

December	01/12/2025	02/12/2025	03/12/2025	04/12/2025	05/12/2025	06/12/2025	07/12/2025	08/12/2025	09/12/2025	10/12/2025	11/12/2025	12/12/2025	13/12/2025	14/12/2025	15/12/2025	16/12/2025	17/12/2025	18/12/2025	19/12/2025	20/12/2025	21/12/2025	22/12/2025	23/12/2025	24/12/2025	25/12/2025	26/12/2025	27/12/2025	28/12/2025	29/12/2025	30/12/2025	31/12/2025
Additional TWWM																															
Overtime J&T						£14,098.95								£14,098.95						£14,098.95							£14,098.95				
Overtime TWWM						£17,173.28								£12,021.66						£12,021.66											
January	05/01/2026	06/01/2026	07/01/2026	08/01/2026	09/01/2026	10/01/2026	12/01/2026	13/01/2026	14/01/2026	15/01/2026	16/01/2026	17/01/2026	19/01/2026	20/01/2026	21/01/2026	22/01/2026	23/01/2026	24/01/2026	26/01/2026	27/01/2026	28/01/2026	29/01/2026	30/01/2026	31/01/2026							
Additional TWWM	£14,498.10	£12,887.20	£16,109.00	£14,498.10	£17,719.90		£14,498.10	£12,887.20	£16,109.00	£14,498.10	£17,719.90		£14,498.10	£12,887.20	£16,109.00	£14,498.10	£17,719.90		£14,498.10	£12,887.20	£16,109.00	£14,498.10	£17,719.90								
Overtime J&T						£14,942.17						£14,942.17							£14,942.17						£18,552.04						
Overtime TWWM												£13,739.04							£12,021.66						£19,534.13						
																									£113,798.47						
February	01/02/2026	02/02/2026	03/02/2026	04/02/2026	05/02/2026	06/02/2026	07/02/2026	08/02/2026	09/02/2026	10/02/2026	11/02/2026	12/02/2026	13/02/2026	14/02/2026	15/02/2026	16/02/2026	17/02/2026	18/02/2026	19/02/2026	20/02/2026	21/02/2026	22/02/2026	23/02/2026	24/02/2026	25/02/2026	26/02/2026	27/02/2026	28/02/2026			
Additional TWWM		£14,498.10	£12,887.20	£16,109.00	£14,498.10	£17,719.90			£14,498.10	£12,887.20	£16,109.00	£14,498.10	£17,719.90			£14,498.10	£12,887.20	£16,109.00	£14,498.10	£17,719.90			£14,498.10	£12,887.20	£16,109.00	£14,498.10	£17,719.90				
Overtime J&T							£14,942.17														£14,942.17										
Overtime TWWM	£19,534.13						£19,534.13							£19,534.13							£19,534.13							£19,534.13			

December	£97,612.40
January	£411,522.58
February	£430,404.19
March	£476,518.92
Total	£1,416,058.09

Report to:	Business Continuity Strategic Group
Report of:	Business Continuity Tactical Group
Date of Decision:	20th January 2025
SUBJECT:	APPROVAL OF THE PROPOSED CONTINGENCY ARRANGEMENTS TO MITIGATE THE IMPACT OF BLOCKADING OF DEPLOYMENTS DEPOTS BY 'PERSONS UNKNOWN'.

1. Purpose of report:

The Council has established Business Continuity Arrangements to manage the industrial action within Waste Services. This report seeks to outline the proposed contingency plan should those employed in placements with the City Council from the Job and Talent agency decide to take industrial action.

2. Decision(s) recommended:

Approve the proposed contingency plan

Lead Contact Officer(s):

Chris Smiles

E-mail address:

Christopher.smiles@birmingham.gov.uk

3. Relevant background:**3.1 Background**

The City Council secured an interim injunction against *Unite the Union* in May 2025. By securing this injunction the Authority had prevented the Union from blockading the deployment depots, which in turn meant vehicles could deploy safely and residents waste continued to be collected in a timely manner.

However, whilst *Unite the Union* have been prevented from blockading, the injunction does not prevent 'persons unknown' from blockading, and since November 2025, the Service has been experiencing varying degrees of blockading which has culminated in, as a minimum, 3 blockades a week targeting at least two of the depots on each occasion.

3.2 Police Engagement

Having met with West Midlands Police they had advised that all protests need to be allowed for a minimum of three hours in accordance with *Ziegler* law. They agreed, on the 13th January 2026, that they would look to ensure all vehicles are deployed as quickly as possible once the three hours had concluded. Unfortunately, deployment is currently taking on average four hours as the police have been unable to enforce safe deployment following the three-hour protest.

3.3 Anticipated Waste Profile

Given that deployment is now taking circa four hours, and given that operational intelligence suggests that there will be a minimum of 6 blockades a week, then the anticipated impact is:

- Average tonnage per day = 1,300
- Maximum number of vehicles per day = 96
- Average tonnage per vehicle = 13.54

- Number of working hours = 7.13
- Tonnes per hour = 1.90
- Average number of vehicles deployed per depot = 32
- Average lost operating hours per depot = 4
- Total projected tonnage uncollected per day = 486
- **Total projected uncollected tonnage per week = 1,458**

4. Contingency Plan:

4.1 Deployment of additional resources identified through operational efficiencies

One of the five principles around which the new Street Scene is built is *operational efficiency*. The Waste operational management team has undertaken has, through, an efficiency review, managed to reduce the collection model **by 9 rounds**. Rather than release this resource, from Tom Whites it is proposed that the crews are used as reactionary crews, deployed to support whichever depot has been blockaded.

