



NRSLOOP

The Loop Newsletter

9 February 2024

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**For
Action**

**Important messages that
require action**

Chief Executive Announces Retirement

Annemarie O'Donnell will leave the City Council later this year.

Annemarie has told Council Leader Susan Aitken that she will step down in May, after almost a decade in post and more than 30 years in local government in Glasgow.

Recruitment for a new Chief Executive will begin immediately, with Annemarie's successor appointed before she leaves the City Chambers.

Annemarie said: "I've been privileged to have had the opportunity to serve our city for longer than I could ever have imagined when I joined the District Council more than 30 years ago – and fortunate to share nearly my whole working life with people that have been so dedicated to Glasgow and its people.

"But, I was still in my forties when I was appointed Chief Executive and, since then, nearly a decade has passed in the blink of an eye.

It's not a job that really allows you time or capacity to do or even think about much else and, when I look forward to the next ten years, I want to be able to start making room in my life for other things.

"Everybody knows that local government has faced extraordinary challenges in recent years and I think it would be a mistake for any of us to imagine that isn't going to continue.

"However, every day, I work with colleagues who are innovative and resilient; totally committed to this city, and formidable leaders in their own right.

"Whoever follows me will be ready to meet those challenges, with a great team alongside them."

Council leader Susan Aitken said: "It's difficult to overstate Annemarie's contribution to Glasgow during her long career at the council, and particularly as Chief Executive.

"Her calm demeanour belies a real passion for the city and determination to make things better, especially for our residents and communities who face the biggest challenges.

"In a big city, there's not a day goes by without some new issue being thrown up, often very daunting ones.

"Annemarie's professionalism, her focus on problem solving and partnership building, her trust in her team to deliver, her willingness to face tough decisions head on, and her compassion for those who'll be affected by those decisions, have helped to see Glasgow through everything from major fires to a global pandemic.

"On a personal level, I've really enjoyed my close working relationship with Annemarie these past six and a half years. I've learned a lot from her and I'll miss her very much. But I'm also looking forward to working with the next generation of professional leadership in what is the most challenging and exciting non elected job in Scottish local government

Annemarie began her local government career with Glasgow District Council some 33 years ago, working as a solicitor and then senior solicitor in a team focusing on construction, housing and planning.

Following local government reorganisation in 1996, she was promoted to Chief Solicitor at the newly-established Glasgow City Council.

In 2003, Annemarie was appointed Assistant Head of Legal and Administrative Services and later spent two years on secondment as Depute Director of Social Work Services.

She returned to Corporate Services in 2007, serving as Assistant Director and later Director, before succeeding George Black as Chief Executive at the end of 2014. She was awarded an OBE for services to local government in 2022





Click here to read more

Information Security Essentials Course 2024 on GOLD

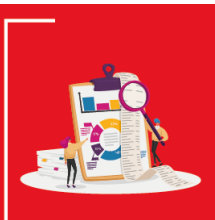
Our annual Information Security and Data Protection training course is now available for you to take.

It has been developed to help you understand your role and responsibilities when handling information, to help protect our buildings, staff, data and citizens.

Colleagues should note that this is a mandatory course for the whole council family to complete. All NRS PC facing staff must complete the GOLD course by 28 February 2024

Information security is a fundamental part of our Information Management Strategy and is part of our everyday tasks. For example, it can be wearing your security ID badge to access your workplace; taking a phone call; emailing a supplier or attending a meeting with a customer in their home.

It is vital that we all understand and know how to keep the information and IT equipment we use safe and secure and know what to do if it is accidentally lost or shared with the wrong person. This helps to protect our systems, staff, citizens, buildings and reputation.



Click here to read more

NRS Procurement Guidance

The NRS Procurement Team has a new page on Connect 'NRS Procurement', where you can find information and guidance on topics such as:

- Existing Contractual Arrangements
- New Procurement Projects
- Standing Orders
- Purchases under £10k
- Frequently Asked Questions

The page will be updated on an ongoing basis. If there is anything you would like to see included in this area, please feel free to contact the [NRS Procurement Enquiries](#)

To view NRS Procurement Guidance Connect page [click here](#)



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.

- Driver CPC Attendance
- 2024 Information Security and Data Protection Course

General Interest

Service News and Corporate Updates that might affect you



Big Year for Active Travel in Glasgow in 2024

An extensive programme of active travel infrastructure that will see twelve projects starting or completing in 2024 has been outlined at the council's Environment and Liveable Neighbourhoods City Policy Committee.

The 12 projects will all contribute to the effort to create a City Network for active travel that will add 270km of safer, segregated routes to existing routes across the city and eventually ensure no one in Glasgow is more than 800 metres from a dedicated cycle way. This follows significant progress last year with the completion of South West City Way, South City Way reaching into the city centre and the extension of East City Way along London Road.

North west, north east and south Glasgow will all see progress with new cycle ways and other measures to support active travel this year, which will help to strengthen connections with existing routes and allow for

[Click here to read more](#)

longer, uninterrupted journeys on segregated infrastructure.

