

Connect

April
2019

GETTING OUR
CLAWS
INTO

CAT

moray
council



April 2019

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Editorial

Welcome to your April *Connect*!

Wherever you live in Moray it's likely you'll have seen – or will be seeing – a change in the way your local halls are operating. Transferring these buildings to communities has really gathered momentum following last year's budget decision to close them. After the howls of protest from that decision died down it's clear that local groups have stepped up to the plate and made real successes from the change. Given our ongoing need to reduce spending we can expect more community take-overs of council functions.

Another result of our budget decisions is that a number of colleagues have left us last month. Two particularly long-servers are featured in *Connect* this month. Thankfully no compulsory redundancies were made and all either left under voluntary early retirement or severance terms. We wish everyone well in their next chapter.

We had a lot of appreciative comments on the main story in our last edition, and for the use of Life of Brian references. Humour is sometime the best way to get a point across, and this wasn't lost on many of you who said they want to see more examples of the good things we do published.

So, over to you. Send a brief note to us at connectnews@moray.gov.uk about what you and your team are doing well, and we'll take it from there.



Peter Jones
Communications Officer



Sharon Dunbar
Media & Communications
Officer



Angus McNicholl
Designer



HeadsUp

Ian Todd, Community Support Manager

Dear Colleagues

I have worked with Moray Council since 1999. Prior to that I was a senior community learning and development worker with Aberdeenshire Council, preceded by eight years as manager of a European-funded project for the young unemployed in Aberdeen city centre.

I manage a small group of dedicated community support officers (CSOs), which I think is one of the best jobs in the council.

The council's Community Support Unit is based in the Chief Executive's section. The unit was formed 10 years ago when the Community Learning & Development section in the council became more focused on adult learning via Moray College and the library service. This released a small group of skilled staff to dedicate their time to Community Development.

So, what does Community Development mean?

Our team supports communities of all types to use their own assets to improve the quality of local life. Community Development helps communities and public agencies to work together to improve local services and influences the way in which decisions are made.

We support all community councils, village halls and community associations across Moray to ensure the halls they manage and communities they support can continue to grow. A lot of that support over the years has been concerned with making it easier to access funding.

Over the past few years, staff within the Community Support Unit has been at the forefront of supporting Participatory Budgeting (PB), where local groups are encouraged to identify priority spends under specific themes with 'real' money. This type of community budgeting will increase over the next few years when local authorities like Moray Council will have to ensure that local people have a major say in at least 1% of the total council budget.

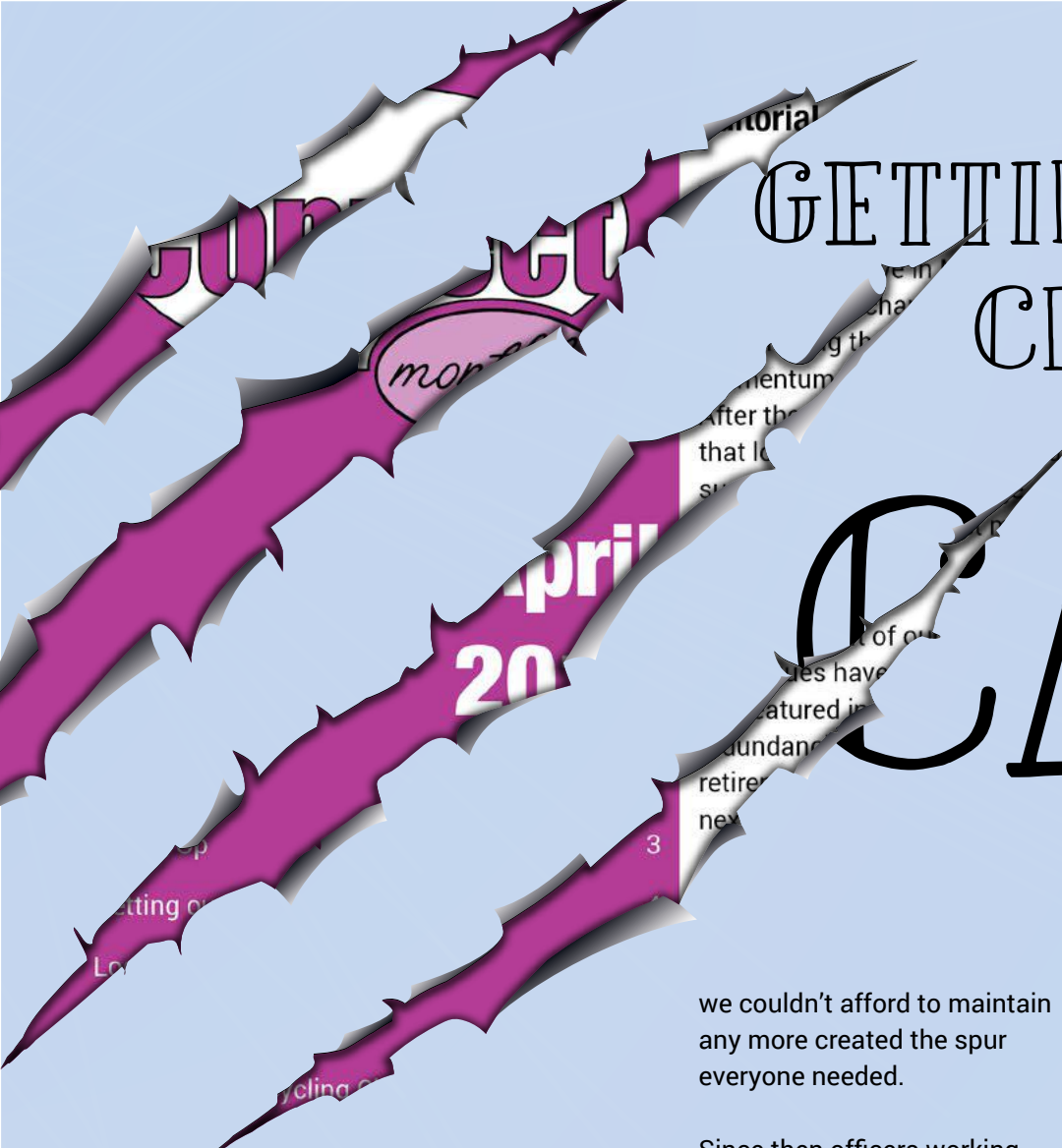
CSU staff are the council's 'face' on the ground to a number of groups taking over the management and ownership of a number of town halls and community centres. Along with key stakeholders and colleagues in other council departments, we have put together two-year action plans that will hopefully ensure seven local town hall committees will be successful in acquiring ownership of the buildings through a

