

The organisation



A sustainable organisation

Environment Canterbury recognises that to deliver the community outcomes it has to provide and maintain an appropriate and sustainable organisational capacity. Levels of service are identified in three key areas - workforce, finance and environmental footprint.

Workforce

Workforce planning within Environment Canterbury has identified the importance of retaining a highly skilled and adaptable workforce. Developing a sustainable workforce capability focuses on four key areas:

- fostering effective leadership and values
- undertaking training and development to enhance individual capabilities
- developing and maintaining a high performance organisation culture
- maximising organisational sustainability.

Leadership ability and performance is measured as part of annual performance goals. Leadership programmes are offered to all levels of management.

Each year an internal training programme is based on a needs analysis and external technical training is offered to keep specialist staff up to date in their fields. Staff are allocated 30 hours a year for training. A 50 percent subsidy on fees is available to encourage further relevant tertiary study by individuals. An in-house graduate development programme is provided to new graduates to acquire personal skills to enable them to quickly become productive.

As the number of planned outputs increases, cost effective delivery requires higher productivity from each staff member, which in turn increases the importance of work/life balance. A number of initiatives are in place to address this, including flexible starting and finishing times, access to part-time work and the option of negotiating additional annual leave (with a pro rata reduction in salary).

Staff health and safety is a priority, with flu vaccinations, health assessments and a range of health education opportunities offered. A staff/management health and safety committee meets to discuss health and safety issues. Gymnasium facilities in the Kilmore Street office continue to be well utilised.

In August 2006, staff were involved in a major exercise to develop a vision for the culture of Environment Canterbury. Implementing a wide range of initiatives as a result of this exercise is contributing to a vibrant co-operative culture.

Environment Canterbury recognises the need to maintain a successful employment brand. Despite national and international skill shortages Environment Canterbury continues to be able to attract and retain high quality staff.

Environment Canterbury is responding to the impact of an ageing workforce with part-time options for staff approaching retirement age and retaining retired staff to work on short-term projects.

The total number of permanent staff at 30 June 2007 was 454 (full time equivalents), including 351 staff located at Christchurch (includes bus exchange), 47 in Timaru and 56 at other depots throughout the region.

Additional capacity is provided by volunteers, e.g. bathing beach water quality samplers and honorary navigation safety enforcement officers.

Levels of service

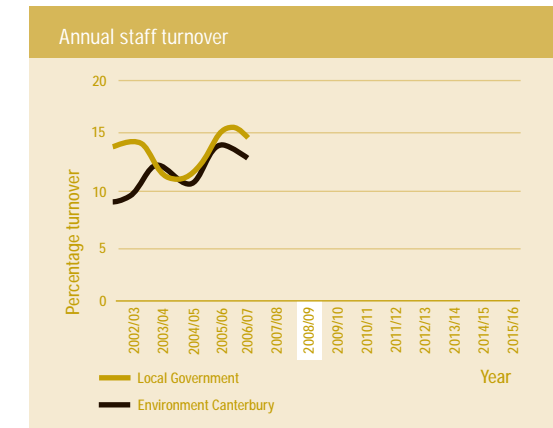
1. Retaining a highly skilled and adaptable workforce

Measure

The percentage annual staff turnover.

Target

Less than the local government median turnover percentage, as measured by the Mercer Local Government Survey.



Source: Environment Canterbury.

2. Providing a safe working environment

Measure 1

The Accident Compensation Corporation status achieved.

Target

Tertiary status.

ACC Status level	
2004/05	Tertiary
2005/06	Tertiary
2006/07	Tertiary
2007/08	Forecast: tertiary
2008/09	Target: tertiary
2009/10 to 2015/16	Target: tertiary

Source: Environment Canterbury.

Measure 2

The number of reported accidents.

Target

A 10% reduction, with no serious accidents.

