

## **FC69. REFUSE COLLECTION SERVICES**

With reference to the minute of the meeting held on 14 March 2012 (Paragraph FC110 refers), there was submitted report (circulated) by the Director of Corporate and Neighbourhood Services presenting an assessment of the 6 month pilot arrangement for refuse collection services working a 42 hour week together with an analysis of the equal pay risk.

Councillor C Martin, seconded by Councillor Dr C R Martin, moved that:-

“Following the option set out in section 3.5 of the report and recognising the improvements that have been achieved in relatively short timescales alongside the potential equal pay risks, it is proposed that a further period be allowed to permit demonstration of an Improvement Plan according to the criteria set by the Council in March 2012. This period should be to the date of the first meeting of Council after 30 April 2013.

Any extension is subject to a collective agreement being agreed by 31 January 2013. Such collective agreement should address the issues raised at 3.5 of the report and the potential equal pay liability. Without prejudice to the March 2012 requirements, the collective agreement should reflect the following principles:

- Payment can only be for hours worked
- Working arrangements should be directed to achieving optimum performance
- Flexibility and team working are key requirements
- Management are entitled to issue reasonable management instructions in support of these principles and in ensuring the proper and effective operation of the service.

The Director of Corporate and Neighbourhood Services should also detail any procedures and resources that would be required to maintain and monitor any non-standard (ie other than 37 hours) working arrangements in any future report.

The Director of Corporate and Neighbourhood Services is granted authority to enter in to any transitional working arrangements required to maintain the service”.

Council then adjourned for 10 minutes to allow members of the opposition to consider the terms of the motion. Council reconvened at 3.20pm with all members present as per the sederunt.

**AGREED** the terms of the motion.