Joint Service Plan 2011-12

Waste and Street Scene Services

Lead officer:	Keith Marley	
	Mark Walsh	

Councillor(s):

Lead

Cllr Nigel Roman	Chair of Community Services Committee	FHDC
Cllr Tony Simmons	Member Champion (Environment)	FHDC
Cllr Peter Stevens	Portfolio Holder for Environment	SEBC
Cllr David Ray	Portfolio Holder for Performance and	
-	Organisational Development	SEBC

Last updated: December 2010



Forest Heath District Council



1a. Key Service Objectives - all service teams

Service objective	Linked to Corporate Priority Linked to Strategy / Plan	
Forest Heath District Council and St Edmundsbur sustainable waste and street scene services, that community.		
 This will be achieved by: working together providing value for money delivering highly efficient, responsive striving for continuous improvement 		
 To maximise the reduction and diversion of municipal waste through the provision of range of waste collection services. 	 Community engagement and communication Street scene and environment Transport issues Secure a sustainable and attractive environment 	 Statutory Duty Joint Municipal Waste Management Strategy for Suffolk Inter Authority Agreement National Waste Strategy
a The provision of an alternate weekly collection of household waste incorporating waste recovery (recycling and composting)	 Community engagement and communication Street scene and environment Secure a sustainable and attractive environment 	 Statutory Duty Joint Municipal Waste Management Strategy for Suffolk Inter Authority Agreement National Waste Strategy
b The provision of a demand led bulk refuse service to all residents within the district/borough.	 Street scene and environment Secure a sustainable and attractive environment 	 Statutory Duty Joint Municipal Waste Management Strategy for Suffolk Inter Authority Agreement

Service objective		Linked to Corporate Priority	Linked to Strategy / Plan	
			National Waste Strategy	
	c Facilitating the collection and disposal of clinical waste, WEEE, hazardous wastes and asbestos.	 Street scene and environment Secure a sustainable and attractive environment 	 Statutory Duty Joint Municipal Waste Management Strategy for Suffolk Inter Authority Agreement National Waste Strategy 	
	d Facilitating the provision and servicing of recycling centres to collect paper, glass, textiles and cans for recycling.	 Street scene and environment Secure a sustainable and attractive environment 	 Statutory Duty Joint Municipal Waste Management Strategy for Suffolk Inter Authority Agreement National Waste Strategy 	
2.	The provision of a chargeable kerbside collection of refuse from commercial and non commercial organisations.	 Community engagement and communication Economic regeneration Street scene and environment Secure a sustainable and attractive environment Create a prosperous local economy 	 Statutory Duty Joint Municipal Waste Management Strategy for Suffolk Inter Authority Agreement National Waste Strategy 	
3.	The programmed and synchronised removal of litter, refuse and detritus from all public open space in order to meet the requirements of the Code of Practice for Litter and Refuse.	 Community safety Economic regeneration Street scene and environment Improve safety and well being of the community Secure a sustainable and attractive environment Create a prosperous local economy 	 Statutory Duty Joint Municipal Waste Management Strategy for Suffolk National Waste Strategy Code of Practice for Litter and Refuse (COPLAR) 	
4.	The monitoring of street cleanliness across a range of cleanliness indicators in line	Community engagement and communication	Statutory Duty	

Service objective

es	2011-12
	Linked to Strategy / Plan
	Joint Municipal Waste Management Strategy for Suffolk

	with the NI195 inspection methodology.	 Community safety Economic regeneration Street scene and environment Improve safety and well being of the community Secure a sustainable and attractive environment Create a prosperous local economy 	•	Joint Municipal Waste Management Strategy for Suffolk National Waste Strategy COPLAR
5.	The provision, maintenance and servicing of a network of litter and dog waste bins throughout the district/borough.	 Community safety Street scene and environment Improve safety and well being of the community Secure a sustainable and attractive environment 	•	Statutory Duty Joint Municipal Waste Management Strategy for Suffolk National Waste Strategy COPLAR
6.	The investigation, removal and where applicable, the enforcement of instances of graffiti, fly posting and fly tipping.	 Community safety Economic regeneration Street scene and environment Improve safety and well being of the community Secure a sustainable and attractive environment Create a prosperous local economy 	•	Statutory Duty Joint Municipal Waste Management Strategy for Suffolk National Waste Strategy Enforcement Policy COPLAR
7.	The investigation, removal and where applicable, the enforcement of instances of vehicle abandonment within the district/borough.	 Community safety Economic regeneration Street scene and environment Improve safety and well being of the 	•	Statutory Duty COPLAR Enforcement Policy