Community Asset Transfer. Our track record in this area of development speaks for itself, given the number of successful transfers over the past few years.

We are currently the lead officers tasked with facilitating two pilot locality plan projects (Buckie Central East and New Elgin East) on behalf of The Moray Community Planning Partnership, supporting local residents to identify community priorities that will lead to real change in those communities. The aim is to bring local people and agencies together to draw up action plans before tackling issues in partnership.

Out of work, my main hobby is writing. I am now on my 12th novel and have built up a growing following of readers both here and abroad. I also manage a Facebook page called The Glasgow Chronicles, which has 45,000 followers and focuses on what life was like in Glasgow during the 50s, 60s and 70s, through the use of photographs.

Best wishes
Ian



GETTING OUR CLAWS INTO CAT

Moray Council has been leading a sea-change in the running of many halls and community buildings in the area over the last few years.

Following budget decisions to divest ourselves of a number of buildings in 2013/14, several community groups expressed an interest in taking over their local buildings and run them themselves. This moved slowly, so it was not until the 2018 budget that the decision to close halls, toilets and other properties

we couldn't afford to maintain any more created the spur everyone needed.

Since then officers working within the council's asset management, estates, legal and community support unit have given the disposals a top priority, leading to some real successes.

Called a Community Asset Transfer, or CAT, the process of handing over public buildings can be a long and arduous one. Interested groups have to constitute themselves into a formal body, develop a business case and apply to take over the property. All the while they continue to raise funds.

Given the time that it can take, coupled with the council's urgent need to dispose of the burdens promptly, temporary leases have been negotiated

to enable groups to move in and take responsibility for the buildings. This gives the groups valuable experience in running the buildings before committing to a full transfer.

The most high profile of these CATs is Elgin Town Hall, which is enjoying something of a renaissance since a local group took the reins. Similarly, halls and community centres in Buckie, Cullen, Dufftown, Findochty, Forres and Keith are all being run by local groups. Much volunteer effort has gone in to repairing and upgrading the buildings, introducing new activities and increasing bookings. In Cullen, a Men's Shed has been established and bookings for the Residential Centre have increased. A Heritage Room has been created in Findochty hall, while the Longmore Community Hall in Keith and Fisherman's Hall in Buckie are developing their facilities as venues for weddings and large functions.

In Forres, the hall has become the base for the Forres Area Community Trust and is becoming established as a busy hub. In Dufftown the community centre is being developed as the base for groups such as the rifle club, youth club, BALL group and a toddlers' group

The Community Support Unit is working closely with all these groups as part of a two-year programme of support to help prepare for a full asset transfer.

