

## Impact Assessment - First Stage

### 1. Details of the initiative

**Initiative description and summary:** Further to staff consultation, it is proposed to undertake a formal change of operations at the MREC in line with that of a Transfer Station, with enhanced capacity for dealing with recycling. In doing so, it is also proposed to change MREC employees to the Council's Terms and Conditions.

**Service Area:** Streetcare Services

**Directorate:** Environment and Regeneration

### 2. Does the initiative affect:

	Yes	No
Service users		N
Staff	Y	
Wider community		N
Internal administrative process only		N

### 3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		N				One of the employees TUPE'd to the Council has been identified as being on restricted duties in view of an inability to use power/vibrating tools due to Hand Arm Vibration Syndrome. Furthermore, the post they occupy is proposed to be deleted as part of the changes and the
Disability	Y					
Gender Reassignment		N				
Marriage/Civil Partnership		N				

Pregnancy/Maternity		N				employee's current level of remuneration reflects being a skilled fitter/welder, albeit the person is predominantly unable to use those skills. As such it has not been possible to date to identify suitable alternative employment in terms of pay, and offers that have been made have been rejected on the basis of pay. Notice of redundancy is therefore proposed but further offers of alternative employment will continue to be available for application up until the point of termination.
Race		N				
Religion/Belief		N				
Sex		N				
Sexual orientation		N				

**4. Does the initiative impact on:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language	Y					Unlike the former company, the Council has a detailed Welsh Language Scheme, which is reflected in its terms and conditions of employment, and measures to promote use of the Welsh language. Opportunities may therefore increase.
Treating the Welsh language no less favourably than English	Y					As above

**5. Does the initiative impact on biodiversity:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
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To maintain and enhance biodiversity	N					No. Waste Management operations are conducted in a controlled environment regulated by an Environmental Permit issued by the regulator, Natural Resources Wales.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	N					As above.

**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

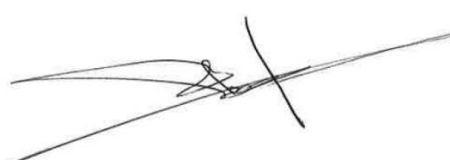
	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	Y		The proposed changes are needed to increase capacity with respect to the management of a growing quantity of recyclables and compostables, further to the national strategy for waste and drive for a more circular economy.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	Y		<p>The changes will assist with securing the transshipment of residual waste (after high levels of reuse, recycling and composting) to clean high efficiency treatment plants linked to local energy users, in the line national policy. This will help secure the goal of a globally responsible Wales</p> <p>The initiative will help secure high quality single material waste streams for use by businesses as part of a circular economy, helping to reduce carbon footprint and promote green growth. This will contribute to sustainable prosperity.</p>

			The increased handling capacity will help ensure sustainable and efficient collection services for recyclables in the context of existing capacity already having been out-grown, and quantities being set to increase as part of the national strategy for a circular economy. Insufficient waste management capacity would give rise to service risks and associated concerns in respect of environmental well-being.
<b>Involvement</b> - how people have been involved in developing the initiative	Y		The proposals stem from changing service need, from discussions by elected members of the council, and consequent consultations with service managers, employees and trade union representatives. The service is not forward facing so has not involved public consultations. The proposals will help secure local public waste services whilst they also take account of national policy direction
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	Y		The service changes involve, and build on, a long-standing service collaboration between Neath Port Talbot and Bridgend Councils. The proposed service change will help cement continuing collaboration as well as deliver much needed service capacity for recyclables. The service changes, combined with the former insourcing of the facility, will sweep away the previous outdated service commitments and enable, should it be beneficial, collaboration between the two councils and others in the region in terms of securing modern high efficiency residual waste treatment arrangements.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	Y		The current inadequate service capacity in relation to recycling presents a threat to existing service delivery, and a brake on service expansion in line with national strategy. Modernisation of the facility will help ensure it remains fit for purpose and in line with the latest environmental standards.

**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	✓
Reasons for this conclusion:	
After completing the assessment it has been determined that this proposal does not require a full (second stage) Impact Assessment. The initiative has a positive impact on meeting current and future service needs taking account of the move to a more sustainable circular economy and the most sustainable way of dealing with residual waste as determined by Welsh Government.	

A full impact assessment (second stage) is required	
Reasons for this conclusion	

	Name	Position	Signature	Date
Completed by	Mike Jones	Senior Waste Management Officer	MDJ	7-May-2020
Signed off by	Mike Roberts	Head of Streetcare Services		7-May-2020