



December 2017

- * PICS OF STAR AWARD WINNERS
- * WINTER DRIVING TIPS
- * 2018 FLEXI CALENDAR



moray
council



Denise Whitworth, Acting Corporate Director

Dear Colleagues

It's often said that change is the only certainty. I can remember when the milkman delivered bottles to our doorstep, when my mum worked in a factory making flowery swimming caps and my neighbour worked on a switchboard connecting calls. We had a phone box in the street and my kids can't believe that's how we contacted our friends and family – no house phone, never mind mobiles.

Things change, those jobs don't exist anymore and we all have smartphones that we use to connect with the world. As a council we're in the midst of significant change; our financial situation is tightening and, difficult as it is right now, I hope that in years to come we'll find ourselves looking back on how far we've come.

Of course, this isn't the start of change for us. Over the last 10 years we've reduced spending by £37m, so we know how to tighten our belts. And while we can't predict our future finances, we know that funding is likely to continue to reduce.

As a new member of the Corporate Management Team, I've been working with our councillors on the Corporate Plan Steering Group – which looks at how prepared we are and helps plan what we need to do to meet the challenges ahead. Some difficult decisions are now upon us and it will need courage and strong leadership, both from managers and councillors, to see through the changes we must make over the next two to three years.

The latest step was the full council meeting on 04 December, at which the immediate future of our services was discussed. Councillors are still looking at what needs to change, or stop, so that we can balance the 2018-19 budget. Proposals are now public, and we'll be consulting with our workforce. Of course many of us are also residents of Moray, so I would encourage you all to get involved in the conversation we'll be having on the future of local government services – and the jobs we all do.

Next year we'll be opening up the conversation again, this time for the 2019-20 budget, when more significant savings will be needed. We'll keep you all up-to-date with this as it draws closer.

In the meantime, from myself and my colleagues in the Corporate Management Team, thanks for all of your hard work during what's been a difficult year. I hope you have a relaxing Christmas and New Year, spend time with family and friends and enjoy the festivities. For me, that means welcoming my kids back home for two weeks, and all the madness that comes with it!

Denise

PS: The budget consultation has opened and it's great to see many of you taking to our Facebook page and emailing us to voice your opinions.

EDITORIAL

Welcome to your December *Connect*.

Not many years ago we used to see a gradual wind-down in December as Christmas approached. Not any more. In the 24-7 world we now live in it feels flat-out right up to the finish line.

At least at the finish line – Friday 22 December, there's a couple of weeks when most of our operations shut down. I say most, as a fair number of you have to keep Moray moving, are there for those in need and become the safety net for the area.

So here's to the road crews out gritting, the out-of-hours staff at Cameron Park Brae manning the phones, the DLO teams on call to respond to emergencies, the care staff and to all those that step up to the plate over the Christmas and New Year to provide council services. You make us all look great, thank you.

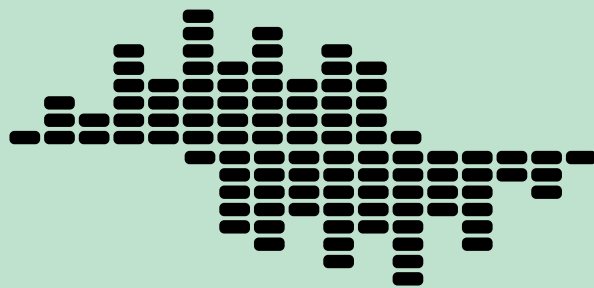
A Merry Christmas and Happy New Year from the *Connect* team!

TEAM CONNECT

Peter Jones
COMMUNICATIONS OFFICER

Sharon Dunbar
MEDIA & COMMUNICATIONS OFFICER

Angus McNicholl
DESIGNER



Whilst *Connect* is a magazine for Moray Council staff, I feel that we councillors should make a contribution, especially after the staff survey revealed that our role is little understood by many of you. I must confess that, even as a council employee for 22 years, my understanding of the role of councillor was not as good as it should have been. My election in 2012, to represent the Forres ward, set me on a very steep learning curve. I very quickly found that there are two main duties, firstly to represent the interests of the inhabitants of the ward and secondly to carry out the democratic function, which is a very important part of running a public service organisation such as the council.

The first role usually involves helping members of the public either to get their fair entitlement of service from the council, or to sort out complaints they might have about the service they receive from the council or any other public service.

