

STAFF NEWS



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Monday 3 August 2020

Council Family Renewal Programme Explained

Covid-19 Renewal Programme

COUNCIL FAMILY RENEWAL PROGRAMME EXPLAINED



Since March 2020, alongside the rest of the UK, the council family has been responding to the COVID-19 pandemic and the need to implement a range of mitigation measures and restrictions to slow the spread of the virus.

The council's response to the pandemic was underpinned by the need to maintain business continuity across critical functions and provide essential frontline services, to support our vulnerable citizens, residents and businesses. It was also to ensure the safety and wellbeing of staff across the council family.

As we move out of the immediate emergency response phase, along with other cities, and transition towards recovery and renewal we know that the pandemic will in some ways have a profound and long-lasting impact on Glasgow and we want to make sure we do all that we can to minimise this impact on our citizens.

Restrictions are gradually being eased and our focus is shifting to how we recover, reintroduce services and adapt, based on our learning and experience gained during this period and how the people of Glasgow can benefit.

Easing out of lockdown presents operational and financial challenges and it will not be possible to simply return to pre-pandemic ways of working, nor should that be the default position. This phase also gives us an opportunity to think differently and to review what services we provide; how they are best delivered to meet people's changing needs and the operating models used across our organisation, and across the city.

In addition to best supporting citizens we also need to create financial stability and future resilience for the council and ALEOs.

Our priorities continue to be safeguarding the health and wellbeing of those who live, work and do business in the city, including our staff, while supporting sustainable economic recovery and social renewal. And this work will have tackling poverty and inequality in the city, with an emphasis on those disproportionately impacted by Covid19, at its heart.

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A renewal programme has been developed to bring together our current operational situation, challenges, opportunities and aspirations to support this transition to a new normal and longer-term plan.

Renewal Programme Strategy and Governance Framework

A Renewal Programme Strategy has been agreed that sets out the vision, objectives, and governance arrangements to support delivery of the Council's Renewal Programme. The full document can be found [here](#)

Service Renewal Plans

The council is taking a long-term, phased approach, to recovery and renewal. There are four broad phases: **response, unlock, renew and sustain**. The unlocking of our services will be guided by the Scottish Government's route map.

Council services ALEOs have completed Renewal Plans to identify key changes that were made to their services and functions in response to the pandemic and what future approach might be taken in respect of 'unlocking' or restarting them, for instance revert to pre-COVID ways of working; keep changes; consider further innovation and new services, from here action plans based on this review work will be developed, to progress in line with the workstreams' aims and priorities.

As the service plans are developed we will keep you updated. If any changes affect you directly then you're line manager will talk to you directly about this.

More information

You'll find all updates at www.glasgow.gov.uk/staffupdates



Dedicated health and social care workforce wellbeing support line launched – 24/7



On Monday 20 July a new **Health and Social Care Workforce Wellbeing helpline** within NHS 24's Mental Health Hub was launched.

This wellbeing line offers all health and social care workers in Scotland access to mental health **support 24 hours a day, seven days a week** and complements the support already offered through the National Wellbeing Hub at www.promis.scot. This new wellbeing line will initially run for a period of 12 months.

NHS 24's health and social care workforce wellbeing line number is: 0800 111 4191

Callers will be able to chat to a team of Psychological Wellbeing Practitioners within NHS 24's Mental Health Hub and access advice, support and help with onward referral to local services if required.

For more information visit <https://www.gov.scot/news/more-mental-health-support-for-health-and-social-care-staff/>



A safe return to the workplace



A SAFE RETURN TO THE WORK PLACE

Please [watch the video](#) below where our Health and Safety Manager, Emma Rodgers, will talk you through what to expect when you return.

Your line manager will provide you with information about the renewal plan in your area and talk to about your health, wellbeing and safety to support your safe return to workplace, when the time is right.

You can also read the staff guide, a safe return to the workplace, [here](#).



Supporting staff who are EU citizens – applying to the EU Settlement Scheme

If you're an EU, EEA or Swiss citizen living in the UK by 31 December 2020, and you and your family members want to continue to live in the UK after 30 June 2021, you can apply to the [EU Settlement Scheme](#)

The scheme allows you and your family to get the immigration status you need to continue to live, work, study and have access to public services like the NHS – after 30 June 2021. It has been open since 30 March 2019.

