

**Working Pattern Options – Savings and Additional Costs**

Option		Savings (£,000s)	Costs (£,000s)	For	Against
A	Status quo	0	0	<ul style="list-style-type: none"> <li>No change so the easiest to implement</li> </ul>	<ul style="list-style-type: none"> <li>No significant savings to be realised. Savings will only be realised by optimising the rounds</li> </ul>
B	Fixed Compressed Hours. Four day working, Tuesday to Friday		79	<ul style="list-style-type: none"> <li>Avoid Bank Holiday Monday working issues</li> <li>Fleet maintenance benefits i.e. more time to service vehicles (although not all vehicles can be serviced on a Monday)</li> </ul>	<ul style="list-style-type: none"> <li>Additional supervisors required</li> <li>No savings on vehicles</li> <li>Minimal resource required to deal with any missed collections from Friday, plus supervisory cover</li> <li>Fleet parked for 3 days per week; reputation of the Council – public perception</li> </ul>
C	Rolling Compressed Hours. Four day working, across Monday to Friday	185		<ul style="list-style-type: none"> <li>Vehicle savings</li> <li>Environmental impact – less trips to and from depots</li> </ul>	<ul style="list-style-type: none"> <li>Additional supervisors required</li> <li>Vehicle life reduction; as vehicles working harder</li> </ul>
D	Annualised hours for garden waste. This is a standalone option		11	<ul style="list-style-type: none"> <li>More efficient use of workforce during peak periods in workload</li> </ul>	<ul style="list-style-type: none"> <li>Additional supervisors required</li> <li>No savings on vehicles</li> <li>Service currently delivered without overtime</li> </ul>
E	Double shifting within current disposal site permitted operating times including Saturday morning		584	<ul style="list-style-type: none"> <li>Better use of vehicle resource</li> <li>Some vehicle savings; although need for additional vans (see next column)</li> </ul>	<ul style="list-style-type: none"> <li>Additional supervisors required</li> <li>Significant changes to workshop working hours</li> <li>Additional costs to operate disposal sites</li> <li>10% supplement on salaries due to unsocial hours</li> </ul>

Option		Savings (£,000s)	Costs (£,000s)	For	Against
					<ul style="list-style-type: none"> <li>• Requires extended operating hours which may not be permitted</li> <li>• Additional Vans to address access problems with parked cars</li> <li>• Spare vehicles due to increased servicing</li> <li>• Health &amp; Safety – operating in reduced light conditions</li> <li>• Vehicle life reduction; as vehicles working harder</li> <li>•</li> </ul>
F	Double shifting Monday to Friday		746	<ul style="list-style-type: none"> <li>• Better use of vehicle resource</li> <li>• Environmental impact – less trips to and from depots</li> </ul>	<ul style="list-style-type: none"> <li>• Additional supervisors required</li> <li>• Significant changes to workshop working hours</li> <li>• Requires extended operating hours at disposal sites which may not be permitted</li> <li>• Additional costs to operate disposal sites</li> <li>• 10% supplement on salaries due to unsocial hours</li> <li>• Additional Vans to address access problems with parked cars</li> <li>• Spare vehicles due to increased servicing</li> <li>• Vehicle life reduction; as vehicles working harder</li> <li>• Health &amp; Safety – operating in reduced light conditions</li> </ul>