

The Loop Newsletter

16 August 2024

NRSLOOP

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this week**

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in this week's edition of the
Loop**

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**For
Action**

**Important messages that
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Support For All Glasgow's Communities

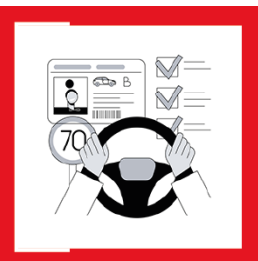


The riots and violent disorder that have impacted towns and cities elsewhere in the UK over the past week will, understandably, have shocked and concerned many Glaswegians, however we are determined our city's sense of community will stay strong and resilient.

To help support residents and organisations, the Council has created a page on the [website](#) to signpost advice and guide those looking for support.

The webpage, which can be found [here](#), provides information for those seeking to contact the emergency services, schools, colleges and universities. It provides links to relevant places for the public to report hate crime or anti-social behaviour; get support from Glasgow Helps and GCVS; and for businesses to get support if they feel they need to plan for disruption.

Driver CPC Attendance Reminder



Drivers in scope to obtain their 35 hours of periodic training have until September 2024 to complete it. To check your Driver CPC training record please visit the Driver and [Vehicle Standards Agency website](#).

If a driver is caught driving without their Driver Qualification Card, both driver and operator face fines of up to £1000. The driver will also be suspended from driving commercially until training is complete and this may result in a reduction in the driving workforce and operations adversely affected.

Managers and Supervisors are working with drivers to ensure that all staff have completed the required training ahead of September 2024. If you require any further information, please speak to your line manager.

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 Boots participating pharmacies.



Employees who normally receive the vaccination from the NHS should continue with this arrangement.

The Scottish Government have confirmed who will qualify for a free flu vaccine via the NHS. 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). Groups include:

- Those aged 65 and over;
- Those aged 18-65 who are in defined risks groups;
- Pregnant women;
- Unpaid carers.

If you are eligible and wish to take up this opportunity, please notify your manager **no later than close of business on Friday 30 August 2024.**

Please note that if this request is not made directly to your manager by the deadline, the request will be returned and not processed.

Women's Network Survey

The Women's Network Survey is open until Friday 30 August 2024

If you are a woman working in the Glasgow Family or want to have your say on the challenges affecting women in the council you can complete the survey by following the [link](#) or scanning the QR code.

This short survey will shape the programme of work for the Women's Network over the next few years.

Get involved

If you would like to get involved with the Women's Network you can sign up to the mailing list to hear about events or join the Steering Group by [email](#).



Managers' Briefings

There have been no Managers' Briefs issued in the last fortnight. A full list of past briefings is available on the intranet using the button on the left.

**For
Information**

**Service News and Corporate
Updates that might affect you**

Staff Help in Medical Emergency

Dealing with difficult or unexpected situations can occur in all our roles within the Council, especially our frontline staff. However, a special mention is owed to two of our supervisors, Robert McLean and Damien McNaughton, for calmly and confidently supporting a member of the public through a medical emergency.



Earlier this month Robert and Damien, who work in Shieldhall and Knightswood depots respectively, were out supporting the cleansing staff in Parkhouse and Milton with the twin stream programme when they received an emergency call from the council van further up the route.

An elderly and distressed woman had rushed out her home to inform them that her son was having a seizure. Upon hearing this, Robert and Damien immediately went to see how they could assist while their colleagues phoned an ambulance.



Having just completed their first aid training in June, the two supervisors said they did not feel panicked as they automatically began following their training. They were able to confidently approach the situation and help the gentleman into a comfortable and safe position and ensured that his airways were clear. Making sure he was safe until further help arrived, they treated the gentleman with dignity and respect while supporting him until the paramedics were on scene. Meanwhile, our colleagues were also helping to calm and reassure the mother who was understandably very panicked and distressed.

Receiving thanks from the local neighbours, Robert, Damian and the rest of the staff displayed excellent decision making and handled the situation in an effective and supportive manner. Not only having the skills but also remembering to follow the correct procedure in an emergency makes all the difference, and our staff made a hugely positive difference on that day. They all went above and beyond and were able to provide comfort and reassurance that will no doubt be remembered by the family – Well done to everyone involved.

Frontline Staff Awards

On Friday 28 June NRS People were thrilled to host the first Frontline Staff Awards in the City Chamber's Satinwood Suite, celebrating the fantastic achievements of our cleansing staff who have recently completed learning courses and gained qualifications.

