

Resource efficiency – a bargaining checklist

- ✓ Do your research – gather any existing relevant data or policies on waste, procurement etc and review. Does the employer keep a legal register of all the waste/pollution regulations that apply to its operations? How do they monitor their activities to ensure compliance with these regulations?
- ✓ If there isn't much information to go on, a good starting point is a waste audit which could be conducted jointly with the employer. These are a good way of identifying areas for improvement and potential cost savings which can help in making a business case for action during negotiations.
- ✓ In making the case for action, ensure employers and members are aware of the link between waste, greenhouse gas emissions, pollution and the problems caused by over-extraction of the planet's finite resources. Better resource management and reducing waste can make a significant contribution towards reducing the organisations carbon footprint, as well as reducing other environmental impacts.
- ✓ Ensure employers are aware of important role that unions have in engagement on this issue. Often, it's members on the ground who will have the best understanding of the practical barriers to reducing waste and ideas for improving resource management. And securing their support will be vital if new initiatives are to succeed.
- ✓ Where employers are initiating action, consultation is vital in the development of any long-term plans to become zero-waste and move towards a circular model of resource management. The scope and pace of plans will determine the direct implications on members' work behaviour and performance – briefings and information on targets, ambitions and pathways to change are also important.
- ✓ Ensure the benefits of savings from waste reduction and more effective resource management are shared. These should be reinvested into people, skills, retaining jobs and continuous efficiency improvement.
- ✓ Where there is new equipment or processes re-training is vital. Also, disruption of work due to new installations should be taken into consideration where this is linked to performance indicators. These should also be reviewed where new processes take longer to carry out, to ensure sufficient time is provided.
- ✓ New risk assessments should be carried out where appropriate, with thorough consultation specific to work processes.
- ✓ All changes should be fully assessed for equality impacts with thorough consultation. Consideration should be given to people with different protected characteristics alongside other equality and fairness considerations. Adjustments should be made where necessary.
- ✓ Ensure employers' targets are sufficiently ambitious. For example, there could be a long-term goal to meet the 2050 zero-waste target, with interim reduction targets.