

The Loop Newsletter

28 February 2025

NRSLOOP

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this week**

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Visit the Lego Brick Exhibition

**For
Action**

**Important messages that
require action**

Council Budget 2025

Dear Colleagues,

Last week, Glasgow City Council approved a budget for the fiscal year 2025/26. A large focus of the budget is directed to enhancing and improving neighbourhoods by providing frontline services with investment within NRS.

Key investments include:



- £2.3 million for Neighbourhood Clean Teams
- £1.5 million for Nightshift Street Scene Teams
- £1.6 million for additional Parks staff
- £3 million Capital Investment in Parks and Open Spaces
- £1.1 million to double Deep Clean Teams
- £170K in additional Pest Control staff
- £270K in additional Enforcement Officers
- £20 million for roads, pavements and cycle lanes
- £8 million for climate emergency initiatives, including £4 million Scottish Government funding
- £10 million to bring back property and land into productive use
- £1 million investment in a Rapid Repairs Fund and City Centre Improvement Grant

The scale of this investment is significant allowing NRS to enhance our service delivery and respond to feedback from citizens and elected members. I will keep you updated in the coming months in relation to developments and showcase the positive impact the investment brings to our city.

More information on the budget can be found [here](#).

Climate Ready Program - Modern Apprenticeships 2025



Do you know someone who wants to gain a qualification whilst getting work experience and earning?

Would you like to help Glasgow City Council work towards Net Zero by 2030?

NRS are recruiting for 4 apprenticeships this year:

- MA Horticulture
- MA Civil Engineering – Roads
- MA Electrical Engineering
- MA Applied Science – Laboratory Technician

Apply on www.glasgowquarantee.org from Monday 3 March to Sunday 6 April.



[Click here to read more](#)

Managers' Briefings

The following Managers' Briefs have been issued in the last fortnight. A full list of past briefings is available on the intranet using the button on the left.

- Managers' Briefing - Important information if you drive a council vehicle

For Information

Service News and Corporate Updates that might affect you



Mr Heron, Head Gardener and some of his staff

A New Chapter for Pollok Country Park Staff

As the parks staff settle into their new working headquarters at the historic Pollok House, many artifacts have been moved as it prepares for renovation. Among these items were pictures of the original gardening team from 1905, providing a poignant reminder of the legacy our parks staff continue to uphold.

We caught up with the current team to find out about the work they do to keep [Glasgow's biggest park](#) attractive and accessible and had the pleasure of speaking with Michael McNellis, the Parks Supervisor, who has been with Glasgow City Council for 34 years and oversees a dedicated team of 11 operational staff.

The team is responsible for a wide range of tasks, from gardening and landscaping to construction and maintenance. During our conversation, Michael shared insights into the seasonal work undertaken by the team. In the summer, they manage vegetable plots, with the produce going to local food banks, they also tend to grass cutting and tree pruning. Winter brings a different set of challenges, including the delivery of the winter maintenance programme. This year, the main task is building an additional car park at the Burrell Collection Museum. The team also deals with storm damage, such as knocked over trees and blocked paths. All year round, the main priority for the team is ensuring that the Burrell Collection is always accessible and presentable to the public.

The park also boasts a variety of wildlife, including deer, birds, and of course the popular Highland cows. These cows are multi-award-winning breeds, and helps the park attract large numbers of international visitors who come to see them as well as the museum.



Working at Pollok Country Park is a unique experience. Michael described it as entering a different world, where you would never know you were in the centre of Glasgow. The park's size and diversity make it a special place to work, offering a sense of tranquillity and connection to nature, allowing visitors to escape the hustle and bustle of the city.

The original gardening team from 1905 played a crucial role in shaping the beautiful landscapes of Pollok Country Park. These dedicated gardeners were responsible for maintaining the extensive grounds and their hard work and commitment to horticulture laid the foundation for the park's current beauty. The discovery of their photographs serves as a testament to their legacy and the importance of preserving the park's historical and cultural heritage.

As the parks staff continue their work in the historic Pollok House, they carry forward the legacy of the original gardening team from 1905, ensuring that [Pollok Country Park](#) remains a cherished and well maintained space for all to enjoy.

