

The Loop Newsletter

11 October 2024

NRSLOOP

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In the Loop
this week

List of news and information
in this week's edition of the
Loop

In this edition



For Action

Pay Award for 2024 to 2025 | Glasgow 850 – What Does Glasgow Mean to you? | Pre-election Guidance for Staff: By-elections in November | Managers' Briefings

For Information

Recycle Week 2024 | National Hate Crime Awareness Week 2024 | Yorkhill Week of Action | LEZ Update

NRS People

TRAFFCOM Team Spotlight | Join us this October - Health and Wellbeing events | Women in Leadership Event with Jenny O'Hagan | NRS People Health and Wellbeing Roadshows | Vacancies within NRS

General Interest

Culture and Cuisine On The Menu As Main Glasgow 850 Programme Announced

For
Action

Important messages that
require action



Pay Award for 2024 to 2025

Last week it was agreed by Council Leaders to implement the revised SJC pay offer made on 9 August 2024, as soon as possible.

The pay award, along with backdated pay to 1 April 2024, is planned for payment on **12 November 2024**. It is for an increase of £0.67 in the hourly rate or 3.6% whichever is higher for the period 1 April 2024 to 31 March 2025.

Please note that whilst this revised pay offer is being implemented, COSLA are continuing to seek collective agreement from all Trade Unions and we will continue to keep you informed if there are any updates regarding any results of discussions.

What this means for you

- This means that the pay levels in each grade have increased and you can see the latest pay table on our [website](#).
- For staff in receipt of [Non-standard Working Pattern](#) and [Work Context and Demand Payments](#), these payments will be increased by 3.6%.
- The pay award is calculated based on work patterns and will be pro rated for part time employees.

Staff in receipt of Universal Credit - check your claim

- You need to be aware that this backdated pay could affect payments. The amount you get could change if your take home pay changes.
- These benefits are calculated on your personal circumstances. Because of this we, as your employer, do not know how, or if, you may be affected. The backdated payment may mean you will either receive less credit than normal, or you may even earn too much to qualify, and your claim will close.
- Check you claim status, if your claim closes, you will get a message telling you about this.
- You can get independent help and advice about Universal Credit from Advice First on **freephone 0800 328 5644**.
- You can also visit www.gov.uk/universalcredit.

Support

- Further financial information and support including grants, benefits and advice is available from the [Scottish Government cost of living support website](#).
- If you need to chat in confidence about any financial issues you may be experiencing you can also contact PAM Assist, our Employee Assistance Provider. They are available 24 hours a day, 365 days a year on **freephone 0800 247 1100** or email counsellingteam@pamassist.co.uk or info@pamwellbeing.co.uk. More details at [Workforce Wellbeing Support](#).

Information

- Our 2024/2025 pay information can be found on our website at [Work For Us - Glasgow City Council](#) under the Employment Policies section.

Glasgow 850 – What Does Glasgow Mean to you?

Be a part of the city's 850th birthday and 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.

- 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?

The full Glasgow 850 Programme and more information is available on the [website](#).



Pre-election Guidance for Staff: By-elections in November

As you may be aware, Notices of Election have been given for by-elections to be held in the Drumchapel/Anniesland, North East, and Maryhill Wards of the city on **Thursday 21 November 2024**.

The pre-election guidance is for everyone working for the council or ALEOs and tells you about the rules that now apply in the run up to these by-elections.

The general restrictions on party political activity apply at all times, but particular care should be taken to avoid any publicity that might appear to be party political or deals with controversial issues in these wards in the period up to the by-elections.

Restrictions on communication activity undertaken by local authorities are contained in the 1986 Local Government Act (as amended), and the associated Code of Recommended Practice on Local Government Publicity. The guidance explains the code the effect of the restrictions and further restrictions on staff activity.

This advice does not cover every conceivable situation so you should always consult your line manager if you are in any doubt.

Questions can also be directed [Mairi Millar](#), Director of Legal and Administration Services or to [Colin Edgar](#),



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.

- Shieldhall and Blochairn WUDS Storage Bay

For Information

Service News and Corporate Updates that might affect you

Recycle Week 2024

This Recycle Week 'Don't let it go to waste' and make the most of your recycling efforts.

Recycle week will take place from 14 to 20 October 2024 this year.

