

# The Loop Newsletter

## 28 March 2025



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### In the Loop this week

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## For Action

### Important messages that require action

#### Bribery Awareness - GOLD Course

The Bribery Act 2010 creates four categories of offences:

- Offering, promising or giving a bribe to another person
- Requesting, agreeing to receive or accepting a bribe from another person
- Bribing a foreign public official
- The corporate offence of failing to prevent bribery

Penalties under the Act may include unlimited fines and/or imprisonment for a maximum of ten years, depending on the circumstances of each individual case.

It is vital that all NRS employees understand both their individual and collective obligations under the Act. It is also important for staff to be aware of the correct procedures for accepting or declining gifts and hospitality, as well as their duty to declare potential conflicts between any external interests and council business

It is essential all PC Facing staff complete the [GOLD Course](#) entitled The Bribery Act 2010 by Friday 18 April 2025.



#### 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.

- Staff Travel Plan

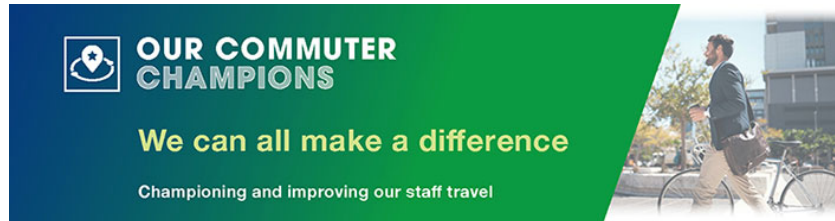


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## For Information

## Service News and Corporate Updates that might affect you

### Our new Staff Travel Plan is here!



We are thrilled to announce the launch of our [new Staff Travel Plan](#), designed to support you, our Commuter Champions, in making your journeys more sustainable. Your feedback from the Staff Travel Plan survey, at the end of 2023, was invaluable to shaping our new plan which has now been approved at committee.

Our Staff Travel Plan aims to enhance your travel experience by offering alternative sustainable commuting options and travel measures. Whether you're travelling to work or moving around during work hours, this plan provides you with the tools and information to make eco-friendly choices. By adopting these measures, you can contribute to reducing our carbon footprint and promoting a greener future for our city– to help meet the climate emergency and become net zero carbon.

Some key measures and benefits of our new plan include:

- **Access to core council locations travel information** - to help you plan your journeys more efficiently and sustainably
- **Specific public travel information and discounts** - to help reduce your reliance on using your car for individual journeys
- **Promoting active travel** - by supporting you to feel more confident on a bike to cycle to work, and for meetings, as a healthier and more sustainable travel option.

You can view our new Staff Travel Plan [here](#).

Let's work together to embrace sustainable travel and become true Commuter Champions.

### Earth Hour 2025

This year, Earth Hour 2025 took place on Saturday 22 March and you may have noticed locations across the city turning their lights off between 8:30 and 9:30pm in support.

The event provided an opportunity for people and organisations to show they care about the future of our planet by switching off for an hour. It also encouraged people to connect with nature and with each other. By taking the time to think about nature we can recognise the benefits of taking action to protect and restore nature, to us and to the planet.

George Gillespie, Executive Director of Neighbourhoods, Regeneration and Sustainability says 'Glasgow City Council is proud to support WWF's Earth Hour. By switching off at our key venues across the city on 22 March, we were united with millions of people across the globe to shine a spotlight on the climate and nature crisis and inspire people to act and advocate for urgent change. By committing to reducing our energy consumption across our estate we will make a significant contribution to achieving our 2030 Net Zero carbon emissions target.'

Our [Climate Plan](#) and [Adaptation Plan](#) outline the action across the city that everyone needs to take to work towards a Net Zero and adapted city. To find out understand more about what climate change is, what action we are taking and what everyone can do to help, take the 'Climate Literacy for Glasgow' course available on [GOLD](#).