Accidents	Reported accidents	Serious accidents
	2003/04	49
2004/05	51	1
2005/06	47	4
2006/07	47	4
2007/08	Forecast: <42	Forecast: none
2008/09	Target: <38	Target: none
2009/10 to 2015/16	Target: 10% reduction p.a.	Target: none

Source: Environment Canterbury.

Measure 3

The number of Equal Employment Opportunity complaints.

Target

None

EEO complaints	
2003/04	None
2004/05	None
2005/06	None
2006/07	None
2007/08	Forecast: none
2008/09	Target: none
2009/10 to 2015/16	Target: none

Source: Environment Canterbury.

Finance

Environment Canterbury is committed to ensuring ratepayer funds and Government grants are managed efficiently and effectively in the best interests of the community. Developing sustainable financial capability focuses on three key areas:

- providing an equitable and efficient rating system
- supporting delivery of work programmes throughout the organisation
- reporting the organisation's financial and physical performance.

Striking and levying rates annually in accordance with the council's funding policies is a key service underpinning the timely resourcing of annual work programmes. Rates collection is shared with local councils, for both ratepayer convenience and to minimise costs.

Managers and project leaders are provided with timely monthly reports against budgets to enable them to make sound decisions. Councillors receive financial updates monthly, and three times a year a report that tracks project expenditure and performance.

An important treasury function is managing financial reserves at a level sufficient to cope with the unexpected, such as a catastrophic earthquake or flood, or avian flu, to ensure essential ratepayer services can continue to be delivered.

Levels of service

1. Managing the council's revenue requirement

Measure

The percentage of planned annual revenue that is collected.

Target

100%

Percentage of annual revenue requirement collected					
	Interest	User pays	Grants	Targeted rates	General rates
2006/07	101%	105%	107%	99%	100%
2007/08	Forecast: 100%	Forecast: 100%	Forecast: 100%	Forecast: 100%	Forecast: 100%
2008/09	Target: 100%	Target: 100%	Target: 100%	Target: 100%	Target: 100%
2009/10 to 2015/16	Target: 100%	Target: 100%	Target: 100%	Target: 100%	Target: 100%

Source: Environment Canterbury.

2. Providing councillors and managers with timely management and performance information (financial and physical, budget versus actual)

Measure 1

The percentage of reports to councillors provided within the required time frame.

Target

100%

Monthly reports to councillors	
2006/07	100%
2007/08	Forecast: 100%
2008/09	Target: 100%
2009/10 to 2015/16	Target: 100%

Measure 2

The percentage of monthly reports to managers provided within the required time frame.

Target

100%

Monthly reports to managers	
2006/07	100%
2007/08	Forecast: 100%
2008/09	Target: 100%
2009/10 to 2015/16	Target: 100%

Source: Environment Canterbury.

Environmental footprint

Environment Canterbury is committed to continual improvement of its internal environmental performance and reducing its environmental footprint. Initiatives are underway to progress this in three key areas:

- environmental performance
- energy efficiency
- waste minimisation.

ISO 14001 certification is in place for managing the council's flood control works, buildings, fleet management and forestry.

Management policies and procedures in place support sound environmental practices within Environment Canterbury. A staff team also champions activities promoting waste minimisation, energy conservation and other initiatives.

Energy consumption is monitored at all offices and depots, with ongoing efforts to minimise demand. The removal of all incandescent light bulbs from Environment Canterbury buildings is scheduled for completion by 30 June 2007.

Staff using vehicles are encouraged to use the most appropriately sized vehicle for the task involved. A car ride share scheme operates to reduce the number of vehicles traveling between Christchurch and Timaru offices. This also reduces the use of couriers. A video conferencing link between Christchurch and Timaru is used frequently by staff to reduce travel to meetings.

The vehicle fleet is carefully managed, with new vehicle purchasing taking factors such as fuel consumption and driver safety into account. A recent Green Party national survey of local bodies ranked Environment Canterbury as the top regional council for the fuel efficiency/climate friendliness of its vehicle fleet. However, there is still potential to save an average of 683kg in annual carbon emissions for each of Environment Canterbury's 121 vehicles if they were upgraded to the most fuel efficient available.

