

For Action

Important Messages that require Action



New Year Message from the Executive Director

Colleagues

I would like to wish you all a Happy New Year and I hope that you and your families had an enjoyable festive season. As I said before Christmas, I would also like to give special thanks to all our colleagues from within our service who worked tirelessly through the festive break to provide essential services to our city and its citizens by keeping the city safe and moving.

You may have seen from the Chief Executives [recent message](#), we have lots of challenges this year, however, also lots to look forward to and our service will play a part in continuing to deliver essential services and also play a crucial role in supporting the UCI Cycling Championships this summer as well as many other events that the city will host.

I would ask that you still check the staff updates page regularly to keep up to date with service and corporate updates.

As always, if you would like to ask me any questions directly, please e-mail using the button below.

I look forward to working with you all in 2023.

George Gillespie, Executive Director

[Click to view the staff updates page](#)

[Click here to ask George a question](#)

Get involved in the Loop E-News

If you or your team have done something to shout about, let us know! The Loop E-News is issued to thousands of people every two weeks and is an ideal opportunity to promote the work you are doing to your colleagues! We are always looking for good news stories, fundraising activity, awards and recognition and any leaver or retiral information. Below is information on the next deadline and publication information for the e-loop:

Deadline for Submissions	Published
30 January 2023	3 February 2023
13 February 2023	17 February 2023
27 February 2023	3 March 2023



Managers' Briefings

The undernoted Managers briefings has been issued in January for managers to cascade the information contained to staff within their area of responsibility.

- Buying IT Equipment
- Supporting Time to Talk

Please use the button below to view previous manager briefings.

[Click to view the briefings on the intranet](#)

For Information

Service News and Corporate Updates that might affect you



A new vision and plan for Glasgow's 'Golden Z'

Glasgow City Council is currently progressing the production of a new Vision and Plan for the City Centre's iconic 'Golden Z'. A consultant team was appointed in November 2022 – comprising Stantec (UK), Threesixty Architecture and Kevin Murray Associates – to engage stakeholders in a collaborative process to reimagine the future of the 'Golden Z' and co-produce an ambitious new Vision and Plan that will unlock its potential to better serve all who live, work and visit there. The project is overseen by the Glasgow City Centre Task Force, funded by the Scottish Government's City Centre Recovery Fund, and will complete at the end of March 2023.



The new Vision and Plan will establish a shared and renewed regeneration direction for the 'Golden Z' and will identify priorities for intervention and investment, by the public and private sectors, to further stimulate its economic recovery and support longer term economic, social and environmental resilience.

Public Ideas Drop-in Session - 24 January 2023, 11am until 6.30pm - The Lighthouse, 11 Mitchell Lane, G1 3NU Visitors will be able to view maps and diagrams displaying some of the issues and ideas already recorded and add their own views. The exhibition will be in the ground floor of The Lighthouse and people can drop in at any time during 11am and 6.30pm. The session will be staffed to enable discussion.

Areas of Focus Workshops - 2 February, 2 sessions: 9am until 12 noon or 2pm until 5pm - The Lighthouse, 11 Mitchell Lane, G1 3NU These workshops will look in greater detail at development options for buildings and spaces across the Golden Z, including three 'Areas of Focus' that are suffering particular stress, namely: the former ABC site/Glasgow School of Art on Sauchiehall Street; the former BHS / vacant former Victoria's site on Sauchiehall Street, and the environs of the former TJ Hughes on Argyle Street/Trongate. The workshop is primarily for landowners, businesses, residents, agencies, institutions, investors, developers and community representatives with an interest in the development of these areas – registration is via Eventbrite using the button below.

Should you wish to discuss any aspect of the project, please contact fiona.campbell2@glasgow.gov.uk or 0141 287 8547 / 0771 5050 303

Glasgow's Active Travel Plans Take Another Step Forward

Glasgow's plans for active travel have received a significant funding boost. Just over £2m has been secured from Sustrans' Places for Everyone Fund to support the development of proposals for the City Network for walking, wheeling and cycling and the Liveable Neighbourhoods project.

The £2.1m grant will begin the process of implementing the delivery plan for the City Network by bringing further clarity to the network's overall route map and by creating more detailed plans for sections of the network in north and inner-south Glasgow.

A £180k portion of the grant will also support the development of concept designs for the Yorkhill to Anderston Liveable Neighbourhood, which will allow for further engagement with the community on how local streets can be designed to encourage people to see active travel as their first choice for transport.

The Liveable Neighbourhoods programme is Glasgow's direct response to the 20 minute neighbourhoods concept, which aims to create more attractive spaces in communities so everyday needs can be met more locally more easily.



