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FINANCE



South Ribble Borough Council

Waste Contract Insourcing

South Ribble Council's recent insourcing of their waste contract marks a significant shift in approach toward waste collection services. For the past seven years the council's waste services had been delivered by FCC, but following a decision by the council, the service was brought in-house for the first time in 30 years. The move allows the service to respond quickly to changes in national policy for waste and recycling, improve terms and conditions for employees, and localises decision making.

A total of 44 staff TUPE'd across to the Council. These staff now benefit from South Ribble Council terms of employment, resulting in better rates of pay and benefits. The majority will also receive a more beneficial pension through the Local Government Pension Scheme which provides a 12.5% contribution compared to a 3 % contribution for most staff under FCC terms. On South Ribble terms and conditions, staff receive improved sick pay and additional annual leave. Further there is also a commitment from the Council to expand new and improved terms and conditions to the entire South Ribble workforce, including Waste Services, by year end. This protects jobs and provides greater stability for workers, in line with the principles of Community Wealth Building.



Maximising Social Value

By retaining wealth within the borough and directing it towards staff, residents, and the local area the insourcing demonstrates the maximising of social value. Under FCC's delivery of the contract, profits immediately left the local economy as it is a subsidiary of a European holding company. By bringing the contract in-house, the council ensures that wealth remains within the local economy. Furthermore, the insourcing secures real benefits for the local community through local governance allowing higher quality service provision for end users. As a local anchor organisation, the council holds a genuine stake in outcomes for the area and is better placed to responsibly steward the delivery of waste services. The council can now more readily incorporate and adapt to local needs without undertaking complex contract negotiations.

Community Leadership

By taking direct control of the waste collection services the Council demonstrates community leadership. The move gives the local area more control over how waste is collected in the future, with significant changes likely as we look to reduce the amount of rubbish and increase the amount that is recycled in response to the climate change emergency. The council's decision to take full responsibility for the waste contract is a significant example of community leadership, demonstrating a commitment to providing high-quality services while also ensuring that workers are treated fairly and with dignity by providing better terms and conditions.

New Models of Meeting Community Needs

The insourcing of the waste contract represents a new model of meeting community needs by bringing the waste collection services in-house. This approach allows the council to incorporate local needs without needing to negotiate these as terms of a delivery contract, enabling the council to better respond to local requirements as well as changes in national policy for waste and recycling. The commitment demonstrates a new model of meeting community needs by itself ensuring that workers across the service receive improved employment terms and conditions, pay, and pension.

Innovation

Inhouse delivery of the contract enables greater innovation in service delivery by giving the council more flexibility to adapt waste collection services so that they are fit for purpose in a fast-changing world as the amounts and types of rubbish we need collecting will change. Waste collections can increasingly become more about what we can recycle and what is best for the area and not just about what is most profitable. Furthermore, the insourcing of the waste contract presents opportunities to extend waste services for other products such as commercial waste, offering the potential to create more jobs, increase revenue, and further support better local services.

Learning

The insourcing further supports the council's ongoing efforts to learn, grow, and adapt to the changing needs of the community. Running the service provides an opportunity for the council to learn and grow as an organisation. By taking a more active role in service delivery, the council is able to gain new insights into the challenges and opportunities facing the community, and develop new approaches to service delivery that better align with local needs and priorities.

Walking the Talk

The insourcing of the waste contract clearly demonstrates the council's commitment to "walking the talk" when it comes to meeting the needs of the community. By taking a proactive approach to service delivery and prioritising the well-being of employees and residents, the council has demonstrated a genuine commitment to making a positive difference in the community.

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