

For Action

Important Messages that require Action



Budget 2023/24

On Thursday 16 February 2023, Elected Members discussed and agreed the Council's budget for 2023/24 at a meeting of the full Council, having considered a range of savings options.

Glasgow City Council faces a £49.3 million funding gap for the next financial year. The budget setting process directly impacts Neighbourhoods, Regeneration and Sustainability (NRS).

NRS was asked to present a series of budget options to the Cross Party Budget Working Group which includes representatives from all the political parties within the Council. Budget planning is a difficult process for all involved and our proposals were carefully considered by many teams over the past months.

NRS now needs to deliver savings of £13.1m by finding efficiencies, implementing service reforms and increasing income.



Whilst our priority is to protect jobs, a number of these options will result in a reduction to our overall workforce. We will manage the change process by not filling vacancies in some areas, redeploying staff where possible with appropriate retraining and undertaking early retirement and/or voluntary redundancy in areas supported by a business case.

We are working with managers across the organisation to determine the next stages of this process. We will keep you and your Trade Unions informed on progress. Managers will meet everyone affected in due course. We ask colleagues to be as flexible as possible while these discussions take place.

All of Glasgow City Council's 2023/24 budget savings can be viewed on the Council's website [by clicking here](#) or using the button below.

I will be meeting with the Trade Unions on Wednesday 22 February 2023 to discuss the outcomes of the budget in more detail. In the meantime, should you have any questions or concerns, please speak to your line manager in the first instance.

I would like to take this opportunity to thank you for your continued hard work and appreciate your ongoing support in delivering vital services for the citizens of Glasgow.

George Gillespie
Executive Director

[Click to view the budget on the GCC Website](#)

Get involved in the Loop E-News

If you or your team have done something to shout about, let us know! The Loop E-News is issued to thousands of people every two weeks and is an ideal opportunity to promote the work you are doing to your colleagues! We are always looking for good news stories, fundraising activity, awards and recognition and any leaver or retiral information. Below is information on the next deadlines and publication information for the Loop E-News:

Deadline for Submissions	Published
27 February 2023	3 March 2023
13 March 2023	17 March 2023
27 March 2023	31 March 2023



Managers' Briefings

The undernoted Managers' Briefings have been issued in February for managers to cascade the information contained to staff within their area of responsibility.





- NRS Vehicle and Plant Hire Process

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



Townhead, Cowcaddens, Merchant City and Learning Quarter DRF need your help!

As part of the City Centre Strategy, we worked with a multidisciplinary team to look at and understand each of these four city centre districts and to develop a range of actions to help regenerate them. The District Regeneration Frameworks (DRFs) that came from this are now out for public consultation.

Townhead: Townhead is home to many city centre residents. It has potential to develop into a green, enjoyable neighbourhood with spaces for making new green space at the fringes, and well connected to the west, historic landmarks in the east and innovation in the south.

Cowcaddens: Cowcaddens has the potential to develop as a district with a distinct identity and to contribute to the local economy. It has the space for change and the talent to make it happen. Through its existing communities, underoccupied buildings and land, combined with a wide range of cultural and educational institutions point to a positive future.

Merchant City: The Merchant City is a great local neighbourhood of international renown, that is well connected to the future river park and Glasgow Green. Enhancing the Merchant City district's position as a bustling artistic centre of creativity and entrepreneurship forms the basis of the suggested future developments.

Learning Quarter: The Learning Quarter's identity is defined by the cluster of cultural and built heritage on the one hand, and the presence or renowned knowledge and innovation institutions on the other. The dual character offers clear starting points from which to strengthen their position as an inspiring, historic innovation hub.

Can you please take five minutes to complete the consultation yourself and/or send the link to people you know who live, work, study and visit Glasgow. The more people we hear from the better.

[Click here to complete the consultation](#)

Will you take on the MCR mentor challenge?

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

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

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

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

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

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



MCR Pathways Case Study - Danny

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

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

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

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

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

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

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

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

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

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

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

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

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

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



NRS 4 on 4 off Shift Calendar

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

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

NRS People

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



Able Futures - Virtual Appointment Day

Able Futures delivers the Access to Work Mental Health Support Service which can give you a mental health professional to talk to about whatever is playing on your mind at work.

If you feel you could benefit from some support with your mental health and wellbeing, call Able Futures on 0800 321 3137 or sign-up online using the link below. The confidential call aims to answer any initial questions you may have regarding the service they can provide. If you would like to proceed with accessing the support, they will gather your basic details to apply for the Mental Health Support there and then, at your own pace. This is fully confidential, and we as your employer will not be made aware of any appointments or bookings.

Neighbourhoods, Regeneration and Sustainability have also arranged several introductory sessions for staff which will take place throughout the year.

