Climate Change Impact Assessment Summary

Project/Proposal Name	HR & Payroll / Learning Management System	Portfolio	Resources
Committee	Strategy and Resources	Lead Member	n/a
Strategic Priority	Clean Economic Growth	Lead Officer	Peter White
Date CIA Completed	15/02/24	CIA Author	Peter White
		Sign Off/Date	

Designat Description and CIA	The out of the second of the party of the second of the se
	This CIA relates to the procuement of a HR & Payroll system and Learning Manaement System to support the delivery of HR services. The current contract is coming to an end on 31 May 2024 so a new arrangement needs to be put in place via a tender process.
	The current HR & Payroll contract is provided by Insight/MHR and delivers a key HR secure system that supports HR & Payroll processing activity.
	The consideration of Transport relates to the movement of employees and managers around the city/region to carrry out HR related processing activity.
	The consideration of Energy relates to the promotion of digital options whilst reducing paper based activity.

Rapid Assessment	Does the project or proposal have an impact in the following areas? Select all those that apply. Only complete the sections you have selected here in the assessment.			
Buildings and Infrastructure	No	Influence	No	
Transport	Yes	Resource Use	Yes	
Energy	Yes	Waste	No	
Economy	No	Nature/Land Use	No	
		Adaptation	No	

Chesterfield Borough Council Climate Impact Assessment Tool provided inspiration for this tool.

Initial Assessment Summary



Full Assessment Summary



Progress Towards Net Zero

>=27	The project will increase the amount of CO2e released compared to before.
21-26	The project will maintain similar levels of CO2e emissions compared to before.
	The project will achieve a moderate decrease in CO2e emissions compared to before.
	The project will acheve a significant decrease in CO2e emissions compared to before.
0-2	The project can be considered to achieve net zero CO2e emissions.