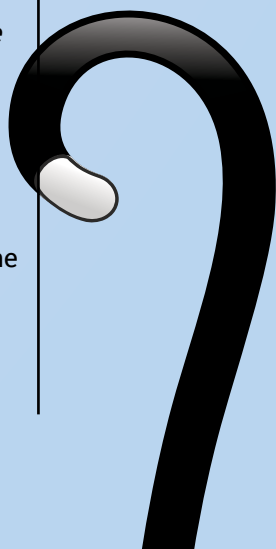
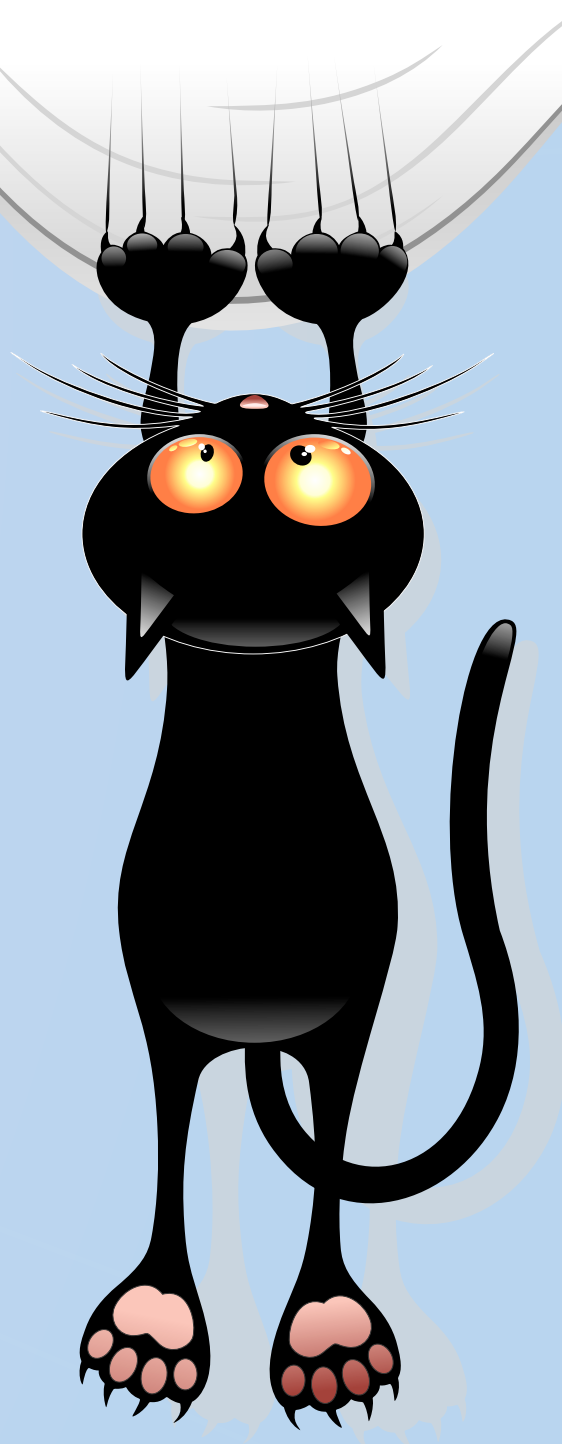
Community Support Officer, Dawn Brodie, said: *"Our programme involves bringing the groups together regularly to cover relevant topics such as licensing, volunteer management, and the roles and responsibilities of trustees.*

"It's also a good opportunity for groups to learn from each other and share information. In February, we secured external funding to take groups on a fact-finding visit to community-run facilities elsewhere in Scotland, each with a different focus.

"Feedback from this was extremely positive and it strengthened the links between all the groups. It is quite astonishing how much they have achieved in the short time they have been running their facilities."

Other types of premises have been transferred to local groups to manage, such as the toilet blocks and Cullen.

Following budget decisions to divest ourselves of a number of buildings in 2013/14, several community groups expressed an interest



The council's CAT team are currently helping 27 community groups through the CAT process.

Coordinating the transfers is Andrew Gray, whose work often starts with a simple enquiry coming in from a community keen to save a local building from closure to the council's dedicated CAT email address. The work intensifies once an expression of interest comes in, at which point a range of council services become involved.

A wave of expressions of interest came in after the 2018 budget where halls across the area were placed on the closure list to make much-needed savings. And what first appeared as a death-knell for communities has been a trigger to rejuvenate interest and cooperation in Moray's villages and towns, leading to stronger more resilient communities.

The council's CAT team are currently helping 27 community groups through the CAT process, three of which have been approved for full transfer. Notable successful transfers in recent years include Morayvia's Aviation Museum in Kinloss, the former Tomintoul Museum, the Speyside Visitor Centre in Aberlour, and the Forres Tolbooth.

Thank you to the Northern Scot for the picture.

Andrew said: *"There is nothing more satisfying than seeing a community coming together to take on the responsibility for providing their own valuable local services. I had the pleasure of joining the Friends of the Fishermen's Hall in Buckie at their formal opening last year."*

"The hall was buzzing with the sense of achievement, community cooperation and optimism for the future."

Right... Dawn Brodie,
Community Support Officer

Below... Andy Gray (1st left) at the
hand over of Elgin Hown Hall





Local Housing Strategy



Each local authority must produce a Local Housing Strategy as a statutory function under the Housing (Scotland) Act 2001. Local Housing Strategies usually have a term of 5 years, and are based on a Housing Need and Demand Assessment (HNDA) which is also produced every five years ahead of the LHS.

The HNDA provides a strategic assessment of the whole housing system in Moray across all tenures. It forms a key piece of evidence for the Local Development Plan as well as the LHS because it estimates how much new housing is needed for the next 20 years, of which types, tenures and in which locations. Moray's latest HNDA was completed on 5 April 2018 and is available on our website, [here](#).

Based on the data in the HNDA, the Local Housing Strategy (LHS) then sets out the outcomes the Council and its partners want to achieve, and the actions they will take, to address housing need and demand in Moray. The LHS forms the basis for future investment decisions in housing and related services.

We have been developing a new Local Housing Strategy throughout 2018 and have recently completed a consultation on a draft Local Housing Strategy 2019-2024. Comments were invited from the general public through social media and from our partnership group, Housing Strategy Group. This group includes a wide range of agencies including colleagues from planning, housing associations, Health and Social Care Moray and the third sector.

LHS activity is structured around these priorities:

A strategic assessment of the whole housing system in Moray.

Priority 1:

To improve access to housing across all tenures and address housing need

This means we will work to reduce the number of households in housing need through increasing the supply of affordable rented housing, and by making the best use of existing housing in all tenures and investment in affordable housing. The council will work in partnership with other housing providers to deliver good quality affordable housing of the right type and in the right locations and to promote sustainable communities where people want to live

Priority 2:

To prevent and alleviate homelessness

This means we will consider the full range of housing options including guidance on managing rent or mortgage arrears, support for private rentals and other social rent or purchase options, all with a view to minimising the number of people experiencing homelessness. For those who do become homeless, the council will look at rapid rehousing, providing good quality temporary accommodation where necessary.