The second role is probably the least understood of all by the general public. All decisions made by the council and all policies by which the council operates, are democratically decided or approved by councillors, either at a full council meeting or in one of the main committees. In so doing, the councillors are basically acting on behalf of the public. There are many decisions which are delegated to officers, otherwise the day-to-day business would grind to a halt, but it is the councillors who decide on large scale expenditure or, being topical, on budget cuts. The latter is the most painful aspect of a councillor's life and it is made even more so when we have so little control over the amount of money we have to spend. Since my election in 2012 life has been nothing but a perpetual round of government announcements resulting in less money for local councils to spend and more responsibilities for councils to shoulder.

To paraphrase the works of Gilbert and Sullivan:

*"with continual rounds of savings to be done, to be done,
A councillor's life is not a happy one"*

I should perhaps add that the role of council leader is a whole new ball game, about which I am still learning. I can be in an Edinburgh office one day, speaking to a government minister, and in a snow covered field in Glenlivet the next day, trying to pacify an unhappy farmer. Even more challenging is my efforts to weld together

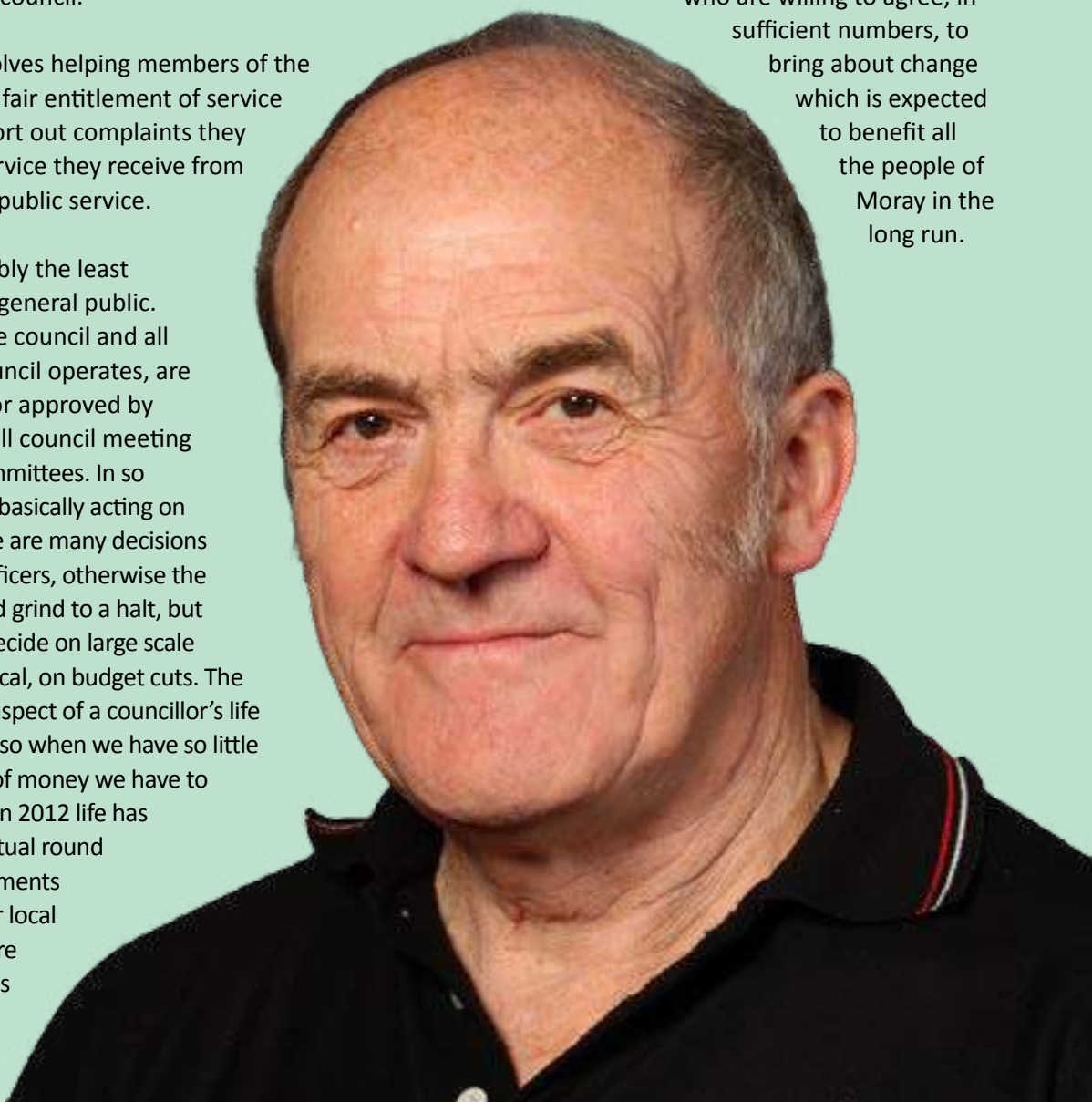
a large enough group of councillors

who are willing to agree, in sufficient numbers, to

bring about change

which is expected to benefit all

the people of Moray in the long run.





