

BEST VALUE COMMISSIONERS

Commissioner Instruction relating to Waste industrial Action

The Secretary of State made Directions under the Local Government Act 1999 Section 15 (5) and (6) having considered, amongst other things, the Authority's Equal Pay situation which poses acute financial risk (Directions 1h), and specified (3b) action was required to close the equal pay liability.

The Council was directed (4c) to comply with the reasonable instructions of Commissioners in exercising their powers.

The Council is currently subject to industrial action by members of the UNITE union in the waste service. Bringing this action to an end by lawful and financially prudent means is fundamental to resolving outstanding issues and prospective legal action in relation to the equal pay issue. In this matter time is of the essence.

Commissioners have considered all the relevant operational, human resources, financial and extensive legal advice. Commissioners have concluded that the best and final offer, which takes all of these matters into account and provides an agreed framework for the implementation of a modernised waste collection service delivering in addition recycling and food waste collection on a best value basis, and which Commissioners have been briefed on, is required to be submitted via ACAS by no later than close of play Friday 30th May 2025 and is essential. If this offer is accepted the Council can proceed to implement it following a report to Cabinet which sets out the financial implications. If not, Cabinet should consider a full report on the next steps that can lawfully be taken.

The Council is instructed accordingly.



Max Caller CBE

Lead Commissioner

29th May 2025

The Commissioners:

Max Caller CBE, John Coughlan CBE, Chris Tambini, Pam Parkes FCIPD, Jackie Belton, Myron Hrycyk, Lord John Hutton, John Biggs.