

## For Action

### Important Messages that require Action



#### Glasgow Living Wage Increase

The Glasgow Living Wage increases to £10.90 per hour from 1 April 2023. We will apply this new hourly rate to the salaries of all grade one employees on 4 April and back date it to 1 April 2022 (start of the new pay year). This increase is in advance of the 2023 to 2024 pay settlement, when that is reached we will update all staff as soon as possible with the changes and any back dated pay at grade 1 will be for any increase above the £10.90.



#### NRS Corporate Brand and Identity Guidance

Glasgow City Council has a standard signature approved format which all employees must use in their emails. This is set out in our corporate identity guidance.

Colleagues are reminded that an email signature, in the approved format detailed below must be attached to all emails, including replies and emails which are being forwarded. Please note that you should have an email signature set up on your council iPhone if applicable. To do this;

1. Open Outlook App on your iPhone
2. Click on "Settings". It's the "⚙️" icon.
3. Scroll down to "Mail" and hit "Signature".
4. Write your signature in the text box.
5. Exit "Settings". Your new signature will appear when you go to write a draft email in the "Outlook" app.

To ensure consistency within the council, only the below format should be used which should be in black writing and no pictures / logos within your signature – this includes the NHS COVID 19 banner. The text size of the signature must be a minimum of 10pt and no smaller than the size of your email text.

Managers are asked to highlight this with their team and ensure compliance.

Email Signature Format:

Name  
Job Title  
Department / Service  
Glasgow City Council  
Street Address  
Glasgow  
Postcode  
Phone  
Email [firstname.surname@glasgow.gov.uk](mailto:firstname.surname@glasgow.gov.uk)  
[www.glasgow.gov.uk](http://www.glasgow.gov.uk)  
social media @GlasgowCC

If your e-mail relates to a Freedom of Information request, please forward this to [foi@glasgow.gov.uk](mailto:foi@glasgow.gov.uk)

If you require any assistance, please contact the [Promotions and Engagement Team](#).

[NRS Templates](#)

[Marketing and Brand Guidance](#)

[Microsoft Teams Backgrounds](#)

## Managers' Briefings



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

- Major Incident Response - C3 Approach
- Driving Awareness
- Alloy Programme
- Introducing our new combin Occupational Health and Employee Assistance Provider

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



### Do you remember what it's like to be young?

"A lot of people didn't realise why I wasn't interested in school. I wanted to become a footballer and that was it. My mentor helped me see why school was a good thing."

You could make a huge difference to a young person in Glasgow. Just an hour a week of your time can be transformational.

MCR Pathways is a national, award-winning mentoring programme dedicated to supporting our most disadvantaged young people. They have every talent and potential but their circumstances means that they are unlikely to realise it.

Our volunteer mentors go into schools to spend an hour each week listening to and encouraging a young person, helping them to build their confidence and self-esteem. Jack struggled with school until he met his mentor.

"My mentor is a great guy. Just talking to him has made me more confident. It's taught me how to talk to people too. MCR matched me with a mentor who I really get on with and who understands me."

Listen to Jack's story [on youtube here](#)

MCR needs more volunteers from all walks of life to share an hour a week and change a young person's life. We have over 1,000 mentors in Glasgow but there's another 500 young people who need your help. Currently MCR have an urgent need for more volunteer mentors in the East End of Glasgow. Can you help? Want to learn more? Join MCR for one of their upcoming information sessions. For the live information session on the 19 April please [contact the MCR pathways team](#) at least 2 days in advance to book your place.

- Virtual Information Session on Monday 17 April, 4.30pm
- Live Information Session on Wednesday 19 April, 9:30 am, City Chambers East, 40 John Street, G1 1JL

Share an hour and change a life today at [www.mcrpathways.org](http://www.mcrpathways.org)



# NRS People

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



myjobscotland

## 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.

- GLA10165 Car Park Attendant (Re-ad and 2 Posts) – Temporary (1 Year) - External
- GLA10164 Technician (Parking) (3 Posts) – Temporary (2 Years) - External
- GLA10169 Neighbourhood Co-ordinator - External
- GLA10168 Project Officer (Sustainability) – Internal GCC
- GLA10170 Programme Officer (Sustainability Re-Ad) – Temporary (2 Years) – Internal NRS
- GLA10176 Estates Surveyor - External
- GLA10176 Works Controller (Roads) - External
- GLA10193 Principal Planner (Central Govan Action Plan/Govan Heritage) – Temporary (1 Year) - Internal NRS
- GLA10194 Head of Roads – External

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



## Meet Your Colleagues

Sofia Vartsaki, Business Insight Analyst within the Performance and Information Management Unit.

### How long have you worked for the council?

10 years, the first 6 years in Community Safety Glasgow.

