

### 36901 Refuse Workers

Number of refuse workers. Provide the FTE number of staff employed to work in the following financial years – April 2017/18, April 18/19, April 19/20, April 20/21 and April 21/22.

Please refer to the table below for FTE figures as of April of each financial year:

<b>FTE</b>	<b>April 2017</b>	<b>April 2018</b>	<b>April 2019</b>	<b>April 2020</b>	<b>April 2021</b>	<b>April 2022</b>
<b>Refuse Workers</b>	313	345	314.1	354.1	340.3	330.9

The employees provided above include the following job titles:

Waste and Recycling Collection Operative

Waste and Recycling Operative

Waste and Cleansing Driver Crew Leader

Waste and Cleansing Supervisor

CRC and Waste Transfer Operative

Waste Disposal Site Supervisor

How many agency staff your local authority has employed in the years specified above (to also do the same work).

Please refer to the table below which provides the unique worker count in each of the financial years:

<b>Unique Worker Count</b>	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>
<b>Refuse Workers</b>	80	213	212	154	144

To provide some context, there are a number of reasons for the use of agency staff over this period. The service is not fully staffed and the agency are covering vacancies. The recruitment process is on-going. The main reason for employing agency staff was the additional support required during the pandemic. Agency covered Covid absences and were also brought in to drive pool cars when restrictions meant that we went from three in the cab to just two, with a third following in a pool car to meet the requirements for social distancing.

Finally, the figures provided in the table above appear inflated as they represent the number of individual workers brought in, as and when required, e.g., in 2017/18, eighty individual workers were brought in at some point in the year to cover for absences/vacancies. These are not equivalent to FTE.

The cost to the council of employing these agency staff.

Please refer to the table below:

	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>
<b>Cost</b>	£825,340.59	£1,733,606.16	£2,726,654.15	£2,457,974.09	£2,403,353.08