We encourage those staff who are EU citizens, and eligible to apply to the scheme, to do so today.

You can read our [staff briefing](#) on the support available to help you with your application and what to do next. It also contains important information regarding the changes to the immigration system taking place from 1 January 2021.

Important changes to self-isolation rules

To help prevent the further spread of Coronavirus on 30 July 2020 the government increased the period you need to self-isolate **from seven to ten days**.

Extending the self-isolation period brings the UK in line with World Health Organisation recommendations.

Read our [staff briefing](#) which explains the self-isolation rules and where to get advice and support on when to self-isolate and how to get tested if eligible.

Council meetings back on track – remotely with Teams



As restrictions continue, the council is making the most of technology to help keep services running as near normal as possible.

Staff across the council family, and elected members, have been supported with technology, organised by the SIT (Strategic Information and

Technology) team in the Chief Executive's Office. The first full Council meeting since the 20 February 2020 took place 'remotely' on Thursday 30 July with 105 people in total joining the session, which was held virtually using Microsoft Teams.

John Lyle, Head of Strategic Information and Technology said: "We've been working hard to support services across the council family to maintain delivery of a wide range of services. We've been working with staff and with elected members to make sure that everyone was up to speed on Teams and that a successful full-council meeting could take place.

"Over the past six weeks, the SIT team, colleagues from member services and committee services and CGI have been working hard to make sure elected members have the correct devices, and that they were trained in using Microsoft Teams. This has given us a model that can be used in the future as we extend use of Teams across the wider council. Over 2,000 council users and 1.1 million minutes of Microsoft Teams meetings has already been completed."

John added: "We will now take the lessons learned from the session and offer some more dedicated training sessions to those elected members that need it as well as update our best practice guides based on our experience here."

More information

A full rollout of Microsoft Teams is underway as is implementation of a new range of Microsoft tools to help us work differently. More information can be obtained from service area business partners and Microsoft Teams Digital Champions.

Nominate a Councillor for an LGIU and CCLA Cllr Award



The Local Government Information Unit (LGIU) and CCLA are seeking nominations for the 2020 Cllr Awards. The Cllr Awards are the only national awards ceremony to celebrate the achievements of individual councillors across Scotland.

Since 2018, LGIU Scotland and CCLA have been honouring the hard work of councillors that so often goes unrecognised. The Award categories celebrate the varied work of councillors.

The categories for the 2020 Cllr Awards include:

- Champion for Education
- Collaborative Working
- Covid-19 Hero
- Environmental Impact
- Innovation and Digital
- Leader of the Year
- Lifetime Contribution
- New Councillor of the Year

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- Rural Community Champion
- Urban Community Champion

The winners will be decided by a panel of judges composed of senior councillors and officers as well as leading stakeholders from across the sector. This year's ceremony will take place virtually at the end of November with winners announced on the night.

Jonathan Carr-West, Chief Executive of LGIU Scotland, said: "We want to hear from as many members of the public, councillors and local leaders as possible about the individuals who are making a real difference in your communities."

More information / How to submit a nomination

- Access the online nomination form [here](#)
- Nominations can be made by anyone who would like to recognise a councillor doing outstanding work for their community.
- Closing date for nominations is **18 September** – shortlist will be unveiled mid October.

About Cllr Awards

The LGIU Scotland and CCLA's annual Cllr Awards celebrate the vital work being done by councillors across Scotland.

- Past winners of the Awards can be found [here](#).
- Rules for the nomination, shortlisting and selection process can be found [here](#).
- Follow #CllrAwards for updates.

Scottish Public Service Awards 2020: Nominations Now Open



Nominations are now open for the 2020 Scottish Public Service Awards.

The Awards celebrate the daily contribution made to Scotland's civic society from within the civil service, Scottish Government, Scottish Parliament, local government, health and social care sector, broader public sector and their partners within the Third Sector.

More information about the awards is available at <https://scottishpublicserviceawards.holyrood.com/>

Supporting pregnant women, adoptive parents, and working parents. Can you help?

