

Report

Report to:	Community and Enterprise Resources Committee
Date of Meeting:	4 October 2022
Report by:	Executive Director (Community and Enterprise Resources) Executive Director (Finance and Corporate Resources)

Subject:	Investment Fund Projects – Temporary Employees
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ to update the Committee on the staffing changes and proposals within the Waste Service to deliver the approved strategic investments in Waste Services
- ◆ seek approval to temporarily increase the Waste Services establishment by 2.5 FTE for 23 months

2. Recommendation(s)

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

- (1) that the content of the report be noted, and
- (2) that the additional temporary increase in Waste Services establishment, as detailed in section 5 of this report, to facilitate 2 projects aimed at reducing residual waste and increasing recycling, be approved.

3. Background

3.1. The majority of domestic properties in South Lanarkshire have been provided with a means of presenting food waste separately; however, there are approximately 5,000 properties in rural areas that, because of environmental and economic reasons, were not provided with a food waste collection service. Householders in these areas are expected to use their residual waste bins to dispose of food waste.

3.2. Waste Services have been allocated funding for the strategic investments as part of the 2022/2023 revenue budget strategy to purchase hot composters which are to be provided, free of charge, to residents in rural areas who do not receive a food waste collection service. The project includes the recruitment of a waste services operative to deliver the composters to rural properties.

3.3. It is estimated that over 30% of properties in South Lanarkshire are flats, the majority of which have been provided with a single recycling bin for 'co-mingled' recycling because of space restrictions. Residents with a co-mingled recycling collection present paper, card, cardboard, plastic containers, cans and tins in a blue bin. The material collected in co-mingled bins from flats is generally of insufficient quality to be recycled and the waste, meaning the waste has to be treated as residual waste.

- 3.4. This project will result in the re-designation of bins at flats as ‘paper and card’ only bins. This will provide Waste Services with an opportunity to engage with individual householders in flats. It will also mean that South Lanarkshire will have collections consistency (i.e. all blue bins will be used to collect the same material) making future waste awareness messaging less confusing for residents. Waste Services has been awarded £15,470 from the Climate Change Fund to develop communications material to support this project. In the second phase of the project, properties that do not have recycling bins will be assessed and the recycling service will be provided where space and accessibility allow.
- 3.5. 2 Waste Services Assistants (Waste Awareness) for 23 months will be required to progress the 2 projects.

4. Investment Proposals

- 4.1. Hot composters will be delivered to residents within rural areas who request them. The costs of delivering this service are based on the use of an existing public sector procurement framework to procure the hot composters. A range of options for delivery have been considered, including the supplier delivering hot composters direct to residents, however, the most cost-effective option is for the stock of composters to be held at the Council’s Forrest Street depot in Blantyre, with the Council delivering directly to residents as required.
- 4.2. Anticipated costs for the proposals are as follows:-

Project 1	Annual	Over 3 Years
Composters	£54,600	£163,800
Transport (1 Luton Van)	£14,000	£42,000

- 4.3 The costs of the recycling project, before staffing, are as follows:-

Project 2	Annual	Over 2 Years
Transport (1 Electric Vehicle)	£7,200	£14,400

- 4.4. Staffing implications for both investment projects are outlined below.

5 Employee Implications

- 5.1. If approved, the following posts will be added to the Waste Services establishment as detailed below for a 23 month period:-

Post	FTE	Grade/SCP	Hourly Rate	Annual Salary	Gross Cost (inc on costs 31.5%)	Total (23 months)
Waste Operative	0.5	Grade 1 Level 3 SCP 25-27	£10.78	£10,398	£13,678 - £14,059	£26,217 - £26,947
			- £11.08	- £10,687		
Waste Service Assistant (Waste Awareness)	2.0	Grade 2 Level 1 SCP 34-35	£12.22	£22,300	£58,672 - £59,632	£112,454 - £114,294
			- £12.42	- £22,665		

Total (23 months)						£138,671 - £141,241
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6. Financial Implications

- 6.1. The two projects have an anticipated total cost of £0.293 million. This comprises staffing costs of £0.141 million and further costs of £0.076 million per year covering the cost of bins and transport costs. All costs will be drawn from the strategic investment funding of £0.682 million, approved as part of the 2022/2023 revenue budget. Funding will be allocated over this financial year and 2023/2024 based on programme implementation.
- 6.2. The balance of the strategic investment fund will be allocated on a phased basis, as the projects develop and associated costs are identified.

7. Climate Change, Sustainability and Environmental Implications

- 7.1. The projects aim to reduce the amount of residual waste and increase the quantity and quality of recyclable waste collected from households in South Lanarkshire and as such support the council's climate change and sustainability ambitions.

8. Other Implications

- 8.1 None.

9. Equality Impact Assessment and Consultation Arrangements

- 9.1. There are no equality impact assessment implications arising for this report.

David Booth

Executive Director (Community and Enterprise Resources)

Paul Manning

Executive Director (Finance and Corporate Resources)

15 September 2022

Link(s) to Council Values/Priorities/Outcomes

- ◆ Fair, open and sustainable
- ◆ We will work towards a sustainable future in sustainable places

Previous References

- ◆ None

List of Background Papers

- ◆ None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact: -

Kirsty McGuire

Waste Services Manager

Tel: 01698 717748

E-mail: Kirsty.McGuire@southlanarkshire.gov.uk