

EMPLOYMENT COMMITTEE

Minutes of the meeting held on Wednesday 21 November 2007 in the Corporate Training Room, Riverside House, Royal Leamington Spa at 4.30 pm.

PRESENT: Councillor Guest (Chairman); Councillors Mrs Bunker, Crowther, Dean, Gifford, Hammon and White.

(Councillor Dean substituted for Councillor Mrs Knight).

Apologies for absence were received from Councillors Mrs Goode and Heath.

623. **DECLARATIONS OF INTEREST**

There were no declarations of interest.

624. **MINUTES**

The minutes of the meetings held on 18 September 2007, having been printed and circulated, were taken as read and signed by the Chairman as a correct record.

625. **WASTE SERVICES RESOURCES**

The Committee considered a report from the Waste Services Manager requesting approval of the creation and establishment of various posts prior to commencement of the Integrated Waste Contract on 1 April 2008.

The contract highlighted the need for sufficient resources to ensure that it was properly managed with sufficient resources to respond effectively and efficiently to customers' needs.

Published advice on the roll out of alternate week collection schemes from the Government funded agency WRAP (Waste Recycling Action Programme) indicated that Councils should ensure that sufficient resources be available at an early stage to keep residents fully informed about the requirements of the scheme and to encourage residents to participate. Failure to do so efficiently and effectively could result in the failure of the scheme to meet targets and expectations and could lead to dissatisfaction of residents with the new method of collection.

Some members were concerned that a number of the posts were temporary but the Community Services Manager assured them that this was necessary for the initial rollout of the scheme and the Council were confident that they would be able to fill the posts.

EMPLOYMENT COMMITTEE MINUTES (Continued)

A query was raised regarding the need for the Education and Awareness Officer to be a permanent role. The Committee was informed that it was important when rolling out a new initiative such as this to keep momentum going as support often tended to tail off. The post holder would be visiting schools and community groups to raise awareness and enhance locality working

Following visits to other councils where similar schemes had been implemented, the Committee was informed that it was imperative to maintain communication with the public and have dedicated staff who could respond to queries quickly and effectively.

RESOLVED that the creation and establishment of the following posts be approved:

2 X Customer Liaison Officers (G)	Permanent
4 X Customer Liaison officers (G)	Temporary
1 X Business support assistant (H)	Permanent
1 X Senior Contract Officer (D)	Permanent
1 X Contract officer (2 already in post) (F)	Permanent
3 X Field officers (G)	Temporary
1 X Education and Awareness Officer (E1)	Permanent
4 X Publicity officers	Voluntary Temporary
1 X Street scene officer (1 already in post) (F)	Permanent

(The meeting ended at 4.50 pm)