

Joint Staff Advisory Committee

2 March 2022



Working in partnership with **Eastbourne Homes**

Time and venue:

2:30pm in the Court Room, Eastbourne Town Hall, Grove Road, Eastbourne, BN21 4UG

Membership:

Councillor Chris Collier (Chair); Councillor Stephen Holt (Vice-Chair); Councillors Jane Lamb, Isabelle Linington, James MacCleary and Colin Swansborough
(Reserves: Councillors Penny di Cara, Jonathan Dow, Tony Freebody and Alan Shuttleworth)

Staff side: Joshua Cooper (UNISON), Adediran Kujore (UNISON), Linda Farley (Staff Group Representative), Hilary Mitchell (Staff Group Representative) and Lynda Walker (UNISON)

Quorum: 3 (1 Councillor from each Council and 1 Staff Representative)

PLEASE NOTE: AN EMPLOYER'S SIDE BRIEFING WILL COMMENCE AT 2:15pm IN THE Court Room, Eastbourne Town Hall, Grove Road, Eastbourne, BN21 4UG

Published: Monday, 21 February 2022

Agenda

1 Minutes (Pages 5 - 8)

To confirm and sign the minutes of the previous meeting held on 6 December 2021 (attached herewith).

2 Apologies for absence/Declaration of substitute members

3 Declarations of interest

Disclosure by councillors of personal interests in matters on the agenda, the nature of any interest and whether the councillor regards the interest as prejudicial under the terms of the Code of Conduct.

4 Urgent items

Items not on the agenda which the Chair of the meeting is of the opinion should be considered as a matter of urgency by reason of special circumstances as defined in Section 100B(4)(b) of the Local Government Act 1972.

5 Safer driving near waste operatives campaign (Pages 9 - 20)

Presentation by the Communications Lead

6 Exclusion of the public and press

To consider, under Section 100(A) of the Local Government Act 1972 (as amended), excluding the public and press from the meeting during the discussion of Items 7, 8, 9 and 10 on this agenda as there are likely to be disclosures of exempt information as defined in paragraphs 1, 2 and 4 of Part 1 of Schedule 12A of the Act.

7 3rd Quarter 2021/22 Accident report (Pages 21 - 30)

Presentation by the Specialist Advisor - Health and Safety

8 Sickness Absence Quarter 3 2021/22 (Pages 31 - 46)

Report of Head of Human Resources

9 Consideration of matters raised by the employees' side

To consider any matters raised by the employees' side in respect of the items on this agenda.

10 Consideration of health and safety matters raised by the employees' side

To consider any matters raised by the employees' side in respect of health and safety.

11 Date of next meeting

To note that the next meeting of the Joint Staff Advisory Committee is scheduled to be held on Monday, 13 June 2022, in the Council Chamber, County Hall, St Anne's Crescent, Lewes, East Sussex, BN7 1UE, commencing at 2:30pm.

Information for Councillors

Disclosure of interests: Members should declare their interest in a matter at the beginning of the meeting.

In the case of a disclosable pecuniary interest (DPI), if the interest is not registered (nor the subject of a pending notification) details of the nature of the interest must be reported to the meeting by the member and subsequently notified in writing to the Monitoring Officer within 28 days.

If a member has a DPI or other prejudicial interest he/she must leave the room when the matter is being considered (unless he/she has obtained a dispensation).

Democratic Services

For any further queries regarding this agenda or notification of apologies please contact Democratic Services.

Email: committees@lewes-eastbourne.gov.uk

Telephone: 01273 471600

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Joint Staff Advisory Committee

Minutes of the meeting held in the Ditchling and Telscombe Rooms, Southover House, Lewes, BN7 1AB, on 6 December 2021 at 2:30pm

Present:

Councillors: Chris Collier (Chair), Stephen Holt (Vice-Chair), Isabelle Linington and Colin Swansborough

Staff side: Linda Farley

Officers in attendance:

Tony Barden (Head of ICT)

Becky Cooke (Assistant Director for Human Resources, ICT and Transformation)

Becky Holloway (Specialist Advisor for Health and Safety)

Jennifer Norman (Committee Officer, Democratic Services)

1 Election of Chair

Resolved:

That Councillor Chris Collier be elected as Chair of the Joint Staff Advisory Committee for the remainder of the 2021/22 municipal year.

2 Election of Vice-Chair

Resolved:

That Councillor Stephen Holt be elected as Vice-Chair of the Joint Staff Advisory Committee for the remainder of the 2021/22 municipal year.

3 Minutes

The minutes of the meeting held remotely (via Microsoft Teams) on 3 March 2021 were submitted and approved, and the Chair was authorised to sign them as a correct record.

4 Apologies for absence/Declaration of substitute members

Apologies for absence were received from the Councils' Chief Executive Officer, Rob Cottrill, Head of Human Resources, Helen Knight, Eastbourne Borough Councillor Jane Lamb and Lewes District Councillor James MacCleary.

5 Declarations of interest

There were none.

6 Urgent items

There were none.

7 ICT developments

The Committee received a verbal update regarding the Councils' ICT developments.

The Head of ICT highlighted ongoing work and progress in respect of Microsoft Office 365, telephony, meeting hybrid technology and team productivity. He further highlighted upcoming projects including a new staff desk booking system, new internal communications hub and the Councils' new website.

The Committee discussed the internet communications tools Yammer and Zoom.

The Committee thanked the Head of ICT for his team's work on making Zoom available to the Councils, as it provided greater communications flexibility with other organisations.

