



Welcome to the 4 April 2022 edition of the Neighbourhoods, Regeneration and Sustainability E-News.

This fortnightly e-mail will provide you with a range of updates all in one place!

With a range of actions, responses required as well as workplace, service and corporate updates.

For Action

Important Messages that require Action



Bribery Awareness Training



All PC-facing staff are required to re-take the Bribery Act 2010 course on GOLD by 31 March 2022. This is an annual requirement and the course can be found under 'How To Handle Information'. If you have yet to complete this course you must do so as soon as possible.

[Click Here to log on to GOLD](#)



Staff Briefings

The undernoted Managers' Briefs have been issued within 2022 for managers to cascade the information contained to staff within their area of responsibility.

- Internal Communications Strategy
- GOLD upgrade and downtime
- ID Badge Requests
- Fire Precautions Register and Premises Register updates
- Delays to IT orders
- Easing of restrictions February 2022
- HandS Fire Risk Assessment app
- Time to Talk
- Capacity Building Mapping

- Bribery
- Data Assessment
- Covid 19 update Self Isolation Testing Changes

[Click to view the briefings on the intranet](#)

For Information

Service News and Corporate Updates that might affect you



NOTIFY - Staff Messaging System



NOTIFY is a tool created by the UK government to securely send messages and emails out across staff and the general public. Within NRS we use this to ensure that staff working without access to council email, for example in parks or depots, continue to receive important messages.

If you would like to join the mailing list, or have a colleague that would, please complete the form by clicking the button below.

[Click to Join NOTIFY](#)



Long Service Awards

I am delighted to confirm that in the coming days, certificates will be issued to celebrate the long service of 98 employees within Neighbourhoods, Regeneration and Sustainability. Since 1 April 2021 to 31 March 2022 (inclusive), 84 colleagues within NRS have reached the milestone of 30 years' service whilst 14 have reached the exceptional milestone of 40 years.

I, the Senior Management team, and the citizens of Glasgow thank these colleagues for their dedication and commitment throughout the years. Daily, I am provided with stories about how our people within NRS go above and beyond for the citizens of Glasgow.

Our long service awards are one of the traditions by which we take the opportunity to say thank you. It was refreshing to see that during a recent staff focus group whilst developing our internal communication strategy, colleagues within that group commented on the importance of occasions such as this. As always, I welcome your views and suggestions on how to celebrate and recognise the achievement of colleagues throughout the service.

I can be contacted via the button below regarding any suggestions you may have. George Gillespie.

[Get in touch with George](#)

Career Conversations

This course will help supervisors and managers with the skills they need to carry out effective conversations with their staff during reviews and appraisals. Managers will be better able to structure the conversations to help their staff develop in the future, which will help with succession planning.

This course will look at the following areas:

- How to prepare for career conversations
- Questioning techniques
- How to use the nine-box grid effectively
- Dealing with conflict using the nine-box grid
- Providing constructive feedback
- Having positive outcomes and actions

Delegates will have the opportunity to explore each subject through a mix of training materials and guided discussions / exercises. City of Glasgow College certificates will be issued to all successful delegates.

To request places please get in touch using the button below by Monday 25 April.

[Register for the Training Course](#)

Managers' Workshops

CITY OF GLASGOW
COLLEGE

Let Learning Flourish

Internal Communications Strategy



Colleagues

The Internal Communication Strategy which is live from today can be found below.

[Click to view the Strategy](#)

The Promotions and Engagement team are now in the process of establishing the Communication Champions Forum which will meet quarterly over Microsoft Teams. We are currently recruiting volunteers across each of the divisions within NRS and would like to invite you to take part.

