

**Ansa Environmental Services Ltd (Ansa)
Minutes of Board Meeting
Thursday, 16th February 2023 at 14.00**

Present:

Cllr Steve Hogben, Chairman	SH
Cllr Arthur Moran, Director	AM
Cllr Mike Hunter, Director	MHu
Kevin Melling, Managing Director	KM
Jane Thomason, Deputy MD	JT
Melanie Henniker, Director HR & Corporate Services	MH
Tracy Baldwin, Group Finance Manager	TB
Cllr Amanda Stott, Chair CEC Finance Sub Committee (Observer)	AS

Other attendees:

Megan Bowyer, PA to MD (Minutes)	MB
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Apologies:

Ricky Griggs, Employee Representative	RG
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Agenda Item	Item Detail	Actions
01	<p>Welcome from the Chairman & Apologies</p> <p>Cllr Steve Hogben chaired the meeting; he reported that due notice had been given and that a quorum was present.</p>	
02	<p>Declaration of conflicts of interest</p> <p>There were no declarations of conflicts of interest.</p>	
03	<p>3.1 Minutes of last Meeting</p> <p>The minutes of the board meeting on 31st January 2023 were accepted as being a true and accurate record.</p> <p>3.2 Matters Arising</p> <p>None</p>	
04	<p>Q3 Directors' Strategic Report – Part 1</p> <p>JT presented the report and drew attention to the Health and Wellbeing project for which launch events were held in Q3 in conjunction with NHS social prescribers. Feedback is that they are exceptionally pleased with progress. There were 15 referrals in the first month which have already almost doubled.</p> <p>National Resources and Waste Strategy –further information is coming through from DEFRA and we are aware that there is an expectation to collect food waste weekly from 2025. We are working with CEC to make appropriate preparations.</p> <p>Chipboard is being reclassified and will become 'recovered' rather than 'recycled'; the impact is that there may be an overall reduction in our recycled materials figures (estimated at approx. 2%). This could be seen quite negatively if not viewed in context.</p>	

	<p>We continue to work with CEC re green fleet implementation to support carbon neutrality aims.</p> <p>JT detailed the activities that have been undertaken regarding compliance and health and safety including details of accidents, incidents and near misses. She reminded attendees that all the information is discussed in detail at the quarterly SHEQ meeting so is fully transparent.</p> <p>MHu asked about the Emergency Planning Document has the board seen it and has it been shared with the Middlewich Town Council? KM agreed to bring this and associated Resilience documentation to a future board meeting when there is time to accommodate and discuss Action KM.</p> <p>Fleet Management – the data presented showed that Ansa consistently maintains a 100% MOT pass rate which is an excellent achievement of which we are proud.</p> <p>Trees Parks and Play Areas – a new ICT system for managing trees was due to go live in Q1 but there have been software delays and it is likely to be implemented in Q4. JT displayed data re tree, park and play area inspections which in all cases revealed a quick turnaround when any problems were identified. SH asked if we were confident of maintaining these standards in the future bearing in mind the proposed cuts in finance in the next financial year. KM advised these areas are outside the savings targets so impact should be minimal, and we will manage in a risk-based way. TB clarified that there is a ringfenced budget available for play area maintenance. There may need to be decisions taken whether to replace vandalised equipment depending on availability of funding. MHu asked about S106 monies. KM confirmed that exists separately for specific projects.</p> <p>Ansa Transport – driver recruitment remains challenging, but MH was pleased to report that the Fleet and Compliance Manager vacancy was filled successfully – this was important as the role is required to maintain our Operating Licence.</p> <p>Go Too has been very well received by passengers. External government funding is available for another 18 months and a promotion to encourage people to use the service will be started shortly. AM advised two new areas – Bridgemere and Dagfields have been added and he is promoting the service through Nantwich Town Council to give it a boost. The more promotion it receives the more likely the service is to be sustainable longer term when the government grant ceases.</p> <p>December strike by ambulance workers –MH reported that Ansa transport were able to provide support on patient transport during this period.</p> <p>Sickness absence – no stats are available from Unit 4, but HR and Line managers continue to monitor and manage closely. Wellbeing and health initiatives including flu vaccinations have been made available for staff</p> <p>Training and development information was shared. This included statutory training together with investment in other training including job evaluation to meet the increased number of requests for job evaluations which have been submitted recently.</p> <p>Community Engagement, Waste Education and Minimisation – a long list of varied activities was included. JT explained about the Pick Fit initiative which is a new concept now launched in Cheshire. Residents can complete a litter pick and claim a reward of a voucher for access to Everybody Sports & Leisure.</p>	<p>KM</p>
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05	<p>Staff Survey Results for 2022</p> <p>MH presented her report on the staff survey which ran from 28th September to 14th October 2022. It achieved a 41% response rate which was slightly lower than last year but still at a good level compared with industry 'norms'.</p> <p>Overall, the survey results were very positive especially when considering that it took place at a time when inflation was high, the economic situation was difficult, and the 2022 pay deal had not been reached. In addition, employees were unaware of the Employee Retention Payment that the Company was ultimately able to make in January 2023. Pay was therefore high in people's minds.</p> <p>MH brought attention to the areas where there had been an improvement in response scores and conversely where a deterioration in responses was encountered. Pay is the area that scored the lowest together with performance development and communication.</p> <p>There were some very positive comments about working for Ansa which included the friendliness of colleagues, job satisfaction, work-life balance, and the supportive and trustworthy culture.</p> <p>In conclusion the results are good. There are a few areas to improve including the PDR process and new ways of communicating. These will now be considered in more detail.</p> <p>Board Resolution - The board noted the results of the staff survey and approved the development of a plan to support ongoing engagement and improvement in staff experience.</p>	
06	<p>Employee Rep Matters</p> <p>RM did not attend on this occasion</p>	
07	<p>AOB</p> <p>SH advised that he had been invited to a meeting with the Council's Interim Director of Environment and Neighbourhoods and the Environmental Commissioner next week to discuss the budget proposals affecting Ansa. He invited his co-directors to attend if they wished.</p> <p>AM advised of upcoming road closures in Nantwich town centre starting from 20th Feb and continuing until mid-March. JT took details and confirmed she would ensure our operations teams are aware. Action JT</p>	JT

The Meeting closed at 15.30

Next Board Meeting: Thursday 23 March 2023 at 14.00