



**Director's Message**



We have had a lot going on in the department since the last newsletter went out. We have as an authority welcomed a new Chief Executive, Wendy Walters took post in June, we wish her well in her new role and I know she is keen to visit many of the Council buildings and meet as many people as possible. We have already welcomed her to Trostre depot where she spent time looking around and meeting many members of staff. I am sure many more of you will meet her in the coming months.

The agile working scheme is progressing well, striving to develop modern working practices that help you to deliver services to our community, whilst at the same time allowing you to balance work and life demands

The latest move is the Planning services who have recently completed their move from 8 Spilman Street to the agile working suite at 3 Spilman Street. The team is very positive about the new way of working and has embraced the move to the new office.

The ability to work in an agile way is intended to improve the service delivered and this is reliant on staff making fair and safe working arrangements. We ask that you are responsible with the way in which use agile working and make decisions that fit the needs of the customer and your team in consultation with your manager.

The agile working programme is continuing across the Council with a future project being progressed at Trostre depot, Llanelli.

Within the Environment department we have always supported training and development, particularly to encourage young people to explore the wide variety of career opportunities available in local authority.

The Work Ready programme has continued this year to provide opportunities for Graduate Trainees and Modern Apprentices. We are anticipating some new appointees in the Environment Department soon, so if you meet them please make them welcome and provide any support they need as they start out on their career paths.

I am delighted that the Environment Department is a partner in another programme to support young apprentices. The Next Steps programme provides young people with a work experience opportunity with local contractors over 6 weeks in the summer, with the potential for being offered an apprenticeship place with the contractors or the Council at the end of this period.

The Next Steps programme is now in its 10<sup>th</sup> successful year, and Carmarthenshire have welcomed 3 new apprentices to our property team this year. Well done to everyone involved in providing training and development



opportunities across the Council – keep up the good work.



More recently we have hosted a number of Macmillan coffee mornings. On the 25<sup>th</sup> of September we hosted one in Parc Myrddin and in County Hall and on Friday 27<sup>th</sup> September one was held in Trostre Depot, we have raised in excess of £900 with more still to come in. Well done everybody. It was a delight to be able to attend all 3 events there is certainly some “Bake –off” level of competition amongst our staff. I hope we will continue this as a very successful annual event.

**Ruth Mullen**

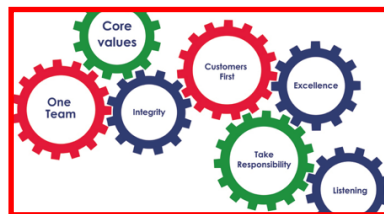
# Core Values in Action

The **Environment Long Service Awards** were held at the Botanic Gardens in August.

Employees who have worked for the authority for over 30 years were recognized at the awards for their loyalty.

The long service awards were hosted by our department to show our appreciation for their contribution to the authority and for sharing our core values.

In our December newsletter a full supplement will be included on this event.....keep your eyes peeled.



## Christmas and New Year working arrangements

Following discussions at Corporate Management Team the Christmas and New Year leave arrangements have now been agreed as follows:

Tuesday, 24th December Offices Open– Normal Working Hours

Wednesday, 25th December\* Offices Closed – Bank/Public Holiday

Thursday, 26th December\* Offices Closed – Bank/Public Holiday

Friday, 27th December Offices Open - Normal Working Hours

Monday, 30th December Offices Open – Normal Working

Tuesday, 31st December 2019 Offices Open – Normal Working

Wednesday 1st January 2020\* Offices Closed – Bank/Public Holiday

\*Essential Services will need to be provided during this period, and local arrangements will be in place to accommodate these requirements. Should you require further clarification on this, please consult your line manager directly.

# Fancy a charity steps challenge?

A short walk goes a long way. Active people live longer and healthier lives. Walking really works. A physically active workforce takes 27% fewer sick days.

We have our own Parc Myrddin Steps Group. We donate £2 each per month. Everyone nominates their chosen individual charity. We collate steps on a shared spreadsheet. The staff member who gets the most steps that month, gets everyone's donations to donate to their chosen charity.

Our challenge winners:

July—Kelly Phillips who donated £18 to the Welsh Air Ambulance

August—Poppy Evans who donated £18 to the Tywi Community Church

If you wish to join our group or wish to discuss our idea in order for your workplace to do your own challenge, Contact Zoe Smith 01267 228296.



The poster features a light green background with a central white box containing two columns of text. The title 'Myrddin Milers' is written in large, bold, green letters at the top center. On either side of the title are green pushpin icons. At the corners of the white box are black stick figures in running poses. The text is in Welsh and English, providing details about a running group meeting.

