

**TEST VALLEY BOROUGH COUNCIL**

**HEAD OF SERVICE'S DECISION**

Committee: Executive  
Chairman: Cllr I Carr  
Head of Service: Margaret Smith

**SUBJECT**

**Pay Award – Refuse Section**

**REASON FOR URGENCY**

(After consultation with the Chief Executive)

To enable the award to be paid from 1 June 2001.


**DECISION**

(After consultation with the Chairman (or in his absence the Vice-Chairman), who has not requested that the matter be referred to a special meeting of the Committee).

That the pay award set out in the attached paper be approved

Chief Executive's/  
Director's Signature:  ..... Date: 24/5/01

Chairman's  
Signature:  ..... Date: 24/05/01

Head of Service's  
Signature:  ..... Date: 25/05/01

Reported to Committee on ..... Date: .....

**DISTRIBUTION**

1. Chief Executive
2. Director of Resources
3. Corporate Director
4. Head of Legal Services
5. Head of Administration (original for report to Committee)
6. Head of Revenues
7. Head of Finance

**BACKGROUND PAPER:**

## **REFUSE SERVICE PAY TALKS**

### **Introduction**

When Contract Services took over the Refuse Service on 1 October 2000 it inherited a variety of pay rates and terms and conditions of employment. One of the main objectives was to harmonise pay and benefits across the Service. Discussions have taken place with the full-time officer of the Transport and General Workers' Unions who has agreed the offer.

### **The Offer**

The main elements of the offer are as follows:

#### **Pay Rates**

- to harmonise pay rates so that employees doing the same job are paid the same.

#### **Hours of work**

- the working week will be based on 39 hours, this will involve an increase of two hours per week for some and a reduction in one hour per week for others.

#### **Co-operation with round changes**

- it will be necessary to introduce round changes when the final recycling rounds are introduced later this year, so it is essential that the workforce is prepared to be flexible, ensuring the Refuse Service can be delivered effectively

#### **Completion Payment Scheme**

- This is a non-contractual payment, agreed outside the pay talks as an incentive to provide an excellent service.
- The total amount available is £500 per annum (£250 for 2001) paid at Christmas. Deductions will be made for poor performance.

#### **Costs**

The total cost of the deal will be in the region of £120,000. This has been included in the budget.