

Minutes of: HUMAN RESOURCES AND APPEALS PANEL

Date of Meeting: 3 December 2020

Present: Councillor T Rafiq (in the Chair)
Councillors R Caserta and T Holt

Also in attendance: Chris Horth
Simon Bagley

Public Attendance: No members of the public were present at the meeting.

Apologies for Absence:

HRA.375 DECLARATIONS OF INTEREST

There were no interests declared at the meeting.

HRA.376 THE ESTABLISHMENT OF 3 NEW FIXED TERM POSTS TO TACKLE THE CLIMATE EMERGENCY.

Chris Horth Unit Manager – Environment Team, presented a report outlining the need for 3 additional in-house officers (fixed term) to ensure Bury Council delivers a suitable response to the declaration of a “Climate Emergency” and to make the necessary progress towards carbon neutrality.

It was explained that in July 2019, the Council approved a notice of motion to declare a ‘Climate Emergency’, to be carbon neutral by 2030 (this target has subsequently been amended to 2038), and to make immediate policy changes to achieve the targets. The “Climate Emergency Declaration” has strong support from residents who are keen to see a suitable response from the Council. The Operations Department shall be the driver of this cross cutting council programme, and every departmental Head of Service will take a lead in their area to implement actions to reach carbon neutrality in council operations and also to facilitate and deliver carbon reduction programmes in the community.

Via the Council’s budget announcement (20/2/20), over £11 million was allocated to the Department of Operations in order to tackle the climate emergency, with wide ranging programmes being approved, including; -

- Greening in the fleet - replacement of the Waste Management transport fleet
- Establishing Green Township Forums to enable local communities to bid for funding for schemes that will improve the environment and contribute to the climate agenda
- Large scale tree planting schemes across the Borough
- The establishment of a climate change resilience fund to improve and protect flooded areas
- The development of programmes to enhance the walking and cycling offer across the Borough
- Emphasis on additional transport planning across the town.

In order to develop and implement a full climate action plan for Bury, and to implement suitable schemes and programmes, a number of essential posts are required to drive this agenda forward. It is proposed that they are fully funded, as invest to saves via revenue monies allocated to the climate agenda. Approval to reallocate this funding has been given by Councillor Quinn.

It is proposed that the following posts will be established: -

Climate Action Officer (fixed term for 16 months)

Salary, Grade 12- £33,799 – £35,934 per annum.

The post holder will create and implement plans specific to areas of the overarching programme and manage and monitor local projects. The post holder will develop bids and associated paperwork to enable the Council to apply for relevant external funding. As the council's public face for Climate Change, the post holder will liaise with local communities and stakeholders to set up and work alongside local groups to help develop and deliver our Climate Action Plan. The post holder will support and deliver carbon reduction initiatives across the borough and also in the council's own operations, and will play a lead role and help affect behavioural change and develop carbon literacy amongst council employees and our communities.

Graduate Climate Action Officer (fixed term for 16 months)

Salary Grade 9 - £24,313 – £26,999 per annum.

A Graduate post will be recruited in order to provide essential career development opportunities for local graduates. The post holder will support the Climate Action Officer across all areas of the programme and projects and will develop carbon literacy amongst council employees and local communities.

Move More Officer, hosted as part of Wellness Operations in the Department of Operations (fixed term for 12 months)

Salary, Grade 9 - £24,313 – £26,999 per annum.

The post holder will work as part of the Bury Live Well Service and will be responsible for encouraging Bury's residents to move more by using alternative forms of active travel i.e. walking, cycling and jogging whilst maximise the Bury green spaces for physical activity. The post holder will be expected to build active travel into the daily lives of our communities to replace car journeys (focus on clean air journeys), and contribute to Bury's Moving Strategy and GM Moving key aims of becoming the first walking region, encouraging 75% of Bury's population to be active or fairly active. The post holder will also contribute to the development of the Local Cycling and Walking Infrastructure Plan (LCWIP), work alongside the Highways/Engineering Department and the proposed Bee Network, and the Healthy Workforce Wellbeing Officer to ensure opportunities to secure additional investment for cycle shelters and other measures to promote healthy streets.

Agreement is sought to establish the Climate Action Officer and Graduate Climate Action Officer posts for a period of 16 months commencing in December 2021 and

the Move More Officer for a period of 12 months commencing in April 2021, fully funded as invest to save using monies allocated to the climate agenda.

Delegated decision:

That approval is granted for the employment to the following fixed term posts to progress the delivery of actions to respond to the Climate Emergency and to make suitable progress towards carbon neutrality.: -

1. Climate Action Officer, Grade 12, 16 month contract
2. Graduate Climate Action Officer, Grade 9, 16 month contract
3. Move More Officer, Grade 9, 12 month contract

COUNCILLOR T RAFIQ
Chair

(Note: The meeting started at 3.00 pm and ended at 3.22 pm)