

Attachment 2.3

Nyngan Waste Facility – Cost Reduction Options

1. Public Holidays

Closing the waste facility on all Public Holidays could save Council approximately \$4,500 in 2018/2019 not including on costs (Super and Workers Comp). This figure is based on both the Waste Facility Operator and Customer Service Assistant hours for all Public Holidays in the year. Council is still required to pay staff their ordinary rate of pay for their normal working hours even if the Waste Facility is closed on a Public Holiday.

2. Concentrated Weekend Hours

The operational hours of the Waste Facility could be reduced on weekends, with the following proposed hours:

- Saturdays: 9am to 1pm
- Sundays: 1pm to 4.30pm

Closing the Waste Facility on Saturday afternoons and Sunday mornings would save \$40,000, effectively removing the Plant Operations function from the weekend hours and sharing the Gate Operations between two roles.

Whilst this would help to balance the Waste Fund budget, this is not a true savings overall to Council as the costs for permanent employees would need to be absorbed back into the organisational structure elsewhere (at the same pay rate or with a maintenance period of equal pay according to length of service) – unless positions were made redundant.

Note - It is recommended that the operational hours during the week remain the same due to many businesses, including Council utilising the facility.

However, for 2018/19 at least, it is *not recommended* that concentrated weekend hours be implemented as this implies reduction in plant operations. With the EPA requirements concerning the closing of cell 1 and opening of cell 2 there are certain obligations that Council has moving forward, which involves ongoing plant operations work for the Waste Facility Operator, which would require that position to be on plant more often, therefore requiring the Customer Service Assistant position in the office manning the gate.