

North East Derbyshire District Council

Council

22nd September 2025

SIMPLER RECYCLING – INCREASED STAFFING ELEMENT

Report of the Head of Paid Service

Classification: This report is public

Report By: Lee Hickin – Managing Director and Head of Paid Service

Contact Officer: Lee Hickin – Managing Director and Head of Paid Service

PURPOSE / SUMMARY

To seek approval of Council to recruit and establish 19 FTE operatives for food waste service operation.

DECISION ROUTE AND REASON FOR DECISION BEING BROUGHT TO COUNCIL

The Head of Paid Service has delegated authority to determine all staffing matters but given the significance and scale, then the matter has been referred to Council.

All other aspects of Simpler Recycling have been decided by Cabinet. This does not allow a reconsideration of the Cabinet decision and questions relating to the Cabinet decision should be raised in advance of the Council meeting.

RECOMMENDATIONS

That Council:

1. Note the detail and background contained within the Cabinet paper at Appendix 1.
2. Note the decisions made by Cabinet on 11th September 2025 relating to the above.
3. Approve the recruitment and establishment of 19 FTE operatives for implementation of the food waste service operation.

Approved by the Portfolio Holder – Cllr S Pickering, Portfolio holder for Environment and Place

IMPLICATIONS

Finance and Risk:

Yes ☒

No ☐

Details:

There are no financial implications arising from this report. The Simpler Recycling is addressed in the appended Cabinet report.

On Behalf of the Section 151 Officer

Legal (including Data Protection):

Yes ☒

No ☐

Details:

As stated in the original report to Cabinet, the Environment Act became law in 2021 which determines new waste collection methodology throughout the Nation and the timeframe for implementation.

The establishment changes needed for implementation are the responsibility of Council under the legislation. Cabinet cannot make any changes to the Council's establishment as they have no power to do so under the legislation.

Council has delegated this to the Head of Paid Service who has referred the decision to Council.

On Behalf of the Solicitor to the Council

Staffing:

Yes ☒

No ☐

Details:

In order to ensure the successful introduction of Simpler Recycling, it is necessary to recruit and establish 19 FTE operatives for the food waste service operation.

The Head of Paid Service is responsible for and has delegated authority to determine all staffing matters relating to structure including additions, reductions, post title changes and other changes to the establishment amongst other things. Where the decision will incur additional expenditure which cannot be met by approved budgets, then the matter will be determined together with the S151 officer exercising their delegation provided the cost is less than £15,000. Any budget increase above this level must be referred to Council.

In this case, the budget increase is met through additional funding generated through the legislative changes set out in the report. However, the Head of Paid Service considers that since the proposal and 'shift' in Govt. policy is of such significance and scale, then it feels appropriate to bring this particular aspect of the 'Simpler Recycling' implementation programme before Council for approval.

DECISION INFORMATION

Is the decision a Key Decision? A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds: NEDDC: Revenue - £125,000 <input checked="" type="checkbox"/> Capital - £310,000 <input type="checkbox"/> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i>	No
Is the decision subject to Call-In? (Only Key Decisions are subject to Call-In)	No
District Wards Significantly Affected	All
Equality Impact Assessment (EIA) details:	
Stage 1 screening undertaken <ul style="list-style-type: none"> Completed EIA stage 1 to be appended if not required to do a stage 2 	Not required – the Recruitment and Selection Policy has already been subject to an EIA
Stage 2 full assessment undertaken <ul style="list-style-type: none"> Completed EIA stage 2 needs to be appended to the report 	No, not applicable
Consultation: Leader / Deputy Leader <input checked="" type="checkbox"/> Cabinet <input checked="" type="checkbox"/> SMT <input checked="" type="checkbox"/> Relevant Service Manager <input checked="" type="checkbox"/> Members <input type="checkbox"/> Public <input type="checkbox"/> Other <input type="checkbox"/>	Yes Details:

Links to Council Plan priorities; <ul style="list-style-type: none"> A great place that cares for the environment A great place to live well A great place to work A great place to access good public services
A great place that cares for the environment and a great place to access good public services

