

5 January 2022

Agenda Item:6

**REPORT OF THE SERVICE DIRECTOR, PLACE AND COMMUNITIES****STAFFING PROPOSALS TO SUPPORT DELIVERY OF NET ZERO 2030****Purpose of the Report**

1. To seek approval to the establishment of a new staff structure in the Place and Communities division to respond to the Climate Emergency and deliver net zero carbon emissions in all the Council's activities by 2030.

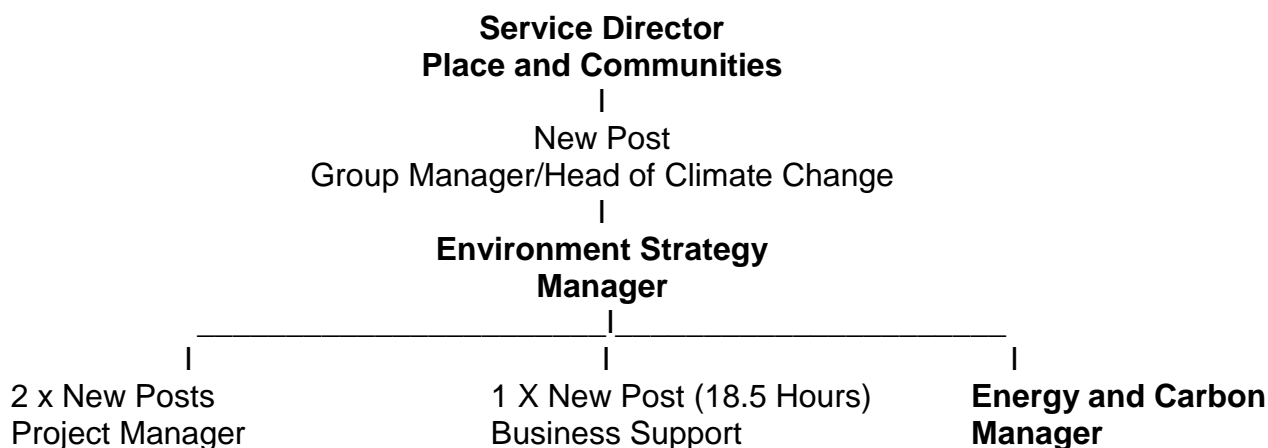
**Information**Background and Context

2. At the first County Council Meeting of the current administration in May 2021 Members unanimously agreed that ***'This Council now formally agrees to declare a Climate Emergency, and to delegate the new Transport and Environment Committee to take the lead in considering, agreeing, and overseeing appropriate measures to achieve this authority's commitment to achieve carbon neutrality in all its activities by 2030'***.
3. And ***"All other Committees of the Council will be expected to ensure that the decisions they take within their remit adhere to this principle, and the relevant actions agreed across all of these committees will be reported to Full Council on a regular basis so that every Member has an ongoing overview of the progress being made"***.
4. To deliver on these commitments additional capacity is required to make a step change in environmental performance, and support services from across the organisation to reduce their carbon emissions.
5. A budget allocation of £200kpa from 2022/23 has been supported in principle to deliver additional staffing capacity into the Place department to achieve those ambitions.
6. This report outlines a proposed structure which will fit within that funding envelope should the additional resource be approved in the February 2022 budget.
7. These resources are intended to supplement current climate change activities undertaken within services across the organisation to help embed enhanced environmental performance as business as usual, and not to replace existing service-based capacity.

Proposed Structure

8. To provide a real focus to our climate change work a senior responsible officer needs to be identified, and it is proposed that the existing Service Director Place and Communities takes on that role.

