

Sustainability in the organisational context

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Where to start in the LTCCP?

Sustainable organisational capacity

1. Workforce
2. Financial systems
3. Environmental footprint

1. Workforce capacity

Fostering effective leadership

- ▶▶ leadership programme, mentoring

Enhancing individual capacity

- ▶▶ training, development goals

High performance organisational culture

- ▶▶ org. development, six elephants

Levels of service

Retaining a highly skilled and adaptable workforce

Measure: Annual staff turnover

Providing a safe working environment

Measures: ACC status, serious accidents, EEO complaints

2. Finance

- Providing an equitable and efficient rating system
- Supporting delivery of work programmes throughout the organisation
- Reporting financial and physical performance

Levels of service

Managing the council's revenue department

Measure: Percentage of planned annual revenue that is collected

Providing councillors and managers with timely management and performance info

Measure: Timeframes for monthly reports

Environmental footprint

Milestone One Report, Communities for Climate Protection

- *Corporate emissions*
- *Community emissions*

LTCCP focus: corporate emissions

Determining the inventory boundary

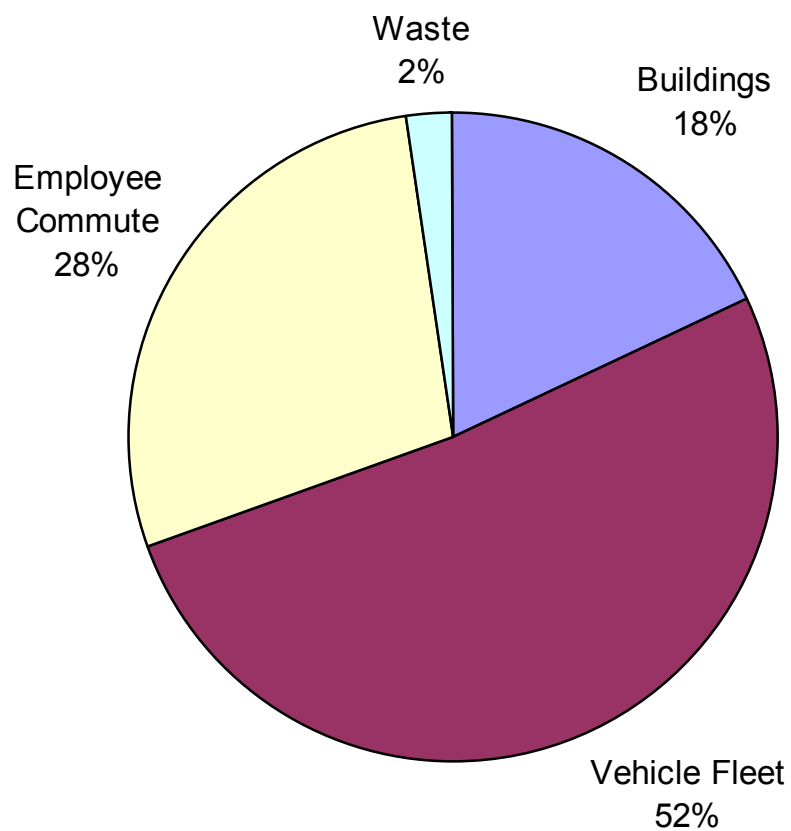
- ▶▶ What's in/out? Operational boundaries

Consistent methodology

- ▶▶ Documentation, accuracy

Identify targets

- ▶▶ Reduction opportunities



Corporate Emissions by sector, June 2000 July 2001

Levels of service

- Reducing vehicle carbon emissions
- Reducing electricity consumption
- Reducing waste going to landfill
- Becoming carbon neutral

Combination of management actions and a staff team to champion initiatives

Vehicle carbon emissions

Measure: CO2 emissions kg/km

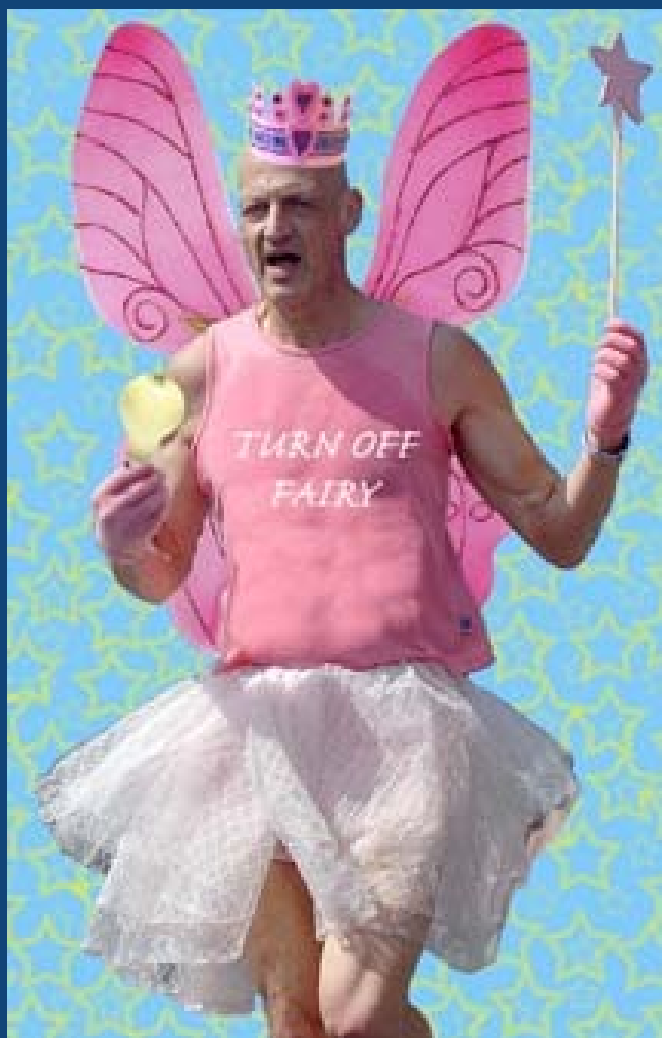
- ▶▶ Staff choosing smallest car for purpose, green, orange and red-coded keys
- ▶▶ Car ride share scheme, Chch-Timaru
- ▶▶ Video conferencing, staff meetings
- ▶▶ Vehicle fleet purchasing policy

Electricity consumption

Measure: Electricity consumption/square metre

- ▶▶ Movement controlled lighting
- ▶▶ Management of heating system
- ▶▶ The TOF Fairy

Turn Off Fairy



Anonymous mid winter
electricity campaign –
over 4 weeks

Unscheduled audits –
computers off, blinds
drawn

Prizes

Waste to landfill

Measure: Amount of waste per staff member going to landfill per annum

**Data only available for Christchurch offices*

- ▶▶ Recycling system, no rubbish bins at desks
- ▶▶ Worm farms
- ▶▶ Copiers default to double sided, b&w

Carbon neutrality

Brings together the results of the vehicle,
electricity and waste emissions

*Target: CO₂ emissions per staff member do
not increase*

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Overall ECan experience

- Needed to work across different sections of Council
- Not all up to management, staff ownership can make a big difference
- Keep it simple
- Have a go, can improve later