Results of a 2003 survey show that 29 percent of staff regularly cycled to work, five percent travelled by bus, eight percent walked and seven percent travelled as passengers.

All rubbish is sorted and twice-yearly surveys monitor the average volumes of waste going to landfill. Worm farms are provided at the Christchurch office to dispose of food scraps. An in-house waste exchange is available on the Intranet for staff to advertise and exchange unwanted goods from the office or home.

Levels of service

1. Reducing vehicle carbon emissions

Measure

CO₂ emissions kilograms per kilometre.

Target

Small sedans¹: 0.150kg/km, Medium sedans²: 0.190kg/km

Co ₂ emissions		
	Small sedans	Medium sedans
2003/04	0.158	0.207
2004/05	0.156	0.193
2005/06	0.160	0.194
2006/07	0.160	0.194
2007/08	Forecast: <0.150	<0.190
2008/09	Target: <0.150	<0.190
2009/10 to 2015/16	Target: <0.150	<0.190

Source: Environment Canterbury.

2. Reducing electricity consumption

Measure

The electricity consumption per square metre in the Christchurch office.

Target

Less than 150 kilowatt hours per square metre per annum.

Electricity consumption	
2005/06	144
2006/07	144
2007/08	Forecast: <150
2008/09	Target: <150
2009/10 to 2015/16	Target: <150

Source: Environment Canterbury.

¹ <1,600cc

² 1,600 to 2,200cc

3. Reducing waste going to landfill

Measure

The amount of waste per staff member going to landfill per annum from the Christchurch office.

Target

The weight is decreasing.

The average volume of waste per staff member per annum	
2004/05	21.1 kg
2005/06	21.6kg
2006/07	Forecast: <21.6 kg
2007/08	Forecast: <21.6 kg
2008/09	Target: <21.6 kg
2009/10 to 2015/16	Target: <21.6 kg

Source: Environment Canterbury Annual Survey.

4. Becoming carbon neutral

Measure

CO₂ emissions from electricity use, vehicle use and waste going to landfill*.

Target

CO₂ emissions per staff member do not increase.

*Data only currently available for Kilmore Street offices, Christchurch.

» What's changed since the 2006-16 LTCCP?

The 2007/08 Annual Plan proposed that a new measure and target would be introduced in the 2008/09 Annual Plan.

