The Loop Newsletter 13 September 2024

NRS LOOP

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Glasgow 850 Contributions

Could you be the next star of our screens? Tell us what Glasgow means to you...

With the city celebrating its 850th birthday next year we are asking you to help us mark this milestone in the city's history and share with us what Glasgow means to you.

Everyone with a connection to the city, whether as a staff member serving our citizens or a local resident who also works for the Council, is invited to share memories, stories and ambitions for the future, work related or not!

We are keen to tell stories of the things that unite us as a workforce and highlight the diversity in our organisation that is also reflective of our city.

Working with partners we are delivering a citywide programme throughout 2025 that celebrates and reflects on our recent past, present and future. So, whether you have more years' service than you care to mention or have recently joined the Glasgow family we want to hear from you!

We will be looking to shine a light on our staff, share your stories and quotes and show photos across various corporate channels throughout the year, including our screensavers, internal TV screens and our staff website.

So, get involved and share your moment at staffnews@glasgow.gov.uk before Friday 27 September 2024.

For example:

- What is your best memory of Glasgow?
- Is there a location in Glasgow that holds a special place in your heart and why?

- How do you think the city has changed over the past 50 years since our last birthday milestone celebration?
- · How has working for the council changed over the years?
- What makes Glasgow the place you call home?
- Do you have a workplace tale to tell?
- Looking ahead what are your aspirations for our city for the next fifty years?
- What makes you proud to be a Glaswegian?
- What makes you proud to work for the Glasgow family?

Susanne Miller, Chief Executive said: "Marking the city's 850th birthday is an opportunity that goes beyond celebrations and commemorations. It acknowledges the contributions of generations who have shaped the city, gives a platform to grow a shared sense of belonging and for us invites staff to guide our future."

The calendar of signature events and community based activities will be launched this month and aims to provide a range of different activities for people to get involved in. Programme and more information available on the website.

New Climate GOLD Course launching for Scotland Climate Week

Scotland's Climate Week begins on Monday 23 September. Climate Week is an annual Scottish Government initiative for communities and organisations from across Scotland to come together to showcase climate action.

Since its beginning in 2016, each year highlights a specific theme for action and this year the focus is 'Stories for Change'. By sharing your own experience and changes you're making in your life to help the planet, you could inspire people to take action in their own work or homes.

Climate change is an urgent problem and therefore we need to embed climate adaptation and mitigation in every action we take. Events such as climate week allow us to celebrate achievements while highlighting the crucial need for strong urgent action every day. The council's involvement in Climate Week is an opportunity to keep moving towards our ambitious targets, including the goal for the city to be Net Zero Carbon by 2030.

As George Gillespie, Executive Director of Neighbourhoods, Regeneration and Sustainability explains: "By supporting climate week and sharing our stories we can showcase that climate action can, and does, benefit us all. Our real life stories can bring all this to life and create a powerful movement for social change by inspiring others to take action to create a happier and healthier Scotland. It will demonstrate that climate action doesn't only benefit the planet and future generations, but our everyday lives here and now."

The first step to taking climate action is developing our knowledge and understanding about climate change. On day 1 of Climate Week, a new 'Climate Literacy for Glasgow' GOLD course will be launched, available for all staff members. Take the course to learn more about climate change, the impacts we are experiencing and how you can take action.

- How can you take part?
- Find out more about Scottish Climate Week here
- Find out more about Glasgow City Councils actions here
- Look out for our social media posts throughout climate week
- Share stories using #ScotClimateWeek online
- Learn more or refresh your knowledge.

The new Climate Literacy for Glasgow course can be found on the home page of GOLD from the 23 September.



2024 Information Security and Data Protection Training

All council family staff are reminded that they need to take our 2024 Information Security and Data Protection Course as soon as possible if not already done so.

The course must be taken by us all each year to comply with core policies and make sure that we all understand our role and responsibilities when handling information to help protect our buildings, staff, data and citizens.

Uptake of the course is being monitored across the whole council family.

The quickest and easiest way to take this course is on GOLD <u>here</u> as it is accessible from any device with an internet connection.

For example, you can login using your own device at home, to take the course, at a time that is convenient to suit your own personal circumstances.