Linked to Corporate Priority

Ser	vice objective	Linked to Corporate Priority	Linked to Strategy / Plan
8.	Regulator for the promotion and enforcement of responsible street scene management throughout the district/borough.	 community Secure a sustainable and attractive environment Create a prosperous local economy Community engagement and communication Community safety Economic regeneration Street scene and environment Improve safety and well being of the community Secure a sustainable and attractive environment Create a prosperous local economy 	 Statutory Duty Joint Municipal Waste Management Strategy for Suffolk National Waste Strategy COPLAR
9.	To regulate and promote the responsible management of waste to reduce environmental crime, maintain public health and safeguard the environment.	 Community engagement and communication Community safety Street scene and environment Improve safety and well being of the community Secure a sustainable and attractive environment 	 Statutory Duty Joint Municipal Waste Management Strategy for Suffolk Inter Authority Agreement National Waste Strategy COPLAR Enforcement Policy
10.	To promote and encourage positive behaviours in the community to reduce environmental crime, maintain public health and safeguard the environment.	 Community engagement and communication Community safety Street scene and environment Improve safety and well being of the 	

2011-12

Service objective	Linked to Corporate Priority	Linked to Strategy / Plan	
	 community Secure a sustainable and attractive environment 		
 The procurement, management, monitoring and repair and maintenance of vehicles, plant and equipment in line with our statutory responsibilities. 	 Street scene and environment Transport issues Secure a sustainable and attractive environment 	 Statutory Duty Goods Vehicle Operators Licensing Carbon Management Plan (FHDC) Climate Change Review and Action Plan (SEBC) 	

1b. Delivering Shared Services

Progress on the shared services agenda

This plan is a joint service plan for the delivery of Waste and Street Scene services across Forest Heath and St Edmundsbury.

The West Suffolk Waste and Street Scene Partnership was established in April 2008 between Forest Heath District Council (FHDC) and St Edmundsbury Borough Council (SEBC). Its remit over a four year period is to implement options for joint working aimed at improving customer service and maximising service delivery whilst reducing cost.

Implementation of the Partnership's Business Plan is set out in three distinct stages:

•	Stage 1 (within 1 to 2 years):	To share resources and facilities with the aim of reducing costs and improving the service quality and effectiveness.
•	Stage 2 (within 2 to 4 years):	To harmonise working practices, bringing consistent and higher standard of services to the people of FHDC and SEBC.
•	Stage 3 (4 years plus):	To consider the creation of a new single entity providing both council's with high quality direct services.

The Partnership has delivered against Stage 1 of its Business Plan. Substantial achievements to date are as follows:

- The formation of a Joint Waste Management Board to monitor and develop future joint working opportunities and initiatives.
- The development of operational joint working initiatives, for example a Service Level Agreement for the maintenance and servicing
 of FHDC vehicles and the implementation of a trade waste recycling service within both authorities.
- The joint development and delivery of communications campaigns, such as "No Excuses".
- Agreement on the pooling/sharing of staff resources, for example by combining the Strategy Manager role.

Strengths and areas for improvement

Below is an overall summary of the strengths and areas for improvement emerging from the partnership following the Partnership self assessment in 2009:

(a) Strengths:

- Clarity of purpose the partnership has established common priorities and agreed actions which should lead to demonstrable improvements to service delivery.
- There are good relationships between partnership members, both Councillors and Officers.
- The partnership has delivered key projects within the given timescales.

The Partnership's governance arrangements are currently assessed to be fit for purpose, although there is room for further improvement.

The partnership's Business Plan provides a shared set of values and a clear vision for what the partnership wants to achieve. These are fully aligned with the priorities of both councils. The partnership also has a signed partnership agreement which clearly sets out the responsibilities of partners and the partnership.

