

**Bolsover District Council**

**Meeting of Council on 11th October 2023**

**Creation of a Carbon Reduction Officer post**

**Report of the Portfolio Holder for Environment**

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| <b>Classification</b>  | This report is Public  |
| <b>Contact Officer</b> | Pam Brown, Director for Executive, Corporate Services and Partnerships |

**PURPOSE/SUMMARY OF REPORT**

For Council to consider the proposals made and agreed at Employment and Personnel Committee on 1 November 2023 for the establishment of the post of Carbon Reduction Officer.

Council's role is to agree the budget implications following full scrutiny of the proposals put to the Employment and Personnel Committee.

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**REPORT DETAILS**

**1. Background and details of the proposal**

- 1.1 At its meeting held on 1 November 2023, the Employment and Personnel Committee considered a proposal for the creation of a new post of Carbon Reduction Officer on the Council's establishment.
- 1.2 The remit of the Committee is to consider and deal with issues relating to the Council's establishment structure and employees, and to recommend to Council in relation to any growth in the establishment resulting in budgetary increase.
- 1.3 Following a meeting of the Climate Change and Communities Scrutiny Committee held on 6 March 2023 and a review assessing progress by the Council on its approach to Carbon Reduction, it was found that there is insufficient officer resource to ensure the carbon reduction agenda is progressed effectively.
- 1.4 A job description and person specification has been developed and formed part of the report that was presented to the Employment and Personnel Committee. Members made it clear that the post needed to have the appropriate level of specialist skills and that the finally agreed salary should reflect this. The post has now been through the job evaluation process and will be Grade 9 (£40,978 to £45,286). The post would be funded from the Council's General Fund budgets.

## 2. Reasons for Recommendation

- 2.1 The proposal has been fully considered by the Employment and Personnel Committee who agreed the creation of such a post would have a positive impact and add significant value to the Council's Climate Change agenda.

## 3 Alternative Options and Reasons for Rejection

- 3.1 The Council could decide not to support the creation of the post, however, it is considered this would limit the effectiveness of addressing Climate Change and Net Zero in the district.

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## RECOMMENDATION(S)

1. That Council approve the growth in salary budgets as set out in paragraph 1.4 of the report as recommended by the Employment and Personnel Committee on 1 November 2023.

Approved by Employment and Personnel Committee on 1 November 2023 and by Councillor Anne Clarke, Portfolio Holder for Environment

### IMPLICATIONS:

**Finance and Risk:**            Yes             No

**Details:** The cost for the creation of the post per annum is anticipated to be between £40,978 to £45,286 (Grade 9).

On behalf of the Section 151 Officer

**Legal (including Data Protection):**            Yes             No

**Details:** There are no legal implication arising from this report

On behalf of the Solicitor to the Council

**Environment:**                                    Yes             No

**Details:** There will be no environmental impact arising from this post.

**Staffing:**            Yes             No

**Details:** The Council's policies and procedures will be followed for recruitment to this post

On behalf of the Head of Paid Service

## DECISION INFORMATION

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| <p><b>Is the decision a Key Decision?</b><br/>         A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds:</p> <p><b>Revenue - £75,000</b> <input type="checkbox"/> <b>Capital - £150,000</b> <input type="checkbox"/><br/> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i></p> | No |
| <p><b>Is the decision subject to Call-In?</b><br/> <i>(Only Key Decisions are subject to Call-In)</i></p>  | No |

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| <p><b>District Wards Significantly Affected</b></p>  | None  |
| <p><b>Consultation:</b><br/> <b>Leader / Deputy Leader</b> <input checked="" type="checkbox"/> <b>Executive</b> <input type="checkbox"/><br/> <b>SLT</b> <input type="checkbox"/> <b>Relevant Service Manager</b> <input type="checkbox"/><br/> <b>Members</b> <input type="checkbox"/> <b>Public</b> <input type="checkbox"/> <b>Other</b> <input type="checkbox"/></p> | <p>Details: Councillor Steve Fritchley, Leader of the Council</p> |

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| <p><b>Links to Council Ambition: Customers, Economy and Environment.</b></p> |
| <p>Links to the Corporate Aim for Environment</p>                            |

| DOCUMENT INFORMATION |       |
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| Appendix No          | Title |
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| <p><b>Background Papers</b></p>   |
| <p><i>(These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Executive you must provide copies of the background papers).</i></p> |
| <p>Job Description and Person Specification<br/>         Employment and Personnel Committee Minutes 1 November 2023</p>   |