

SUBJECT:	EPA ABERGAVENNY RESTRUCTURE
MEETING:	C&P DMT
DATE:	20/11/2023
DIVISION/WARDS AFFECTED:	

1. PURPOSE:

To restructure the cleansing function in Abergavenny to reduce the Environmental Protection Act EPA team.

2. RECOMMENDATIONS:

- 2.1 To restructure the EPA team in Abergavenny and make in year efficiency savings
- 2.2 To consult with team regarding potential redundancies and options for redeployment

3. KEY ISSUES:

- 3.1 Since 2019 following a restructure of the Grounds and Cleansing Department there has been a dedicated EPA team that collect flytipping and litter based in each of the 3 depots. Each depot had a 2 operative team to manage workload.
- 3.2 Additional resource was placed in Abergavenny during Covid to cover any potential increases in flytipping with restrictions lifting, this has remained in place since 2021.
- 3.3 With the introduction of Town Team in 2022 and the improvements in MyCouncilServices for reporting and removing flytipping the additional resource is no longer necessary.
- 3.4 Reduction of one member of the Team who has previously put forward for Voluntary Redundancy would make an in year efficiency saving and full year saving for 2024/25

4. EQUALITY AND FUTURE GENERATIONS EVALUATION (INCLUDES SOCIAL JUSTICE, SAFEGUARDING AND CORPORATE PARENTING):

The impact on wider equality and future generation evaluations is negligible. The work carried out by the team will be fully covered by the remaining team members. The individual has already put forward for voluntary redundancy.

5. OPTIONS APPRAISAL

Options reviewed were redeployment but there are no suitable roles available.

6. EVALUATION CRITERIA

The removal of flytipping and litter is a priority for the department. Concerns raised as we came out of Covid restrictions and the closure of Usk recycling centre resulting in utilising an additional member of staff to bolster the Abergavenny EPA team.

Evaluation over the last year and compared to the other depots has proven this additional resource was not necessary.

7. REASONS:

The decision will allow the department to make savings to help support the budget recovery process.

8. RESOURCE IMPLICATIONS:

The resource implication will be a voluntary redundancy payment of £18,000. There will be a saving against the post of £24,702 plus oncosts in 2024/25. The department will need to meet a difference of £10,000 in 2023/24 if the position can be post can be removed from December 2023.

9. CONSULTEES:

HR Business Partner
C&P DMT
EPA Crew Abergavenny
Grounds and Cleansing Management Team

10. BACKGROUND PAPERS:

n/a

11. AUTHOR: Carl Touhig

12. CONTACT DETAILS:

Tel:

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Appendix 1

EQUALITY IMPACT ASSESSMENT SCREENING FORM / SUSTAINABLE DEVELOPMENT CHECKLIST

Name of Policy/Service:			
Assessor(s):	Directorate:	Department:	Date assessed:
Jonathan Wassal	Enterprise	Grounds and Cleansing	03/11/23
Report Author	Date: 27/10/23	Cabinet/Council Date:	
As above		TBC	

EQUALITY IMPACT ASSESSMENT SCREENING

1 Purpose of Policy/Service:

To ensure children's play areas and open spaces are maintained to the highest possible standard to ensure play value and safety for users

2 Which groups of people is the policy/service likely to effect (either positive, negative or neutral)?

	Positive	Negative	Neutral		Positive	Negative	Neutral
Age			/	Race			/
Disability			/	Religion or Belief			/
Gender reassignment			/	Sex			/
Marriage or civil partnership			/	Sexual Orientation			/
Pregnancy and maternity			/	Welsh Language			/