



ENVIRO PEOPLE

Director's Message



We are all becoming very accustomed to the current and ongoing pressures on budgets. These financial constraints lead to delays in meeting demands for customers and Members, increased workloads in some areas for staff and some areas of service no longer being delivered. This means working for the Council sometimes feels very challenging!

Against this backdrop we have to deliver our statutory services and sometimes introduce changes to our services that are not always welcomed by our customers. But, there are some great examples of where teams have worked hard to design services to deliver against targets and aspirations, keep within budget and maintain the support of our residents. The recent changes to our waste collections service is a good example. A strong

communications plan and campaign accompanied our changes to reduce the number of residual waste black bag collections and increase recyclable food waste collections. Behind the scenes, drivers and loaders worked with the supervisors and managers to adjust collection routes and plan deliveries of new bags to customers. The outcome of everyone's hard work, with the support of Carmarthenshire residents, is an increase in our recycling collections, putting us on track to meet our statutory target of 64% by March 2020. Well done everyone.



Some of you will be aware that there has been an ongoing dispute in relation to the pay for staff who carry out the out of hours winter maintenance duties. I am very pleased to announce that through collective bargaining with the three Trade Union bodies an agreement has been reached. My thanks to all the winter maintenance staff who have been very patient as we explored all the concerns to reach an agreement. I hope all those will agree that a fair and equitable agreement has been reached, which recognises the particular working conditions of the drivers who provide this valuable service ensuring the safety of everyone on our roads.

With all these pressures, each of us need to take care of ourselves and our colleagues. Don't forget to sign up for the Mental Health awareness and training sessions, and watch this space for further health and well-being events.

Ruth Mullen
Director

Life as an Enforcement Officer



Sorting through dumped rubbish by hand is not something for the faint hearted but it's all in a day's work for council environmental enforcement officers. Dirty nappies, mouldy food, glass, clothes, adult toys and a dead guinea pig are just some of the items that officers have been faced with when having to dispose of people's abandoned rubbish.

This is just a small part of the seven-day-a-week service provided by Carmarthenshire County Council enforcement officers.

Ensuring the environment is protected is vital and means patrolling in all weathers to look for things like illegal rubbish dumping and dealing with people who are caught breaking the law.



Their job also involves investigative work including preparing cases for court action. This can be as a result of someone failing to pay a Fixed Penalty Notice (FPN) or larger prosecutions and is a costly and lengthy process.

In the last 12 months 277 FPNs have been issued and 22 successful prosecutions.

Sustainable Drainage Systems (SUDS) Training



14 members of the Environment Department spent 2 days this autumn developing their knowledge on Sustainable Drainage Systems (SUDS). The course, delivered by CIRIA in Parc Myrddin, focused on designing SUDS systems and the requirements of the new legislation, namely schedule 3 of the Flood and Water Management Act 2010.

The training brought together staff from three Divisions in the department namely Highways (engineering Design), Property (Property Design) and members of the Flood Defence Team from the Waste and Environmental Services Division. The training proved to

be a success not only in developing SUDS knowledge but bringing about an understanding of the concept and outcomes the legislation is designed to achieve. Bringing together the design teams and the flood defence team who determine and approve the designs, broke down barriers, put faces to names and started to build relationships that will only be a positive in ensuring the legislative requirements are met in a timely and cost-effective fashion.

South West Wales Regional Contractors Framework 2020



Our Property Design team are pleased to announce the successful award of the £1bn South West Wales Regional Contractors Framework 2020 which went live on the 1st February. The collaboration and dedication between the teams within Design and Procurement was exceptional and resulted in achieving the deadline for this award.

19 Companies have won places on the new Framework, which will run for 4 years until 31st January 2024 and promises up to £1bn pipeline of work across the South West Wales region SWWRCF 2020 is a ready-made

fully EU compliant delivery vehicle for capital building works, reactive and planned maintenance works for public sector organisations throughout the South West Wales region offering an efficient, collaborative way to procure construction projects. The framework also provides for the delivery of social value outcomes and aligns with the Wellbeing of Future Generations Act.

To access the Framework, receive support or if you have queries, please contact us by email Pdesign@carmarthenshire.gov.uk



Have you ever wondered what our villages and towns will look like in 2033?

Our Forward Planning Section is currently inviting comments on the Deposit Version of the Revised Carmarthenshire Local Development Plan. The Plan details how much growth we need and land allocations for new homes and businesses, as well as policies to protect and promote the environment, the Welsh language, the economy and employment growth. It also provides a focus on wellbeing and on efforts to protect and enhance the county's natural and built environments through sustainable development to ensure quality environments and places. It identifies the need for 8,835 new homes including 1,500 affordable homes as well as opportunities for the creation of over 5,000 new jobs. The Plan distributes this growth in a way which reflects the diversity of Carmarthenshire's communities and the needs of its urban and rural areas.

