

## North York Moors National Park Authority

19 December 2016

### Staffing for the Delivery of the NPA's Responsibilities Regarding the Sirius Minerals Polyhalite Mine Project including Section 106 Agreement

#### 1. Purpose of the Report

- 1.1 To inform Members of progress being made to ensure that adequate staffing resources are in place to ensure that the planning monitoring work and compensatory/mitigation work arising from the commencement of the Polyhalite mining development are carried out effectively.
- 1.2 To seek Members' approval for delegating the Authority to appoint to a Director level post to a Panel.

#### 2. Background

- 2.1 Members will be aware of the progress that Sirius Minerals had made towards securing the necessary funding to commence the development from reports in the media and the Chief Executive's email of 18 November. The situation as it impacts on the Authority was discussed at FRASC on 21 November as described in the email. Subsequent meetings with the company have suggested that formal commencement of the construction work should begin in the first half of 2017.
- 2.2 Members will recall that a major Section 106 agreement was signed by the company and provides considerable financial resources to enable the delivery of mitigating and compensatory actions, particularly in relation to tourism and conservation. The formal commencement of the development itself will also require the prior discharge of important planning conditions and throughout the development there will be a significant workload to ensure that these and many other conditions are met and any issues that arise are swiftly resolved to minimise the impacts on the Park. Amongst other things, this will involve copious amounts of community consultation.
- 2.3 Formal commencement will trigger the start of the main Section 106 payments. The Authority is required to spend the mitigation and compensation monies consistently over a sustained period of time or face the prospect of losing it and therefore not be able to satisfactorily complete the work that is designed to offset adverse effects of the development.

#### 3. Recruitment

- 3.1 At FRASC, Members agreed to the appointment of both a Director level post and a Senior Mineral Planner to focus entirely on ensuring that the Authority provides an effective and co-ordinated service over the communications, public engagement, mitigation and compensation aspects of the Project as well as the planning and enforcement work required. The salary level appropriate to attract a sufficiently qualified and experienced candidate to the Director post was also discussed and agreed.
- 3.2 Following discussion among Directors, and with consultation with relevant Members, job descriptions have been agreed and both posts have been advertised externally with a view to interviewing in January and commencement dates will be as soon as the successful candidates' notice periods allow.

3.3 The current scheme of Delegation requires appointment at Director level to be subject to approval by the full Authority, although in practice it usually determines to delegate these powers. Officers therefore propose that Members delegate their powers for the appointment to this Director post to a panel consisting of the Chairman, Chair of FRASC and the Chief Executive.

#### 4. **Financial and Staffing Implications**

4.1 The costs of recruitment and ongoing costs for these posts should be funded via their work on monitoring, compliance and works directly associated with mitigatory and compensatory measures, via the Section 106 agreement, ensuring that there is no impact on core budgets.

#### 5. **Recommendation**

5.1 That Members:

- Note the measures being taken to ensure that sufficient staffing resources are in place to manage the workload arising from the commencement of the development; and
- Delegate powers to make an appointment to the Director level post described in this paper to the panel outlined in Paragraph 3.3.

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**Background documents to this report**

**File ref.**

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