

	MEETING OF EMPLOYMENT COMMITTEE:	Agenda Item No. 6
	27 th November 2013	
Title	Sustainability Officer	
For further information about this report please contact:	Richard Hall (01926-456700)	
Service Area:	Health & Community Protection	
Wards of the District directly affected	All	
Is the report private and confidential and not for publication by virtue of a paragraph of <i>Schedule 12A</i> of the <i>Local Government Act 1972</i>, following the <i>Local Government (Access to Information) (Variation) Order 2006</i>:	No	
Date and meeting when issue was last considered and relevant minute number:		
Background Papers:	Low Carbon Action Plan study - Feb 2012 Executive Report 14 th Nov 2012	

Contrary to the policy framework:	No
Contrary to the budgetary framework:	No
Key Decision?	Not Applicable
Included within the Forward Plan? (If yes include reference number)	No

Officer/Councillor Approval		
With regard to officer approval all reports <i>must</i> be approved by the report authors relevant director, Finance, Legal Services and the relevant Portfolio Holder(s).		
Officer Approval	Date	Name
Chief Executive	30/9/13	Chris Elliott
CMT	21/10/13	
Deputy Chief Executive	30/9/13	Andrew Jones
Section 151 Officer	30/9/13	Mike Snow
Legal		
Finance	30/9/13	Mike Snow/Jenny Clayton
Portfolio Holder	4/10/13	Councillor Michael Coker
Consultation Undertaken		
Final Decision?		Not Applicable

1. SUMMARY

At its meeting on the 14th November 2012 Executive agreed to the appointment of a Sustainability Officer on a 12 month contract. The report requests the committee to agree to a new 2 year contract for this post.

2. RECOMMENDATION

2.1 That approval is given for a Sustainability Officer to be appointed on a 2 year contract from the date of appointment, subject to the Executive approving the funding for the post.

3. REASONS FOR RECOMMENDATION

3.1 The original reasons for appointing a Sustainability Officer were given in the report to Executive, on the 14th November 2012. These reasons remain relevant and the officer appointed had begun to make progress in bringing together a comprehensive corporate approach to Sustainability/Climate Change for the Council.

3.2 It is recognised that a weakness of 12 month job contracts is that those appointed often look for other jobs before the end of the contract period, to gain the assurance of longer term prospects. In this case the person appointed to the 12 month contract has found a new job with a longer term contract. It is also better suited his family situation.

3.3 In the current circumstances we cannot recommend a permanent appointment however, a 2 year contract should ensure that a post holder will be in place for sufficient length of time to make significant progress in the development and implementation of the Council's sustainability/climate change strategy.

3.4 Due to the length of time of the contract the matter is referred to Employment Committee for approval.

4. POLICY FRAMEWORK

4.1 The Council's Fit for the Future programme has 'Embedding Sustainability', including environmental issues, as a cross-cutting theme. Specific priorities include building sustainable homes and developing a low carbon based economy.

4.2 The Council's Sustainable Communities Strategy, which is currently being reviewed, has sustainability as a key objective for the Council.

5. BUDGETARY FRAMEWORK

5.1 A figure of £36,000, from the Contingency Budget, was originally agreed for this post over a 12 month period, to cover salary and on-costs. It is projected that when the existing Postholder leaves, £18,000 of this will have been spent, leaving a balance of £18,000

5.2 The total cost of the 2 year fixed term post will be £72,000. After taking into account the residual budget from the original appointment this will leave a shortfall of £54,000. Subject to this Committee approving the new post, the Executive will be asked to approve that this be incorporated into the 2014-15 and 2015-16 budget setting process.

6. ALTERNATIVE OPTIONS CONSIDERED

6.1 We could chose not to appoint to this post and to save the money. However, there would be little progress in coordinating the sustainability theme across the Council and in identifying opportunities for funding of carbon reduction and renewable energy schemes to the benefit of the Council and the wider community.

7. BACKGROUND

7.1 The report to the 14th November 2012 Executive also referred to HS2 project work being included in this post, albeit a minor aspect of the role. Taking into account the current national status of the HS2 project, officers are considering how best to enable the Council's response. It is therefore proposed to disengage HS2 work from the Sustainability Officer post.

7.2 Proposals as to how HS2 work will be resourced will be separately reported.