Comments should be made on our website and need to be received by 4.30pm on the 27 March 2020.

Go to our website
>Your Council
>Council Services
>Planning
>Local Development Plan 2018-2033



Thank you for recycling



A huge thank you to staff who reside within our county, who have played their part in the huge increases in the amount of food waste being recycled.

We reduced the number of black bags households can put out for collection in October 2019 and in the first month a total of 370 tonnes of food waste and an additional 90 tonnes of blue bag recycling has been recycled. This is a staggering 25 per cent increase in food waste recycling and 10 per cent in blue bag recycling.

We have also asked all residents who attend the recycling centres to sort through their black bag waste to ensure we are disposing of all recycling waste correctly. We have also placed a ban on commercial waste, residency checks, permit system for vans to also boost our recycling rate.

We are currently recycling around 64% of our rubbish and need to further improve on this figure for the future, otherwise we may face a hefty fine from Welsh Government. Please continue to help us reduce waste in the first instance and recycle the waste we throw away.

Staff Discount—Vodafone

Did you know you can save 15% with Vodafone?

You will need a valid work email address to redeem your 15% off discount code. You can use your code twice, allowing friends and family to take full advantage. You will need a work email address to apply.

<https://www.vodafone.co.uk/mobile/discounts/vodafone-advantage>

Core Values: One Team (Storm Dennis)

Our highways, transport, cleansing and refuse teams have been working as **One Team** to minimise the impact of Storm Dennis. Our staff have been heavily involved during the emergency response stage and after the event when efforts switched to recovery. Many of you have gone above and beyond to support communities and emergency services in very difficult conditions putting the **Customers First**. Thank you to each and every one of you!

Cllr Linda Davies - Evans "I would like to thank every member of staff for all that's been done to support and protect our residents. Thank you to each and everyone who has been working during storm Dennis, doing their best for others. This thank you comes from me, all residents and businesses. Diolch yn fawr iawn i bawb"



Have you had an accident in a works vehicle?

Have you informed your personal insurance company?
All drivers must declare all accidents/claims to their motor insurance company. If an insurer discovers that a driver has failed to report an accident, then the driver's personal policy could be declared null and void, and they might struggle to obtain cover in the future.



It is not possible to separate your work driving activities from your private arrangements when it comes to motor insurance. Please always take care whether this be in your own vehicle or a Council provided vehicle.

Payslips Go Digital



Resource Link Team are rolling out 'MyView' to all staff to enable staff to view their payslip online.

This system will replace the need to issue any printed pay slips for staff.

Staff will have received their last paper payslip in January 2020.

Have you ever wondered what our villages and towns will look like in 2033?



Our Forward Planning Section is currently inviting comments on the Deposit Version of the Revised Carmarthenshire Local Development Plan.

The Plan details how much growth we need and land allocations for new homes and businesses, as well as policies to protect and promote the environment, the Welsh language, the economy and employment growth. It also provides a focus on wellbeing and on efforts to protect and enhance the county's natural and built environments through sustainable development to ensure quality environments and places.

It identifies the need for 8,835 new homes including

1,500 affordable homes as well as opportunities for the creation of over 5,000 new jobs. The Plan distributes this growth in a way which reflects the diversity of Carmarthenshire's communities and the needs of its urban and rural areas.

Comments should be made on the [our website](#) and need to be received by 4.30pm on the 27 March 2020.

WELSH CORNER

St David's Day 2020

28 February 2020

Café Cwtch , Ffwrnes Theatre, Llanelli

- All proceeds will go to the Bloodwise Llanelli
- £2 Coffee and free cake
- Activities and games



2 March 2020

Meeting Room 1, Block 1, Parc Myrddin 11-12.30pm
and Agile working room, County Hall 12-1.30pm

Staff are invited to bring a cake donation for the event. All proceeds will go to the Urdd Eisteddfod 2021 Llandoverly Fund!

- Variety of quizzes, competitions...
- Wear red to work
- Clogs dancing session



Staff Induction

The Welsh language standards and departmental Welsh language leaders will now be included in every new staff induction within our department.

We feel that new staff need to be aware of the standards we must uphold, what support is available and who their Welsh language leaders are in order for them to receive any support that is required.





