



Welcome to the 19 August 2022 edition of the Neighbourhoods, Regeneration and Sustainability E-News.

This fortnightly email 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



#### **Four weekly paid staff, payroll tax event and repayment of tax**

You may recall a communication in March for all staff who are paid four weekly that explained the potential tax implications of receiving 14 pays instead of the normal 13 in one tax year, and how HMRC deal with such an event.

We also explained that you could receive a letter from HMRC later in this year requesting that you make a payment to deal with any tax you may owe. Ordinarily, HMRC adjusts such amounts through your tax code, they will advise you of any tax code change.



If you are affected by this event and you have received a letter from HMRC, you'll find more information in the communication of 23 March on the website at four week paid staff, payroll tax event.

In this instance the council has followed the HMRC rules on how to deal with this event.

If you have any questions about your personal tax then you must talk to HMRC directly, contact details will be on any communication from them.

Click the button below to visit their website.

[Click here to go to the HMRC website](#)



## Corporate Identity Guidance

Do you have a photographic ID card and the correct GCC lanyard? Most NRS staff should have an ID badge which displays your name and photograph. If your badge is lost, damaged or you have never been issued with one, you should notify your line manager who will request a new or replacement badge if required. Lost badges require to be deactivated. Colleagues are required to wear their ID Badge and correct GCC lanyard at all times.

Managers and supervisors, please use the link below to request ID Badges taking note of the Photo Guidelines. For bulk requests please email the Promotions and Engagements team using the button below.

[Click here to complete the badge request form on Connect](#)

[Click here to email the Promotions and Engagement Team](#)

## Important Changes to your iPhone

All council iPhones are due to have their device management software updated over the next few weeks. If you have a council iPhone it will be included in the next rollout. Device management is key to helping us effectively manage the corporate data on your council mobile device to help keep it secure.



All mobile devices will change from using Airwatch to using Microsoft Intune. This brings the benefit of moving your email across to Microsoft Outlook, meaning all your contacts, calendar and inbox settings are all in the one easy to access place.

Please ensure that prior to this happening you save all important messages and photos from your iPhone to your work PC or they will be **lost and can not be recovered**.

[Click here to view the full briefing](#)

## Staff Briefings



There have been no Managers' Briefings issued in the past fortnight. 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



#### Sign up now for new MS Teams digital drop ins

Our Digital Toolkit workshops and drop ins are running again in August and September and are open to staff at all levels who have access to MS Teams. Hosted by Organisational Development and Corporate HR, these informal and short sessions will run you through general top tips for being more confident on MS Teams, sharing your screen, setting up and managing participants in break out rooms and running a webinar (for when you are hosting training or a large event).

- **General hints and tips for using MS Teams**  
Wednesday 24 August 2022  
10.00 – 10.30 am  
Wednesday 7 September 2022  
10.00 – 10.30 am
- **Breakout Rooms on MS Teams**  
Wednesday 31 August 2022  
10.00 – 10:30 am  
Tuesday 13 September 2022  
10.00 – 10:30 am
- **Sharing your screen on MS Teams**  
Friday 2 September 2022  
2.00 – 3.30 pm  
Tuesday 6 September 2022  
2.00 – 3.30 pm
- **Running a Webinar on MS Teams**  
Thursday 29 September 2022  
2.00 - 2.30 pm

Please share this email with any colleagues who may want to attend and let us know if you have any suggestions for new digital drop ins or workshops.

[Click here to view and register for the courses](#)

If you are unable to use the registration form please get in touch using the button below

[Click here to contact the Organisational Development section if having issues](#)

## Affordable Housing Supply Programme (AHSP)

The council will allocate over £417million to housing associations and private developers to build new affordable homes in the city between 2022 and 2026, with almost £104million to be allocated in 2022/23.

Glasgow's AHSP takes into account the priorities identified within Glasgow's Housing Strategy 2017 to 2022, and the Strategic Housing Investment Plan (SHIP) 2022 to 2027.



