

Connect
monthly

May
2018

PITCH PERFECT



moray
council

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Editorial

Welcome to your May *Connect*.

Another bumper month too; at the start of each month we wonder what we're going to have for the next edition, but we soon get emails and calls from across the council about what you're getting up to. Grant Speed, from our Lands and Parks section was one of these emails, telling us of the unsung white line layers we have. They must walk the line for miles every month!

Elsewhere in this edition we have Strictly Lossie, colleagues supporting each other, and info about musculoskeletal disorders – or backache to you and me.

One more thing. We've had hundreds of you emailing us to confirm you still want *Connect* delivered to your home inbox, which is great to see. Under the new GDPR regulations we have until 25 May to have all your confirmations in, so we're still using our old email lists for this edition. But, after this month that's it.

So, to make sure you still receive your favourite publication, make sure you let us know sharpish! More on [page 6](#).

■ Cover Image: Pitch Perfect, Richard and Robert line up our pitches!

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HeadsUp

Sheila Campbell, Principal Librarian

Dear Colleagues

I began my career in Libraries as a trainee librarian with Banff County in the 1970s and during the intervening period my only 'time out' was when my two older daughters were very young – and that wasn't yesterday!

My relationship with Moray began in 1988 when I was appointed as Area Librarian, becoming Principal Librarian in 1997 with the opening of the 'new' Elgin library and then taking over responsibility for the management of Libraries, Records Management, Essential Skills and ESOL in 2014.

Libraries are an evocative topic. Everyone has an opinion on what libraries should do/provide, even if they have never used them!

In fact, what a modern public library service should provide is determined by Ambition and Opportunity: a strategy for public libraries in Scotland 2015-2020. The responsibility for monitoring the achievement of these outcomes lies with the Scottish Libraries and Information Council through How Good Is Our Public Library Service.

Our libraries perform well in these audits due to the achievements of a dedicated team of staff who are committed to customer service and continuous improvement.

Our Essential Skills team provide free learning in reading, writing and using numbers for adults across Moray to enable them to develop the skills they need in everyday life.

Learners are often referred by other services including social work, job centres, criminal justice and the engagement team.

Our ESOL service is there to help any resident who does not have English as their first language to learn, or improve, their English reading and writing, listening and speaking skills.

We experience many challenges in managing frontline services. There is the constant need to manage change. We have to consider new ways of delivering quality services with fewer staff and decreasing budgets.

As part of this, we've automated many of the staff-intensive ordering and financial processes, and continued to develop a range of digital services: e-books; e-audio; online requests and renewals; online reference; Morinfo, social media accounts and a libraries app.

Records management is increasingly high profile with the impending changes to data protection under GDPR legislation. This development, the increasing need to manage information within the agreed retention schedules, and storage and conservation of archives continue to be challenging with increasing storage costs. The rising number of FOIs and Subject Access Requests is also worrying in relation to staff workload.

Managing public expectation and ensuring access to services across Moray that meet the needs of all potential service users is demanding.

Partnership working is fully embedded. Elgin library works with the Identity and Passport Service and is the busiest remote passport office in Scotland. It's a nice wee earner.

With the introduction of free internet, wifi and employment support through our job clubs, public libraries now attract people from all walks of life and this brings its own challenges and opportunities.

Life is never dull given the wide remit covered by my post. One of the highlights of my year is the annual book festival that attracts increasing audiences from across Scotland.

Our services are well used, they enjoy a high level of stakeholder support and are inclusive, accessible and customer focussed, even when staff struggle to find accommodation for tourists at 7pm during the peak season!

We have a great team who work well together, share resources and are committed to providing the best possible service to the communities of Moray – and along the way we have fun!

I'll be celebrating 25 years of married bliss in August and ensuring a work-life balance is important. Reading, travel and involvement with Rotary keep me grounded – as well as the demands of four grandchildren.

Best wishes
Sheila

PITCH PERFECT



While most of us are just thinking about dragging the lawnmower out of the garage for the first cut of the season, spare a thought for our lands and park section who, like a well-oiled machine, are already in the thick of it.

But what happens after the cut? Well, at more than 60 different sites across Moray, up to a dozen of our colleagues are beginning the bi-monthly task of line painting.