There are clear reporting links between the various levels of authority within the partnership, but these have not been documented. Efficient reporting and decision making arrangements are in place. Key decisions are made by a Joint Committee which convenes each quarter and progress is also reported to the relevant Council committees or cabinet as appropriate. Operational decisions that do not require member approval are made by officers and agreed at monthly operations meetings.

Performance is reported to the Joint Committee on an annual basis and the separate authorities continue to measure and report performance information individually.

The partnership has an agreed communications plan identifying the key activities and events it will be delivering.

A procedure for the resolution of disputes is included in the partnership agreement. The agreement does not contain an exit strategy and neither authority has a plan for action should the partnership need to be dissolved. However, this may not be applicable at this stage of the partnership's evolution.

2. <u>Risk</u>

2a. Strategic issues (list the risks in the Corporate / Strategic Risk Register directly involving the service where action is being taken to treat the risk)

Action 2011/12 Ref: (existing risk number) Summary of action		Lead	Delivery period	
		officer	(including estimated start / end dates #)	Notes
RSK STR 003	 Development of joint service marketing and communications Plan Inclusion of relevant staff in major projects 		Mar 2011 As appropriate	Failure to consult and engage effectively and use results to inform service delivery
RSK STR 005	 Contract monitoring for major contracts Joint Waste service management mtgs Discussion of key service issues Review of Service Level Agreement (FHDC and SEBC) 		Monthly Monthly Ongoing Annual	A key partner / partnership fails to deliver the service outcomes and vfm quality required
RSK STR 006	 Member updates as part of the West Suffolk Waste and Street Scene Services Joint Committee Dialogue with Member Champion/Portfolio Holder Member updates as part of Suffolk Waste Partnership 		Quarterly Ongoing Quarterly	Failure of Members to maintain focus on corporate priorities and match plans to capacity
RSK STR 011	 Service risk assessments and monitoring Joint Waste service management mtgs Contingency arrangements as part of Suffolk wide emergency planning Service plan monitoring 		Quarterly Monthly Ongoing Quarterly	Failure of a key service: the service is constantly reviewing its services to ensure the key aspects are delivered

	Contract monitoring for major	Monthly	A key provider fails to fulfil
RSK STR 017	contracts and Consortia arrangementsJoint Waste service management mtgs	Quarterly	contractual obligations
RSK STR 018	 Management arrangements in place for council operational depots Arrangements in place to manage Waste and Street Scene vehicle fleet: Contract for provision of vehicle tyres In-House provision and/or service level agreement for repair and maintenance services HGV safety inspections 	Ongoing Until Oct 2012 Annual review 8 weekly	Failure to mange the Council's assets effectively
	Monitoring of vehicle road worthiness	Ongoing	
RSK STR 019	 Review of climate change impact as part of major projects 	As appropriate	Climate change: linked to the work carried out in respect to NI186
RSK STR 021	 Review of vehicle specification, type, numbers, cost and procurement options. 	Annually	Failure to adopt and adhere to a sustainable Capital programme
RSK STR 023	Review of staff numbers as part of the development of the Waste Partnership	As appropriate	Failure to match staff resources and skills to organisational development and service needs
RSK STR 024	Service involvement in business continuity planning	As appropriate	Failure to maintain and test business continuity in respect to Legal aspects: the service is constantly reviewed to ensure the risk is managed

RSK STR 026	Review as part of project management	As appropriate	Failure to adopt procurement practices and procedures that comply with statutory obligations and provide value for money
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2b. Service Risk (list the risks in the service risk register where action is being taken to treat the risk)

Operational issues for all service teams							
•	Lead	Delivery period	Notes				
Ref: (existing risk number)	sting risk number) Summary of action Officer		(including estimated start / end dates #)				
	 Joint approach adopted in the following areas: Joint HR partner and a joint policy for absence and disciplinary management 		Ongoing	There are still differences in back office systems and support.			
	 Joint health and safety management procedures and safe systems of work 		Ongoing				
WSS R1	 Further WSS areas to explore include: Data management Fleet management CRM (MVM and Mayrise) 		April 2011 June 2011 April 2011				
	 Further non WSS areas to explore include: IT provision and access Budget Mgt (Agresso and Cedar) 			Further non WSS work subject to political decision on the waste partnership and shared services.			

