



Barnet UNISON
Barnet House
1255 High Road
Whetstone
London
N20 0EJ

Telephone: 020 8359 2088
contactus@barnetunison.org.uk
www.barnetunison.me.uk

11 February 2021

Dear Craig

Re: Street Scene Waste and Recycling Overtime rates

As I indicated last year, and most recently this year, this issue has not gone away and following meetings with our members I am formally submitting this proposal.

All of our members will have a copy of this proposal and are awaiting feedback as to the response to the claim.

Background

- In 2020 Street Scene management offered Waste and Recycling workers time and half for staff working on Saturdays with the caveat that staff must sign a new contract.
- This would make Saturday working contractual.
- Street Scene management wanted it to be contractual because they wanted to be sure that enough workers would turn up for work on a Saturday.
- Barnet UNISON Waste and Recycling members were consulted on the offer and whilst they **accepted time and half** they **did not** want to sign a new contract.
- Street Scene management **withdrew** the offer.
- Barnet Council has other Council workers who are working time and half on a Saturday and double time on a Sunday.
- Street Scene management are currently paying agency workers time and half for working on a Saturday.
- Street Scene management agree that paying time and half is affordable.
- Waste and Recycling workers have been working throughout the COVID pandemic.
- Waste and Recycling workers delivered an excellent service over the Christmas and New Year.

- Barnet believes that our members have shown that they can be relied on to work through the pandemic and have delivered through the Christmas and New Year period.
- Our members had to be flexible when working around the well documented issues with the last bin collection changes.
- Our members had to work around a depot that turned into a building site for almost 12 months due to serious subsidence.
- Our members are having to work in a depot that is too small for the number of staff which are now based there.
- There are not enough toilets and other welfare facilities in the depot.
- Our members are working outside during COVID with nowhere to take breaks due to COVID restrictions.

Our Proposal

Barnet UNISON is asking for the following Overtime rates:

1. Time and half for working Saturday
2. Double time for working Sunday.
3. Time and half for ad hoc requests for over time Monday – Saturday (Double Time for Sunday/Bank Holidays).

Our members want to be treated just like other Council employees and therefore I am asking that our proposal is accepted promptly in order that we can all direct our resources to continue to meet the future ongoing challenges facing this service.

I look forward to hearing back from you in due course.

Yours sincerely



John Burgess
Branch Secretary
Barnet UNISON

Cc; Jakub Kozlowski UNISON Street Scene Convenor