Members Approve City's £535million Five Year Housing Investment Plan

Councillors have approved the Strategic Housing Investment Plan (SHIP) for the city, with the plan outlining how the supply of affordable housing can be increased to meet Glasgow's housing needs and growth ambitions for the 2023/24 - 2027/28 period.



It is expected that the SHIP will deliver investment of over £535million that will see almost 6,500 new homes built during that time.

The SHIP aims to deliver on the vision and strategic priorities set out in Glasgow's Housing Strategy, which include: contributing towards housing supply targets; increasing the supply of larger (four plus bedrooms) affordable homes; delivering accessible housing options and supporting people to live independently in their homes; targeting acquisitions to increase affordable housing options and address issues within private sector housing and tenements; and prioritising low and zero carbon homes with low-cost heating systems ahead of the Scottish Government target for zero emissions heating systems in new homes from 2024.



NRS Pay and Holiday Calendar

We have put together an at a glance calendar for all NRS staff that shows you the pay dates for 4 weekly paid staff and public holidays for the year 2023. You can download it using the button below.

[Click here to download the 2023 calendar](#)

NRS People

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



NRS People Manager Workshops - January and February 2023

Limited spaces are still available for January and February 2023 NRS People Manager workshops. The sessions are open to all managers and will allow you to learn new skills, develop your management style and come together with colleagues to discuss challenges and learn from each other. Click on any of the course images below to send an email to register.

Preventing Bullying and Harassment

City Chambers
Tuesday 24 January

9:30am to 4.00pm

This in person workshop run by the City of Glasgow College is designed to equip managers and supervisors with the skills to prevent and address bullying and harassment in the workplace.

- Identify the difference between Bullying, Harassment and Victimisation
- Identify behaviours associated with Bullying, Harassment and Victimisation
- Assess the impact that bullying and harassment have on the individual and others

Working and Managing in a Diverse Environment

Thursday 2 February

1:30pm to 4.30pm

This online workshop run by the City of Glasgow College is designed to equip managers and supervisors with the skills to manage a diverse workforce. Run over half a day it will cover:

- What Equality, Diversity and Inclusion (EDI) means
- Summary of rationale and benefits of EDI
- Discuss Challenges and Barriers
- Identify solutions and support

Unconscious Bias in Recruitment and Selection

Wednesday 8 February

1:30pm to 4.30pm

This course will assist all managers and supervisors with responsibility for recruitment in gaining a greater understanding of how our own unconscious biases affect who we choose to work for us. This half day workshop will cover:

- Understanding the basic science and evidence for unconscious bias as a concept
- Recognising that this topic is about performance and decision making
- Understanding the impact (or future impact) of bias

- Review the anti-bullying guiding principles
- Identify where to access support and guidance
- Produce an action plan

- Being able to apply learning to reduce bias

Preventing Bullying and Harassment

Eastgate

Wednesday 8 February

9:30am to 4.00pm

Age Inclusion for Managers

Thursday 16 February

9:30am to 12.30pm

This in person workshop run by the City of Glasgow College is designed to equip managers and supervisors with the skills to prevent and address bullying and harassment in the workplace.

- Identify the difference between Bullying, Harassment and Victimisation
- Identify behaviours associated with Bullying, Harassment and Victimisation
- Assess the impact that bullying and harassment have on the individual and others
- Review the anti-bullying guiding principles
- Identify where to access support and guidance
- Produce an action plan

This workshop aims to explore what is meant by an age inclusive workplace, understanding that age is a protected characteristic under UK law, understanding the biases and myths that surround age in the workplace and beginning to think about your role as a people manager in making your organisation more age inclusive. This training will cover:

- Age bias in the workplace
- Age discrimination and law
- How to respond effectively to ageism and issues experienced in the workplace
- The benefits of age diversity in the workplace and minimising risks

Health and Wellbeing Roadshow

Our next Health and Wellbeing Roadshow will be taking place at Shieldhall Complex on Thursday 26 and Friday 27 January.

Each of the workshops will cover the following:

- Incorporate Massage - Free neck and head massage
- Turbo Bike Challenge - Win a prize
- Smoothie Bike - Make your own delicious smoothie
- Hospital Saturday Fund - Find out available healthcare cover options
- Glasgow Credit Union - Information on money saving and benefits
- Workplace Options - Counselling sessions - Something Troubling You
- North West/North East Alcohol and Drug Services - Free alcohol and drug awareness information
- Additional free Health and Wellbeing resources

Come along and get involved!