Executive Director George Gillespie opened the event with warm words praising the commitment and achievement of all the staff who had earned their accreditation. He was then joined on stage by Councillor Ruairi Kelly, the Convenor for Neighbourhood Services and Assets, and Councillor Allan Casey, Convenor for Workforce and Homelessness and Addiction Services to hand out bespoke certificates that were designed in house.



Over forty members of staff attended the event with many bringing along a friend, family member or partner. Staff got to catch up over tea and coffee at this round table event before short speeches were given by the training providers Albion Environmental and the Road Haulage Association. After the certificates were awarded, each member of staff had a professional photograph taken with the Executive Director and Convenors. Many staff members then got photos taken with their guests, all of which have been gifted to them as a souvenir to mark their achievements.

This was a great staff engagement event that brought people from across our depots together and once again reinforced the fact that our staff are our most valuable asset. The occasion was well received, with staff commenting that it was nice to be in the City Chambers for a day in their honour. Our staff have shown great commitment and pride in developing and expanding their skillset which will greatly benefit the service they work in and the people of Glasgow. It is a great achievement for everyone involved and we hope colleagues will continue to develop themselves and participate in future training programmes.

COSLA Pay Offer for staff 2024 to 2025

On Friday 9 August, following a special meeting of council Leaders, COSLA made an increased formal SJC pay offer to the trade unions.

- This new updated pay offer is from 1 April 2024 to 31 March 2025 and is for an increase of £0.67 in the hourly rate or 3.6% whichever is higher.
- Working Context Demand and Non-Standard Work Pattern payments would also increase by 3.6%.

The table below shows the current rates of pay alongside the proposed rates of this updated pay offer.

Grade one employees

Please note that the increase in rate for Grade 1 employees incorporates the Real Living Wage increase (up to £12 per hour) which was applied in advance from 1 April 2024.



Grade	Paypoint	2023/24 Pay	Proposed Pay for 2024/25 as per pay offer
1	P	£21,699.31	£22,921.47
2	P	£22,442.36	£23,664.52
3	E	£22,961.65	£24,183.81
	I	£23,791.24	£25,013.40
4	P	£24,494.21	£25,716.37
	E	£25,362.38	£26,584.54
	I	£26,370.34	£27,592.50
5	P	£27,387.77	£28,609.93
	E	£28,529.79	£29,751.95
	I1	£29,692.57	£30,914.73
	I2	£31,068.36	£32,290.52
6	P	£32,363.72	£33,585.88
	E	£33,700.21	£34,922.37
	I1	£35,612.42	£36,894.47
	I2	£37,709.68	£39,067.23
7	P	£39,251.78	£40,664.84
	E	£40,797.53	£42,266.24
	I1	£43,202.42	£44,757.71
	I2	£45,415.15	£47,050.10
8	P	£47,477.60	£49,186.79
	E	£49,668.77	£51,456.85
	I1	£52,719.39	£54,617.29
	I2	£55,082.53	£57,065.50
	P	£57,660.50	£59,736.28
9	ACZ	£59,357.72	£61,494.60
	E	£62,128.95	£64,365.59
	I1	£65,824.07	£68,193.74
	I2	£68,874.56	£71,354.04
	P	£72,032.60	£74,825.77
10	ACZ	£74,223.90	£76,895.96
	E	£77,596.77	£80,390.25
	I1	£82,344.47	£85,308.87
	I2	£86,147.01	£89,248.30
	P	£90,035.39	£93,276.66
11	ACZ	£92,763.77	£96,103.27
	E	£96,898.50	£100,386.85
	I1	£101,117.84	£104,758.08
	I2	£105,518.55	£109,317.22
	P	£110,116.12	£114,080.30
12	ACZ	£111,494.28	£115,508.07
	E	£111,494.28	£115,508.07
	I1	£116,359.35	£120,548.29
	I2	£119,722.96	£124,032.99
13	P	£123,186.38	£127,621.09
	E	£123,746.68	£128,201.56
	I1	£129,160.03	£133,809.79
	I2	£132,902.84	£137,687.34
14	P	£136,756.66	£141,679.90
	E	£149,016.26	£154,380.85
	I1	£155,560.44	£161,160.62
	I2	£160,085.29	£165,848.36
15	P	£164,743.83	£170,674.61
	E	£200,618.22	£207,840.48
	I	£205,217.18	£212,605.00

Garden Waste Permits

On 1 October 2023 Glasgow City Council introduced a charge for the collection of garden waste in residents brown bin.