**NRS
People**

**Supporting your health and
wellbeing and wellness at
work as well as learning and
personal development**



Welcoming Diane Gillies to Glasgow City Council

We caught up with Diane Gillies, the newly appointed Divisional Director for Neighbourhoods and Communities to find out about herself and her new role:

Tell us a bit about your Career Background?

I have worked in Local Government for over 34 years, initially within the Education Department in Strathclyde Regional Council working in Support Services such as school transport, health and safety and property maintenance. I then moved on to working on new school builds and into Environmental Services where latterly I was Head of Facilities Management and Building Services in Renfrewshire Council.

I left Renfrewshire in 2022 and joined Amey as Operations Director for the Scottish Schools PPP Contracts. I then took up an Interim role in the Scottish Events Campus responsible for Facilities Management and Compliance. It was great to be involved in the organisation and effort that goes into a gig at the Hydro!

What is your role within NRS?

My role in NRS is Divisional Director for Neighbourhoods and Communities, where I am responsible for service areas such as Waste, Streetscene, Neighbourhood Liaison, Parks, Major Events and Environmental Health.

What makes you proud to have a leadership position within the service?

My passion remains in being involved in public services and these services that I am responsible for effect everyone whether you live, work or visit Glasgow. I feel really privileged to join the largest Council in Scotland and to be able to contribute to improvements across the service.

What challenges are you most excited to tackle within your?

The most challenging areas within the role will be to deliver service improvements as committed by our Elected Members, but this is also the most exciting, to make real change for the people of Glasgow.

I love Glasgow and so far, I have met a number of the team who have made me feel so welcome. I intend to visit the various depots and offices over the next number of weeks to hear from the team who work so hard to deliver vital public services.

What is an interesting fact about you:

I play the Surdo drum in a women's Samba band!

NRS Colleagues Celebrate Ramadan

Ramadan is the ninth month of the Islamic calendar. It's when Muslims all over the world spend 30 days fasting from sunrise to sunset. Ramadan is also a time for reflection, discipline, extra prayers, charity, kindness, family and community. More Muslims actively fast in Ramadan than pray or observe their religion throughout the year. Not all Muslims fast, some choose not to and others cannot due to health reasons.

During Ramadan, Muslims refrain from eating or drinking, including water, from sunrise to sunset. The fast begins just before dawn with a light meal called Suhoor and ends at sunset when the call to prayer called Maghrib Adhan is announced. Eating a date with some water, is the most popular way to conclude the fast. The time when the fast ends is known as Iftar.

Ramadan ends with a festival Eid al-Fitr. This year it begins Friday 28 February, and it will approximately end in the evening Sunday 30 (exact dates are subject to sightings of the moon).

Meet Kalim - a member of our [BAME Employee Network](#). Here are his reflections on what Ramadan means to him.



Hello, my name is Kalim and I am an Operations Manager within NRS.

What makes Ramadan so special for me, is when family and friends come together to open their fast, have a meal and spend time together at Iftar.

During this month, adjustments to lifestyle can be challenging. One challenge for me is giving up caffeine, so I have learned to wean myself off coffee a month before Ramadan starts. Another challenge is lack of sleep, waking up just before sunrise to eat and then trying to go back to sleep isn't always easy. I have fond memories of my parents dragging me out of bed just before sunrise and now I do the same with my teenagers. The most common question I'm asked is "what? Not even water?"

However, for me Ramadan is a time for reflection and charity. It reminds me to think of others who are less fortunate than me, appreciate what I have in life and not take it for granted.

It's important to carry on as normal during Ramadan, however, I do have to make some lifestyle changes. I might not cycle to work as often; I coach my son's football team, and I make sure to bring food and drink with me if we need to break our fast during that session. I also visit the Mosque more regularly.