STAR FACTOR

Your STAR Award winners were crowned last month at the annual employee awards ceremony at the Town Hall.

We asked you to nominate colleagues who you felt had gone above and beyond their normal duties and deserved recognition for the difference they've made.

All of the nominees gathered to hear who had been awarded the Chief Executive's Award for Excellence and the Colleague's Choice award, which you voted for in your hundreds.

Speaking at the awards ceremony, Chief Executive, Roddy Burns, said: *"A wide range of nominations were submitted and with so many staff doing a fantastic job in such a diverse organisation as the Council it was always going to be difficult to pick out just a few for special mention."*

Nine nominees scooped 'Outstanding Contribution' accolades, with Mary Ross receiving the Chief Executive's Award for Excellence and Colin Munro, the Colleagues' Choice.

Special Commendations were also awarded to Colin Munro and Margaret Younie.

Connect caught up with the winners at the ceremony.

Colin, who's worked as a driver for the Dial M Service for five years, said after he received the first award for outstanding contribution, he couldn't believe it when his name was read out again.

"I was shaking like a leaf, I wasn't expecting it at all and it really feels like something special."

"I just do my job and try to put in 100% – and then a wee bit more on top!"

Colin says meeting people is the best part of his job, helping and putting a smile on his customers' faces.

Mary, who's a school crossing patroller currently based near Seafield Primary, has been in her post for seven years.

She told *Connect* that she was 'overwhelmed' with the honour.

"I'm so grateful for this award; I love my job, and I love the kids I help as part of my work. I didn't have any idea I would win, I suppose I didn't realise what I did had such a positive effect on people."

Here's a round-up of our deserved colleagues and why they were nominated for their outstanding contribution to Moray Council.



↑ St Gerardine School Staff

The team have had to work in challenging conditions during a full refurbishment of the school, at times having no computers working, no phones (either external or internal), no printers, no photocopiers and no smartboards, as well as having to pack up all their classes, help to move the class and then set up in a new temporary area. A couple of months later, they had to do the same again in reverse and move back to their original room. Despite the disruptions of the refurbishment the staff have shown professionalism and enthusiasm, and continue to drive school improvements forward.



Letters of Merit

Simone Evans, who set up a makeshift polling station in the back of her car during the local government election earlier this year, received a letter of merit for *"quick thinking and service to the voter"*.

Gordon McCluskley and Lesley Carr also received merits for their 'extra effort' in securing a council house for a family in need.



◀ Kenna Warren, Consultancy Technician ▶

Over the last year Kenna, as a voluntary STEM Ambassador has visited five primary schools in Moray undertaking work with the children to teach them about the work the Council does for flood management and building bridges. The work Kenna has undertaken with these children has raised the profile of the Council in a very positive way, encouraging them to think about a career in engineering. Kenna has also been instrumental in helping young girls to realise they can pursue a career in engineering.

◀ Colin Bell, Environmental Protection Manager ▶

Colin received an award in recognition of the care and sensitivity he demonstrates in his role as service manager of the burial grounds service. His high level of customer care is recognised as going the 'extra mile' and his empathy and proactive approach to difficult situations goes over and above what is expected.



↑ **Colin Munro, Dial M Driver**

Colin is commended for his exceptionally high level of customer service, always going above and beyond in his role within the Dial M Bus Service. Colin's kindness has made a positive impact on his clients and supported them to retain their ability to live independently, combat loneliness and remain active in the community. His clients thought so much of him that he is referred to in a song that one of the groups made up at their singing exercise and tea group. His thoughtful and caring approach to his job has made him stand out from the crowd.



↑ **Laura McGurk, Principal Teacher**

Laura received an award in recognition of the strong positive impact she has had promoting STEM in primary schools across Moray. She's been a mentor and role model to other teachers and has played a key role in supporting the development of a programme for a larger network of primary science mentors that drives forward improvements in STEM teaching across Moray. Laura's effort and commitment has supported the effective delivery of this programme.



↑ **Andrew Jamieson, Commissioning and Performance Assistant**

Andrew's award is in recognition of the exceptional customer service skills that he demonstrates on a daily basis to make sure the service he supports runs smoothly. Andrew's own experience and caring nature brings invaluable insight to the work that is undertaken within the Commissioning and Performance service. He always goes that extra mile and on numerous occasions his warmth, understanding and ability to communicate have been praised by service users and professionals alike.