The decision to charge for the collection of domestic garden waste was taken at the Council's annual budget meeting for 2023 to 2024 on Thursday 16 February 2023 and applications for year two of the garden waste permit scheme are now open for members of the public.

The contents of the brown bin are taken to a re-processor for treatment which produces a range of compost products. Any non-target items placed within the brown bin negatively impacts the quality of the compost produced and may lead to collected material being rejected by the re-processor.

Year two of the scheme will commence on 1 October 2024 and permits will be valid until 30 September 2025. Members of the public can renew their existing permit or apply for a year two permit [here](#). Year two permits will be available to purchase until 30 June 2025.

Permits will be dispatched from 1 September 2024 and may take up to 21 days to arrive.

Eligible households have been asked to ensure they sign up early for the scheme to maximise the amount of collections received.



East Kilbride Farm Show

Melissa Curran, Assistant Livestock Supervisor and her team from Pollok Country Park, recently attended The East Kilbride Farm Show on Saturday 27 July. First year apprentice, Hannah Walsh won two awards at the event with three year old Siusan Ruadh. This was Hannah's first ever first place rosette and she also won overall highland championship with the same animal. Overall, this was a huge achievement for not only Hannah personally but for the Pollok Fold of Highland Cattle as this is the first time in nearly 20 years we have attended this show. Hannah has also just received her award for a level 2 in Agriculture.



City Region Partnership Continues To Accelerate Economic Transformation

A new report has set out progress in the City Region's £1.13 billion City Deal and on various ambitious initiatives underway collectively by the eight local councils to drive economic growth, boost growing areas of the economy particularly the Region's booming Innovation sector and support skills and jobs.

The latest [Performance Report](#) for the Region was considered at the Cabinet meeting of the eight local council leaders on Tuesday.

The Region's £1.13 billion City Deal, one of the largest and most advanced in the UK, continues to make significant progress since it started in 2014.

Funded by the UK and Scottish Governments, more than £495 million has been spent to date on infrastructure improvements and business and employment programmes.

All City Deal projects are underway, with 54 projects already completed including Greenock Ocean Terminal, the Sighthill bridge over the M8 motorway in Glasgow and the new transport hub at Motherwell.

Future City Deal milestones include the completion and formal opening of the new bridge over the Clyde at Partick to Govan, and the first ever road bridge over the river at Renfrew to Yoker.

Projects delivered through the City Deal have been instrumental in bringing the new Barclays Campus to Glasgow, the largest inward investment ever in Scotland, and vitally in underpinning the Region's three Innovation Districts which are set to play a key part in the Region's future economic success.

Local businesses have won £147 million worth of City Deal contracts, 33% of the total value of contracts awarded. And with over £584 million of funding agreed so far for spend on infrastructure works, further contract opportunities are in the pipeline.

Over 5,500 unemployed residents and 8,000 young people have been supported into work through the City Deal funded skills and employment projects.

Over 2,000 community benefit opportunities have been committed by businesses appointed to deliver City Deal contracts, including 350 jobs and apprenticeships, most of which are for young people and priority groups.

**NRS
People**

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



NRS Women's Network - Meet Your Reps

Find out more about the NRS Women's Network and your representatives:

What is the Women's Network?

The women's network is a supportive and intersectional community of female staff from across the council. Among other benefits, it helps to build confidence and provides rewarding opportunities by helping establish connections with sections of the council that you might not have been in contact with otherwise.

How does it support women within NRS?

The Woman's Network allows a safe, non judgemental platform to discuss, learn and share experience surrounding gender inequalities within and out with work environments. It's a safe and positive space for women to congregate and collaborate on how to ensure the Council is not only raising awareness of female empowerment, but also highlighting opportunities if and when appropriate for women to seek and progress with. We are passionate about making sure women within the Council have a platform to be heard and nurtured.

Meet the Reps:

Manju Marwaha, 231 George Street



I work within the Finance, Governance and Transformation Division within the Service Development Team. My role provides assistance and support in delivering departmental and corporate projects. I also provide advice and technical support in relation to Web Development and ICT Projects across the department.