Zero Waste Scotland's Recycle Week campaign 'Don't let it go to waste' champions all the efforts we make to recycle in Scotland, whilst also making the point that we very often fall at the final hurdle, in terms of putting the right things in the right bins. It draws light to not letting our effort go to waste, including the items we recycle too.

During last year's Recycle Week, Zero Waste Scotland published the Household Waste Composition Analysis, a significant piece of work exploring the composition of household waste collected at the kerbside of Scotland. The study uncovered that more than half of waste disposed at the kerbside (52%) could have been recycled. Clearly, kerbside services in Scotland are not being used as effectively as they could be. You can find out more by visiting the [Zero Waste Scotland website](#).



National Hate Crime Awareness Week 2024

Glasgow's Hate Crime Awareness Week takes place from 7 until 14 October 2024 and the overarching campaign message is 'Glasgow is my city, there is no place for hate'. You'll see our awareness campaign on show throughout the city on SPT Subway Carriages, on BT Hubs and hear about it on Go, Clyde, Awaz and Nation Radio. You can follow the social media campaign on the hashtags #NationalHCAW #NoPlaceForHate #SafePlaceForAll #PeopleMakeGlasgow.

Look out for daily posts on our council social media platforms drawing attention to each of the protected characteristics and a new video produced which will launch during the week, highlighting racist and offensive graffiti with details of how to report any accounts of vandalism through the My Glasgow App.

More Information:

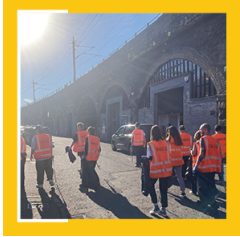
- Find out more about hate crime and how to report it by visiting the [website](#)
- Find out more about National Hate Crime Awareness Week [here](#)



Colleagues within the Glasgow City Council Family are encouraged to undertake our Hate Crime Awareness course on GOLD. Please use the link to complete the [Hate Crime Awareness Gold course](#).

Yorkhill Week of Action

On Wednesday 18 September 2024 our brilliant Neighbourhood Coordinator organised a very successful litter pick to help keep the streets of Anderson and Yorkhill clean and tidy.



To help them on the day they had around 20 participants which included Councillor Braat, SWG3 staff, local students, Community Council members, Glasgow City Council staff, along with Anna Zairseva who curated the [Fly Tip Road Trip exhibition](#) currently on display in SWG3. The group targeted Kelvinhaugh Street and the surrounding streets collecting approx 40 bags of litter. A lovely morning was had by all and the sun kindly made an appearance.

The litter pick was part of the Week of Action which had a focus around students and their safety. Many of our Glasgow students are transient so the team took the opportunity of Freshers week to work alongside Police Scotland and our NRS services to engage with students, student accommodation, Housing Associations and universities advising them of how to stay safe and make their environment safer. This included information on how to recycle and respect their community.

LEZ Update

New air pollution data for 2023 has revealed a promising start for Glasgow's LEZ.

The latest [Air Quality Annual Progress Report](#) shows that nitrogen dioxide levels in the city centre and LEZ area had dropped by 20% compared to diffusion tube monitoring from the previous year.

The annual report is the first to consider pollution levels during LEZ enforcement following the scheme's full roll out to all vehicle types on 1 June 2023.

Diffusion tube monitoring also showed a 15.3% drop in nitrogen dioxide concentrations at locations outside the city centre.

Airborne particulate matter and nitrogen dioxide are the main pollutants of concern in Glasgow, with the annual report assessing air quality so that pollution concentrations can be compared against legal requirements known as objectives.

In addition to diffusion tube monitoring, air pollution is also observed by eleven automatic monitoring stations around the city. Like the previous year, all stations recorded nitrogen dioxide concentrations below the legal objective, however 2023's results showed further decreases in levels of this pollutant.

Continuing the trend of full compliance since 2014, particulate matter monitoring met the objectives for PM10 as well as PM2.5 which are the ultra-fine particulates that are especially damaging to health.

Whilst these results are very promising, the 2023 data did however highlight areas of concern.

Diffusion tube monitoring on Gordon Street and under the Hielanman's Umbrella showed marginal exceedances of the nitrogen dioxide objective. Whilst all automatic monitoring stations showed compliance with the legal levels, the station on Hope Street only narrowly met the objective - a repeat of 2022's result.