The environment around homebuilding is currently very challenging, with Brexit, the pandemic, and the war in Ukraine impacting costs, particularly in fuel and energy, as well as in the labour market and the supply chain.

Despite these challenges, 879 new affordable homes were completed through the AHSP in 2021/22, with work on 795 beginning, and approval given for 531. Just over £3million was spent on medical adaptations for housing association homes.

The council today approved the budget for the 2022/23 financial year, with a target of 919 completed new affordable homes, work beginning on 665, and approval expected for 691. It is expected that a similar sum will be spent on medical adaptations over this period.



## Road Safety Speeding Campaign

Four Glasgow school pupils are starring in a new speeding campaign which will be seen all over the city.

Erin McWhinnie, Eva Boyce, Lillia Gallagher and Bradley Trotter from Our Lady of the Rosary Primary School in Cardonald feature in new road safety adverts urging drivers to slow down to save lives.

The pupils are Junior Road Safety Officers at the

school and help spread the word about staying safe while walking or cycling to school and in our communities. More information can be found using the button below.

[Click here to find out more about the Road Safety Speeding campaign](#)

**Refuweegee**  
(ref-u-wee-gee)

### **Power to do more campaign**

Glasgow City Council is teaming up with Valpak Ltd to promote the reuse of small electrical items, as part of its environmental compliance partner's 'Power to Do More' campaign.

Donated items will be collected, tested, and given to local charities, Refuweegee and Glasgow Tool Library, for them to be reused.

Starting on 1 August, the reuse event will take place throughout the month and donations can be made at all four of the city's Household Waste Recycling Centres (HWRC). Collection points will be marked, and site representatives will be on hand to assist residents in segregating their small electrical items.

Items sought by refugee charity, Refuweegee, to help settle and welcome new arrivals to Scotland, include microwaves, kettles, toasters, vacuum cleaners, irons, DVD players, games consoles, food processors, TVs and tablets.

Glasgow Tool Library, where people can join and borrow power tools for DIY and craft projects, is looking for items including drills, saws, wallpaper strippers and garden tools.

The donated items will be inspected and tested by specialist recycling companies CCL (North) and Restructa to make sure they are in working order before being distributed to the charities.

Participating in the 'Power to do More' campaign is helping the city to promote the idea of choosing to reuse; extending the useful life of unused items and helping us to live more sustainably.

Glasgow is aiming to be a circular city by 2045. This involves encouraging sharing, leasing, reusing, repairing, refurbishing, repurposing and recycling existing materials and products, keeping them in circulation for as long as possible. Moving away from the 'make, take, dispose' model of consumption that

contributes to the climate crisis. Reusing items redirects waste from landfill, conserves limited resources by reducing consumption, and can meet others needs locally or make items available to those who cannot afford to purchase new.

## **NRS People**

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



### **Meet Your Colleagues**

Colin Houston, Architect within City Design.

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

April 2019.

### **What do you do in your role?**

Assess proposals within urban environment and architectural design relative to built form, materiality, environmental response, sustainability and context with landscape and servicing.



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

Diversity of projects. No two days being the same brings a constant variety and challenge to my workload. Together with colleagues from other disciplines within NRS provide not only guidance on policy but strive to provide a betterment to the City and its future.

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

Standardised product development that cannot respond to 'Place', assessment of commercial viability without substantiation, lack of understanding of material selection and sustainability and misunderstanding of the importance of landscape within the overall design conception.

## 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.

**myjobscotland**

- Assistant Group Manager
- Neighbourhood Co-ordinator
- Project Officer
- Risk Performance and Audit Officer
- Team Leader (Public Health)
- Technical Enforcement Support Officer

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



## Succession and Career Planning Workshop

Colleagues from Corporate HR(CHR) recently delivered the first succession and career planning workshop to the NRS HR team. The workshop is designed for participants to discuss and learn about the new succession and career planning framework along with its supporting material.

