



Neuadd y Sir / County Hall, Llandrindod, Powys, LD1 5LG

QUESTIONS AT ANY TIME TO CABINET PORTFOLIO HOLDERS

Question From:	County Councillors Amanda Jenner and Graham Breeze
Subject:	Workforce in Waste and Refuse
Question To:	County Councillor Jackie Charlton Cabinet Member for a Greener Powys

Question:

We thank the portfolio holder for responding to our questions but would like to ask the following supplementary questions:

1. Whilst you have commented that the problems faced in Powys are part of a “national recruitment crisis” please can you provide a further answer in request of the following:

Is the Council reviewing possible common themes behind the ongoing issues with missed and delayed waste and recycling collections in order to try and improve the situation?

Whilst there may be national recruitment issues, please can you confirm whether you are reviewing exit interviews to assess the reasons why people are leaving? Are there any common sickness absence themes in this sector and are you reviewing how best to support employees with their health? Has the council carried out a comparison exercise with other surrounding local authorities and the private sector to ensure that the pay and employment benefits are as attractive as they can be? Does the council offer only fixed term or short term contracts and if so, why and is this the case in other local authorities?

2. With regard to training HGV Drivers – are the council sign posting applicants without the appropriate qualifications and experience to appropriate training providers? Is the Council working with any training providers in this regard? You state that Council staff have the opportunity to train as HGV drivers – can this training opportunity be provided to external applicants who have applied to work in this sector? Presumably not all vacancies need to be HGV drivers – what other qualifications are needed to work in this sector and what steps are the council taking to encourage those looking for work in this sector to obtain the required qualifications and experience?
3. With regard to the Council’s ongoing recruitment in this sector, please can you confirm:
 - a. How many positions within the waste and recycling department have been vacant in June, July and August?

- b. How many applications have you received in each of June, July and August?
- c. How many positions have now been filled?
- d. How many positions are currently filled by agency workers?
- e. If someone applies for a job, how quickly should they hear from the council about whether or not they will be invited to the next stage? We are aware of applicants who have applied over three weeks ago and have not heard about whether they are to proceed.

We should be grateful if you could answer each of these questions in turn.