Llesiant Gweithwyr Employee Wellbeing

Cancer Charity Fundraiser

Barrie will be teaming up with John Worsfold, Kevin Hanbury, Luke Davies, Angharad Hanbury, Meurig Griffiths, Neal Davies, John Thomas and Mark Weeds. Barrie's good friend John was first diagnosed in 2016 with Bladder Cancer and again diagnosed with Skin Cancer in 2017 and also lost his mother to Cancer. John wanted to do the "Tour to Recovery" in memory of his mother and to support this very important Cancer Charity. They will complete the full route of the 2020 "Tour De France" all 21 Stages approx. 3500Km, starting in Nice on Thursday 25th June 2020 and finishing in Paris on Friday 17th July 2020, just 2 days in front of the main race. The Team is attempting to raise £21,000 equivalent to £1,000 per Stage in aid of Velindre. They will be funding the majority of the event and the cost of the support crew themselves at a cost of approx. £2800 each.



<https://www.justgiving.com/fundraising/john-worsfold-tour-to-recovery>

Movember Heroes

Nigel Skinner, Parc Myrddin would like to thank all who supported his 'Movember' challenge, 'Mental Health is an issue close to me and can creep up on you at any time for a number of reasons – it's good to talk' says Nigel.

Your donations for 'Mental Health and Suicide Prevention' have raised £437.00. Well done!



8 members of staff from Property Design, Parc Myrddin raised £68 which is going to West Wales General Hospital Prostrate Unit.

The staff did this to raise awareness as well as to support the unit who treat local men.

L to R Top Row – Anthony Hall, Andrew Briggs, Shane Evans, Rob Jones

L to R Bottom Row – Mathew Evans, Wayne Mosey, Gruffudd Howells, Jon Wheatley

Well done all!



Llesiant Gweithwyr Employee Wellbeing

2020 Violence and Aggression Campaign

The Health and Safety team have recently launched their 2020 Violence and Aggression Campaign which targets a number of key service areas throughout Carmarthenshire County Council.

The campaign aims to reduce the risk to staff of violent and aggressive behaviour through increased awareness and promotion of the council's zero tolerance policy. Brand new posters are being designed for display throughout the authority, with several members of staff making an appearance on these.

The Civil Enforcement Officers and Waste Services teams have been involved with the campaign so keep an eye out for these posters – coming soon!



Our departmental health & well being days

Come along for an optional health check to include:

- Blood Pressure
- Height & weight
- BMI
- Blood sugar & cholesterol checks
- Advice on healthy living
- Talk to one of our wellbeing support practitioners

We are holding events in Llandeilo, Glanamman, Parc Myrddin, Trostre and Cillefwr in April/May 2020 Come along!



Parc Myrddin Charity Steps Challenge Continues

Every month colleagues battle it out to win their very own steps challenge.

Everyone taking part donates £2 and the winner of the month donates the proceeds to their chosen charity.

Kelly Phillips won the challenge August to November and donated funds to Welsh Air Ambulance and Australia Bush Fires—Koala Appeal.

Poppy Evans won the steps challenge for December 2019 and donated to the Towy Church Community Fund.

DIWRNODAU IECHYD A GOFAL I'R ADRAN YR AMGYLCHEDD

ENVIRONMENT DEPARTMENT HEALTH & WELLBEING DAYS

**DEWCH DRAW I GAEL GWIRIAD IECHYD
DEWISOL I GYNNWYS:**

- Pwysedd Gwaed
- Taldra & Pwysau
- BMI a Mesur Cylchedd Canol
- Gwaed Sigwr a Colesterol
- Cyngor ar Fwyn Iach
- Siaradwch gyda ymarferwyr y Gwasanaeth Cymorth Llesiant



**COME ALONG FOR AN OPTIONAL
HEALTH CHECK TO INCLUDE:**

- Blood Pressure
- Height & Weight
- BMI and Waist Circumference Measurements
- Blood Sugar & Cholesterol Checks
- Advice on Healthy Living
- Talk to one of our Wellbeing Support Practitioners

Dyddiadau Digwyddiadau :

- 28 Ebrill 8yb – 12yh Cillefwr Depo
- 29 Ebrill 8yb – 12yh Parc Myrddin
- 5 Mai 8.30yb – 12yh Llandeilo
- 13 Mai 8yb – 12yh Depo Glanamman
- 14 Mai 8yb – 12yh Depo Trostre

Event Dates:

- 28 April 8am – 12pm Cillefwr Depot
- 29 April 8am – 12pm Parc Myrddin
- 5 May 8.30am – 12pm Llandeilo
- 13 May 8am – 12pm Glanamman Depot
- 14 May 8am – 12pm Trostre Depot