9. A new post of Group Manager/Head of Climate Change is created to work across the organisation and with partners on the promotion and delivery of our net zero aspirations and manage the whole host of activities which need to be corralled together over the next few years.
10. The recently appointed Environment Strategy Manager will move into the team from Place Commissioning and form the day to day point of contact for the projects and programmes within the current action plan, and other actions identified as necessary to achieve the outcomes.
11. Two Climate Change/Net Zero project managers will be appointed to drive forward individual projects and provide specialist support to staff already working on relevant initiatives across the council and with partners and stakeholders.
12. Business support will also be needed to provide the necessary capacity to bring together numerous work strands and ensure reports and documents are prepared and shared effectively.
13. As part of the corporate landlord project the Energy and Carbon Management Team is proposed to be relocated into the Property Commissioning team so energy efficiency can be fully integrated into the planning, design, delivery, and maintenance of property projects, alongside the management of energy contracts and performance.
14. It is proposed that whilst the 4 Energy Management Officers move into property commissioning, the Energy and Carbon Manager post be relocated into the new Climate Change team to continue its role as carbon reduction policy maker, and as link officer for a range of external fuel poverty and climate change work, such as chairing the Nottinghamshire and Derbyshire Local Authority Energy Partnership.
15. The two existing posts will be transferred from Place Commissioning with their current staffing budget provision, with the remaining posts requiring new financial allocations.
16. The proposed staffing structure is shown in chart form below. This is subject to relevant HR procedures and Job Evaluation of any new or changed posts;



**Note: Existing and already funded posts shown in bold.**

## **Reasons for Recommendation**

17. Delivering a step change in climate change activity will need significant additional resources and allocating further funding to allow the development of a new Climate Change team within the Place and Communities division will ensure the council is best placed to achieve it's net zero by 2030 ambitions.

## **Other Options Considered**

18. Do nothing is not an option.

## **Statutory and Policy Implications**

19. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

## **Financial Implications**

20. The costs of the new posts within this structure will be contained within the £200k pa identified, and sufficient potential additional funding is proposed to be included within the 2022/23 budget for consideration in February 2022.

21. Funding for the existing posts of Environment Strategy Manager and Energy and Carbon Manager will be transferred from the existing Place Commissioning staff budget as required.

## **Human Resources Implications**

22. The new and changed posts will be subject to Job Evaluation, and recruitment will be conducted in accordance with the Council's policies and procedures.

23. Consultation on the relocation of the existing posts of Environment Strategy Manager and Energy and Carbon Manager will be undertaken in accordance with the Council's policies and procedures.

## **Implications for Service Users**

24. Ensuring the Council appropriately resources its aspirations to be carbon neutral in all its activities by 2030 is essential if the authority is to maintain and improve service levels whilst ensuring it mitigates any negative environmental impacts and adapts to alleviate any climate change threats and risks.

## **Implications for Sustainability and the Environment**

25. With additional staff resources to drive change across the Council the impacts of climate change on the environment will be mitigated.

## **RECOMMENDATION**

That Committee:

- 1) Approves the staffing structure noted above and the creation of the additional posts indicated at a cost of circa £200k pa for 2022/23 onwards in order to deliver on the Council's ambitions to be carbon neutral in all its activities by 2030, subject to the allocation of appropriate monies in the 2022/23 budget.

**Derek Higton**  
**Service Director, Place and Communities**

**For any enquiries about this report please contact:** Mick Allen, Group Manager, Place Commissioning, Tel: 0115 9774684

### **Constitutional Comment (RHC 06/12/2021)**

26. Transport and Environment Committee is the appropriate body to consider the contents of this report by virtue of its terms of reference.

### **Financial Comment (SES 01/12/2021)**

27. The financial implications are set out in paragraphs 20 and 21 of the report.

28. The costs of the new posts within this structure will be circa £200k pa and a budget has been identified to meet these costs. An appropriate budget allocation is proposed in the 2022/23 budget for consideration in February 2022.

29. Funding for the existing posts of Environment Strategy Manager and Energy and Carbon Manager will be transferred from the existing Place Commissioning staff budget as required.

### **HR Comment (JP 16/12/2021)**

30. The HR implications are outlined in the body of the report which include the proposals being subject to the relevant HR policies and procedures.

### **Background Papers and Published Documents**

- None.

### **Electoral Division(s) and Member(s) Affected**

- All