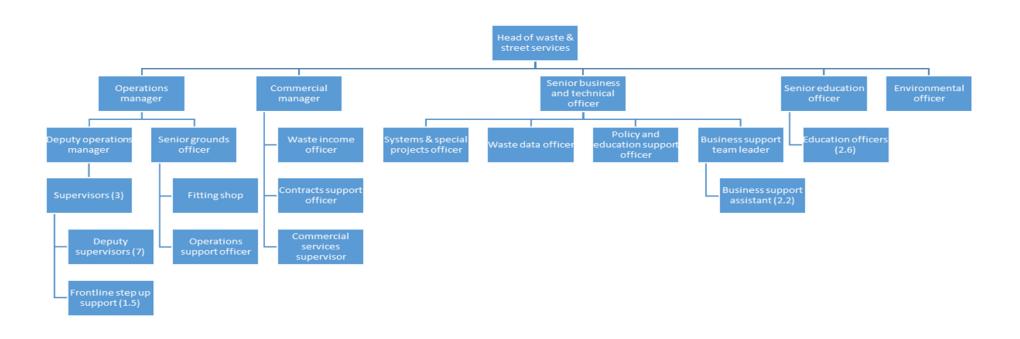
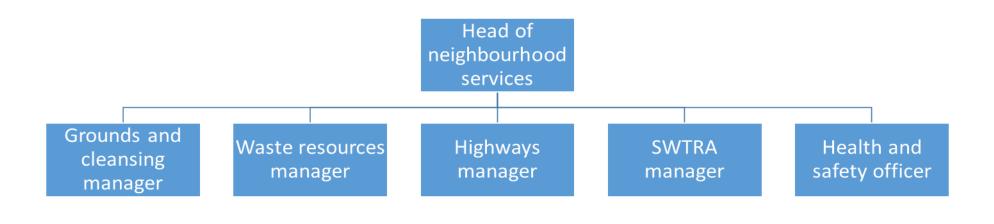
Appendix 2 - Current and proposed structure, costs and duties.

