

For Action

Important Messages that require Action



Changes to the NRS Senior Management Team Structure

Colleagues, I would like to bring you up to date with some changes within the Leadership and Senior Management team within Neighbourhoods, Regeneration and Sustainability.

City Development

Stephen Gibson, Divisional Director (Planning, Housing and Building Standards) left Glasgow City Council on Friday 18 November 2022, to join South Lanarkshire Council. Given our significant budget challenges, I have decided to delete this position and amend the existing Divisional Director roles of David McEwan and Carol Connolly.

David McEwan will have responsibility for Consultancy Services, City Deal, Housing, Property Asset Management and Technical Services. David's job title will also change to Divisional Director (Property, Housing and Major Projects).

Carol Connolly, Divisional Director (Development and Sustainability) will have responsibility for Planning, Sustainability, Infrastructure and Development Programme, Building Standards and Public Safety and Transport Strategy.

City Operations

Sharon McKechnie, Head of Bereavement and Business Operations has now left NRS to join the Chief Executive's Department. Given our significant budget challenges, I have decided to delete this position and re-allocate the functions to existing Heads of Service.

Stephen Egan, Head of Parks and Streetscene will take responsibility for Bereavement Services.

The Head of Recycling and Waste Management (currently vacant) will take responsibility for Commercial Waste services, Bulk Waste services and Nightshift Operations.

Gary Walker, Head of Community Safety and Regulatory Services will take responsibility for Pest Control.

George Gillespie, Executive Director

[Click here to view the Updated Structure on Connect](#)

Managers' Briefings

There have been no new manager briefings issued in November. 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



New Hate Crime Awareness Training Course on GOLD

The new and improved GOLD core module on Hate Crime Awareness is available now, hundreds of staff have already taken the time to complete it. This module will update you on the latest developments in hate crime legislation as well as giving you important information on what to do if you witness or experience a hate crime at work, or if a client/service user/colleague tells you that they have experienced one.

Hate Crime Policy Officer Danni Glover said 'According to Crown Office stats, more than a quarter of reported hate crime in Scotland takes place in Glasgow. All forms of prejudice are unacceptable, it is vital that we all work together to eradicate hate crime and prejudice in our communities. I strongly encourage staff to take a look at the new module and think about what preventing and responding to hate crime might look like in their own roles.'

You can access the module by searching for 'Hate Crime' on GOLD or using the button below.

[Click here to view the training course](#)

Royal Mail Strike Action

Due to strike action there will be no deliveries or collections of mail from the City Chambers complex or Eastgate, staff should not send or drop off mail to the mailroom at 64 Cochrane street on the following dates.

- Friday 25 November 2022
- Wednesday 30 November 2022
- Thursday 1 December 2022

Managers are reminded, where appropriate that this information should be shared with those staff with no email access.

Avian Influenza H5N1

A total of 84 swans have now been found dead in Hogganfield Park in the past week, from Tuesday 15 to Wednesday 23 November following a suspected outbreak of avian flu .

Countryside Rangers and other Parks staff are waiting on test results from dead birds removed by DEFRA on Wednesday last week but in-line with DEFRA's advice, we are assuming the swans have died from avian flu H5N1.

We are seeking to limit the spread of the virus in the park and elsewhere in the city and we are working with our approved contractor to have the dead animals removed and disposed of on a daily basis (Monday to Saturday). On Mondays a boat is being used to retrieve the less accessible dead swans on the islands and floating on the water.

Staff are also working alongside the SSPCA to ease the suffering of any birds that are visibly sick with SSPCA staff assessing and euthanising sick and dying birds on the loch side as well as from the boat.

The public has an important role in helping to prevent the transfer of the virus and public notices that provide advice for visitors have been posted around the loch side.

Park visitors are being asked stick to the path, keep dogs on leads and not to feed the birds as this encourages the birds to congregate.