Priority 3:

To assist people requiring specialist housing

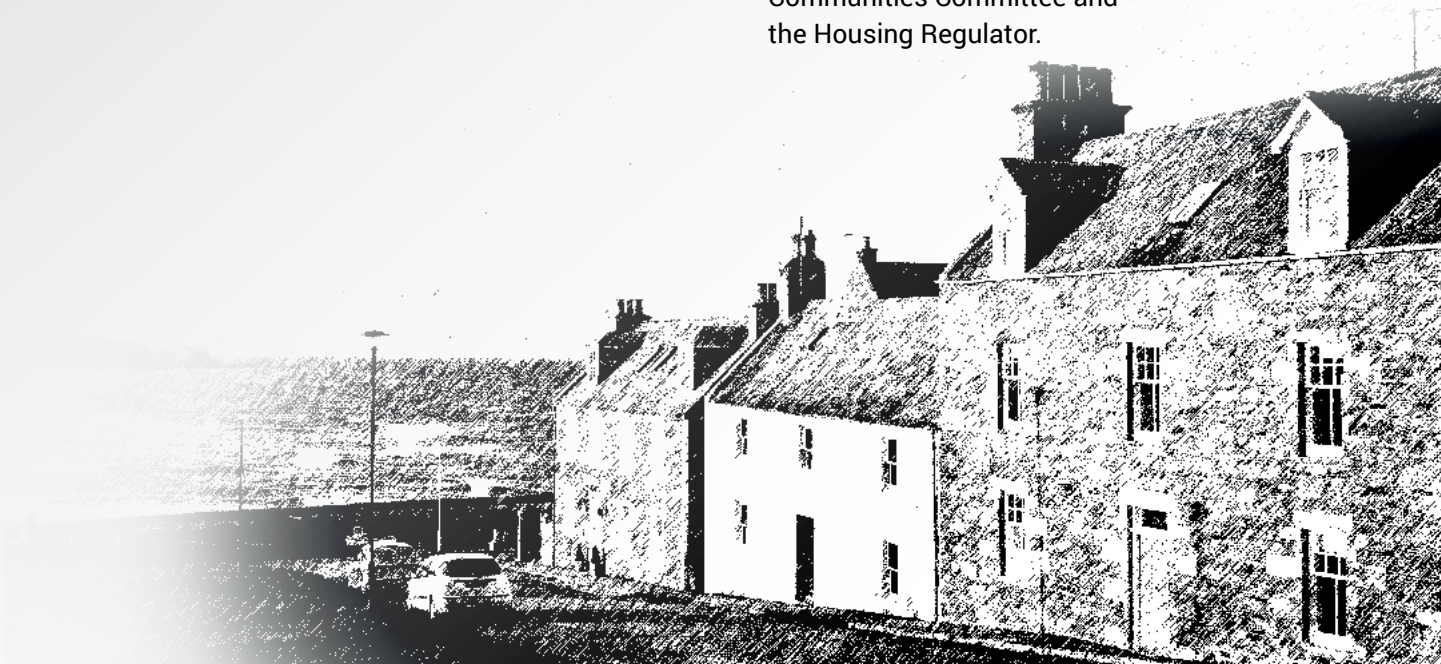
This means we will aim to reduce health inequalities and promote good health outcomes, and will contribute to the aims of Health and Social Care Moray and the NHS.

Priority 4:

To improve the condition and energy efficiency of housing, and minimise fuel poverty

This means we will ensure that as many households as possible in Moray live in a warm, comfortable home they can afford to heat. We will seek to reduce energy consumption in homes and promote the use of renewable energy sources for heating

Following the consultation, a final Local Housing Strategy 2019-2024 will be considered by Communities Committee on 2 April 2019. Assuming approval is given, the Local Housing Strategy will be published on our website and we will begin implementation. The LHS includes an Action Plan and a suite of performance indicators. These are updated annually and the results monitored by Communities Committee and the Housing Regulator.



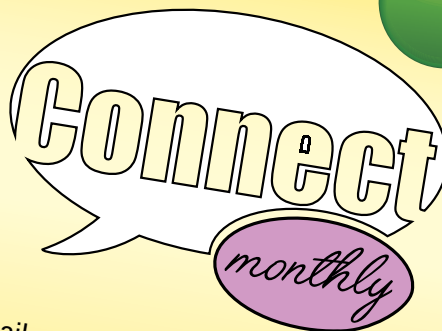
HR Noticeboard

Healthy Working Lives (HWL)

Healthy Working Lives group met in March and discussed various topics and events for the forthcoming year, we've also been working with our NHS Healthy Working Lives partner in order to share and expand what we can possibly cover within the HWL remit.

As this is still in the final stages of planning we'll tell you more and share the plan once it is finalised.

In the meantime, check out the latest HWL challenge in this edition – are you up for it?



email connectnews@moray.gov.uk to get Connect emailed to your personal email address, every month.

Easter Break

It's Easter break ...already!! You may have even booked time off to enjoy over the school break and maybe a chocolate egg!!

It is worthwhile mentioning how important it is for everyone to take regular breaks for their health and wellbeing, so perhaps a timely reminder to think about the rest of the year and booking some time off over the summer and following months if you haven't already would be useful.

Pay Award

Agreement has been reached on pay awards for employees whose terms and conditions of service come within the framework of the Scottish Joint Council for Local Government Employees and Scottish Joint Negotiating Committee for Craft Operatives.

