

FULL COUNCIL REPORT

Date Written	26 April 2018 **
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Service Area	Neighbourhood Services
Exempt/Non Exempt	Non Exempt
Committee Date	6 th June 2018

To: Mayor, Ladies and Gentlemen

ENERGY ENGINEER POST CHANGE REQUEST

1.0 SUMMARY OF THE REPORT

- 1.1 This report is a follow up to the report given to Council on 22nd November 2017 in which it was requested that the structure of the Estates Management Service be changed to include the post of Energy Engineer.
- 1.2 The original report requested a 2 year fixed term post be approved and this was done in November. Since then the post has been created, the job evaluated and the recruitment process followed. Unfortunately none of the applicants proved suitable for the role as they lacked the skills and experience required.
- 1.3 It is believed that the fixed term of the post is acting as a barrier to the recruitment as at least two very experienced engineers have expressed an interest in the role but not as a fixed term post.
- 1.4 The Carbon Management Programme comprises of a list of projects across the Council, Schools and the Merthyr Tydfil Leisure Trust. These projects will reduce the carbon footprint of these organisations. In doing so the energy budgets can be reduced accordingly.
- 1.5 It is anticipated that energy costs will continue to increase, and Welsh Government are about to introduce both renewable energy and carbon reduction targets. By implementing the Carbon Management Programme it is anticipated that energy use and carbon dioxide emissions will decrease. In order to effectively deliver the Council's Carbon Management Programme and access invest to save funding it is imperative that adequate resource and skills are allocated to the work programme.
- 1.6 The Energy Engineer Post will report to the Buildings Services Group Manager under the management of the Chief Officer for Neighbourhood Services.

1.7 The overall investment for the Council in respect to the structural changes in this report is £53,825 for 2018/19. If the Carbon Management Plan is implemented, it is expected to save approximately £500,000 and 1100 tonnes of CO₂ per year and therefore the post will essentially be self-funded by savings made.

2.0 RECOMMENDATIONS that

2.1 The request to change the terms of the post from a 2 year fixed term to a permanent position be agreed.

3.0 INTRODUCTION AND BACKGROUND

3.1 A report was submitted to Council on 22nd November 2017 seeking approval for the creation of an Energy Engineer position on a 2 year fixed term contract, this was approved.

3.2 The Carbon Management Programme comprises of projects across the Council, Schools and the Merthyr Tydfil Leisure Trust. These projects will reduce the carbon footprint of these organisations. In doing so the energy budgets can be reduced accordingly.

3.3 It is anticipated that energy costs will continue to increase. This is worsened for the Council, Schools and the Merthyr Tydfil Leisure Trust as there are several assets and these are not as energy efficient as they need to be. Coupled with this, the Welsh Government has indicated that new legislation will be introduced within the next year setting carbon reduction and renewable energy targets. Although not fully confirmed, it is expected that penalties similar to those for not hitting waste reduction targets will be imposed for not hitting carbon and energy targets. This will be on top on the ever increasing energy costs.

3.4 The operating model design (OMD) of the Council outlines the need for all Council services to put the customer at the front of service delivery. This means the Council will consider the level of staffing and structures to achieve this. This includes ensuring that the correct levels of officer and manager roles exist. In addition the OMD implies that the Council centralises all support services to make best use of resources and to meet Council priorities.

4.0 RATIONALE

4.1 The Wellbeing of Future Generation (WFG) Act places a duty on the Council to reduce its emission of greenhouse gases and install renewable energy systems and these are part of the national indicators.

4.2 By implementing the Carbon Management Plan it is anticipated that costs will be reduced significantly from the current position and Carbon Dioxide (CO₂) emissions will also decrease. In order to effectively deliver the Council's Carbon Management Programme and access invest to save funding it is imperative that adequate resource and skills are allocated to the work programme. At present it is anticipated that there will be a saving in the order of millions across the Council, schools and the Merthyr Tydfil Leisure Trust.

- 4.3 At present there is neither the capacity nor capability to deliver the programme within the existing staffing structure. The market forces dictate that it would be more cost effective to bring a resource in house. As such it is proposed that an Energy Engineer post be created for the duration of the programme. This will be funded through the Council's corporate investment fund on a return on investment principle with funds coming from the savings of implementing the programme.
- 4.4 At the stage of the initial report it was difficult to assess the duration of the programme but based on the locations, number of projects and working within school time constraints, it was estimated to be at least 2 years. Therefore it was decided to be prudent to recruit on a 2 year fixed term post focussed on delivering the Carbon Management Programme and the post was advertised as such in March 2018.
- 4.5 Since the initial report was submitted, Welsh Government has announced that they have started to work on a programme to make all Public Bodies carbon neutral by 2030. They have indicated that Carbon Budgets and Renewable Energy targets will be set for each Public Body and penalties will be imposed if budgets are exceeded or targets are not met. As a result there will be a continuing requirement to have the capability and capacity to achieve energy reductions for the foreseeable future and the post should be made permanent.
- 4.6 We received only 3 applicants for the post of which two progressed to the interview stage. One applicant withdrew their application prior to interview and the second was found not to have sufficient skills, knowledge and experience for the post.
- 4.7 We have received information from potential applicants that they did not apply as they are currently in permanent positions and would be unwilling to move from these into a fixed term post. This is therefore proving to be an obstacle to recruitment from a very small pool of suitably qualified engineers.
- 4.8 The fact that the position was initially advertised as a fixed term post has already been raised as a possible barrier to getting the best candidate by the Neighbourhood Services Scrutiny Committee.
- 4.8 Due to the anticipated savings of the Carbon Management Programme, the Energy Engineer post will essentially be self-funding.
- 4.9 The Energy Engineer post will report to the Buildings Services Group Manager under the management of the Chief Officer for Neighbourhood Services.

5.0 FINANCIAL IMPLICATION(S)

- 5.1 The financial implications of these structural changes are tabulated below. It should be noted that these costs have previously been agreed as acceptable.

Post Title	2018/19 (£)	2019/20 (£)	2020/21 (£)	2021/22 (£)
Energy Engineer Grade 9	53,825	55,978	57,823	59,827

The overall investment for the Council in respect to the structural changes in this report is £53,825 for 2018/19 and £55,978 for 2019/20. The funding for the post for these two years will be through the Corporate Investment Fund. If the Carbon Management Plan is implemented, it is expected to save approximately £500,000 and 1100 tonnes of CO2 per year and the post will essentially be self-funded by savings made for the following years.

6.0 EQUALITY IMPACT ASSESSMENT

- 6.1 An Equality Impact Assessment (EqIA) form has been prepared for the purpose of this report. The outcomes are summarised below. The form can be accessed on the Council's intranet via the 'Equality Impact Assessment' link.
- 6.2 Structure changes within the Estates Management service – It has been found that a full assessment is not required at this time. This report has a neutral impact on all 11 of the protected characteristics.

CHERYLLEE EVANS
CHIEF OFFICER FOR NEIGHBOURHOOD SERVICES

COUNCILLOR KEVIN GIBBS
CABINET MEMBER FOR NEIGHBOURHOOD SERVICES, PLANNING AND COUNTRYSIDE

BACKGROUND PAPERS		
Title of Document(s)	Document(s) Date	Document Location
Equality Impact Assessment	November 2017	Deputy Chief Executive
Council Report	22 November 2017	
Does the report contain any issue that may impact the Council's Constitution?		No

Consultation has been undertaken with the Corporate Management Team in respect of each proposal(s) and recommendation(s) set out in this report.