"We mark football pitches for schools, junior and welfare league football, public playing field use and soccer seven groups," says Grant Speed, Assistant Lands and Parks Officer, "as well as hockey, rugby union and athletics."

"From April until the schools break for summer, it's seriously busy with athletics – running tracks of various lengths and straight running lanes, javelin, shot put and discus."

"Other markings we have been asked for over the years include American football, baseball, cricket, rugby league, softball, tennis and rounders."

“IT'S A GOOD JOB,
ESPECIALLY WITH
THE RIGHT PEOPLE
AROUND YOU.”

■ Richard

Each year more than 11,000 litres of white pitch paint is used – the average football pitch will take about three litres of paint to mark out.

Connect caught up with Richard Morren and Robert Russell on site at Elgin High, who were joined by work experience student Ryan Bowman from Moray College UHI. He's currently studying Horticulture level 3, with hopes of working in estates or horticulture after he graduates.

It's an early start for the team, as they arrive at the Cooper Park depot for 7.30am. Together they cover the southern half of Elgin, Lhanbryde, Fochabers, and down to Rothes.

Chargehand Richard has worked with us for 18 years and says he enjoys the job.

"I worked here for 11 years, went off to another job and came back to Moray Council in 2011."

"It's a good job, especially with the right people around you. Robert and I have worked together for a while now; we are totally in sync and know what each other is doing without having to ask."

Just as well, as the workload they, and their colleagues at all the other depots, face is challenging.

"We're held hostage by the weather sometimes," he says, "the paint will usually last two weeks unless there has been torrential rain."

I LOVE IT, I HAVE ALWAYS WORKED OUTSIDE.

■ Robert

While that's a distinct disadvantage of water-based paint, using it does have its upside.

"Yes, mistakes do happen," says Richard, "we once had a call from Milne's High because someone had joined up the broken lines on their rugby pitch so the markings had to be changed! It's an advantage in this job if you follow sport, because you'll know what the markings should look like."

Teamwork is essential in this job to meet the demands of schools and local clubs, but Richard's in safe hands with Gardener colleague, Robert.

"We try and have a bit of banter," says Richard, "We've a good rapport and work well together."

Robert is his 'sidekick' of six years, having previously worked in the private sector, and says a job in the outdoors suits him down to the ground.

"I love it, I have always worked outside. You moan about being cold sometimes but you get used to it. Working in an office isn't for me."

"I came to the council for a change. Every day is different; we can be marking lines, installing benches, spraying weeds, woodwork – a bit of everything. It's great after 20 years of sitting on a lawnmower!"



STRICTLY Lossie

Take a sprinkling of sequins, a glitterball and a dash of bravery and what do you get? Strictly Lossie, featuring some of our very own colleagues taking to the dancefloor at the end of March.

Leading the way was Research and Information Officer, Iain Sneddon and his wife, Fiona. They've been ballroom dancing for more than eight years and since mid-January racked up an impressive 300 hours training 11 couples in advance of the sell-out Lossiemouth extravaganza which raised £13,000 for local charities and organisations.

He said despite the blood, sweat and tears of the competitors as they learned to dance, it was well worth it.

"To see each couple get up on the floor, with over 200 sets of eyes watching them, was fantastic. They battled their nerves to perform, and each and every one of them did themselves proud – which was evident from the crowd's response."

Richard Campbell, a Project Worker within Youth Justice, danced with Fiona Chalmers, who works at Cluny

Primary School, said the experience was "brilliant".

"I had two left feet before, and sadly still have after Strictly! The organisation was better than the BBC's and my fellow dancers were all fantastic and supportive – like a big new family."

Husband and wife duo, Gillian and Peter Wilson, from Housing and Criminal Justice respectively, returned to Strictly Lossie for their fourth time this year.

"We've previously danced the Viennese Waltz and Salsa, but this time we danced – sorry, attempted – the Charleston. Each time has been an amazing experience; we've raised a fantastic amount of money for various local charities and made new friends through our Strictly journey."

"Peter and I have now begun dance lessons with Caroline Coomber – I think we've got the bug!"

Louise Marshall and John Black, who both work in

- **Left:** Fiona and Iain spent more than 300 hours training contestants
- **Centre:** Gillian and Peter have the dancing bug and are now taking lessons from professional Caroline Coomber
- **Right:** Richard and Fiona had a great time dancing at the sell-out event





■ Louise and John took to the floor for a Tango

the Corporate Policy Unit, took to the floor for an intense and dramatic Tango.