In support of our Equality outcomes and aim for an inclusive workplace and to be recognised as an employer that supports its employees who have protected characteristics, we are conducting some research.

- **We'd like to hear from staff who have returned from maternity or adoption leave within the last two years.**
- **The aim of our research is to make sure that the council is meeting its aim of supporting pregnant women, adoptive parents and working parents.**

Have your say

Can you spare 10 minutes to complete our survey which has been developed by a MSc Research student from Strathclyde University. The findings of the survey will help us to assess current practices. The deadline for completing the survey is 10 August.

We would like to hear your views and opinions on your experiences during your period of maternity or adoption leave and your subsequent return to the workplace.

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The council will consider an anonymous summary of your views and experiences and this will help inform any future plans or updates to our arrangements.

More information

- all survey responses, **to be submitted by 10 August**, will be anonymous and confidential
- You can access the survey [here](#).
- details of the Strathclyde University research participants privacy notice is available [here](#)
- If you require any further information, please email: equalityanddiversity@glasgow.gov.uk



Support for parents and carers



It continues to be a really challenging time for many families as they start to re-adjust to life after lockdown.

If you are the parent or carer of a child or young person, you may already be preparing for the next big change with the re-opening of schools and early learning and childcare facilities.

Your child's school, nursery or childcare establishment will provide much of the information you need to support your child's successful return and transition.

However, we have pulled together some additional sources of information you may also find helpful.

Information, advice and support



[Parent Club Scotland](#) provides the latest Scottish Government information and advice to support parents and carers including:

- changes to COVID-19 restrictions
- the re-opening of schools and early learning and childcare settings, including [FAQ's](#)
- returning to work
- Mental health advice and support including new [Mental health support for new mums](#).

[Education Scotland's 'Back to School'](#) special edition newsletter for parents and carers is packed with information and advice to support children's and young people's return to school this month.

Young Minds have prepared [key tips](#) for parents and carers on supporting their child's transition back to school life after lockdown.

See our [Staff Updates page](#) for the latest staff news, guidance and support.



Workplace Options, our Employee Assistance Provider, is available to you and your family members 24/7. You can contact them for free, confidential and independent support including counselling:

- Freephone: **0800 247 1100**
- Email assistance@workplaceoptions.com
- Freephone **0800 138 8725** for support with LGBTi issues
- Freephone **0800 288 4950** for support with BME issues.



Share your wellbeing tips

Share what you do to keep yourself feeling well - we'd like to share your own wellbeing tips to help support colleagues across the council family.

Email: YourHealthandWellbeing@glasgow.gov.uk and tell us what you do to maintain your own mental health and wellbeing.

Got a story to share, a colleague to thank or a photograph to publish?

We'd like to hear **from you!**

Insider@glasgow.gov.uk



New £60 Million Health and Social Care Hub at Parkhead - consulting with local people



NHS Greater Glasgow and Clyde is working with Glasgow City Health and Social Care Partnership (GCHSCP) to develop a new £60 million state-of-the-art Health and Social Care Hub planned for Parkhead.

The new facility will be built on the site of the former Parkhead Hospital - and current Sandyford, Anvil and Health Centres at Salamanca Street.

The new Hub will bring together a number of public facing community health and social care services which are currently located at nine different sites.

The facility will provide services over 11,200 square meters of accommodation covering services to children, adult community care

groups, mental health services, addictions, criminal justice, homelessness and health improvement including General Practitioner services, community pharmacy and dental. The facility will also provide community spaces including bookable rooms, library and café facilities.

Consultation events - online

- Consultation is underway to allow local residents to voice their opinions and ask questions about the Hub. The first event was held on 23 July.
- A second consultation event will take place on **Thursday, 27 August 2020 between 3pm and 8pm**. Anyone can take part – online - by visiting <https://parkheadhub.scot/>
- The event will offer the chance take part in a real-time live chat where they can come to the website and speak to members of the team through a chat box – where they can ask questions to individual team members.

More information

You can find out more about the project at www.parkheadhub.scot

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We're still recruiting

Current vacancies

- Internal vacancies are on [myjobscotland](#).
- For vacancies in home care, facilities management and catering click [here](#).

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Covid-19 Renewal Programme

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at all times on the website

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