As Glasgow's LEZ was in force for only half of 2023 and did not yet apply to zone residents or non-compliant taxis, it is too soon to determine its full impact on air quality. Initial results from monitoring however are highly positive and further improvements can be expected in future reporting.

Previous rounds of review and assessment has seen Glasgow declare four Air Quality Management Areas (AQMA), where the objectives for nitrogen dioxide and particulate matter were not being met.

Three of these AQMA have since been revoked - highlighting that improvements in air quality have continuously been achieved. The AQMA declared for the city centre however remains in place.

Whilst the LEZ is driving significant improvements in the city centre's air quality, revocation of an AQMA is only possible where there is compliance with the objectives for at least three consecutive years, and where further exceedances of the objectives are unlikely to occur.

Earlier this year Glasgow set out refreshed plans to tackle air pollution across the city. Whilst the updated [Air Quality Action Plan](#) takes a citywide approach, there remains a level of focus on the city centre due to its pollution levels remaining of concern.



**NRS
People**

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



TRAFFCOM Team Spotlight

Keeping Glasgow's traffic network moving day after day, our Traffcom team face a unique set of challenges that require quick thinking and constant innovation. Situated in the Glasgow Operation Centre (GOC) in Eastgate, the team control over 900 traffic signals across the City and monitor scores of CCTV screens to identify and resolve problems in real time.

Problem solving and collaboration is crucial in the team. Anything can happen and the team are always kept on their toes. If there is an accident or emergency, the onus is on the team to issue traffic information bulletins (TIBS) and deploy traffic management procedures using the tools at their disposal to ease and manage traffic to keep Glasgow's network moving. Never working in isolation, the GOC allows the team to work alongside and closely collaborate with Public Space CCTV, Police Scotland and NRS security services. This crucial partnership gives the team access to a wider range of information, intelligence and assets such as public space CCTV cameras. This therefore strengthens their ability to keep our roads safe and operational in a more effective and timely manner.



Not just about keeping traffic lights on, the Traffcom Team also play an integral part in Glasgow's role as an events powerhouse. With rarely a week that goes by without a major event in the city – from football, concerts, sporting events and festivals – the team are often tasked with interesting and unique situations; from having to greenlight a route to allow football team buses safe travel to a stadium during major football events, from managing the closure of express way throughout COP26.

With the huge variety of jobs there is a big reliance on technology and the team is always trying to innovate and stay updated as the tech changes. The technology enables the team to better understand and monitor the network the faults and allows them to implement an inhouse solution which not only repairs the issues but prevents the problem from reoccurring.

WE ARE RECRUITING

If this is something that interests, you then please contact the team to find out more. There is currently an exciting opportunity to join this small but specialised team as a Network Operator. The team are looking to recruit two Network Operators to support the city's traffic network, work with stakeholders and provide an excellent customer experience for the citizens of Glasgow. So, looking for something different? A good problem solver? Can make clear and concise decisions? A team player? An excellent communicator? If you have experience in traffic management or roads management then we want to hear from you. Or can you bring a set of transferable skills to the team then we also want to hear from you. Please contact Traffcom control room on 0141 287 6622 and speak with us to find out more and check the advert out on Myjobscotland.



Join us this October

You are invited to [Join us](#) this October 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
Thursday 17 October 10.00am until 10.45am Teams Sign Up	Elevating Work Culture: Promoting Menopause Awareness and Support at Work - PAM Wellness This webinar aims to shed light on the significance of menopause awareness and the importance of fostering supportive work environments that accommodate the needs of individuals navigating this life stage. The session will look at the impact of menopause on individuals in the workplace, explore ways to create inclusive and supportive work cultures, showcase successful initiatives and best practices, provide guidance and practical tools for navigating menopause related challenges at work.
Thursday 17 October 1.00pm until 2.00pm Zoom Webinar Sign Up	World Menopause Day - ALLIANCE and Scottish Government Join Us for this free information webinar on Menopause, hosted by the ALLIANCE in partnership with the Scottish Government, as part of the women's health series in support of Scotland's Women's Health Plan. The webinar will focus on empowering women through the menopause. Guest speakers will talk about menopause signs, symptoms and treatment options, along with tips on talking about the menopause with your GP. Joined by a great panel of experts: Dr Kay McAllister, Consultant Gynaecologist, NHS GGC and Dr Sigi Joseph, GP Partner, NHS Lothian. This session open to anyone that wishes to learn more about the menopause. Health professionals are welcome to join, although discussion will not focus on managing menopausal concerns from a professional perspective.
Friday 18 October 9.30am until 12.30pm Teams Sign Up	Menopause Awareness for Managers - City of Glasgow College On World Menopause Day this is an opportunity for managers to join a three-hour session which will cover:

	<ul style="list-style-type: none"> • The impact of the menopause in personal, social and work situations • A wide range of strategies, activities and possible treatments • How the menopause may affect performance, targets and relationships with colleagues • Specific workplace strategies for supporting individuals through the menopause and their colleagues • Solution focused questioning within the GROW Model to support team members going through the menopause
<p>Wednesday 23 October 12.30pm until 1.30pm Teams Sign Up</p>	<p>Menopause Café - Corporate HR</p> <p>Pop on for a cuppa and a chat in a menopause friendly space where you can share your experiences with your colleagues, hear some hints and tips or even just to connect with other people who are experiencing menopause right now.</p>
<p>Tuesday 29 October 10.00am until 12.30pm Teams Sign Up</p>	<p>Race Awareness for Managers - CEMVO</p> <p>In partnership with CEWNVO this course aims to provide managers with the skills and confidence to challenge racism when encountered in work and life. It also raises awareness of the relevant legislation - to address racism both in relation to discrimination and hate crime. This course will cover:</p> <ul style="list-style-type: none"> • Demographic profile of ethnic minority communities in Scotland and Glasgow • Diverse Organisations • Ethnic minority workers experiences • Prejudices in the workplace • Impact on ethnic minority individuals • Unconscious bias
<p>Wednesday 30 October 12.00 noon until 1.00pm Teams Sign Up</p>	<p>Women in Leadership</p> <p>The Glasgow City Council Women's Network invite all staff to our next Women in Leadership event of 2024. Jenny O'Hagan is a Chartered Accountant, who has worked within Local Government at a senior level for over 30 years, after training in the private sector. She has carried out various roles, across a range of departments, building lots of networks and friendships along the way. Her roles have largely been within the Finance and the Transformation/business change field but her current role, which she has been carrying out for just over 2 years is Divisional Director - Operations within Neighbourhoods, Regeneration and Sustainability, where she is responsible for leading approximately 2000 staff across frontline, professional and management roles across refuse and waste, Public Health, parks, events and Community Safety. This event is open to all employees across the Glasgow Family.</p>



Women in Leadership Event with Jenny O'Hagan

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Jenny O'Hagan is a Chartered Accountant, who has worked within Local Government at a senior level for over 30 years, after training in the private sector. She has carried out various roles, across a range of departments, building lots of networks and friendships along the way. Her roles have largely been within the Finance and the Transformation/business change field but her current role, which she has been carrying out for just over 2 years is Divisional Director, Operations within Neighbourhoods, Regeneration and Sustainability, where she is responsible for leading approximately 2000 staff across frontline, professional and management roles across refuse and waste, Public Health, parks, events and Community Safety.

Jenny is an ambassador for health and wellbeing within the workplace as part of a healthy worklife balance, being sensitive to the impact the challenging work environment has on staff. She keeps fit with a particular focus on open water swimming as her release to keep her mind and body fit for the resilience that is required for her job – having recently been the first woman to swim round Inchmarnock Island, off the Island of Bute, for charity – an 8km technical swim taking just over 4 hours to complete. She gives passion and enthusiasm to both work and her personal life, being the chair of the Port Bannatyne Development Trust, which completed a Community buyout of the local pub/hub, which opened in April 2022 and is going from strength to strength breathing life and vibrancy into the village community of which she is extremely proud.

Jenny also has two children who are now in their twenties, embarking on their own careers, and she would be keen to share with you her journey as a working mother, juggling career, motherhood and time for herself as well as her varied career opportunities within Local Government and how she remains positive in the face of adversity with a focus on making a real difference for her staff and the City.

Who can attend?

The event is open to all staff across the Glasgow Family.

Event Details

Wednesday 30 October 2024, 12 noon until 1pm.