You just need your 8 digit SAP number and your GOLD login password.

Visit Connect for support and guidance on using GOLD and information on passwords.

However, if you are unable to access GOLD your manager can supply you with an alternative format of this course and record that you have taken it using the information on our #Safe Glasgow pages on Connect.

Update on Job Evaluation and Pay and Grading Structure

As we all know, job evaluation is the foundation for our future pay and grading structure (PGS) and the way we meet our aim to make sure we pay equally for work of equal value. The Council and Trade Unions are committed to achieving this aim with all possible haste and integrity.

Our colleagues in the Job Evaluation Team, which includes nominees from the three recognised Trade Unions, have been working to finalise the evaluation of Primary Benchmark jobs these are the most common jobs in the council family, covering around 80% of employees in scope. The scale of this task is significant and work continues to evaluate Secondary Benchmark and Unique roles.

We can now confirm that the initial information on the evaluations of Primary Benchmark jobs will be provided to the JE Operational Steering Group (OSG a joint forum of TU Reps and Service/ALEO management). This will allow consultation to start in earnest between Trade Unions and the council on the new PGS, following a period of dialogue at the OSG.

Delivering the Primary Benchmark information is a key milestone on our route to a new Pay and Grading Structure, but regrettably we have not met our planned timescale. This means that we will need to revise our date for the implementation of the new pay and grading structure which cannot now take place in February 2025.

The Council, Trade Union colleagues and our Independent Technical Advisor all understand the need to amend the implementation date and agree that it is essential. This is due to the scale and complexity of the work required and to ensure the integrity of the process and outcomes.

I want to be very open with you about the challenges we face in setting a new implementation date at this point. We have started evaluations of Secondary and Unique roles but at this stage it is it is only possible to estimate the timescales for completion; we must allow sufficient time for Trade Union consultation and give us all the best chance of reaching an agreement on the new arrangements.

Progress depends on efforts and input from everyone involved, including employees, service management, Trade Union colleagues and the Programme Team. We will work closely with Trade Union colleagues to ensure revised detailed plans include their input and we will update you on progress at each milestone stage.

May I reassure you as previously communicated, when we finalise the Council's proposed Pay and Grading Structure, we will tell you what this will mean for you, on an individual basis and confirm any elements of pay protection and back dating of pay, to the effective date of 15 October 2023, which are appropriate to you.

I know that this could be an unsettling period for you, but I want to stress that this delay is necessary to meet our commitment to paying everyone equally for equal work everyone is committed to moving this forward and I will let you know as soon as possible when we can confirm timescales for delivery. Spending appropriate time on evaluating jobs through consistent and thorough job evaluation, in consultation with Trade Unions, is an essential part of meeting this commitment.

More information

There are frequently asked questions on the website <u>here</u>, if you have questions, you can email me at <u>Ask Susanne</u> and I will make sure these are considered. Remember, we can't answer questions about individual outcomes yet, as we're not at this stage.



Managers' Briefings

There have been no Managers' Briefs issued in the last fortnight. A full list of past briefings is available on the intranet using the button on the left.





For Information

Service News and Corporate Updates that might affect you

Govan to Partick Bridge Formally Opened

The Govan to Partick Bridge was formally last week by Councillor Susan Aitken, Leader of Glasgow City Council, Tom Arthur, Scottish Government Minister for Employment and Investment and UK Government Minister for Scotland, Kirsty McNeil, and children from local primary schools, Notre Dame Primary and Riverside Primary.

The £29.5million Glasgow City Region City Deal project funded by the Scottish and UK Governments reestablishes the historic connection between Govan and Partick, with the bridge crossing between Water Row on the south side and Pointhouse Quay on the north.

The bridge will open to the public on the morning of Saturday 7 September, with celebratory community events on both banks of the Clyde, the Clydebuilt Festival will take place on the north bank on 7 and 8 September beside the Riverside Museum, with the Footbridge Festival on the south bank at Water Row, Govan Cross and Govan Road, on 7 September.

The bridge is significant economically, environmentally and socially through the link it will provide not only between communities, but also a number of visitor attractions and institutions of national economic importance. The crossing is also a central part of the active travel route between the University of Glasgow's campus at Gilmorehill and the Queen Elizabeth University Hospital.