So just in case you may be wondering why some of your colleagues are looking a bit tired maybe less cheery than usual then spare a thought for them! No Water, NO CAFFEINE, and certainly No Fish Suppers at lunch time can have an impact. We hope our colleagues and managers will understand this. It really helps when managers can allow us to work flexibly. If we are not taking a full lunch break, can we start later or finish earlier? Can we maybe take some annual leave at this time? Is there a potential to adjust some of our duties?

More information on Ramadan, how to support a colleague and guidance for managers can be found on our [Ramadan Factsheet](#).

If you'd like to hear more about or join our BAME Network, please email BMENetwork@glasgow.gov.uk.



Dr Bike Sessions at Exchange House and Eastgate

NRS People are happy to announce that Dr Bike sessions (including minor bike repairs) will be available for our staff during March. This fantastic initiative is brought to you by Cycling Scotland, which has secured the funding and partnered with Bike for Good to deliver these valuable sessions. These sessions which will operate on a drop-in basis are scheduled to take place from 10am to 4pm, ensuring your bikes are ready for the ride home.

Session Details:

- **Thursday 6 March:** Exchange House bike shed
- **Tuesday 25 March:** Eastgate car park bike shed

All staff are welcome!

What to Expect on the Day:

- Expert bike mechanics will set up shop beside the bike shed at your office
- Drop off your bikes for a thorough check-up and minor tune-ups
- Our mechanics will carry out a detailed 20 point inspection on every bike, fixing small issues and giving you personalised recommendations to boost your bike's performance
- You'll receive a comprehensive report detailing what was done and any further suggestions to keep your ride smooth and safe
- Pick up your freshly serviced bike at the end of the day

Don't miss this fantastic opportunity to ensure your bike is in its best shape and ready for the better weather!



Health and Wellbeing Events in March

You are invited to [Join us](#) in March for the following Health, Wellbeing, Equality and Diversity training events.

Visit the [website](#) to see the full calendar on offer each month. The page is regularly updated with new content, so please check back often.

Date, Time and Sign Up	Training and Events
<p>Monday 3 March 2025 2pm until 3pm Online Sign Up</p>	<p>Saving Energy at Home</p> <p>Many people are worried about the rising cost of energy or perhaps the urgent problem of climate change. Home Energy Scotland (HES) is funded by the Scottish Government, providing free, impartial advice and support. Join this one-hour webinar, hosted by GGC NHS, to find out how to save energy and reduce fuel bills, enabling you to save money whilst doing your bit for the planet.</p>
<p>Wednesday 5 March 2025 2pm until 4.30pm Online Sign Up</p>	<p>Disability Awareness Training for Managers</p> <p>This training will enable recruiting managers to be confident implementing best practices in the recruitment and support of disabled employees. The session will cover how best to promote opportunities to disabled people, how to discuss an individual's support needs, and reasonable adjustments.</p>
<p>Wednesday 5 March 2025 10am until 12pm MS Teams Sign Up</p>	<p>Supporting employees with long term health conditions</p> <p>Raising awareness of long-term health conditions (LTC's) and the impact of these in the workplace. Improve your knowledge and understanding of both legislation and best practice in supporting employees with LTC's and the risks of not managing the process correctly. Delivered by the Health Improvement team, NHS GGC and suitable for line managers.</p>
<p>Thursday 6 and 13 March 2025 09.30am until 12.30pm MS Teams Sign Up</p>	<p>Women's Confidence</p> <p>Delivered over two half-day sessions, this course will give you the opportunity to put 'you' at the top of the agenda to think about how life and work is at the moment. Learn how to make the most of your mind, control your thoughts and find focus. Start to understand the power dynamics in your relationships at work.</p> <p>You are required to attend both sessions to complete the course.</p>
<p>Tuesday 18 March 2025 10am until 11am MS Teams Sign Up</p>	<p>Financial Wellbeing Workshop - Credit and Debt</p> <p>In the run up to Debt Awareness Week this year, we are hosting this 1-hour webinar in partnership with Money Advice Scotland who will discuss the main factors to think about when borrowing money, and where people can get help if they are struggling with repayments. This session is suitable for anyone with an interest.</p>
<p>Tuesday 18 March 2025 10am until 11.30am Zoom Sign Up</p>	<p>Conversation Café toolkit for women's health - information and support session</p> <p>This session provides information on the ALLIANCE Conversation Café toolkit and advice on how to use it. The session is for anyone considering using the toolkit to host a Conversation Café, facilitators who have already used it but are looking for tips and support. And for those who are generally interested in promoting positive discussion spaces on women's health.</p>
<p>Tuesday 18 March 2025 2pm until 3pm MS Teams Sign Up</p>	<p>Supporting Mental Health: Breathing Space Webinar/Q&A</p> <p>Find out about mental health services provided by NHS 24, including Breathing Space. Learn more about the 'You Matter, We Care' campaign - for better mental health in Scotland and find out about other resources and support available.</p>
<p>Thursday 20 March 2025 11am until 12pm Online Sign Up</p>	<p>Emotional Regulation for Managers - PAM Wellness</p> <p>The aim of this workshop is to educate managers about how personality types impact emotional regulation in the workplace. The workshop will show how different personalities respond to</p>