Utilising this resource will release the capacity to collect 609 tonnes per week.

4.2 Utilising weekend overtime

Across the four collection depots up to 40 crews can be mobilised to work on Saturday and Sunday, however legislation dictates that only half of these crews can work on the weekend.

Utilising this resource will release the capacity to collect 271 tonnes per week.

4.3 Increase operational capacity

Whilst the above options help mitigate the impact of blockading they do not provide the additional collection capacity needed to prevent a back log of waste and therefore it is also proposed that the operational capacity of the service is increased by recruiting, on a fixed term contract, into those roles that have become vacant through the *Voluntary Redundancy* process. Recruiting into these roles, whilst maintaining the agency numbers, allows the Council to increase the overall operating model.

These roles will be recruited into on a phased basis, 20 drivers and 40 loaders in each phase, so that the impact can be assessed, (there is a risk this tactic increases capacity on the picket line).

It is acknowledged that recruitment is a timely process, it is therefore proposed that in order to provide short-term cover the Tom Whites capacity is increased from 25 to 35 collection crews. However, the service that is being offered by Tom White's is challenging and therefore, as part of the increase in collection capacity, the Council will also be looking to provide a more focused contract management approach which embeds the right cultures and the behaviours.

Increasing Tom White's capacity on a permanent basis is not a long-term solution, the current costs are circa £7,500 a week per crew. It should also be noted that triggering the mechanism within the contract to increase capacity requires 2 weeks' notice and as such there may be a **small amount** of disruption whilst the crews mobilised.

Utilising the Tom Whites resource will release the capacity to collect 677 tonnes per week.

Utilising the increased operating model, 20 rounds, will release the capacity to collect 1,353 tonnes per week.

4.4 Introduce further fly tipping crews

The original contingency plan that was developed to respond to industrial action proposed to redeploy Street Scene resources in accordance of priority.¹ A further means of responding to the blockading would be to redeploy the additional fly tipping crews, currently being undertaken by Smart Solutions placements and utilise them to undertake a deep cleanse in targeted areas.

4.5 Provide capacity into the Energy for Waste facility for key housing partner

During the first period of blockading Street Scene made provision to provide key partners access to the Energy for Waste facility at their cost. This access was withdrawn once the injunction was in place in June 2025. Following the withdrawal of the service *Midland Heart Housing* has approached the City Council and highlighted that there has been a significant increase in fly tipping on their land since the period of industrial action commenced. Whilst it is not possible to draw a direction correlation between industrial action and the increase in fly tipping, as the Street Management transformation project demonstrates, it would damage the relationship with a key service provider if we did not try to adopt a collaborative approach. It is therefore proposed that the City Council funds up to a maximum of 370 tonnes disposal over a 12-month period as a recognition of the increase in fly tipping generated during 2025-26:

Additional flytipped tonnage as per Midland Heart data = 448 tonnes

Additional tonnage as per historic data showing annualised increase in fly tipping = 78 tonnes

Extra fly tipping tonnage which may have been generated because of industrial action = **370 tonnes**.

Introducing these mitigating measures within the contingency plan will positively impact the waste profile:

Week Ending	25/1/26	1/2/26	8/2/26	15/2/26	22/2/26
Impact of blockade	1458	2036	2614	2515	2416
Impact of mitigation	880	880	1557	1557	1557
Balance	578	1156	1057	958	859

Week Ending	1/3/26	8/3/26
Impact of blockade	2317	2218
Impact of mitigation	1557	2233
Balance	760	(15)

5. **Compliance Issues:**

5.1 Are the recommended decisions consistent with the Council's Policies, Plans and Strategies?

The use of agency and overtime at weekends to support the City Council's response to industrial action is an established policy. Smart Solutions, the agency Waste Management is using, have been procured through a framework agreement with Plan B. Previous Delegated Reports authorised the use of this organisation to support the response to industrial action. Work is being currently being undertaken with procurement colleagues to audit compliance and assurance against Smart Solutions.

The use of Tom White's Waste Management to support the response to industrial action has previously been approved by the Waste Strategic Team.

5.2 Financial Implications

Utilisation of operational efficiencies - £ Funded within the existing operating model.

Weekend overtime:

¹ Waste Services Contingency Plan – Andrew Vaughan – Interim Street Scene Director

Tom White Waste Management – Weekend Working (estimated) £17,500

Birmingham City Council – Weekend Working (estimated) £13,500

Total (per weekend) - £31,000

Increase operational cover:

Tom White Waste Management – Four weeks only £311,585 (TBC)

Birmingham City Council – £ Funded within the existing operating model.

Introduce fly-tipping crews - £18,089 (per week)

Provide tipping capacity for Midland Heart Housing - £1,067 (per week)

Annualised impact: £2,919,697

5.3 Legal Implications

The contingency plan has been discussed with legal colleagues.

6. **Award Mechanism:**

6.1 Award Mechanism

The awarding mechanism of work to Tom Whites Waste Management has previously been ratified through the Waste Strategic Team, it has also been supported by a further legal review.

