

For Action

Important Messages that require Action



NRS Services Realignment

Dear Colleagues

Stephen Egan, Head of Parks and Streetscene will be leaving Glasgow City Council on 31 March 2023. I would like to thank Stephen for his contribution to the city during his many years of Service. Stephen's post will be deleted. Due to this, please note the following changes will take effect from 1 April 2023:

- Street Cleansing (Streetscene) and Fly tipping will remain with Jenny O'Hagan, Divisional Director and will fall within the responsibility of David McCulloch, Head of Recycling, Streetscene and Waste Management.
 - Streetscene and Nightshift Operations will be managed by David McGoldrick, Group Manager.
 - Waste Disposal Operations and Commercial and Bulk will be managed by Cameron Neill, Group Manager.
 - The post previously held by David McCulloch – Group Manager (Waste Management) will also be deleted.
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- Parks Development, Bereavement Services and Parks Operations will transfer to Eileen Marshall, Divisional Director and will fall within the responsibility of Denise Hamilton, Head of City Services, Parks and Major Events.
 - Parks Development and Bereavement Services will continue to be managed by Seamus Connolly, Group Manager.
 - Events, City Services and Neighbourhood Liaison will be managed by a new Group Manager (currently vacant).
 - Parks Operations will be managed by a new Group Manager (currently vacant). This post will be temporary.



Transitional arrangements between Stephen, Denise and David McCulloch will commence from Monday 27 February 2023. As always, I will update you with any further changes. I have included below an updated Leadership and Management chart which outline the above changes effective from 1 April 2023.

George Gillespie

Executive Director

[Click to view the updated staff structure](#)

NRS Corporate Brand and Identity Guidance

NRS has a range of standard templates that colleagues can use when sending letters, designing powerpoints or writing reports. These templates can be found at the link below and ensure that we comply with the council's corporate brand and identity guidance.



Part of this guidance is around standard email signatures, removing any logos or pictures from your signatures and ensuring your mobile number (if applicable) is within your signature. Please note that colleagues should also ensure that any mention of COVID-19, including the NRS banners are removed from your signature.

When using Microsoft Teams, colleagues should also ensure that they have one of the approved Glasgow City Council Backgrounds in use at all times. If you require support, you should contact the [Promotions and Engagement Team](#).

[NRS Templates](#)

[Marketing and Brand Guidance](#)

[Microsoft Teams Backgrounds](#)

Managers' Briefings

There have been no new manager briefings issued in the past fortnight.

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



UCI Cycling World Championships Tickets Go On Sale

Cycling fans from around the world can now secure their tickets for the 2023 UCI Cycling World Championships with general tickets officially going on sale at 10am on 23 February 2023.



With something for everyone to enjoy, the 2023 UCI Cycling Worlds will feature 13 high-adrenaline, exciting UCI World Championships including Track and Para-cycling Track at the Sir Chris Hoy Velodrome, BMX Racing at Glasgow BMX Centre, BMX Freestyle (Park and Flatland) and Trials at Glasgow Green, Indoor Cycling (artistic cycling and cycle-ball) at the Emirates Arena.

Events will also take place across Scotland including Mountain Bike Cross-Country, and a Marathon in Glentress Forest, Tweed Valley, Mountain Bike Downhill in Fort William and Road and Para-cycling Road across Scotland.

The general sale for the first of its kind cycling event is open now offering tickets at a range of prices suitable for all fans' budgets. Tickets can be purchased for as little as £8 or fans can register for various free events using the button below.

[Click here to visit the Cycling World Championships ticket portal](#)

HR Connect Page

The Human Resources Section for NRS has a dedicated connect page with useful information such as contact details for team members.

This can be viewed using the button below.



[Click here to view the HR pages on connect](#)

NRS 4 on 4 off Shift Calendar

We have put together an at a glance calendar for all NRS staff working on a 4 on 4 off shift pattern that shows you the dates for red and blue shift, pay dates for 4 weekly paid staff and public holidays for the year 2023.



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

Will you take on the MCR mentor challenge?

Do you care about and want to make a difference to young people in Glasgow?