[Click here if you have any suggestions for future roadshows](#)

Vacancies within NRS

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

- (GLA09839) Technician (Traffcom) (4 posts) - External
- (GLA09848) Assistant Group Manager (Street Lighting) – External and in The Institute of Lighting Professionals and The Local Council Roads Innovation Group (LCRIG)

myjobscotland



- (GLA09862) Venue Transport Manager - 2023 UCI Cycling World Championships (2 posts and Temporary) - External
- (GLA09868) Building Standards Surveyor (2 posts) - External
- (GLA09871) Lead Advocate post (0.8FTE) (ASSIST) - External
- (GLA09879) Gardener 4 (PCP) – Internal NRS

[Click here to view all the vacancies on myjobscotland.gov.uk](#)

Call for content - Meet Your Colleagues



As part of our ongoing efforts to improve internal communication within NRS, we introduced a “Meet our Colleagues” section in this fortnightly NRS Eloop. To assist with this, we are looking for some members of staff who would be happy to feature within the fortnightly publication. This will allow colleagues from across NRS to understand the diverse roles within the service and highlight the work they carry out for the citizens of Glasgow.

If you would like your role to be included please complete the information as below and return with a headshot or photo using the button below. This will then be shared within future issues of the Eloop. The final draft of the input will be shared with you before published.

[Click here to submit your profile or speak to the team](#)

Meet Your Colleagues

Fiona Milne, Planning Advisor within the Planning Local Review Committee.

How long have you worked for the council?

3 years.

What do you do in your role?

The Planning Local Review Committee decide appeals against decisions to refuse delegated planning applications (i.e. decided by an officer rather than the Planning Applications Committee), or against conditions placed on applications that are granted. I provide information to Committee in the form of planning documents, a briefing report and a presentation that set out the details of the proposed development and the relevant planning policy and other material considerations to be taken into account in coming to a decision. I also provide technical planning advice during meetings to help them decide these appeals



What is your favourite part of your role?

The variation. One week I could be dealing with a house extension in a residential area, the next changing a shop to a takeaway in a local centre and the next a housing development on an area of green space or an area prone to flooding, so there are always different issues to be investigated and set out to help the Committee make informed decisions. It means I'm always learning and get to work with a wide range of people from different departments.

What are the biggest challenges within your role?

Capturing all the relevant details and presenting them in a way that provides the Committee with all the information they need, without making the report and presentation too long and complex to be useful. Also, as Committee is every 2 weeks with the papers issued a week in advance, there is a lot of overlap between reviews. This means you can be writing the decision notices from the last meeting, whilst also finishing the presentation for the upcoming meeting and preparing the paperwork for the next meeting, which can be a bit of a juggling act!



Sinead Higgins - Polmadie Star Employee

A regular visitor to Polmadie Recycling Centre who is a resident from Kingspark has taken the time to email the Supervisor of one of our employees Sinead Higgins praising her diligence and hard work. Below are her words in thanks to Sinead.

“Sinead always acknowledges me, directs me and helps me if she can. She is particular about her place of work and is constantly brushing and picking up after those of us who don't meet her housekeeping standards, and during the cold weather this last week or so she was out with grit making sure it was safe underfoot. This young woman actually cares about her job and the people she is there to help. I'm sure she could earn much more and be indoors in a nice environment in retail or hospitality - she certainly has the personality, but she chooses to serve and look after people like me.

It's because of this that I have to let you know about her if you don't already, and if there is such a thing as an Employee of the Year Award I would very much like to nominate her”

General Interest

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



GCC Step Count Challenge NRS Teams in 2nd and 3rd place

Council wide teams amassed a total of 59,418,345 steps, approximately 24,758 miles, which is about as long as the circumference of the Earth! Overall, participants have helped to save an estimated 1,204kg carbon!

Special congratulations go to our NRS teams who secured second and third place amassing an outstanding amount of steps between them during this 2022 Council wide challenge!

What a fantastic achievement to have 2 teams from NRS in the top 3 places Council wide.

Technical Trekkers were leading the way throughout the challenge and have won second place with an incredible 3,822,758 steps. Narrowly pipped to the post of first place by team Wrong Direction from Education, Hillhead High School with 3,876,774 steps.

Kevin Argue, John Car, Janis Malone, Aidan O'Meara and Josh Maclehose.

Gary and the Pacemakers who were close behind and placed third chalking up an amazing 3,509,337 steps during the challenge.

Gary Wilson, Meabh Bradley, Nicola Connelly, Tracey Boyle and Ryan Noble.



The Loop Newsletter

Previous issues of the Loop are available through the link below. Find out what has been happening within NRS.

[Click here to view the Loop](#)



Fundraising

If you are currently fundraising for any charity or would like to report back on fundraising activities please get in touch with the NRS Promotions and Engagement team using the button below.

[Click here to get in touch](#)



Get in Touch

If you have any information you would like to share through this fortnightly email, please get in touch with the NRS Promotions and Engagement Team.

[Click here to Send us an Email](#)