↑ **Margaret Younie, School Transport Escort**

Margaret's customers are the pupils and their families whom she travels with. She looks after a wide range of young people ranging from pre-school children to teenagers, all of whom have additional support needs. The first-class service Margaret delivers is so much more than what is expected of her and it is always delivered with a cheery smile. She even supported other passengers outside of work when a bus she was travelling on broke down!



↑ Mary Ross, School Crossing Patroller

Mary's always courteous and cheery as she helps parents and children safely cross the road, and delivers the road safety message in a way unique to her. Mary voluntarily visits primary schools to talk to pupils about how they can play a role in their own personal road safety. The team in the Public Transport Unit have said how much they rely on her to deliver training and ongoing support to fellow School Crossing Patrollers.



↑ Interchange Team

Their award is in recognition of the strong and committed team effort that has delivered a significantly improved service. Interchange is allowing us to gather feedback on a range of topics including work-related initiatives like workforce culture and engagement, health and safety and other key corporate priorities.



↑ Mhairi Reilly, Senior Project Officer

Mhairi received an award in recognition of her performance and capability as project manager for the challenging and complex Electronic Document & Records Management System (SharePoint) Project. Mhairi stepped in to take over the reins of this project when a vacancy arose and she quickly planned and delivered an effective way forward. She has been cited as an example of good project management by a number of senior officers and role model for seniors and peers.



↑ Linda Pearce, Senior Business Support Assistant

Linda's professionalism and flexibility is being recognised. She's always willing to go the extra mile and during recent Children's Services inspections she was responsible for co-ordinating all the administration support, investing her own personal time and effort to ensure a smooth experience and avoid any issues for the inspectors. She even drove the self-assessment to Dundee in the early hours of the morning to ensure it got there on time!

Long Service AWARDS

More than 1,700 years of service have been racked up by the colleagues invited to the latest long-service awards ceremony.

Recognition is given to staff reaching 20, 30 or 40 years' service, in the form of a certificate, buffet lunch and a gift voucher as a token of their commitment to Moray Council for so many years.

Here's a special mention to those hitting their long-service milestones this year, though not all could make it to the ceremony to be presented with their certificate by the Convener.



20 years

Tracey Abdy; Elaine Bell; Judith Bell; Gail Cruickshank; Neil Dalgarno; Norma Davidson; June Duncan; Sheena Dunsire; Sylvia Farquhar; Roselyn Fletcher; Joan Fordyce; James Garvock; Stephanie Gibson; Stacey Hamilton; Angela Hay; Patricia Hendry; Angusina Higgins; Roderick Huggan; Anne Ingleton; William Jack; Deborah Lake; Jerome Lestienne; Lucille Lyon; William Lyon; Donna Mackay; Sybil Mackie; Ian MacCulloch; Madeline McCutcheon; Edward McNee; Louise McQuigg; Albert Phimister; Mary Ramsay; Douglas Reid; Heather Reid; Judith Reid; Fiona Ross; Jill Ross; Fiona Russell; Sheelagh Smith; Doreen Sommerville; Jane Stewart; Tracey Sutherland; John Sweeney; Lorraine Taylor; Debbie Thompson; Stacey Widdrington and May Wilson.



30 years

Eric Bell; Phyllis Bradley; Diane Campbell; Graham Cooper; Stephen Cooper; Karen Delaney; Anne Duff; Linda Ellis; Wendy Fyfe; Deborah Gordon; Nicola Gosling; Susan Grant; Philip McDonald; Ivor McIvor; Marian Ogg; Anne Pendery; Angela Rose; Lesley Scott; Duncan Simpson; Brian Smith; Elizabeth Stewart; James Thain; Iain Valentine and Alexander Wells.

40 years

Ian Davidson and Mary Watt.





WE LOVE IT WHEN A PLAN COMES TOGETHER

The Moray Local Development Plan is a huge document that sets out the vision of future development in the area.

The plan is the backdrop to all planning decisions made by officers and councillors

for the next 10-20 years, so it's vital that as many residents as possible have their say before the final document is published.

Initially we have to present a report to councillors covering the main issues the plan hopes to address. There are nine issues altogether, including improving the quality of design in new developments that could improve health and well-being, allocating sufficient housing sites to meet demand, identify land for employment and attracting inward investment.

Once these have been considered at the planning committee meeting on 15 December, a period of consultation commences. And that's where you can get involved. As a Moray resident and council employee you have an early opportunity to help shape the future development of your community.

An exhibition has been arranged exclusively for council staff on Friday 12 January in the training rooms of the annexe. Featuring interactive mapping of Moray's towns and short films explaining the main issues, officers from planning, housing and transportation will be on hand at the exhibitions to answer any queries.