The awarding mechanism for Smart Solutions, although previously approved, is currently being reviewed in partnership with procurement.

6.2 Contract Management

The monitoring of deployment continues to be managed through a robust process which involves three approval levels.

7. **Evaluation of alternative option(s):**

The contingency plan has been developed in partnership with colleagues from *Industrial Relations*, *Human Resources* and *Commissioners* and has therefore had vigorous review and challenge prior to being approved.

8. **Reasons for Decision(s):**

The reason for the decision are clearly outlined within this report.

Signature/approval to adopt the Decisions recommended:

.....
Executive Director

Date.....

..... Date.....
Commercial & Procurement Director (or their delegate)

..... Date.....
Interim Director of Finance and Section 151 Officer (or their delegate)

..... Date.....
Interim City Solicitor & Monitoring Officer (or their delegate)



Unite For A Workers' Economy

25 January at 12:26 · 🌐



Cherrywood Road, Birmingham. [Shabana Mahmood](#)'s constituency. 6 months since [Birmingham Labour](#) leaders left the bin strike negotiations. Millions of taxpayer money wasted. Isn't it time to get back round the table and settle the bin strike?



👍👎 124

68 comments 8 shares

👍 Like

💬 Comment

➦ Share

View more comments



Unite For A Workers' Economy

25 January at 09:25 · 🌐

...

Clissold St, Birmingham. [Shabana Mahmood](#)'s constituency. Isn't it time [Birmingham Labour](#) leaders returned to negotiations to settle the bin strike?



👍👎 35

👍 Like

💬 Comment

9 comments 3 shares

➦ Share

View more comments



Unite For A Workers' Economy

24 January at 09:00 · 🌐

...

This footage was sent to us late last night by one of our leaders in the [#Ladywood](#) constituency, where we're told [Shabana Mahmood](#) was born & raised before she made a bit of loot and moved to a leafier enclave of North Birmingham.

We've advised him to send this footage on to Ms Mahmood to ask her if she could start doing more about fly tipping in Birmingham and less hounding WM police chiefs. We won't hold out breath though, our members are writing to all political figures in Brum and a reply referring to a statement made over six months ago seems a little dismissive to us. A lot has happened since then including [Birmingham Labour](#) ending negotiations.

She and her staff need to try much harder





Unite For A Workers' Economy

22 January at 12:45 · 🌐



🚩 Failure! [Birmingham City Council](#) [Birmingham Labour](#). This will not be forgotten at the ballot box.





Unite For A Workers' Economy

20 January at 11:39 · 🌐

...

6 months since Labour left negotiations. Over £33 million wasted by [Birmingham City Council](#) so far.

This is the mess they are creating.

Residents in North Edgbaston today are saying they want Labour to get back round the table and do a deal with the Brum bin workers.



👍👎 83

20 comments 11 shares

👍 Like

💬 Comment

➦ Share



Unite For A Workers' Economy

3 January at 14:59 · 🌐

...

🚩 [Birmingham Live](#) can somebody ask [Birmingham City Council](#) [Birmingham Labour](#) why they refuse to re-enter negotiations



Birmingham Live · Follow



51m · 🌐

These are pictures of the scene in Bordesley Green on Thursday, as the bin strike continues.



Fly tipping has increased, with the long-running industrial action leaving families explaining that they now have no idea when their rubbish will be collected.



👍👎 38

24 comments 9 shares

👍 Like

💬 Comment

➦ Share

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Bin collections suspended because of 'mega-picket'



00:21

| A big pile of binbags in the street

Andy Giddings

West Midlands

30 January 2026

All bin collections have been suspended in Birmingham on Friday because of industrial action.

The city council said it had decided to suspend collections because it expected disruption at all of its depots due to a "mega¹¹⁴picket". It apologised for the

disruption and said it aimed to catch up at the weekend.

Some residents in the Hockley area of the city did not get a collection on Thursday either, the second week they had been missed, leaving two weeks worth of rubbish strewing the roads.

The council has been involved in a year-long dispute with members of the Unite union over pay and conditions.



Residents including Steven Message have spoken of their anger at the missed collections

The council asked people who were due a Friday collection to leave their bin out, so the rubbish could be collected as soon as possible.

Brookfield Road in Hockley does not have wheelie bins, due to bin lorries not being able to access all of the homes, so residents are asked by the council to put their bin bags out onto the pavements on Wednesday evenings so they can be collected on Thursday.

But the street has not seen a collection for two weeks, leaving piles of bags blocking the pavements and seeing residents being forced to walk in the road.

'I'm one of Birmingham's striking binmen - I work in a pub to make ends meet'



3 days ago

MPs call on Starmer to bring an end to bin strike



Why are Birmingham bin workers on strike?



17 November 2025

Unite is in dispute with Birmingham City Council over several changes the local authority is making, including getting rid of a job role within the refuse operation and cutting another role's pay.

The council said it was "forging ahead" with transformation of the waste service, which needed improvement.

Unite claims that the council is now refusing to negotiate, but the local authority maintains the union has rejected "fair and reasonable" offers.

Earlier in the week, the city council reported that protesters were blocking the entrances to its depots, causing delays to departing bin lorries.

In some areas of the city, bins have not been emptied for a second week in a row, causing rubbish to build up on pavements.