Work has just started on the first leg of Connecting Battlefield, which will link with the southern end of South City Way and New Victoria Hospital. The final, city centre leg of South City Way is currently nearing completion while the first phase of the City Deal programme for Byres Road, which runs between Partick Cross and University Avenue, is expected to be finished by Spring this year.

The North East Active Travel Route, which incorporates cycle ways and improvements to footways in Barmulloch and Balornock, is expected to break ground in the early part of 2024 while the installation of new infrastructure in the Blackhill and Provanhill areas of the city, as part of the Flourishing Molendinar project, will begin later this year.

This summer work will also get underway on the latest phases of Connecting Woodside, which will include improvements at Charing Cross to ensure a connection with Sauchiehall Avenue, and Connecting Yorkhill and Kelvingrove, which will link between Radnor Street and Sandyford Street where access to the National Cycle Route NCN 75 will be possible.

The programme also includes the completion of the city centre Avenues project at Holland Street this summer alongside the conclusion of improvements on Sauchiehall Street precinct and the Cambridge Street Avenue. Construction of the Avenue for Argyle Street West, between the Kingston Bridge and Central Station is due to start this Spring. The city centre will also see improvements to infrastructure along Broomielaw.

Several other projects are undergoing work in the design phase this year, including the second phase of work on Byres Road, the Avenues Plus scheme for John Knox Street and Duke Street. Design work for key elements of the City Network Delivery Plan, which covers Govan City Network, North City Network and South City Network, is also being progressed. Development of the Liveable Neighbourhood programme, which will help make local communities more accessible for active travel and link with the City Network is also moving forward.

Glasgow Life Temporary Library Closures

The following Libraries will close to the public for one day on the following Fridays to allow for the introduction of an updated library management system and staff training.

Friday 9 February

Hillhead, Anniesland, Drumchapel, Maryhill, Shettleston, Baillieston, Library@The Bridge, Riddrie, Ibrox, Pollok and Pollokshields.

Friday 16 February

Partick, Whiteinch, Knightswood, Library@GoMA, Springburn, Barmulloch, Royston, Gorbals, Langside and Pollokshaws.

Friday 23 February

Woodside, Milton, Possilpark, Bridgeton, Dennistoun, Parkhead, Castlemilk, Couper and Govanhill.

No closure is required at the Mitchell Library. Benefits for the public include an easier to navigate and more attractive library catalogue, and the update will pave the way for future developments to the system to ensure a modern and fit for purpose library management system.



**NRS
People**

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



Meet Your Colleagues

Gavin Jackson, Project Manager – Ash Dieback

How long have you worked for the council?

I have worked for the council for just over 43 years, beginning as an Assistant Gardener and progressing to Assistant Group Manager. My career has mainly been in Parks Operations, with periods of also managing Streetscene and Refuse Collection. I have recently been appointed as the Project Manager for Ash Dieback.

What do you do in your role?

The key element is the safe removal of thousands of infected ash trees that are situated in high risk locations. The Project Plan is in place and communications are the beginning of the project to ensure as many GCC employees are aware of the disease and risks that it poses. I am arranging various meetings and short training courses for identifying the disease. The Strategy work is underway and I am arranging further tree surveys for 2024.

What is your favourite part of your role?

I left school to be a gardener and progressed to being an Arborist through the 80s and 90s, so this new role specifically for ash trees and arboriculture, rather than the very broad span of works in Parks Operations, is something I am very keen on and very happy to lead.

What are the biggest challenges within your role?

Like many others, having sufficient resources is the biggest challenge and I need to build a team and source funding for removal of the infected trees, at a time when financing is particularly difficult.

Seated Acupressure Massages Tuesday 13 and Thursday 29 February

Take time out of your busy day for you and your wellbeing and book a 15-minute seated acupressure massage with Grace Taylor from Incorporate Massage.

Booking conditions apply

This health and wellbeing service is very popular with staff and places fill up quickly. Therefore, please note that if you need to cancel your booking you must give Grace 24 hours' notice to avoid being charged. Missed appointments may still be chargeable.

Location and access

Massages will be carried out in the private Wellbeing Room 2.25, City Chambers East Building at 40 John Street. If you do not have access to the building, please report to the reception at 40 John Street – where you will be issued with a temporary building pass for this session. Please make sure that you return your pass to reception, before you leave the building, so it can be used by the next visitor.

Massage format

The massage uses Swedish Massage Techniques. Incorporating the head, neck, shoulders, back, hands and arms, to help reduce stress. It is fully clothed with no oils used.

Availability

On Tuesday 13 and Thursday 29 February - available slots are:

- 10:00am until 10:15am
- 10:15am until 10:30am
- 10:30am until 10:45am
- 10:45am until 11:00am
- 11:00am until 11:15am
- 11:15am until 11:30am
- 11:30am until 11:45am
- 11:45am until 12:00noon
- 12:30pm until 12:45pm
- 12:45pm until 1:00pm
- 1:00pm until 1:15pm
- 1:15pm until 1:30pm
- 1:30pm until 1:45pm
- 1:45pm until 2:00pm
- 2:00pm until 2:15pm
- 2:15pm until 2:30pm

Costs

£15 for 15 minutes Payments should be made directly to Grace upon arrival.