Despite having to be cajoled into taking part, John said he's happy that he got the opportunity to take part.

"Louise and Iain press-ganged me into dancing but on reflection I'm glad they did."

Louise said that it's by far the best thing she's ever been involved in.

"I have loved every second of it; I've just about worn out the videos I have from it on my phone."

"For me, I can feel the twitch of dance classes a beckoning in the near future but meantime I suggest we all, keep dancing!"





Does life get any better than being a judge for a tattie scone competition? We don't think so, which is why we're jealous of Facilities' Rick Cooper, who landed the coveted role at a junior comp to celebrate the launch of the last Piping at Forres.

■ Winners Emilija Lake and Charlie Park



"I was giving a presentation to some parents at Dyke regarding the nutritional content of a school meal," he told Connect, "and I was asked by one of the parents who is involved with Piping at Forres if we could come up with something to promote the ticket launch."

The idea for the junior tattie scone launch was put forward, given the popularity of the competition at the event itself.

Six Forres ASG schools took part – Alves, Applegrove, Dallas, Dyke, Kinloss and Logie – and sent a pair of pupils to represent them at the competition earlier this month at Mackenzie and Cruickshank.

Dallas Primary took home the trophy with their home-reared buffalo sausage meat creation.

Rick added: *"We encouraged them to use locally-sourced products and that shows given the winners used buffalo meat from a nearby farm. It is also fantastic that they have been part of the launch of this year's Piping at Forres, particularly in its final year in the town."*

25 May is a date we should all have in our diaries – it's the day the new GDPR legislation comes into force. We carried a more in-depth article about this in last month's edition of *Connect*, so this is only to serve as a reminder of the date.

Receiving Connect to your home email address

Under GDPR legislation we need your explicit consent to continue to send you *Connect* to your home email address. We've emailed those who already receive *Connect* to your home email address and we've heard back from hundreds of you who want to keep receiving it.

We'll send out another reminder shortly and all you have to do is reply 'yes' to the email to continue to receive it to your home email address.

If you don't receive *Connect* to your home email address, but you'd like to, please email ConnectNews@moray.gov.uk with your name and the email address you'd like us to send *Connect* to.

GDPR

General Data Protection Regulation





Councillor's Spotlight



■ In a series of profiles of senior councillors, this month Aaron McLean introduces himself.

I'm glad to have this page in your *Connect* magazine to introduce myself. I'm Aaron McLean, chair of the council's Audit and Scrutiny committee, which sounds dull but it can be anything but.

Unlike other committees, I chair it as a member of the council's opposition (SNP), and it's where we can question any area of the council's performance we wish, interrogate in depth specifics or a general issue to see if it's working properly and delivering what it's supposed to.

I work closely with the council's internal audit section, whose role is to assist management in ensuring the council stays on the straight and narrow. The committee receives reports from the audit manager and the external auditor and can sanction investigations into areas where councillors are looking for assurance that best practice is being followed. The committee has a particular interest in supporting service improvement wherever it can, so to any of you who have topics you think we could usefully look at, my door is always open.

This is my second term as a councillor, having stood for election in my home town of Forres three times. I became interested in politics after reading Michael Moore's book *Fahrenheit 911*, in particular his point that if you want to change your local environment, get into politics. So I did. I started helping out just distributing leaflets, and became more involved in local issues as time went on. Politics aside, councillors are there to help their community and it is the best part of the job.

I live in Forres with my partner Adriene and our two young children, Niamh and Ruaridh. I used to play a lot of football but now spend more time as a spectator watching the Mechanics and occasionally as an enthusiastic fielder for the local cricket team.

As councillors we all live and work in Moray, most of my SNP colleagues have young children at schools and use various public services, so fundamentally we all want the council to be the best it can be. I know we are going through some tough times that require savings to balance the budgets, and that many of you will be anxious about the future. From my personal experience I understand those anxieties, and I know that all elected Members are very mindful of the impact of budget decisions and are doing everything possible to minimise the effects of budget cuts.

If you see me out and about or in the council building, do stop and say hello. I'm always happy to stop and chat and hear about your work.