### What do you do in your role?

Every day I deal with data to give Council staff an insight into their service areas. Between myself and the other five Business Insight Analysts we have access to data on Waste, Parks, Streetscene, Environmental Health, Roads, Parking, Housing, Community Safety, all resident's service requests and complaints and many other types of data.

Every month I produce performance reports showing the trends of Key Performance Indicators, and I produce an Environmental and Tasking Coordination report with maps of, for example, flooding, fly tipping, and missed bin collections. I also analyse a variety of other data, such as public reports of offensive graffiti, for example explicit racist graffiti, its nature, and where it keeps occurring. I also answer Freedom of Information requests. Often staff will come to us and ask for bespoke data that would help them answer their question, for example, "in which part of the street is fly tipping mostly found?" This way teams can focus finite resources to make the most impact.

Finally, I am the point of contact for all NRS Consultations, and I help staff design and conduct surveys with residents and visitors to Glasgow. This part of my job is very interesting as it is of great importance to listen to what residents want and feed back to them that their voices have been heard.

### What is your favourite part of your role?

My favourite part of my job is when I can present to colleagues what the data is showing us. Staff get a robust insight on what the current situation is, on any given subject, and models on how to improve the services we provide. Of course, data is not the be all and end all; more often than not, on the ground experience from front line staff helps us to interpret what the data tells us.

I enjoy meeting colleagues and learning what they do on a day to day basis. The best feedback for me is when people come back and ask for more information that could assist them.

### What are the biggest challenges within your role?

A welcome challenge for me is trying to persuade other members of staff that 'hey! statistics can be fun!', or useful at least. It isn't something they should be apprehensive about but something that will provide them with valuable insight. Data insight doesn't have to be complex – all going well, we'll crunch the numbers so

you don't have to. Sometimes data shows an aspect of life that is counter intuitive, and this can provide good opportunities to make things work better.

# General Interest

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



### NRS team up with Wheatley to clean up communities

Teams from Neighbourhood Liaison, Cleansing, and the Neighbourhood Improvement and Enforcement Service recently joined forces with Wheatley for a day of action in Scotstoun.



Equipped with litter pickers and bin bags, pupils from nearby St Paul's Primary School also took to the street to help tidy up their neighbourhood in support of the day of action. As well as lending a practical hand the pupils learned about the impact litter can have and the importance of disposing of it in a responsible manner.

Working closely to bring the event together was the Wheatley Environment Manager, Richie Hutton, and the local Neighbourhood Coordinator Martin Neill. There will be ongoing regular engagement to keep a focus on keeping local communities clean, with Wheatley committing to supporting the Council's rolling Weeks of Action in areas where they have stock.

Pupils from St Paul's Primary Eco Committee said: "Primary 6 worked hard picking up litter on Earl Street. We collected 14 black bags of litter and had a great morning with the litter mascots! Thanks for involving us to help the community."

### Landmark Sighthill Bridge over the M8

The landmark cyclist, pedestrian and wheeler Sighthill Bridge over the M8 is now open to the public.

The new bridge is part of a wider active travel network connecting Sighthill, the nearby city centre and neighbouring communities in North Glasgow and is a key feature of the £250million regeneration of Sighthill, the biggest such project in the UK outside of London.



The main span of the Bridge's structure is made of Cor-ten Steel, which will result in lower maintenance costs, and also reflects both the area's industrial heritage and the front of the local St Martin's Primary School campus.

Weighing 1,000 tonnes and 74.24 metres across, with a narrowest width of 7.5metres (including 1.25 metres of landscaping on either side) the bridge deck is part of a striking structure, with 800 trees, 10,000 plants and a stunning southern approach - with an approach ramp of 210 metres - featuring in the bridge's landscaping.

The Sighthill Bridge was funded through the Glasgow City Region City Deal, with additional funding from Sustrans. The Scottish and UK Governments are each providing City Deal funding for £500million for infrastructure projects in the city region.

The name of the new Sighthill Bridge was given by the Sighthill community.

Ian Robertson, Director of City Development said 'the creation of the bridge is a prime example of teams across NRS working together to deliver this major investment that contributes to the major regeneration of the Sighthill area, connecting an established and new community to the city centre and indeed the city centre to Sighthill and beyond'



### **Pastures New**

Today marks the last day at Glasgow City Council for Stephen Egan, Head of Parks and Screenshot within NRS. Stephen leaves the council after 21 years' service with the authority and 40 years in local government. Stephen's colleagues all wish him well in his new post.



### **Fundraising**

If you are currently fundraising for any charity or would like to report back on fundraising activities please get in touch with the NRS Promotions and Engagement team using the button below.

[Click here to get in touch](#)

### **Get in Touch**

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

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