GABRIEL BONONI

| The piles of waste in Hockley now block the pavements so residents have to walk in the road

A group called Strike Map, which records the locations of strikes around the country, said it had co-ordinated the day of action.

It said it expected thousands of trade unionists to visit the city for the pickets.

The co-founder of Strike Map, Henry Fowler, said there would be more co-ordinated pickets until the strike was resolved.

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Contact form

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Related topics

- Waste management
- Birmingham
- Birmingham City Council
- Birmingham bin strike

More on this story



Residents protest and call for end to bin strike

4 days ago



Bin strike reaches one-year mark with no end in sight

6 January

Related internet links

- Unite
- Birmingham City Council

Wednesday 17th September 2025

Daily Operational Sit Rep

8:30am morning update:

1. Morning deployment from depots:

Atlas and support depots: 38 vehicles deployed from Atlas and alternative depots; this includes 4 Trade vehicle. 11 Coventry crews deployed.

There is no official picket at the depot this morning however there were approximately 30 protestors at the Kings Road entrance to the depot.

In addition to these protestors, there were approximately 8 activists wearing face masks at the crossroad junction of Redfern Road, Kings Road and Rushey Lane blockading the refuse vehicles from proceeding. The protestors dispersed at 8:00am. Whilst Police were onsite, we are still awaiting a debrief in regard to how the situation was handled. From viewing the vehicle footage, it would appear that the Police instructed BCC vehicles to move off the highway and not block oncoming traffic, however they continued to allow the protestors to maintain their blockade. BCC are keen to meet with WMP so they can ensure a fair and transparent approach to Policing was shown to both sides.

Smithfield: 32 vehicles deployed and 3 crews from Coventry.

There are no pickets or protestors at Smithfield Depot. There is 1 official picket at Lifford Lane depot this morning, although none of them were wearing hi-vis. There are approximately 30 individuals behind the fenced off areas outside of Lifford Lane Depot. This information is based on manager's morning observations and can be subject to change throughout the day.

Perry Barr: 23 vehicles deployed. 10 contractor crews from Coventry.

There is no official picket at the depot this morning. There are approximately 30 protestors at Perry Barr Depot behind the fenced off area. There are no other individuals present at the depot this morning outside of official picket/fenced off area. This information is based on manager's morning observations and can be subject to change throughout the day.

**Total number of waste collection vehicles deployed today so far: 9
BCC vehicles including 4 Trade and 24 for Coventry; 115 in total.**

1 x MHRC running seven days a week.

2. Opening hours of the Household Waste & Recycling Centres: continued extended opening hours in operation: Kings Norton 08.00 - 22:00 and other centres 07.00 until 21:00, 5592 slots available on weekdays and 4080 on weekends. Showing 39% booked for Wednesday 17th September and 23% for Thursday 18th September.

Data report for Tuesday 16th September 2025

How much waste has been collected by weight?

1216 tonnes collected at kerbside; 195 tonnes collected at HWRC.

Did we deliver the planned activity in the day?

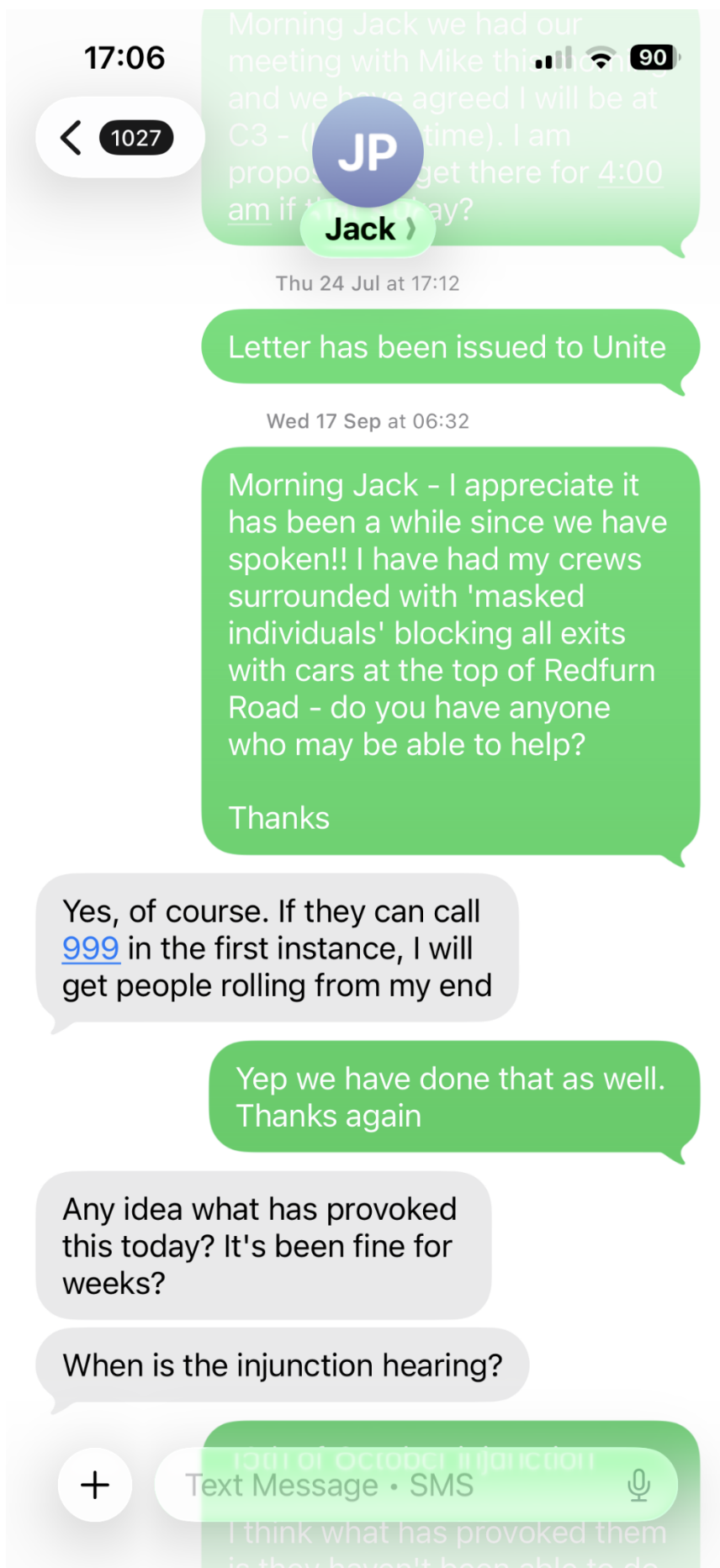
Yes, however the service is still behind with container collections.