Sarah Jones, 231 George Street



Some know me now within the Council, more informally as this ball of energy! I am a hardworking and enthusiastic professional that started on the graduate scheme within Corporate Asset Management in NRS in 2021 and continued my Local Government aspirations within Corporate Policy thereafter. During my time in Corporate Policy, I contributed to high profile and meaningful policies and projects, such as refining the Equality Impact Assessment training and Guidance and delivering our British Sign Language Action Plan. At present, I am back where I started, within Property Asset Management as a Project Officer.

Mima Fair, 231 George Street



My name is Mima and I have a keen interest in people, places, and environment interactions, I am driven to make a positive impact through placemaking initiatives. My current position is working in the Spatial Planning Research and Development Plan Team (NRS) focusing on the creation of the Open Space Strategy Delivery Plan. This will inform policy regarding the use of space throughout the city. It will contribute towards identifying the role that individual open spaces can play in meeting key council commitments such as enhancing green areas as growing spaces, tree planting, outdoor sports/play and fostering bio-diversity.

Meet Your Colleagues

Lewis Smith, Environmental Health Officer within Public Health



How long have you worked for the council?

Since September 2021.

What do you do in your role?

My role is diverse and mainly consists of requests from members of the public and elected members. These requests can include noise issues from construction sites and commercial premises, odour complaints, accumulations of waste and fly tipping. My role also involves reviewing proposed planning applications as a statutory consultee to the planning process. I advise planning of suitable conditions to be placed on applications granted to protect the public health of the proposed residents/occupiers of the development and/or the existing receptors adjacent to this. In my role I also work with the NHS Public Health Protection Unit to interview patients within the health board who have tested positive for infectious diseases to prevent

further transmission of infection.

What is your favourite part of your role?

The varied nature of the role allows for every day to be different which keeps the job exciting. The flexibility of the job also provides a good split of working onsite at jobs, in the office and with other departments within the council. It is also a very satisfying role knowing you are helping members of the public resolve issues.

What are the biggest challenges within your role?

The biggest challenge within my role is managing the expectations of the public when it comes to resolving issues. Many of the requests received have been long standing issues which the public expect to be resolved quickly. This is not always possible or straight forward. However, it is extremely satisfying and rewarding once the issue has been resolved.



Join us this August

You are invited to [Join us](#) this August for the following Health, Wellbeing, Equality and Diversity training events.

Visit the [website](#) to see the full calendar on offer each month. The page is regularly updated with new content, so please check back often.

Date, Time and Sign Up	Training and Events
<p>Wednesday 21 August 9.30am until 12.30pm Sign Up</p>	<p>Working and Managing in a Diverse Environment</p> <p>In partnership with City of Glasgow college we have developed this course which will cover, what do equality, diversity and inclusion mean, summary of rationale and benefits of E,D and I, discuss challenges and barriers, identify solutions and support .You will have the opportunity to explore this subject through a mix of training materials and guided discussions and exercises.</p>
<p>Wednesday 21 August 12.30pm until 1.30pm Teams Sign Up</p>	<p>Menopause Cafe</p> <p>Pop online for a cuppa and a chat in a menopause friendly space where you can share your experiences with your colleagues, hear some hints and tips or even just to connect with other people who are experiencing menopause right now.</p>
<p>Thursday 22 August Bookable 15 min slots available throughout the day from 10am until 2.30pm Sign Up</p>	<p>Incorporate Massage - Seated Acupressure Massage</p> <p>Discover the wellbeing benefits that can be gained from taking time out of your busy day to relax with a 15 minute (fully clothed) seated acupressure massage. The massage uses Swedish Massage Techniques and includes head, neck, shoulders, back, hands and arms, to help reduce stress.</p> <ul style="list-style-type: none"> • Booked sessions take place, with Grace Taylor from Incorporate Massage, in the privacy of our City Chambers Wellbeing Room at 2.25 East Building - John Street • Your session costs £15 for 15 minutes. Please pay Grace on the day • 8 available morning slots. Every 15 minutes from 10am until 12pm • 8 available afternoon slots. Every 15 minutes from 12.30pm until 2.30pm • Booking conditions apply and 24 hrs notice required for cancellations (or you may still be charged) • Use Sign Up to book your 15 minute slot with subject GCC Messages and your name, date and preferred 15 minute time slot • See John Street reception for access to the Wellbeing Room
<p>Wednesday 28 August 1pm until 4pm Teams Sign Up</p>	<p>LGBT Awareness session</p> <p>The session is designed to help employees gain a greater level of understanding and confidence and be less afraid of getting things wrong when interacting with or supporting LGBT+ people. This course is suitable for any employees seeking to develop their knowledge and skills in this area and will explore:</p> <ul style="list-style-type: none"> • LGBT+ terminology and definitions • Social attitudes and experiences of discrimination faced by LGBT+ people • LGBT+ equality and inclusion good practice