Current

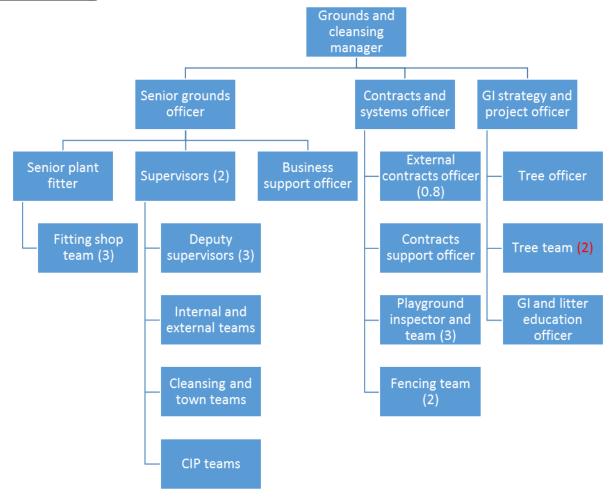


Proposed

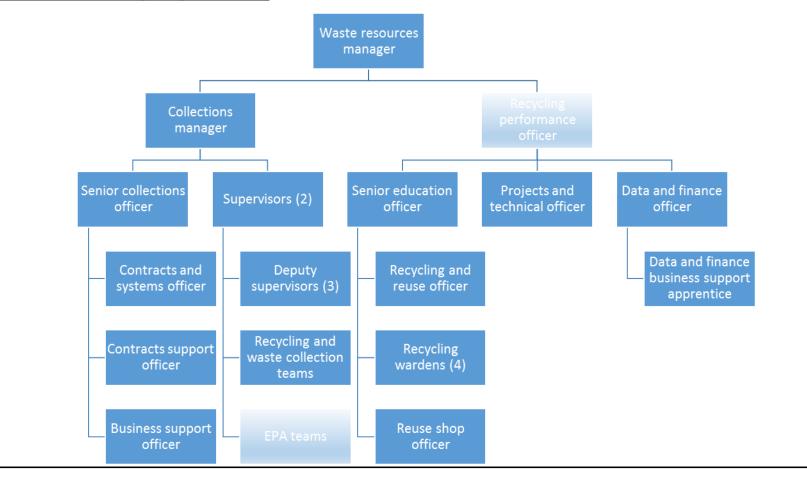
Head of Service structure



Team Structure Grounds and Cleansing



Team structure recycling and waste



Costs existing vs proposed

Current	Grade	no	Cost (top of grade)	Proposed	Grade	Top of grade no	Cost	
W&SS Operations Manager	М	1	53718	Grounds & Cleansing Manager	M	53718	1 53718	
Deputy Operations Manager	J	1	41675	Senior Officer	ļ	37849	1 37849	
3 x Supervisors	G	3	91521	Contracts & scheduling Officer	G	30507	1 30507	
4 x Deputies (Waste)	E	4	97252	External contracts Officer	G	30507	0.8 24405.6	
3 x deputies (grounds)	E	3	72939	Contracts Support Officer	Е	24313	1 24313	
2 Frontline step up support	D	2	44042	Grounds Supervisors North	Н	33799	1 33799	
Senior operations officer	Н	1	33799	Grounds Supervisor South	Н	33799	1 33799	
Operations support officer	D	1	22021	GI Strategy and projects Officer	G	30501	1 15250.5	15250 funded Caru Cymru
Commercial Manager	K	1	45591	GI Edu Officer	F	26999	1 13499.5	13499 funded Caru Cymru
Waste Income Officer	G	1	30507	Tree Officer	F	26999	1 0	26999 funded corporately
Commercial services supervisor	G	0.8	24405.6	Deputy Supervisor (grounds)	E	24313	2 48626	
Contracts Support Officer	E	1	24313	Deputy Supervisor (grounds Troy)	E	24313	1 24313	
Senior Waste Education Officer	G	1	30507	Business Support Officer (grounds)	D	22012	1 22012	
2.6 Waste Education & awareness Officers	F	2.6	70197.4	Business Support apprentice (grounds)		13400	1 0	13400 Apprenticeship Levy
BSU Team Leader	E	1	24313	Waste Resources Manager	L	49489	1 49489	
2.2 BSU Admin Officers	D	2.2	48446.2	Recycling & Waste Collections Manager	K	45591	1 45591	
Environmental Officer	F	1	26999	Snr Officer, Recycling and waste collections	Н	33799	1 33799	
Senior Business and Technical Officer	I	1	37849	Contracts and Scheduling Officer	F	26999	1 26999	
Recycling and Waste Data Officer	F	1	26999	Waste Collections Supervisor North	Н	33799	1 33799	
Systems and Special Projects Officer	G	1	30507	Waste Collections Supervisor South	Н	33799	1 33799	
Policy and Education support officer	D	1	22021	3 Waste Collections Deputies	E	24313	3 72939	
Casual recycling education assistant		1	3000	Recycling Wardens (collections)	Е	24313	3 72939	
	Total		902622.2	HWRC warden	E	24313	1 12156.5	12156 funded by Permit scheme
				Senior Waste Edu Officer	G	30507	1 30507	
				Recycling and Reuse Officer	F	26999	1 16199.4	10800 funded by re-use shop
				Data and Finance Officer	F	26999	1 26999	
				Contracts Support Officer	E	24313	1 24313	
				Projects & Technical Officer	F	26999	1 26999	
				Business support Officer	D	22012	1 22012	
				Reuse shop Officer	D	22201	0.6	13320.6 funded by re-use shop
				Data and Finance Support apprentice		13400	1 13400	
				Casual Recycling education assistant		3000	2	6000 funded by reuse shop
				Recycling Performance Officer	ı	37849	1	37849 dependant on future provision decision
				Total			904031.5	

- 1. Any cost differential resulting from the grading will be made up through part-time working. Apprentice Levy funding may be available for apprentices and will be sought prior to recruitment.
- 2. The Tree Officer and Health, Safety and Wellbeing posts were funded through the Enterprise Structure.
- 3. GI Strategy Officer and GI Education Officer are part funded from Caru Cymru. The tree team will focus on Council owned trees in the first few years but will create capacity for income generation and this will be used to offset the Caru Cymru funding in future years should this cease.
- 4. Recycling and Reuse Officer and Reuse Shop Support Officer will be partly funded through the income from the reuse shop. Opportunities for an additional reuse shop at Five Lanes will be sought to increase income generation.
- 5. HWRC Waste Warden post is funded through increased savings on HWRC permits, the benefit of additional meet and greet facility on site has shown greater savings are achievable with the extra investment. The policies to drive up recycling will require additional education and awareness support on sites and at the kerbside.
- 6. Recycling Performance Officer post will be funded through savings and income generation plan to be set out following decisions on polypropylene bag rollout and future of HWRC provision. This post will be tasked with maximising income from recyclate sales and managing the waste contracts for treatment and disposal.
- 7. Posts highlighted are currently being graded but are based on similar roles and responsibilities