- The agreement covers the period from 1 April 2018 to 31 March 2021;
- 2018/19 There is an increase of 3.5% (capped at a salary level of £80,000, on or above which a flat rate of £1600 will apply).
- 2019/20 There is an increase of 3%
- 2020/21 There will be an increase of 3%

In each of these three years the Scottish Local Government Living Wage (SLGLW) will rise by the percentage uplift referred to above. The SLGLW rate will be used as the minimum pay level for all pay, including additional hours, overtime, and other allowances.

Spring Walk & Cycling Challenge



We're raring to go with our new Healthy Working Lives challenge, pitting teams of cyclists and walkers against each other in friendly competition to win 'The Wee Spring Challenge'!

Walkers are encouraged to hit their 10,000 steps per day to cover 896 km over the duration of the challenge (29 April – 24 May), while cyclists should aim for 35 km per week to cover 448 km.

Teams ready to take on the walking challenge should sign up as a team of four, and cyclists as teams of two. All teams registered will compete to finish all weekly stages of either the walk or cycle first. We'll publish updates on the interchange every Monday, with the winners announced at the end of the month.

Got what it takes? Email Catherine.ferguson@moray.gov.uk for a registration form – make sure it's returned by 24 April!

Walkers

Steps per person, per day: 10,000
Steps per team, per week: 280,000
Steps team challenge total: 1,120,000

Cyclists

Km per person, per week: 56
Km per team, per week: 112
KM team challenge total: 448



Panda-monium

To promote and take part in Earth Hour, Hythehill Primary have been going for 'an hour without power' and held a competition to design 'switch off' posters for the school. Energy workshops have also been held at Hythehill, Kinloss, St Peters and Cullen primary schools.

The Earth Hour panda has been doing the rounds in primary schools in Moray, clocking up almost 100 moniker suggestions.

Panda is wearing the specially designed Keeling Tartan, which symbolises the shift from fossil fuels (grey and black) to 100% clean energy (green and yellow). Finally adopted by the Portknockie Primary Eco Group, Darken2016

the panda was named 'Melody'.





The day is rapidly approaching when the UK will formally leave the EU. Whatever your view of this event, as you might imagine there's been a lot of activity within public sector agencies such as ours to prepare for the potential impacts of Brexit. From the council's perspective an early concern was supply of raw ingredients for school meals, and possibly some spare parts for vehicles and machinery from European manufacturers.

However, given our record of sourcing nearly all ingredients for dinners locally, we are somewhat protected from some of the higher risk effects. Assuming – risky to do that we know – that our suppliers are ready for the impact of Brexit on their supply chain, we should be OK. The small risk is that Brexit in any form – hard or soft – could adversely affect the supply of animal feed, veterinary medicines, equipment, seeds, chemicals and a host of other consumables.

BREXIT

Given our record of sourcing nearly all ingredients for [school] dinners locally, we are somewhat protected.

Another element we are monitoring closely is the number of EU nationals that could lose their citizenship, or right to work in the UK. The loss of key staff could be damaging for service provision due to difficulties in recruiting, particularly to remote areas. Service areas that may be adversely impacted are education, social care and cleaning services, but the council has relatively few EU nationals in our employ. Our HR teams have prepared some advice and support for anyone concerned about their status.

As an EU citizen, you and your family members will be able to apply to the EU Settlement Scheme to continue living in the UK after 31 December 2020. That will allow you and your family to continue to live, study and work in the UK. Applications can be submitted from 30 March 2019 until 30 June 2021. All your rights will remain unchanged until then. To find out more about what you need to do next visit www.gov.uk/settled-status-eu-citizens-families.

Conversely, UK nationals would lose their EU citizenship, removing rights to residency and essential services including non-emergency healthcare, becoming third-country nationals. There may be an influx of these vulnerable expats who would create significant pressure on council services.

Many of these risks will affect the commercial sector locally more than the council, but we could still experience a knock-on effect. Contractors we use that rely on skilled and unskilled EU nationals may well experience difficulties if these employees leave – by choice or necessity. In addition, if raw materials for local industries arrive via harbours in the North East of Scotland customs delays could be likely and extra import duties may be applied.

Senior Moray Council staff, including the chief executive, are part of a Scotland-wide public sector network preparing mitigation against the risks associated with Brexit. As the picture becomes clearer from UK government, mitigation plans will be implemented as required.

Most of us take photos of our outdoor activities, but have you ever wanted to capture them in words? The Cairngorms National Park is a vast landscape full of beauty, adventure and extra-ordinary encounters with nature, and this year it offers a unique opportunity.

[Shared Stories: A Year in the Cairngorms](#) is a 12 month project encouraging anyone who has been here to express their experiences through creative writing. Based on

the knowledge that we thrive best in a healthy, natural environment and that it thrives best if we care about it, the project seeks to foster that relationship with artistic responses.

Through a series of workshops across the National Park led by [writer in residence, Merryn Glover](#), people all backgrounds – school children to estate staff – are invited to write and share their nature encounters. Many of these will be featured on the National Park website,

on display banners and in an end-of-year anthology.

The next series of open workshops are at [the Discovery Centre in Tomintoul](#) from 6.30 - 8.30pm on Tuesdays 23rd and 30th April, 7th and 14th May. For full details of how to get involved search for Shared Stories on the CNPA website.

