

## Recruitment Grant funded posts x 4 Financial Advice

This decision seeks to approve recruitment to 4x grant funded posts on a Fixed Term contract basis to deliver the Public Sector Decarbonisation Skills program. This decision aligns with the Strategic Council Plan 2021-23 [1] as per Outcome 3; Carbon Neutral by 2028, specifically:

- Significantly reducing carbon dioxide (CO2) emissions across a variety of areas such as transport.

As NCC is currently under enhanced spending controls, this decision falls under the current Budget Restrictions essential spend control as per segment 6:

- expenditure funded through ring-fenced grants

## Financial Considerations

The posts will be fully funded, including pension deficit costs, from the BEIS Midlands Energy Hub (MEH) grant. This additional grant allocation has been received in full to the value of £1.123m (see original Leader's Key Decision (LKD) data as per the author) and estimated grant expenditure will be captured on cost centre N-13078.

The proposed costs of the posts are summarised in **Table 1** below:

**Table 1: MEH Proposed Cost of 4x Grant posts**

Grade	Post name	£m		
		Yr1	Yr2**	Total
Gde I	Low Carbon Energy Projects Manager	52.9k	55.7k	0.109
Gde H	Principal Low Carbon Heat Project Officer	45.8k	48.5k	94.3k
Gde H	Principal Building Decarbonisation Project Officer	45.8k	48.5k	94.3k
Gde G	Senior Bid Writer	39.9k	42.4k	82.3k
<b>Total</b>		<b>0.185</b>	<b>0.195</b>	<b>0.380</b>
<i>Funded by:</i> BEIS MEH grant allocation		<b>(0.185)</b>	<b>(0.195)</b>	<b>(0.380)</b>

\* Salary costs include on-costs and pension deficit estimate

\*\* Assumes progression to upper scale point

The estimated cost for the 4x posts is within the allocated grant earmarked cost for Salaries & Redundancy, see **Table 2: BEIS Grant Expenditure Summary**

**Table 2: BEIS Grant Expenditure Summary**

<b>Area</b>	<b>Grant Budget</b>
External Fees	0.400
Salaries & Redundancy	0.430
IT & Telephony	0.006
Travel	0.072
Management Fee	0.112
Preliminary Work	0.100
Contingency	0.003
<b>Grand Total</b>	<b>1.123</b>

### **Risk Consideration**

The grant budget allocation is seen in **Table 2: BEIS Grant Expenditure Summary**

Potential national pay awards have not been estimated in the current costings, however, there is some contingency within the grant funds to reallocate budget to account for this potential additional cost. Redundancy costs may be applicable at the end of the allocated funding, dependent on employee's LA pension history, and this has also been earmarked within the financial summary within Salaries and Redundancy.

Start-up costs such as IT, telephony etc have also been allocated within the overall grant budget of £1.123m above and are covered in the LKD.

Close financial monitoring of the grant by the MEH service area should assist in assessing any overspend risk within salaries or any other budget areas as aligned to the grant MoU. This should also minimise the risk of any grant clawback and interest payment.

**Tania Clayton Pérez, Commercial Business Partner**

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### **References**

[1] Pg 16, [strategic-council-plan-2021-23\\_final.pdf \(nottinghamcity.gov.uk\)](#)