One of the longest opening pedestrian/cycle bridges in Europe, the Govan to Partick Bridge has a width of six metres and two spans. The moving span, which weighs 650 tonnes, is 99 metres long and uses the South Pier (at Water Row) as its access; and the fixed span, which weighs 45 tonnes and is 15.7 metres long.

In addition to the construction of the fabricated steel cable stayed opening swing bridge, the project which began in April 2022 also featured:



- Construction of a sheet piled quay wall and infilling to finished ground level to extend Pointhouse Quay to form the north bridge landing, access ramp and public realm;
- Construction of a reinforced concrete abutment/quay wall and Infilling of the disused Govan Ferry Inlet at Water Row in Govan to form the south landing;
- Construction of bridge approach ramps, retaining walls, provision of drainage and public realm at the north and south bridge landings;
- Bridge and public realm statutory and feature lighting; and
- Diversion of the Scottish Water Combined Sewer Outfall at Pointhouse Quay.

The Govan to Partick Bridge is key to and complements public and private sector investments such as the £38million UK Government Strength In Places funding to help the University of Glasgow develop the Clyde Waterfront Innovation Campus next to the Queen Elizabeth University Hospital; the Water Row (housing and commercial) development; and proposals for more than 1,000 homes at Yorkhill Quay.

The Glasgow City Region City Deal will see both the Scottish and UK Governments each provide £500million of funding for infrastructure projects.



City Development Plan 2 - Call For Sites and Ideas

Glasgow City Council are carrying out a Call for Sites and Call for Ideas between 2 September and 11 November 2024 to inform the contents of City Development Plan 2 (CDP2). The CDP2 Evidence Report should inform your sites and ideas.

Call for Sites - Tell us about a site you'd like to see included in CDP2

Stakeholders including residents, community groups, landowners, developers and others, are asked to put

forward sites you would like to be considered by the planning authority for inclusion in CDP2.

Call for Ideas - Tell us about a planning policy you'd like to see included in CDP2

We would like to hear your ideas regarding all development and land use related matters affecting Glasgow and in particular your thoughts about planning policies that CDP2 should contain. Policy is important in planning because it sets the rules and guidelines for decisions and actions.

Evidence Report

GCC has now submitted an Evidence Report to the Scottish Government's Gate Check process. This evidence base is required to inform CDP2.

Further information about the Call for Sites and Ideas can be found here.

On Street Bin Hub Service To Extend Into South West Glasgow

New on street bin hubs have been earmarked for south west Glasgow as part of a push to improve recycling by people living in flats.

The new bin hubs capture an expanded range of plastic and metal containers alongside a separate bin for paper and card. The 'twin stream' approach has helped improve the level of materials recycled from three city areas where a total of 144 hubs have been piloted in Pollokshields, Haghill and Anderston. Food waste collections have also been reintroduced for all flats within the pilot areas.

With the council committing £7.2m in this year's budget in support of a roll out of on street bin hubs, Cessnock, Govan, Craigton and Cardonald have been identified as the next communities where the 'twin stream' approach for flats will be introduced. Installation of bin hubs in Cessnock is due to start next month with the development of detailed plans for Govan, Craigton and Cardonald getting underway.

On street bin hubs are mainly intended for streets with tenement flats where there are difficulties with access to bin areas or where bins are already placed on the street, although different measures may be necessary at specific locations. Assessments of individual properties will always be undertaken to ensure the installation of an on street bin hub is suitable at specific locations.

With grey wheeled bins for plastic and metal containers currently being distributed to houses throughout the south west of the city where bins are presented on the pavement for uplift as part of a city wide programme, the eventual aim is to ensure all Glasgow residents have access to a 'twin stream' recycling service.

The £7.2m investment agreed by the council for on street bin hubs will go towards procuring 4,800 1280 litre bins and 1200 units to house those bins. Further investment is likely to be required to ensure all properties receive a twin stream recycling service.

All residents will be notified in advance of when they will receive the twin stream recycling service along with detailed information on how the service operates.