[Cairngorms.co.uk/caring-future/education-learning/shared-stories/](http:// Cairngorms.co.uk/caring-future/education-learning/shared-stories/)

[www.merryinglover.com/](http:// www.merryinglover.com/)

<https://www.facebook.com/events/1237586996415269/>

Shared Stories: A Year in the Cairngorms



National Parks Week

National Parks Week takes place later this month and the Cairngorms National Park (the UK's largest!) will be taking part in the celebrations.

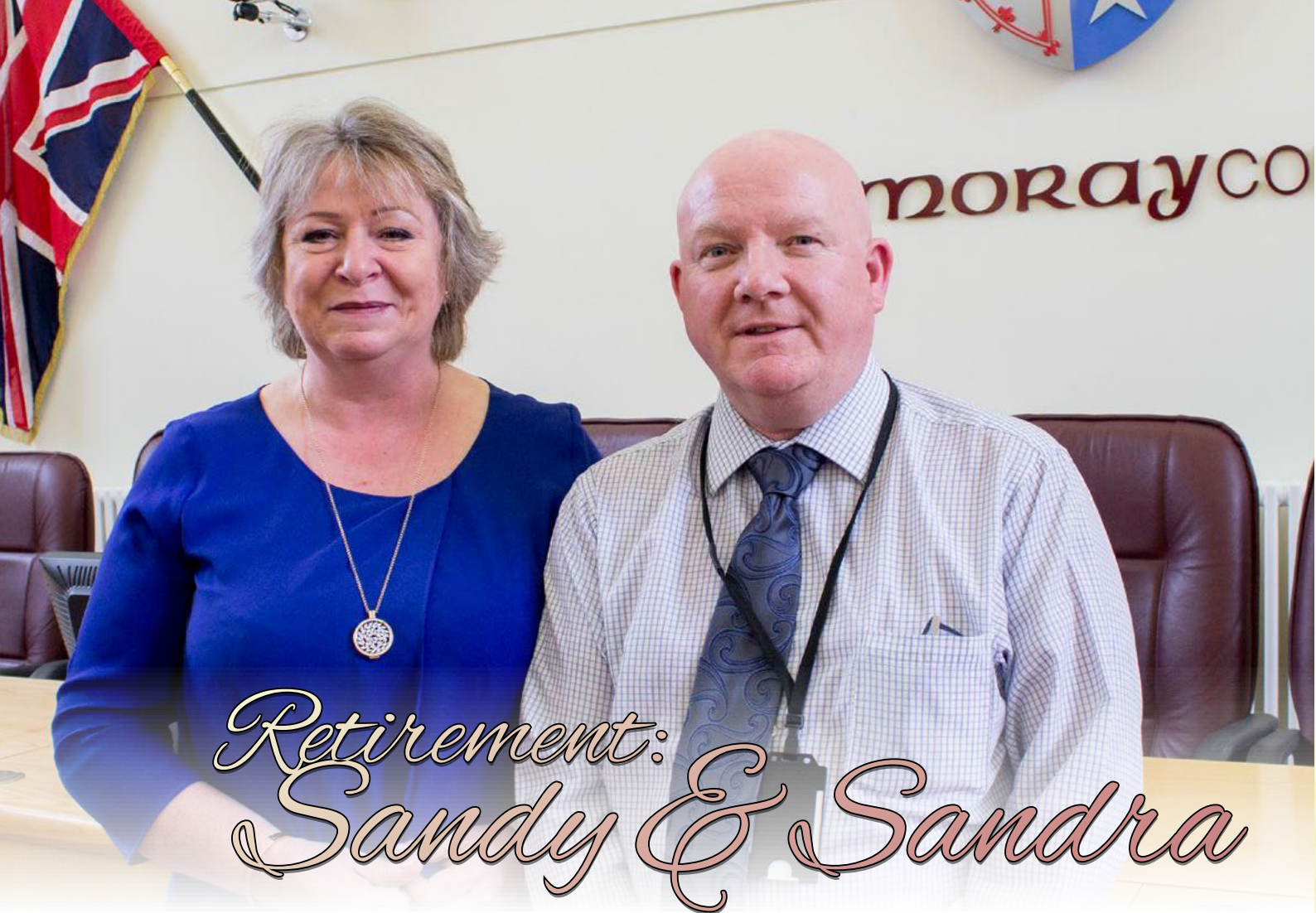
Maybe you're a regular visitor to the Cairngorms? Maybe you've never been? If not, you're missing out! An estimated 1.87 million people visit each year to enjoy its landscape, wildlife, culture and tranquillity.

There are more than 200 miles of way-marked paths, ranging from 15 minute-strolls to walks which last for hours, so there's always something to see and do. There are nine National Nature Reserves and lots of events happening within the Park. You can visit any of the 10 Ranger bases at any time, and join in with Ranger events.

Visit their website where you can find out how to make the most of the park if you're on a

budget, read about the role of the Board or even have your say on the Local Development Plan – it's all available at <https://cairngorms.co.uk>.

Did you know? Moray Council is represented on the Cairngorms National Park Board by Cllr Derek Ross, so that we have a say on key issues, including planning, within the Park boundaries.



"I can't thank Sandy and Sandra enough for their hard work over the years and I wish them a long and happy retirement."

—Roddy Burns

Two colleagues who started work on the same day 37 years ago retired last month.

Sandy Livingstone and Sandra Preston both began work at the then Grampian Regional Council in 1981, Sandy as a clerical Officer and Sandra as a rent collector. Their annual salaries at the time were a princely £3,840!