Starting 17 January everyone in Moray can have a say on the future development of their area. A number of drop-in exhibitions have been arranged for 2018 and further details on these can be found opposite.

Any queries meantime can be emailed to
localdevelopmentplan@moray.gov.uk

Date and Time	Venue
Friday 12 January 10:30am to 3:00pm	Training Rooms 1 and 2, Council Annexe, Elgin
Wednesday 17 January 2:00pm to 8:00pm	Fleming Hall, Aberlour
Tuesday 23 January 2:00pm to 8:00pm	Town Hall, Elgin
Wednesday 31 January 2:00pm to 8:00pm	Fisherman's Hall, Buckie
Tuesday 06 February 2:00pm to 8:00pm	Fochabers Institute, Fochabers
Thursday 15 February 2:00pm to 8:00pm	Town Hall, Lossiemouth
Wednesday 21 February 2:00pm to 8:00pm	Mortlach Memorial Hall, Dufftown
Thursday 08 March 2:00pm to 8:00pm	Town Hall, Forres
Tuesday 13 March 2:00pm to 8:00pm	Longmore Hall, Keith
Saturday 17 March 09:30am to 4:00pm	St Giles Church, Elgin

HR Noticeboard

Childcare Vouchers®

From next April changes to childcare come into force. This means that, from April, you'll no longer be able to sign up to the current childcare voucher scheme run by our provider, Edenred.

If you're already signed up to the childcare vouchers scheme with us, you can continue you can continue to claim them as normal.

The new scheme that is set to replace childcare vouchers is called Tax-Free Childcare. Under the new scheme, eligible families will get 20 per cent of their annual childcare costs paid for by the Government. It works that for every 80p you pay into a newly-created Childcare Account, the Government will contribute 20p.

This could mean Government contribution of up to £2,000 per child as the scheme assumes a maximum of £10,000 per year childcare costs per child.

Winter Warmers

Come and see us in the Annexe and HQ breakout areas on 11 December between 12.30pm and 2pm where we'll be hosting a Winter Warmers session with the NHS as a Healthy Working Lives event.

We'll be serving up mocktails and a warming hot spiced drink to try, as well as sharing ideas for alternatives to alcoholic drinks for over the festive period.

Employee Survey Booklet

The final report from the 2017 Opinion Survey – the Employee Booklet – has been published early this month, giving you a summary of how your colleagues feel about different aspects of working at Moray Council.

The booklet is available on the interchange, but if you don't have regular access to a PC, a paper copy will be made available to you in your depot and/or via your line manager. If you require any more paper copies contact HR by emailing [HR @moray.gov.uk](mailto:HR@moray.gov.uk) or call 01343 563261.

Now that the results have been published, we've begun to discuss them with elected members and managers. Over the coming weeks and months we will be working closely with services to plan how we can build on our success and make working for the Council even better in the future.

Welcome Aboard



Brian McNally has joined us as a Business Support Assistant, following on from his job at Aberdeenshire Council as a Service Point Adviser.



Former Civil Servant Skye Milne is now working for Moray Council as a Clerical Assistant.



Jo Milligan was a Police Officer, but since October has been with us as a HNC Work Placement Student.



Jamie Coull started at Buckie Access Point in September as a Clerical Assistant. Before that, he was an Offshore Operations Technician.



Welcome Neil! He joined us last month As a Building Standards Inspector, after a position as an Architectural Technician with Tullochs of Cummingston.



Helen Milnes rejoins the council, having worked for us for 18 months in a previous post. She's now a Relief Library & Information Assistant at Dufftown Library.



Former Nursery Nurse at St Sylvester's nursery, Manjinder Dhesi-Dhami started with us in November us as a Clerical Assistant.



Maya Jacques, our Apprentice Copy Shop Assistant, celebrated her 18th birthday in style. She went away for a weekend of partying and treated herself to a new car! Many happy returns, Maya!

Celebrations

Buckie-based refuse collectors, William Allan and Peter Reidford, got into the 'Children in Need' spirit – here they are on their rounds with their Pudsey hats on. Suits you, gents!



EGGHEADS

One of our colleagues bravely took on some of the brainiest quizzers in Britain as she took part in Eggheads, which aired late last month.

Fiona Grant, who's a Resources Officer based in HQ, made the trip to Glasgow with members of the Florians drama club in Inverness to take part in the game show, during which teams take on the elite quizzers in category rounds. Then, the remaining contestants complete for a cash prize.

Fiona stepped up for the final category round and said: "I took on Judith at music and trounced her."

