

# Report

6

Report to:	<b>Community Services Committee</b>
Date of Meeting:	<b>5 May 2015</b>
Report by:	<b>Executive Director (Community and Enterprise Resources)</b> <b>Executive Director (Finance and Corporate Resources)</b>

Subject:	<b>Introduction of New Waste Collection Service - Staffing Implications</b>
----------	---

## 1. Purpose of Report

### 1.1. The purpose of the report is to:-

- ♦ advise Committee of the staffing implications that will result from the introduction of the new Waste Collection Service

## 2. Recommendation(s)

### 2.1. The Committee is asked to approve the following recommendation(s):-

- (1) An increase in the establishment by a total of 31 FTE to enable the roll out and future delivery of the new service as follows:-
- 6 Full Time Equivalent (FTE) Temporary Waste Education/Awareness Officers on Grade 2, Level 1, SCP 32-35, (£18,194 to £19,088) for a fixed two year period
  - 8 Full Time Equivalent (FTE) Permanent Land Services Operatives 3 (Refuse Driving) on Grade 1, Level 4, SCP 28-31, (£17,172 to £17,975)
  - 17 Full Time Equivalent (FTE) Permanent Land Services Operatives (LSO) 3 (Refuse Collection) on Grade 1, Level 3, SCP 22-27, (£15,712 to £16,935)

## 3. Background

- 3.1. The Waste (Scotland) Regulations 2012 placed new statutory obligations on local authorities in relation to the collection of food waste. In line with the first of these obligations, the Council introduced separate food waste collections to Council buildings (including schools) and South Lanarkshire Leisure and Culture Services properties that produced more than 50kg of food waste per week in January 2014. The Council is now legally required to provide a separate food waste collection service to all domestic properties (apart from those in a rural area) from 1 January 2016.
- 3.2. The Executive Committee approved, at its meeting on 11 February 2015, the introduction of a new food waste collection service alongside changes to the collection of the Council's dry recycle. Substantial research, aided by Zero Waste Scotland, was carried out in preparation for the proposed changes which naturally have an impact on the staffing levels required to deliver a new service.

#### **4. Proposal**

- 4.1. Acknowledging that a new service is to be introduced, an opportunity has been taken to contribute to the cost of the new service by amalgamating waste commodities with vehicles and employees transferring to the new Food Waste Collection Service.
- 4.2. Additional resources i.e. Waste Collector Drivers and Waste Collectors are, however, still required to ensure an acceptable level of service can be delivered in the future.

#### **5. Employee Implications**

- 5.1. In order to deliver the new service it is proposed to increase the establishment of Facilities, Waste and Grounds Services as follows:-

<b>Post Title</b>	<b>Current No of Posts</b>	<b>Proposed No of Posts</b>	<b>Grade/ Level</b>	<b>SCP range</b>	<b>Hourly Rate</b>	<b>Annual Pay</b>	<b>Total Cost (including on costs)</b>
Waste Education/ Awareness Officers	4	10	Grade 2 Level 1	32-35	£9.97 - £10.46	£109,166 to £114,531	£139,404 to £146,256
LSO 3 Refuse Driving	75	83	Grade 1 Level 4	28-31	£9.41 – £9.85	£161,910 to £169,481	£206,759 to £216,427
LSO 3 Refuse Collection	129	146	Grade 1 Level 3	22-27	£8.61 - £9.28	£282,374 to £304,347	£360,592 to £388,652

- 5.2. Due to the degree of change being implemented and the support required to communicate this change it is necessary to recruit, for a fixed two year period, a team of 6 Education/Waste Awareness Officers whose primary duties would be to:-
- carry out site surveys in advance of each phase of the rollout programme
  - advise and liaise with residents on the revised use of waste bins
  - generally support the delivery of a new waste collection service to all households throughout the authority
- 5.3. Recruitment of the additional employees will be phased in line with the proposed service implementation schedule.

#### **6. Financial Implications**

- 6.1. The Council's Revenue Budget Strategy in recent years has been preparing the Council for its future waste requirements, including the Council's residual waste disposal arrangements. The additional staffing costs will, therefore, be met from the existing revenue budget and from the Strategic Waste Fund held by the Council where monies have been put aside for funding the development of the Waste Service.

## **7. Other Implications**

- 7.1. All risks associated with the provision of the new service will be managed through ongoing monitoring and review.
- 7.2. There are no sustainability implications in terms of the report.

## **8. Equality Impact Assessment and Consultation Arrangements**

- 8.1. An equalities impact assessment on the proposed changes was carried out and it was established that there were no impacts on equalities characteristics.
- 8.2. Trade Unions have been fully consulted on these proposals.

**Colin McDowall**  
**Executive Director (Community and Enterprise Resources)**

**Paul Manning**  
**Executive Director (Finance and Corporate Resources)**

9 March 2015

## **Link(s) to Council Values/Objectives**

- Develop a sustainable Council and communities

## **Previous References**

- Executive Committee - 11 February 2015

## **List of Background Papers**

None

## **Contact for Further Information**

If you would like to inspect the background papers or want further information, please contact:- Stephen Kelly, Head of Facilities, Waste and Grounds Services

Ext: 4705 (Tel: 01698 454705)

E-mail: [Stephen.Kelly@southlanarkshire.gov.uk](mailto:Stephen.Kelly@southlanarkshire.gov.uk)