Since then, they've both held a number of positions. Sandy has taken on roles as a fraud officer, revenues area manager and finally as the team leader in customer services, in charge of the Access Points.

Meanwhile Sandra has been head of collection, a revenues administration officer, taxation support officer, and ended her career as a customer service support officer in the contact centre.

They were recognised for their long service by Chief Executive, Roddy Burns, and Convener of Moray Council, Cllr Shona Morrison, on 19 March, surrounded by their colleagues and family.

"The sheer dedication that our staff show is often unnoticed," said Roddy, "I can't thank Sandy and Sandra enough for their hard work over the years and I wish them a long and happy retirement."

Sandy is looking forward to more time fishing and his daughter is getting married later this year – so he now has plenty of time to work on his speech!

Meanwhile Sandra is definitely intending on keeping busy, with a new bathroom being fitted and a trip to Crete already planned!

Speaking to *Connect*, Sandra and Sandy thanked everyone who contributed to their retirement gifts and signed their cards.

"A big thank you also to everyone who came along on 19 March to wish us well for the future."



Greenfingers

Training Project

In the first of a regular piece for all you gardeners, team leader for the Greenfingers training service, Menita Roberts, gives us the low-down on what's going on in the council's potting shed.

Greenfingers is part of the Employment Support Services team, funded by Health and Social Care Moray. We offer training and work experience for people that have a learning disability, are on the autistic spectrum or in recovery of a mental health condition. Our focus is recognising and encouraging individual's abilities, skills and talents using the therapeutic benefits of horticulture and Green spaces.

Like its plants, Greenfingers continues to grow. Our passionate horticulturalists and growers that make up the team of trainees, volunteers and staff make the magic happen in the Cooper Park nursery and elsewhere in Moray throughout the year.

We've been involved in an array of forestry-based tasks over the past year, and the Forestry Commission have just committed to a further two years of financial support as a result. We're very proud to have their support and such positive feedback from their team.

Spring is one of the most exciting times of the year for gardeners and is at last showing signs that it has arrived. As in previous years, we are growing our quality veg and bedding plants for sale and use in our maintained gardens. In response to requests from customers, this year we have added some varieties of perennials plants for sale.

Most of our plants have been purchased by community groups for amenity planting on a pre-ordered wholesale basis, and we also have the occasional 'pop-up' sales along with our annual open day. This year's open day sale will be held on Saturday 11 May 10am-3pm, at the Cooper Park Nursery.

On the day Moray's Wellbeing Hub will provide refreshments, there will be forestry interactive displays, things for the kids to do, and this year we are hoping the SSAFA will be joining us along with Earthtime. Visitors can also learn about about Moray's 'Grow Food' strategy.

Our maintenance squad has been busy in Dr Grays sensory garden, Logan's Rainbow and some works have been completed in local private gardens. At our open day you can find out more about this and other ways we can undertake work in the community, such as our first bushcraft programme at the Cedarwood Day Service and our plans for our new food-growing areas.

It should be a fun day.

Things to be doing in the garden: beds should be showing signs of life now as the ground slowly warms up. This may still need a helping hand with ground cover fleece for veg and salad crops. This is the time for seed sowing, seedling transplanting and tattie planting. Just remember to be cautious of those frosts though.

Keep up-to-date with our activities by following us on Facebook or Twitter.

Happy gardening!

Menita Roberts

Our passionate growers [...] make the magic happen.

Paperless eBilling

To help bring down costs and reduce our environmental footprint, we're introducing e-billing for council tax. By [opting to go paperless](#) you can receive your council tax bill in a quicker and more convenient way.

Everyone who signs up for the e-billing service can be entered into our free prize draw. Five prizes of a £100 one4all voucher will be offered as an incentive to sign up for e-billing. One winner will be selected per draw, with draws being made April, June, September, and November 2019 and January 2020.

To be in with a chance of winning, register for [myaccount](#) or sign in to your existing [myaccount](#) and then register for council tax e-billing. The first prize draw will take place on 30 April 2019. To be in with a chance of winning, your e-billing registration must be received by midnight Friday 26 April 2019.

You must be registered with [myaccount](#) before you can set up e-billing and be entered for the prize draw. Registering for myaccount is free. Full terms and conditions are available on the website.

Sign up today at www.moray.gov.uk/ctaxebilling.



“Why do you say we should go paperless?”



Brown Bins



www.moray.gov.uk/gardenwaste

Remember that our new garden waste collection system is now in place!

If you want us to collect your garden waste from the kerbside, it must be in your brown bin and the bin must display a valid permit. If you've bought a permit, make sure it's on your brown bin before your next collection!

If you've not bought a permit, you can still apply for one at www.moray.gov.uk/gardenwaste and we aim to send it out within 10 days. But, in the meantime, we won't collect your garden waste – you can take it to your nearest recycling centre or compost it from home.

Buy your permit online at www.moray.gov.uk/gardenwaste.

WORLD DAY

for Health & Safety
at Work



As an organisation we encourage early intervention through our Health and Work, and Mental Health and Wellbeing Policies.

April marks the 100th birthday of the International Labour Organisation (ILO), which was founded just after the First World War to promote better standards of health and safety throughout the world. Part of the rationale behind it was that events like war would be less likely if populations enjoyed a sense of prosperity and wellbeing, and this includes good standards in the workplace.