Category Buildings and	Impact	Description of Project Impact	Score
onumys und	Construction	N/A	
nfrastructure			
	Use	N/A	
	Land use in development	N/A	
ransport	Demand Reduction	The amount of travel by employees/managers to attend work sites will continue to reduce as more HR and Learning interactions can be done using a digital approach.	6
	Decarbonisation of Transport	The Council is not prescriptive about the mode of transport used by employees/managers when travelling to a place of	6
		work to complete HR processing duties (e.g. submitting A/L requests, claims etc.)	
	Public Transport	The Council is not prescriptive about the mode of transport used by employees/managers when travelling to a place of	6
		work to complete HR processing duties (e.g. submitting A/L requests, claims etc)	,
	Increasing Active Travel	The type of travel is determined by the employee/manager although active travel is being promoted through internal campaigns such as 'My Journey'.	6
nergy	Decarbonisation of Fuel	N/A	
	Demand Reduction/Efficiency	Continued development of the HR & Payroll system will commit the Council to more digital interactions with	6
	Improvements	employees/managers this reducing the need for the use of paper. Continued emphasis on e-learning through the	ľ
	Increasing infrastructure for	Learning Management system reduces the need of physical training materials including paper based handouts. N/A	-
	renewables generation	NAV	
conomy	Development of low carbon businesses	N/A	
	Increase in low carbon	N/A	
	skills/training		
	Improved business	N/A	
	sustainability		
nfluence	Awareness Raising	N/A	
	-		
	Climate Leadership	N/A	
	Western with Challes and an	WA.	
	Working with Stakeholders	N/A	
			1
Resource Use	Water Use	N/A	
Resource Use			
Resource Use	Water Use Food and Drink	N/A N/A	
Resource Use		N/A Overall contlinued reduction in paper based processing across the Council (e.g., Paper pay slips, application forms,	6
Resource Use	Food and Drink Products	N/A Overall continued reduction in paper based processing across the Council (e.g. Paper pay slips, application forms, annual leave cards, claims)	6
tesource Use	Food and Drink	N/A Overall contlinued reduction in paper based processing across the Council (e.g., Paper pay slips, application forms,	6
Resource Use	Food and Drink Products	N/A Overall continued reduction in paper based processing across the Council (e.g. Paper pay slips, application forms, annual leave cards, claims)	6
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	Food and Drink Products	N/A Overall continued reduction in paper based processing across the Council (e.g. Paper pay slips, application forms, annual leave cards, claims)	6
	Food and Drink Products Services Waste Reduction	N/A Overall continued reduction in paper based processing across the Council (e.g. Paper pay slips, application forms, annual leave cards, claims) N/A	6
	Food and Drink Products Services	N/A Overall continued reduction in paper based processing across the Council (e.g., Paper pay slips, application forms, annual leave cards, claims) N/A	6
	Food and Drink Products Services Waste Reduction Waste Hierarchy	N/A Overall continued reduction in paper based processing across the Council (e.g. Paper pay slips, application forms, annual leave cards, claims) N/A N/A	6
	Food and Drink Products Services Waste Reduction	N/A Overall continued reduction in paper based processing across the Council (e.g. Paper pay slips, application forms, annual leave cards, claims) N/A	6
	Food and Drink Products Services Waste Reduction Waste Hierarchy	N/A Overall continued reduction in paper based processing across the Council (e.g. Paper pay slips, application forms, annual leave cards, claims) N/A N/A	6
Vaste	Food and Drink Products Services Waste Reduction Waste Hierarchy Circular Economy	N/A Overall continued reduction in paper based processing across the Council (e.g. Paper pay slips, application forms, annual leave cards, claims) N/A N/A N/A	6
Waste	Food and Drink Products Services Waste Reduction Waste Hierarchy Circular Economy	N/A Overall continued reduction in paper based processing across the Council (e.g. Paper pay slips, application forms, annual leave cards, claims) N/A N/A	6
Waste	Food and Drink Froducts Services Waste Reduction Waste Hierarchy Circular Economy	N/A Overall continued reduction in paper based processing across the Council (e.g. Paper pay slips, application forms, annual leave cards, claims) N/A N/A N/A N/A	6
Waste Nature/Land Us	Food and Drink Products Services Waste Reduction Waste Hierarchy Circular Economy	N/A Overall continued reduction in paper based processing across the Council (e.g. Paper pay slips, application forms, annual leave cards, claims) N/A N/A N/A	6
Waste	Food and Drink Froducts Services Waste Reduction Waste Hierarchy Circular Economy	N/A Overall continued reduction in paper based processing across the Council (e.g. Paper pay slips, application forms, annual leave cards, claims) N/A N/A N/A N/A	6
Vaste	Food and Drink Fraducts Services Waste Reduction Waste Hierarchy Circular Economy Lie Biodiversity Carbon Storage	N/A Overall continued reduction in paper based processing across the Council (e.g. Paper pay slips, application forms, annual leave cards, claims) N/A N/A N/A N/A N/A	6
Vaste	Food and Drink Fraducts Services Waste Reduction Waste Hierarchy Circular Economy Lie Biodiversity Carbon Storage	N/A Overall continued reduction in paper based processing across the Council (e.g. Paper pay slips, application forms, annual leave cards, claims) N/A N/A N/A N/A N/A	6
Yaste Nature/Land U:	Food and Drink Froducts Services Waste Reduction Waste Merarchy Circular Economy See Blodiversity Carbon Storage Flood Management	N/A Overall continued reduction in paper based processing across the Council (e.g. Paper pay slips, application forms, annual leave cards, claims) N/A N/A N/A N/A N/A N/A N/A	6
Waste	Food and Drink Fraducts Services Waste Reduction Waste Hierarchy Circular Economy Lie Biodiversity Carbon Storage	N/A Overall continued reduction in paper based processing across the Council (e.g. Paper pay slips, application forms, annual leave cards, claims) N/A N/A N/A N/A N/A	6