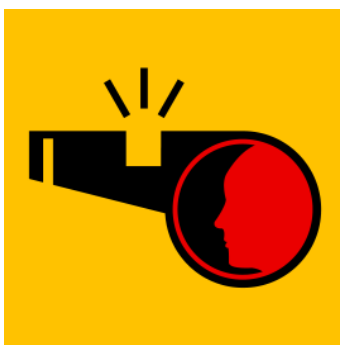
By volunteering you will be able to feedback on the Strategy by sharing good practice, identifying areas that need to be worked on and help shape new ideas and practices moving forward. If you would like to be involved, please register your interest using the button below.

[Register Your Interest by 30 April 2022](#)

This will allow us to identify any gaps across the Service and enable us to target areas omitted to ensure the best representation.

It is anticipated that the first meeting will take place late May and quarterly thereafter. Should you have any questions please contact us using the button below.

[Click to send an enquiry](#)



Whistleblowing Arrangements

Glasgow City Council has arrangements in place to support employees reporting any concerns of serious wrongdoing under its Whistleblowing Policy. Further details can be found by clicking the link below.

[Click for more information](#)

Transport Strategy

The Glasgow Transport Strategy is Glasgow's updated local transport strategy. It will set out a Policy Framework and a Spatial Delivery Framework to help guide decision-making on transport up to 2030, with the goal of working towards four overarching outcomes:



- Transport contributes to a successful and just transition to a net-zero carbon, clean and sustainable city.
- Transport has a positive role in tackling poverty, improving health and reducing inequalities.
- Transport contributes to continued and inclusive economic success and a dynamic, world class city.
- Places are created where we can all thrive, regardless of mobility or income, through liveable neighbourhoods and an inclusive City Centre.

[Click to view the strategy](#)

General Interest

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



PEOPLE
MAKE
GLASGOW
COMMUNITIES

People Make Glasgow Communities (PMGC)

The People Make Glasgow Communities team started in January 2021 to manage and coordinate the usage and transfer of old council facilities to the community groups. Several newsletters have been produced that provide a summary of the teams activities to date.

[Click to Find out More](#)



The LOOP Newsletter

The April issue of the Loop will be available soon. Find out what has been happening within NRS.

[Click Here to View the New Issue](#)

Attention All Footballers!



We are currently looking for some new players from across NRS to restart a long running 5 a side football session on a Tuesday, 5pm at the Emirates Arena in Glasgow.

If you are interested in joining our game please get in touch with Neil MacDonald using the button below.

[Get in Touch with Neil](#)



Geraldine Ham Retiral

Dear Colleagues

Over the years I have written to you all on many occasions, however today will be my last communication. I have now retired from the Council having been in Public Service for 40 years. I have witnessed many changes and have found, like all of you, my role challenging at times. From an HR perspective, there is very little that I have not encountered and with the assistance of the HR community I have strived to provide the best possible service. Some of you I have known for many years, others I have only met recently but together we make up NRS. Although It has been said many times that this is the service that impacts on all Glasgow Citizens, which is of course is true, it is also a Service that has many different components all just as important as the next all with a shared vision to make Glasgow a City on an international stage. A City that I have been proud to serve.

I would like thank you all for your gifts and kind words

and I wish you all the very best and hope that you continue to support the Council as it recovers from the aftermath of the Pandemic.

Regards

Geraldine Ham, Strategic HR Manager

Neil Coltart Retiral

Neil Coltart, Group Manager Trading Standards, retired on 31 March 2022 after 37 years service. During that time he has been a valued contributor to the trading standards profession, as well as a great support to his colleagues and has a wealth of knowledge second to none. Neil will be a great loss to not only Trading Standards but to Glasgow City Council as a whole. He has been a great ambassador for the Council, his profession and nationally. Neil has co-written a book "Trading Standards: Law and Practice" now on its tenth edition.



Just before Neil retired, he met with Lord Jamie Lindsay, President of the Chartered Trading Standards Institute to discuss the work of Trading Standards in Glasgow and to reflect on Neil's career and contribution to his profession.

Neil's presentation took place on Tuesday 15 March in Eastgate, with a number of colleagues from across the council and beyond joining on Teams.

Get in Touch

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

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

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