This wasn't the first official recognition that poor health and safety is a social as well as a personal evil. The dreadful conditions during the industrial revolution saw a whole slew of acts of parliament passed in the UK from the mid-19th century onwards. Various Acts covering factories, mines and quarries were introduced, reflecting the nature of the economy at that time. Other sectors were also brought under the legal protection as

the economy developed during the 20th century until all health and safety legislation was brought under one umbrella with the introduction of the Health & Safety at Work Act in 1974.

The 1974 Act was recognition that there can be health and safety issues in any workplace, not just obviously dangerous sectors, and it obliged organisations to protect their staff and anyone else that might be affected by their activities accordingly. Implicit in this was a requirement (since made explicit) to carry out a suitable risk assessment of these activities.

A lot of people can be fazed by the term 'risk assessment', thinking of it as some sort of highly technical specialist skill. Actually all it requires of us is to look at what we are doing, identify what could go wrong, who might be affected, how things might be remedied

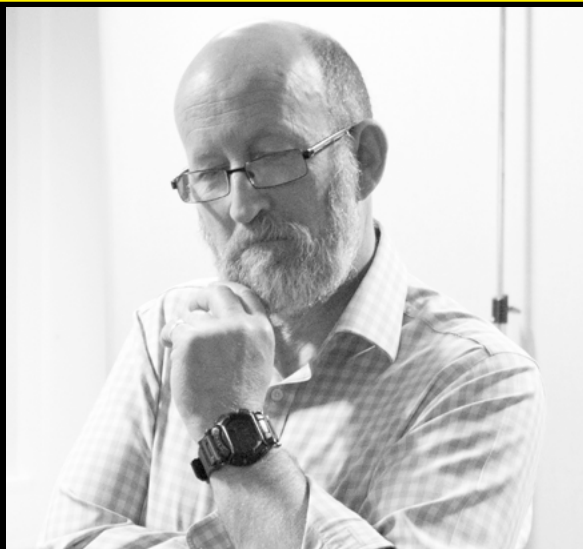
and then check to make sure that the improvements made actually work. Depending on the context, it could alternatively be called pre-planning or problem solving.

Over the last century the economy has changed drastically, from primarily being based on industry and manufacturing to becoming largely service sector orientated. Organisations like ours still have employees doing jobs that expose them to traditional safety hazards, like operating dangerous machinery, but most of the workforce face hazards that seem to be a common feature of modern working life.

In the forefront of this nowadays thanks to media campaigns such as 'Heads together' and 'Time to Change' is mental health awareness which sometimes includes stress as a contributor. Stress and mental health

We bid a fond farewell to our long-suffering H&S Manager, Doug Reid, who retired last month. We'll miss his Doric take on life - and work!

Good Luck, Doug!



illness are some of the more modern challenges faced by organisations and therefore a health and safety work concern.

As an organisation we encourage early intervention through our Health and Work, and Mental Health and Wellbeing Policies which includes encouraging managers to talk about mental health and stress with their employees and make reasonable adjustments where possible to help them maintain attendance at work. Additional to this, policies for flexible working and special leave can help employees alleviate some of the stresses from their home lives that impact on the workplace.

Health and safety is not just an issue for organisations to address; employees also have a legal obligation to look after the health and safety of both themselves and others

affected by what they do, and to help their employer fulfil its responsibilities. In practical terms, this means doing the job properly, following any safety rules in place, reporting any incidents or unsafe situations and letting your manager know if you have any problems. The last part is particularly important. Good health and safety is fostered by a flow of information in both directions and, as in most areas of life, co-operation and communication are the keys to success. Things only improve if people talk to one another.

“it’s more than just hard hats...”

THINK

**SAFETY
FIRST**





BREAKING GROUND AT LINKWOOD



ACCOLADES FOR COMMUNITY WELLBEING DEVELOPMENT TEAM

The Community Wellbeing Development team, who were Moray Council STAR award winners in 2018, have gone on to win the Patrick Brooks Award for Best Working Partnership at the Age Scotland Awards 2019.

The award is for organisations that have made an outstanding contribution to addressing the needs of older people.

Organised in response to Moray's aging population, the team organised over-60s day-time discos to help reduce social isolation and exclusion,

building connections back into a social activity.

Community Wellbeing Development Officer, Carmen Gillies, said: *"This is a great accolade for the team.*

"The success and achievements of the discos is down to the powerful partnerships and shared ethos of those groups and organisations we worked with.

"With each disco averaging 200 older people – from general public to care home residents – £1200 was been raised at the door to be reinvested back into community groups for older people."



Construction of Moray's latest primary school got under way last month.

The new Linkwood Primary in Elgin will accommodate 460 pupils, specialist ASN provision for 12 pupils and 40 children in the nursery.

Keeping a watchful eye on the £12.8 million build is our Senior Project Officer Sustainable Education, Paul Kendrick, who was in attendance at the turf-cutting ceremony in mid-March.

It's expected that the build will be completed in June 2020.

Here's a pic of P3 pupil, James, who cut the sod. Doesn't he look chuffed with himself – and rightly so!

The collaboration brings together multiple partners including Health and Social Care Moray, Scottish Fire & Rescue, Scottish Ambulance, Alzheimer's Scotland, Quarries, NHS Grampian, Moray Council, Joanna's Night Club, Britvic Plc, Moray Third Sector Community groups including Men's Sheds and Be Active Life Long with the aim of developing a Healthier Community Daytime Disco every 3 months



LeisureLink

Partnership

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