

# Reading Borough Council

**Delivering a seven day week  
Cleaning service  
- a realistic option?**



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# Background:

- A typical large market town situated within the Thames Valley in the Royal County of Berkshire and one of the largest urban areas in the country without city status.
- Is the local unitary authority with a local population of some 165,000 people consisting of approximately 58,000 households.
- The Streetcare Section is based within the Department of Environment and Neighbourhood Services (DENS) and is responsible for providing a full Streetcare service for Reading's community.



# The service:

- Cleansing budget of circa £1.9M.
- Operational 364 days per year (every day except Christmas Day).
- 21 of 47 staff affected by change.



# So why did we do it?

- Equal pay challenges.
- New Pay & Grading framework.
- Staff overtime with the potential of a further equal pay challenge.



# The shift pattern:

- 7 days on - 2 days off
- 7 days on - 2 days off
- 6 days on - 4 days off



# Enhancements paid:

- **5% Shift Payment**
- **5% extended Hours (working before 6.00am or after 8.00pm)**



# Bank Holidays:

- All staff are credited with 8 days leave to cover B/H.
- Staff rostered to work have to attend.
- Staff who work are paid plain time + lieu day.



# Example of the staff rota

JANUARY		A/L TAKEN	DAYS WORKED	SICK	W/O PAY	LATE	PATERNITY	COMPASSIONAT	TRAINING	OVERTIME	SU	M	TU	W	TH	F	SA	SU	M	TU	W	TH	F	SA	SU	M	TU	W	TH	F	SA	SU	M	TU							
		AL	IN	SK	WP	LA	PA	CO	TR	OT	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
5.30 TOWN		AL	IN	SK	WP	LA	PA	CO	TR	OT	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
1	John Collins	7	16	0	0	0	0	0	0	0	IN	IN	IN			IN	IN	IN	IN	IN	IN	IN			IN	IN	IN	IN	IN					AL	AL	AL	AL	AL	AL	AL	
2	Paul Edwards	11	6	0	0	0	0	0	0	0	IN	IN	AL	AL	AL	AL					AL	AL	AL	AL	AL	AL	AL			IN	IN	IN	IN								
3	Kevin Barfield	0	17	0	0	0	0	0	0	0	IN	IN	IN	IN	IN			IN	IN	IN	IN	IN	IN			IN	IN	IN	IN	IN	IN	IN	IN								
4	Bert Trussler	0	16	0	0	0	0	0	0	0				IN	IN	IN	IN	IN	IN	IN	IN	IN	IN	IN	IN	IN	IN	IN	IN	IN	IN	IN	IN	IN	IN	IN	IN	IN	IN	IN	
5	Darren Francis	16	1	0	0	0	0	0	0	0	AL	AL	AL	AL	AL	AL					AL	AL	AL	AL	AL	AL	AL		AL	AL	AL	IN									
6	Simon Oxley	5	11	0	0	0	0	0	0	0				IN	IN	IN	IN	IN	IN	IN			IN	IN	AL	AL	AL	AL	AL	AL			IN	IN							
7	Lionel Nurse	0	17	0	0	0	0	0	0	0	IN	IN	IN	IN	IN			IN	IN	IN	IN	IN	IN			IN	IN	IN	IN	IN	IN	IN	IN								
8		0	0	0	0	0	0	0	0	0																															
		0	0	0	0	0	0	0	0	0																															
		0	0	0	0	0	0	0	0	0																															
GRAFFITI											1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
9	Gary Smith	1	11	3	0	0	0	0	0	0			SK	SK	SK	AL			IN	IN	IN	IN	IN			IN	IN	IN	IN	IN			IN								
10	Marek Jurczenko	5	10	0	0	0	0	0	0	0		IN	IN	IN	IN	IN			IN	AL	AL			AL	AL	AL	IN	IN		IN	IN										
11	Rocco Nero	1	14	0	0	1	0	0	0	0	AL			IN	IN	IN	IN				IN	IN	IN	IN	LA	IN		IN	IN	IN	IN										
5.30 SHOPS FRONTS											1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
12	Kevin Colston	2	15	0	0	0	0	0	0	0	AL	AL	IN	IN	IN			IN	IN	IN	IN	IN	IN				IN	IN	IN	IN	IN	IN									
13	Eric Ebanks	2	14	0	0	0	0	0	0	0				IN	IN	IN	IN	IN	IN				IN	IN	IN	IN	IN	AL	AL		IN	IN									
14	James Carter	0	17	0	0	0	0	0	0	0	IN	IN	IN	IN	IN	IN					IN	IN	IN	IN	IN	IN	IN		IN	IN	IN	IN	IN								
15	John Waterhouse	0	16	0	0	0	0	0	0	0	IN	IN	IN			IN	IN	IN	IN	IN	IN	IN	IN			IN	IN	IN	IN	IN	IN										
16	Ben Dawson	11	7	0	0	0	0	0	0	0				IN	IN	IN	IN	IN	IN				AL	AL	AL	AL	AL	AL	AL		AL	AL	AL	AL							
5.30 BOTTLE BANKS											1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
17	Gary Stone	6	13	0	0	0	0	0	0	0	AL	AL	AL	IN	IN	IN					IN	IN	IN	IN	IN	IN	IN		IN	IN	IN	AL					AL	AL	AL		
18	Robert Carter	7	16	0	0	0	0	0	0	0	IN	IN	IN			IN	IN	IN	IN	IN	IN	IN			IN	IN	IN	IN	IN				AL	AL	AL	AL	AL	AL	AL		





# Cost:

- Changes had to be cost neutral
- F/T staff numbers ⇒
- Salary costs ↑
- Agency costs ↑
- O/T costs ↓



# So was it worth doing?

- Certainly from a Council perspective.
- Operatives enjoy enhanced pay.
- Control of staff skill set - who comes in and when.
- Control on the use of agency staff
- However - managing the change was always going to be the issue.



# Would we go back?



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**NO!**



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# Introduction of a 6 and 7 day working week in other service areas:

## Graffiti:

- Mon - Fri, Sat - Wed & Wed - Sun

## Highways & Drainage:

- Mon - Fri & Tue - Sat



# Any Questions?

Thank you



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