

Manchester City Council Report for Resolution

Report to: Personnel Committee – 28 October 2020

Subject: New Post: Director Manchester Climate Change Agency

Report of: Deputy Chief Executive and City Treasurer

Purpose of Report

The purpose of this report is to seek approval for the creation of a Director role for Manchester Climate Change Agency. The role is to be funded by the Council as a contribution towards the delivery of the Manchester Climate Change Framework which contributes towards the action being taken for Manchester to become a zero carbon city by 2038 at the latest.

The Director post will be hosted by the Council, with the appointed officer taking on responsibility for the operation of the Manchester Climate Change Agency and Partnership, co-ordinating the delivery of the Manchester Climate Change Framework and undertaking a range of fundraising activity to ensure ongoing sustainability of the Agency and the delivery of key activity in relation to the climate change and zero carbon agenda.

Recommendations

The Committee is requested to approve the creation of the Manchester Climate Change Agency Director post at SS1 (£62,531 - £67,676).

Wards affected: All

Financial implications for the revenue and capital budgets:

The Council funding provision towards the Manchester Climate Change Agency Director post (referred to as Chief Executive) was outlined within a report on the Corporate Core Budget 2020/21 presented to Resources & Governance Scrutiny Committee on 7th January 2020.

It is to be noted that the Council is initially underwriting the costs for the creation of the Director position. It is anticipated that contributions from other strategic partners and external funding programmes will cover the costs in future years.

For any incremental pay increases associated with the post, this will be accounted for through the Manchester Climate Change Agency annual budget setting process.

Contact Officers:

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Background documents (available for public inspection):

Not applicable

1. Background

- 1.1 In July 2019, Manchester City Council declared a climate emergency. This declaration recognised the need for the Council, and the city as a whole, to do more to reduce its carbon emissions and mitigate the negative impacts of climate change. It also demonstrated the Council's commitment to be at the forefront of the global response to climate change and to lead by example.
- 1.2 The Council is a key organisation involved in the Manchester Climate Change Agency and Partnership. In order to support the delivery of the Manchester Climate Change Framework, the Council has agreed to provide funding towards the creation of key posts at the Manchester Climate Change Agency. The posts agreed to be supported are Director, Deputy Director, Policy and Strategy Lead and a Programme & Finance Officer. These posts will drive forward the delivery of a range of activities and outcomes detailed within the Framework, all of which supports the work being undertaken for Manchester to become zero carbon by 2038 at the latest.
- 1.3 The intention is that through the posts funded by the Council, this will facilitate the securing of grants, sponsorship or other funds to ensure that the Agency has a long term, financially secure operating and staffing budget to continue to undertake key climate change related activities and put Manchester at the forefront by delivering exemplar initiatives.

2. Manchester Climate Change Agency: Director Role

- 2.1 Work was undertaken in 2019 to develop an outline business plan for the further development and expansion of Manchester Climate Change Agency (MCCA). The development of the business plan was in recognition of the growing role for MCCA in the delivery of Manchester's climate change strategy, highlighting the need to upscale the staffing compliment in order to successfully achieve key outcomes for the city. As part of the plan, a staffing structure was outlined, which included the creation of a Director post, acting as the catalyst in establishing the Agency and Partnership as the driving force in making Manchester one of the first zero carbon, climate resilient cities in the world.
- 2.2 In January 2020, the Council confirmed funding support towards costs for the creation of four posts at the Agency, with the Director post being the first and primary position to be supported. The role directly contributes towards the delivery of the Our Manchester priority of Manchester becoming a zero carbon city by 2038 at the latest.
- 2.3 The Director position will directly oversee the delivery of a number of initiatives that will involve and benefit a wide range of organisations and residents across the city. The post will be accountable to Manchester Climate Change Agency Board of Directors and Partnership. These entities are made up of a wide range of influential partners from the public, private and community / voluntary sector, including Manchester City Council.

- 2.4 The post of Director will be included on the City Policy structure within Policy, Performance and Reform. Once appointed the officer will be immediately seconded into the Manchester Climate Change Agency to lead the organisation and manage its other employees. This arrangement mirrors that already in place for two Council officers, at Grade 11 and Grade 9, who are currently seconded into the Agency to provide interim support whilst the formal operational structure is established.

3. Conclusions

- 3.1 The creation and appointment of the Director post will provide senior leadership capacity to lead the delivery and implementation of the Manchester Climate Change Framework. This is a key priority for the city and this much needed resource will support Manchester becoming a zero carbon by not later than 2038, as outlined in the climate emergency that was declared in July 2019.

4. Comments from Trade Unions

- 4.1 Comments from the Trade Unions on the creation of this post are to be received.

5. Comments from the Director of HROD

- 5.1 In establishing the grade and salary commensurate for the role, the Council's Job Evaluation Process has been applied.