In 2023 MCR Pathways are looking for your help to provide more young people with a mentor who's there just for them. Being a mentor isn't easy, it takes time and persistence, but it's worth it. Not every young person has a trusted adult around them to turn to, but an hour a week is all it takes to have a lifetime of impact.

There are no special requirements to become a mentor. If you care, you're qualified.

'I've been a mentor to three different young people now, and it's been a rewarding experience each time. It isn't about tutoring them academically. It's much more about just listening, and sharing life experiences.' - Paul O'Grady, NRS Employee

MCR currently has a higher need in the following areas: All North East secondary schools, John Paul Academy and Knightswood Secondary in the North West, Govan High, Rosshall Academy and St Paul's in the South.

Will you take on the MCR mentor challenge? Sign up today at: mcrpathways.org/become-a-mentor



MCR Pathways Case Study - Danny

"I was part of a gang even though I knew it wasn't the right choice. Without MCR Pathways I don't know where I'd be."

At NRS, we believe that a young person's future should be determined by their talents and never their circumstances. When life around us is overwhelming, it's difficult to think about the future. That's why we are asking for your help to support more young people in Glasgow.

In their new campaign MCR Pathways need more volunteer mentors to provide young people with someone who's there just for them.

The programme is supporting over 4,000 young people in Scotland each week. Currently MCR have over 1,000 mentors in Glasgow, but there's another 1,000 young people who need your help.

MCR young person Danny struggled with school until he met his mentor, who helped him find confidence and grow as a person.

"I knew I had to pull myself away from the choices I was making and the crowd I was hanging around with on the streets. But I didn't know how to do that on my own."

"I had no role models to look up to. So when I was home I ended up in the streets spending my education maintenance allowance (EMA) to buy drinks with friends, just to be part of something."

"I thought I'd never make it, but I did. All because my mentor made me believe it was possible.

"My mentor would ask about my day, how I was feeling, what I wanted to do, my ambitions. I hadn't had that before. After only a couple weeks, it was the thing I most looked forward to."

"I told him what I wanted my life to look like, and he told me everything I needed to get there."

"Now, I've got a home, a full time job, and I'm a fully qualified electrical engineer."

"I look back and if it wasn't for MCR who knows where I would be."

Not every young person has a trusted adult around them to turn to, but an hour a week is all it takes to have a lifetime of impact.

Will you mentor someone like Danny? Sign up today at: mcrpathways.org/become-a-mentor



NRS People

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



NRS People - New Workshops for March 2023

NRS People are delighted to offer the following courses which are available free to staff. Please read the course descriptions below and click the graphics to register for any of the courses that you are interested in.

For more information and further development opportunities please visit: [NRS People on Connect](https://nrspeople.org.uk/connect)

Creating a Resilient Mindset

MS Teams
Tuesday 21 March

9:30am to 10.30am

Understanding Personal Emotional Triggers

MS Teams
Tuesday 28 March

10am to 11am

Managing with Compassion

Eastgate
Thursday 30 March

9.30am to 12.30pm

Who can attend?

This workshop is open to all staff who have access to MS Teams.

Resilience is an ability to adapt and bounce back when things don't go as planned. It is a vital life skill in the current tumultuous and ever changing world. When confronted by fear or failure, resilient people demonstrate an ability to face the situation with determination and confidence. Whether

Who can attend?

This workshop is open to all staff who have access to MS Teams.

Trauma impacts each person individually. Specific events may trigger deep, powerful and personal emotional reactions that test your built-in resilience. Understanding your personal triggers and how to prepare and recover when you experience them plays an important role in maintaining overall

Who can attend?

This workshop is open to all managers and supervisors.

