

Report of: Susan Upton, Chief Officer Waste Management

Report to: The Director of Environment and Housing

Date: 9th November 2012

Subject: Proposed Changes to the PRP scheme within Refuse

Are specific electoral Wards affected? If relevant, name(s) of Ward(s):	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Is the decision eligible for Call-In?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, Access to Information Procedure Rule number: Appendix number:	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

Summary of main issues

1. To make changes to pay of Refuse Loaders; including:
 - a) a phased reduction in PRP payments and negotiating a planned increase in basic salary from A1 to B
 - b) An immediate change to A3.

Recommendations

2. That the proposals laid out in the report are approved and the suggestions to move forward with negotiations with the Trade Unions are supported.

1 Purpose of this report

- a) This report details proposals for changes to Refuse Loader pay rates and changes to the PRP scheme, including suggested milestones for a phased approach to these changes.
- b) To seek approval for the new arrangements: .
- c) For an immediate move to the A3 grade for Refuse loaders
- d) and agreement on the approach for moving through a phased process to agree future pay developments in line with the proposal.

2 Background information

- 2.1 Upon introduction of the PRP scheme in February 2011, a commitment was given to review the Collective Agreement. The scheme was introduced to support the vision to deliver a flexible, high quality, efficient and effective waste collection and recycling strategy.
- 2.2 In 2012 new and significant improvement opportunities for the service have been agreed. This includes introducing Alternate Weekly Collections, and implementation of a new integrated Waste Management system. These measures will allow for greater recycling and reduction in costs as waste is diverted from landfill. Consequently the Service has reviewed the performance contribution needed to achieve this. Due to this it is now timely to begin to review both the PRP scheme and the Collective Agreement.

3 Main issues

The implications of service changes mean staff will be required to adopt new ways of working. This includes being able to offer an efficient service, but with far greater emphasis on quality and customer care and responsiveness. This has driven the need to review the scheme and revisit job descriptions to plan for an improved future.

Changes planned over the coming months and years requires changes to job roles and responsibilities. Part of this is a proposed new pay model for the Refuse Collector job role. These proposals have been discussed and shared with the Trade Unions who have balloted their members. Further negotiations are ongoing in this area.

The proposal will move the Refuse Collector job role through a number of changes to duties and skills to ensure an improved service. Initially this sees an increase in pay from the current basic A1 grade to A3 and then further onto B1.

In the first instance this report is seeking to gain agreement to moving grade to A3 from 22nd December 2012. By this date, staff affected will have received

training in new areas which will enable further transitions. This move to an immediate position of the A3 grade would also reinforce work that has already been undertaken with respect to skills and duties relating to route rationalisations.

In light of the new proposals; the PRP “pot” will be reduced. But with an increase in basic pay, the net amount to staff should remain the same. The rate at which overtime is paid however, increases and will need to be managed. Overall, however, further route rationalisations and different collection regimes will realise new efficiencies to offset these additional costs

4 Corporate Considerations

4.1 Consultation and Engagement

The Trade Unions have considered the proposals. Negotiation around the extended future of these changes is continuing, but the principles of the change are acknowledged.

4.2 Equality and Diversity / Cohesion and Integration

There is a continuing risk in this area regarding equal pay challenges. Detailed discussions have been held with HR and Legal Services. A screening exercise has also been undertaken to cover the initial changes in this report.

As negotiations on further changes are undertaken this will be cross referenced to a number of legal tests to ensure service changes are in line with the Equality Act.

4.3 Council policies and City Priorities

There are no implications for either Council policy or City priorities

4.4 Resources and value for money

The cost of an immediate move to A3 this would be £93k. This will be met by further efficiencies to be found within the service.

4.5 Legal Implications, Access to Information and Call In

There are no specific legal implications.

4.6 Risk Management

The presence of a PRP scheme brings with it risks associated with the equal pay agenda. These new proposals, which reduce the PRP payments, still carry an element of risk. However planned service changes will provide greater objective justification for future changes in grade.

5 Conclusions

That the proposals laid out in the report are approved and the suggestions to move forward with negotiations with the Trade Unions are supported.

6 Recommendations

6.1 Agree to the introduction of the A3 grade for Refuse collectors.

6.2 Support the proposals for further negotiation with the Trade Unions to further develop the Refuse Collector role and reduce PRP.

7 Background documents¹

Appendix A

¹ The background documents listed in this section are available to download from the Council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.