Councillors and Constituencies



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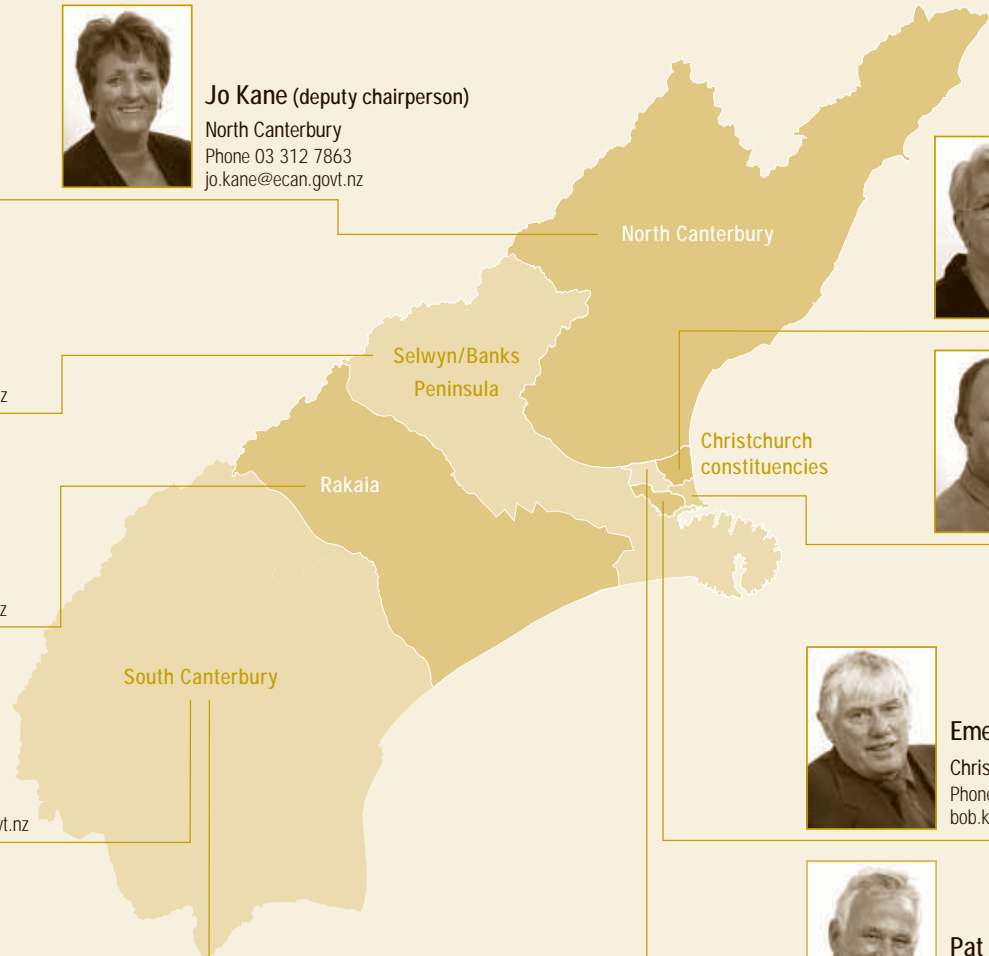
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Committee membership

Council

Chairman Sir Kerry Burke

Membership: all councillors

Note: The council chairman is a member of all committees ex officio.

Committees

1. Central Area

Purpose: Liaison and discussion of sub-regional issues.

Membership: Eugenie Sage (Chair), Sir Kerry Burke, Angus McKay, David Sutherland, Rik Tindall.

Appointed members: to be confirmed

2. Chief Executive Performance Review

Purpose: Oversight of the employment of the Chief Executive.

Membership: Sir Kerry Burke (Chair), Carole Evans, Pat Harrow, Jo Kane, Emeritus Prof. Bob Kirk, Alec Neill, Eugenie Sage

3. Christchurch Area

Purpose: Liaison and discussion of sub-regional issues.

Membership: Carole Evans (Chair) Sir Kerry Burke, Jane Demeter, Pat Harrow, Bob Kirk, Alec Neill, David Sutherland, Rik Tindall.

Appointed members: to be confirmed

4. Finance and Audit

Purpose: Assist the council to address audit, financial reporting and internal control issues.

Membership: Emeritus Prof. Bob Kirk (Chair), Sir Kerry Burke, Carole Evans, Pat Harrow, Jo Kane, Alec Neill, Eugenie Sage.

5. Maori Advisory

Purpose: Enhance council's relationship with Maori and facilitate input into council decisions that have significance to Maori.

Membership: Sir Kerry Burke (Interim Chair), Jane Demeter, Carole Evans, Emeritus Prof. Bob Kirk, Bronwen Murray, Eugenie Sage, Rik Tindall, plus representatives of Ngai Tahu and Nga Maata Waka.

6. Northern Area

Purpose: Liaison and discussion of sub-regional issues.

Membership: Ross Little (Chair), Sir Kerry Burke, Jane Demeter, Jo Kane.

Appointed members: to be confirmed.

7. Regional Land Transport

Purpose: Responsible for the Regional Land Transport Strategy, the annual Regional Land Transport Programme, strategic planning for a safe and efficient regional transport system, and the promotion and co-ordination of road safety activities.

