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For Action Important Messages that require Action



Changes to the Senior Management Team

Colleagues

I wish to advise you of forthcoming changes to the Senior Management Team. These changes are for an interim period of at least 12 months.



Christine Francis will transfer to City Operations to undertake the role of Head of Roads Asset Management, replacing the role previously held by Andy Mollon.

Christine's current role, Head of Technical Services, will not be backfilled during this interim period.

Functions within Technical Services will be realigned as follows:-

- Kevin Argue, Group Manager and his team will move to Deborah Paton, Head of Transport Planning and Delivery
- Henry Dempsey, Group Manager and his team will move to Christine Francis, Head of Roads Asset Management
- Andy Harrison, Group Manager and his team will move to Jonathan Brown, Head of City Deal

Transitional handover arrangements between Christine, Deborah and Jonathan are currently underway.

Please review the [revised organisational structure \(August 2023\)](#) that reflects the above changes.

UCI World Championships Glasgow impact for staff

Please note, Due to the Cycling World Championships taking place in Glasgow over the next two weeks, Whistl who collect our second class mail have just informed us they will not be able to gain access to the City Chambers on the dates below to uplift the second class mail. Royal Mail who collect our first class and recorded deliveries have said they will try their best to gain access to the premises throughout.

Can I ask that staff do not send or drop off second class mail to the mailroom at 64 Cochrane Street on these dates.

- Friday 4 August 2023
- Monday 7 August 2023
- Tuesday 8 August 2023

Mail from Eastgate will be sent to the City Centre Complex daily, however due to road restrictions, colleagues are asked to anticipate delays in mail being collected.



Managers' Briefings



The undernoted Managers' Briefing have been issued in July for managers to cascade the information to Non PC facing staff within their area of responsibility.

- Job evaluation of secondary benchmarking jobs

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



Public Consultation on Busking and Street Performing

A public consultation on busking and street performing in Glasgow city centre has begun.

Busking and street performing are seen by many as time honoured traditions that bring additional life to city centre streets, but as performers share these public spaces with residents, businesses, street traders, the passing public and other performers, it is important that good relations between these groups are maintained, and issues avoided.



Glasgow has an existing code of conduct for busking and street performing in its city centre, with some key guidelines for performers:

- A varied and good quality repertoire
- Keep volume from amplifiers / loudspeakers at a reasonable level
- Respect and engage with neighbouring businesses, residents and fellow buskers
- Give pitches a break after a reasonable time
- Avoid performing near cash machines, churches and phone boxes
- Keep any crowds controlled
- Perform at least 50 metres away from other buskers

Buskers and street performers may face action - such as confiscation of equipment or prosecution - from the police if they perform after 9pm with a loudspeaker / amplifier; sell CDs / merchandise without a street trader's license; ignore police requests to reduce volume or move on; or wilfully obstruct the passage of pedestrians. More information on the consultation and the opportunity to take part is available at:

https://www.smartsurvey.co.uk/s/GCC_Busking/

NRS People

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



August and September Health and Wellbeing Training - Healthy Working Lives



Support Session	Date and Time
<p>Having the Mental Health Conversation Learn how to have an effective conversation about mental health in the workplace with Scottish Association for Mental Health (SAMH)</p> <p>This short session will cover:</p> <ul style="list-style-type: none"> • Understanding mental health and wellbeing • Common health problems and the impact they have on people • Recognising early warning signs and triggers • Creating a safe space to have a confidential conversation • Signposting to support <p>Register Online to secure your place</p>	<p>Friday 11 August</p> <p>10 to 10.30am</p> <p>Register here</p>
<p>Compassionate Leadership This webinar will show you how leading with compassion helps to promote a mentally healthy workplace.</p> <ul style="list-style-type: none"> • Learn ways to practice self-compassion • Understand how Able Futures can help support you with many things that may be playing on your mind that are affecting your time at work • Learn how they can help you to discover new ways to feel better <p>Register Online to secure your place</p>	<p>Monday 14 August</p> <p>2 to 3 pm</p> <p>Register here</p>
<p>Managing Stress Learn how to manage stress in this session with Scottish Association for Mental Health (SAMH).</p> <p>You will:</p> <ul style="list-style-type: none"> • Gain an understanding of stress, and how it might present itself in individuals • Recognise the early warning signs that might suggest a colleague is struggling with their mental health • Learn what practical tools and guidance on stress management are helpful both inside and outside of the workplace <p>Register Online to secure your place.</p>	<p>Friday 18 August</p> <p>10 to 10.30am</p> <p>Register here</p>
<p>Supporting Colleagues Affected by Cancer This webinar will help you to gain a comprehensive understanding and essential skills on supporting colleagues affected by cancer.</p> <p>It will help you to:</p> <ul style="list-style-type: none"> • Understand the potential emotional impact of a cancer diagnosis on an individual as well as those around them • Identify how to support an employee who has been given a cancer diagnosis • Identify how to support family/carers of those affected by cancer and the wider team <p>Register Online to secure your place</p>	<p>Thursday 24 August</p> <p>1 to 2 pm</p> <p>Register here</p>

To sign up for any of the above Health and Wellbeing sessions click the register here link to go onto the partner event page and register your details.