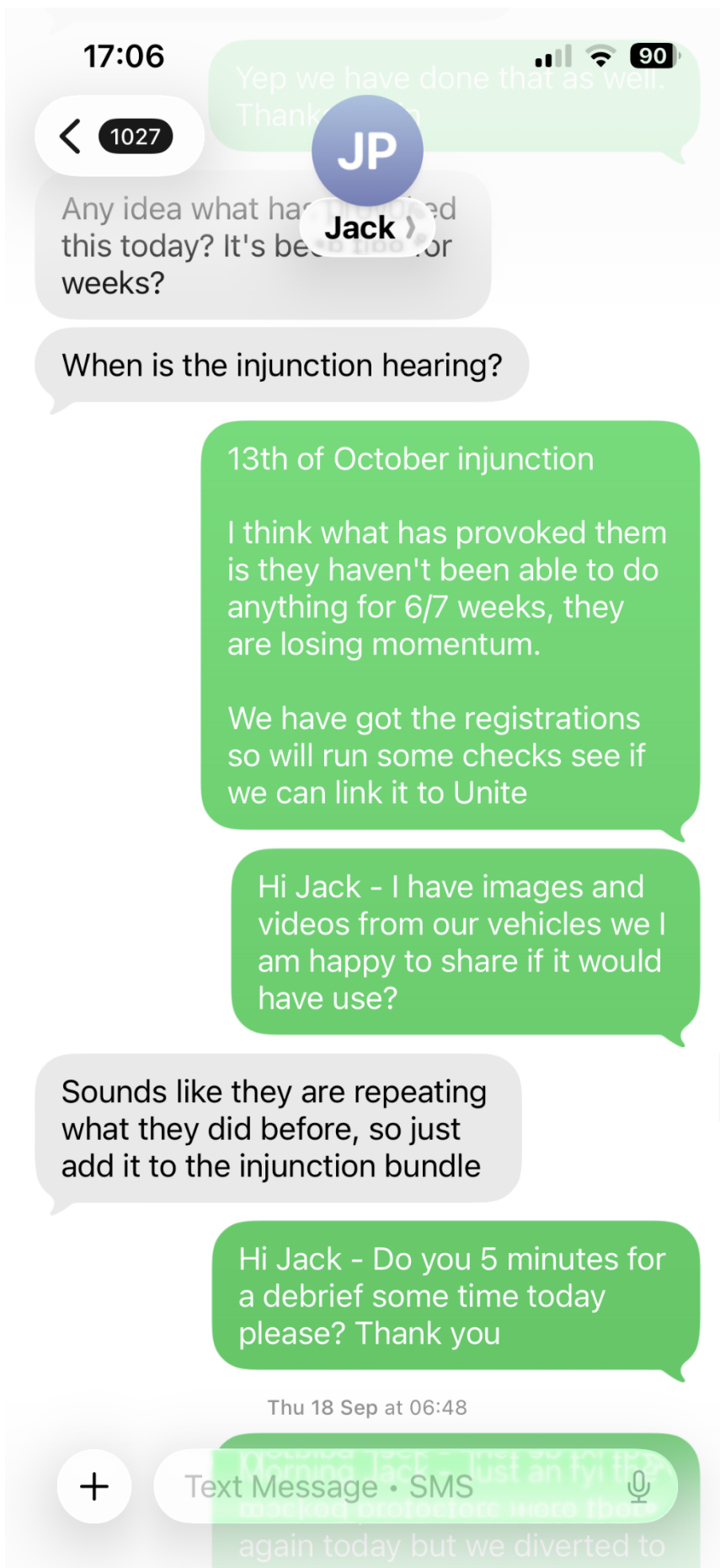
What is the overall level of residual waste?