You can find out more about Earth Hour [here](#), and watch out for the event taking place next year too!



## A Message from George on our NRS People Survey 2024

Colleagues

I wanted to share some of the outcomes of the NRS People Programme Survey 2024. This was our third survey, and provided an opportunity to understand how views have changed and where we can improve by putting in place some solutions to the concerns colleagues have raised.

I wanted to share highlights both in positive terms and areas that we need to work together to improve.

This year, 462 colleagues participated in the survey, an increase from 426 in 2023 and 408 in 2022.

More of you stated that you feel valued within your team. In 2022, 42% of you felt valued, this rose to 47% in 2023, and an impressive 60% in 2024. There was an increase in awareness of the support available from Able Futures, rising from 45% in 2022 to 54% in 2023, and a remarkable 75% by 2024.

Access to internal job vacancies for career progression has also improved significantly, with 74% of you saying you had access in 2022, increasing to 79% in 2023, and reaching 93% in 2024.

While there were positive trends, the survey also highlighted areas for improvement. These include the visibility of Operational and Senior Management, clear communication structures, access to Performance Coaching and Review (PCR) and protected time with line managers. To respond to your feedback, the Senior Management Team have agreed actions to further improve these areas. It is crucial that we act swiftly to implement these measures in the first quarter of the new financial year. Agreed actions include:



- **Establishment of a clear meeting tree cycle:** This will set out the expectations for the NRS Senior Management Team, Operational Management, and Staff within the Service. **Regular divisional and team meetings will be scheduled.**
- **Management Forum:** This quarterly meeting will now include all managers who are Grade 8 and above, with the first meeting scheduled for April 2025. This forum will facilitate the dissemination of key information and serve as a platform for feedback and engagement around service priorities.
- **PCR Masterclass sessions:** All managers are required to undertake the council's PCR process throughout the year. Our HR colleagues will deliver three PCR Masterclass sessions for managers in March and April 2025. Following the masterclass, all managers must complete the [GOLD](#) course and implement the cycle starting in April 2025 with their staffing groups.
- **NRS Staff Forum:** A new forum will be established with nominations from each Head of Service, representing a range of grades and job types. This group will act as a sounding board on service improvements, communication, and the sharing of good practices within each area of NRS.
- **Internal Communication Strategy Refresh:** With assistance from the Staff Forum, we will benchmark and review measures to ensure efficient communication and the adoption of best practices.
- **Executive Director and Divisional Directors' visits:** A rolling calendar of visits will be implemented, with the Executive Director attending team meetings and Divisional Directors regularly visiting workplaces within their areas of responsibility.

We have received positive feedback regarding the NRS People Roadshows and will continue to develop activities during 2025/26. As part of these roadshows, we introduced health check inputs from a nurse, resulting in over 100 appointments last year. Notably, 42% of these appointments led to referrals to GPs for issues such as Cholesterol Screening, Blood Pressure, and Counselling Support.

While the above measures are our initial response, as we listen to you, we will react accordingly to ensure as suggestions are made and best practice is shared, we can roll this out across our service. The Senior Management Team and I are eager to hear further suggestions and ideas through these new initiatives. If you have any suggestions regarding how we improve communication or areas of practice, please send these to [AskGeorgeNRS@glasgow.gov.uk](mailto:AskGeorgeNRS@glasgow.gov.uk).

Thank you for your continued dedication and commitment to our service.

With Regards,  
George



## NRS Recruitment Events for Operational Posts

A significant recruitment drive is now underway for over 300 operational posts which are advertised on [MyJobScotland](#) until **Sunday 6 April 2025**.

Colleagues can view more information about the posts, which include roles in Cleansing, Parks, Roads Operatives, Roads Technicians, Parking Attendants and Enforcement on our [website](#).

If you know someone who would like to join the council family, please direct them to our website or encourage them to come along to one of the information sessions detailed below.