Just Transition

10	The project will significantly increase the amount of CO2e released compared to before.		
9	The project will increase the amount of CO2e released compared to before.		
8	The project will maintain similar levels of CO2e		
7	emissions compared to before.		
6			
5	The project will achieve a moderate decrease in		
	CO2e emissions compared to before.		
4			
3			
2	The project will achieve a significant decrease in CO2e emissions compared to before.		
1			
0	The project can be considered to achieve net zero CO2e emissions.		
Carbon	The project is actively removing CO2e from the		

Full Assessment

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Temporal Tempor	Category	Impact	Description of Project Impact	Miligation Measures	Mitigated Score	Action	Proposed KPI/Measure
Decemberation of Process Decemberation of Pr	Buildings and Infrastructure	Construction					
Description Description Processor		Use					
will confine to elaboris mone le la calcular a mone le direction como possible use a digital centre of antificación of homograficación de la como de la calcular de la calc		Land use in development					
will confine to elaboris mone le la calcular a mone le direction como possible use a digital centre of antificación of homograficación de la como de la calcular de la calc						•	•
December of Planaport 1 A Council to and greateriste extend the mode of transport road of council to information adout of the foreign of the council to an extended the council to information and of the council to th	Transport	Demand Reduction	The amount of travel by employees/managers to attend work sites will continue to reduce as more HR and Learning interactions can be done using a digital approach.	Ensure all new processes are inclusive of the workforce and where possible use a digital method of authorisation for managers.	5	No	
Public Tourspared The Council is not prescriptive about the mode of instructive about a confirmation about active to vivid and other promoted in the processing Antiques to the company of the council is a confirmation about a confirmation a		Decarbonisation of Transport	The Council is not prescriptive about the mode of transport used by employees/managers when travelling to a place of work to complete HR processing duties (e.g. submitting A/L requests,	Council initiatives may encourage employees/managers to assess	5	No	
Increasing Active Toward The type of Noval is determined by the employee/immonage of Confined document on the toward and other		Public Transport	The Council is not prescriptive about the mode of transport used by employees/managers when travelling to a place of work to complete HR processing duties (e.g. submitting A/L requests,	Council initiatives may encourage employees/managers to assess	5	No	
Ownerd Reduction (Michaely Continued development of the Hill & Propost system will commit the increased use of digital options for Hill processing/sushibitation in most digital reduction with mercily resolution records the following proporties. Increasing introductive for the committed for the comm		Increasing Active Travel	The type of travel is determined by the employee/manager although active travel is being promoted through internal	Council initiatives may encourage employees/managers to assess	5	No	
Ownerd Reduction (Michaely Continued development of the Hill & Propost system will commit the increased use of digital options for Hill processing/sushibitation in most digital reduction with mercily resolution records the following proporties. Increasing introductive for the committed for the comm							
Improvements Council to more digital interactions with employments of the sue of open Continued emprais of the support o	Energy	Decarbonisation of Fuel					
Economy Development of low carbon Durinerses Indicate teachers in the carbon Indicate teachers in the carbon in the carbon Indicate teachers in the carbon Indi		Demand Reduction/Efficiency Improvements	Council to more digital interactions with employees/managers this reducing the need for the use of paper. Continued emphasis on e- learning through the Learning Management system reduces the	Increased use of digital options for HR processing/authoisation tasks and access to online learning opportities.	5		
Influence Awareness Ratising Climate Leadership Working with Stakeholders Froducts Council leg. Paper poy silps, application forms, annual leave contrict claims! Services Waste Reduction Exposure to climate change imports Response to climate change imports Response to climate change imports		Increasing infrastructure for renewables generation					
Influence Awareness Ratising Climate Leadership Working with Stakeholders Froducts Council leg. Paper poy silps, application forms, annual leave contrict claims! Services Waste Reduction Exposure to climate change imports Response to climate change imports Response to climate change imports							
Influence Awareness Rating	Economy	businesses					