Meet Your Colleagues

Olivia Bennett, Senior Technician

How long have you worked for the council?

I started 6 years ago as a Modern Apprentice in 2017. I became a Technician in January 2022 followed by a Senior Technician in May 2022.

What do you do in your role?

I work in the food chemistry laboratory where I analyse food samples sent in from Environmental Health Officers, Trading Standards, and private clients from Glasgow and several other Local Authorities. My work mainly covers nutrition claims, vacuum packaged goods, dairy products, and food allergen presence. I make sure consumer products meet legislative requirements.

What is your favourite part of your role?

There are constant opportunities to develop your skills or learn more skills alongside scientists who have been working here a long time and love to pass on their skills and knowledge. This year I graduated university with a First Class Honours Degree in Forensic Investigation, thanks to the flexibility and support of others at the laboratory as I studied while working at the laboratory, it is an achievement I am the most proud of. Without the help of the other analysts, I don't think I could have performed as highly as I did. Unlike other laboratory work, it is varied here. I am never stuck doing the same type of analysis and therefore I can enjoy new challenges every week. I also enjoy knowing what the products we purchase contain.

What are the biggest challenges within your role?

Occasionally samples will not meet legislative requirements; this requires repeat of work to make sure that there isn't an error in the analysis carried out. In the case of anomaly results and arising issues, finding out the specific area in which the issue has happened can be tricky if the method of analysis I am using contains many steps with lots of different chemicals and equipment.

Preventing Bullying, Harassment and Victimisation Workshops

Staff are invited to attend our Preventing Bullying, Harassment and Victimisation workshops delivered by the City of Glasgow College. The interactive sessions will bring colleagues together to:

- Identify behaviours associated with Bullying, Harassment and Victimisation
- Assess the impact that bullying and harassment have on the individual and others
- Review the anti-bullying guiding principles, ACAS and EOC guidelines
- Agree on appropriate management behaviour
- Understand where to access support and guidance
- Learn how to produce an action plan

Workshop Information

The workshops will be held in person in the Learning Academy, 40 John Street, G1 1JL on:

Monday 21 August, 9.30 to 16.30 [SIGN UP HERE](#)

Friday 1 September, 9.30 to 16.30 [SIGN UP HERE](#)

Tuesday 31 October, 9.30 to 16.30 [SIGN UP HERE](#)

Thursday 9 November, 9.30 to 16.30 [SIGN UP HERE](#)

Who can attend?

These workshops are open to anyone who manages a team and wants to improve their knowledge of prevention, policy and process and anyone who is involved with the Bullying and Harassment framework. More information

For more information on the workshops go to Connect/ NRS People or email OrganisationalDevelopment@glasgow.gov.uk





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.

- GLA10637 – MARAC Coordinator
- GLA10638 – Development Officer
- GLA10639 – Community Resources Assistant
- GLA10653 - Works Manager (Waste Disposal)
- GLA10659 - Engineering Officer
- GLA10660 - Assistant Supervisor (Glasgow Green)
- GLA10661 - Technical Officer (Public Health) (Dog Control)
- GLA10662 - Project Manager – Ash Dieback
- GLA10663 - Technical Officer (Public Health) (Dog Control) (0.5 Post)

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

Fundraising

Sandy Paterson Assistant Manager (Food Growing) at Greenspace and Biodiversity within NRS has thrown himself out of a crane all for the benefit of St Andrews Hospice.



Sandy said, "You may be aware in my life outside of the office I look after a rather darn fine hostelry in North Lanarkshire which he runs as a community pub.

One of our key targets each year is to provide funding for charities close to the hearts of our patrons and this year it was St Andrew's Hospice.

We have so far raised an incredible £6800 for the Hospice however and this challenge was the final activity completed on 30 July which involved Sandy (and 5 other of our regulars) throwing ourselves out of a crane from 160ft up with only enhanced elastic bands to prevent an imminent impact with the ground, further information on the fundraising can be found on the [Daily Record website](#)".

Sandy continued, "I was absolutely terrified of the prospect, however as it's for a fantastic cause I would be very much obliged if you could find your way to offering any sponsorship. We have a target of £1200 to achieve and any and all donations would be very much welcomed. Please visit our [Just Giving Page](#) where donations can be made.

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

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Back to the Floor

Andy Waddell, Director of City Operations recently spent a day out in Govanhill “Back to the Floor”.

Below is Andy’s recount of the day.



“I started the day with a visit to Govanhill with Alasdair McMorrin and Marie Ellis who are Technical Officers with our Public Health South East team. The issues that arise in Govanhill, some unique to the area are well documented and have been ongoing for a number of years. It would be easy to expect the staff to feel helpless and downtrodden, however this could not be further from the truth. Their enthusiasm and determination to actually make a difference to the area and the lives of the residents was evident.