WSS R2	 Partial review of operational staff (refuse collection only) completed Partial review of operational staff (Street Scene) to be considered as part of the Review of Street Cleansing Interim structure for office based staff undertaken – not linked to grades and pay scales. Further action required to agree model for further staff integration and reward systems 		April 2011 TBC	There are currently differences in the terms and conditions of all WSS staff. This includes grades and pay scales.
WSS R3	 Consider how vfm savings are to be collectively monitored and reported Review performance management arrangements for the service Identify and report the obstacles to closer service integration. 		April 2011 April 2011 June 2011	There is a risk that the wider expectations of members and officers outside the waste and street scene service might be unrealistically high in terms of the benefits and savings that could accrue from further joint working and integration.
WSS R4	Subject to Shared Services Project	KM MW	Ongoing	There is a risk that trying to further integrate the waste and street scene services will be hampered due to a lack of wider integration between the 2 Councils.
WSS R5	 Openness, trust and understanding on both sides is developing as joint service delivery progresses Project lead officers to secure staff involvement from both councils on individual projects 		Ongoing Ongoing	There is a risk that deep rooted cultural differences between the two organisations will undermine further integration.

WSS R6	 Service Director involvement in the JWC discussions Ensure that the potential for external changes is monitored, understood and influenced where possible. 	NM SP	Ongoing Ongoing	There is a risk that external factors could impact the partnership. This includes the formation of a Joint Waste Committee across Suffolk.
WSS R7	 Review of policies and procedures has commenced including: Absence and disciplinary management Health and safety management Review of Suffolk Waste Partnership policies as part of the JMWMS for Suffolk Undertake further work to identify and align WSS service policies 		Ongoing Sept 2011	There is a risk that differences in policies and procedures will hamper the further development of the partnership.
WSS R8	Corporate commitment to share services		Ongoing	There is a risk that as we become more integrated and share more staff and resources the option of an exit strategy for either or both Councils becomes less realistic
WSS R9	 Business approved by the Joint Waste Committee Need to decide if progression to phase three of the partnership is desired and agree the new staffing structure 		Ongoing	Failure to move forward to phase three and the establishment of a single management structure to support the partnership.

WSS R10	 All options for partnership working assessed to determine how they contribute to improved working/efficiency savings. Opportunities for vfm savings considered in key projects 	Ongoing Ongoing	Failure to derive efficiency savings.
WSS R11	Monitoring and review of performance.		Failure to meet targets identified in the Diversion Incentive Fund (DIF) bid for projects to increase trade waste recycling and recycling on the go.
WSS R12	 Agree way forward as part of the SWP Propose contingency to WSS HoS 	April 2011	There is a risk that bring bank contracts are not updated.
WSS R13	 Agree criteria for measuring service performance Develop and deliver a targeted marketing and enforcement plan to improve waste diversion Progress investigations to extend the range of materials capable of capture for recycling: Food Waste Glass Commercial Waste Review street cleansing service to secure improvements in cleanliness 	Mar 2012 April 2011 Ongoing Ongoing April 2011	Failure to secure an increase in WSS service performance

 Monitor service cost and benchmark with similar service providers Develop an action plan to increase income into the service Continue service integration with opportunities for cost savings 	Ongoing April 2011 Ongoing	Inability to identify vfm savings to meet the MTFS and CSR
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3. <u>Service Delivery and Developments 2011 onwards</u>

Operational tasks and projects (include those commenced in previous years but not completed)

Operational tasks and projects					
Action 2011/12		Lead	Delivery period (including estimated	Notes	
Ref:	Detail	officer	start / end dates #)	Notes	
WSS T1	Further progression of the joint partnership including work towards developing a more unified management structure and integrated ways of working.				
WSS T2	Investigate opportunities for efficiency savings across all WSS service areas.				
WSS T3	Review of procurement activities and implementation of a joint process for the procurement and management of goods and services.				
WSS T4	 Develop an action plan to increase income in relation to: Schedule 2 Waste Commercial Waste Recycling Performance Payments Contracts Management Street Cleansing Gulley emptying (SEBC) Landscapes / Grounds Maintenance (SEBC) 				
WSS T5	Coordinate the delivery of the individual trade waste services and the opportunities to increase service demand.				