Sign up now

To book your space, please email grace@incorporatemassage.co.uk with subject "GCC Massages" and provide your name and both the date and time slot you are interested in. Please see the booking conditions above. Spaces are limited and will be based on first come, first served basis so book now to avoid disappointment.



City Parking SAMH Workshops

SAMH in their continuing partnership with Glasgow City Council delivered some worthwhile workshops recently to our colleagues at City Parking.

The NRS People Health and Wellbeing Team invited along with Emma Straughn from SAMH's programme "Let's Talk" to meet employees and discuss all things Mental Health.

Emma was delighted to facilitate both workshops over the two days focusing on "Mental Health in your Team" and "Wellbeing and Resilience".

The group sessions provided a wealth of information to our frontline parking colleagues which helped them to discuss the stigma surrounding Mental Health by engaging in meaningful discussion and advising on the support available and signposting to helpful information.

Additional information can be found on our web pages at <https://www.glasgow.gov.uk/NRSPeople> where you can find our Health and Wellbeing Employee Handbook.

If you would like to arrange sessions with your team or any further information, please contact william.holms@glasgow.gov.uk or NRSAnnouncements@glasgow.gov.uk



My Portal Training sessions for Managers and Supervisors on Teams

Refresher Training Sessions available for My Portal.

This would be relevant for those with responsibilities as Chief Position holders who require to input and approve information on My Portal and with particular emphasis on Absence Recording and Reporting. This would include starting and ending a period of sickness absence, updating Fit Note information, recording Return to Work Interviews, generating Formal Interviews where appropriate and other Reporting options.

David Barbour from CED and Robert Smith, Senior HR Advisor will facilitate the 6 sessions detailed below:

- Monday 12 February 2024 (10:00am until 11:00am)
- Thursday 15 February 2024 (10:00am until 11:00am) and (3:00pm until 4:00pm)
- Wednesday 21 February 2024 (10:00am until 11:00am) and (12:00noon until 1:00) and (3:00pm until 4:00pm)

To join the sessions please contact [Maryann Walsh from HR to register](#)



Workshops and Events

Click here to read more

New Glasgow People Manager Workshops

All managers, supervisors and aspiring managers are invited to attend the first Glasgow People Manager workshops for 2024. These workshops are delivered by Organisational Development in partnership with the City of Glasgow College.

- **Getting Your Message Across : Delivering Effective Presentations**
Tuesday 20 February 2024
9.30 am until 12.30 pm

Please only reserve one space per person and note that spaces are limited. We appreciate that service delivery demands mean that you may not be able to attend after signing up, but please cancel your space as early as possible to allow someone else to attend.

If you require any further information please email OrganisationalDevelopment@glasgow.gov.uk or go to [EmployeeDevelopment/GlasgowPeopleManager](#)



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 below to go through to the job adverts.

- GLA11384 - Security Officer
- GLA11439 - Bin Replacement Operatives (6 Posts)
- GLA11437 - Bin Replacement Assistant Supervisor (2 Posts)
- GLA11444 - LGV Driver / Labourer (Bin Replacement / Twin Stream) (3 Posts)
- GLA11436 - LES Operator 3 (6 Posts)
- GLA11434 - Technician (Road Safety)
- GLA11440 - Parking Attendant (Up to 35 Posts)
- GLA11462 - Supervisor (Domestic and Streets) (3 Posts)
- GLA11460 - Assistant Supervisor (Domestic and Streets) (13 Posts)
- GLA11432 - LES Operative 2 (Up to 28 Posts)
- GLA11445 - Assistant Manager (Landscape Design)
- GLA11457 - LES Driver 2 (8 Posts)
- GLA11449 - Countryside Ranger
- GLA11446 - CCTV Systems Engineer

General Interest

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



Give your views on the causes of litter and flytipping

Zero Waste Scotland has partnered with UCL Centre for Behaviour Change to investigate the complex causes of littering and flytipping behaviours, from the perspective of people working in this area or in organisations which have an impact. Between 31 January and 16 February we are seeking input from people working in relevant sectors such as waste and cleansing, transport, other parts of local government and in other bodies as well as retailers and manufacturers.

You are invited to take part in a [short online survey](#), in which we will ask you a couple of questions on littering then flytipping (or vice versa), taking 10 minutes each. If you only have an interest in one of these

you can just complete one survey rather than both.

We will combine the mind maps into overall systems maps which will give a picture of how different factors are connected, and which ones seem most important.

Please note your comments will be anonymous and that your organisation won't be identified other than through selecting the 'type of sectoral organisation' you work for. These system maps will only be valuable if they capture as much information as possible, which is why it is essential we get a good representation from each sector contributing and why we would value your time and expertise.

You do not need specific knowledge about how to do system mapping to participate, this is about capturing your thoughts on the topic of litter and flytipping behaviours. We will use the outputs of the survey to produce materials we will then refine and share with other partners and potentially make public later in the year. Ultimately this work will contribute towards generating a new approach to preventing items becoming litter and flytipping and help us to tackle these behaviours through effective intervention.

To take part please go to the [survey here](#).

The deadline is Friday 16 February.

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

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