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For Action Important Messages that require Action



You are our commuter champions - We need your travel feedback

Our existing [Staff Travel Plan](#) was developed in 2008 to help support and promote more sustainable commuting options to staff. These options also promoted better health and wellbeing and highlighted how staff could reduce their carbon footprint and the environmental impact from individual car use.

This plan is now out of date and our new [Glasgow Transport Strategy](#) commits us to updating our approach given the current climate emergency. It is critically important that we look to facilitate the reduction of the carbon impacts of council related travel (both staff journeys to work and business travel).

Staff Campaign

In order to develop a new Staff Travel Plan we need staff feedback into their current travel patterns and choice of transport - when travelling to their work place and whilst at work. To support this we are launching a new staff engagement campaign to highlight that staff are our commuter champions and that they can help us change how we travel. The first part of the campaign will be a [quick staff survey](#) which will run for six weeks to help us gather data to develop a new Staff Travel Plan. Staff feedback is very important to help shape our plan and help us identify alternative sustainable ways to commute. Our new plan will consider existing travel options and schemes and look at the feasibility of implementing new travel measures.

Managers' Briefings

The undernoted Managers' Briefing has been issued in November for managers to cascade the information to staff within their area of responsibility.

- You are our commuter champions: launching our Staff Travel Plan Survey
- New Pay and Grading Scheme FAQs
- Driving Awareness

Please use the button below to view previous managers briefings.

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

For Information Service News and Corporate Updates that might affect you



Help Us To Spread Some Christmas Cheer

Police Scotland Youth Volunteers, Safer Communities, Greater Glasgow Division is based at Eastgate. They have six groups covering across Glasgow, East Renfrewshire and East Dunbartonshire. The groups meet on a fortnightly basis and volunteer in the community as well as carrying out local initiatives with partnership agencies.

Following on from the tremendous success of our Christmas Hampers for the Elderly last year which were greatly received by the recipients, we are going to do it all again this year especially with the struggles and

challenges experienced by so many at this time of year.

We are looking for as much support as possible to enable us to provide the Christmas Hampers and hope you can provide some much needed items to create and help fill them.

Below is a list of what we hope to include:

- Christmas cards
- Small cardboard box (shoe box would be ideal)
- Cellophane
- Sellotape
- Ribbons/bows

To go inside the boxes we need:

- Dried food (rice/pasta)
- Non perishable food (chocolate/sweets/biscuits)
- Tea/coffee
- Tins
- Any other item you think appropriate

Any help would be appreciated and items can be dropped off at Eastgate, 727 London Road, Glasgow, G40 3AQ either at reception if you work out with Eastgate or on the second floor at the Safer Communities area at the identified drop off point.

We will be collecting for the hampers from today 10 November 2023 until the 24 November 2023. if you require any further information [contact us](#)

What is your experience of living or working in Glasgow?

You are invited to take part in the Early Engagement for the City Development Plan 2 (CDP2).

CDP2 will be a corporate land use document setting out place-specific policies as to the development and regeneration of the city looking 20 years ahead. The new plan will establish where new homes, schools, businesses, and open spaces should be located. It will identify areas that need to be protected and where future investment should be directed.

We want to hear from you! Tell us about how you feel about the area where you live, work or visit. What do you think needs to be improved? What needs to be protected? Let us know by taking our [My Neighbourhood, My City - Place Standard Survey](#).

The survey will close on 31 January 2024. Our [CDP2 Information Hub](#) has all the information about the CDP2 and how you can get involved. This will include in-person events over the next few months. You can also [join our mailing list](#) to be kept up to date.

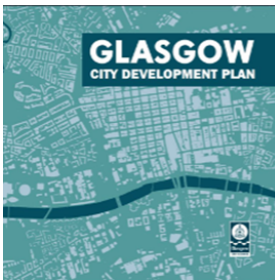
Amey Works to M8 Junctions 22 - 12 | Phase 2

Amey, on behalf of Transport Scotland, are undertaking a package of essential maintenance on the M8 eastbound between Junctions 25 and 12, which will be carried out in multiple phases in the months of November and December 2023.

Phases Two will take place from Wednesday 8 November until Saturday 18 November 2023 and the essential maintenance will include resurfacing and bridge joint replacements between Junctions 18 and 15 eastbound.

Phase Two: Closure of the eastbound M8 carriageway between Junctions 22 and 15 on Wednesday 8 November until Friday 17 November 2023, starting at 10pm each night with the traffic management removed by 6am the following morning.