## Myrddin Milers

**Dewch i ymuno â Grŵp Rhedeg Parc Myrddin!**

*Yn cwrdd o flaen Bloc 1  
Dydd Mawrth a Dydd Iau  
@16:15yp  
(Glaw neu Haul!)  
Llwybrau eiledol,  
uchafswm o 5k ar hyn o bryd  
**RHEDEG, CERDDED NEU LONCIAN!***

**Come and join the Parc Myrddin running group!**

*Meeting in front of Block 1  
Tuesday's and Thursday's  
@16:15pm  
(Rain or Shine!)  
Alternating routes, currently a  
maximum of 5k  
**RUN, WALK OR JOG!***

Cysylltu gyda [CNelson@sirgar.gov.uk](mailto:CNelson@sirgar.gov.uk) neu [Palevans@sirgar.gov.uk](mailto:Palevans@sirgar.gov.uk) am fwy o gwybodaeth. Contact [CNelson@carmarthenshire.gov.uk](mailto:CNelson@carmarthenshire.gov.uk) or [Palevans@carmarthenshire.gov.uk](mailto:Palevans@carmarthenshire.gov.uk) for further information.

# Congratulations!

Shaun Miles completed BSc Construction Management & Technology.

Gary Clark completed Bachelor of Engineering.

Karen Mole-Davies completed a foundation degree in Construction Management and Technology.

Congratulations to Rose Mathews, Zoe Smith and Kelly Thomas who have completed their pool bike induction.



## Gruff - Our Charity Hero!

Gruff Howells (Property Design Section) took on an almighty challenge this year for charity. This challenge was to complete the 100k South Coast Challenge on the 31st August along the South Coast (SouthDowns) within 22 hours.

Weather was favourable with sunshine and the rain managed to stay away. Gruff enjoyed the challenge with a lot of family support and was able to complete in a time of 21hrs and 7 minutes!

The challenge was to raise money for the British Heart Foundation, if you wish to donate please visit:  
<https://www.justgiving.com/fundraising/callevaatrebates>



## 'Lifeline' Bwcabus service celebrates 10th anniversary and awards success

Bwcabus (LINC) is our rural bus service, has been described as a lifeline to its passengers, is celebrating its 10<sup>th</sup> anniversary.

Bwcabus operates six days a week in the Teifi Valley within north Carmarthenshire and Ceredigion, and across Pembrokeshire, allowing users to pre-book journeys or use fixed services to link into TrawsCymru and other local bus services.

On their 10th anniversary, they have been selected as a finalist for the Transport Team of the Year and Customer Care Award Categories at the Wales Transport Awards.

Huge congratulations to the team and Good Luck!




## Simple as 1, 2 or 3

The more you recycle the less black bag rubbish you will have!

From 7 October 2019, the maximum number of black bags you can put out for collection will be 3 a fortnight.

Remember there is no blue bag limit and food bins will be collected weekly.

 #RecycleCarms

### Mor syml ag 1, 2 neu 3

Ailgylchwch fwy, defnyddiwch lai o fagiau du

Y nifer **mwya**f o fagiau du y gallwch eu rhoi allan yw **3 bob pythefnos**

### Simple as 1, 2 or 3

Recycle more, use less black bags

The **maximum** number of black bags you can put out is **3 a fortnight**







# Llesiant Gweithwyr Employee Wellbeing



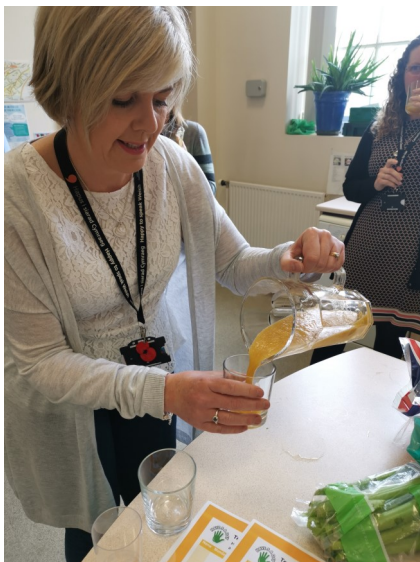
**Cycle to Work Day** is the UK's biggest cycle commuting event and took place this year on the 8<sup>th</sup> of August. The Environment Department's Health and Wellbeing Champions invited staff to take part in Cycle to Work Day by cycling to work and visiting them outside Block 7, Parc Myrddin for an information session on the Cycle to Work scheme and Pool Bike scheme available to staff. The champions also distributed information on the benefits of cycling, cycling and walking routes available in Carmarthenshire and Actif sports and leisure timetables. The champions also invited staff to participate in a Bike to Work selfie competition with a prize awarded for the best selfie! The event was well attended and the champions would like to thank those who attended including Lucy Pugh who was the winner of the Bike to Work selfie competition and won a water bottle for her bike. Well done everyone!.