	The session is delivered as a mixture of PowerPoint presentations, short films and group discussions together with a Q and A. Secure your spot today and be part of this crucial dialogue. Limited spaces are available, don't miss this great opportunity.
Thursday 29 August 10am until 4pm Room B.14, City Chambers, 40 John Street Sign Up	<p>Mental Health in the Workplace - Guide for Managers</p> <p>This course will provide participants with the skills and tools to effectively support and manage positive mental health in the workplace.</p> <p>We will explore the impact of stress within the workplace, the most commonly diagnosed mental health problems and the legislation relevant to supporting employees with their mental health and wellbeing.</p> <p>Participants will learn how to spot the warning signs that someone may be experiencing poor mental health and how to help within the boundaries and limitations of the line manager role and managing risks of burnout and vicarious trauma.</p>

Vacancies within NRS

The following job vacancies within NRS have been added to myjobscotland. If you are interested use the button to the left to go through to the job adverts.



MJS Ref	Job Title	Posts Available	Grade
GLA12374	Service Manager (ARC)	1	CSG 7
GLA12338	Engineering Officer (Lighting)	1	7
GLA12343	Technician (Lighting)	1	6
GLA12337	Inspector (Roads)	2	5
GLA12340	LES Operative 4 (Lighting)	1	4
GLA12354	LGV Driver / Labourer (Bin Replacement / Twin Stream)	1	3
GLA12373	Parking Attendant	up to 15	3
GLA12399	Project Officer (City Centre Avenue)	1	7
GLA12391	Project Officer (Housing Led Regeneration Initiatives Team)	1	7
GLA12392	Technician (PAM)	1	6
GLA12398	Assistant Supervisor (Parks)	1	5
GLA12390	Managed Service Driver	1	3

General Interest

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



The Family Wellbeing Hub 2024

Members may be aware that the Family Wellbeing Hub, an event being hosted in the City Chambers on 29 August 2024, is a one stop destination to discover the array of support available to the public.

In light of the challenges posed by the past few years, including the impact of COVID-19, the Cost of Living Crisis, school disruptions, and mental health struggles, this event aims to reassure families that help is available and accessible.

Hosted by the Glasgow City Parents Group, this in person event will showcase a wide range of family services from across Glasgow and beyond.

Event Highlights

- Exhibition Marketplace: Explore 40 stands featuring services from Education Services, HSCP, SAMH, RespectMe, Police Scotland, Scottish Fire and Rescue Service, Enquire, and many more. A detailed table plan with all exhibitors will be released closer to the event.

- Keynote Speakers: Hear from three expert speakers on the challenges and solutions in supporting families across education and the cost of living.
- Prize Draw: Every attending parent or carer will be entered into a prize draw to win one of three shopping vouchers.

Who should attend:

- Parents and carers seeking support and information for their families.
- Young people aged 16+ (ID may be requested).
- Education and health professionals, as well as Third Sector colleagues, are encouraged to register.
- Anyone with an interest in family wellbeing.

This event is sponsored by Glasgow Education Services with attendees asked to register at the following [link](#).

World Pipe Band Championships 2024

The World Pipe Band Championships a hugely popular highlight of Scotland's cultural calendar and the city's annual events programme.



This year's 'Worlds' will be held at Glasgow Green on Friday 16 and Saturday 17 August. The renowned international contest took place in Glasgow for the first time in 1948 and the city has staged every edition since 1986.

As the pinnacle of competitive piping and ultimate 'battle of the bands', the prestigious championships bring together thousands of pipers and drummers from all over the world. This year, 204 bands representing 13 countries including Scotland and as far afield as Australia, Hong Kong and Oman will be taking part.

Last year's contest culminated in a spectacular finale when all the bands amassed in front of the event Chieftain, the Lord Provost of Glasgow, before Peoples Ford Boghall and Bathgate Caledonia Pipe Band won the World Champions title for the first time, bringing the crown home to Scotland.

Further details of the 2024 World Pipe Band Championships, and tickets for the event, are available [here](#).

**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

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