Lease For Legacy Hub And Approval For Phase 2 Of Athletes' Village Confirmed

Glasgow City Council is to grant a lease of up to 25 years to Rockvilla CIC (community interest company) for the Dalmarnock Legacy Hub, and the bulk sale of 58 homes to Places For People through a change in development agreement for the Athletes' Village Phase 2 after committee decisions.

The building which opened in October 2015 and was operated by the People's Development Trust saw areas leased to a doctor's surgery, a dentist, a pharmacist and Scottish Sports Futures. The People's Development Trust went into administration in January 2019, with the Council acquiring the building for £1. Following this acquisition, the council undertook consultation on the future running and management of the building, with the aim of maintaining and increasing occupancy whilst serving the local community.

Rockvilla CIC intend to provide office and community space on the first floor of the Legacy Hub, with a licenced area on the ground floor supporting both community and external uses. The community interest company will apply for a licence to support the hire of the area for weddings, parties, and functions and intend to use this income to fund the community space above.

The Rockvilla CIC propose to use the theatre area in the Hub to host events such as A Play, a Pie and a Pint with local writers and performers; a free after school meals club run in connection with Mary's Meals; and to let spaces to local charities or community organisations at concessionary rentals with organisation being responsible for occupational costs. A Community Advisory Board or similar body will be formed with the tenants and local community members and representatives involved.

The committee also agreed to change the development agreement for the second phase of the Athletes' Village in Dalmarnock. This second phase which will see 125 houses built has a development agreement between Glasgow City Council and the developer consortium City Legacy.



City Legacy has been approached by the Places for People, Thriving Investments, MMR Fund with a view to purchasing 58 homes for mid market rental. Today's decision to change the development agreement allows that purchase and the acceleration of the development, with construction expected to begin before the end of 2024.

The building of these homes is expected to help meet demand for mid market rental homes in Glasgow's East End in a period of market constraint. The remaining 77 homes in the second phase will be available for private sale.

The City Network Inner North and South Public Consultation

Glasgow's Active Travel Strategy <u>City Network</u> is a dense network of high quality segregated cycleways and improved pedestrian infrastructure across Glasgow. The Inner North and South areas form part of the first phase. Consultants AECOM with Austin-Smith:Lord and WAVEparticle have been engaged by Glasgow City Council NRS to progress the networks in these two unique areas of Glasgow to preliminary design stage by the end of this calendar year. The public consultation is currently live until 20 October.

Did you spot the Beacon travelling map during July and August?

Featuring aerial street maps of the Inner North and South areas with their proposed active travel networks, the Beacon proved to be a visually arresting way to prompt on street discussions with local people as it was out and about the two areas of Glasgow earlier this summer.

Pausing for around 2 to 3 hours at more than 40 stopping points or 'nodes' along the City Network proposed routes, the protected space provided by the Beacon's map covers enabled people to tell their stories of each area. Many did this through a 'vox-pop' video recording and all this footage is currently being collated into a unique, clickable digital 'film wall' for launch later in September. Some of the footage has already been helping to animate the City Network public consultation drop in sessions.

You too have the opportunity to participate in the consultation: see our <u>City Network StoryMap</u> for more information including the concept route drawings, details of the consultation events, a link to the <u>consultation survey</u> and, later, news of the Beacon vox-pop video wall launch.

Save the Date

Please come along to our final few drop in consultation events this September. There are two sessions remaining in the Inner North and three in the South this month.

For more information, please **email** the team.

Inner North City Network

Date	Time	Location
Tuesday 17 September 2024	10:00 to 13:00	Kelvin College Springburn Campus Foyer 123 Flemington Street, G21 4TD
Wednesday 18 September 2024		Royston Library 61 Royston Road, G21 2QW

South City Network

Date	Time	Location
Monday 16 September 2024		Newlands South Church, McFarlane Hall 37 Riverside Road, G43 2EG
Tuesday 17 September 2024	15:45 to 19:45	The Couper Institute 84-86 Clarkston Road, G44 3DA
Thursday 19 September 2024		Pollokshaws Burgh Hall, Small Hall 2025 Pollokshaws Road, G43 1NE

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







Andy Waddell Retirement Spotlight

When did you start in the Council and what was your job? How has the service changed in that time?