Cllr Aaron McLean
Ward 8 Forres

Noticeboard

Policy Review Update

We've updated the Council's employment policies to take into account changes in legislation, benchmarking and best practice recommendations. The updates have been discussed at the Personnel forum and a Trade Union Policy forum, prior to approval by the council's Policy and Resources Committee and Trade Union Officers Group in March. Amendments to Teacher policies are presented for approval at the LNCT meetings.

This year the following policies were reviewed with all amendments accepted:

- ☞ Health and Work Policy
- ☞ Special Leave
- ☞ Change Management
- ☞ Surrogacy has now been incorporated into Adoption leave policy along with kinship care arrangements.

The policies underwent review so there are limited changes to them. The Health and Work Policy was expanded to include info on early intervention, and a guide on specific conditions and self-help resources; template letters have been included as well as clarification on when short term absence moves onto long term absence, and how this will be managed. Hopefully this makes the policy more user-friendly for employees and managers alike.

The Special Leave policy includes provision for leave for carers; signposting and hyperlinks to other relevant policy documents; the introduction of an electronic application form and information on how your pay can be affected by special leave.

The Change Management policy was updated to reflect changes in legislation and clarification on pay protection arrangements.

Surrogacy is now incorporated into the Adoption Leave policy, along with kinship care arrangements. Additionally these provisions have also been referenced within our maternity and adoption support policies and procedures to ensure they are reflective of our current provisions.

Some of these changes could affect you, so have a look at all the updated policies when you can. They're on the council's interchange, or just ask and you can have a hard copy printed off for you.

MAY

Sun

Mon

29

30

6

Forres Theme Day

7

Holiday!

Forres Theme Day

Grant Park in Forres plays host to a collection of some of the finest vintage cars in the country. Plus, a matinee film showing (2pm) to celebrate the 100th anniversary of Suffragettes at Forres Town Hall.

14

Angus Roxburgh
Elgin Library

21

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Gordon Castle
Highland Games

28

Gordon Castle

Gordon Castle hosts its eighth annual Highland Games and country fair at the Fochabers estate. Around 10,000 visitors are expected to attend to witness county sports, falconry, folk bands and enjoy delicious food.

If that's not enough to tempt you, there will also be a gin bar. Race you there.

What's on in May

If your invite for the Royal Wedding has been lost in the post and you're now at a loose end, we've got a round-up of just some of the events happening in Moray and beyond this month.

There's lots more going on, we recommend sites like MORINFO and VisitScotland to find out more.

Elgin Scottish Theme Day

Head to the centre of Elgin for a fun-filled day of re-enactments, whisky judging, children's entertainment and farmers' market.

Tue	Wed	Thu	Fri	Sat
1	2	3	4	5 Elgin Scottish Theme Day
8	9	Spirit of Speyside Whisky Festival		
15	16	17	18	19 Greenfingers open day FA Cup Final Royal Wedding Texas Scramble Charity Golf
22	23	24	25	26 Champions League final
29	30	31	1	2

Spirit of Speyside Whisky Festival

Thurs 3 to Mon 7 May

This annual festival makes a welcome return with another packed programme of tours and tastings across Moray and Speyside.

Angus Roxburgh @ Elgin Library

Former Moscow Correspondent and media consultant to the Kremlin, Angus Roxburgh, is at Elgin library to promote his latest book, *Moscow Calling*. In it he presents his Russia – not the Russia of news reports.

Tickets available from Moray Council's online shop.

Greenfingers open day & plant sale

Come along to Cooper Park nursery to browse and buy a selection of summer bedding, hanging baskets, perennials and veg plants. Check out info displays from local partners, grab some refreshments and keep the kids amused with activities.

FA Cup Final

Manchester United and Chelsea battle it out in the FA Cup final – but who will walk away with the silverware? One thing's for sure, it will kick-start an exciting summer of football.

Royal Wedding

Of course we couldn't miss out the Royal Wedding! Will you be one of the millions tuning in?

Texas Scramble Charity Golf

Raise money for the Aberdeen Royal Infirmary Oncology Research Fund by taking part in this golf event at Buckpool Golf Club. Tickets cost £48 per team of four. Call the golf club to book or book online.