Visit [the Amey website](#) for full details on the diversions that will be in place.



NRS People

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





Able Futures

Your health and wellbeing at work is our highest priority and we are always looking for ways we can enhance the support we provide. That's why we've partnered with Able Futures who deliver the Access to Work Mental Health Support Service on behalf of the Department of Work and Pensions.

Able Futures offer up to nine months of free, confidential one to one mental health support from a qualified mental health professional from the Better Health Generation. Support is available over the phone, through email, or video calls at a time to suit you.

They can help you deal with issues relating to anxiety, depression, grief, or stress, or to deal with problems such as debt, disrupted sleep or relationship breakdowns. Whatever is playing on your mind and affecting the way you feel, Able Futures can support you so that you can feel better and have more good days.

Book a virtual appointment

We are pleased to offer NRS staff the opportunity to book a 30 minute virtual appointment for a confidential chat by clicking on one of the links below and selecting a time that suits you.

You will receive confirmation of your booking by email, and a mental health professional from the Better Health Generation will call you at your chosen time to discuss how they can help. During the call, they will answer any initial questions you have about the service and can complete your application there and then for the free mental health support if you wish to proceed.

Monday 13 November 2023 [Join Here](#)

Further information

Further information about the support service and online application can be found on the [Able Futures website](#).

Alternatively you can call Able Futures free on 0800 321 3137.

It's a completely confidential service and Able Futures won't inform us, your colleagues, family or friends that you have accessed the service.

For further information on NRS People and your Health and Wellbeing, please [visit our website](#)

Meet Your Colleagues

Ben Currid, Tollcross Farm, Acting Supervisor

How long have you worked for the council?

I have worked for Glasgow City Council on the farm for almost 23 years.

What do you do in your role?

My role on the Farm is varied, I can be giving tours for disabled children and school groups one day and helping a pregnant sheep give birth on another. The farm has a mixed selection of livestock such as alpacas, horses, chickens, goats, and pigs that we take care of. This can include cutting beaks, administering injections and giving medication as well as preparing special diets for animals that need them. We even have our own flock of Welsh badger faced sheep in our outside paddocks that are visible from the main footpath that runs through the park. A huge part of my job is customer interaction, I like to promote education and understanding about the animals in my care and indeed spend a great deal of time with visitors discussing the animal needs. I also find that members of public are often surprised to know that we are a Glasgow City Council service.

What is your favourite part of your role?

My favourite part of the job is undoubtedly the lambing season in the spring when I get to see the fruits of my labour, the new born lambs and other young.

What are the biggest challenges within your role?

Some of the biggest challenges in my job are getting animals prepared for the up and coming breeding season... It can also be a challenge getting up in the middle of the night to assist an animal in distress, this is a crucial part of my job and I regularly have to stay behind after hours to assist vets and monitor animals that may have been sedated or in the process of giving birth to ensure they are ok. In this regard you must maintain a flexible mindset as this can happen anytime.

I still maintain that I have the best job in Glasgow City Council and hope to be here for many more years to come.



New Glasgow People Manager Workshops: Sign up now for workshops in November and December

All managers, supervisors and aspiring managers are invited to attend the last set of Glasgow People Manager workshops for 2023. These workshops are delivered by Organisational Development in partnership with the City of Glasgow College.



- **Managing Your Team Effectively**
Wednesday 15 November
9.30 – 16.30
- **Thinking Creatively**
Thursday 23 November
9.30 – 11.30
- **Getting Your Message Across:
Delivering Effective Presentations**
Tuesday 28 November
9.30 – 12.30
- **Developing Personal Accountability**
Wednesday 29 November
9.30 – 16.30
- **Managing Change and Building Personal Resilience**
Tuesday 5 December
9.30 – 12.30
- **Challenging Conversations**
Wednesday 6 December
9.30 – 16.30
- **Career Conversations**
Tuesday 12 December
9.30 – 16.30
- **Motivating Your Team**
Thursday 14 December
9.30 – 16.30

Please only reserve one ticket per person and note that spaces are limited. We appreciate that service delivery demands mean that you may not be able to attend after signing up, but please cancel your space as early as possible to allow someone else to attend.

If you require any further information please email OrganisationalDevelopment@glasgow.gov.uk or go to EmployeeDevelopment/GlasgowPeopleManager

NRS Health and Wellbeing Roadshow come along and get involved

Recognising the importance of employee health and well-being and to support our staff further we are hosting a Staff Health and Wellbeing Roadshow Event within Eastgate. The purpose of these is to provide information about the range of health, wellbeing and financial support available to staff. Roadshows will be held at various locations across the city so if staff are unable to attend there will be opportunity to come along on another date at a location close to their work. You can find more details below.