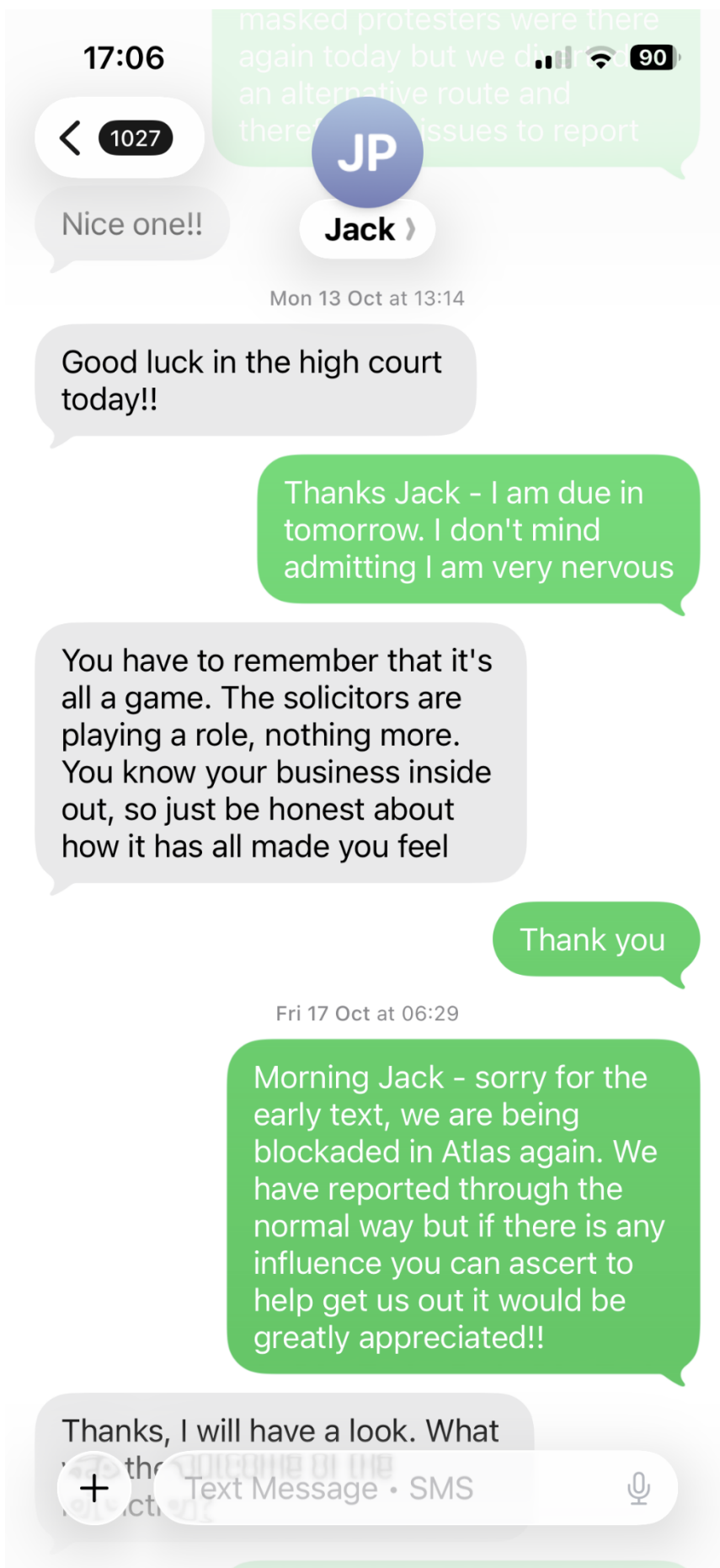
95% of scheduled collections (Tuesday 16th September) have been made.

