



**Information Governance Team**

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06 March 2023

Dear Sir/Madam

**Freedom of Information Act 2000 (FOIA)**

**Request ID: FOI480213661**

Thank you for your request for information relating to Commercial and domestic waste redundancies 31/8/2022.

You have requested the following information:

**I am requesting the facts and the figures in regards to the commercial and domestic waste ER/VR process that was finalised on the 31/8/22 and the future of the service.**

**Can you please provide me with ...**

**1. Why did Coventry City Council make redundancies and can you provide the proof of NEED to make those commercial and domestic waste redundancies ?**

There were consensual voluntary redundancies in the Council's waste service in August 2022 because there was a reduction in the number of employees required in the service. This was due to the Council losing customers from the commercial waste collection service during the seven-month long strike action which was taken by waste drivers in 2022. Additionally, the Council had reached an agreement with Unite the Union to end the strike, which partly involved offering voluntary redundancy and early retirement to any Class 2 HGV Drivers and Senior Crew in the waste service who wished to leave the Council's employment in this way.

**2. How many redundancies did CCC make in the commercial and domestic waste section ?**

A total of 38 consensual voluntary redundancies were accepted by the Council in August 2022.

**3. What CCC commercial and domestic waste job types were made redundant ?**

Consensual voluntary redundancies were accepted from Class 2 HGV Drivers and Senior Crew who were employed in the waste service within the Council.

**4. Have the commercial and domestic waste positions been deleted ?**

We confirm that some of the commercial and domestic waste positions have been deleted.

**5. How many commercial waste bin rounds/crews do CCC have (residual/recycling) ?**

**6. How many domestic waste bin rounds/crews do CCC have (residual/recycling/garden) ?**

**7. In total how many commercial/domestic waste bin rounds does CCC deploy ?**

In response to Questions 5 to 7, we confirm:

- we have 10 commercial waste bin rounds
- we have 15 domestic waste bin rounds
- we have 12 recycling rounds
- we have an average of 8 rounds p/a (please note these rounds increase depending on the season and weather)
- we deploy a total of 45 commercial and domestic waste bin rounds

**8. Before the industrial action how many commercial/domestic waste bin rounds/crews did CCC deploy ?**

**9. After the industrial action how many commercial/domestic waste bin rounds/crews does CCC deploy now ?**

In response to Questions 8 and 9, we confirm that before industrial action took place, we deployed a total of 15 commercial waste bin rounds and 15 domestic waste bin rounds. After industrial action took place, the total numbers of domestic and commercial waste bin rounds remain the same.

**10. Total reduction in commercial/domestic bin round/crew numbers ?**

In response to Question 10, we refer you to our responses to Questions 5 to 9.

**11. Did CCC hold full formal redundancy consultation with the trade unions ?**

No full redundancy consultation was undertaken by the Council because we received the reduction in employees through Senior Crew and Class 2 HGV Drivers applying for consensual voluntary redundancy.

**12. If yes which trade unions did CCC hold redundancy consultation with ?**

Not applicable.

**13. Did CCC hold consultation with commercial/domestic waste ER/VR pool ?**

**14. Did CCC follow the correct SECURITY OF EMPLOYMENT POLICY regarding the commercial/domestic waste redundancy situation ?**

**15. Did CCC offer any alternatives to those at threat of redundancy, i.e retraining or redeployment ?**

In response to Questions 13 to 15, we refer you to our response to Question 11.

**16. Are CCC using Tom white/agency/temporary staff to cover the commercial/domestic waste positions that were made redundant on the 31/8/2022 ?**

We confirm that the Council received more applications from employees for consensual voluntary redundancy than the number of employees we needed to lose due to the loss of business in commercial waste. We decided to accept all of the applications in line with the agreement we had made with Unite the Union. Therefore, this has been necessary to cover some positions with employees of Tom White Waste and fixed term employees.

**17. Are CCC planning to privatise the bin collection service in Coventry ?**

The Council has made no decision to privatise the bin collection service in Coventry.

**18. Are CCC planning to move the service from whitley depot ?**

The Council has made no decision to move the waste service from Whitley Depot.

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If you are unhappy with the outcome of our review, you can write to the Information Commissioner, who can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or email [icocasework@ico.org.uk](mailto:icocasework@ico.org.uk).

Please remember to quote the reference number above in your response.

Yours faithfully

**Information Governance**