"I knew that the first line of a Queen song belonged to We Will Rock You, that Billy Preston played keyboards on Get Back by the Beatles and after a bit of elimination that Miranda Lambert was famous for country music."

"We went into the final team round and got two out of three questions right but were beaten by the Eggheads."

"If we'd won we would have got £8,000. We all had a great day and were put up overnight in Glasgow."

One of the biggest challenges was not the quiz itself, but having to keep schtum about taking part until after the show hit TV screens up and down the country.

"After we arrived at the studio we were taken to the green room, where we had to sign disclosures promising to tell no-one anything until it had been aired. It's been a long five months not being able to talk about it!"

Our Fiona



WE'LL GOBBLE UP YOUR CHRISTMAS LEFTOVERS!

Christmas – what a waste! No, not the celebrations, but all the rubbish that goes with it! There's the leftover food, whatever's not made it into the turkey curry on Boxing Day, or the turkey risotto the day after! From vegetable peelings to plate scrapings and reindeer-chewed carrots – it can all be recycled and the best thing? It's so easy!



And it's not just food waste that we're hoping to see you recycle more of this festive period – here's a quick guide to what can be recycled in which bin:

- * Drinks cans and food tins
- * Plastic bottles and trays marked PET1 or HDPE2 – give them a little rinse first!
- * Shampoo and shower gel bottles, shaving foam tins and aerosols – we know you'll be getting glammed up so any empties can be recycled
- * Wrapping paper – not the foil type though!
- * Christmas cards and gift tags
- * Cardboard boxes
- * Card and paper gift bags
- * Newspapers and magazines
- * Packaging from kids' toys – remember to remove any plastic first!
- * Food, glorious food! All your leftovers, plate scrapings, turkey bones, coffee grinds and out-of-date food
- * Your 'real' Christmas tree, if it fits. If not, leave it out beside your brown bin on collection day and we'll do the rest

Feed the Bins... like Hungry Hippos but for real! Use your own bins and Christmas leftovers to entertain the whole family!

- * Glass bottles - there will be many a festive tippie across Moray!
- * Glass jars
- * No broken glass please!
- * Everything that can't be recycled!

If you fill up your bins before collection day, you can take excess waste to our recycling centres and points across Moray – find these and check out Christmas opening hours on our website www.moray.gov.uk.

Merry Christmas!



WINTER DRIVING

Snow is falling, all around. As *Connect* went to press, we were expecting between 5 and 20cm of the white stuff.

With that in mind we caught up with our roads team, based at Ashgrove, who're sharing with our readers their top tips for staying safe in wintry conditions. Given their years of experience in treating our 900 miles of roads through some of the harshest conditions in the country, we're ready to hear what they've got to say...

"Have a shovel in your car! If you get caught out you can only use your hands for a few minutes. All of our vehicles have shovels in them, and our teams often have to stop and help dig other road users out as they haven't got their own shovel."

"We have salt piles and grit bins throughout Moray; the public often think that they are only for council workers but they're not – help yourself!"

"When we're driving our lorries down steep hills we put them into a low gear, let out the clutch and the revs of the engine will take it down the hill - you can do the same in your car. The worst thing you can do is panic and put on the brakes. "

"When we have the snowploughs out, drivers coming towards us often panic as they don't think the road is wide enough. They put on the brakes and before they know it they are sliding into the opposite side of the carriageway. When you see the snow ploughs please don't panic, there is plenty of room for it to pass you safely."

"There is a perception that as soon as the road has been gritted it is safe – but it isn't. Grit isn't instant and takes about an hour to work; it needs the movement of traffic on top of it to crush it in and break up the snow and ice. If you come across a gritter, please treat it with respect. We get drivers flying past overtaking us and others that are too scared to overtake – both as just as dangerous. The gritter has a maximum speed of 25mph so take care and pass us when it is safe to do so."

So now you're armed with their top tips, let us tell you what else is available.

Our online gritting map shows you our gritting routes and what we have planned for the next 24 hours. We also pile salt in more hard to reach areas, usually close to steep inclines for local communities to help themselves.

And, while we have dozens of operatives looking our roads and footpaths during the winter months, as a road user you have a responsibility to prepare your car and adjust your driving in wintry conditions. It's a good idea to have your vehicle fully serviced before winter starts and have the anti-freeze tested. Halfords and Kwik Fit will complete a winter check for free, all you need to do is book a slot online.

