

**OFFICER**

**TO BE UPLOADED TO THE INTERNET BY DEMOCRATIC SERVICES**

<b>Date:</b>  21 August 2020	<b>Ref No:</b> 238
<b>Type of Operational Decision:</b>	
<b>Executive Decision</b>	<input checked="checked" type="checkbox"/> <b>Council Decision</b>
<b>Status:</b> For publication	
<b>Title/Subject matter:</b> Proposal to return to 3 in a cab working on the waste collection service.	
<b>Budget/Strategy/Policy/Compliance</b> – Is the decision:	
(i) within an Approved Budget	yes
(ii) in accordance with Council Policy	yes
<b>Equality Impact Assessment</b> [Does this decision change policy, procedure or working practice or negatively impact on a group of people? <b>If yes</b> – complete EIA and summarise issues identified and recommendations – forward EIA to Corporate HR]	
no	
<b>Details of Operational Decision Taken [with reasons]:</b>	
<b>Background</b>	
<p>The waste collection service has operated whereby no more than 2 staff are allowed in the cab of a bin wagon at any one time for some months now.</p> <p>The second Operative on each team of 3 has been transported about in an escort vehicle driven by a chauffeur. This vehicle trails the bin wagon throughout the course of the day. It is a considerable logistical challenge in organising a fleet of approx. 20 escort vehicles and drivers every day, effectively doubling the size of the operation. This increases the pressure on the Waste and Transport service at a time when tonnages of waste being collected have increased significantly due to people working from home and schools being closed. At the same time, the aging fleet of bin wagons suffering from ongoing mechanical failures causes regular service disruptions.</p> <p>Volunteer staff from various services such as Transport, Leisure and Streetcene have been utilised as escort drivers in previous months but as more services have returned to normality it has become more difficult to source drivers. As a result external agency staff are being employed currently as drivers at additional cost. Similarly, the number of spare Council vehicles available to act as escorts has dwindled for the same reason, so</p>	

that vans have now had to be hired in at another additional cost.

Within Greater Manchester Wigan, Trafford and Manchester Councils have operated with 3 in a cab throughout the current crisis, adhering to WISH (Waste Industry Safety and Health Forum) guidance. Stockport have now returned to 3 in a cab working, Tameside are operating 3 in a cab for 80% of their fleet, whilst Rochdale and Oldham are actively working towards an imminent return to 3 in a cab working.

There are private sector waste collection companies that have continued throughout to work with 3 in a cab, again adhering to WISH guidance. For example BIFFA have operated in this way across all their municipal collection contracts.

Society moved out of full lockdown some weeks ago now and there has been an incremental easing of restrictions since, across all sectors of society, notwithstanding the tightening of some measures in Greater Manchester in recent weeks.

The Head of Waste and Transport has been approached by a number of waste collection staff requesting a return to 3 in a cab working. Within Waste Management and indeed across Bradley Fold Depot there has not been a single confirmed case of COVID-19 and there have only been a handful of staff who have shown symptoms and who have had to self-isolate.

A strict regime of social distancing and enhanced hygiene has been in place for some months now within Waste Management and across Bradley Fold Depot.



#### **Mitigation measures in place across the service**

- Where practicable crews are kept together on the same vehicle, thereby creating work bubbles.
- Operatives might only spend 30% of their typical working day in the cab of the vehicle. 70% of their time they are working in the open air, socially distanced from each other and anybody else.
- Social distancing measures are in place at the depot, in particular when queuing for keys and work instructions in a morning.
- Staff are encouraged not to congregate in the canteen in a morning but outside in the open air instead and not to report too early for work.
- Operatives are encouraged to make their own way to the round in a morning and to not return to the depot at the end of the day.
- Detergent, alcohol wipes, hand sanitising gel, tissue roll, liquid soap and fresh water are supplied to every vehicle.
- Crews are instructed to disinfect vehicle before, during and after the working day (dashboard, door handles, vehicle switches, steering wheel, and vehicle keys).
- Face coverings are freely available to all staff and they are advised to wear them when sharing a cab.
- Vehicle cabs are professionally cleaned every Monday.
- Drivers are advised to whenever possible have windows down to improve air circulation within the vehicle cab.
- Drivers are advised to keep the window three quarters up when communicating with support crew and where possible communicate through passenger side window.
- Prominent signage is in place throughout the depot reminding staff of the need for frequent hand washing and social distancing etc.
- Hand sanitiser dispensers are also in place at the depot.

#### **Recommendation**

It is proposed that the service offers the option to crews to return to 3 in a cab working where whole crews feel comfortable with this approach. Nobody will be forced to work with 3 in a cab if it makes them feel uncomfortable. This option to be made available to all crews with immediate effect.

Supervisors will remain vigilant and continue to reinforce key messages above and to monitor hygiene practices.

<b>Decision taken by:</b>	<b>Signature:</b>	<b>Date:</b>
Neil Long, Assistant Director		21/08/2020
Executive Director or Chief/Senior Officer	 Agreed to proceed with Union discussion	21/08/2020
<b>Members Consulted [see note 1 below]</b>		
Cabinet Member/Chair	Agreed to proceed with Union discussion by Cllr Quinn at Portfolio	25/08/2020
Lead Member		
Opposition Spokesperson		

#### **Notes**

1. It is not generally a requirement to consult with any Members on Operational Decisions but where a Chief Officer considers it necessary to consult with the appropriate Cabinet Member and/or Lead Member, they must sign the form so as to confirm that they have been consulted and that they agree with the proposed action. The signature of the Opposition Spokesperson should be obtained to confirm that he/she has been consulted.
2. **This form must not be used for urgent decisions.**