**Two information sessions** will be held allowing potential candidates to come along, find out more and speak to operational supervisors about what we are looking for and what the roles involve:

- **Tuesday 1 April:** at Glasgow City Chambers, Banqueting Hall - from 5pm until 8.30pm
- **Thursday 3 April:** at Glasgow City Chambers, Banqueting Hall - from 11am until 7pm

These drop-in information sessions are open to all members of the public and no appointment is required.

322 members of the public came to our first information session which was held at Eastgate on 24 March. Jobs and Business Glasgow (JBG) were also present, and 89 appointments were allocated to potential candidates to help them with their application form. JBG will be present at both remaining events.

We particularly encourage applications from Black Asian and Minority Ethnic (BAME) and Disabled candidates who we would like to see better represented in our workforce.

We would also encourage applications from female candidates who we would like to see better represented within our front-line operational and management workforce, in roles based in our Cleansing, Parks and Roads areas.

Colleagues are invited to share these opportunities with their friends, families and social networks and can find a full list of the posts on [our website](#) and a copy of the promotional flyer [here](#).

## Health and Wellbeing Events in April

You are invited to [Join us](#) in April 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
Tuesday 1 April 2025 12 noon until 1.15pm Zoom <a href="#">Sign up</a> Or to access a recording of this event afterwards, as well as related resources and recordings of previous online women's health events <a href="#">Click Here</a> (allowing time for the event to be uploaded onto site)	<b>Taking care of your bowel and gut health Webinar</b>  April is Bowel Cancer Awareness Month.  This session, delivered by ALLIANCE in partnership with the Scottish Government to support the Women's Health Plan, will discuss women's bowel health, including what we can all be doing to look after our gut and what we can do if we have a concern.
Starting Tuesday 15 April 2025 1pm until 1.45pm Ground floor conference room, Exchange House Limited spaces fill up fast on first come, first serve basis, email Ailsa-Mary now to <a href="#">Sign up</a>	<b>Lunchtime Pilates for Wellbeing at Work - 6 week block (cost involved)</b>  Pilates is a fun way of improving your posture and muscle tone, relieving stress and tension, and enhancing joint mobility and balance. This class is open to all levels of experience.  Cost for the block of 6 classes is £45 which is payable in advance via BACS. Email <a href="#">Ailsa-Mary</a> for more information and to sign up.

myjobscotland

Click here to read more

## 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
GLA13396	Head of Service (Fleet Asset Management)	1	10
GLA13387	Assistant Group Manager (Surveying)	1	8
GLA13402	Environmental Health Officer	1	7
GLA13388	Mechanic	1	5
GLA13339	Group Manager (Sustainable Transport and Active Travel)	1	9
GLA13378	Assistant Group Manager (Structural Engineering)	1	8
GLA13361	Technical Officer (Senior Civil Engineer)	1	7
GLA13348	Service Manager (TARA)	1	CSG 7
GLA13332	Business Insight Analyst	1	CSG 6
GLA13328	Graduate Technician (Parking Services)	1	6
GLA13353	Graduate/Technician (Roads Client)	5	6
GLA13343	Landscape Technician	4	6
GLA13369	Planner	1	6
GLA13346	Supervisor (Streetscene Nightshift)	2	6