# Llesiant Gweithwyr Employee Wellbeing



In line with **healthy eating week** the Environment Department's Health and Wellbeing Champions delivered a series of activities to promote and encourage healthy eating. These activities included a tuck shop takeover where the champions replaced all options such as crisps, chocolate bars and fizzy drinks with fruit, nutrition bars and water. They also included a food tasting session where the champions invited staff to bring homemade healthy dishes to work for their colleagues to try. Staff rose to the challenge and brought in some delicious options including salads, pasta dishes, fat free quiches, breakfast pots and healthy treats. The champions also delivered smoothie workshops for both fruit and vegetable smoothies where staff were invited to view a demonstration and taste the smoothies that were made. Recipes were provided throughout the event for staff to take home and try in their own time. This week's events also contained a social element as all the events were delivered in the communal kitchen where staff came together to chat all things healthy and exchange ideas and recipes in an attempt to incorporate or further incorporate healthy eating into their everyday routine. A five-a-day portion guide was also put together on the kitchen wall for information. The champions have thoroughly enjoyed delivering this week and look forward to receiving feedback from staff to better plan and deliver events relating to healthy eating and health and wellbeing in the future. A huge thank you to all staff who supported this week's events and a special thanks to all the staff who contributed healthy dishes to the food tasting session. They were delicious!

# Driver news is now live on the Intranet!

Drive alive is back! You can now all view the Intranet externally and keep yourselves up to date.

<http://intranet/our-people/travel-parking/>

 [Travel & Parking](#)

Please keep checking this area of the intranet for the latest guidelines, news and information in relation to driving under our Travel & Parking section of the intranet.

We currently have articles on the following topics:

- How can you check how old your tyres are?
- The Law for mobile phone use
- [Guidance](#) for LGV drivers

## Paperless Meetings & Walking Meetings

### Paperless meetings are the way forward

In accordance with the decision of Council, the authority has now moved to a [paperless meeting](#) environment, and paper copies are no longer provided. Staff are reminded to download agendas as soon as publication links are received and to remember to charge and bring your tablet/laptop device to meetings. Charging points are available in the majority of meeting rooms, if required.

### Why not arrange a walking meeting?

Staff are spending more time sitting at their desk than ever before. What keeps us tethered to our desks? Our insatiable thirst for increased productivity and efficiency. Ironically, one of the things that makes us most effective is leaving our desks. Not every meeting will be appropriate but we ask you to consider the following when planning a meeting.

We encourage you to consider walking meetings, for the following reasons:

- Employee Health—allows staff to integrate physical activity throughout their workday, which yields improved health and a lower number of sick days.
- Higher employee energy—movement yields circulation, circulation yields energy.
- Inspiration—nature and changes of scenery trigger neuro pathways in our brains which lead to new ideas and new solutions to problems.
- Stronger personal connections—walking meetings take the corporate feeling out of meetings. Employees can accomplish the same goals set for a traditional meeting, but they can relate on a much more personnel level.
- Minimized differences—walking meetings bring everyone together.





# WELSH CORNER

The Welsh language leaders recently invited Environment staff to take part in an **interactive Welsh treasure hunt**.

The treasure hunt was delivered in Welsh with an aim to encourage staff to make use of the translation tools available to them as council employees and to discover more about the use of the Welsh language in Carmarthenshire. Activity sheets were circulated via email prior to the start of the event and staff were also invited to collect sheets at the Welsh language leader stand which was based at Castle House.

Staff could visit the language leader stand to have their activity sheets checked and to meet with their Welsh language leaders to discuss Welsh language development opportunities available to them. Clues and question cards were hidden in various locations around Carmarthen town which included questions regarding the use of Welsh at work. Staff were invited to form teams to complete the hunt.

The event was well attended and the Welsh language leaders would like to thank all those who supported the event including the winners of the treasure hunt, the Planning team, Spilman Street.





# WELSH CORNER

**Diwrnod Shymaë Su'maë**

## Noson Quiz Gwis Night

**15 Hydref 2019**

*Dathlu'r Iaith Gymraeg  
Digwyddiad Am  
ddim*

**Cynhelir y cwis gan Marc Griffiths,  
Cyflwynydd Radio**

**Yn addas ar gyfer dysgwyr  
Cymraeg ac i siaradwyr Cymraeg**

**Lluniaeth ar gael am ddim**

**Dechrau am 18:00**

**Yr Atom, 16-18 Stryd Y Brenin,  
Caerfyrddin,**

**SA31 3BN**

**15 October 2019**

*Celebrating the Welsh  
Language  
Free Event*

**Quiz Hosted by Marc Griffiths,  
Welsh Broadcaster**

**Suitable for Welsh learners and  
Welsh speakers**

**Free refreshments available**

**Starting at 18:00**

**Yr Atom, 16-18 King Street,  
Carmarthen,**

**SA31 3BN**

Anogir staff i ffurfio timau o  
hyd at 6 o bobl ac i  
gofrestru eu tîm gyda  
[Palevans@sirgar.gov.uk](mailto:Palevans@sirgar.gov.uk)  
cyn y 9fed o Hydref.