Membership: Jo Kane (Chair), Sir Kerry Burke, Carole Evans, Mark Oldfield.

Appointed members: Cr H Broughton, N Campbell, Mayor J Coles, J Curtis, P Falloon, Cr P Farrant, P Goodwin, Mayor K Heays, Mayor G Jackson, Dr S Kingham, Dr C Kissling, C Knaggs, Cr A Mavor, Cr J Morten, Cr M Oliver, Mayor B O'Malley, Mayor J O'Neill, Cr B Shearing, Dr A Stevenson, B Wearing, Cr C Williams, B Young.

8. Regional Planning

Purpose: Formulation and review of plans, strategies, bylaws and policies under resource management and other resource related legislation.

Membership: Emeritus Prof. Bob Kirk (Chair) and all councillors.

9. Regulation Hearings (2 committees)

Purpose: Responsible for appointing Resource Consent Hearing Committees; considering and deciding resource consent applications in accordance with delegated powers; and to exercise such other powers as delegated by council.

Membership: Angus McKay and Alec Neill (chairs), plus councillors in rotation.

10. Regulation Overview

Purpose: Responsible for overseeing quarterly reports on specific regulatory activities, preparation of the regional environment report, the annual enforcement activities report and the annual compliance report.

Membership: Angus McKay and Alec Neill (chairs), all councillors.

11. Southern

Purpose: Enhance the effectiveness of council functions in the southern area.

Membership: Mark Oldfield (Chair), Bronwen Murray, Sir Kerry Burke, Jo Kane, Alec Neill.

Joint Committee

Canterbury Civil Defence and Emergency Management Group Joint Committee

A joint committee of 9 Canterbury Territorial Authorities and Environment Canterbury established in terms of Section 17 of the Civil Defence Emergency Management Act 2002.

Membership: Mayor Janie Annear, Mayor Kelvin Coe, Mayor John Coles, Cr Neil Cruickshank, Mayor Kevin Heays, Mayor Garry Jackson, Cr Ken Lowe, Mayor John O'Neill, Cr Bob Shearing, Cr Rik Tindall.

Group of activities Groups *C/S = Chair/Spokesperson*

1. Air Quality/Energy

Jo Kane (C/S Air Quality), Bronwen Murray (C/S Energy), Sir Kerry Burke, Pat Harrow, Angus McKay, Eugenie Sage, Rik Tindall, Mark Oldfield.

2. Coastal Environment/Navigation Safety

David Sutherland (C/S Coastal Environment), Bronwen Murray (C/S Navigation Safety), Sir Kerry Burke, Emeritus Prof. Bob Kirk, Jane Demeter, Alec Neill, Mark Oldfield, Rik Tindall.

3. Democratic Process

Sir Kerry Burke (C/S), all councillors.

4. Hazards and Emergency Management

Jane Demeter (C/S Hazards), Rik Tindall (C/S Emergency Management), Sir Kerry Burke, Carole Evans, Ross Little, Angus McKay, Bronwen Murray.

5. Land, Biodiversity, Pest Management, Waste, Contaminated Sites

Ross Little (C/S Land, Contaminated Sites), Jane Demeter (C/S Biodiversity), Eugenie Sage (C/S Pest Management), Pat Harrow (C/S Waste), Sir Kerry Burke, Bronwen Murray, Mark Oldfield, David Sutherland.

6. Regional Land Transport and Public Passenger Transport

Jo Kane (C/S RLT), Carole Evans (C/S PPT), Sir Kerry Burke, Jane Demeter, Pat Harrow, Bronwen Murray, Mark Oldfield.

7. Water Quality, Quantity and Ecosystems

Mark Oldfield (C/S), Sir Kerry Burke, Jane Demeter, Pat Harrow, Angus McKay, Ross Little, Bronwen Murray, Eugenie Sage, Rik Tindall, David Sutherland.

For the latest information on committee membership visit the Environment Canterbury website:

www.ecan.govt.nz/committees