Resolved: That the verbal update be noted.

8 Exclusion of the public and press

Resolved:

That, in accordance with Section 100(A)(4) of the Local Government Act 1972 (as amended), the public and press be excluded from the meeting during the discussion of items 9, 10, 11, and 12 on the agenda as there was likely to be disclosures of exempt information as defined in paragraphs 1, 2 and 4 of Part 1 of Schedule 12A of the Act.

9 2nd Quarter 2021/22 Accident report

The Committee received a presentation in respect of key aspects of health and safety matters across both authorities.

Resolved: That the presentation be noted.

10 Sickness Absence Quarter 2 2021/22

The Committee received the Officer's report which provided an update regarding the Council's sickness figures for the period Quarter 2

(1 July to 30 September 2021) and outlined the way in which the figures were presented for both Lewes District Council and Eastbourne Borough Council.

Resolved:

That the Quarter 2 (1 July to 30 September 2021) sickness figures and the way in which the figures were presented for both Lewes District Council and Eastbourne Borough Council, be noted.

11 Consideration of matters raised by the employees' side

There were no additional matters raised by the employees' side over and above those which had been recorded in the minutes of the meeting.

12 Consideration of health and safety matters raised by the employees' side

There were no additional health and safety matters raised by the employees' side over and above those which had been recorded in the minutes of the meeting.

13 Date of next meeting

That it be noted that the next meeting of the Joint Staff Advisory Committee was scheduled to commence at 2:30pm on Wednesday, 2 March 2022, in the Court Room, Eastbourne Town Hall, Grove Road, Eastbourne, East Sussex, BN21 4UG.

The meeting ended at 3:20pm.

Councillor Chris Collier (Chair)

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Developing a campaign to encourage safer driving near waste operatives

Bryn Mabey, Communications Lead

Background

- A need identified a communications campaign to encourage safer driving when passing Environment First operatives.
- Research into previous campaigns.
- Initial copy drafted and visuals developed.
- Consultation with waste operatives to share initial ideas.
- Seeking feedback and a preference on approach from this group.

Campaign examples

- Biffa 'DRoPs' (driving recklessly on pavements) campaign
- Focused on the safety of waste operatives at work and the message that pavements are for people not drivers.
- Highlighted near-misses and dangerous driving showing shocking CCTV footage:

<https://www.youtube.com/watch?v=bQ4c4OqJj6c>



Campaign examples

- District and Borough Councils in Kent supported the DRoPs campaign.

- For example:

<https://twitter.com/ThanetCouncil/status/1098629708781178880>

<https://twitter.com/fstonehythedc/status/1098579845083103232>

 Communications Team
@ThanetCouncil

It is because of incidents like this, that we are working with Kent Police to report dangerous and impatient drivers. 🚗⚙️
Would it kill you to wait a minute? It could kill someone if you don't. #stopDROPs



 Folkestone & Hythe District Council
@fstonehythedc

No employee should have to accept that this behaviour is 'part of the job'
Be patient and stay behind the recycling & waste vehicle until there is a safe moment to overtake.
#stopDROPs @kent_police @Veolia



Campaign examples

- Health and Safety executive campaign.
- Some outdated language but encourages empathy.

<https://www.hse.gov.uk/waste/campaignpdfs/binmenposter.pdf>

BIN MEN: THEY'RE ALL THE SAME

They all go to work. They all lift the equivalent of a double decker bus each day. They all cross the road on average 30,000 times a year. They all have two arms, two legs and a spine that is made out of bone. They all work in an industry that has a fatal accident rate 10 times higher than the national average. They all have families, and girlfriends, and wives, and children. They all need to work. They all need you to never over-load your bin. They all need you to drive safely around their waste and recycling lorry. And if you can do all this, they'd all be very grateful. Thank you for reading this on behalf of your bin man, and the Health and Safety Executive. We're here to make life safer for people in the workplace.

WATCH OUT FOR YOUR BINMAN.



Better health & safety
benefits everyone

Proposal for our campaign

- Use a mix of soft and harder messaging.
- Use positive images of real crew members.
- Build on perceptions of Environment First during the pandemic of hardworking teams who are proud of doing a good job.
- Back up images with more shocking statistics in accompanying copy.
- Share shocking footage from other authority areas in support of campaign.
- Back the campaign up by encouraging operatives to report near misses and update crews on next steps e.g. reports to Sussex Police.

Mock-up graphic example 1



Mock-up graphic example 2



Mock-up graphic example 3



ENVIRONMENT FIRST

Example social media copy

In the last year alone, we received nine reports of dangerous driving around our waste lorries, many of which resulted in damage to vehicles and came very close to causing a serious injury to our waste operatives.

Our waste and recycling crews work hard year-round in all conditions to make sure your waste is collected and to keep the district tidy. Nobody enjoys waiting in traffic but putting the lives of our staff and residents in danger just to save a few seconds on your journey is simply not acceptable. Our team deserve to go home to their families safe and unharmed at the end of their shift.

Luckily, our waste crews all undergo extensive safety training and our lorries are fitted with on-board CCTV cameras so we can report incidents to Sussex Police if needed.

So, smile next time you're passing one of your lorries as you'll be on camera! And please always be patient and take care when passing.

Supporting ideas

- Signage on the back of lorries
- Video messages from waste ops about near misses they have experienced
- Linking with THINK! campaign linked with updates to the Highway Code

Feedback

- Mix of approaches
- Mock-up visuals
- Draft copy
- What else could we be doing?

By virtue of paragraph(s) 1, 2 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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