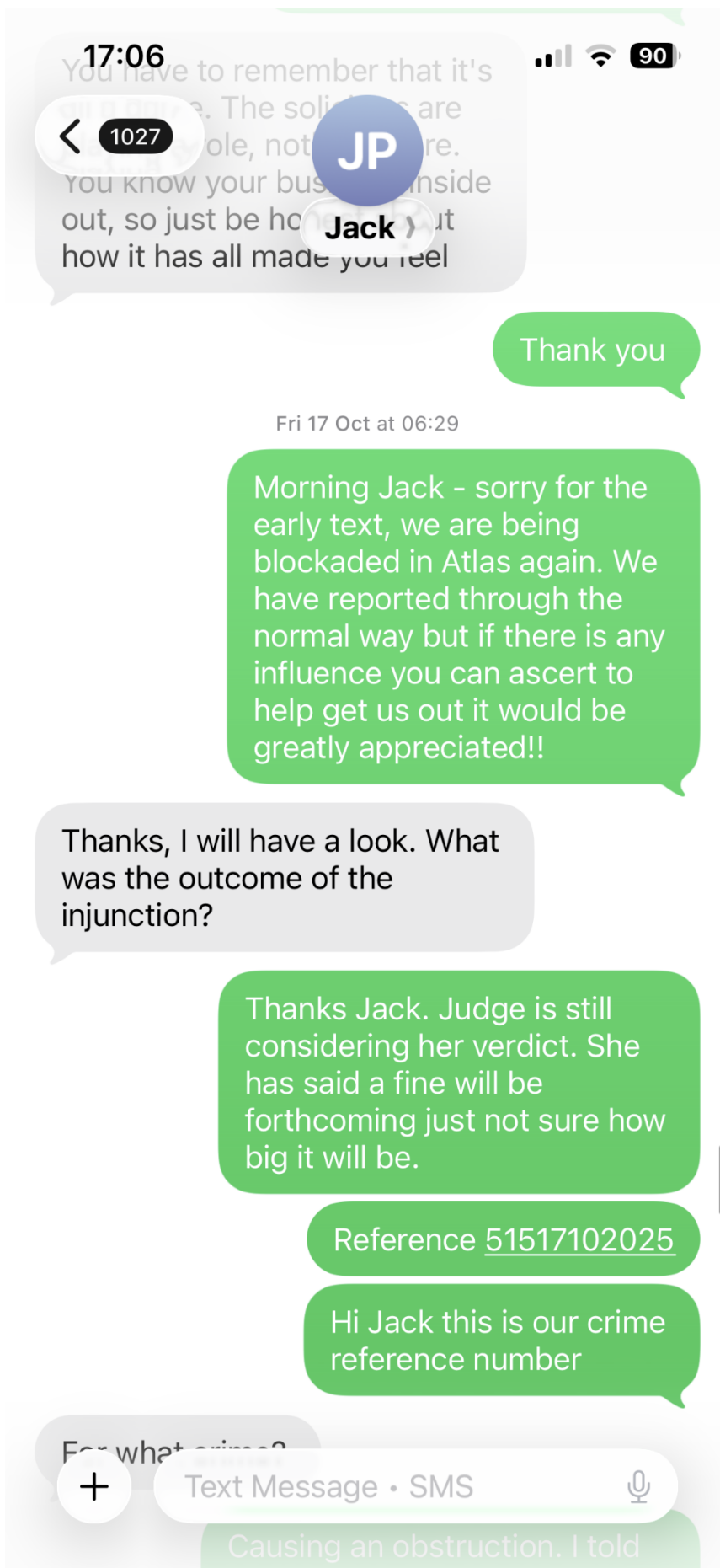
What are our deployment plans for tomorrow? **As follows –**

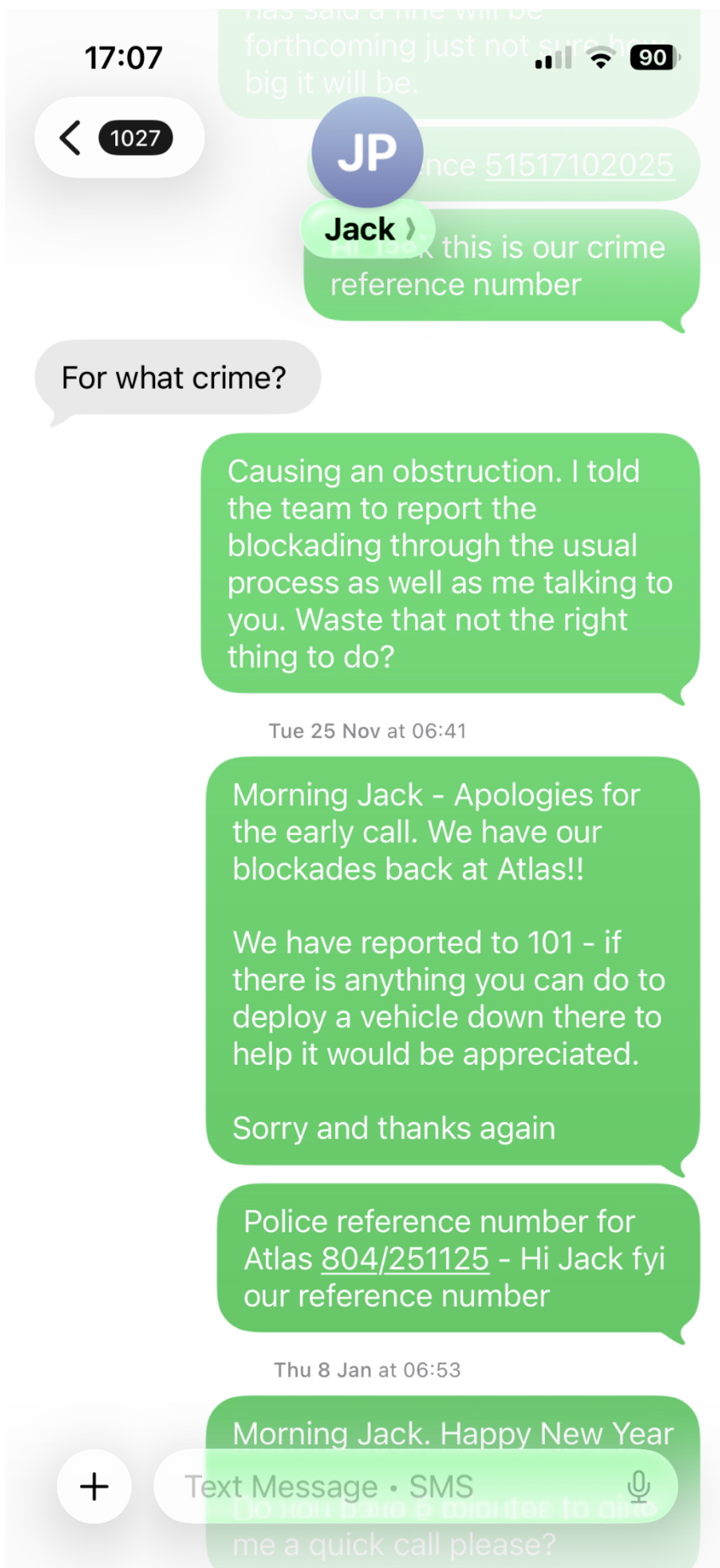
- **Atlas 41 vehicles**
- **6 Trade vehicles, contractor crews**
- **24 contractor crews – Coventry**
- **Lifford Lane/Smithfield: 33 vehicles**
- **Perry Barr: 23 vehicles**











16:27

5G 30

< 351



Jack >

Thu 8 Jan at 06:53

Morning Jack. Happy New Year

Do you have 5 minutes to give me a quick call please?

