

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:

4726

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Department:

Resident Services

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Subject:

Establishment of 2 Additional Waste Advisor Posts

Total Value:

£51,934 (Type: Revenue)

Decision Being Taken:

To approve the funding to establish 2 additional Waste Advisors within the Selective Licencing Team for a trial period of one year.

Reasons for the Decision(s)

The work of these dedicated roles will be directed by proactive referrals from Community Protection Officers (CPOs) or others of privately rented properties where issues are identified e.g. waste issues at properties such as contaminated bins, broken bins, not enough bins that may require some input from a waste adviser. CPOs will target licensed properties and undertake external inspections to ensure compliance with conditions about the properties, including but not limited to management of waste. With a target of 600 property inspections a week CPOs would be able to cover all of the licensed properties in a year with at least 1 visit. Currently there are about 22,500 individually licensed houses and flats. An additional 6,500 flats are also licensed in 98 blocks. As a vibrant City with 2 acclaimed Universities, Nottingham hosts a significant student population, which continues to grow and is likely to contribute to a high number of residents of licenced properties. Whilst the student population brings economic injection and employability to the City, it is not without its challenges, and appropriate management of waste proves to be an issue each year. Authorities across the nation have differing waste collection methods, so ensuring students and new residents to the City are fully aware of how to present domestic, recycling and garden waste for collection in Nottingham is critical to ensure the Council minimises the cost of disposal and contamination as well as officer resource time and reputational damage in managing wrongly presented bins, contaminated bins and bins on streets. In particular, the City sees a peak in waste presented inappropriately at the end of the academic year, when students leave their accommodation and clear out the contents, often presenting on the street which is tantamount to fly tipping. Council Officers work closely with the Universities and landlords to cascade best practice and expectation, targeting student and landlords, but it is a continuous cycle as students move in and out of the City. In response to the ongoing significant resource and cost required to manage waste contamination, education and as a last resort enforcement, as well as perceived increases in fly tipping at the end of the academic year, Community Protection have identified budget to fund 2 x Waste Advisors for a year. This dedicated resource will work specifically with the selective licencing team, the University of Nottingham and Nottingham Trent University on the priorities that form from the create a Student Living Strategy (SLS). It is hoped that the strategy will develop a medium to long term plan to ensure that the organisations can support the needs of Nottingham's large and distinct student population, whilst ensuring that we can maximise the benefits for, and minimise any negative impacts on, all of the City's local communities, businesses and services. Students and rented properties play an important role in the vibrancy and economic prosperity of the City, but can bring some challenges for particular services or communities. This pilot of additional resource will be evaluated alongside the some of the measures within the Student Living Strategy after the year to ascertain if the benefits demonstrate a need for this targeted resource to be built into the establishment.

Other Options Considered:

Option 1 - Do nothingTo do nothing would not support waste minimisation and reduced contamination, perpetuating a cycle of poor waste management behaviours which as well as being costly to the Council, feeds directly into the City Council's leading carbon neutral and sustainability agenda.

Option 2 - Re-direct current resourceThe Domestic Waste service has 2 Waste Advisors, reduced from 4 in 2018 and whilst it is always an option to redirect the resource, this will lead to gaps throughout the City and issues such as lost engagement with residents about recycling and contaminated bins, waste audits, following-up concerns from assisted collections and capacity to work with developers on new build projects to ensure adequate and safe waste disposal receptacle storage is built into the planning process.

Option 3 - Pilot dedicated resourceOfficer recommendation is to pilot this dedicated resource to work closely with Community Protection, Domestic Waste, the Universities and landlords to embed a culture of waste minimisation and recycling within the student population on an ongoing basis, reducing contamination and fly tipping in a sustainable way.

Background Papers:

None

Published Works:	None
Affected Wards:	Citywide
Colleague / Councillor Interests:	None
Consultations:	Those not consulted are not directly affected by the decision.
Crime and Disorder Implications:	Reducing waste and fly tips by having proactive work in the neighbourhoods to support tenants.
Equality:	EIA not required. Reasons: This decision does not represent proposals for a new or changing policy, service or function.
Relates to staffing:	Yes
Decision Type:	Portfolio Holder
Subject to Call In:	Yes
Call In Expiry date:	04/10/2022
Advice Sought:	Legal, Finance, Human Resources
Legal Advice:	<p>The proposal envisages 2 fixed term appointments for a period of one year. It appears the intention is that these will be recruited to externally. New contracts will need to be drafted for this role making plain that this is for a fixed term only and will end on the expiry of that term. Decisions should be made in good time to afford notice of such termination, unless the scheme is extended.</p> <p>The decision enables the provision of waste advisors to support the Selective Licensing scheme. The current scheme is set to expire on 31 July 2023 though some licences may continue to be valid beyond this date and work is in progress to establish if there is a need for a further scheme and if so to obtain approval for it. Under section 87 of the Housing Act 2004 the Council is entitled to have regard to the costs of carrying out it's selective licensing functions (including ensuring compliance with licence conditions, monitoring and inspections) when setting it's fee. Fee income can therefore be used to support those functions.</p> <p>Advice provided by Majid Iqbal (Legal Team Leader) on 09/09/2022.</p>

Finance Advice:

This decision seeks to support a pilot to improve the Waste Behaviours directly attributable to the Selective licensing scheme and to support/encourage improved waste behaviours as outlined by the author.

The two 1-year fixed term waste advisors will need to be in place on a time sensitive deadline due to the approaching current Selective Licensing end date. This is conditional on the terms of the selective licensing scheme ensuring that these salary only costs are allowable for this purpose and available to the scheme for the period agreed.

The cost outlined in this decision is for 2 x D1 grades at the latest pay scales and does not at this time include any pay review for the 2022-23 financial year. These costs will be directly charged to the Selective license fee cost centre for this agreed time only and assuming approval will need to be included in the scheme forecasts for the relevant financial year.

Advice provided by Susan Turner (Senior Commercial Business Partner) on 02/08/2022.

HR Advice:

The proposal of additional Waste Advisor posts reflects the needs of Community Protection and Public Realm to pro-actively address the additional work and related issues caused by increased student waste. The post of Waste Advisor is already established and the additional posts should be recruited to using the usual fair NCC recruitment processes.

As this is a pilot, the roles will be recruited to as fixed term contracts. Management will need to ensure the fixed term nature of the contracts is managed and not extended beyond the agreed period without due approval.

Management should ensure relevant training and development takes pace/has taken place for the post holders.

HR support the proposal.

Advice provided by Shakeel Khalil (Senior HR Consultant) on 02/08/2022.

Signatures

Toby Neal (Portfolio Holder for Housing and HR)
SIGNED and Dated: 27/09/2022
Frank Jordan (Corporate Director, Resident Services)
SIGNED and Dated: 14/09/2022