city's Chamber of Commerce. She's now taking the primary 2 class at Hythehill in Lossiemouth.

No stranger to the school environment thanks to her previous job as a homeschool link worker in Lossiemouth, Kirsty's taken up the task of teaching Lhanbryde's primary 4 class.

Education Support Officer, Myra Orr, was there to wave off the new recruits after they completed their two-day induction before the start of term.

*"I've kept on saying how much of a DLITE they've been to work with," she jokes, "they won't miss that!"*





Primary one pupils the length and breadth of Moray weren't the only fresh faces in the classroom last month.

Dozens joined us as newly-qualified teachers, having completed teacher training and placements. Nine went to our secondary schools, while 27 went to primary.

A two-day induction was held for the group at Elgin City Football Club, allowing the new teachers to get to know each other as well as more about teaching in Moray.

Games of human bingo provided a great ice-breaker, before more serious topics like assessment, moderation and Additional Support Needs were tackled.

Our Head of Schools and Curriculum Development, Vivienne Cross, was impressed with the enthusiasm she saw at first hand.

*"It's great to see so many new teachers choosing Moray as the place to start their career. I wish them all the best and will be working closely with them over the next year to support them in their first year in the classroom."*

Welcome, all!

**We're also thrilled that 20 of last year's newly-qualified teachers have stayed in Moray to take up teaching jobs here!**



would-be gardeners Morag Smith and Sean Hoath

Our legal eagles have turned their hands to growing their own salad, with Triffid-like results! Extra supports for these tomato plants had to be installed to prevent collapse and brighter lighting introduced to compensate for the loss of natural light. Growers among you who can see the cause of rampant growth will be pleased to know that an intensive training programme on plant pruning and horticulture has been provided!

**ATTACK  
OF THE  
TERROR-IFIC  
TOMATOES**



# COMMITMENT

## to Children's Services



Chair of the Council's Children and Young People's Services Committee, Cllr Tim Eagle

In February Children's Services in Moray received a critical report from the Care Inspectorate. While there were positive elements to the report, it was evident that there was significant room for improvement in terms of how we all work as community planning partners in Moray.

Over the past few months, colleagues from Police Scotland, NHS Grampian and Moray Council have all been working hard to make the necessary improvements required.

A Moray Chief Officer's Group has been formed from the three partner organisations to oversee progress and direction of all elements of Children's Services, and a leadership group established to ensure all partners work more closely together. A revised governance structure has been put in place for Children's Services and to deliver the priorities outlined in the 2017-2020 Children's Services Plan.

Inspectors are back this month for a follow-up visit, and will issue their report in late October. We're confident they will see great progress, thanks to the hard work of all colleagues across the partnership.

The Council's chair of Children and Young People's Services Committee, Cllr Tim Eagle, recently expressed his gratitude to all the staff who have been working on the improvements called for in the report.

*"As councillors we have been fully briefed on both the report and just how much has been done in the months since its release.*

*"As chair of this committee I would like all the staff to know how much we appreciate how hard they've worked since the report was published. There can be no doubt as to their commitment to the service."*



# 5K COLOUR RUN



Jenny Nicholson and Gordon Middleton (Care Organisers), Joanne Cameron, Laura Allan and Danielle Tod (Assistant Care Organisers), Claire McInnes (Care Allocator)

Members of the Unmet Need team within our Homecare Department took part in the Inverness 5K Colour Run in aid for the Highland Hospice recently. It involved a 5K run and assault course at Bught Park in Inverness. Some of them are still scrubbing paint of their elbows and knees a month later, but say they all had a great day and raised cash for a very worthy cause.

## THINK FAST

Would you be able to spot the signs of an imminent stroke? Lucky for Gordon Rees, a driver at Moycroft, his colleagues could.

Early on Monday 14 August Gordon mentioned to his supervisor, Stuart Dey, that he was feeling unwell, which was reported up to line manager, Lawrence Meldrum. He immediately went to check on Gordon, and told colleagues Stuart and Michael to get Gordon to hospital – and not to waste time waiting for an ambulance.

Within the five minutes it took to get from Moycroft to Dr Gray's, Gordon had suffered two strokes.

He was seen straight away, and thanks to speedy action by colleagues and medics, within three hours was sitting up alert in his hospital bed, with some colour back in his cheeks.

We're all wishing you a speedy recovery, Gordon!

### FACE

Look at the person's face and ask them to smile. Has their face fallen on one side?



### ARMS

Ask the person to raise both of their arms and keep them there? Are they unable to raise one arm?



### SPEECH

Ask the person to tell you their name, or say 'hello'. Is their speech slurred?



### TIME

If you spot any of these signs, always call 999.





# Let's back up

## RISK ASSESSMENT

If done properly, risk assessments are a great way of ensuring that people's health and safety is being looked after. When an accident happens we sometimes find that there is no assessment in place, it's lacking in detail about controls or, worst of all, no one was following the control measures required by the assessment process.

We tend to be good at getting a risk assessment done, but not so good at making sure it is adequate, maintained and embedded in the work practices. The best way to do this is to carry out some level of monitoring and then taking appropriate action on finding people not working safely.

Getting to the root of why people break rules is also critical to the whole process being seen as fair. If the job itself makes compliance difficult then it's up to you to make your line manager aware of difficulties, and up to your manager to sort that out.