Carer Survey 2017

In Scotland, one in seven of the workforce is estimated to juggle caring with holding down a job. In Moray Council this could mean as many as 690 of our colleagues may be unpaid carers when they finish work here for the day.

So that we could know how many juggle work and caring responsibilities, and to consider how we can best support carers in the workplace, we undertook a survey. We received 349 responses, with 104 people indicating they were currently – or had been – in a caring role.

Key information:

Almost 15 per cent of respondents said they were caring for over 36 hours a week – the equivalent of a second full time job! Nearly half (44 per cent) of respondents had been in a caring role for more than 5 years, but 92 per cent had not had a carer's assessment. Nearly three-quarters were unaware of their employment rights as an unpaid carers, but that a similar number had not identified themselves as an unpaid carer to line management.

Of those who had identified themselves as a carer, the majority gave positive comments about the support received. There were 36 responses with most saying they had a positive reaction from

management. Just five described a less helpful experience. 58 per cent felt they were supported by Moray Council; 14 per cent didn't feel supported while 28 per cent said they didn't need any.

Most said that the main impact of being a carer is feeling stressed and exhausted at work. Those responding to the survey said that to make Moray Council a more carer-friendly employer, we need to:

- 🗨 Improve signposting to information and advice for carers;
- 🗨 Create a better understanding and supportive attitude from managers and colleagues;
- 🗨 Provide greater flexibility to working arrangements and consistency of application.

If you are an unpaid carer and want to find out about support available to you, please contact Quarriers on **01343 556031** or email carersmoray@quarriers.org.uk.

To find out more about your employment rights as a carer contact hr@moray.gov.uk



Welcome Aboard



April Murray joins the team at Rose Cottage in Elgin, where she's started as a Foster Carer Support Worker. Before, she worked a Veterinary Nurse at Wards Vets.



Craig MacKenzie is a former English Teacher and is now a Technician (Structures) based in our Elgin HQ building.



Jamie Fraser previously worked for us for six years, and he's now returned as an Auditor after a spell with Trees for Life, as their Finance Manager.



Planning Assistant **Joseph Thompson** joined us earlier this year and is based in HQ. He used to be a Volunteer Data Officer for Scottish Natural Heritage.



Former School Crossing Patroller, **Mary Ross** has taken up a post of Clerical Admin Assistant at Moray Resource Centre in Elgin.



Strategy Talk

MUSCULOSKELETAL DISORDERS [MSD]

or backache to you and me

Ever had a sore back? A bit of a twinge in your neck and you put it down to the weekend of spring weeding or that heavy shopping bag.

Chances are you've experienced what the health and safety gurus like to call an MSD – a musculoskeletal disorder. MSDs covers injury to joints, muscles, etc of the arms, hands, legs, feet and back.

They have a huge impact on our working lives; last year in the Council we lost something in the region of 12,300 days due to absence related to MSDs.

So, it's worth considering how the physical aspects of our day to day life and of course the work that we do might impact on our bodies. It is important to be aware of the health issues related to MSDs and consider how you can manage these.

Factors such as manual handling heavy loads, being in awkward postures for prolonged periods, overuse of certain joints (shoulders, knees and elbows) or repetitive and repeated use of certain joints and soft tissues such as when typing or texting can contribute to a MSD; so it is important to consider how we can reduce our risk.

It is possible to do simple things to prevent or minimise MSDs and such prevention measures are normally cost effective. Risk Assessment within the workplace is a vital tool to control any risk to health. As a result of this assessment changes to the way we deliver the job might be introduced to control and reduce the impact, for example we might alter the way work is done; the tools we use; the way work is organised i.e. breaks and rotation or the work environment i.e. lighting and temperature. Sometimes these type of simple adjustments can help the individual concerned and prevent others from becoming ill or injured.

Remember prevention is better than cure however if you do suffer from a MSD, early reporting of symptoms is essential so that proper treatment can be accessed and consideration of any work place adjustments to support your rehabilitation.

Further information about MSDs can be found on the HSE Web Site at www.hse.gov.uk/msd/index.htm

Advice and assistance can also gained by contacting the Health and Safety Team safetyadviser@moray.gov.uk
Tel: 01343 563073 / 563174 / 563178 / 563348

cycle2work

This year's Cycle2Work scheme launches on 14 May, giving you a chance to choose your bicycle and safety accessories and make savings from tax benefits.

