



Classification	Item No.
Open	

Meeting:	Human Resources and Appeals Panel
Meeting date:	3 rd December 2020
Title of report:	The establishment of 3 new fixed term posts to tackle the Climate Emergency.
Report by:	Laura Swann, Assistant Director Operations (Strategy)
Decision Type:	Human Resources and Appeals Panel
Ward(s) to which report relates	All wards

Executive Summary:

The report outlines 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.

Recommendation(s)

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

Key considerations

Background

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.

The Proposal

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)

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.



New Climate Action
Officer.DOC2.DOC

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

Graduate Climate Action Officer (fixed term for 16 months)

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.



Grad Climate Action
Officer.DOC2.DOC

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

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

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.



MOVE MOVE
OFFICER (WALK , CY

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

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. The total costs are as follows: -

Role	Cost 2020/21 (4 months)	Cost 2021/22 (full 12 months)
Climate Action Officer	£14,815.23	£44,445.68
Graduate Climate Action Officer	£10657.197	£31,971.59
Move More Officer	-	£31,971.59
Total	£25,472.42	£108,388.86

Other alternative options considered

To continue with existing resource – we have no dedicated resource to Climate Change and therefore progress would be limited and wouldn't demonstrate the Council's ambition and commitment to this agenda.

To employ consultants – commitment to the climate emergency will be a priority for the Council into the foreseeable future and it is felt important that we develop in-house expertise and strong relationships with our communities in relation to this agenda. This is best achieved by investing in our own workforce. Whilst the posts are initially for a limited time we will be aiming to demonstrate the value of these roles and the need for a more long term commitment to this officer resource.

To employ agency staff - commitment to the climate emergency will be a priority for the Council into the foreseeable future and it is felt important that we develop in-house expertise and strong relationships with our communities in relation to this agenda. This is best achieved by investing in our own workforce. External recruitment will be financially more effective than utilising an agency where a management fee is payable in addition to basic salary.

Community impact / Contribution to the Bury 2030 Strategy

It is proposed that the new roles will work with our neighbourhoods to develop and deliver effective carbon reduction projects. This approach is consistent with the Bury Strategy 2030 and will contribute to the council priority to deliver carbon neutrality.

Equality Impact and considerations:

24. *Under section 149 of the Equality Act 2010, the 'general duty' on public authorities is set out as follows:*

A public authority must, in the exercise of its functions, have due regard to the need to -

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;*
 - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;*
 - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*
25. *The public sector equality duty (specific duty) requires us to consider how we can positively contribute to the advancement of equality and good relations, and demonstrate that we are paying 'due regard' in our decision making in the design of policies and in the delivery of services.*
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Assessment of Risk:

The following risks apply to the decision:

Risk / opportunity	Mitigation
Not employing these officers presents the risk of failing to deliver on the climate change agenda and disappointing our communities and not playing our part in protecting our climate and the health and wellbeing of our residents.	Approve these new posts and aim to fill the roles as soon as possible.
The posts fail to deliver community action.	Budget has been made available so that the new roles can be developed to deliver actions working with our residents and businesses. The roles will be carefully managed to ensure that suitable projects are delivered within appropriate timescales.

Consultation:

N/A

Legal Implications:

This report sets out the business case for recruitment to 3 posts, which is in response to a decision by Council declaring a Climate Emergency. The recruitment must be undertaken in line with the Council's recruitment and selection policy and have regard to equality issues.

Financial Implications:

The cost of the proposal can be met from funding available and is therefore fully funded.

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Background papers:

N/A

Please include a glossary of terms, abbreviations and acronyms used in this report.

Term	Meaning