Council staff are carrying out regular dispersed feeding to support the remaining birds on the loch who have received supplementary feeding for the past 20 years and are conditioned to it. It is hope continued dispersed feeding will contain the outbreak to Hogganfield Loch, and prevent hungry birds flying to other



water bodies and parks in search of food.

People are also asked not to touch a dead or sick bird, including any feathers, and should also avoid ground covered with wild bird droppings.

If anyone sees a dead or sick bird in public places across the city, they should report this to our environmental health team through our website or by calling 0141 287 1059.

Further advice on avian flu can be found on the DEFRA website using the button below.

[Click here to view the guidance on the DEFRA website](#)

Glasgow City Council Private Sector Housing Grant Programme

Glasgow City Council's Private Sector Housing Grant Programme provided £7.8million funding to repair and maintain private homes over the course of the 2021/22 financial year.

This work includes fabric repairs and maintenance, disabled adaptations, and with around 66% (over 208,000) of Glasgow homes in private ownership, is therefore a key part of the city's housing strategy priority of managing, maintaining and improving existing housing stock.

The council has been working with housing associations across the city to improve privately owned homes in areas including Calton, East Pollokshields, Ibrox/Cessnock, Govanhill and Priesthill.

Looking forward, the programme will help meet the council's housing strategy commitments to the effective management, repair and maintenance and improvement of the existing housing stock, maximising use of existing housing, and tackling energy inefficiency and climate change.

The council is working with the Wheatley Group on the delivery of pre 1919 tenement repairs at two sites (part of the High Street Action Plan) and also Linthouse Housing Association, where five pilot closes have been identified as part of work there to address common fabric issues in older tenements in the area.



Health and Wellbeing Support Sessions

| Support Session | Date and Time |
|---|--|
| Home Energy Scotland - helping you save energy at home | 10 December 10am until 11am 12 December 10am until 11am |
| Returning to the workplace - supporting staff mental health | 14 December 10am until 11am |
| How to boost resilience at work | 1 December 10am until 12:15pm |
| Keeping active at work | 6 December 10am until 11am |
| Good sleep supports good health | 8 December 10am until 11am |
| Supporting Mental Health: Breathing Space | 15 December 10am until 11am |
| Men's Health – Starting a Conversation in the Workplace | 29 November 10am until 11:30am |

To sign up for the Health and Wellbeing sessions click the button below and complete the form ensuring that you provide the following information:

- MS Teams session you want to attend
- Your Name
- Job Role
- Organisation: Glasgow City Council
- Manager's Name
- Email Address
- HSCP Area: Greater Glasgow and Clyde

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



NRS People

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



Meet Your Colleagues

Alan Duff, Planning Officer within the Development Plan Team.

How long have you worked for the council?

33 years, the first 7 of which were with Strathclyde Regional Council.

What do you do in your role?

It's a varied role. I have responsibility for two key areas of work – the drafting of policy and associated guidance on natural environment and open space issues for the City Development Plan and the drafting of the Council's Open Space Strategy. I provide advice on the interpretation of both during the assessment of planning applications and other proposals and during the evolution of Council projects and associated strategies. I help pull together information to enhance our understanding of how we should use open spaces to address issues such as poor health, climate change and biodiversity loss.

What is your favourite part of your role?

Knowing that I'm working with other council officers to help address some of the huge challenges that face the city, particularly the climate and ecological crises, provides a degree of satisfaction.

What are the biggest challenges within your role?

Accessing the resources required to deliver positive change is an ongoing challenge, one I'm sure isn't unique to planning or to open space issues. It's interesting developing policy and strategy but delivery on the ground is complex and can take a long time. The measurement of success will be positive outcomes for the city communities. More resources for delivery would always be welcomed!

Retiral

After almost 20 years' service Pauline Donovan has retired from her role as an EEI coordinator.

Pauline joined DRS/Community Safety Partnership in 2004 as a Restorative Justice (RJ) Service Worker from NHS working in both schools and the community facilitating hundreds of RJ conferences with young people and their families before taking on the role of EEI Coordinator in 2010. Throughout this role Pauline has supported thousands of children and families when the child has come in to conflict with the law and she has sought to gain better outcomes and have supports in place to allow safeguarding and improve the wellbeing of children all over the south of Glasgow. Since 2017 she has had a dual role and has been delivering Restorative Interventions to pupils, staff and families from St Paul's Secondary in Pollok.