It runs until Friday 22 June 2018 and, during this period, if you* want to opt into the scheme you should either:

☎ Phone Halfords on **03455 046444**, or

☎ Log on to www.cycle2work.info – use the employer code: MORAYCOUNCILC2W

* conditions apply

What to do:

1. Have a look at the bicycles and safety accessories available at either the Halfords store, Elgin or online at www.halfords.com.
2. Decide how much you need to spend.
3. Complete the Halfords Hire Agreement by logging on to www.cycle2work.info.
4. 'Sign' an electronic version and then payroll and HR will be alerted that you have applied.
5. After processing the Hire Agreement it will be countersigned by Human Resources and you will receive a letter of collection via email.
6. Once you receive your letter of collection go to Halfords (or the store you have chosen) and place your order.



The Halfords website has a list of the shops they work with, which includes local ones; if you can't see the shop you wish to get bike from, let Halfords know and they will approach the shop and find out if they want to join the scheme.

If you can't access the scheme online, or have any questions, call Halfords on **03455 046444**.

Please note: Before you sign up to a Hire Agreement you must read the information available on the Halfords website and the terms and conditions of the Hire Agreement thoroughly as this is a contractual document that is binding. The FAQ section of the website is also useful for answering questions and providing good advice.

HAVE A ^{WORKING} HEALTHY LIFE

Our Healthy Working Lives group – made up of colleagues from all over the council – come up with new and exciting ways of promoting health at work.

You may have seen their most recent effort, the wee winter walk challenge, which dozens of staff took part in and walked literally millions of steps over a four-week period.

But that's not all the group do, they also share information that may be of interest on the interchange, in this mag and via posters on the *Connections* noticeboards, which you'll find in many Council buildings.

They cover different topics throughout the year, including mental health, exercise, diet and alcohol awareness – our mocktails and mock mulled wine always go down well at the end of the year! Of course it has a serious message to about alcohol awareness in regards to your health and safety when travelling over the holidays.

What else is planned for this year? Well, the group is looking into providing health checks at work, Wear it Pink charity event, cycle2work scheme and the alcohol awareness event at the end of the year.

Also look out for promotions of local events such as park runs for example – the Healthy Working Lives Group have a page on the interchange which you can check out.

Charity Head Shave



Education staff have shown their support for a colleague beginning chemo this month by shaving their heads to raise money for CLAN cancer support.

Catherine Ogilvie-Richards and Helena Jones, who are both ASN Education Support Officers, shaved their heads in solidarity with Sarah Marshall, ASN Manager, ahead of her beginning chemotherapy for breast cancer on 03 May.

Generously, the owner of Istanbul Barbers on Greyfriars Street, Elgin, gave his service for free in recognition of the fundraising effort.

■ Helena volunteered to go first





Sarah, who started with us in September 2017, was diagnosed with the disease in January and is grateful for the support she's received from colleagues since.

"My colleagues quickly responded with practical and emotional support which made all the difference to me at this time."

"My chemotherapy treatment over the next few months will see hair loss on top of other side effects. This gesture by Helena and Catherine to join with me in my head shaving is beyond words."

Donations for CLAN can be made via [Virgin Money Giving](#) or via the CLAN website. If you're based in HQ, you can make a cash donation via Catherine and Helena in Room 213.

Best wishes for a speedy recovery, Sarah.

■ with thanks
to Istanbul
Barbers

■ Catherine in
the chair



■ Sarah is delighted with the support she's receiving from colleagues



we're going, going GR3ËN

The majority of us working for Moray Council also live here, so you'll know about the upcoming changes to green bin collections, which were agreed by councillors in February's budget meeting.

Every household in the area will receive one hard copy of their new collection calendar in advance of the changes in June, but they are available now to download from our website.

As well as saving £100,000 a year in annual operating costs, the potential for landfill tax savings with three-weekly collections are significant.

