

Decision No: ENV 1

Director of Environment  
Jenny Rowlands

Date: 3 September 2008

Forward Plan No: ENV3385

This record relates to decisions taken by  
officers under Delegated Authority

## **RECORD OF KEY DECISION TAKEN BY THE DIRECTOR OF ENVIRONMENT**

**03/09/2008**

**DATE OF PUBLICATION:** 17/09/08

**DECISION-MAKER:** Jenny Rowlands

**SUBJECT:** Operational adjustments to recycling and  
refuse services and staffing changes

**CONTACT OFFICER:** Gillian Marston - 294701

### **THE DECISION**

- (1) That the changing of all refuse and recycling routes across the city, which will result in changing the days of collection for the majority of households be agreed;
- (2) That the investment of £13m for voluntary redundancies to allow full year savings of £1.4m to be achieved be agreed.

### **REASONS FOR THE DECISION**

1. The operation of the Waste Transfer Station and Material Recycling Facility will reduce the traveling time for the refuse and recycling crews. This in turn allows for the work across the refuse and recycling crews to be reapportioned and the number of crews to be reduced.
2. As a result the council will have a surplus number of employees and needs to reduce the amount of staff. To reduce the numbers it is proposed the council agree to invest up to 1.3m to allow voluntary redundancies and avoid compulsory redundancies

3. This investment will allow the council to manage the changes as smoothly as possible and realise 1.4m efficiency savings, for a full year, year on year.

**DETAILS OF ANY ALTERNATIVE OPTIONS**

1. The council could chose not to change the refuse and recycling routes. This will mean the service will have spare capacity it does not need which will include employees on full time salaries working part time. This will make the service inefficient and the savings of 1.4 will not realised. In addition, there is likely to be an impact on the morale of employees who are required to work full time for a full time salary.
2. The council could chose to reduce redundancy payments and the overall redundancy costs to the council. This may mean that the council will not have sufficient volunteers for redundancy and could be in a position of making compulsory redundancies. It is highly likely that compulsory redundancies will lead to industrial relations problems, potential service disruption and the resulting costs.

**OTHER RELEVANT MATTERS CONCERNING THE DECISION**

None.

**CONFLICTS OF INTEREST**

None.

**CONFIRMED AS A TRUE RECORD:**

We certify that the decision this document records was made in accordance with the Local Authorities (Executive Arrangements) (Access to Information) (England) Regulations 2000 and is a true and accurate record of that decision

**Date:**

03/09/2008

**Decision Maker:**

Director of Environment

**Signed:**



**Proper Officer:**

Mark Wall, Head of Democratic Services

**Signed:**



04/09/2008

**Report Attached:**

Report of the Director of Environment.

**SCRUTINY**

**Note:** This decision will come into force at the expiry of 5 working days from the date of the meeting at which the decision was taken subject to any requirement for earlier implementation of the decision.

Call-In Period

4<sup>th</sup>-10<sup>th</sup> September 2008.