Mon 12 Jan at 07:35

Morning matey, sorry just tied up. Got your message, what sites is it?

Mon 12 Jan at 09:49

Sorry, just in a meeting

Sorry Chris, can you call our FIM if it is urgent please as I can't get out of this meeting

Thanks Jack - I could really do with a meeting with you, Mike, Rob and I as the 15 minute agreement is not being followed; 1 vehicle has been allowed to leave so far

At atlas?

3 vehicles allowed at Atlas, one at



Text Message • SMS



16:27

5G 30



351



Jack >

3 vehicles allowed at Atlas, one at Perry Barr - we have been blockaded for 4 hours now.

Just spoke to our FIM, they will send a supervisor to each site. As always, I think there is mixed communication between our officers on the ground and your people on the gates. We will try and get it sorted today for you and then it will be worth us having a catch up this week

Yeah I think you might be right about mixed messaging.

Rob and I can come to your offices any Tuesday - Thursday, just let us know when's best!!

Will do, I will speak to the local teams first, and then give you a shout. I think (from what I have been told) the officers this morning saw the street cleaning trucks go out and they thought they were bin trucks!

Thursday 06:59



Text Message • SMS



126

16:28

5G 29

< 351



Jack >

Thursday 06:59

Do you know the log number please?

000466-15012026

This is the reference for Smithfield.

Protestors first noted at 6:04

Police Log - 483150126

This is the reference for Atlas

Protestors first noted at 6:09

Thursday 09:43

Hi Jack - Laura the Bronze at Atlas has confirmed vehicles won't be released until 10:00 am. Please could you advise if there change approach so I can confirm internally?

There is no change to the approach but this is being led by Birmingham. I don't know who Laura is? I will send a briefing



Text Message • SMS



16:28

5G 29



351



Jack >

Protesters first noted at 6:09

Thursday 09:43

Hi Jack - Laura the Bronze at Atlas has confirmed vehicles won't be released until 10:00 am. Please could you advise if there change approach so I can confirm internally?

There is no change to the approach but this is being led by Birmingham. I don't know who Laura is? I will send a briefing message out today to Birmingham explaining the approach we have agreed

Monday 07:39

Good morning Jack

I hope you are well.

Just to advise we have protestors at Perry Barr this morning. Logged at 6:09. As normal would it be okay to have support with our vehicles be released at 9:09?



Text Message • SMS



Yasmin Ahmad

From: Christopher Smiles <Christopher.Smiles@birmingham.gov.uk>
Sent: 15 January 2026 15:03
To: Natalie Smyth
Subject: FW: Blockading at Birmingham City Council Depot - 15th January 2026

Hi Natalie

Please can we get this commentary into the Sitrep tomorrow to reflect the policing response for the 15th?

Chris Smiles

Head of Waste Logistics & Collections
Street Scene Service
City Operations Directorate
Birmingham City Council, PO Box 2122 B3 3BU

07983 567911



OFFICIAL

From: Christopher Smiles
Sent: 15 January 2026 11:10
To: Jack Hadley [REDACTED]
Cc: Robert Edmondson <Robert.Edmondson@birmingham.gov.uk>
Subject: Blockading at Birmingham City Council Depot - 15th January 2026

Good morning gents,

I am conscious that there is a requirement within the Council to report daily deployment through the Sitrep report. As such I thought it might be useful to provide a summary and confirm how the blockade was managed today.

Blockading was reported at Smithfield depot at 06:04 and at Atlas Depot at 06:09. The incidents were immediately reported to via 111 and crime references were provided. The police response was swift and at both depots we police were on site within the hour.

At Smithfield the police managed to 'negotiate' with the protestors that vehicles would be allowed to leave every 15 minutes. The protestors adhered to this deal and allowed vehicles to leave every 15 minutes. Police remained on site until 09:00 whereby they facilitated the release of all vehicles in accordance with the Ziegler 'agreement' that protestors can only be on site for 3 hours.

At Atlas the police attended but were not able to negotiate the early release of the vehicles with the protestors. We asked if the vehicles could be released at 09:00 but the police advised they were not prepared to support this request and agreed with the protestors that vehicles would be released at 10:00 as the protestors had to leave at this time. I did escalate the situation and explain I had agreed the 3-hour timeline with Silver Command. Unfortunately, the police on site at Atlas were not prepared to support this request.

Any questions or concerns with my summary please do let me know.

Thank you

Regards

Chris Smiles

Head of Waste Logistics & Collections

Street Scene Service

City Operations Directorate

Birmingham City Council, PO Box 2122 B3 3BU

07983 567911