Following the launch of the first workshop, Roads Operations and Technical Services were identified as the pilot area to implement the succession and career planning framework. Since then, 20 managers and supervisors from both areas have now attended the workshop, with further sessions planned in the coming weeks, including employee sessions to support their development to become career ready.

Brendan Frankgate, Group Manager who attended the workshop said “I found the workshop extremely helpful to understand the succession and career planning framework and how this can be applied in my area. After the workshop I was keen to get started with implementation. The follow up engagement meeting with Nicola Findlay and Liz Hamilton from CHR, gave me the confidence to start to progress this in my area. I’m delighted my area has been chosen for the pilot and I’m looking forward to working with the project team to develop career pathways to support employees with their personal development action plans. This will enable employees to maximise their potential and be career ready for future roles which is vital to the future success of our organisation”.

For more information check out our toolkit on Connect



using the button below.

[Click here to view the toolkit](#)

### **Recruitment in the age of social media workshop**

To support you to learn and understand how you can use Social Media to build your Recruitment advertising strategies, Glasgow City Council are working in partnership with the City of Glasgow College to deliver the Recruitment in the Age of Social Media Workshop. This workshop is available to all NRS recruiting managers who want to upskill their digital knowledge in this area.



This course includes: Sourcing and attracting qualified candidates through social media advertising and how to utilise social media reviews to enhance company brand. The course will take you through our newly created GCC guidance so you leave making sure you know how to reach a new audience with your roles.

City of Glasgow College certificates will be issued to all successful delegates.

To request places, please click the link below by Monday 22 August and provide name, email address and the title/date of the course and c.c. in your manager.

An invite will be issued by email to the attendees prior to the relevant training session. Nominees should notify us as soon as possible if they are no longer able to attend the course so that their place can be reallocated to another employee.

[Click here to register for the course](#)



### **Applied Suicide Intervention Skills Training (ASIST)**

With NRS People we are working to put the Health and Wellbeing of our employees to the front of everything we do to deliver great service. Part of this journey is building the Health and Wellbeing competence of our workforce, to ensure we can be in the best position to support one another, especially as we move into even more testing times through the cost of living pressures.



We already have a number of ASIST trained employees in NRS, who have the skills to support those at risk of suicide and need immediate support. To build on this we have secured 8 places through the Health and social care partnership, Glasgow city Suicide prevention partnership specifically for NRS People for the ASIST programme.

This is a particularly challenging course, so we'd like to hear from you if you are interested in developing your health and wellbeing skills further and to give you more information about the course. If you're interested and have support from your manager to attend please get in touch using the below copying in your manager. We are particularly interested in receiving applications from our frontline workforce. Closing date for interest is Friday 26 August 2022.

- 1 and 2 September 2022, 9.00 am – 4.30 pm on both days at The City Chambers, George Square  
4 places
- 27 and 28 October 2022, 9.00 am – 4.30 pm on both days at The City Chambers, George Square  
4 places

[Click here to sign up for the training course](#)

### **NHS Anxiety and Sleep Support - Daylight and Sleepio**

We are delighted to share with you the following NHS programmes for supporting Anxiety and Sleep.



We're recommending these clinically evidenced resources that were developed during the pandemic for NHS and HSCP staff and are now available to you and your families. Especially important where anyone is finding delays in receiving NHS support.

[Click here to view the resources](#)

[Get in touch if you need more support](#)

### **Join us in litter picking around Eastgate**

Whether you have already been involved in lots of litter picking activity or are thinking about it, then come and join the Clean Glasgow team, to look after the



environment.

Join us to create a brighter, cleaner and greener environment for everyone to enjoy.

The Clean Glasgow Team have organised a staff volunteer Community litter pick on Wednesday 31 August 2022, starting at 12pm noon to 1pm.

We will be meeting at 727 London Road, Eastgate, G40 3AQ.