WSS T6	Development and delivery of a targeted marketing and enforcement strategy to improve waste diversion and reduce environmental crime.		
WSS T7	Introduce food waste collections from municipal waste.		
WSS T8	Develop joint performance management arrangements for the service and/or partnership.		
WSS T9	Develop and implement a unified process to procure and manage the vehicle fleet.		
WSS T10	Develop a single approach to service identity and marketing including: • Staff appearance • Vehicle livery • Service marketing tools		
WSS T11	Support and influence the Suffolk Waste Partnership.		
WSS T12	Identify, review and align WSS service policies.		
WSS T13	Implement a unified approach to CRM and the management of service data.		
WSS T14	Review the service to ensure that it meets the Equality Duty requirements		

2011-12

– end date can be after 2011/12

Note – Financial Impact of service action: All service delivery and developments are to be funded within the existing budgeted resources (e.g. zero growth).

4. Equality delivery plan

Responding to equality objectives (Refer to the guidance which outlines the types of activities and actions which should be included in this section)

Objectives						
	Action 2011/12	Lead	Delivery period	Comment / implications (if		
Ref:	Detail	Detail officer (including estimated start / end dates #)		necessary)		
EDP 1	Undertake Equality Impact Assessments to support new strategies, plans, policies and projects		Mar 2012			
EDP 2	Incorporate the equality duty within ongoing procurement activity		Ongoing			
EDP 3	Audit WSS service to ensure that the current service delivery meets the Equality Duty		Sept 2011			
EDP 4	Assess appropriateness of incorporating diversity criteria as part of CRM software		April 2011			

5. Workforce Planning

5a. Workforce profile (Complete Head Count / FTE - remainder of profile information to be provider by HR)

(i) FHDC / SEBC Combined

Head Count /	X/X					
FTE	(x Manager: x Offic	er x Administrative	x Operational)			
Age profile	<20	(x Manager; x Officer, x Administrative, x Operational) <20 21-30 31-40 41-50 51-60 >60				
	x%	x%	x%	x%	x%	<u>>60</u> x%
0:			N.L.		A	
<u>Sickness</u>	Number of days (0	<u>1/04.09 - 31/03/10)</u>	No. occasions / employees		Average no of days per employee	
Absence	>	Κ	X / X		X.X	
Turnover	>	(No. of Grievance &		X	
	Disciplinary Hearings					
Workforce	Total no. of ethnic minorities No of registered disabled			abled		
Composition		Х			X%	

(ii) FHDC

Head Count /	X/X						
<u>FTE</u>							
	(8 Manager/Officer	, 3 Administrative, 4	0.4 Operationa	l)			
Age profile	<u><20</u> x%	<u>21-30</u>	<u>31-40</u>	<u>41-50</u>	<u>51-60</u>	<u>>60</u>	
	x%	x%	x%	x%	x%	x%	
Sickness	Number of days (0	1/04.09 - 31/03/10)	No. occasion	s / employees	Average no of days per employee		
Absence	>	<	X	X / X		X.X	
Turnover	Ň	/	No. of Grievance &		v		
	X Disciplinary Hearings X						
Workforce	Total no. of ethnic minorities No of registered disabled				sabled		
Composition	X			X%			
		20		•			

(iii) SEBC

Head Count / FTE	X/X						
	(x Manager; x Offic	(x Manager; x Officer, x Administrative, x Operational)					
Age profile	<u><20</u>	<u>21-30</u>	<u>31-40</u>	<u>41-50</u>	<u>51-60</u>	<u>>60</u>	
	x%	x%	x%	x%	x%	x%	
<u>Sickness</u>	Number of days (0	1/04.09 - 31/03/10)	No. occasion	s / employees	Average no of days per employe		
Absence	>	Κ	X / X		X.X		
Turnover	Х		<u>No. of Grievance &</u> Disciplinary Hearings		X		
Workforce	Total no. of ethnic minorities			No of registered disabled			
Composition		Х			Χ%		

