

Public Questions – January Council

- 1. From April 2011- April 2021 (exactly 10 years) how many members of staff left the waste management service- retirement etc, and how many were appointed to positions from outside waste management. How many agency staff were used on a average week and percentage to full time staff.**

Supplementary question How many members of staff were required to provide a full refuse collection service based on summer collection services numbers

Ian Astley

During the specified period, there were 106 leavers from within the Waste Management service. Of those 106 leavers, 57 were transferred into a new position, either within the waste management service or another part of the Council, with the remaining 49 leaving the Council's employment.

86 appointments were made during the period.

Of the 86 appointments, 22 of them were external appointments. The remaining 64 appointments relate to individuals already employed by the Council in some other capacity, from either a different role within the waste management service, a different role within another Council service, or through Bury ACES (Council in-house casual worker bank).

In respect of agency workers, our records only go back to January 2017.

Over period 01/01/2017 – 31/12/2021 (5 years), records demonstrate that on average, 22 agency workers per week worked within Waste Management, which accounts for 33.98% of total budgeted hours worked.

Whilst there has always been a desire to keep agency staffing to a minimum, historically this has not been achieved due to the inability to fill vacancies during a number of services reviews where recruitment was put on hold.

Following a recruitment campaign during Autumn 2021, all vacant permanent driver and loader positions have been filled. Agency staff are currently only used for covering holidays and sickness.

Supplementary question

In terms of budgeted established posts, there are 24 Team Leader/HGV Driver posts and 41 operative posts.

2. From a public perspective what cultural changes do you intend to implement to deliver a good OFSTED outcome in the future?

Carol Bernstein

Acknowledgement across the Council and wider partnership is that services delivered to children have not been good enough. This is system failure.

Establish an improvement plan that is owned by partners and the wider council, with clear lines of accountability and is outcome focused.

Shared commitment and motivation to transform services across the partnership and wider Council.

Children and families at the heart of everything that we do – Improvement Plan is branded as “Let’s do it for Children” - This is a need for Bury Wide support, across partners, the Council and the Community.

Commitment of additional resource to support improvement

Creating a culture of learning and development, working in partnership with the DfE and Ofsted, we will be supported by authorities that are judged to be good or better, via sector led improvement.

The outcome of monitoring visits undertaken by Ofsted will be in the Public domain.

3. Bury Council recently received an overall OFSTED rating of inadequate.

The opening line of the report is concerning given it reads ‘ there are serious failures which leave too many children at risk’

What reassurance can you give the public that Bury Council Children’s Services will improve given how damning the report was in December?

Anton Slawycz

There is an acceptance of the issues and commitment across the partnership to improve services to children and families.

An LGA Peer review was commissioned in July of last year in recognition of the need to bring external scrutiny to children and family’s social work.

There is a commitment by the Council to make resource available to support the improvement journey, for example to bring in additional staff to reduce caseloads and reduce managerial spans of control.

Two managed teams were commissioned last year to support create additional capacity in the service.

We are establishing a robust improvement system with a plan and an independently chaired improvement board.

The Improvement journey will be overseen by Ofsted and the DfE advisor, who will offer support and critical challenge

- 4. The Clean Air Zone framework, on page 8, point 47, say that a goal of the clean air zone is to encourage council's to optimise traffic management, and that options might include "improving road layouts and signage."**

Are there currently any more plans to change road layouts and signage, and do the council plan to consult key stakeholders such as the taxi trade, emergency services and the wider public on this?
Andrew Luxton

As part of the assessment of potential actions to meet nitrogen dioxide target levels in the shortest time possible, as required by the Government direction, a number of traffic management solutions were considered. Detailed modelling of these solutions by TfGM showed that they would not significantly reduce the time needed to comply with nitrogen dioxide targets and could not therefore be justified.

- 5. Has an analysis of the operational issues set to be incurred by various council departments in implementing the Clean Air Zone been done?**

April Fenton

The operation of the Clean Air Zone will be managed and delivered by TfGM and third-party contractors and should have no impact on Bury Council departments.