The event will be held on MS Teams

[Sign up now.](#)

If you would like to join the Women's Network mailing list of find out about how the network can support you go to [Connect](#) or [email](#).

NRS People Health and Wellbeing Roadshows

The NRS People Health and Wellbeing Roadshow will be visiting Shieldhall depot on Wednesday 16 October and Gartcraig Depot on Wednesday 23 October 2024.

We have invited a range of financial and wellbeing services who can provide colleagues with information and support:

- Step Change Debt Advice
- Home Energy Scotland
- SAMH (Scottish Action for Mental Health)
- FASS (Family Addiction Services Scotland)
- Gamblers Anonymous
- Glasgow Council on Alcohol
- Glasgow Life discounted Gym Memberships

As part of the event we also have the PAM Assist Nurse and free incorporate massages available for any staff member who wants to get a health checkup or receive a professional seated massage.

Please let your line manager know if you are interested in attending the event or booking an appointment with the nurse or a free massage.

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
GLA12643	Environmental Health Officer	2	7
GLA12653	Environmental Health Officer	3.6	7
GLA12668	Project Officer (City Centre Strategy) (Readvertisement)	1	7
GLA12670	Technical Officer (Food Safety)	2	6
GLA12660	Mechanic	3	5
GLA12634	Network Officer (TRAFFCOM) (Readvertisement)	1	5
GLA12698	Senior Flood Risk Management Officer	1	7
GLA12697	LEO 2 (Business Operations)	1	2
GLA12700	LES Driver 2 (Deep Clean)	2	2
GLA12693	LES Driver 2 (Streetscene)	7	2
GLA12688	LES Operative 2 (Nightshift)	1	2

myjobscotland

Click here to read more

General Interest

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

Culture and Cuisine On The Menu As Main Glasgow 850 Programme Announced

With less than 100 days to go until Glasgow starts its yearlong birthday celebration, details have been announced on what people can get involved in throughout 2025.

Central to the programme, the commissioned, 'signature' activities including a three day music extravaganza, People's Palace pop up exhibition and Taste the Place food trail, are the foundations of an exciting line up next year, offering opportunities for people across the city to participate in Glasgow 850.

These events will be enhanced at the beginning of the year by St. Mungo and Celtic Connections activity. A civic programme of events will also be hosted by the Lord Provost of Glasgow celebrating Glasgow's famous faces and community champions, and a number of partnerships with businesses will add to the experience for visitors and citizens alike.

In addition, the new Glasgow 850 Festival Fund is supporting established and popular city events to enhance their programmes and their reach in local areas. This fund highlights the incredible talent hailing from Glasgow, but also brings together communities to experience the Glasgow 850 celebrations.

To date, 10 organisations have received a variety of awards of up to £10,000 from the fund to bring their own Glasgow 850 touch to their existing offerings next year. This includes internationally renowned festivals such as Glasgow Comedy Festival, Glasgow Film Festival, Piping Live!, and summer favourites including Mela, Merchant City Festival and TRNSMT, which will have a special Glasgow 850 stage showcasing local performers.

In honour of the city's status as UNESCO City of Music, awarded in 2008, the Clyde Chorus will see a number of venues along the banks of the River Clyde, including the SEC Armadillo, host a variety of performers. The celebration stretches the whole musical spectrum, from contemporary to classical, pop to rock, and everything in between. Being held over a three day period at the end of May, some events will be ticketed, but free to attend.

With the refurbishment of the People's Palace currently underway closing the venue, from February, city residents and visitors will still be able to see some of the social history museum's treasures. A pop up exhibition and touring photographic exhibition is planned, showing how Glaswegians of the past lived and worked.

In April, Taste the Place, in partnership with Glasgow Chamber of Commerce, provides the opportunity for locals and visitors to learn more about the history of Glasgow's hospitality scene and the influence new flavours have brought to the city over the years.

The self guided, digital, trail will give people the chance to enjoy stories and experiences shared by locals and businesses who have been serving up authentic dishes for generations or have recently made Glasgow their home and brought with them their traditional cuisines.

Partnering with more than 40 eateries from across Glasgow, this unique experience takes food lovers on a cultural and cuisine heritage journey.

To support and complement the programme of activities next year, a Glasgow 850 volunteer and employability programme will be launched in October. More activities particularly, for young people and communities, will be announced in January, as the yearlong programme gets underway.



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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