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Dear Sir/Madam

I want to explain why Stirling Council is in dispute with trades union representing some of our employees, and why industrial action is taking place.

All Scottish councils are having to reduce costs. Funding to councils has reduced sharply and Stirling Council has to save £24M over the next four years. A recent BBC survey found that councils must make significant reductions in both services and salary costs.

Stirling Council is trying to reduce its costs while maintaining, as much as possible, services to the public.

The Council employs around 4,000 people, and as pay costs account for over half of our total expenditure, these costs need to be reduced. At the same time as a national 1% pay rise, the Council is implementing an average of 1.5% (net 0.5%) pay reduction for employees. The Council is also increasing the working week to 37 hours. Guarantees have been offered to the trades union, including no compulsory redundancies, no further changes to local terms and conditions, and a pay strategy for the next three years.

After discussions with the trades union that began at the start of this year, a number of concessions have been made. However, they have not agreed to these proposals and the Council must therefore implement these changes from 16th November 2013 without trades union agreement. Over 90% of employees have now agreed to the new terms and conditions of employment.

Unfortunately, as a direct result of these changes, the trades unions have targeted the waste collection service for a two-week strike commencing next Monday (28th October). Please find attached information to explain how the collection service will operate between 28th October and 8th November, and for the remainder of November 2013.

Please accept my sincere apologies for any inconvenience caused, and be assured that we are continuing to engage with the trades unions and employees to settle this dispute as quickly as possible.

Yours faithfully



Bob Jack
Chief Executive

BROWN BIN COLLECTION ARRANGEMENTS IN NOVEMBER

On Thursday 10th October 2013, Stirling Council decided that an additional brown bin collection would be arranged for all householders during November. This will now take place on your normal brown bin collection day during the following weeks:

- **Urban Routes: commencing in the Dunblane and Bridge of Allan area, week beginning Monday 18th November on the normal collection day.**
- **Rural Routes: week beginning Monday 25th November.**

Please put out your brown bin as usual and leave it at the kerbside until it is emptied.

If you are unsure whether your route is urban or rural there are instructions at the end of this leaflet.

No excess garden waste will be lifted on this brown bin.

If you still have excess garden waste, we can suggest:

- Compost garden waste at home. Free home compost bins are available from the three Household Waste Recycling Centres (HWRC) noted below, and advice on home composting is available on our website.
- Take garden waste to the HWRC, Lower Polmaise, open seven days a week from 08:30 until 17:00 (last entry 16:15). Callander and Balfron are open Monday to Friday 17:00 - 20:00 and Saturday 10:00 - 14:00.

The HWRCs also accept household refuse and recyclables. To make collections more manageable, please compact the waste in your grey bin and recycling boxes as much as possible. Please let us know if you need another recycling box.

To find out if your route is urban or rural:

You can put your address into the MyBins pages on the Council's website to find your collection day and the next scheduled collection (<http://my.stirling.gov.uk/addresses/add/search>), or download a revised urban or rural waste collection calendar to find your grey bin/brown bin collection cycle (<http://www.stirling.gov.uk/services/waste-and-recycling/waste-collection-calendars>).

GREY BIN COLLECTION ARRANGEMENTS IN NOVEMBER

- **No grey bin collections will take place between Monday 28th October and Friday 8th November (inc) due to an escalation in industrial action.**
- During this period, please store as much household waste in your grey bin as possible, but **do not** put out your grey bin for collection.
- If you have too much non-recyclable waste to fit in your grey bin, please put the excess out for collection in a maximum of two sealed black bags **on your normal grey bin collection day**. Black bags will be lifted during the strike period by smaller collection vehicles.
- We plan to recommence grey bin collections on Monday 11th November in urban areas and on Monday 18th November in rural areas.
- If you are unsure whether your route is urban or rural there are instructions at the end of this leaflet.
- After the strike, please put your grey bin out on your normal collection day as follows:
 - **Urban Routes: week beginning Monday 11th November**
 - **Rural Routes: week beginning Monday 18th November**

There may be some delay lifting bins as the volumes of waste will be far greater than normal. However we will get to your bin as soon as we can.

Present your recycling boxes and food caddy as normal

Please put out your recycling boxes and food caddy on your normal collection day during the two-week strike period. We will try to collect as many as we can. However, if we haven't emptied your boxes by 10pm on your normal collection day, please take them back in and re-present them the following week.

We apologise for the inconvenience caused by the ongoing industrial action and thank you for your co-operation. For the latest information about collections, check the Waste Disruptions page of the Council's website (<http://www.stirling.gov.uk/waste-disruptions>). This page is being updated regularly. If you don't have access to the web, you can phone the Council's contact centre on 0845 277 7000 for more information.

To find out if your route is urban or rural:

You can put your address into the MyBins pages on the Council's website to find your collection day and the next scheduled collection (<http://my.stirling.gov.uk/addresses/add/search>), or download a revised urban or rural waste collection calendar to find your grey bin/brown bin collection cycle (<http://www.stirling.gov.uk/services/waste-and-recycling/waste-collection-calendars>).