stressful/demanding situations and will explore approaches managers should use to match the personality type and to facilitate employees managing their emotions and working more productively.

Seated Acupressure Massage Sessions - Incorporate Massage Sessions (cost involved)

Discover the wellbeing benefits that can be gained from taking time out of your busy day to relax with a 15 minute (fully clothed) seated acupressure massage. The massage uses Swedish Massage Techniques and includes head, neck, shoulders, back, hands and arms, to help reduce stress.

Wednesday 25 March 2025
Bookable 15 min slots available throughout the day from 10am until 2.30pm
40 John Street
Limited spaces fill up fast on first come, first serve basis so email Grace now to [Sign Up](#)

- Booked sessions take place, with Grace Taylor from Incorporate Massage, in the privacy of our City Chambers Wellbeing Room at 2.24, East Building, 40 John Street
- Your session costs *£16 for 15 minutes. Please pay Grace on the day
- 8 available morning slots every 15 minutes from 10am to 12 noon
- 8 available afternoon slots every 15 minutes from 12.30 to 2.30pm
- Booking conditions apply and 24 hours notice required for cancellations (or you may still be charged).
- Use Sign Up to book your 15 minute slot with subject GCC Messages and your name, date and preferred 15 minute time slot.

Vacancies within NRS

The following job vacancies within NRS have been added to myjobscotland. If you are interested use the button to the left to go through to the job adverts.

myjobscotland

Click here to read more

MJS Ref	Job Title	Posts Available	Grade
GLA13210	Arborist	1	4
GLA13220	Engineering Officer	1	7
GLA13227	Nightshift Security Attendant	2	1
GLA13219	Intervention Worker (part-time)	1	CSG 6
GLA13221	Monitoring Officer	1	CSG 2
GLA13223	LES Driver 2 (Term Time)	1	2
GLA13215	Driver (Special Needs)	4	3
GLA13253	Events Officer	1	6
GLA13251	Training Instructor	1	5
GLA13250	Wheeled Front Loader Operative	1	3
GLA13243	LES Driver 3	4	3
GLA13252	Recycling Attendant	1	2

General Interest

What other teams do and events and activities that you can join



Visit the Lego Brick Exhibition

Cennydd Smith, an inspector with Police Scotland based in Eastgate is contributing to a Lego Brick Display for everyone to enjoy.

Thin Blue Bricks is a TartanLug brick show with some of the best Lego fan displayers in Scotland. The show is on Saturday 1 March 2025 in the Banqueting Suite, South Lanarkshire Council HQ, Almada Street, Hamilton, ML3 0AA. There will be many things for adults and kids to see and do, with fantastic prizes to be won. All profits will go to COPS (Care of Police Survivors) who support the families of police officers who have died whilst on duty.

Tickets cost £3.50 per person with under 5's free of charge (no ticket required). Select your time slot for entry, on entry you are welcome to stay as long as you like. If you arrive out with your time slot you will still

gain entry, but you may have a short wait.

Tickets Available Here



Contact Us

If you have any information you would like to share through this fortnightly email, please click here to contact the NRS Promotions and Engagement Team

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