We need to make sure:

1. Good quality risk assessments exist for all higher risk activities.
2. People doing the jobs are involved in the process of assessment or checking them over once they've been drafted.
3. Adequate controls are in place for higher risk activities.
4. Checks are carried out to make sure the most important control measures are working.
5. Assessments are reviewed after changes to jobs, changes to equipment or after an accident.

What can you do? Ask to see the assessments for your jobs or activities, highlight any parts not properly covered and, most importantly, highlight any control measures that you don't think are workable.

Breaking the rules may seem the simplest route to take but getting the rules right – and everyone agreeing to them – is far easier in the longer term.



# SAFE REVERSING GUIDELINES

Any of us who drive have duties under various laws to take care of ourselves, our passengers, other road users and pedestrians when we're behind the wheel.

This means you should, at all times, be driving:

- ☞ safely,
- ☞ with due care and attention, and
- ☞ with reasonable consideration for other road users.

Three councils in Scotland have recently had fatal accidents involving reversing vehicles. This guidance on reversing mainly relates to any vehicles with restricted rearward visibility - but all drivers can benefit from adopting similar risk reduction measures.

Before reversing you should follow the A-F steps below:

- ☞ **Avoid:** Plan routes so that reversing is unnecessary.
- ☞ **Banksman:** If safe to do so, use someone to help guide you back.
- ☞ **Cameras (or other aids):** If the vehicle has reversing aids (cameras or radar) then use them to check your blind spot.
- ☞ **Driver checks:** If you have no other option, get out and check behind the vehicle. This must only be relied on where there is no risk of people or vehicles entering the area behind you as you re-enter your vehicle.
- ☞ **Evaluate:** In certain situations, reversing may be acceptable without any of the previous controls – but only when there is no risk of an accident.
- ☞ **Forward:** If all else fails, don't reverse. Get help or wait until one of the other options is available.



# DRIVER RESPONSIBILITY

Drivers are ultimately responsible for the safety of the crews, colleagues and members of the public, and should follow this guidance and use the A-F options.

- ☞ make sure that reversing aids like mirrors, reversing audible horns, cameras and reversing radar are kept in good working order. Checks on these should be carried out as part of daily vehicle checks. Any defects should be reported to the vehicle workshops immediately.
- ☞ familiarise themselves with risk assessments to make sure they fully understand the implications for reversing.
- ☞ remember, when driving on council business, you are representing Moray Council – always drive in a safe and courteous manner.

# **Welcome** Aboard



**Carol Milne** worked for Moray Council before, but she comes to her new post here as a Clerical Assistant following a spell at the Scottish Court Service.



**Kathleen Mitchell** worked for Scottish Autism as a Support Worker, before accepting a job here as a Residential Childcare Worker.



**Michelle Barclay** started here in February as a Housing Support Worker at Cameron Park Brae. She previously worked in housing at Clackmannanshire Council.



**Katie Thornley** is our new Apprentice Administer. She's based at Mosstodloch DLO.



**Rebecca Mey McAdam** worked in a solicitors office, before joining us as a Clerical Assistant in HQ in August.



**John Jordon** worked as a caretaker for Portree College in Skye, before joining us in November as a Leisure Assistant at Elgin Community Centre.



**Paul Conner** is our new Principal Accountant. He was the Finance Manager at Baxters Food Group, before starting at Moray Council in August.



**Jeffrey Mansfield** is also a Leisure Assistant at Elgin Community Centre. He was previously self-employed, and he started with us in March.



**Janice Legge** started here in July. She was a receptionist at Hanover Scotland, and is now covering maternity leave as an Admin Assistant/WPO.



**Ruth Cantlie** makes a welcome return to Moray Council. She first worked with us 30 years ago, and rejoins us as a Mailroom Assistant.



**Helena Jones** has taken up the post of Educational Support officer (Additional Support Needs). She's bringing her expertise to Moray Council after working as a Chartered Teacher in Aberdeenshire.



**April Smith** joined us in August. She's a Social Worker in training, based in Buckie.



Two 60th birthdays have been celebrated by staff at Elgin Sports & Community Centre recently. Clerical Assistant Helen Innes turned 60 on 19 August, while her colleague, Leisure Assistant John Jordon, hit the big 6-0 a few weeks earlier, on 6 July. Double the celebrations means double the cake, right?!



## Celebrations



Here comes the bride! A stunning shot of when Nicky Nash – who works as a Sports & Leisure Supervisor in Elgin and Forres – became Nicky Gerrard on 19 August.

Barry Parker's colleagues from the grounds maintenance depot in Buckie are bidding him a fond farewell, as he leaves his job as a grave digger after 10 years to concentrate on his holiday cottage letting business. So long, Barry!



# Cycle -to- Work

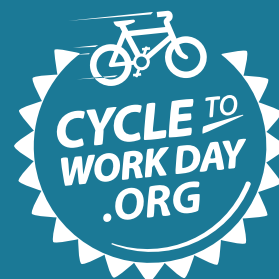
★ WEDNESDAY 13 SEPTEMBER ★

## Cycle to Work Day is back!

It's time to squeeze into some lycra and build up your pedal power ready for Cycle to Work Day.

Wednesday 13 September is the date we're all being encouraged to put the fun back into our commute by cycling. In the last couple of years we've processed 168 applications for our cycle to work scheme – so there's no excuse for not getting involved!

Send us a selfie of your Cycle to Work Day commute to [ConnectNews@moray.gov.uk](mailto:ConnectNews@moray.gov.uk). We'll pick a selection to publish in the next edition.



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