

NCC has previously received funding from BEIS to deliver the Net Zero Programme (original DDM 3119) and through subsequent variations the Memorandum of Understanding (MoU). BEIS have confirmed that this funding allocation will be treated as a separate Funding Agreement and the accompanying MoU will supersede the previous MoU's. The £0.970m grant allocation covers the 2022/23 financial year.

NCC are the Accountable Body for compliance with the grant conditions. Therefore, it is the responsibility of NCC to ensure robust financial systems are in place to minimise the risk of grant claw-back, and therefore potential financial pressure on NCC. Any claw-back would need to be absorbed within the EWBT.

All expenditure must be subject to NCC Financial Regulations and NCC procurement Rules.

Recruitment Grant Funded Posts x2 Project Support Officers and x1 Net Zero Reporting & Liaison Officer

This decision seeks to approve recruitment to 3x grant funded posts on a Fixed Term contract basis to deliver the Net Zero Programme. 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 Net Zero Hub (MNZH) grant allocation of £0.970m. grant expenditure will be captured on cost centre N-13030.

The Project Support Officer position has previously been evaluated by the job evaluation team and the grading confirmed as GLPC-F. The Net Zero Reporting and Liaison Officer is a new position which will need to be fully evaluated by the job evaluation team but, based on the skills and knowledge required of the post holder, and similar roles in the area, it is expected to be evaluated at GLPC H or I. The following table assumes the worst case scenario (GLPC I)

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

Table 1: MNZH Proposed Cost of 3x Grant posts

Grade	Post name	£m		
		Estimated Expenditure*		
		Yr1	Yr2**	Total
Gde F	Project Support Officer	0.0384	0.0409	0.0793
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Gde I	Net Zero Reporting & Liaison Officer	0.0567	0.0595	0.1162
Total		0.1335	0.1413	0.2748
<i>Funded by: BEIS MNZH grant allocation</i>		(0.1335)	(0.1413)	(0.2748)

* Salary costs include on-costs and pension deficit estimate

** Assumes progression to upper scale point

Risk Consideration

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 would need to be funded from the grant funding allocation.

Close financial monitoring of the grant by the MNZH 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.

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