Since graduating with a civil engineering degree in 1989, I've been in and out of local government during my career. My first experience of working for the City (SRC) was as a humble Roads Technician between 1993 and 1996. After a spell away, I returned in 2008 to take on the role of Neighbourhood Services Manager and since then my role has grown enormously, as has the Service. NRS plays such a pivotal role in the daily lives of citizens and in the future success of City and it's been an absolute privilege to have been part of that for the last 16 years.

Is there a standout highlight of your time in the Council?

It's an obvious one but it has to be the BEST EVER Commonwealth Games in 2014. So many people put so much hard work into ensuring it's success. The atmosphere we helped create in the City was electrifying and the buzz was incredible. That feelgood factor permeated throughout the workforce and it was wonderful to see so many of our staff embracing the occasion, working alongside volunteers and other agencies, mixing with crowds of visitors and generally being great ambassadors for the city.

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

I know it's a cliché but it's meeting and chatting with our people across the service that fills me with the greatest sense of pride. We often come in for criticism but the dedication and commitment of our staff shines through every time, always trying to do the best they can for the City. In my role, I've often had the opportunity to receive praise or accept awards for some of our achievements but the real credit of course goes to all of the unsung heroes who represent our service and the City every day.

What was the biggest challenge within your role?

Occurring in the same year as the Commonwealth Games, the bin lorry tragedy on George Square was definitely the lowest point of my career. However, as often happens in times of adversity, the best in people shines through. Across the service and beyond, staff rallied together to support each other and to ensure nothing like that could ever happen again.

What are your plans for retirement?

I hadn't planned it this way, but my eldest daughter is due to give birth to our first grandchild the day after I retire. And if that's not enough to keep us all busy, I plan to explore as much of Europe as I possibly can in the comfort of my VW Camper (named Dignity – get it?) and in the company of my trusty labradoodle dogs.

Any words of advice for someone just starting their career in the Council?

That would be the same advice that I give to everyone in life – seize the day! Grab every opportunity with both hands and try to enjoy every minute of it. A career in local government can be hugely rewarding, providing variety, opportunity and spades of job satisfaction knowing you're helping people in their daily lives and contributing to the prosperity of the City.

Thanks for the memories Glasgow, it's been a hoot!

NRS People Roadshows at Dawsholm and Polmadie

The NRS People Health and Wellbeing Roadshows will be at Dawsholm Depot on Friday 20 September and Polmadie Depot on Monday 23 September.

Different Health and Wellbeing services will be available on the day such as PAM Nurse Health Checks and Incorporate Massage, as well as support and information on financial management, mental health and physical welfare.

Both events are taking place between 11am and 1pm, please let your manager know if you wish to attend.

Keep an eye out for NRS Roadshows visiting your place of work over the next few months!

Join us this September

You are invited to <u>Join us</u> this September for the following Health, Wellbeing, Equality and Diversity training events.

Visit the <u>website</u> 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	
Tuesday 17 September	Savings and Financial Goals - Money Advice	
11.00am until 12.00 noon	Scotland	
Teams		
Sign Up	As part of our series of financial wellbeing	
	workshops in partnership with Money Advice	
	Scotland, this next session will provide an overview	