Staff are encouraged to  
form teams of up to 6  
people and register with  
[Palevans@sirgar.gov.uk](mailto:Palevans@sirgar.gov.uk)  
by the 9th October

**Shymaë Su'maë Day**

All welcome, come to have fun and share the Welsh Language

# Dweud eich dweud!

Mynegwch eich barn am eich gweithle mewn cyfres o arolygon staff.

**Bydd pob ymateb yn gwbl ddiennw.**



# Have your say!

Share your views on your workplace in a series of staff surveys.

**All responses are completely anonymous.**



skype

CYFRANODI - ANWYB - CEFNGO  
**EN POBL**  
**OUR PEOPLE**  
ENGAGE - LEAD - SUPPORT

Heb dderbyn eich arolwg? Cysylltwch â:

Haven't received your survey? Contact:



**01267 224692**



[consultation@carmarthenshire.gov.uk](mailto:consultation@carmarthenshire.gov.uk)  
[ymsgynghori@sirgar.gov.uk](mailto:ymsgynghori@sirgar.gov.uk)







## Bellach gallwch weld mewnwyd y cyngor ar unrhyw ddyfais – gan gynnwys eich dyfais eich hun.

Bydd hyn yn ei gwneud hi'n haws ichi gael gwybod am yr hyn sy'n digwydd yn eich gweithle ar unrhyw adeg.



<http://einpobl.sirgar.llyw.cymru>



## You can now view the council's intranet on any device - including your own.

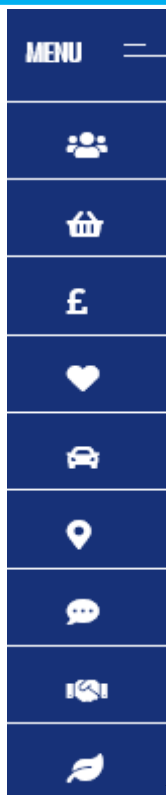
Making it easier to keep you informed about what's going on in your workplace at any time



<http://ourpeople.carmarthenshire.gov.wales>



# Environment Intranet



 Environment

Environment Departmental Management Team

News and Events

People Manager Events

Welsh Language Leaders

Welsh Language Mentors

Health & Well-Being Champions

Our Health & Well-Being Activities/Groups

Adran yr Amgylchedd Environment Department

# Dosbarthiadau Staff Yoga Classes





**Ystafell Gynhadledd, Bloc 1 Parc Myrddin Conference Room, Block 1**

Byddwn yn darparu matiau ioga.

Mae lleoedd yn gyfyngedig i 15 y sesiwn ar sail llefydd i'r cyntaf sydd yn fynychu.

**yb 7.30 - 8.15 am**

**Dyddiadau / Dates**

Yoga mats will be provided.

Places are limited to 15 per session on a first come first serve basis.

Dydd Iau 12 Fedi/ Thursday 12 Sept  
 Dydd Mawrth 17 Fedi / Tuesday 17 Sept  
 Dydd Iau 26 Fedi/ Thursday 26 Sept  
 Dydd Iau 3 Hyd/ Thursday 3 Oct  
 Dydd Iau 10 Hyd / Thursday 10 Oct  
 Dydd Mercher 16 Hyd / Wednesday 16 Oct  
 Dydd Iau 24 Hyd/ Thursday 24 Oct



Dydd Iau 31 Hyd/ Thursday 31 Oct  
 Dydd Mawrth 5 Tach/ Tuesday 5 Nov  
 Dydd Iau 21 Tach/ Thursday 21 Nov  
 Dydd Iau 28 Tach/ Thursday 28 Nov  
 Dydd Iau 5 Rhag/ Thursday 5 Dec  
 Dydd Iau 12 Rhag/ Thursday 12 Dec  
 Dydd Iau 19 Rhag/ Thursday 19 Dec

## Dosbarthiadau Ymestyn a Chryfhau

## Stretching and Strengthening Classes

**Mae pob sesiwn yn para 30 munud ac y gellir ei wneud yn ystod oriau gwaith**

**30 minute sessions which can be undertaken during work hours**

2.00yp - 3 yp Dydd Gwener  
 Wythnosol o hyd nes y rhoddir rhybudd pellach

2.00pm - 3 pm Friday  
 Weekly until further notice

I'w gynnal yn "Y Storfa", Depo Trostre

To be held in "The Stores", Trostre Depot

Siaradwch â'ch rheolwr llinell cyn mynychu

Please speak to your line manager before attending