Whilst there we met Mark Robertson from Pest Control in one of the back courts. He explained the challenges of the area and the pressures on his team; however, he was no less determined and I was impressed by his subject and local knowledge. We chatted about the problems with residents not using the bin storage properly and also the need for education and behavioural change. We also covered the blight caused by fly tipping and the added pressure this puts on our services. We talked over possible deterrents like more PSCCTV and installing gates on lanes.

As we were leaving Govanhill we met two of the Commercial Waste Enforcement team John Robertson and James McGlynn. Both are relatively new to the service but spoke passionately about making a difference to the local environment and about using every tool in their armoury to do so. The joint working between everyone I met with filled me with a great sense of pride in our people.

In the afternoon I joined Sarah Groom from Business Regulation on an unannounced food inspection visit to a local premise. I was really impressed by Sarah’s professionalism and thoroughness. Inspections can be a stressful time for the proprietor, but Sarah’s manner was terrific, putting them at ease as best she could but not shying away from any of the issues that we discovered. The work of this team goes largely unnoticed but is so important to the safety of food outlets, pubs and restaurants across the city, protecting residents and visitors from potential harm. Whilst a number of issues were unearthed during our visit, the proprietor thanked Sarah and acknowledged her help.

It’s a humbling experience to see close up the work that our people do day in, day out.”



Castlemilk Ward 1 - Week Of Action

An Environmental Week of Action took place from Monday 12 June until Sunday 18 June within Castlemilk, Ward 1. This was arranged due to the amount of fly tipping, litter, dog fouling, weed growth, lighting faults, graffiti, overgrown foliage and degraded road infrastructure within the targeted area.

The area is within the top 5% for Scottish Index of Multiple Deprivation, with a significant lack of community reporting in the area, which has added to the decline and the majority of reports featured in data being own observations from the Neighbourhood Coordinator – Lisa Thomson.

The aim of the Week of Action was to increase community engagement and to empower this community to gain confidence in reporting environmental issues, to create a cleaner environment, tackle hard to reach fly tipping areas and improve the environmental sustainability and activism in the area going forward.

Lisa developed an operational action plan to bring internal and external partners together to problem solve these issues and change behaviours to focus on substantial environmental improvements during the week. In order to tackle the fly tipping issues on the steep embankments at Ballantay Road, Lisa contacted the Army (City of Glasgow) Battery 105 Regiment Royal Artillery who were asked to work in partnership with our Deep Clean Teams to remove as much of the waste as possible. The burn at the bottom of the embankment has not run clear for years due to the amount of waste blocking the water route to the nearby pond, causing a number of ecological and biodiversity issues. Two dinosaur skips were filled from the site, with all bulk items and litter being cleared from the site.

The Sergeant and three soldiers were deployed to assist at the wooded site for four days. Initial site visits led by Lisa and including various Parks/Streetscene and Payback colleagues advised that the underfoot conditions may prevent NRS staff from removing the historic fly tipping. The items hampering the clear up of the site included numerous mattresses, electrical equipment, carpets, white goods, metal, bags of domestic waste, toys, plastic and other variable items some of which were adding to the dangerous underfoot conditions therefore a joint effort was undertaken.

Lisa is looking forward to continuing and building on the working relationship established with the Army and is hoping to identify similar environmental projects in Ward 1 to work in partnership to also include other NRS services in the near future. Local residents were appreciative of the clear up of the area and commended both the work carried out by the Army and NRS’ joint partnership working.



Lisa says “I was extremely grateful for the support received from all the organisations involved – Scottish Fire and Rescue, Police Scotland, NRS colleagues including the NIES team who arranged a litter pick with Miller Primary School, Castlemilk Community Council, local Housing Associations and most importantly the Army. This was a fantastic result for the benefit of the local residents and could not have been achieved without them”

Glasgow Club and Learn to Swim Price Increase

Glasgow Club membership and Learn to Swim prices at Glasgow Life facilities are about to increase for the first time in five and seven years respectively, in response to a rise in costs for Glasgow Life.

The changes are benchmarked against a sportscotland review of charges from 2021/22, where comparable prices can be found.

Glasgow Club’s competitively priced memberships provide booking free access to 22 gyms across the city, which offer high quality facilities and equipment, pools and more than 1,400 weekly fitness classes.

More than £2 million has been invested in gyms, studios and equipment to upgrade five Glasgow Club sites since late 2022, reflecting Glasgow Life’s ongoing commitment to modernising Glasgow Club facilities across the city.

A total of £1.2m is being invested in Drumchapel Pool; members can still access the 11 other Glasgow Club pools across the city while the works take place. The Learn to Swim programme at Glasgow Club pools also teaches a vital life skill to more than 3,500 people a week.

Glasgow Life will write to Glasgow Club members by email and post by 15 August to confirm any change in their payment. Local swim coordinators will contact those affected by changes to Learn to Swim prices by 15 August.



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](#)

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