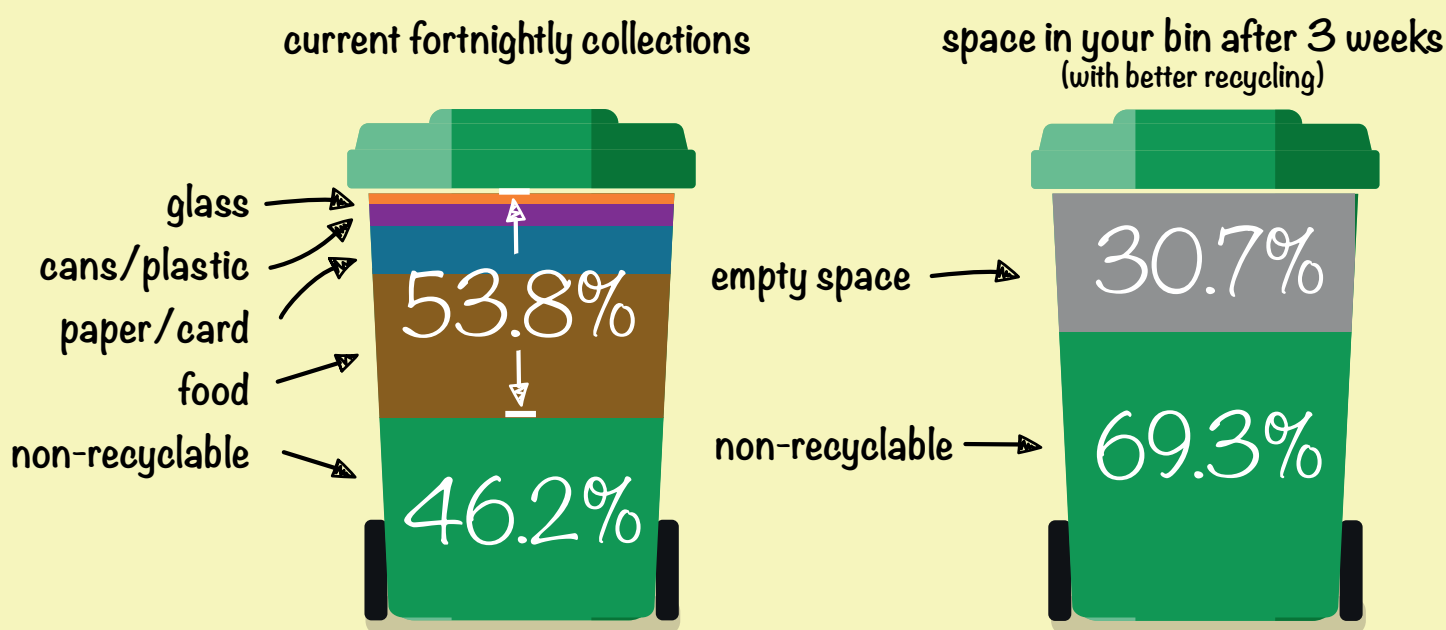
"Right now more than 50 per cent of the contents of green bins in Moray is recyclable, but instead ends up in landfill," says Stephen Cooper, our Head of Direct Services.

"We estimate that each year at least 4,400 tonnes of garden and food waste ends up in landfill because it's put in the green bin. If this was put in the brown bin, we'd save almost £400,000 in landfill tax."

"Also, if we recycle all of our glass, cans and plastic (PET1 & HDPE2), paper, cardboard and food waste, almost one third of each green bin would still be empty - even after three weeks."

But I don't have enough space in my green bin...

figures based on kerbside residual waste audit (May 2017) overall sample representative of 99.7% of Moray population.



download your calendar bindayfinder.moray.gov.uk

The change will be phased in during June and, by the end of the month, all households will have a fortnightly recycling collection and three-weekly green bin collection.

We've made sure that recommended minimum and maximum waste and recycling volumes per household, as set out in the Scottish Government-backed household recycling charter, will continue to be met.

Please ensure you pay attention to your calendar for collections, particularly during June.

"We're asking a small number of households to put their bins out more regularly in June while we implement the new schedule," says Stephen.

"This is a very short-term measure while the changeover takes place, and all households affected will have these dates detailed on their calendar.

"It's important that all residents follow the collections as set out in these calendars as we won't return for missed bins unless there has been a service fault or failure."

What goes where?





Could you change a child's life?

for more information about
fostering in Moray:

Placement Services Team



01343 563568



fostering&adoption@moray.gov.uk



/Fostering-in-Moray