We are pleased to offer a 'Virtual Appointment Day', where a member of The Better Health Generation team will call you at your chosen time to discuss how they can support you.

Virtual Appointment Day
Thursday 23 February 2023
[Click here to book your place](#)

Further information about the support service can be found on the Able Futures website here:
<https://able-futures.co.uk/mental-health-support>

You can also apply via the Able Futures website at any time. For further information on Glasgow City Council's Health and Wellbeing Programme, please visit:
<http://www.glasgow.gov.uk/workforcewellbeing>

Alcohol and Drugs Awareness Sessions

NRS frontline supervisors and managers have recently attended the Alcohol and Drug Awareness Sessions within the Learning Academy at Glasgow City Chambers.

The sessions were delivered by The Scottish Drug Forum's two facilitators Trish Dunlop and Graeme Mackintosh who have extensive expertise in this area.

Large numbers of staff attended the interactive sessions, engaged with each other in group discussion and learned about the issues and pressures that Alcohol and Drugs can have in their daily working lives.

They also learned about the importance of the GCC Alcohol and Drugs Policy and how it assists and supports staff across the NRS workplace.

This should encourage staff to engage with each other at their work locations whether that be in the depot or office space.

Thank you to all who attended.

NRS People Manager: Sign up now for bitesize management and leadership online workshops

NRS managers and supervisors are invited to sign up for our bitesize online learning workshops. All workshops are one hour long and are delivered on MS Teams by Workplace Options.

Workshop topics are:

- People Centric Leadership
- Discovering Unconscious Bias
- Sustaining a Respectful Work Environment
- Effective Stress Management
- Getting Comfortable with Conflict
- Powerful Communication
- Understanding Emotional Triggers
- Creating a Resilient Mindset
- The Coach Approach to Leadership

For more information and to sign up to attend go to [NRS People Manager on the GCC website](#)

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.

- (GLA09986) Service Development Officer - Temporary until 31/10/23
- (GLA09987) LES Operative 2 (Deep Clean)
- (GLA09990) LES Driver 2 (Deep Clean)
- (GLA09991) LES Driver 2
- (GLA09992) LES Operative 2
- (GLA09993) Assistant Group Manager - Temporary for one year

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



myjobscotland

Call for content - Meet Your Colleagues



As part of our ongoing efforts to improve internal communication within NRS, we introduced a "Meet our Colleagues" section in this fortnightly NRS Loop E-News. To assist with this, we are looking for some members of staff who would be happy to feature within the fortnightly publication. This will allow colleagues from across NRS to understand the diverse roles within the service and highlight the work they carry out for the citizens of Glasgow.

If you would like your role to be included please complete the information as below and return with a headshot or photo using the button below. This will then be shared within future issues of the Loop E-News. The final draft of the input will be shared with you before published.

[Click here to submit your profile or speak to the team](#)

Meet Your Colleagues

Kevin Stevenson, Works Manager, South East Refuse.

How long have you worked for the council?

27 years.

What do you do in your role?

I am responsible for the staff and the refuse collections services from Polmadie Depot.

What is your favourite part of your role?

My favourite part of the role is engaging with the public and when you have found a resolution to whatever the problem is that makes the customer happy then you get that feeling of satisfaction, like you have done your job. In my role I am still working closely with front line operations and I still really enjoy interacting with them too. It makes me feel like I am not too far away from the actual job, and you get some good feedback on the challenges of working on the front line.

What are the biggest challenges within your role?

Finding the right balance. Sometimes you feel like you are sort of in the middle between the supervisors, staff and senior management. Quite often you need to upset someone. I have a job to do and that sometimes leads to difficult conversations, but we are one big team and need everyone working towards the same goal.



General Interest

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



Fundraising Glasgow Kiltwalk

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

Anyone wishing to donate and support this initiative can do so via the projects Just Giving Page:

[Streetchange Glasgow](#)

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



Calum McNulty Leaving NRS

After 12 and a half years in Glasgow City Council, it is time to hand in my badge and measuring wheel. I am off on an adventure to Canada, where I hope to gain the title of "worlds shortest lumber jack/ice road trucker" (I will accept either). I would like to invite anyone who would like to come along to my leaving do in The Ark on North Frederick Street on Friday 10/03/23 from 4PM onwards. All the best for those I may not see before I finish up, and good luck in the future.



The Loop Newsletter

Previous issues of the Loop are available through the link below. Find out what has been happening within NRS.

[Click here to view the Loop](#)

Get in Touch

If you have any information you would like to share through this fortnightly email, please get in touch with the NRS Promotions and Engagement Team.

[Click here to Send us an Email](#)