GLA13354	Technician (Roads)	1	6
GLA13331	Technician (Network Control RCU)	2	6
GLA13366	Assistant Supervisor (Roads Machine Squad)	1	5
GLA13347	Assistant Supervisor (Streetscene Nightshift)	2	5
GLA13356	Inspector (Roads)	3	5
GLA13334	Security Supervisor	1	CSG 4
GLA13333	Systems Administrator	1	CSG 4
GLA13371	LES Operative 4 - Responsible Person (Roads Dayshift 4 on / 4 off)	2	4
GLA13373	LES Operative 4 (Roads Dayshift 4 on / 4 off)	6	4
GLA13374	LES Operative 4 (Roads Nightshift 4 on / 4 off)	2	4
GLA13355	Scottish Road Works Register Officer	1	4
GLA13349	Senior Parking Attendant	8	4
GLA13338	Bereavement and Environmental Technician	1	3
GLA13375	Commercial Waste Enforcement Officer	4	3
GLA13330	LES Driver 3	1	3
GLA13395	LES Driver 3 (Nightshift)	1	3
GLA13342	LES Operative 3 (Parks 4 on / 4 off)	20	3
GLA13372	LES Operative 3 (Roads Dayshift 4 on / 4 off)	6	3
GLA13327	Network Officer (Clyde Tunnel)	1	3
GLA13351	Parking Attendant	92	3
GLA13344	Pest Control Officer	5	3
GLA13376	Technical and Enforcement Officer	4	3
GLA13345	LES Driver 2 (Streetscene Nightshift)	11 Permanent and 1 Temporary until 9 March 2026	2
GLA13391	LES Driver 2 (Streetscene)	19	2
GLA13340	LES Driver 2 (Mon - Fri)	40	2
GLA13352	LES Driver 2 (Parks 4 on / 4 off)	30	2
GLA13370	LES Operative 2 (Commercial)	1	2
GLA13350	LES Operative 2 (Streetscene Nightshift)	30	2
GLA13393	LES Operative 2 (Streetscene)	12	2
GLA13341	LES Operative 2 (Mon - Fri)	79	2
GLA13329	Network Officer (Tidal Weir)	1	1

## General Interest

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



### New Secure Cycle Parking Locations

In summer 2023 Cyclehoop launched ['Trips'](#); a network of secure bike storage units for cycle journey destinations.

Operated via a bespoke smartphone app, the system allows the public to store their bikes securely while visiting town centres and other destinations.

Twenty Trips Bikehangars were installed in Glasgow city centre in collaboration with Glasgow City Council. The project is the first of its kind in the UK; it distributes the cost and capacity of a conventional cycle hub into convenient nodes across the city centre by reallocating carriageway car parking spaces.

Electronic access via the Cyclehoop app allows complete self-service for users, from onboarding to operation and account management. It also allows us to gather usage data, showing which locations are used most often.

Armed with data from 15 months, we identified the locations with the lowest usage. The Council has worked with Cyclehoop to select 11 new locations with improved access to shops, restaurants, attractions, rail and subway connections.

The new locations are:

- X001 – Douglas Street near offices and restaurants
- X003 – Duke Street near Duke Street Station, shops and restaurants
- X004 – Wellington Street west of Glasgow Central Station
- X006 – Queen Street near Argyle Street shopping centre
- X007 – Howard Street near St Enoch Subway and shopping centre
- X008 – Hope Street near Royal Conservatoire of Scotland
- X009 – Union Street near Glasgow Central Station – cargo bike storage
- X016 – Glassford Street near Argyle Street shopping centre
- X017 – Kelvin Hall
- X019 – Gallowgate near shops and Glasgow Green
- X020 – King's Theatre near Charing Cross station

Members can view all twenty Trips Bikehangar locations [here](#).

Residents and Members can try the new locations by following the below steps:

- Download the Cyclehoop App from the [App Store](#) / [Google Play](#).
- Create an account. Please note, you must have a valid payment card registered in your account. Access full instructions [here](#).
- Search the map for a space near you and start a booking.

The need for **Trips** is clear; police data shows that 4,092 bikes were stolen in Glasgow between 2020 to 2023. Secure parking facilities are key to encouraging residents to cycle into the city and store their bikes without fear of theft.

[The service](#) forms part of the Glasgow Avenues project, ensuring that users of the new cycle route network have access to secure, weatherproof parking at their destination. Launched to coincide with the UCI Cycling World Championships in Glasgow, each Trips Bikehangar is decorated with the UCI rainbow stripes; an eye-catching celebration of Glasgow's cycling culture.

## 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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