More now than ever we need to manage with a greater level of compassion to support our staff. This half day in person workshop, delivered by Organisational Development, will cover the principles of what it means to show compassion in the workplace and explore practical tools and tips for the behaviours our

they have not been selected for a promotion or failed to secure a new contract, an individual with a resilient mindset doesn't give up. They persevere in the face of adversity and demonstrate courage when it matters the most. This leads to both personal and professional success. Join this session to:

- Discover the power of vulnerability when dealing with failure
- Learn how to perceive adversity as a learning opportunity
- Tackle limiting beliefs associated with challenge and change
- Understand how to embrace fear and take risks

resilience and perform both safely and effectively. It is also an important element of peer support by creating sensitivity amongst team members to recognise and support those who need it. Join this session to:

- Learn about triggers and how to identify them
- Understand emotional responses to triggers and how to manage emotional triggers
- Exploring techniques to support each other
- Learning tools to improve your mental and emotional wellbeing

managers should display for supporting our staff while working in a high pressured environment. It will also give managers and supervisors the opportunity to come together and discuss real life management case studies that have resulted in staff members not feeling supported, the challenges we face when managing front line staff and learn from each other's experiences.

myjobscotland

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.

- GLA10023 - LGV Artic Driver – Internal GCC
- GLA10037 - SCA Programme Support Officer (Temporary until 31.12.2023) – Internal GCC
- GLA10036 - Arborists x 4 posts - External
- GLA10042 - Works Manager Shieldhall (Responsibility Payment) – Internal NRS
- GLA10047 - Parking Attendant (12 posts – Temporary for 1 year) - External

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

Meet Your Colleagues

John Foster, Project Officer, City Regeneration.

How long have you worked for the council?

19 years.

What do you do in your role?

In general, all of my work is intended to support key strategic goals contained within the City Centre Strategy, and the City Centre Recovery Plan. I'm lead officer for a number of different projects, such as the Wayfinding Strategy, the High Street Area Strategy, the Glasgow Begging Strategy, the City Centre Mural initiatives, and Dressing the City (the council's street bannering programme). I also support several other activities, such as the winter lighting programme, the Style Mile Christmas Carnival, and various city centre action plans. I also perform core financial and budgetary functions for the City Centre Regeneration team.

What is your favourite part of your role?

I enjoy the challenging nature of the work I am involved in, as well as the opportunity to collaborate with a wide range of different project partners towards achieving targeted goals and ambitions. Everything we do within the City Centre Regeneration team is designed to support and assist the economic recovery and wellbeing of the city centre, and therefore the rest of the city. Given this remit, we enjoy a lot of variety in our projects, and much of our work can be very high profile and have significant impact. I enjoy feeling that we've made a difference.

What are the biggest challenges within your role?

Having so much variety in our work can be a double-edge sword, since it is usually wide in scope and involves many priority actions. Juggling all these different project activities can be challenging simply due to resource availability, including officer time. Over the past few months some teammates have moved onto new jobs which has reduced our capacity. Despite these additional pressures, the City Centre Regeneration team continues to progress our project portfolios as effectively as possible.



General Interest

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



Lord Provost's Charity Lunch 1 April 2023

Join the Lord Provost of Glasgow, Cllr Jacqueline McLaren, for an afternoon of fun, hosted by Radio Clyde 1's DJ Cassie in the magnificent Banqueting Hall, City Chambers.

- Drinks reception
- 3 course lunch with wine
- Entertainment
- Raffle and silent auction

Proceeds raised will go to the Lord Provost's Charity Fund.

Tickets are priced at £48 or a table of 10 for £480.

If you would like to purchase a ticket or table for the event please contact the Lord Provost's Office by phone on 0141 287 4099 or by email using the button below.

[Click here to email the Lord Provost's Office](#)

Fundraising Glasgow Kiltwalk



John Foster (NRS City Centre Regeneration) will be taking part in this year's Glasgow Kiltwalk on Sunday 30 April to raise funds for Streetchange Glasgow, an initiative managed by Simon Community Scotland as part of GCC's Begging Strategy which helps combat the causes and effects of begging, rough sleeping and homelessness. John will be participating in the Mighty Stride, a 23 mile journey starting in Glasgow Green and finishing in Balloch, Loch Lomond.

Anyone wishing to donate and support this initiative can do so via the projects Just Giving Page: [Streetchange Glasgow](#).

For further information about [Streetchange Glasgow](#), and the [Glasgow Betting Strategy](#), click on these links.



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](#)

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](#)

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