



Classification	Item No.
Open	

Meeting:	Human Resources and Appeals Panel
Meeting date:	25 February 2021
Title of report:	The establishment of 1 new fixed term post to tackle the Climate Emergency.
Report by:	David Giblin (Head of Engineering)
Decision Type:	Non-Key Decision
Ward(s) to which report relates	All wards

Executive Summary:

The report outlines the need for 1 additional in-house officer (2 year fixed term) to ensure Bury Council delivers a suitable response to the declaration of a "Climate Emergency" and to make the necessary progress towards promoting Active Travel in the borough, thereby leading to improvements in air quality, reductions in congestion, reliance on personal motorised transport whilst delivering increased health outcomes and modal shift.

Recommendation(s)

That: Approval is granted for the employment to the following fixed term post to progress the delivery of actions to respond to the Climate Emergency and to make suitable progress towards the promotion of Active travel.: -

Cycling & Walking Officer, Grade 9 (£24,082 – £27,741 per annum), 24 month contract

Key considerations

Background

In July 2019, the Council approved a notice of motion to declare a 'Climate Emergency', Bury to be carbon neutral by 2030 (subsequently 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. Some posts have been introduced in Environmental Services to complement the works undertaken by that service. As part of the Manifesto Budget Announcement (February 2020), £80,000 (revenue) was allocated over a two year period (£40,000 per annum) to fund the Cycling and Walking Officer post.

In order to identify the needs and to address the infrastructure changes required to service those needs, it is proposed to appoint the following post:

Cycling & Walking Officer (fixed term for 24 months)

The post holder will be expected to develop, promote, co-ordinate and deliver a programme of works that supports the existing and future walking and cycling network across the borough.

They will have responsibilities for the delivery of active travel duties and to making an active contribution to transportation and green infrastructure through the promotion of sustainable modes of travel.

The post holder will work within the Traffic and Road Safety Service and with support from colleagues will be responsible for promoting alternative forms of active travel and improving the public access network. The role will be expected to build active travel into the daily lives of our

communities to replace car journeys and to develop and deliver active travel actions to support the Council's activities to meet carbon neutral targets.



Cycling and walking officer JD &

Salary, Grade 9 - £24,082 – £27,741 per annum. (£31,547 - £36,340 per annum inclusive of on-costs).

Total for 24 months £72,681.42.

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 – the Council is already employing consultants to assist in the delivery of the Greater Manchester Mayor's Cycling and Walking Challenge Fund (MCF) in bringing about improvements to highway infrastructure. However, the 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 pursuing the active travel 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 active travel projects and also contribute to carbon reduction. 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.*

Assessment of Risk:

The following risks apply to the decision:

Risk / opportunity	Mitigation
Not employing this officer 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:

Legal Implications:

The Council's recruitment and selection policies and procedures must be followed.

Financial Implications:

The cost of the proposal can be met from funding approved when the 2020/21 budget was set and will be met from reserves.

Report Author and Contact Details:

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Background papers:

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

Term	Meaning