If you can't have it serviced or checked by a garage, then do your own checks:

- ☞ Lights are clean and working
- ☞ Battery is fully charged
- ☞ Windscreen, wiper blades and other windows are clean and the washer bottle filled with screen wash
- ☞ Tyre condition, tread depth and pressure (of all the tyres, including the spare)
- ☞ Brakes are working well
- ☞ Fluids are kept topped up, especially windscreen wash (to the correct concentration to prevent it freezing), anti-freeze and oil



workforce CULTURE CLUB

We've been awarded a bronze award in this year's COSLA's Excellence Awards for our 'improving workforce culture' project.

The COSLA Excellence Awards celebrate the very best in Scottish Local Government, so to say we're thrilled is an understatement! Our Workforce Culture project is in place to create a positive culture where morale is good, people are proud to work for Moray Council and would recommend it to others.

The project was set up in response to our 2013 employee survey, in which employees said they encountered a challenging working environment as a result of the behaviour of others and/or an excessive workload with unrealistic targets. We're seeing an improvement in employee satisfaction, demonstrated by our 2015 employee survey results and informal 'story telling' evidence.

We continue to work on improvements and the most recent employee survey results confirm that employees in our targeted services agree things are getting better. This is the result of hard work and a unique collaboration of cross party councillors, trades union (TU) representatives and senior council officers – and the involvement of front-line employees in the workplace.

It's great to be recognised for this programme and, given the challenging times ahead, these improvements in workplace culture will help support and lay the foundations in moving forward.

Denise Whitworth, Acting Corporate Services Director said: *"Winning a bronze award has been a real achievement, providing our council with some recognition of the innovative work we are carrying out on a daily basis."*

Have you got an emergency kit with these essentials?

- ☞ Tow rope
- ☞ A shovel
- ☞ Wellington boots
- ☞ A hazard warning triangle
- ☞ De-icing equipment
- ☞ First aid kit
- ☞ A working torch
- ☞ A blanket
- ☞ Warm clothes
- ☞ Emergency rations (including a hot drink in a flask)
- ☞ Mobile phone

Fun's Over (til next year?)

More than 200 of you kicked off the festive season in style at the Council Christmas Party at the end of November.

Diamond Skies provided the entertainment for the night, making sure the dancefloor was filled from start to finish – apart from when the stovies were being served!

Here are some of the comments the organising committee received after the hangovers had subsided:

"To all of you and anyone else who was involved in the organisation of the Xmas bash, can I say thank you for a great night. It was really good to mix with loads of colleagues from different departments and I know that a lot of people had a really good time. Thanks again and here's to the next one."

"Just wanted to thank for a great evening's entertainment! The event, price, food, band, decorations and everything down to the cups for the Kitty were just right. Can't do much about the company though lol thanks!"

"Thank you for a great night on Friday. Please pass on our thanks to the committee and all those involved behind the scenes. It was wonderful to see everyone dressed up and a packed dance floor, including some enthusiastic and spirited ceilidh dancing. Loved the band, excellent company and tasty stovies all made for the perfect way to get the Christmas season started. Happy Christmas to you all."

The Committee has also passed on their thanks to all those who came along.

"A big thank you from us to everyone who attended the Christmas party and made it such a great night – we hope there weren't too many sore heads the next day!"

"Initial feedback has been very positive but if anyone has any comments or ideas they can be sent to christmasparty@moray.gov.uk for input to (maybe!) assist future party planning."

"Merry Christmas!"



Council, Public and School Holidays for 2018

Council Holidays 2018

1st & 2nd Jan • 30th March (Good Friday) • 7th May (May Day) • 25th - 28th Dec

Public Holidays 2018

Area	Aberlour - Craigellachie - Knockando - Tomintoul
Date of closure	April 2nd • June 4th • July 30th • Sept 17th
Area	Buckie - Cullen
Date of closure	April 2nd • June 11th • July 30th • Sept 10th • Oct 15th
Area	Dufftown
Date of closure	April 2nd • June 4th • August 6th • Sept 17th
Area	Elgin - Lhanbryde
Date of closure	April 9th • June 25th • Sept 3rd • Oct 15th
Area	Findochty
Date of closure	April 2nd • June 11th • July 30th • Sept 10th • Oct 15th
Area	Fochabers - Garmouth - Kingston - Mosstodloch - Spey Bay - Urquhart
Date of closure	April 9th • June 25th • Sept 3rd • Oct 15th
Area	Keith
Date of closure	April 2nd • June 4th • August 13th • Oct 15th
Area	Portknockie
Date of closure	April 2nd • June 11th • July 30th • Sept 10th • Oct 15th
Area	Burghead - Hopeman - Lossiemouth
Date of closure	April 2nd • June 4th • August 13th • Sept 17th
Area	Forres
Date of closure	April 16th • June 4th • July 30th • Sept 17th • Oct 15th
Area	Roths
Date of closure	April 2nd • June 4th • July 30th • Sept 17th