On behalf of the whole Community Justice and wider Community Safety team within NRS we would like to thank Pauline for all of her hard work, dedication, passion, knowledge and wisdom over the years and we wish her all the very best in her retirement.

Glasgow Credit Union

Put some cheer into Christmas this year by sorting out your finances in advance.

Putting money aside for the festive period couldn't be easier. Join Glasgow Credit Union and you can save direct from your wages every payday. You can save between £5 - £500 each month and manage your account and make withdrawals using their handy app.



wishing
you 
ALL THE BEST



The festive period is fast approaching so now is the perfect time to think about your budget. To help you spread the cost of Christmas, Glasgow Credit Union have some excellent options available for you:

- Christmas Savings Account - open an account at any time throughout the year. Any amount saved will come in handy when Christmas comes around, even small amounts saved throughout the year soon add up. To encourage you to keep your savings until Christmas, free withdrawals are only permitted in November and December each year.
- If you're thinking about borrowing over the festive season, take a look at the low-cost loan options from Glasgow Credit Union on the table below. Loans are available from £500 and applying for funds is quick and easy via their website, mobile app or over the phone.

Loan example:

| Loan Amount | Loan Term | Monthly Repayment | Total Amount Repayable | Interest Charged | Interest Rate |
|-------------|-----------|-------------------|------------------------|------------------|---------------|
| £500 | 12 Months | £44.88 | £538.56 | £38.56 | 14.9% APR |
| £1000 | 12 Months | £89.75 | £1077 | £77.00 | 14.9% APR |

Loans available to members 18+ and are subject to status and eligibility. Terms and conditions apply.

How to join and become a member If you're not already a member, all you need to do to join is save a regular amount from your wages each payday.

Find out more about joining Glasgow Credit Union using the button below.

[Click here to visit the Glasgow Credit Union website](#)

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.

- Driver (Special Needs) – GLA09608
- Parking Attendant (Readvertisement) - GLA09635
- Taxi Enforcement Officer (City Development) - GLA09601
- Project Support Officer (City Development) - GLA09599
- Principle Officer (Housing Strategy) - GLA09597
- Engineering Officer - GLA09594

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

Call for content - Meet Your Colleagues

As part of our ongoing efforts to improve internal communication within NRS, we introduced a "Meet our Colleagues" section in this fortnightly NRS Eloop. To assist with this, we are looking for some members of staff who would be happy to feature within the fortnightly publication. This will allow colleagues from across NRS to understand the diverse roles within the service and highlight the work they carry out for the citizens of Glasgow.

If you would like your role to be included please complete the information as above and return with a headshot or photo using the button below. This will then be shared within a future issue of the Eloop. The final draft of the input will be shared with you before published.

[Click here to submit your profile or speak to the team](#)

myjobscotland



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



Glasgow's Santa Dash is back for 2022



The much loved Christmas event will return to the city with a new route around Glasgow Green and the Gorbals.

The family fun run takes place at 10 am on Sunday 11 December.

Entry costs are £15 per Adult and £5 per child.

Profits from this year's event will be split between The Beatson Cancer Charity and The Lord Provost's Children's Fund.

Participants can enjoy free bus travel on the day of the event courtesy of First Bus.

This iconic 5k family fun run will be more sustainable with reusable T-shirts replacing the old santa costumes.

You can register to take part using the button below

[Click here to sign up to take part](#)



Drumchapel Winterfest 2022

After 3 long years, the Drumchapel Winterfest returned to Hecla Park in Drumchapel.

The organisers at NRS Events saw over nine and a half thousand people attend the event which included a wonderful line up of entertainment on stage, funfairs rides for all the family and a spectacular firework display to finish the night off.

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](#)

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](#)