REPORT DETAILS

1 Background

- 1.1 The background, comprehensive and wider detail of the Simpler Recycling Scheme can be found in the Cabinet report at Appendix 1.
- 1.2 The report provides a comprehensive overview of the operational requirements necessary to implement a weekly food waste collection service across the North East Derbyshire District Council (NEDDC) area. As outlined in the appendix, the introduction of this new service—mandated by recent changes in national waste management policy—necessitates the recruitment of an additional nineteen (19) staff members. These roles are critical to ensuring the successful rollout and ongoing delivery of the food waste service, which aims to improve environmental outcomes, reduce landfill dependency, and align with broader sustainability targets.
- 1.3 Having received the report, on 11th September 2025, Cabinet:
 - Noted the statutory changes to waste collection including Simpler Recycling, Extended Producer Responsibility (EPR) and Deposit Return Scheme (DRS)
 - Noted the Head of Paid Service recommendation to seek approval from full Council to recruit and establish 19 FTE operatives for implementation of the food waste service operation.
 - Approved the recommended option for Simpler Recycling as outlined in the report.

2. Proposal and Details

- 2.1 The report at Appendix 1 detailed the requirement for an additional 19 staff to provide a weekly food waste service to the residents of NEDDC.
- 2.2 Under the Council's Constitution and Governance Framework, the Head of Paid Service holds delegated authority to oversee and make determinations on all staffing-related matters. This includes, but is not limited to:
 - The creation of new posts within the organisational structure
 - The deletion or reduction of existing roles
 - Amendments to job titles and role descriptions
 - Reconfigurations of departmental structures
 - Any other modifications to the Council's staffing establishment
- 2.3 This delegation enables the Head of Paid Service to respond flexibly and efficiently to operational needs and strategic priorities. However, where any staffing decision results in additional financial expenditure that exceeds the limits of the approved budget, the Head of Paid Service must act in conjunction with the Council's Section 151 Officer (S151 Officer), who is responsible for financial governance and statutory financial oversight.

- 2.4 In such cases, if the additional cost arising from the staffing decision is less than £15,000, the Head of Paid Service and the S151 Officer may jointly approve the expenditure under their respective delegated powers. Conversely, if the financial impact exceeds £15,000 and cannot be met from within existing budgetary provisions, the matter must be escalated to full Council for formal consideration and approval. This ensures transparency, fiscal accountability, and democratic oversight of significant financial commitments.
- 2.5 In the specific instance addressed by the report, the financial implications associated with the recruitment of the additional 19 staff members are covered by funding linked to recent legislative changes. These changes form part of the national government's 'Simpler Recycling' initiative, which seeks to standardise waste collection practices across local authorities and improve recycling rates.
- 2.6 Although the associated budgetary increase does not exceed the threshold requiring automatic referral to Council, the Head of Paid Service has exercised discretion in choosing to present this matter to Council for approval. This decision reflects the substantial scale and strategic importance of the proposed changes, as well as the long-term implications for service delivery, resource allocation, and public engagement.

3 Reasons for Recommendation

- 3.1 Given the transformative nature of the 'Simpler Recycling' programme and its potential to reshape waste management practices within the district, the Head of Paid Service believes it is both prudent and appropriate to seek Council endorsement. This approach ensures that elected members are fully informed and have the opportunity to deliberate on the staffing aspect of the programme, thereby reinforcing the principles of good governance.

4 Alternative Options and Reasons for Rejection

- 4.1 The Environment Act specifically determines how waste in England must be collected as outlined in the attached Cabinet report. A weekly food waste collection is a statutory requirement.
- 4.2 To achieve this from within existing service establishment is not an option, there simply isn't the flexibility or capacity. The only alternative option to recruiting and establishing 19 FTE posts would be to outsource this aspect of the service to an external waste management company. This has been rejected for a number of reasons including: likelihood of increased cost of provision, loss of direct control of service quality and responsiveness, and risk of reduced accountability.

DOCUMENT INFORMATION

Appendix No	Title
1	Simpler Recycling Cabinet Report 11 th September 2025
Background Papers (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet you must provide copies of the background papers)	