School Term 2018/2019

Spring Term Starts Monday 8th January 2018

Mid Term Holiday: Fri 9th & Mon 12th Feb

Spring Holidays: Fri 30th March (Good Friday) - Fri 13th April

Summer Term Starts Monday 16th April 2018

May Day Holiday: Mon 7th May

In-Service Closure: Thur 17th & Fri 18th May

Summer Holidays: Mon 2nd July - Mon 13th Aug

Autum Term Starts Tuesday 14th August 2018

Autumn Holiday: Mon 8th Oct - Fri 19th Oct

Winter Term Starts Monday 22nd October 2018

In-Service Closure: Mon 12th & Tues 13th Nov

Christmas Holidays: Mon 24th Dec - Fri 4th Jan 2019

Spring Term Starts Monday 7th January 2019

Mid Term Holiday: Fri 8th & Mon 11th Feb

Spring Holidays: Mon 1st April - Fri 12th April

Summer Term Starts Monday 15th April 2019

May Day Holiday: Mon 6th May

In-Service Closure: Thur 16th & Fri 17th May

Term Ends Fri 28th June

Plus 1 occasional day holiday when the following schools will be closed:

Buckie High ASG

Monday 11th June 2018

Elgin Academy ASG

Thursday 8th February 2018

Elgin High ASG

Thursday 8th February 2018

Forres Academy ASG

Friday 4th May 2018

Keith Grammar ASG

Monday 4th June 2018

Lossiemouth High ASG

Friday 4th May 2018

Milne's High ASG

Friday 4th May 2018

Speyside High ASG

Monday 4th June 2018

D-02470

2018

CALENDAR



Moray Council Closed



End of Flexi Period



	JANUARY						FEBRUARY						MARCH				
MON	1	8	15	22	29	MON	5	12	19	26	MON	5	12	19	26		
TUE	2	9	16	23	30	TUE	6	13	20	27	TUE	6	13	20	27		
WED	3	10	17	24	31	WED	7	14	21	28	WED	7	14	21	28		
THU	4	11	18	25		THU	1	8	15	22	THU	1	8	15	22	29	
FRI	5	12	19	26		FRI	2	9	16	23	FRI	2	9	16	23	30	
SAT	6	13	20	27		SAT	3	10	17	24	SAT	3	10	17	24	31	
SUN	7	14	21	28		SUN	4	11	18	25	SUN	4	11	18	25		
	APRIL						MAY						JUNE				
MON	2	9	16	23	30	MON	7	14	21	28	MON	4	11	18	25		
TUE	3	10	17	24		TUE	1	8	15	22	29	TUE	5	12	19	26	
WED	4	11	18	25		WED	2	9	16	23	30	WED	6	13	20	27	
THU	5	12	19	26		THU	3	10	17	24	31	THU	7	14	21	28	
FRI	6	13	20	27		FRI	4	11	18	25		FRI	1	8	15	22	29
SAT	7	14	21	28		SAT	5	12	19	26		SAT	2	9	16	23	30
SUN	1	8	15	22	29	SUN	6	13	20	27		SUN	3	10	17	24	
	JULY						AUGUST						SEPTEMBER				
MON	2	9	16	23	30	MON	6	13	20	27	MON	3	10	17	24		
TUE	3	10	17	24	31	TUE	7	14	21	28	TUE	4	11	18	25		
WED	4	11	18	25		WED	1	8	15	22	29	WED	5	12	19	26	
THU	5	12	19	26		THU	2	9	16	23	30	THU	6	13	20	27	
FRI	6	13	20	27		FRI	3	10	17	24	31	FRI	7	14	21	28	
SAT	7	14	21	28		SAT	4	11	18	25		SAT	1	8	15	22	29
SUN	1	8	15	22	29	SUN	5	12	19	26		SUN	2	9	16	23	30
	OCTOBER						NOVEMBER						DECEMBER				
MON	1	8	15	22	29	MON	5	12	19	26	MON	3	10	17	24	31	
TUE	2	9	16	23	30	TUE	6	13	20	27	TUE	4	11	18	25		
WED	3	10	17	24	31	WED	7	14	21	28	WED	5	12	19	26		
THU	4	11	18	25		THU	1	8	15	22	29	THU	6	13	20	27	
FRI	5	12	19	26		FRI	2	9	16	23	30	FRI	7	14	21	28	
SAT	6	13	20	27		SAT	3	10	17	24		SAT	1	8	15	22	29
SUN	7	14	21	28		SUN	4	11	18	25		SUN	2	9	16	23	30