5b. Future Workforce Development Issues

Issue	Potential Impact on Service	Staff affected	How issue could be addressed	Lead officer / Team	Likely Resource Implications
SHORT- TERM	Vacant posts in key areas of the service (operational and Officer) Expectation from service stakeholders	All staff	Recruit to vacant posts Staff restructure		 Budget contingency in place Potential savings subject to recruitment option Recruitment costs
	Review of street cleansing provision	Operational staff	Subject to outcome of street cleansing review		
LONG-	Development of joint	All Staff	Determine and agree way forward for		Reduction in staff

Issue	Potential Impact on Service	Staff affected	How issue could be addressed	Lead officer / Team	Likely Resource Implications
TERM	staff structure for WSS		the service		costs
	Harmonisation of employment contract terms and conditions	All Staff	As above but subject to HR input		
	Development of Joint Waste Committee in Suffolk	Officers	As above but subject to HR input		 Reduction in staff costs Displacement of staff to other sites

2011-12

6. <u>Performance Measurement</u>

6.1 National Indicators

(i) FHDC

Number	Description	2009/2010	Target			
	Actual		2010/11	2011/12	2012/13	2013/14
National	Indicators					
191	Residual waste per household	490kg	500kg			
192	Percentage of household waste recycled and composted	45.89%	46%			
193	Percentage of municipal waste landfilled	58.42%	55%			
195a	Improved street and environmental cleanliness – litter	6%	6%			
195b	Improved street and environmental cleanliness – detritus	15%	16%			
195c	Improved street and environmental cleanliness – graffiti	0%	1%			
195d	Improved street and environmental cleanliness – fly-posting	0%	1%			
196	Improved street and environmental cleanliness – fly-tipping	1 – Very	2 -			
		Effective	Effective			

(ii) SEBC

Number		2009/2010	Target				
		Actual	2010/11	2011/12	2012/13	2013/14	
National	Indicators						
191	Residual waste per household	443kg	478kg				
192	Percentage of household waste recycled and composted	50.12%	52%				
193	Percentage of municipal waste landfilled	53.24%	52%				
195a	Improved street and environmental cleanliness – litter	4%	4%				
195b	Improved street and environmental cleanliness – detritus	14%	13%				
195c	Improved street and environmental cleanliness – graffiti	3%	3%				

195d	Improved street and environmental cleanliness – fly-posting	0%	0%		
196	Improved street and environmental cleanliness – fly-tipping	1 – Very	1 - Very		
		Efective	Effective		

6.2 Local Indicators

(i) FHDC

Local Indicators		2009/2010 Actual	Target			
			2010/11	2011/12	2012/13	2013/14
Abandoned vehicles -	% investigated within 24 hours					
Abandoned vehicles - time	% removed within 48 hours of required					
Cost of household was	te collection					
Average time from ser	vice request to completion					

(ii) SEBC

Local Indicators	2009/2010 Actual		Та	irget	
		2010/11	2011/12	2012/13	2013/14
Cost of waste collection per household					
Total tonnage of household waste sent for recycling					
Total tonnage of household waste sent for landfill					

6.3 Other targets

(i) FHDC and SEBC

Other relevant targets reported elsewhere	Actual 2009/10	Target 2010/11	Target 2011/12
Tonnage of residual waste collected SEBC	21,666	22,000	
FHDC	13,242	13,400	
Tonnage of trade recycling collected SEBC	1,058	1,080	

FHDC	1,906	200	
Number of trade customers on recycling	383	460	
scheme SEBC	120	130	
FHDC			
Blue bin tonnage SEBC	8,477	8,700	
FHDC	3,790	5,950	
Brown bin tonnage SEBC	11,767	12,200	
FHDC	5806	6,100	
Black bin tonnage SEBC	19,937	19,500	
FHDC	13,242	13,400	
Blue bin contamination SEBC	6.4%	7%	
FHDC	263	7%	
Fly-tipping incidents reported SEBC	352	450	
FHDC	436	500	

7. Budget (to be provided by Finance)

The Service is responsible for the management of the following budgets:

Add a summary of your revenue and capital budgets.