Influence Awareness Rolling Climate Leadership Working with Stakeholders Resource Use Water Use Food and Drink Products Council (e.g. Paper pay sijns, application forms, annual leave coards, cicimst) Services Waste Reduction Waste Hierarchy Clicular Economy Notwer/Land Use Stodievastly Carbon Storage Rood Management Exposure to climate change impacts Exposure to climate change impacts Resource Use Waste Reduction Waste Hierarchy Circular Economy Exposure to climate change impacts		skills/training					
Climate Leadership Working with Stakeholders Resource Use Water Use Food and Drink Products Overall continued reduction in paper based processing across the increased use of digital options for HR processing/authoisation tasks and access to online learning apportities. Services Services Waste Reduction Waste Hierarchy Circular Economy Nature/Land Use Sod/versily Caribon Storage Road Management Exposure to climate change impacts Exposure to climate change impacts		Improved business sustainability					
Climate Leadership Working with Stakeholders Resource Use Water Use Food and Drink Products Overall continued reduction in paper based processing across the increased use of digital options for HR processing/authoisation tasks and access to online learning apportities. Services Services Waste Reduction Waste Hierarchy Circular Economy Nature/Land Use Sod/versily Caribon Storage Road Management Exposure to climate change impacts Exposure to climate change impacts	tell	Aurena de Balala a			ı		1
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Resource Use Water Use Food and Drink Overall continued reduction in paper based processing across the increased use of digital options for HR processing/authoisation totals and access to ordine learning apportifies. Services Service							
Food and Diffick Products Overal continued reduction in paper based processing across the food and decreased use of digital options for HR processing/authoisation in talks and access to online learning apportifies. Services Waste Reduction Waste Reduction Waste Reduction Circular Economy Circular Economy Carbon Strage Road Management Exposure to climate change impacts Exposure to climate change impacts		Working with Stakeholders					
Food and Drink Products Overal continued reduction in paper based processing across the increased use of digital options for HR processing/authoisation 5 contact (across for online learning apportifies. Services Waste Reduction Waste Reduction Waste Reduction Circular Economy Circular Economy Carbon Strage Road Management Exposure to climate change impacts							
Noduch Overal continued reduction in paper based processing across the Council (e.g. Paper pay slips, application forms, arrived leave and access to online learning apportities. Services Waste Reduction Waste Hierarchy Circular Economy Nature/Land Use Backvenity Exposure to climate change impacts Exposure to climate change impacts Exposure to climate change impacts	Resource Use	Water Use					
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Waste Reduction Waste Hierarchy Circular Economy Nature/Land Use Bladivently Carbon Storage Flood Management Exposure to climate change impacts			Council (e.g. Paper pay slips, application forms, annual leave	Increased use of digital options for HR processing/authoisation tasks and access to online learning opportities.	5		
Waste Hierarchy Circular Economy Noture/Lond Use Blod/versity Carbon Storage Rood Management Exposure to climate change impoch		Services					
Wask Hierarchy Circular Economy Noture/Land Use Slod/versity Carbon Storage Road Management Exposure to climate change impact			·			· <u> </u>	
Circular Economy Nature/Land Use Starting Carbon Storage Road Management Exposure to climate change impacts	Waste	Waste Reduction					
NotwerLand Use Stockversity Carbon Storage Road Management Exposure to climate change impacts		Waste Hierarchy					
Carbon Storage Road Management Exposure to climate change limpoch		Circular Economy					
Carbon Storage Road Management Exposure to climate change limpoch							
Adaptation Exposure to climate change	Nature/Land Use						
Adaptation Exposure to climate change impacts		Carbon Storage					
Impacts		Flood Management					
Impacts						-	
	Adaptation	Exposure to climate change impacts					
Just Transition		Just Transition					

10	The project will significantly increase the amount of CO2e released compared to before.	
9	The project will increase the amount of CO2e released compared to before.	
8	The project will maintain similar levels of CO2e emissions	
7	compared to before.	
6		
5	The project will achieve a moderate decrease in CO2e emissions compared to before.	
4		
3		
2	The project will achieve a	
1	significant decrease in CO2e emissions compared to before.	
0	The project can be considered to achieve net zero CO2e emissions.	_
Carbon legative	The project is actively removing CO2e from the atmosphere.	