	of the different types of savings accounts available. Highlighting how these can work to meet short term, medium term, and long term financial goals, along with tips and techniques for making the most of your savings.	
Thursday 19 September	Incorporate Massage - Seated Acupressure Massage 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. • Booked sessions take place, with Grace Taylor from Incorporate Massage, in the privacy of our City Chambers Wellbeing Room at 2.25 East Building, John Street	
Bookable 15 min slots available throughout the day from 10am until 2.30pm Sign Up	Your session costs £15 for 15 minutes. Please pay Grace on the day a vailable morning slots. Every 15 minutes from 10am until 12pm a vailable afternoon slots. Every 15 minutes from 12.30pm until 2.30pm Booking conditions apply and 24 hrs notice required for cancellations (or you may still be charged) Use Sign Up to book your 15 minute slot with subject GCC Massages and your name, date and preferred 15 minute time slot See John Street reception for access to the Wellbeing Room	
Monday 23 September 9.30am until 12.30pm Teams <u>Sign Up</u>	Dementia Awareness Workshop - Age Scotland This interactive online workshop will provide an overview of dementia, discuss the main types and stages of dementia, as well as the signs and symptoms and diagnosis process. The importance of good communication will also be covered with some tips for having a compassionate conversation with someone living with dementia. The session will explore ways of reducing risk factors for dementia and what people can do to live well with dementia. Please register your interest by signing up now.	
throughout the day ^f rom 9.00am until 3.45pm City Chambers Wellbeing Room at 2.25 East Building - John Street <u>Sign Up</u>	Free Health Check - PAM Wellness Think you may have high cholesterol? Find out and take action. Check your cholesterol level, blood pressure, and glucose levels, and discuss general health matters at our next free, private and confidential one-to-one Health Check with an Occupational Health Nurse from PAM Wellness. Health checks will take place, with a PAM Occupational Health Clinician, from 9am to 4.10pm, in the privacy of our City Chambers Wellbeing Room at 2.25 East Building, John Street. Use Sign Up to book your 30 minute appointment slot with subject GCC Health Checks and your name.	

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.

MJS Ref	Job Title	Posts Available	Grade
GLA12486	Graduate Technician	3	6
GLA12503	Project Support Officer (Re-Advertisement)	1	6
GLA12497	Senior Technician	1	5
GLA12502	Technician	1	4
GLA12554	Head of Roads Asset Management	1	10
GLA12547	Building Standards Surveyors	3	7
GLA12544	Heritage and Design Officer	1	7
GLA12545	Planner (Development Contributions)	1	6
GLA12550	Assistant Building Standards Surveyor	1	6



General Interest

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





Macmillan Coffee Morning

David and Kirsty, Parking Attendants based in Cadogan Square, Glasgow are putting together a coffee morning in aid of Macmillan Cancer Support.

Taking place on Wednesday 18 September, 11am until 3pm. It's in the Parking Attendants Office, 5 Cadogan Square, there will be many cakes and other goodies will be available to buy.

They hope to beat the amount raised last year which was £720.

Everyone welcome and all donations welcome!

Please check out our photos from last year, and if you cannot make it along please consider donating electronically via the QR code.





Kalim Fundraiser Follow Up

Kalim Uddin, Operations Manager within NRS was featured in a previous issue of the LOOP regarding fundraising for the World Care Foundation to help people affected by the war in Palestine. Having now completed the West Highland Way, he gives us an update on his efforts:

Just wanted to say a big thank you to everyone who donated and supported my fundraising for the World Care Foundation.

Thanks to all the support we reached our target of £2,000 which will go a long way to help so many people in desperate need of aid in Gaza. This was my third time completing the West Highland Way and may well be my last as I'm not sure if the old limbs could handle it again. With over 96 miles walked, dozens of bridges crossed and many a hill climbed, including the infamous Devils Staircase, we reached our goal.

As usual we had the typical Scottish summer weather to literally push us along with wind, rain and the odd splatter of sunshine each day. Sore legs, feet and toes all worth the effort to help those less fortunate than

So, once again thankyou and until next time.



An exhibition of works by one of the world's most revered artists, Edgar Degas, which has been enthralling visitors at The Burrell Collection this summer, will close on Monday 30 September.



Over 30,000 people have already seen Discovering Degas: Collecting in the Time of Sir William Burrell, making it one of the most popular shows in Scotland this year.

Thousands more are expected to visit during the final three weeks, taking advantage of this once in a lifetime opportunity to see all 23 Degas works from Burrell's original collection together in one space.

They are displayed alongside 28 further world class artworks on loan from some of the UK and Europe's finest collections, including the renowned and controversial work L'Absinthe, on loan from Musée d'Orsay, Paris

This was the first major ticketed exhibition at The Burrell since it reopened following a major refurbishment in 2022. The feedback from the public has been extremely positive.

For more information and tickets visit the **Burrell Collection website**.

Contact Us



Neighbourhoods, Regeneration and Sustainability Glasgow City Council Eastgate 727 London Road Glasgow G40 3AQ