People Make Glasgow Greener.

Litter picking equipment provided. Clean up subject to weather.

[Click here to contact Yusuf if you wish to attend](#)

### Sign up to learn Gaelic today - Free Classes

We are delighted to bring you this free opportunity to learn some Gaelic with Fèisean nan Gàidheal.

Classes are open to all employees across the council family and run online over eight weeks from mid-August to mid-October.

Don't miss out! Register for your free classes using the button below.

[Click here to sign up for the Gaelic classes](#)



### Cycle September!

Get fitter, be happier and win prizes! Love to Ride Glasgow is now live, and staff are invited to get involved! You can log trips, post photos and stories, and take part in a rolling calendar of fun challenges and win prizes! You can take part as an individual, group or club, or workplace team!

Love to Ride is a fun, free online platform which supports individuals, workplaces and communities to ride their bikes – whether for fun or as a means of getting around. It's suitable for all levels of cycling, from beginners to experienced, and you can find local information, events and tools to support you to cycle more confidently, more often, and long term.

Anyone who logs a trip during Cycle September enters the prize draw for some fantastic local prizes.

Prizes include:

- Pizza Oven
- Gift Cards
- OVO Bikes (powered by Nextbike) memberships
- Dr Bike, T shirts, badges, lights and assorted bike wear

Sign up today!

[Click here to join our Glasgow City Council workplace page](#)

[Click here to watch the short intro video](#)

## **Equality, Diversity and Training Programme**

Our equality outcomes 2021 to 25 make it clear that the council will not tolerate inequality and discrimination in the city. These outcomes reflect the diverse needs of our city, employees and the range of services we deliver.

The Equality Outcomes are intended to provide a focus for our actions over the next four years and enable the Council Family to provide access to our services and support to the greatest diversity of our citizens.



It's important when we're interacting with members of the public and colleagues that we meet the ethos of our equality outcomes and that we recognise and value each other's differences and treat each other with respect.

To support our staff to achieve this, we have developed a suite of equality, diversity, and inclusion training and support which includes face to face sessions, online learning and information and resources. Courses include, Dementia Awareness, First Steps to Trans inclusion, Race Awareness for Employees in a Public Facing Role. A list of training available can be found using the button below.

[Click here to view a list of the available training courses](#)

# General Interest

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



### Julianne leaves the service



Julianne McGinley started her journey with the Council in the Roads Department and then progressed through various Service name changes and many different roles since. Latterly Julianne's role was that of a Communications and Marketing Officer within the Promotions and Engagement Team in NRS. For those that had the pleasure of working with her you know that she will be greatly missed. She has asked that we let you all know and to thank everyone she has worked with over the years.

Julianne's colleagues in the NRS Promotions and Engagement Team and those in the wider service would like to wish her well with a gift. If you would like to contribute towards a gift, please use the button below to get in touch by Thursday 25 August 2022.

[Click here if you would like to contribute](#)



### Free Flu Vaccination for Staff

As part of Glasgow City Council's Staff Health and Wellbeing Strategy, employees are being offered the opportunity to receive the flu vaccination for free. The vaccination is available at selected Boots pharmacies with the cost being paid by the Council. Staff wishing to receive the vaccination will be provided with a voucher to be redeemed at one of the Boots participating pharmacies.

Employees who normally receive the vaccination from the NHS should continue with this arrangement. In addition, staff aged 50 and over will also be eligible to receive the vaccination from the NHS.

The Scottish Government have confirmed that more people will qualify for a free flu vaccine via NHS and information is detailed within the attached document – Chief Medical Officer – Final Version.

Due to different strains of vaccines being available for certain ages and medical conditions you should consult your GP to get the correct seasonal flu jab (free of charge) if you are:

- 65 years old or over
- pregnant
- have certain medical conditions

If you are interested please contact your line manager who will be able to register for you to receive the jab.

### **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](#)

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