You are asked to encourage your teams to come along and get involved – we would also like to see you on the day too.

About our Health and Wellbeing Roadshow

- Date: Wednesday 13 December
- Time: 12pm until 2pm
- Location: Ground Floor, Eastgate

Staff can drop in to make use of the services and resources available and these will include:

- Free back, neck and shoulder massages
- Smoothie Bike – staff will get the opportunity to make their own smoothies
- Glasgow Life - seated exercises and information about the Glasgow Club discounted gym membership
- First Bus – staff discounted travel scheme
- Strathclyde Pension Fund – Staff information on pensions
- NRS Road Safety Team – Driver safety information and interactive fun
- A wide range of Health and Wellbeing awareness stalls including – Hospital Saturday Fund Health Plan, We Are With You - alcohol and drugs support and Menopause advice as well as financial wellbeing information from Glasgow Credit Union and Home Energy Scotland



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.

myjobscotland

- GLA11090 - Trainee Technical Officer (Food Safety)
- GLA11091 - Nightshift Security Attendant
- GLA11121 - LGV Mechanic
- GLA11123 - Graduate Technician
- GLA11124 - Engineering Officer

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

General Interest

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



Fun and informal free online Gaelic awareness session next week – spaces still available: register to join us!

In a one-off, online, event for all staff, Gaelic broadcaster, singer, musician and producer Mary Ann Kennedy will share her life experience as a Glasgow Gael and the contribution of Gaelic language and culture to Glasgow's historic past, and present day success. Gaelic has been part of Glasgow's history for more than a thousand years and the origin of many of our well-known place-names come from Gaelic

Join in - This Gaelic awareness session will be delivered online, in English - on Tuesday 14 November from 4.30pm to 5.30pm.

At this fun and informal event, you will be able to:

- Learn more about the various aspects of Gaelic language and culture
- Understand Gaelic's place in Baile Mòr nan Gàidheal - the City of the Gaels
- Find out more about Gaelic's place at the heart of the city across centuries
- Understand the Gaelic connections between the Clyde and the Gaelic west coast, and the various - sometimes unexpected - steps that led to the highly successful Gaelic medium education system in the city
- Try your hand at some basic Gaelic phrases
- Listen - as there may even be music!

Register - Please email donald.macphee@glasgow.gov.uk to register your place.

£527m Housing Investment Programme To Help Build 7,500 Homes

The £527 million Strategic Housing Investment Plan (SHIP) 2024/25 - 2028/29 for Glasgow was approved this month.

The city's SHIP - which sets out the priorities and resource requirements for investment in the city's affordable housing supply over a five-year period - will see more than 7,500 affordable homes built in Glasgow during that period through 185 development projects.

The SHIP aims to deliver on the vision and strategic priorities set out in Glasgow's Housing Strategy, which include:

- Reducing homelessness and the number of households currently living in emergency and temporary accommodation
- Increasing the supply of affordable family housing
- Contributing towards reducing the number of children living in poverty
- Meeting the increasing demand from households that are registered on RSL waiting lists
- Supporting refugee households living in Glasgow
- Responding to pressures that are being experienced across the city's private rented sector market including a reduction in letting activity and an increase in the cost of rents
- Meeting the forecast changes to the demographics of Glasgow's population including a projected 22.3% increase in the number of people who will be aged 65 years and older by 2032

Amongst the priorities for new housing developments delivered through the SHIP is that 10% of all new homes in developments of 20 units and above will be wheelchair readily adaptable; and 60 new family-sized homes with three or more bedrooms are built each year.



View the [Glasgow Strategic Housing Investment Plan 2024/45 - 2028/29](#) to find out more detail on the plans.

Challenges remain in the delivery of affordable housing, not least the 56% rise in costs to do so since 2018, and the impact of high interest rates. The SHIP will also support adaptation work in homes to allow independent living.

It is expected that 80.7% of the new homes to be built through the SHIP funding will be social-rent housing, with 18.5% mid-market rent and 0.8% shared equity.

Glasgow's SHIP was developed by Glasgow City Council in consultation with housing associations, private developers, the voluntary sector, Glasgow City Health and Social Care Partnership and other organisations. The city has the capacity - if more resources were available - to deliver more homes to meet the considerable housing pressures in Glasgow.



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](#)