

Officer Decision Record – 28 August 2025

Additional waste and recycling supervisor

Classification	<p>Public</p> <p>Schedule 12A of the Local Government Act 1972</p> <p>This report contains information relating to the financial and business affairs of the Council, specifically in relation to staffing costs and pay.</p> <p>These are resented at high level and disclosure of this information would not prejudice the Council's position in future negotiations nor undermine its ability to manage workforce costs effectively.</p> <p>There is a general public interest in transparency regarding the use of public funds, a public decision supports openness and accountability in pay decisions.</p>
Decision taken	Recruit an additional waste and recycling supervisor
Reasons for the decision	<p>Background:</p> <p>New Forest District Council, as the statutory Waste Collection Authority, is currently undergoing a significant service transition. This includes:</p> <ul style="list-style-type: none">• A shift from weekly to fortnightly residual waste collections• The introduction of a new food waste collection service, in line with the Government's mandate for separate food waste collections by March 2026 <p>The service change is leading to a significant increase in staff numbers on the front line, particularly to carry out food waste collections. This means that operational supervisors now have an increased number of staff as "direct reports" - the maximum currently being 58. This makes line-management responsibilities, alongside all the other supervisory duties, difficult to achieve.</p> <p>The waste programme board agreed that additional resource was needed to support the</p>

	supervisory team, and ensure the best possible outcomes for our staff and residents.
Consultations undertaken	Internal discussion with finance, waste and streetscene colleagues. Consultation with the Waste Programme Board, Strategic Director for Corporate Resources and Transformation (s151) and relevant Portfolio Holders, who are all supportive of this decision.
Finance and Resourcing implications	The cost in 2025/26 will be £19,000 (full year cost £45,500). Latest correspondence from DEFRA has confirmed that we're likely to receive in excess of their initial £1.175 million estimate in funding for recycling services. The exact amount is not yet confirmed, but it is anticipated this additional amount will offset this additional cost.
Legal implications	This change will ensure that NFDC can fulfil its statutory duty to collect household waste.
Risk assessment	Operational and reputational risks of not implementing the additional resource: Service disruption: Lack of supervisory capacity means that operational monitoring cannot take place and customer issues cannot be addressed and resolved.
Impact assessment	Impact Assessment: Environmental / Climate and Nature Impact - Positive Impact Ensuring continuity and reliability of waste and recycling collections supports the Council's environmental objectives, including increased recycling rates and reduced landfill. The successful rollout of the separate food waste collection service will significantly reduce biodegradable waste in residual bins, helping to lower methane emissions and improve composting outcomes. Avoiding service disruption reduces the risk of fly-tipping and uncollected waste, which can harm local ecosystems and biodiversity.

	<p>Equalities Impact - Neutral Impact</p> <p>Crime and Disorder Impact - Neutral Impact</p> <p>Data Protection / Information Governance / ICT Impact - Neutral Impact</p> <p>New Forest National Park Impact - Positive Impact</p> <p>Reliable waste collection services are essential to maintaining the environmental quality and visitor experience within the National Park.</p> <p>The introduction of food waste collections will support the Park's sustainability goals and reduce the visual and ecological impact of waste in sensitive areas.</p> <p>Cranborne Chase National Landscape Impact - Neutral Impact</p>
Any conflict of interest by officer taking the decision	There is none.
Decision taken by	James Carpenter JAMES CARPENTER Date of Decision: 28 August 2025
Background information	
Ward(s)	All
Portfolio Holder(s)	Councillor Heron – Finance and Corporate Councillor Blunden – Environment and Sustainability
Strategic Director(s)	James Carpenter Strategic Director of Place, Operations and Sustainability
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Appendices

None

Background Papers:

None