

# RIBBLE VALLEY BOROUGH COUNCIL REPORT TO COMMUNITY SERVICES COMMITTEE

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Agenda Item No. 6

meeting date: TUESDAY, 3 SEPTEMBER 2019  
title: RVBC FLEET OPERATORS LICENCE  
submitted by: JOHN HEAP – DIRECTOR OF COMMUNITY SERVICES  
principal author: ADRIAN HARPER – HEAD OF ENGINEERING SERVICES

## 1 PURPOSE

1.1 To consider the implications of the Operators Licence.

1.2 Relevance to the Council's ambitions and priorities:

- Community Objectives – To sustain a strong and prosperous Ribble Valley.
- Corporate Priorities – To protect and enhance the existing environmental quality of our area.

## 2 BACKGROUND

In August 2014 a request to reappoint was submitted to CMT for the replacement of the then Refuse Manager D. Harbutt. The options submitted were to replace:

1. Like for like
2. The amalgamation of two roles being The Refuse Manager and the Amenities Cleansing Manager producing a financial saving.

Option 1 was approved and an advert was placed for a Refuse Manager. Unfortunately there were no suitable applicants.

It was then decided, December 2014, following consultation with the then Workshop Manager that the Refuse Manager post should be amalgamated with the Workshop Manager and the new post was awarded to Kevin Rushton.

As part of the role as workshop manager Kevin held the necessary qualification, CPC Transport Manager, to allow the Council to operate vehicles on the road.

Kevin Rushton has now resigned from the post and left the authority on 21<sup>st</sup> June 2019. As a result the Office of the Traffic Commissioner was advised that the council's Transport Manager had left and that the position was to be advertised and a grace period was requested by the Council.

It is debateable as to whether or not the amalgamation of the two roles has been successful. The position of Refuse Manager is a diverse one with considerable volumes and intensities of work to actively manage the refuse collection and recycling service. This together with the responsibility of keeping the refuse, ground maintenance, building maintenance and amenity cleansing vehicles on the road and legal makes it an important and demanding role.

### 3 ISSUES

- 3.1 Following agreement with CMT the vacancy of Refuse & Workshop Manager was advertised.

4 applications were received however no applicant met the Person Specification for the post (i.e. held the appropriate qualifications for both areas of expertise.)

One person, who is currently the contracted WAMITAB Technically Competent officer for the depot held one part of the CPC qualification but had failed the second.

During the interview it was not clear when the applicant could resit the missing qualification and also when he could start in post as he is currently under redundancy notice at his own local authority.

- 3.2 There is an option to re-advertise as one post and hope that there are suitable applicants.

- 3.3 Another option is to advertise the role as two positions a Refuse Manager and a Workshop Manager.

The refuse manager must have the WAMITAB qualification and the workshop manager must have the transport manager CPC. However this could then lead to 3 members of staff in the Workshop, when the staffing requirement is 2 posts.

- 3.4 The Office of the Traffic Commissioner has now written to advise the council that it has to meet their requirements by November 12<sup>th</sup> or the license will be revoked. This would mean that the council would not be able to operate any vehicles on the road legally.

- 3.5 Investigations are ongoing trying to find a suitable solution. These include:

- Further investigate the applicant for the position with a view to him being awarded the position with a commitment to retaking and passing the exam. With this option a suitable external person would need to be located and paid to act as the interim qualification holder.
- Find a suitable qualified transport manager to allow the council to keep operation and continue with the present ad hoc current arrangements that are in place for both the refuse service and the workshop.

### 4. RISK ASSESSMENTS

- Resources – It is not yet know the costs involved in securing a temporary transport manager.
- Technical, Environmental and Legal – The council would be operating within the legal constraints
- Political – None

**5 RECOMMENDED THAT COMMITTEE**

- 5.1 Approve supporting officers in securing a temporary arrangement until a permanent solution is found.

ADRIAN HARPER  
HEAD OF ENGINEERING SERVICES

JOHN HEAP  
DIRECTOR OF COMMUNITY SERVICES

For further information please ask for Adrian Harper on 01200 414523.

REF: Adrian Harper Community Services 30.10.18